

FUNDACIÓN
Xcalibur



2024
ANNUAL REPORT

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ABOUT US

Who We Are



Shaping the best present

Imagine a world where every child, regardless of their background, has access to **quality education**—a world where social and cultural barriers no longer limit potential, and everyone can feel proud of who they are. At **Fundación Xcalibur**, we are committed to doing our part to bring this vision closer to reality. We believe that quality education is a cornerstone for **creating opportunities**, and through our efforts, we aim to contribute to shaping a future where such possibilities are within reach for all.

Our mission is grounded in the belief that education unlocks potential and opens doors. We focus on **supporting children, young people, and women** in vulnerable situations, using sport, training, and culture as tools for change. While the challenge is great, we are inspired by research highlighting education’s transformative power. UNESCO has emphasised how education can break cycles of poverty and foster social inclusion, reinforcing our dedication to this cause.

In 2024, we were honoured to **receive the “Organisation for Development Cooperation” seal from AECID**, recognising the sustainability and impact of our work. This achievement motivates us to keep learning, growing, and collaborating with those who share our vision. We are grateful for the trust placed in us and remain committed to serving those in need with humility and dedication.

This report presents the milestones, results, and stories that have defined our **journey in 2024**. It reflects our ongoing efforts to make quality education accessible to all, ensuring every individual has the opportunity to thrive. While much remains to be done, we move forward with purpose, gratitude, and a strong belief in the power of collective action.

Fundación Xcalibur is inscribed in the official register of Development NGOs (ONGD) of the Spanish Agency for International Development Cooperation.



A New Chapter Begins

María José Toro, President of Fundación Xcalibur

As we reflect on 2024, I am both honoured and inspired by the journey we have undertaken at Fundación Xcalibur. This year has been one of **dedication, resilience, and a deep commitment to empowering individuals** through **education, sport, training, and culture**. It has also been a time for thoughtful reflection—a moment to celebrate our progress and reaffirm our responsibility to those who continue to face barriers to opportunity.

At Fundación Xcalibur, **our mission** is clear: to create environments where every individual, regardless of background, is empowered to dream, strive, and succeed. We believe that transformation comes not only from **access to education** or sport, but from nurturing spaces where children, young people, and women **can realise their full potential**. The ripple effects of our programmes extend far **beyond individual achievements**, inspiring families, schools, and **communities to embrace change** and build a lasting legacy of hope and resilience.

In 2024, our **initiatives reached over 3,000 people**. Of these, 500 directly participated in our programmes, while a further 2,500 were impacted through their families, schools, and communities. These figures reflect not just numbers, but **lives transformed**—each person empowered with new possibilities. Whether it is a child gaining the confidence to pursue their dreams, a family embracing new perspectives, or a community coming together to support lasting change, **we see the impact in real**, meaningful ways.

While **education remains at the heart of our mission**, we know that learning extends far beyond the classroom. **Sport is a vital tool** that complements education, instilling teamwork, leadership, and resilience—values essential for personal growth and community development. In recent years, we've seen how sport, especially for young women and girls, can break down barriers and challenge stereotypes. We are proud to be part of this movement and continue to shape our initiatives to reflect the changing needs of society.

We recognise that true change cannot be achieved without addressing the **diverse needs** of those we support. That is why **we ensure our education programmes are inclusive, responsive, and adaptable** to the unique circumstances of each community. Whether supporting children in their formative years or helping young adults prepare for the future, we are committed to providing the tools and support they need to succeed.

At Fundación Xcalibur, **we are guided by the principles of equality, respect, and sustainability**. We believe that every individual, regardless of gender, race, or background, deserves the opportunity to fulfil their potential. Through our programmes, we promote not only knowledge but also **values that foster collaboration**, perseverance, and social responsibility.

This year **also marked** a significant step in our commitment to **environmental responsibility**. In late 2024, we began research to explore how we can **integrate environmental sustainability into our work**. This new environmental pillar aligns with our vision of creating lasting, sustainable change. We are committed to ensuring that the projects we undertake contribute not only to the communities we support but also to the **health of the planet that sustains us**.



While education remains at the heart of our mission, **we know that learning extends far beyond the classroom.**

María José Toro

With the **recognition obtained by the Spanish Agency for International Development Cooperation (AECID)**, we now have the opportunity to expand our reach in the coming years. This endorsement will allow us to strengthen our work and deepen our impact, further advancing our mission to **create lasting change** in the communities we serve.

As we look ahead, we remain focused on continuing our work, striving to make a difference in the lives of those we support. **Our vision** is to ensure that Fundación Xcalibur **remains a trusted partner in education and community development**, recognised for its role in creating opportunities for children, young people, and women in the countries where we work. This vision is made possible **thanks to the unwavering support of our local, strategic, and institutional partners**. Their belief in the value of our programmes empowers us to carry out our mission and create lasting impact.

We are especially grateful to all our partners who challenge us to grow and improve, working alongside us every day to turn our shared vision into a reality. It is through these invaluable collaborations that we are able to expand our reach, strengthen our influence, and build a foundation for sustainable change. Together, with the dedication of our team and the resilience of the individuals and communities we serve, we will continue to build a future where education, sport, and empowerment go hand in hand.

I am confident that the future we are building is one where opportunity is defined by merit, not by circumstance, and where every person has the chance to succeed. Together, we will continue to move forward, determined and hopeful, to build a more equitable and sustainable world.

With gratitude and appreciation,

Stories that Make Us Unique

DRC: Expanding Horizons with Vivien

Our first talent scholarship has come to fruition! Thanks to our partnership with **Zentro Basket Madrid**, a 14 years' old **Congolese player**, and a brilliant participant in our Basket4all programme in the DRC, (Democratic Republic of Congo) has arrived in Spain. Thanks to this exciting opportunity that the Fundación Xcalibur has facilitated, he will be able to **continue his personal, academic, and basketball development** over the next 6 years in highly recognised institutions in the country.

In Vivien's words, "I have learned the value of discipline and hard work above anything else. I deeply appreciate the team spirit I experienced in the Talent Academy and look forward to carrying that same spirit into this new chapter of my life. With faith in God and trust in this programme, I am confident I can achieve my goals".

At Basket4All, we are thrilled to welcome such a dedicated and socially engaged young man to Madrid. We will continue to work hard with him to become a **positive agent of change** for the DRC, as well as to provide another scholarship for also for a girl in the programme.

You can follow the first steps of this [new initiative on our YouTube channel](#).



Colombia: Amigos and support in Medellín Social School

Throughout the year, the participants of the Medellín Social School dedicated themselves to both training and teamwork, embodying the true spirit of sportsmanship. Beyond honing their football skills, they actively took part in **community initiatives**, reinforcing the values of camaraderie and solidarity that define the school's mission.

One of the most meaningful moments of the year was the organisation of community outreach events, where players and coaches worked together to **make a real difference**. A highlight example of these efforts was the distribution of food packs to participants and their families, a heartfelt initiative made possible through a partnership with **San José Parish**. This act of generosity not only provided essential support to families in need but also strengthened the bonds within the school, demonstrating that being part of a team extends far beyond the football pitch.

As the school looks to the future, it remains committed to fostering both **athletic and personal growth**, ensuring that young athletes continue to develop their skills while embracing the values of the teamwork, empathy and social responsibility.



Uganda: Building Dreams, Inspiring the Next Generation



The Naguru Social Sports School has taken another step in its mission to **foster development and inclusion** through sports by welcoming **a younger group** of participants. This new approach aims to positively impact their growth from an early age, instilling core values through athletic practice.

Following the successful methodology of previous editions, the school remains committed to education and personal growth through sports. Now, with a new group of enthusiastic young athletes, the programme continues to inspire and **shape bright futures through discipline and teamwork**.

With this new cycle, the Naguru Social Sports School reaffirms its dedication to **young talent** and social transformation, offering more children the opportunity to benefit from an initiative that has already changed so many lives.

Spain: Driving Equality Through Sport and Education

Throughout this year, the **ByEM programme** (Well-being and Employability of Women) has enabled **24 female players** from the Sport Extremadura CD football team to grow both personally and professionally, enhancing their skills to become true agents of change within their community.

This commitment to **equality and sportsmanship** has inspired us and has been embraced by authorities already making an impact on the ground, such as **Equality Deputy of the Provincial Council of Badajoz**, this institution has supported us on this journey by providing both financial and logistical assistance. This partnership serves as a shining example of how, by working together, we can locally support communities where women's roles need greater visibility—especially for female athletes.



Ghana: An Award Honouring Dedication and Skill

In 2024, the **Xcalibur Smart Mapping Team** received a **prestigious award** in recognition of its dedication to fostering a more inclusive and diverse **STEM community**. This accolade underscores the team's commitment to promoting gender equality in science and technology—a core pillar of the HERoSTEM programme.

As part of the initiative, ten expert speakers played a crucial role in the programme's initial phase, sharing their expertise with students from the African Science Academy (ASA). Their contributions provided young women with a practical introduction to STEM careers, inspiring future generations.



Changing Lives Through Sports

At Fundación Xcalibur, we use sport as a motivational tool to instil **essential social and life values**, promoting comprehensive development and supporting children and young people in vulnerable communities. Our innovative methodology is based on **internationally recognised cooperation frameworks** and our field experiences, ensuring that our actions align with global standards for sustainable development while being sensible with local contexts. Following the guidelines of the **United Nations 2030 Agenda**, our socio-educational projects contribute to the following Sustainable Development Goals (SDGs):

- SDG 4: Quality Education** – Promoting access to inclusive and equitable education.
- SDG 5: Gender Equality** – Empowering girls and women across all our programmes.
- SDG 10: Reduced Inequalities** – Implementing initiatives that ensure fair access to resources and opportunities.

How do we work?

1. A Global Approach with Local Impact

Following internationally recognised frameworks, we have developed an innovative and distinctive methodology and work philosophy. By **working closely with local organisations**, strategic partners, and field experts, we ensure our programmes effectively address the real needs of participants, with a strong focus on education, physical well-being, mental health and community development.

2. Understanding the Context and Building Partnerships

Our interventions are guided by an in-depth analysis of local realities and strengthened through collaboration with community-based organisations. This approach enables us to design sustainable, **evidence-based responses** that directly meet the specific needs of each region.

3. Implementation, Evaluation, and Continuous Improvement

Qualified coaches and social workers lead our structured activities, following a carefully developed curriculum. Through monitoring and evaluation systems, we assess the impact of our initiatives, ensuring we continuously refine and enhance our programmes for maximum effectiveness.

4. Replicability and Adaptation

Once a programme proves successful, we **adapt it to new contexts and emerging needs**, expanding its reach while maintaining its effectiveness. This process allows us to scale our initiatives across different communities, ensuring long-term sustainability and impact.

Our model is inspired by the UN Sustainable Development Cooperation Framework, which highlights the importance of strategic partnerships, evidence-based programmes, and community-led approaches.

Our Cross-cutting Activities

Menstrual Hygiene Workshops: In communities where gender equality remains a challenge, we conduct **educational workshops for girls and boys**, breaking taboos and ensuring access to essential hygiene products.

Nutrition Programmes: We provide nutritious post-training meals, guaranteeing that children receive **at least three balanced meals a day**, reducing child malnutrition and promoting healthy development.

Medical Check-ups: In areas with limited healthcare access, **we organise regular health assessments**, ensuring children's well-being and enabling early intervention when needed.

Cultural and Community Activities: We promote **social integration and cultural exchange through events** and workshops that foster respect, inclusion, and community cohesion.

Commitment to Sustainability and Social Impact

Through this working methodology, Fundación Xcalibur ensures that every action we take not only benefits children and young people today but also creates lasting, sustainable change in their communities. By adhering to international cooperation frameworks and working with strategic partners, **we guarantee that our projects are effective, scalable, and capable of making a real difference** in the lives of those who need it most.

This model allows us to continue growing and strengthening our mission, ensuring that sport remains a powerful tool for social development and education worldwide.



Basket4All:

“God put us here to prepare this place for the next generation. That’s our job. Raising children and helping the community, that’s preparing for the next generation”

– Dikembe Mutombo

At Basket4All, this philosophy guides our work. We believe **talent** is developed through disciplined training and **daily practice** of strong values. That’s why our programme starts at the foundation—by ensuring our coaches embrace the vision we share with Zentro Basket Madrid. This vision prioritises **player development**, helping each athlete reach their full potential rather than serving the structure. Every basketball session is an opportunity to provide guidance, instil responsibility, and strengthen teamwork.

Over the past year, our boys and girls have **trained twice a week**, and progress is clear: **discipline has improved**, seen in cleanliness, organisation, and greater punctuality. These small habits lay the groundwork for future great athletes, as our coach MBUSU Ravic often reminds us. Each session refines technical skills while instilling discipline, respect, and perseverance. Our coaches and social worker lead by example, showing that success comes through consistent effort on and off the court. By nurturing young talent, Basket4All is shaping not only future sports stars but also the **next generation of leaders** in the Democratic Republic of Congo (DRC).



Campus of Champions: Empowering Through Opportunity



Recognising the challenges facing DRC, we expanded our approach by **launching the Basket4All Campus**. This initiative provided young athletes with intensive training, reinforcing values like discipline, teamwork, and perseverance alongside their basketball development.

The success of the Campus led to our first talent scholarship, created in partnership with Madrid Zentro Basket. Thanks to this opportunity, Vivien Beker—a **standout player from our programme**—has begun a **new chapter in Spain**. With support from the Fundación Xcalibur, he will continue his academic and athletic journey at top institutions. “I have learned the value of discipline and hard work above everything else. I deeply appreciate the team spirit I experienced at the Talent Academy, and I am excited to carry that same spirit into this new chapter of my life”.

By combining training, education, and international opportunities, we are shaping future leaders who will drive change in their communities.

Health: A Fundamental Pillar for Development

In Kinshasa, where healthcare access is limited and nearly **79% of the population lives in extreme poverty**, ensuring the well-being of our young athletes is a priority. At the Talent Academy, **each participant of our project had a medical check-up** to detect and prevent health issues, helping participants stay in top condition both on and off the court.

Beyond physical health, we recognise the unique challenges faced by our **female athletes**. In a country where girls aged 12 to 16 have a **20% higher illiteracy rate than boys, one-third marry before 18, and 39% drop out of secondary school**, menstrual hygiene remains a critical yet overlooked issue. To address this, we integrated a menstrual health programme into our activities, ensuring that female participants **receive the education and resources** they need to continue their training with confidence. This support plan also sensitised boys for them to become actors of change.



Additionally, with many families struggling to **secure three meals a day**, proper nutrition is essential for both performance and overall well-being. By reinforcing healthy habits and providing essential health support, we empower our athletes to develop not only as players but as individuals capable of overcoming systemic challenges.

Support in Times of Uncertainty

Many of **our participants have experienced profound loss** while navigating a difficult social context where emotions often run high yet remain unspoken. On top of this, **adolescence itself is a complex stage**, marked by deep personal change and uncertainty. Understanding this reality, we stand by our young athletes, offering them not only a place to train but a space where they feel heard, supported, and valued.

As a team, **we come together in moments of grief**, ensuring that no child faces their struggles alone. “Being present for them in these moments is just as important as any training session”, shares our programme coordinator. **“We are not only coaches; we are mentors, role models, and a family. Sometimes, just listening or offering a word of encouragement can make all the difference”.**



Medellín Social School:

A Safe Space for Growth & Learning

Medellín Social School, located in Comuna 16, provides a **secure space for over 100 children** in a neighborhood marked by poverty, violence, and educational challenges. This area, home to displaced Colombian families and Venezuelan immigrants facing **multidimensional poverty**, struggles with youth crime, substance abuse, and forced recruitment into criminal groups. However, girls and young women face additional barriers, including gender-based violence, teenage pregnancy, and sexual exploitation, which threaten **their right to education, health, and overall development**.

In a community where **19.51% of the population lives in poverty** and 8.6% lacks formal education, our school offers more than just football training—it fosters discipline, teamwork, and a commitment to learning. By combining **sports, mentorship, and social support**, we help children build the confidence and skills needed to break cycles of poverty and exclusion, contributing to long-term community transformation.

Nourishment & Well-being: Supporting Their Growth



At Medellín Social School, we recognise that **proper nutrition and regular health check-ups** are vital to both the well-being and academic success of our participants. After each training session, we serve nutritious snacks that energise the children for both their studies and extracurricular activities. Research has shown that balanced nutrition plays a critical role in enhancing cognitive function and academic performance.

In partnership with volunteers from **San Martín University**, we provide monthly medical check-ups—including general medical care and **specialist services**—to ensure early detection and management of health issues. By addressing physical health alongside educational needs, we empower our students to focus on learning and reach their full potential, paving the way for a healthier and more promising future.



Empowering Through Culture and Inclusion

Cultural activities are at the heart of our mission to **break down taboos** and promote equality. In a region where traditional stereotypes have discouraged many girls from engaging in sports, our targeted cultural initiatives encourage them to develop their talents, stay in school, and **participate fully in community life**. We organise events such as science fairs, book workshops, and creative activities that not only inspire learning but also foster inclusion.

Furthermore, our **mixed gender sports training** sessions and **local matches** with children's clubs foster inclusion, integration and companionship, as well as a practical setting for applying learned skills, mastering new techniques, and building resilience. We continuously refine these activities to **motivate more girls to participate** and ensure that both girls and boys learn values through sports.



Local Action, Lasting Impact

The transformative impact of our social and cultural activities is amplified by the robust local networks that support us. **Volunteers** from the parish of San José play an essential role by **evaluating community needs, connecting us** with the families and children who require the most help, coordinating food distribution, and sourcing vital materials. Their efforts not only provide direct support but also serve as living examples of solidarity and social responsibility.

Studies have found that **community networks** can enhance the **effectiveness of social initiatives by over 30%**, demonstrating the importance of local collaboration in achieving sustainable impact. As one dedicated volunteer expressed, "Working together with our community has not only enriched the lives of our children, but it has also shown us how collective action can build a more just and compassionate society".

This local network is fundamental to our mission—offering children **role models and tangible opportunities** for growth, and reinforcing the belief that change begins at home.



Naguru Social Sports School:

Creating Opportunities Through Sports

At Naguru Social Sports School, we **provide a safe, supportive environment** where **over 100 new participants** can grow and thrive. In a community facing social and economic exclusion, and challenges such as high rates of school dropouts and high youth involvement in crime our programme promotes continuous and formal education for the personal growth and development of children and youth, fostering an inclusive environment, and using sport as a motivational tool. In our school, children and youth not only develop key life values and football skills such as team work, discipline, and perseverance, they also **increase their school attendance and academic performance**, as well as improve their psychosocial well-being.

In partnership with Naguru Primary School, we **prioritise regular school attendance**, helping participants stay engaged in their education and allowing them to have a better future. By **combining sport and education**, we provide children with the opportunity to dream beyond their immediate struggles, giving them the tools to build a brighter future for themselves and their communities.

Nurturing Health for a Brighter Future

At our school, we recognise that a **child's well-being is crucial to their success** in education and life. That's why we prioritise health by offering **regular medical check-ups** to the participants to identify and address health issues. We provide this support in partnership **with KKCA** (Kampala Capital City Authority).

Furthermore, to support their growth and energy, **we provide healthy snacks** after every training session, nourishing both their bodies and minds. This holistic approach not only improves athletic performance but also encourages academic success and overall well-being. By nurturing their health, we empower our participants to become well-rounded individuals, ready to face life's challenges with confidence and resilience.



Breaking Barriers for Girls with Menstrual Health Support

Our **Menstrual Hygiene Management Programme** addresses the barriers girls face during menstruation. In Naguru, a lack of basic hygiene facilities and limited awareness often result in girls missing school. Studies show that **1 in 10 girls in sub-Saharan Africa miss school during menstruation** due to these challenges.

To break the silence and support these girls, **we provide sanitary pads, hygiene kits, and educational workshops** (for both girls and boys). This initiative ensures that every girl has the resources and knowledge to manage her menstrual health, enabling her to **continue her education with confidence and dignity**. By tackling this issue head-on, we empower girls to stay in school and thrive, breaking down barriers to their success.



Strengthening Families, Strengthening Futures

Our approach goes beyond the school, **recognising that strong family relationships** are key to a child's success. That's why we carry out **home visits, parents' meetings and workshops** to strengthen the bond between parents and children. Our team regularly offers emotional support, guidance, and resources to families.

The impact is clear: **92% of participants have reported improved relationships** with their parents, highlighting the importance of family in nurturing every child's potential. By fostering these connections, we are **creating a supportive community where children feel loved**, encouraged, and empowered to succeed.



Championing Gender Equality

As a foundation specialised in the field of International Cooperation, we believe **equal opportunities are key to creating a better future** for all. We focus on breaking barriers in historically homogeneous sectors, promoting diversity and gender equality in areas like sport and STEM.

Our gender programmes provide **training and mentorship to empower women from vulnerable backgrounds**, enabling them to excel professionally and socially while creating a lasting social impact in their communities. Our approach follows internationally recognised standards, adapting to local contexts for high-impact results. Aligned with the UN 2030 Agenda, our initiatives support key Sustainable Development Goals (SDGs).

SDG 5: Gender Equality – Empowering girls and women across all our programmes.

SDG 8 Decent Work and Economic Growth – Building skills for decent jobs and lasting economic growth.

SDG 17: Partnerships for the Goals – Boosting impact through strategic collaboration and resource sharing.

How do we work?

1. Contextual Analysis and Adaptation

We conduct in-depth studies of the socio-economic and cultural environment of each community, **allowing us to design tailored and relevant strategies**. In this way, we are able to analyse the challenges women and young girls face and to develop strategies to meet their specific needs.

2. Specialised Training and Mentorship

We implement training programmes that **combine the strengthening of technical skills** with essential soft skills such as leadership, communication, and teamwork, necessary to lead and create meaningful change.

3. Learning and Community Service Dynamics

We encourage the practical application of learned skills through service-oriented projects, **fostering social responsibility and the return of values to the community**. Through capacitation and empowerment, we aim to build inspiring role models for women and young girls, who need more female figures to look up to in their contexts.

Our Cross-cutting Activities

To bring our commitment to female empowerment and social transformation to life, we implement a range of activities focused on training, professional development, and community service:

Workshops and Training Seminars: These theoretical and practical sessions strengthen both **STEM-related skills and gender perspective values**, alongside leadership, communication, and teamwork skills.

Mentorship and Professional Development Programmes: **Offering personalised guidance** and talks with experts and professionals to facilitate professional growth in sectors traditionally closed to women and diversity.

Community Service Projects: **Initiatives where participants apply what they have learned** by developing projects that benefit their communities, generating a real and lasting social impact.

Through these activities, we aim to create lasting, sustainable change, empowering women to take on leadership roles and transforming communities in the process.

ByEM Programme:

Personal Coaching for Women in Football

In 2024, the Women's Well-being and Employment programme (ByEM acronym in Spanish) strengthened the mental resilience and professional skills of Sport Extremadura CD's women's football team in the 3rd RFEF Women's League.

ByEM **combined individual and group coaching**—focused on emotional intelligence, leadership, self-esteem, communication and teamwork—with workshops led by 17 specialists in areas such as public speaking, self-esteem enhancement and neuro-linguistic programming (NLP).

These activities equipped the 24 participating players to **manage pressure on and off the field**. In addition, ByEM offered professional-development sessions covering time management, communication and conflict resolution to prepare athletes for careers beyond football. By integrating mental-health support, life-skills coaching and career planning, the programme not only helped players perform under competitive stress but also empowered them to serve as **role models for young girls** throughout Extremadura. (Spain).



Agents of Change: Inspiring the Next Generation of Female Athletes



More than just improving the personal and professional development of the players, the programme has transformed them into role models and advocates for gender equality in sport. Armed with the knowledge and confidence gained from their training, the players of Sport Extremadura CD **have taken their message into classrooms across Badajoz**, inspiring the next generation.

Through a series of school talks, these athletes are breaking down gender stereotypes and encouraging young girls to embrace sport. Their mission is crucial: **in Spain, 38% of girls** between the ages of 12 and 14 **stop participating in sports**, with 94% of them doing so due to social and **cultural barriers** rather than personal choice.

By sharing their experiences and challenges, the players show young students that sports can be a powerful tool for self-confidence, leadership, and resilience.

Join In: Uplift Women from Every Side



Supported by the Fundación Xcalibur and the Badajoz Provincial Council, this initiative **amplifies the message that sport is for everyone**. As Lourdes Linares Matito, Deputy for Equality at the Provincial Council of Badajoz, explains, "Sport has an enormous capacity to empower women and girls, reinforcing teamwork, independence, and resilience. These players are not just athletes; they are agents of change in their communities, inspiring the future leaders of tomorrow".



HERoSTEM Programme:

Empowering the Next Generation of African Women in STEM

In early 2024, Fundación Xcalibur proudly launched the HERoSTEM programme, an initiative aimed at **empowering female students** and *alumnae* at the **African Science Academy (ASA)** in Ghana. In partnership with **Xcalibur Smart Mapping (XSM)**, HERoSTEM focuses on supporting academically talented young women in STEM (Science, Technology, Engineering, and Mathematics), equipping them with both theoretical knowledge and practical experience.

One of the key components of HERoSTEM is its **volunteer initiative**, where XSM employees from various business units dedicate their time and expertise **to mentor these promising students**. This hands-on mentorship provides invaluable career guidance and industry insights, preparing these young women for their professional futures. By blending academic excellence with real-world experience, HERoSTEM seeks to break down barriers and inspire the next generation of female leaders in STEM, paving the way for more inclusive innovation.

The HERoSTEM initiative is particularly crucial in light of the persistent gender gap in STEM fields worldwide. While **women make up 40% of the world's most skilled professions**, they account for only 30% of Africa's STEM workforce, with many still underrepresented in leadership roles.

Through HERoSTEM, Fundación Xcalibur aims to change this narrative by offering mentorship, leadership development, and hands-on learning to help young women thrive and advance into leadership positions within the STEM sector.



Milestones and Momentum: Our First-Year Achievements and the Future Ones

In its inaugural year, HERoSTEM has already made a **remarkable impact**, providing a glimpse of the programme's transformative potential. Throughout 2024, Xcalibur Smart Mapping volunteers dedicated an impressive **341 hours to mentorship and guest speaking sessions**, engaging **more than 50 students** at the African Science Academy (ASA). 19 ASA alumnae also received one-on-one guidance, helping them refine their academic goals and chart meaningful career paths. This multifaceted support resonated strongly with participants and volunteers alike, garnering average **satisfaction scores of 4.2 and 4.5 out of 5**, respectively.

Beyond the numbers, personal stories highlight HERoSTEM's influence. One such voice is Legal Leader at XSM, Cláudia Lima, who noted, "It was an honour to contribute to such a forward-thinking initiative. My role as a guest speaker allowed me to offer my perspective as a woman in a leadership position, which I believe plays a crucial role in professional development". Her experience underscores the **importance of diverse representation** and mentorship in shaping future female STEM leaders.

Building on these achievements, HERoSTEM is set to expand in 2025 by offering **scholarships**, strengthening organisational support, and introducing tailored internships for ASA students and alumnae. Through real-world opportunities and continued mentorship, the programme equips young women to excel in STEM and become catalysts for innovation in their communities. With each new milestone, HERoSTEM reaffirms Fundación Xcalibur's commitment to bridging the gender gap and inspiring a new generation of female leaders in science and technology.

Our Participants Say...

Every story matters. Throughout 2024, our projects touched the lives of thousands of people. While many took part directly in our programmes, countless others felt the ripple effect through their families, schools, and communities. Behind each number is a personal journey—someone discovering new strengths, shifting perspectives, or taking their first steps toward change.

At Fundación Xcalibur, we believe **true impact lies in individual growth**. That's why we're proud to present a selection of testimonies—one from each of our projects—offering a glimpse into the real stories that inspire our work. You'll find many more voices and experiences on [our website](#), where the heart of our mission truly comes to life.

Israel Tshienda,
Basket4All's participant

I'd like to personally thank the Foundation for the [medical examinations] initiative, which I think is a good one... I mean, there are standards you must meet to be able to play, given that we're aiming for high-level competition... that's why we must do these check-ups.



Matías Muñoz,
Medellín Social School's participant

At Medellín Social School we play football, but it's more than just a game. It's where we learn to share, help each other, and be kind. Our coaches teach us to be brave and never give up, even when things are tough. We also do fun activities with our families and friends, like workshops and health check-ups. Here, everyone is welcome, and we all learn and grow together.



Omara Ivan,
Naguru Social Sport School

Since I joined Naguru Social Sport School, I have learned how to make new friends and play football with them. I also learned how to share and have fun together! The project has made me better at football, and I am so happy! I want to keep playing and learning!



Ana Herrera,
ByEM Programme's participant

I'm excited to be part of the ByEM programme. The workshops have helped me understand myself better and recognise how I affect others. I've gained tools to grow in confidence, improve communication, and make a positive impact in my community. I'm grateful to be part of something that supports personal growth and responsibility.



Divine Mmesomachukwu Matthew,
HERoSTEM Programme's participant

The Xcalibur Guest Speaker Sessions have been truly impactful, if not transformative, offering invaluable insights and inspirations to me as a person.

Having experts across various fields share their journey, challenges and achievements have broadened my perspective and taught me the importance of resilience, curiosity and continuous learning.

I thank the Xcalibur team for all the impact that they've given to me and for helping me to pursue excellence fearlessly.



Our Partners Say...

Our work is made possible thanks to the **trust and commitment of those who support us**. Their backing reflects a shared vision of positive, lasting change.



Andrés Blanco, CEO Xcalibur Smart Mapping

At Xcalibur Smart Mapping, we believe in the power of action, commitment, and excellence.

That is why we are proud to have Fundación Xcalibur as a driving partner in the social journey and values we champion within our global corporate social responsibility policy.

In 2024, we have witnessed the deepening of its impact as it continues to expand its reach and launch new projects that transform lives where they are needed most. This remarkable progress would not be possible without the leadership of Fundación Xcalibur's dedicated team, and the support of partners who share our mission and vision for a better world. Together, we are building a future of dignity, opportunity, and lasting change.



Lourdes Linares Matito, Equality Deputy of the Provincial Council of Badajoz



Working through the ByEM programme, we've witnessed a strong commitment to women's leadership. Sport has demonstrated its powerful ability to empower women and girls, conveying values like teamwork, self-sufficiency, and resilience.

These qualities have a direct impact on their health, education, and leadership development, turning them into true agents of change. For the Provincial Council of Badajoz, this is vital, as it allows us to reach more young people across our municipalities and foster role models for future generations.



Fernando Reborio, CEO Zentro Basket Madrid



Basket4All is an incredible programme that recognises and nurtures the outstanding basketball talent in the Democratic Republic of Congo. This country has produced legendary athletes who have not only excelled in the sport but have also given back to their communities. We are committed to spreading this spirit of dedication and social values.

In just one year, we are proud to have achieved so much—launching the Talent Academy and its dynamic social initiatives for boys and girls, organising training camps, and awarding scholarships. The impact has been truly inspiring, and we look forward to reaching even greater heights.



Carlos Salazar and Andrés de Wasseige, Fundación Revel's President, and Country Manager in F. Revel

The football school, developed by Fundación Revel, Fundación Xcalibur, and the European Football Institute in Medellín, Colombia, shows how sports can transform lives and communities. It provides children and young people from the Belén Aguas Frías neighbourhood with the opportunity to use their free time productively and stay away from risky situations.

This initiative, supported by parents, teachers, and community leaders, promotes not only a love for football but also the development of talent and essential values such as fair play, respect, commitment, and solidarity. The school helps create better players, students, siblings, children, and people.

We are grateful to Fundación Xcalibur, the Colombian Army, El Colombiano newspaper, and the San José María Escrivá de Balaguer Parish for their invaluable support. Together, we are building a brighter future through sport and shared values.





Joshua Opolot, Executive Director of YSU



The impact of the Fundación Xcalibur's partnership on the Naguru Social Sports School is undeniable. We've seen the children flourish, not only in their football skills but also in their confidence, discipline, and understanding of key life values. Xcalibur's commitment to using sport as a tool for development aligns perfectly with our mission at Youth Sport Uganda.

Their unwavering support has allowed us to create a safe and nurturing environment where these young pupils can thrive. We are immensely proud of what we've achieved together and are excited to see the continued growth of these incredible children.



Yasameen Al-jboury, Executive Director African Gifted Foundation



We are thrilled to continue our partnership with Xcalibur Smart Mapping and Fundación Xcalibur as we enter the second year of the HERoSTEM initiative. This next phase marks an exciting expansion of our mentoring program, which has been instrumental in supporting young women in STEM.

By deepening our collaboration, we are strengthening our commitment to unlocking the potential of Africa's young women, equipping them with the skills, confidence, and opportunities to lead in STEM fields. Together, we are building a future where gender equality in science and technology is the norm, not the exception.

All this and more thanks to our partners



Together, we are shaping the best present to build a better future

OUR VISION FOR 2025

Empowering Communities, Driving Sustainability



Building on the success of 2024, the Fundación Xcalibur remains committed to **sustainable development** through innovative socio-educational projects. In 2025, our strategic focus will expand our reach, deepen our impact, and address pressing challenges for vulnerable populations in other regions where our mother company is present. How?

Expanding Our Reach: New Projects, New Horizons

We will launch new projects with a focus on education, mental health, and environmental sustainability, these projects will **tackle social issues**.

Empowering Local Communities: Education & Gender Equality

Our educational model will evolve to integrate **innovative methodologies** that foster inclusive learning environments. We are going to launch social schools combining gender equality and sport, creating safe spaces for children and adolescents to learn, grow, and stay healthy. Sports will be a key tool for inspiring young people and uplifting their lives.

Collaboration for Greater Impact

Collaboration remains a cornerstone of our strategy. In 2025, we will **strengthen our partnerships** with local organisations, international institutions, and corporate partners to **maximise** our impact. A key focus will be reinforcing collaboration within our ongoing projects, ensuring that our efforts are more effective and **sustainable**. By fostering deeper cooperation, we will drive meaningful progress and address global challenges with greater efficiency and scale.

Expanding Impact: Sustainability and Innovation

For nearly a year, we have been working with **Xcalibur Smart Mapping** through an internal **I+D** and learning process to develop **innovative approaches** that integrate environmental sustainability into our social work with vulnerable communities. This initiative, aligned with **SDG 15** (Life on Land), will drive projects focused on the preservation and restoration of terrestrial ecosystems, reflecting our strong commitment to addressing the climate crisis and the challenges facing humanity.

Looking Ahead: A Sustainable Future

In 2025, we are excited about the opportunity to **create lasting change**. With your support, we will build a future where all children have access to quality education and all communities thrive in a sustainable environment.

sustainable.



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