

Empower Ageing Limited

ANNUAL REPORT
FOR YEAR ENDED
30 JUNE 2025



EMPOWER AGEING
MAKING AGEING WELL POSSIBLE



A photograph of a man with glasses and a yellow t-shirt speaking into a microphone. He is gesturing with his right hand. In front of him is a seated audience of diverse ages, some wearing face masks. The setting appears to be an indoor community event or a charity gathering.

Contents

01	About Us	4
02	Our Approach	8
03	Our Impact	10
04	Our Theory of Change	12
05	Our ESG Commitment	14
06	Chairman's Message	16
07	Chief Executive Officer's Message	18
08	Overview of Charity	20
09	Highlights of the Year	22
10	Our Work Program and Activities	24
11	Charity's Commitments and Strategies	44
12	Governance	51

About Us

Empower Ageing is a registered charity and Institute of Public Character, founded in 2016 with a singular purpose: to make ageing well possible for every senior.

Our work focuses on three interconnected challenges commonly faced by older adults—frailty, dementia, and social isolation. Through evidence-based programmes, educational workshops, advocacy initiatives, and research-driven solutions, we support seniors to live healthier, more connected, and more meaningful lives.

We deliver specially designed exercise programmes that build strength, mobility, and cardiovascular health, helping seniors maintain independence and physical confidence. Alongside this, our digital literacy initiatives equip seniors with the skills to navigate the online world safely, stay informed, and protect themselves against scams.

At Empower Ageing, we believe ageing should be approached holistically. By supporting physical health, digital inclusion, and social connection together, we enable seniors not just to cope with ageing—but to thrive.



Objectives

The objects of the Charity are to promote health and provide relief to individuals facing challenges related to age, ill-health, disability, financial hardship, or other disadvantages.

We seek to achieve this by:

1. Ensuring every older adult above the age of 60 has access to opportunities to age well.
2. Making essential resources for healthy and fulfilling ageing affordable and accessible, particularly for vulnerable seniors.
3. Redefining the ageing experience as one marked by independence, dignity, vitality, and quality of life.
4. Providing customised health solutions through community-based initiatives and centre-based programmes designed with seniors in mind.
5. Empowering seniors with knowledge and skills, while equipping volunteers, caregivers, and care professionals locally and internationally.
6. Advocating for a positive and empowering perspective on ageing through public education, community outreach, and engagement with industry stakeholders.

Vision

Ageing Well Made Possible

At Empower Ageing, we believe that ageing well means staying active, connected, and empowered—living with independence and enjoying a meaningful quality of life. We work to address common challenges associated with ageing, mitigating and, where possible, reversing decline.

By creating opportunities for seniors to remain engaged and capable, we seek to enable every older adult to live a fulfilling life and function at their fullest potential. We believe that when the right support systems are in place, the gift of ageing gracefully can become a reality for all.

Mission

Empowering a New Way to Age

We provide solutions that empower older adults to mitigate age-related challenges, transforming the way they experience ageing.

Why We Exist

- To ensure every older adult above 60 has access to opportunities to age well.
- To make the resources needed for healthy ageing affordable for seniors who are vulnerable.
- To redefine ageing as a journey of independence, dignity, and quality of life.

We are committed to reaching seniors who experience frailty, chronic illness, depression, or social isolation—those who may feel marginalised or left behind. Many face rising healthcare costs, limited mobility, and shrinking social circles, leading to a loss of purpose and meaning in daily life.

These challenges often reinforce ageism and self-blame, creating cycles that are difficult to break. At Empower Ageing, we work to restore hope, confidence, and connection—ensuring that every older adult can approach ageing with strength, dignity, and optimism.



Our Approach

At Empower Ageing, we are reshaping the ageing journey through a holistic and integrated approach that combines advocacy, community-based programmes, education, and research-driven innovation. Our work empowers seniors to live independently, equips caregivers and volunteers with essential skills, and supports professionals in creating environments where seniors can age with dignity, vitality, and purpose.

Advocacy through Awareness Campaigns

We lead conversations that challenge outdated perceptions of ageing. Through community outreach and awareness campaigns, we advocate for ageing as a vibrant and empowering stage of life—one that values contribution, capability, and connection.

By engaging policymakers, industry stakeholders, and the wider public, we work to influence attitudes and policies that support the well-being and dignity of older adults, fostering a more inclusive society for all generations.

Research & Development

Our research-driven approach helps to pioneer and pilot high-impact solutions that enhance the ageing experience. Key areas of focus include:

- Developing best-in-class training and programme curricula.
- Creating therapeutic tools such as apps, toolkits, and assistive technologies.
- Exploring innovative health technologies that support physical, cognitive, and emotional well-being.

Through research and evaluation, we build empirical evidence to demonstrate impact, drawing from international best practices and adapting them meaningfully to the Singapore context.



Education

Education is central to empowerment. Through workshops and training programmes such as Strong Again, we equip seniors with the skills and confidence to manage daily life independently. We also support caregivers and professionals with knowledge and tools to deliver effective, compassionate care—strengthening the support ecosystem around every senior.

Programmes

Our programmes deliver tailored, evidence-based solutions through both community-based interventions and centre-based settings. Designed to enhance health outcomes and quality of life, these initiatives enable seniors to remain active, socially connected, and engaged.

Our core programmes include:

A

SilverFit

Physical wellness programmes that build strength, mobility, and resilience.

B

SilverSurfers

Digital literacy initiatives that empower seniors to navigate technology confidently and safely.

C

SilverVentures

Social engagement and purpose-driven activities that foster connection, contribution, and community.

Together, these programmes provide seniors with practical tools to maintain independence and embrace ageing with confidence.

SilverDreamsHub: A Hub for Transformation

All our initiatives are integrated through the SilverDreamsHub, a central platform that brings together programmes, services, and resources to transform the ageing experience. Embedded directly within the community through our Kopitiam Initiatives, the SilverDreamsHub enables seniors to connect in familiar, accessible spaces such as local kopitiams.

This approach fosters a strong sense of belonging by creating opportunities for social interaction, learning, and participation within seniors' own neighbourhoods. By combining the warmth and informality of a kopitiam with tailored programmes and services, the SilverDreamsHub offers a welcoming environment where seniors can come together, stay active, and remain meaningfully engaged in their communities.

Through this integrated, community-driven model, Empower Ageing is shaping a future where ageing is not something to fear, but an opportunity to live life fully. The SilverDreamsHub – Kopitiam Initiatives promote social cohesion, reduce isolation, and ensure that support is both accessible and sustainable for seniors across Singapore.

03

Our Impact

1,072

seniors

reached through low-barrier, community-based programmes

4,012

attendances

recorded across a range of physical, social, and learning programmes

31

volunteers

mobilised, including youth volunteers and senior peer leaders

2

dedicated staff

coordinating programme delivery, partnerships, and volunteers

16

community partners

across kopitiams

4

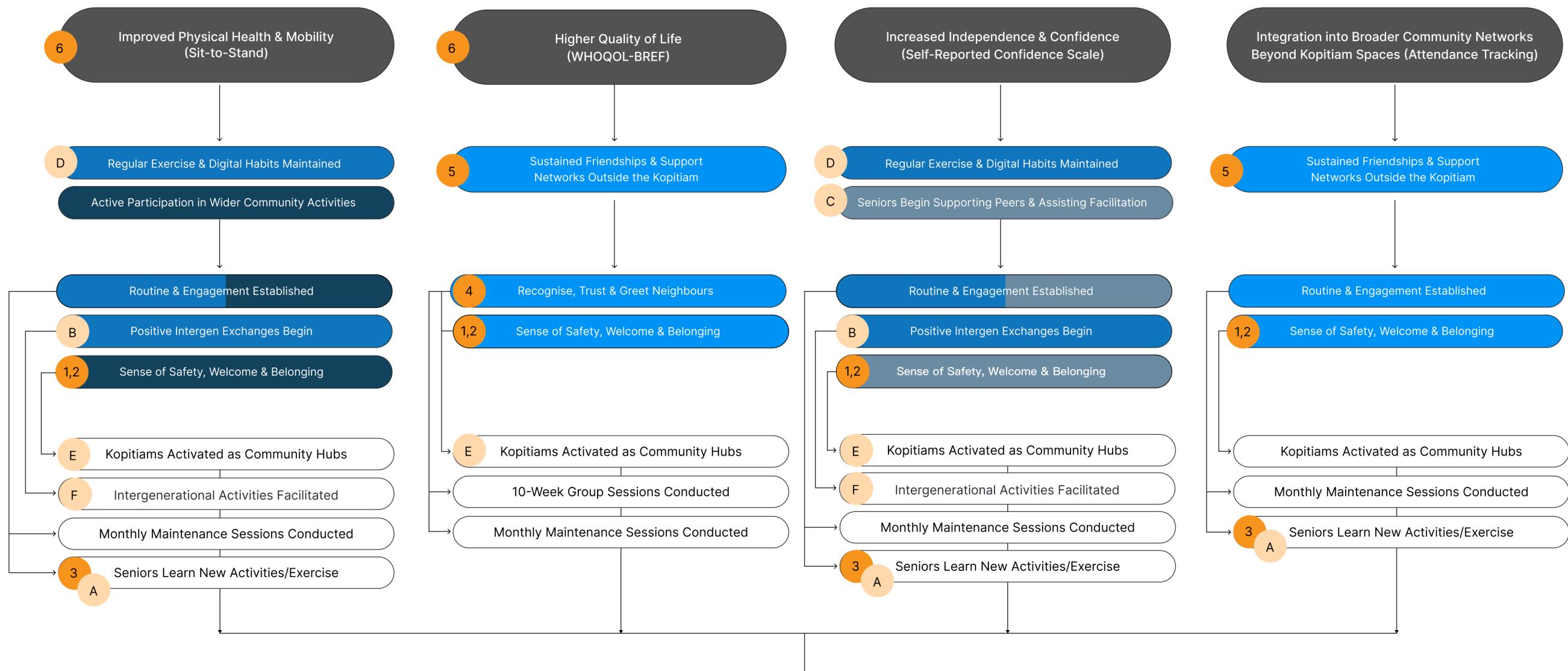
SilverDreamsHub sites

activated across neighbourhoods in Singapore

04 Our Theory of Change

SilverDreamsHub

A Healthy, Connected, Intergenerational, Empowered Senior Community.



INTERVENTIONS

- A: Research-based Exercise Sessions
- B: Digital Literacy & Online Safety
- C: Peer Leadership & Mentoring
- D: Train-the-Trainer Capacity Building
- E: Kopitiam Social Connection Model
- F: Intergenerational Engagement Opportunities (Youth Volunteers, Shared Activities)

ASSUMPTIONS

- 1: Seniors join when environment is safe
- 2: Kopitiams are accessible & welcoming
- 3: Programme fits varying frailty levels
- 4: Structured sessions build cohesion
- 5: Feeling valued encourages peer support
- 6: WHOQOL-BREF & Sit-to-Stand are valid tools

Our ESG Commitment

At Empower Ageing, we are dedicated to fostering positive impact across Environmental, Social, and Governance (ESG) areas. We recognise our responsibility to build a sustainable, inclusive, and well-governed organisation, while enhancing the lives of seniors and strengthening the communities we serve.



Environmental Sustainability Efforts

Promoting Responsible Practices

We actively encourage environmentally conscious behaviour among staff and volunteers, focusing on reducing energy and water usage and minimising waste through the 3Rs approach—Reduce, Reuse, Recycle.

Digitalisation to Reduce Paper Use

We have significantly reduced paper consumption by leveraging digital tools and platforms for communication, reporting, and programme management.

Sustainable Procurement

Where printing or materials are necessary, we prioritise responsibly sourced and certified products, contributing to broader environmental sustainability goals.



Social Responsibility Efforts

Empowering Seniors

Through initiatives such as SilverDreamsHub, SilverFit, SilverSurfers, and SilverVentures, we provide seniors with opportunities to stay active, digitally literate, and socially engaged, improving well-being and fostering independence.

Volunteer Development & Engagement

Recognising the vital role volunteers play, we provide training and support to enhance their capabilities and involvement. We also encourage staff volunteerism through programmes that allow employees to contribute actively to our mission.



Governance Principles

Transparency & Accountability

We are committed to upholding the highest standards of transparency and integrity in all aspects of our operations.

Accessible Feedback and Whistleblowing Channels

Empower Ageing provides clear avenues for stakeholders to raise concerns, ensuring every voice is heard.

Governance Disclosure

We openly communicate our governance practices and evaluate them regularly, reinforcing accountability and stakeholder trust.

At Empower Ageing, our ESG commitment is not just a policy—it is an ongoing practice that guides how we operate responsibly, support our communities, and create meaningful impact for seniors and society at large.



06

Chairman's Message

This past year has been a meaningful one for Empower Ageing—not only in terms of growth, but in the depth of impact created within our communities. Together with our partners, volunteers, and supporters, we continue to advance a shared belief: that ageing is not defined by decline, but by strength, purpose, and possibility.

Central to our work is the belief that active ageing should not be confined to a single physical location. At Empower Ageing, we are building multiple “active ageing centre without walls”—one that brings integrated support directly into the spaces where seniors already live, gather, and connect.

Through SilverDreamsHub, we have seen seniors rebuild physical confidence, form new social connections, and develop skills that enable fuller participation in community life. These changes are not simply the result of activity, but of thoughtful, integrated support delivered in familiar neighbourhood spaces.

I am reminded of individuals such as Aunty Annie, who came to us after experiencing multiple falls and a loss of confidence. Through consistent participation, she regained strength and self-belief—and today, she is mentoring others on their own journeys. Equally moving are the intergenerational connections that have formed through our kopitiam programmes, where seniors and youth support one another through shared experience, guidance, and care.

The year also marked the strengthening of key partnerships, including collaborations with Symrise, Methodist Welfare Services, HYGM, Amazon, Irish Funds, Impart, Edible Garden City and others. These partnerships enable us to expand responsibly, innovate thoughtfully, and reach more seniors across Singapore.

Looking ahead, we move forward with clarity and confidence—成竹在胸. Over the next three years, we aim to:

- Expand SilverDreamsHub to 8–12 community locations
- Engage more seniors through physical, digital, and purpose-driven programmes
- Strengthen intergenerational relationships
- Enable seniors to mentor, volunteer, and lead within their communities

As we look ahead, our goal is not simply to build more centres, but to strengthen this active ageing ecosystem without walls—one that can be adapted, replicated, and sustained across communities. While strategy and vision are important, it is the collective commitment of our people and partners that brings them to life. I extend my sincere appreciation to everyone who has contributed time, resources, and belief to this mission.

Together, we will continue empowering seniors to age with dignity, vitality, and purpose—one life, one neighbourhood, one community at a time.

Thank you.

Albert Lim
Chairman
Empower Ageing



07

Chief Executive Officer's Message

As I reflect on the past year at Empower Ageing, I am filled with deep gratitude for what we have built together—not only programmes and partnerships, but moments of transformation that remind us why this work matters.

Over the year, Empower Ageing reached and supported more than 1,000 seniors through a holistic approach that addresses physical well-being, digital confidence, and social connection. Beyond numbers, we have witnessed seniors rediscover strength, self-belief, and purpose in their daily lives.

Aunty Annie's story remains especially meaningful. She shared how, through our programmes, she began to see herself not as someone in decline, but as capable and valued. What moved us most was her desire to give back—to help other seniors regain the same confidence she had rediscovered. Her journey reflects the true meaning of empowerment.

We also made steady progress in improving digital literacy, enabling seniors to stay connected, informed, and independent. At the same time, we created opportunities for exploration and joy—bringing seniors to places such as sensory gardens and the zoo, where curiosity and connection could flourish beyond familiar routines.

Equally impactful were the intergenerational relationships formed through SilverDreamsHub and our kopitiam sessions. One young volunteer struggling with mental health conditions shared how, through his bond with a senior, he found guidance, stability, and a sense of belonging. In that relationship, both individuals experienced healing and connection—illustrating the quiet strength of community when generations come together.

We are grateful for the support of partners such as Symrise, Methodist Welfare Services, HYGM, Amazon, Irish Funds, KopiWu, Fu Kang Coffeeshop, Gateway Theatre, Sparkle Tots @ Clementi Blk 420A, Boon Lay CC, Proage, Edible Garden City, Impart, Montfort Care, Ray of Hope, Yung Sheng Coffeeshop, and Montfort Care. who share our vision. Their support has enabled us to strengthen our foundation and scale impact responsibly.

As we look ahead, our commitment remains clear: to reach underserved seniors, embrace diversity, and continue evolving through innovation, strong partnerships, and sound governance. Sustainability—financial, organisational, and social—will remain central to our decisions.

None of this would be possible without our dedicated staff, volunteers, donors, and partners. Your belief in this mission enables moments of transformation and connection to continue.

As we move into the next chapter, I am confident that Empower Ageing will remain a place where strength is rebuilt, dignity is honoured, and purpose is rediscovered—at every age.

Thank you for being part of this journey.

Narasimman
Chief Executive Officer
Empower Ageing

Overview of Charity



Overview of Empower Ageing Ltd.

Empower Ageing Ltd. (UEN: 201619560Z) was established as a company limited by guarantee on 18/07/2016, with its registered address located at 81 Ubi Avenue 4, #11-09 UB One, Singapore 408830. It obtained registration as a charity under the Charities Act (Chapter 37) on 29 December 2016.

Governing Instrument:

Empower Ageing Ltd. operates under its Constitution, which outlines the organization's structure and governance. The Board, comprised of voluntary members, is elected annually during the Annual General Meeting. Board meetings are convened at least once every three months to oversee organizational matters.

Corporate Details:

Corporate Website: <https://empower.org.sg> | Corporate Email: contact@empower.org.sg

Services:

Advocacy | Programmes

Auditor:

Auditing services for Empower Ageing are provided by CREDO ASSURANCE LLP, located at 545 Orchard Road #10-06 Far East Shopping Centre, Singapore 238882

Bankers:

Empower Ageing maintains its banking operations with DBS Bank, situated at 12 Marina Boulevard, Marina Bay Financial Centre Tower Three, Singapore 018982.

Leadership

Governing Board Members/Management Committee:

Name	Designation	Date of Appointment
Liew Seh Siong	Board Member	01/11/2023
Chng Pi Leong	Board Member	18/7/2016
Lim Song Khiang	Board Member	18/7/2016
Zheng Biao Wu, Jason	Board Member	23/12/2024

Staffing

Name	Designation
Zachary Gabriel Chew	Senior Care Programme Coordinator (Full Time)
Soh Mei	Senior Care Programme Coordinator (Part Time)
Grace Ang	Human Resource (Freelance)
Eve Yeo	Finance (Freelance)

Highlights of the Year

Summary Financial Performance

Total Income: \$101,113

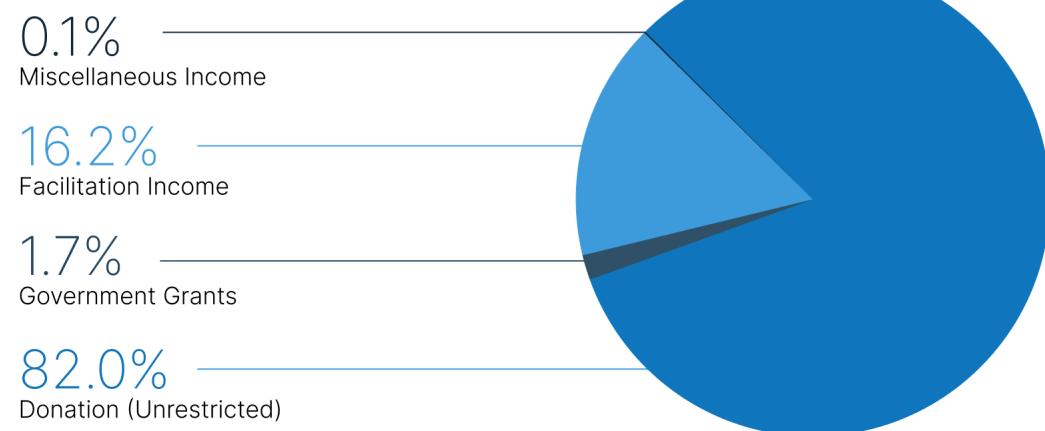
Total Expenditure: \$176,397

Major Financial Transactions

The payments to Orchid Country Club totalled \$48,102.

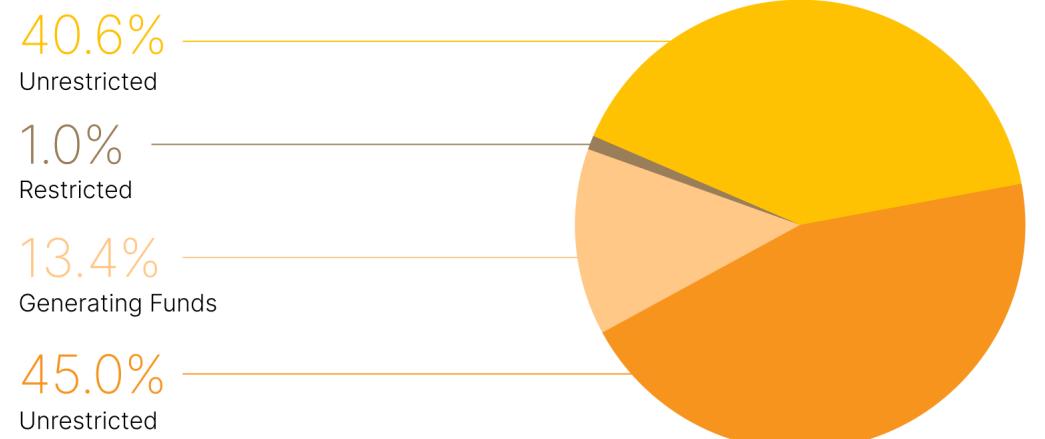
2025 Sources of Income

\$101,113



2025 Distribution of Expenditures

\$176,397



Our Work Programme and Activities



SilverDreamsHub: An Integrated Community Model for Active, Connected and Purposeful Ageing

SilverDreamsHub is Empower Ageing's flagship, place-based model that reimagines how seniors are engaged and supported in the community. Built around familiar neighbourhood spaces such as kopitiams, SilverDreamsHub brings together movement, digital empowerment, and purposeful engagement into a single, accessible ecosystem.

Rather than asking seniors to adapt to services, SilverDreamsHub adapts services to seniors—meeting them where they already gather, and supporting them holistically to age with dignity, vitality, and meaning.

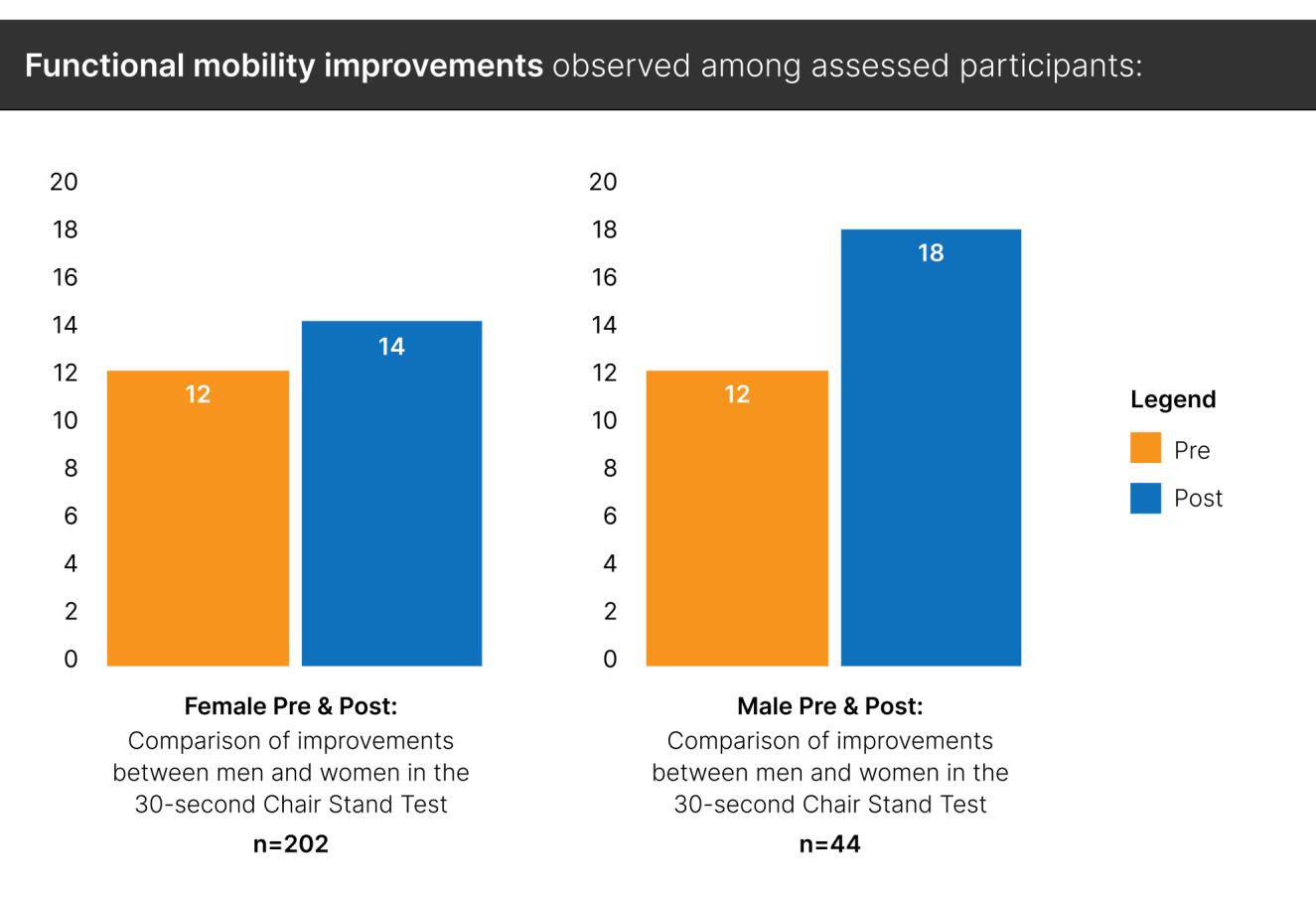
Key Impact Metrics (Past 12 Months)

1,072

unique seniors participated across all Kopitiam initiatives islandwide, with strong **repeat participation** observed across multiple neighbourhood sites.

~657

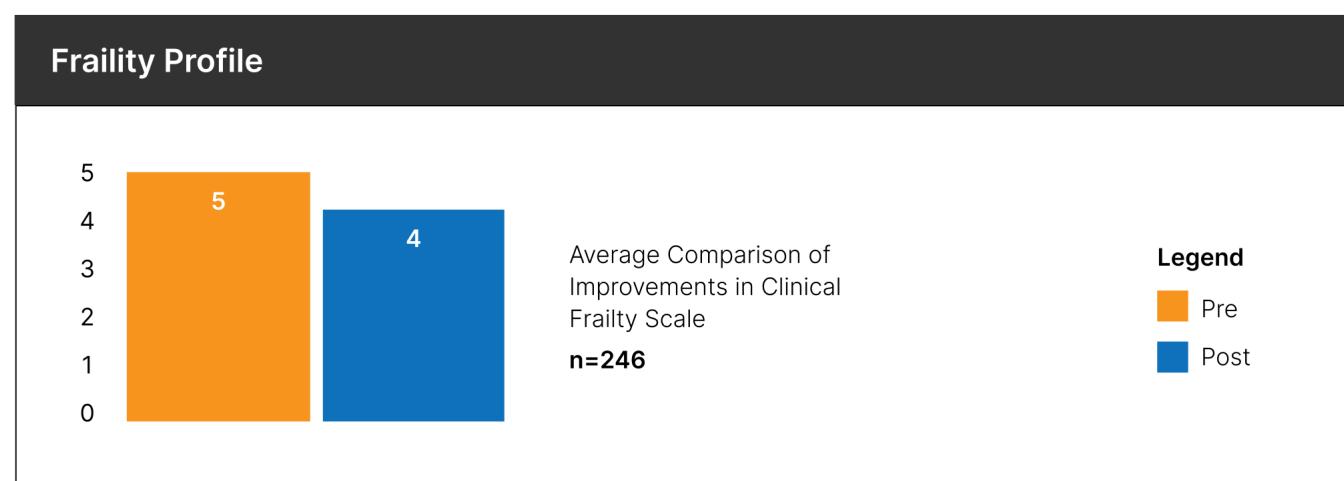
seniors **remained connected** through digital touch points for updates, reminders, and continued engagement beyond in-person sessions.



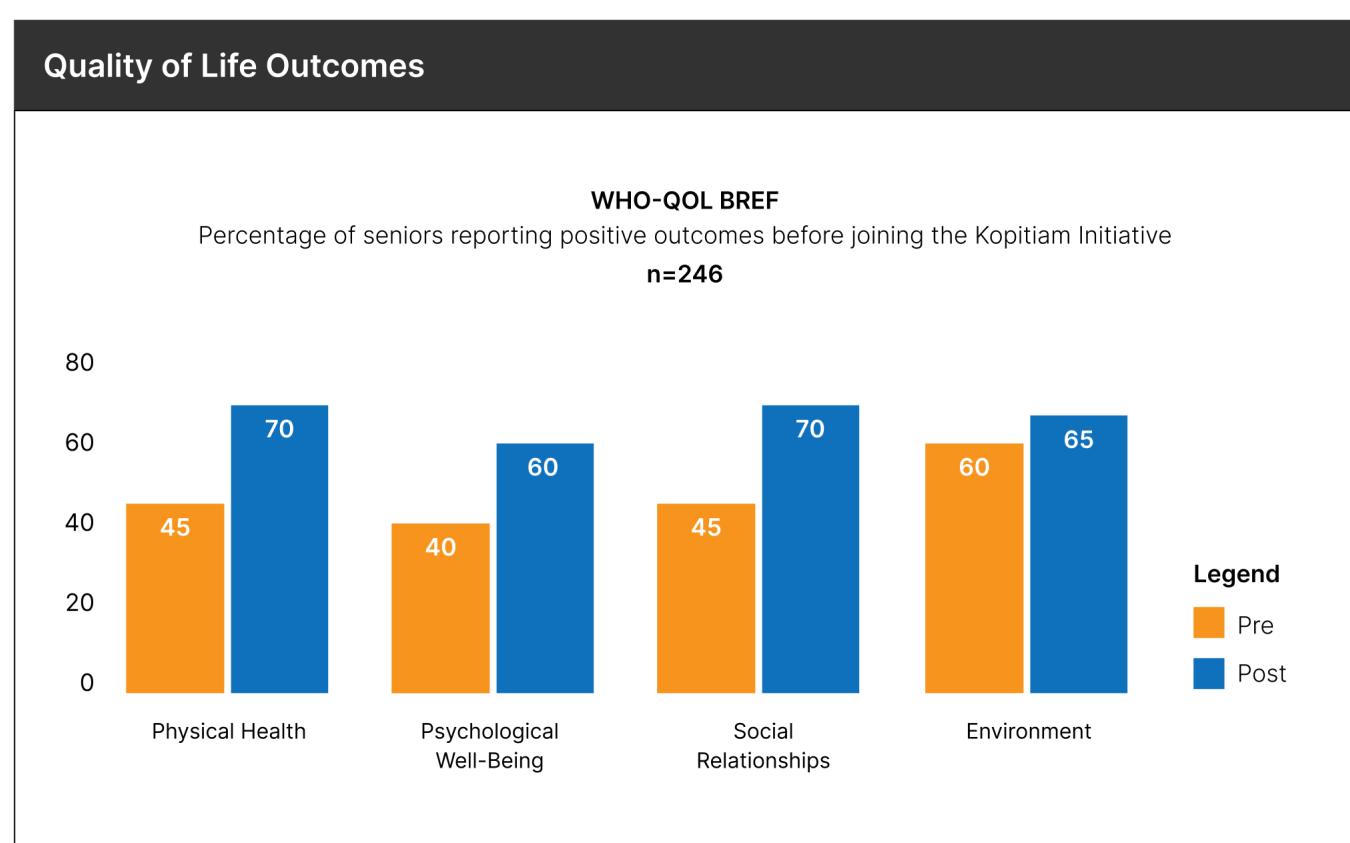
Female Participants: Average Sit-to-Stand scores improved from 12 to 14.

Male Participants: Average Sit-to-Stand scores improved from 12 to 18.

(Formal mobility assessments were conducted where safe; wheelchair users and seniors unable to stand independently were excluded for safety reasons.)



Average Clinical Frailty Scale (CFS) score reduced by approximately 1 point among assessed seniors, indicating movement towards lower frailty risk and improved functional resilience



Seniors reported pre–post improvements across physical, psychological, and social domains, based on WHOQOL-style surveys administered during Kopitiam programmes



SilverDreamsHub @ Boon Lay Kopitiam: A Living Community Hub

The SilverDreamsHub – Boon Lay Kopitiam Initiative exemplifies how everyday community spaces can be transformed into platforms for wellbeing, connection, and purpose. By embedding programmes within a trusted and informal environment, Empower Ageing has lowered barriers to participation and cultivated a space where seniors return not out of obligation, but out of genuine connection.

At Boon Lay Kopitiam, seniors come together to exercise, learn, contribute, and support one another. In doing so, the Kopitiam evolves beyond a place of routine into a vibrant hub of active ageing, reinforcing Empower Ageing's belief that sustainable impact begins where seniors already feel most at home.



PROGRAMME PILLAR 1

SilverFit – Building Strength and Resilience

SilverFit forms the physical well-being pillar of SilverDreamsHub. Developed since 2018 and grounded in research-backed principles such as Functional Power Training (FPT), SilverFit focuses on improving strength, balance, mobility, and confidence.

SilverFit Modalities

- SilverFit Strength
- SilverFit Functional
- SilverFit Befrienders
- Train-the-Trainer (TtT) for staff and volunteers

Key SilverFit Metrics

33	1,072	1	Strong Again conducted: In Mandarin for the senior volunteers	26
SilverFit classes delivered at SilverDreamsHub - Kopitiam Initiative	unique senior touchpoints achieved	1	Strong Again conducted: In English for caregivers/ volunteers	participants in Strong Again



Within **SilverDreamsHub – (Boon Lay Kopitiam, Clementi Kopitiam, Tamp Kopitiam, Redhill Kopitiam)**, SilverFit sessions are seamlessly integrated into daily routines, making movement social, consistent, and accessible—while reducing frailty and strengthening community ties.

Annie Chong (73 year old Chinese lady)

"Strong Again helped me regain confidence in my body. I work as a Yakult lady, and after falling from my bicycle twice, my leg did not fully heal even after going for therapy. When I joined the Strong Again training programme, I learnt the exercises step by step under the guidance of expert trainers. At first, I was worried I could not keep up, but the trainers were very patient and supportive."

"After practising the exercises regularly, my leg gradually recovered, and I felt stronger and more steady when walking and standing. I am now able to do the exercises on my own and also guide other seniors to practise together. I am very thankful for the encouragement throughout the programme, and I feel more confident carrying out my daily work."



PROGRAMME PILLAR 2

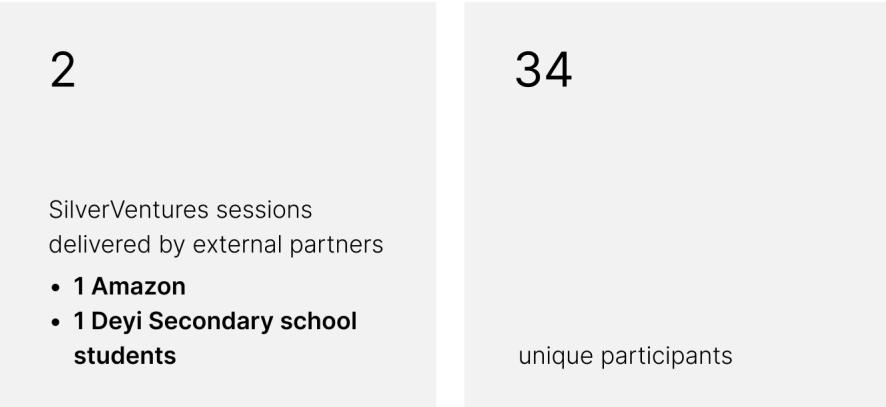
SilverSurfers – Digital Confidence and Inclusion

The **SilverSurfers Initiative (SSI)** is the digital empowerment pillar of the SilverDreamsHub. Launched in 2020 and supported by IMDA's **Digital for Life Fund**, SSI addresses the growing digital divide among seniors aged 60 and above, enabling them to participate more confidently in an increasingly digital society.

As part of the **SilverSurfers initiative**, two partner-led sessions were conducted to strengthen seniors' digital awareness and safety. One session in **Boon Lay** was delivered in collaboration with **Amazon**, focusing on emerging AI-enabled scam risks. Seniors were introduced to common scam tactics such as the misuse of deepfake content and AI chatbots, including DeepSeek, and were guided on recognising warning signs, verifying information, and protecting themselves from online scams.

In a separate intergenerational session conducted in **Clementi** with **Deyi Secondary School**, students supported seniors in identifying unofficial links and suspicious QR codes, which are among the most common scam methods encountered today. The session emphasised practical, hands-on learning to help seniors distinguish legitimate digital content from potential scams in their daily digital interactions.

Key SilverSurfers Metrics



Outreach and Engagement

Over the past year, nearly 1,000 seniors were engaged through digital channels such as WhatsApp and Telegram, allowing for regular communication, learning reinforcement, and sustained engagement beyond physical sessions.

A Strategic Pivot: Digital Learning at the Kopitiam

In 2024, SilverSurfers underwent a strategic shift with its integration into the SilverDreamsHub – Kopitiam Initiative, bringing digital learning directly into a familiar, informal, and non-intimidating environment.

At Boon Lay Kopitiam, seniors participate in in-person, hands-on digital learning sessions supported by trained facilitators. Learning topics range from basic smartphone navigation to more advanced digital tasks, tailored to seniors' everyday needs. Facilitators provide real-time guidance alongside peer support, fostering a collaborative and encouraging learning atmosphere.

This community-embedded approach supports seniors who may lack access to digital devices, stable internet connectivity, or confidence in using technology. At the same time, shared learning experiences strengthen social bonds, reinforcing both digital inclusion and community connection.



PROGRAMME PILLAR 3

SilverVentures – Purpose, Contribution, and Micro-Enterprise

SilverVentures is the purpose and participation pillar of the SilverDreamsHub. It creates pathways for seniors to contribute meaningfully through mentoring, volunteering, and exploratory income-generating opportunities—recognising that **purpose, agency, and contribution are central to wellbeing in later life**.

Within the SilverDreamsHub ecosystem, SilverVentures reframes seniors not merely as beneficiaries, but as **active contributors**, valuing their lived experience, skills, and wisdom.

Partner-Supported Experiences

The **Edible Garden City (EGC)** trips were made possible with the support of **Symrise**, in collaboration with **Edible Garden City**. Through Symrise's support, seniors participated in immersive, hands-on experiences that introduced them to urban farming and sustainability practices, as well as the use of plants in the creation of fragrances, teas, and everyday products. The sessions sparked meaningful conversations around sensory memories, traditional knowledge, and past experiences, allowing seniors to reconnect with nature while reflecting on times when they cultivated plants and gardens in their own lives.

The zoo outing for seniors in Boon Lay was supported by **HYGM**, offering seniors an opportunity to step beyond their immediate neighbourhood and enjoy a shared recreational experience. In addition to the outing, a distribution was carried out for **196 seniors in Boon Lay**, extending the impact to a wider group within the community.



The trip encouraged social interaction, light physical activity through walking, and a sense of joy and exploration in a safe and supported environment.

The Sunshine Festival experience was held at **Gateway Theatre**, where seniors attended a theatre performance created by *seniors, for seniors*. The experience celebrated creativity, self-expression, and active ageing, reinforcing the message that seniors can continue to contribute artistically and meaningfully to the community.

Key SilverVentures Metrics

12	128	164	1
SilverVentures outings conducted	unique senior touchpoints achieved	seniors attended the sessions	zoo trip by HYGM
10	1	196	
Edible Garden City trips sponsored by Symrise	Sunshine Festival theatre outing	seniors received distribution bag	

SilverVentures within SilverDreamsHub

Across Kopitiams and community hubs, seniors are supported to:

- Take on **peer leadership roles**, including befrienders, facilitators, and community ambassadors
- Co-create and support micro-initiatives**, such as community activities, mentoring efforts, micro-jobs, or light enterprise opportunities
- Participate in **intergenerational mentoring**, supporting youths and volunteers
- Build confidence through **skills activation and role-based engagement**

Early Impact Indicators

Early observations indicate encouraging outcomes, including:

- Seniors transitioning from programme participants to **peer supporters and volunteers**
- Reported increases in **sense of purpose, confidence, and self-worth**
- Strengthened **intergenerational relationships**, particularly with youths facing adversity
- Emerging pathways for **sustainable, senior-led initiatives** within community settings

Through SilverVentures, the SilverDreamsHub becomes more than a space for receiving support—it evolves into a **platform for contribution, leadership, and belonging**, reinforcing Empower Ageing's vision of ageing with dignity, agency, and connection.



An Ecosystem Beyond Programmes: Building Connection and Belonging

Together, SilverFit, SilverSurfers, and SilverVentures form an integrated ecosystem within SilverDreamsHub, addressing physical health, digital inclusion, and purposeful living in tandem.

SilverDreamsHub is more than a programme delivery platform—it functions as a living social ecosystem. Through Kopitiam conversations, intergenerational volunteering, and peer encouragement, seniors experience renewed purpose, confidence, and belonging. Youth volunteers, in turn, find mentorship, guidance, and emotional stability through meaningful relationships with seniors.

This integrated, community-embedded approach directly supports Empower Ageing's broader objectives:

- Reducing social isolation
- Improving mental and emotional well-being
- Supporting independent and active living
- Creating sustainable, community-owned ageing solutions



Uncle Wilson Khoo first joined Empower Ageing during our very first Kopitiam event. Inspired by the programme and the sense of community it fostered, he subsequently stepped forward to volunteer with Empower Ageing, actively supporting initiatives beyond the Kopitiam sessions.

Over time, Uncle Wilson began proposing ways Empower Ageing could further support the Boon Lay community through additional senior-led activities, such as lawn bowling and qi gong. His journey reflects how seniors can transition from participants to active contributors—shaping and strengthening their own neighbourhoods.



SENIOR & YOUTH TESTIMONIES

Seniors

Rokiah Bibi Binte Adam

Indian Lady, 59 y/o

"Before joining the Kopitiam sessions, I did not interact much with others in my community. Through the group exercises and activities, I've made new friends and feel more connected. These sessions have helped me feel less alone and more confident socially."

David Gopalan

Indian Man, 70 y/o

"As I got older, I started forgetting things and stayed at home most of the time. The Kopitiam sessions gave me a safe space to mix with others again. Talking to people and joining the activities helped me feel less isolated and more engaged with life."

Zheng Qing Ying

Chinese Lady, 72 y/o

"I'm not used to opening up or talking to others, but the Kopitiam activities made it easier. Exercising together and chatting over breakfast helped me feel happier and less lonely. I now look forward to seeing familiar faces each week."

Goh Siew Wah, Irene

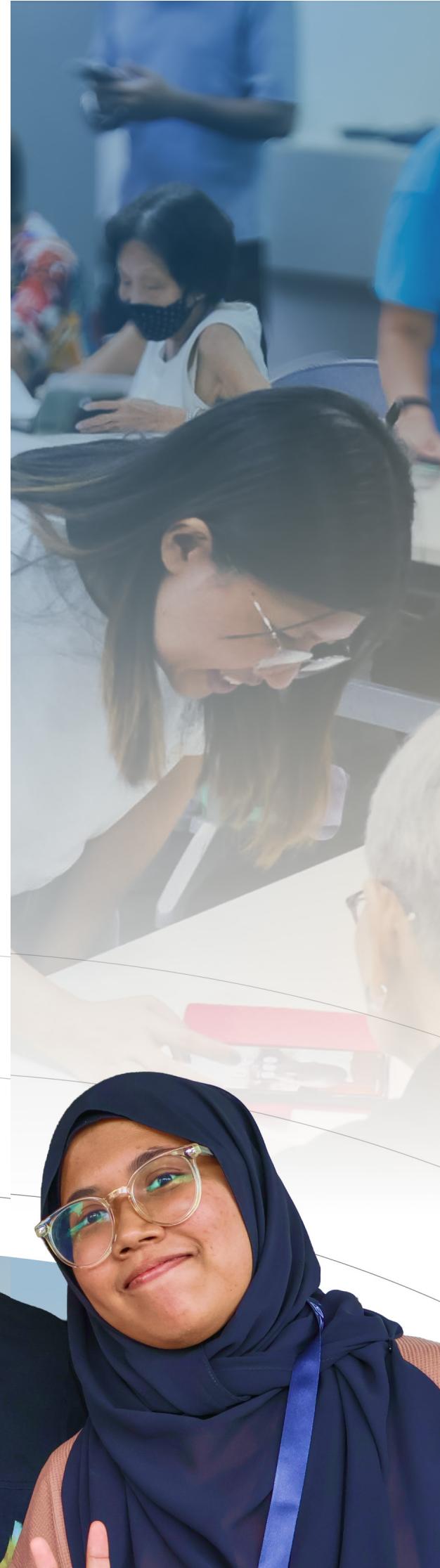
Chinese Lady, 70 y/o

"I went through a very difficult period after losing someone close to me. The Kopitiam sessions gave me a caring environment where people noticed and supported one another. The friendships I've formed here have helped me cope and feel less alone."

Chin Liew Fah

Chinese Lady, 72 y/o

"After my earlier injuries and health challenges, I have to be careful with movement. The Kopitiam sessions allow me to exercise safely while spending time with others. My husband and I enjoy coming together — it keeps us active and socially connected."



SENIOR & YOUTH TESTIMONIES

Youths

Zacchaeus

Chinese Boy, 15 y/o

"After spending time volunteering at Empower Ageing, I realised that I was able to communicate much better with seniors during my school VIA. The experience helped me become more confident, patient, and attentive when engaging with seniors."

Emmanuel

Chinese Boy, 20 y/o

Really enjoys talking to the seniors. Having these conversations fills the gap of a male figure in his life and reminds him of chatting with his grandfather.

Hayden

Chinese Boy, 18 y/o

"Empower Ageing gives me the opportunity to engage meaningfully with seniors. Seeing their well-being improve is deeply rewarding and motivates me to contribute my personal time to the community. I always look forward to the next event with the seniors."

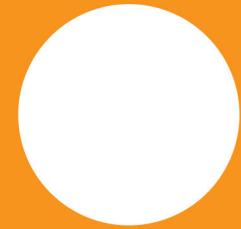
Carla

Chinese Girl, 23 y/o

"I would be delighted to collaborate again. I had a truly meaningful and enjoyable experience volunteering today, and I would definitely be keen to take part in more opportunities in the future."

THE YEAR AHEAD:

Scaling SilverDreamsHub for Deeper Community Impact



SilverDreamsHub represents the future of how Empower Ageing delivers impact—**place-based, inclusive, scalable, and deeply human**. As we continue to expand this model, we remain focused on strengthening partnerships, building local capacity, and ensuring that seniors from all walks of life are supported to age with dignity, connection, and purpose.

Together with our partners and communities, SilverDreamsHub is redefining what it means to age well—**one neighbourhood at a time**.

Empower Ageing & IMPART Charity Golf 2025

CELEBRATING GROWING GENERATIONS ON THE GREENS



On **13 March 2025**, 80 golfers, nearly 100 guests, and valued supporters gathered at the picturesque **Orchid Country Club** for the Empower Ageing & IMPART Charity Golf 2025—an event that has become a hallmark of camaraderie, philanthropy, and shared purpose.

This year's event was led by **Mr Bryan Tan**, Organising Chair, alongside a dedicated committee of volunteers, and **Guest-of-Honour Speaker Mr Kian Peng Seah**, whose insights and commitment helped shape a meaningful and memorable experience for all in attendance.

The success of the event was made possible through the generosity and dedication of our volunteers and organising committee. Beyond contributing their time and expertise, they extended their support through resources, networks, and thoughtful details—from curated goodie bags and golf essentials to refreshments and prized auction items. Each contribution reflected a shared commitment to the missions of **Empower Ageing** and **IMPART**: empowering seniors to thrive and enabling young people to reach their full potential.

More than a day on the greens, the Charity Golf event offered a thoughtfully curated experience. Participants were welcomed with engaging activities designed to elevate the day, including **novelty hole games** that creatively showcased the impact of our programmes. These interactive touchpoints allowed golfers to connect directly with the work we do, bridging the excitement of the course with the real-life journeys of seniors and youth within our communities.

The day concluded with a lively post-game dinner, where conversations, stories, and generosity continued well into the evening—reinforcing the strong sense of community that defines this annual event.

Thank You to Our Supporters

Empower Ageing and IMPART extend our heartfelt gratitude to our **sponsors, donors, volunteers, and golfers**. Your support enables us to continue empowering seniors to age with dignity and purpose, while creating opportunities for young people to realise their potential. Every contribution—big or small—strengthens our programmes and leaves a lasting impact on the communities we serve.

Together, we are not just raising funds—we are **building connections, creating opportunities, and inspiring change, one swing at a time**.



DESIGN THINKING WORKSHOP

Co-Creating Senior-Friendly Kopitiams

At Empower Ageing, we are committed to shaping environments that support the well-being, independence, and dignity of our ageing population. In response to the evolving needs of seniors, we launched a **Design Thinking Workshop** aimed at reimaging kopitiams as inclusive, senior-friendly community spaces.

The workshop brought together **kopitiam owners, senior care experts, and seniors**, creating a collaborative platform for shared ideation and problem-solving. Guided by volunteer **Ms Emma Lee**, participants engaged in the design thinking process to ensure that diverse perspectives were meaningfully considered and translated into practical solutions.

Ideas generated during the workshop ranged from improved accessibility and ergonomic seating to menu adaptations and enhanced social engagement initiatives. Collectively, these concepts highlighted the potential for kopitiams to become safer, more welcoming, and more vibrant spaces for seniors.

This initiative underscores the value of **co-creation** in designing community spaces that foster connection, health, and well-being. It also reflects Empower Ageing's broader mission to transform everyday neighbourhood spaces into hubs of support, engagement, and belonging.

Looking ahead, Empower Ageing remains committed to continuing this collaborative journey—working alongside kopitiam owners, health professionals, and seniors to shape a future where community spaces do more than serve daily needs, becoming places where seniors can **connect, learn, and thrive** while ageing with dignity and purpose.



Charity's Future Plans

Empower Ageing's strategic direction centres on strengthening SilverDreamsHub as our primary delivery platform, with SilverFit, SilverSurfers, and SilverVentures working together to address physical well-being, digital inclusion, and purposeful engagement.

1

Expanding Reach Through Community-Based Hubs

In the year ahead, we will extend SilverDreamsHub to additional kopitiams and neighbourhood spaces, with deliberate focus on:

- Reaching underserved communities
- Engaging seniors from diverse cultural backgrounds
- Increasing participation among older men, who are often underrepresented

By embedding programmes into familiar, everyday environments, we reduce barriers to participation and encourage sustained engagement.



1a

Strengthening Physical Well-Being: SilverFit

SilverFit will continue to anchor the physical health pillar of our work. Our focus will be on:

- Further integrating SilverFit into community spaces
- Strengthening outcome measurement related to frailty reduction
- Tracking improvements in strength, balance, mobility, and confidence

By focusing on functional outcomes, we aim to enable seniors to live more independently and safely.



1b

Advancing Digital Inclusion: SilverSurfers

SilverSurfers will be more intentionally embedded into SilverDreamsHub settings, ensuring digital learning feels organic and relevant to seniors' daily lives.

Key priorities include:

- Blending in-person guidance with online support such as WhatsApp and short-form learning resources
- Addressing real-life digital needs, including access to services, communication, and online safety

Supporting seniors to build confidence through peer learning and ongoing practice

1c

Expanding Purpose and Contribution: SilverVentures

SilverVentures will continue to create pathways for seniors to contribute meaningfully within their communities. Planned initiatives include:

- Expanding peer support and befriending roles
- Facilitating intergenerational mentoring and exchanges
- Organising excursions and experiences beyond neighbourhood settings

Through these opportunities, seniors are supported to rediscover purpose, agency, and a sense of being needed.

2

Engaging the Next Generation

Intergenerational engagement remains a cornerstone of Empower Ageing's approach. In the coming year, we will:

- Expand collaborations with Institutes of Higher Learning (IHLs) and youth organisations
- Scale the Strong Again – Train-the-Trainer Programme, enabling students to support SilverFit sessions
- Provide structured volunteering pathways that foster mutual learning and meaningful relationships

Through initiatives such as Train-the-Trainer programmes, youth volunteers will support SilverFit sessions while gaining meaningful exposure to community service and mentorship. These exchanges foster mutual learning and build resilient, compassionate communities.

3

Strengthening Fundraising and Financial Sustainability

To sustain and scale our impact, Empower Ageing remains committed to building financial resilience. Our priorities include:

- Working towards a one-year operating reserve
- Developing clearer, diversified fundraising strategies
- Strengthening relationships with donors, partners, and supporters

A strong financial foundation enables us to innovate responsibly and maintain continuity in service delivery.



4

Enhancing Organisational Capacity and Governance

To support long-term impact, we will continue investing in our people and systems. This includes:

- Recruiting and nurturing dedicated volunteers
- Supporting staff development and well-being
- Strengthening governance through diverse and experienced board leadership

These efforts ensure Empower Ageing remains accountable, resilient, and mission-driven.



Looking Forward

The year ahead is about deepening impact, not just expanding numbers. By strengthening SilverDreamsHub as an integrated, place-based model, Empower Ageing will continue to demonstrate that ageing can be a time of strength, connection, and purpose.

Together with our communities, partners, and supporters, we look forward to shaping a future where seniors are seen, valued, and empowered—one neighbourhood at a time.





Charity's Commitments and Strategies

Guiding Empower Ageing's Next Phase of Impact



01

Commit to Place-Based, Inclusive Ageing Ecosystems



STRATEGY

Scale SilverDreamsHub as our primary delivery model

We will focus on building place-based ageing ecosystems by embedding SilverDreamsHub in familiar, everyday community spaces such as kopitiams and neighbourhood hubs.

WHAT THIS MEANS

- Prioritising underserved neighbourhoods and communities
- Designing culturally sensitive, low-barrier programmes
- Increasing participation among underrepresented groups, including older men
- Ensuring seniors feel welcomed, respected, and valued—regardless of background

WHY THIS MATTERS

Seniors engage more consistently when services come to them, not the other way around.

02

Commit to Outcomes, Not Just Activities



STRATEGY

Strengthen measurement and learning across all programmes

We will deepen our focus on measurable outcomes, ensuring that our work delivers tangible improvements in seniors' lives.

KEY FOCUS AREAS

- Measuring frailty reduction, mobility, and independence through SilverFit
- Tracking digital confidence and usage through SilverSurfers
- Capturing purpose, participation, and leadership outcomes through SilverVentures
- Using data and feedback to continuously refine programme design

WHY THIS MATTERS

Clear outcomes build accountability, credibility, and long-term sustainability.

03

Commit to Empowerment and Purposeful Ageing



STRATEGY

Transition seniors from participants to contributors

Through SilverVentures, we will intentionally create pathways for seniors to lead, mentor, and give back within their communities.

THIS INCLUDES

- Developing peer leadership and befriendeer roles
- Enabling seniors to support other seniors
- Creating opportunities for intergenerational mentoring
- Valuing seniors' lived experience as a community asset

WHY THIS MATTERS

Purpose and agency are as critical to well-being as physical health.

05

Commit to Digital Inclusion as a Lifeline



STRATEGY

Integrate digital empowerment into daily life

We will treat digital access not as a standalone skill, but as an essential enabler of independence and connection.

OUR APPROACH

- Embedding SilverSurfers into SilverDreamsHub spaces
- Using micro-learning and just-in-time digital support
- Ensuring seniors can confidently access services, information, and relationships online

WHY THIS MATTERS

Digital exclusion amplifies social isolation and vulnerability.

04

Commit to Intergenerational Connection



STRATEGY

Design structured, mutually beneficial youth–senior engagement

We will deepen intergenerational partnerships by creating intentional platforms where seniors and youth learn from and support one another.

KEY ACTIONS

- Expanding collaborations with IHLs and youth organisations
- Scaling Train-the-Trainer and structured volunteer pathways
- Supporting youth leadership alongside senior mentorship

WHY THIS MATTERS

Strong intergenerational bonds build resilient, compassionate communities.

06

Commit to Strong Partnerships and Community Ownership



STRATEGY

Shift from delivery to co-creation

We will work closely with kopitiams, community organisations, care providers, and corporate partners to **co-create solutions** and build local capacity.

FOCUS AREAS

- Training partners' staff and volunteers
- Encouraging community-led ownership of hubs
- Building ecosystems that can sustain themselves over time

WHY THIS MATTERS

Lasting impact requires shared ownership, not dependency.

07

Commit to Organisational Excellence and Leadership



STRATEGY

Build a resilient, values-driven organisation

We will continue strengthening our internal capabilities to support growth with integrity.

THIS INCLUDES

- Recruiting and developing mission-aligned staff and volunteers
- Investing in leadership development and team wellbeing
- Strengthening governance with diverse, experienced board members

WHY THIS MATTERS

Strong organisations deliver strong outcomes.

08

Commit to Financial Sustainability and Long-Term Resilience



STRATEGY

Secure resources to scale responsibly

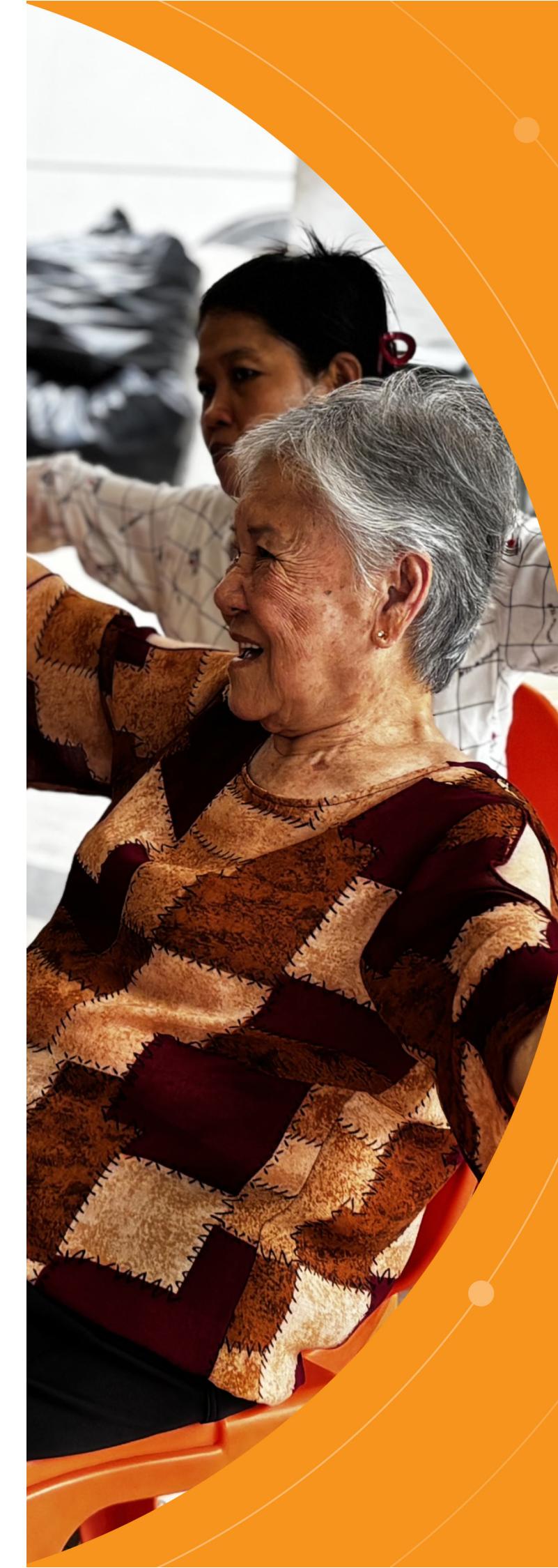
We will strengthen our financial foundation to ensure Empower Ageing can grow sustainably.

KEY ACTIONS

- Working towards a **one-year operating reserve**
- Developing diversified and innovative fundraising strategies
- Deepening relationships with donors, funders, and partners

WHY THIS MATTERS

Financial resilience enables mission continuity and innovation.



Our Promise

Together, these commitments guide Empower Ageing's next phase—from programmes to platforms, from services to ecosystems, and from impact today to resilience tomorrow.

By staying grounded in community, outcomes, and purpose, we will continue empowering seniors to age with dignity, vitality, and meaning—one neighbourhood at a time.



IPC's fund-raising plans for the following year

To sustain our programs and capacity building initiatives, Empower Ageing will actively seek support from the public, corporations, and private grantors to advance our mission. Key fundraising events planned for the upcoming year include the Go for your mountain 2026, and online fundraising campaigns.

IPC's expenditure plans for the following year

Our projected total fundraising expenditure, including staff manpower costs, is estimated to be close to \$100,000, in accordance with the required fundraising efficiency ratio. Donations made to Empower Ageing are eligible for 2.5 times tax deductions.

12



Governance

Role of the Governing Board

The Empower Ageing Board is tasked with offering strategic guidance and oversight of the organization's programs and objectives, guiding it towards the realization of its vision and mission through effective governance. Among its responsibilities, the Board must approve the annual budget and oversee expenditure, review and approve quarterly financial statements, and consistently monitor the progress of the charity's programs.

Term Limit of Board

In line with fostering succession planning and ensuring ongoing vitality within the charity, the Board has established a term limit of ten years for its members. Specifically, the Treasurer or Financial Committee Chairman (or equivalent) is subject to a term limit of four years. Any board member serving beyond 10 consecutive years should provide disclosure regarding the rationale for their continued tenure.

Board Meetings and Attendance

A total of four Board meetings and one AGM were held during the financial year. The following sets out the individual Board member's attendance at the meetings:

In the past year, the board of directors met to discuss and deliberate, after which the respective decisions/resolutions were made and passed accordingly:

Name	Attendance
Liew Seh Siong	3/4
Chng Pi Leong	4/4
Lim Song Khiang	4/4
Zheng Biao Wu, Jason	3/4

Disclosure of Remuneration and Benefits received by Board Members

No Empower Ageing Limited director received any form of remuneration for his or her work contributed to the organization in the past year, or any time in the past.

There is no intention to engage any of our directors in any paid-for services.

Disclosure of Remuneration of three highest paid staff

Paid Staff Annual Remuneration Exceeding \$100,000

It is required that the 3 highest paid staff who received annual remuneration exceeding \$100,000 should be disclosed in the Annual Report, in bands of \$100,000.

None of the staff received remuneration exceeding \$100,000 for 2025.

Reserves Policy

Empower Ageing endeavors to establish a reserve equivalent to up to 12 months of operational expenses. This reserve is intended to provide a buffer period, enabling the organization to proactively address any potential disruptions to its income streams. It allows for the implementation of necessary measures, such as redirecting support for our initiatives, reallocating resources for beneficiaries, or adjusting staff deployment in the event of unforeseen circumstances. The adequacy of these reserves will be periodically assessed by the Board of Directors to ensure they remain sufficient to fulfill ongoing commitments.

Conflict of Interest Policy

Empower Ageing Limited has established a robust system of checks and balances to uphold corporate governance standards. A comprehensive conflict-of-interest policy applies to both the board of directors and staff members. Annually, directors and staff are required to complete a conflict-of-interest declaration form, disclosing any potential conflicts. Throughout the year, they must promptly inform Empower Ageing's Chairman of any changes to their interests. During board meetings, members are reminded to declare any conflicts, particularly concerning financial transactions of the charity. Individuals who disclose conflicts of interest abstain from voting and involvement in related discussions. Any vested interests in business transactions or contracts must be declared to the board chair. Following the declaration, members may participate in quotation or tender exercises but are prohibited from overseeing the administration, evaluation, and award of offers. The board retains the authority to determine the level of involvement for such individuals in these exercises.

Whistle-Blowing Policy

Empower Ageing is steadfast in upholding exemplary ethical standards and fostering robust corporate governance practices, aligning closely with all legal, regulatory, and internal guidelines. Our Whistle-blowing policy, compliant with the Code of Governance, serves as a framework for individuals who harbor concerns regarding potential irregularities or misconduct within our organization. Empower Ageing unequivocally denounces any form of malpractice, impropriety, or breach of statutory obligations by our staff members during their duties. The Whistle-blowing policy endeavors to empower staff, partners, volunteers, suppliers, contractors, clients, and other stakeholders to voice concerns or report misconducts without fear of reprisal or adverse consequences. We assure full protection from any form of detriment or victimization to those who raise concerns in good faith.

Code of Conduct

At Empower Ageing, our commitment to excellence, integrity, and compassion forms the bedrock of our organizational values. Every member of the Board, staff, and volunteers upholds a code of conduct that reflects these core principles. It embodies our dedication to serving our community with transparency, respect, and professionalism in every interaction and initiative we undertake.

Personal Data Protection Act Policy (and Donor Confidentiality)

At Empower Ageing, we uphold the utmost respect and confidentiality for our sponsors, donors, partners, volunteers, and clients, ensuring their privacy and rights are protected. We are fully committed to complying with the Personal Data Protection Act established by the Singapore Government Parliament in October 2012. Personal information provided by sponsors, donors, partners, volunteers, and clients is handled with integrity and used solely to maintain or strengthen our relationship with them.

Individuals can request to have their names removed from mailing lists by contacting Empower Ageing. Additionally, we maintain strict confidentiality regarding donor information, ensuring that donors' names or details are not disclosed in any corporate materials or publications unless a partnership agreement exists between Empower Ageing and the donor.

Code Of Governance

Based on the last evaluation carried out in December 2025, the charity has complied fully with the applicable guidelines of the Code of Governance Evaluation Checklist for Institutions of a Public Character (IPC). The full checklist is available at www.charities.gov.sg





EMPOWER AGEING

MAKING AGEING WELL POSSIBLE