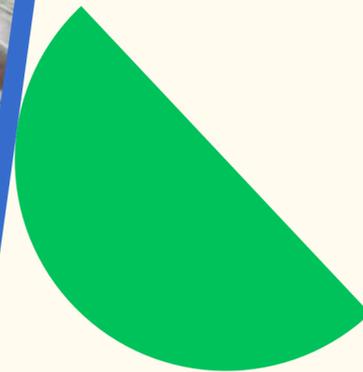


2025 AT A GLANCE

SHAPING THE FUTURE OF SOCIETY





In 2025, NTUC First Campus continued to shape the future of society. Anchored in our strong preschool foundation, we remained focused on providing quality, accessible early childhood education while thoughtfully expanding how we support children and families beyond the early years.

Through My First Skool and Little Skool-House, we continued to nurture young learners across the island. During the year, we broadened our preschool offerings with the launch of Changemakers Explorer, following the rebranding of six Little Skool-House centres. We also expanded our offerings beyond preschool with the launch of Changemakers After-school, providing afterschool services to support families' evolving needs, and introduced Asia's first ZooSchool with our partner, Mandai Wildlife Group. Together with our Outdoor School, these programmes created more opportunities for exploration, growth, and real-world learning.

Our educators remained central to all we achieved. Through continued investment in skills development, technology tools, leadership pathways, and global learning journeys, we strengthened their practice and the experiences of the children we serve.

Thank you to our families, partners, board members, and staff for your trust and support. Together, we will keep building brighter futures for every child.

Justin Ang
Chief Executive Officer

EXPANDING OUR REACH

In 2025, we expanded our reach with a dual focus: strengthening access to quality preschools through the growth of our network, while developing new brands and services to serve families' evolving needs beyond preschool. This approach broadens how we support families, enabling more opportunities for children to learn and thrive at different stages of their learning journey.



Together, our preschools—My First Skool, Little Skool-House, and Changemakers Explorer—continue to serve more families with quality education.



184

preschools across Singapore through My First Skool, Little Skool-House and Changemakers Explorer



100%

of eligible centres achieved SPARK certification



>9/10

parent satisfaction



30,000

children and families served



Trusted Preschool Brand for Generations

As an Anchor Operator (AOP) and one of Singapore's largest preschools, My First Skool remained a trusted partner for families in 2025. We continue to deliver quality, accessible early childhood education in neighbourhoods islandwide, adding capacity in both new and mature estates to better serve young families. With quality and inclusivity at our core, we remained focused on nurturing every child.

Added
>1,100
preschool places
in new and
mature estates



>60%
of our centres offer
Malay and/or Tamil
programmes





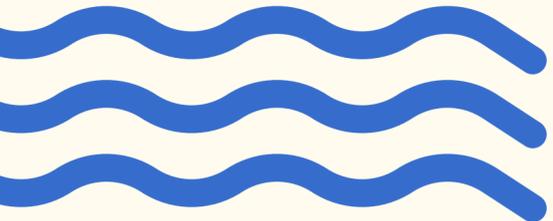
Bilingual Preschool Education At Its Best

Little Skool-House, a Partner Operator (POP), continues to work closely with employer partners to provide trusted care, while drama-based strategies within the curriculum enriched language learning and strengthened children's bilingual development.

ChangeMakers
EXPLORER

Shaping Future-Ready Learners

Launched in October 2025, Changemakers Explorer is NFC's latest preschool brand, offering Symphonic Learning™, a new multi-disciplinary, future-ready learning approach where inquiry-led, and bilingual experiences are designed to prepare children for an ever-changing world.



Activity-based learning allows children to think out of the box and learn teamwork



Support Beyond Preschool

Launched in January 2025 at Parkway Parade, Changemakers After-school offers primary school children a safe and inspiring space after class, with a unique focus on nurturing life skills.

Regular sessions with professionals help children connect what they learn in the classroom to the world around them

Signature Lifeskills Curriculum nurtures confident children who speak with purpose and listen with empathy





8,800
children enrolled in
holiday and preschool
programmes
in 2025

Nurturing a Love for the Outdoors

Outdoor School Singapore, Singapore's largest outdoor learning provider for 3-12 year olds, continues to see increasing demand for its programmes that nurture resilience, creativity and a love for nature.

Southern Voyagers is a new programme launched this year, that explored Singapore's history through adventure and teamwork





Wildlife Adventures, Lasting Impact

We partnered with Mandai Wildlife Group to launch Asia's first ZooSchool on 16 May 2025, giving children aged 3 to 12 a unique way to learn through nature and wildlife. Co-designed by educators from both organisations, the programme blends classroom learning with hands-on exploration for preschools and the wider community.



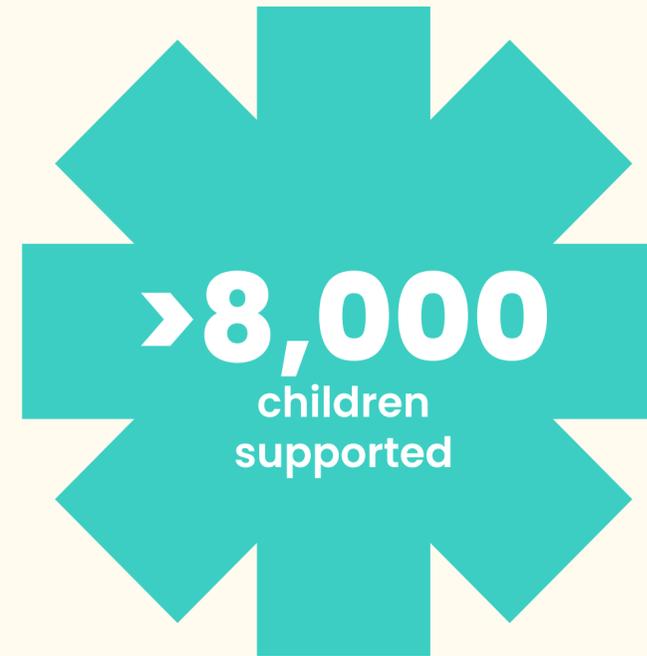
DEEPENING OUR IMPACT

In 2025, we reached more children, families, and educators through inclusive programmes, stronger community partnerships, and the sharing of our expertise. These efforts supported families who needed additional help and inspired those shaping the future of early childhood education.

Supporting Children and Families in Need

Through our holistic Child Support Model, we deliver targeted interventions for children with needs and lower-income families across four key pillars: financial assistance, learning and development, health and well-being, and social support.

In partnership with NFC's charity arm, the Bright Horizons Fund*, five million dollars is provided annually to help ensure that every child can access meaningful early learning and thrive with confidence.



Two of BHF's signature programmes at My First Skool:



You've Got Talent programme

Children from lower-income families gained access to enrichment opportunities that nurtured their interests and strengths.



Families & School Together programme

My First Skool children and families joined SG60-themed activities that strengthened family bonding and learning.

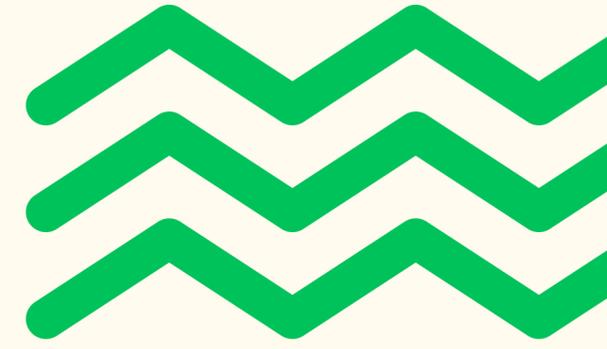
*From 1 January 2026, BHF is integrated into the NTUC Enterprise Community Fund.

Building Healthy Attendance Habits

NFC developed the 'Little Chick Goes to School Too!' storybook for N1 to K2 children to help families understand the importance of regular preschool attendance for children's social, cognitive and emotional development. As part of a pilot Attendance Support Initiative with the Early Childhood Development Agency, this reflects NFC's commitment to making quality early learning accessible to every child.

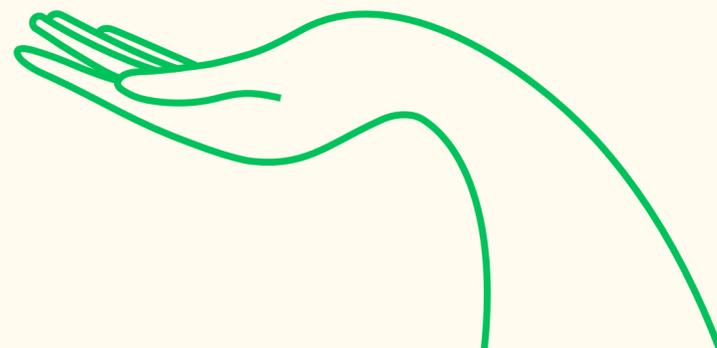


Benefitting
>930
from 8
My First Skool centres



Celebrating SG60 Through Language

To commemorate SG60, we launched the 'Happy Birthday to You' storybook in three Mother Tongue languages for K1 and K2 children, along with the song 'I Fell in Love with Singapore!' (我爱上一个岛), which was well-received. Developed by NFC's curriculum specialists, these original resources mark the latest addition to the team's series of original books and songs, continuing a tradition of creating impactful learning materials.





PECERA 2025 Conference in Shanghai

Strengthening the Sector Through Shared Knowledge



2025 NUS Child Conference



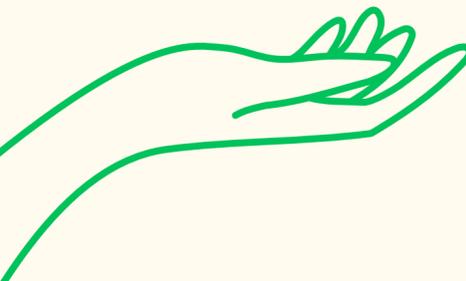
EduTech Asia Conference 2025

In 2025, our educators contributed to sector-wide learning by sharing best practices and research insights at early childhood conferences in Singapore and internationally, while new training courses developed with Temasek Polytechnic and Singapore Polytechnic supported the wider early childhood community.

These engagements extended practical knowledge beyond our centres and underscored our leadership in advancing the sector.



Early Childhood Celebrations & Conference (ECCC) 2025



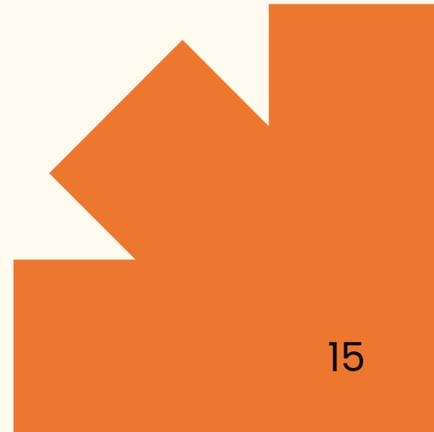
Preschool Seminar 2025



New Training Courses Co-developed with Polytechnics



76th OMEP Conference in Italy



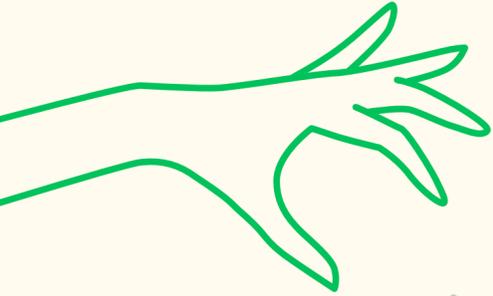


EMPOWERING OUR PEOPLE

We continued to invest in technology, professional development, and leadership growth to empower our people with future-ready capabilities, enabling them to better support the evolving needs of children and families.



Enabling Growth and Excellence



AI adoption

We expanded the adoption of AI tools to enhance productivity and enable our people to focus on delivering quality education and care. AI tools were made available to all staff, supported by structured training to build AI fluency and responsible, effective use.



My First Skool Festival

More than 5,000 educators came together to learn, share, and strengthen their practice through a vibrant culture of continuous growth.



ECEL programme

We celebrated a new cohort of Early Childhood Education Leadership graduates from a one-of-a-kind, one-year programme co-designed with the Singapore University of Social Sciences. It is one of our internal leadership programmes to strengthen leadership capability within the organisation.



Learning Journeys

Our educators took part in overseas learning journeys to study leading early childhood practices, so that they can continue to create bigger impact for families in Singapore.



LEADING THE WAY

NFC, as well as its preschools and educators, continued to earn national recognition for meaningful learning experiences. These achievements reflect our supportive, collaborative culture and our commitment to innovation, professional growth, and raising the standards of early childhood education.



Recognition Built on Care

NFC was recognised for the seventh consecutive year as one of the Best Companies to Work for in Asia at the HR Asia Awards 2025, and also received the Most Caring Company Award 2025. These accolades reflect our commitment to meaningful roles, continuous learning, and a caring workplace culture.



Celebrating Award-Winning Excellence

7

ECDA
Awards

Outstanding Centre for Teaching and Learning Award Commendation Award

My First Skool at Blk 209 Ang Mo Kio

Outstanding Early Childhood Leader Commendation Award

Felicia Yan, Executive Principal
Little Skool-House KKH

Outstanding Early Years Educator Award

Liu Chang, Lead Teacher
Little Skool-House One Marina Boulevard



Promising Early Years Educator Award

Sri Harianty Binte Kamal,
Infant Care Teacher
My First Skool at Blk 109 Canberra Walk

Outstanding Preschool Educator Award

Miao Dan, Lead Teacher
Little Skool-House Mountbatten Square

Outstanding Early Years Educator Commendation Award

Zeng Man, Lead Teacher
Little Skool-House Delta House

Promising Early Childhood Leader

Zoe Chan, Executive Principal
My First Skool at Blk 205 Choa Chu Kang Central



5

Preschool Chinese Language Storytelling Aids Competition Awards



3

Thumbs Up Little Junior Nursery Rhyme Competition Awards



Leading Foundation Teacher Award 2025

Annabel Ho, Chinese Teacher
My First Skool at Blk 375 Clementi

Creating Meaningful Impact



My First Skool Awards

- Influential Brands – Top Brand in Singapore Pre-School category
- Gold Award at the Singapore Landscape Architectural Awards 2025 My First Skool at 3 Pasir Ris Drive 6



Outdoor School Singapore Awards



6

School Green Awards 2025



As we celebrate the progress we have made this year, we stay firmly committed to our purpose of enabling bright futures for every child and every family we serve, today and in the years ahead.



