

EXTRA • Ordinary People

ANNUAL REPORT

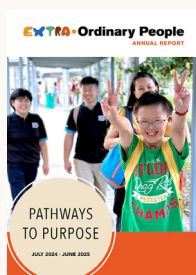


PATHWAYS TO PURPOSE

JULY 2024 - JUNE 2025

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Cover Photo

Our beneficiary, Ying Kang, is taking steady strides towards independence as he participates in the Independent Mobility Training (IMT) programme.

About

EXTRA•Ordinary People

Our Purpose

Extra•Ordinary People is founded to support persons with special needs in Singapore through community-supported initiatives, journeying with them and their families from early childhood to adulthood while actively promoting independent living to create a more inclusive society.

We adopt a multi-pronged approach to support our beneficiaries, helping them build and nurture their independent living, employability and enterprise skills.

Our Logo

We are **Extra•Ordinary People** – ordinary people who make the conscious decision to go the extra mile.

The dot between **Extra** and **Ordinary** in our logo symbolises the heart required to make a difference. The colours in the word **Extra** represent diversity and inclusivity.



Our Vision

An inclusive and
Extra•Ordinary
Singapore



Our Mission

To support every person
with special needs
in Singapore through
community-supported
initiatives



Our Values

Compassion
Inclusiveness
Integrity
Respect



Overview of Charity

Extraordinary People Limited (EPL) was established in July 2017 as a registered charity, with the aim of supporting every person with special needs in Singapore through community-supported initiatives, striving for an inclusive society. We obtained Institute of Public Character (IPC) status in September 2018.

Registered Office

Extra•Ordinary Place @ Beach Road
7500A Beach Road, #01-313
The Plaza Block A
Singapore 199591

Bank

Oversea-Chinese Banking
Corporation Limited
65 Chulia Street, OCBC Centre
Singapore 049513

Constitution

Company Limited by Guarantee

Auditor

Baker Tilly
600 North Bridge Road
#05-01, Parkview Square
Singapore 188778

Date of Incorporation

17 July 2017

Law Corporation

Nanyang Law LLC
6 Shenton Way, #41-04
OUE Downtown 1
Singapore 068809

UEN / Charity / IPC

UEN No. 201719854W
Charity Status since 05 February 2018
IPC Status since 29 September 2018



Chairman's Message

This year marks seven years of Extra•Ordinary People, and we are grateful to walk this journey with our community. What started with a simple belief — that every person deserves a place to belong — has now grown into programmes that touch children, youth, and young adults.

From Junior Campus to Creative Lab, the Music Company and Campus for skills training, our focus is to unlock pathways for those who might otherwise be left out. Larger organisations play an essential role in the sector. As a smaller charity, EPL complements this by focusing on those who may fall through the gaps — providing subsidies where needed and shaping programmes so that learning and growth are possible.

This year brought moments that stay with us:

We will continue to forge vocational pathways, expand independent living skills, and partner with corporates and schools to champion a more inclusive society.

a student sitting through a performance for the first time, an artist selling their work, a band of musicians finding their voice on stage. These may look like small steps, but they are milestones — each one a reminder that purpose is found in achievement and every opportunity to grow and belong.

Our community gathered at An Extraordinary Celebration, the Charity Golf Challenge, and our art exhibitions — and what stood out was how people came together. Families, schools, partners, and friends shared the joy of seeing our beneficiaries shine.

Each event was a chance to connect, to



understand one another better, and to create real opportunities for inclusion. Together, these are pathways to purpose — not only for our beneficiaries, but for the surrounding community.

As we look ahead, we know the work is far from over. The “cliff effect” after 18 remains a daunting reality for many families. That is why we will continue to forge vocational pathways, expand independent living skills, and partner with corporates and schools to champion a more inclusive society.

We are deeply grateful to every family, volunteer, donor, school, and corporate partner who has journeyed with us this year. Your trust and generosity help us keep walking alongside our beneficiaries, unlocking potential with patience, respect, and love. ●

With gratitude and hope,
Wee Wei Ling
Co-Founder, Extra•Ordinary People



Leading with Strategic Purpose

Leadership



**Co-Founder
and Director**

Ms Wee Wei Ling
Executive Director
(Sustainability Partnerships,
Lifestyle & Asset),
Pan Pacific Hotels Group



**Co-Founder
and Director**

Ms Wee Boo Kuan
Investor



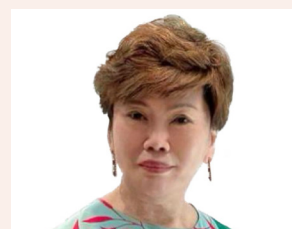
Director

Ms Leong Wai Leng
Managing Director,
CDPQ Asia Pacific Pte. Ltd.



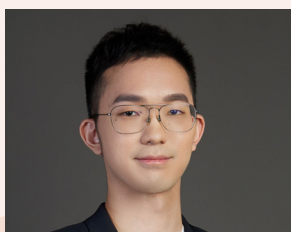
Director

Mr Ng Kim Tean
Chairman,
Nanyang Law LLC



Director

Ms Inge Kua
Vice Chairman of Southeast Asia,
BNP Paribas Wealth Management



Director

Mr Ted Chen
CEO,
Evercomm Singapore



Director

Mrs Christine Ip
CEO,
UOB Greater China



Advisor

Dr Ang Poon Liat
Consultant Paediatrician



Advisor

Mdm Margaret Wee
Honorary Chairperson,
Board & Management Committee,
Nanyang Girls' High School

Council Term of Board

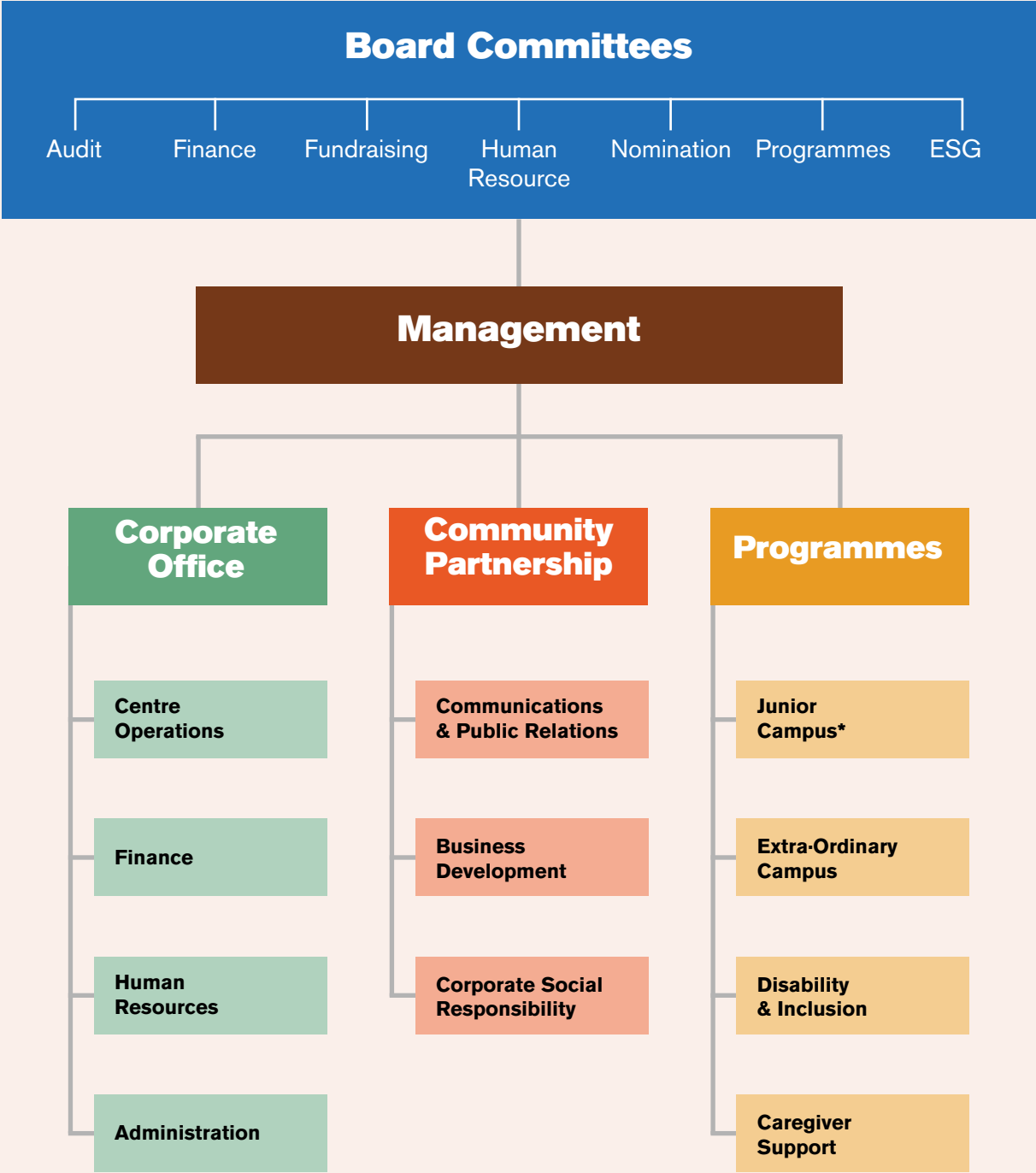
Name	CURRENT Charity Board Appointment	PAST Charity Board Appointments
Ms Wee Wei Ling	Chairman 24 July 2017	Not Applicable
Mr Wee Boo Kuan	Director 17 July 2017	Not Applicable
Ms Leong Wai Leng	Director 17 July 2017	Not Applicable
Mr Ng Kim Tean	Director 12 April 2019	Not Applicable
Ms Inge Kua	Director 26 July 2022	Not Applicable
Mr Ted Chen	Director 9 October 2023	Not Applicable
Mrs Christine Ip	Director 27 May 2025	Not Applicable

Executive Management Team

Mr Ivan Chin Yuk Voon

Chief Executive Officer
(April 2022 - Current)

Organisational Structure

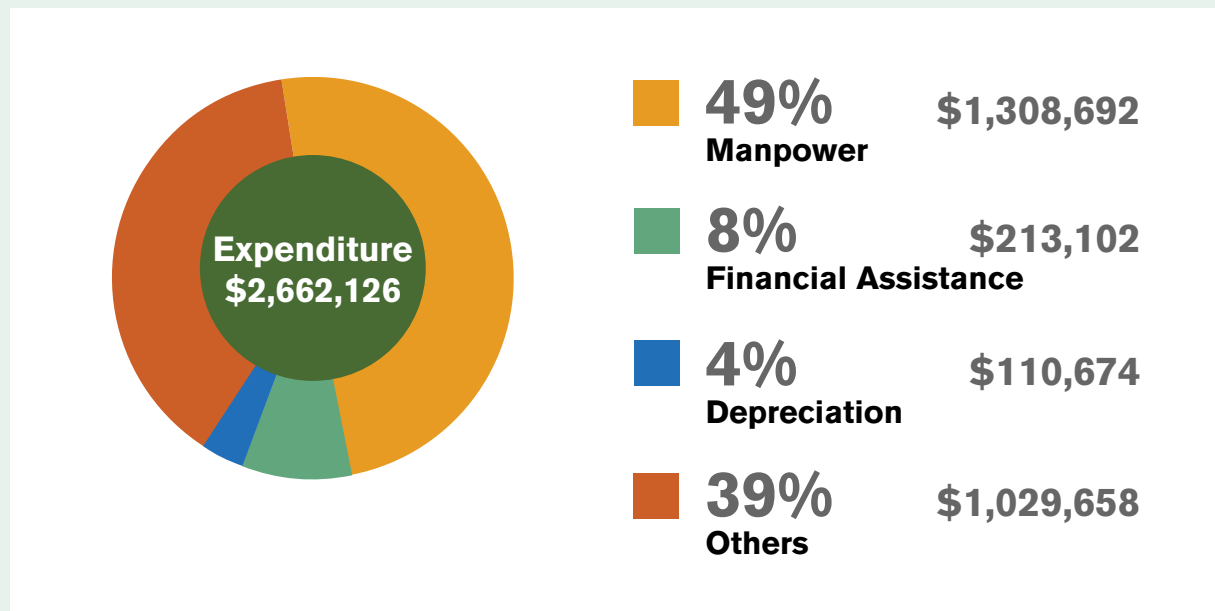
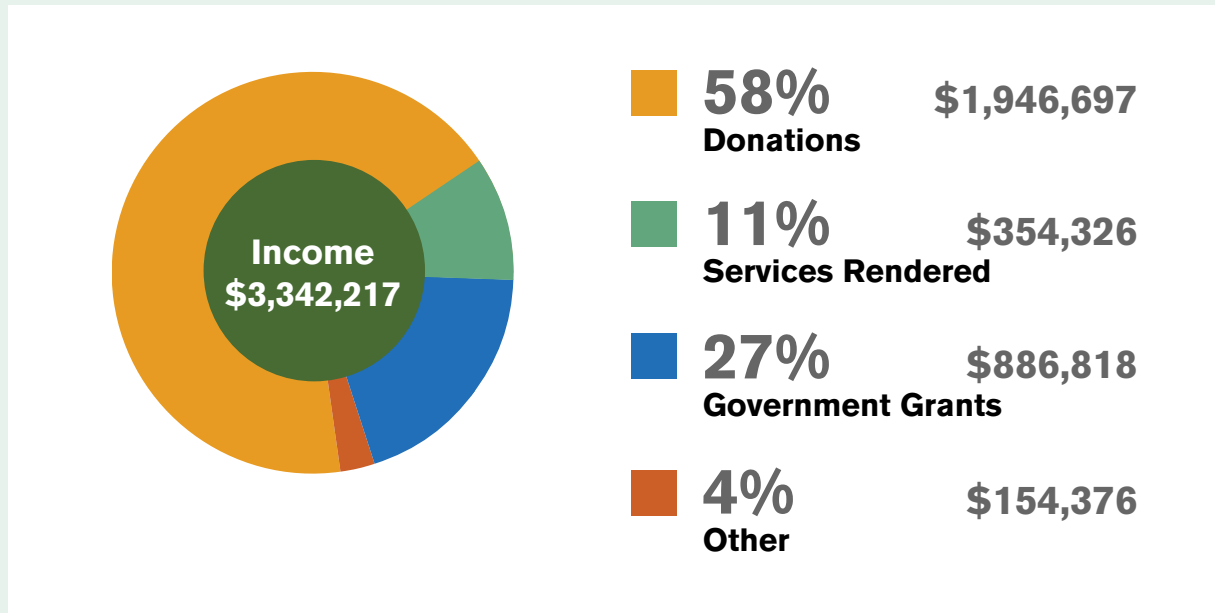


*Previously known as Integrated Programme

Operating Highlights

Operating Highlights

Financial Performance at a Glance

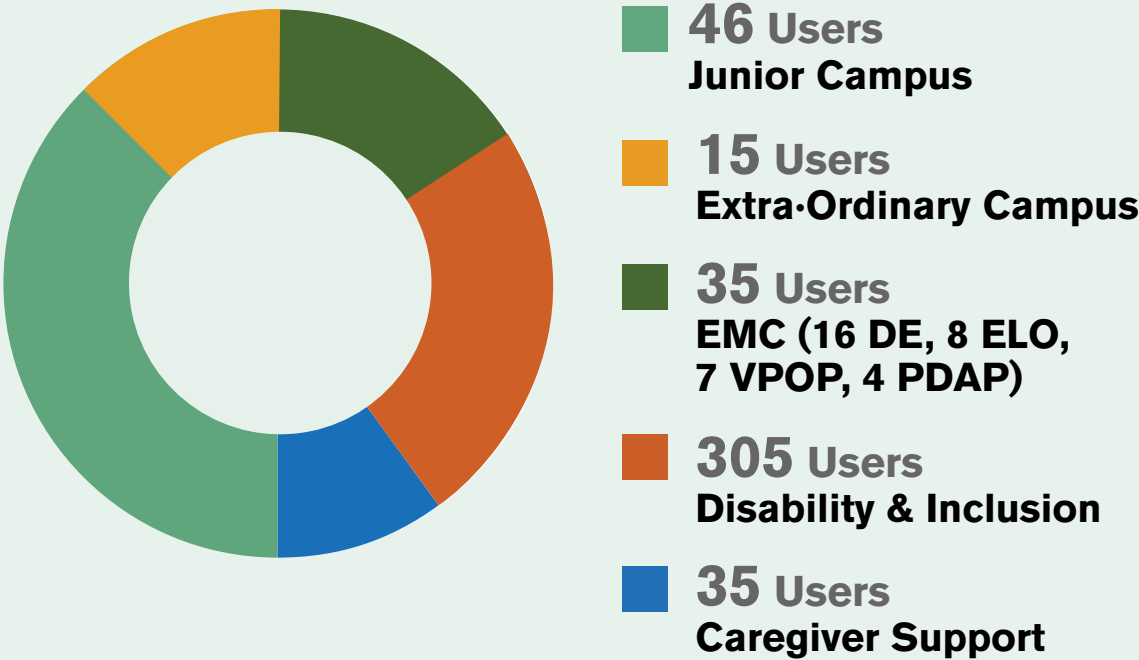


Summary of Financial Performance

The decrease of \$463,531 in total income compared to last financial year was mainly due a decrease in donation received.

Total Income
\$3,342,217

Summary of Overall Service Users



2039 Total Number of Visits
of Regular Beneficiaries (Weekly Programme)

Programmes & Activities

Our programmes form the backbone of how we walk alongside individuals and families. From childhood to adulthood, we provide opportunities for learning, creativity, independence, and inclusion.

Each initiative – whether in social engagement, visual or performing arts, vocational training, or caregiver support – reflects our belief that every person deserves a pathway to grow, belong, and thrive.

These programmes and activities continue to ease caregiver burden, nurture emerging talents, and equip children and youths with the skills they need for greater independence.

Junior Campus

7 years and above



The Junior Campus at Extra•Ordinary People is designed for clients aged seven and above, serving as the heartbeat of our organisation. This programme offers a social engagement group experience that empowers individuals to learn, explore their curiosities, and build confidence.

The Junior Campus provides a safe and creative environment where clients can thrive. It focuses on supporting the development of social skills, communication, emotional regulation, and independent daily living skills through various activities such as play, art, movement, community outings, and other meaningful experiences. Above all, it aims to inspire curiosity, foster confidence, and nurture joy in our clients.

“The programme has given me some ‘me time’ when my son is attending the therapy which is a great help to destress. My son has learned to share his snacks with teachers and friends.”

Caregiver of Junior Campus Beneficiary

Extra·Ordinary Campus

18 years and above



The Extra·Ordinary Campus addresses the “post-18 cliff effect”, where support for individuals with disabilities declines sharply after formal education. Designed for youth and young adults aged 18 and above, the programme focuses on essential Independent Living Skills and vocational training.

Participants explore pathways in music, culinary and visual arts. By equipping them with practical skills and experiences, the Campus supports greater independence and prepares individuals for meaningful participation in society. It is a pathway to purpose that eases caregiver burden while opening doors to employment.

“The trainers not only educate and coach my child but have gone the extra mile to support her physically, emotionally and cognitively. Clarissa has become more confident, responsible and resilient.”

Yvonne,
Caregiver of Clarissa

Creative Lab

12 years and above



Creative Lab is our vocational visual arts mentorship programme, providing artists with special needs a nurturing environment to refine their practice. Under close mentorship, participants develop their artistic voices and gain opportunities to exhibit and sell their work through galleries and public platforms.

Proceeds from sales support artist income, reinforcing both dignity and independence. Each artwork represents a step towards self-expression and purpose, as artists take their place in Singapore's creative landscape. Through Creative Lab, pathways to participation in the arts become pathways to income, recognition, and belonging.

“My son is more open to suggestions when a situation is not ideal to him. He is more expressive in his communication, indicating his likes and dislikes. He is now able to clarify if he does not understand what was said.”

Caregiver of Creative Lab Beneficiary

Extra·Ordinary Music Company

12 years and above



The Extra·Ordinary Music Company (EMC) is a performing arts vocational track for young people with special needs. Through tailored training in music, dance, and theatre, EMC develops confidence, independence, and career opportunities in the arts.

Its programmes include the Extra·Ordinary Light Orchestra, drumming ensembles, vocal groups, and the Performing Arts Development Programme – each blending life skills education with artistic training.

For participants, this is a pathway towards self-expression, employability, and community recognition. EMC affirms that talent can thrive when opportunities are inclusive and purposeful.

“The social gatherings at the drum ensemble provide my son with the opportunity to connect with like-minded individuals, expanding his circle of friends who share his interests. This helps him build a supportive community, alleviating the sense of facing challenges alone.”

Caregiver of EMC Beneficiary

EMC Engagements

30 Aug 2024	Singapore Night Festival
8 Sep 2024	PA President Challenge
4 Oct 2024	Singapore River Festival
26 Oct 2024	Ireland Emerald Ball
4-5 Dec 2024	UOB Christmas Charity Bazaar
28 Feb 2025	Natas Fair
6 Apr 2025	Riang Raya @ Boon Lay
16 Apr 2025	UAE Singapore Business Council Charity Gala Dinner
16 May 2025	An Extra·Ordinary Evening Gala Dinner 2025
25 May 2025	One Accord Concert

Independent Mobility Training



Independent Mobility Training (IMT) equips caregivers with the skills and confidence to support their children or dependents with special needs in travelling independently.

Lessons are individualised, covering safety strategies, personalised travel plans, and practical navigation tools. Independent travel opens new possibilities, reduces caregiver stress, improves employability for persons with special needs giving them increased autonomy in daily life.

“This mobility programme is a good way to communicate better with the child and give him more confidence. I believe we have to let them go so that we can have time to do our own things.”

Ilda Raymensi Bte Abdullah,
Caregiver of Ilhan (beneficiary of IMT)

Inclusive Employment



At Extra·Ordinary People, inclusion goes beyond our internal culture – it extends to preparing individuals with special needs for meaningful employment and independent living.

Our efforts centre on building readiness for the workplace through targeted training, community partnerships, and employer engagement. Preparations are underway for a Hospitality and Food & Beverage pathway, part of an upcoming collaboration to equip beneficiaries with hands-on skills in real work settings.

We also continue to provide consultation support to Pan Pacific Hotels Group (PPHG) in their inclusive hiring efforts, helping to guide job accommodation, onboarding, and communication strategies for persons with disabilities.

Beyond employment readiness, our Independent Mobility Training (IMT) programme continues to empower caregivers and beneficiaries with the confidence and practical skills to travel independently — an important step toward employability and daily participation.

“He’s now more expressive and asks me whenever he doesn’t understand something.”

Siti Rahayu,
(Caregiver of Muhammad Rusyaidi Bin Rasman)

Caregiver Support

In 2025, Extra-Ordinary People introduced the Positive Parenting Program (Triple P) as part of our caregiver support. This evidence-based programme equips parents with practical techniques to strengthen family relationships and address behavioural and emotional challenges in children and teenagers.

Delivered over eight weeks through a mix of group and individual sessions, Triple P offered caregivers skills to support their children and space to reflect, share, and care for themselves. Both parents were encouraged to join, making it a family-focused approach to building resilience at home.

Alongside Triple P, EPL's commitment to caregiver care extends further. We uphold a “no wrong door” policy, welcoming every potential beneficiary who applies to our programmes. Families are carefully assessed, and financial assistance is provided where needed, ensuring no child is excluded because of affordability.



“Extra-Ordinary People connects more closely with families than other organisations. Caregivers of persons with special needs are often physically and emotionally tired as we juggle family finances and balance home and work responsibilities.”

Rachel Lim
(Caregiver of Kayden Ler)

Caregiver Programmes in FY24:

Jan – Mar 2025 (8 sessions)	Parents Workshop @ EPL (Triple P Level 4)
Feb – May 2025 (4 sessions)	Wellness Caregiver Workshop
27 April 2025	Mother’s Day Concert at Esplanade

Disability and Inclusion

Inclusive organisations are stronger organisations. At Extra-Ordinary People, we champion diversity in the workplace by helping corporates build awareness of inclusive employment. Our consultancy and training services support employers in creating cultures that are empathetic, creative, and better able to serve diverse communities.

Through outreach and engagement, we advocate for a social model of disability — one that shifts focus from deficits to barriers, and from charity to equality. In doing so, we help build pathways where persons with disabilities can contribute fully, while businesses benefit from broader perspectives and stronger teams. These efforts ensure that inclusion is not just an aspiration but practical one.



“Hearing from the EPL team has transformed how we view inclusion—it’s not charity, it’s smart business that strengthens our team. Building inclusion into how we hire just makes sense.”

Corporate Partner

D&I Outreach/Engagement

26 Jul 2024	D&I for Commlink Boon Lay
31 Jul 2024	D&I for Seng Foo (Changi Airport Terminal 2 Contractors)
27 Aug 2024	S&I for GIC
1 Oct 2024	D&I for TICAP– Neurodiversity at Work
5 Nov 2024	Inclusive Team building at Jamiyah Home
7 Nov 2024	D&I For CBRE
17 Nov 2024	D&I For UOB (Choir Group)
7 Jan 2025	Her Courage Caregiver Sharing Session (Panel Discussion)
27 Feb 2025	CIMB / Athena Best / Supermom Sharing Session
3 Mar 2025	Sharing with SAMH about Special Needs Support
15 May 2025	MOE N2 information Session for SEN in mainstream school
26 May 2025	D&I for SAF NDP Team
20 Jun 2025	D&I for STB Team
24 Jun 2025	D&I for NUS High Students

D&I: 2653 pax

Event Highlights

Our events bring people together. Each occasion builds understanding, fosters partnerships, and strengthens the community that supports inclusion. Whether through concerts, dinners, or sporting events, we aim to create shared spaces where generosity meets genuine connection.

These events form the backbone of our fundraising efforts, helping sustain programmes that empower persons with special needs and their families. At the same time, they allow our partners, donors, and guests to experience inclusion first-hand – to see how participation, creativity, and collaboration open doors to opportunity.

Our events also give beneficiaries meaningful roles like performing, serving, and connecting with others in public spaces. These moments build confidence and pride while showing audiences that inclusion is not an abstract idea, but a living experience. Together, these gatherings remind us that change begins with relationships between partners, families, and the wider community.

An Extra-Ordinary Celebration 2024



On 3 July 2024, An Extra-Ordinary Celebration returned for its fifth edition at the University Cultural Centre. Over 400 performers from both mainstream and SPED schools, alongside overseas partners from Mexico, Hong Kong, and Malaysia, came together on one stage. The evening featured a mix of drum ensembles, choirs, orchestras, and digital instruments.



The finale was a lively sing-along to the folk favourite *Rasa Sayang*, accompanied by instruments made from upcycled materials – a segment generously sponsored by **C&W (S) Services Pte Ltd**.



This moment was made even more special with **Moe Alkaff** as emcee, as he was part of the original lineup of performers for Dick Lee's *Rasa Sayang* when it was first launched. Guests were also treated to beautiful VR images supported by **Sentosa Sensoryscape**, creating a truly memorable experience.



We were honoured to have **Minister Masagos Zulkifli** as Guest of Honour, whose presence underscored the national commitment to building a more inclusive Singapore.

Extra·Ordinary Charity Golf Challenge 2024



On 19 July 2024, the **Extra·Ordinary Charity Golf Challenge** teed off at Tanah Merah Country Club, Tampines Course, bringing together sport and philanthropy in support of inclusion. The day began with a shotgun start, uniting participants on the green for a meaningful cause.

Guest of Honor, **Mr Desmond Tan**, Senior Minister of State in the Prime Minister's Office, highlighted the global spirit of inclusivity, joined by ambassadors from Ireland, Jordan and Türkiye. Their presence reinforced the message that supporting persons with disabilities transcends borders and is a shared responsibility.

Co-organised by UOB Travel and sponsored by Independent Reserve Singapore, the event demonstrated the strength of corporate partnerships that value inclusion. Funds raised supported the **Junior Campus** – nurturing social, communication, and sensory skills in younger beneficiaries, and the **Extra·Ordinary Campus** – equipping youth with vocational training and independent living skills.

The Extra·Ordinary Charity Golf Challenge stood as a celebration of community and a testament to what can be achieved when companies and individuals rally together for a common purpose.



'Ezra' Movie Premiere



On 9 October 2024, Extra-Ordinary People hosted its first-ever movie premiere at Shaw Theatres, welcoming 500 supporters including donors, sponsors, volunteers, and friends. The event was both a celebration and a heartfelt thank-you to the community for their continued support.

The film **Ezra**, inspired by screenwriter Tony Spiridaki's personal experiences of raising two sons — one with autism and the other neurodivergent — portrays the challenges, love, and resilience of families. Its unvarnished narrative reminded audiences that life with special needs does not follow neat endings but is lived daily with strength and perseverance.

The evening left a deep impression on attendees, with many parents resonating with the film's themes of sensory challenges and family bonds. CEO Mr Ivan Chin shared his gratitude, "At the heart of what we do, we journey with families of children with special needs, preparing them to live more independent and fulfilling lives. We truly resonate with Ezra and are grateful to Singapore Global Trust and Shaw Theatres for supporting this special premiere."



The Dreams Theatre 2025



The Dreams Theatre is Extra·Ordinary People's annual invitational fundraising dinner, bringing together family and friends of our co-founders for an evening of fine food, entertainment, and philanthropy. On 10 January 2025, more than 200 guests gathered at the Grand Ballroom of PARKROYAL on Beach Road in support of our mission.

This year's dinner paid special tribute to the late Mr Wee Cho Yaw, founder of United Overseas Bank (UOB) and father of co-founder Ms Wee Wei Ling. A video montage of his life and legacy was followed by a moving duet of "Holding Hands" performed by Ms Wee and her brother, Mr Wee Ee Cheong, CEO of UOB, honouring the bonds of family love. Guests were also treated to a heartfelt rendition of "Danny Boy" by Her Excellency Sarah McGrath, Ambassador of Ireland.

The evening was a meaningful celebration of life, friendship, and generosity, with funds raised supporting persons with special needs and their families.



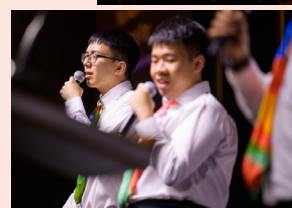
An Extra·Ordinary Evening Gala Dinner 2025



On 16 May 2025, **An Extra·Ordinary Evening** welcomed ambassadors, dignitaries, and friends of Extra·Ordinary People for a night of celebration and connection. Among the guests were the Ambassadors of Ireland, Japan, Thailand, Switzerland, and Mexico, whose presence reflected the spirit of international friendship that the evening embodied.

The programme combined fine dining with cultural sharing and artistic expression. Each attending country presented a segment to showcase its unique heritage — from music to performance — adding vibrancy and diversity to the occasion. Performances by beneficiaries from the Extra·Ordinary Music Company also delighted the audience, while video stories gave insight into the journeys of families we walk alongside.

Conversations at each table sparked new friendships and understanding across cultures and communities. The Gala created a warm space where participation, connection, and shared experiences strengthened the bonds that unite us.



Partnerships & Collaborations Highlights

Partnerships play a big part in helping us fulfill our mission. Every collaboration with companies, community groups, and associations reflects a shared belief — inclusion happens when we work together.

Through our visual arts, music, and social engagement pathways, beneficiaries learn to express themselves, build confidence, and develop practical skills that prepare them for life and work. As they progress, many begin to perform, exhibit their art, or take on small work opportunities — milestones that reflect personal growth and community support.

When partners open their spaces for performances, exhibitions, or shared activities, they help turn these lessons into real experiences — moments that reinforce independence, create income opportunities, and nurture a sense of belonging.

Fundraising

CBRE Singapore Charity Food Festival

26 September 2024



Extra•Ordinary People was adopted as the benefitting charity for the CBRE Singapore Charity Food Festival on 26 September 2024. Being at this gathering allowed us to spread the message of inclusion while creating opportunities for our beneficiaries to build confidence in real-world settings.

At our Pizza Booth and Live Art Station, beneficiaries served pizzas and apple crumble alongside our staff, turning food service into a platform for conversation and connection with visitors. These interactions gave beneficiaries

valuable practice in communication and confidence-building. At the same time, beneficiary artist Jared shared his passion through live drawing, creating unique pieces that resonated with guests.

We are grateful to CBRE Singapore for their generosity and for creating an environment where genuine exchanges could take place. Their support not only raised awareness but also helped our beneficiaries experience inclusion in action.

The Ireland Funds Singapore's Emerald Ball

24 October 2024



Glitz, glamour, and celebration filled the St. Regis on 26 October 2024 at *The Ireland Funds Singapore Autumn Splendour Emerald Ball*. Among the evening's highlights were two performances by our beneficiaries — the Extra•Ordinary Music Company opened with a rousing fanfare of Matsuri, followed by a moving solo performance of *This Is Me* by Alexon Cher.

The occasion also spotlighted a meaningful new initiative: the Portable Sensory Hub, which was made possible through the support of The Ireland Funds Singapore. Designed for

individuals with sensory processing challenges, such as autism, the Hub provides essential tools that enable meaningful participation in schools, homes, and community spaces. It represents a practical step towards inclusion — ensuring that individuals with diverse needs can access more supportive and responsive environments.

Fundraising

ICAP Charity Day

11 December 2024



ICAP Charity Day is an initiative where ICAP and its brokers dedicate 100% of a day's revenue to charitable causes, with clients and partners contributing alongside them.

In 2024, Extra•Ordinary People was selected as one of the charity partners. Funding from ICAP Charity Day on 11 December supports our programmes that equip beneficiaries with skills, confidence, and opportunities for greater independence.

Two of our beneficiaries, Kaushik and Reuel, joined the celebrations at ICAP Singapore, exploring the trading floor, interacting with staff, and meeting local sports heroes, including Joseph Schooling and Shanti Pereira. For them, it was a unique chance to step into a new environment, practise social interaction, and be part of a global tradition of giving.

PromiseLand Independent Dinner

19 July 2024

Tampines Small-Medium Enterprises Association (TSMEA)

National Day Luncheon Celebration, July 2024

Chinese New Year Charity Dinner, February 2025

The Rotary Club of Garden City's Anniversary Dinner

10 August 2025

Bank of Singapore Christmas Bazaar

12 December 2024

Programmes Showcase

PA Cares @ President's Challenge 2024

8 September 2024



On 8 September 2024, Team Extra-Ordinary People joined the People's Association at PA Cares @ President's Challenge, where our Vocal Pop singers and their families welcomed President Tharman Shanmugaratnam and Ms Jane Ittogi.

As a beneficiary of the President's Challenge, this occasion was more than a performance — it was an opportunity to highlight the purpose behind our work. Through music and shared stories, we showcased how

Extra-Ordinary People equips individuals with skills training, performing opportunities, and pathways to inclusion, while also engaging organisations interested in building more inclusive workplaces. The event reflected the spirit of the President's Challenge: bringing communities together in support of meaningful causes. It was also a valuable experience for our youth volunteers, who joined in with energy and heart, showing how their participation adds warmth and connection.

Symphony of Art and Music at The Centrepont, Orchard Road

14–15 September 2024



Extra-Ordinary People presented an art and music showcase along Orchard Road as part of The Centrepont's Language of Art exhibition on 14–15 September 2024. The event brought together the full strength of our programmes, with the Extra-Ordinary Music Company performing throughout the weekend and Creative Lab artists engaging shoppers through live art.

From stage performances to art kiosks, the showcase mobilised our team across Campus, Creative Lab, and Music Company, creating

a vibrant atmosphere of inclusion. Beneficiary artists Jared and Thaddeus stood out for their live drawings, which not only resulted in strong sales but also gave them valuable opportunities to interact with the public, share their work, and build confidence. The team was glad to be part of this as we were reminded how a conversation, a performance, or a simple sketch — can open doors to understanding and inclusion.

Programmes Showcase

UOB Christmas Charity Bazaar

4-5 December 2024



On 4–5 December 2024, Extra-Ordinary People collaborated with UOB for a two-day Charity Pop-Up at UOB Plaza.

The event combined music and community engagement, with beneficiaries from the Extra-Ordinary Music Company performing carols that brought festive energy into the heart of the workplace. Staff from UOB and nearby offices visited the booth to learn more about our programmes and the pathways we create for beneficiaries, particularly in bridging the transition from education to vocational opportunities in the post-18 years. The event also served as a platform for dialogue, raising awareness of how inclusion can be supported within corporate environments.

As part of the occasion, our CEO Mr Ivan Chin presented Scrumpee the Bear to Mr Wee Ee Cheong, CEO of UOB, recognising UOB's continued partnership and commitment to advancing inclusivity in Singapore.

Riang Raya @ Boon Lay Celebrating Inclusion through Music!

6 April 2025



On 6 April 2025, the Boon Lay community gathered for Riang Raya, celebrating colour, culture, and connection. Minister Desmond Lee joined residents for the occasion, adding to the festive spirit. Our musicians from the Extra-Ordinary Music Company lit up the stage with rhythm and song, sharing their joy in music with neighbours and families.

Performing in such a lively community setting allowed them to connect with others and show how music can bring people together.

Events like Riang Raya create meaningful yet straightforward moments — where beneficiaries gain confidence through participation, and communities experience inclusion in action.

Programmes Showcase

Visit to Amazon Web Services (AWS)

May 2024



In May 2024, beneficiaries from Extra•Ordinary People visited Amazon Web Services (AWS) for a workplace learning experience that brought their sessions at EPL to life. Together with their caregivers, they explored the office, interacted with AWS staff, and showcased their creativity by designing notebooks and displaying artwork.

For many, it was a first glimpse into a real workplace environment — an opportunity to practise social interaction, communication, and confidence-building beyond familiar settings. Experiences like this help our beneficiaries connect their skills to real-world contexts, while fostering a sense of pride and belonging in inclusive spaces.

Singapore Night Festival

30 August and 6 September 2024

Shaping Hearts 2024

29 September 2024

Singapore River Festival

4 October 2024

EY Walk For Rice

22 November 2024

Kiwanis CareHeart Fundraising Dinner

Performance by Extra•Ordinary Music Company, 22 November 2024

Independent Reserve Singapore

Creative Lab Artist, Genine Tham's Artworks at IRS's New Office, 5 December 2024

NATAS Travel Fair

28 February to 2 March 2025

Disability and Inclusion

Sentosa Outing for Beneficiaries

6 October 2024



On 6 October 2024, volunteers from GIC dedicated their time to accompany our beneficiaries and families on a visit to the S.E.A. Aquarium at Resorts World Sentosa. Outings like this can be challenging due to noise, visual stimuli, and other distractions. Yet, the volunteers' patience and understanding created a safe and welcoming atmosphere where everyone could enjoy the experience at their own pace.

For our beneficiaries, the outing was a chance to explore the aquarium and practise important social skills — from asking questions and sharing observations, to interacting with new people in a community setting. These experiences strengthen confidence and help prepare them for more independent, increased social participation.

Extra-Ordinary People is grateful to Sentosa Development Corporation for sponsoring this memorable day and all the volunteer staff who ensured everything ran smoothly. Such collaborations move us closer to making Singapore's key attractions inclusive spaces for all.

River Wonders Outing for Beneficiaries

13 November 2024



On 13 November 2024, Extra-Ordinary People and CBRE came together to organise a memorable trip to River Wonders for our beneficiaries. Each participant was paired with a CBRE volunteer buddy, turning the visit into a shared journey of discovery — from giant catfish and manatees to the ever-popular pandas.

The collaboration created space for genuine connection. Volunteers and beneficiaries learned from one another, strengthening social interaction and building empathy through simple moments of exploration and conversation. At CBRE, we see a team committed to walking alongside our mission and demonstrating how corporate partnerships can open meaningful opportunities for inclusion.

Disability and Inclusion

SRMC Industry Forum

21 February 2025



On 21 February 2025, Extra-Ordinary People participated in the SRMC Industry Forum on “Is There a Future for the Arts in Singapore?”. The discussion underscored how the arts can break barriers, unlock potential, and create opportunities for all — particularly for individuals with special needs, for whom the arts serve as both a form of self-expression and a pathway to confidence and inclusion.

Our involvement highlighted the importance of talent development and the evolving role of technology, including artificial intelligence, in shaping future opportunities in the arts. Through our programmes, we continue to equip beneficiaries with training and personalised work opportunities in the visual and performing arts, enabling them to build independence and earn income from their creativity.

The forum, held in collaboration with Singapore Raffles Music College (SRMC), was an essential step in strengthening partnerships that expand possibilities for our beneficiaries. We look forward to continuing this collaboration to enhance pathways for young artists with special needs.

The Years Ahead

Expenditure Plan

To support our mission and vision, we foresee expenditure in the following areas:

- * Program Development and Delivery
- * Ecosystem Influence
- * Manpower and Staff Development
- * Expanding Strategic Partnership and Fundraising
- * Capital Expenditures and Technology

In the year ahead, Extra-Ordinary People will build on its role as a strategic partner in Singapore's inclusive future, working alongside families, corporates, schools, and government to shape a society where inclusion is not an initiative, but a reality.

Our direction is clear and purpose-driven:

1. Expanding Access Through Strategic Partnerships

We will deepen our presence in mainstream ecosystems, including schools, workplaces, and community platforms, to ensure that support is not centralised, but brought closer to where families live, work, and learn. Through collaborative models, we aim to play a significant role in shaping inclusive practices at scale.

2. Strengthening Lifelong Pathways of Dignity and Independence

We will continue supporting individuals beyond the post-18 cliff, with pathways in independent living, vocational readiness, and the performing and visual arts. Each journey we support is not only about skills. It is about identity, purpose, and the right to be seen and valued. There will be more pathway where individual with special needs can contribute to the society or workplaces.

3. Moving from Programme Delivery to Ecosystem Influence

We will increasingly focus on convening, enabling, and mentoring and equipping others to serve. Our long-term vision is for inclusion to be community-owned, where families once supported by EPL become active contributors and changemakers in their own right.

As we look ahead, our commitment remains deeply human. Every decision we make will continue to honour the dignity, joy, and potential of the individuals and families we serve. We are not merely planning for the next year. We are shaping a movement of hope and shared responsibility.

A future where inclusion is not an exception, but simply the way Singapore lives.

Governance

Role of the Governing Board

The Governing Board plays a pivotal role in ensuring Extraordinary People Limited (EPL) is aligned with its mission and vision, providing strategic direction and robust oversight to help the charity achieve sustainable impact.

The Board is tasked with safeguarding EPL's values, financial health, and operational integrity, upholding a high standard of governance in accordance with best practices in the charity sector.

The board's responsibilities include:

Strategic Oversight and Direction

The Board establishes EPL's long-term strategic goals and ensures that the charity's programs and initiatives are aligned with its vision to create an inclusive community.

Through regular engagement, the board evaluates EPL's performance in achieving impact, adjusting strategic priorities as needed to respond to changes in the community and external environment.

Policy Review and Approval

Ensuring that EPL operates within a framework of sound and transparent policies, the Board reviews and approves key policies and procedures that govern EPL's operations.

This includes areas such as finance, risk management, code of conduct, data privacy, and compliance with statutory and regulatory requirements.

Fundraising Oversight

The Board provides guidance and oversight of EPL's fundraising strategies and activities, ensuring ethical practices are adhered to, financial accountability is maintained, and fundraising targets are met.

By actively monitoring fundraising events and campaigns, the Board ensures that EPL can secure sustainable resources for its programmes while maintaining public trust.

Human Resources and Organisational Structure

To fulfil its commitment to operational efficiency, the Board reviews EPL's human resource strategies, ensuring an effective organisational structure that supports EPL's mission.

This includes monitoring workforce planning, employee development, and the well-being of staff and volunteers. The board also assesses succession planning to ensure EPL has the leadership capacity to achieve its strategic goals.

Role of the Governing Board

Board Nomination and Governance

The Board ensures the presence of a Nomination Committee responsible for recruiting, nominating, and retaining qualified members who are dedicated to EPL's cause.

This committee strengthens the board by identifying members who possess the necessary skills, experience, and commitment to drive EPL's mission while maintaining high standards of governance and accountability.

Sustainability, Risk Management, and ESG Responsibilities

Recognising the growing importance of sustainability, the Board reviews and manages risks and opportunities associated with Environmental, Social, and Governance (ESG) factors.

This includes assessing EPL's environmental impact, promoting social responsibility, and ensuring that EPL's governance practices align with sector-wide expectations for transparency and ethical conduct.

Financial Oversight and Accountability

As part of its fiduciary duty, the Board monitors EPL's financial performance and approves budgets, financial statements, and resource allocation.

The Board ensures that EPL's finances are managed responsibly, with regular audits and compliance with financial reporting standards to maintain transparency with stakeholders and the public.

By fulfilling these responsibilities, the Board ensures that EPL remains mission-driven, resilient, and trusted, contributing positively to the social service landscape and advancing inclusion for individuals with special needs.

Board Meetings and Attendance

For the financial year of July 2024 to June 2025, five Board Meetings were held on 29 August 2024, 6 November 2024, 23 January 2025, 27 May 2025 and 14 August 2025

Name of Board Members	Percentage of Attendance
Wee Wei Ling	80%
Wee Boo Kuan	80%
Leong Wai Leng	80%
Ng Kim Tean	80%
Jioe Inge Munardi	80%
Chen Chiu Hao	60%
Yeung See Ming Christine (appointed 27 May 2025)	100%

Disclosure of Remuneration and Benefits Received by Board Members

No Board members were remunerated for their Board services in the financial year.

Sub-Committees

Sub-Committee	Members
<p>Audit Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to internal controls and risk management Advise and provide directives on audit and compliance-related matters 	<p>Chairperson Mr Ng Kim Tean</p> <p>Member Ms Leong Wai Leng</p>
<p>Finance Board Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to financial planning and development Advise and provide directives on finance-related matters 	<p>Chairperson Mr Wee Boo Kuan</p> <p>Member Ms Wee Wei Ling</p>
<p>Programmes Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to programmes and services offered by Extra-Ordinary People and its partners Advise and provide directives on programmes and service development matters 	<p>Chairperson Mr Wee Boo Kuan</p> <p>Member Ms Wee Wei Ling</p>
<p>Fundraising Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to fundraising and donation accountability Advise and provide directives on fundraising and stewardship matters 	<p>Chairperson Ms Inge Kua</p> <p>Member Ms Wee Wei Ling</p>
<p>Nomination Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to strategic leadership and management Advise and provide directives on key appointment and nomination matters 	<p>Chairperson Ms Leong Wai Leng</p> <p>Member Mr Ng Kim Tean</p>
<p>Human Resource Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to personnel planning and development Advise and provide directives on personnel-related matters 	<p>Chairperson Mr Wee Boo Kuan</p> <p>Member Ms Wee Wei Ling</p>
<p>ESG Committee</p> <ul style="list-style-type: none"> Assist in fulfilling Extra-Ordinary People's obligations relating to prevailing ESG practices Advise and provide directives on ESG stewardship matters 	<p>Chairperson Mr Ted Chen</p> <p>Member Mr Wee Boo Kuan</p>

Disclosure of Remuneration of Three Highest Paid Staff

Disclosure of annual remuneration of three highest paid staff who each receives more than \$100,000:

Remuneration Band	Number of Staff
Between \$100,000 to \$200,000	1

The rest of the charity's staff receive less than \$100,000 in annual remuneration each. None of the above staff serve in the Board of the charity. No paid staff who are close members of the family of the Executive Head or Board members, who each receives total remuneration of more than \$50,000 during the year.

Reserves Policy

The charity will maintain adequate working capital to continue as a going concern as well as to extend its support base in order that it can develop and enhance its principal activities over the long term.

Charity's Reserves Position

	Current Year FY2024/2025	Previous Year FY2023/2024
(A) General / Unrestricted Funds	\$2,433,447	\$1,311,107
Restricted Funds / Endowment Fund Performing Arts Fund*	\$991,793	\$1,434,042
(B) Annual Operating Expenditures	\$2,662,126	\$2,778,064
Ratio of Reserves [Formula of Reserve Ratio = (A) Total Unrestricted Funds / (B) Annual Operating Expenditure]	0.91 : 1	0.47 : 1

Restricted Funds

Performing Arts Fund

The Performing Arts fund was designated for the operation of performing arts classes that are designed to cater to persons with different abilities to have access to performing arts. The fund was fully utilised in prior financial year.

Extra-Ordinary Apprenticeship Programme Fund

The fund supports the Extra-Ordinary Apprenticeship Programme, which aims to increase the employability of persons with special needs through a Place-and-Train model where a school graduating student is placed in actual employment settings for training. The student will then be provided necessary support from Job Coaches and Therapists throughout the transitional period towards employment.

Extra-Ordinary Care Programme Fund

The fund was set up to support the Extra-Ordinary Care Programme, which was conceived to ensure that children with special needs can receive up to 15 years of weekly therapy sessions with an integrated therapy service provider, as well as trained medical escorts to accompany the child to and from therapy sessions.

Sponsor a Star Fund

The Sponsor a Star Fund was set up to provide a one-stop integrated programme comprising multidisciplinary intervention services, performing and visual arts classes as well as caregiver support and training to children from low-income families. The fund was fully utilised in prior financial year.

Community Chest Charity Support Fund

The grant was awarded to develop a customised workplace literacy and numeracy programme and a staff training road map in the first year. The second year is designated for the delivery of the literacy and numeracy programme and staff training according to the newly established framework. The fund was fully utilised in prior financial year.

Far East Organisation Fund

The Far East Organisation Fund provides support for persons with special needs from low-income families with a safe and creative environment to develop essential life skills which empower them for independent living, employment and social engagement opportunities.

Restricted Funds (Con'd)

Maybank Momentum Fund

The Maybank Momentum Fund is set up to provide capital and capacity support for charities struggling due to the COVID-19 pandemic, enabling them to continue their work with communities-in-need. It is designated to aid in strengthening the organisation's fundraising capabilities.

SymAsia Fund

The SymAsia Fund is designated for the transformation of service delivery and operations through IT solutions and business continuity plans. This includes incorporating safe management measures to ensure service continuity.

UOB Heart Beat

The UOB Heartbeat Grant supports Extra-Ordinary People in its programmes and disability inclusion initiatives.

This includes a series of talks and workshops designed to foster greater understanding of disability inclusion, as well as programmes for caregivers that offer vital guidance and support on their parenting journeys. The grant also empowers key initiatives like Extra-Ordinary Celebrations, which spotlight the talents of individuals with special needs, and a range of creative programmes, including music, theatre, and performance. Additionally, it supports the Campus initiative, which provides holistic care and skill development for post-18 individuals with disabilities, fostering a pathway to independence and inclusion in society.

President Challenge 2024 – The Journey Programme (Orientation Mobility Training)

The Journey Programme, under the President's Challenge 2024, aims to equip children with special needs with the skills to commute independently in Singapore. This initiative supports caregivers by addressing gaps in teaching independent living skills, with experiential learning beginning at home and progressing to outdoor activities. The programme emphasises executive function skills such as emotional regulation, decision-making, problem-solving, navigation, and social interaction. Built on the J.O.U.R.N.E.Y. model, it fosters a collaborative experience between caregivers and children, enhancing mobility, independence, and future employability. With proper support, the programme aims to empower both caregivers and care recipients.

Conflict of Interest Policy


All Board members and staff are required to comply with the charity's Conflict of Interest Policy. The Board has put in place documented procedures for Board members and staff to declare actual or potential conflicts of interest on a regular and need-to-basis. Board members also abstain and do not participate in decision-making on matters where they have a conflict of interest.


Whistle Blowing Policy

Our charity has in place a Whistle Blowing Policy to address concerns about possible wrongdoing or improprieties in financial or other matters within the charity.

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