



YOUR IMPACT, THEIR FUTURES

ANNUAL REPORT

2025



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OUR MISSION

An inclusive society free from poverty and inequality.

OUR VISION

To transform lives of impoverished children and those in marginalised communities by providing access to education, healthcare and sports, nurturing future community leaders and creating positive social impact.

A Letter From ISF Chief Executive

Dear Friends,

As I look back on 2025, I am filled with gratitude and hope, for what we have achieved together, and for what lies ahead.

Last year, **100 out-of-school children** were welcomed into our Catch-Up Programme and given something every child deserves: **a chance to dream**. Throughout the year, **88 students were successfully integrated** into the school system, several won national and international competitions, **87% of senior high school students passed the national exam**, 9 students graduated university, and **24 found meaningful employment**: a testament to what long-term, holistic support can truly achieve. We also laid the groundwork for an exciting new chapter: **preparing to move one of our schools**, giving our students the inspiring environment they deserve.

Our **Community Development Projects** continued to strengthen the families behind our students: through C&A Sewing Social Enterprise, **empowering mothers with skills and stable income**, and our community libraries, **opening doors to literacy**.

Our Football Programme continued to grow, now reaching over **5,000 players and coaches of all abilities** across 14 Cambodian provinces; from weekly training sessions and youth leagues to **inclusive tournaments celebrating players of every background** and ability. This year, we also introduced new social impact games on **LGBTQI+ awareness and inclusion**, creating safer, more welcoming spaces on and off the pitch. Furthermore, we invested in our facilities, building a new shaded seating area at our **ISF Sports Ground to welcome up to 800 spectators**.

Behind the scenes, ISF operations team worked tirelessly to strengthen our curricula, improve our methodology, and restructure our database to better measure and show our impact.

To ensure we have the resources to keep going, we pushed our fundraising further than ever before; we organised **our biggest ever Charity Run in Phnom Penh, a Cycling Trip, and we flew two ISF students to our Fundraising Dinner in Hong Kong**, a moment that reminded every supporter in that room exactly who they are changing the lives of.

As 2025 drew to a close, we began preparing for a truly special milestone. **In 2026, ISF Cambodia celebrates its 20th Anniversary**: two decades of transforming lives through education, football, and community support, **reaching more than 55,000 people across Cambodia**.

Since 2006, we have supported **1,285 children from families facing extreme poverty**, accompanying them for over a decade, from their first catch-up lessons to university, graduation, and employment. Today, **100% of our university graduates are in stable employment**, demonstrating the lasting impact of ISF's holistic approach.

Beyond the classroom, our Football Programme has positively impacted the lives of more than 50,000 children and young people, using sport as a powerful tool to promote inclusion, improve health and wellbeing, and bring joy, opportunity, and hope to marginalised communities across Cambodia.

None of this is possible without you. The resilience of our students, the dedication of our incredible team, and **the generosity of every donor, partner, volunteer and supporter around the world**: you are the heartbeat of everything ISF does.

Here's to 20 years of impact and to the many more years ahead. We would love to have you with us. Come celebrate!

With heartfelt gratitude,



Vicheka Chourp
ISF Chief Executive, ISF Cambodia

In 20 years,

1,285

children supported
through education
since 2006

7,000

community members
received food,
healthcare &
employment support

50,000

young lives
positively impacted
through football

2025 Snapshot

54%

GIRLS & WOMEN

in ISF's Education Programme
in 2025

24 ISF STUDENTS

exited the programme with stable
jobs, moving closer to long-term
financial independence

INCREASED INCLUSIVITY

new football for social impact games
developed on LGBTQI+ inclusivity

54% PLAYERS

players joining our activities in 13
rural provinces



Donors & Partners

Because of you, nothing is impossible: thank you!



AIA



AMS

BACKYARD CAFE

BOTANICO

brogan&co



coles-medlock foundation



Julius Bär FOUNDATION



PEMBERTON INVESTMENTS PTE LTD



SLAUGHTER AND MAY



THE BALÉ phnom penh



Getting ready for....

ISF CAMBODIA's 20 YEARS ANNIVERSARY

From 15 children in 2006 to thousands in 2026

Twenty years ago we began with a simple but powerful belief:



Every child deserves access to education and opportunity.

In 2006, ISF was founded and began providing education to just 15 out-of-school children. From those first 15 students, we have grown into a multi-programme organisation transforming lives through education, sport and community empowerment.

Today, ISF delivers three integrated programmes:

- Education Programme
- Football Programme
- Community Support Programme

Together, these programmes break cycles of poverty and create lasting pathways to employment, dignity, and independence.



Education Programme

LEARNING OPENS DOORS

Since 2006, we've supported **1,285 children** who started out-of-school in first grade. With your help, we **guide them through every step of their education**, proving what's possible when kids have support and opportunity.

- 2006 ● The first ISF classroom opens with one teacher & 15 students.
- 2009 ● The first Education Centre opens with 78 students.
- 2012 ● The second Education Centre opens with 50 students.
- 2015 ● The first ISF student started on her university journey.
- 2019 ● The first ISF student graduates from university!
- 2024 ● We start enrolling 100 new kids every year.

**1,285 children
supported through
education since
2006**

“

"I was so happy to come to school when I first joined ISF. Through education, I started thinking about my future. Now I'm studying Electrical Engineering at the Industrial Technical Institute in Phnom Penh. University education has changed the way I think about my future.

- Sreyka. university student



Football Programme

LEARNING THROUGH PLAY

Football at ISF is more than sport. It's a way to give children an opportunity to play, while building important skills for their futures.

- 2007 ISF's Football Programme started out with 15 players in Phnom Penh.
- 2009 The first Girls Tournament with 13 teams
- 2010 The first Youth League opens with 50 teams
- 2011 We started working with hearing impaired & deaf children.
- 2013 Players with intellectual disabilities join our programme.
- 2015 ISF Sports Ground opened!
- 2017 Blind, visually impaired, players in wheelchairs & HIV-positive players joined our Football Programme.
- 2019 Girls football tournament includes an U18 division for the first time!
- 2026 16 Cambodian Provinces reached.

Our Football Programme uses sport as a way to teach children about important topics. Our curriculum leverages football to transform the children into exemplary citizens by educating them on 23 critical social and civic topics.

We started with 40 girl players in 2008.

Today there are **1,800 girls** playing in our Football Programme.

Over 50,000 young lives positively impacted through football



Savi discovered her passion for football when she joined ISF three years ago. Through weekly training and Football for Social Impact activities, she has developed her skills, built confidence, and learned the value of teamwork, goal-setting, and supporting others.



Community Support Programme

STRENGTHENING FAMILIES

Supporting families is key to strengthening students' futures.
Education cannot succeed without family support.

- 2006 From the start, we placed community support at the heart of our education programme.
- 2010 Launched our sewing program, providing training and income-generating opportunities for parents.
- 2014 Opened our Community Libraries in both Stung Meanchey and Chbar Ampov!
- 2014 Soap4Hope project starts recycling soap from hotels for redistribution into the community.
- 2015 Set-up Mobile Libraries in our communities.
- 2019 Environmental training for staff/communities took off, with the start of regular community clean-ups
- 2023 Launched C&A Sewing Social Enterprise, a business designed to empower caregivers while supporting ISF's longterm sustainability.



By empowering families, improving literacy, and creating economic opportunities, we help build stronger, safer communities, ensuring ISF students can focus on their education in a stable, supportive environment.

**Over 7,000 people
received support
with employment,
food & healthcare.**

“

My two daughters study at ISF and in 2021 I learned how to sew thanks to ISF. Now I work as the Assistant Teacher in ISF's Sewing Class. In the future, I want to buy my own sewing machine and work as a freelance seamstress, in addition to working at ISF.

-Rotha, ISF Sewing Assistant teacher

Measuring 20 years of impact

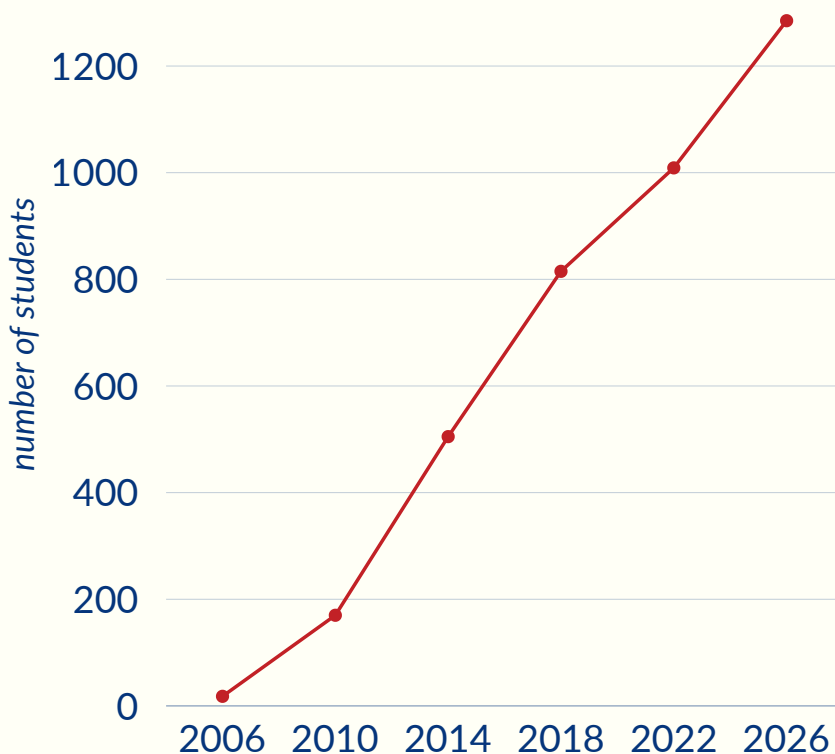
Education: a Pathway to Opportunity

At ISF Cambodia, we believe every child deserves the chance to break free from poverty through education.

Since 2006, **we have supported 1,285 children across two education centres in Phnom Penh, all from families facing extreme poverty.** ISF accompanies each child for more than 10 years, from their first catch-up lesson through to higher education, graduation and employment support.

With this support, ISF students are building the skills, confidence, and opportunities needed to transform their futures and uplift their families. The data below reflects the impact of over 20 years of ISF's work, demonstrating how education leads to meaningful employment and lasting improvements in quality of life.

Student Growth through the years



1,285

children supported
through education
since 2006

48%

are girls and young
women

ISF'S EDUCATION SUPPORT MODEL

At ISF Cambodia, we go beyond traditional education by providing comprehensive support that includes:

Extracurricular activities ISF provides sports, life skills, and leadership activities, so students build confidence, teamwork, and communication skills in engaging environments.	Healthcare support New students receive full medical check-ups, blood tests, and key vaccinations, while ISF's 3 nurses and partner clinics provide regular check-ups, healthcare and awareness raising sessions.	Nutrition & family support Every child receives two warm, nutritious meals each school day. Monthly food parcels are distributed to families to prevent malnutrition and reduce pressure on children to earn instead of attend school.
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ISF provides healthcare support to ensure students are physically able to attend school and fully engage in learning. In 2025, **ISF nurses administered 5,270 treatments**, highlighting the critical role healthcare plays in removing barriers to education and supporting children's overall wellbeing.

EDUCATION OUTCOMES

ISF's long-term, holistic support model (10+ years per child) translates into measurable educational attainment, workforce integration, and sustained upward mobility.

1,285

Out-of-school children accessed free and accelerated education

Access to Education

For 20 years, ISF has provided out-of-school children with a life-changing opportunity: access to education. Through accelerated learning and holistic support, students are able to join the appropriate grade with their peers and stay in school long-term.

<6.5%

ISF dropout rate – significantly lower than the 20% dropout rate in Cambodian state schools.

Drop out rate

ISF maintains a consistently low drop-out rate of less than 6.5% (2019–2025) across all grades. According to Ministry data, drop-out rates reach 15.5% at lower secondary and 13.7% at upper secondary, showing how ISF's support helps keep vulnerable students in school.

80%

of ISF students passed the High School national exam between 2019 and 2025.

High School National Exam

ISF students achieve strong results in the National Exam, with pass rates ranging from 61% to 100% (2019-2025), including 87% in 2025. These results outperform target schools (71%–85%) and surpass the 2025 national pass rate (84.5%). Given ISF students' vulnerable backgrounds, this shows the effectiveness of sustained, long-term support.

84%

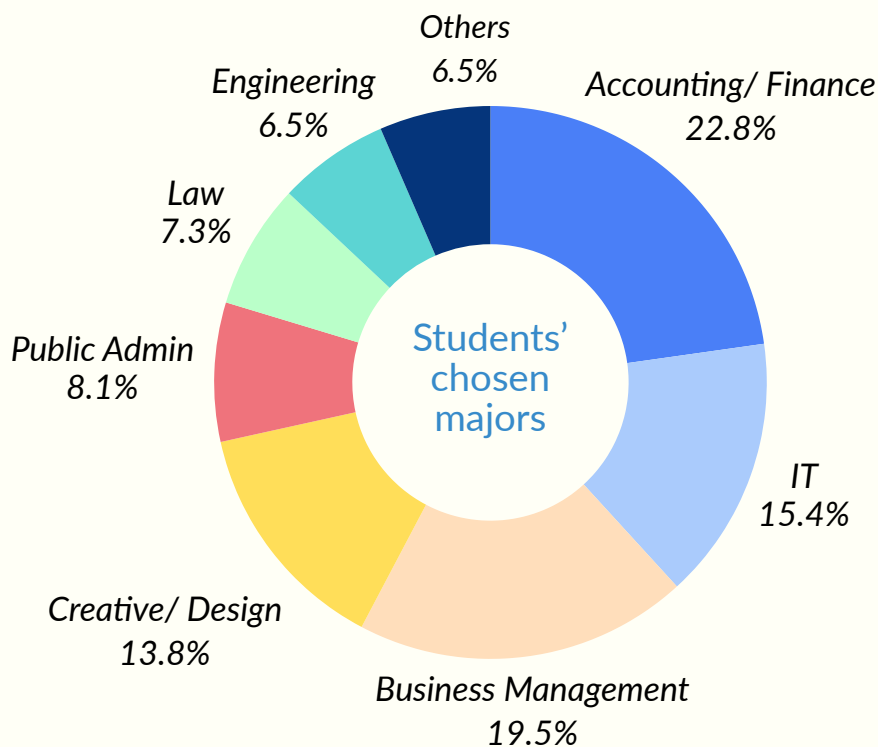
of ISF high school graduates enrolled in university (199 out of 237) – vs. 19% nationally.

University enrolment

Overall, 84% of ISF high school graduates went on to university, comparable to 85% at target schools, despite ISF students facing far greater socioeconomic barriers. Cambodia's national gross enrolment rate for ages 18–22 is just 19%. ISF students outperform their peers despite coming from some of Cambodia's most vulnerable communities.

University Studies

124 ISF students are currently active in higher education with 89% pursuing bachelor's degrees and 11% enrolled in associate degrees. 79% are balancing both work and study, while the rest is focusing fully on their education. Among working students, many are already progressing in their careers, with several reporting promotions.



30

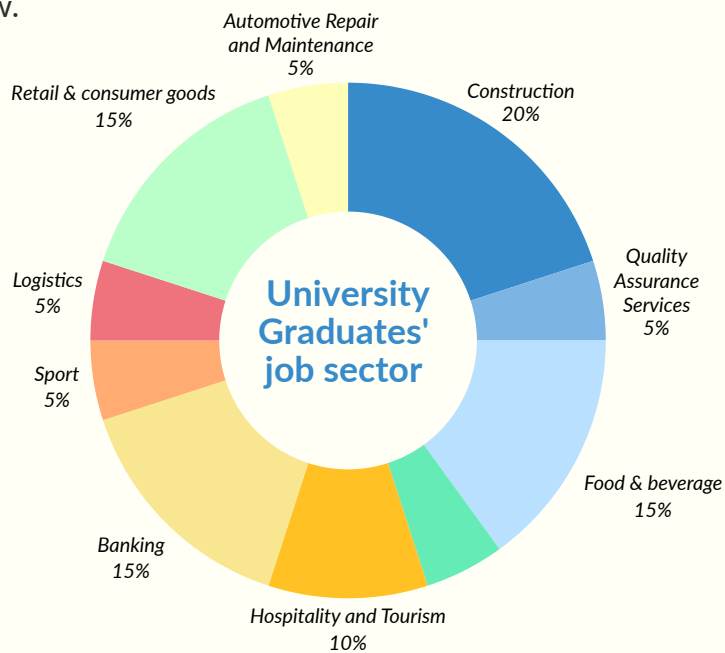
students graduated university

University Graduates

Since the first graduation in 2019, 30 ISF students have graduated from university. Of these, 16 have completed a bachelor's degree, four have earned associate degrees, and 10 are continuing their studies beyond their associate degree. Graduates have obtained degrees in diverse fields, including Accounting & Finance, IT, Engineering, and Business.

Today, 100% of university graduates not continuing their studies are employed. They earn an average income of \$409/month, exceeding the typical national \$200–400 range reported by the World Bank, with top earners reaching up to \$1,150. The industries where they work are in the graph below.

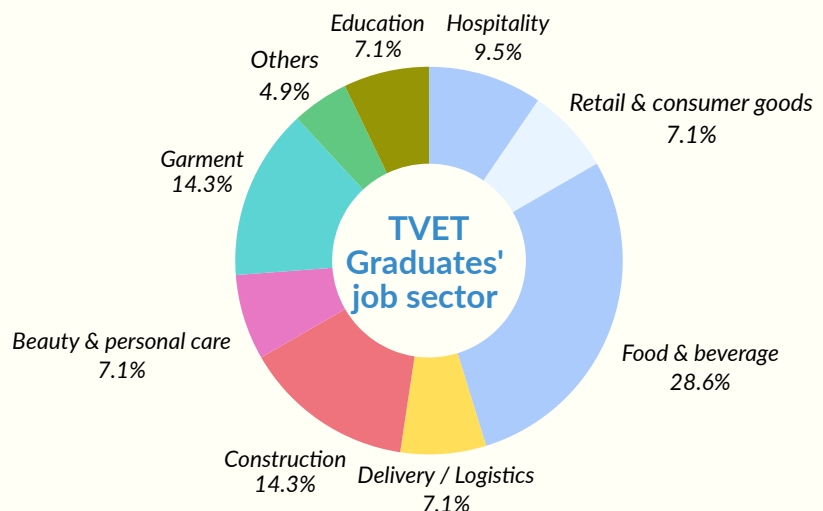
Their roles in these sectors are administration and finance, sales and customer service, technical and IT, technical work, and education and community-based roles.



Technical & Vocational Education & Training (TVET) Graduates

While higher education is not for everyone, we always encourage our students to pursue vocational training. To date, 54 students have graduated from vocational programmes. Of the 43 who responded to our survey, 97% (42) are currently employed, earning an average of \$355/month, with our top earner bringing home \$1,600/month after relocating to Japan.

TVET graduates are employed across a diverse range of roles, including hotel staff, cooks, waiters, sales and customer service, drivers, manufacturing and manual work, as well as emerging professional roles in administration, translation, and media.



ISF'S EMPLOYMENT SUPPORT MODEL

Our Employment team accompanies students across three stages, ensuring no one is left behind regardless of their educational pathway.

1. At School · Life skills training · Career orientation & counselling · University & vocational guidance · Academic monitoring & check-ins	2. At University · Career guidance aligned to field of study · Financial and academic follow-up · Encouragement to pursue internships/part-time work · Wellbeing check-ins	3. Into the Workforce · Job search support · CV writing & interview preparation · Employability skills training · Ongoing mentorship once employed
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EMPLOYMENT OUTCOMES

Education is not always a linear journey, so ISF supports alternative pathways and provides ongoing support at every stage. For our 20th anniversary, we conducted a survey of alumni and students to assess long-term outcomes. Overall, 86% of supported students are employed, showing that ISF's support leads to meaningful progress across all pathways.

Student Group	Employment Rate	Avg. Income
University graduates	100% employed	\$409
TVET graduates	97% employed	\$351

Our university and TVET graduates are all employed and earning well above the minimum wage of \$210 in Phnom Penh, despite being in the early stages of their careers after graduating in recent years, demonstrating strong potential for continued income growth and sustained, gainful employment over time.

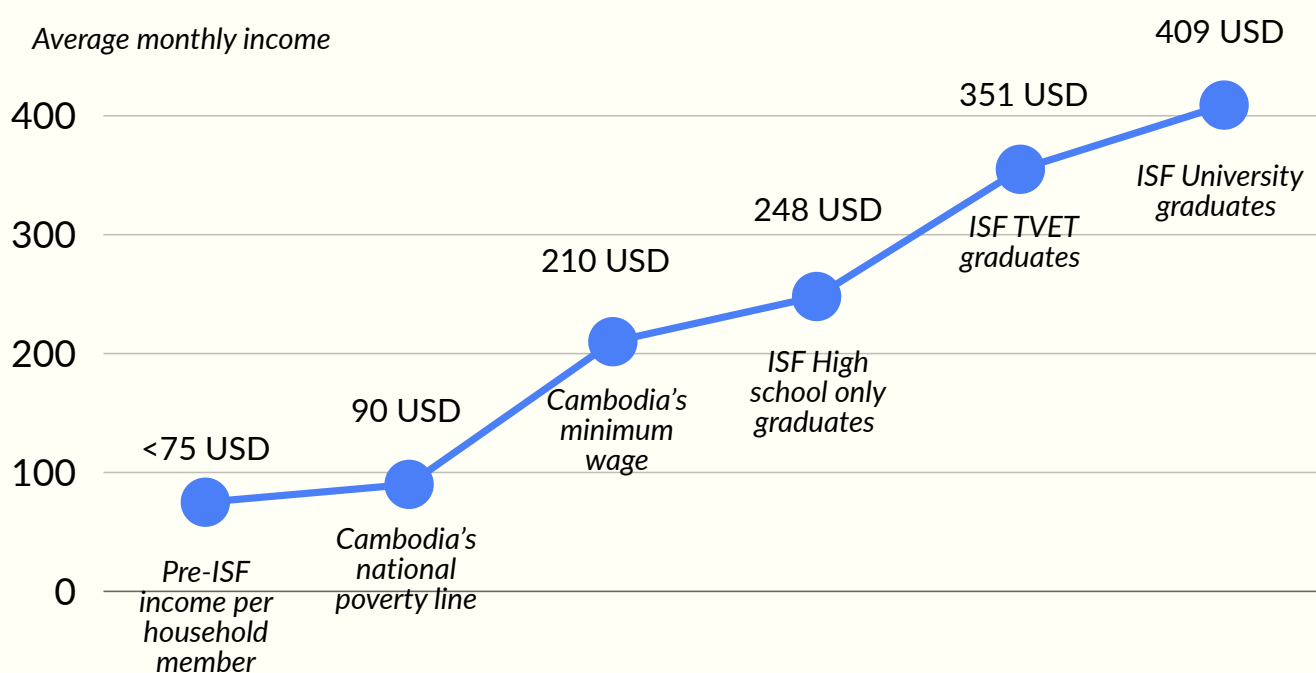
Student Group	Employment Rate	Avg. Income
Current university students (incl. 2nd degree)	80% employed	\$231
Students who did not complete university	95% employed	\$279

Among current university students, the majority are employed in full-time jobs while a small portion are engaged in internships or part-time work. Despite still studying and not being fully active in the job market, they are already earning at levels comparable to peers who did not complete university, highlighting strong early employment outcomes and future earning potential.

Student Group	Employment Rate	Avg. Income
High school graduates (no university or TVET)	91% employed	\$248

91% of ISF high school graduates who did not pursue vocational training or university are currently employed. Many are earning above the Cambodian minimum wage, having entered the workforce immediately after graduation to support themselves and their families.

LONG TERM IMPACT



ISF's mission to lift individuals out of poverty through education and holistic support is clearly reflected in these results. There is a strong correlation between education and income: while families previously earned around USD 75 per member, ISF students are now earning between USD 231 and 409 on average; and in many cases, even more.

Many of our graduates are still at an early stage in their careers, having completed their studies only in recent years. We are confident in their long-term trajectory and anticipate steady, upward advancement in both their career and earning capacity.

ISF will continue to track their progress to measure long-term impact.

A COMMUNITY THAT GIVES BACK

Beyond helping students secure stable and meaningful employment, ISF is building a community that supports one another and gives back. This ripple effect extends beyond each individual, empowering graduates to positively influence and inspire the next generation of Cambodian youth.

113

surveyed ISF students and graduates actively giving back

28% of interviewed ISF students and graduates actively contribute back to ISF and their communities through volunteering, donations, event participation, internships, and mentorship. This reflects the strength and loyalty of the community ISF has built over 20 years.

LOOKING AHEAD

Twenty years on, ISF's long-term, holistic support model continues to deliver measurable results: educational attainment, workforce integration, and sustained upward mobility, for children who started with the least.

The data clearly shows that when ISF invests in a child over the long term, combining health, nutrition, education, and employment support, the impact is transformational, not only for the individual, but for their families and communities.

Thank you for walking alongside us.

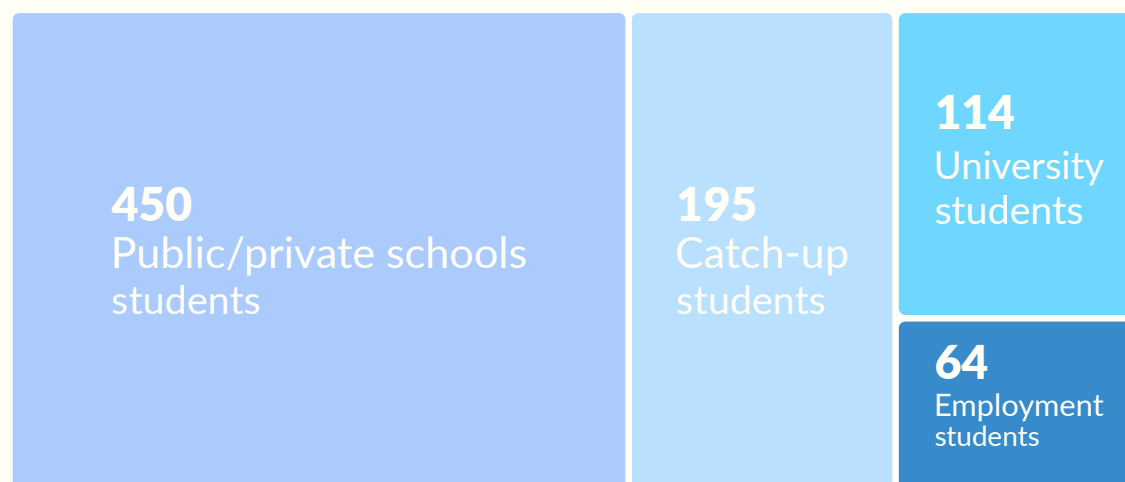


In Cambodia's capital city, entire communities live below the overtly line, relying on informal, hazardous work such as scavenging to survive. Despite the fact that public school is free, families cannot afford the cost of school supplies, uniforms, or transportation. As a result, children either drop out early or never enroll, and often must work to meet their basic needs.



Education Programme

Changing Lives, One Child at a Time



823 Students in 2025

At ISF Cambodia, we believe that education is the most powerful tool for breaking the cycle of poverty. Our Education Programme supports students at every stage of their journey, from catching-up with the right grade for their age, to finishing high school through university and into meaningful employment. Through life skills training, career guidance, academic support, and mentorship, we equip young people not just with knowledge, but with the confidence, resilience, and vision to build the future they deserve.

We operate in Phnom Penh, with two education centres located next to the communities we serve. This proximity ensures that children have safe, accessible learning environments where they receive high-quality education and essential support.



Breaking the Cycle of Poverty

CATCH-UP

All students start at Catch-Up after missing years of formal schooling.

In 2025, **195 students** rebuilt their learning foundations. **98%** advanced by two grade levels, and by October, **88** students were ready to continue at partner schools.



SCHOOL INTEGRATION

After Catch-Up, students enroll at local schools and attend extra daily classes at ISF.

Our ongoing support can make the difference between staying in school and dropping out. Last year, **450 students** received support through mentoring, school supplies, and regular check-ins, helping them stay in education, continue learning, and successfully progress through their grades.



UNIVERSITY & EMPLOYMENT

As students approach adulthood, support shifts from schooling to future pathways.

In 2025, **178 young people** progressed through our Higher Education & Employment Programme. **114** enrolled in university, while **64** received guidance toward internships, vocational training, or employment, helping them move successfully into higher education or work.



Catch-Up Programme

EDUCATION

Many children in Cambodia's most vulnerable communities fall behind in school, or never attend at all. ISF's Catch-Up Programme gives them a second chance: an accelerated, supportive learning environment where children can complete two grades in a single year.

195

students enrolled in
our Programme

100%

students attend
classes regularly

88

students completed
the programme

98%

students advanced 2
grades in 1 year

In 2025, ISF's Catch-Up Programme supported 195 children aged 8–14 who were previously unable to attend school due to poverty. ISF takes a holistic approach to each child's development addressing the academic needs and their physical, emotional, and social wellbeing. Alongside classes, students stayed active through football, rugby, yoga, and dance, while families received food parcels, healthcare, and employment support to reduce the pressures that pull children out of education. Students also enjoyed fun, educational trips to a water park as well as the Choeung Ek Museum, the Royal Palace, Phnom Tamao Wildlife Rescue Center, deepening their connection to Cambodian culture, history, and natural heritage.

100 NEW STUDENTS

In October 2025, ISF welcomed **100 new Catch-Up students**: out-of-school children living in vulnerable communities. Among them, **33 had never attended school** before, highlighting the urgent need for educational support. With around 400 eligible applications received, the demand in our communities remains high, reinforcing our commitment to ensuring that every child gets the **chance to study and build a brighter future**.

ISF Social Workers follow a thorough selection process to identify the children and families who need support the most. We prioritize children and families who:

- are aged between 8 to 11 years old.
- have never been to school or have dropped out due to poverty.
- have been living in our target areas for at least two years.
- have a Poor ID or Poor Confirmation Letter issued by local authorities.



Channa's Story

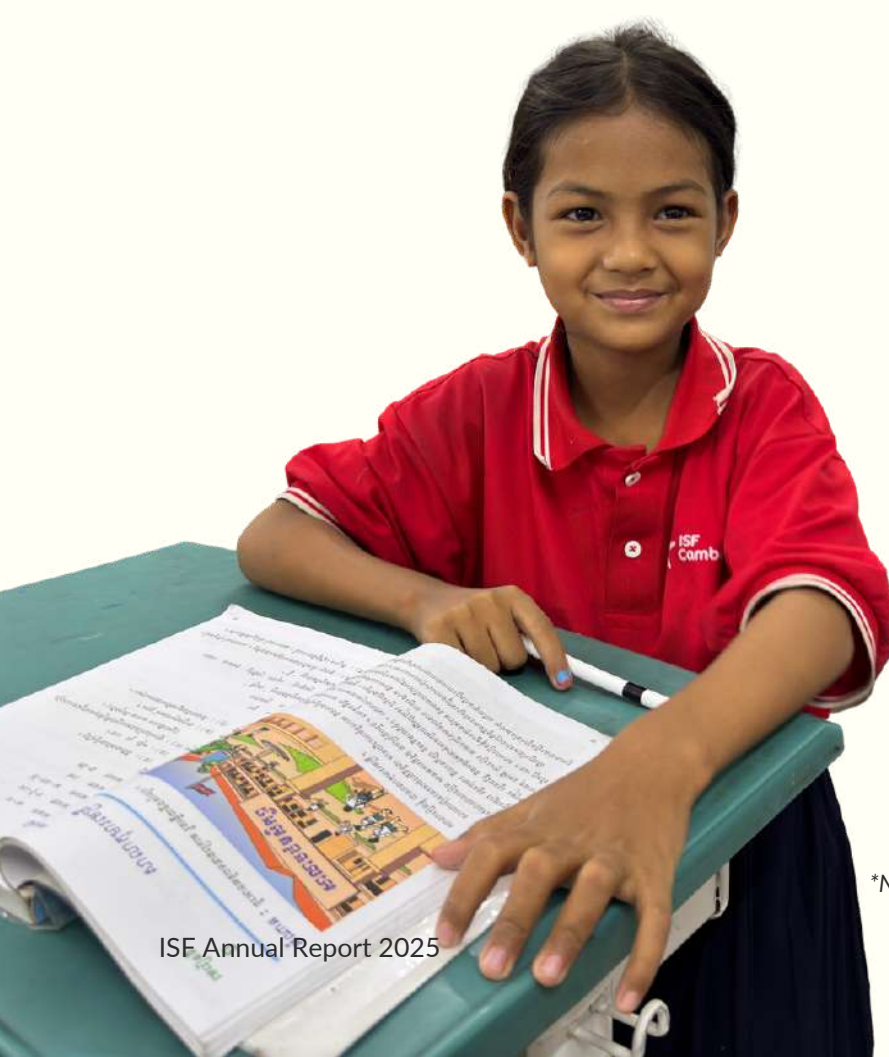
From Fragile Beginnings to a Future Full of Promise

Channa*, aged 12 and the eldest of three siblings, joined ISF at the end of 2024 having never attended school before. Due to her family's unstable income, they were unable to afford the costs associated with education.

Today, she is proudly studying in Grade 3, having successfully completed two grades in just one year, an achievement that reflects her remarkable progress. When Channa first arrived at ISF, she was extremely shy and found it difficult to interact with classmates and even her teachers. She often cried and asked to go home, feeling scared and overwhelmed as everything around her was new and unfamiliar.

After just five months in ISF's Catch-up Education Programme, Channa began to transform. She started smiling more, gained confidence, and discovered a joy in learning and playing with her classmates. She now looks forward to coming to school each day, and her academic performance has improved significantly, progressing from below average to achieving strong results.

Today, Channa can read, do maths, and communicate confidently with others. She is helpful and well-liked within her community. Her parents are deeply grateful that Channa has the opportunity to study. Seeing the positive changes in her life, they now hope that her younger brother will also have the chance to join the programme in the future.



“At ISF, my teachers helped me learn step by step, and now I enjoy studying and coming to school every day.”

**Name has been changed to protect privacy of underage students*

State School Support

EDUCATION

Once they complete the Catch-Up Programme, students are supported by ISF to enroll into the public school system or into technical private schools with scholarships.

ISF remains committed to supporting every student throughout their educational journey through a well-rounded approach that combines academic guidance, wellbeing support, and continuous learning. From core subjects to English, computer literacy, and physical education, we ensure every child builds knowledge, life skills, and the motivation to keep moving forward.

450

students in
public/private schools

97%

students attend
classes regularly

89%

students passed their
annual exam

87%

High school seniors
passed national exams

Monika*, age 17, joined ISF in 2018

Currently in her final year at a technical high-school, Monika has been supported by ISF since she was 10, starting in grade one. She's now studying hard to prepare for end of school exams & university entrance exams to follow her dream to become a manager or a Chief Financial Officer at a large company

"I believe my confidence comes from the education I receive at ISF and at school. ISF has helped me grow by giving me the opportunity to learn. School has inspired me to dream big. **My future feels much brighter now because of the support of my teachers** and their belief in my potential.

Before joining ISF I had a simple dream - to find a normal job and help my family. ISF has truly changed my life. Now that I have better grades and stronger skills, my mindset has shifted. My dream is to study abroad and return to contribute to my country. I want to provide a better life for my family and give them everything they deserve."



**Name has been changed to protect privacy of underage students*

Future-Ready Skills

EDUCATION

ENGLISH PROGRAMME

English proficiency is essential for higher education and employment in Cambodia. **472 Catch-Up and state school students attend regular English classes.**

Exchange programmes with mother-tongue volunteers and international students enhance real-world language practice. Students use innovative English learning apps to develop their skills interactively.

Annual **English Speaking & Singing Contests** provide every student the opportunity to showcase their language abilities and build confidence. In 2025, we also launched a **Picture Description Contest**, where younger students showcased their creativity through drawing and then presented their artwork in English in front of their peers.

DIGITAL SKILLS

ISF equips students with **essential technology skills** for the modern job market. **367 Catch-up and state school students** are enrolled in our classes.

EXTRA-CURRICULAR ACTIVITIES

ISF students participate in diverse extracurricular activities, including PE, yoga, football, and Khmer dance as well as a STEM and Life Skills Project, in which students gain essential skills and hands-on experience to succeed beyond school

COMPETITIONS

Students competed in various public, national, and international competitions in Math, Physics, and Chemistry. They delivered an outstanding performance, bringing home 8 Gold, 2 Silver, and 7 Bronze medals. Additionally, the team secured a special Gold Medal at the Science, Technology, Innovation, and Creativity 'K' Conference in Malaysia!



Healthcare & Well-Being

For many of the young people we serve, access to healthcare and nutritious food remains a daily struggle. At ISF Cambodia, we are committed to removing these barriers ensuring every child receives the medical care and nutrition they need to grow, thrive, and reach their full potential.

We provide:

- Primary Medical Care: Keeping students healthy through routine check-ups and vaccinations.
- Mental & Emotional Wellbeing: Through dedicated counselling sessions and workshops.
- Food & Nutrition: We provide daily meals at school and monthly family food parcels.
- Advanced Medical Support: Going beyond the basics through strong partnerships with local clinics and hospitals to ensure specialised care is always within reach.
- Community Health Education: Empowering students and families with the knowledge to protect themselves, covering disease prevention, sexual health education, and much more

5,270

medical treatments provided by our nurses, ensuring urgent medical care they wouldn't otherwise receive.

5,888

monthly food parcels distributed to help families struggling with food insecurity.



University Support

For many ISF students, university once felt out of reach. Through hard work, education, and our support, these young people are breaking the cycle, rewriting their stories, and building a better future for themselves and the families who believed in them.

Many of the students we support carry responsibilities far beyond their years; balancing their studies with work to help sustain their families, while striving for a future that breaks the cycle of poverty. In 2025, ISF opened the doors of higher education to 114 students, empowering them to pursue fields including civil engineering, architecture, IT, accounting, business management, and graphic design.

To make this possible:

- We cover tuition fees, educational materials, and uniforms so no student is held back.
- We equip students with laptops and access to English/IT classes to keep them competitive.
- ISF provides monthly food parcels to ease the financial burden on families at home.
- We offer personalised career counselling to help students stay focused and resilient.

9 STUDENTS

graduated from university
in 2025 and are already
working

114

students enrolled in
higher education.

59%

young women



Menghoun's Story

Building a Future in Engineering

“My name is Eng Menghoun, and I am 21 years old. I am currently studying in Semester 2 of Year 3 in Civil Engineering at Preah Kossomak Polytechnic Institute.

In the past, my family did not have enough money to support my education. However, we had the opportunity to learn about ISF, and my family registered me for their Catch Up programme. With support from ISF, I was able to continue my studies and reach university!

Currently, my family's situation is better than before because ISF has supported my tuition fees and study materials. In addition, I am working part-time as a barista to support myself.

My long-term goal is to become a skilled and professional civil engineer who can design and manage the construction of buildings, roads, and condominiums, while ensuring safety, quality, and sustainability in every project, and contributing to the development of modern infrastructure in my country.

With the support of ISF, everything in my family has changed. We have overcome many financial problems, and our living conditions have improved. ISF has provided monthly food parcels and study materials, and most importantly, they have given me the opportunity to continue my education until I reach university.

I am deeply grateful for the opportunities ISF has provided, and I am committed to working hard to achieve my educational and career goals.



Employment Support

EDUCATION

Many ISF students are the primary earners for their households, making stable employment not just a future goal, but an immediate necessity.

In 2025, ISF supported 64 students through vocational training, career counselling, job readiness workshops, and job placement opportunities—even for those who had dropped out of university.

This year, 24 students secured stable employment across a range of sectors, including accounting, IT, mechanics, sales, logistics, and education. They now earn an average of \$332.61 per month; significantly above the minimum wage of \$210.

These young people have transitioned from unstable, low-paying work into skilled careers with long-term growth potential, transforming not only their own futures, but the livelihoods of their families.



"Before ISF, I couldn't read or write. Now I can, and it has changed my life entirely. The monthly food support helps my family have enough food for our daily meals and escape from hunger. ISF also helped me gain knowledge and skills and supported me in finding a job so that I can earn a living and contribute to supporting my family. I am deeply grateful to the organization for changing my life".

-Sreylin

In December, we hosted an Alumni Gathering bringing together 43 alumni for a day of connection, reflection, and giving back. Our alumni looked back on their journeys, the challenges they overcame with ISF's support, and their paths into further education and employment. Alumni supported current students through inspiring stories and meaningful contributions.





Football Programme

Empowering Youth Through Sport

ISF Cambodia's Football Programme is more than a game: it is a gateway. Our Programme provides free access to Cambodia's most popular sport, using it as a powerful tool to educate, raise awareness, inspire, and unlock the potential of vulnerable young people who might otherwise be left behind.

Through structured training, tournaments, and a purpose-built social impact football curriculum, we go far beyond developing players, we use football to develop well-rounded individuals.

Every session is an opportunity to tackle the real issues young people face, from gender equality and substance abuse to confidence, resilience, and leadership, equipping them with life skills that carry them far beyond the pitch.

Our impact is real and measurable: we track participation, skill progression, and behavioural change. From players rediscovering their love of learning to communities coming together around the game, football is one of the most powerful forces for transformation.

5,166

coaches and players of all abilities engaged in training, events, leagues etc

35%

female players & coaches

2,430

players joining our weekly football training all year long

37%

girls and young women



Football Training & Football for Social Impact

Across Cambodia, 2,430 young people, 37% of whom are girls and 11% living with a disability, impairment, or HIV, joined ISF's free weekly football sessions and monthly social impact sessions, regardless of ability, background, or circumstance.

Every session is built on one simple belief: that every child deserves a safe place to belong. On our pitches, young people don't just play, they laugh, grow, and discover who they are.

99%

players want to adopt positive behaviours and feel motivated to encourage others

90%

players feel an increase in confidence after playing football

94%

players are confident about their education and employment prospect



Through ISF's football-based social impact curriculum, players engage with the issues that matter most in their lives, from substance abuse and inequality to inclusion and respect, building the values, confidence, and life skills to carry them forward both on and off the pitch. This year, ISF took a meaningful step forward. Our coaches developed a brand new series of social impact games centred on LGBTQI+ awareness and inclusion. We brought conversations to the pitch that matter deeply but are rarely heard in communities like ours. The results have been powerful. Greater awareness, more open minds, and a stronger, more united community, proof that when sport creates space for every voice, something truly transformative happens.

Skills Development

COACHES DEVELOPMENT

Last year, ISF supported the professional development of 12 coaches, with 100% completing Social Impact training, referee certification, and refresher courses, all gaining new professional accreditations. The personal growth was just as significant: 100% reported developing new transferable soft skills such as teamwork and conflict resolution and felt fully supported in their coaching career.

Beyond ISF's core team, 143 provincial coaches and youth leaders across Ratanakiri, Kampot, and Kampong Chhnang were trained on our Social Impact Curriculum: creating a scalable football-for-change model built to be replicated across Cambodia. Results were transformative: all coaches improved their soft skills, 95% felt their employability had increased, and 97% felt supported to pursue a coaching career.

Thousands of Cambodian children are set to benefit directly from coaches development, spreading further education, awareness and wellbeing through football.

YOUTH ROLE MODELS

Cambodia's youth unemployment rate is three times higher than that of adults, and employers consistently highlight a critical soft skills gap among young job seekers. ISF's Youth Role Models (YRM) initiative was built to change that. Since 2019, 28 YRMs are selected each year from ISF's Education Programme to receive training across our 12-topic social impact curriculum, then step up as mentors, delivering football-for-social-impact sessions to our Catch-up students. Leadership, communication, teamwork, and confidence are at the heart of everything they learn. The impact is undeniable. Of 24 former YRMs interviewed in 2025:

- 100% are employed and earning an average of USD 250/month, above Cambodia's minimum wage
- 100% said the programme positively impacted their studies and career
- 100% would recommend it to others

From the football pitch to the workplace, our YRMs are proving every day that with the right investment, vulnerable young people don't just survive, they lead.



Sambath's Story

When Football is more than just a Sport

Sambath* grew up helping his mother sell vegetables at the community market after school. As a single parent she is working long hours every day, and most afternoons, before he thinks about anything else, he is helping her at the stall. But he always finds time for football.

He first joined ISF football training in 2021, asking his teacher if he could be part of the sessions. At the beginning, it was not easy. The physical demands were hard and the game did not come naturally. But Sambath kept showing up: training after training, season after season.

Four years later, he plays forward for the Samrong U16 team, wearing number 17. His coaches have watched him grow, not just in technique and understanding of the game, but in confidence, teamwork and discipline. He has trained with external clubs and represented his team in tournaments, including sessions with Siem Reap club, where his growing potential began to turn heads.

His coach, Sarim, sees clearly what is developing:
"I would like him to continue participating in more major competitions. With dedication and continued training, he can develop even further."

For Sambath, football is more than a sport. It is the thing that keeps him grounded when life is hard, and the thing that makes the future feel possible. The ISF programme has given him a place to belong, skills that extend far beyond the pitch, and the belief that his dream is within reach.

That dream is straightforward: to become a professional footballer in Cambodia.



**Name has been changed to protect privacy of underage students*

Football for All Abilities

At ISF Cambodia, no one is left behind. Through inclusive football, we empower young people with disabilities and HIV while breaking down stigma and building a culture of acceptance across our communities.

546

players with disabilities joined our football activities

36%

female players

100%

of participants reported increased confidence and a desire to play

100%

players improved their soft skills

In 2025, ISF reached 546 players with disabilities (36% girls) delivering sport-for-good initiatives that go far beyond the pitch. Through weekly football sessions and monthly life skills activities, 269 young people living with disabilities or HIV gained access to regular, organised sport, with 100% improving their soft skills and 86.5% achieving high scores on the Dream Life Skills Assessment. Both physical and mental wellbeing showed measurable improvement, confirming that inclusion, when done right, transforms lives.

Inclusive events in June (360 players), August (339 players), and our exceptional Deaf tournament in November with 348 players brought communities together in celebration of acceptance. 100% of participants reported increased confidence and a desire to keep playing.

The impact extended far beyond those with disabilities. Players without disabilities deepened their understanding of disability, HIV, and inclusion through our football-for-social-impact sessions: with 89% passing knowledge tests and 99% committing to share what they learned in their communities.



Football Events

GIRLS TOURNAMENT

International Women's Day saw 516 incredible girls from 9 provinces take to the pitch at the annual ISF Girls' Tournament, proving that girls belong in sport and can thrive when given the opportunity. Through football and Football for Good activities focused on environmental protection, participants not only showcased their talent and determination but also raised awareness about sustainability and positive change in their communities.



"The tournament inspired me to fall deeper in love with football. I met many girls like me who love the game, and my teammates always worked well together, we supported and encouraged each other."

-Sokha, ISF students and player



IAN THOMPSON MEMORIAL - BOYS TOURNAMENT

In 2025, over 630 players from 53 teams came together for the ISF Boys' Tournament: one day, one pitch, one unforgettable celebration of football, passion, and community.



AIA - ISF YOUTH LEAGUES

Thanks to your support, 1,860 young people across Cambodia took to the pitch in the AIA-ISF Youth League in 2025.

From January to June, weekly matches took place across Phnom Penh, Banteay Meanchey, and Kampong Thom, bringing together teams from all backgrounds to play, learn, and grow. Players competed in U10, U14, U16, and U18 divisions, building confidence, discipline, and lifelong friendships.

The Grand Championships united top teams from all three provinces in Phnom Penh. This was a proud moment for many, and a chance to represent their communities at a national level.

AIA-SPURS ELITE FOOTBALL CAMP

24 talented girls attended the Elite Training Camp in Koh Samui, Thailand. This unique experience at the AIA-Spurs Elite Football Camp combines football training with world-class coaches from Tottenham Hotspur F.C., with explorations of Koh Samui to learn about sustainability. It's an unforgettable adventure filled with opportunities for growth and learning, and our players are making the most of every moment.

AIA MASCOTS TO THE UK

Two young female players were selected to be mascots at a Premier League match in the UK: their first flight, their first time in Europe, the opportunity of a lifetime.



**"Football keeps me fit & healthy.
My favourite player is Messi!"**

-Malin, 10, Phnom Penh*

BATTAMBANG LEAGUE

In a remote district of Battambang, 288 young players took part in ISF's Youth League, a safe, organised competition bringing joy and belonging to marginalised youth. When border clashes between Thailand and Cambodia forced activities to pause, our players never lost hope. The moment it was safe, we returned, because playing football was a form of familiar comfort during exceptionally scary times for them.



COMMUNITY LEAGUE

We engaged 393 youth from marginalised communities around the ISF Sports Ground, educating them on healthy living and core values, such inclusion, equality, and respect.

FOOTBALL FESTIVAL IN KRATIE

To make sure rural children weren't left watching from the stands, ISF brought the action to Kratie province for the first time ever with a two-day Football Festival in May.

414 young players, including 209 girls, filled the pitch with energy, laughter, and a lot of enthusiastic goal celebrations. For many, it was their first taste of organised sport. Post-event surveys revealed that 98% of respondents said their health has improved as a result of the Festival!





Since 2017, Mao Heng has been at the heart of ISF's Soap4Hope project. He collects used soap bars from partner hotels, sanitises and recycles them into new soap, and trains others to do the same, promoting hygiene, environmental sustainability, and community empowerment.

Community Projects

At ISF Cambodia, we know that a child's success does not happen in isolation. It is shaped by the home they return to, the neighbourhood they grow up in, and the opportunities available to the people who raise them.

Through our Community Development Projects, we work hand in hand with families to break down the barriers that hold them back. From job-focused training that equips caregivers with skills for stable employment, to libraries and literacy projects that open doors to lifelong learning, to social enterprises that create lasting economic independence; everything we do is designed to uplift the whole family, not just the student.

The result is a community that believes in education, supports its children, and builds its own future. When caregivers are financially empowered, when families have the skills to sustain themselves, and when neighbourhoods become safe spaces for growth — students thrive. Because when a community rises, every child within it rises too.



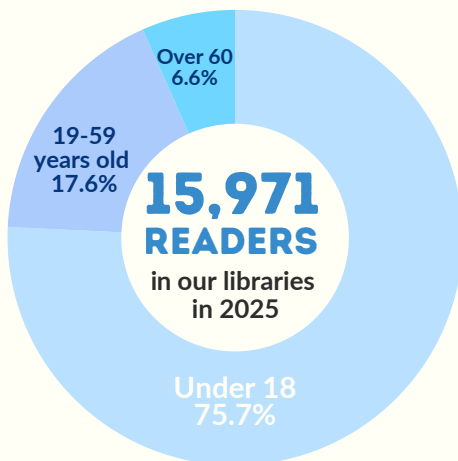
**Pheat, ISF
mobile librarian**

"As a librarian, I take pride in my contribution as a responsible citizen dedicated to fostering a safe and accessible learning environment for the community. I believe a more educated population leads to greater national prosperity."

Libraries & Literacy

ISF's five community libraries serve as both quiet places to read and vibrant community hubs. They foster literacy, inspire a love of reading, and create employment opportunities for local people. Dedicated librarians are always on hand to guide, support, and connect readers with the right books.

Through mobile libraries, delivering books by motorbike and tuk-tuk, we reach even the most remote communities, ensuring every child has access to learning. By bringing education directly into communities, ISF creates safe spaces for growth, empowering students and their families to expand their knowledge and unlock new opportunities.



33,434 VISITS

were recorded across our libraries.

968 NEW BOOKS

were added to our collection

12 PARENTS

took Adult Literacy classes

4,196 BOOKS

borrowed from ISF libraries



Run*, A Love for Learning Begins

Run*, age 14, one of 12 previously illiterate readers, shared:

"I am happy to come and read at the ISF community library because I always receive a warm welcome from the librarian. She helps me read and teaches me literacy skills in Khmer and math. Now, I can read a little better."

*Names of children under 18 years old has been changed for safeguarding

Economic Empowerment

SEWING TRAINING: GIVING FAMILIES THE TOOLS FOR A BETTER FUTURE

In 2025, ISF provided 11 mothers with professional sewing training: giving them not just a skill, but a pathway to financial independence and a more stable life for their families.

Our sewing training is designed to:

- Empower women financially;
- Reduce financial pressure so children can stay in school.
- Build lasting income that sustains families long after the training ends.

When we invest in a caregiver, we invest in the whole family. By equipping parents with the tools to earn a dignified living wage, we create a ripple effect of stability, and opportunity beyond the classroom.

C&A SEWING SOCIAL ENTERPRISE: A SUSTAINABLE SOLUTION

Since 2023, C&A has supported caregivers by building skills, creating stable income, and promoting long-term self-sufficiency.

In 2025:

- 27 freelance tailors, all parents of ISF students, actively worked producing high-quality garments;
- Freelance tailors earn between USD 150–400 per month in additional income, transforming household stability;
- 7 new mothers joined the programme, inspired by the success of the others.

What started as a social enterprise has evolved into something much bigger: turning skills into stability for families and every garment into progress for the wider community.

Rotha, Stitching Together a Better Future

At 43, Rotha, mother of an ISF student, joined C&A as a freelance tailor and she has since been producing garments for clients, mastering new clothing styles, and building the technical skills to shape her own future.

The impact has been immediate. Rotha now earns additional income to support her family and shows up every day more motivated than the last. Her dream? To open her own tailoring shop, creating jobs for others and contributing to her community's growth.



ISF's Commitment to Sustainability



Environmental Protection

In 2025, ISF continued to strengthen its commitment to environmental protection, taking meaningful steps to reduce its own footprint, educate its students and communities on sustainability, and empower young people to lead climate action in the communities where ISF works.

Achievements included:

- Establishing an Environment Committee, with three meetings held in 2025, creating a dedicated, ongoing structure for environmental accountability within the organisation
- Improving sportsground facilities including climate-proofing stands, toilets, drainage systems and turf, ensuring ISF's spaces are more resilient and sustainable for the communities who use them
- Collating environmental data for 2025 to establish an environmental baseline (see table below): a critical first step toward measuring and reducing ISF's footprint over time
- Ongoing plastic reduction programmes, including the use of reusable cloth bags and water bottles and the implementation of ISF's no single-use plastics policy, reducing waste
- Ongoing recycling of plastic, paper and cardboard, aluminium cans, metal, glass, food waste, and unused fabrics. Most notably, ISF collected, cleaned, and repurposed over 250 kilograms of soap bars donated by hotels, diverting waste while providing hygiene to communities
- Repairing and reusing old furniture, office equipment, computers, electronics, books, sporting equipment, clothing, shoes, and uniforms, extending the life of resources and reducing unnecessary consumption
- Organising community clean-ups with students and their families, turning environmental action into a shared experience that builds habits of care and responsibility from a young age.



Environmental data for two schools and ISF Sports ground in 2025:

Electricity: 97,660 kWh

Gas (LPG): 1,690 kilograms

Petrol: 2,060 Litres

Diesel: 5,680 Litres

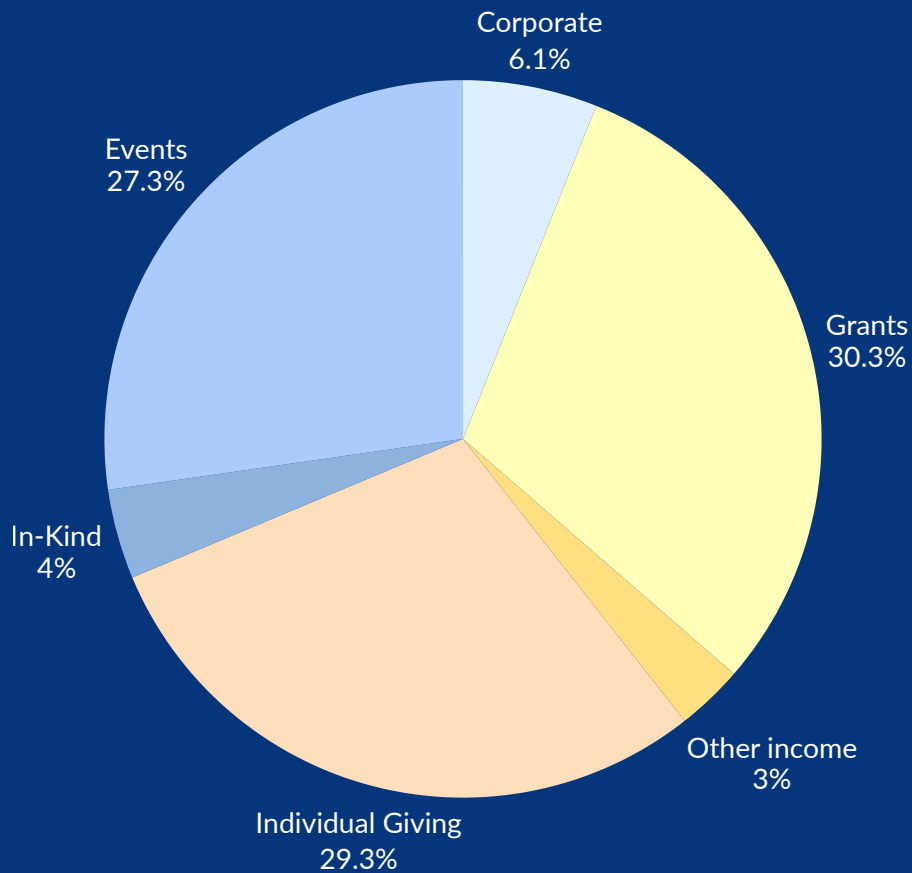
Water: 3,390** kilolitres

Paper: 590 kilograms

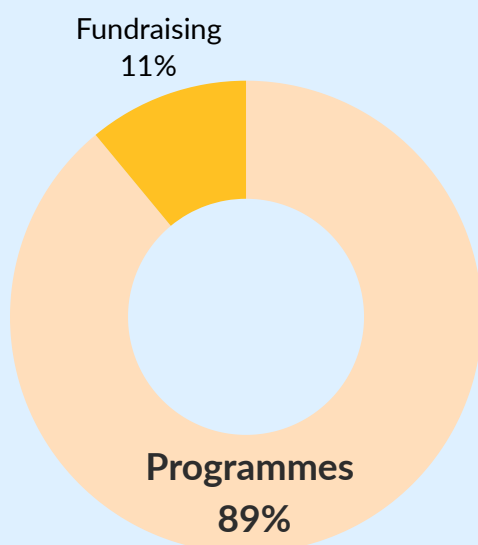
***Water used at the Sports ground is drawn from an onsite well and is not monitored*

Financials

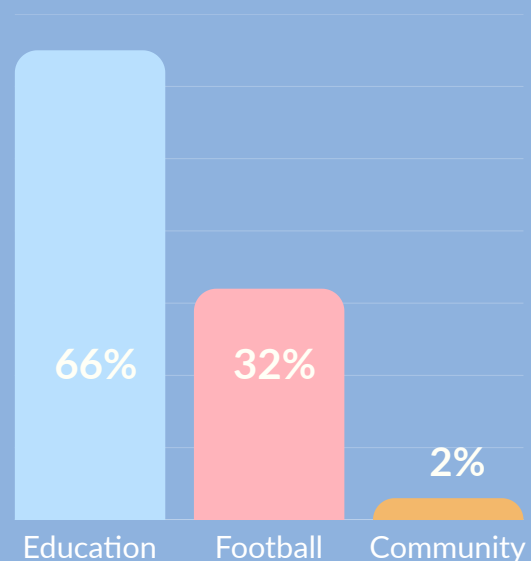
Where Our Money Comes From



Where Our Money Goes



Expenditure by Programme



Join Us!

DONATE

Online: Visit

<https://donate.isfcambodia.org/>

Bank Transfer: Contact us at

info@isfcambodia.org for our bank details.

We are registered as a charity in **Cambodia, Hong Kong, Australia, UK and U.S.A.** and donations are tax deductible.

Expanding Our Footprint

Building on the launch of our US foundation, 2025 was a year of direct action. Your generosity went straight to the frontline; delivering life-changing education, healthcare, and community support to vulnerable Cambodian youth and their families.

As a registered 501(c)(3) organization, all US donations to ISF Cambodia are fully tax-deductible to the extent allowed by law.

FUNDRAISE & VOLUNTEER

Launch a **fundraising campaign** to support ISF and impact the lives of Cambodia's most vulnerable children. Interested in **volunteering** and **contributing to our vital work**? For more information, reach out to us at info@isfcambodia.org.

LEAVE A LEGACY

Leave a **gift** to shape brighter futures for generations and ensure the most vulnerable receive the support, education, and opportunity they deserve.

To learn more about **bequests**, contact us at info@isfcambodia.org.

STAY CONNECTED

Be inspired, and share with your network! **Follow ISF Cambodia on social media** and be part of the movement transforming children's lives in Cambodia.





ISF Cambodia is a registered charity in the **UK (Charity No: 1115484), Hong Kong, Australia (ABN: 79 130 823 193), U.S.A. (EIN: 99-4529173), and Cambodia.**

Donations are tax-deductible in these jurisdictions, subject to local regulations.

