

Message from the Foundation

At Fundación Banco Popular, we ended the year in gratitude and reflection. This 2024 marks the 45th anniversary of our philanthropic journey. Over the decades, we have served as a vehicle to get resources to where they are most needed, standing for equality of opportunities, the right to a dignified life, and the confidence in the potential of every individual.

Fundación Banco Popular's work is possible, in large part, due to the solidarity of thousands of Popular employees who contribute both money and time because they aspire to a society that values humanity above everything. Thanks to their generosity, our Foundation directs 100% of its resources to supporting communities, reinvesting year after year in organizations that are experts in delivering essential services and achieving results. Our Popular colleagues' unwavering commitment inspires me and confirms that my father's legacy, who founded this great institution, is kept alive in the spirit of everyone who supports our philanthropic labor.

As always, we are listening and learning. In 2023, we expanded the impact of our educational model for the Development of Musical Talent and reiterated our support for hundreds of students to achieve academic excellence. We fostered peer-to-peer alliances and doubled the use of spaces at our headquarters, promoting collaboration between community organizations. We also strengthened our capacity to measure results and thus be able to better accompany partner organizations in the execution of their missions. We are especially proud of the organizational growth of Casa de Niños Popular, which expanded its offering to the Andarines level.

These are only some of the 2023 results that make us proud, milestones that lead us to reflect on what we aspire to for the future. We are aware that, now more than ever, the world and its economies are undergoing rapid and frequent changes that disproportionately affect people with historical and systemic barriers to opportunity.

For this reason, and with greater conviction, we reaffirm our commitment to continue working to improve the quality of life of Puerto Ricans, promoting access to educational and self-governance opportunities that foster excellence, ethics, and civics.



Richard L. Carrión President



We believe that every human being has the right and responsibility to lead a life of dignity in a prosperous community.

Mission

Fundación Banco Popular seeks to enhance the quality of life of Puerto Ricans by promoting access to education and self-governance opportunities that foster excellence, ethics and civic responsibility.

Values

True social change begins with the internalization that we are part of the systems we seek to change. We are guided by values that strengthen our ability to drive the vision of a fair, supportive and prosperous Puerto Rico.

Learning

We aspire to cultivate our knowledge, always aware that those who best know the needs of a community are its members.

Collaboration

We promote joint action in the search for solutions to complex social problems. We work hand in hand with various sectors to advance our mission.

Impact

We invest strategically in projects that demonstrate positive results to achieve the greatest reach and social benefit possible.

We dare to invest in bold projects based on innovative, effective, and accessible solutions.

Integrity

We are governed by the highest standards of ethics and transparency. The way we act is as important as the outcome.

2023 Total Investment

\$4,498,597.99

For four decades, this program has been our primary vehicle for supporting education and community development projects driven by Puerto Rican non-profit organizations. Our trajectory stands out for forging relationships of respect and trust with our partners. We focus our resources to accompany our investment with rigorous evaluation, active collaboration, and capacity building for effective management.

The independent living day-program at the Instituto Psicopedagógico de Puerto Rico (IPPR) has the purpose of providing educational and recreational services, maintenance, and reinforcement of basic and complex life skills for people with functional and intellectual diversity.



Social Investment Program

\$2,807,520

Grants awarded to 73 organizations

Right to a
Comprehensive \$1,172,000
Education

Excellence in Education

Educational \$530,000 innovation

Education – Functional Diversity \$250,630

Community Development \$619,000

Musical Talent Development \$235,000

Dr. Yadira Sánchez is the executive director of Lectores para el Futuro, a non-profit organization dedicated to promoting educational innovation through reading. Lectores para el Futuro has been a grantee of Fundación Banco Popular since 2018.





Founded in 2018, Escuela Montessori San Cristóbal has been a recipient of Fundación Banco Popular grants for its comprehensive education curriculum to students.







Social Investment

2023 Grants

Organization	City	Amount
RIGHT TO A COMPREHENSIVE EDUCA	TION	
Andanza	San Juan	\$50,000
Asamblea Familiar Virgilio Dávila	Bayamón	\$25,000
Asociación Pro Juventud y Comunidad de Barrio Palmas	Cataño	\$30,000
Boys & Girls Clubs de Puerto Rico	San Juan	\$50,000
Caras con Causa	Cataño	\$75,000
Casa de Niños Manuel Fernández Juncos	San Juan	\$30,000
Casa Juan Bosco	Aguadilla	\$25,000
Centro Comunitario Rvda. Inés J. Figueroa	Guaynabo	\$25,000
Centro de Servicios Ferrán	Ponce	\$25,000
Centro Esperanza	Loíza	\$35,000
Centro María Mazzarello (Alespi)	Orocovis	\$40,000
Ciencia Puerto Rico	San Juan	\$45,000
Club de Lucha Olímpica Sparta	San Juan	\$50,000
Colaborativo PR	San Juan	\$50,000
Escuela Montessori San Cristóbal	Caguas	\$47,000
Foundation for a Better Puerto Rico	Culebra	\$50,000
Fundación de Niños de Puerto Rico	San Juan	\$40,000
Hogar de Niñas de Cupey	San Juan	\$40,000
Hogares Teresa Toda	Loíza	\$25,000
IDIIFCO, Guánica	Guánica	\$30,000
Instituto Santa Ana	Adjuntas	\$25,000
Jóvenes de Puerto Rico en Riesgo	San Juan	\$50,000
Juan Domingo en Acción	Guaynabo	\$25,000
Mauro	San Juan	\$25,000
Mentes Puertorriqueñas en Acción	San Juan	\$30,000
Museo de Arte Contemporáneo	San Juan	\$40,000
Museo de Arte de Ponce	Ponce	\$40,000
Niños de Nueva Esperanza	Toa Baja	\$25,000
Oratorio San Juan Bosco	San Juan	\$25,000
Politécnico Amigó	San Juan	\$45,000
Programa de Apoyo y Enlace Comunitario (PAEC)	Aguada	\$30,000
The Jane Stern Dorado Community Library	Dorado	\$25,000
EDUCATION FOR PEOPLE WITH FUNCTIONAL OR INTE	LLECTUAL DIVER	
Asociación Mayagüezana de Personas con Impedimentos	Mayagüez	\$35,000
Centro de Ayuda y Terapia al Niño con Impedimento (AYANI)	Moca	\$35,000
Centro Margarita	Cidra	\$25,000
Colegio de Educación Especial y Rehabilitación Integral (CODERI)	San Juan	\$30,630
Fundación Puertorriqueña Síndrome Down	San Juan	\$30,000
Instituto Psicopedagógico de Puerto Rico	Bayamón	\$35,000
SER de Puerto Rico	San Juan	\$60,000

COMMUNITY DEVELOPMENT Agua, Sol y Sereno Asociación de Comunidades Unidas Tomando Acción Solidaria Boys & Girls Clubs de Puerto Rico d/b/a Instituto del Desarrollo de la Juventud Centro de Adiestramiento para Personas con Impedimentos (CAPI) Centro de la Mujer Dominicana Centro Sor Isolina Ferré - Caimito Coalición Legal Corporación La Fondita de Jesús G8 Instituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco Taller Salud	Culebra Toa Baja San Juan Aibonito San Juan San Juan San Juan San Juan San Juan Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$25,000 \$30,000 \$30,000 \$35,000 \$35,000 \$25,000 \$40,000 \$25,000 \$30,000 \$30,000 \$50,000
Asociación de Comunidades Unidas Tomando Acción Solidaria Boys & Girls Clubs de Puerto Rico d/b/a Instituto del Desarrollo de la Juventud Centro de Adiestramiento para Personas con Impedimentos (CAPI) Centro de la Mujer Dominicana Centro Sor Isolina Ferré - Caimito Coalición Legal Corporación La Fondita de Jesús G8 nstituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	Toa Baja San Juan Aibonito San Juan San Juan San Juan San Juan San Juan Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$30,000 \$30,000 \$35,000 \$35,000 \$25,000 \$40,000 \$60,000 \$25,000 \$30,000 \$30,000 \$50,000
Boys & Girls Clubs de Puerto Rico d/b/a Instituto del Desarrollo de la Juventud Centro de Adiestramiento para Personas con Impedimentos (CAPI) Centro de la Mujer Dominicana Centro Sor Isolina Ferré - Caimito Coalición Legal Corporación La Fondita de Jesús G8 Instituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	San Juan Aibonito San Juan San Juan San Juan San Juan San Juan Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$30,000 \$35,000 \$35,000 \$25,000 \$40,000 \$60,000 \$25,000 \$30,000 \$30,000 \$50,000
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Coalición Legal Corporación La Fondita de Jesús G8 Instituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	San Juan San Juan San Juan Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$25,000 \$40,000 \$60,000 \$25,000 \$30,000 \$25,000 \$50,000
Corporación La Fondita de Jesús 38 Instituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	San Juan San Juan Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$40,000 \$60,000 \$25,000 \$30,000 \$30,000 \$50,000
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nstituto para la Investigación y Acción en Agroecología Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	Toa Alta Culebra Carolina Las Marías San Juan San Juan	\$25,000 \$30,000 \$25,000 \$30,000 \$50,000
Mujeres de Islas Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	Culebra Carolina Las Marías San Juan San Juan	\$30,000 \$25,000 \$30,000 \$50,000
Parceleras Afrocaribeñas por la Transformación Barrial Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	Carolina Las Marías San Juan San Juan	\$25,000 \$30,000 \$50,000
Plenitud Iniciativas Ecoeducativas Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	Las Marías San Juan San Juan	\$30,000 \$50,000
Red por los Derechos de la Niñez y la Juventud de PR Taller Comunidad La Goyco	San Juan San Juan	\$50,000
Taller Comunidad La Goyco	San Juan	
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Faller Salud	1 /	\$30,000
	Loíza	\$49,000
True Self Foundation	San Juan	\$30,00
Vitrina Solidaria	Fajardo	\$40,000
EDUCATIONAL INNOVATION		
Beta-Local	San Juan	\$25,000
Centro De Investigación Y Política Pública (Abre PR)	San Juan	\$50,000
nstituto Nueva Escuela	San Juan	\$100,000
_ead Co/laborative	San Juan	\$100,000
_ectores para el Futuro	San Juan	\$50,000
Museo de Arte de PR	San Juan	\$40,000
Nuestra Escuela	Caguas	\$75,000
Proyecto de Educación Comunal de Entrega y Servicio (PECES)	Humacao	\$60,000
The Wildflower Foundation	Trujillo Alto	\$30,000
MUSICAL TALENT DEVELOPMENT		
Asociación de Padres y Amigos Orquestas Secundarias y Superiores	San Juan	\$33,000
Conservatorio de Música 100x35	San Juan	\$40,00
Coro de Niños de San Juan	San Juan	\$25,00
Corporación de las Artes Musicales	San Juan	\$37,89
- Fundación Música y País	San Juan	\$35,00
Make Music Happen	San Juan	\$35,00
Taller Folklórico de la Montaña	Orocovis	\$30,00



Results aligned with the United Nations Sustainable Development Goals

Our commitment to promoting the vision of a solidary and prosperous Puerto Rico is aligned with the United Nations 2030 Agenda through its 17 Sustainable Development Goals (SDGs). Likewise, the 2030 Agenda aligns with our values of *Learning, Collaboration, Innovation, Impact* and *Integrity,* serving as a compass of our execution.

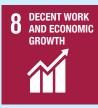
Our passion for excellence drives us to demonstrate how the impact we achieve in alliance with our partner organizations is framed by the Sustainable Development Goals.

The main Sustainable Development Goals that guide our investment are as follows:



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Reduced Inequalities

Reduce inequality within and among countries.

Each SDG has its suggested targets and indicators. We aligned these indicators with those of our program, demonstrating that the results are directly impacting a global agenda.



Right to an Integral Education





Education Innovation





Education for People with Functional Diversity







Community Development







Over 10,000 service instances reported by our partner organizations contributed in adding towards the United Nations Sustainable Development Goals.

To learn more about the United Nations Sustainable Development Goals click here.

Student Support

\$592,984.10

Inspired by the philosophy of our founder, Rafael Carrión, Jr., that "education is the only type of wealth that no one can take away from us," we support students in pursuing their college goals through two initiatives.



2023

345
Recognized
Students





Rafael Carrión, Jr. Scholarships for Children of Employees

Since 1991, the Banco Popular Foundation's scholarship fund has helped 2,109 sons and daughters of Popular employees and retirees access opportunities for educational excellence with an investment of \$7.9 million.





\$475,190 In Scholarships



Recognized Students





Student Support

Rafael Carrión, Jr. Award for Academic Excellence

This award recognizes the educational performance of those students who successfully complete their fourth year of high school. In addition, they score the highest on two or more Advanced Level Program (PNA) tests and on the College Board-administered College Admission Tests (PAAs) in Puerto Rico and Latin America (CBPRAL).



Dr. Ana Judith Román, keynote speaker, participated in the ceremony. This Distinguished Professor at the University of Puerto Rico, Medical Sciences Campus, is an outstanding internist and Puerto Rican neurologist, product of our public education system. The doctor spoke to the students about her student life in France and the practice of medicine. At 93 years old, Dr. Román maintains her practice and teaches at the Medical Sciences Campus.





"My teacher taught me the importance of teamwork and collaboration."

Juan A. Corretjer on Everette Springfield, professor of robotics at Mater Salvatoris. The award-winning professor is the son of Popular employee Zoé Lebrón and was previously awarded the Rafael Carrión Jr. Scholarship.

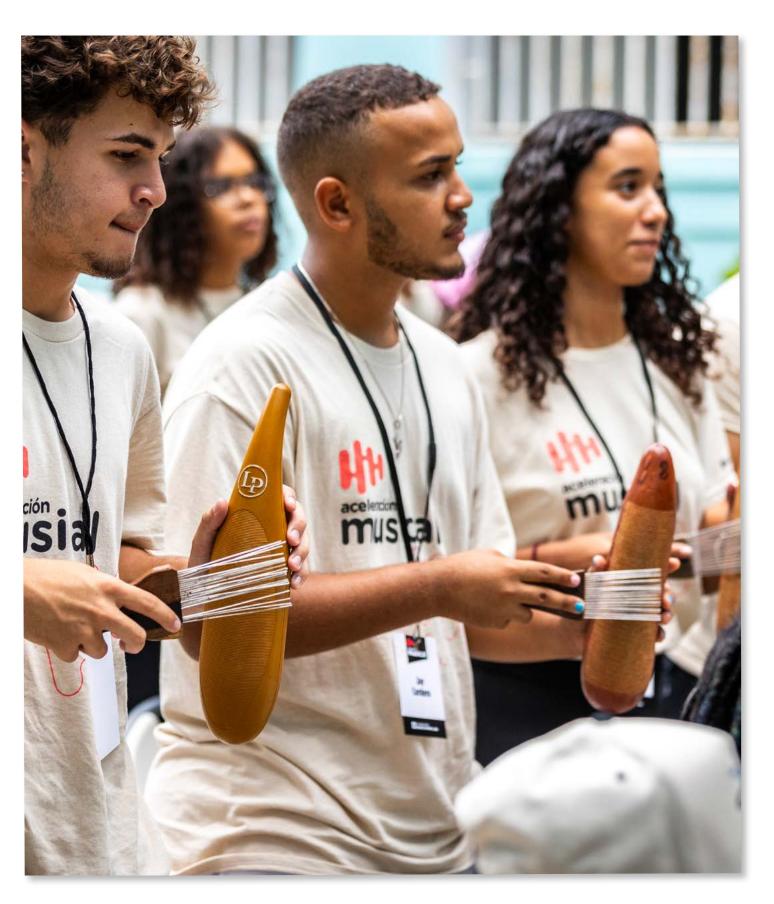
Musical Talent Development

\$426,757.59

Over 5,000 impacted youth

Music education has been a programmatic component of our Foundation for more than 20 years. Two years after the launch of our educational model, we continue to see a far-reaching impact. This is mainly because the model has traced a path so that our participants can receive musical training that provides them with everything needed to become professional musicians.

Our educational model is unique and seeks to fill the gaps in the current music education offerings in Puerto Rico through the integration and expansion of services adjusted to the needs of a global music industry in constant growth and transformation. The model implements the theoretical pillars and essential skills according to the corresponding stage of development: from the introduction to music, instrument specialization, university-level training and up to the professional path. We have extraordinary partners who are part of our Social Investment Program as well as the following proprietary programs of direct service to young people.



Musical Talent Development

Aceleración Musical

We support the development of talented young musicians with a unique learning experience that allows them to further develop in music as professionals and entrepreneurs: a residential summer internship school for music students between the ages of 13 and 18.

In 2023, Fundación held the 6th edition of this initiative that began in 2018 and has impacted 177 participants. We managed to impact 48 students from 21 municipalities who participated in the residential internship of eight days and seven nights in the residential and academic facilities of the Inter-American University, Metropolitan campus. A group of six mentors, professors, and representatives from all the music programs of the universities of Puerto Rico accompanied the students throughout the week. They participated in workshops, master classes and courses with 34 expert resources in different aspects of the music industry.

48Students



2023

34
Industry

Experts

21

Municipalities Impacted





As part of the program, students visited La Casa de la Plena, a museum of Puerto Rican plena founded by Tito Matos (RIP) at Taller Comunidad La Goyco in Santurce.

Musical Talent Development

Revive La Música

We promote musical education, in partnership with Fundación Luis A. Ferré, through the donation of musical instruments to schools and other non-profit organizations.

Since 2009, the program has closed with a concert in which students participate alongside great music performers in Puerto Rico. For most participants, it is their first experience on stage accompanying a professional artist performing their musical pieces.

The Annual Revive la Musica Concert featured Puerto Rican saxophonist Jonathan Suazo at the Pablo Casals Symphony Hall with the participation of 51 students. Six pieces of music from the album were selected for the Concert's repertoire, with our students' composed orchestra under the direction of maestro Elías Santos Celpa.



3,520 Students



2023

23
Schools

242
Instruments
were donated

19 Municipalities





Musical Talent Development

Mini grants

Through our model's grantmaking component, we supported 10 of our graduates to continue studies in music at the Puerto Rico Conservatory of Music, Berklee College of Music as well as participate in prestigious music internships such as the YOLA National Festival Program in Los Angeles and the Five Week Program at Berklee College of Music.

Moreover, a mini grant was awarded to our graduate Jonathan Suazo to produce his Ricano musical project and the sponsorship of his album launch concert on Sunday, July 30, 2023 at Taller Comunidad La Goyco in Santurce.

The Laboratorio Ricano was the first merger between several proprietary programs: Aceleración Musical and Mini Grants to graduates, achieving that the concert evidenced a high level in the execution of the repertoire as a result of this experience.



Johnathan Suazo's Laboratorio Ricano at Taller Comunidad La Goyco

Musical Talent Development

Ongoing professional development

As part of our strategy to continue training our graduates and provide them with professional development opportunities, we invited them to the Premios Tu Música Urbana, Cuatro: El Musical, the Music 101 event of Rimas Publishing and SESAC, and the media presentation of Popular's Musical Special: Salsa: Sabor y Evolución. Also, eight of them performed at the opening of the Ricky Martin Symphonic concert and 11 of them in the Popular's Salsa Musical Special: Sabor y Evolución.

Tranquilo Quieto

In Puerto Rico we have several virtual spaces that give exposure to local musicians. One of them is Tranquilo Quieto Sessions, created in 2020 by artists and musicians Josué Deprat, David Sánchez and photographer Edgar Cruz.

These sessions, in addition to having music as the protagonist, highlight natural and cultural heritage spaces in Puerto Rico.

They are based on the successful model of the Tiny Desks of the American broadcaster National Public Radio (NPR) that since 2008 records live sessions of artists in an intimate environment and with a simple production that focuses on the aesthetic quality of each artist's music, without additional lighting or sound effects.

In 2023, we developed a collaboration with Tranquilo Quieto to record a live musical session of artist PJ Sin Suela. The episode was recorded at the Serrallés Castle in Ponce and featured an orchestra of 21 students from our programs.

To view PJ Sin Suela session please click here: <u>Tranquilo Quieto</u>.





Social Innovation and Collaboration

\$616,066.30

For decades, the Foundation has bet on Puerto Rican social innovation to collectively manage more effective and consensuses solutions to the shared challenges we face as a society.

Fomentando Alianzas

The program, created in 2012, facilitates encounters between partner organizations and promotes collaborative work.

As with our institutional mission and the Social Investment Program Key program indicators, Fomentando Alianzas is aligned with the United Nations Sustainable Development Goals (SDGs). One of the many lessons learned after more than 10 years of weaving alliances on our island is that collaborations are more lasting when they are framed in a national or international agenda.

In 2023, Fundación Banco Popular also launched two requests for proposals for funding opportunities to its grantees. As a result, 22 organizations received grants of up to \$2,000 for hardware purchases, license fees, software memberships, or to cover cybersecurity advisory costs. The second one was to subsidize operational expenses of collaborative work to advance at least one Sustainable Development Goal (SDG.)

For this call, we selected four alliances that received up to \$15,000 in funding and technical support for one year.



The four Alliances are:

Alliance between Mujeres de Islas, Nuestra Escuela y el Centro Salud Mental Perinatal

to support the well-being and prenatal care of pregnant women in Culebra in the absence of hospital and obstetric specialists.



"For us, the most important thing about this process is that we have felt accompanied. That we, the women of Culebra, who feel so isolated, know now that there are people who want to listen to us. That we know where to go. That we are a model."

Dulce Pineda del Río, executive director of Mujeres De Islas.

Puerto Rican Alliance for the Arts

to advocate for artists and make visible the sector's contributions to the economy.



From left to right: Marianne Ramírez- MAC; Sandra Almodóvar- Ballet Concierto de PR; Rhett Lee Garcia- Asociación de Documentalistas de PR; Marta Mabel Pérez- Museo de Arte de PR; Lolita Villanúa- Andanza; María del Carmen Gil- Música y País; Zilma Cerra- Coro de Niños de San Juan; Pedro Adorno- Agua, Sol y Sereno; Marena Pérez- Mauro Ballet; José Luis Vega- Academia Puertorriqueña de la Lengua

Alliance between True Self, Parallel 18 and Grupo Guayacán

to provide technical assistance and seed funding to LGBTQ entrepreneurs.



Dr. Miguel Vázquez-Rivera, executive director of True Self with Julie Ramírez, Cristopher Pellot Miranda and Krystal Romero, winners of the True Self Impact Award of \$1,500 and Jorge Mercado of Grupo Guayacán.

Alliance between the Instituto Nueva Escuela, Plenitud PR and Para la Naturaleza

to strengthen the development of educational tools related to agroecology and environmental protection aimed at public school teachers.



The Alliance between Para la Naturaleza, Plenitud and the Instituto Nueva Escuela develops a training program for professionals in education about ecological planting in schools. Part of that group is seen in this image during one of those work experiences at Hacienda Las Margaritas de Lares.

Social Innovation and Collaboration

Fomentando Alianzas

The 9th Annual Meeting consisted of two days of face-to-face collaboration. On the first day, we facilitated a special meeting for the four funded alliances focused on the exchange of experiences and deepening of practical skills. The second day, we brought together all the Foundation's partner organizations to share conversations and continue designing solutions together.







Social Innovation and Collaboration

Comunidad de Colaboración e Innovación Social (CCIS)

We offer, at the Foundation's headquarters in Hato Rey, a coworking space for non-profit organizations and small businesses in Puerto Rico; providing opportunities for encounters and exchange of ideas to bring about social change. We closed the year with 30 members—or Vecinos—who coincided and participated in community integration activities. Their achievements and events are shared through a monthly newsletter. In 2023, our coworking space hosted 273 events, meetings, and/or workshops for members, as well as other external partners, resulting in 1,666.5 hours of use by and for the community. This represents a 103% increase in the number of meetings and a 102% increase in hours of use compared to 2022.

273
Events, meetings, and/or workshops



2023

1,666.5

Hours of use
by and for the community







Social Innovation and Collaboration

Casa de Niños Popular

A Montessori preschool center, which serves the children of Popular employees and children from neighboring communities between the ages of one and a half and six. Its main objective is to implement an innovative educational model that pursues excellence, dignified remuneration for its staff and the integration of children from diverse social backgrounds. Fundación Banco Popular's grant pays for the school's operations and scholarship program.

In August 2023, CNP opened an educational program for Andarines -children between the ages of 18 months and two years. A total of 33 students completed the first semester of the 2023-2024 school year - eight in Andarines and 24 in Casa de Niños.

Above: Casa de Niños students Below: Andarines students







Social Innovation and Collaboration

Casa Kai

Innovative organization with the mission of creating opportunities for academic success and sustainable employment for youth and adults through world-class arts and job training programs. Kai collaborates with expert allies such as *Y No Había Luz* and *Andanza*. In 2023 they offered free dance, theater, and cabinetmaking programs for students, in an environment that promotes hope, responsibility, and excellence. In addition, Casa Kai is committed to restoring the historic Segundo Ruiz Belvis School structure to ensure that it is, once again, an integral part of the Santurce community. Our Foundation awards an annual grant to support Casa Kai's operations.

In 2023 Casa Kai offered dance, theatre and woodworking free of charge classes to students in an environment that promotes hope, responsibility and excellence.

Above: Expert organization Y No Había Luz offering theater classes

Below: Casa Kai students participate in woodwork classses





FUNDACIÓN BANCO POPULAR **ANNUAL REPORT 2023**

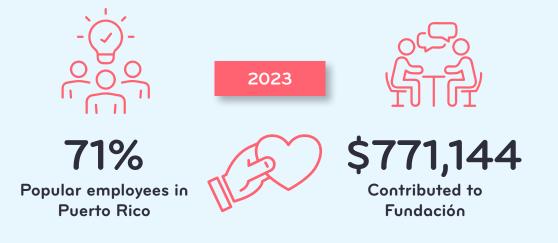
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Employee Participation

Over 5,500 employees contribute from their salaries to the Voluntary Contribution Program.

Our Foundation is sustained above all by the participation of Popular's employees, who in addition to demonstrating their generosity with financial contributions, dedicate their volunteer time to serving communities and collaborate with partner organizations.

Over 5,500 employees contribute biweekly to Fundación Banco Popular. For every \$1.00 contributed, Popular matches \$1.50. The totality of contributions are 100% directed to organizations through our grantmaking.





Employee Participation

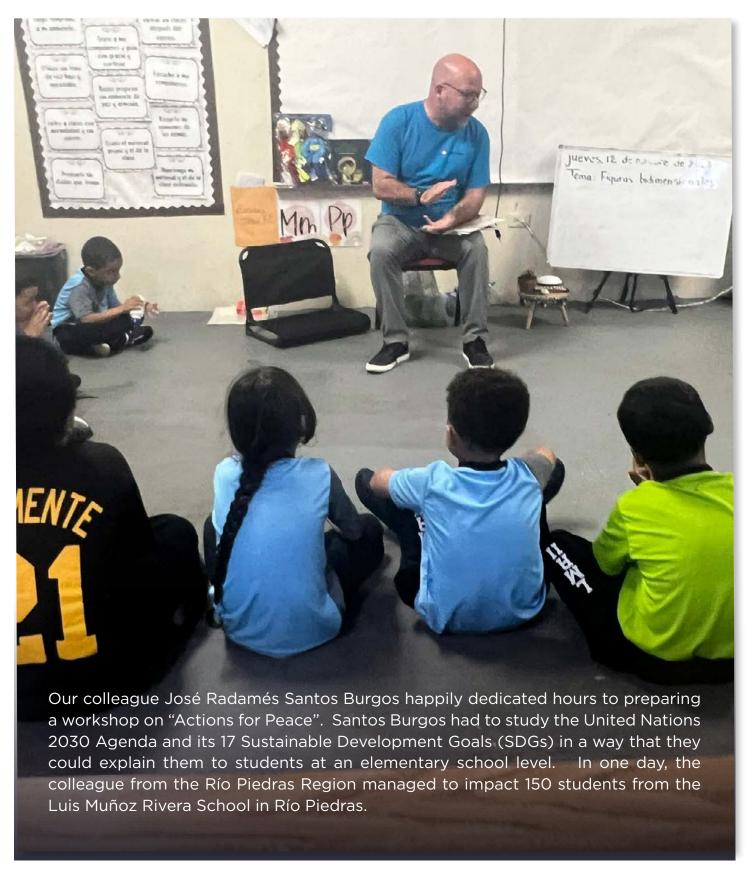
Volunteerism

Fundación Banco Popular successfully facilitated opportunities for employees to donate their time and skills in 278 community projects in 41 municipalities during 2023.

This represented 9,124 hours of volunteering, which is equivalent to an in-kind investment of more than \$127,738.

Through strategic partnerships with Instituto Nueva Escuela and Para la Naturaleza, we coordinate and offer volunteering events throughout the year for service in school communities and natural reserves, respectively.





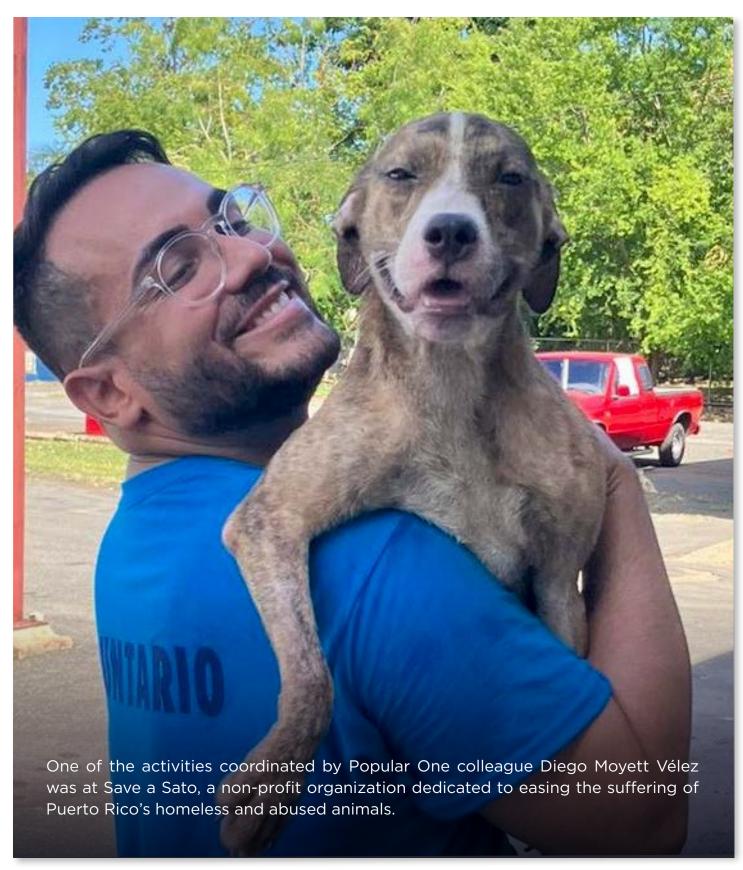
Employee Participation

Each year, several organizations benefit from the volunteer hours donated by Popular employees. Such is the case of the product manager for Popular One, José Diego Moyett Vélez, who in 2023 coordinated many events for volunteers interested in organizations that provide help to the elderly, homeless and animal in need of protection.

"This work is much more than a benefit that my job gives me. When I coordinate an activity with an organization, I have a direct relationship with the community that welcomes me and makes me part of it."

José Diego Moyett Vélez





Employee Participation

Special thanks to these participating organizations of the Social Investment Program for welcoming our volunteers:

Adjuntas

Instituto Santa Ana, Inc.

Aguadilla

Casa Juan Bosco

Bayamón

Asamblea Familiar Virgilio Dávila

Caquas

Escuela Montessori San Cristóbal

Canóvanas

Hogares Teresa Toda

Mayagüez

Asociación Mayagüezana de Personas con Impedimento (AMPI)

San Juan

Casa De Niños Manuel Fernández Juncos Centro Comunitario Inés Figueroa

Club Sparta

Hogar de Niñas en Cupey

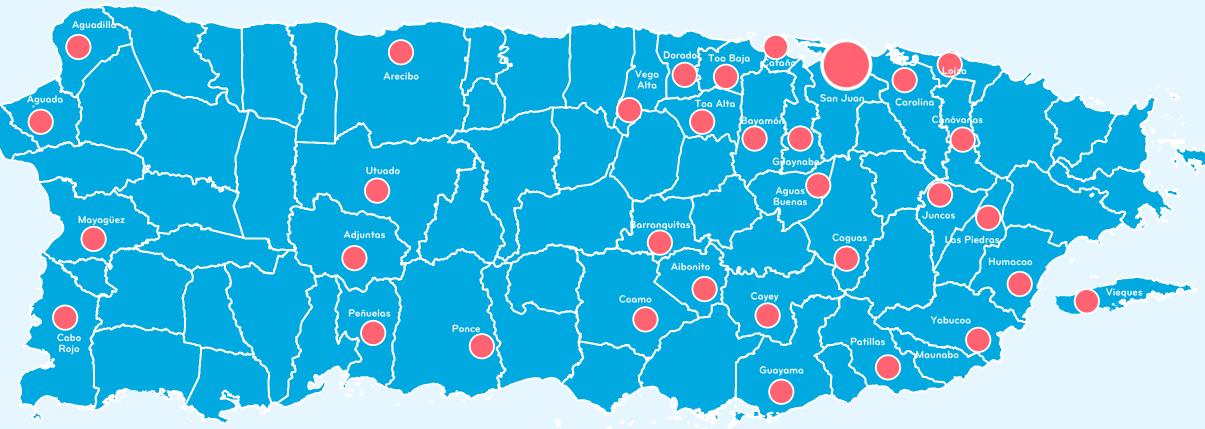
Hogar Niñito Jesús

SER de PR

Instituto Nueva Escuela

La Fondita De Jesús

Taller Comunidad La Goyco



Representative map of organizations that welcomed Popular volunteers to their headquarters and communities.



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Special thanks to several colleagues who offer vital support for the effective operation of Fundación Banco Popular:

Iris Reyes, Retired employee.

Manuel Elías and his team at the comptroller's office.

Ashley Louzau Pastrana, Edgar O. Ortiz Rivera, Luis Montalvo González,

Noel Collazo Burgos y Omar E. Ortiz Colón from the Operational Excellence Office division, designers of the **Mi Compromiso Social App.**

