3 EDITORIAL

§ 42: VISION

8 42: 4 PILLARS

9 KEY FIGURES FOR 42 GLOBALLY

10 OUR CANDIDATES

11 OUR STUDENTS

18 WOMEN IN TECH

18 OUR ALUMNI

22 HACKATHONS: ACHIEVEMENTS & AWARDS

23 2024 GLOBAL SEMINAR

24 IOTA

28 PROFESSIONAL TRAINING

30 42NEXT

32 OUR FUTURE



EDITORIAL

What if I told you that talent is right here, in front of your eyes? The next rising star in tech, the one who will revolutionize the world of tomorrow, might be sitting next to you, or being born in a corner of the globe where no one expects it.

At 42, we know that talent is everywhere; it just needs a chance. That's why we created a different kind of school: no teachers, no tuition fees, no entry requirements. Just an open door for those ready to change their lives. When I took over as head of 42 in 2018, this conviction was what drove me. I wanted to take 42's philosophy as far as possible and make it accessible to as many people as we could.

42 doesn't just train simple coders but minds capable of solving complex problems, imagining concrete solutions, and building the world of tomorrow.

In a constantly evolving society, marked by the rise of AI, our learners develop a key skill: learning how to learn. Artificial intelligence, as disruptive as it is powerful, is now part of our daily lives: it allows us to go faster, to be more efficient, but above all, it requires an agile and critical mindset. Some predict that coders will one day no longer be needed — we believe, on the contrary, that they have an essential role to play, provided they evolve with technology. Undoubtedly even their own profession will change, but 42 is the answer to this upheaval because its training aims at adaptability to the unexpected. We train IT professionals who are adaptable, innovative, and creative, who know how to seize new tools or even invent them.

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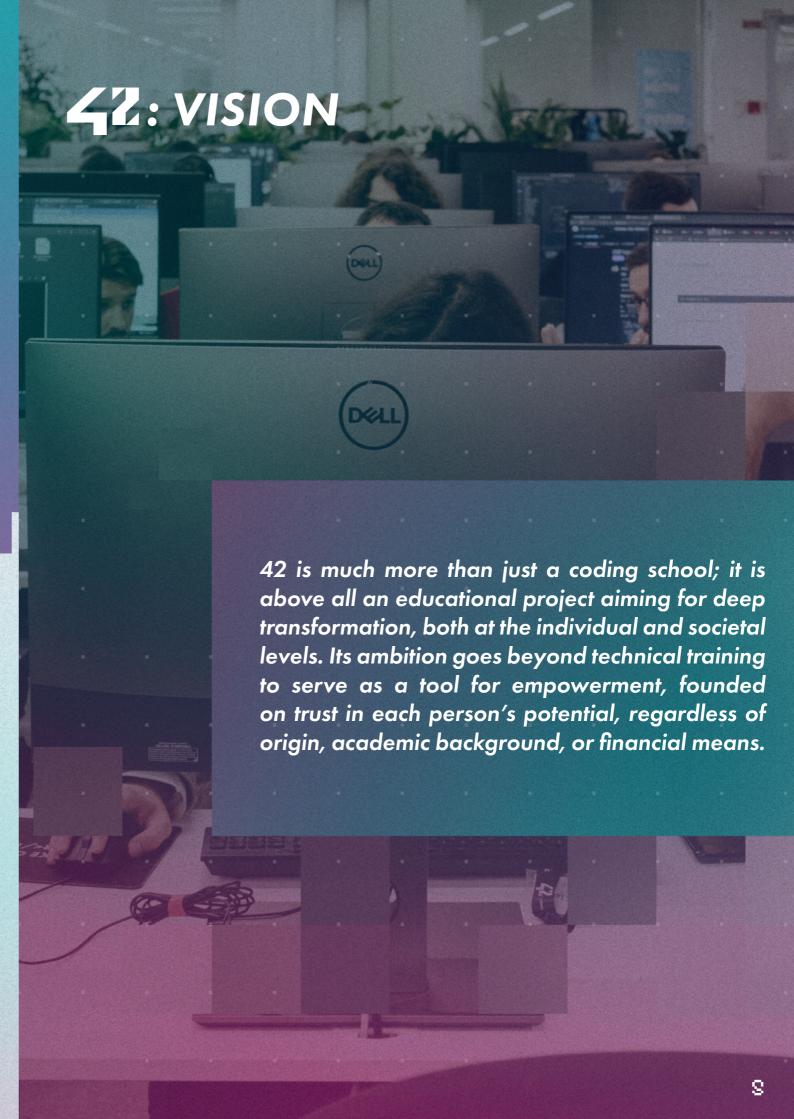
At 42, we don't recruit diplomas, we invest in potential.

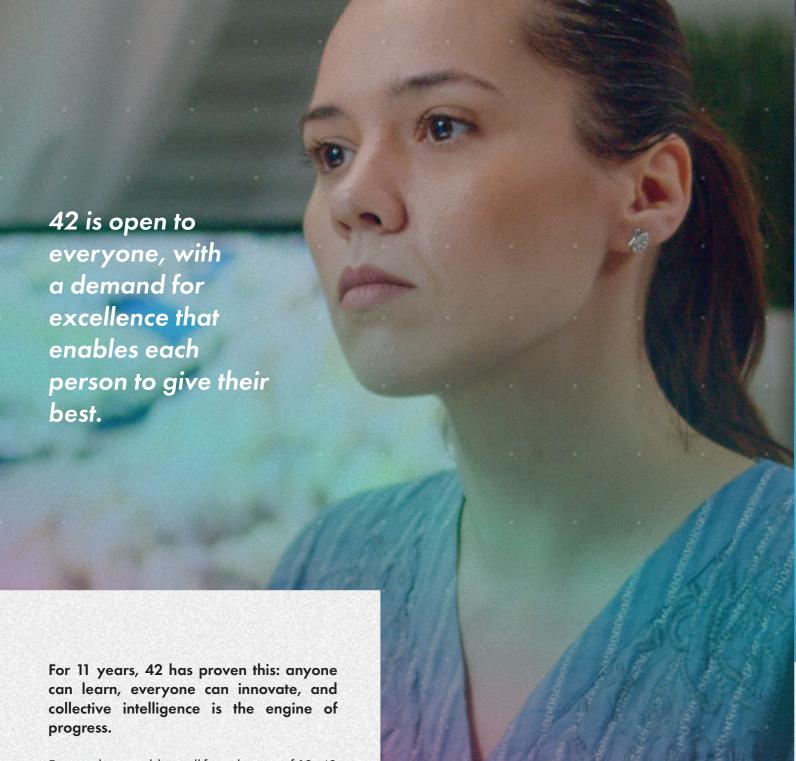
And every day, these potentials flourish in ways traditional systems could never have revealed. This openness brings a diversity of backgrounds and ways of thinking that, combined with an active and collaborative pedagogy, allow new ideas to emerge.

For 11 years, the numbers speak for themselves: a network of 56 campuses in 32 countries, more than 54,000 trained people, 25,000 students, all united in a community that grows every day where innovation is a common language. In this annual report, we share concrete actions we take every day to bring 42's vision to life, from São Paulo to Kuala Lumpur, passing through Prague and Antananarivo. We amplify the voices of yesterday's and today's students. Above all, we share our ambitions, because writing them down is already a first step toward achieving them. So that you, too—companies, institutions, parents—believe in it: talent is everywhere, as long as we know how to recognize it.

The revolution is just beginning. Let's keep shaping a future where thriving professionally and personally is within everyone's reach.







Free and accessible to all from the age of 18, 42 challenges the traditional educational model. It bears repeating-because it's hard to believe: our school operates without teachers, lectures, schedules, or rankings. So what matters to us? Project-based learning, peer-to-peer support, and a high level of autonomy given to students. Why this model? Because while technical skills are undoubtedly essential at the start, in a constantly evolving digital economy, they are perishable.

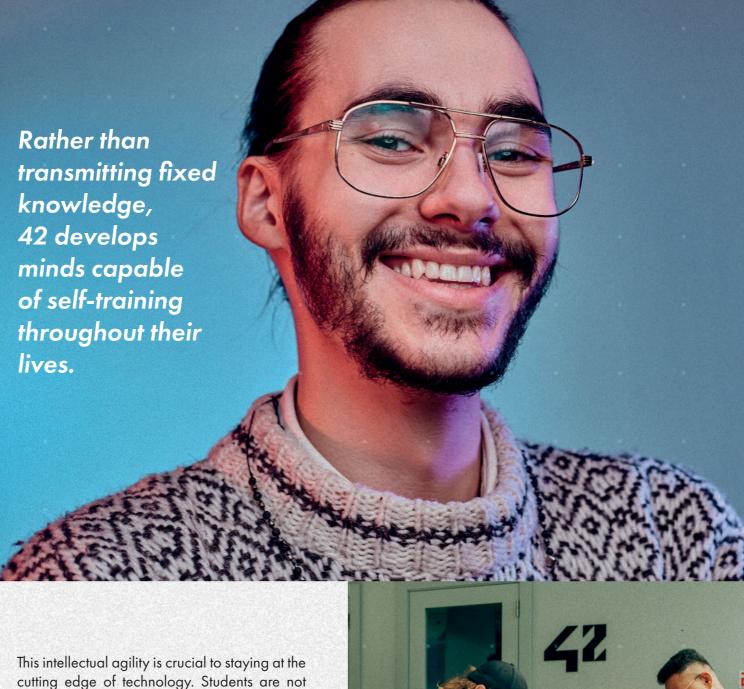
SO WHAT'S THE SOLUTION?

We focus on what makes 42 unique: a good developer certainly creates programs, but more importantly, sharpens their critical thinking, adaptability, creativity, cooperation skills, and the ability to learn from mistakes.

confined to a rigid program but build their path according to their interests, at their own pace, with a mindset of responsibility and continuous

We prepare our students to meet the technical, human, and ethical challenges of the digital world while encouraging them to contribute actively to a fairer, more sustainable, and freer world of tomorrow.

experimentation.



42:4 PILLARS



ETHICS

42 promotes cooperation, mutual respect, and a strong sense of responsibility.



OPENNESS

At 42, we look for potential not typical profiles. This openness fosters rich diversity, which is both a strength and a source of pride.



EXCELLENCE

42 is a program of excellence that requires perseverance, discipline, and consistent effort to bring out the best in oneself.



TECH

At 42, we approach technology with a bold mindset—one that values innovation, experimentation, and responsibility. We shape tech to serve people and the common good.

KEY FIGURES FOR 42 GLOBALLY



REGISTRATIONS

1M+

193 000

since the creation of 42

in 2024

54 000

25 000

since the creation of 42

active students throughout the world

years old on average

without a diploma when joining 42



STUDENTS

56

campuses

32

countries

OUR CANDIDATES

THE PISCINE

It is an intensive four-week immersion during which Pisciners (participants in the Piscine) learn to code, collaborate, and adapt, while also assessing whether 42's teaching method suits them.

This experience puts their perseverance and their ability to learn independently to the test, qualities that are fundamental for succeeding in the program.

By revealing the most determined and adaptable profiles, the Piscine directly contributes to the school's excellence. Thanks to this demanding process, 42 recruits future students fully prepared to face the challenges of the digital world, students who embody and sustain the school's success.

We welcomed 10,853 new students in 2024.

24 168
PISCINERS IN 2024

40%
SUCCEEDED IN THE PISCINE IN 2024

THE ADMISSION PROCESS







ONLINE TESTS

PISCINE

KICKOFF

1

s

3

OUR STUDENTS SUSTAINABLY INTEGRATING INTO THE PROFESSIONAL WORLD OF THE JOBS OF 2 DON'T EXIST YET (DELL/IFTF STUDY). OF THE JOBS OF 2030 In light of this, 42 does not train students for specific jobs or technologies that will soon be obsolete. On the contrary, the emphasis is placed on the ability to reinvent oneself in order to sustainably integrate into the job market. The training at 42 allows students to acquire both human and technical By the time they finish training at 42, students are prepared to take on any digital role, present or future.

In 2024, the number of students who completed their core curriculum continued to grow. They then have the opportunity to specialize in fields such as artificial intelligence, cybersecurity, or mobile application development in the advanced curriculum. Through internships and work-study programs, they gain valuable professional experience.

This stage, essential to their professional development, helps ease their entry into the job market.

TOP 3 SECTORS FOR INTERNSHIPS







DEVELOPMENT ROLES

DevOps Web and Mobile Development Back End Development Front End Development Full Stack Development

NETWORK ROLES

Infrastructure and Security Systems and Network Administration Cloud Network Administration Cybersecurity Technician

DATA ROLES

Data Analyst **Data Miner** Data Architecture and Development

42 WOLFSBURG GERMANY

DMITRI GRIGORIEV

"I WENT FROM 0 CODING KNOWLEDGE TO **DEVELOPING A TRAVEL APP."**

While working on the core curriculum at 42 Wolfsburg, I chose to specialize in iOS, Swift, and SwiftUI for my projects. After completing the core curriculum, I decided to start an iOS project to further my practical experience. I needed something simple yet problem-solving. While traveling frequently by train to the 42 Wolfsburg campus, I noticed that the Deutsche-Bahn app was complicated to navigate, especially after their addition of a new feature. This inspired me to create my own transport app, primarily for educational purposes and personal use.



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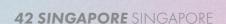


SARAH PONTHUS

"WORKING AS A MIDWIFE AND STUDYING AT 42 SIMULTANEOUSLY? LEAVE IT TO ME!"

I've wanted to be a part of the research world in general for a while now. To actually do it, I studied to become a midwife and, in parallel, I doubled my major with genetics and molecular biology. I quickly noticed that, often, research groups in that field were lacking someone who could code. I always had an interest in coding, so I thought I'd give it a shot. I started working as a midwife and studying at 42 Lyon at the same time. What I particularly like about 42 is the fact that we are able to discover and experiment all sorts of specialties within programming. I love the possibility of being able to explore what's out there, and I am definitely going to allow myself to do that for a while!





WILSON CHEE

"AT 42, THE OUTPUT IS WHAT DRIVES PROGRESS."

I started off studying mechanical engineering in college. I got my first job right after as a mechanical designer. A few months prior to joining, I saw on Reddit that 42 Singapore was opening. I read about the pedagogy and really liked that it was project-oriented, that you are graded based on your ability to produce output. I signed up and here I am. 42 is very different from traditional schooling. At 42, the output is what drives progress. In college, everything was theoretical. Here, we are tasked to build projects and applications that we can later scrutinize and test amongst one another.





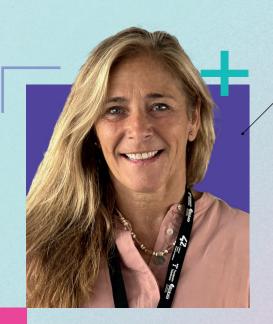
42 ISTANBUL TURKIYE

IREM OSTIMUR

"AT 42, YOU LEARN TO LEARN, AND THIS IS A MUST-HAVE IN TODAY'S WORLD."

I joined 42 Istanbul as soon as I turned 18. Coming here had been my dream ever since I had completed a robotics bootcamp when I was 16, where I realized that the traditional educational model was not for me. I felt confined, limited and generally speaking, not in my place. 42 allows you to learn with your peers through back-and-forth exchanges and a project-based approach, and this makes a huge difference for me. Moreover, at 42, you learn to learn, and I firmly believe that this is a must-have in today's world. After completing my studies at 42, I hope to be able to work in a company that will enable me to develop my skills in the field of AI further.





42 URDULIZ SPAIN

SIUQIMAJ SISTABB

"42 HAS SHOWN ME THAT IT IS ALWAYS POSSIBLE TO LEARN, NO MATTER THE STAGE OF LIFE YOU'RE IN."

Limits only exist if we decide to impose them on ourselves, and believing that we are not good at something is the biggest obstacle we can create. The 42 methodology has pushed me to investigate, look for solutions and discover that there are many valid ways to reach the same destination. At 42, each person has a unique way of analysing and solving problems. This diversity of approaches is valuable, regardless of one's initial knowledge. I started 42 from scratch, but I have learned that each individual's contribution is equally important. In addition, 42 has taught me to take one step at a time, and at 58, I have stopped trying to jump unnecessary hurdles. This journey has shown me that it is always possible to learn and grow, no matter what stage of life we are in.

WOMEN IN TECH

At 42, one of our main missions is to help diversify the tech world by creating an accessible and inclusive environment where all talents can express themselves, regardless of gender.

We believe that diversity, in tech as elsewhere, is a source of innovation: by bringing together different profiles, we are better able to find solutions that are more suited to society's needs. At 42, inclusion is an absolute priority because we are convinced that it leads to better outcomes, both in education and in tech.

SEVERAL OF OUR
CAMPUSES STAND
OUT FOR THEIR
COMMITMENT TO THE
INCLUSION OF WOMEN

42 AMMAN 42 YEREVAN 42 ABU DHABI

42% 37%

42 PRAGUE

35%

42 BERLIN

37% 36%

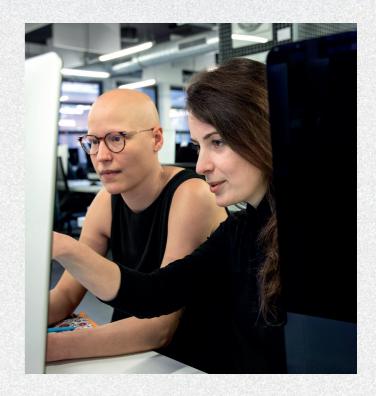
32%



DISCOVERY PISCINES: A POWERFUL TOOL FOR INCLUSION

To democratize access to digital education, it is essential to begin by removing barriers to entry, and Discovery Piscines are excellent tools for doing just that. These week-long intensive trainings serve as an introduction into IT careers and the world of 42.

Often designed for specific groups (women, career changers,, or other groups underrepresented in the tech industry), Discovery Piscines offer an inclusive environment where participants can explore the world of computer programming.



At 42, our first objective is to reach 30% women on each campus in the network, before aiming for the 50% threshold.

Far from being a trivial number, the 30% mark represents the minimum psychological threshold for representation. It helps shift the perception of belonging, thereby making inclusion even stronger.

42 PARIS

LARGEST NUMBER OF WOMEN IN 2024

120+
DISCOVERY PISCINES

11 000+
CANDIDATES

OUR ALUMNI

MEMBER OF 42 - HIVE FINLAND
RORI RAUNIO, CLASS OF 2020,
QUALITY ENGINEER AT F-SECURE

"THANKS TO 42'S CURRICULUM AND LIFELONG LEARNING MODEL, I GAINED NOT ONLY TECHNICAL SKILLS BUT ALSO VALUABLE CONNECTIONS"

Beyond learning, Hive offered a welcoming, inclusive community where I, as a neurodivergent queer foreigner, felt at home—something I rarely experience. Today, as a Quality Engineer at F-Secure, I work on key products within the Technology department. Thanks to 42's curriculum and lifelong learning model, I gained not only technical skills but also valuable connections that are crucial in Finland's networking-driven job market.





42 PARIS FRANCE
PIERRE-EDOUARD LIEB, CLASS OF 2013
GTM AT OPEN AI

"I AM RESPONSIBLE FOR SUPPORTING COMPANIES IN THEIR STRATEGIC ADOPTION OF GENERATIVE AI SOLUTIONS"

Beyond technical skills, 42 primarily taught me how to learn independently, collaborate in complex environments, and maintain an innovative mindset. This ability to adapt and find creative solutions has allowed me to thrive in various leadership roles, notably at Algolia, SAP, and now at OpenAl. As a Customer Success Manager, I am responsible for supporting companies in their strategic adoption of generative Al solutions.

MEMBER OF 42 - CODAM THE NETHERLANDS
MARIA DAAN, GLASS OF 2020
BACKEND DEVELOPER AT DE VOLKSBANK

"BEING ONE OF THE FIRST WOMEN ON MY TEAM FEELS REWARDING"

When I joined Codam, I was struck by the diversity, not just in backgrounds but in age. At Codam everyone collaborated seamlessly, reshaping how I view teamwork. Now, as a woman in tech, I take

pride in being a software engineer at a leading Dutch bank, even if it still surprises some people. Being one of the first women on my team feels rewarding. I want others to know that tech isn't just a man's world anymore — it's evolving, and there's plenty of room for us to thrive.



They come from all walks of life, with different stories and paths. But they all have one thing in common: they took the bold step of diving into the world of code.

Today, whether they work in large companies or launch their own startups, 42 Alumni are reshaping the tech landscape. Whether they started with no experience or were driven by deep curiosity, their paths demonstrate the power of peer learning and perseverance.

This year, we celebrate their professional achievements, as well as the richness of a vibrant, united, and innovative community.

WHAT ARE 42 ALUMNI?

Learners who go beyond the Common Core? Former students thriving in the professional world? Active members of our global 42 network? They're all that, and much more.

3730
ACROSS 26 CAMPUSES

92%
IN THE WORKFORCE

50%

STARTED WITH NO PRIOR CODING EXPERIENCE

This year marks the launch of a new alumni system that supports students as they take the next steps in their journey, officially welcoming them into the alumni network. With a 20% increase in our alumni base, the community continues to grow, and new traditions are already taking shape.





OUR FIRST-EVER ALUMNI SUMMER CAMP

For the very first global 42 Alumni reunion, former students from around the world gathered at Forty 2 — a unique off-site campus of 42 — located in a beautifully restored fort on the picturesque Île d'Oléron, near La Rochelle in France.

With a packed agenda of sports, cultural experiences (including the must-do catamaran tour of Fort Boyard), and unforgettable summer nights, the weekend struck the perfect balance between fun and meaningful connections.

It's like a Piscine, but with no projects, and you actually get to swim!

Old friends reunited, and new friendships blossomed — but it didn't stop there. Throughout the weekend, Alumni shared stories from their professional journeys, exchanging insights, advice, and opportunities. The spirit of 42 was alive and well, evolving into a powerful network of peers committed to continuous learning and mutual growth.

By the end of the weekend, one thing was clear: everyone was already looking forward to reconnecting in 2025 — and bringing even more Alumni into the fold.

42 SKILLS: VERIFY THEM WITH CONFIDENCE

The 42 curriculum enables students to develop both technical and human skills (soft skills) through a level-based progression that ensures the acquisition of a solid foundation of knowledge.

To help our Alumni showcase their achievements, 42 has partnered with Credly, a global leader in digital certifications. Through this partnership, Alumni (including those with an RNCP certification*) receive official digital badges and certificates that are easy to share—especially on LinkedIn—and verifiable in just a few clicks by employers and institutions. 42 badges thus become a showcase of our Alumni's expertise and career journey.



^{*}RNCP certifications are state-certified qualifications recognized across France and Europe.

HACKATHONS: ACHIEVEMENTS & AWARDS

SIA PARTNERS & TEZOS HACKATHON 42 LUXEMBOURG

1ST PRIZE 💭

CODINGAME SPRING CHALLENGE 2024

42 NICE 2ND, 42 PARIS 3RD, 42 LYON 7TH

PARIS BLOCKCHAIN WEEK HACKATHON

42 PARIS, 42 LYON 1ST PRIZE

(SOLANA TRACK, RXP LEDGER TRACK)

CODINGAME SUMMER CHALLENGE 2024

1337 2ND, **42 PARIS** 3RD, **42 TOKYO** 6TH

ETH GLOBAL BRUSSELS

42 HEILBRONN1 ST PRIZE

BRIDG3 HACKATHON

42 KUALA LUMPUR

1ST PRIZE ,2ND PLACE

MAKE-IT CHALLENGE HACKATHON

42 KUALA LUMPUR

1ST PRIZE ,2ND PLACE

DATA SCIENCE MEETS BIOLOGY HACKATHON

42 BERLIN

1ST PRIZE 🦞

CODINGAME FALL CHALLENGE

42 NICE 2ND, **1337** 3RD, **42 NICE** 6TH, **42 MALAGA** 9TH, **42 LYON** 11TH, **42 ANGOULEME** 17TH, **42 MULHOUSE** 20TH

ETH GLOBAL SINGAPORE

42 PARIS, 42 KUALA LUMPUR,
42 HEILBRONN, 42 TOKYO, 42 SEOUL
OVER \$30,000 IN PRIZES WON BY 42 STUDENTS

ÖBB HACKATHON

42 VIENNA

1ST PRIZE 🦞

INNOMAKERS 4 HEALTH HACKATHON

42 MADRID

1ST PRIZE , 2ND PLACE

ETH GLOBAL BANGKOK

42 KUALA LUMPUR

1ST-PRIZE , 2ND PLACE, 4TH PLACE

CTF RIYADH

42 ABU DHABI

1ST PRIZE 💬

2024 GLOBAL SEMINAR

Following a successful first edition in Paris, the 42 Global Seminar 2024 made its next stop in Morocco, offering participants an exciting chance to explore the state-of-theart 1337 Ben Guerir campus, located just an hour from the lively city of Marrakech.

A GLOBAL GATHERING

Over 80 participants from across the 42 global network—including campus directors, pedagogical staff, and support teams, gathered on the cutting-edge Moroccan campus for five days packed with networking, workshops, and team-building fun.

A PLACE FOR SHARING AND REFLECTION

The seminar created a truly global forum for sharing ideas, exchanging best practices, and envisioning the future of the 42 network. Throughout the week, moments of reflection and connection helped build strong relationships and reinforce the strategic alignment of our network, tools, and collective mission.

FUN, FESTIVITIES, AND CULTURAL DISCOVERY

Throughout the week, participants teamed up to build their own mobile Formula 1 race cars and came together for a vibrant Moroccan-themed dinner hosted by 1337. The evening featured traditional music, acrobatics, live animals, and animations—creating a festive atmosphere perfect for dancing and celebrating. The week wrapped up with a fun exploration of Marrakech's local and cultural highlights, offering a memorable glimpse into the city's rich heritage.



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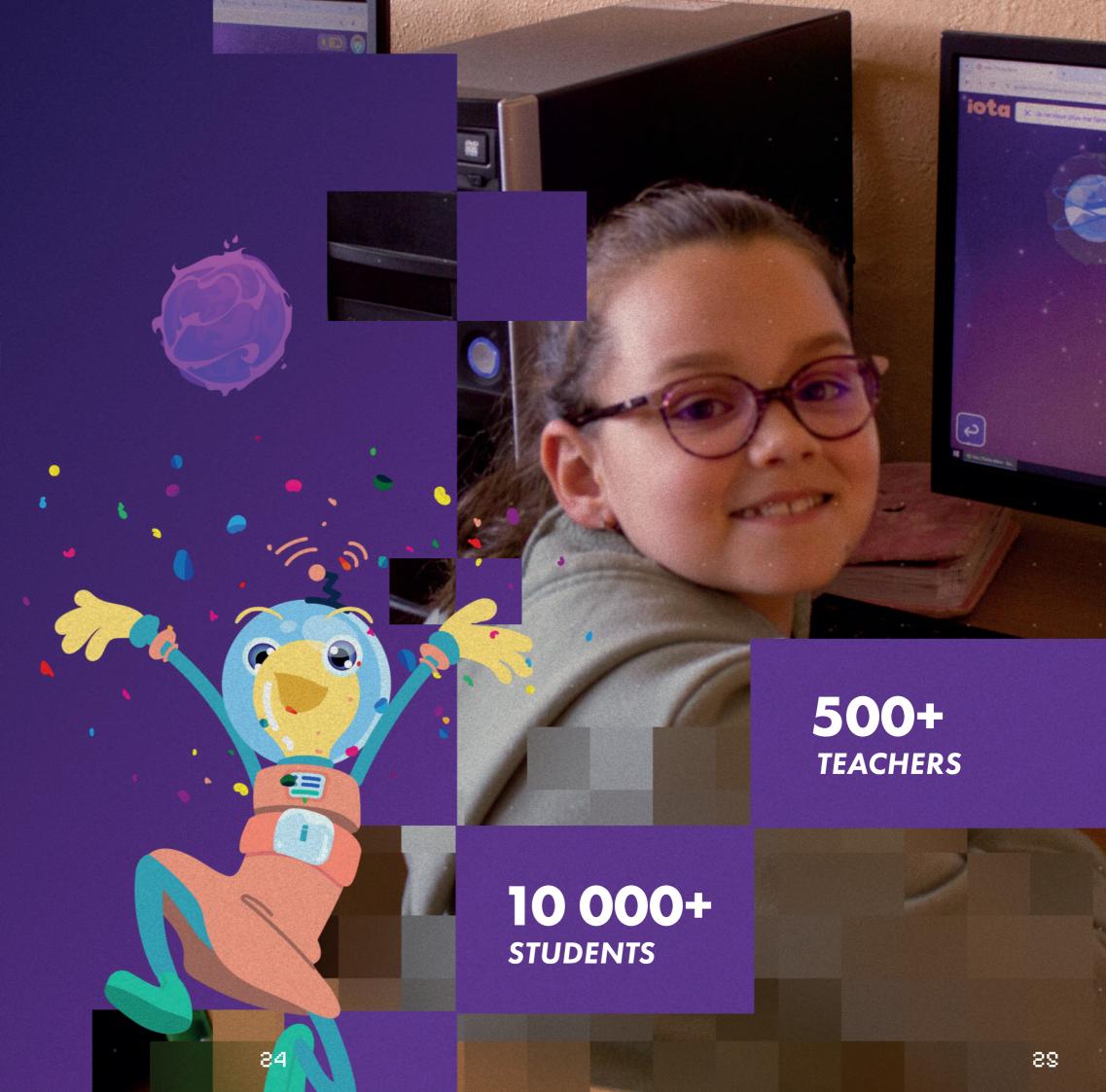
SUCCESSFUL NATIONAL ROLLOUT

Haven't heard of IOTA yet? It's the 42 program designed for 4th and 5th graders.

The platform focuses on teaching digital skills in schools through a collaborative, hands-on learning approach.

In partnership with the French Ministry of Education and education economists Camille Terrier and Fanny Landaud, the IOTA project was scientifically tested from September 2021 to July 2024. A total of 160 teachers across France took part in this initiative.

After this experimental phase, IOTA took the plunge with the goal of expanding nationwide. Mission accomplished: the project has now rolled out across 78 departments, including the French overseas territories.



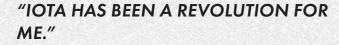
IOTA GROWS WITH ITS STUDENTS

IOTA has matured both technically and pedagogically, with enhanced gamification features. In 2024, student interactions the core of the platform—increased by 18% in diversity.

The matching algorithm, which students initially bypassed to stay with their best friends, has been improved to better distribute interactions throughout the year. Another key 2024 milestone: team sessions, a collaborative escape game format for groups of 3 or 4 students, highly praised by teachers for its engaging and effective approach.

IOTA plans to expand its offering with two distinct programs for 4th and 5th graders, allowing students to continue their learning over two school years.

Collaboration with the Ministry of Education will continue in 2025, with IOTA being integrated into the government's official platform for publishers. This will strengthen IOTA's role as a key resource for digital learning and collaboration in primary schools.



The change in my students' behavior (helpfulness, respect, empathy, assisting the teacher, being proactive) has been astonishing and so positive. Their IT skills improved much faster than I expected. I find the IOTA environment very well-designed and motivating for students. I'm delighted to have taken part in this experiment and hope to continue until the end of my career. I've already recommended it to my fellow teachers, who have signed up. In short, a huge thank you to the entire IOTA team for this amazing work

MICHÈLE CHEVALIER, **BOËGE** FRANCE

"THE STUDENTS LOVE THIS APP SO MUCH THAT IT DESERVES TO BE TALKED **ABOUT AS MUCH AS POSSIBLE."**

The activity fosters cooperation and mutual support: the classroom atmosphere has improved, and even disengaged students join in with enthusiasm and motivation! A thousand thanks — this fits perfectly with the principles of our well-being focused classroom. You deliver quality work, and I truly appreciate your professionalism. I've supported you from the start, and you can always count on me!

CONSTANCE ASSIGA SAOURÉ.

PUTEAUX FRANCE

Watch the video report filmed at Blaise Pascal School in Gagny, FRANCE.







OF PARTICIPATING TEACHERS SAY THEY WANT TO CONTINUE THE PROJECT.

PROFESSIONAL TRAINING

INNOVATION AT THE SERVICE OF BUSINESSES

In 2024, 42 expanded its offering with the launch of a new professional training program designed for businesses.

This initiative enables organizations to upskill their teams by leveraging 42's unique pedagogy, based on peer-to-peer learning.

This new format reflects our commitment to making our learning method accessible to as many people as possible while fostering essential human skills such as agility, collaboration and autonomy that are highly sought after by employers today. Whether to enhance the expertise of existing talent or support career transitions into digital professions, these programs provide a concrete solution to today's professional development needs.

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TWO PROFESSIONAL PISCINES WERE LAUNCHED IN 2024:

WEB APPLICATION SECURITY FUNDAMENTALS

For companies looking to strengthen the security of their systems and build a cybersecurity culture within their organization.

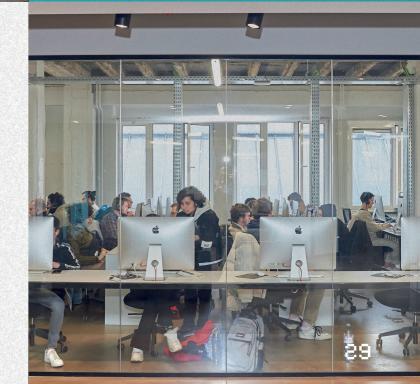


AI/MACHINE LEARNING USING ADVANCED LIBRARIES

For companies aiming to improve problemsolving, promote data-driven decision-making, and drive innovation.

These programs offer businesses an innovative, practical and effective approach to tackling today's technological challenges. We are excited to support companies in developing new skills in the years ahead!

With three progressive levels, each participant can choose their pace and level of difficulty, for a tailor-made training experience aligned with their goals.



42 NEXT

A NEW ERA FOR 42

For 11 years, 42 has proven that another model of education is possible: more open, more demanding, and more human.

This model, built on autonomy, peer collaboration and project-based learning, continues to attract learners all over the world. Everywhere, the mission is the same: to train effectively for digital careers while addressing the challenges of digital transformation, social inclusion and skills development. But to reach the next level, reinvention is essential.

This is what drives our new phase of transformation. To meet ever-growing demand, we've made the strategic decision to restructure in depth: redesigning our pedagogical tools, strengthening our technical infrastructure and evolving our model.

Our goal is clear: to create the conditions for sustainable, consistent and impactful growth, so that the 42 network can tackle the challenges of the coming years with even greater impact.

At the heart of this transition is 42Next, a new unified and more powerful information system, designed to support the global expansion and excellence of the network. By streamlining exchanges between campuses and simplifying data management, it enhances collaboration, optimizes pedagogical oversight and delivers a more coherent experience for both students and teams.



As the cornerstone of our model, 42Next enables agile and scalable deployment of peer-learning pedagogy. It ensures the continuous adaptation of technical content while strengthening the human skills that define the 42 experience: sense of community, determination to face challenges, autonomy and self-confidence.

42Next also paves the way for a truly interconnected global learning network, creating a borderless community of learners.



2025 WILL MARK THE BEGINNING OF ITS ROLLOUT

as the first campuses adopt 42Next, ushering in a new phase of collective learning and growth for the entire network.



OUR FUTURE

At 42, we've never aimed to follow trends, we strive to shape the future. As AI transforms the tech world at an unprecedented speed, we stand at a pivotal moment. And it isn't a threat, it's an opportunity.

42 is more than just a coding school. We don't train our students to simply use tools; we empower them to think critically, adapt boldly, and build with purpose. In a world where technology evolves rapidly and AI is everywhere, agility and the ability to tackle complex challenges are what truly make the difference.

The results speak for themselves: our students are highly sought after by employers and consistently rank among the best globally in competitions, challenges, and hackathons.

Most importantly, we know that together we go further. With 42Next, we're building an infrastructure that keeps our students connected to each other and at the forefront of innovation.

And as we move forward, we will keep investing in the future of tech. Because what tech needs is not just coders, but agile minds, bold builders, and lifelong learners. It needs what lies at the very heart of 42.



42NETWORK.ORG