

# Annual Report 2025



bakeryschool  
foundation

PRIVATE FOUNDATION



puratos

Food Innovation for Good

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# INTRODUCTION

In communities around the world, young people wake up each day with dreams bigger than their circumstances. Some help their families at dawn, others navigate unsafe streets, many search for opportunities that often feel far beyond reach. And yet, what unites them all is a simple but powerful hope: the chance to build a better future.

It was with this hope in mind that the Bakery School Foundation was created. What started as a small initiative, one classroom, one oven, one group of eager students, has grown into a global network of Bakery Schools where talent and ambition are given the space to rise. Each of our schools is a place where young people learn more than a profession: they discover their own potential, their own voice, and their own path.

The year 2025 marks another meaningful chapter in this journey. Across continents, hundreds of students entered our classrooms, some timid, some excited, all determined. And as always, our mission remained the same: to open doors for underprivileged youth by giving them the tools, skills, and confidence to transform their future.

More than ten years after our very first Bakery School opened in India, the impact continues to grow. With each graduating class, we see the ripple effect of education: families lifted, communities strengthened, and industries enriched with skilled and passionate young professionals. To date, almost 700 students have graduated from our programs worldwide and many of them have taken their first steps into the bakery, patisserie, and chocolate industry.

Today, the Bakery School Foundation counts 14 schools across 12 countries, and the story is far from over. Every new school, every new classroom, and every new graduate reinforces our belief that meaningful change begins with education. And by investing in young people, we invest in a better world.



Cédric Van Belle  
Chairman of the Puratos Board



Ingrid Baty  
Chairwoman of the Bakery School Foundation

*“Education does not change the world.  
Education changes people.  
People change the world.”*

— Paulo Freire

# BAKERY SCHOOL FOUNDATION



## Our Mission

We are committed to have an **important impact on the life of underprivileged youngsters** by training them to become future Bakers, Pastry chefs and Chocolatiers.

## Our Vision

We believe that the growing Bakery, Patisserie and Chocolate sector will continue to have **a lack of well trained and skilled labour in the future.**



## Our Goal

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

*“Knowledge is power. Information is liberating. Education is the premise of progress in every society, in every family.”*

— Kofi Annan

\*SDG 4 Quality Education

## Our objectives for 2030

We will have opened  
**20 schools**

and welcome  
**1,000 students**  
on a yearly basis

offer each graduated student a  
**first job opportunity**  
in the bakery sector

## Performance end 2025

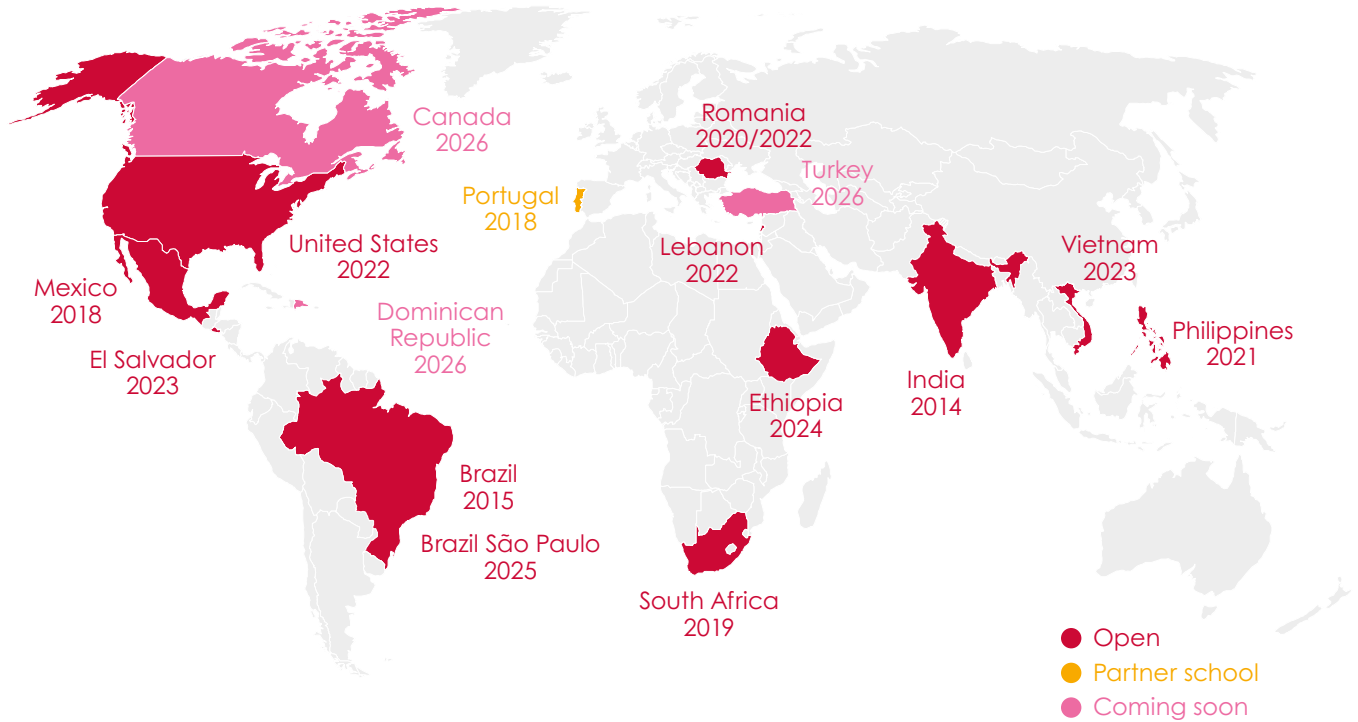
**14**  
schools

in  
**12**  
countries

**480**  
students  
enrolled

**166**  
students  
graduated

## Where are we located



## The Bakery School Foundation and the Sustainable Development Goals



**Goal 1: End poverty in all its forms everywhere.** By creating the Bakery Schools, we are having a real impact on the lives of a significant number of young people by providing them with the knowledge that

will enable them to have job security and a better income. By helping them to have a better future, we are indirectly helping their family and the community as a whole.



**Goal 5: Achieve gender equality and empower all women and girls.** The Bakery School Foundation believes that everyone should be able to enjoy the fundamental rights to grow up educated,

healthy and safe without discrimination. The doors of the bakery schools are open to everyone. We promote equal opportunities for all individuals.



**Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.** The Bakery Schools provide high quality education that stimulates the students

intellectually but also socially and emotionally. It leads them to fulfil their potential and to gain access to great job opportunities.



**Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

In the bakery sector, we promote sustainable growth, employment and decent work for all. Every year, our graduates join the job market. They are employed by Puratos, one of its clients or they start their own business.

# CREATING OPPORTUNITIES, ONE BAKERY SCHOOL AT A TIME

Every Bakery School begins with a simple question posed by a team of local Puratos colleagues: "How can we make a difference here?"

From that moment, the journey starts. Colleagues come together to explain why their country's young people deserve access to quality vocational training and a brighter future in the bakery, patisserie and chocolate sectors. They build a proposal, gather community insights and imagine the possibilities. This energy is the spark that lights each new bakery school around the world.

## Tailored school models that reflect local reality

No two communities are the same, and neither are our schools.

Depending on local needs, a school may be:

- A stand alone bakery school built from the ground up
- A partnership with a vocational centre, strengthening existing infrastructure
- A collaboration with an NGO, joining forces with organisations deeply rooted in education

While each school has its own personality, they all share one foundation: a set of clear, carefully crafted guidelines that ensure every student, regardless of country, receives high quality training and support.

## Opening doors for youth

Selecting students is one of the most meaningful moments each year. We look for motivation, curiosity and resilience. Parents join the process, recognising that the school represents not just an educational opportunity, but a gateway to stability and dignity.

Calls for applications are made through local schools and community channels, but increasingly, young people discover the Bakery School online, through videos of students shaping dough, laughing during teamwork challenges or proudly presenting their first chocolate creations. In some countries, growing enthusiasm has even led to waiting lists.

And perhaps the most powerful recruitment tool is the simplest: a former student telling a friend or family member, "You should join too."

We ensure:

- Equal opportunities for boys and girls
- Inclusive access for youth aged 14-25
- Priority for those in vulnerable social circumstances
- Full parental engagement.

## A curriculum that builds skills and confidence

Behind every graduate is a transformative two year journey (four in the U.S., three in Romania). Students complete around 1,600 hours of training, learning everything from baking fundamentals to advanced pastry and chocolate techniques. But the curriculum goes far beyond technical skills.

They learn hygiene and food safety, digital communication, product presentation, finance basics, personal well-being and the latest global food trends. They visit supermarkets, artisan bakeries and industrial sites. They intern with professionals. They spend time inside Puratos subsidiaries, witnessing how the broader food industry works.

These experiences don't just prepare students to get a job, they help them discover who they can become.

## From classroom to career

Employment is a central promise of the Bakery School Foundation. And year after year, employers tell us the same thing: "Your students are ready."

This trust has grown so strong that many companies request to be listed as permanent recruitment partners.

Graduates have multiple paths:

- joining Puratos through the Apprenticeship Program
- working with our customers as young professionals
- starting their own bakery or pastry shops
- pursuing further studies in fields like hotel management or food science

Wherever they go, their stories speak louder than statistics: stories of independence, pride, and the ability to support one's family through an honest, skilled profession.

## Working at Puratos

### Matthew McDaniel Bakery School USA

”



*"When I first walked into the Pennsauken High School CTE Baking classroom, I never imagined how far those early lessons would take me. Competing in SkillsUSA was one of the first moments that made me realize I wanted to take baking seriously, not just as something I enjoyed, but as a real career I could build. Since then, everything has moved fast in the best possible way.*

*After graduating, I was offered a position at Puratos Corporation, a global leader in baking, pastry, and chocolate innovation. Stepping into their facility for the first time felt surreal. Suddenly, I wasn't just a student practicing techniques, I was part of a team. Every day, I work alongside experienced professionals who push me to grow. I'm learning what commercial baking looks like on a large scale: product development, quality standards, and how much care goes into ensuring every product meets professional expectations. It's hands-on, it's challenging, and it's exactly what I hoped for."*

## Working at Customers



**João Buno Araujo**  
Brazil

”

*“This training provided me with a strong foundation to begin working in gastronomy, a field I already was interested in before starting. I began my career in a reputable restaurant chain, and thanks to what I learned, I never felt lost. Many of the techniques I acquired during my training are now part of my daily work.*

*Because they see my motivation to learn, my colleagues continue to give me new challenges. My manager even told me that I have great potential, as I show a real enthusiasm for learning. I'm confident that this experience will open many doors, especially since I want to broaden my skills in hospitality, possibly in bakery or patisserie. My goal is to keep preparing myself so I can ultimately achieve my dream: working on a cruise ship.”*

**Dorah Ngobeni**  
South-Africa

”



*“I am currently working in R&D at Tiger Brands Albany in Germiston. Chipkins Puratos Bakery School has had a truly life-changing impact on me. Before joining, I relied heavily on my parents, but the program gave me the confidence and skills to become independent and start a professional career. I enrolled simply wanting to learn how to bake, but I left with deep, practical baking knowledge that I still use every day. The training was thorough, hands-on, and transformative. Our teachers motivated us to never give up, advice that continues to guide me. They didn't just help me find a job; they helped place me in a supportive work environment where I feel encouraged to grow. I am sincerely grateful for the role Chipkins Puratos Bakery School has played in shaping my journey.”*

## Own business



**Phung Thi Van**  
Vietnam

”

*“My name is Van, a graduate of the Bakery School in Vietnam. Thanks to the support of the Bakery School Foundation and some local partners, I was able to start my own small cake business in my hometown of Binh Phuoc. With the donation and essential baking equipment provided, I opened my first kiosk and began producing cakes from a renovated baking room at home.*

*My family supports me by helping deliver and sell cakes through a cart near local schools. Despite the health challenges my family and I face, I remain committed to building a stable future through my bakery. I am deeply grateful to everyone who believed in me and made this opportunity possible.”*

# FIRST TRAINING WEEK IN BELGIUM EMPOWERING THE BAKERY SCHOOLS: A TRANSFORMATIVE TRAINING WEEK AT HQ



September 2025 marked a milestone for the Bakery School Foundation, which has been nurturing talent since its creation in 2014. For the first time, we brought together 24 dedicated employees, 13 teachers and 11 school directors, for an immersive week of training, collaboration, and inspiration.

The week kicked off with heart and energy as participants arrived early to join our annual 20 Miles event at Puratos HQ, a cherished tradition that raises funds for the Bakery School Foundation. Some joined the 5-mile trek, while others volunteered to support the event. It was a reminder of our shared mission and the community spirit that drives us.

The first two days were dedicated to practical training for our teachers, guided by our technical advisors. Day one focused on patisserie, while day two delved into bakery techniques. These sessions were designed to deepen their expertise and enhance their understanding of Puratos products, ensuring they can pass on the highest quality skills to students in their home countries.



While teachers honed their craft, school directors engaged in strategic sessions with a Dirk Kerckhoven, a pedagogical consultant. Together, they explored the complex challenges faced by students from difficult social backgrounds. Through case studies and collaborative planning, they developed actionable strategies to support student success and retention.



Midweek, all participants came together for sessions on communication, sustainability, health & well-being, and market trends, topics that resonate deeply with the evolving needs of our schools and students. These discussions sparked new ideas and reinforced our commitment to holistic education.

Besides industry related topics, we also organized the insights training for all participants which helped us to better understand one another and improve how we communicate and collaborate across borders.

The week concluded with a visit to the new chocolate factory of Belcolade, a fitting end to a week filled with learning, connection, and shared purpose.

This training week was more than a series of sessions. It was a celebration of our educators, a reaffirmation of our values, and a step forward in our mission to empower students through baking.



# A UNIQUE LEARNING JOURNEY: BAKERY SCHOOL STUDENTS SUPPORT THE GENERAL ASSEMBLY IN BELGIUM

In May 2025, an exciting new chapter unfolded for the Bakery Schools: for the very first time, three students were invited to Belgium to collaborate with our Technical Advisors in preparing the desserts for the Puratos General Assembly. The selected students, Lama from Lebanon, Matt from the United States, and Sandile from South Africa, were chosen for their talent, motivation, and exemplary progress within their respective programs.

Upon arrival, the students spent their first two days immersed in training with our team of Technical Advisors. Together, they explored different raw materials, refined techniques, and engaged in creative brainstorming sessions to design the dessert to be presented to the shareholders. This hands-on collaboration allowed them not only to strengthen their technical skills, but also to share ideas, broaden their perspectives, and gain exposure to professional standards at an international level.



On May 15, they dedicated the entire day to perfecting the final creation. Under the guidance of the Technical Advisors, the students fine-tuned each detail before presenting the dessert directly to the shareholders, a moment of pride and recognition that highlighted both their talent and the potential of the Bakery School program.



Their journey continued on May 16, during the General Assembly itself, where the students actively supported the team in the preparation of breads and pastries. Working behind the scenes of one of Puratos' most important annual events offered them a valuable look into large scale production, teamwork, and the pace of professional operations.

For Lama, Matt, and Sandile, this experience was truly a once in a lifetime opportunity, an unforgettable moment that showcased the transformative power of the Bakery Schools. Their participation not only enriched their personal and professional development, but also demonstrated the global reach and impact of our educational initiatives.

# OUR BAKERY SCHOOL STAFF

Behind every Bakery School stands a dedicated team committed to transforming potential into opportunity. Each school is guided by one school director and supported by two teachers, accompanying each generation of students throughout their learning journey. Their passion, energy and unwavering belief in our mission are the driving forces behind the success of our schools. They are the ones who help our students grow, gain confidence and prepare for a meaningful professional future.

Teachers play an essential role in society. They are pillars of knowledge and guardians of craft, shaping the next generation with patience, expertise and heart. But their impact goes far beyond the classroom. They are mentors, role models and sources of inspiration. Teaching is not simply a profession, it is a vocation. It requires the ability to encourage, guide and empower. Our teachers nurture young minds, instil strong values and help students become well rounded individuals ready to navigate the challenges of the world.

The school director stands as the school's primary leader, someone who leads by example, brings enthusiasm and positivity, and remains deeply connected to the daily life of the school. A director listens, supports and unites. They are present for teachers, staff, parents, students and the wider community, ensuring that the school remains a place where everyone feels heard and supported.

Alongside our bakery, patisserie and chocolate instructors, our students benefit from a team of dedicated teachers who provide essential general courses such as English and communication. These skills strengthen their confidence and broaden their opportunities beyond the technical classroom.

Our Bakery School staff are also supported by passionate colleagues from the local Puratos subsidiaries. Throughout the year, teams from various departments visit the schools to share their expertise. HR colleagues guide students in preparing résumés and job interviews. Finance, R&D and other departments offer insights into their fields, helping students understand the professional world they are about to enter. In addition, our network of (inter)national technical advisors enriches the curriculum by introducing the latest trends, innovations and techniques.

Together, this community of educators, experts and partners forms the backbone of our Bakery Schools. Their dedication ensures that every student receives not only an education, but a foundation for a brighter future.

Below you can read the story of Gerardo Zarco, Bakery School Director in Mexico since 2018. Let's discover how he uplifted the school and keeps his teachers and students motivated.

*“Education is a fundamental human right and the basis for progress in every country.”*

— António Guterres

## Interview with Gerardo Zarco, Bakery School Director in Mexico



### Where did the idea come from to start a bakery school in Mexico?

The idea of opening a school in Mexico was born with the purpose of providing young people in need with the skills to develop a change in their lives by learning to make applications in baking, pastry and chocolate making, through a complete program that includes not only practical but also theoretical instruction.

### What is your background?

I am a chef by profession with a strong academic foundation that complements my practical experience. I hold a master's degree in business administration and a Doctorate in Education, which has allowed me to bridge the worlds of gastronomy, management, and pedagogy. Over nearly 27 years, I have worked in restaurants, academic institutions, and leadership roles, gaining a comprehensive understanding of both industry demands and educational excellence.

### What motivates you to be director of the bakery school in Mexico?

What motivates me most is the opportunity to shape professionals who are not only technically skilled, but also critical thinkers, ethical leaders, and lifelong learners. Being director allows me to influence the educational vision, elevate academic standards, and ensure that the school remains relevant to the real needs of the industry while fostering personal growth in each student.

### Where do you see the school in Mexico in the future?

I see the school as a national and regional benchmark for bakery and pastry education recognized not only for technical excellence, but also for innovation, research, and continuing education. I envision expanding our reach through specialized programs, executive courses, and training opportunities for professionals and enthusiasts beyond the traditional student profile, strengthening our impact on the industry and society.



**What is one goal you are currently working on?**

One of my current goals is to further position the school as a centre for continuous professional development. This includes designing flexible and high level courses for individuals who may not fit the traditional academic model but seek specialized knowledge, professional updating, or entrepreneurial tools within the bakery and gastronomy fields.

**What has been one of your greatest contributions to the schools you have worked on?**

One of my greatest contributions has been integrating academic rigor with real world industry experience. I have helped develop programs that balance technique, theory, management, and values, while also strengthening teacher development and fostering a culture of collaboration, innovation, and continuous improvement.

**In what ways do you empower teachers to be leaders and role models for the students?**

I empower teachers by trusting their expertise, encouraging continuous training, and involving them in academic decision making. I promote a culture where educators are not only instructors, but mentors and leaders who inspire through example, professionalism, and passion for their craft.

**How do you keep the students motivated in these difficult times?**

I believe motivation comes from purpose and support. I strive to maintain open communication, remind students of their goals, and help them see challenges as part of their professional growth. By combining empathy, clear guidance, and high expectations, students feel supported while being challenged to give their best.

**What are your hopes for the students?**

My hope is that students leave the school with strong technical skills, confidence in their abilities, and a clear sense of purpose. Beyond professional success, I want them to become responsible individuals, leaders in their communities, and ambassadors of quality, discipline, and passion for their craft.

**What three words describe you the best?**

Commitment, passion, discipline

**If you would have one superpower, what would it be?**

The ability to inspire lasting positive change in people, helping them to discover their potential and transform it into meaningful action.

## STAFF MEMBERS IN INDIA

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**Pooja Dharod**  
Director  
Bakery School India

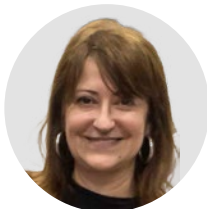


**Paritosh Kapur**  
Teacher Bakery School India

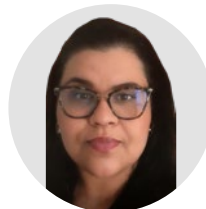
*"Watching our students grow, excel, and now showcase their talents on a global stage is a powerful reflection of the dedication, passion, and vision that move the Bakery School India forward. I am honoured to be part of this remarkable journey and look forward to contributing to its continued success."*

## STAFF MEMBERS IN BRAZIL

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**Cida Campos**  
Director  
Bakery School Brazil



**Nicole de Siqueira**  
Teacher Pastry and  
Chocolate  
Bakery School Brazil



**Samuel Wesley**  
Teacher Bakery School Brazil – Gol De Letra

*"Working at the Bakery School has been both an honor and a meaningful responsibility. From the moment I took on this role, I felt motivated to give my very best to our students. As time passed, I came to understand each student's personality, strengths, and dreams. Guiding them and helping them find their path has become one of the most rewarding parts of my work as a teacher."*

*I am sincerely grateful to the Bakery School Foundation for enabling this beautiful project, which continues to nurture young people's passion for bakery and confectionery."*

## STAFF MEMBERS IN MEXICO

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**Gerardo Zarco**  
Director  
Bakery School Mexico



**Ossiel Arellano**  
Teacher  
Bakery School Mexico



**Alejandro González**  
Teacher Bakery School Mexico

*"Being part of the Bakery School México team has been the most rewarding professional challenge of my career. It is an ambitious and complex responsibility, but one that brings immense fulfilment. Having the opportunity to contribute to an organization dedicated to creating a positive impact in our community, by training young people who share our passion, gives me energy and genuine happiness."*

## STAFF MEMBERS IN SOUTH-AFRICA

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**Emily Motaung**  
Director  
Bakery School South-Africa



**Rhetabile Inama**  
Teacher  
Bakery School South-Africa



**Daniel Nzimande**  
Teacher Bakery School South-Africa

*"I truly enjoy working at the bakery school because it gives me the chance to watch young people develop their baking skills. What excites me most is helping them unlock their creativity and seeing them experiment with new techniques and ideas."*

*It is incredibly fulfilling to support them in becoming the best bakers they can be. I also value listening to their personal stories and aspirations, learning what support they need and understanding what they hope to achieve after completing their course. Being part of their growth and success is what makes working here so deeply rewarding."*

## STAFF MEMBERS IN ROMANIA

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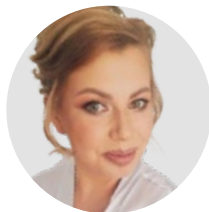


**Mihaela Popovici**  
Director Bakery School Romania (Tartasesti)

*"Bakery School is not just a project or a job. It is a community, a story of potential, and a constant reminder that changing even one life can touch others far beyond what we can see."*

*From Tărtăşeşti to Cluj, I've seen how this mission takes shape differently in each place, yet carries the same heart: helping young people discover confidence, direction in pastry and confectionery, and hope for their future.*

*Being part of a space where students grow and dare to dream has changed the way I look at impact. I've learned that transformation doesn't look spectacular from the outside. It comes from small, steady steps, from consistency, and from having the patience to believe in someone long before they believe in themselves."*



**Francesca Campian**  
Director  
Bakery School Romania  
(Cluj)



**Ruxandra Proca**  
Teacher  
Bakery School Tartasesti



**Cristina Osan**  
Teacher Bakery School Tartasesti

*"For me, this project was initially a challenge. At the beginning, everything felt unfamiliar, but step by step I began to understand how the educational system works. I learned about the school curriculum, teaching strategies, and how to apply them effectively when working with children."*

*School is not just a job for me, it is my personal and spiritual investment. The students motivate me, inspire me, and give me the energy to stay prepared and teach them something new every day."*



**Rotar Adriana Reghina**  
Teacher  
Bakery School Cluj

## STAFF MEMBERS IN PHILIPPINES

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**Maria Benilda Balanquit**  
 Director Bakery School Philippines

*"Working for Bakery School Philippines has been an incredibly rewarding experience. My role as Bakery School Director is more than just a job, it is a true calling. I am continually inspired by the resilience and aspirations of our underprivileged youth. Supporting them as they work toward their dreams fills me with joy and purpose. This role has illuminated my life's mission, and I am deeply grateful for the opportunity to create a meaningful impact in their lives."*



**Alexii Dominique Fadul**  
 Teacher  
 Bakery School Philippines



**Anna Katrina Unite Pascual**  
 Teacher  
 Bakery School Philippines

## STAFF MEMBERS IN UNITED STATES

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**Kendal Elliott**  
 Teacher Bakery School USA

*"As a CTE Baking teacher, I find my work incredibly fulfilling because it allows me to combine my passion for baking with the opportunity to inspire and equip students with valuable, life-long skills. Watching my students transform from novices into confident bakers who can create everything from breads, pastries to complex desserts is deeply rewarding. I see the classroom as a place not just for learning recipes but for fostering creativity, precision, and teamwork."*

## STAFF MEMBERS IN LEBANON

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**Dima Hashwi**  
Director  
Issam Hashwi Bakery  
School Lebanon



**Issam Anta**  
Teacher Issam Hashwi Bakery School Lebanon

*"Joining this school and working here has had a profound impact on my life. It has made me realize how much I want this school, and the name it carries, to continue growing and reaching even greater heights."*

*I have also learned the patience needed to work with young people: guiding them, connecting with them, and helping them build their futures with confidence. We have seen many of these students grow right before our eyes, and witnessing their progress is truly rewarding."*

## STAFF MEMBERS IN EL SALVADOR

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**Andrea Lopez**  
Director Bakery School El Salvador

*"For me, working at Bakery School El Salvador is an incredibly rewarding experience for many reasons. One of them is the opportunity to share my knowledge and expertise in the art of pastry and baking, passing on not only technical skills, but also the passion behind the craft. Every day, I also learn something new through my interactions with young people who are full of enthusiasm and talent."*

*Knowing that I am, even indirectly, contributing to their growth and giving them tools to build a better future fills me with deep satisfaction."*



**Daniela Rivera**  
Teacher  
Bakery School El Salvador



**Amanda Jacobo**  
Teacher  
Bakery School El Salvador

## STAFF MEMBERS IN VIETNAM



**Quy Huynh Thi Hoang**  
Director Bakery School  
Vietnam



**Quynh Nguyen Tran Diem**  
Teacher Bakery and Pastry  
Bakery School Vietnam



**Thien Huong**  
Teacher Pastry and Chocolate Bakery School Vietnam

*"The Bakery School Vietnam is a positive and supportive working environment, created by people and for people, where employees are always heard and encouraged to grow. My work with underprivileged communities motivates me deeply, and I hope to continue contributing even more. With the right opportunities, I want to be fully prepared to help the next generations benefit from the valuable learning experience at Bakery School Vietnam. For me, this is more than a job; it is a meaningful mission and a long-term goal."*

## STAFF MEMBERS IN ETHIOPIA



**Eden Getachew**  
Director Bakery School Ethiopia

*"As Director of the Bakery School Ethiopia, I have had the privilege of witnessing the school's evolution from its earliest days, when it existed only as a pilot project full of potential, to the thriving institution it has become today. Being part of this remarkable transformation, from incorporation to the grand opening, stands among the most rewarding experiences of my career.*

*What makes working at the Bakery School Ethiopia truly special is the impact we are able to create. Every student who steps through our doors is given the opportunity to turn their passion into a profession. Working at the Bakery School is more than a job; it is a calling, a privilege, and a daily reminder of the power of education and opportunity to transform lives.*

*I am honoured to be part of this meaningful journey."*



**Yeabsira Ayele**  
Teacher  
Bakery School Ethiopia

# COUNTRY OVERVIEW

## BAKERY SCHOOL INDIA

Initial Starting Year:	2014
Students graduated 2025:	11
Students graduated 2014-2025:	153

At Bakery School India, we believe that true education nourishes not only the hands that learn a craft, but also the hearts and minds of the young people we support. Throughout 2025, we continued to build this holistic vision by offering meaningful experiences that foster emotional resilience, mental well being, and stronger human connection within our community.

In April, to mark World Health Day, we hosted a transformative session at our Nerul campus with life coach Ruhee Lokhandwala. The session invited students to look inward and recognise the importance of mental and emotional balance in their daily lives. Through practical stress management techniques, tools for emotional regulation, and an exploration of how expectations shape our feelings, participants were encouraged to reflect on their inner world with clarity and compassion. An open and interactive Q&A allowed students to voice their concerns, seek guidance, and engage deeply with the themes of self-awareness and resilience. The overarching message of the day was simple yet powerful: your mind matters, your health matters, and you matter.



Later in the year, the school celebrated Children's Day with a heartfelt Parents & Child Session that highlighted the importance of nurturing relationships across generations. Led by guest speaker Muskan Thakur, the session explored what it means to build conversations that truly connect, to understand emotions from the perspectives of both parents and children, and to create emotional safety as the foundation of lifelong confidence. One of her reflections, "The bond between a parent and a child is the bridge where childhood never truly ends", resonated deeply with every family present, capturing the warmth and intention behind the event. The session created space for parents and children to share their reflections openly, strengthening not only their personal bonds but also the sense of community within the school.



Together, these initiatives reflect our ongoing commitment to cultivating environments where emotional intelligence, empathy, and mental well being are valued as essential ingredients for personal and professional growth. Just as baking requires patience, care, and attention to detail, so does nurturing the young minds and hearts that pass through our doors. These experiences continue to shape confident, resilient individuals who are not only skilled in their craft but also grounded in self awareness and compassion, qualities that last a lifetime.

## Neha Shilawant

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*"After my graduation, I was placed at The Sweet County through Bakery School India. I joined the company as a trainee and began working in the chocolate and brownie department.*

*Within just five months, I progressed to a supervisory role and am now also involved in Research & Development (R&D) for the company.*

*I am truly grateful to Bakery School India for the training and guidance that prepared me for the industry and gave me the confidence to grow professionally. I look forward to continuing my journey as a chef and expanding my skills in the future."*



## BAKERY SCHOOL BRAZIL

Initial Starting Year:	2015
Students graduated 2025:	17
Students graduated 2015-2025:	150

### Celebrating 10 years of impact: Puratos

2025 marked a remarkable milestone: the 10<sup>th</sup> anniversary of the Puratos Bakery School in Brazil, ten years of transforming lives through education, inclusion, and opportunity.

Founded with a mission to empower young people in vulnerable situations, the Bakery School provides high-quality professional training in bakery, patisserie, and chocolate-making. Its unique methodology, combining in-depth theoretical learning with hands-on practice in a fully equipped kitchen environment, ensures that students graduate with real, market-ready expertise. Delivered over a two-year program and certified by SENAI, our approach enables young talents to build solid careers in the food industry.



Over the past decade, the Bakery School has built a powerful legacy of social impact. With more than 220 students enrolled since its creation and 150 graduates, the program has consistently opened doors for youth seeking a better future. Today, an impressive 80% of our alumni are active in the job market, contributing their skills to bakeries, pastry shops, and food companies. We are especially proud that four graduates have joined Puratos itself, reinforcing the school's direct connection to long-term professional integration.



On October 15, during the local Town Hall, Puratos Brazil proudly celebrated this 10-year journey by recognizing our students, alumni, teachers, and partners. It was a moment of reflection on the lives transformed, gratitude for the people who made it possible, and renewed commitment to expanding our impact.

This year also marked an important transition. In December, we celebrated the graduation of the last 17 students from the Bakery School run in collaboration with Natasha Franco Vieira Educação Profissional. We closed this chapter on a positive note, proud of the strong results achieved together and grateful for years of meaningful partnership. As this collaboration concluded, we continued to strengthen our long-term vision for the region by expanding our educational efforts in São Paulo.

In May, a new Bakery School in São Paulo officially opened its doors, created in partnership with the Gol de Letra Foundation. Students follow the same two-year program designed to guide them towards professional integration in the bakery industry. This new school marks an exciting next step in our mission, allowing us to reach even more young people and broaden the social impact of our program.

As we celebrate ten years of impact in Brazil, we look to the future with ambition and determination. The Bakery Schools embody our belief that sustainable growth and social responsibility go hand in hand, and that by investing in the next generation, we help build a more inclusive, skilled, and hopeful future.

## Leslie Deheza Machicado

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*“Attending this training has pushed me to overcome several challenges, from the daily commute to engaging in social interactions. The program feels very similar to a real job, with responsibilities related to schedules, attendance, and teamwork. Little by little, it has strengthened my confidence that I will become a great professional. Here, I am being truly prepared for the job market. My communication skills have improved, I’m taking English classes, and I’ve had many opportunities to show creativity and resilience.*”

*I feel more confident and fulfilled knowing that I’m taking a course that will significantly enhance both my professional and personal journey. Creating recipes for the people I love is rewarding, and this training encourages me to grow in ways that go beyond the kitchen. I enjoy challenges and learning new things, and here I get both every single day, which keeps me excited and motivated.*

*This course has expanded my knowledge of bakery, patisserie, and chocolate making, opening many doors for me. Recently, I passed the selection process and was accepted to start an internship training at Puratos.*

*One moment I will never forget is the day I was accepted and shared the news with my family. The hugs, the words, the looks, it was unforgettable. This training, when embraced fully, takes you far. It helps you achieve your goals, your objectives, and your dreams. But the journey always begins with you.”*

# BAKERY SCHOOL MEXICO

Initial Starting Year:	2018
Students graduated 2025:	20
Students graduated 2018-2025:	71

In 2025, Bakery School Mexico carried out a robust agenda of academic and training initiatives designed to strengthen the professional development of both students and alumni, while deepening its connection with the bakery and pastry industry.

In April, the school welcomed Katrien D'Haseleer, Human Resources Business Partner Puratos HQ. During her visit, she met with students and shared insights from her professional journey, offering valuable perspectives on talent development within the sector. Later that same month, Francesca Angiulli, Sustainability Director, delivered a specialized course on social and environmental responsibility. Through this session, students learned practical approaches to incorporating responsible, healthy, and sustainable ingredient practices into their work.

In June, the school launched its first bakery course exclusively for alumni. The program aimed to refresh and expand technical knowledge in line with the recent updates made to the foundation's academic plans and curricula.



At the end of July and beginning of August, Bakery School Mexico took part in Expopan, one of the most important trade fairs in the bakery and pastry industry. During the event, the school partnered with Mabaker and Chef, a key player in cake decorating tools and ingredients. Students played an essential role by coordinating and organizing the courses delivered by the brand's chefs to event attendees.





The year concluded with a milestone celebration: the graduation ceremony of the fifth generation, held on December 5<sup>th</sup>. For the first time, an entire generation completed the full program. All of the students that enrolled in 2023 completed the 2-year program! The event was attended by executives from Puratos Mexico and respected industry professionals who served as honorary sponsors of the graduating class. These milestones represent just a portion of the academic, institutional, and industry oriented efforts that shaped Bakery School Mexico's annual program throughout 2025.

## Andrea Fernando Moreno Reyes



*"I'm Andrea Moreno, My journey with Bakery School began through a personal recommendation, driven by my lifelong passion for baking. From the moment I was accepted, school became a key step toward fulfilling my dream of pursuing a professional career in the gastronomic field. What initially stood out was the school's comprehensive approach, combining pastry, bakery, and chocolate-making educational offerings that is not easily found elsewhere.*

*Throughout my time at Bakery School, I gained not only strong technical skills and a deep understanding of baking processes, but also invaluable personal growth. The hands-on learning environment taught me that mistakes are essential to learning and that discipline, preparation, and attention to detail—such as the importance of mise en place are fundamental to success. Each challenge strengthened my resilience and commitment to my craft.*

*Beyond technical training, Bakery School played a transformative role in my personal development. I became more confident, communicative, and comfortable working with others, thanks to constant presentations, teamwork, and the supportive yet demanding academic environment. The influence of chefs, instructors, and classmates has been instrumental in shaping both my professional mindset and personal values."*

*Today, I feel proud and grateful to have been part of Bakery School. The experience not only allowed me to achieve my childhood dream but also prepared me to enter the professional world with confidence. I am currently working at the restaurant Sicilia as a Bakery and Pastry Assistant, applying the knowledge, discipline, and passion cultivated during my education. Bakery School has been, and will continue to be, a defining chapter in my professional journey.*

*Thank you so Much Bakery School México."*

## BAKERY SCHOOL PORTUGAL

Initial Starting Year:

2018

In 2018 Puratos Portugal partnered with Casa Pia in Lisbon. Casa Pia is a public institution, whose mission is to integrate young people in society by offering educational programs, quality vocational training and a committed professional integration. Puratos has foreseen the necessary equipment for the bakery and patisserie course, and we make sure that the equipment is well maintained. The technical advisor team of Puratos Portugal trains and supports the teaching staff of Casa Pia and each year they provide 100 hours of technical training to the students.



## BAKERY SCHOOL SOUTH-AFRICA

Initial Starting Year:

2019

Students graduated 2025:

24

Students graduated 2019-2025:

121

The Bakery School South Africa hosted a vibrant and inspiring Career Exhibition Day that brought together students, teachers, alumni, and industry partners for a moment of learning, connection, and empowerment. The event showcased the wide range of professional possibilities available within the baking and hospitality sectors, while encouraging students to envision their own future paths with confidence. For many, it offered a first glimpse into the diverse careers they can pursue after graduation. Through interactive stands, live demonstrations, and conversations with professionals, students discovered the realities of working in artisan baking, industrial production, quality assurance, retail, and entrepreneurship. The experience sparked fresh ideas, broadened their perspectives, and motivated them to dream beyond the classroom.

The exhibition also created a dynamic environment for networking, allowing students to meet employers, industry experts, and graduates of the Bakery School. These meaningful exchanges helped them understand what skills and attitudes are valued in the workplace and gave them the chance to learn from real-life experiences. Many walked away with new contacts, potential mentorship opportunities, and a stronger sense of belonging to a community that supports their ambitions.

Among the day's most inspiring moments was the story of Rethabile, a remarkable illustration of the Bakery School's mission in action. She began her journey at the school as a passionate and curious student, known for her strong work ethic and leadership. Her resilience and dedication quickly made her a role model among her peers. After completing her training, Rethabile chose to return to the place that shaped her future, this time as a teacher. Today, she stands in front of the classroom guiding new students, sharing her technical expertise while inspiring them with the same



confidence and motivation that once propelled her forward. Her personal journey reflects the true purpose of the Bakery School: empowering individuals not only to build meaningful careers but to transform their lives and uplift their communities.



Rethabile's experience shows current students that with determination and the right opportunities, they too can grow from learners into leaders. Her presence is a powerful reminder that education creates cycles of impact, inspiring each new generation to reach higher.

## Ngaviwa Mafuya

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*"My name is Ingaviwa Mafuya, and I am proud to be part of the Chipkins Puratos Bakery School South Africa. What began as a dream I thought was out of reach has become an inspiring journey that has exceeded all my expectations.*

*The school's expert faculty provides hands-on training that has strengthened both my baking skills and my confidence. From artisan breads to detailed pastries, the curriculum is challenging, practical, and deeply enriching.*

*Beyond baking, I've gained essential life skills, learning to work cleanly, communicate effectively, and handle conflict with maturity. These lessons have shaped me not only as a baker but also as a person.*

*A highlight of my experience was the career expo, which opened my eyes to career paths I never knew existed, from food styling to culinary education. It helped me refine my ambitions and imagine a future filled with opportunity.*

*The supportive environment and emphasis on teamwork have improved my social skills and helped me connect with people from diverse backgrounds. I'm truly grateful for the growth, guidance, and opportunities this school has given me."*

## BAKERY SCHOOL ROMANIA

Initial Starting Year:	2020
Students graduated 2025:	21
Students graduated 2020-2025:	49

In Romania, our two Bakery Schools, Cluj-Napoca and Tărtăşeşti, continued to strengthen their role as leading models of dual education, empowering young people through high-quality vocational training, mentorship, and real career opportunities. Throughout 2025, our schools achieved significant milestones that reflect both the talent of our students and the dedication of our teams.

At the Gala of Innovation and Performance in Dual Education held in Timișoara, we were honoured to receive 3<sup>rd</sup> Prize in the category "The Company That Changes Destinies." This national recognition brings pride, but even more, it reinforces our sense of responsibility toward the young people and communities we support through the Bakery School. Following the gala, our work received further validation through an invitation to Victoria Palace for an open dialogue with representatives of the Romanian Government, including State Counsellor Luciana Antoci and State Secretaries Silvia Dinică and Sorin Ion. Their interest in understanding our impact and exploring opportunities to strengthen dual education highlights the long-term value and relevance of our initiatives.



Our commitment to excellence was also reflected at the National Confectionery, Pastry, and Bakery Competition, organized on May 9<sup>th</sup> at the Innovation Center in Cluj Napoca in partnership with WorldSkills. The talent cultivated within our schools shone brightly, with Andreea Dumitrache from the Bakery School in Tărtăşeşti winning First Prize with an outstanding score. Her achievement is a testament to her dedication and to the exceptional support of her practical training teacher, Cristina Osan.

Andreea continued to represent the Bakery School at an international level, showcasing professionalism, creativity, and technical mastery at the EuroSkills competition. This year's theme Water, Air, Earth & Fire, challenged competitors to produce artistic cakes, tarts, chocolate and nougatine showpieces, and sugar modelling pieces of exceptional standard. Through her maturity, talent, and collaborative spirit, Andreea once again distinguished herself and brought pride to our school community.



Beyond competitions, both schools strengthened career development and visibility by participating in major job fairs. During Belgian Week, students from Tărtăşeşti took part in the Job Fair in Braşov, where they showcased trays of pastries and prepared live Belgian waffles, drawing significant attention and allowing them to interact directly with potential employers. In Cluj, Natalia Matei, who represented Romania in Lyon in 2024, was honoured during the AJOFM Job Fair at the Urban Culture Center. She received professional equipment donated by the HoReCa Employers' Association of Cluj in a ceremony attended by local authorities and educational leaders. Throughout the event, our students proudly presented the Bakery School's educational offer, helping to attract and inspire the next generation of learners.

## Maria Alexandr Grigore



*"My experience at the Bakery School has been truly transformative. It strengthened my confidence, encouraged my creativity, and helped me grow as a leader. The teachers are deeply committed and passionate about their work, showing us both the challenges and the rewards of a real bakery environment.*

*I enjoy the constant drive to improve, to create my best work, and to bring joy to customers through what I make. I've discovered that baking is a journey with endless possibilities, new flavors, textures, and combinations to explore.*

*I never imagined baking could become a career for me, but the Bakery School changed that. It opened my eyes to a passion I didn't know I had, and I'm grateful for everything it has taught me. I hope many others will have the chance to discover this hidden passion too."*

## BAKERY SCHOOL PHILIPPINES

Initial Starting Year:	2021
Students graduated 2025:	14
Students graduated 2021-2025:	48

In the Philippines, the year was marked by two meaningful highlights that reflected both the creativity and the continued growth of our Bakery School community.

The annual Cake Competition once again brought our students together to celebrate the Christmas season through artistry, technical skill, and culinary innovation. They were invited to design and create a Christmas themed cake, working within a budget of PHP 1,500 and selecting any preferred cake style, from layered creations to entremets or petits gâteaux. While cake layers could be prepared in advance, all assembly and decoration took place on the competition day itself, ensuring a dynamic and inspiring atmosphere. The students were encouraged to uphold the highest standards of cleanliness and food safety, with commercial decorations permitted and time penalties applicable when exceeding limits.



A panel of seasoned pastry chefs, industry experts, and faculty members evaluated each entry with careful attention to taste and texture, creativity and originality, technical execution, and presentation. Winners received certificates and prizes, with special awards recognizing exceptional designs, flavors, and creative concepts. The event not only celebrated talent but also fostered camaraderie and a shared passion for excellence among the participants.



Equally significant this year was the blessing of the newly renovated and expanded Bakery School building—an occasion that symbolized growth, gratitude, and renewed purpose. More than a tradition, the blessing served as a heartfelt dedication of the enhanced facilities and as an expression of trust in the guidance, protection, and inspiration that will support the school's future endeavours.

The expansion represents our commitment to nurturing more aspiring bakers, providing high quality training, and creating livelihood

opportunities that uplift local families and communities. It stands as a reminder that every skill gained within these walls contributes to the nourishment, empowerment, and progress of society.

Situated within the secure and serene compound of the CCMF in Quezon City, the Bakery School benefits from a learning environment enriched by greenery, community focused resources, and a shared mission rooted in education, social development, and empowerment. This collaborative setting provides an ideal foundation for students to learn, thrive, and embrace the values that define our growing baking community.

## Polo Zanoria



*"I am truly grateful for everything this school has offered me. We have access to all the resources we need to learn, high quality ingredients, top of the line equipment, and incredibly skilled chefs who guide us through every step. Even though I sometimes feel confused, nervous, or pressured, and occasionally wonder whether I'm doing things right, every lab and demo remains fun and exciting. Each session gives us the opportunity to discover something new that we can apply in our own lives.*



*All we need to do is show up and give our best every single day. I feel blessed to have been given this opportunity, it has genuinely changed my life. This experience has also taught me to appreciate the craft of baking and pastry in a deeper way. I've learned to value every grain and every drop of each ingredient I use. What's even better is that I can bring these lessons home and apply them in my daily life.*

*In just six months, I've learned so much. This journey has truly been life changing."*

# BAKERY SCHOOL UNITED STATES

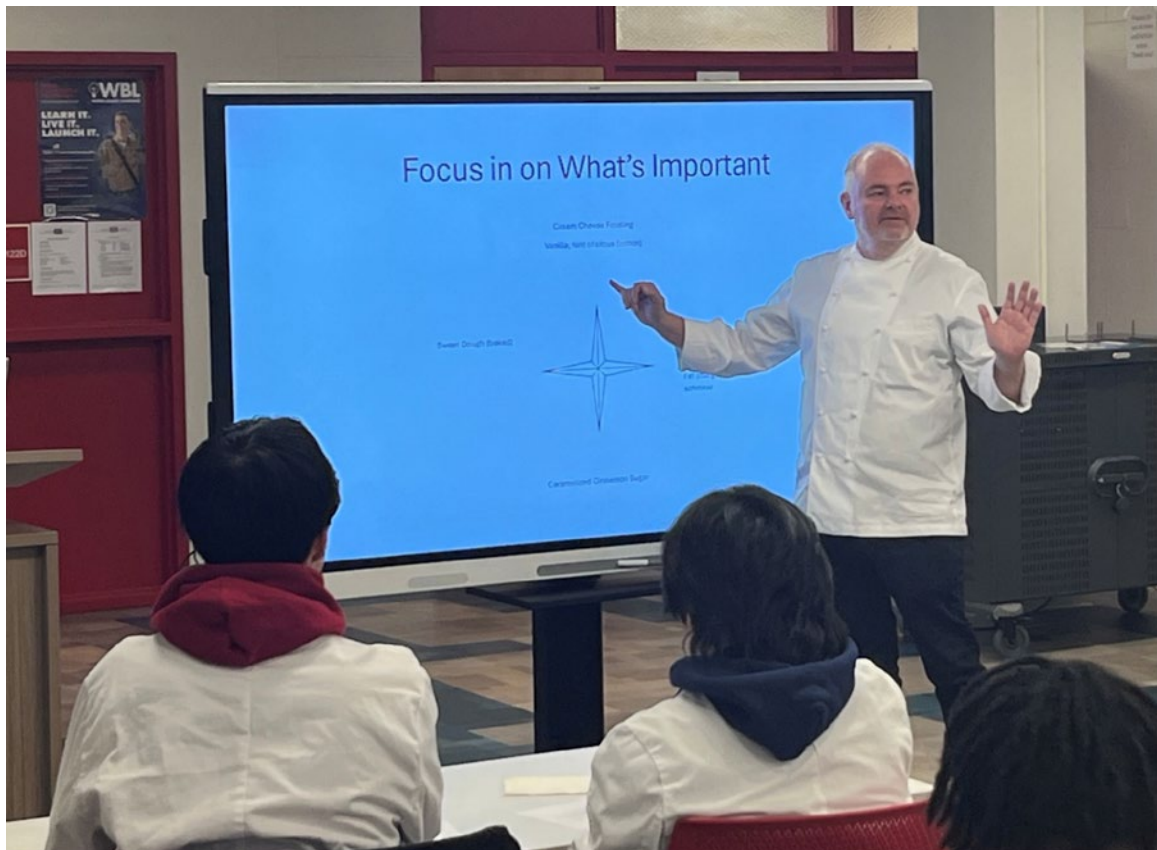
Initial Starting Year: **2022**  
Students graduated 2025: **4**

The Bakery School US had the privilege of welcoming former white house pastry chef, David T. MacFarlane. When Chef David T. MacFarlane stepped into the classroom, it felt as though a bit of White House history came with him. His journey, after all, is the kind that inspires young chefs to dream bigger: a path that winds from bustling fine dining kitchens to the most iconic residence in the United States.

As a former White House Pastry Chef, Chef MacFarlane crafted desserts for presidents, first ladies, and global dignitaries, creations that needed to be as meaningful as they were delicious. Every plated dessert served inside those historic walls carried a message of American hospitality, expressed through flavour, technique, and artistry. Precision wasn't optional; diplomacy was baked into every sugar flourish and every carefully layered bite.

During his visit, Chef MacFarlane invited our students into that world. He described the meticulous process of designing confections for high profile state dinners, the weeks of planning, recipe testing, and perfecting every visual detail. Students listened intently as he explained how even the subtlest choices, from pairing spices with seasonal fruits to sculpting delicate sugar décor, must balance tradition with innovation when representing a nation on the global stage.

His stories brought the craft of pastry to life, revealing how baking becomes a blend of art, science, and culture at its highest level. For our students, it was more than a lesson, it was a glimpse of what passion and dedication can achieve.



Besides the visit of chef MacFarlane, the students of the Bakery School US, were also honoured to receive the visit of executive chef Thomas Walker. He offered our students an inspiring look into the culinary world of Universal Studios. Throughout his presentation, Chef Walker shared stories from his professional journey, described what it's like to work in a large scale entertainment and hospitality environment, and highlighted the diverse culinary career paths available at Universal Studios. Students gained meaningful insight into industry standards, the importance of creativity under pressure, the value of teamwork, and the role of passion and perseverance in building a successful culinary career.



During his time on campus, Chef Walker also served as a judge for our Universal Studios Baking Competition, where students presented baked creations inspired by Universal Studios themes. He evaluated each entry with great care, providing professional feedback on flavour, technique, presentation, and originality. His participation added tremendous value to the competition, giving students the rare opportunity to have their work evaluated by a respected industry leader and receive authentic, real world critique.

Chef Walker expressed how impressed he was by the students' talent, creativity, and professionalism. He praised their attention to detail and their willingness to push creative boundaries, encouraging them to continue refining their skills and confidently pursue their aspirations in the baking and culinary fields. His supportive words left a strong impression on our students, reinforcing the importance of CTE education and motivating them to strive for excellence as they prepare for their future careers.

## Jayleen Arias



*"Being part of the Pennsauken High School CTE Baking program has been one of the most rewarding experiences of my life. As I prepare to represent our school in the 2026 SkillsUSA competition, I'm incredibly proud of how far I've come. This program has pushed me to grow, not only in my technical baking skills, but also in my confidence, creativity, and ability to overcome challenges.*

*Through hands-on training, practice competitions, and classroom lessons, I've learned the value of patience, precision, and paying attention to every detail. Each day in the kitchen has helped me build the foundation I need to compete at a high level in an industry-focused environment. SkillsUSA gives me the opportunity to apply everything I've learned, and it motivates me to aim higher and work harder.*

*As I look ahead to graduation in June 2026, I'm excited to continue pursuing a career in the culinary and baking industry. This program has opened my eyes to what's possible and has given me real-world experience that I know will shape my future. My journey in CTE has taught me the importance of dedication and professionalism, and it has prepared me for whatever comes next, whether that's further culinary education, stepping into the workforce, or both.*

*I'm grateful for the support of my teachers, classmates, and everyone who has helped me believe in myself. Competing in SkillsUSA is not just a goal, it's a stepping stone toward the career I've always dreamed of."*

## BAKERY SCHOOL LEBANON

Initial Starting Year:	2022
Students graduated 2025:	19
Students graduated 2024-2025:	35

HORECA Lebanon returned for its 29<sup>th</sup> edition from April 8 to 11, 2025. Founded in 1994, HORECA Lebanon has grown into the country's most influential gathering point for hospitality professionals. The 2025 edition spanned 10,000 m<sup>2</sup>, featured 350+ exhibitors, and welcomed around 19,000–24,000 professionals, reflecting the resilience and creativity of Lebanon's foodservice sector.

As Lebanon's leading annual trade fair for the hospitality, foodservice, and beverage industries, the event once again demonstrated its importance as the region's premier networking and innovation platform.

Issam Hachwi Bakery School played a visible and impactful role at HORECA Lebanon 2025, as one of the golden sponsors. Our school director, Dima Saleh Hachwi, was a featured speaker at HORECA Talks, discussing the school's mission, values, and achievements in empowering young talent. The full interview can be found on youtube: <https://www.youtube.com/watch?v=gUL2CR7JHH8>



Issam Antar, teacher at the Issam Hachwi Bakery School, was also present at HORECA and gave a masterclass on Chocolate Craftmanship.

The event was characterized by strong energy, networking, procurement opportunities, and an elevated focus on local innovation within the hospitality sector.

Students from the Issam Hachwi Bakery School distinguished themselves with remarkable competition results, reflecting both their technical skills and the school's high training standards.

### Award Highlights

- **Junior best macaron display**

Amar Masoud Al Khatib represented the Issam Hachwi Bakery School, and received recognition for precision, creativity, and presentation in this category. She won a golden medal and also the silver medal was for one of our students.



- **Junior chocolate fondant and pastry competitions**

Our students also gained attention for their growing presence in pastry competitions, complementing earlier achievements. Two silver medals went to the junior generation of Issam Hachwi Bakery School and two bronze medals to the senior generation.



These recognitions not only highlight the students' talents but also validate the school's broader mission of equipping young Lebanese bakers with industry-level skills, creativity, discipline, and sustainability values.

The Issam Hachwi Bakery School's participation at HORECA Lebanon 2025 highlights its rising educational standards, as the school continues to shape a new generation of chefs capable of competing with established culinary institutions across the country. As a free vocational school offering full training to underprivileged youth, every achievement also reflects its strong social impact, demonstrating how accessible education can transform lives. Winning medals at HORECA—the most prestigious culinary competition platform in Lebanon—further strengthens the school's national reputation and confirms that its students are fully prepared to enter the professional culinary world.

HORECA Lebanon 2025 was a powerful celebration of Lebanon's hospitality resilience, a showcase of innovation, and a hub for culinary talent. Amid exhibitors, policymakers, and international experts, our school stood out as a source of inspiration, with its students proudly winning awards and its leadership contributing to expert panels.

The school's achievements at HORECA 2025 reflect not only talent but a deeper story, one of empowerment, opportunity, and the elevation of Lebanon's next generation of bakery professionals.



Mohammed Tunji



*"This experience has helped me build meaningful new connections and friendships, and it has boosted my confidence in ways I never expected. It has shaped my personality, teaching me how to work effectively as part of a team while also strengthening my ability to work independently and trust myself. I've learned that hard work is never wasted, when we put in the effort, the results always follow.*

*It pushed me to become more practical, yet more creative, encouraging me to experiment with new flavours and combinations. Most importantly, it made me feel like I truly belong to this warm and supportive community. I know that no matter how many years pass, my place here will always remain."*

## BAKERY SCHOOL EL SALVADOR

Initial Starting Year:	2023
Students graduated 2025:	17
Students graduated 2024-2025:	29

In April 2025, the Bakery School El Salvador participated in the launch of Puratos' new products for the Mother's Day season, an experience that offered students a firsthand look into the dynamic world behind product innovation. This engagement allowed them to see how ideas evolve from research and development into fully realized commercial offerings, providing invaluable exposure to the processes, challenges, and creativity that drive new product launches. During the event, two students proudly shared their personal journeys and experiences as students of the Bakery School community. They spoke about the technical knowledge, practical skills, and personal growth they have gained throughout their training. Their participation not only highlighted the school's impact on their development but also strengthened the connection between students, the institution, and the broader professional environment. Moments like these reaffirm the school's commitment to delivering practical, high-quality learning opportunities that prepare students for real-world success.



To further strengthen collaboration and unity among different student generations, the school also organized a meaningful reforestation day at Cerro Tecana. This initiative was designed to encourage teamwork and promote environmental stewardship, demonstrating the importance of caring for the natural surroundings that support local communities. Students worked together to plant trees, applying values such as solidarity, responsibility, and commitment to shared goals. The activity sparked reflection on the importance of environmental conservation and helped students understand how small, collective actions can generate long-term positive impacts for ecosystems and future generations. Beyond its ecological significance, the experience fostered a sense of belonging, purpose, and community engagement among participants.

Overall, both initiatives contributed to a more holistic educational experience at the Bakery School El Salvador. They reinforced the school's mission to shape well-rounded professionals who are not only skilled in their craft but also deeply engaged with society, the environment, and the values that sustain them.



## Ángel Cardona



*“I am a graduate of the second generation of Bakery School El Salvador. My experience in the program has been fundamental to my growth, as it allowed me to acquire practical knowledge and learn to work with discipline and commitment.*

*Thanks to what I learned during my training and the effort I put into every stage, I was able to obtain my first job—an achievement that represents a significant personal milestone. The hands on practice and daily challenges helped me develop my skills, gain confidence, and enter the professional world with greater assurance.*

*This experience motivated me to believe in my abilities and to strive for my goals. Today, I can say that I am taking my first steps in the working world with a solid foundation, strong motivation, and the desire to continue growing professionally.”*



## BAKERY SCHOOL VIETNAM

Initial Starting Year:	2023
Students enrolled 2025:	19
Students graduated 2024-2025:	19

The Bakery School Vietnam was honoured to welcome King Filip and Queen Mathilde of Belgium for an inspiring visit, showcasing the school's dedication to education, empowerment, and social equity.

During their visit, Their Majesties explored the extraordinary culinary creations from 39 Bakery School students, who have beautifully combined the flavours of Vietnam's North, Middle, and South regions with the professional skills and techniques acquired during their training. The King and Queen engaged directly with the students, discussing their experiences at the school, their future aspirations, and even sampling the exquisite dishes prepared by them.

A key moment of the visit was the Welcome Ceremony, featuring a moving performance of «Hello Vietnam» by Bakery School students. Testimonials from the students followed, offering an intimate look into their personal journeys, educational experiences, and ambitious goals.



Another highlight of the agenda was the Certificate Ceremony, where 19 students from the first generation of students were recognized for their successful completion of the program. This achievement is a significant milestone, with 100% of the graduates from the 1<sup>st</sup> generation already securing employment, a clear testament to the school's commitment to preparing students for thriving careers in the baking and confectionery industry.



Tran Ngoc Trieu Vy



*“I would like to express my heartfelt gratitude to all the teachers at Bakery School Vietnam and Puratos for guiding me throughout my journey. You taught me not only baking skills, but also passion, perseverance, and professionalism. The practical lessons, real world experiences, and advice you shared, some of which I only understood once I began working, have become priceless to me.*

*During our two years of study, we were not always mature or focused, yet you constantly supported, reminded, and encouraged us. That guidance helped me stay committed and taught me that personal discipline is the foundation for a successful career.*

*Now, as I begin a new chapter in Taiwan, everything feels unfamiliar, but the lessons and inspiration from my teachers give me strength every day. I am especially grateful to Mr. Nghiep, who guided us from the very beginning and continues to quietly support us even now. His dedication motivates me to work harder so I never disappoint those who believed in me.*

*I wish all my teachers good health and continued passion in teaching and baking, so they may inspire many future generations. Wherever life takes me, I will always be proud to be a student of Bakery School Vietnam.”*

# BAKERY SCHOOL ETHIOPIA

Initial Starting Year: **2024**  
Students enrolled 2025: **50**

The first major gathering after the school's inauguration in 2024 welcomed parents onto campus for an open dialogue about their children's progress. Students prepared petits gâteaux in front of their families, while teachers reviewed first quarter achievements, challenges, and academic performance. Parents expressed pride in seeing their children in professional chef coats and producing high quality baked goods. Their feedback helped refine the scheduling of practical classes and strengthened home support plans related to transport, nutrition, and study habits.



Throughout the year, the school also hosted celebrations during major Ethiopian holidays, featuring traditional coffee ceremonies, shared meals, games, and motivational messages. As many learners are the first in their families to enter structured vocational training, these events played a vital role in fostering social connection, reducing anxiety, and reinforcing a sense of belonging. Attendance improved around holiday periods, and students increasingly volunteered for service team roles such as mise en place, hygiene checks, and plating—turning the celebrations into meaningful learning opportunities.

To connect classroom learning with industry practice, students visited Puratos Ethiopia, where they toured production areas and the Innovation Center and met technical advisors who demonstrated ingredient functionality, product quality, and food safety standards. The visit helped students link theory to real world expectations and envision clear career pathways aligned with the Foundation's education to employment model. Several learners subsequently enrolled in complementary modules such as preferments, lamination basics, and tempering, and the experience informed the design of follow up technical workshops. When regional and global Puratos colleagues visited Ethiopia, they delivered career talks, shared their professional journeys, and often co baked with students.

This exposure broadened learners' understanding of possible careers—from technical support to product development—and provided direct professional feedback on their practical work. As a result, students refined their long term goals, and selected senior learners were paired with local mentors for monthly check ins.



Together, these experiences strengthened our culture of community, practical learning, and industry relevance. By engaging families, celebrating traditions, offering real world exposure, and connecting students with professionals, Bakery School Ethiopia continues to build meaningful pathways toward employment and long term success.

# CORPORATE GOVERNANCE

The Bakery School Foundation private stichting/fondation privée is an initiative of the Puratos Group, with headquarters in Groot-Bijgaarden, Belgium. The Bakery School Foundation was established on December 26, 2017 by three founders, all associated with the Puratos Group:

- Puratos Group NV
- Puratos NV
- Coprem NV

The Bakery School Foundation is the successor of the previously existing Bakery School Foundation VZW/ASBL. The previous foundation (VZW/ASBL) was established on May 18, 2016. The Foundation has taken over all activities, assets and liabilities of the previous foundation (VZW/ASBL) as from December 27, 2017. The previous foundation (VZW/ASBL) was liquidated on December 28, 2017.

## OBJECT

The object of the Bakery School Foundation is as follows:

- Setting up and promoting teaching and education; organizing teaching, training and support in developing countries.
- Promoting the concept and practice of fair trade.
- Contributing to the social, economic and ecological sustainable development of disadvantaged persons in developing countries.
- Assisting all other good works and welfare works, without any distinction, and in particular the teaching and education of disadvantaged children in developing countries.
- The specific activities through which the object of the Foundation is achieved include, among others: establishing and participating in similar non-profit Foundations in developing countries, establishing and managing bakery schools for disadvantaged children, encouraging employment.

The object of the foundation can only be amended by the founders unanimously.

## MEMBERS

Any person who supports the objectives of the Association may apply to become an associate member. The Board of Directors will take a discretionary decision on such applications for associate membership.

Any person who supports the objectives of the Association, whether or not as an associate member, may, on the proposal of at least two members, be accepted as a working member by decision of the general meeting, taken with a majority of three-quarters of the votes cast.

The general meeting comprises all working members. All working members have the same voting rights; each working member has one vote.

Working and associate members pay the same annual membership fee. The amount of this fee is determined by the general meeting. To enable more interested people to become a member, the fee may never exceed five hundred (500) euros.

In June of each year the Board of Directors submits the financial statements for the previous financial year, together with the budget for the following financial year, to the general meeting for approval.

At this general meeting an explanation is also given of how the Association has contributed towards its objectives.

## BOARD OF DIRECTORS

The Foundation is managed by a Board comprising at least three members, elected by the general meeting for a term of three years. The directors may or may not be members of the Association and may be removed at any time by the general meeting.

The Board of Directors who manages the Foundation, is responsible for the day-to-day management and the implementation of the programs and activities.

On average, the Board of Directors meets every quarter to discuss the activities and future strategy of the Bakery Schools. Directors with a conflicting proprietary interest must abstain.

In 2025 the Board of Directors met on February 26, May 14, September 9 and December 16.

From its establishment and throughout 2024, the Board of the Association consisted of the following persons:

- Chairperson: I. Baty
- Secretary: C. Surdiacourt
- Treasurer: J-P. Michaux
- Board Members: S. Bouvy, M. Valls

The members of the Board of Directors are authorised to commit the Association validly, through two Board members acting jointly, in compliance with the Articles of Association.

The directors are assisted in their tasks by the following volunteers:

- Day-to-day operations: J. Segers, Bakery School Manager
- Communication: Z. Bati, Product Manager Sourdough & Grains
- Legal & fiscal support: J-E. Moreno, Legal Analyst
- Financial support: J. Conchuela, Accounting Manager
- Human Resources: K. D'Haeseleer, HR Business Partner
- Technical support: C. Surdiacourt, Group Customer Technical Support

The directors and these volunteers were chosen for the diversity of their experience and knowledge. The presence of representatives of the Puratos Group ensures that the philosophy of the founders is upheld.

Neither the board members nor the volunteers receive any remuneration.

The accounting of the Bakery School Foundation is outsourced to the financial services department of Puratos. The latter does not receive any compensation for this service.

# FINANCIAL REPORT \*

Balance sheet	
Bakery Schools properties (buildings & equipment)	€ 693,512
Cash	€ 322,467
<b>Total assets</b>	<b>€ 1,015,978</b>
Equity	€ 337,831
Payables	€ 678,148
<b>Total liabilities</b>	<b>€ 1,015,978</b>
P&L	
Bakery School Operating costs	- € 1,809,580
Donations received	€ 1,809,580
<b>Net Result</b>	<b>€ 0</b>

\* For legal and practical reasons, some local Bakery School Foundations operate as a sister company rather than a subsidiary of the Belgian foundation. Consequently, the figures presented above represent a hybrid consolidation of both the subsidiaries and the sister foundations, providing an accurate overview of the Bakery School Foundation's activities across all countries.

# GRADUATES 2025

## India



## Brazil



## Mexico



## South Africa



## GRADUATES 2025 - CONTINUED

### Romania (Tărtășești)



### Romania (Cluj)



## Philippines



## Lebanon



## GRADUATES 2025 - CONTINUED

### El Salvador



### Vietnam







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[www.bakerschoolfoundation.com](http://www.bakerschoolfoundation.com)

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