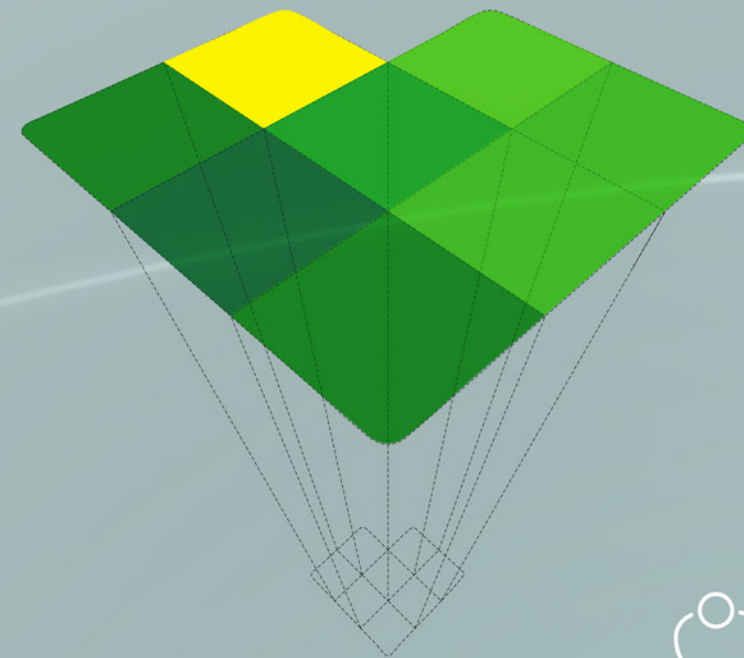




Investment  
to the Future

SBER



# Annual Report 2022

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**Natalya Dudina**  
Senior Vice President of Sberbank PJSC, Head of “People and Culture” Block, Chairman of the “Investment to the Future” Sberbank Charitable Foundation Board

Caring for people is Sber’s cultural code. The work of every employee is aimed at the well-being of millions of customers. By creating a culture of supporting people in Sberbank, expanding the number of services and the availability of services, we are spreading this approach throughout the country.

The “Investment to the Future” Charitable Foundation is our main partner in creating people-centered future. The Foundation creates opportunities for self-realization and adaptation of people in a rapidly changing world. The Foundation implements projects that provide people from all over our country with equal opportunities, such as: financial literacy for children and adolescents, support for teachers and additional education teachers, development of digital skills, socialization and adaptation of “special” children.

The Foundation actively promotes information, financial and digital security within the framework of the federal projects “Digital Educational Program” and “Lesson of Digital Education”. Our employees are involved in many of the Foundation’s programs. Thus, as part of the project “Financial Literacy for Children in Orphanages”, volunteers help children learn how to handle money wisely.

In cooperation with the “Investment to the Future” Charitable Foundation, Sber is systematically working to develop an inclusive environment to improve the quality of life. One of the directions is the use of “clear language” for people with mental disabilities. With the help of this program, any person, regardless of health conditions, feels comfortable in the office and easily navigates the products and services.

We pay special attention to charity through the “SberTogether” platform. Our employees are the first to respond to all the Foundation’s initiatives, such as: “World of Open Opportunities”, “Happy New Year’s Gift” and others.

The Foundation’s programs show how Sber’s internal culture, based on responsibility towards people, is being spread in society. Developing a society where people care about each other and have equal opportunities is our main goal.





**Peter Polozhevets**

Executive Director of “Investment to the Future” Sberbank Charitable Foundation

We are seven years old. This year, 2022, is the final year for many of our endeavors. Many of our hypotheses were confirmed, and evidence of this can be found in Russian social space.

At the very beginning of our activities, we proceeded from the fact that, although subject knowledge is the basis of school education, in an era of ever-increasing uncertainty, which becomes not a technological failure, but a functional feature of reality, “soft” skills become very important and significant. They improve a person’s cognitive, creative and social capabilities while helping to act successfully in a variety of life situations, personal and professional. A significant milestone on our path was the construction, together with the Higher School of Economics, of the clearest possible structure of educational content, reflecting the best advanced approaches and theoretical ideas and designed to ensure the success of every student in a world that has radically changed technologically and culturally. The result of this work was the report “Universal Competencies and New Literacy: From Slogans to Reality.”

The program for emotional and social development, with which our Foundation began, over the years has grown into a program for the development of personality potential, and is now being transformed into the “Developmental Environment” program.

We understood perfectly well that both the academic and personal results of a child depend primarily on two factors: the professionalism of the teacher, his constant

development and self-improvement, and the team spirit of the teaching staff. Both of these factors are directly related to the willingness and ability to change. The program for the development of personality potential precisely formed such readiness among its participants. And the network master’s program “Development of Personality Potential, Personalization and Digitalization”, the model of which the “Investment to the Future” Foundation developed jointly with the Consortium of Leading Pedagogical Universities, helps improve the professional level of teachers. The UN and UNESCO approved our practices for developing personality potential and recommended them to the global educational community for widespread use.

Another priority for the Foundation is the development of new digital and financial literacy.

The famous UNESCO report “The Hidden Treasure” emphasizes that education is such a hidden treasure for every person. For us at the Foundation, every child is a hidden treasure. Regardless of his or her living conditions, family background, faith, physical and mental characteristics.

There are no incapable or untalented children. Our task is to help teachers find ways so that the child can open up, develop their abilities, and equip them with advanced proven methods and technologies.

That is why the “Inclusive Environment” program has been at the center of our attention for many years. This year the program was filled with new events and activities.

It’s time to think about new approaches. We plan to create competitive grant programs for big ideas and new challenges — both for educational organizations and for educational authorities. We will prepare a new version of the report on universal competencies and new literacies, as well as a manual for teachers and students on soft skills. We will expand programs related to equal opportunities, conscious parenting and international cooperation.

The strength of our Foundation is in the team. We care about other people, we help people develop their potential, we are aimed at increasing the effectiveness of the professional and personal development of teachers and managers. We are united by the same values, the meaning of which is human-centricity. But each of us has his own view, and this allows us to look at the problem from different angles and find the most effective solution.





# 1. About the Foundation

**The activities of the “Investment to the Future” Sberbank Charitable Foundation are aimed at promoting the development of the social sphere, taking into account the challenges of the modern world. The Foundation focuses on initiatives aimed at creating equal opportunities for the development and self-realization of children, regardless of region of residence and socio-economic status, as well as tools for teachers, managers and parents.**

We highly value public initiative and believe that many social problems can be solved through the joint efforts of business, society and the state. By offering solutions to improve the quality of education and improve the life prospects of children and youth, we make our feasible contribution to the implementation of Russia’s national developmental goals. We promote the development of charity in the country, create new opportunities and solutions for interaction between non-profit organizations and private donors, as well as for assessing the social significance of ongoing initiatives.



**“Together” Program**

- Instruments of financial and organizational support for NPOs

“Together” Program

As part of “Together” program, the SberVmeste platform successfully brings together donors and beneficiaries. Creating a convenient and reliable mechanism for attracting private donations contributes to the financial sustainability of NPOs.

Performance Measurement Solutions

In 2022, the Foundation’s experts developed a methodology for developing and evaluating social projects taking into account their social significance. The methodology will allow the Foundation and other NPOs to manage their social impact, independently assess the effectiveness of their projects and use the information received to plan and build productive communications with donors and investors. Ultimately, this solution improves the sustainability of non-profit organizations.

Currently, the methodology is at the testing stage, and we plan that upon completion of a series of public and expert discussions, the Foundation will be able to offer it to NPOs for free use. In this way, the Foundation will once again make a significant contribution to the development of the non-profit sector.

The well-being of the younger generation is important to us, regardless of the economic, social or geographical context.

“Inclusive Environment” Area

The Foundation is working to ensure that Russia has an effective and viable system of supporting practices that help children with orphanhood and developmental disabilities acquire the skills necessary for an independent and dignified life. The work of the Foundation in the direction of “Inclusive Environment” is devoted to these issues.

The Foundation advocates equal access to quality education for children in difficult life situations and “special” children. We are looking for and replicating effective solutions that help children and young people with mental disabilities, as well as those without parental care, adapt to society and subsequently find work. To achieve this, we support specialized non-profit organizations and use advanced electronic services.

We help people with mental disabilities expand their knowledge of the world by opening museum spaces for them and creating an accessible environment in museums for people with disabilities. We also want society to share our beliefs and develop a culture of helping people with special needs.



The foundation has been granted the “Partner of National Projects” status from the Government of the Russian Federation and “Socially oriented NPO – implementer of socially useful services” (SONPO) status.



«Inclusive Environment» Program

- Tools for supporting specialized NPOs: grants and charity events
- Support for a systemic supported employment program including the framework for its replication
- Tools for methodological and organizational support for teachers and museum workers
- Support for centers of competence and expertise, filling the gap in knowledge, methods and specialists
- Educating the general public on issues of inclusion



Modern Education

Today, in order to be successful and be able to adapt to a rapidly changing competitive environment, it is necessary to possess modern knowledge, skills and competencies. This is facilitated by the Foundation’s activities in the area of “Modern Education”. We want children to be able to set and achieve goals in life, to consciously choose the area of study and priorities for their development, so that they are ready to overcome difficulties. Our projects create opportunities and conditions for developing the potential not only of each child, but also of those adults who participate in the educational process – teachers, managers and parents.

We develop skills relevant to life and work in the 21<sup>st</sup> century, and “new literacies” among the youth and teachers of our country. We want schoolchildren and students to have the necessary knowledge in the digital

sphere, understand the advantages and disadvantages of artificial intelligence, and enter adulthood with the basics of financial literacy to ensure their well-being.

We provide assistance to regional education systems in the selection, training and methodological support of young teachers in schools operating in small towns and remote villages. Such assistance ensures equal opportunities for children to have access to quality education, regardless of the socio-economic context of their family and place of residence.

To effectively achieve its goals, the Foundation develops multilateral partnerships, involves non-profit organizations, public and cultural institutions, and uses the scientific potential of professionals in the Russian education system, experts and researchers. As a result, the Foundation transfers the entire accumulated amount of knowledge, unique experience, methods, developments and solutions to its key stakeholders: schoolchildren, teachers, parents, managers, the expert community and the general public.

All of the Foundation’s programs, whether initiatives in the field of educational or inclusive environments, are ultimately aimed at improving the life prospects of children and youth and creating new opportunities for them.

To this end, we combine the efforts of the expert community, teachers, managers and parents.



Modern Education Program

- Tools for creating a developmental environment and developing 21<sup>st</sup> century skills
- Tools for developing digital skills and competencies, expanding knowledge about artificial intelligence
- Tools for developing financial literacy

Mission and Strategy of the Foundation



The Foundation’s mission is to make joint efforts to ensure that people feel confident in a rapidly changing world and are able to respond to the challenges of the 21<sup>st</sup> century. The mission and strategy of the “Investment to the Future” Foundation correspond to the mission and social goals of Sberbank and contribute to the implementation of the ESG strategy of the company that established the Foundation.

Our Strategic Objectives Until 2025

- Involve **20 million parents, experts and professionals** in a discussion about modern education and life arrangements
- Create and test **100 new solutions** for developing people and changing the environment<sup>1</sup>
- Improve life prospects for **7 million children**<sup>2</sup> with disabilities and orphanhood from remote and rural schools, schools with a difficult social context
- Promote the training and retraining **60 thousand teachers and specialists** in the educational system
- Cooperate in the development of education and living systems with most regions of the Russian Federation<sup>3</sup>

1 Over the five years since the establishment of the Foundation, its portfolio has been replenished with 100 products, solutions and models, including those developed in collaboration with partners.  
2 The task will be clarified.  
3 Cooperation on programs and solutions for educational organizations, including schools, kindergartens, additional education organizations.



### Foundation Values



### Foundation Priorities



### Diversity and Equality of Opportunities

- ◆ We advocate for quality education to be accessible to everyone. We want society to develop a culture of helping people with special needs.

### Human-Centricity

- ◆ First of all, we care about the individual, his or her well-being and potential.

### Innovation

- ◆ We are developing new approaches and new solutions in education and inclusion for Russia and the world.
- ◆ We use the best domestic and foreign research and practices.
- ◆ We create advanced content on skills, competencies and “new literacy”.

- ◆ The educational process as a whole is more important than results in individual subjects.
- ◆ Opportunities and conditions for the development of every child, not just the gifted and talented, are important.
- ◆ The environment in an educational organization should become developmental.
- ◆ The priority should be the development of areas of influence and systemic support for change, rather than targeted assistance.

# The Foundation Creates Opportunities:



### For children

- Developing in them motivation and new competencies, the ability to build a life trajectory taking into account individual characteristics and interests.
- Focusing the Foundation’s programs and projects on the development of each child, on expanding access to education and work for children with low starting opportunities and developmental disabilities.



### For teachers and specialists

- Designing and implementing personal-activity educational approaches and models, creating ready-made solutions, methods, motivational practices for developing the ability to learn and increasing one’s professional and personality potential.



### For the education and life system

- Contributing to the solution of tasks of federal and regional authorities, including the achievement of national developmental goals and the implementation of national projects.
- Promoting change in culture and practices of care and education through solutions based on evidence-based approaches and research.

# Interests That We are Following

- |                                                                                                                |                                                   |                                  |
|----------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------|
| ◆ Children 5–18 years old, including those with experience of orphanhood and mental developmental disabilities | ◆ Educational organizations, including orphanages | ◆ Parent community               |
| ◆ Pedagogical community                                                                                        | ◆ Educational leaders                             | ◆ Regional executive authorities |
|                                                                                                                | ◆ Non-profit organizations                        |                                  |

# Governance Bodies

## Foundation Board

The highest governance body of the Foundation is the Foundation Board which consists of top managers of Sberbank, the founding company. Members of the Board are elected for a term of up to three years and perform their duties on a voluntary basis.

The Board determines priority areas of activity with experience in managing social projects in the fields of education, science and culture. The Foundation’s team is formed taking into account the functional areas of its activities.

## Expert and Strategic Board

The Expert and Strategic Board helps us determine the main directions of development of the Foundation and conduct an examination of its projects and programs. We invite leading experts in the field of education and social field, representatives of academic science, public figures and practicing teachers, as well as specialists from Sberbank to join the Board. The Board is headed by the scientific director of the “Investment to the Future” Foundation. Starting from 2022, its activities will also be organized by two deputy chairmen of the Board.

Board decisions are made on the basis of open voting by a simple majority of votes from the number of members present at the meeting. Starting from 2022, meetings are held at least once a year. The activities of the Board are also carried out within thematic working groups. The key theme of the reporting year was understanding the role of the teacher and training teaching staff taking into account modern challenges.

## Audit Committee

The Audit Committee, which includes employees of various divisions of Sberbank, acts as the Foundation’s control body. The Committee is responsible for verification of contracts concluded on behalf of the

Foundations, its financial documentation, budget execution, assesses the compliance of accounting and tax records with regulatory requirements, etc.

# Foundation Team

We strive to recruit highly qualified specialists, social projects in the fields of education, science and culture. The Foundation’s team is formed taking into account the functional areas of its activities.

 <b>Executive Director</b>	<ul style="list-style-type: none"><li>• Carries out administrative management of the Foundation’s activities</li><li>• Controls financial and economic activities</li><li>• Oversees issues not within the exclusive competence of the Foundation Board</li></ul>
 <b>Program Director</b>	<ul style="list-style-type: none"><li>• Carries out operational management of the Foundation’s work</li><li>• Responsible for the development and implementation of the Foundation’s programs and projects, coordination of its work, partnership programs</li></ul>
 <b>Leaders and managers of areas programs and projects</b>	<ul style="list-style-type: none"><li>• Formulate a program/project developmental strategy</li><li>• Carry out current and long-term planning</li><li>• Determine approaches to solving assigned problems</li><li>• Determine technical tasks for project management</li><li>• Select performers and monitor the fulfillment of contractual obligations</li><li>• Form groups of experts and organize assessments</li><li>• Analyze the results of supported projects</li><li>• Attract media and Internet resources to cooperation</li><li>• Maintain databases and analytical materials</li></ul>
 <b>Methodological group of areas Modern Education</b>	<ul style="list-style-type: none"><li>• Replenishes and systematizes the bank of teaching materials</li><li>• Adapts developed educational products</li><li>• Taking into account the specifics of the audience and the requirements for the design of educational and methodological documentation</li><li>• Provides the content and methodological part of seminars and other supporting events</li></ul>
 <b>Administrative and financial block</b>	<ul style="list-style-type: none"><li>• Provides organizational, technical and economic activities</li><li>• Manages financial resources</li><li>• Interacts with stakeholders</li></ul>

# What Areas do We Work In?



## “Together” Program

We help develop charity in Russia and create new opportunities for interaction between non-profit organizations and private donors. “SberVmeste” Internet platform brings together donors and beneficiaries.



## Inclusive Environment Program

We look for and support effective solutions that help children and young people with mental disabilities, as well as those without parental care, adapt to society and find work.



## Modern Education Program

Our projects create opportunities and conditions for the development of everyone. Today we are developing skills that are in demand in the 21<sup>st</sup> century and “new literacies” among the youth and teachers of our country, helping to solve issues of learning difficulties (dyslexia, dysgraphia, etc.), creating opportunities for the success of educational organizations and teachers.

# What do We Spend Money On?

In order to ensure an unbiased and objective approach to project selection, we involve external experts. The final decision on providing support is made by the Foundation Council. The Council also approves the Foundation’s own programs.

The Foundation not only finances its own projects and programs, but also supports the activities of other organizations that are consistent with its mission. Applications are accepted regularly both on a competitive basis and outside the competition. A non-profit organization that applies to the Foundation for support must demonstrate its effectiveness and submit the required package of documents.

We monitor how projects supported by the Foundation are implemented. Upon completion, the heads of areas, programs and projects evaluate the activities of grant recipients, and the expert-strategic council evaluates the activities of the programs as a whole.



# The Foundation is a Partner of the State in the Social Field

State initiatives	Events
<b>At the federal level</b>	
Achieving the national goal of education development “Creating conditions for the education of a harmoniously developed and socially responsible personality”	<ul style="list-style-type: none"><li>• Creating a developmental environment and developing 21<sup>st</sup> century skills</li></ul>
Achieving the goals of the national project “Education” in terms of improving the content of education and upbringing and in terms of professional development of teaching staff and management personnel	<ul style="list-style-type: none"><li>• Creation of a developmental environment and formation of 21<sup>st</sup> century skills</li><li>• Development of financial literacy</li><li>• Development of digital skills</li></ul>
Achieving the goals of the national project “Science and Universities” in the part “Development of human capital in the interests of regions, industries and the research and development sector” and in the part “Development of integration processes in the field of science, higher education and industry”	<ul style="list-style-type: none"><li>• Support for the professional community of teachers</li></ul>
Implementation of the national strategy for the development of artificial intelligence in the Russian Federation	<ul style="list-style-type: none"><li>• Development of digital skills and competencies, including skills in using machine learning technologies and data analysis</li></ul>
In support of the national program “Digital Economy of the Russian Federation” in terms of the implementation of the projects “Personnel for the Digital Economy”, “Digital Technologies”, “Artificial Intelligence” and “Development of Human Resources Potential in the IT Industry”	<ul style="list-style-type: none"><li>• Development of digital skills and competencies, including skills in using machine learning technologies and data analysis</li></ul>

To develop the sphere of charity and to evaluate its own activities in terms of the effectiveness of project implementation, the Foundation has developed a methodology for assessing the potential results of programs and projects, taking into account their social significance, including for the development of such projects

State initiatives	Events
<b>At the federal level</b>	
In support of the national project “Education” in terms of the implementation of the federal projects “The Success of Every Child” and “Support for Families with Children”	<ul style="list-style-type: none"><li>• Creating conditions that allow children with special educational needs to receive high-quality, accessible additional education</li><li>• Providing methodological, psychological, pedagogical and consulting assistance to families raising children with disabilities</li></ul>
In support of the national project “Demography” in terms of the implementation of the federal project “Employment Promotion”	<ul style="list-style-type: none"><li>• Supported employment project including the framework for its replication within the “Inclusive Environment” program</li></ul>
<b>At the regional level</b>	
Fulfillment of government tasks and implementation of socio-economic developmental strategies	<ul style="list-style-type: none"><li>• Creation of a developmental environment and formation of 21<sup>st</sup> century skills</li><li>• Development of financial literacy</li><li>• Development of digital skills and competencies</li></ul>
Eliminating or mitigating teacher shortages	<ul style="list-style-type: none"><li>• Personnel support for regional schools</li></ul>

# The Foundation is a Partner in Solving the Problems of Sber's ESG Strategy



Policy on Social and Environmental Responsibility, Corporate Governance and Sustainable Development

Sber Group aims to become a leader in systemic change in the field of ESG at the national and international levels to create a prosperous economy, effective for society and preserving the environment, based on the interest, cooperation and creativity of its employees, clients, investors, shareholders, partners and the state.



**Tatiana Zavyalova**  
Senior Vice President of Sberbank PJSC

*For Sber, the ESG agenda has never been a fashion statement. It was formed based on our value system, our role in the history and economy of the country, based on an analysis of long-term trends and risks. All these reasons have been preserved – we see that businesses still have a need for ESG solutions and the development of their business projects taking into account ESG factors. Those companies that have already embarked on the ESG track are unlikely to deviate from it.<sup>4</sup>*

<sup>4</sup> <https://www.kommersant.ru/doc/5410238>.



The Foundation's activities correspond to three of the thirteen UN Sustainable Development Goals, which Sber has identified as priorities and to the achievement of which it can make a measurable contribution. The Foundation contributes, in particular, to the achievement of SDG 4 "Quality Education", SDG 10 "Reduced Inequalities" and SDG 17 "Partnerships for Sustainable Development".

To structure its activities, Sber identifies three areas that correspond to the concept of sustainable development and ESG:

environment, social sphere, as well as corporate governance and economic prosperity. The Foundation provides support to Sber in implementing its ESG agenda and, in particular, strengthening its "social" part. We are talking about such ESG policy areas as "Supporting local communities and promoting social development", "Promoting economic well-being and prosperity for all", as well as "Ensuring respect for and protection of human rights, an inclusive environment and equal access to products and services". In addition, the Foundation participates in the implementation of some projects that meet the objectives of the "Minimizing environmental impact" direction.



Objectives of Sber’s Activities in the Field of ESG and Sustainable Development

1	Contribute to improving the financial literacy of the population
10	Participate in the development of national standards and best practices in the field of inclusion, respect and protection of human rights
8	Develop a barrier-free environment in Sberbank branches
10	Promote the formation and dissemination of national standards and best practices in the field of labor relations and human development
3	Promote increased access to health and education services through infrastructure development and the use of advanced technologies
4	
17	Support the systematic developmental social and environmental projects of public importance
17	Develop corporate volunteering
13	Help minimize environmental impact

Joint events and programs

• Participation of Sber volunteers in the project “Financial literacy for children from orphanages”
• Financial literacy training for schoolchildren and socially disadvantaged categories of the population
• Supported employment for people with mental disabilities
• Scientific and methodological center in the field of helping people with mental disorders based on the Center for Curative Pedagogy
• Promotion of the “clear language” format
• Involving schoolchildren and students who have proven themselves in machine learning and artificial intelligence events in Sber team work
• Introduction of innovative educational standards and practices for children with learning difficulties
• Collaboration with NGOs to develop and implement best practices in inclusion and modern education
• Support for NGOs
• Cooperation through the “Together” program, fundraising for charity, including as part of the Foundation’s “World of Open Opportunities”, “Happy New Year’s Gift” and “Green Marathon” campaigns
• Participation of Sberbank specialists in trainings for NPOs and other educational events on a pro bono basis
• Fundraising for tree planting on the SberVmeste platform





Showing responsibility to clients, Sber strives to ensure equal access to the services of its ecosystem, improves user safety and develops inclusive banking services. The bank creates an environment convenient for everyone and takes care of the security of funds and personal data of clients.

The Foundation’s solutions, in turn, help meet the demand for diversity and inclusion in the face of a lack of solutions, technologies and personnel in this area. For example, the Foundation promotes the so-called clear language – a lightweight form of a standard language that is accessible and understandable to different categories of the population, including people with mental disabilities. The Foundation is also preparing a new generation of future consumers of banking services who have the basics of financial

literacy, skillfully use all the tools of the digital society and are aware of the associated risks.

New quality people in effective teams is one of the priorities of Sberbank’s policy towards its own employees. Sber supports not only improving corporate culture, caring for the health and well-being of employees and their professional development, but also volunteer initiatives.

For many years, the Foundation has been developing the volunteer movement in Sberbank. More than five hundred volunteer employees teach children from orphanages about safe financial behavior, contributing to their future well-being. This methodology is available on the Foundation’s website for any organization interested in developing corporate volunteering.

# 1. About the Foundation

In addition, the Foundation actively develops pro bono volunteering. Sber employees also actively participate in raising funds for the Foundation’s charitable programs through the SberVmeste platform.

As part of its environmental policy, Sber reduces its carbon footprint and waste. The Bank has adopted a climate strategy and set a long-term goal to achieve climate neutrality in its operations by 2030.

Trees are known to absorb greenhouse gases from the atmosphere and play an important role in mitigating the effects of climate change and improving air quality. Every year Sber holds a traditional race the Green Marathon. All funds raised during the marathon from registration of participants and charitable donations on the SberVmeste portal go to the Foundation and are subsequently used to plant trees in the regions where the marathon is held and other charitable purposes.

## Sber Volunteers

In 2022, with the support of the Foundation and in partnership with ANO Evolution and Philanthropy, a team of Sberbank specialists conducted a two-day pro bono training on “Customer Journey Mapping.”

More than 50 NGO employees from 16 regions of the Russian Federation as well as adoptive parents and parents of “special” children. Using the CJM (customer journey map) tool, participants described



identified problems and difficulties that parents face at different stages of interaction with the community; outlined concrete steps that can help solve these difficulties; formulated questions for further research.



# Our Main Achievements in 2022



Status “Partner of national projects” of the Government of the Russian Federation.

Top 2 in the “Our Contribution” ranking among more than 50 non-profit organizations and foundations implementing social programs and contributing to the achievement of national goals and the implementation of national projects.



Top 3 in the RAEX rating among 819 charitable foundations and NPOs.

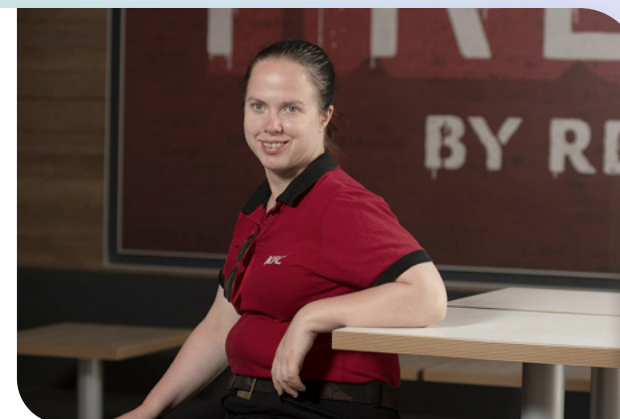
The Foundation entered the Top 10 organizations in the “Childhood” area of the “Social Navigator” ranking. The development of the methodology and the launch of the ranking, in which 990 Russian charitable organizations took part, were carried out with the support of the Presidential Grants Fund.



The Foundation’s practices for developing personality potential were presented at the UNESCO World Conference on Early Childhood Care and Education.



The annual report of the Charitable Foundation “Investment to the Future” for 2021 was awarded the “Gold Standard” diploma for the fourth time at the all-Russian competition of public annual reports of the non-profit organization “Reference Point”.



The supported employment practice “You Will Succeed” for young people with disabilities and with orphanhood experience that is implemented jointly with the Foundation has been recommended for mass replication in the regions by the Ministry of Economic Development of Russia together with Agency for Strategic Initiatives (ASI) and the Ministry of Labor and other federal executive authorities, including commissions of the State Council of Russia.

“You Will Succeed” project was awarded the first prize in the “Best program (project) for the inclusion development” category at the annual All-Russian competition “Leaders of Corporate Philanthropy”. The competition is held by the Association of Grant-Giving Organizations “Donors Forum” supported by the Federation Council, ANO “National Priorities”, the Accounts Chamber of the Russian Federation and others.

**4.9 million children (+9%)**

**90 thousand teachers**

were covered by the Foundation’s programs in 2022.

**5 million parents**

were covered by the Foundation’s programs in 2022, which is 50 times more than last year’s result.

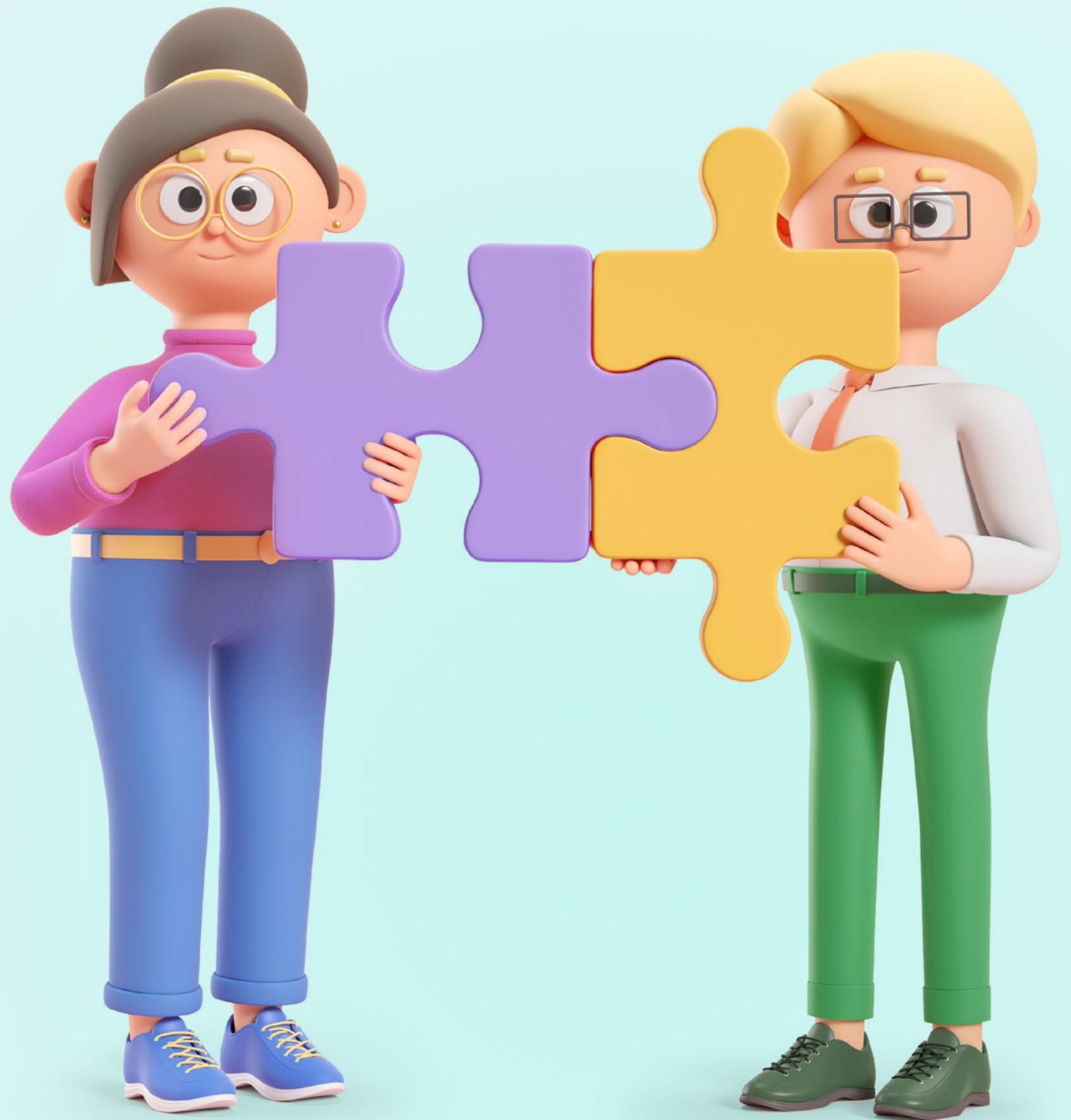
The “Evidence-Based Education” platform project of the “Investment to the Future” Foundation was included in the Top 100 social initiatives according to the Agency for Strategic Initiatives.





## 2. Charity Promotion Program “Together”

**We create new solutions for interaction between non-profit organizations and private donors, thereby contributing to the development of charity in Russia and the financial sustainability of NPOs.**





Today, according to opinion polls<sup>1</sup>, only 13% of people support charitable organizations on a monthly basis. The share of those connected to automatic donations<sup>2</sup> among all Internet users does not exceed 3%. Most of the residents of our country are engaged in charity from time to time. We offer people a convenient opportunity to move from impulsive charity to conscious charity. We believe that the creation of new solutions for interaction between non-profit organizations and private donors will contribute to the development of charity in Russia and the financial sustainability of NPOs. This means that non-profit organizations will help more people in need — children and adults, will be able to better protect nature, and implement more projects to support education and culture.

<sup>1</sup> <https://tochno.st/materials/professionalnaya-blagotvoritelnost-v-razvitii-uchastie-naseleniya-2021>.

<sup>2</sup> So-called recurrent, recurring payments.

One of the directions of this activity is the “Together” program, aimed at developing an online platform that brings together donors and beneficiaries. The program operates through the SberVmeste platform, a service for organizing comfortable daily charity.



“SberVmeste” — a service for comfortable daily charity

## How the Program Works



### Reliability

Projects and stories posted on the platform are carefully checked



### Ease of Use

Donations of any size can be made by a variety of payment methods



### Transparency

Project reports or stories with results are published on the program website

## Our Goals



◆ 25% target in increasing the share of individuals constantly participating in charity

◆ Involve all regions of the Russian Federation in charitable projects

◆ Involve at least 80% of NPOs operating in Russia that meet the program requirements

**190 million**

Rubles were collected to support social and environmental projects on the SberVmeste platform in 2022

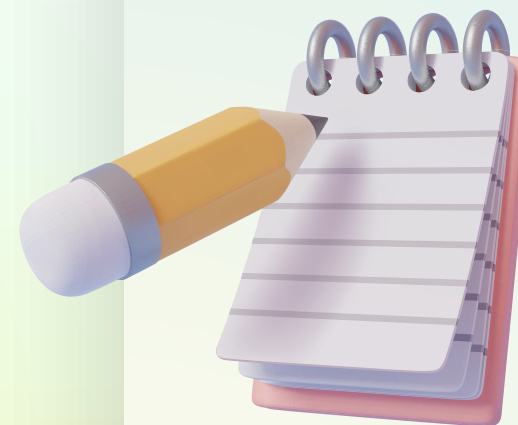
**230**

Charitable foundations and non-profit organizations can be supported through SberVmeste

**230+**

Closed charity stories. Companies from the Sber ecosystem also took part in the gathering

## Plans for 2023



**280 NPO**

Program participants by the end of 2023

**200 million**

Rubles in fees are planned until the end of 2023



**Pavel Miroshnichenko**  
Executive Director “Save Life”  
Charitable Foundation<sup>3</sup>

*Our foundation has been a member of SberVmeste for several years now. Thanks to the funds raised through the platform, we were able to implement many useful projects for children who have faced serious challenges. To overcome them, a positive attitude and faith in healing are very important. It is with the goal of creating this mood, strengthening the little patient's faith in victory over the disease, that we use all the means available to us and try to do everything in our power. And the SberVmeste platform is an opportunity that allows the “Save Life” Foundation to provide even more assistance to our beneficiaries.*

<sup>3</sup> <https://primamedia.ru/news/1433012>.



Investment  
to the Future



### 3. Inclusive Environment

**We are looking for effective solutions for the socialization, adaptation, and employment of children and young people from the target audience. We support specialized NPOs in the regions, centers of competence and expertise, fill the shortage of specialists and create successful supported employment programs.**





We believe that in modern society, the traditional model that defines disability as an irreparable and often stigmatized health disorder is being replaced by a social model of understanding disability. This approach, instead of “correcting” a person with a disability, involves overcoming the physical and organizational barriers that exist in society, stereotypes and prejudices towards people who find it difficult to be included in the social context due to their characteristics. A significant part of our efforts within this program is aimed at promoting the principles and practices of inclusion in society through cultural projects, PR campaigns and fundraising events.

**Main Target Audience**

- Children with experience of orphanhood and children with mental disabilities
- Families

**Additional Target Audience**

- Specialized NPOs — service providers
- State educational institutions and employment services

Orphans and children with mental disabilities often have limited access to quality education and social services. At the same time, living with a family and the opportunity to get an education and find a job increases these children’s chance of success in life. To a large extent this success depends on the existence of a unified and a continuous system of support for such children and their families as well as the presence of a “critical mass” of significant adults and trained professionals. Therefore, the Foundation focuses on developing a structure of high-quality and accessible psychological and pedagogical services for children and their families, paying special attention to the most important points in the life cycle, such as starting school or gaining their first successful work experience.

The Foundation has unique access to the expertise of Sberbank, a leading high-tech company whose activities are deeply integrated into Russian society and which is well aware of the needs and problems of various social groups. It is not a coincidence



that the first office of Sberbank was opened in St. Petersburg in the premises of a mutual aid foundation for orphans.

The basis of the Foundation’s activities in the area of “Inclusive Environment” are two grant programs aimed at supporting the system of services of non-governmental non-profit organizations that help children with orphan experience and children with mental developmental disabilities from the target audiences become full members of society. This is an open grant program for NGOs “Happy New Year’s Gift” and the “World of Open Opportunities” program. Allocation of funds on a competitive basis is the best practice, as it ensures an independent examination of applications and a collegial decision.

The Foundation’s programs and projects within the framework of the “Inclusive Environment” area are aimed at finding effective solutions for the socialization, adaptation, and employment of children and young people from the target audience.

The Foundation supports specialized non-profit organizations in the regions, centers of competence and expertise, fills the shortage of specialists, and creates successful supported employment programs.

**Inclusive Environment Program**

- Tools for supporting specialized NPOs: grants and charity events
- Support for a systematic program of supported employment and infrastructure for its replication
- Tools for methodological and organizational support for teachers and museum workers
- Support for centers of competence and expertise, filling the gap in knowledge, methods and specialists
- Educating the general public on issues of inclusion

**Grant Programs**

- Charity program — campaign “Good New Year’s Gift”
- Program “World of Open Opportunities”

**Non-Competitive Support for Projects and Programs**

- Program “You Will Succeed”
- Inclusive Museum. Visitors with mental disabilities”
- Project to create a scientific and methodological center based on the Center for Curative Pedagogy
- Support for the All-Russian inclusive festival #PeopleAsPeople



The “Investment to the Future” Foundation became a laureate of the Downside Up Foundation’s charity award in the nomination “For contribution to the development of social and educational opportunities for people with Down syndrome”.



# Grant Support for Specialized NPOs

## “Happy New Year’s Gift” Charity Event

Affordable, high quality, regular and pedagogical support from specialists helps children without parental care and children with mental development disabilities gain new skills, knowledge and experience necessary for full inclusion in social life. We consider it important not only to support this activity ourselves, but also to involve society in solving this problem. To do this as part of the “Inclusive Environment” direction, we annually organize the “Happy New Year’s Gift” charity event. This is perhaps the only one “national” competition in the country, the grant fund for which is formed not only by Sberbank itself, but also by its employees, clients and partners. The all-Russian charity event brings together tens of thousands of ordinary people. Sber makes this assistance twice as significant, and the “Investment to the Future” Foundation, based on the results of a competitive selection, directs money to professional, responsible non-profit organizations throughout Russia.

The methodology for evaluating competitive applications, which our experts use, involves the selection of practices with proven effectiveness that is, such practices, the

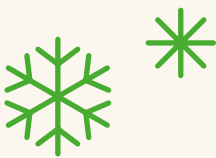
success and safety of which are confirmed by high-quality research that can assess the completeness and reliability of the information about the achievement of the stated social results.

NPO grantees form a support infrastructure and provide families and children in their care with support from teachers and psychologists.

52,741,559 roubles

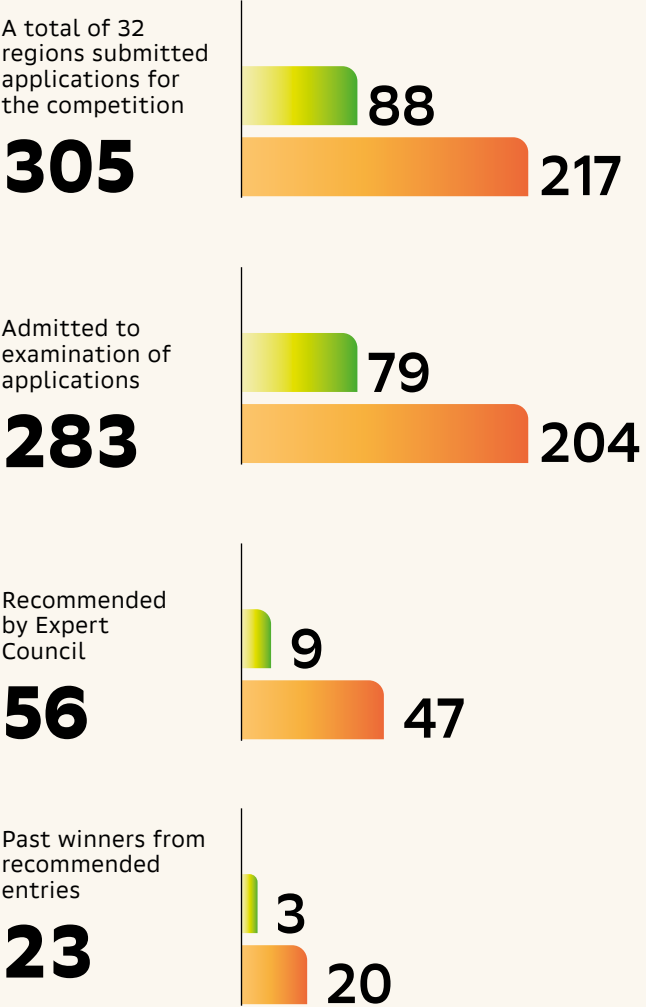
Total program budget

The program’s record grant fund for 2022 was formed in less than a month and a half through fees from individuals and legal entities, the Foundation’s own contribution and a doubling amount from Sberbank.



This assistance as a rule is usually provided in the form of developmental activities that successfully solve the problems of social adaptation of children, their creative rehabilitation and career guidance. Projects submitted to the competition must be aimed at two target groups:

- Children and adolescents aged 5–18 years with experience of orphanhood, living both in foster/replacement families and in social organizations;
- Children and adolescents with mental developmental disabilities aged 5–18 years living in families and/or social organizations.



In order for non-profit organizations to create full-fledged services and provide services on a regular basis to more children, in 2022 we increased the maximum grant amount from 450 thousand to 1 million rubles. At the same time, the project implementation period cannot be less than 8 months, since, according to experts, this is the minimum required time for the emergence of for sustainable changes for the better to occur when working with children. For the first time, only non-profit organizations participated in the 2022 competition: government and municipal institutions were excluded from the competition participants.

Topics of Classes for Which the Collected Funds are Used

☒

Development of social and communication skills

☒

Children adaptation to independent life

☒

Corrective and developmental classes

☒

Mastery

☒

Creative rehabilitation

☒

Inclusive sports activities



“Happy New Year’s Gift” Trends 2021–2022

- Project support in the regions of Russian is our priority. All projects in the first direction will be implemented in the regions; as for the second direction, only 10 projects out of 47 will be implemented in Moscow.
- Regional coverage is growing: starting from the new year we will have at least five new regions.
- We make educational activities accessible to children from small towns and villages – for example, the village Lozhok, Novosibirsk region, Labytnangi, Yamalo-Nenets Autonomous Okrug, Zarechny, Penza region, city Chkalovsk, Nizhny Novgorod region.
- The majority of projects supported as a result of the competition (21 out of 56) were projects to provide professional psychological and pedagogical assistance, and not socio-cultural or leisure activities, as was previously the case. Creative rehabilitation classes are presented in 7 projects.

Results of the “Happy New Year’s Gift” Charity Event Program

	2020	2021	2022
Amount of support for NPOs, taking into account the contribution of the Foundation, million rubles	27.6	38.8	52.7
Funds raised by employees, clients and partners, million rubles	13.6	19.9	34.6
Maximum grant amount, million rubles	0.45	0.45	1
Applications submitted for the competition	195	374	305
Supported:			
Organizations	67	93	56
Regions	38	41	30
Children	2,900	4,300	3,081
Individual and group lessons	40,000	64,600	71,078

- We welcome new partners: out of 56 NPOs, 33 became winners of the competition for the first time
- Translation of best methods and practices in projects has reached a new level in partnership with a scientific and methodological center based on TsLP and Alliance “The Value of Everyone”.

Who does the program help: stories of beneficiaries

Five-year-old Artem cannot ask for anything using words. He does not respond to requests from others. He does not play games either by himself or with other children. He cannot dress himself, wash his hands, or go to the toilet. Some not entirely competent medical and pedagogical specialists still say about such children: “Uneducable”.

However, Artem is a participant in the “Special Planet” project, which is implemented by the ANO “My Planet” with grant funds as part of the charity program “Happy New Year’s Gift” campaign. In kindergarten, he began to study using methods of applied behavior analysis. After the group had the opportunity to intensively practice requests using an alternative communication system, Artem began to express requests using speech. The boy learned to play simple games, pays attention to his peers, and repeats their movements. while dancing or exercising. During group lessons, follows the teacher’s instructions and does not try to leave the group. Artem has a lot to learn, but his parents and specialists from the “Special Planet” project always support him.

Misha from Kostroma is 6 years old. He loves geographical maps – he studies them, memorizes them, and recreates them on a given scale with an accuracy of 99%. Lesha from Voronezh is the same age. He enthusiastically disassembles and reassembles cars, sometimes out of two – one new one, looking for the right part among many others.

These boys from different cities are united not only by their age (back to school soon!), but also by the other side the boys have autism spectrum disorder (ASD). Besides their hobbies, the guys don’t want to do anything yet and can’t: they don’t know how to talk, they can’t communicate, they can’t maintain attention or fulfill requests.

In order for these children to develop their interests, make friends with their peers, and study, they need the help of specialists: regular classes with teachers and psychologists, who will gradually smooth out what prevents children from developing their abilities, communicating and learning.

# “World of Open Opportunities” Charity Event

Children with mental developmental disabilities often cannot study at school with their peers. It is difficult for them to interact, concentrate even on the simplest tasks, and fulfill the requests of teachers.

And an unprepared child in the classroom is a problem for teachers, children, and parents. While other preschoolers are preparing for school, children with special needs often remain at home. However, special classes with teachers and psychologists who know how to prepare such children for school life make education possible for them.

The “World of Open Opportunities” program is aimed at developing inclusive education in Russia and is designed to help children with mental disabilities from Russian regions confidently take the first, most important step towards obtaining an education. Having accessible professional help makes it easier for special needs children to enter the educational environment and ultimately change their lives and the lives of their families for the better. It is impossible to overestimate the role of this and similar programs in the formation of a child’s psychological readiness for school, his educational behavior, communication, and social interaction skills.

To finance the program, the Foundation also uses the SberVmeste platform. Fundraising is carried out as part of the “World of Open Opportunities” campaign dedicated to Knowledge Day.

3,121

People took part in the action on the platform SberVmeste in 2022

1.96

Million rubles were collected

4.93

Million rubles were allocated for projects of two NPOs

The funds raised during the campaign in 2022 were used to finance projects of two organizations that systematically work in their regions, build “seamless” educational route for children, and also train future school teachers. In addition, both organizations are members of the association “Autism Regions” and plan to spread their experience among other members of the association.

Project “Children with ASD – in first grade!” The Voronezh regional public organization “OutMama” is aimed at training 36



preschoolers with autism spectrum disorders (including severe behavioral disorders) for studying in a comprehensive school among peers who develop normally.

The project “Preparing children with autism spectrum disorders for school” of the Open World charitable foundation for children and adults with developmental disabilities (Kostroma) is aimed at organizing school preparation classes for 25 children on the basis of four urban educational organizations using scientific methods. proven effectiveness.

Also, in the summer of 2022, the implementation of four projects financed by the Foundation a year earlier was completed. 55 children with special needs from Krasnoyarsk, Orenburg, Kirov and Valdai had the opportunity to prepare for school and took their first confident step in life with the help of specialists from specialized non-profit organizations.



# Support for a Systematic Program of Supported Employment and Infrastructure for its Replication

## “You Will Succeed” Project

Employment of young people with experience of orphanhood, with disabilities and developmental disabilities teenagers from families in difficult life situations – is one of the most pressing social problems in Russia. Employers are generally reluctant to hire people from vulnerable groups, and career guidance in educational institutions does not always meet market demands.

We are changing current practices and together with our like-minded people and partners from the social agency Rabota-i” (St. Petersburg), we have been supporting the project “You Will Succeed” since 2019. Its goal is that young people that had been disadvantaged would work and live in dignity. The project is based on supported



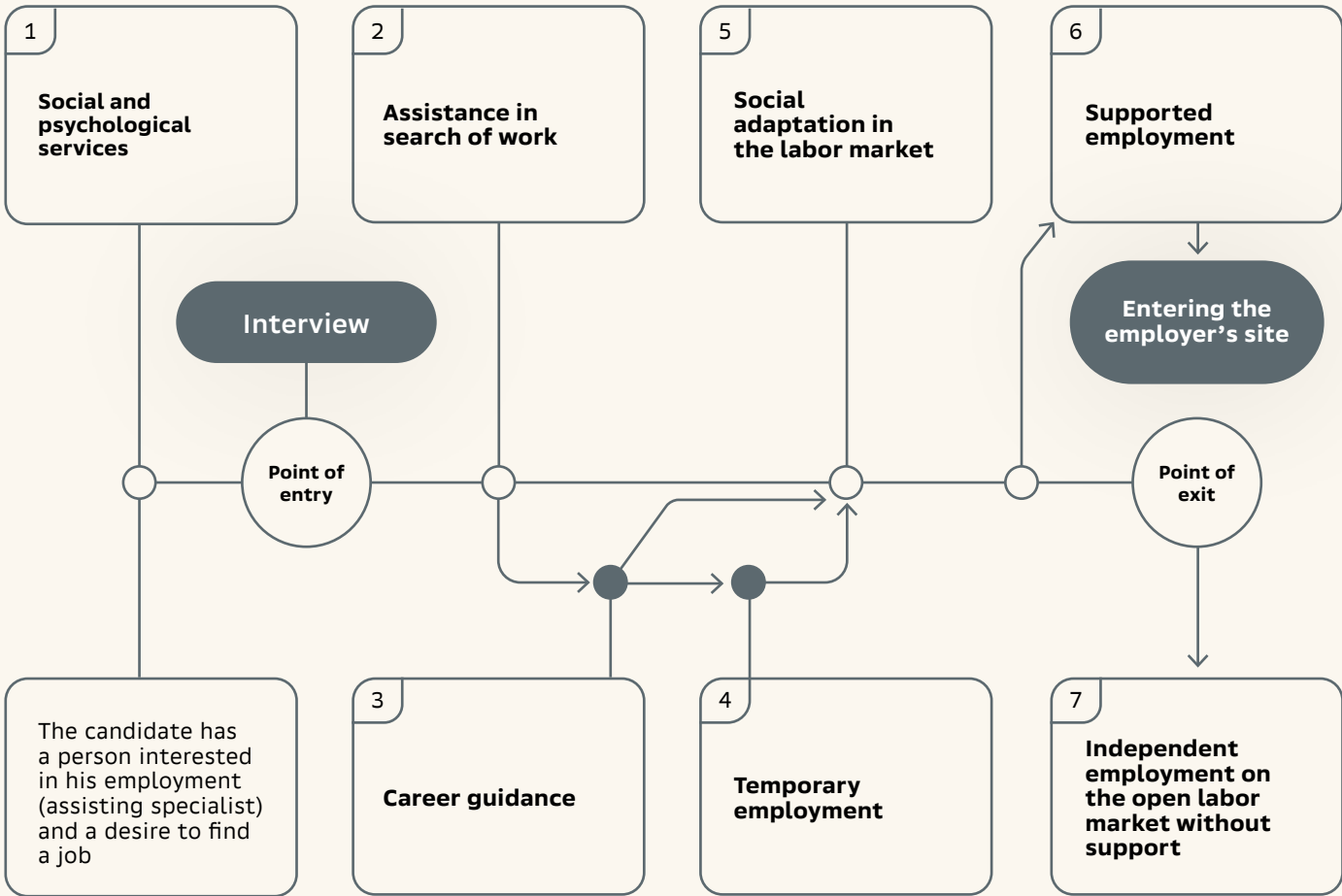
employment technology, where specialists provide support to job seekers at various stages, from the job search process to joining the workforce.

This practice, which has proven its effectiveness for several decades in a number of foreign countries, has been refined taking into account Russian realities and has been being implemented in Russia for about ten years with our support. Support for one candidate can last one to two months; For others, moving forward within supported

employment may take three to five years. A young person can seek support an unlimited number of times and, if necessary, return to its various stages.

The technology of supported employment targets simultaneously the job seeker and the employer. With the help of this technology, young people acquire the necessary social and professional skills, and companies create a socially oriented corporate culture and inclusive teams which also benefits their business.

## What is the Technology of Supported Employment “You Will Succeed”





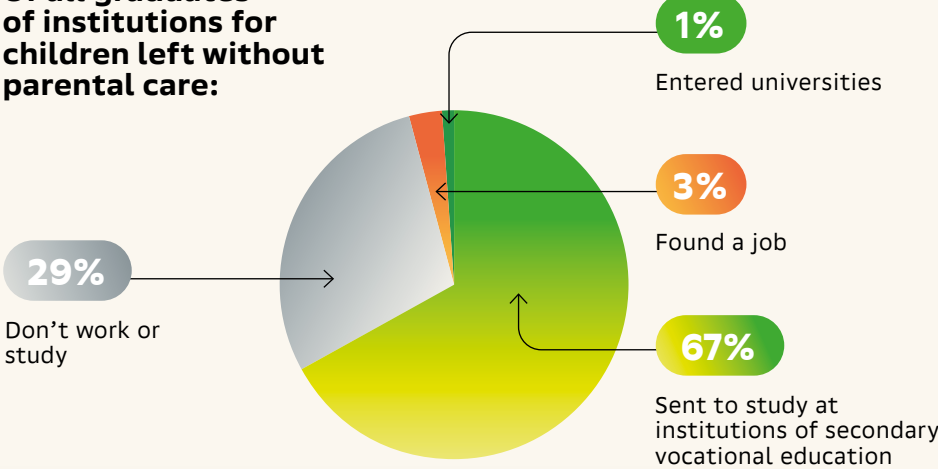
73.3%

People with disabilities of working age were not working as of January 1, 2021. According to the Pension Fund of Russia, this is more than 2.5 million people

>30%

None of them have work experience

Of all graduates of institutions for children left without parental care:



**Olga contacted the project in March 2022**

She is 21 years old, and she has a second group of disability, as well as a congenital heart defect. She studied at a special school, and at the time of contacting the project she had no work experience.

*The project helped me gain my first experience working in a clothing store,” says Olga. “At first it was difficult, and when customers asked questions, I didn’t know how to answer them. By handing out leaflets and inviting visitors to try steaming their clothes, I got a little used to talking to people. Now it’s much easier for me to communicate, I no longer have fear. Now I know that I can earn money on my own and not ask my parents for money.*

1,639

Young people with experience of orphanhood and disabilities received support in finding employment during the implementation of the project “You Will Succeed”



**Project “You Will Succeed” entered the top four practices in the field of employment promotion, selected from more than 700 projects posted on the Smartek platform of the Agency for Strategic Initiatives.**

**Benefits of Technology**



**CRM-HRM System**



Allows you to store and process information about a large number of candidates and employers and social organizations, ensures coordinated work of the entire team to support young people.



**Federal and Regional Companies**



Provide vacancies and mentors in the workplace, as well as corporate volunteers to train young people.



**Individual Candidate Support**



Specialists supervise young people from the initial interview and selection of a future workplace to employment and final entry into the labor market.



**Model for Recruiting Young People Through a Partner Network and Non-Profit Organizations**



Hundreds of social budgetary and non-governmental organizations of the region are participating.

In order to replicate the successful experience of the root social practice of the Rabota-i project in the regions, a unique social franchise mechanism is used. 2022 confirmed the efficiency of this model, demonstrated the sustainability of the project and the growth in the number of participants.

The “You Will Succeed” project is actually an ecosystem containing services and tools that help non-profit organizations work in accordance with the developed technology and support young people in the regions with low starting opportunities.

**Nonprofits gain access to the ecosystem “You Will Succeed”**



8 NPOs from 8 regions of Russia are working using the supported employment technology “You Will Succeed” by the end of 2022. Project satellites operate in two more regions.

In 2022, the project reached a new level. With the participation of the “Investment to the Future” Foundation, a charitable foundation for the development of supported employment “You Will Succeed” was created. Three scenarios for the strategy of the new foundation for the period until 2025 were jointly developed and agreed upon taking into account options for changing the socio-economic situation in the country, the demand for supported employment and inclusive projects. Experts from the “Investment to the Future” Foundation became part of the governing bodies of the new fund.



**Irina Tokareva**  
Head of the Academy of Sciences of Preschool Education «Happiness», Surgut

*The Happiness Center has been working in the field of special children since 2016. Our beneficiaries are teenagers and young people with mental disabilities, including autism. We approached the supported employment actually due to their requests and needs. We’ve been working for three years now within the “You Will Succeed” project“ and we see that the technology is really effective. The results of the project are achievable and real: in the previous project cycle we provided employment to five beneficiaries, and this year we have already provided employment to seven. It is very important that the practice has a clear procedure and the system. And at the same time, we know that we can always seek advice and support.*

The “You Will Succeed” resource center continues its operation. It is acting as a support service for regional non-profit organizations – providers, that implement the technology in partnership with employers and public employment service.

In 2022, the “You Will Succeed” project was praised highly by the Participants of the VIII All-Russian Forum “National Qualifications System of Russia”. The project also took 1<sup>st</sup> place in the category “Best program (project) in the field of development of inclusion” at the annual All-Russian competition for socially

responsible business “Leaders of Corporate Philanthropy.” In addition, the practice of supported employment “You Will Succeed” joined the register of evidence based practices of the Elena and Gennady Timchenko Charitable Foundation, as well as the Smarteka by the Agency for Strategic Initiatives. The Ministry of Economic Development of Russia, recommended that Supported employment practice “You Will Succeed” should be replicated, the decision made jointly with the Agency for Strategic Initiatives and the Ministry of Labor and other federal executive authorities, as well as commissions of the State Council of Russia.

<b>859</b>	<b>230+</b>	<b>167</b>	<b>183</b>
Young people received support using supported employment technology in 2022	Young people got their first work experience	Government and non-profit organizations are involved in the project	Employing companies are interested in creating vacancies for the candidates



# Development of Tools for Methodological and Organizational Support for Teachers and Museum Workers

## “Inclusive Museum” Project

### The Target Audience

- Adults, children and youth with mental problems
- Families
- Museum workers and specialists
- Museum administrations

The team of the “Inclusive Museum” project has set itself the task of qualitatively changing the situation of people with mental disabilities by opening museum spaces for them, giving them the opportunity to create and explore the wonderful world of history and culture, art and natural science. The project brought together the efforts of leading experts, public and cultural institutions that share the values of inclusion, to create systems and services and infrastructure that ensure the reception of special categories of visitors in museums.

Every year, the Foundation’s employees, together with experts, create educational and methodological materials that summarize the results of scientific research, analysis of the best domestic and foreign museum practices, as well as their own experience of the “Inclusive Museum” project.

Thanks to the project, thousands of Russian families raising children with disabilities began to emerge from social isolation. Employees of Russian museums have learned to accept children with mental disabilities, create and implement programs that promote the creative development and expansion of the sociocultural experience of such children through museum means.

Implementation of the project in the direction of “People with mental disabilities” includes:

- Training museum staff in the skills of interaction with special children;
- Provision of museum specialists and teachers with materials for understanding disability and organizing child socialization programs;
- Holding a grant competition for the best museum projects for children with mental disabilities.



In 2022, the Inclusive Museum project again demonstrated its effectiveness as a center for methodological support for museums and museum workers in the development of sociocultural accessibility and strengthened its focus on long-term, stable results.

◆ **A digital methodological tool has been developed 20+ a checklist for the accessibility of museums for visitors with mental disabilities.**

**20+**  
Consultations for museums on organizing an accessible environment for visitors with mental disabilities

◆ **A pilot study of prolonged interaction with the target audience of inclusive museum programs was conducted and methodological recommendations were prepared based on its results.**

**5**  
Open webinars

# Support for Centers of Competence and Expertise, Filling the Gap in Knowledge, Techniques and Specialists

## Scientific and Methodological Center Based on the Center for Curative Pedagogy

Since November 2021, the Foundation has been supporting the project of creating a scientific and methodological center (SMC) based on the Center for Curative Pedagogy (TsLP). The idea of the project is to, with the help of the Foundation’s investments, select the best world practices in helping people with mental disabilities and localize

them in Russia, as well as generalize the many years of experience of the Center for Clinical Practice, develop new educational products on its basis and train a “critical mass” of necessary specialists in Russia capable of providing the target audience with an appropriate level of support.



**Anna Bitova**

Chairman of the Board of the Republican Public Organization “Center for Curative Pedagogy”, Chairman of the Board of the Alliance “The Value of Everyone”, Member of the Council under the Government of the Russian Federation on issues of guardianship in the social sphere

**Nikolay Morzhin**

Director of the Republican Public Organization “Center for Curative Pedagogy”

*Project with a “Investment to the Future” Charitable Foundation is one of the largest projects in the entire history of our work, and this is more than 30 years! We are very pleased that the Foundation supports systemic assistance to children, adolescents and adults with developmental disabilities and their families – from assistance in early childhood to lifelong support, and understands the importance of such assistance. This means that we fully confirm the mission of our organization to realize the rights to education, rehabilitation and a decent life for people with developmental disabilities.*



By providing access to modern education in offline and online formats for specialists throughout Russia, the project creates the basis for the widespread use of modern, scientifically based and effective methods and practices to support people with mental disabilities. According to the project team, the NMC can become a recognized center of expertise at the national level, capable of qualitatively improving the situation for people with mental disabilities by 2030. The first phase of the project isscheduled to be completed by the end of 2024.

Active promotion of educational programs available to the Center for Clinical Practice,

as well as the development and review of new educational products have already expanded the opportunities for training and advanced trainingfor tens of thousands of specialists. The network of regional NPOs that are members of the Alliance of Professional Organizations “The Value of Everyone” has become the basis for disseminating the best methodological developments. In partnership with members of the Alliance, major scientific and practical conferences were held, which made it possible to involvemore than 80 regions of the Russian Federation, as well as specialists from a number of foreign countries, in joint discussion and work.

<div>5,270</div> <p>Specialists to work with people with disabilities were trained for the period from November 2021 to the end of 2022</p>	<div>×4.5 times</div> <p>Increase in the number of specialists trained during a year due to introducing the advanced training program “Psychological and pedagogical assistance to children with disabilities: modern approaches and new technologies”</p>	<div>3</div> <p>New advanced training programs have made it possible to satisfy the request of specialists in previously problematic areas</p>	<div>2</div> <p>Educational video course created for parents and specialists</p>
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# Educating the General Public on Issues of Inclusion

## #PeopleLikePeople Festival

Supporting parental initiative of families in which children with mental disabilities live, creating communities of parents and helping professionals, informing and creating a field of support for their daily work constitute one of the most important areas of activity of the “Inclusive Environment” program. The All-Russian inclusive family festival #PeopleAsPeople, which brings together hundreds of government and public organizations that provide assistance to children and adults with autism, helps solve all these problems.

It coincides with World Autism Awareness Day, which is celebrated in early April by the United Nations.

The head of the “Inclusive Environment” program, on behalf of the Foundation, participated in the formation of the festival program, took part in the work of the organizing committee and the work of the jury of the competition of parental initiatives “Personal Business”.



The festival is an opportunity to learn about what autism is, how people with this diagnosis live, how you can help them and how to support the inclusion of children and adults with ASD in everyday life. Families in which people with autism live receive first-hand information about the activities of various organizations and become familiar with the wide range of help and support that they can provide. In 2022, the “Investment to the Future” Sberbank Charitable Foundation became the general partner of the festival, which made it possible to significantly increase its scale and bring the content of its events to a qualitatively new level.



### Festival Organizers:

- Regional organization for helping children with ASD “Contact”
- Moscow City Association of Parents of Disabled Children
- Federal State Budgetary Educational Institution of Higher Education Moscow State Psychological and Pedagogical University”
- Federal resource center for organizing comprehensive support for children with ASD MSUPE
- Moscow Department of Culture
- State Museum-Reserve “Tsaritsyno”
- State Budgetary Institution “Scientific and Practical Center for Children’s Health” and teenagers named after G. E. Sukhareva DZM”
- City Psychological and Pedagogical Center DONM (GBU GPPC DONM)
- Charitable Foundation “I am!”
- Exhibition of National Economic Achievements
- Charitable Foundation “The Art of Being Close”
- Adult support project with autism Autistic City
- ANO “Institute of Integrative Family Therapy”
- Center for Curative Pedagogy “Special Childhood”



The number of festival participants is growing every year. If in the first years of its existence the festival had, rather, a sociocultural orientation, now many experts in the field of health and psychology, specialists in various educational fields are involved in it. A variety of topics are discussed that relate to human life throughout its entirety.

### The Festival is Supported By:

- Ministry of Education of the Russian Federation
- Ministry of Science and Higher Education of the Russian Federation
- Ministry of Culture of the Russian Federation
- Ministry of Labor and social protection of the Russian Federation
- Ministry of Sports of the Russian Federation
- Department of Labor and Social Protection of the Population of Moscow
- Moscow Department of Health
- Department of Education and Science of Moscow





All-Russian  
inclusive festival  
#PeopleAsPeople

In 2022, almost the entire country became the territory of the #PeopleAsPeople festival, and the number of participants increased sixfold. The first day of the festival was dedicated to an online marathon, which brought together specialists from various fields of work with ASD, representatives of regional public organizations and parents of children with ASD. The second day's events, held at the Tsaritsyno State Museum-Reserve, were aimed at discussing difficult issues among parents and representatives of the professional community.

Inclusive and adapted programs for people with special needs were also presented by the Slovo Center for Slavic Literature, the Puppet Museum, the Special Purpose Garage Museum of the Federal Security Service of Russia, the House of Museums, the City Farm, the Children's Embassy and other residents of VDNKh. Festival events also took place in the largest museums and cultural institutions in Moscow.



4,500+

Visitors to Moscow  
sites

### 3. Inclusive Environment



114,000+

Participants in various  
formats, including 70,000+  
participants in regional events

in 81

Region of Russia  
in 2022



**Elizaveta Fokina**

General Director of the  
State Museum-Reserve  
"Tsaritsyno"

*During Panel discussions and round tables we covered a wide range of issues — from the development of inclusion in museums to career guidance for young people with ASD. Here you could take master classes on various topics and receive individual advice from specialists. On the third day, a family holiday was organized at VDNKh for all those who share the values of inclusion. Throughout all three days there were also sporting events, creative activities, thematic round tables and discussions, concerts and exhibitions of "special artists".*



## 4. Modern Education

**We create new opportunities for development and success in the modern world – for children, teachers and parents. We strive for positive changes in Russian education, taking into account the challenges of the modern world.**



# Personality Potential Development Program (“Development Environment”)

## The Target Audience

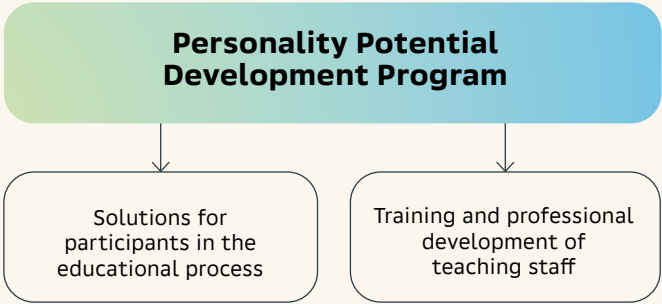
- Children from 5 to 18 years old
- Parents
- Teachers and managers
- Heads and teachers of advanced training institutes, pedagogical universities
- Heads of regional executive authorities in the field of education

The program is aimed at creating an environment that allows the formation of a mature personality, in which harmonious relationships are built between the child, teachers and parents, allowing the child to achieve psychological well-being.

The program is designed to teach children to develop their abilities, apply them in practice, set life goals and achieve them, and shape their own trajectory of learning and development.

The program pays special attention to teachers, providing them with opportunities for professional growth and development of personality potential. For schools and kindergartens, participation in the program based on a value-based approach to activities allows them to change their internal culture, organizational space, restart the professional initiative of teachers and educators, introduce new forms of work with parents, which, in turn, contributes to the development of the personality potential of all participants in educational relations.

## Program structure



## Program Participants:

- Foundation experts
- Laboratory for the development of personal potential in education of the Research Institute of Educational Sciences of the Moscow City Pedagogical University
- International Laboratory of Positive Psychology of Personality and Motivation of the Higher School of Economics
- Regional training and support teams (ROSC)
- Partner universities – 20 universities

## Program Partners:

- Federal educational and methodological association in the field of higher pedagogical education
- Russian Academy of Education
- Center for the Protection of Children’s Rights and Interests
- Federal Center for Further Education
- Regional executive authorities



36

Regions of Russia are represented by educational organizations participating in the program

16,500

Teaching staff (+7.4 thousand for 2022) involved in the program at the end of 2022

1,205

Schools, kindergartens and additional education institutions (+486 for 2022)



Educational Solutions

Tutorial Guidances and Manuals for Specialists

The program offers a comprehensive solution for educational organizations to support the development of a child from 5 to 18 years old, taking into account his age characteristics. Tutorial guidances and recommendations on this topic, developed by experts commissioned and with the support of the Foundation, are intended for a wide range of teachers, managers and employees of tutorial services.

All educational and tutorial materials are collected and systematized on an information and library resource for teachers, which helps registered users solve their own pedagogical problems. In 2022, the structure and materials of the resource were updated. The website now has a personal account in which you can save monitoring results and generate reports on them. The “Integration” section contains methodological recommendations for including tools for the development of personality potential in educational activities. The resource has been replenished with materials for working with families, as well as new educational modules “I am building my well-being” and “I am in the digital world”, which are part of the educational and methodological set “Development of the personality potential of adolescents”. The best works of the program teachers based on the results of the festival “Through Reading to Personality Development” replenished the Reading Book of fiction on the development of personality potential.

1,300+

Participating teachers use the materials of the educational and methodological resource of the program for the development of personality potential

300,000+

Unique visitors to the Foundation’s resources on the Internet (accumulated total for the year)



School of Opportunity  
Educational solutions aimed at achieving personal and meta-subject results for children and adolescents



Reader of fiction on the development of personality potential

Project “Growth Workshops”

The “Growth Workshops” project is intended for general education organizations. This is a series of school practices, the participants of which their personality potential and help their school become an interesting place to live and study in. During the course of the project, several “workshops” – associations of students and teachers – are created in schools. The academic year is divided into four thematic sessions: “Choice”, “Optimism”, “Hardiness” and “Achievement”. During the year, each workshop must implement a specific practice on a chosen topic. In 2022, testing of the model and advanced training programs for teachers and managers have been launched. «The developer and operator of the “Growth Workshops” project is ANPO “School League”.

10

Schools

8

Regions

91

Thematic workshop

1,288

Students

247

Teachers and managers



The “Growth Workshops” project

Teaching Materials for Families

The Foundation has developed a unique “Guide for the Modern Family,” which was compiled with the participation of experts in the field of developmental and family psychology. It contains answers to many questions that parents have as they prepare their teenagers for adulthood. “Ready to fly!” section helps parents of teenagers understand their children, support them while growing up, teach them self-determination, goal setting and resilience.

As part of the “Raising Personality” project, created in partnership between the Foundation and the Russian State Children’s Library, thematic reviews of books are being compiled for family reading with children, as well as for independent reading by teenagers. First of all, the compilers recommend literature that contributes to the development of personality potential. All project materials are posted on the Biblioguide website. Materials from the new season of the MomPapCast podcast are also posted on the Internet.

Monitoring Research System

The Foundation’s specialists and experts closely monitor the effectiveness of the program. About 20 techniques are used in regular monitoring studies, which cover a network of schools and kindergartens participating in the program.

Several dozen of diagnostic instruments have been selected and published that educational organizations can independently use for psychodiagnostics of children and adults, as well as a set of instruments that combine diagnostics and design of the educational environment. The research database has been regularly updated since 2018.

“A Guide for the Modern Family” was among the winners of the annual competition “Moms’ Choice – 2022” in the category “The most significant social project”.

Reviews from Parents:

*My discovery is that I realized that the quality of communication in the family is determined by the parents. And this depends only on parental maturity, awareness and desire to raise their children healthy, confident, flexible and independent. I will recommend these materials to all young parents around me. Thank you!!!”*



A Guide for the Modern Family  
Materials for developing children’s personality potential



Thematic reviews of books for family reading

The Research Package Includes:

- Study of the educational environment
- Study of personality potential and the effects of its development among teaching staff
- Research on social-emotional skills in elementary school
- Study of “4C” competencies (critical thinking, creativity, communication, cooperation) in primary and secondary schools
- Study of the effects of developing personality potential in primary school and high school

Constructor Research Services – Digital Tools for Evidence-Based Education

Thanks to the services developed by the Foundation, developers and practitioners of the education system will have access to mechanisms and tools for independently conducting psychological and pedagogical research, as well as the opportunity to make management and pedagogical decisions based on specific data.

The Constructor Research Services project entered the Top 100 out of 19 thousand ideas submitted at the “Strong Ideas for New Times” competition of the Agency for Strategic Initiatives.

332,000

Children are taught according to the program materials (+180 thousand for 2022)



General Results of Studies of Program Effects

According to research, over a three-year period of participation in the program, teachers and managers of educational organizations increase their resilience and professional motivation, and their categoricalness in assessing their own and others’ abilities, as well as in assessing the possibility of changing them, decreases. The style of communication is changing: teachers are more supportive of children’s needs for autonomy, independence and initiative, and show interest in the child’s desires.

There is a positive trend in the formation of emotion management skills following the implementation of the educational and tutorial complex “Socio-emotional development of children of preschool and primary school age,” developed with the participation of the Foundation. It has been shown that the effectiveness of the program depends on the number of classes conducted, the degree and accuracy of integration of its principles into the educational process<sup>1</sup>.

Positive changes in the type and parameters of the educational environment are observed following the results of one and two years of program implementation: the environment becomes more creative, active, rich in opportunities, and more conducive to satisfying the basic psychological needs of each child<sup>2</sup>.

A correlation has been shown between the quality of teaching (psychological support – creating a favorable atmosphere in the classroom and strengthening students’ self-confidence, as well as instrumental support – timely assistance to students in mastering the material) and the psychological well-being, learning motivation and educational success of adolescents<sup>3</sup>.

The connection between the type of school environment and the satisfaction of the basic needs of students and the quality of teaching at school is shown. A key environmental parameter has been identified—it is engagement<sup>4</sup>.

Training of Teaching Staff

Teacher Training Program

In order to create conditions for the development of children’s personality potential, it is necessary not only to provide the teacher with advanced techniques and tools for working with children, but also to give them the opportunity to apply them directly to themselves. Teacher development and training programs developed by the Moscow City Pedagogical University and implemented by regional educational developmental institutes contribute to the personal and professional development of teachers and prepare them for the role of change leaders.

In 2022, the advanced training program “Development of Personality Potential in the System of Interaction between Key Participants in Educational Relations” was published in the Federal Register of Additional Professional Teacher Education Programs. Thus, all organizations involved in advanced training of teaching staff have the opportunity to use it to train teachers and educators. This is the third professional developmental program developed with the participation of the Foundation, which has passed professional and public examination and was included in the Federal Register.

7,400

Teaching staff were trained under the Personality Potential Development Program in 2022

Educational organizations continue to expand their teaching teams even after the active phase of program implementation has ended.

9%

Average increase in team size



Andrey Ioffe

Head of the Laboratory for the Development of Personality Potential in Education, Research Institute of UGO, Moscow City Pedagogical University

Teaching someone is not easy, but teaching teachers is many times more difficult. But even more responsible is training teachers who will then teach teachers. For the formation and stable development of any system, a solid foundation is important. In education, it is based on the work of a teacher who trains teachers who subsequently influence the image of a kindergarten and school graduate. It is this chain that creates a significant effect and comprehensive result.

1,300+

Individual reports were presented by educational organizations based on the results of research on the socio-emotional skills of schoolchildren

16

Reports were presented by regional educational development institutes based on the results of a set of studies reports were presented by regional educational developmental institutes based on the results of a set of studies

In the pilot regions (Yaroslavl and Kaluga regions), public reports on the implementation of the program were presented.

2 Based on research results in more than 200 educational organizations from 16 regions.  
3 The sample includes 2,100 5th grade students, 2,026 8th grade students from 75 schools in 17 regions  
4 The sample includes 377 5th grade students and 267 8th grade students from 35 schools in 16 regions.

1 The sample includes 1,073 students from 8 regions.

Master Program “Personality Potential Development in Education: Personalization and Digitalization”

The country’s leading universities that train teachers have united to conduct joint research, develop and use methods aimed at developing personality potential in the education system. The consortium “Personality Potential Development in Education” with the participation of the Foundation today unites 20 universities from 19 regions of Russia.

Since September 2022, the network research master’s program “Personality Potential Development in Education: Personalization and Digitalization” has been implemented at seven universities of the consortium.

Thanks to a deeply developed research component, students can decide on future topics for master’s theses and implement them with the support of leading experts in the field of pedagogy, psychology and the development of personality potential. The program focuses on the urgent needs of the time and the demands of the teaching community, and provides access to modern educational solutions. This program is also attractive due to its “mobile” semester, which includes the opportunity to do internships in partner organizations and study academic disciplines of the elective module at other universities of the consortium.

Regional Training and Support Teams

Success in creating a personality development educational environment directly at school or in kindergarten largely depends on the position of the leadership.

Within the framework of the program, management teams of regional educational institutions are trained. In schools this kind of team usually consists of the director, his two deputies and an educational psychologist. The kindergarten team is usually represented by three members: the head of the team, a teacher-psychologist and a senior teacher. Regional training and support teams (RTST) are actively involved in this process, providing assistance to management teams throughout their participation in the Personality Potential Developmental Program. The RTST includes methodologists, experts and teachers from regional institutes of education or advanced training, which are the operators of the program in the regions, the most involved teachers and heads of educational organizations participating in the program. In 2022, 172 pedagogical module teachers were trained, joined regional training and support teams, and began training teachers in their regions.

To ensure that teachers, experts and moderators can constantly improve their skills, “Developmental Workshops” are regularly held in the regions participating in the program. Classes there are devoted to teaching and coaching, moderation, project review and mentoring. In 2022, 112 classes were held in four workshops.

Project Partners:

- Laboratory for the development of personality potential in education Research Institute UGO MSPU
- International Laboratory of Positive Psychology of Personality and Motivation, National Research University Higher School of Economics



*All members of the the Platonovsk secondary school team were from different branches, and we never worked together. Therefore, for all of us, and for me as a manager, this was not just training - it was teamwork, which ensured the understanding of an integrated approach in further activities, the new development of the basic school and all structural divisions in the process of joint (for the first time!) design of LROS, development emotional intelligence and personality potential of all participants in educational relations.*

**Angelika Bessonova**  
Deputy Director in educational work, MBOU Platonovsk secondary school, Tambov region



88

Master’s students will begin their studies in 2022

3.5

Candidates for one student position in the Master’s program “Personal Potential Development in Education: Personalization and Digitalization”



493

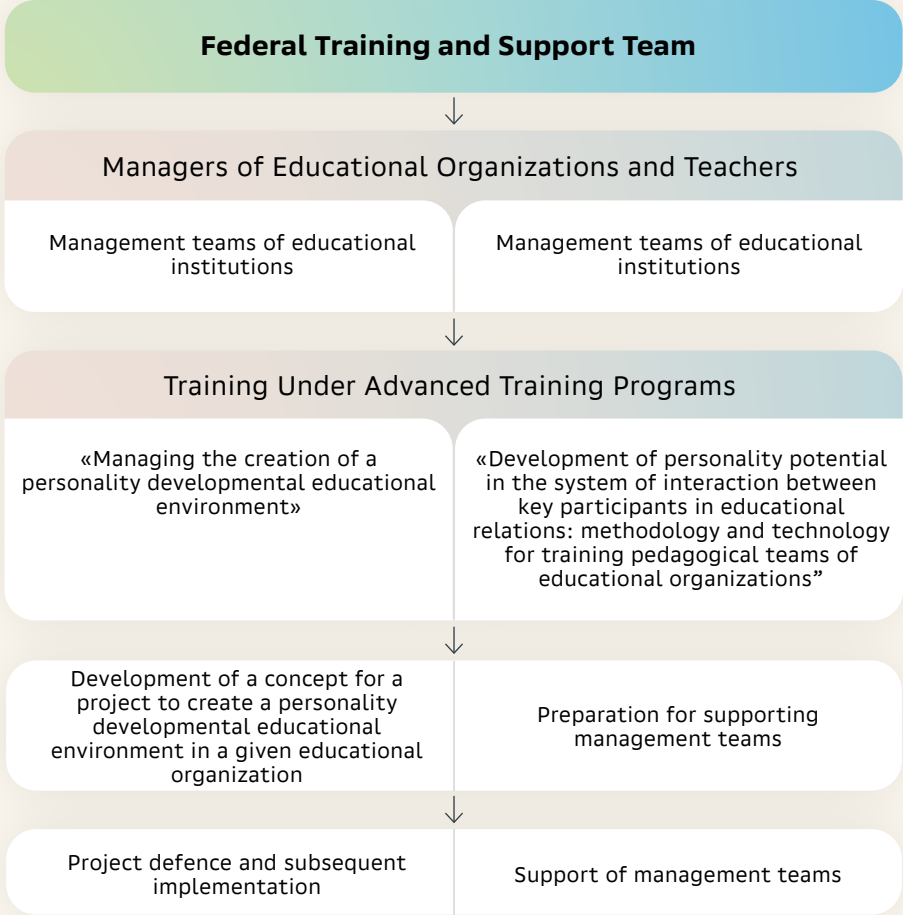
ROSC members in 29 regions were prepared by the end of 2022

26

ROSC members became part of the federal training and support team in 2022

28

Agreements are in effect between the Foundation and regional ministries of education



Community Developmental Program

The All-Russian festival movement, organized under the auspices of the program, is designed to unite the community of teachers who develop and implement practices for developing personality potential in their work.

265

Projects with descriptions of pedagogical practitioners were collected by the All-Russian festival “Best Practices for the Development of Personality Potential”

392

Authors

26

Regions

In 2022, the following key events took place as part of the festival movement:

- I All-Russian Pedagogical Festival of Best Practices for the Development of Personality Potential;
- II Festival “Through Reading – to Personality Development”;
- IV and V online conferences “Personality Potential Development as Modern Education Value”;
- I Gathering of program curators, members of regional training and accompanying teams.

The Foundation’s experience and developments are presented at a number of other conferences for heads of educational organizations.

Personality Potential Developmental Centers (PPDC)

Schools and kindergartens that have gone through the full cycle of implementing the program successfully use its tools and technologies and develop their own original methods, can claim the status of the Personal Potential Developmental Centers (PPDC). The mission of such centers, which form the core of the program, is to create an educational environment in which a culture of relationships, pedagogical practices and organization of space contribute to the development of the personality potential of children and adults.

To become part of the PPDC network, an educational organization must submit an application and pass the selection of an expert group formed from representatives of regional training and accompanying teams. In 2022, network participants were presented with a comprehensive program for supporting the PPDC. The winners of the competition, organized specifically for the PPDC in 2022, also received sets of the Kubrick modular room design system.

Conferences, forums, festivals and gatherings organized within the framework of the program promote community building, create conditions for cooperation, discussion of accumulated practices and exchange of experience in the use of methods and pedagogical developments that can be integrated into the work of a teacher.



The concept of personality potential developmental centers

57

Organizations from 19 regions entered the PPDC network in 2022

# “Financial Literacy” Program

## The Target Audience

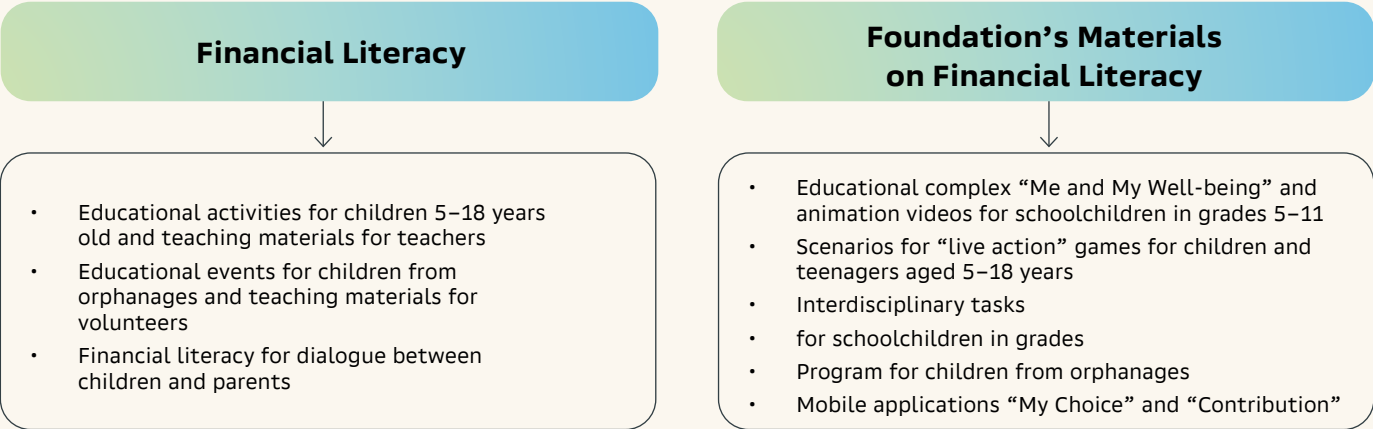
- Children aged 5–18 years
- Teaching staff
- Children from orphanages and volunteers
- Parents

3.1 million of children

90 thousand of teachers

Took advantage of the Foundation’s materials on financial literacy in 2022

## Program Structure



Financial literacy helps improve individual well-being and contributes to the well-being of society in general. The Foundation strives to develop among citizens, including children and youth, the skills of rational money management. Implementing its own and partner initiatives aimed at creating a healthy financial culture for children and families, the Foundation creates modern, accessible and effective teaching materials and products that are ready for use in the process of basic or additional education. Interactive games and presentations by the Foundation’s speakers become the center of attraction for participants at many all-Russian financial literacy events.

# Events for Children and Teachers

## Partnership with Leading Financial Literacy Organizations

- In 2022, the “Investment to the Future” Sberbank Charitable Foundation signed cooperation agreements with leading organizations developing modern education in the field of financial literacy: Higher School of Economics (NRU HSE) and the Association for the Development of Financial Literacy (ADFL). The parties to the agreements create conditions for the development of the human resources potential of teachers, methodologists, secondary vocational education teachers, educators and other specialists who promote the development of financial education and the formation of competencies in the field of financial literacy among various groups of students.
- In the reporting year, the Foundation also became a partner of the annual All-Russian competition of professional skills of financial literacy teachers “Financial Change”, which is held by the Federal Methodological Center for Financial Literacy of the system of general and secondary vocational education of the National Research University Higher School of Economics. Contest designed to identify the best and effective pedagogical practices in the field of developing financial literacy of students in the system of general (including preschool) and secondary vocational education.



**Konstantin Klimentyev**  
Expert at the All-Russian Congress of Financial Education Volunteers, founder of financial literacy and entrepreneurship courses for teenagers Prospect

*The level of financial literacy has a significant impact the well-being of the population. The inability to competently manage their income and the lack of simple planning skills, as well as a lack of understanding of the principles of operation of most financial institutions and instruments, lead to citizens’ vulnerability to fraudsters, an increase in the population’s debts and a refusal to use modern financial opportunities for savings and accumulation. At the same time, the group of the population on which the level of financial literacy of the population in the future directly depends is logically children.*



“FinSprint” Competition and “Financial Literacy” Profile of All-Russian Olympiad “Highest Standard”

2,321

People took part in the “FinSprint” competition in 2022

3,500

Schoolchildren became participants in the qualifying stage of the “Highest Standard” Olympiad in the field of “Financial Literacy”

11,158

Times the mobile application “Choice” has been downloaded. It became the platform for “FinSprint” competition

In 2022, the “Investment to the Future” Foundation, with the support of the National Research University Higher School of Economics, launched the “FinSprint” Competition for students of 7–11 grades and students of 1–2 years of secondary vocational education. In order to participate in the competition, it was necessary to install the updated version of the “Contribution” mobile application and register in it.

The competition has the status of the qualifying round of the All-Russian Olympiad for schoolchildren of the National Research University Higher School of Economics “Higher Standard” in the field “Financial Literacy”. A total of 45 competition winners from different age categories became finalists of this Olympiad

In 2022, with the methodological support of the Foundation, a track for grades 7–8 was opened at the Olympiad. “Investment to the Future” has developed a set of interdisciplinary tasks for the qualifying and final stages of the Olympiad, and organized a series of methodological webinars to help the Olympiad participants. One of the winners of the Olympiad was the winner of the 2022 “FinSprint” Competition.

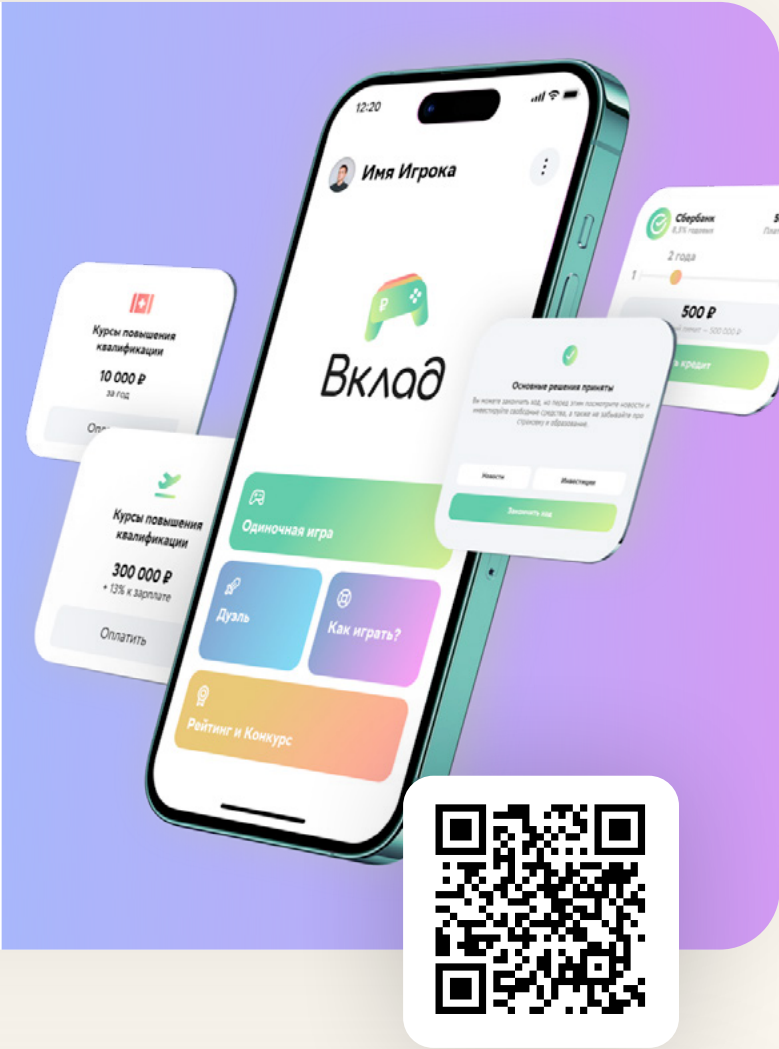


Mobile Applications

“Contribution” is a free mobile application, a financial simulation game developed by the Foundation. Over the 10 years of gaming “life”, the participant needs to earn as much as possible using various financial instruments.

In the “Deposit” application, schoolchildren learn in a playful way to understand the working mechanism of banks and other financial institutions, develop your own financial strategy, etc.

Issues of managing personal funds are also discussed in the mobile self-development application “My Choice”.




**Veniamin Kaganov**  
CEO of the Association for the Development of Financial Literacy

We are pleased to contribute to the wonderful “FinSprint” competition. This is not the first joint project with our partners – the Higher School of Economics and the Contribution to the Future Charitable Foundation. All these projects are creative, large-scale, and useful. I am confident that our competition will become a new step on the path to financial and digital literacy.

### Online Marathon on Financial Literacy for Schoolchildren “FinHealthy Lifestyle Fest”

The Foundation acted as a partner of the FinHealthy Lifestyle Fest, an online financial literacy marathon for schoolchildren as part of the All-Russian Financial Literacy Week, organized by the Ministry of Finance and the Bank of Russia.

The marathon took place in all regions of Russia in the Telegram messenger and the VKontakte social network. The Foundation’s experts have developed a rich educational program designed to develop healthy financial habits among participants.



Marathon of useful financial habits “FinHealthy Lifestyle Fest – 2022”

11,000

Views of information materials on social networks by schoolchildren and teachers

6,128

Downloading scenarios and games for teachers to conduct

### Financial Literacy Using IT

The Higher School of Economics project “Academy of Schoolchildren” helps schoolchildren decide on the choice of their future profession. As part of the project, the Foundation, together with the Federal Methodological Center for Financial Literacy, held a meetup for students in grades 8–11, dedicated to financial literacy using IT. More than 600 students from different regions took part in it, including 80 schoolchildren from Moscow in a full-time format.



100+ organizations

in 23 regions

Used Foundation materials on teaching financial and digital literacy in a game format

4,000

Children took part in these events

### Summer as an Investment in the Future of Children

Summer holidays are not only a time of relaxation, but also an opportunity to learn new knowledge and skills. In 2022, the Foundation’s experts conducted a series of information webinars for managers of children’s recreation and health organizations and school camps. They talked about the possibilities of using ready-made scenarios for conducting classes on financial and digital literacy, allowing schoolchildren in a fun way to master the knowledge that will be needed in the future to solve real life problems.

In 2022, the Foundation also contributed to the following initiatives:

- 10 animated videos have been developed to illustrate the content of the educational and methodological complex “Me and My Well-Being”
- Two methodological webinars were held, in which 600 teachers of general education institutions took part
- Together with the Digital Skills Developmental Program, scripts for two animated videos were developed for the “Digital Lesson” project
- Video filming of two lectures of the educational course was carried out as part of a joint project with the Russian schoolchildren movement “FinKultProsvet”





# Events for Children from Orphanages and Volunteers

## “Financial Literacy for Children in Orphanages” Volunteer program



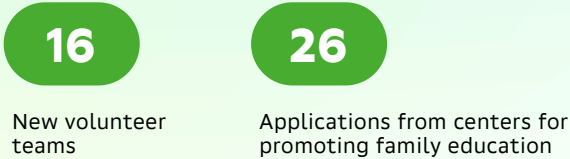
Russia’s first financial literacy developmental program, which is entirely focused on children in state care, was developed jointly with partners. The goal of the program is to develop children’s skills in handling money and protecting themselves from fraudsters, and to teach them simple financial transactions.

Experts have developed lesson scenarios that are combined into three modules (for students of three age groups) of two levels each, designed to be implemented during the school year. The program is implemented by teams of volunteers after completing online training using teaching materials developed by finance specialists and psychologists.

### Program Partners:

- ANO “Center for Equal Opportunities for Orphans “Up”
- Charitable Foundation for foster children “Shalash”
- ANO “Educational PAKK projects”
- GIVBACK RUS LLC

One of the goals of the program is to form a community of volunteers who share the ideas and approaches of the Foundation. In the reporting year, meetings were held with volunteer teams and coordinators from the regions to discuss the prospects for their joining the program.



### In 2022 :

- The first module of the program (stages 1 and 2) was updated and scenarios for the second module (stages 3 and 4) were developed.
- Services were improved and training videos and instructions on the digital volunteer platform were updated
- The Foundation took part in partnership events for orphans and children without parental care, together with the Big Brothers Big Sisters charity foundation and the Ministry of Social Development of the Moscow Region
- A webinar was held for 40 employees of orphanages who independently organize classes in their institutions
- The program was presented at thematic conferences throughout the year



**Lilia Brainis**  
Director of a charitable foundation for foster children “Shalash”

*In my opinion, this is a very important course. Especially for children who have very limited experience with money. Children who grew up in orphanages have most likely never seen adults who consciously interact with money (save or invest, understand at least at a basic level the work of financial instruments). I hope that this course will help at least somewhat fill the existing gap in experience and skills.*

# “Digital Skills and Competences” Program

## The Target Audience

- Schoolchildren from 6 to 18 years old
- Parents
- Teachers

4.9 million

Children from 85 regions of the Russian Federation studied in 2022

45,000

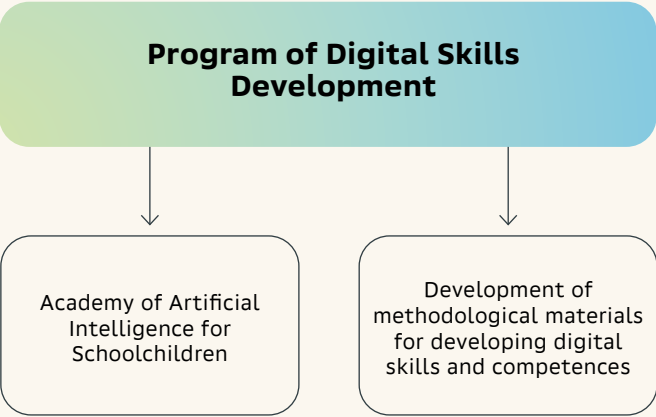
Teachers and 50 thousand parents

8,400

Participants in AI Olympiads and hackathons

Digital literacy is one of the new literacies that we consider fundamentally important in the modern world. Since 2018, the Foundation has been implementing a program to develop digital skills, knowledge and abilities among schoolchildren in order to develop in them the thinking necessary for the digital era and teach them to freely navigate the digital environment and effectively use modern technological products. The flagship educational initiative of the program, within the framework of which its main activities are implemented, is the Academy of Artificial Intelligence for schoolchildren. In addition, within the framework of the program, methodological materials are being prepared for the development of digital skills and competencies.

## Program Structure



## Program Partners:

- Sber
- ANO “Digital Economy”
- Educational center “Sirius”
- Learning in circles movement of the National Technology Initiative
- National Technology Olympiad
- Physics and Technology Schools Development Foundation
- Alliance in the field of artificial intelligence
- Russian schoolchildren movement
- All-Russian Olympiad on artificial intelligence
- Federal Center for Additional Education and Organization of Recreation and Health Improvement for Children
- Open platform “Russia – the land of opportunities”
- Moscow Institute of Physics and Technology (national research university)
- National Research University “High School of Economics”
- ITMO University, etc.







# “Academy of Artificial Intelligence for Schoolchildren” Project

The “Academy of Artificial Intelligence for Schoolchildren” is one of the first projects in Russia to develop practical skills in students in the field of artificial intelligence (AI). The initiatives of the AI Academy contribute to achieving the goals of the National AI Developmental Strategy for the period until 2030, approved by decree of the President of the Russian Federation, and the federal project “Artificial Intelligence” in terms of education and increasing the attractiveness of the AI field among schoolchildren.

The AI Academy’s activities are carried out in several areas. Educational activities are aimed at introducing the basic concepts

and operating principles of AI technologies and early career guidance for the maximum number of schoolchildren. Wide coverage of students is achieved, among other things, through the use of such large-scale events as the All-Russian educational campaign “Lesson in Numbers”.

As part of the Education direction, initiatives are being implemented aimed at developing practical skills in the field of AI among schoolchildren from all over Russia. A wide range of online courses has been developed using the expertise of Sberbank and leading technical universities, club activities are supported, online intensive courses and other

educational events are regularly held that allow you to quickly immerse yourself in the topic and develop skills to the level required to participate in specialized competitions. The competitive aspect enhances the motivation of schoolchildren, and preparation and participation in Olympiads and hackathons gives them not only invaluable experience, but also certain advantages when entering specialized educational institutions, as well as the opportunity to get an internship at Sberbank and partner companies.

The success of efforts to involve schoolchildren in AI issues is impossible without the active participation of teachers. Therefore, program experts are developing free advanced training courses for teachers, creating educational and methodological complexes, and providing support in organizing technology clubs. There is a library on the AI Academy website of ready-made materials for conducting educational lessons in schools, designed for different ages and levels of students.

## Educational Activities and Materials

Education in the field of artificial intelligence is a key goal of the AI Foundation and Academy. A number of large-scale events have become the hallmark of the Academy, and participation in them opens doors to the profession and creates opportunities for successful professional implementation and contributes to the creation of the country’s technological reserve

### “Digital Lesson – 2022”: Artificial Intelligence in Startups

In 2022, the “Investment to the Future” Foundation and Sber acted for the fourth time as partners in the annual all-Russian event “Digital Lesson”, which is held in support of the federal project “Personnel for the Digital Economy”. Such lessons help children navigate the world of professions related to computer technology and programming.

### “Digital Lesson” at the Center Named After Dmitry Rogachev

Patients of the Center for Pediatric Hematology and Oncology and Immunology also joined the “Numbers Lesson”. They got acquainted with the concept of “artificial intelligence” and its capabilities and areas of application. During the lesson, the children learned who “digital centaurs” are and how AI technologies make classical professions more interesting. During practical training, each of the guys tried themselves as a developer, mastering a special simulator on the project website.

In 2022, classes were devoted to the topic of artificial intelligence in startups. Schoolchildren learned practically about the main stages of project initiation – from searching for an idea to scaling the product.

Participants mastered the theory in the form of a short video lecture, and to consolidate knowledge in practice they used a gaming simulator on a computer or smartphone. For those wishing to learn more about technopreneurship, a series of online webinars was organized by experts from the Sber youth accelerator and Sber AI.

To prepare the teachers for the “Digital Lesson”, a distance learning event was held on the project website with the participation of lesson developers who helped teachers understand the teaching materials, learn more about technological entrepreneurship and more fully convey knowledge about launching their own startups to schoolchildren. Lesson materials are adapted for conducting classes with schoolchildren of different ages (grades 1–11) and in classes with different technical equipment; they are still available on the promotion website.

Week of High Technologies and Technopreneurship

In 2022, schools in most regions of Russia hosted events of the Week of High Technologies and Technopreneurship, organized at the initiative of the seven largest high-tech companies in the country and with the participation of the “Investment to the Future” Foundation. The Week’s events are designed to develop high school students’ interest in studying at technical universities, working in modern science-intensive fields, and introducing them to the work of high-tech companies.

Specialists from the Academy of AI and experts from the “Financial Literacy” program prepared lessons, webinars and speeches, during which they talked about the secrets of creating an effective digital product, about artificial intelligence and its capabilities. During the lessons the Foundation’s experts also spoke about the rules of safe behavior on the Internet, about different types of Internet fraud and how to develop your own strategy for behavior in the information space.

The Top 5 most popular among participants included lessons on the secrets of creating an effective digital product and on artificial intelligence prepared by the Foundation


for Artificial Intelligence. Schoolchildren had the opportunity to find out what can be achieved with the help of artificial intelligence technologies today, what opportunities they open up for their native region and their own projects. Practical examples of using AI technologies in solving problems relevant to the Far East were presented by the Far Eastern Center for the Study of Legal and Ethical Aspects of AI, opened by Sberbank and FEFU in the reporting year.

1,000+

Schools from 378 settlements and 23 constituent entities of the Russian Federation joined the action

48,000

Students-participants

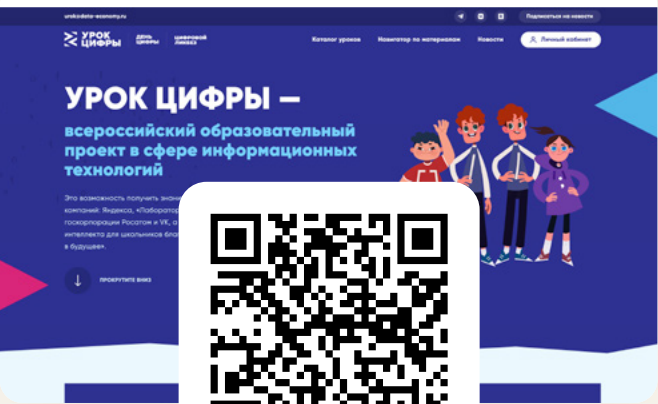



Combining the efforts and competencies of leading technology companies within the framework of the all-Russian educational project “Digital Lesson” provides schoolchildren with up-to-date knowledge on popular topics and allows them to motivate children for future entrepreneurial research activities in the field of digital technologies.

**Nikolay Yatselenko**  
Deputy Minister of Digital Development, Communications and Mass Media



**Alexey Chekunkov**  
Minister of the Russian Federation for the Development of the Far East and Arctic





2.6 million

Schoolchildren from Russia and 130 countries of the world learned what “technological startups” are at “Digital Lessons”

120+

Open Digital Lessons were conducted by Sber regional divisions

“Artificial Intelligence Day in the Far East”

In 2022, experts from the Academy of Artificial Intelligence for schoolchildren developed materials for the educational event “AI Day in the Far East.” The action was held for the first time with the support of the Russian Ministry for the Development of Far East and Arctic, as well as the Far Eastern Center



# AI Training for Schoolchildren

Training is an important part of the project; it allows schoolchildren from the regions to master the basics of one of the most promising IT areas and prepare for specialized competitions.

## Introductory Lessons and Course “Introduction to Artificial Intelligence”

The introductory lessons on the AI Academy website will be of interest to those who have just begun to discover the field of AI. Here students can smoothly immerse themselves in the topic of machine learning and programming and begin to learn basic algorithms.

The introductory course “**Introduction to Artificial Intelligence**” contains more detailed information. Thanks to the course, students can master basic concepts in the field of artificial intelligence, get acquainted with the areas of its application and the prospects of this new branch of knowledge, gain for the first time or expand their own understanding of machine learning, and also find out which specialists work in this field.

As part of the course, students have access to links to sources, books and websites, from which they can begin their immersion in AI. If necessary, you can ask questions in the comments to each lesson and AI Academy specialists will definitely answer them.

## Online Course on Machine Learning

In 2022, the Academy, together with partners, developed an updated six-month online course for schoolchildren in grades 8–11. During the classes, students can acquire knowledge and develop the skills necessary to master machine learning. Experts help course participants resolve any difficulties that arise. In addition, a chat has been organized for student interaction, where you can get advice or ask for help. The authors and teachers of the course are practitioners from Russian IT companies with teaching experience, including teachers from MIPT’s Deep Learning School. The course is available to everyone.



## Bootcamps “Digital Centaur 2.0” and “AI-ARROW”

In 2022, the Foundation’s specialists, together with partner organizations, held the “Digital Centaur 2.0” bootcamp for schoolchildren under the age of 18. Bootcamp is a free online intensive course on AI with the participation of practitioners. The bootcamp program combines lectures from professionals with assignments to practice programming skills. Participants have the opportunity to learn the basics of machine learning and artificial intelligence, linear algebra and the basics of neural networks. The peculiarity of this type of training is the support of like-minded people and close communication with experts. The bootcamp is good preparation for anyone who plans to participate in specialized competitions in artificial intelligence.

According to the same scheme, the second bootcamp “AI-ARROW” was organized, designed to prepare schoolchildren for participation in the National Technology Olympiad in the field of “Artificial intelligence”. All participants who successfully completed the program received points in the “Another Business” application. These points can be redeemed for training courses, travel, professional internships and much more. Distinguished participants were invited to the artificial intelligence ambassador program (see details on page 94).

**2,000+**

Schoolchildren from 81 regions of the country, as well as a number of foreign countries, took part in the Digital Centaur 2.0 bootcamp events

**4,000+**

Participants from all over Russia and foreign countries were accepted participation in bootcamps in 2022

# Artificial Intelligence Competitions

## “Artificial Intelligence” Profile of the National Technology Olympiad

As part of the Artificial Intelligence Academy for schoolchildren, with the expert support of SberAI, the program team is organizing the “Artificial Intelligence” profile of the National Technology Olympiad (NTO). The Russian Council of School Olympiads has assigned this profile a second level, which allows participants to receive advantages when entering the country’s leading universities, including Moscow State University named after M.V. Lomonosov, St. Petersburg State University, National Research University Higher School of Economics and others.

Over the course of the final four days of testing, the guys created multimodal

models that could work with both text and video. As a result, the finalists developed an algorithm that analyzes the video and answers questions about its content asked in Russian. The finalists also completed an individual subject round in mathematics and computer science. about its content asked in Russian. The finalists also completed an individual subject round in mathematics and computer science.

Based on the results of the competition, 17 prize-winners and 8 winners were determined. Five teams won the team competition: they were awarded cash certificates to pay for educational services in the amount of 250,000 to 650,000 rubles. The total prize fund of the “Artificial Intelligence” profile exceeded 4 million rubles. In addition, all winners and runners-up received valuable gifts.



Participation in the Olympiad allows schoolchildren to get acquainted with current tasks in the IT sphere and works as a social elevator: the best participants receive not only prizes and valuable gifts, but also the opportunity to undergo an internship at Sberbank and partner companies. Thus, multiple winner of the profile Arseny Shakhmatov, having come for an internship at SberAI in 2022, while still an 11th grade student, showed a high level of skill development and a non-standard approach to solving problems when working on the Kandinskiy neural network, thanks to which he received an invitation to join the project team.

Profile “Artificial Intelligence” became the most popular of the 39 areas of the Olympiad:

6,150

Students of grades 8–11 from Russia and other countries

100+

High school students from 27 regions of our country and from Kazakhstan reached the fin

8

Winners and 17 runners-up determined based on the results of the competition

## Track for Teams Within the Youth Sber Accelerator

Teams whose projects are based on artificial intelligence technologies can count on support within the Sber youth accelerator. The purpose of the acceleration program is to help develop a project from idea to test version (“minimum viable product”, MVP). The SberZ acceleration program is intended for schoolchildren in grades 8–11 and college students. For undergraduate and graduate students and university researchers there is the SberStudent program.

Acceleration takes place in three stages over eight months. At the first stage, the guys work on project ideas. At the second stage, participating teams additionally receive the support of a mentor from the AI field, who helps them work on the technological side of the project. The third stage is demonstrating the results. The best teams that showed the greatest progress during training speak at Demo Day, where they present their developments to Sber management, investors, technology companies and rectors of Russian universities. The winners of the Demo Day share the prize fund. Winners from school teams, in addition, receive additional points for the Unified State Examination and other preferences when entering universities, and winning student projects receive grants from the [Moscow Seed Fund](#).

30 teams took part in the AI Academy track in 2022, four of them were presented at Demo Day

## Hackathons

A successful format for team competitions is a hackathon, in which participants must develop a prototype of a product or solve a problem together in a limited time. The final stage of the online intensive “Digital Centaur 2.0”, which was conducted by the Academy of AI in the summer of 2022, was the ScienceHack hackathon. The event consisted of two tracks: for beginners and for experienced participants. They had to figure out how artificial intelligence is used in nuclear physics, consolidate their knowledge in practice and solve a large science-intensive problem of predicting the mass of an electron in the collision of two particles. 40 participants reached the final, six became winners based on the results of the final defense and received valuable prizes.

Participants in another hackathon, the AI-Academy Contest, were tasked with creating an algorithm capable of recognizing handwritten text in a photograph. This task was developed jointly with experts from SberAI, a division of Sber dealing with projects in the field of artificial intelligence. Hackathon participants, schoolchildren under the age of 18, had the opportunity to develop skills in the field of machine learning, try their hand at solving practical problems and expand their own portfolio with a relevant EdTech project.

2 million

Rubles is the hakatons’ prize fund in 2022



# Working with Talents

The Foundation strives to identify talented youth who will become a professional talent pool in the field of data analysis and artificial intelligence. For this purpose, internships are organized for the winners of specialized competitions in the Sber ecosystem and mentoring support for successful schoolchildren by AI specialists.

## Mentor Program for Artificial Intelligence Ambassadors

In 2022, the AI Academy for Schoolchildren launched a new stage of the Artificial Intelligence Ambassadors program. The ambassadors were active participants in Academy projects, schoolchildren who achieved high results at the International Artificial Intelligence Competition for Children (AIJC), and in competitions in

the “Artificial Intelligence” profile of the National Technology Olympiad, at All-Russian hackathons and other specialized competitions. Ambassador status gives you the opportunity to learn from experts in the field of AI, organize your own events for schoolchildren, act as an expert in AI-Academy events, and share your experience and success stories in AI with like-minded people and in the media.

The goal of the mentoring program is to help schoolchildren interested in studying artificial intelligence and machine learning technologies, in professional and personal development, support talents, and stimulate interest in their chosen field. IT developers, analysts, heads of data research and other AI specialists with successful professional experience and the necessary skills to work with ambassadors’ requests were invited to participate in the program as mentors.



List of instructions following the conference “Journey into the world of artificial intelligence”

## Mentor Program for Talented Schoolchildren

At the end of 2021, the President of the Russian Federation approved a list of instructions [www.kremlin.ru/acts](http://www.kremlin.ru/acts) based on the results of the conference “Journey into the World of Artificial Intelligence” and, among other things, instructed the government to submit proposals for the development of a mentoring and mentoring

system in the field of artificial intelligence technologies in educational organizations.

In pursuance of this order, the Russian Ministry of Education has developed a mentoring program for talented schoolchildren in the field of AI, which is almost entirely based on the experience of the Investment in the Future Foundation.

Ivan Mironov from the Republic of Udmurtia won the ScienceHack hackathon from the Academy of AI in the summer of 2022. Analyst Anna Archibasova was appointed Ivan’s mentor. Anna was studyingdeveloping a startup to create unmanned driving systems for trucks and special equipment, was a finalist in the AI hackathon for schoolchildren AI-Academy 2018. “The first meeting was extremely interesting and useful,” says Ivan. “My mentor told me about working in IT, oabout studying at university and her participation in Olympiads. I took note of some of what I heard and finally decided that I wanted to enter a university through participation in the Olympiad. Just recently, for a machine learning course, I prepared a motivational video and sent it to my mentor for review. She helped edit some things, for which I am very grateful.”

We managed to form successful pairs of mentors and students, in which experts help the children in various issues: from recommendations on educational materials to developing projects and writing scientific articles. Special instructions were developed in order to build effective interaction between a mentor and his mentee. During this time, ambassadors requested meetings, asked questions, and monitored changes in their professional or educational activities.

70

AI-Academy Ambassadors

22

Pairs Mentor – menti

## Internships in Sberbank

In 2022, the Foundation organized an internship for seven winners of the “Artificial Intelligence” profile of the National Technology Olympiad in Sber technology teams. During internships lasting from one to two months, high school students and students had the opportunity to try out work in the field of AI and take part in solving real problems that are posed to Sber divisions.



*I was pleasantly surprised by the internship overall. On the first day, intensive work began. I did some administrative work for a few hours and then joined the team. My team is involved in machine learning and everything related to it. The guys work very harmoniously and professionally, I was able to quickly join their team. The internship allowed me to improve my teamwork, communication and, of course, development skills, which, undoubtedly, is its main goal.*

**Mikhail Fomenko**  
NTO winner – 2020/21

# Working with Teachers

## “AI Start” Project

Nurturing the country’s future IT reserve is one of the most popular areas in the era of digitalization. In 2022, together with MIPT and the Foundation for the Development of Physics and Technology Schools, the AI Start project was launched – [ai-start.ru](https://ai-start.ru). The project is designed to help teachers open technology clubs for schoolchildren on artificial intelligence at educational institutions.



Project “AI Start”

319

People from 65 regions of Russia applied to participate in the project for the period from August to mid-October 2022

500+

Schoolchildren attend 60 AI clubs

As part of the project, participating teachers have the opportunity to:

- receive the lesson program and all materials for their implementation: methodological recommendations and lesson notes, practical assignments and presentations;
- undergo training in the advanced training course “Artificial Intelligence: Theory and Methods of Teaching in Basic and High School” and receive a standard certificate from Moscow State Pedagogical University;
- receive expert and methodological support during the work of the circle;
- receive grant support in the amount 50,000 rubles.

In 2022, especially for the AI Start project, the duration of the advanced training course program was increased from 24 to 72 academic hours. Experts from the Academy of AI, MIPT and MSPU worked on updating the course materials.



Andrey Bogdanov

Executive Director of the Physics and Technology Schools Developmental Foundation

*Artificial intelligence is an important area in the field of modern technologies, which can ensure the creation of innovative IT products in our country, as well as increase labor productivity and create new jobs in industries that require a high level of human capital.*



### Alexander Kokhanets

Computer science teacher at secondary school No. 1 in the city of Gusev, Kaliningrad region

*Before participating in the AI Start project, we took courses that were publicly available on the AI Academy platform. Before the launch of the circle in September I carefully studied the new materials that each participant in the project received upon completion of training – the materials were satisfactory, and how could the teacher not like the finished development of each lesson?! The guys mastered the material, but, unfortunately, they were unable to complete the entire course this year; they were stuck on programming. The 8th grade students had just started learning Python, so we had to spend more time on it than expected. I hope to continue working next year, revise some things and, I think, complete the training, building it around the final work on the motivation and interest of students.*

## “Quick Start” Professional Developmental Program for Teachers in Artificial Intelligence

By order of the Ministry of Education of the Russian Federation, the Moscow Institute of Physics and Technology, with expert support from the Academy of Artificial Intelligence, has developed an online course for teachers on teaching artificial intelligence. Participants studied video lectures, solved practical tasks and tests, and attended weekly webinars with teachers who were experts in the field of artificial intelligence. At the final webinar “Artificial Intelligence: Opening Up Opportunities,” the methodologist of the “Digital Skills and Competences” program of the “Investment to the Future” Foundation told teachers about the practical application of artificial intelligence in many areas of activity, and also shared the products of the Academy of

Artificial of Artificial Intelligence, aimed at schoolchildren and teachers. Among them are educational materials that can be integrated into the school curriculum of computer science lessons, the AI Start project which helps teachers create artificial intelligence clubs in schools, as well as competitions and other educational opportunities for schoolchildren.

In the reporting year, the AI Academy became a partner of the All-Russian competition of clubs, declaring its nomination “The best Club in Artificial Intelligence for Schoolchildren”. Six winners received grants for the support and development of clubs.

15,000+

Teachers from the Leningrad region, St. Petersburg, Arkhangelsk, Murmansk and Kaliningrad took part in the advanced training program “Quick Start in Artificial Intelligence”



## 5. Foundation in Public Space



Employees and experts of the Foundation use various forums, conferences and other platforms to convey their position on various aspects of education and inclusion, to tell a wide audience and specialists about the projects and programs of the “Investment to the Future” Foundation.

### International Forum of Civil Participation #WEARETOGETHER

December 4–7, 2022



#WEARETOGETHER is an international forum of civil participation, the goal of which is to form a community of caring people, leaders of social change, ready to act to improve the quality of life in Russia.

Nina Osipova, head of the “Financial Literacy” program, conducted a master class on developing financial literacy skills at the stand of the “Another Thing” project and the presidential platform “Russia - the Land of Opportunities. Inna Shirshova, head of the “Inclusive Environment” direction, acted as an expert at the strategic session “Same as everyone else: how to live, interact and create together with children with disabilities.”

### International Conference on Film Pedagogy (Moscow)

November 29–30, 2022



It is common knowledge that cinema can influence the way we perceive and understand the world. The International Conference on Film Pedagogy is aimed at creating a nationwide trajectory for the development of film education in cultural and educational institutions. Foundation expert Tatyana Ermakova told conference participants, teachers and education specialists about the development of personality potential using film pedagogy methods, and also presented the Foundation’s project “Watching Together” – specially developed a set of recommendations for parents and teachers on meaningful family viewing of movies and cartoons.

### VIII All-Russian Forum “National Qualifications System of Russia”

November 28–30, 2022



The project “You Will Succeed”, implemented with the strategic support of the Foundation was presented at the forum. Inna Shirshova, head of the “Inclusive Environment” direction, spoke about the technology of supported employment, which the project is replicating in eight regions of Russia. Ilya Smetanin, director of the Rabota-i Center, the flagship provider of the project, spoke about the practice of using technology in St. Petersburg. The Work-i Center, whose activities are carried out with the strategic support of the Foundation, also took part in the discussion for regional executive bodies in the field of employment at the XXV St. Petersburg International Economic Forum. The issue of employment of people with disabilities was discussed on the agenda. Experience of the project “You Will Succeed” also aroused great interest at the International Rehabilitation Forum, which was held in St. Petersburg in September 2022.



### ◆ “Ready to fly!”

The Foundation’s materials are addressed not only to specialists, but also to parents. Instructions for preparing teenagers for adulthood “Ready to fly!” is a unique guide for a modern family, created by the “Investment in the Future” Charitable Foundation with the goal of helping parents understand their child and support him on the path of growing up. The guide answers the most pressing questions of parents about what needs to be developed in a child for him to become successful, how to teach him self-determination, goal setting and resilience.

### Pedagogical forum “Universal Educational Environment: Strategies, Practices, Resources”

August 17 – September 5, 2022

On the eve of the new academic year the August pedagogical forum is held annually in the Kaliningrad region. The forum is attended by heads of educational organizations, employees of higher and secondary vocational education organizations, representatives of government bodies, professional and business communities, and the parent community. As part of various events, speakers from the Program for the Development of Personality Potential of the “Investment to the Future” Foundation spoke to the forum participants. “Investment to the Future” Foundation spoke to the forum participants.

### ◆ Open Day for Employees’ Children

Every year Sber holds an Open Day for the children of employees. The purpose of such events is to give children aged 6–13 years the opportunity not only to look at their parent’s workplace, but also to get acquainted with modern professions, try on them on themselves, to get involved in solving various “adult” problems. “Investment in the Future” organized several events on different thematic areas. Employees of the Financial Literacy program conducted the “Young Financier” games for children aged 6–9 years and the “Financial Colonizers” quiz for teenagers aged 10–12 years. The children got acquainted with the concept of “technological startups” and even tried

themselves as entrepreneurs using a game simulator developed as part of the “Digital Skills and Competencies” program. Activities from the Foundation were also devoted to the development of emotional intelligence and social-emotional skills.

The annual Open Prospects Day (OPD) is also intended for bank employees with children aged 13–17 years. The Foundation participates in the development of the concept of this career guidance event, proposes a methodological framework, and participates in the editing and examination of materials. The last two years of additional training have been devoted to the development of personal potential.



Co Employees of the “Investment to the Future” Foundation are regularly involved in the examination of materials created at the bank on the topics of the Foundation’s activity. Thus, in 2022, the Foundation’s experts participated in the creation of a Sber course on the topic “Conscious Parenting.” The Foundation’s employees also participate in the formation of the program and act as hosts of the “Smart Family Weekend” event on the Sber University campus.



The Foundation’s expertise is in demand even in the process of choosing New Year’s gifts for the children of bank employees. For this annual event, the Foundation evaluates the correctness of a particular decision, both taking into account age and developmental psychology, and from the point of view of maintaining in the family system the values that play an important role in the Foundation and in the Sber ecosystem: dialogue, cooperation, creativity.



The Educational Policy magazine is a peer-reviewed scientific and journalistic journal that talks about current problems of education in Russia and the world. One of its issues was devoted to issues of personality development in teaching practice. The key theme of the issue is personality development education. The material was prepared based on the results of a meeting of the expert and strategic council of the “Investment to the Future” Charitable Foundation, which took place in June 2022.

### XVI All-Russian Forum “Pedagogical Harbor”

December 8–11, 2022



The Foundation’s management actively participates in outreach activities. In December 2022, Pyotr Grigorievich Polozhevets, executive director of the Sberbank Charitable Foundation Forum “Investment in the Future,” took part in the events of the XVI All-Russian “Pedagogical Harbor” in Samara. He held a foresight session on the topic “Artificial Intelligence and Education,” or What digital future awaits us?” and spoke at a round table dedicated to the preparation of participants and jury members for professional skills competitions. Teachers from 57 regions of Russia, including winners of the Russian Teacher of the Year competition from different years, came to the “Pedagogical Harbor” forum. In October, Pyotr Polozhevets, as part of a working visit to the Krasnoyarsk Territory, met with the region’s Minister of Education, Svetlana Makovskaya, and representatives of educational organizations participating in the Personality Potential Developmental Program. And in March, the executive director of the Foundation met in Khanty-Mansiysk with the heads and teachers of schools included in the implementation of the Program.

5,865

media publications

22,726

messages in  
social media



The activities of the Sberbank Charitable Foundation “Investment in the Future” in 2022 were actively covered in the federal and regional media, as well as on social media. At the same time, the number of media publications mentioning the Fund increased by 86%, and messages on social networks – by 69%.

105.1 million

People potential media  
coverage

105.4 million

People potential audience on  
social networks

In terms of the number of publications devoted to the Foundation’s projects, the Academy of Artificial Intelligence was in the lead. She was mentioned in approximately every fourth note in the media and in every third message on social networks. The second most popular topic was “Digits Lesson on Artificial Intelligence” – an all-Russian event aimed at developing schoolchildren’s interest in digital technologies.



газета.ru

02/07/2022

“Happy New Year’s Gift”  
raised a record grant fund  
of 53 million rubles

“Happy New Year’s Gift” raised a record grant fund of 53 million rubles. The traditional charity event “Happy New Year’s Gift”, organized by Sber and the “Investment to the Future” Charitable Foundation, was held for the seventh time and accumulated a record grant fund of 53 million rubles, reports the Sberbank press service. The total fundraising through the SberVmeste platform, which was joined by 26,600 caring people, amounted to 18.2 million rubles. Sber has traditionally doubled this contribution. For the first time, it was possible to donate bonuses from SberSpasibo, and more than 700 thousand bonuses were transferred to the promotion fund. The funds raised will be used to support and develop projects of non-profit organizations – winners of the “Happy New Year’s Gift” competition.

ВЕДОМОСТИ

02/31/2022

IT all ages are submissive.  
How information  
specialists are trained in  
Russia

Artificial intelligence (AI) occupies a special place in the training of information technology enthusiasts. AI technologies are actively used in a variety of business areas and provide the opportunity to improve everyday life. That is why in 2018 the “Investment in the Future” Charitable Foundation, as part of the “Digital Skills and Competencies” program, launched the “Artificial Intelligence Academy for Schoolchildren” project. With its help, schoolchildren can develop their skills in understanding the principles of operation of AI technology and machine learning and get the opportunity to express themselves and show their knowledge in specialized competitions and olympiads, as well as get for an internship in the ecosystem of Sberbank PJSC and enroll in leading universities in the country. Over 5 years, more than 20,000 schoolchildren have taken part in AI competitions held by the Academy, and the total coverage of educational projects has amounted to more than 4.5 million participants.





04/29/2022

Winners of the National Technology Olympiad in AI have been announced

— I followed the successes of the Olympiad finalists with great interest. I was pleasantly surprised not only by the level of preparation of the guys, but also by their well-coordinated teamwork and mutual support. I am convinced that the majority of participants will not lose their interest in artificial intelligence and will make many more technological breakthroughs,” said First Deputy Chairman of the Board of Sberbank Alexander Vedyakhin. — We will provide the winners of the Olympiad with the opportunity to undergo an internship at Sberbank and will be glad if they choose the bank and the companies of our ecosystem as a place of future work. I wish all participants and finalists of the competition to maintain the spirit of constant improvement and professional growth.



08/02/2022

Enrollment in the new master's program for teachers is ending

“Our program is suitable for those who have already studied pedagogy and psychology, but would like to increase their skills,” says the chairman of the consortium board, director of the Institute of Pedagogy of St. Petersburg State University, corresponding member of the Russian Academy of Education Elena Kazakova. “But it is also for those who have not studied pedagogy, but realized that education was perhaps the most desirable career path.. There is another category of people who can be recommended to enroll in our master's program — these are people who have not yet found themselves, have not yet understood how to manage their abilities. Consortium “Development of Personality Potential in Education” was established by leading pedagogical universities of the Russian Federation in 2020 with the support of the Russian Academy of Education and the Sberbank Charitable Foundation Today it includes 20 universities with more than 230 thousand students.



10/10/2022

Lesson Numbers. Schoolchildren learn to work with AI to create a startup

Digital learning started in September this year. The training began as part of an all-Russian educational campaign in support of the objectives of the federal project “Personnel for the Digital Economy” of the national project “Digital Economy”. It was developed by the Academy of Artificial Intelligence team for schoolchildren of the Sberbank Charitable Foundation “Investment to the Future” with expert support from the company's youth accelerator. <...> « “The “Lesson in Numbers” on the topic “Artificial Intelligence in Startups” covers the entire process of creating a project — from an idea to a minimum viable product. It will push many schoolchildren to further immerse themselves in the topic of digitalization, IT and technology,” said Nikolai Yatsenko, Deputy Minister of Digital Development, Communications and Mass Communications of the Russian Federation.



10/27/2022

The number of students of the “Digital Lesson” on AI in startups exceeded 2.4 million

“In a month, thanks to a new lesson with AI technologies, and more than 2.4 million schoolchildren have already become familiar with their use in the real sector of the economy. It's great to see that interest in this topic continues to grow. We hope that in the future the guys will connect their professional activities with the creation of innovative technologies and will make their contribution to achieving the technological sovereignty and information security of the country, which the President of Russia spoke about,” said Deputy Chairman of the Government of the Russian Federation Dmitry Chernyshenko.

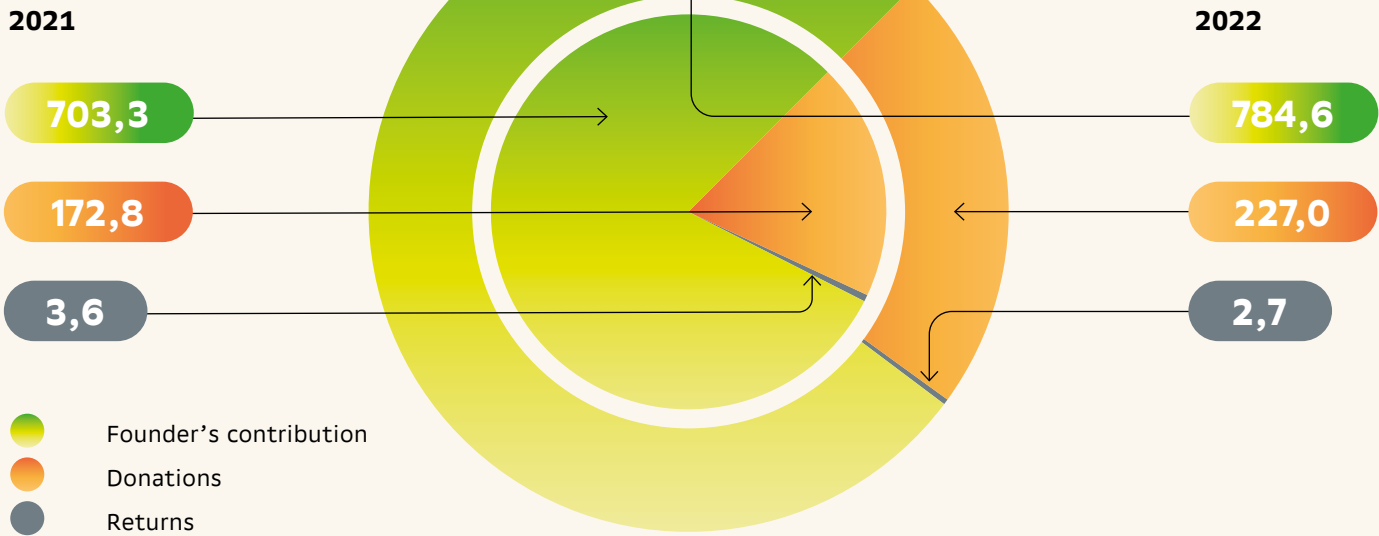
## 6. Finance





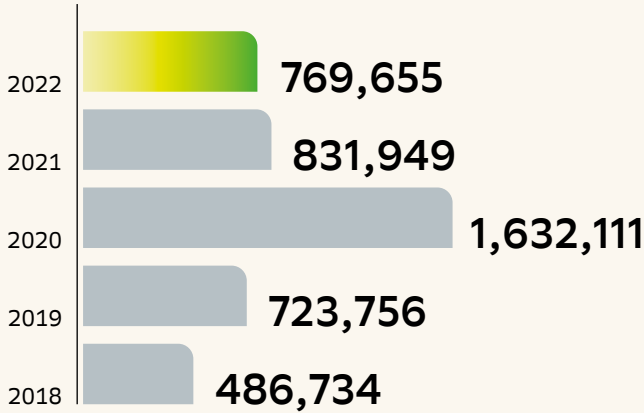
Total revenues in the reporting year increased by 15% compared to the previous period and amounted to 1,014,417 thousand rubles. At the same time, the share of private and corporate donations increased from 20 to 22%, which indicates the success of the Foundation’s strategy to increase its own sustainability.

Revenues  
million rubles



Volume of the Foundation’s Program Expenditures

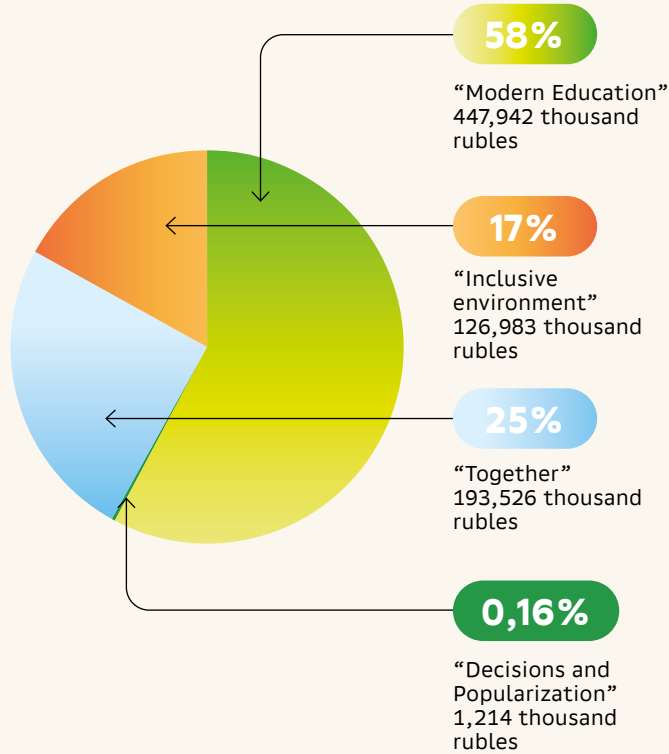
Thousand rubles



Volume of program expenses in the reporting year decreased (-7%) compared to the previous period, mainly due to the completion of a large and expensive project to create a platform for personalized competency education in school, and reached 769,655 thousand rubles.

Distribution of Expenses by main areas

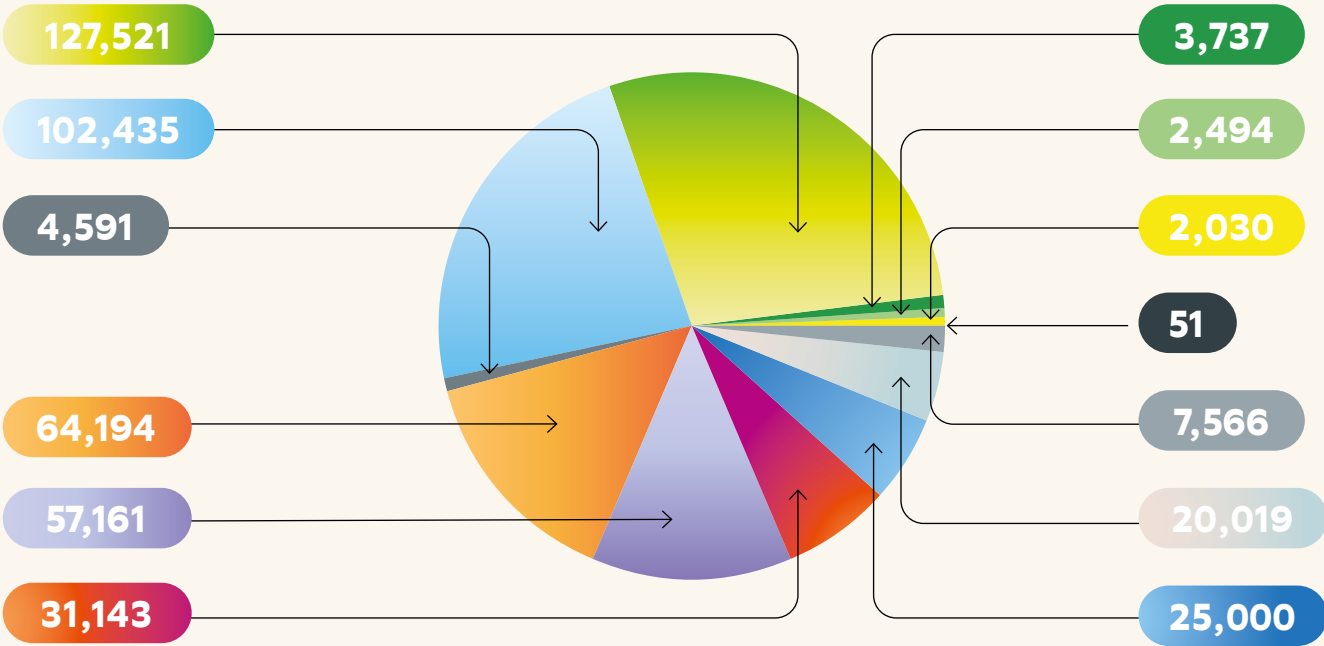
Thousand rubles



Traditionally, the “Modern Education” direction accounted for the largest volume of program expenses 58%, their total amount was 447,942 thousand rubles. Expenses for the “Together” program amounted to 193,526 thousand rubles, or 25% of all program costs. Expenditures on Inclusive Environment projects increased from 10% to 17% of the Foundation’s total program budget and amounted to 126,983 thousand rubles. In 2022, the Foundation began developing and testing a methodology for assessing the potential results of programs and projects, taking into account their social significance. Expenses under the item “Decisions and Popularization,” which takes into account these works, amounted to 1,214 thousand rubles.

# Expenses for the implementation of programs and projects “Modern Education”

Thousand rubles

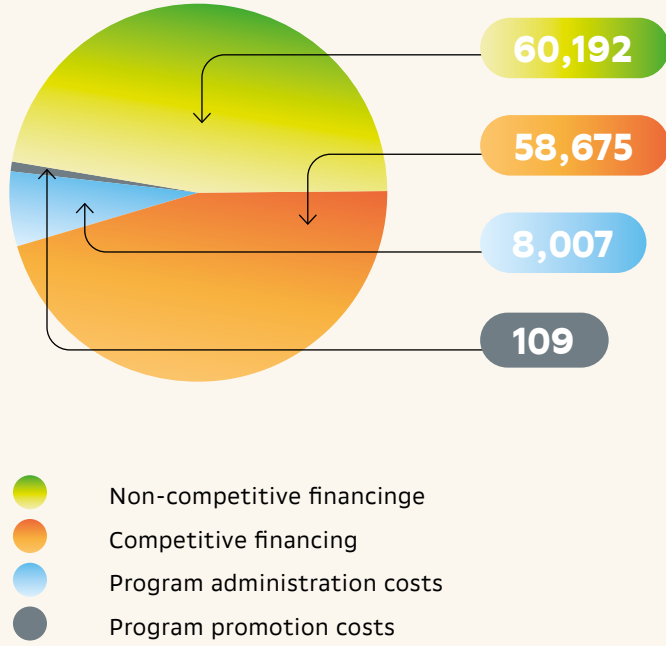


- Personnel support for regional schools
- Creating a developmental environment
- Expert and strategic council
- Digital products and processes of the Foundation
- Education for high school students at the “Schools of World”
- Program promotion costs
- Program development costs
- Personalized education program
- Digital skills and competencies
- ALL-Russian competition “Big Break”
- Dyslexia Association
- Financial Literacy
- Competition “School of 21<sup>st</sup> Century Skills”

Within the framework of the “Modern Education” direction, the largest amount of funds was allocated to projects to create a developmental environment and personnel support for regional schools – 102,435 thousand rubles and 127,521 thousand rubles, respectively.

# Expenses for the implementation of programs and projects “Inclusive Environment”

Thousand rubles



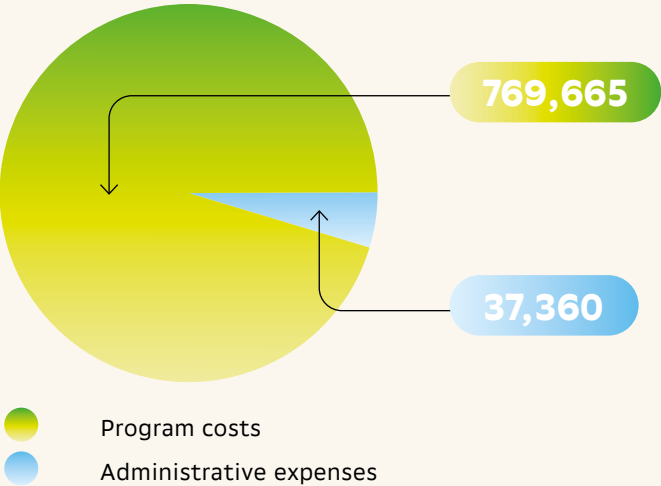
- Non-competitive financing
- Competitive financing
- Program administration costs
- Program promotion costs

The implementation of the “Inclusive Environment” program involved non-competitive financing of projects for creative rehabilitation and socialization through museum funds of children with special needs, for the employment of graduates of orphanages, for the creation of a national methodological center based on the Center for Curative Pedagogy, as well as expenses for supporting the professional community, consulting and expertise (60,192 thousand rubles.) The second major item of expenditure was the financing on a competitive basis of projects within the framework of the “Happy New Year’s Gift” and “World of Open Opportunities” campaigns, including costs for supporting competitions (58,675 thousand rubles). The majority of the funds (87%) in the “Together” direction were transferred as donations to NPOs participating in the program; the remaining funds (13%) were used to support NPOs as part of the Foundation’s promotions and competitions. The total amount of expenses amounted to 193,526 thousand rubles.

# Volume of Program and Administrative Expenses

Thousand rubles

Administrative expenses (including information and technical support for the site) amounted to only 5% of the Foundation’s total expenses.



- Program costs
- Administrative expenses



# Budget of the “Investment to the Future” Foundation in 2022

Thousand rubles

Revenues	1,014,417
Founder’s contrubution	784,644
Donations	227,046
Returns	2,727
Expenses	807,025
“Modern Education”	447,942
Personnel support for regional schools	127,521
Comprehensive program to create a developmental environment	102,435
A comprehensive program to disseminate the practice of personalized education	64,194
Digital skills and competencies	57,161
All-Russian competition for schoolchildren “Big Break”	31,143
Dyslexia Association	25,000
Financial Literacy	20,019
Digital strategy (digital products and processes of the Foundation)	2,494
Competition “School of 21 <sup>st</sup> Century Skills” (Successful School)	7,566

Expert and strategic council	4,591
Program promotion costs	3,737
Education for high school students (“Schools of the World”)	2,030
Program development costs	51
“Inclusive Environment”	126,983
Non-competitive financing	60,192
Competitive financing	58,675
Program administration costs	8,007
Program promotion costs	109
“Together”	193,526
Donations to NPOs participating in the program	168,499
Support for NPOs through promotions and competitions	25,027
Creating a methodology for assessing potential results programs and projects taking into account social significance (“Solutions and Popularization”)	1,214
Website support and development	3,712
Administrative expenses	33,648

## Contact details

32, Kutuzovsky Prospekt, building 2,  
Moscow, Russia, 121170  
info@vbudushee.ru  
+7 (495) 669-08-08 (add. 78915099)  
[vbudushee.ru](http://vbudushee.ru)

