



friends
international

Ensemble, construisons des avenirs.

2025 ANNUAL REPORT





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KEY INFORMATION

2025

197,317
total beneficiaries

3,596

ChildSafe Agents protecting an estimated 238,757 children

13,945

Hotline / CoolLines calls received

9,395

children supported to return / remain in school

1,411

students in vocational training and 1,289 people supported to find employment

50

NGO Partners in 3PC reaching together 223,378 persons

100

business partners in the ChildSafe Movement

3 million

people reached by the ChildSafe campaigns

\$388,652

VTB income while training 317 students

\$4.4m

2025 Budget





Introduction

2025 was a challenging year during which we had to face external shocks both international (*changes in international funding*) and regional / local issues (*conflicts, natural disasters*). These had profound impacts on our services: we had to reduce teams, close projects, restructure and reorganize to be better able to mitigate the changes.

At the same time, Friends-International continued to rebuild and expand its social businesses and develop new projects to respond to the newly identified needs.

Despite the pressures, the scope of work continued to expand (+28% *direct beneficiaries* and +54% *total beneficiaries reached*), due to the opening of new areas and expansion of existing projects (*mainly Luang Prabang in Laos*).





1 SAVING LIVES



Tools & Systems:

- Developed new tools for staff safety, internally displaced persons (IDPs) response, and child friendly spaces
- Revised the Matrix and trained 3PC teams
- Expanded the Kobo online data system for Hotlines, CoolLines, ChildSafe Agents (CSA) and surveys



Monitoring, Evaluation & Learning, KAP surveys and program assessment conducted confirming:

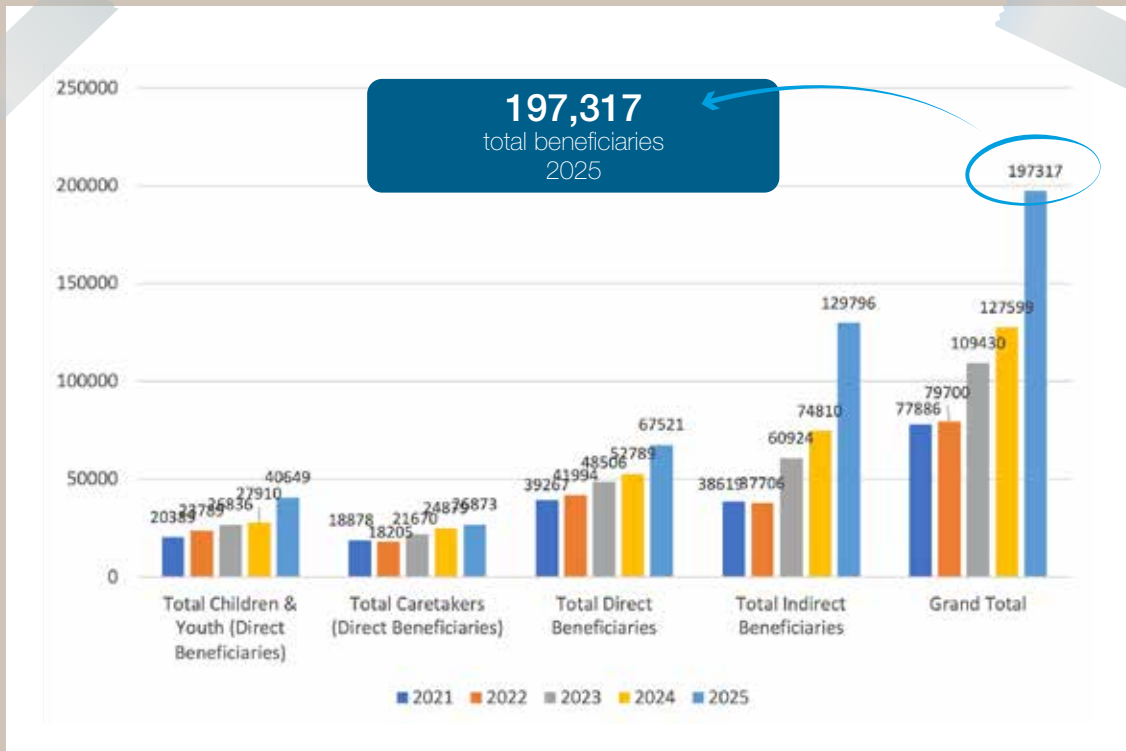
- Hotlines/CoolLines remain highly relevant in emergencies
- HIV prevention gaps (*underuse of condoms*)
- High satisfaction with drugs services
- Strong impact of migration training
- CSA have good knowledge of roles
- Outreach strategy updated to reach mobile populations (*working children, sex workers, children left behind*)
- Surveys with sex workers completed in Phnom Penh and Pattaya
- Survey on Child Sexual abuse conducted in Cambodia among children and caregivers, confirming the needs to provide awareness training

The 'Night Bus' - an innovative resource reaching mobile populations in Phnom Penh.





Total number of beneficiaries



ChildSafe Agents (CSA), CSA network strengthened:

- 3,596 Agents (+15%),
- Protecting 238,575 children and provided 22,033 direct services,
- Inactive agents removed,
- New profiles added,
- Improved messages and definition of roles,
- Specialized CSA materials updated,
- App/QR based CSA materials finalized and shared,
- Reporting tools improved.



Drugs:

- Identified 26 NGO partners working in Drugs,
- Basic training rolled out,
- Homebased detox assessed,
- Friends Programs supported 4,543 drug users.



ChildSafe Hotlines & CoolLines:

- Coaching and training reinforced,
- All Hotlines assessed,
- 13,945 calls (+12%)





Migration:

- Prevention messaging updated for border context in Cambodia,
- Operational systems for Children Left Behind (CLB) and child marriage cases in Laos & Cambodia with dedicated donors
- CLB numbers systematically tracked (1,300 identified and support initiated).



Sex Work:

- Operational Manual finalized and teams trained,
- Snapshot survey confirms extensive use of online apps for sex work,
- 886 sex workers protected and supported



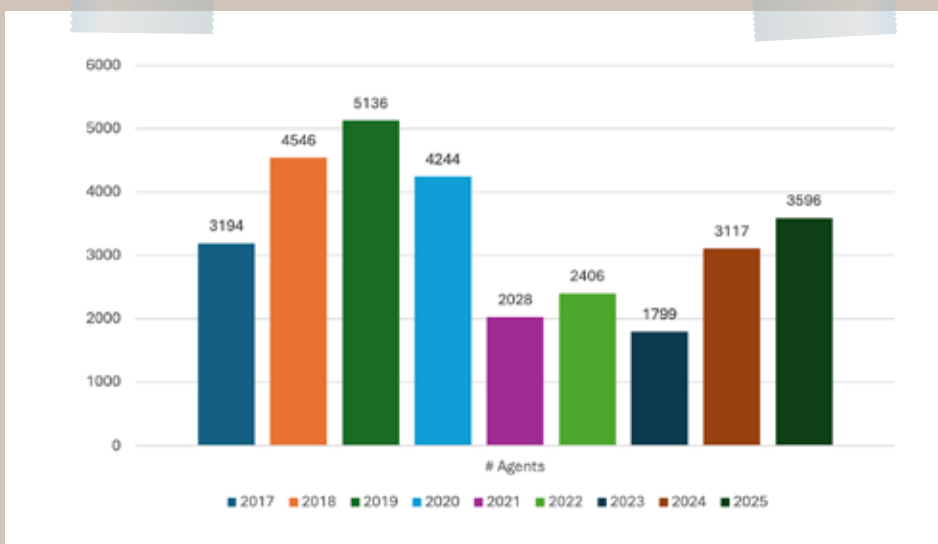
Emergency Response, strong multi-country responses to:

- Thai-Cambodian border conflict.
- Political instability and inflation.
- Earthquake in Myanmar/Thailand.
- Debt campaign replicated across programs; materials translated widely.

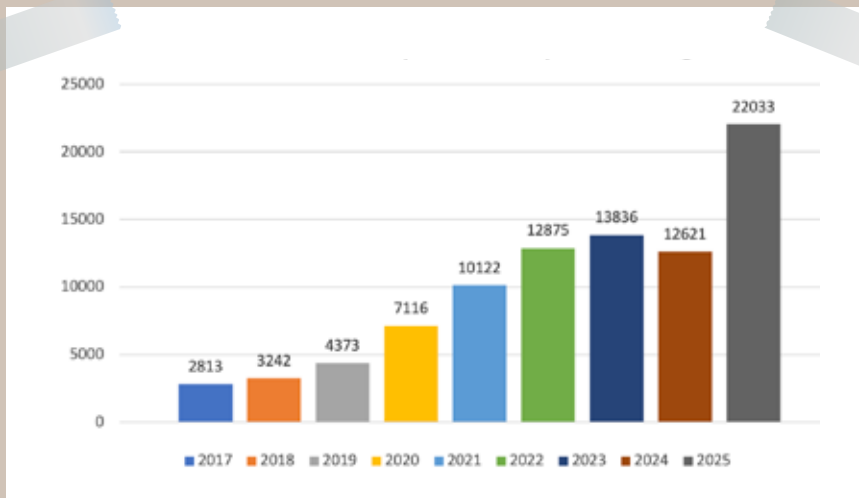
Number of Services Provided



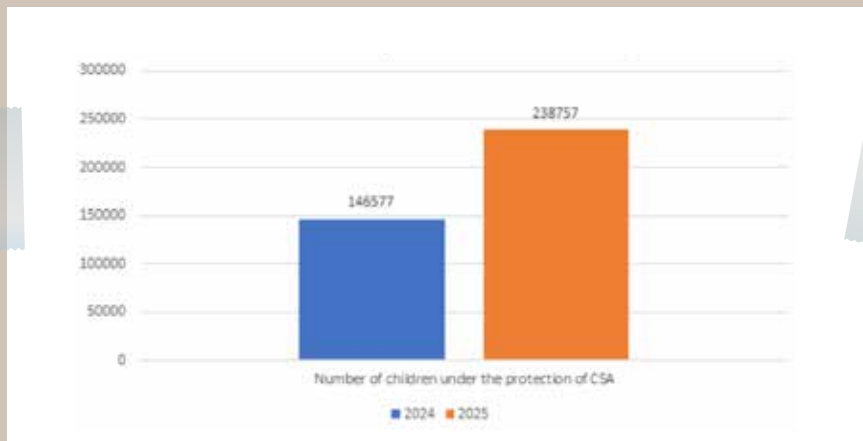
Number of ChildSafe Agents



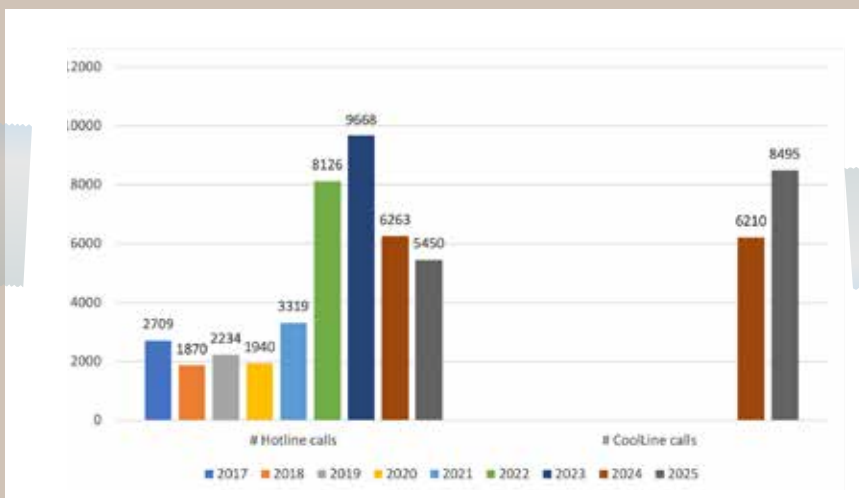
Number of beneficiaries directly protected by ChildSafe Agents



Number of children under the protection of ChildSafe Agents



Number of Hotline / CoolLine calls





មីថ សម្រាប់
mith samlan



2 BUILDING FUTURES



FUTURES FAMILY

Strengthening family support and their capacity to care for their children

- Over the past few years, data shows a decrease in the number of children in safe lodging, reflecting the shift toward family-based care and alternative solutions
- Continued to strengthen family-based care approaches across programs, with efforts focused on improving assessment processes, reinforcing risk assessment and child protection practices
- Several services were closed, including Specialized Foster Care and Transitional Homes in Cambodia, and the boys' dormitory in Myanmar, due to funding constraints, decreased needs, and the political situation in Myanmar
- At the same time, teams continued to reinforce family reintegration processes and coordination with government and partners



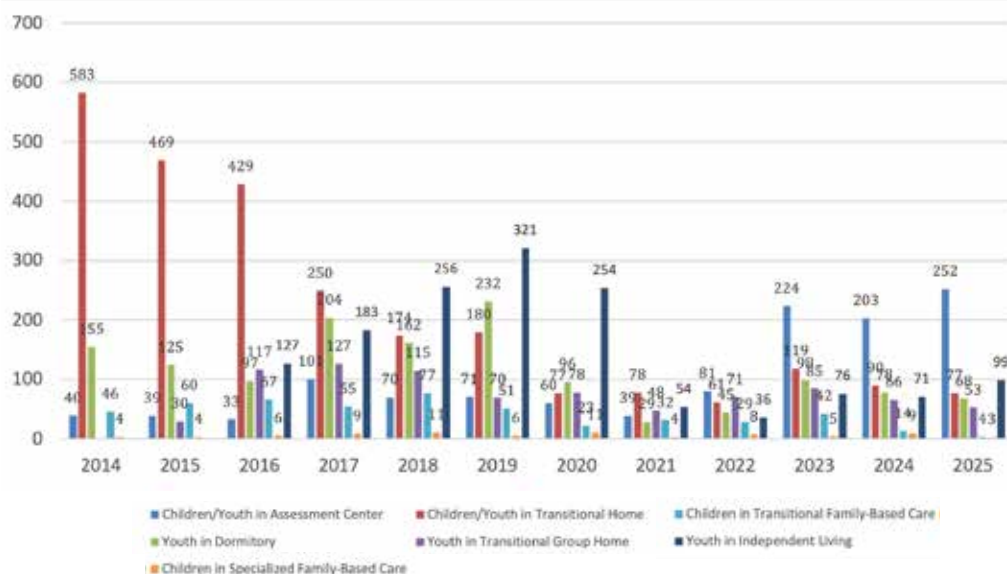


FUTURES EDUCATION

Support children to enroll and remain in school

- Focused on clarifying education pathways and improving the quality of support provided to children, especially through the assessment of Mith Samlanh remedial class students and the review of class types and education responses (*remedial, support classes, keep-going classes, preschool, literacy for VT*)
- Student passport for remedial education finalized and implemented in Cambodia
- Continued development of life skills materials and education tools
- Lack of funding for our education programs significantly impacted our capacity to support children. Education activities were scaled down, including the closure of some support classes (*mainly in Cambodia*), and teams had to focus on more targeted support. This led to reduced capacity for reintegration and retention, and an increase in school drop-outs

Number of children/youth supported with safe lodging per year and per type 2014 – 2025



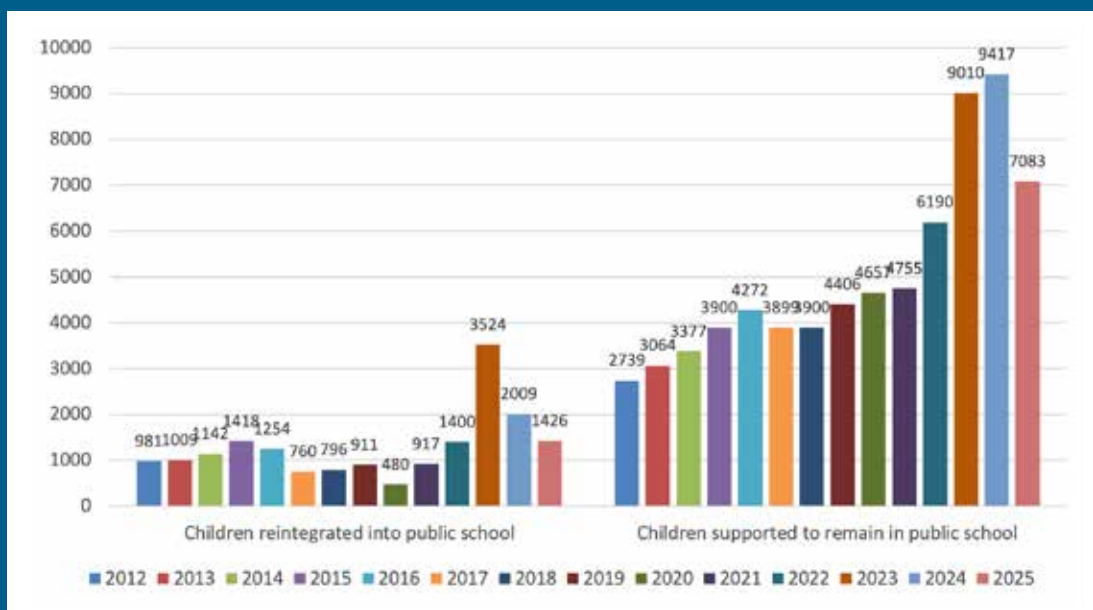


FUTURES EMPLOYMENT

Expand the Futures Employment services in all Friends Programs and among Partners

- Continued strengthening of tools, systems, and approaches across programs
- Strong focus on soft skills training, case management, and vocational training quality
- Strengthened case management and follow-up systems, including student passport and satisfaction surveys
- Different training models (*center-based, mobile, apprenticeship, micro-training*) continued to be developed and adapted to local contexts
- Reinforced partnerships with the private sector and exchanges within Friends Alliance and 3PC partners
- The number of youth and caregivers supported with training remained stable, while employment placements decreased. This decrease is mainly linked to a difficult economic environment, including a slow recovery in key sectors (*such as tourism in Cambodia and Thailand*), increased competition on the job market with a high number of qualified workers, and economic pressures in some countries (*e.g. inflation and migration in Laos*). In parallel, soft skills training continued to increase, reflecting a stronger focus on responding to employer needs

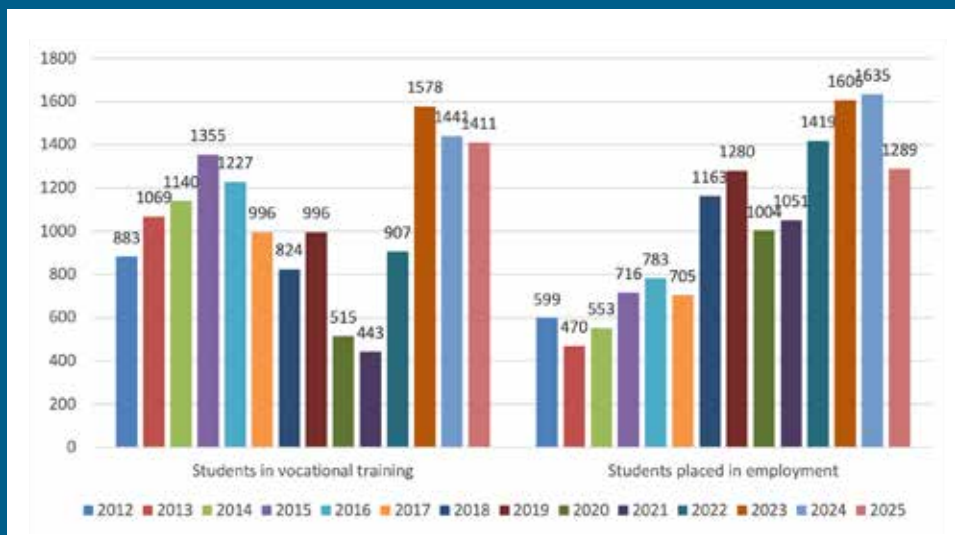
Number of children supported to reintegrate and remain in public school per year from 2012 to 2025



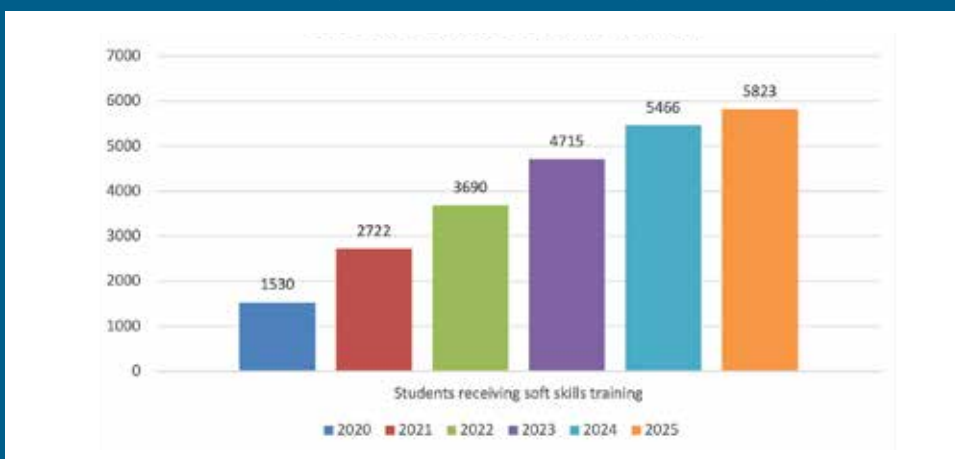


Mobile Beauty Training in a community in Phnom Penh

Number of students (youth + caretakers) supported annually with training and employment



Number of students (youth + caretakers) receiving soft skills training





 
Department of Education
Office of the Secretary
Division Office - Cebu
Cebu City, Philippines



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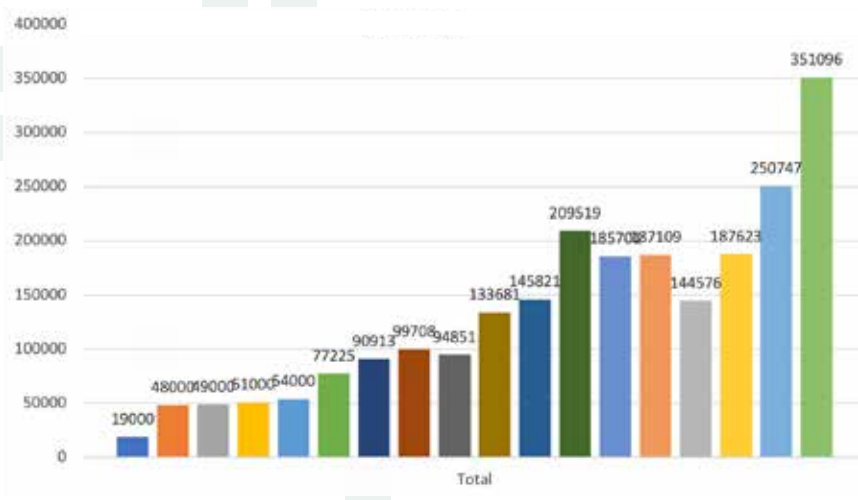


PARTNERSHIP PROGRAMME FOR THE PROTECTION OF CHILDREN (3PC)

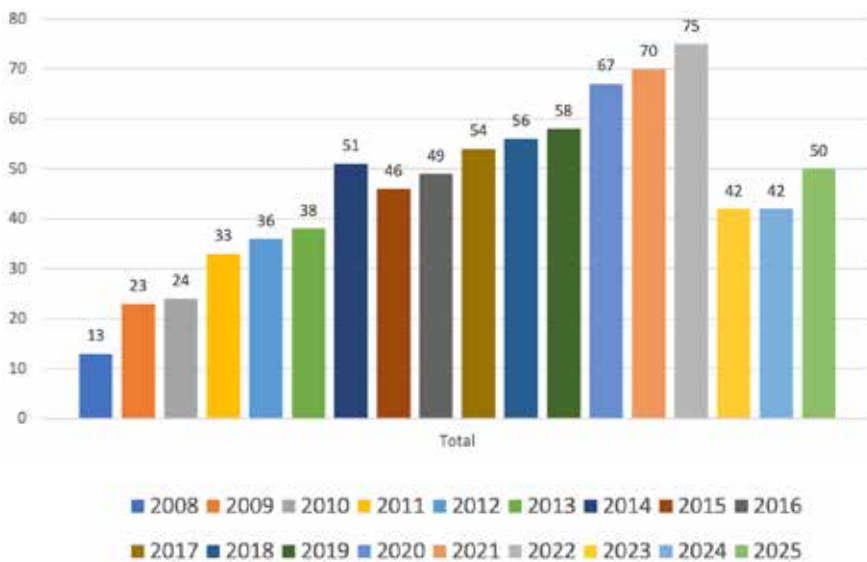
- Team structure was revised in Q3
- In Cambodia, Coordination was maintained through 2 Directors' meetings and 12 provincial coordination meetings held, 7 Specialist Groups active with clear objectives
- Specialist Groups were opened to other countries (*Futures*)
- Pilot of 7 NGO Standards completed ready to be rolled out in 2026
- Capacity Building maintained with 34 training courses delivered to NGOs and Government partners
- 5 Common Projects implemented: Safe Migration, Employment, Drugs, CSA/Hotline and strong collaboration between partners during Thai Cambodian conflict
- Campaigns on online safety, preventing Violence Against Children (VAC), safe migration, school reintegration, debt shared widely



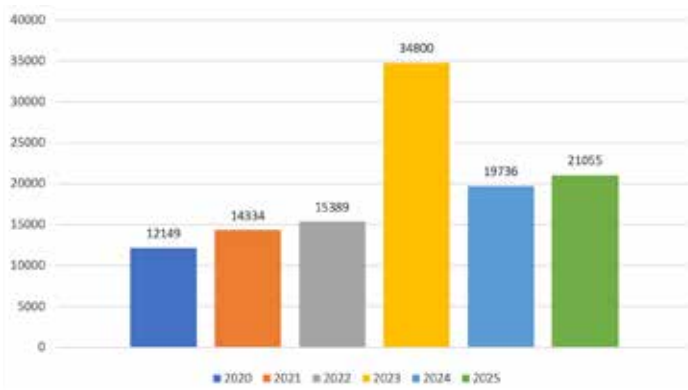
Number of Beneficiaries



Number of Implementing Partners



Number of children in school



Number of youth and caretakers in Employment







CHILDSAFE MOVEMENT

Together, Protecting Children

PROGRAM & RESOURCES DEVELOPMENT

- The management of the ChildSafe Movement changed with the (*internal*) replacement of the International Coordinator. The team was replenished, however it continued to function understaffed for most of the year, impacting its reach
- The ChildSafe Movement focused on strengthening its global framework and tools. Key progress included defining the program structure with seven priority target groups and improving operational tools and training materials
- Training resources continued to be developed, including the expansion of online training courses for Destination Management Companies (*DMCs*) and hotels and improvements to the Online Learning Platform. A Training of Trainers (*ToT*) program was also created and made accessible online to strengthen the capacity of implementing partners
- In total, 457 participants received ChildSafe training, including 248 through in-person sessions and 209 through online courses, with 88% demonstrating increased knowledge of child protection after training





A proud ChildSafe Agent.

Number of ChildSafe Partners Across Regions



CHILDSAFE ENGAGEMENT

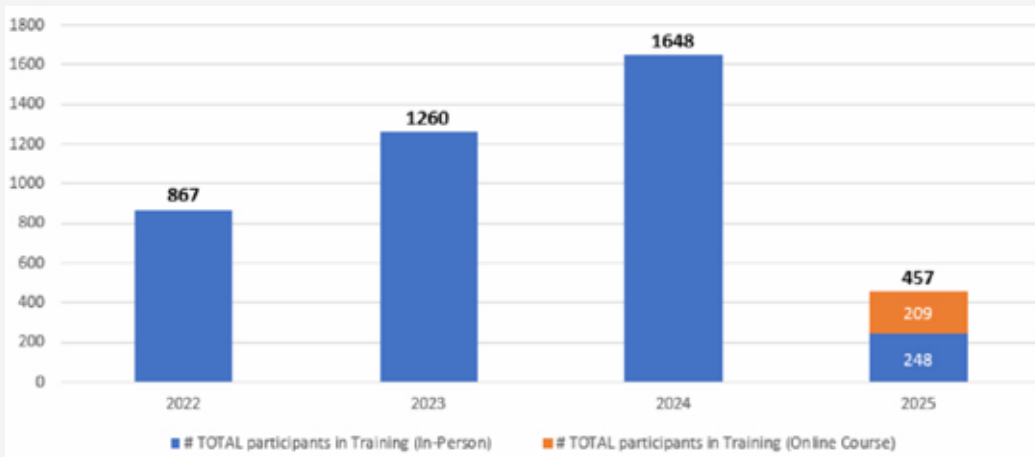
- **Expanding Partnerships and Engagement:** ChildSafe continued expanding partnerships with businesses and institutions committed to protecting children. In 2025, the Movement reached 100 ChildSafe partners globally, including 99 tourism companies and 1 private school, with 13 new partners signed and 14 partnerships renewed
- **Awareness and Campaigns:** The 7 Tips for Travelers campaign continued to promote responsible behavior toward children through tourism partners. The use of digital materials and QR codes made it easier for partners to share the campaign with travelers, helping extend ChildSafe awareness to tourists even in destinations where ChildSafe teams are not directly present

PROMOTING GOOD PRACTICES

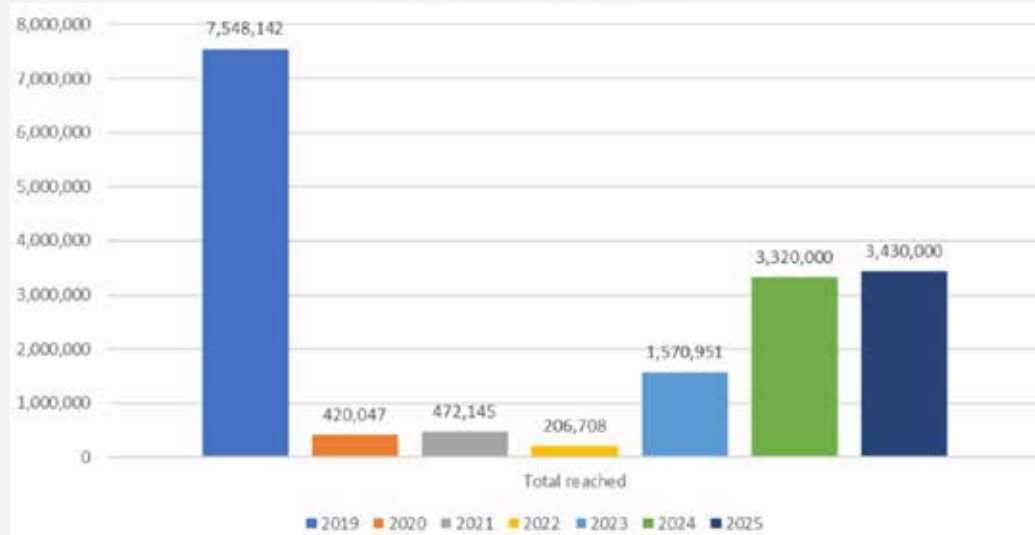
Partners were supported in strengthening child protection practices within their operations. In 2025, 3 partners completed a ChildSafe risk assessment, while 2 partners received child protection policy guidance and CSR guidelines to support the integration of responsible business practices.



Number of Participants in ChildSafe Awareness Training | 2022 – 2025



Number of ChildSafe Campaigns



Training children on protection from abuse.



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ChildSafe MOVEMENT
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**តើមានអាជីវកម្ម
 មែនទេ?**

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5 Communications

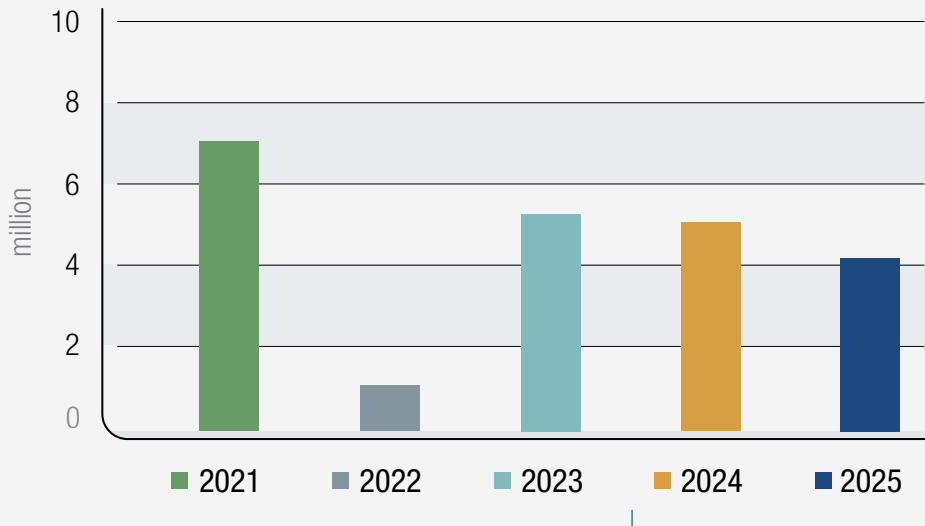
- As predicted due to streamed content ending, the global reach figure for online and media channels dropped – from an estimated 4.6 million in 2024, to 4.1 million in 2025, a reduction of 10% (*Bon Gusto, the streamed European channel ceased collaboration*)
- The unpredictability of algorithm-based approaches to organic content creation continued to present challenges, as did the multiplicity of channels now vying for consumer attention across the online landscape. As an example, 2025 saw a reduction of 12% in traffic to both the FI and CS websites. Our key social media impact 2025 was again a mixed bag, however with some good news:
 - FI Facebook channels brought an over 50% increase in traffic (*from 1.4m to 2.2m*), almost entirely down to organic content
 - FI LinkedIn grew by 125% due to an increase in frequency of posting, and X (*now exclusively ChildSafe content*) also grew, by 67%
 - The ChildSafe FB channel saw a gratifying increase of 127% in traffic from 2024, following an increasing frequency of posting
- In support of our social programs and social businesses, the in-house FI Design team completed 450 tasks during 2025





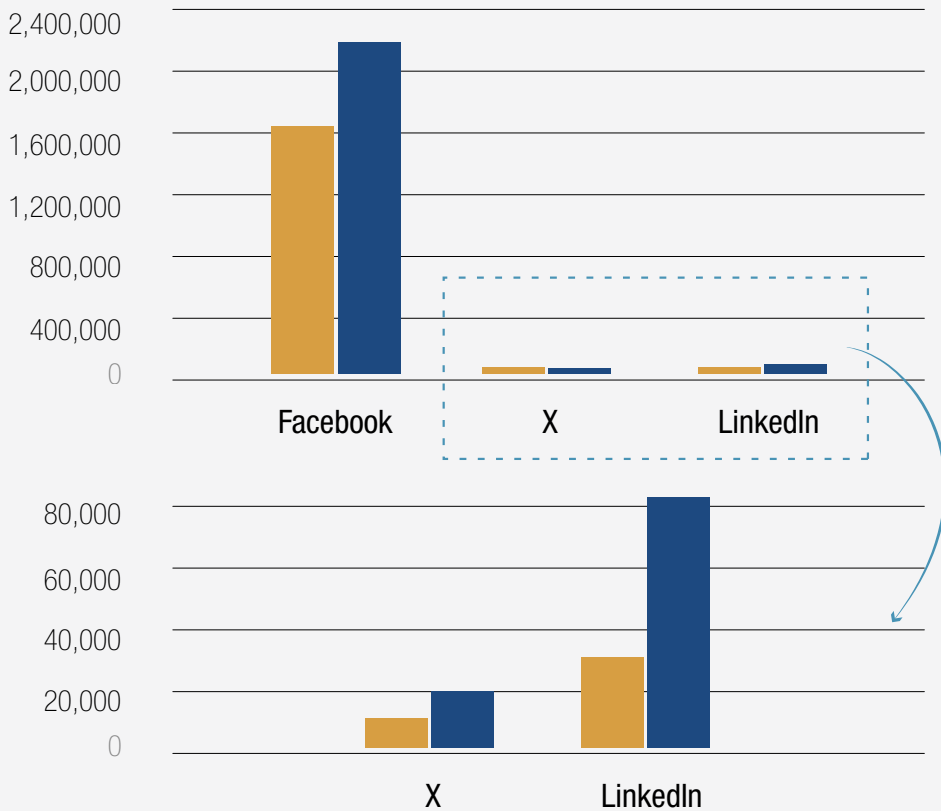
Communication Global Reach Figures

2021-2025



Reach of Principal Social Media Channels

2022-2024





6 HUMAN RESOURCES

1. STREAMLINING GLOBAL TOOLS AND POLICIES

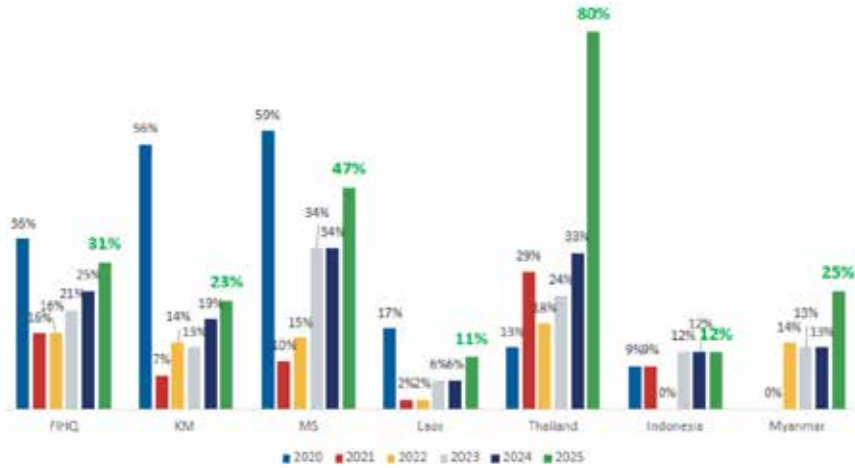
- ClearView fully rolled out and integrated into HR processes with HR teams trained
- AI implementation initiated: onboarding automation under testing
- SharePoint implemented across these HQ departments (*HR/Admin/IT, Finance, ChildSafe, Partnerships, Comms, MEL*)
- IT Policy developed
- Compliance maintained across all programs (*MoUs, labor laws, donor requirements*) and Internal Regulations updated (*Remuneration article aligned globally, Cambodia bonus clarified; Myanmar labor law updates; Indonesia pension updates*)

2. STRENGTHENING RECRUITMENT AND RETENTION

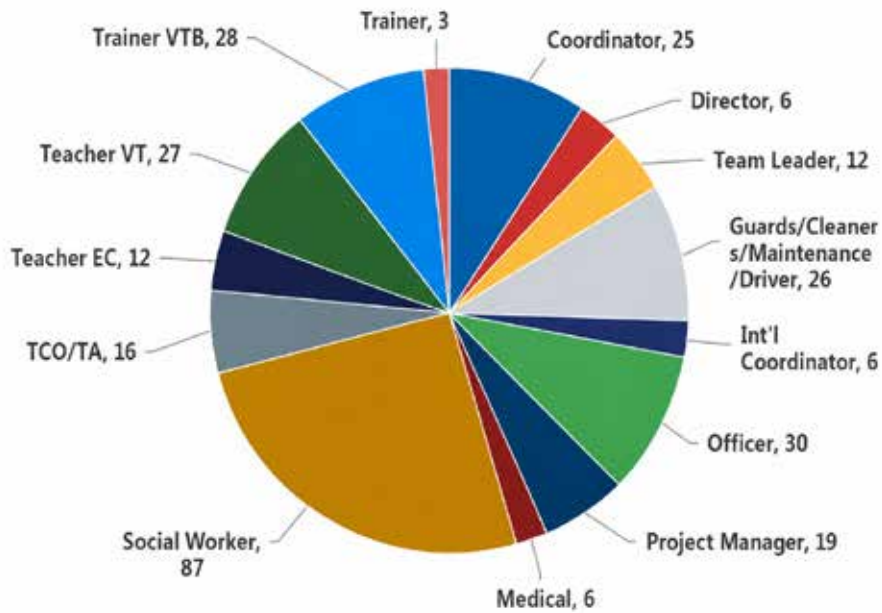
- Recruitment tools improved with standardized job ad templates (*including simplified text + dynamic visuals*) and interview tools tested to assess cultural fit
- Staff turnover insights: 92 separations in 2025 with 36 exit interviews conducted (*40% coverage*). Key strengths: culture, mission, onboarding and key challenges: compensation, training, working conditions (*heat in some locations*)
- Salary & benefits adjustments with 57 staff supported through salary increases with a focus on high-inflation contexts (*Myanmar, Laos = 32 increases*)
- Internal mobility & structure: 36 promotions/internal movements and Deputy system being expanded across middle management
- Additional support: 57 staff received targeted benefits and 40 personal loans provided (*20 new in 2025*)



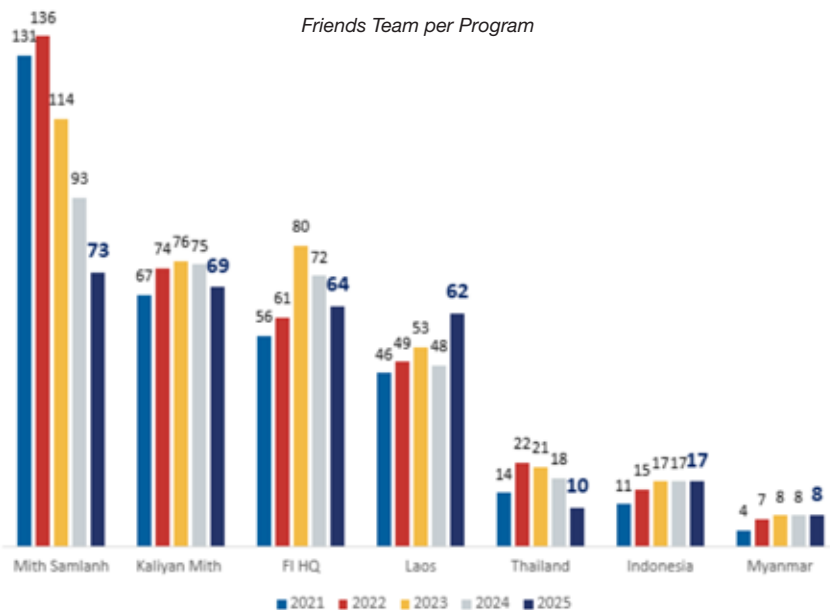
Team Turnover per Program



Team per Type of Position



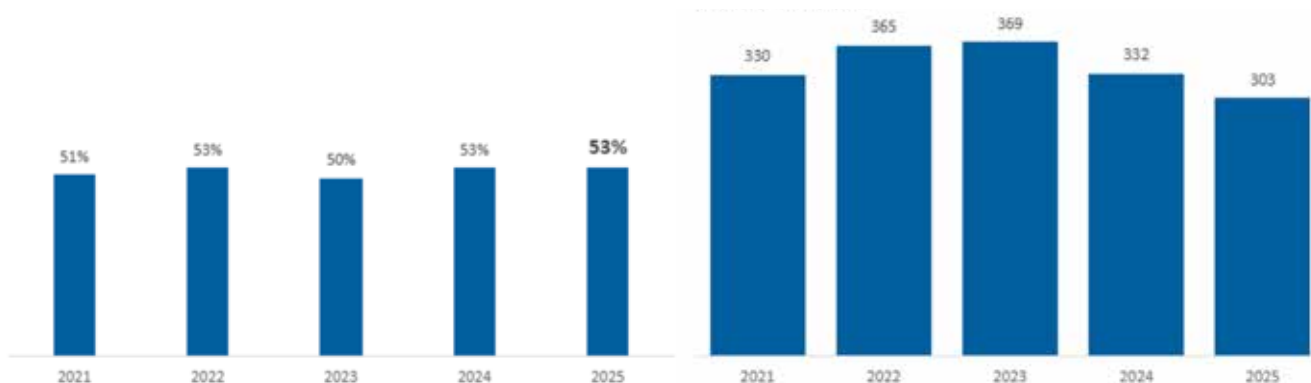
Friends Team per Program





Female Staff Global

Total Friends Team



3. INVESTING IN CAPACITY BUILDING

- **Training systems development:** Training portfolio updated and training supervision system designed (*rollout pending*)
- **Gender Equity Training:** Finalized (*including SOGIE component*)
- **Micro-training & internships:** 41 interns engaged in micro-training

4. WORK ENVIRONMENT & ORGANIZATIONAL CULTURE

- **Internal communication:** “We are Friends” newsletter launched (*Sept 2025*)
- **Engagement & collaboration:** Increased cross-program participation in events and International sharing meeting held (*Oct 2025*)

5. STRENGTHENING ADMINISTRATIVE & IT SYSTEMS

- **Cloud migration** completed successfully (*no major issues*)
- **IT & asset management:** approx. 90 IT assets disposed (*≈ \$30,000 original value*) with \$500 recovered through resale. Annual maintenance system and asset tracking improved
- **MoU & agreements tracking:** fully maintained across programs
- **IT onboarding & maintenance:** standardized globally
- **Office operations:** HQ office successfully relocated and reorganized

6. WORKFORCE OVERVIEW & DIVERSITY

- **Total staff:** 303, 52.8% female (*160 staff*), 12 international staff
- **Leadership (74 roles)** 47.3% female / 52.7% male

Volunteers & interns: 81 total (*16 international / 65 local*), Avg. duration: 3 months







7 Social Businesses

SOCIAL BUSINESSES WERE EXPANDED

1. Vocational Training Businesses (VTB):

- Phnom Penh: The flagship restaurant (*Friends The Restaurant*) was reopened in October and the various VTB operated better than expected, despite a difficult overall business environment
- Siem Reap: the market conditions were very challenging and the VTB did not operate well. The Nail Bar was closed and only the restaurant remains as a social business.
- Vientiane: VTBs were maintained, but with little business and income - garage, restaurant (Makphet)
- Luang Prabang: the training restaurant (Khaipean) saw its income remain regular and high supported by a new location

INCOME

VTB income saw an increase compared to 2024: \$388,652 (+150%), but with an overall loss of \$288,369 after all running expenses (including international support) that was supported by donors.

CHILDSAFE EXPERIENCES

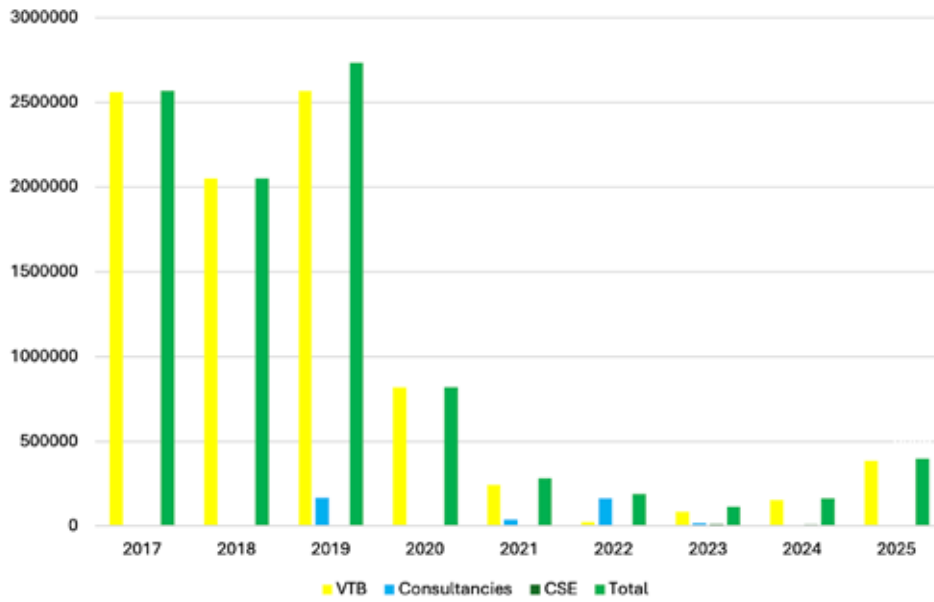
CSE continued to pilot throughout 2025 in Phnom Penh and started expansion in Siem Reap and Luang Prabang. A total of \$4,833 was earned.

CONSULTANCIES

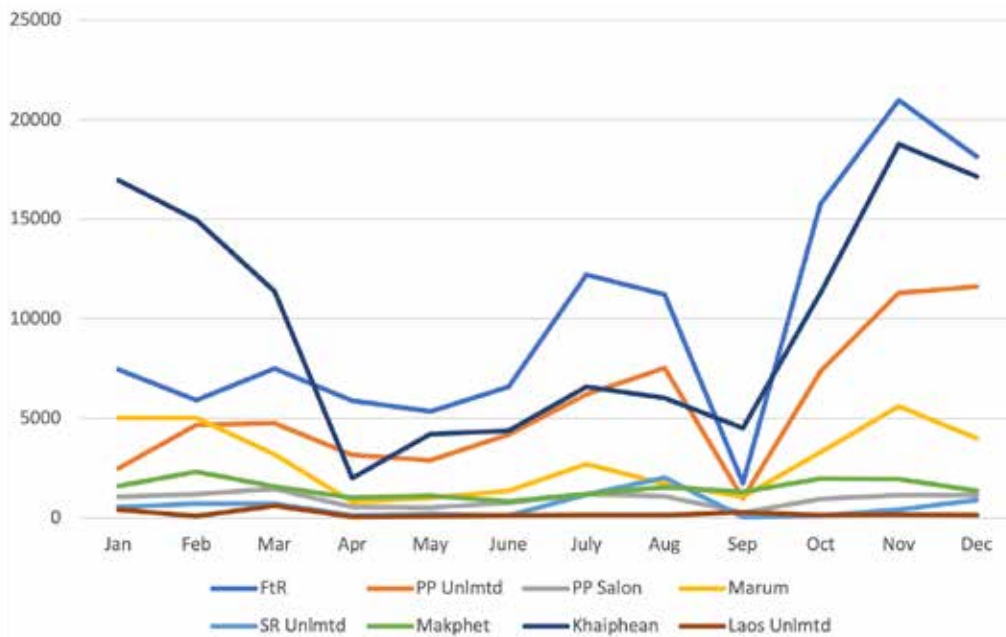
- Business plans and communication were initiated
- Consultancies continued with schools and NGOs. A total of \$5,534 was earned.



Total social business income



Total income for Vocational Training Businesses







KALIYAN MITH

SIEM REAP, BATTAMBANG, POIPET – CAMBODIA

CONTEXT

Cambodia and especially Siem Reap and the areas around Poipet experienced a challenging year mainly due to the border conflict with Thailand.

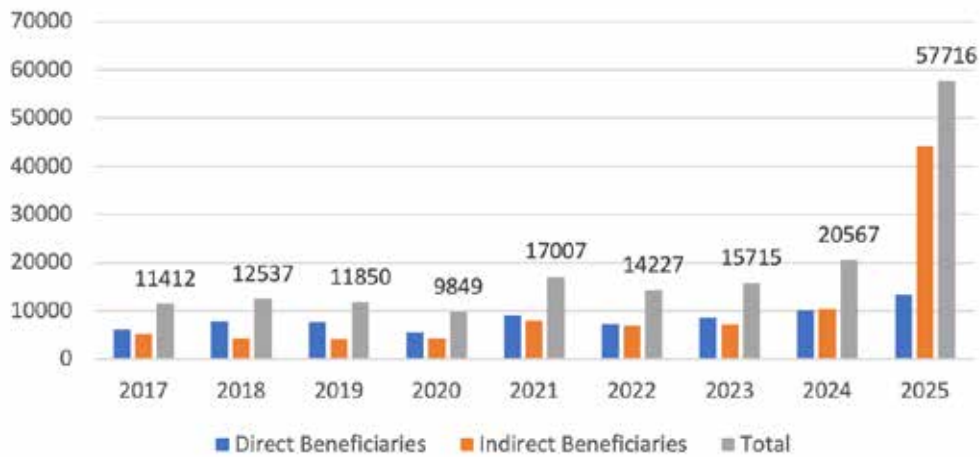
Economically Siem Reap is not recovering well as tourism is not increasing as rapidly as hoped and the disparity between the rural area and the city continues to be an issue. This affected the employment market: the seasonal employment and short-term contracts were increased as businesses lacked visibility. This affected the high number of informal workers (*street vendors, small businesses...*) who indirectly suffered from the low tourism.

This situation was exacerbated by the border conflict with Thailand that started in May until a first cease fire in July but flared again in December (*with a second ceasefire on December 27*). This created waves of large numbers of Internally Displaced People living around Siem Reap in camps. Cambodia also faced the return of many Cambodians who used to work in Thailand, now in search of revenue in Cambodia.

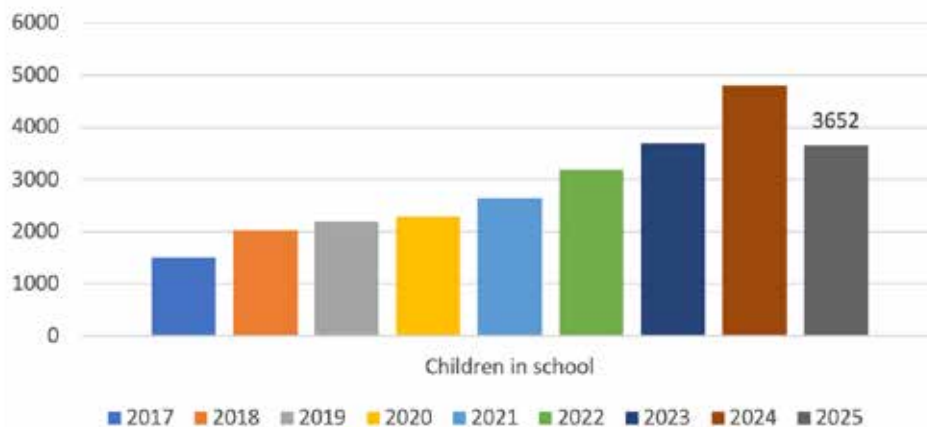
In this context, the Siem Reap project had to reorient much of its human resources during the last 6 months of the year to support the children, youth and families in the refugee camps. It also had to reorganize its work, absorbing the team from Aran and developing activities in Battambang while reorganizing activities and services in Siem Reap.



Number of Beneficiaries



Number of children in school

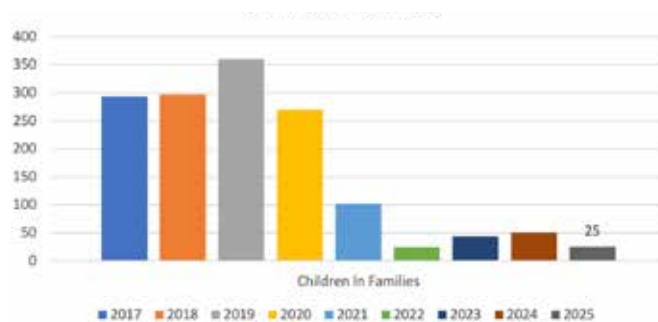


SAVING LIVES

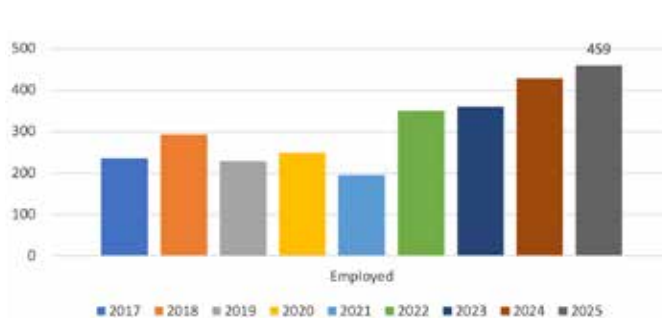
- The year was marked by the border conflict with Thailand – We carried out a rapid assessment in 42 IDP camps and supported a total of 1,171 families (3,798 pax) from July
- 2 mapping exercises were carried out that identified as key issues #1 Debt, #2 Alcohol, and #3 Unemployment
- The ChildSafe Agents network continued to be maintained and expanded in the new areas: a total of 520 (F=337) individual ChildSafe agents were identified and trained, and 89 (F 58) CSA have been terminated after assessment. By the end of December 2025, 373 (F=246) were still active
- Drug prevention education was initiated, reaching an initial 2,838 participants
- The work on migration was changed mid-year as many Cambodian workers returned to Cambodia (and many in the Siem Reap / Poipet / Battambang region). However, despite the return from Thailand because of conflict, only an estimated 30% of parents returned to their families, keeping the number of Children Left Behind still very high (775 cases opened and supported)
- The calls for support to the Hotlines and CoolLines increased to 4,329 calls mostly for employment, education (school follow up) and food support
- The Child Protection work remained central to our operations with 220 (F=132) cases, including 45 (F=44) cases of sexual abuse
- Emergency support increased to reach 6,637 people due to the high number of IDPs



Number of children in families



Number of youth & caretakers in employment



BUILDING FUTURES

Futures Family

Due to the funding situation and the reduction of the number of children living in our Transitional Home, it was decided to close it at the end of June. It was replaced by an Assessment/Emergency shelter.

Futures Education

- 3,652 children were supported to reintegrate/continue their studies in public school (-24% due to limited funding for school reintegration in 2025)
- 10 Support Classes were active, 3 of them run by ChildSafe Agents (*who are teachers*)

Futures Employment

- The tools were updated including the on-going Employment Market Review, the satisfaction surveys (*students and employers*) and the updated Soft Skills training
- The number of students in vocational training remained stable, but we saw an increase in the number of micro-trainings (*111 persons*) and the new mobile training (*34*)
- The Nail Bar was closed due to the lack of customers – it is being replaced by free services provided in communities, so students continue to get practical experience
- Despite the difficult employment market situation, the number of students placed continued to increase (+7%)

3PC

- Kaliyan Mith is a very active member of 3PC Cambodia and is managing the coordination and training at regional level
- 475 students from public schools and 101 Government staff were trained by the team on prevention of Sexual Abuse and Exploitation
- 58 co-case managements with local authorities were opened

ChildSafe Movement

The border conflict impacted our CS Partners' business – visibility hotels got a lot of cancellations, tourism did not reach objectives (-36% drop Angkor Temples ticket sales compared to 2024); despite this difficult situation:

- 26 business partners (*DMC/hotels...*) were trained and joined the CSM
- 9,669 clients received ChildSafe information





Emergency Response

Support provided during the border conflict *(from July to end December 2025)*

In Siem Reap, ChildSafe and partners strengthened child protection support for internally displaced persons (IDPs) across 40 camps, starting with a rapid needs assessment reaching 9,722 families and 31,738 family members *(including 11,445 children/youth)*. To improve access to help, ChildSafe Hotline banners were installed in 18 camps, informing 13,244 people about available hotline support. Emergency assistance was provided to 1,031 IDP families *(reaching 3,353 household members)*, while 130 individuals were enrolled for longer-term support with continued outreach based on individual needs. In parallel, 290,000 protection service events were delivered to IDPs in the 40 camps, complemented by community-based economic inclusion support *(including 13 IDPs completing micro-training on drink preparation to start small businesses)* and the establishment of 24 child-friendly spaces.

In Battambang, we supported conflict-displaced and returning families, including 5 migration families *(including 16 children)* during the first war; 3 IDP families *(including 5 children)* received food and transportation assistance to return home *(provided twice)*; and 36 IDP families *(including 85 children)* received food support. The Battambang center also received 79 children and family members from partner NGO Damnok Toek, evacuated from Poipet *(July and December)*.

Finally, in Poipet, rapid assessments were conducted in 2 IDP camps, reaching 904 families and 3,428 people *(including 1,729 children)* and 51 IDP families *(with 255 family members)* received support during the second border conflict.



1 / 3



#Everyday heroes in action



Neng* had originally come from Cambodia, and for the past eight years she and her husband, My, had built their lives in Thailand—working every day in a fruit shop. Their home held three children: their 17-year-old son, Rong*, who also lived in Thailand; Tina*, 13, who stayed in Cambodia with her grandparents and was in grade 10; and their youngest son, Phanny*, 8, who attended Thai public school.

When conflict first erupted on the Thai/Cambodia border, Neng’s family was told to stop working. As they were repaying a large debt, helping support their parents, and ensuring their daughter in Cambodia could continue her schooling, the family quickly fell behind on the basics.

Food and rent became urgent, daily worries, and Neng was especially overwhelmed. In their struggle to survive, she became so distressed that she even asked Phanny to stay home and stop going to school—framing it as a matter of safety, but it was really fear that drove the decision. When food began to run out, the family’s uncertainty deepened.

However, the Thai government had reiterated that Cambodian people living in Thailand were not being targeted, and the family knew that any violence had subsided following public reaction and police intervention. Despite this, even when the perception of danger eased, survival remained fragile.

That was when our Peuan Peuan team stepped in, putting together an action plan to help Neng and her family regain ground: immediate support for rent, emergency food, counselling to help reduce the strain and anxiety that had taken hold, and clear follow-up to ensure Phanny could continue his education. The goal was not only to meet urgent needs, but to help them move forward again with dignity—toward steadier days for their children and a safer path for their family.

**Names changed for privacy.*



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#EverydayHeroes in action *(continued)*



In December 2025, during the Cambodia–Thailand border conflict, an internally displaced family arrived in Siem Reap from Oddar Meanchey Province: Thavy (37), his pregnant wife Sreyppo (39), and their 7-year-old child. When the Friends-International Kaliyan Mith (KMSR) team met them in the camp, they conducted a rapid assessment and identified urgent needs to keep mother and child healthy and safe.

Immediate targeted support was given based on Sreyppo’s needs, including access to a nutritious diet and assistance with planning and transport for health checks. Late at night, Sreyppo delivered her baby, and the team organized safe hospital support and continued follow-up to monitor both mother and newborn and address other immediate needs.

The area remains under restrictions and their home has been badly damaged, so the family cannot go back and are living in temporary accommodation. Longer term, KMSR will help them find more permanent housing in Siem Reap when conditions allow and the baby is older, while continuing to stabilize the household and reduce the stress of displacement.

KMSR is also supporting daily routines and well-being: the older child attends school, baby receives ongoing support through follow-up. Thavy is receiving livelihood recovery support, including efforts to secure work as a driver, as the team continues monitoring them through each step toward stability.

**Names changed for privacy.*





Building skills with IDP's - Mobile Drinks Training.

3 / 3



#EverydayHeroes in action *(continued)*

Even after a welcome ceasefire at the year end, border tensions in Cambodia continued to disrupt communities. An estimated 500,000 people had left their homes for temporary shelter and safety, and in Siem Reap IDPs tried to rebuild stability while living with uncertainty—unsure if their homes, land, or businesses would still be there when it became safe to return.

Amid this insecurity, Friends–International’s Kaliyan Mith program in Siem Reap responded by meeting IDPs in camps, conducting needs assessments, listening to their fears, and offering skills and vocational training to help youth and adults regain hope and independence. Within days over 30 people had registered for a range of trainings, including mobile drinks preparation, barber skills and beauty salon skills.

For many, returning home was rarely straightforward, with reports of damaged homes and lost or looted livelihoods. That made the vocational training more than education: it provided dignity, a psychological anchor to focus on something constructive, and a practical way to earn income now—whether families returned or started over elsewhere. The program reflects Friends–International’s mission, “Together, building futures,” and results were visible every day: displaced families were rebuilding hope, one training at a time.





មិត្តសំឡាត់
mih samrath



Mith Samlanh

PHNOM PENH, TAKHMAO - CAMBODIA

CONTEXT

The political environment was stable in 2025. Phnom Penh continued its rapid urbanization as the city remains a destination for national migration seeking employment and better living standards. Informal settlements and access to affordable housing remain issues for many urban migrants.

Despite advancements in the overall protection (*National Social Security Fund*) social inequalities and social vulnerabilities were on-going.

The economy is officially growing, pushed by garments, services, and construction, but the high level of household indebtedness and weak tourism means many families continue to struggle. The border conflict made Cambodia a seemingly dangerous destination for tourism (*that adds to the perceived risk of human trafficking for the scamming industry*) and increased the cost of goods as the country remains highly dependent on import for basic consumer goods. This situation made it difficult for small and medium businesses to strive.

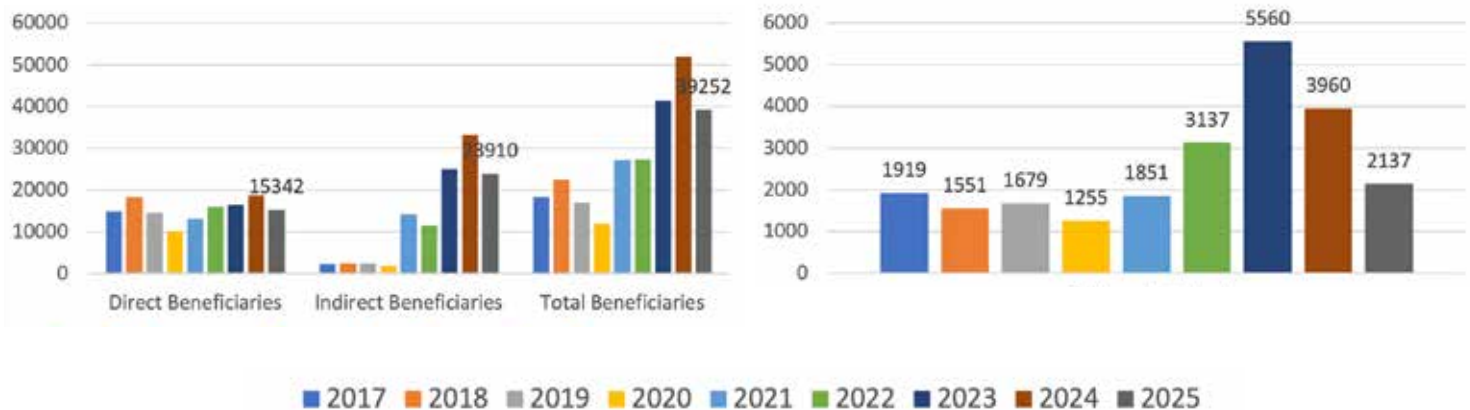
A large share of the population is young, creating both opportunities (*labor supply*) and challenges (job creation and skills development), leading to an employment market reliant on informal and low-wage work.

In addition to this delicate context, Mith Samlanh was directly affected by the funding crisis and faced an important budget reduction (-17%) that affected all of its services, especially education and employment. Key services were affected (*closure of 1 drop in center, stopped the mini-van working with sex workers, closure of the transitional home, closure of 5 Support Classes...*)



Number of Direct, Indirect, and Total Beneficiaries

Number of Children in School



SAVING LIVES

- Mapping continued, identifying 29 locations where MS conducts activities related to Violence Against Children, and 41 locations related to drug use
- The ChildSafe Agents network was reinforced with 743 Agents active with a high level of satisfaction and commitment reported by communities we serve
- The Drugs Program expanded with 696,095 services reaching 4,543 users with Harm Reduction services and 71 for detoxification
- The Child Protection trainings (7,419 pax trained) and services continued, and 24 cases of child sexual abuse were supported
- The Hotline and CoolLines received a total of 3,772 calls (over 10 calls per day)
- The work with children in conflict with the law continued with 92 cases of diversion and work in the Youth Rehabilitation Center and the Drug Rehabilitation Center
- As part of our fun and community-based activities, 26 football teams were created in communities
- The Drop-In Center and Community centers received a total of 2,254 children and youth for various services and activities
- 870 individual sex workers were reached and received services by the Night Bus (an average of 100 per night)
- 3 alcohol groups were active, supporting 79 people
- 743 people were tested for HIV and 562 for STIs – the team managed to maintain a low HIV infection rate, but the STI infection continues to rise.
- Emergency support was still needed supporting 803 people, including 179 pax supported to access official documents, 55 for debt case management

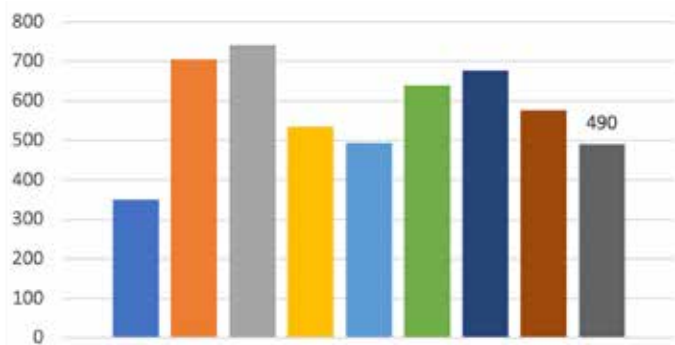
BUILDING FUTURES

Futures Family

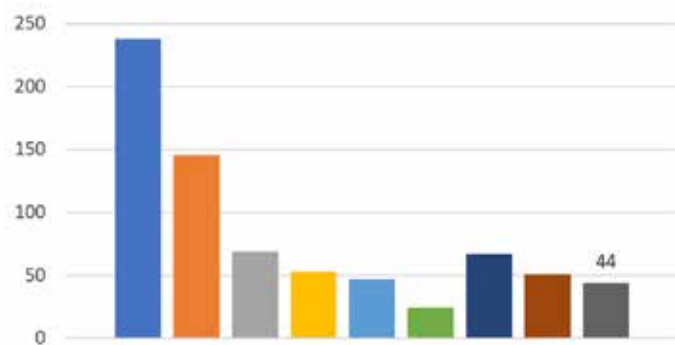
- The Transitional Home closed in September due to on-going lack of funding and the reduction of the number of children needing its services – it was replaced by an Assessment Center (59 pax assessed and referred to other Mith Samlanh services such as Group Homes, Independent Living or to partners)



Number youth & caretakers in employment



Number of children in families



■ 2017 ■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025

Futures Education

- Due to a serious funding shortfall, the Education project was affected, including closing 5 of 6 Support Classes in February, as a direct impact the number of students reduced by 46%, increasing the number of children dropping out of public school
- The School Campaign reached a total of 15,793 people (+9%), but we were not able to support children as before (-44% in school reintegration, -22% in number of children supported with school material, -45% in the number of children supported to remain in school)

Futures Employment

- The tools were reinforced with on-going Employment Market Reviews, satisfaction surveys (students and employers), the development of Soft Skills material and training, increased collaboration with the private sector
- The Futures services were promoted to attract more students, but the impact will only be felt in 2026 (Vocational Training: youth registered -3% - caretakers -8% / Soft Skills: youth -3% - caretakers -36%)
- Soft Skills training was increased with 930 people who received training
- Placement in employment was also reduced this year (youth: -10% / caretakers: -19%)

3PC

- Active participation to 3PC continued: joining Specialist Groups, part of key common projects (ChildSafe Agents / Drugs) and capacity building of partner organizations
- Contribute to the coordination of services (social, drugs...) in Phnom Penh
- The collaboration with authorities continued to be strong, however, due to lack of funding, services in prisons had to be halted

Administration

- 34 staff were stopped (terminations + resignations) and only 6 were newly hired - To respond to this situation, the structure was reviewed in October
- Middle management was strengthened through leadership training, presentation skills training, and soft skills training, with deputies identified across projects
- Team morale and integration are actively maintained through monthly sharing meetings, cross-team collaboration with Friends-International/F3, and a joint 30-year anniversary celebration





10 TEMAN BAIK JAKARTA - INDONESIA

CONTEXT

2025 was marked by the start of a new Government, some students' demonstrations and civil unrest. Although the economy continued to grow (5%), the job market remained stressed with high informal employment (59%) and high underemployment and limited formal job opportunities, especially for youth.

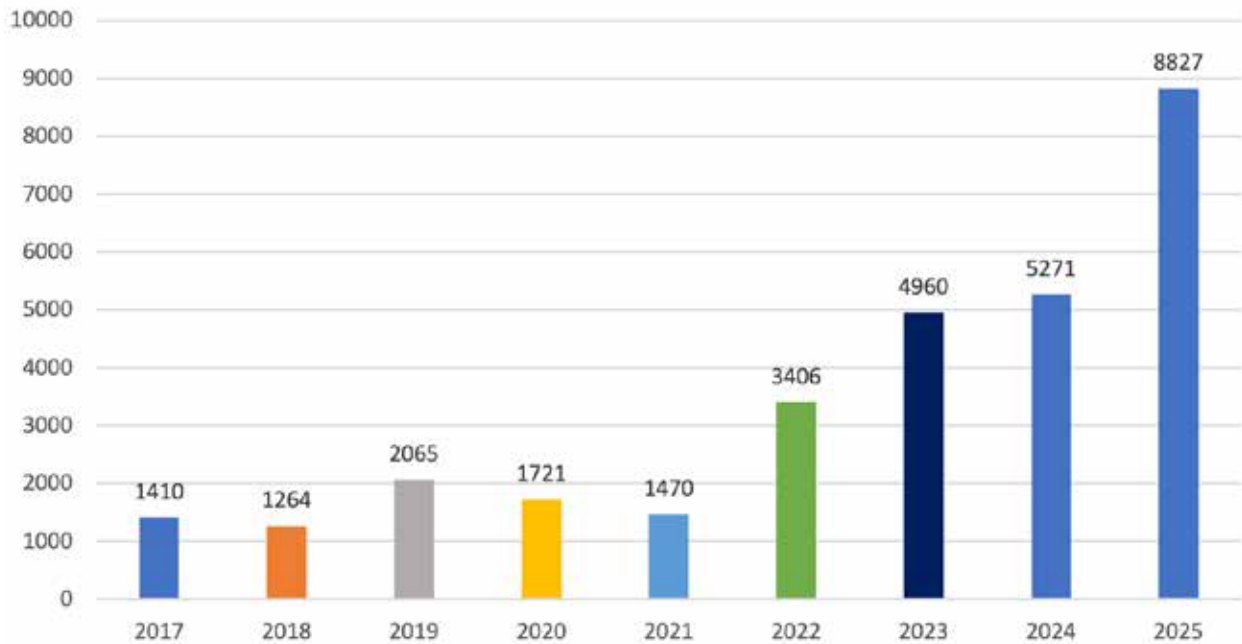
In this context, the Indonesia program (*Yayasan Teman Baik*) continued to grow and expand in reach, but saw some stress on its employment services.

SAVING LIVES

- 2 new zones were added (*total 8 zones*)
- The number of ChildSafe Agents continued to increase to reach 355 (*F=253*) persons
- Child protection services continued to be a priority with investigation of serious cases (*6 cases*) and the start of the work with youth gangs
- More “pop-up” community centers were started in collaboration with local authorities
- Emergency support remained important with an 86% increase of families supported (*136 pax*) due to eviction in one of our areas of work



Direct Beneficiaries



BUILDING FUTURES

Futures Education

- The number of students attending support classes continued to increase (+26%) with the support of 18 volunteers from Binus University
- There was also a large increase (+240%) in the number of children supported to register to public school (mostly support to parents for online registration)

Futures Employment

- The Mobile Training in Beauty was launched and expanded in collaboration with local authorities
- Apprenticeship and Internship decreased (30 students) as well as micro-training (34 students)
- Job placement for youth reduced (-50%) as the employment environment remained challenging – however, job placement for caregivers increased (+18%) with the start of the mobile training

3PC

The program continued to link with other NGOs in Indonesia and continued its strong collaboration with local authorities

ChildSafe Movement

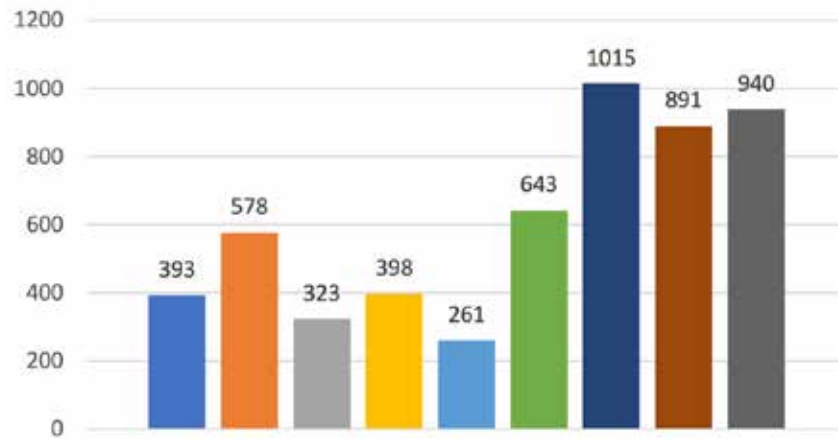
The team supported the HQ CSM team and mapped schools for future expansion

Administration / HR / Finance / MEL / Communications

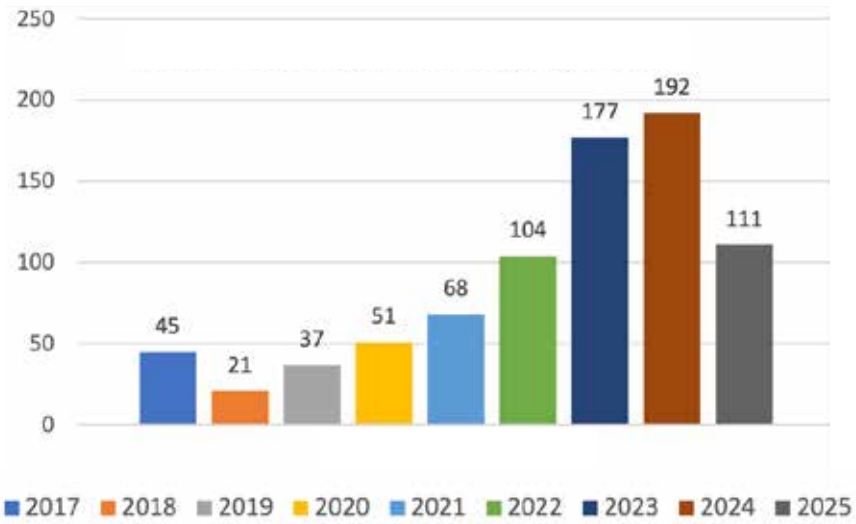
- Started preparing the change in Program Director to take place mid-2026
- The Board members were updated



Number of children in school



Number of youth & caregivers in employment





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PEUAN MIT

VIENTIANE, LUANG PRABANG – LAO PDR

CONTEXT

Laos remained politically stable in 2025 and continued to experience rapid urbanization, particularly in Vientiane. The economy showed signs of recovery from earlier financial pressures, including high inflation, currency depreciation, and public debt challenges. At the same time, infrastructure projects and foreign investment—especially from China—continued to play a key role in driving economic development.

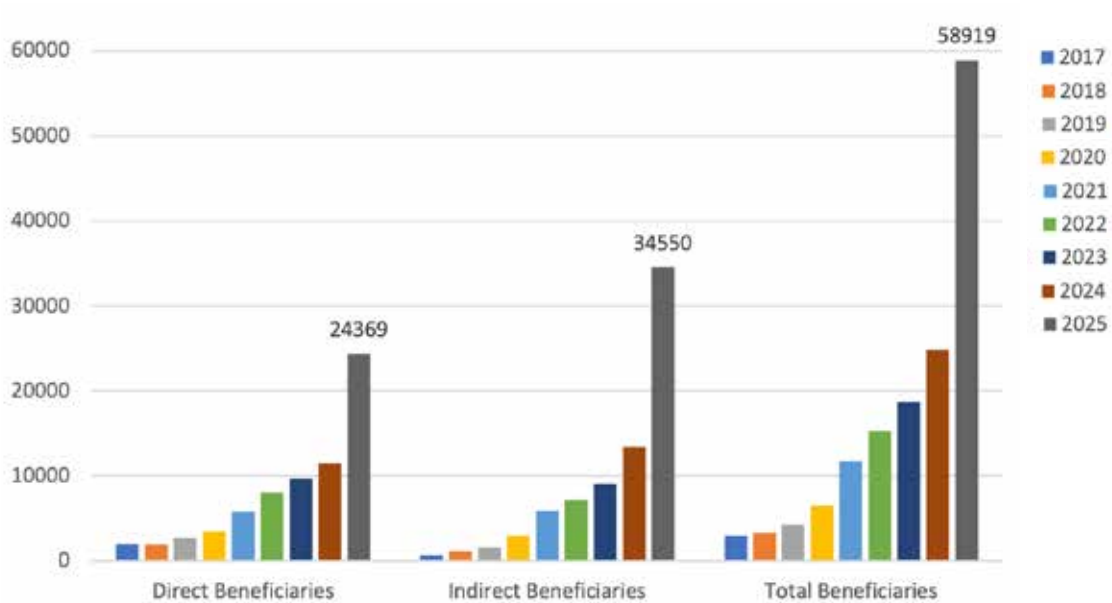
Most employment remained informal or agricultural, with a large share of the workforce engaged in small businesses or family farming. A significant proportion of the population belongs to ethnic minority groups, who often face additional barriers to accessing opportunities. This increases vulnerability, particularly among young women, including risks such as forced marriage.

Tourism growth was a major driver of both the economy and employment, especially in Luang Prabang. However, Laos continued to experience substantial labor migration: hundreds of thousands of Lao workers were employed abroad, particularly in Thailand, in sectors such as construction, agriculture, manufacturing, domestic work, and hospitality. Many migrants are young adults seeking higher wages and are often compelled to migrate due to limited job opportunities within Laos.

In this context, Friends Laos (Peuan Mit) expanded its activities in both Vientiane and Luang Prabang through a new and extended MoU, supported by significant funding that enabled the project to rapidly increase its reach. While social services were strengthened, the challenging employment environment and high levels of migration made job placement difficult and contributed to specific social issues such as children left behind, forced marriages, and other related stresses.



Total number of beneficiaries



Vientiane

SAVING LIVES

- The network of ChildSafe Agents in communities continued to be developed
- Drugs training in public schools was initiated
- The work towards safe migration continued to be developed and the support to 'children left behind' (62% of people leave children with grandparents) was reinforced
- Child protection remained the priority with an increased collaboration with public schools and the teachers (trained as ChildSafe Agents) as well as local authorities (11 cases of abuse being investigated)
- The Mobile School continued to provide services in communities around Vientiane city, reaching 3,100 (F=1,779) persons
- Condom distribution increase by 142% (16,072 condoms)
- The emergency support continued to be provided (mainly food, support for rental, etc. for families caring for Children Left Behind) but was reduced by 64%

FUTURES FAMILIES

- 68 children and youth were assessed for housing and 43 were reintegrated in a family setting or in independent living

FUTURES EDUCATION

- The school campaign reached 1,742 people and 117 children were supported to return to school
- This represents a reduction of 55% from previous years: this is due to a lack of funding

FUTURES EMPLOYMENT

- A total of 113 students were registered in training – a reduction of 22% for youth and 35% for caregivers, due to having to stop the agriculture training (affecting mostly caregivers), also the lack of trainers for moto-mechanics that was not offset by the new barber mobile training.
- Job placement reduced severely (-44% for youth / -76% for caregivers)
- Soft skills training on the other hand increased (+92% for youth / 420% for caregivers), but this did not yet translate into an increase in job placements



Luang Prabang

The MoU signed allowed for activities to pick up rapidly over the year with a growth in Q4

SAVING LIVES

- Mapping was carried out to identify new areas of activity
- The network of ChildSafe Agents was officialized and rapidly increased (144 CSA)
- Drug prevention campaign started in public school reaching 2,241 persons
- Identification of and support to Children Left Behind continued with a total of 519 cases opened
- The “Child, Early and Forced Marriage” project was successfully launched with the support of a new donor, consisting of an awareness campaign with prevention tips in Lao and Hmong, reaching 3,628 people in at-risk communities
- The CoolLines were initiated and started receiving calls (146 calls)
- Condom distribution increased to 6,197
- Emergency services continued reaching 57 families

BUILDING FUTURES

- Futures Families: the Dorm moved in June and a new Group Home for boys was opened.
- Futures Education: children in the Friends schools increased 116% and children supported to remain in school increased 103%

FUTURES EMPLOYMENT

- The number of youth in training increased 92%, while caretakers reduced slightly (-7%)
- The number of youth placed in employment increased by 77%, while the number of caretakers in employment reduced by 86%, with a total of 42 persons placed in jobs and 11 in self-employment

CHILDSAFE MOVEMENT

- 3 hotels joined the CSM
- Community Based Tourism options were explored
- Negotiations started with the local authorities to open a space within the Night Market
- The ChildSafe Experiences is being developed and tested in Luang Prabang for a launch in 2026

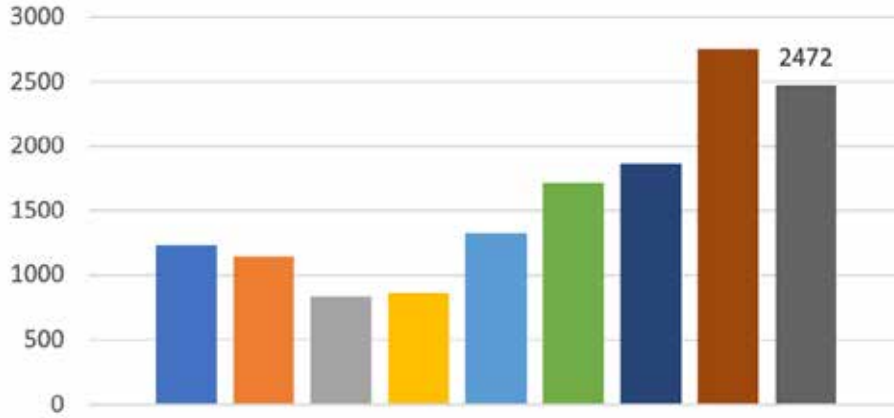
ADMINISTRATION / HR / FINANCE / MEL / COMMUNICATIONS

- The MoU with the Ministry of Foreign Affairs was renewed expanding the reach capacity of the program especially in Luang Prabang
- The management was reorganized to respond to the increased work in Luang Prabang
- The teams in Luang Prabang was reinforced (9 persons), while the team was under stress in Vientiane, especially in the Futures Employment team.

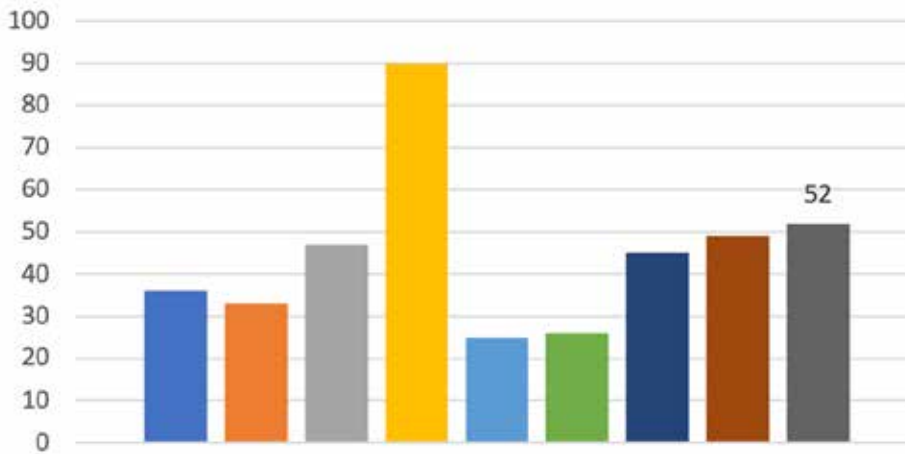


■ 2017 ■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025

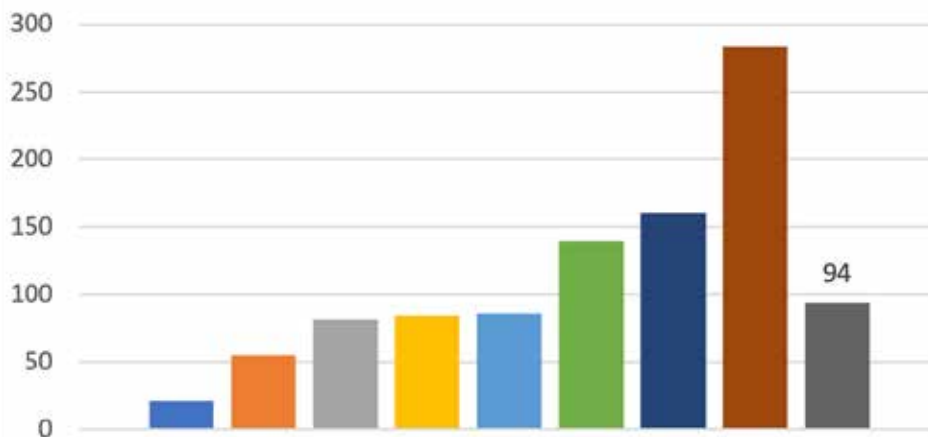
Number of children in school



Number of children in families



Number of youth & caregivers in employment







Vocational Training Students, Yangon

12 THA NGAE CHIN MYAR YANGON – MYANMAR

CONTEXT

In 2025 Myanmar's political environment continued to remain unstable, with continuous conflicts between the army and opposition. Yangon remained politically tense. The forced conscription increased fear and displacement among communities, particularly of young people (*family separation, school drop out, lack of access to services...*)

The economy continued to shrink and the humanitarian crisis continued with millions displaced in Myanmar.

The earthquake that hit Myanmar in March also affected the population and pushed them further into vulnerable situations. Yangon saw rising poverty, unemployment, frequent electricity shortages, high food prices, and limited access to healthcare.

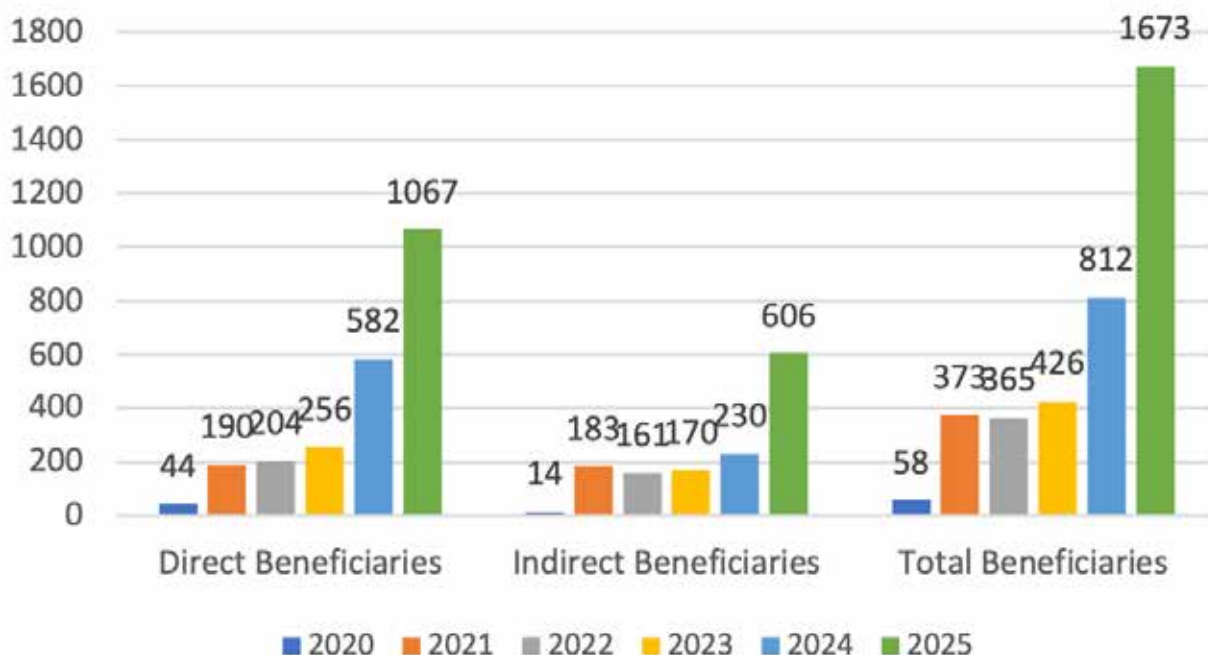
In this environment, TNCM aimed to maintain basic services and reinforcing our team to increase coverage (*outreach + futures*), while keeping teams and beneficiaries safe in these challenging conditions.

SAVING LIVES

- Mapping continued with 5 new areas identified
- 30 active key informants (*ChildSafe Agents*) support the team – there is a high turnover because of the situation, but their support is key to access the beneficiaries
- The Hotline received an increased number of calls, mostly for education and food
- There was an increase in outreach and services provided (+64%)
- Trained teams and initiated prevention education on Child Protection and Violence Against Children (*physical, sexual, online, child labor*)
- The Drop-In Center continued to operate as a safe place and to provide emergency services (*including access to health services and food prepared by the cooking students*) to 1,171 (F=675) people.



Number of direct, indirect, and total beneficiaries



BUILDING FUTURES

Futures Education

- 118 children joined the remedial classes, 158 ($F=73$) were supported to register into school, 226 children joined the support classes (*in the DIC and in Monasteries*) and an additional 44 joined evening classes

Futures Employment

- Despite the challenging environment, the team increased training opportunities: reviewed the operation of the training restaurant, launched micro-training at the restaurant, initiated external trainings.
- The restaurant continued to operate as a soup kitchen (*hands-on training*), providing 15,554 meals (*to students and as emergency support*)
- There was a small increase in job placement: +6% for youth, +12% for caregivers, and satisfaction surveys were launched

3PC

Slow expansion of the collaboration with local organizations

ChildSafe Movement

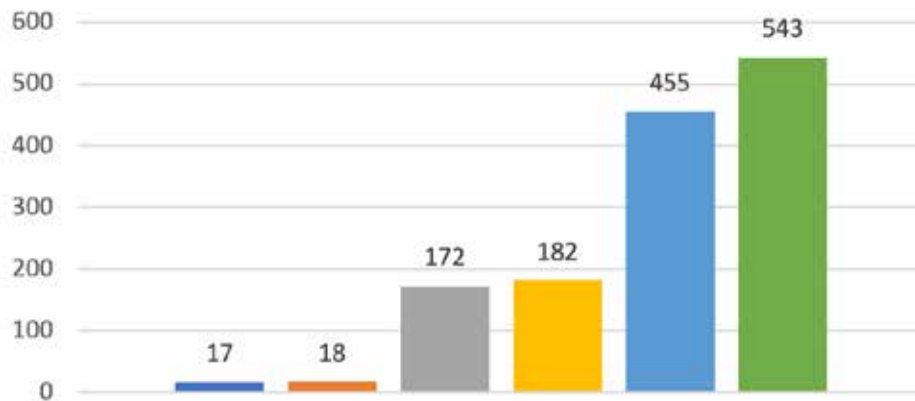
The work remained slow due to the environment

Administration / HR / Finance / Communications / MEL

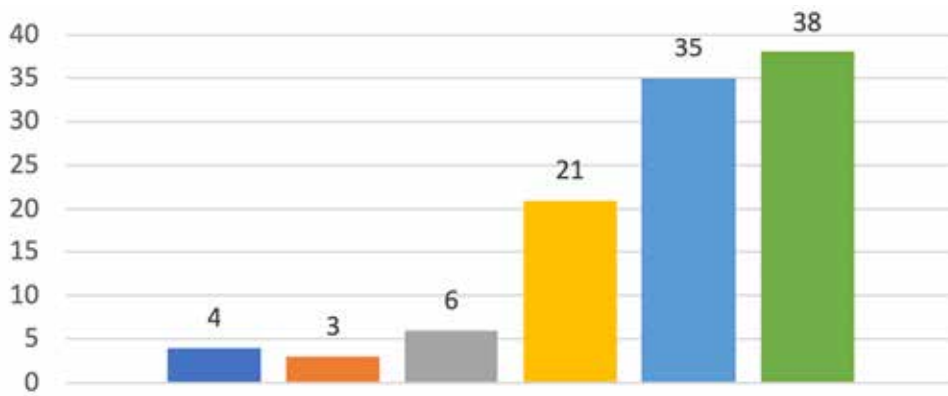
- A new Director (Veronica) was selected, trained and supported from 1 February
- The priority was to ensure the safety of the team and ensure that income is not affected by rising inflation. General insecurity pushes many people to move away from Yangon.
- The local Board was rebuilt



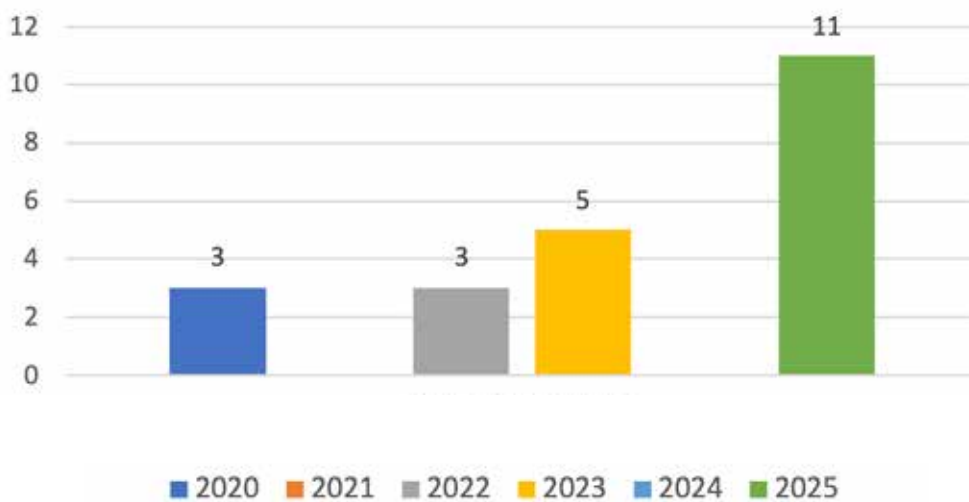
Number of children in school



Number of people in employment



Number of children in families



■ 2020 ■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025





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10

13- PEUAN PEUAN

BANGKOK, ARANYAPRATHETH, PATTAYA – THAILAND

CONTEXT

2025 was a disrupted year, mainly because of the border conflict with Cambodia. Politically, there was continued polarization and some tensions. Economically, the country continued its recovery from Covid driven by tourism and urban centers. The country continues its rapid urbanization, leading to increased social inequality, and tourism-influenced social dynamics (*notably in Pattaya*). Although there is full employment in Thailand, many workers are in informal employment or low-productivity sectors, especially services and tourism.

The border conflict with Cambodia (*started in May until a first cease fire in July but flared again in December with a second ceasefire on December 27th*) saw a large number of Internally Displaced People in the provinces on the border (*supported by the Thai Government*) and a large departure of Cambodians living and working in the country (*driven more by fear and uncertainty from the conflict than by any bad treatment from Thais*).

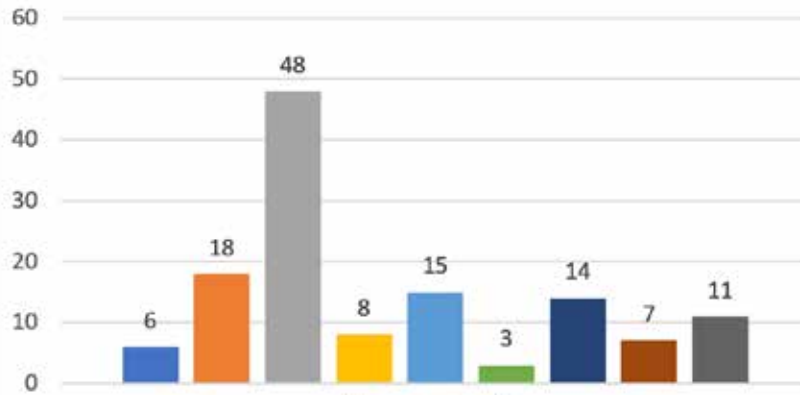
In addition, there was a serious earthquake in March that damaged some infrastructure in several areas and created additional challenges.

In this context, the Thai project went through important changes linked to funding, structural changes and the impact of the conflict with Cambodia

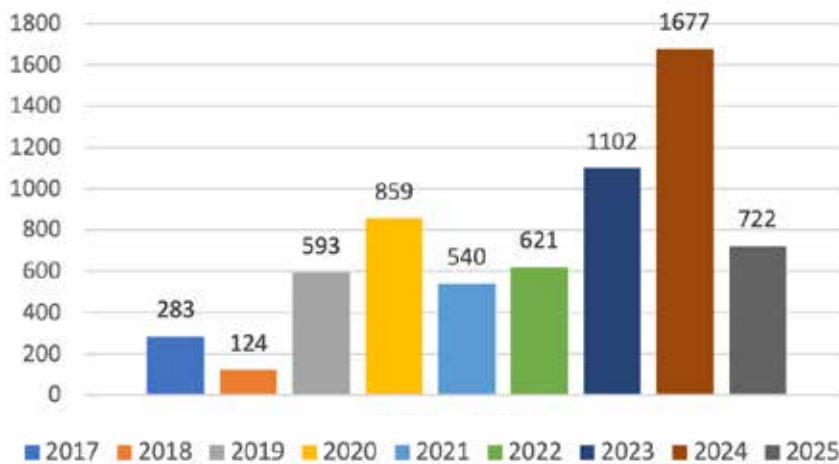
- The Aran project was directly impacted by the conflict and eventually was closed in October (*with activities handed over to Kaliyan Mith on the Poipet-Cambodia side of the border*)
- In Bangkok the lack of funding and the departure of Cambodian migrant workers directly affected the reach and the impact of services. In addition, the renewal of our MoU was affected because of our work with migrants, and we are now subjected to increased scrutiny.
- In Pattaya the project maintained its strong services mainly thanks to a solid and expanded ChildSafe Agents network and a strong collaboration with local authorities



Number of children in families



Number of children in schools



SAVING LIVES

- There was a reduction of 33% in our reach directly due to the conflict and the reduction in areas and teams
- Overall the number of ChildSafe Agents continued to increase (+35%) to a total of 541 (F=388) representing the backbone of our project
- The Hotline / CoolLines responded to a total of 1,640 calls
- Child protection remained a priority with 108 cases (F=25) including 9 sexual abuse cases

Bangkok

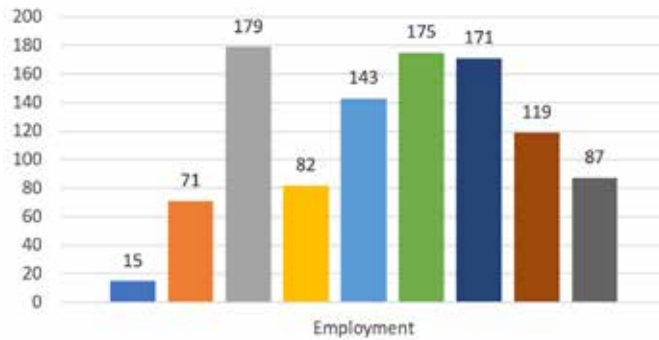
- Expanded the work towards sex workers by involving more side-businesses and ChildSafe Agents
- Continued support to teenage parents (23 cases)
- Emergency support: we provided support in the aftermath of the April earthquake and to Cambodian migrants (85 cases) affected by the conflict (loss of job / fear)

Pattaya (All main services were operational)

- Child Protection was reinforced with increased reactions and responses to various cases of Violence Against Children
- Sex workers: supported 573 (F=565, 8=transgender) persons and among them 25 stopped sex work, and 55 were supported for emergency
- Emergency support continued: 86 families were supported for housing and food and 10 families because they lost their homes in fires.



Number of youth & caregivers in employment



Number of beneficiaries



BUILDING FUTURES

Futures Education

- Due to funding and the reduction of teams, school reintegration and school support reduced by 57%

Futures Employment

- All material was adapted and translated
- Contact with the private sector was developed and new opportunities were identified
- Due to funding and the reduction of teams, placement in employment reduced by 27%

ChildSafe Movement

Due to lack of funding the team was not able to support HQ: all the work was done by the CSM International team directly

3PC

- The team provided training on Child Protection Awareness to 95 pax from partner NGOs
- Pattaya expanded its network of partners

Administration

- Process for the renewal of the MoU was initiated
- The team structure and organization was reviewed to respond to the lack of funding and the closure of the Aran office





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building better lives



Together, building futures.

“Our heartfelt thanks to all donors and supporters of Friends-International for your compassion and commitment throughout 2025. Because of your generosity, we were able to support families and children, provide urgent assistance when most needed, and turn challenges into opportunities for healthier, safer, and more stable futures. Your kindness doesn't just make an impact today—it continues to change lives long after. From all of us to all of you, we are deeply grateful you are standing with us in this work that matters so much.”

Friends team

Join the impact!

