

Annual Report 2025



**Until we are
all equal**

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Plan International Australia is incredibly grateful to have received donations from the following people who left us a Gift in their Will

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UNHCR - United Nations High Commissioner for Refugees (UN)
International Organisation for Migration (UN)
Sudan Humanitarian Fund (UN)
UNICEF (UN)
Global Coalition to End Violence Against Children
World Bank
EC - European Commission
SVRI - Sexual Violence Research Initiative

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Acknowledgement of Country

Plan International Australia acknowledges and pays our respects to Elders past and present. We recognise sovereignty was never ceded and that this land always was and always will be First Nations land. We recognise their ongoing connection to land, waters and community, and we commit to ongoing learning, deep and active listening, and taking action in solidarity.

We recognise the ongoing fight for First Nations justice and the long and continuing history of discrimination and disenfranchisement of First Nations people in Australia. First Nations people have been fighting for the right to vote, Treaty and Truth-telling since invasion. First Nations people were not allowed to vote until 1962, and were not recognised as citizens until 1967. The fight for self-determination for First Nations people continues, with calls for Voice, Treaty and Truth, as expressed in the Uluru Statement from the Heart.

Cover image:
Miachael, 41, with his six daughters, Ghana.

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From the CEO

The world, as ever, is in flux. Children's lives are being reshaped by overlapping crises; conflict, economic instability, and accelerating climate change. The crises in Gaza and Sudan continue to escalate, while the ongoing war in Ukraine has pushed many governments to divert aid budgets towards defence. This comes on top of the USAID funding cuts, which have had devastating effects on access to food, healthcare, and education for children in vulnerable settings. Meanwhile, increasingly severe natural disasters make conditions in impoverished or war-torn regions even more precarious.

For children, especially girls, these shifts are not abstract, they shape daily life, opportunity and wellbeing. Needs rise as resources shrink. Our immediate task is urgent support, but the deeper challenge is to act differently: to adapt and imagine anew.

Can systems created a century ago be relevant, sustainable, and legitimate actors in the world emerging today? For the children and communities we serve, the answer is a resounding yes. Our work and our role is as relevant and necessary as ever before. But we must learn to adapt, not only at moments of crisis but as an ongoing practice.

This year, we once again achieved full DFAT Accreditation. This is a rigorous, whole-of-organisation process reaffirming Plan International Australia as a trusted partner of choice for the Australian Government, and an endorsement of our governance, accountability, and impact. Guided by

the Board, we undertook a strategic restructure to ensure our long-term sustainability. We've invested in automation, outsourced where appropriate, and adopted AI responsibly, all steps which help to shift power closer to our in-country partners. But this process required difficult decisions and collective resolve. I'm proud that we acted decisively when we saw the need for change, even knowing the cost such decisions would carry. We lost some valued colleagues and had to say goodbye to good people.

We also made the strategic decision to pause our for-profit subsidiary, Impact Pathways. This was an experiment that didn't work out as we'd hoped, but one that provided valuable lessons. We remain open and willing to try new approaches.

Our programmatic work continues to evolve, with highly successful projects such as the Water for Women Fund (WfW) coming to an end. Improving access to water and sanitation in rural health clinics and schools and influencing policy at local and national levels, this project directly impacted more than 670,000 people across Indonesia, Papua New Guinea and Solomon Islands. Its legacy reflects the hard work of communities, local partners, and our team here at Plan International Australia.

Our commitment to reconciliation has deepened through a new Reconciliation Action Plan that we hope will strengthen our relationships with Aboriginal and Torres Strait Islander communities and drive meaningful, lasting change. We also celebrated a highly successful Giving Day on International Day of the Girl, a testament to the generosity of our community and the trust in our work.

We have implemented a new Customer Relationship Management (CRM) system to better understand and engage with you, our supporters, and to reach new audiences through digital channels. And after 15 years in our previous premises, our move to a new office on Lonsdale Street marks a practical and symbolic shift: a more efficient, modern, and

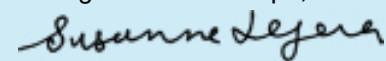
collaborative space for our team which also delivers better value for the organisation.

This report highlights these and many other achievements and stories from the past year. None of which would be possible without our passionate staff, the guidance and wisdom of our Board Directors, and the unwavering commitment of our supporters and partners. Thank you for standing with us through uncertainty, and for championing a more just and equal world for children everywhere.

While the challenges before us remain immense, so too does our capacity for hope. I'm reminded of the International Court of Justice (ICJ) ruling on climate change, an extraordinary win for young people, led by young people. I'm also reminded of Evan, a 21-year-old teacher I met recently in Cambodia, where our programs focus on school learning gardens and child marriage prevention. Evan is delaying marriage, continuing her education, and teaching in her community. Through her example she is a powerful role model, showing others that a different future is possible.

The world will always be changing, but just as crises can compound so too can courage, innovation, and compassion. I imagine a world where those good forces gather momentum, and where their effects are felt by all.

With gratitude and hope,



Susanne Legena

CEO, Plan International Australia



From the Chair

This year, my second as Chair, has presented unique challenges for Plan International Australia (PIA) and for all organisations engaged in overseas development. The global cooperation that, for two decades, has helped lift living standards and foster social cohesion has weakened significantly. As a result of shifting political trends, we have witnessed the sudden withdrawal of almost 40 per cent of the world's global aid spend, seen the "outlawing" of gender equity initiatives and the reallocation of critical funding away from development priorities toward defence expenditure.

In this altered landscape, PIA has had to adapt decisively and thoughtfully to ensure we can continue our mission. We have undertaken a range of initiatives to reduce our costs, including relocating to a smaller and more efficient workplace, and making the never easy decision farewell a number of valued staff who have served the organisation with great dedication over many years.

At the same time, we are facing increasing competition for a shrinking pool of international aid. Trends in global funding and humanitarian assistance have seen multinational, for-profit providers secure an increasing share of resources once directed to not-for-profit agencies like ours. These changes present both a challenge and an opportunity: a challenge to sustain our programs in a constrained environment,

and an opportunity to innovate, to form new partnerships, and to demonstrate the unique value of rights-based, community-led development.

The need for our work has never been greater. Around the world, hunger, economic instability, climate change and conflict are devastating the lives of millions of children, with girls often bearing the heaviest burden. In times of crisis, girls are too often the first to be pulled out of school, the last to eat when food is scarce, and the most vulnerable to violence and abuse. In this context, our advocacy and programs are more vital than ever.

In a reminder of the truly global nature of our work, this year we welcomed our new global CEO, Reena Ghelani, whose leadership and passion will guide us through the next chapter. Reena grew up in the southeastern suburbs of Melbourne, and after many years of working with the UN took up her new role at Plan International in May. We were delighted to host her soon after her appointment, and while she was here we took the opportunity to introduce her to some of our exciting upcoming projects, had the opportunity to hear about work being done by others in the Federation, hosted a roundtable with supporters and partners, and held meetings with DFAT.

My sincere thanks goes to our dedicated CEO, Susanne Legena, to our staff, and to my fellow Board members for their unwavering commitment and resilience. It has been a great pleasure to welcome Upenyu Mawande to the Board after her election in December. Elected at the same time, Joshua O'Rourke unfortunately had to resign due to work commitments. We wish him the best in his endeavours.

Together, staff and Board, we are finding new ways of working, new sources of funding, and new approaches to ensure that aid reaches the people and places that need it most.

I am deeply grateful for the generosity and steadfast support of our donors, especially at a time when cost-of-living pressures are felt by so many. Your commitment allows us to continue standing with girls and their communities in the most difficult of circumstances. I would also like to thank you for your patience and loyalty while we implemented changes to our IT systems.

As we look ahead, we do so with determination and optimism. Plan International Australia will continue to adapt, to advocate, and to act. So that every girl, everywhere, has the opportunity to learn, to lead, to decide, and to thrive.



Patricia Faulkner AO

Chair, Plan International Australia



Why we Exist

Our purpose

We strive for a just world that advances children's rights and equality for girls.

Plan International Australia is an independent development and humanitarian organisation that advances children's rights and equality for girls. We believe in the power and potential of every child but know this is often suppressed by poverty, violence, exclusion and discrimination. And it is often girls who are most affected.

Working together with children, young people, supporters and partners, we strive for a just world, tackling the root causes of the challenges girls and vulnerable children face. We support children's rights from birth until they reach adulthood and we enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge.

For over 85 years, we have rallied other determined optimists to transform the lives of all children in more than 80 countries. We won't stop until we are all equal.

We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face

- Work with children and communities to prepare for and respond to crises and to overcome adversity
- Support the safe and successful progression of children from birth to adulthood

Achieving real gender equality

We dare to imagine a world where girls have the power, freedom, and confidence to shape their own lives and their communities.

We know that education is the key to equality and global prosperity. When girls can get an education, manage their health, live free from violence, and pursue their dreams, they can take their rightful place as equals. That's why through our programs we champion women and girls as leaders and change-makers and deliver education that challenges gender stereotypes and inequalities.

And while gender inequality may disproportionately affect women and girls, it also directly impacts men and boys too. That is why our commitment to girls is never to the exclusion of boys or men.

We work to break down power imbalances and transform the systems, norms and beliefs that maintain inequality. This includes working with positive male role models and supporting boys and men in shaping positive masculine behaviour.

Our work is challenging norms so that everyone can be free to pursue their dreams and reach their full potential, regardless of their gender.



Nyabhan, 19, adolescent advisor with Plan International, Ethiopia.

How we Create Impact

At Plan we seek to ensure vulnerable and excluded children and young people, especially girls and young women, are able to enjoy their rights.

We implement a rigorous framework to maintain the quality of our programs, based on a theory of change with clear outcomes and measurements, and evidence of the program's impact.

Learn, Lead, Decide, Thrive, Survive

Our work can be crystallised into five priority domains, where we support children and young people – especially girls and young women – to:

- **Learn**
have access to education and the skills for work and life
- **Lead**
take action on issues that matter to them
- **Decide**
have control over their lives and bodies
- **Thrive**
grow up cared for and free from violence and fear
- **Survive**
increase the impact of our humanitarian work for children, particularly girls by adapting our focus where the need is the greatest

Our Theory of Change

Together with partners we work for lasting impact on:



Measuring impact

We continue to refine and build on our approach to how we measure the impact of our work over time. This year, we completed our third Effectiveness Report which once again brought together multiple evidence sources to highlight our progress towards achieving change and advancing children's rights and equality for girls.

Measuring the collective impact of our diverse programs can be challenging. So, this year we evolved our evaluation, cross referencing all the data collected against our key change goals of Learn, Lead, Decide, Thrive and Survive to provide a more integrated picture of our impact.

The evidence we have collected shows that our programs are providing communities with access to quality education, with 77,569 children participating in our early-childhood learning programs. The integration of livelihood and education programming is also bearing fruit. In Uganda, the establishment of Youth Savings Groups contributed not only to economic empowerment but also to girls' ability to return to school.

In the Philippines, Uganda, Timor-Leste, Indonesia, and the Pacific Islands young people are being empowered to take action on issues that are important to them and their voices are being amplified. 36,372 people have participated in community disaster preparedness initiatives, and this has translated into influence and action at the local and national levels. In Tacloban City (Philippines), youth-led climate vulnerability assessments were formally adopted by local government units.

When it comes to young people, especially girls, effectively managing their sexual and reproductive health and rights (SRHR), our evidence shows a shift from awareness-raising to the early stages of adoption of adolescent-friendly services. There is increased local ownership of SRHR within community and government systems, with our focus on building confidence, decision-making, and male engagement.

Behaviour change and the adoption of parenting models are showing steady progress in our goal to ensure that all children, including girls, thrive in safe, supportive, and nurturing households and communities. In Timor-Leste, joint caregiving

Karen, 13, Indonesia.

increased from 71% to 92.5%, and harsh discipline declined by more than 20% following Positive Parenting and Learning sessions.

Our food and nutrition support programs have reached 564,777 people

Our humanitarian programming continues to balance immediate lifesaving assistance in times of crisis with resilience building within communities. In Sudan and South Sudan, where the combined effect of years of conflict and climate driven food insecurity have created the world's worst humanitarian crisis, our food and nutrition security programs have reached 564,777 people. Meanwhile, over 40 communities across the Asia-Pacific region have developed and implemented disaster and climate adaptation action plans that integrate the specific needs of women, girls and people with disabilities.

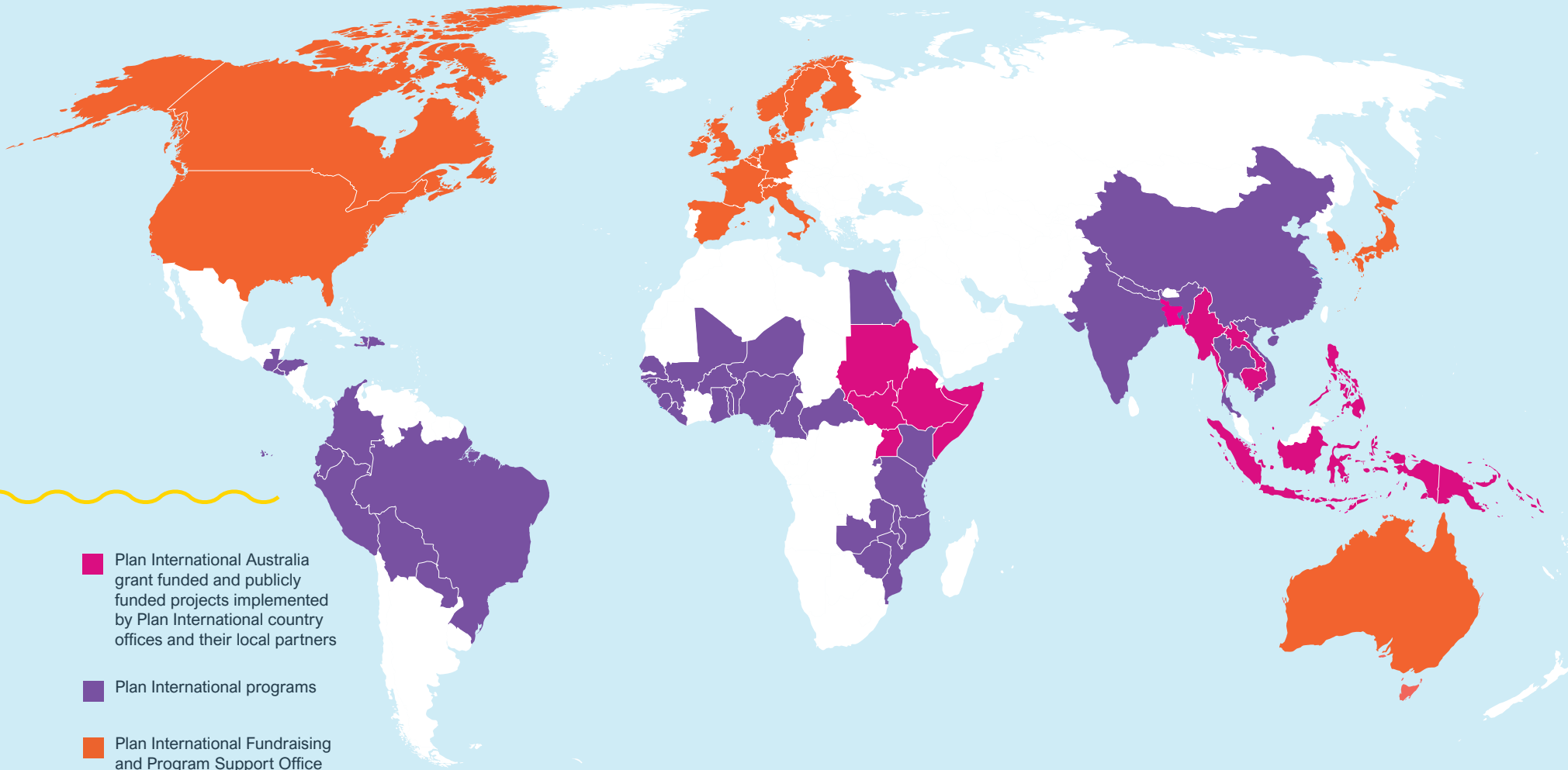
The evidence that we collect and evaluate will continue to guide how we work into the future as we reflect on our successes and challenges, as we strive to create a world in which we are all equal.



Where we Work

Plan International works in more than 82 countries towards a just world that advances children's rights and equality for girls.

Plan International Australia raises grants and donations to directly support programs in 25 countries, implemented by Plan International and their local partners, whilst child sponsorship funds support programs across the Federation.



The Year in a Snapshot

Plan International Australia belongs to a global organisation committed to advancing children's rights and equality for girls.

This is the collective impact of Plan's 1,328 active projects in 82 countries in FY 25:



>49 million*

children were reached by Plan International's work, including over 26 million* girls




13,596

communities with sponsored children directly benefited from Plan International's work




50,724

communities with no sponsored children directly benefited



>13 million

children and adults were reached by our disaster work, an increase of over 750,000 from FY24. This includes 3.2 million girls



>1.1 million

sponsored children were assisted by Plan International's work



901,590

people sponsored a child through Plan International



552,138

community members and volunteers, and 68,811 staff in partner organisations and institutions trained in safeguarding



73

disaster responses were carried out globally, ranging from localised responses to large-scale national and regional emergencies

*totals adjusted for double counting across different programs

Disaster response:



Sopheak (centre), 15, with her freinds at school, Cambodia.

Advancing equality for girls:



>5 million

girls were provided with better access to education



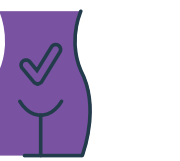
588,664

girls were provided with improved skills and work opportunities



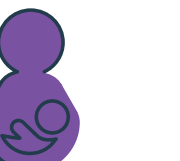
>1.1 million

girls supported to be active citizens



>3.5 million

girls were impacted through improved sexual and reproductive health



>14.3 million

had a better start in life through our Early Childhood Development programming



>3.4 million

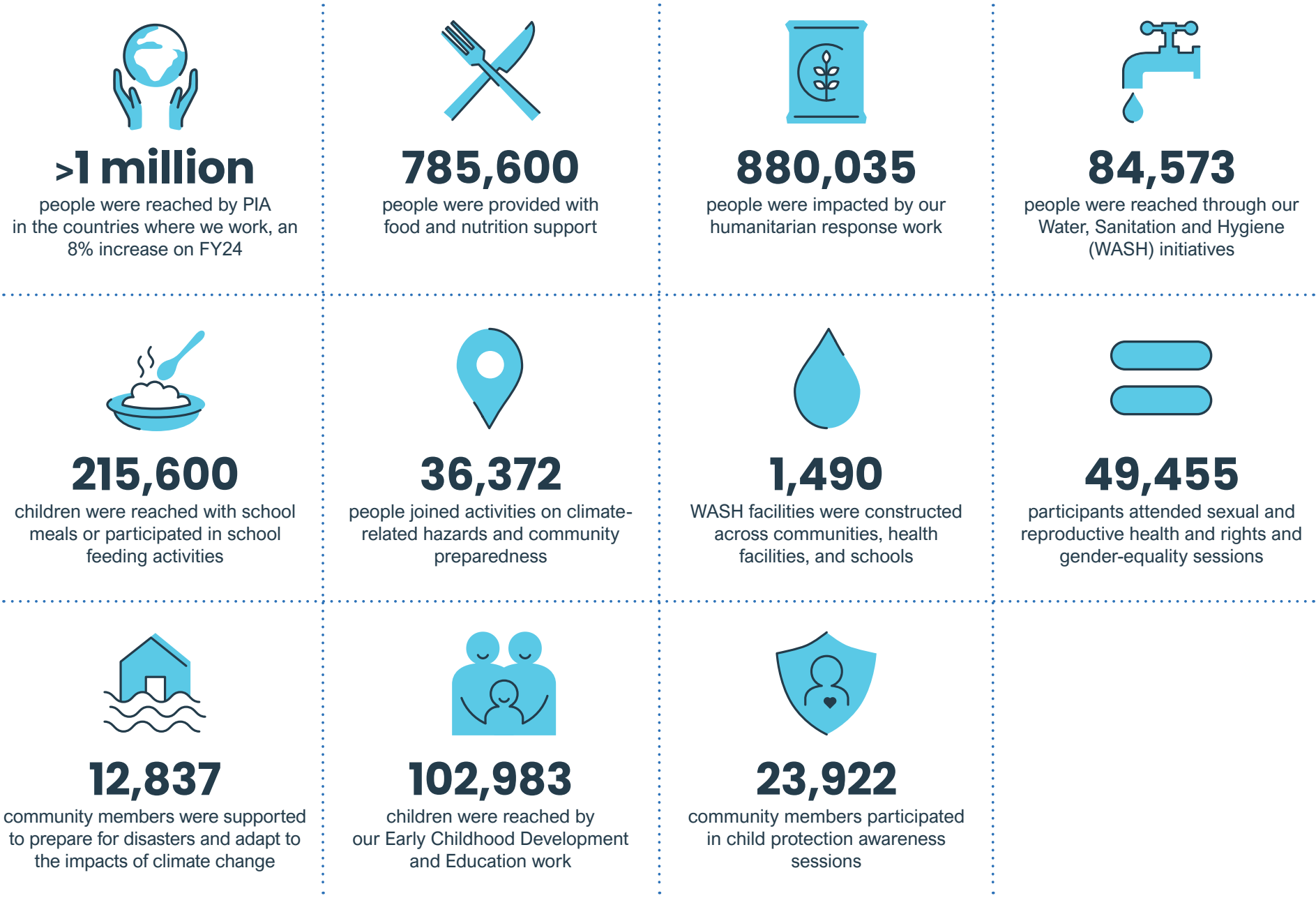
girls were protected from violence



602,007

community members were trained in gender equality

Plan International Australia (PIA) plays a vital role in contributing to this collective impact:



Our Commitment to Reconciliation

Tackling structural racism, inequities, and all forms of discrimination is a fundamental part of Plan International Australia’s mission. Our vision for reconciliation aligns with our commitment to recognising First Nations rights in every region where we operate, as well as our broader rights-based approach to international development.

We are committed to standing alongside First Nations communities, as outlined in the Uluru Statement from the Heart, and acknowledge the importance of addressing ongoing injustices while learning from the cultures and histories of Aboriginal and Torres Strait Islander peoples.

In May this year, we introduced our second *Reflect* Reconciliation Action Plan (RAP), setting out the practical steps Plan International Australia will take over the next two years to embed reconciliation principles across our organisation. These steps include deepening staff cultural competency, strengthening advocacy and education around Indigenous justice and rights, and creating opportunities for genuine partnership with Aboriginal and Torres Strait Islander communities. We are also improving the way we communicate about reconciliation, ensuring our commitments are clear and visible both internally and externally.

Within our workplace, we’ve updated HR policies to better reflect diversity, equity, and inclusion, thus recognising and supporting the distinct cultural needs of our staff. Together, these measures help build a safe, respectful environment and reinforce our commitment to inclusion at every level.

This new RAP draws on feedback from Reconciliation Australia and builds on what we learned from our first plan. Grounded in our core values of respect, equality, and authentic partnership, it starts with fostering a deeper understanding of First Nations cultures within our own organisation, an essential foundation for meaningful reconciliation.

We launched our second *Reflect* RAP at our new office in Melbourne’s CBD, marked by a smoking ceremony and storytelling session led by Wurundjeri Elder Perry Wandin from Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation. Experiences such as these strengthen our relationships and enrich our organisational culture. A key highlight of our reconciliation journey has been our partnership

with Goṇ-Däl Aboriginal Corporation, which continues to guide how we work. Together, we are supporting Homeland communities’ pursuit of self-determination in ways that respect cultural priorities and aspirations. Working side-by-side has strengthened community ties, enhanced program effectiveness, and ensured our approaches are culturally informed and community-led.

Following the outcome of the Voice Referendum, we recognise there is much more to do. We reaffirm our unwavering support for the Uluru Statement from the Heart as well as our determination to contribute to justice, equity, and truth-telling across the nation. Looking ahead, Plan International Australia remains committed to reconciliation. With the support of our staff, volunteers, supporters, and partners like Goṇ-Däl, we will continue to learn, listen, and act. Contributing to a future where Aboriginal and Torres Strait Islander peoples’ rights and cultures are respected, celebrated, and supported to thrive.



Community Engagement

International Day of the Girl

Since its inception, International Day of the Girl (IDG) has been synonymous with Plan International.

Because they are young and female, girls face specific challenges that are often overlooked in broader observances such as International Women's Day. Recognising this gap, fifteen years ago Plan advocated for a dedicated day to celebrate girls and their rights. As a result of this campaign, the United Nations officially declared October 11 as International Day of the Girl in 2011, and we have played a leading role ever since.

For IDG in 2024 we asked Australians to join our movement and take inequality out of the equation for girls everywhere, especially those living through conflict and crisis.

We held our second Giving Day, released new global research through the *Still We Dream* report and amplified girls' voices in a series of new animated videos. And we partnered with Stan to share an exclusive collection of empowering, women-led films and series curated by actor and Plan Ambassador Phoebe Tonkin alongside 15 Plan youth advocates.

After the success of our first Giving Day, we once again hosted a telethon in our office. Thanks to our community of supporters and Match Partners we exceeded our target, raising \$130,000 for girls in just 24 hours. This result is more than a fundraising milestone; it represents real, tangible change for girls living through conflict and crisis. Thanks to

this generosity, we can help more girls access education, resist child marriage, and overcome the barriers that limit their opportunities.

To mark IDG, every year Plan International releases the *State of the World's Girls* report. Drawing on interviews with more than 10,000 children and young people affected by conflict, from Sudan to Ukraine, the *Still We Dream* report examined the realities of growing up in war and conflict.

It is the largest study of its kind. Despite the disruption and uncertainty they face, the young people we spoke to remain determined. They dream of returning to school, rebuilding their communities, and pursuing careers as doctors, teachers, journalists, engineers, and pilots. Their resilience reminds us why International Day of the Girl matters. And why our work must continue.

Euince, 18, Mozambique.
Top right: Christina, 16,
Tanzania. Bottom right:
Shamsa, 13, Somalia.



Advocacy

Our advocacy in this financial year focused on three core areas: youth leadership in climate action, humanitarian assistance, and defending girls' and women's rights.

In partnership with UNICEF Australia and Australian Youth for International Climate Engagement (AYFICE), we supported a Local Council of Youth (LCOY) in Australia. Led by an organising group of seventeen young Australians, the council consulted over 190 children and young people over seven sessions across the country. Their insights informed a *National Child and Youth Statement*, identifying seven themes for necessary action to achieve a just and sustainable future for all: First Nations and Pasifika knowledge and practices, mitigation, nature and biodiversity, adaptation, climate finance, youth engagement and education, and gender and climate.

The statement was presented to decision-makers in Canberra in September 2024 and later handed to the Minister for Climate Change, Chris Bowen, at COP29 in Baku, contributing to the *Global Youth Climate Statement* submitted to the UN. We supported two youth advocates, Kupakwashe Mantangira and Tegan Clarke, to attend COP29, where they met with global leaders, engaged in climate finance negotiations, and launched Plan International Australia's new report, *Pacific Girls in a Changing Climate*.

With our allies, we continued to press the Australian Government to meet its global responsibilities on climate finance. Our advocacy contributed to Australia's commitment of \$50 million to the new global Loss and Damage Fund, making Australia the sixth-largest contributor and marking an important step toward supporting Pacific nations most affected by climate impacts.

We worked with partners to deliver life-saving assistance to people affected by the crisis in Gaza, while mobilising tens of thousands of Australians to call for stronger government action. As a result, the Australian Government committed further humanitarian aid and joined international calls for a ceasefire and safe humanitarian access. We will continue to work with partners, allies, and communities to ensure children in crisis and communities in need have access to humanitarian assistance and are able to realise their rights.

Our advocacy contributed to Australia's commitment of \$50 million to the new global Loss and Damage Fund

Feeding Mind and Body

Ambassador Benjamin Law on his visit to School Learning Gardens in Cambodia

In Cambodia, our School Learning Garden Program is a powerful example of transformative education that challenges gender norms through active, experiential learning that goes beyond the traditional classroom. Paired with our School Feeding Program, it offers a holistic approach to education—nourishing learning and wellbeing. Benjamin Law, a Plan International Australia Ambassador, reflects on his recent visit to one of our school gardens in Siem Reap.

As someone who grew up in restaurants, who is now obsessed with cooking and has built a career around food, I've always believed that what we eat, and how we learn about it, shapes who we become. So walking into a school in Siem Reap where learning literally grows from the ground up was, honestly, thrilling.

The first thing that struck me was how central the garden was to school life. It wasn't tucked away behind classrooms; it was the classroom. Kids learn to grow and cook local food, and through this program they also learn and practice maths, biology, health, chemistry, and home economics. And on top of this, it's a social space as they learn to garden together. Even during breaks, I noticed the garden was a social meeting point for a lot of kids.

I loved seeing how much pride and ownership the kids had of the garden. They were natural presenters; confident, curious, and full of humour, and they loved showing off Khmer cooking and ingredients. All of the meals we learned to cook

together had no reference point for anything I'd eaten in Australia which, for me, was obviously extremely exciting.

Something particularly interesting and impressive was that there was no enforcement of gender norms or prescribed roles. Girls and boys worked alongside each other as equals, whether in the garden or kitchen. I loved that, and it was a powerful reminder of how gender norms can be challenged through everyday learning. I truly felt these kids weren't just future Cambodian leaders. They were future world leaders!

I also learned that one of the key impediments to education is ensuring kids are well-fed enough to study, and one of the key incentives of having the school garden is the fact that it also ensures children get regular meals on-site. Yes, the school learning garden program is an innovative approach to expanding the scope of education, but it also ensures kids get education in the first place.

In Australia, we have wonderful programs like Stephanie Alexander's kitchen gardens, and there are echoes of that here. But in Siem Reap, there is one big difference: the big focus was Khmer food, ingredients and recipes, helping everyone stay connected to culture and good nutrition. The other major difference is how the garden touches every aspect of school life. It defines their day, from lessons and meals to the way students connect with each other and their community. This is what education looks like when it feeds both the mind and the body!



Benjamin Law helps serve lunch at the school kitchen garden. Below left: Teacher Keo shows her students how to use a protractor to measure angles in the garden. Below right: Benjamin Law getting a tour around the gardens from the students.



Gender Compass

Moving the Middle on Gender Equality



At a time when gender equality faces increasing pushback, Plan International Australia's Gender Compass is equipping changemakers with the insights and tools they need to understand differences in attitudes and connect more effectively across divides.

The first stage of the research (launched in 2023) segmented the Australian public into six distinct groups, revealing how people think and feel about gender equality

Now, Stage 2 is building on these findings, with the latest research, launched in April providing a roadmap for engaging diverse audiences. Stage 2 provides a deep dive into how to engage the "moveable middle" - the Hopeful, Conflicted, and Moderate segments, who may not be fully convinced yet but share core values of safety, fairness and freedom for everyone to reach their full potential. The research shows that these shared values are a powerful entry point for meaningful engagement, if we adapt how we communicate.

Together with lead researcher Dr Rebecca Huntley and her team at 89 Degrees East, we developed *Gender Compass: Moving the Middle*, a practical messaging guide, to help communicators tailor messages that resonate, avoid alienating audiences, and bridge divides rather than deepen them. Key insights include the importance of writing men and boys into the story, steering clear of abstract or conceptual language, and making the benefits of gender equality tangible for everyone.

The Stage 2 launch webinar on 4 April drew over 100 attendees and generated national media coverage across AAP, SBS, the Financial Review, and community radio.

Since launch the Gender Compass resources have been downloaded more than 430 times and we have continued to socialise the research across sectors through tailored briefings with government departments, corporates, advocacy groups, and research bodies, with an estimated reach of more than 1000.

Building on this momentum, we'll soon be launching the Gender Compass Podcast - a new series that shares stories from organisations putting the research into action. Each episode explores how leaders are applying Gender Compass insights to shape more inclusive messages, engage new audiences, and move the middle on gender equality.

With its growing reach and influence, Gender Compass is transforming how we communicate about gender equality – helping changemakers move the middle and, in doing so, move us all forward.

This project was made possible by our generous philanthropic partners including Minderoo Foundation, Lord Mayor's Charitable Foundation, Trawalla Foundation, Snow Foundation, Australians Investing in Women, Equity Trustees Equity & Empowerment Program and Red Rocketship Foundation.

Humanitarian Impact

We work with communities, local partners, UN agencies, and local governments to deliver timely, effective aid and to build resilience before disasters strike. Our approach to emergency response is grounded in collaboration. By sharing resources, expertise, and real-time information, we strengthen collective impact. Our focus is always on the most vulnerable, particularly girls, who face unique challenges in emergencies. Our work also supports communities in preparing for and responding to future disasters and the impacts of climate change. Our goal is to ensure that women, children, and young people, including those with disabilities, grow up in resilient communities that are capable of providing protection and dignity, both during and after disasters and conflicts.

Myanmar—Earthquake Response

In emergencies, Plan International Australia and our partners work to be on the frontline, to respond swiftly and effectively to reach children and communities with life-saving support. On 28 March 2025, a catastrophic earthquake struck central Myanmar, damaging more than 55,000 homes and 300 health facilities, and displacing over 210,000 people. In one of the most challenging and volatile environments in the world, we delivered life-saving aid including food, water, shelter, and protection services, all in close coordination with local partners and authorities. Sustaining operations required real-time monitoring, constant adaptation to shifting security dynamics, and above all a clear focus on emergency relief.



Girl in Myanmar reads through safety and protection leaflet distributed by Plan.



In Myanmar: A couple takes home a family kit. Left: Distribution of non-food items such as hygiene items, kitchen supplies and household items.

In the first three months, our response in Myanmar reached more than 38,000 people (58% women and girls).

5,500

people supported with **shelter** kits

3,700

people received **cash assistance** to purchase essential goods

14,000

people were provided with **food and safe water**

10,000

people received **Water, sanitation and hygiene (WASH)** support in the form of cans, buckets, water tanks, hygiene items, dignity kits, as well as mobile toilets with bio-tanks and handwashing stations

3,800

children were **protected** through 23 Child Friendly Spaces (CFS)

3,100

people were provided **education** support, including school repairs and temporary learning spaces

Gaza—Emergency Response

As part of our frontline emergency response efforts, Plan International is leading vital humanitarian efforts in Gaza through its offices in Jordan and Egypt, working with partners including Taawon, Juzoor, TDH, and local civil society organisations. Plan International was one of only a very few International Aid Agencies able to deliver aid into Gaza, and despite ongoing instability and a worsening humanitarian crisis, the response has reached more than 154,000 people with life-saving hot meals and food kits.

Plan International's efforts, coordinated across borders with local and international partners, included:

- Cash assistance reaching vulnerable households, enabling families to purchase essential goods and services independently
- Hygiene and dignity kits distributed, including to frontline health workers, providing essential items for personal care and wellbeing during the ongoing crisis
- Winterisation support to withstand harsh seasonal conditions
- Mental health and psychosocial support for children through counselling, play-based learning, and recreational activities to foster emotional resilience
- Education services developed with local partners to re-engage children who have been out of school for over two years
- Digital innovation including the Bedtime Stories for Brave Kids initiative – a storytelling app designed to help children process trauma and build hope through play and imagination

Loaded truck in Northern Cairo, ready for departure into Gaza. Below: Children play games at a learning space in Gaza.





Top: Women shade in a tent in an internally displaced persons (IDP) camp in Kassala State, eastern Sudan.



Girls read a book at an IDP camp in Gedarif State eastern Sudan.

Sudan & South Sudan— Food and Nutrition Security

Across the world, children are facing the disproportionate effects of conflict, climate change, and mass displacement, with refugee numbers at their highest since the Second World War. South Sudan continues to face one of the world's worst food security crises, with more than three-quarters of its population requiring humanitarian assistance. The situation has been further exacerbated by the civil war in neighbouring Sudan, which erupted in April 2023 and has since driven large-scale displacement across the border. Hundreds of thousands of people have crossed from Sudan into South Sudan since, including returnees and refugees arriving in areas already struggling with instability and limited resources. Many have endured multiple displacements, conflict, flooding, disease outbreaks, and soaring food and fuel prices. The cumulative impacts have deepened humanitarian needs year after year.

Our food and nutrition programs across Sudan and South Sudan reached more than 564,000 people, through initiatives addressing hunger, malnutrition, and the effects of conflict and climate change. Our response included:

- General food distribution to reduce hunger and acute malnutrition among vulnerable households
- Targeted Supplementary Feeding to treat and prevent malnutrition among children under five and pregnant and breastfeeding women and girls
- School meals to improve children's nutrition, attendance, and retention, especially for girls
- Water, sanitation and hygiene support to improve access to clean water and reduce disease
- Health education and community outreach on maternal, infant, and young child feeding, gender equality, and hygiene practice

Food and Nutrition Security (FNS)

Our FNS programs meet urgent needs while helping communities build lasting food security, resilience, and self-reliance.

154,000

people received hot meals
and food kits in Gaza

181,000

people in Sudan, South Sudan,
Ethiopia, and Myanmar received
food baskets

215,600

children reached with school meals
and feeding activities to support
learning and reduce hunger

2,100

people received materials such
as planting equipment, seeds,
seedlings, and cash for work to
support food production

352,000

people accessed essential
nutrition services including
screening, malnutrition treatment,
and counselling

Delivering Food Essentials in South Sudan

In South Sudan, 21-year-old Lina dreams of becoming a doctor. It is an ambitious dream in a country where conflict, flooding, and hunger have shaped daily life for years—and where three-quarters of the population now rely on humanitarian assistance to survive. Lina is in her final year of high school and lives with her siblings. She says there is never enough food to go around and now, with the conflict, they are scared. 'We don't know what's going to happen next,' Lina says.

With support from the World Food Programme (WFP), Plan International delivers essential food and supplies such as sorghum, oil, lentils and salt to the communities severely affected by conflict and displacement in Rumbek, Malakal, and Canal Pigi. These supplies are helping to keep families alive, enabling children to continue their education, and protecting women and girls from the heightened risks associated with hunger.

For students like Lina, this assistance means more than a meal; it is a lifeline that allows her to stay in school and imagine a future beyond crisis. 'I am happy to receive food today. I will be able to eat, concentrate at school, and not worry about being hungry,' Lina says.

South Sudan is one of the world's worst food insecurity crises, with 7.7 million people experiencing severe hunger and over 2 million at risk of malnutrition. The effects of years of conflict, displacement, and flooding have disrupted livelihoods and pushed food prices beyond reach. In Canal Pigi, for example, the lack of a functioning market means that residents must travel for over three hours by boat to reach the nearest market in Malakal, where they face inflated prices for the limited food available.

Needs continue to outstrip available support. Disrupted supply routes, rising prices and the onset of the rainy season threaten to worsen conditions further. Plan International implements a number of food and nutrition support programs in South Sudan which promote long-term resilience such as stress management training for parents and smallholder agriculture programs to enable families like Lina's to grow their own food.

For now, food assistance remains an urgent priority. Each ration delivered brings a measure of stability to families living on the edge—and, for young women like Lina, a chance to keep learning, dreaming, and building a future for South Sudan.

“

**... I will be able to
eat, concentrate
at school, and
not worry about
being hungry”**

—Lina, 21, South Sudan.



Positive Parenting in Timor-Leste

Lasting change begins at home. In Timor-Leste, the Positive Parenting and Nutrition (PPN) project worked to strengthen awareness and everyday practices that support healthier, more equitable, and child-centred family environments.

Implemented over two phases (the second concluding in 2025), the PPN project demonstrated that transformation happens when families are empowered with knowledge, confidence, and community support.

Among its many achievements, the Proteína Loron-Loron (“Protein Every Day”) cooking show stood out as a scalable innovation which made nutrition education engaging and relatable. Produced in partnership

with the Ministry of Health and Radio e Televisão de Timor-Leste (RTTL), the six-episode series combined lively cooking demonstrations with simple, memorable messages about child nutrition, hygiene, and family collaboration.

Broadcast nationwide and shared through community radio, social media, and local screenings, the series reached thousands of households. Each episode showcased local

Jose and his wife, (members of the PPN group) with their children.

Right: A still from the Proteína Every Day cooking show,

ingredients such as beans, corn, moringa, and eggs; foods that are both accessible and nutrient-rich. Featuring national athletes, local chefs, and other prominent figures preparing food with community members, the show modelled equal participation between men and women in meal preparation, reinforcing lessons about gender equality and shared family responsibility.

The cooking show complemented broader community engagement activities that reinforced learning and local ownership. Cooking competitions, peer-father groups, and community festivals created spaces where both women and men could apply new parenting and nutrition practices in visible, socially valued ways. Inclusive approaches

enabled facilitators to reach women, people with disabilities, and other marginalised groups. Families of children with disabilities gained access to tailored parenting support, while faith leaders and community volunteers broadened outreach to diverse audiences. Broadcast and digital media through the Proteína Loron-Loron cooking show expanded reach, multiplying impact at low cost.

The project was not without its challenges. Male participation remained inconsistent, as many fathers were away for work, and heavy rains at times disrupted sessions and health consultations. Such experiences in implementation

highlighted the need for flexible, community-led delivery models that respond to local rhythms and realities – valuable insights that inform future approaches.

Sustainability has been a central focus throughout. Positive parenting materials have been embedded within both Ministry of Health and Ministry of Education systems, distributed to community health centres, and adopted by teachers and local leaders. By aligning with national policies, building local capacity, and fostering community ownership, the initiative has laid a strong foundation for enduring, self-sustaining change across Timor-Leste.



The Positive Parenting and Nutrition project was delivered in partnership with the Australian Government.

Key Outcomes

21% → 91%

Daily protein consumption awareness increase, with actual practice rising from 38% to 96%

34% → 83%

Breastfeeding knowledge improvement

33% → 91%

Rise in discipline awareness among parents

35% → 86%

increase in recognition of women's role in community decision making



Overall understanding of child nutrition and dietary diversity reached record levels

Water, Sanitation and Hygiene Integrated Nutrition

20-year-old Khamkeo lives in the hilly and remote province of Sarvan in Southern Laos. Last year, she safely gave birth at the local health centre in her village. For years, due to the condition of the centre, families who could afford it chose to travel to the provincial hospital instead, despite the long journey. Others chose to give birth at home, often without a skilled birth attendant present, putting both mother and baby at risk.

Recognising these challenges, and through a partnership with the Saravan District Health Office, Plan International embarked on an overhaul of the health centre in Khamkeo's village.

This work was part of the Water, Sanitation and Hygiene (WASH) Integrated Nutrition (WIN) project in Laos PDR, which after a successful 9 years came to an end in June 2025. The WIN project began as a response to the high rates of under-nutrition in Laos, the highest in South East Asia. Approximately 44% of children under five demonstrate moderate to severe under-nutrition, or stunting.

A core aspect of the WIN project was Community-Led Total Sanitation (CLTS) sessions, which aim to engage communities on infant and young child feeding, nutrition and hygiene practices, community-wide WASH best practice, and menstrual hygiene management.

During the life of the project, this has led to nearly 170 communities across two provinces being declared Open Defecation Free, and the entire district of Saravan being declared Open Defecation Free in 2024, a huge achievement.

More than 30,000 people in 74 communities now have access to basic sanitation, are washing their hands with soap and can safely treat and store drinking water.

At last count, in project areas in Saravan Province, the malnutrition level of children aged two years and under has decreased by 8.4%. This indicates a combination of exclusive breastfeeding practice, better dietary standards, and improved hygiene practices at a village level.

The integration of CLTS sessions combined with strengthened health services and improved nutrition for mothers and babies has elevated the success of the WIN project. This innovative and integrated model has been actively adopted by other NGOs in the area and promoted within the national Government of Laos PDR.

For Khamkeo and other young families in Laos, the legacy of the WIN project is access to safe, high quality health care closer to home, which in turn means healthier children and healthier communities.



As my pregnancy progressed and travelling by motorbike became too difficult, I decided to visit the new health centre. I was amazed at how clean it was, the new equipment and the kindness of the health staff."

– Khamkeo, 20, Laos.



The Water, Sanitation and Hygiene Integrated Nutrition project was delivered in partnership with the Australian Government.



Khamkeo and her young son, Khem, visit the newly renovated health centre.



Outcomes

The WIN project ran from 2019 to 2025 in Saravan and Oudomxay Provinces

187

communities took part in Community-Led Total Sanitation activities

167

communities declared Open Defecation Free (ODF)

20

villages completed Water Safety Plans

1,200

people provided with access to clean water through the construction of clean water supplies

750

women supported to give birth in a Health Centre or with a skilled attendant in attendance

74

communities showed improvement in basic sanitation, including washing hands with soap, and treating and storing water safely

Breaking Down Barriers

The Girls' Education & Empowerment Fund (GEEFund) is Plan International Australia's multi-year giving initiative designed to break down the barriers preventing girls from accessing education.

By pooling contributions from committed supporters, the GEEFund leverages additional funding from Plan's institutional partners; effectively multiplying every dollar donated into two or more. This collaborative model ensures that each pledge drives greater impact, creating change that not only transforms girls' lives today but shapes a brighter future for generations to come.

This year marks the five-year anniversary of the GEEFund, as our first group of five-year pledgers renew their commitments. Their ongoing support is a testament to the power of long-term investment in girls' education.

Investing in girls is one of the smartest and most effective ways to uplift families, strengthen economies, and transform communities. When girls are educated, empowered, and free to lead, the ripple effects are profound:

- Universal secondary education could virtually end child marriage and reduce child mortality by 49%.
- Each additional year of girls' education can boost a country's resilience to climate disasters by up to 3%.
- If all girls completed secondary education, global economies could gain between \$15–\$30 trillion in lifetime productivity and earnings.

By joining the GEEFund community, supporters are not just making a donation. They are making an enduring investment in equality. Multi-year pledges enable girls to access education, grow as leaders, entrepreneurs, and advocates, and create lasting change within their communities. Together with young women and their communities, we are accelerating progress that endures and building a world where every girl has the opportunity to learn, lead, and thrive.

FY25 Impact

Committed Donors	59
Pledged over 5 years	\$3,997,674
Unlocked this year	\$3,555,214
Girls and families impacted this year	138,112
Leverage Rate	6x

Girls Education & Empowerment Fund

As we mark the five-year anniversary of GEEFund, we can celebrate the cumulative impact of this innovative approach.

1,038,642 girls and families impacted

>\$3.6 million donated over 5 years

\$29,776,013 in funds unlocked from these donations

8x leverage rate over 5 years



Shurovi, 14, at her school in Bangladesh.

Greenhouse Gas Emissions Summary

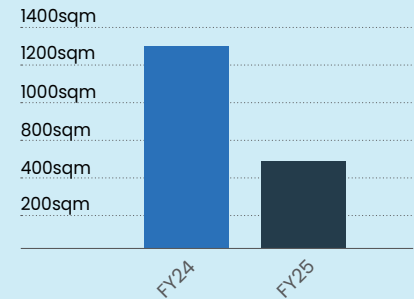
In line with our mission, Plan International is committed to promoting sustainable development and reducing the negative environmental impact of our operations.

As part of Plan International's ongoing commitment to climate action, resilience and environmental sustainability, the Plan Global Federation is targeting a 55% reduction in Green House Gas (GHG) emissions by FY31.

Here in Australia, we are committed to monitoring greenhouse gas emissions annually with the aim of achieving a 7% year-on-year reduction in direct GHG emissions as a first step towards climate neutrality.

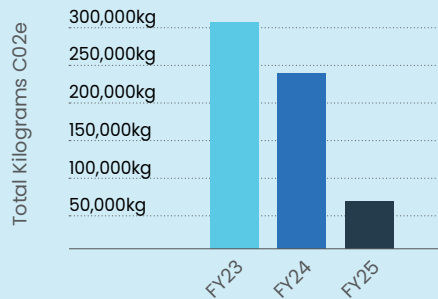
Footprint

In FY25 we actively reduced our office footprint and invested in environmental building performance through our office move to 150 Lonsdale Street Melbourne. The building is a 4.5 Star Nabers & 6 Star Green Star rated building.



Business Travel

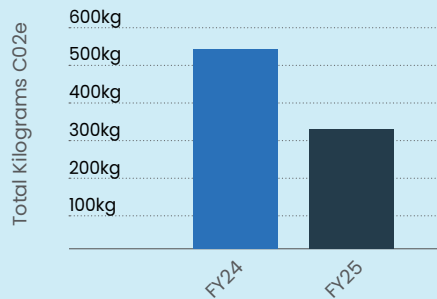
Data is based on Corporate Traveller GHG Protocol Corporate Accounting & Reporting Standard Scope 3 Business Travel. (71% reduction in emissions).



Paper

39% reduction in emissions for qty of reams of paper purchased.

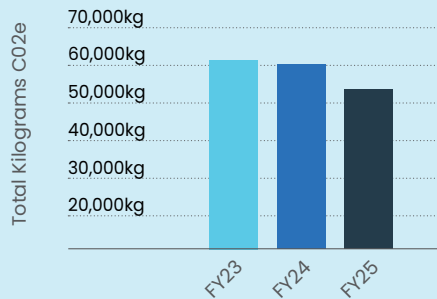
(Emissions have been calculated using the Humanitarian Carbon Calculator)



Electricity

10% reduction in emissions from purchased electricity for our office space.

(Based on Kw usage and emissions calculated with the Humanitarian Carbon Calculator)



Who we Are

Our staff

One of Plan International Australia’s most valuable assets is the skilled and committed team that drives our work. We have representation across Australia and the Asia Pacific region, but our team is primarily located at our head office in Melbourne, where we employ 73 staff members in three departments: Engagement to Action, Impact to Scale and Business Performance and Capability.

Our ambassadors

Our incredible ambassadors collaborate with us to amplify girls’ voices, and to advocate for the importance of our work in building a better, more equal world for all children. We couldn’t be prouder to have them standing alongside us and the communities where we work.



Phoebe Tonkin
Actor and Gender Equality Activist



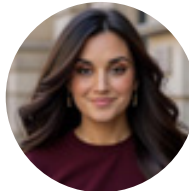
Yasmin Poole
Award winning speaker, writer and youth advocate



Benjamin Law
Journalist, columnist, TV screenwriter and author



Jan Fran
Walkley-award winning journalist, TV Presenter and internet commentator



Jamila Rizvi
Best-selling author, presenter and passionate gender equality advocate.

Our Volunteers

Plan International Australia’s office-based volunteers play a huge role in the everyday operations of our organisation. They are a diverse, committed, talented and passionate group of people who bring a wide variety of life and professional experience to Plan International. In FY25, we had five active volunteers, contributing 933 hours to the organisation. This equates to around \$35,202 in savings across 3 departments.

Our supporters

18,652
children were supported
by Australian sponsors

6,057
Australians donated
to our appeals

33,086
regular-givers supported our
ongoing work

Board of Directors

Our Board of Directors are responsible for guiding the strategic direction of the organisation and are accountable for our actions and the impact of our activities. FY25 saw Patricia Faulkner continue as Chair, and we congratulate and welcome Upenyu Mawande to the board after being successfully elected in December 2024. Joshua O’Rourke was also elected, however due to work commitments resigned in August 2025.



Patricia Faulkner AO (Chair)
Elected: December 2023
Current term expires: December 2026



Tim Lo Surdo
Elected: June 2019
Current term expires: December 2025



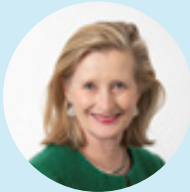
Natasha de Silva
Elected May 2022
Current term expires: December 2025



Jason Chuck
Elected: July 2017
Current term expires: December 2026



Upenyu Mawande
Elected: December 2024
Current term expires: December 2027



Belinda Howell
Elected: September 2020
Current term expires: December 2026



Vanessa Ng
Elected: September 2020
Current term expires: December 2026



Marsha Beck
Elected: September 2020
Current term expires: December 2026



Sally Moyle
Elected: December 2023
Current term expires: December 2026



Our Patron

This year we were thrilled to announce Her Excellency, the Honourable Sam Mostyn AC, Governor-General of the Commonwealth of Australia, as the new Patron of Plan International Australia.

Throughout her personal and professional life, Ms Mostyn has been a strong champion for gender inclusion and equality. Having been a past President of the Australian Council for International Development, she also has a deep understanding of our mission and the impact we create.

We look forward to working alongside the Governor-General in the years ahead, helping us drive lasting, positive change for girls and young people everywhere.

By the Numbers

A year in review

This year, Plan International Australia remitted \$55.4m to global programs—a 4% increase on the previous year’s record contribution. This growth reflects our continued commitment to maximising impact for children and girls around the world, even as we adapt to a complex funding environment.

In response to sector-wide changes, we reshaped our workforce to deliver greater impact with fewer resources and continued to invest in our new Customer Relationship Management (CRM) system. This investment is helping us to innovate and broaden our fundraising base while reducing overall fundraising costs. We also absorbed the past investment in our subsidiary, Impact Pathways, which paused operations.

Revenue grew slightly compared with the previous year, reaching \$73.5m. Maintaining income levels in such a challenging economic environment is a testament to the loyalty and commitment of our supporters.

Careful management of our investment portfolio once again delivered a strong result, generating \$1.1m in income, compounding the long-term positive impact of our investments in purposeful activities.

A continued focus on cost management produced savings of 1% compared to the previous year, with total expenditure of \$73.4m. This result includes a 4% increase in remittances to global programs

and slightly lower fundraising costs as we consolidated the benefits of our new CRM system.

82% of PIA’s total income was directed to overseas programs, community education, and program support, reinforcing our commitment to maximising funds invested directly in programs for children. Our five-year average proudly stands at 81%.

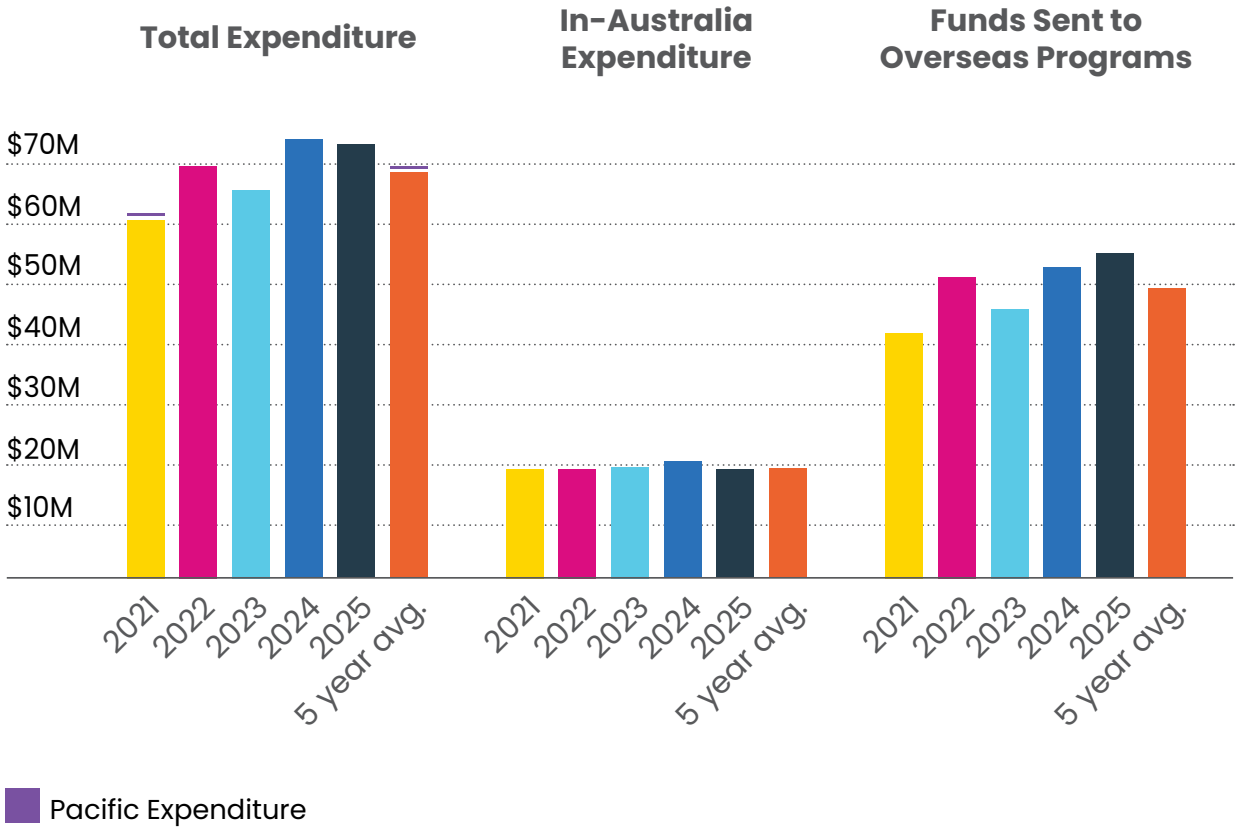
Plan International Australia closed the year with a modest surplus of \$98,000, supported by strong investment performance. As of 30 June 2025, our reserve balance stands at \$9.4m, maintaining the strength of our balance sheet and ensuring reserves equivalent to six months of operating expenses.

We are confident that the organisation remains financially well positioned for the 2025/26 financial year as we continue our mission to improve the lives of girls worldwide.

In Nepal, Plan International is supporting families to say no the child marriage by helping to increase incomes and empower girls. "I have decided to marry only after achieving success in my business and becoming financially independent," says Amrita, 19. (pictured left).

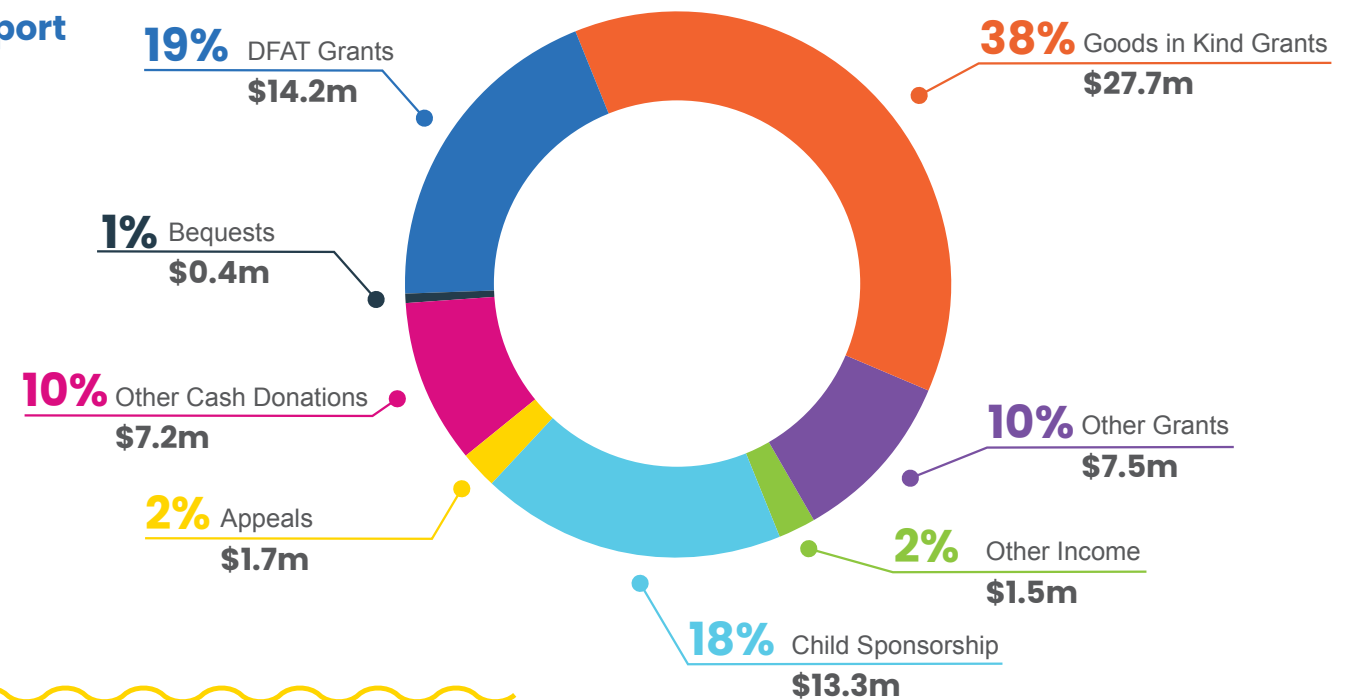


Our Finances

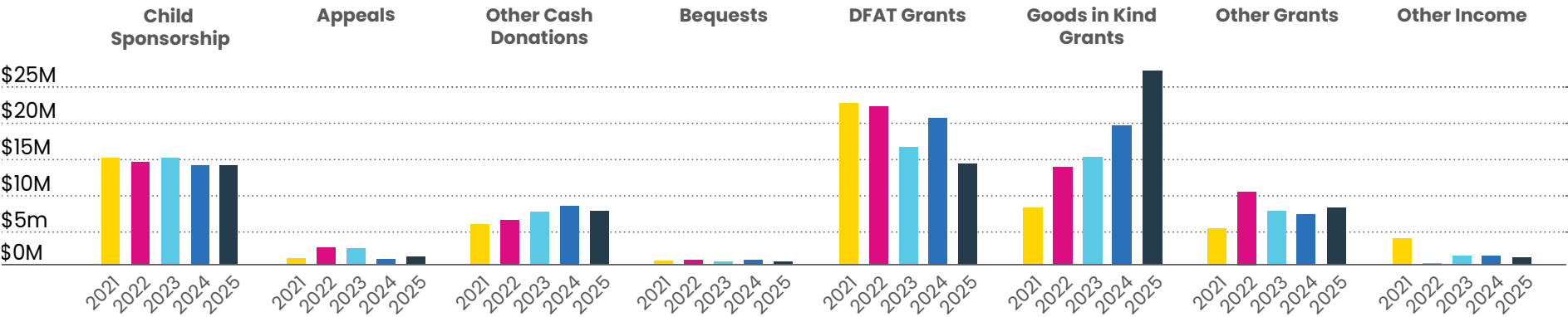


Revenue 2024/2025

Where our support comes from

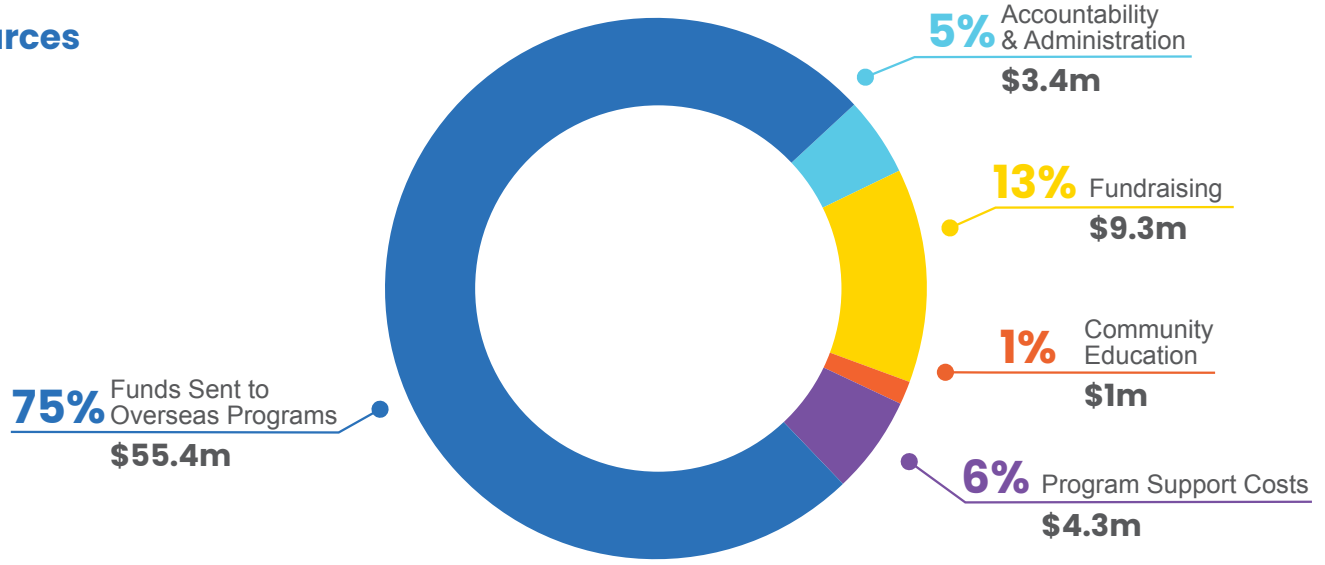


5 year revenue trend by source

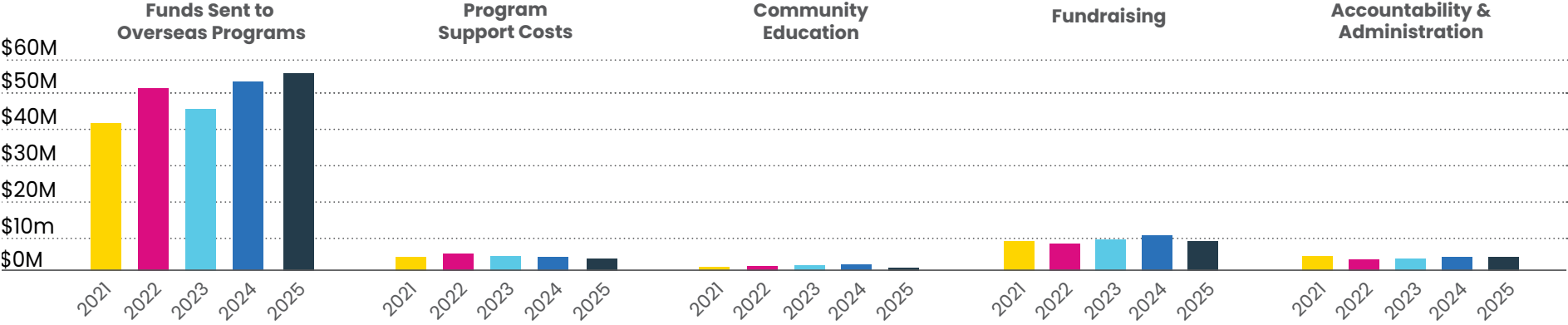


Expenditure 2024/2025

Where our resources were used



5 year expenditure trend by type



Summarised Financial Report

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The summarised consolidated financial statements are included in the following pages. These comprise a consolidated statement of comprehensive income, consolidated statement of financial position and consolidated statement of changes in equity. These have been derived from the audited financial statements of Plan International Australia.

Consolidated statement of profit or loss and other comprehensive income (For the Year Ended 30 June 2025)	2025	2024
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	13,309	13,816
- Designated Projects	8,854	9,241
	22,163	23,057
• Non-Monetary		
Bequests and Legacies	393	811
Grants		
• DFAT	14,195	21,043
• Other Australian	149	0
• World Food Programme	27,748	19,824
• Other Overseas	7,491	6,713
	49,583	47,580
Investment Income	881	321
Other Income	333	883
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	185	715
TOTAL REVENUE	73,538	73,367
EXPENDITURE		
International Aid And Development Programs Expenditure		
International Programs		
• Remittances to Associated Parties	55,379	53,000
• Program Support Costs	4,200	4,689
	59,579	57,989
Community Education	1,027	1,770
Fundraising Costs		
• Public	9,258	10,628
• Government, Multilateral and Private	0	0
	9,258	10,628
Accountability and Administration	3,426	3,416
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	73,290	73,803
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	150	150
TOTAL EXPENDITURE	73,440	73,953
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	98	(586)

Consolidated Statement of Financial Position (As at 30 June 2025)	2025	2024
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	1,724	3,140
Trade and Other Receivables	859	1,075
Other Current Assets	340	192
Current Tax Liabilities - GST Receivable	-	-
Financial Assets at Amortised Cost	358	514
Total Current Assets	3,281	4,921
Non-Current Assets		
Property, Plant and Equipment	74	212
Right-of-Use Assets	1,547	484
Financial Assets at Fair Value Through Profit or Loss (NC)	9,750	10,149
Total Non-Current Assets	11,371	10,845
TOTAL ASSETS	14,652	15,766
LIABILITIES		
Current Liabilities		
Trade and Other Payables	821	1,214
Lease Liabilities (C)	275	495
Provisions (C)	228	131
Employee Benefit Obligations	534	1,197
Deferred Revenue	2,258	3,397
Total Current Liabilities	4,116	6,434
Non-Current Liabilities		
Lease Liabilities (NC)	1,052	-
Provisions (NC)	-	-
Employee Benefit Obligations	101	47
Total Non-Current Liabilities	1,153	47
TOTAL LIABILITIES	5,269	6,481
NET ASSETS	9,383	9,285
EQUITY		
Reserves	9,383	9,285
TOTAL EQUITY	9,383	9,285

Consolidated Statement of Changes in Equity (As at 30 June 2025)	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2024	3,412	5,873	9,285
Surplus for the Year	-	98	98
Movement between reserves	236	(236)	-
BALANCE AT 30 JUNE 2025	3,648	5,735	9,383

Note to the Summary Financial Report for the year ended 30 June 2025

The Summary Financial Report is an extract from Plan International Australia’s full financial report for the year ended 30 June 2025. The financial statements and specific disclosures included in the Summary Financial Report have been derived from the full financial report.

The Summary Financial Report does not and cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of Plan International Australia as the full financial report.

A full description of the accounting policies adopted by Plan International Australia may be found in the full financial report, which can be found on our website. The Summary Financial Report is presented in Australian dollars.

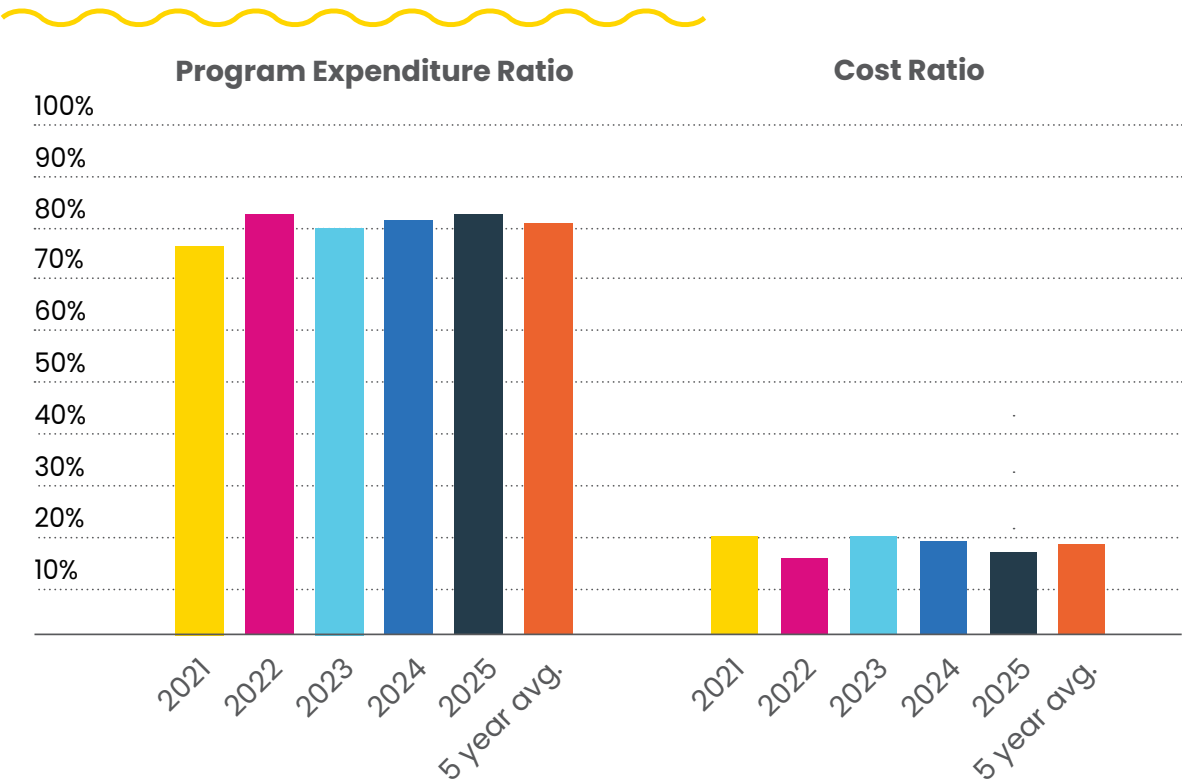
Key Ratios

There are two performance ratios that capture our commitments – the Program Expenditure Ratio and the Cost Ratio. These costs are crucial for ensuring that current programs are quality-assured, compliant with relevant standards, and necessary systems and infrastructure.

The Program Expenditure Ratio has been maintained at 83%, lifting our five year-average slightly to 81%, in line with our business model.

This reflects PIA's commitment to applying resources directly to programs that optimise our impact for the benefit of children.

The Cost Ratio for FY25 has decreased to 17%, due to a considered reduction in fundraising investment and the completion of our new CRM. Work to consolidate and reduce structural costs were also completed in FY25. As a result, operating expenses were lower than in FY24, with the benefits of these strategic and transformative projects to be realised over the coming years.



Oumou, 16, Mali, does maths equations on the blackboard at her school.

Directors' Declaration

The directors of Plan International Australia ("the Company") declare that the Summary Financial Report comprising the statement of comprehensive income, statement of financial position, the statement of changes in equity as set out on pages 35 and 36, is in accordance with the requirements set out in the ACFID Code of Conduct and has been derived from and is consistent with the full financial statements of the Company for the year ended 30 June 2025.

In the directors' opinion:

- (a) the full financial statements and notes of the Entity are in accordance with the Australian Charities and Not-for-profits Commission (ACNC) Act 2012 including:
 - (i) comply with Accounting Standards - Reduced Disclosure Requirements, the ACNC Regulations 2012 and any other mandatory professional reporting requirements, and
 - (ii) give a true and fair view of the Entity's financial position as at 30 June 2025 and its performance for the year ended on that date, and
 - (iii) comply with the requirements set out in the ACFID Code of Conduct; and
- (b) in the Directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors

P.M. Faulkner

Patricia Faulkner AO (Chair)
Director

Vanessa Ng

Vanessa Ng
Director

Melbourne, 29 September, 2025

Compliance & Regulation

We ensure accountability and transparency in every aspect of our business. We're committed to efficiency, effectiveness and best practice corporate governance.

ACNC, Accounting Standards and ATO

As a registered charity, Plan International Australia complies with the Australian Charities and Not-for-Profits Commission (ACNC) Act 2012. This includes Australian Accounting Standards, the ACNC regulations, and other mandatory professional reporting requirements. The Australian Taxation Office (ATO) has given Plan International Australia the status of a Deductible Gift Recipient (DGR), granted exemption from Income Tax and provided concessions for Fringe Benefits Tax and GST. Reporting requirements comprise mainly annual fringe benefit tax returns, quarterly Business Activity Statements and monthly Pay-as-you-go (PAYG) submissions.

Accreditation

We are fully accredited and a trusted recipient of funds from the Department of Foreign Affairs and Trade (DFAT). Our accreditation is maintained through a rigorous process by DFAT that is undertaken every five years, involving an in-depth assessment of our management capacity, systems, operations, and linkages with the Australian community against a set of agreed criteria. Being accredited gives the organisation access to the Australian NGO Cooperation Program (ANCP) and DFAT funding programs such as Cooperation Agreements and any other funding mechanisms that may be created. Accreditation ensures we are transparent with our finances, and covers our entire portfolio including non-development activities and activities not funded by DFAT.

ACFID

We are a member of the Australian Council for International Development (ACFID) and a signatory of the ACFID Code of Conduct. ACFID is the peak body for aid and international development NGOs and its Code of Conduct upholds the highest standards of ethics, effectiveness and accountability. For further information on the Code, please refer to the ACFID Code of Conduct Guidance Document available at www.acfid.asn.au. Complaints relating to a breach of the ACFID Code of Conduct by an ACFID member can be made to the ACFID Code of Conduct Committee (www.acfid.asn.au/code-of-conduct/complaints).

Fundraising

Fundraising licenses are required by many of the states in Australia in order to raise funds within their borders. We hold all required licenses and comply with the requirements associated with these licenses, which includes such conditions as providing extra reporting to particular states.

We are a member of the Fundraising Institute of Australia and comply with their standards as a mark of assurance in the professionalism and transparency of fundraising operations.

Workplace Relations Law

We are committed to complying with all workplace relations regulations, statutory and legal requirements. These include: Fair Work Act 2009; Human Rights & Equal Opportunity Commission Act 1986; and Work Health & Safety Act 2011. Workplace practices and internal policies are regularly reviewed to ensure compliance.

Privacy Policy

Read our privacy policy: plan.org.au/contact/privacy



Independent Auditor's Report

To the members of Plan International Australia and related parties.

Our opinion

In our opinion, the summary financial report is consistent, in all material respects, with the audited financial report, in accordance with the basis of preparation described in Note 1 to the summary consolidated financial statements.

What we have audited

The summary financial report is derived from the audited financial report of Plan International Australia for the year ended 30 June 2025. The summary financial report comprises:

- the summary consolidated statement of financial position as at 30 June 2025
- the summary consolidated statement of profit or loss and other comprehensive income for the year then ended
- the summary consolidated statement of changes in equity for the year then ended
- the related notes to the summary consolidated financial statements
- the directors' declaration.

Emphasis of matter – basis of accounting and restriction on distribution and use

We draw attention to Note 1 to the summary financial report, which describes the basis of accounting. The summary financial report has been prepared to assist Plan International Australia in complying with the reporting provisions of the *Australian Council for International Development ("ACIFD") Code of Conduct*. As a result, the summary financial report may not be suitable for another purpose. Our report is intended solely for Plan International Australia and its members and should not be distributed to or used by parties other than Plan International Australia and its members. Our opinion is not modified in respect of this matter.



Summary financial report

The summary financial report does not contain all the disclosures required by Australian Accounting Standards applied in preparation of the audited financial report of Plan International Australia. Reading the summary financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report of Plan International Australia and the auditor's report thereon. The summary financial report and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

The audited financial report and our report thereon

We expressed an unmodified audit opinion on the financial report in our report dated 29th September 2025.

Management's responsibility for the summary financial report

Management is responsible for the preparation of the summary financial report in accordance with the basis of preparation described in Note 1.

Auditor's responsibility

Our responsibility is to express an opinion whether the summary financial report is consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

PricewaterhouseCoopers

Anthony Vlavianos
Partner

Melbourne, 29 September 2025



Until we are all equal

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Find out more

Child protection: In everything that we do, safeguarding children and program participants is our number one priority. To know more about Plan's commitment to safeguarding and how we keep people safe in our work visit: <https://www.plan.org.au/about-us/accountability/safeguarding>

Feedback and complaints: planau.me/feedback-complaints