



Life and Talent
with Support
aurafundacion.org



Annual Report 2025

Ángel R. signing his contract at the Hotel Arts,
together with Jordi Sala, Director of Human Resources.



AURA

Annual Report 2025

Life & Talent with Support

MORE AURA THAN EVER

This year, 2025, was a very important for us — a year of consolidation, recognition, change, and continuous improvement. On the one hand, we were able to open our new headquarters, a new space intended to be a reference centre for people with intellectual disabilities, their families, businesses, professionals in the sector, and everyone who believes in Supported Employment.

In 2025, AURA recorded revenue growth to €2.77 million (+6%), driven mainly by the public sector. This increase in activity led to higher expenses, particularly staffing costs, although the organization maintains a strong capacity to generate results, and the year closed with a positive net result of €386K.

The Elsa Peretti AURA Academy is now a reality, and AURA has nearly 1,000 m² of space to provide comfortable, functional, and technologically advanced support, allowing us to keep growing and reaching more people.

With our new headquarters, we have also made more than a visual change — a step forward in our way of presenting ourselves to the world, explaining who we are, and, above all, clearly conveying what has driven us for more than 36 years: our commitment to people and their abilities.

Now we are **MORE AURA THAN EVER.**

This rebranding process has transformed our storytelling, our corporate colours, our typography, and the way we communicate day to day. We have evolved toward an identity that is more direct, more vibrant, and consistent with who we truly are: an organization that creates opportunities, supports processes, and firmly believes in the potential of every person.

Its shape evokes a gesture that opens and welcomes, that embraces and protects, that closes to care for and reopens to include. It is a symbol of unity, one that recognizes our differences and turns them into shared value. Within it, there is room for all people, all abilities, and all journeys.

WE OPEN PATHS. WE CHANGE LIVES.

This change is not merely aesthetic. It is strategic and deeply rooted in our identity. For years, we spoke of Supported Employment. Today we take a step further and speak of **Talent with Support**. Because it is not just about accessing a decent job, but about recognizing, strengthening, and celebrating what each person has to offer.

IN AURA, WE FOSTER THE GROWTH OF TALENT WITH SUPPORT.

We champion talent. We support it. We strengthen it. And we work to ensure businesses recognize it and give it the space it deserves. We believe in organizations that are more diverse, more human, and aware that talent takes many forms.

This redesign reflects who we are today: a solid, innovative organization with its sights set on the future. An AURA that evolves without losing its essence. An AURA that communicates what it has been proving through its actions for years, with strength and consistency.



At the equity level, it is worth highlighting the strengthening of equity, which now reaches €4.74 million euros and having on short-term liquidity of €3,000,225. Together, these figures reflect a solid, growing organization that is well positioned to continue its development sustainably.

The results are very positive: we supported 471 people and secured 59 new employment contracts; 300 people are now working in businesses with AURA's support. For this reason, we want to thank the participants and their families, as well as the businesses, for the trust they have placed in us.

We feel deeply fortunate, proud, and grateful to consolidate our mission for another year, seeing how Talent with Support is becoming an increasingly widespread reality in our country and around the world. We firmly believe that, by joining forces with everyone, we can also achieve legislative improvements that will let us work with greater certainty.

AURA does not stand still, and we close the year full of hope that 2026 will bring new horizons and new partnerships that allow us to keep advancing equal opportunities for everyone.

Glòria Canals Sans
President

Maria Cabré Trias
Managing Director

“ WE ARE THE AURA THAT ADDS UP

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Origin and Reason for Being



ORIGIN AND REASON FOR BEING

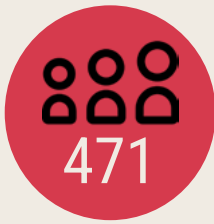
In AURA, we are evolving and transforming our corporate image without losing the essence that defines us, growing Talent with Support, because we firmly believe that every person has abilities, potential, and value to contribute to society.

We continue to focus on the talent of people with intellectual disabilities, recognized as the protagonists of their own life and professional journey. We support, drive, and create real opportunities so that everyone can develop, grow, and actively participate in inclusive social and workplace environments.

AURA's entire professional team works to provide personalized support that fosters autonomy, decision-making, and personal fulfilment for each person. Because when talent is recognized and supported, the possibilities multiply.

We are more AURA than EVER.

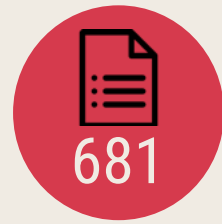
1.1 KEY MILESTONES IN 2025



People Supported



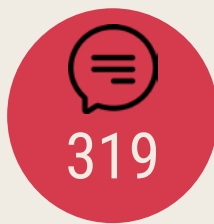
People in the
Employment Program



Total Contracts



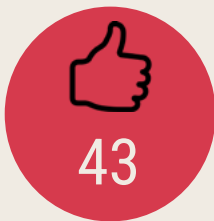
Funding vs. 2024



People Who Have
Completed Some
Type of Training



New Contracts in
Ordinary Companies



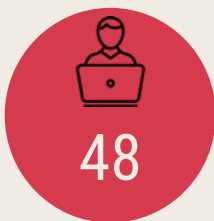
Companies and financing
entities



Assistance to Families



Followers on Our Social
Media



Professionals



Total Views on Down TV



Volunteers



Get to Know Us

Aina T. working in the Hotel Renaissance

2.1 OUR TEAM

During 2025, a total of 48 professionals joined the Foundation's team.

During this period, we maintained a firm commitment to organizational growth and the continuous improvement of our services, which required strengthening several strategic areas.

New roles were added across various units: 7 people in the Employment program; 1 person in continuing training; 3 people in independent living; 2 people in general services; 1 person in finance; and 1 person in legal.

This consolidation process has been possible thanks to the commitment, professionalism, and dedication of the entire team.

2025

48
PROFESSIONALS

The AURA team at the Christmas dinner.



OUR TEAM

BOARD OF TRUSTEES

Glòria Canals

President

Clinical Psychologist and Pedagogue. Vice President of Portal Down 21 and a Board member of DINCAT and the City Council. Co-founder of the AURA project.

Maria Cabré

Board Member

Director of AURA Foundation. Educational Psychology Degree. Executive Education degree from IESE Business School. MBA from EADA Business School.

Carme Llorens

Board Member

Pedagogy degree. Head of support services for families and participants.

Ramon Forn

Board Member

Civil Engineer. Master's in Business Administration (ESADE). Master of Science in Management (MIT). Senior Partner Emeritus, McKinsey & Company.

David García-Gassull

Board Member

Economist. CEO of Splendid Foods.

Fernando Serrate

Board Member

Independent Board member. Former Partner at KPMG. Business Sciences degree. Management Development Program degree (IESE). Senior Business Management Program degree

Arturo Mas-Sardà

Board Member

Chairman of the Board of Directors of PortAventura. Degree in Business Sciences and MBA from ESADE.

Jaume Marfà

Secretary

Law degree from the ESADE Faculty of Law. Master's degree in Business Law from the ESADE Faculty of Law. Founding partner of Marfà Badaroux.

MANAGEMENT COMMITTEE

Andrea Garre

Training Program Coordinator and Head of Quality.
7 years in AURA
17 years in the sector

Begoña González

Director of Administration and Finance.
6 years in AURA
6 years in the sector

Sonia González

Director of Alliances and Philanthropy.
8 years in AURA
12 years in the sector

Carme Llorens

Head of support services for families and participants.
31 years in AURA
41 years in the sector

Sara Plaza

Employment Program Director.
16 años en AURA
18 years in the sector

Maria Cabré

Director of Aura Foundation. Educational Psychology degree. Executive Education degree from IESE Business School. MBA from EADA Business School.
20 años en AURA
20 years in the sector

Glòria Canals

Co-founder and President of the AURA Project. Clinical psychologist and pedagogue. Vice-President of Portal Down 21 and Board member of DINCAT and the City Council.
36 años en AURA
46 years in the sector

PROFESSIONAL TEAM

Jordi Avellaneda

Job Coach.
4 years in AURA
10 years in the sector

Tania Borrell

Head of General Services.
7 years in AURA
7 years in the sector

Cristian Burgos

Job Coach.
21 years in AURA
23 years in the sector

Mireia Caminal

Job Coach.
3 years in AURA
3 years in the sector

Mar Caparrós

Training Coordinator.
22 years in AURA
28 years in the sector

Arantxa Dañobeitia

Head of Fundraising
6 years in AURA
13 years in the sector

Elena Dasca

Head of Legal Advisory.
1 year in AURA
5 years in the sector

Georgina Domínguez

Training and Independent Living Facilitator.
1 year in AURA
1 year in the sector

Laura Durà

Head of Independent Living.
2 years in AURA
14 years in the sector

Andrea Ensenyat

Training Facilitator.
9 years in AURA
19 years in the sector

PROFESSIONAL TEAM

Mar Escolà

Training Facilitator.
13 years in AURA
14 years in the

Ana Escudero

Job Coach.
7 years in AURA
7 years in the sector

Alejandra Espejo

Receptionist.
1 year in AURA
1 year in the sector

Laura Forteza

Project SEARCH
Specialist.
1 year in AURA
5 years in the sector

Clara Garcia

Training Facilitator.
1 year in AURA
1 year in the sector

Júlia Garriga

Training Facilitator
2 years in AURA
9 years in the sector

Cynthia Gerlinger

Head of Alliances.
2 years in AURA
14 years in the sector

Jaime Gutiérrez

Alliances for Inclusion.
13 years in AURA
14 years in the sector

Mireia Hernández

Job Coach
1 year in AURA
16 years in the sector

Roser Hernández

Receptionist.
1 year in AURA
20 years in the sector

Lucia Layous

Training Facilitator
2 years in AURA
2 years in the sector

Anna Lloveras

Administrative Assis-
tant.
7 years in AURA
7 years in the sector

Paula Lorca

Training Facilitator.
1 year in AURA
8 years in the sector

Sonia de Luis

Training Facilitator.
3 years in AURA
4 years in the sector

Laia Martínez

Head of Initial / Vital
Programs.
14 years in AURA
21 years in the
sector

Grace Mckissock

Independent Living
Facilitator.
1 year in AURA
1 year in the sector

Eulalia Mesanza

Head of Manage-
ment Control.
1 year in AURA
1 year in the sector

Marta Montserrat

Alliances for Inclusion.
11 years in AURA
14 years in the sector

Elisabet Pachón

Head of Human
Resources.
1 year in AURA
1 year in the sector

Júlia Pardo

Training Facilitator.
1 year in AURA
1 year in the sector

Roger Pena

Job Coach.
9 years in AURA
9 years in the sector

Marc Planas

Job Coach.
1 year in AURA
11 years in the

Emma Rius

Job Coach.
1 year in AURA
6 years in the sector

Emili Rodríguez

Head of Job Coaches
19 years in AURA
21 years in the sector

Laura Rodríguez

Head of Pre-Employment.
20 years in AURA
26 years in the sector

Víctor Romera

Job Coach.
1 year in AURA
1 year in the sector

Rosa Roura

Head of Accounting.
14 years in AURA
17 years in the
sector

Nerea Ruiz

Communications
and Marketing.
4 years in AURA
4 years in the sector

Marina Sabaté

Training Facilitator.
4 years in AURA
14 years in the sector

Cèlia Sánchez

Job Coach.
1 year in AURA
9 years in the sector

Carol Serrano

Head of Pre-Employ-
ment.
1 year in AURA
28 years in the sector

Lita Tarnawski

Training Facilitator.
1 year in AURA
1 year in the sector

Noemí Tomé

Job Coach.
8 years in AURA
16 years in the sector

Gemma Traguany

Job Coach.
3 years in AURA
3 years in the sector

Inés Ventura

Receptionist.
1 year in AURA
1 year in the sector

Sònia Vilaltella

Head of Psychological
and Neuropsychologi-
cal Counselling / R&D.
3 years in AURA
25 years in the sector

Enric Vilató

Job Coach.
2 years in AURA
15 years in the

David Villanueva

Fundraising
3 years in AURA
10 years in the
sector

Together, the team has 504 years of experience at AURA and 661 years in

2.2 VOLUNTEERING

2025 was not an easy year for AURA; it was a year of change, challenges, and also growth, with moments of economic upheaval and a profound transformation of our professional team. Expanding the team was a great opportunity, but also an intense process that required time, care, and balance so as not to lose the essence that defines us as an organization. In this context, **volunteering has, once again, been a fundamental pillar of support and stability.**

Despite the changing context, our volunteer team remained very stable compared to the previous year, which helped minimize the impact of internal changes and ensure continuity, connection, and clear points of reference for participants.

Many of our volunteers have been working with AURA for years and maintain a close, consistent, and meaningful relationship with the people they support, who recognize them as trusted figures and as an essential, fully integrated part of the team that accompanies them in their daily lives.

Volunteering in the AURA Habitat program experienced the most turnover throughout the year, a reality inherent to the nature of the project, which involves shared living, intense commitment, and a defined time frame. Even so, the program continued to count on committed, responsible, and dedicated volunteers, who took on a key role in fostering the autonomy, communal living, and independent living of participants.

The work of AURA's volunteers complements that of our paid professional staff and aims to support, accompany, and enrich the Foundation's various programs, adapting to the needs of each service and activity. On the one hand, there are roles that involve direct contact with participants, such as support during talks and sessions from the Employment Program, delivering or reinforcing training workshops, shared living and support within the Supported Living Program, active participation in the Self-Advocates Club, or support with sports activities and Neuropsychology program sessions. On the other hand, there are also roles focused on supporting the organizational structure and professional teams, particularly in areas such as communications, institutional events, or general services.

In 2025, AURA had a total of 42 volunteers, 31 women and 11 men. Of these, 27 had already been part of the volunteer team in 2024, while 15 people joined during 2025, bringing new perspectives, knowledge, and energy. It is worth highlighting that 17 volunteers maintained their commitment throughout the entire year, a clear indicator of loyalty and engagement with the project.

In a year marked by internal transformation, **volunteering has been synonymous with continuity, commitment, and consistency with AURA's values.** Their constant presence, adaptability, and selfless dedication have been key to sustaining our projects, nurturing relationships, and continuing to put people at the centre. **Once again, volunteering has not simply been present – it has been essential.**



English lessons with Laura Santone, AURA volunteer.



Habitat volunteers and participants sharing a leisure activity together.

VOLUNTEERING IN NUMBERS

27 volunteers who continued from 2024 and 15 joined during 2025.

**31 women
and 11 men**



**42
volunteers**

INDEPENDENT LIVING VOLUNTEER

Floren Otero-Pizarro

SWIMMING CLUB VOLUNTEERS

Carmen Arribas
Maria González
Chema Rodríguez

THE SELF-ADVOCATES CLUB

Clara Gràcia
Gerard Martí

FINANCE VOLUNTEERS

Gauri Korde

**14
TRAINING
volunteers**

Agatha Campderà
Isabel Caragol
Mayerlin Fernández
Maite Guardiola
Angeles Molina
Sílvia Mora
Lucía Navarro
Laura Núñez
Carolina Ortoll
Alexandra Pardo
Ana Peris
Laura Santone
Begoña Vera
Santiago Vila

**13
HABITAT
volunteers**

Melina Álvarez
Pau De La Torre
Maèva González
Guillem Gorgues
José Manuel Núñez
Judith Ochoa
Noa Olivares
Xènia Robert
Ariadna Rosselló
Gerard Salerno
Anny Toro
Elisa Cruz
Carlos Pérez

PRE-EMPLOYMENT VOLUNTEER

Àlex Utrilla



Pipo Serrano hosting AURA's Summer Gala alongside Irene P.



English class group with Laura Santone, AURA volunteer.



Noa Olivares with Francesc F. during a leisure activity in AURA Habitat.

GENERAL SERVICES VOLUNTEER

Sergio Moragrega



Leisure time in the AURA Habitat apartments.



Clara Gràcia, AURA volunteer, with Mari Paz V. at a self-advocates event.

VITAL VOLUNTEERS

Maria Luisa de Muller
José María Fernández
Victoria Samaniego

COMMUNICATIONS VOLUNTEERS

María Nicolau
María Torres

LEGAL SUPPORT VOLUNTEER

Elena Dasca



Gerard Martí and Clara Gràcia with Monica M. and Àlex U. on a self-advocates outing.

seQura



Programs

3.1 EMPLOYMENT PROGRAM

PRE-EMPLOYMENT 2025

During 2025, we created **more pathways within our Pre-Employment Program** in order to better serve and support participants. In keeping with our goal, the number of people served increased to 61, while focusing on the quality of the theoretical-practical pathways, so as to more closely reflect the realities of the job market and of the people we support.

We placed greater emphasis on hands-on learning, offering settings that are as realistic as possible to place participants in workplace contexts by carrying out the tasks specific to each trade. This has helped improve each person's self-awareness and increase their job skills. In addition, **we created the Activa't pathway, aimed at people who already have work experience and need more individualized, targeted support.**

The goal of the Pre-Employment pathways will always be to offer settings where each person can mature, acquire, and maintain job skills and gain independence in order to become good workers, thereby improving their quality of life. We increased the number of sessions with job coaches and job prospectors within the Pre-Employment groups, since these give participants the chance to learn about real experiences in companies and the current state of the job market. They are also spaces for addressing questions about future steps and breaking down myths.

Monthly visits to companies employing fellow participants continued, and numerous company-related activities were held at AURA. In keeping with previous years, company visits were carried out in which participants learned about job positions, specific tasks, and direct connections to the working world. We also received visits from companies, creating opportunities for close exchange and mutual support. One of our companies has offered us the opportunity to provide mentoring on job interviews. **This activity was highly enriching for participants, as, over three individual sessions involving several people, each one worked on how to approach an interview and on techniques that could help them.**

Presentation sessions were held in which participants who are already employed shared their experience with the group of job seekers. These were highly interactive settings, where the exchange of experiences proved very enriching for everyone. The aim of all these activities is to support people on their path toward employment. However, the benefit is not only for participants – these activities also help bring companies closer, breaking down myths and showing reality from a different perspective. **Changing perspectives in both directions is always important.**

The Employment Program is co-financed with support from the SIOAS 2025 Program, File No.: STC079/25/000019 – Comprehensive guidance, support, and employment integration services for people with disabilities and/or mental illness.

With the support of the Government of Catalonia:



Laura Rodríguez with a Pre-Employment group.



Oriol B. learning in AURA.



Vova V. signing her contract at Hotel Casa Sagnier

3.1 EMPLOYMENT PROGRAM

EMPLOYMENT FOLLOW-UP

Through the Employment Program, we continue to support people according to their stage in life and their needs. **For this reason, we created flexible, personalized pathways**, where each person receives the support, they need to maintain and advance in their job.

We increased the number of follow-up groups, where participants share work-related experiences, challenges, and successes with their peers, guided by a job coach.

This year, 63 contracts were achieved, of which 4 were temporary. There were also **24 job promotions among people who advanced in their positions**.

It is essential to listen to people's needs and support them in maintaining their motivation at work. Support, both on and off the job, gives us key tools and information to help ensure successful job placement or to identify the need for a change. The goal will always be for the person to enjoy a better quality of life, by listening to what our participants want and providing the tools needed to achieve it.

Many people with work experience, whether as a complement to or an opportunity in itself, have taken part in one-off events held in our city, Barcelona. One of these events was the **Godó, the first ATP tournament to include people with Down syndrome as ball kids**. This was a unique experience for participants in a high-level competition that received coverage across all media outlets. Beyond the media attention, it was an enriching experience for **everyone, with and without disabilities**, and it helped break down many myths and barriers in front of millions of viewers.

Voluntary training sessions and short courses were held for participants, focused on improving social skills, conflict resolution, workplace relationships, and job-related vocabulary. This training gives people the tools to sustain and improve their performance in the workplace. It is important to **continue learning during this stage and to nurture what each person needs**, supported by the key figures who accompany them.

In 2025, a quality initiative was launched within the Employment Program called the **SEQF (Supported Employment Quality Framework)**. This quality model originated in Europe and aims to ensure that all people with disabilities and neurodivergences can access a standardized, high-quality Supported Employment model.

The model is designed as a practical guide that helps organizations reconnect with their roots, assess what they are doing well, and define clear processes for continuous improvement. Its flexibility allows each organization to adapt it to its specific context without losing consistency with European standards.

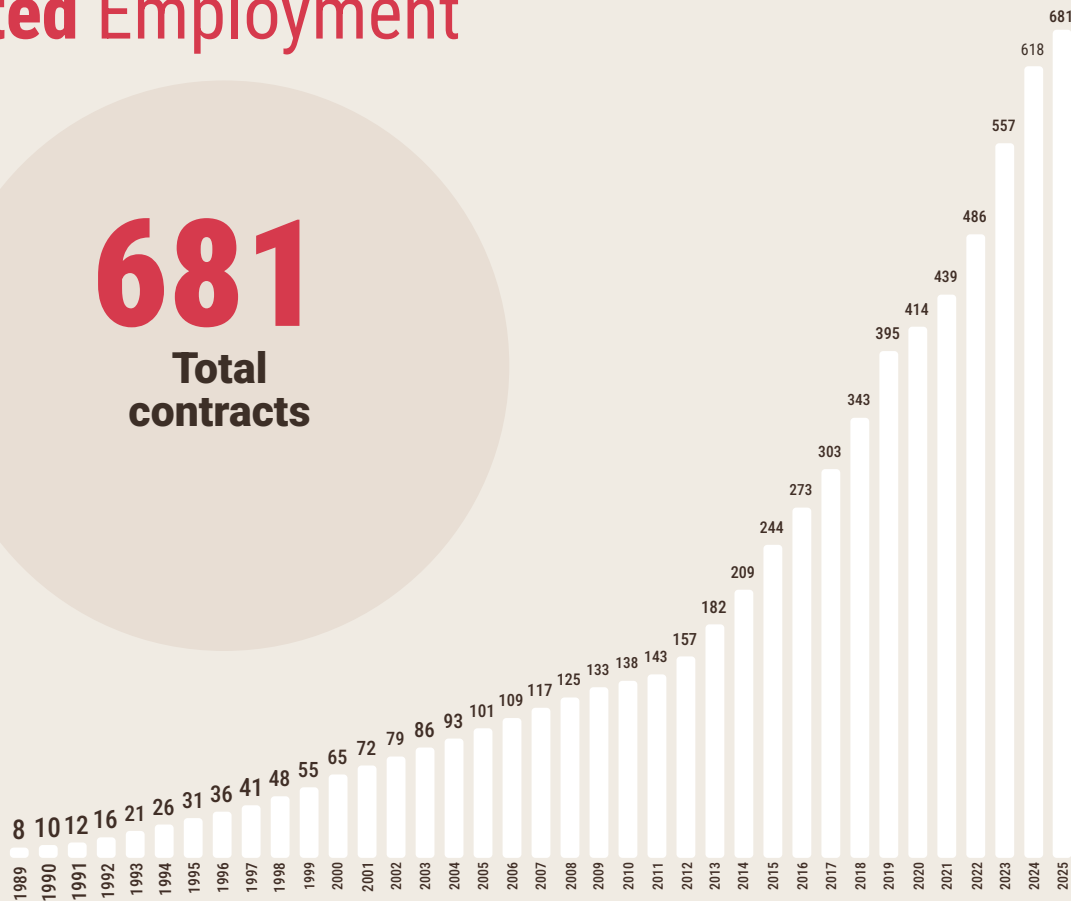
To continue improving the support we provide to participants, families, and companies, we hold **monthly sessions with an external advisor, in which real cases from any of AURA's programs are presented**. The goal is to analyze situations from another point of view, with an external professional who can contribute tools and strategies for supporting and accompanying each case. These are **highly enriching sessions and a space for reflection and continuous improvement**.

Lilian M. completing an internship at Hotel Arts.

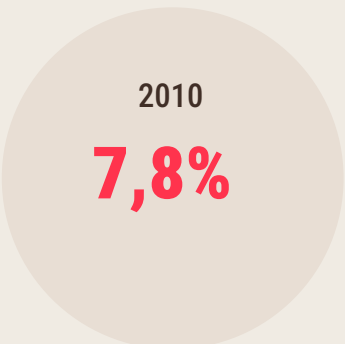
Jordi R. working at Monlau.



Supported Employment



CAGR



New Contracts 2025

Anabel Sanz - Consum



Ángel Núñez - Buenas Migas



Ángel Rodríguez - Hotel Arts



Anna Pérez - Simaba



Anna Vergés - Sequra



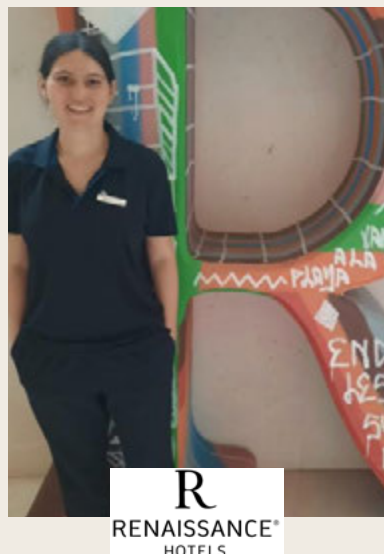
Avdel Zai Aquino - Rango 10



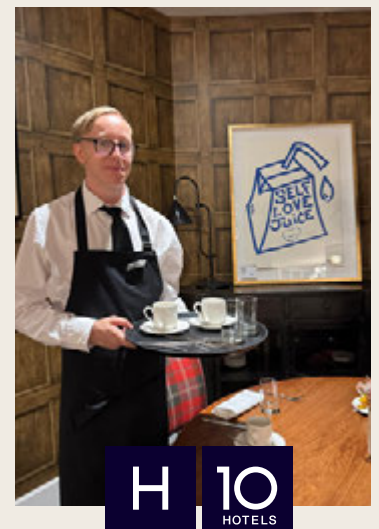
Bernat López - B de Bocata



Elena Bonastre - Hotel Renaissance



Enric Rius - H10 Montcada



Aleix Gorriz - Hotel Catalonia Barcelona Plaza



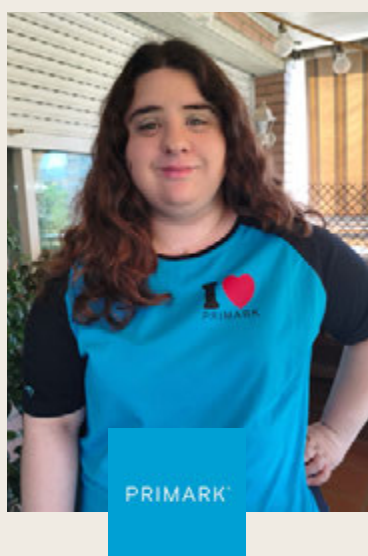
Alicia Alonso - Housfy



Amanda Moyano - Ortodoncia Sant Cugat



Abril Hernández - Primark



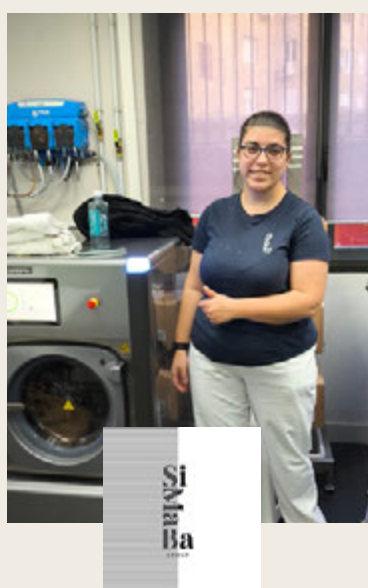
Aina Tudela - Hotel Renaissance



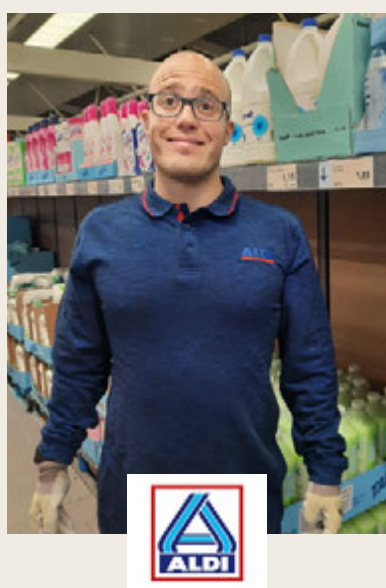
Alicia Lantarón - H10 Gallery



Débora Castells - Simaba



Eric Hidalgo - Aldi



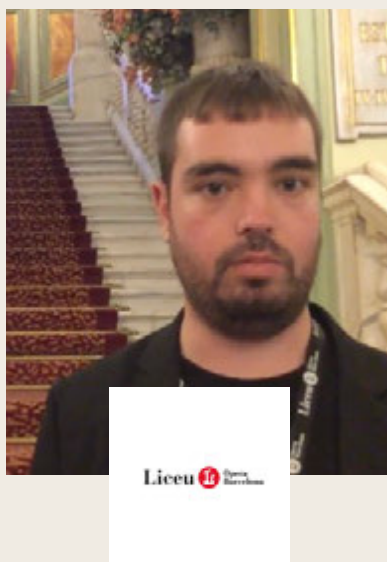
Gonzalo Pinedo - Escolà Vins i Destil·lats



Guillem Soto - Aldi



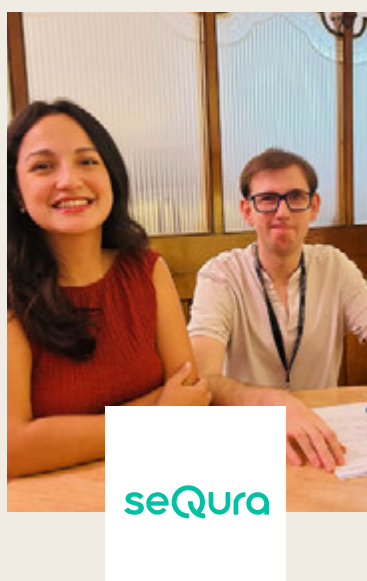
Guillem Soto - Gran Teatre del Liceu



Hugo Salvador - UIC



Jan Labrador - Sequra



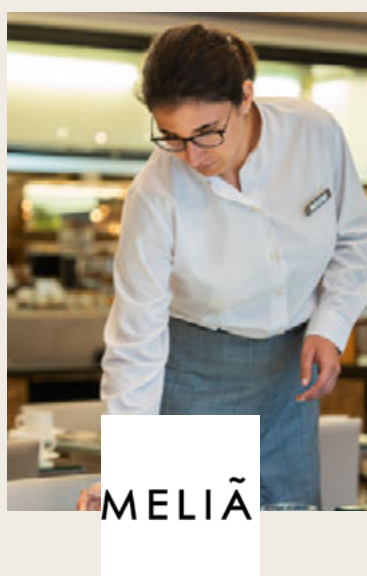
Joel Balseiro - Hotel Pulitzer



Jordi Cámara - Eurofins



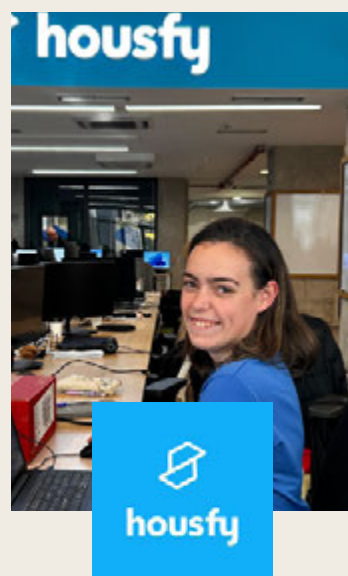
Laura Grau - Hotel Meliá Barcelona



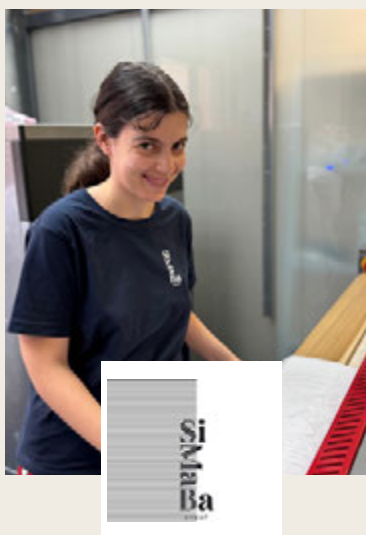
Laura Zaragoza - Ramón y Cajal Abogados



M^a del Mar Albacete - Housfy



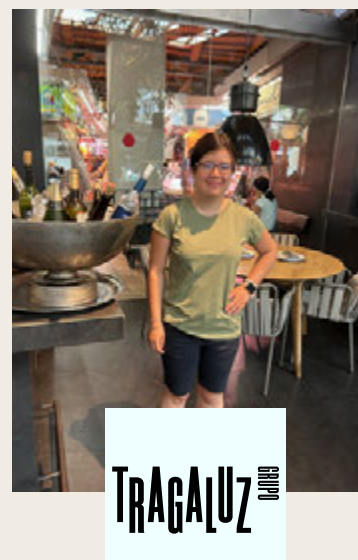
Mar Roig - Simaba



Marc, Derek y Aaron - Amazon



Maria Temprado - Grupo Tragaluz



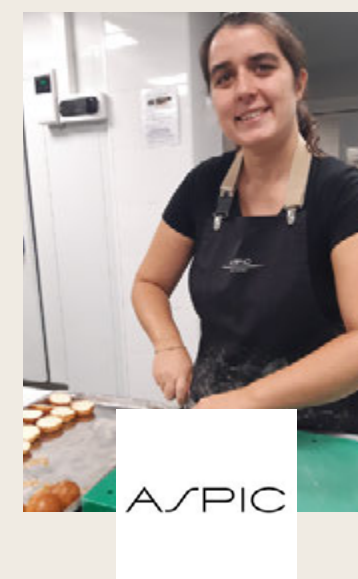
Marta González - Gunni & Trentino



Marta Páez - Hotel Catalonia Magdalenas



Marta Pagès - Aspic



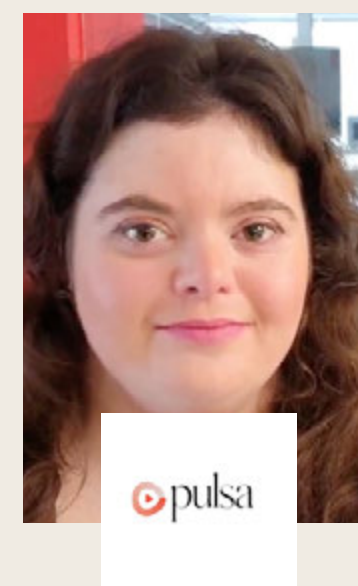
Martí Saura - Hotel Torre Melina Gran Meliá



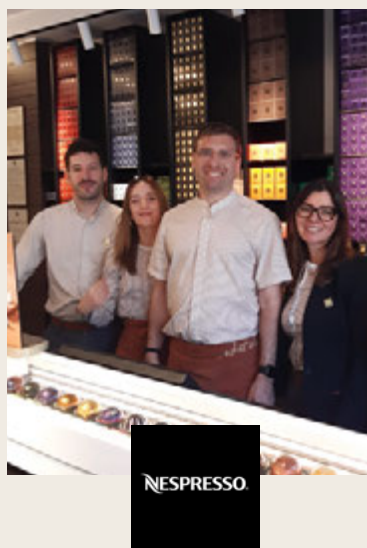
Matheus Martins - El Corte Inglés



Miriam Alba - Pulsa TV



Oriol Garcia - Nespresso



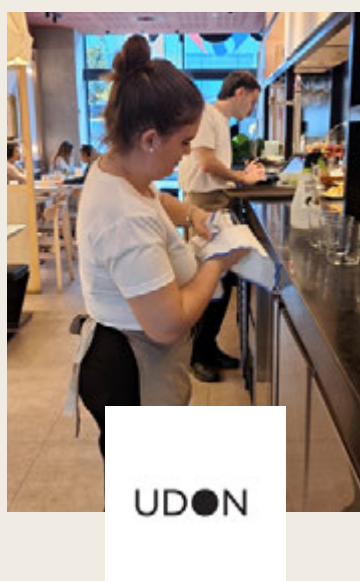
Oriol Balseiro and Oriol Prats - Compañía Vero Cendoya



Paula Aparicio - Primark



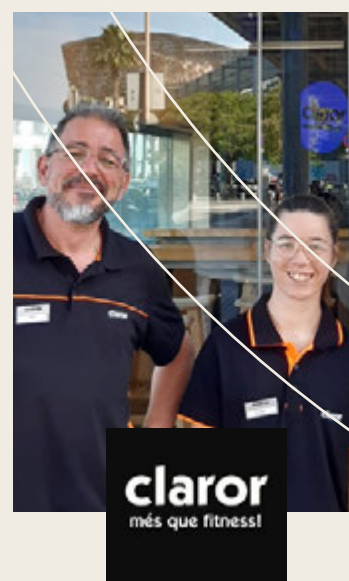
Paula Aparicio - Udon



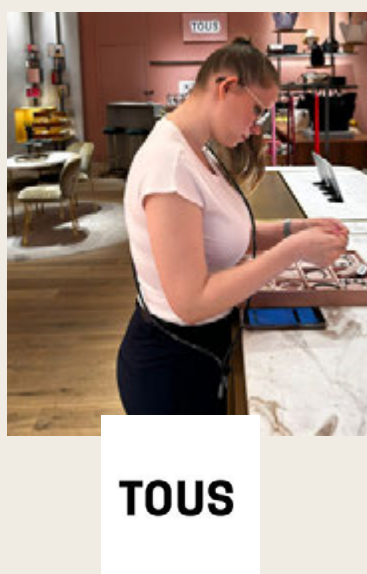
Rubén Díaz - Administracions Hernández



Victoria Cerrillo - Claror



Vera Jiménez - Tous



Stanislav Glukhikh - Mediamarkt



Safae Amzyeb - H10 Art Gallery



Ruth Gómez - El Corte Inglés



El Corte Inglés

Vova Valero - Hotel Casa Sagnier



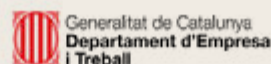
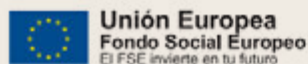
CASA
SAGNIER
1892

**Thank you to the
companies working with
AURA for offering
opportunities!**

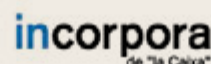
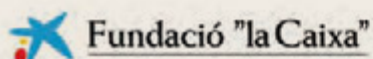
We signed 1.5 contracts a week!

The SIOAS program is aimed at people with disabilities and/or mental health conditions, with the goal of improving their employability and facilitating their integration into the ordinary labour market. Through personalized support, the program promotes the development of professional skills, taking into account each participant's needs, preferences, and pace. During 2025, 70 people were supported, 35 of whom were unemployed, and an insertion rate of 69% was achieved.

With the support of:



In collaboration with:



The flagship program in the Employment Program!



AURA participants and Hotel Arts management taking part in a joint training session.



Ruben C. doing his internship at the Hotel Arts.

During 2025, AURA began rolling out Project SEARCH, a **supported internship program in mainstream businesses for young people and adults with intellectual disabilities**, aimed at facilitating their transition into employment once the program is complete.

The project, which runs for one school year, combines training and hands-on experience in a real work environment, **with a daily presence at the company**, including one hour of training, three hours of practical work, and thirty minutes of individualized follow-up.

This methodology allows participants to acquire job skills, develop professional abilities, and get to know different work areas by rotating between departments, always with the ongoing support of AURA's professional team within the company. Project SEARCH is an international program run by the DFN SEARCH PROJECT, founded in 1996 at Cincinnati Children's Hospital (United States); it is now present at more than 800 sites across 10 countries. **Impact data show that approximately 70% of participants find a job by the end of the program.**

AURA, as the pioneering organization in bringing Project SEARCH to Spain, launched the project at the Hotel Arts in Barcelona with a total of nine participants. In early October, one of the participants was hired by the hotel, demonstrating the project's potential for employment integration from its very first stages. The program involves nine departments, which have received specific training, along with the daily presence of an AURA professional who provides ongoing follow-up and support within the workplace.

Through this experience, AURA **reinforces its commitment to the employment inclusion, autonomy, and professional and personal development of people with intellectual disabilities.**

3.2 TRAINING PROGRAMS

AURA's training programs in 2025 were designed as a dynamic, adaptable space, able to respond to the interests and needs that arose throughout the year. Training serves as a practical, hands-on tool aimed at strengthening participants'; personal and professional abilities and supporting them through their growth and employment integration process.

The training content is built around the development of job, digital, general, independent-living, cognitive, wellness, and creative skills. These skills are addressed from a cross-cutting, applied perspective, prioritizing real-life situations and meaningful learning that can be carried over into participants'; daily lives.

One of the goals for 2025 was to continue promoting **training capsules**, a flexible format that makes it possible to cover specific, timely topics. Some of the capsules covered included cybersecurity, personal safety, and the menstrual cycle, with the aim of strengthening autonomy and well-being from a practical, accessible perspective.

Finally, 2025 also marked a step forward in digitalization with the launch of **AURA Virtual**, a training environment built on the Canvas platform. This space makes it possible to centralize content, facilitate access to materials, and strengthen digital skills, fostering a more autonomous, accessible, and ongoing learning experience.



Cooking class.



Video game class.



Cooking class.



Monica M. and Dídac F. during a reading support session.

Another training pillar is the **Effective Communication Program**, which continued to grow in 2025 with the launch of new groups. These groups include more specific pathways, such as the Specific Competency Tests (SCTs) for Social Sciences or the reading and writing SCTs, which make it possible to better tailor the content to each participant's needs and abilities, strengthening functional communication in different personal and work contexts.

In the cognitive and digital area, **NeuronUP** remains a well-established resource that is highly valued by participants. It continues to function as a classic feature of the training program, thanks to its digital, branching format, which fosters motivation, active participation, and the training of different cognitive skills in a fun, accessible way.

As a new line of work, in 2025 a group of easy-read validators was formed and is currently being trained to respond to both the organization's internal needs and external requests. This group is acquiring the tools and criteria needed to validate texts, promoting cognitive accessibility and the active participation of people with intellectual disabilities in clear, inclusive communication processes.



Cooking class with AURA facilitator Clara Garcia.

All this training work reinforces AURA's commitment to the employment integration of people with intellectual disabilities (IDs), ensuring that training continues to be a key tool for making progress toward the goal of securing and maintaining employment, through a comprehensive, person-centred approach

Job skills:

- Emotions at work
- Managing stress at work
- Preparing for Generalitat public examinations
- Preparing for State public examinations
- Assertive communication
- Job skills
- Customer service
- Talking about your work history
- Managing conflict at work
- Workplace English

Digital skills:

- Artificial intelligence
- Podcasting
- Video art
- Video art with mobile phones

Basic skills:

- Study group for the theory portion of the driving licence test
- English (beginner, intermediate, and advanced)
- Book club
- Easy-read validation
- Let's Calculate
- Effective Communication Program (ECP)

Cognitive skills:

- NeuronUp
- Agile Mind
- Cognitive stimulation through role-playing games
- Cognitive stimulation through board games
- Activate Your Memory

Well-being skills:

- Mindfulness
- Yoga space
- Relaxation techniques
- Emotional intelligence
- Anxiety management

Independent-living skills:

- Cooking
- Personal finance
- Money management
- Explore Habitat
- Independence for Young People
- Getting Around Barcelona
- Rediscover Barcelona
- Socialize

Creative skills:

- Creative writing
- Models and photographers

46 training courses throughout the year.

3,293.5 hours of training throughout the year.

3.3 INITIAL PROGRAM

During 2025, the AURA Initial Program continued its work supporting adolescents and young people with intellectual disabilities during the transition to adult life.

It is worth highlighting that one of the strengths of the Initial Program this year has been the specific attention given to each group according to its particular characteristics and individual needs. We drew on specific resources to support each group's learning needs and to keep working on the areas of autonomy, social skills, and emotional management that are central to everyday life in the Initial Program. These strategies and resources focused especially on communication and language, making it possible to offer a higher quality of support.

Some examples of this are as follows:



The addition of a speech and language therapy specialist to work with an Initial Program group with communication and language support needs.



Greater use of digital resources such as videos, virtual escape rooms, and other interactive materials.



Use of iPads in some sessions as visual support and to reinforce teaching methods.

In addition, AURA Initial has coordinated with the schools and training centres where program participants study, in order to ensure a shared approach among everyone involved in each young person's education.

Finally's worth remembering that we're still building for the future! During 2025, we supported 62 people through the Initial Program, some of whom moved on to the Pre-Employment Program to continue growing in their autonomy and maturity.

This motivates and encourages us to keep supporting young people with intellectual disabilities on their journey toward the future!

3.4 VITAL PROGRAM

During 2025, the AURA Vital Program supported 16 people who, **for a variety of reasons, are no longer able to continue working.**

AURA Vital has provided them with a safe, stimulating environment in which to achieve a range of goals:

- Promoting **active aging.**
- Having spaces to socialize with a **peer group who share similar interests and experiences.**
- Strengthening every area of well-being: **physical, mental, emotional, and social.**
- Stimulating cognitive function through a variety of activities of interest: **recreational, artistic, cultural, sports activities, and more...**

In 2025, notable new activities included cultural outings around the Sarrià-Sant Gervasi neighbourhood and workshops on intimate health and personal body care for the men and women of Vital, **led by healthcare professionals; a range of art workshops were also held**, such as a sewing workshop to repurpose old clothing into new creations, among others. The Vital team monitored participants and their families in order to **support them through the aging process and provide guidance and resources whenever necessary.**

Finally, we want to highlight that in 2025 we began collaborating with Orfeó Gracienc as the organization hosting our musical and physical expression activity, **and we couldn't be happier!**



Monica M. celebrating her 60 th birthday with her Vital group.



José María Fernández, AURA volunteer, joining Clau-dia C. for a cognitive stimulation session.



Carlos P. showing the calendar he made in the Vital group.

3.5 SUPPORTED LIVING PROGRAM

The main goal of the Supported Living Program is to strengthen the independence of working-age adults with an intellectual or developmental disability, while also **promoting their training for independent living**. This support is delivered through two continuous programs: Habitat and Support in One's Own Home.

During 2025, the three apartments dedicated to independent-living training continued to operate, maintaining their different types of stay. The Teodora apartment, as an entry-level space, offered three-month terms and a one-month trial term in July, with 11 participants who were supported by a total of six volunteers over the course of the year. The Balmes apartment hosted five-month stays aimed at consolidating the skills previously learned at Teodora, with 10 participants and 4 volunteers in 2025. Finally, the Amigó apartment maintained its two places, also with five-month stays, with 2 participants and the support of 2 volunteers.

The program continues to take on the challenge of providing the necessary training to the participants who need it, with the aim of helping them transition toward an independent, **stable, and lasting life**.

As for the Support in One's Own Home service, during 2025 a total of 13 people across 9 apartments were supported.

A new home was added following the creation of an apartment shared by a young man and a young woman who began living together as a couple. In all of these homes, individualized support is provided, tailored to each person's specific needs, **with the aim of promoting as independent a life as possible**.

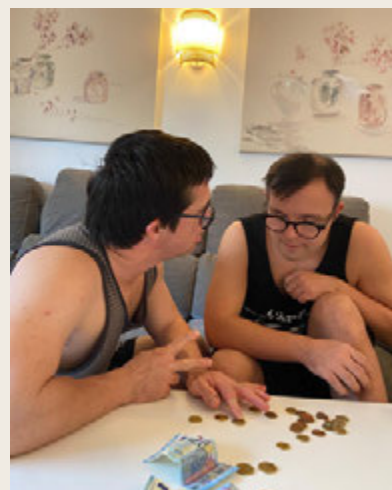
This is, therefore, a flexible, adapted service designed to guarantee quality, ongoing support for people living in their own homes as well as for those going through the training process within the Habitat program.



Independent living outing: Habitat and Support in One's Own Home.



Marc B. arriving home from work.



Marc B. and Albert practising household management skills in Habitat.



Independent living outing: Habitat and Support in One's Own Home.



Celebrating a new term at the Teodora apartment.

3.6 SELF-ADVOCATES PROGRAM: THE CLUB



Down Catalunya self-advocates event.

Number of organizations we have networked with: 26

During the weekly sessions, each self-advocate has been able to share their ideas, opinions, and wishes to help us grow as individuals and as a group, empowering the community in the process.

As representatives of AURA, we are grateful to have been the first to see AURA's new headquarters, and we are thrilled to be able to inaugurate it.

During 2025, with AURA's Self-Advocates Club, **19 self-advocates worked together**, with widely varying ages: some older members who bring experience and learning, and others with a younger profile who contribute energy and new ideas.

Together, everyone makes the club possible.

On World Down Syndrome Day, we met with the President of the Government of Catalonia and with the commission of labour of the **Parliament of Catalonia** to present and advocate for our needs as a community. **We have representatives in DINCAT and Plena Inclusión**, and, in AURA, we are also the voice of other participants, allowing us to put forward proposals that benefit us.

As for our presence in the media, **we gave 3 interviews and took part in recording the video podcast "No Limits."** **We have built networks with other self-advocate organizations** from around Catalonia and, nationally, with Down Zaragoza.

March 21 celebration at AURA.



3.7 NEUROPSYCHOLOGY SERVICE

Throughout 2025, the Neuropsychology Service continued its work with the goal of improving comprehensive support for AURA's participants, both professionally and personally. The work was structured mainly around two main areas: neuropsychological assessment and cognitive, communicative, and emotional training, incorporating new tools and lines of intervention that have enriched the service's monitoring and quality.

Neuropsychological assessment and new evaluation tools

In the neuropsychological assessment area, **63 neuropsychological assessments were carried out with participants**, in both pre-employment and workplace settings. These assessments are designed to identify cognitive, behavioural, and emotional strengths and difficulties, and to help develop personalized strategies for better adaptation to the job, in coordination with job coaches.

New questionnaires were introduced to improve the long-term monitoring of participants and more accurately detect any changes over time. This strengthens our work in identifying cognitive or behavioural difficulties, facilitating appropriate referral and intervention.

Continuing the approach launched the previous year, we maintained the assessment of social cognition, a key tool for understanding how participants experience and manage social interactions in the workplace. **Social interaction is a fundamental pillar of successful employment and social integration, and having these tools allows us to offer support that is better tailored to each person's real needs.**



Group role-play.



3.7 NEUROPSYCHOLOGY SERVICE

Introduction of the PROLAB assessment

In 2025, a new assessment was introduced: PROLAB, a tool shared with the Employment and Neuropsychology services, which was administered to 56 participants over the age of 45. PROLAB provides a more comprehensive view of the person and facilitates:

The development of an individualized action plan

Support during the transition to retirement

Contact and coordination with external professionals

Contact with extended family and work on generational succession planning

Regarding family follow-up, a schedule of interviews was established:

On a biannual basis, for monitoring the PCP and providing support in decision-making

Annual meetings, or whenever necessary, depending on the participant's situation

Cognitive and communication training and emotional well-being

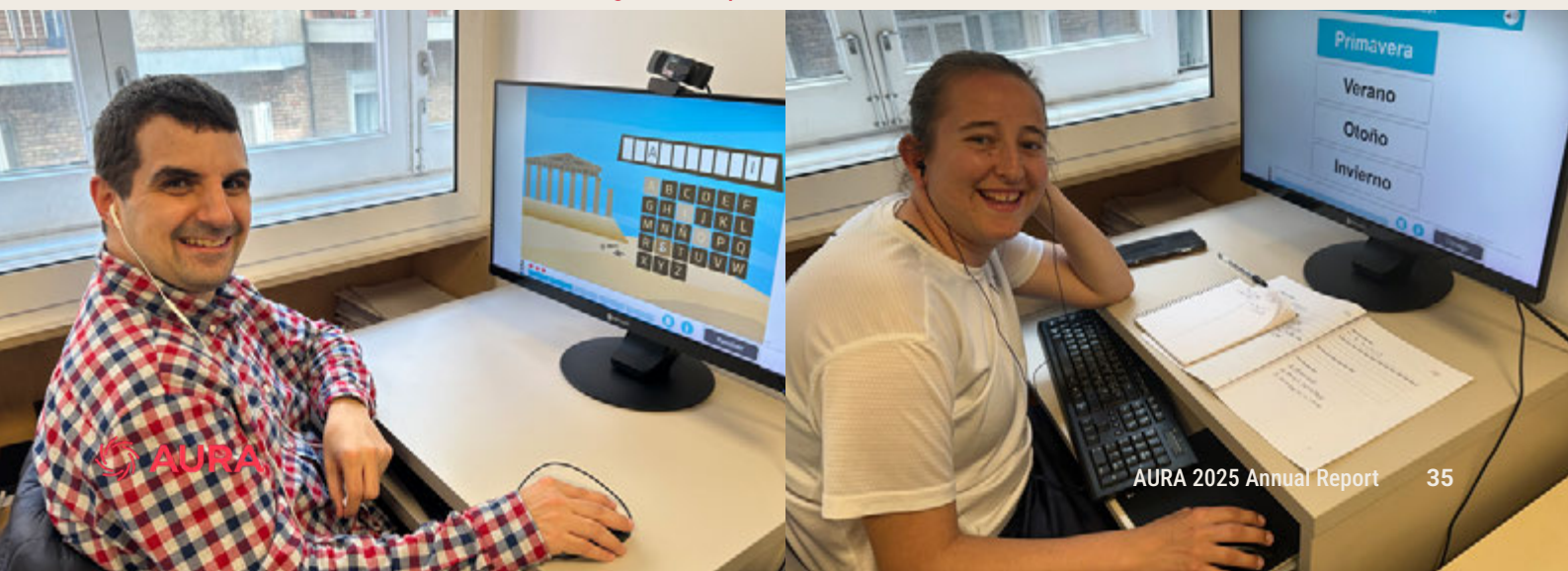
In terms of training, the department continued to offer cognitive and communication training. We currently offer Digital and Paper-Based Cognitive Stimulation training, as well as the Effective Communication Program (classic, social, and literacy strands). Teaching and training placements

During this period, the Neuropsychology Service hosted four students on placement in the fields of psychology and speech therapy, contributing to the training of future professionals and strengthening ties with the academic community.

Conclusions

Overall, 2025 was marked by the consolidation of the service, the introduction of new assessment tools, the expansion of training offerings, and an increasingly comprehensive, coordinated, person-centred approach. The Neuropsychology Department continues working to provide quality support adapted to the changing needs of participants throughout their life cycle.

Doing a NeuronUp session at AURA.



3.8 SUPPORT SERVICES FOR FAMILY AND PARTICIPANTS

The family support team members each have very different, but equally valuable, **roles in how the AURA Foundation operates**. One role is to attend to, support, and follow up with the families of AURA's participants.

Lifelong support means accompanying people through different life stages, and at each stage, listening, supporting, and guiding in a different way. Another is to **attend to, inform, and guide new people who reach out to us**, referred by other families, AURA participants, training centres, external professionals, and others.

In addition, we connect with training centres that work with young people who hold a disability certificate and need to be referred once they finish their training. Making ourselves known and informing them about our programs is essential for building synergies and working together as a network.

During 2025:

- We visited **28 new centres** and connected in various ways with 60 professionals to build new relationships and strengthen existing ones.
- **We took part in two family events:** one, organized by DINCAT, held in Barcelona on Saturday, October 25, where we presented the Family Space experience; and the other, the 3rd Down Catalunya family gathering, held in Girona on Saturday, October 25, and Sunday, October 26.

**We conducted 152
informational
interviews.**

**We carried out 333
follow-up interviews**
with AURA participants and
their families.

**We supported
284 families.**



In-person family meeting at AURA.

3.8 SUPPORT SERVICES FOR FAMILY AND PARTICIPANTS

- We organized **welcome meetings** for the families of young people who joined the Employment program and the Initial Program.
- On March 25, we held the annual information meeting for all AURA families.
- **Family Space** ran from October to June, on the second Thursday of each month. For some families, it has become an established meeting place, while for others, these are occasional get-togethers.
- We covered a range of topics, such as coping with grief, where to find information for handling administrative procedures, how to communicate with our children, and steps toward independent living, among others.
- In March, AURA's training and neuropsychology team presented the **Training Offering and the importance of continuing to learn** throughout life.
- In June, we were joined by Karin Schröder, a coach and mother of an AURA participant, who led an activity to help us connect with social and personal biases. We wrapped up the session with a more relaxed time, sharing snacks and informal conversation.
- In November, Andrés Labella gave an informative talk on **"The Right to Housing for People with Disabilities."** Housing and the future are among the topics families care about most.
- In December, Mónica Platas of DINCAT repeated her 2024 talk, **"Support Organizations in the Exercise of Legal Capacity."** Families had requested this so they could have more information and make the most informed decisions possible.
- AURA is growing, and this allows us to help more people and their families. Our challenge is to ensure that every family feels heard, supported, and guided according to their needs, and feels that AURA is a good place to be.

**Thank you so much
for your trust!**

In-person family meeting at AURA.





#ImproveOurSupportSystems



Your host:

Sponsored by:



Supported by:



4 Forums and Networks

Sonia Vilaltella, Head of the Neuropsychology Service, representing AURA at the United Nations in New York for World Down Syndrome Day.

4.1 PARTICIPATION IN NATIONAL AND INTERNATIONAL FORUMS

LOCAL

Red XIB Barcelona: a network of organizations working on the labour-market inclusion of people with disabilities in mainstream businesses.

Red XAVI: a public-private action network that works to guarantee the rights of people with disabilities, launching initiatives that improve accessibility and independent living.

REGIONAL

ACTAS – Catalan Supported Employment Association: AURA currently holds the presidency of this organization, which works to promote excellence in supported employment services, achieve legislative improvements, and connect services throughout the country. **DINCAT:** AURA is part of this organization's board, which works for the defence and **full exercise of the rights of people with intellectual disabilities and their families across Catalonia.**

Down Catalunya: as one of its member organizations, we advocate for the full inclusion of people with intellectual disabilities in every area of society, guided by the International Convention on the Rights of Persons with Disabilities.

NATIONAL

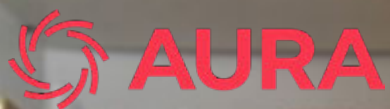
AESE – Spanish Supported Employment Association: AURA currently sits on its board of directors. Its mission is to drive the development of supported employment in Spain and Latin America, so that increasingly more people with disabilities can access employment. **Down España:** an organization whose goal is to facilitate the inclusion of people with Down syndrome in every area of their lives.

INTERNATIONAL

ASEE – Association Supported Employment Europe: AURA holds the vice-presidency. This organization promotes the exchange of experiences, information, and best practices among all stakeholders involved, in order to achieve legislation that **fosters more inclusive employment opportunities.** **Down Syndrome International:** thanks to this network, AURA was able to take part this year, on March 21 (International Day of Persons with Disabilities), in an event held **at its headquarters at the UN.**



aurafundacion.org



50

Communication and Activities

5.1 KEY METRICS

17,272 Total followers

f 6,214

ig 4,844

x 2,444

in 3,770

132,339 Emails sent

169 Campaigns

161,248 Email opened

73,476 CTR

We partner with



+3,600,000

Total views on Down TV

5.2 CAMPAIGNS

World Education Day

A group of people from the pre-employment program showed the skills and attitudes they work on every day to secure a job opportunity in an ordinary business.

World Down Syndrome Day

Art unites us! Under the slogan “Inclusive Cities Through Their Eyes,” this March 21 we spent time designing how we see the city through the eyes of AURA’s participants with Down syndrome: **“Chaotic,” “a sea full of opportunities,” “a peaceful space when you look out the window and see the mountain” ... and so on, until we reached 21 artists contributing 21 works of art.** Each one with their own vision, their own reality, and their own art as a way to capture what daily life is like for them.

We also visited the Diagonal Beethoven building to create three different paintings reflecting on freedom and inclusion. Together with employees from the various companies in the building, who each contributed a brushstroke reflecting their own reality, we produced three inspiring works of art that now hang in the building’s main hall.

In New York, the UN worked its magic once again, bringing together many countries to celebrate this special day, and our AURA Neuropsychology Service coordinator, psychologist Sonia Vilatella, highlighted the importance of support for people with intellectual disabilities.

Sant Jordi with #SuperPoderes

When the streets fill with roses and books, inclusion gets to shine. With the same stall in Plaça Joaquim Folguera that we’ve had for more than 30 years, and with the commitment of the more than 20 companies that got involved, we were able to dedicate a day to giving out smiles and handing out roses full of opportunities.



Sant Jordi celebration at the Beethoven Building.

As every year, AURA’s participants, volunteers, and the whole team came together to share a very special day for us. Our roses with superpowers left no one indifferent!

Workers’ Day with Monlau Vocational Training

Jordi never misses a day, he’s happy, and there was no better day to share his story at work than Workers’ Day. “For him, working at Monlau isn’t just a job – it’s feeling part of something important.

The tribute paid to him on such a special day moved Jordi and everyone around him. Jordi is an inspiration, and the people at Monlau think very highly of him. **His wish is to retire from the company, and they’re clear about it: it will come true.**

“Entre Colegas” (Among Friends) with AURA Habitat

Buddies are friends who understand each other. They can talk about anything. No taboo subjects. No judgment. This is a conversation between two roommates: Marc and Carlos. Carlos is a young volunteer who lives with Marc, an AURA participant. Camaraderie, happiness, and many challenges overcome: discover it in “Among Friends.”

Concert with LegEnd Group

“Summer” took place on July 3. The plan: good music, even better company, and plenty of enthusiasm for a good time.

More than 200 participants, family members, staff, and volunteers welcomed summer, enjoyed an evening full of music and good company, and celebrated another year together.

LegEnd Group GAVE IT THEIR ALL on stage: song after song, energy at full blast, and a show that had us singing, jumping, and dancing non-stop like there was no tomorrow. It was one of those nights that ends with a “When can we do this again?”



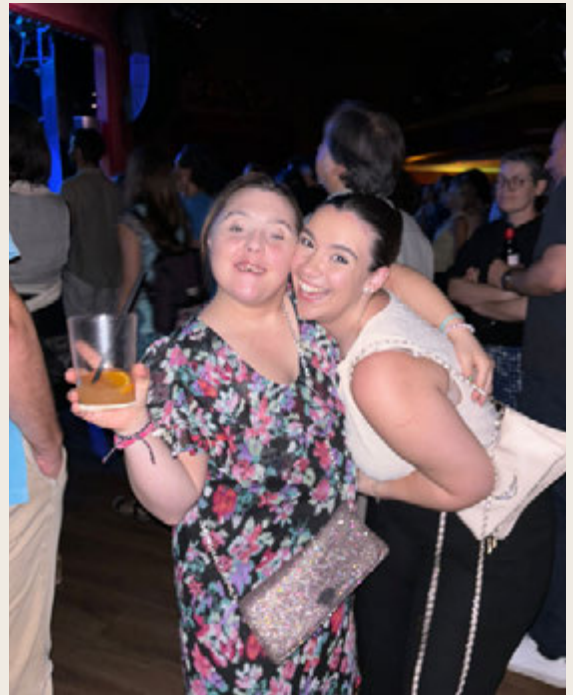
Sant Jordi stall marking this special day.

5.2 CAMPAIGNS

Campaign with Jordi R. at Monlau.



Mariona C. and Nerea Ruiz at the charity concert at Luz de Gas.



“AURA” Summer Gala

The 34 th AURA Summer Gala at the Coliseum Theatre was filled with emotion, smiles, and a great deal of inclusion. Companies with +AURA, participants, families, volunteers, and our team came together for a gala that culminated in a performance by Fredrik, finalist of the Euforia program, and singer Lluís Llach. We ended the night dancing and wishing each other “Que tinguem sort” (“may we have luck”). Thank you for being part of this big family and for sharing, once again, a very special afternoon full of AURA spirit.

“Making Friends” at PortAventura Park

Un año más nos trasladamos hacia Tarragona para disfrutar de una jornada inclusiva con Down Cataluña. Dirección al Shambala y al Dragon Khan, **pasando por el pasaje de Halloween en mitad del parque y encontrándonos con las 10 entidades restantes que formamos parte de la Coordinadora. ¡Un día muy especial para todos/as!**

Día Mundial de la Calidad con Alto Interiorismo

Once again, this year, we headed to Tarragona to enjoy an inclusive day with Down Catalonia, making our way to the Shambala and Dragon Khan rides, **passing through the Halloween trail in the middle of the park and meeting up with the other 10 organizations that make up the Coordinadora. A truly special day for everyone! World Quality Day with Alto Interiorismo**

We celebrate the quality that truly matters: the kind built with people, with commitment, and with a team that makes you feel part of the family. In the video we shared with ALTO INTERIORISMO, we see how Sergi adds value to his workplace every day: greeting others with a smile, keeping spaces clean and tidy, paying attention to detail, and making sure nothing is missing.

This is quality too – the kind that isn’t measured only in processes, but in attitude, consistency, and responsibility. Because when a person knows what matters in their workplace, their talent shines and their team grow along with them.

Lottery — #SomiarEsUnDret (“Dreaming Is a Right”)

This year, the Christmas lottery turned us into “Superstars,” giving us a day full of smiles, dressing up, and celebrating... because we love Christmas!

#FlipTheDAround and Smile

The International Day of Persons with Disabilities was a day full of celebration at AURA’s headquarters, with the inauguration of the new AURA Elsa Peretti Academy, **which you can read all about in the feature on page 55.**

#FlipTheDAround and Smile turned the “D” in disability into Diversity and Diversion — a “D” that hooks smiles. Companies such as SeQura and the Diagonal Beethoven Building held several Smiling Tours at their premises to give smiles to all their employees.

AURA Christmas Dinner

AURA Christmas Dinner

This is what happiness is. Making people happy. Enjoying people and moments. Sharing. Getting to know each other. Discovering. Smiling, without rushing. Altogether, with nothing else mattering. Team, volunteers, and participants. Happiness, and everything else, become stories, knowing smiles, and tears of joy. **How lucky we are to experience nights like our Christmas dinners!**

A day at the Beethoven Building celebrating Diversity month.



Fundraising

6.1 INITIATIVES WITH BUSINESSES

Alliances for Quality Education

At AURA, we firmly believe in the talent of people with intellectual disabilities when they have the right supports to develop it. During 2025, we created real job opportunities in mainstream work environments, where these individuals were able to put their skills to good use and make a meaningful contribution to companies. This joint approach has fostered more diverse and engaged teams, contributing to sustainable workplace inclusion built on trust in each person's potential.

At the start of 2025, we set ourselves the challenge of taking our work even further as a team, reaffirming our commitment to reaching more people with intellectual disabilities in a solid, stable, and ongoing way alongside **AURA**. We can say that we have achieved that shared purpose.

This has been a year in which our focus on **Quality Education (SDG 4 – Inclusive and Equitable Education)** has received special attention. In December, the "AURA Elsa Peretti Academy" was inaugurated, a pioneering centre dedicated to the training, personal development, and employability of people with intellectual disabilities. This project, developed with the support of the Nando & Elsa Peretti Foundation, reinforced the foundation's commitment to inclusion and to equal educational and professional opportunities.



AURA Sponsoring Companies receiving recognition at the Summer Gala.

6.1 INITIATIVES WITH BUSINESSES

This new academy will let us expand AURAs training offer with more in-person courses and a greater diversity of content. New multipurpose classrooms and online training, both synchronous and asynchronous, through its LMS platform – a virtual learning centre that also serves as an intranet repository and communication channel.



Celebrating the ActaHotels Okadai Charity Award.

This **quality education** is a fundamental pillar for ensuring the employability and independence of people with intellectual disabilities, in line with SDG 4. Adapted, ongoing training, together with personalized supports, enables the development of professional and social skills aligned with labour market needs. For AURA, investing in inclusive education means investing in equal opportunities and in the participation of people with intellectual disabilities in society.

The Academy will allow us, on the one hand, to bridge the digital divide affecting this group by providing a training plan for people who do not have access to support organizations, promoting the use of ITC as a priority focus for development in this new era of work, and, on the other hand, to help the business community in its role of embracing diversity, since even today we still face a great deal of misunderstanding and uncertainty around this issue.



Celebrating the ActaHotels Okadai Charity Award.



Event with La Illa Shopping Centre: "Tapas for La Illa." A charity day at the Diagonal Beethoven building.

6.1 INITIATIVES WITH BUSINESS

As in previous years, **private funding and strategic partnerships** with companies are key to ensuring the sustainability and growth of employment integration programs, in line with SDG 17 (Partnerships). Partner companies not only contribute financially, but also become agents of social transformation, driving a model of shared responsibility that connects inclusive education with real employment opportunities and personal independence, making companies a true reflection of society.



Christmas lottery ticket sales campaign.



Closing of the AURA Summer Gala with a gospel choir.



Luís Llach and Fredrik at the AURA Summer Gala.

BeInclusivers – CSR Actions & Corporate Volunteering & Team Building:

During 2025, we were able to develop more awareness initiatives together with the companies that support us. Our “BeInclusivers” actions are increasingly in demand from organizations that want to train their teams in an inclusive culture, helping to normalize disability in this way. We are clear that the main cause of exclusion is a lack of awareness. Educating teams is a key priority on our day-to-day agenda with our partners. In 2025, we held awareness talks and training sessions for companies such as The Hoxton Hotel, ActaHotels, Derby Hotels, InPost, Rango10, MediaMarkt, Consorci de Salut de Catalunya, Palex, Omnicom, among others.

6.1 INITIATIVES WITH BUSINESSES

As every year, we also marked many important dates. On March 8, International Women's Day, we celebrated an inspiring mentoring day under the theme "DonesAmbAURA/MujeresConAURA (WomenWithAURA)". Eight women participants from the Pre-Employment Program had the opportunity to share experiences, learning experiences, and motivation with eight businesswomen committed to inclusion. Companies such as InPost, Derby Hotels, Telus Digital, and NTT Data made it possible.

Our Sant Jordi campaign in 2025 saw more companies join our regular Sant Jordi Solidarity initiative, giving their teams a rose with a bookmark bearing an "inclusive message". Companies such as Amazon, CBRE, MimeiSA, Fito Semillas, Pulitzer Hotels, SeQura, Sorigué and many others made it possible for almost 5,000 AURA roses to reach different companies, raising their teams' awareness of Diversity, Equity & Inclusion.

We also bring companies closer to our reality through the Tours we run at their premises with participants from the various AURA programs, as well as inviting them to visit our new headquarters. This has allowed us to connect with companies such as T-Systems, Amazon, Clarel, among others, and also mark our "Smiling Tours" on December 3, International Day of Persons with Disabilities, with our "Flip the D Around" campaign at SeQura and MimeiSA.

Team building activities have also been an important part of our BelInclusivers actions. Employment mentoring with Grupo Indukern, art workshops with JLL Real Estate, and charity markets once again with Nespresso by Nestlé have brought realities closer together by sharing life stories and reflections on disability.

Our "Summer Gala" was, for companies too, one of the most important days of the year with AURA. Living and experiencing first-hand everything we build together every day is truly moving. Participants and the AURA team, families, members, and collaborating companies come together with a single purpose: to celebrate and give value to everything achieved throughout the year. On this occasion, in addition to all the Companies with AURA, we also wanted to shine a light on the Sponsoring Companies and Allied Companies that help us, day after day, make the people we work for shine. Companies such as Aspic Catering, Real Club de Tennis de Barcelona, Club Natació Barcelona, Dinder Club, among others, received the "Business Partnerships" recognition. And of course, we remain enormously grateful to the "Sponsoring Companies" that make our journey easier year after year, allowing us to come together and make all the talents that are part of the AURA family shine. Without the support of the "Sponsoring Companies," none of this would be possible. Thank you to **I4C Invest for Children, The Nando & Elsa Peretti Foundation, Fundació La Caixa, T-Systems, Splendid Foods, Red Points, Panasonic, Qustodio, Roca, Fundació Sert, Palex, Daba Nespresso, Cooltra, Nespresso, Química Massó, Dorna, itNow, y Sagrada Familia.**



Celebration of International Women's Day



"People tend to support what they helped create."

Peter Drucker



6.1 INITIATIVES WITH BUSINESSES

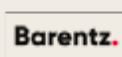


Finally, we would like to highlight the companies that have once again shown they stand by our side. During the last quarter of the year, we launched a very special campaign: **“Companies with +AURA”**. This campaign was born from the feeling of trust, friendship, and teamwork that make up the whole AURA family. New companies have joined us; others have reaffirmed or even increased their support. Companies that have said Yes to Inclusion. Companies that have said Yes to a more diverse and fairer world for everyone who is part of it. These are companies that believe every person brings distinct value through their abilities. Through its recurring donations, this campaign **helps us keep fulfilling the dream of more people and more companies**. Because, as Peter Drucker (the father of modern management) said, “People tend to support what they helped create.”

Thank you to all the Companies with +AURA that have trusted us and reaffirmed their friendship: **Abac Capital, Acta Hotels, Barentz, Derby Hotels Collection, Grupo Bestours, Garcimar, Monlau Group, Oms y Viñas, the Hoxton, Cushman & Wakefield, Proclinic, Pronovias Group, Thermo-king, Service Innovation Group, Sorigué y Winche.**



actahotels

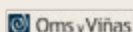


MONLAUGROUP



Service Innovation group

Winche



the hoxton



PRONOVIAS GROUP



sorigué

Acknowledgements and new challenges:

Once again, this year, we want to thank all the institutions, public donors, private organizations, companies, members, people who have made one-time donations, those who follow us on social media, volunteers... In short, thank you to everyone who shares our values and supports our work to improve the lives of so many people with intellectual disabilities who have chosen to put their talents to work in the competitive workplace and to lead a dignified life, just like you and me.



Inclusive workshop with JLL.

6.2 SPONSORING COMPANIES

These are the companies that collaborate by signing an agreement for a specific project, providing significant financial support. Thanks to them, we can carry out projects that would otherwise be impossible to undertake. **GROWTH.**



6.3 PARTNER COMPANIES

These are companies WITH MORE AURA. Thanks to their recurring donations, they give us financial independence and allow us to sustain AURA Foundation's programs. They are our **PRESENT** and our **FUTURE**.



6.4 FRIENDS OF AURA

Individual people who become members through a regular donation, enabling us to keep fighting for and defending the rights of people with intellectual disabilities. **RIGHTS.**

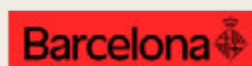
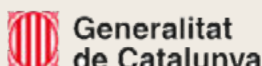


6.5 RESOURCE AND AGREEMENT COMPANIES

These are companies that make in-kind donations to us. **PARTNERSHIPS.**



INSTITUTIONAL SUPPORT



6.6 COMPANIES WITH AURA

These are the companies that have hired a participant from the AURA Foundation. **100% INCLUSION.**

365 Obrador
Abertis/Cellnex Telecom
Acta Hotels
Adidas
Administraciones Hernández
Agbar, Aigües de Barcelona
Aldi
Almirall
Altavista hotelera
Altointeriorismo
Amat Immobiliaries
Amazon
Applus+
Aramark
Areas
Arnó
Arquebisbat de Barcelona
Aspic
ASPY Prevencion SL
Ausolan
Balot Restauració
Banco Mediolanum
Bansabadell Seguros Generales
S.A. de Seguros y Reaseguros
Barça Licensing & Merchandising, S.L.U
BCN Medical Trauma SLP
Bel Cosmetic S.L

Bestours
Buenas Migas
C. B. Richard Ellis
C.E Laietà
Caixabank
Cal Fruitós
Camarasa
Can Caralleu
Carbueros Metálicos
Carrefour
Casa Ametller
CEAC
Cerveseria Catalana
Ciutat Comtal
Clarel
Claror
Clikalia
Clínica Mi Tres Torres
Clínica Nuestra Señora del Re-meí
COAC
Col·legi Santa Teresa de Ganduxer
Compraventa Barcelona by Fin-cas Gonseni
Compañía Vero Cendoya

Consorti de Salut i Social de Catalunya
Constraula
Consum
Corbera
CRM Centre de Recerca Matemàtica
Crossfit Nou Barris
Cushman & Wakefield
DABA Nespresso
Dexeus
Dogfy Diet
Desigual
Dia
Dir
Echeverria Clínica Dental
Editec
El Corte Inglés
Emmarcadors de Gràcia
Escola Dominiques
Escolà La Sínia
Escoles Garbí
Escolà Vins
Etnia
Eurofins
Everis
FCB

6.6 COMPANIES WITH AURA

Federació Catalana de Natació	Hotel Petit Palace Museum	Pulsa.tv
Fincas Siglo XXI	Hotel Renaissance	Ramón y Cajal Abogados
Foment del Treball	Hotel Regina	RANGO 10 S.L
FUB	Hotel The Hoxton Barcelona	Real Club de Tennis BCN 1899
Fundació Blanquerna	Hotels Catalonia Passeig de	Red Points
Fundació Damm	Gràcia	Roca Junyent
Fundació La Caixa	Housfy	Salcafé
Palau de la Música	Humana	SandwiChez
Fundació Pasqual Maragall	Iber Condor Barcelona	Seidor
Fundació Privada Eina	Icatme	Sequra
Fundación IMO y Grupo Miranza	IESE Busines School	Sercotel
Garcimar	Inditex	Serunion
Gargallo Hotels	InPost	Serveis Espectacle Focus
Generalitat de Catalunya	Institució Familiar d'Educació	Simaba
Geox	Intress	Simorra
Geyseco	IPD	Sorigué
GPO	Isabella's Restaurant	Starbucks
Grand Hotel Central	Joieria Rabat	Stucom
Gran Melià	Kabuki-za	Synlab
Grimaldi Lines	KPMG	Teatre Nacional de Catalunya
Groundforce	La casa de Carlota	Tragaluz
Grup CEMENTS MOLINS	Liceo	Thermo King
Grup Serhs	Marta's Lemon Pie	Thuya
GRUP VL	Masia Can Ametller	Tous
Grupo Julià	Massimo Dutti	T-Systems
Grupo Soteras	Media Markt	TV3
Grupo Tragaluz	Ministerio de Fomento	U.B. Serveis d'esports
Gunni & Trentino	Miura Partners	UAB Rectorat
H10 hotels	Mmm	UB Universitat de Barcelona
H10 Gallery	Monlau	Udon
Hola Luz 54 100 % inclusión	Natura Selection	Universitat Internacional de Catalunya
Hospital Universitari Bellvitge	Nespresso	USP Hopitales Grupo Quiron
Hotel Arts	New Parck Bowling	Vall Hebron Institut de recerca
Hotel Alma	Nike	VHIR
Hotel Almanac Barcelona	Notaria Feliu	Vinitus
Hotel Barcelona Princess	Omnicom Media Group	Wallbox
Hotel Calipolis	Oms & Viñas	Winche Redes Comerciales
Hotel Casa Sagnier	Omya	Zara
Hotel Catalonia Magdalenas	Ortodoncia Sant Cugat	Zanderfoods
Hotel Espanya Ramblas	Panasonic	ZT The Golden Hotel Barcelona
Hotel Espanya Ramblas/OD Barcelona	Pastas Gallo	
Hotel H10 Montcada	Penguin Random House	
Hotel Hampton by Hilton	Plusfresc	
Hotel Melià Sarrià	Premium	
Hotel Monument	Primark	
Hotel Pulitzer	Privalia	
Hotel Petit Palace Boqueria Garden	Proclinic	
	Prosegur	



AURA Elsa Peretti Academy

Stefano Palumbo, a member of the Board of Directors of the Nando and Elsa Peretti Foundation, together with Maria Cabré, Managing Director of AURA, at the inauguration of the Academy.

7. ELSA PERETTI AURA ACADEMY

“It is with culture and education that we can lay the first seed of a new mentality. Through art we give meaning to what is human, and it is the only way to build or re-build open and people-centred societies.”

**Elsa Peretti - El Punt Avui,
November 2020**



Photo by Carola Polakov.

Strengthening abilities to build life plans

The year 2025 marked a decisive milestone in our history with the creation and launch of the Elsa Peretti AURA Academy, an innovative training space that reinforces our long-standing commitment to the social and employment inclusion of people with intellectual disabilities at every stage of their lives.

This project has been made possible thanks to the valuable support of the Nando and Elsa Peretti Foundation, a strategic collaboration that shares a deep and transformative vision: that all people, regardless of their abilities, should have the opportunity to develop their talent and participate actively in society. As Elsa Peretti believed, “everyone should be able to express their talents,” an idea that permeates the philosophy and pedagogical approach of the new academy.

The Elsa Peretti AURA Academy represents a significant expansion of AURA’s headquarters, adding new multipurpose classrooms, advanced technology spaces, and immersive learning environments. It features an expanded computer lab, a 360° immersive room, a chroma key studio, and multifunctional spaces designed for small groups, fostering personalized support and person-centred care.

The academy’s teaching model combines in-person, online, and hybrid training, with the aim of narrowing the digital divide and ensuring meaningful, functional learning that transfers to personal, social, and working life. Participants have access to digital tools such as tablets, computers, interactive screens, and virtual reality resources, as well as an LMS platform that allows learning to continue from home and reinforces independence.

7. ELSA PERETTI AURA ACADEMY

The training program is built around **three essential pillars**:

- **Mediated learning**, which strengthens independence and the ability to handle everyday situations.
- **Person-centred planning**, which supports each participant in building a full and meaningful life plan.
- **Supported Employment**, a methodology that fosters employment inclusion through individualized pathways and ongoing support.

This particularly strengthens employment **inclusion programs** in a context where only a minority of people with intellectual disabilities gain access to a job in a mainstream company. The training pathways range from pre-employment preparation to job placement, retention, and professional development, building the technical, social, and emotional skills that increase employability and promote employment.

In addition, the academy incorporates the **Hub & Lab**, conceived as a space for applied research, pedagogical innovation, and knowledge-sharing, with the aim of becoming a national and international benchmark in employment inclusion. Through partnerships with universities, research centres, and companies, the academy strengthens the link between the world of education, the business world, and the foundation's social mission. This project represents a step forward in our mission: to **accompany, train, and empower people with intellectual disabilities so they can build their own life plan**, with the right supports, seeking real opportunities and keeping sight of people's talent. A project that consolidates a transformative partnership and leaves its mark on the present and future of inclusion.

This academy has been made possible thanks to the Nando & Elsa Peretti Foundation, the La Caixa Foundation, Invest for Children, and the Department of Social Rights and Inclusion of the Government of Catalonia.

Celebration of the opening of the Elsa Peretti AURA Academy.





Finance

8.1 Balance Sheet and Results

ASSETS	2022	2023	2024	2025
Fixed assets and long-term financial investments	455.055	731.912	1.858.441	2.519.042
Total non-current assets	455.055	791.912	1.858.441	2.519.042
Debtors and other receivables	895.016	558.111	1.181.158	751.571
Financial investments	345.000	519.343	1.500.000	1.548.044
Short-term accruals	34.813	34.813	2.570	1.340
Cash and other equivalent liquid assets	985.855	1.442.531	541.394	699.270
Total current assets	2.260.684	2.554.918	3.225.121	3.000.225
TOTAL ASSETS	2.715.739	3.346.830	5.083.563	5.519.267

LIABILITIES AND EQUITY	2022	2023	2024	2025
EQUITY				
Endowment fund	156.318	156.318	156.318	156.318
Surplus from previous	1.387.098	1.661.626	2.040.305	2.456.391
Surplus of the year	274.529	379.278	416.086	386.079
Grants and donations	576.284	404.636	1.542.043	1.745.117
Total Net Worth	2.394.229	2.601.859	4.155.358	4.744.506
CREDITORS AND OTHER ACCOUNTS PAYABLES				
Long-term bank debt	Ñ	Ñ	493.385	438.842
Long-term debt convertible into a grant	91.000	136.500	91.000	—
Total non-current liabilities	91.000	136.500	584.385	438.842
Short-term bank debt	Ñ	Ñ	50.371	53.577
Short-term debt convertible into a grant	45.500	395.500	45.500	48.500
Miscellaneous creditors	96.418	123.574	158.505	134.852
Other debts with public administration	88.592	89.397	89.443	98.991
Total current liabilities	230.510	608.471	343.820	335.920
TOTAL NET WORTH AND LIABILITIES	2.715.739	3.346.830	5.083.563	5.519.267

INCOME STATEMENT	2022	2023	2024	2025
Private-sector revenues	1.271.395	1.520.831	1.654.374	1.647.836
Public-sector revenues	691.003	767.514	968.626	1.122.303
Total revenue	1.962.398	2.288.346	2.623.600	2.770.144
Personnel costs	-1.300.854	-1.467.064	-1.707.005	-1.821.812
Other expenses	-386.746	-424.286	-511.568	-566.335
Total expenses	-1.687.600	-1.891.351	-2.218.573	-2.388.147
Financial result	-263	2.283	11.059	4.082
RESULT FOR THE YEAR BEFORE TAX	274.529	379.278	416.086	386.079

Audited by:





KPMG Auditores, S.L.
Torre Realia
Plaça d'Europa, 41-43
08908 L'Hospitalet de Llobregat
(Barcelona)

Informe de Auditoría de Cuentas Anuales Abreviadas emitido por un Auditor Independiente

Al Patronato de Fundació Privada Projecte Aura por encargo del Patronato

Opinión

Hemos auditado las cuentas anuales abreviadas de Fundació Privada Projecte Aura (la Fundación), que comprenden el balance abreviado a 31 de diciembre de 2025, la cuenta de pérdidas y ganancias abreviada y la memoria abreviada correspondientes al ejercicio terminado en dicha fecha.

En nuestra opinión, las cuentas anuales abreviadas adjuntas expresan, en todos los aspectos significativos, la imagen fiel del patrimonio y de la situación financiera de la Fundación a 31 de diciembre de 2025, así como de sus resultados correspondientes al ejercicio terminado en dicha fecha, de conformidad con el marco normativo de información financiera que resulta de aplicación (que se identifica en la nota 2 de la memoria abreviada) y, en particular, con los principios y criterios contables contenidos en el mismo.

Fundamento de la opinión

Hemos llevado a cabo nuestra auditoría de conformidad con la normativa reguladora de la actividad de auditoría de cuentas vigente en España. Nuestras responsabilidades de acuerdo con dichas normas se describen más adelante en la sección *Responsabilidades del auditor en relación con la auditoría de las cuentas anuales abreviadas* de nuestro informe.

Somos independientes de la Fundación de conformidad con los requerimientos de ética, incluidos los de independencia, que son aplicables a nuestra auditoría de las cuentas anuales abreviadas en España, según lo exigido por la normativa reguladora de la actividad de auditoría de cuentas. En este sentido, no hemos prestado servicios distintos a los de la auditoría de cuentas ni han concurrido situaciones o circunstancias que, de acuerdo con lo establecido en la citada normativa reguladora, hayan afectado a la necesaria independencia de modo que se haya visto comprometida.

Consideramos que la evidencia de auditoría que hemos obtenido proporciona una base suficiente y adecuada para nuestra opinión.

Aspectos más relevantes de la auditoría

Los aspectos más relevantes de la auditoría son aquellos que, según nuestro juicio profesional, han sido considerados como los riesgos de incorrección material más significativos en nuestra auditoría de las cuentas anuales abreviadas del periodo actual. Estos riesgos han sido tratados en el contexto de nuestra auditoría de las cuentas anuales abreviadas en su conjunto, y en la formación de nuestra opinión sobre éstas, y no expresamos una opinión por separado sobre esos riesgos.

Reconocimientos de ingresos de la actividad propia (véanse notas 4(f) y 17(a))

El reconocimiento de ingresos de la actividad propia incluye, principalmente, ingresos por Subvenciones, donaciones y legados recibidos. Los ingresos procedentes de Subvenciones, donaciones y legados recibidos se registran, por el importe no devengado, en el epígrafe "Subvenciones, donaciones y legados recibidos" del Patrimonio Neto y se reconocen como un ingreso en la cuenta de pérdidas y ganancias en la medida en que se incurre en los costes o se prestan los servicios relacionados con la subvención recibida. El reconocimiento de ingresos por Subvenciones, donaciones y legados recibidos es un área de significatividad y susceptible de incorrección material, particularmente en relación con su adecuada imputación temporal en el ejercicio correspondiente en base a los términos establecidos en la concesión de la subvención.

Nuestros principales procedimientos de auditoría han comprendido, entre otros, la realización de pruebas de detalle para una muestra de subvenciones recibidas comprobando la naturaleza, exactitud y correcta imputación temporal de las mismas en base a los términos establecidos en la concesión de la subvención, así como el cumplimiento, por parte de la Fundación, de las condiciones para su otorgación. Así mismo, para una muestra de entidades públicas y privadas otorgantes de subvenciones, donaciones y legados hemos verificado los cobros de los importes otorgados.

Adicionalmente, hemos evaluado si la información revelada en las cuentas anuales abreviadas cumple con los requerimientos del marco normativo de información financiera aplicable a la Fundación.

Responsabilidad de los miembros del patronato en relación con las cuentas anuales abreviadas

Los miembros del patronato son responsables de formular las cuentas anuales abreviadas adjuntas, de forma que expresen la imagen fiel del patrimonio, de la situación financiera y de los resultados de la Fundación, de conformidad con el marco normativo de información financiera aplicable a la entidad en España, y del control interno que consideren necesario para permitir la preparación de cuentas anuales abreviadas libres de incorrección material, debida a fraude o error.

En la preparación de las cuentas anuales abreviadas, los miembros del patronato son responsables de la valoración de la capacidad de la Fundación para continuar como empresa en funcionamiento, revelando, según corresponda, las cuestiones relacionadas con la empresa en funcionamiento y utilizando el principio contable de empresa en funcionamiento excepto si los miembros del patronato tienen intención de liquidar la Fundación o de cesar sus operaciones, o bien no exista otra alternativa realista.

Responsabilidades del auditor en relación con la auditoría de las cuentas anuales abreviadas

Nuestros objetivos son obtener una seguridad razonable de que las cuentas anuales abreviadas en su conjunto están libres de incorrección material, debida a fraude o error, y emitir un informe de auditoría que contiene nuestra opinión. Seguridad razonable es un alto grado de seguridad pero no garantiza que una auditoría realizada de conformidad con la normativa reguladora de la actividad de auditoría de cuentas vigente en España siempre detecte una incorrección material cuando existe. Las incorrecciones pueden deberse a fraude o error y se consideran materiales si, individualmente o de forma agregada, puede preverse razonablemente que influyan en las decisiones económicas que los usuarios toman basándose en las cuentas anuales abreviadas.

Como parte de una auditoría de conformidad con la normativa reguladora de la actividad de auditoría de cuentas vigente en España, aplicamos nuestro juicio profesional y mantenemos una actitud de escepticismo profesional durante toda la auditoría. También:

- Identificamos y valoramos los riesgos de incorrección material en las cuentas anuales abreviadas, debida a fraude o error, diseñamos y aplicamos procedimientos de auditoría para responder a dichos riesgos y obtenemos evidencia de auditoría suficiente y adecuada para proporcionar una base para nuestra opinión. El riesgo de no detectar una incorrección material debida a fraude es más elevado que en el caso de una incorrección material debida a error, ya que el fraude puede implicar colusión, falsificación, omisiones deliberadas, manifestaciones intencionadamente erróneas, o la elusión del control interno.
- Obtenemos conocimiento del control interno relevante para la auditoría con el fin de diseñar procedimientos de auditoría que sean adecuados en función de las circunstancias, y no con la finalidad de expresar una opinión sobre la eficacia del control interno de la entidad.
- Evaluamos si las políticas contables aplicadas son adecuadas y la razonabilidad de las estimaciones contables y la correspondiente información revelada por los miembros del patronato.
- Concluimos sobre si es adecuada la utilización, por los miembros del patronato, del principio contable de empresa en funcionamiento y, basándonos en la evidencia de auditoría obtenida, concluimos sobre si existe o no una incertidumbre material relacionada con hechos o con condiciones que pueden generar dudas significativas sobre la capacidad de la Fundación para continuar como empresa en funcionamiento. Si concluimos que existe una incertidumbre material, se requiere que llamemos la atención en nuestro informe de auditoría sobre la correspondiente información revelada en las cuentas anuales abreviadas o, si dichas revelaciones no son adecuadas, que expresemos una opinión modificada. Nuestras conclusiones se basan en la evidencia de auditoría obtenida hasta la fecha de nuestro informe de auditoría. Sin embargo, los hechos o condiciones futuros pueden ser la causa de que la Fundación deje de ser una empresa en funcionamiento.
- Evaluamos la presentación global, la estructura y el contenido de las cuentas anuales abreviadas, incluida la información revelada, y si las cuentas anuales abreviadas representan las transacciones y hechos subyacentes de un modo que logran expresar la imagen fiel.



Nos comunicamos con los miembros del patronato de la Fundación en relación con, entre otras cuestiones, el alcance y el momento de realización de la auditoría planificados y los hallazgos significativos de la auditoría, así como cualquier deficiencia significativa del control interno que identificamos en el transcurso de la auditoría.

Entre los riesgos significativos que han sido objeto de comunicación a los miembros del patronato de Fundació Privada Projecte Aura, determinamos los que han sido de la mayor significatividad en la auditoría de las cuentas anuales abreviadas del periodo actual y que son, en consecuencia, los riesgos considerados más significativos.

Describimos esos riesgos en nuestro informe de auditoría salvo que las disposiciones legales o reglamentarias prohíban revelar públicamente la cuestión.

KPMG Auditores, S.L.

Inscrito en el R.O.A.C. nº S0702

Col·legi de Censors Jurats
de Comptes de Catalunya
= EL C0L-L361

KPMG AUDITORES, S.L.

2026 Núm. 20/28/00921

IMPORT COL·LEGIAL: 96,00 EUR

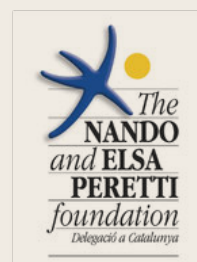
Informe d'auditoria de comptes subjecte
a la normativa d'auditoria de comptes
espanyols o internacional

Bernat Lladós Pujol

Inscrito en el R.O.A.C. nº 23124

16 de abril de 2026

Strategic partners:



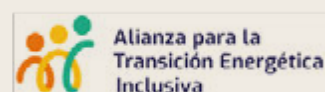
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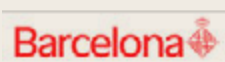
AURA has been a founding member of:



AURA is a member of:



Institutional partners:





AURA

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