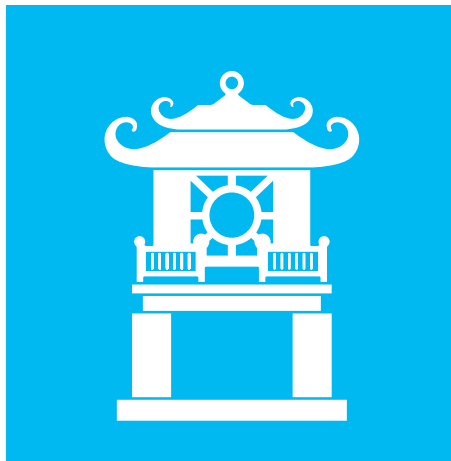


ANNUAL REPORT

2024-2025



OUR STORY BY THE NUMBERS

UNIS Hanoi is a not-for-profit coeducational English-language day school enrolling students from Early Year 3 through to Grade 12. The School follows the ideals and principles of the United Nations in action every day. UNIS Hanoi is authorised by the Ministry of Education in Viet Nam, accredited by the Council of International Schools, the Western Association of Schools and Colleges and the International Baccalaureate Organisation. It is administered by the Head of School, Dr Elizabeth Gale and governed by a eleven-member Board of Directors.

STRATEGY 2024 “LEARNING FOR IMPACT”

Strategy 2024 is our organised approach to strategic planning designed to ensure UNIS Hanoi can combine both agility in an uncertain world and focus on delivering the highest quality service to its learning community. It is comprised of three Strategic Directions at its core, enveloped by our six values to ensure we stay Vision and Mission focused. At the heart of Strategy 2024 is our commitment to exceptional learning, and its implementation is underpinned by our Values, to ensure a learning experience at UNIS Hanoi which is authentic, inclusive and connected.



VISION

Our learning community will be an inspirational role model for a better world.

MISSION

“Guided by UN Values, we inspire all learners to strive for academic and personal excellence and empower students to create positive, sustainable impact.”

UNIS Hanoi’s mission statement underpins the work we strive to do for our students, families and community every single school day.



OUR VALUES

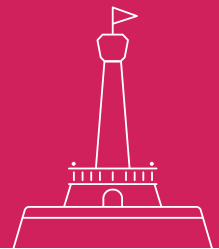
Curiosity

Inquire and ask questions.
Think critically and seek solutions.
Follow your passions.



Courage

Persevere.
Learn from mistakes.
Be bold and brave.



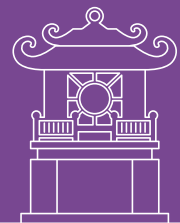
Community

We care.
Show respect.
Everyone is included.



Integrity

Be authentic.
Do the right thing.
Make good choices.



Responsibility

We are not bystanders.
Make a difference.
Own your actions.



Diversity

We are stronger together.
Everyone belongs.
We work for a just world.



WHAT IT MEANS TO BE A UN SCHOOL

UNIS Hanoi has a multifaceted identity and at its centre is its relationship with the United Nations. We are not an agency of the United Nations, but we are one of only two UN international schools in the world, educating agents for change. We define our identity with the United Nations as follows:

The United Nations International School of Hanoi is committed to inspiring and equipping young people to build a better world. We bring the world together on one campus and guided

by the Principles of the United Nations mentor peace makers and problem solvers. Our young global citizens are curious, compassionate and confident to take action against issues confronting humanity; bold in the face of complexity and resilient in an uncertain world. We are a learning community that cares enough to create a better tomorrow. Starting today. Together.



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FROM THE HEAD OF SCHOOL



It is with gratitude and excitement that I present to you the 2024-2025 Annual Report of UNIS Hanoi—my first as Head of School.

Although I was not here to witness first-hand the many accomplishments of the 2024-2025 school year, I step into this role with deep appreciation for the foundation built by those who came before me. The pages that follow celebrate a year of remarkable learning, exploration, and achievement. They reflect a community that embraces challenge, nurtures curiosity, and takes pride in developing global citizens who are compassionate, courageous, and committed to making a difference.

I am continuously struck by the richness of experiences our students enjoyed, whether travelling abroad for cultural exchanges and sports competitions, engaging in meaningful service learning, or championing sustainability projects here on campus. These highlights remind me that UNIS Hanoi's spirit of discovery and contribution reaches far beyond the classroom.

Now, as we look to the 2025-2026 school year, we do so at a special moment in time. Vietnam is celebrating 80 years of independence, the United Nations is marking its 80th anniversary, and UNIS Hanoi itself continues to evolve as a school born from this unique partnership. This Annual Report not only honours the achievements of the past year but also points us forward to the next chapter of growth, innovation, and impact.

I am proud to join this extraordinary community at such a pivotal moment. Together, with our students, faculty, staff, families, alumni, and partners, we will continue to build on the strong legacy of UNIS Hanoi while embracing new opportunities to inspire and empower every learner.

I invite you to explore this Annual Report, which showcases the achievements and milestones of the 2024-2025 academic year. It is a reflection of the dedication, hard work, and collaborative spirit that define our community.

Thank you for your ongoing support and for being an integral part of our journey. Together, we will continue to inspire, empower, and make a lasting impact.

In partnership,

A handwritten signature in black ink that reads "Gale".

Dr Elizabeth Gale

Head of School

FROM THE BOARD OF DIRECTORS



It is both an honour and a privilege to present the 2024–2025 Annual Report for UNIS Hanoi.

The 2024–2025 academic year was one of remarkable growth and achievement. Our students excelled across academics, the arts, athletics, and service—representing UNIS Hanoi with pride both locally and internationally. Their success reflected not only their hard work, but also the dedication of our faculty, staff, and families who make this community exceptional and one-of-a-kind

This was also a year that reinforced UNIS Hanoi’s commitment to sustainability and innovation. From expanding renewable energy use and enhancing green spaces on campus, to student-led initiatives addressing global challenges, sustainability and innovation have continued to shape our identity as a school, empowering students to make a positive impact on the world.

As a Board, we remained focused on our strategic responsibilities: overseeing campus development projects; developing a framework for a new strategic plan aligned with UNIS Hanoi’s long-term vision; maintaining strong financial oversight; and guiding governance and long-term priorities to keep UNIS Hanoi at the forefront of international education in Vietnam and the Asia Pacific region.

The conclusion of the 2024–2025 academic year also marked an important moment of leadership transition for our school. We have focused on ensuring a smooth handover of the Head of School role while preserving the stability and excellence that define UNIS Hanoi. With gratitude for the foundations that have been laid by Jane McGee, we now look forward with excitement to the 2025–2026 school year and beyond, as UNIS Hanoi embarks on a next chapter under the visionary leadership of Dr Elizabeth Gale.

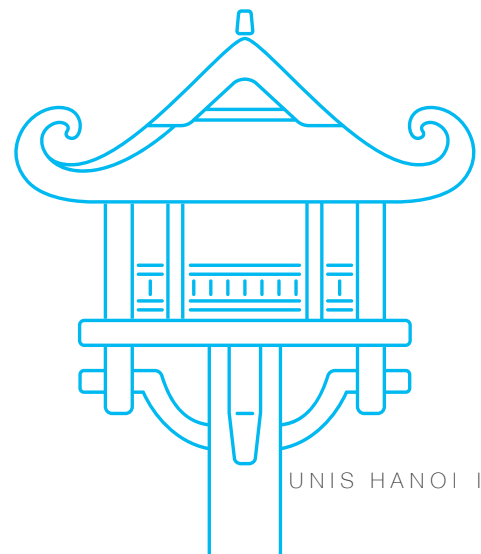
On behalf of the Board, I invite you to explore this Annual Report, which celebrates the accomplishments of the 2024–2025 academic year. Guided by the values and vision of the United Nations, and strengthened by your ongoing support and engagement, we take pride in our extraordinary community, which continues to nurture globally minded students poised to lead with purpose and make a lasting impact on the world.

Respectfully yours,

A handwritten signature in blue ink, appearing to read 'Maria Chung'.

Maria Chung

Chair of the Board of Directors



CLASS OF 2025

CLASS OF 2025 IN BRIEF



84

students



27

nationalities



46:38

female:male



5.69

years (average length of stay)

CLASS OF 2025 IB DIPLOMA

IB Outcomes

The 2025 academic year has once again highlighted the high academic standards at UNIS Hanoi, with our IB Diploma Programme students achieving outstanding results. This year, 73 students were awarded the IB Diploma, with an impressive number achieving scores above 40 points, placing them among the top performers globally. These results reflect not only the hard work and dedication of our students but also the unwavering support and guidance provided by our faculty. The success of our IB students is a testament to the rigorous academic environment at UNIS Hanoi and our commitment to nurturing well-rounded, critical thinkers who are prepared to excel on the global stage.

IB Results UNIS Hanoi vs World

Year	2023	2024	2025
UNIS pass rate %	87%	86%	97%
World pass rate %	79%	80%	81%
UNIS average score # (number of IB points)	34	32	34
World average score # (number of IB points)	30	30	31
UNIS IB Diplomas that are bilingual %	30%	25%	35%
World average of bilingual diplomas %	27%	27%	27%
Number of 40+ scores	5	11	12
% of 40+ score at UNIS Hanoi	7%	17%	16%
% of 40+ score worldwide	9%	8.9%	9%



UNIS Hanoi IBDP Points of Pride

Year	2023	2024	2025
Number of UNIS graduates	77	72	84
% students attempting IB Diploma	91%	89%	89%
% UNIS candidates receiving IB Diploma	87%	86%	97%
% UNIS candidates above average world points	79%	63%	80%
Average UNIS IB score (1-7) in all DP courses	5.3	5.36	5.40
Average World IB score (1-7) in all DP courses	4.84	4.9	4.9
Extended Essay grade A or B %	36%	39%	53%
Number of different Extended Essay subjects	22	20	19
% candidates passing CAS/EE/TOK	100%	100%	100%
Number of DP teacher-led courses at UNIS	43	33	39
% students taking at least 1 DP Arts course	42%	18%	56%
# DP Arts courses offered at UNIS	8	8	8
Different languages studied	9	9	10



ACADEMICS

STANDARDISED TEST RESULTS (GRADE 3 - GRADE 9)

MAP (Measures of Academic Progress)

UNIS F24: UNIS Hanoi 2024 (Fall)

UNIS S25: UNIS Hanoi 2025 (Spring).

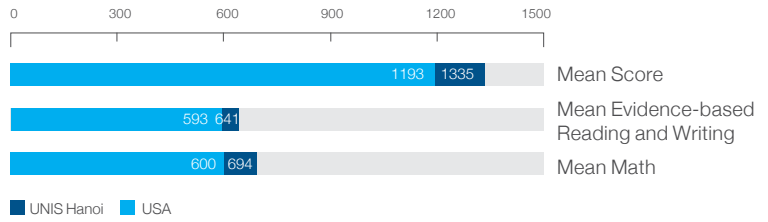
Normative: The average Rasch Unit Scale (RIT) score for students in the same grade and tested in the same term as observed in the most recent Northwest Evaluation Association RIT Scale Norms study.

International Partners F24: International schools all over the world who have registered to take part in MAP in 2024 (Fall).

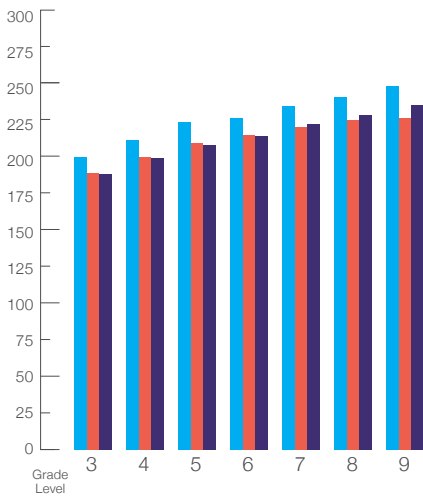
International Partners S25: International schools all over the world who have registered to take part in MAP in 2025 (Spring).

SAT

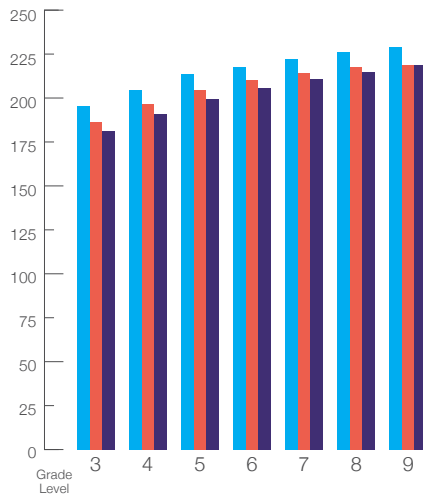
(Scholastic Aptitude Test)



Mathematics (MAP)



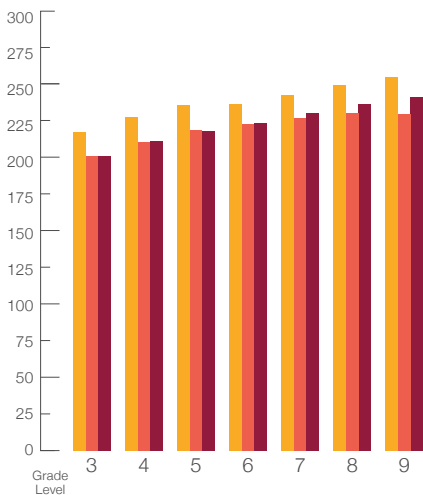
Reading (MAP)



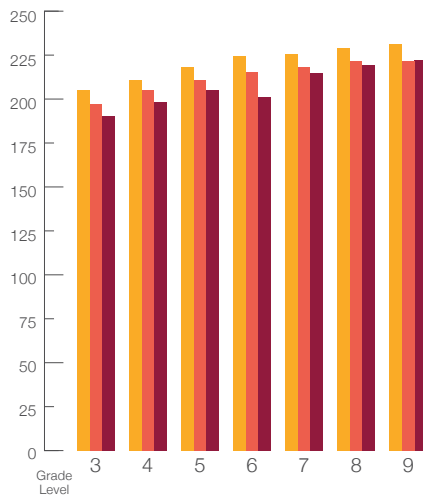
Language (MAP)



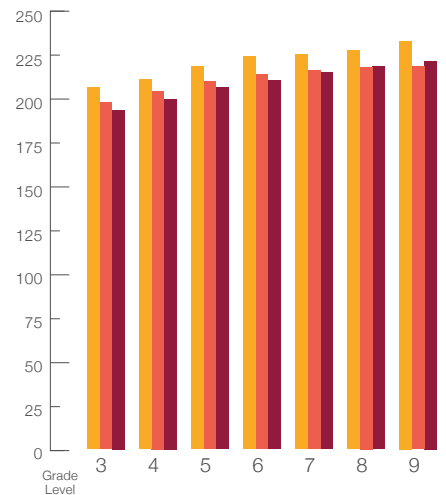
Mathematics (MAP)



Reading (MAP)



Language (MAP)



SERVICE LEARNING

By addressing authentic community needs, the Service Learning programme at UNIS Hanoi aims to provide opportunities for our students as individuals, and as part of the UNIS community, to gain a deeper understanding of themselves, their community and their world. The Service Learning programme aims to provide opportunities for students to develop the knowledge, skills and outlooks required to play their part in creating a fair, inclusive and cohesive society and to encourage them to drive and inspire sustainable change.



50

student led MSHS groups



6

service connected Student Initiated Programme (SIP) clubs



171

student leaders



180

trips and events



\$12,450

total fundraised



630

students taking action



300

secondary students attending training and workshops



12

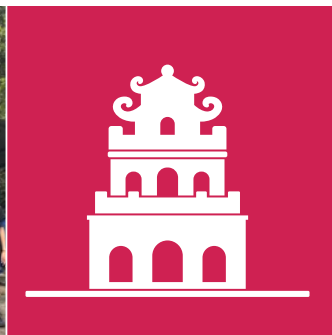
Service Learning workshops provided



30

Service Learning partner organisations

Read more: <https://www.unishanoi.org/academics/service-learning>



CO-CURRICULAR

The UNIS Hanoi Co-Curricular Programme is designed to offer a wide range of opportunities for our students to actively engage in purposeful activities beyond the classroom to develop skills. The activities offered provide students with the opportunity to explore their passions while developing leadership and collaborative skills, as well as promoting social growth and maturation of all individuals involved in the programme. Despite campus development for nearly half of the school year, our innovative co-curricular team continued to provide fantastic opportunities for our students.

OVERVIEW



52

Sports teams
(ES: 6, MS: 29, HS: 20)

(note that pre COVID, ES sports teams were differentiated by total number and not by the specific sport ie. 36 teams vs. 6 teams so for accuracy purpose for baseline analysis, ES teams will be categorized by individual sports which is reflected in the number shown (6))



4,816

After School Activity sign-ups



346

ASA offerings
(196 ES offerings, 150 MSHS offerings)



25

SIP Clubs



13

Arts Groups (ES Arts: 2; MSHS Arts: 11)

Read more: www.unishanoi.org/co-curricular

UNIS MUSIC ACADEMY

UNIS Music Academy (UMA) introduces students to the discipline of music through instrument exploration. The programme strives to assist students to develop self-confidence and build up enthusiasm in piano, vocals, guitar, woodwind, percussion and string instruments. UNIS Hanoi students can assess their own progress against internationally recognised benchmarks by participating in the renowned ABRSM Music Exam at the UNIS Hanoi campus at the end of the school year. The Academy's instructors are members of the Vietnamese Symphony Orchestra, teachers from the National Music Academy and local expatriates.



22

UMA teachers



18

instrument choices



228

students participate in musical instruction each week



154

students performing in UMA concerts



698

UMA student sign-ups in total

Read more: <https://www.unishanoi.org/co-curricular/academies>



SUMMER PROGRAMME

Due to major campus development projects for the duration of the school year, UNIS Hanoi could not run the summer programme in 2025. The programme will re-commence in June 2026.

COMMUNITY PROGRAMMES

(CLASSES & WORKSHOPS)

Our Community Programmes provide a multitude of great opportunities for everyone. Run by our Co-Curricular Activities Office, the classes and workshops aim to provide opportunities for learning and enrichment as well as to encourage and promote a deeper understanding of our host country and of other cultures. UNIS Hanoi Community Programmes continue to grow each year, expanding and providing further impact within our school community.



250

classes and workshops offered



105

adult education opportunities



99

hours of classes/programmes per week

Read more: <https://www.unishanoi.org/community/community-programmes>

AQUATICS ACADEMY

UNIS Aquatics Academy (UAA) provides a wide range of swimming programmes for members of the UNIS Hanoi community as well as the wider Hanoi community. For UNIS Hanoi students, swim lessons and competitive swimming are offered before and after school. Through the Community Programme, lessons and competitive swimming for adults and students are offered to the Hanoi community. The Aquatics Academy promotes safe and enjoyable swim opportunities taught and coached by well-trained instructors.

Note - The analytics and numbers below signify a quality programme which took place from August to January. After campus development began, the Aquatics programme then shifted off campus for the remainder of the school year.



175

UNIS Hanoi Phoenix Swim Club participants



1000+

participants at UNIS Hanoi swim meets



26

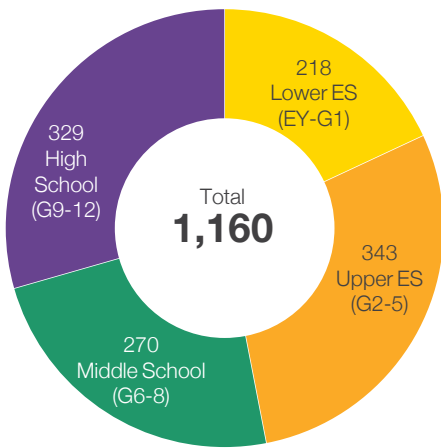
swim classes for all levels

Read more: <https://www.unishanoi.org/co-curricular/academies>

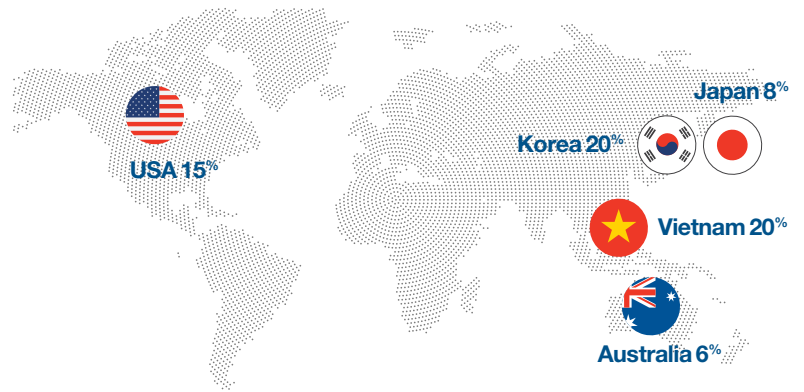
OUR COMMUNITY

STUDENT PROFILE

Enrolment



Top 5 Nationalities



* Enrolment data as of 1 October 2024



45

home languages



63

nationalities



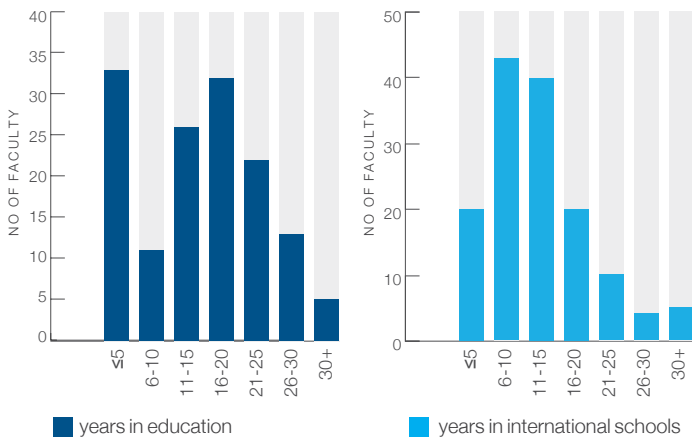
3.25

years (average length of stay)

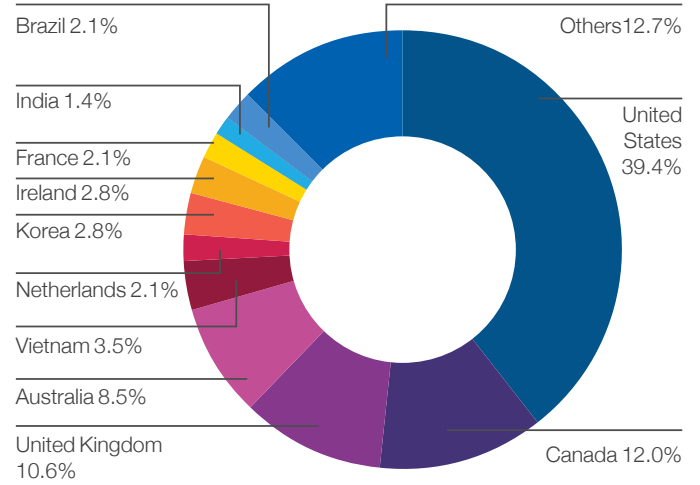


FACULTY PROFILE

Educational experience



Faculty nationalities



326

faculty and staff



27

nationalities



5.96

years (average length of stay)



69.87%

Master/PhD in Faculty and Admin Team

156 Faculty (includes Admin) : 65 ES Faculty 40 MS Faculty 38 HS Faculty 13 All School



ALUMNI



13,782
alumni

1,270 graduate alumni
6,637 student alumni
6,367 parent alumni*
1,003 faculty/staff alumni

* including faculty parents



11.3%

increase in engagement
through Social Media



366

alumni were engaged through
Alumni Events (registration/
participation)



891

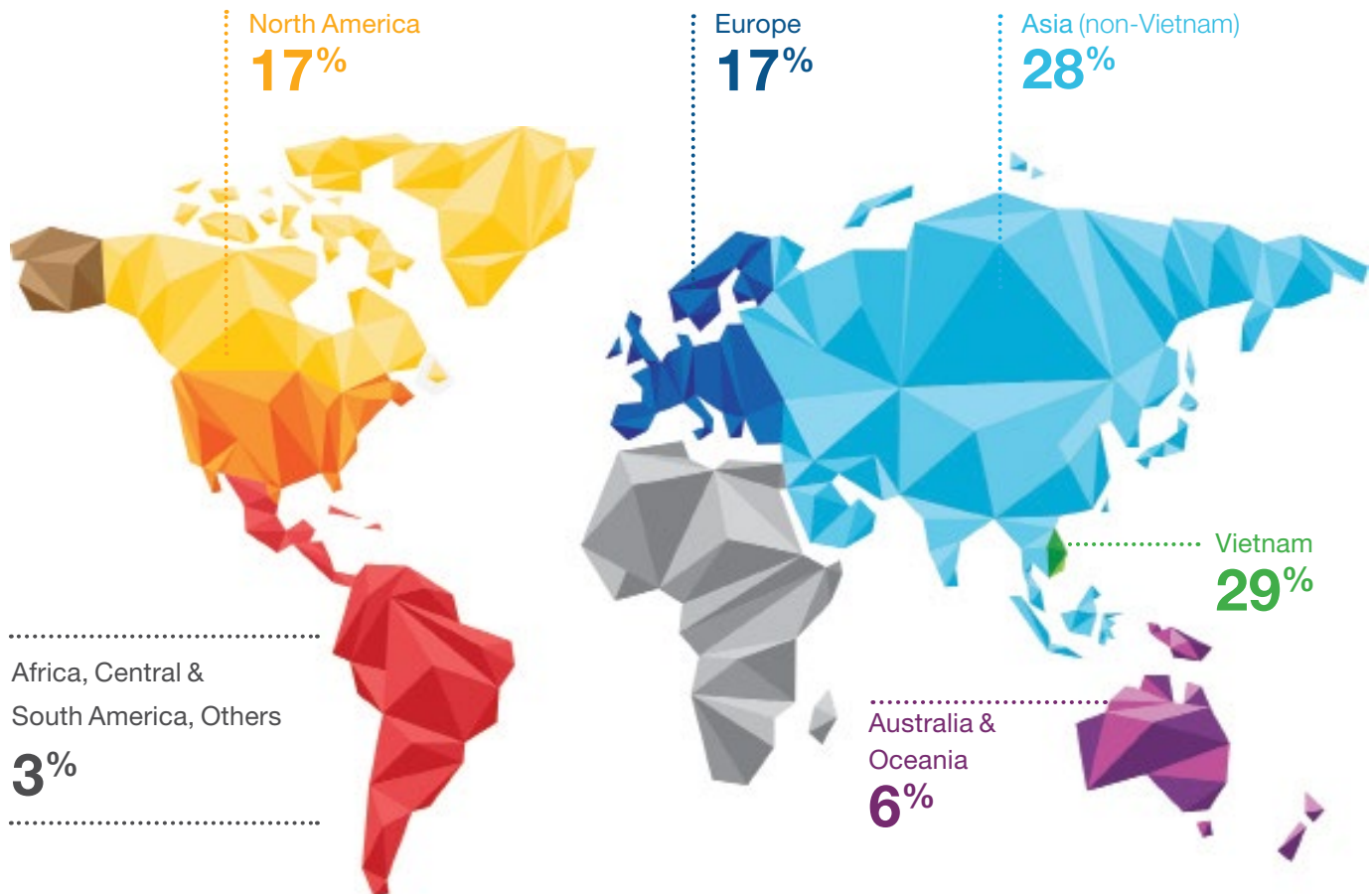
alumni students active on
UNIS Global



91%

of graduated alumni are
connected to UNIS Hanoi

Distribution of our alumni students around the world



Read more: www.unishanoi.org/alumni

SCHOOL COMMUNITY ORGANISATION

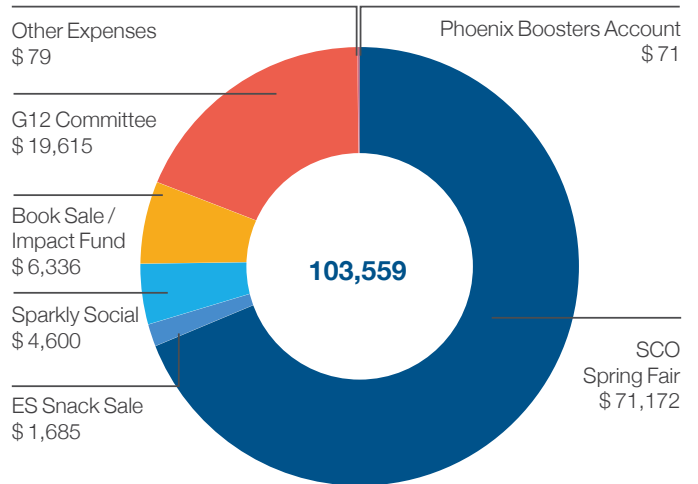
The main objective of the SCO is to advance the interests of the School Community and promote the well-being of the students, parents, faculty and staff who comprise the School Community. Much loved events organised by the SCO include Snack Sales, Spring Fair, Book Sale and the Sparkly Social.

CULTURAL REPRESENTATIVES

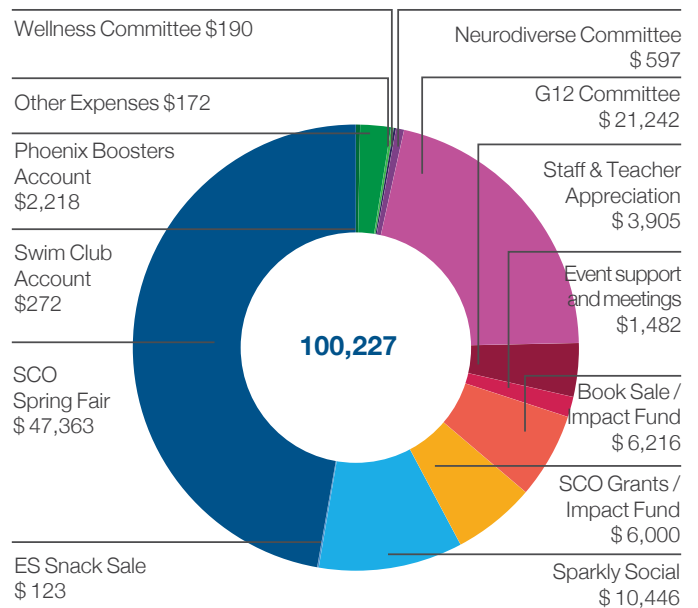
Korean Community ES (LES)	Seulgi Lee
Korean Community ES (UES)	Yeri Suh
Korean Community MS	JiUi Park
Korean Community HS	Jinsun Kim
Japanese Community ES	Mayumi Kobayashi
Japanese Community ES	Masami Negami
Japanese Community MSHS	Masako Tokura
Vietnamese Community ES	Huyen Nguyen Nga Trang
Vietnamese Community MSHS	Khuyen Luu
Vietnamese Community MSHS	Thuc Anh Tran
American Community	Keely Kopp Laura Kantrud
Canadian Community	Jean Glaister Steil
German Community	Ngoc Han (Julie) Tafreschi
Nordic Community	Jorgen Flaa
Indian Community	Carla Tozzi Giovanna Macchi
Australian Community	Aline Matta
Italian Community	Mrinali Chunilal Bela Goenka
Chinese Community	Jeanette Jiang WenJing Xu KaiLin Ge
The Lowest Countries Community	Felix Braeckman
Arab Community	Fatima Aujali Selvia Gawad
French Community	Emma Villedrouin Anne-Sophie Von Heyden
Neurodiverse Families Support Group	Sarah Garner



SCO INCOME (USD)



SCO EXPENDITURE (USD)



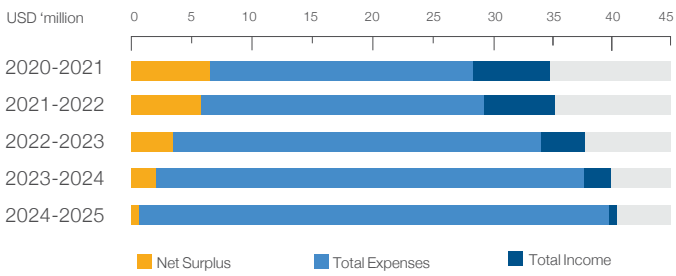
SCO EXECUTIVE COMMITTEE

Lower ES representative	Nhung Lai
Upper ES representative	Hannah Lee
MS Representative	Chie Maekawa
HS Representative	Fatima Aujali
Treasurer	Nick Daltry
Communications Officer	Miley Nguyen

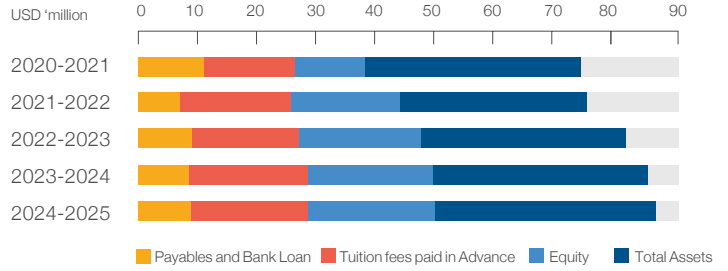
FINANCES

As one of only two UN schools in the world and a not-for-profit organisation, UNIS Hanoi takes its responsibilities to the community and to Viet Nam seriously. Below is our financial report for the 2024-2025 Academic Year.

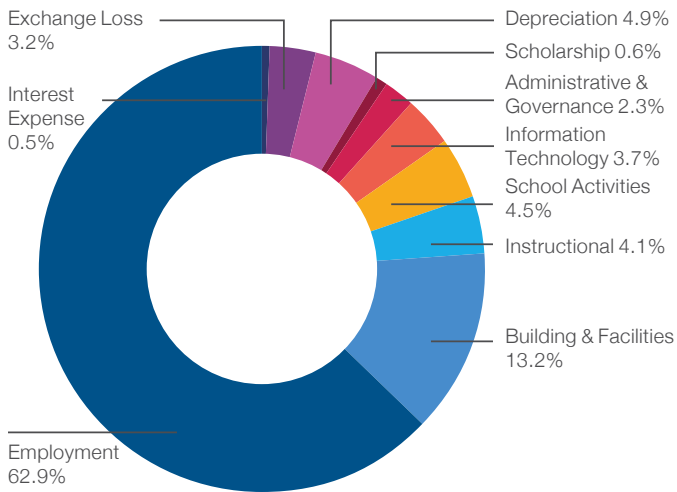
INCOME AND EXPENDITURES



ASSETS, LIABILITIES, EQUITY



TOTAL EXPENDITURE



Please note, these figures are pre-audited and are therefore unaudited at the time of publication. We will update these figures if required, by the end of December 2025 in our online publications.



PHILANTHROPY

FUNDRAISING

	No. of gifts	USD
Total	226	262,835
By Fund		
Greatest Needs		9,668
Scholarship Fund		178,077
Solar		12,824
Multilingual Community Engagement and Service Learning		13,508
Impact Fund Grant		14,711
Emergency Relief Fund		13,793
Jane McGee Award Endowment		15,516

These annual report figures are USD equivalent at time of giving (gifts received in VND in Vietnam).

CONTRIBUTION

Current Families	74%
Current Faculty Staff	8%

PARTICIPATION IN 24-25 ANNUAL CAMPAIGN



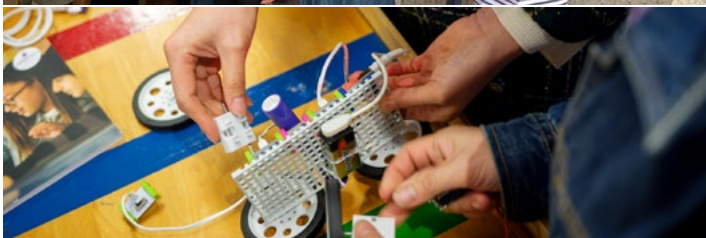
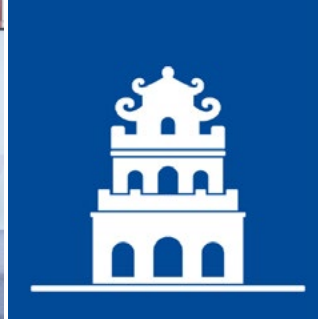
35%

faculty staff participated



18%

current families participated



IMPACT



Solar Power



25kWp

system match funded by SEV/LONGi



908,590kWh

solar power generated (whole school)



22%

solar power contributed to whole school electricity needs



696 tons

carbon offset from the whole project



27,840

trees planted

Botanical Garden



536

unique community visits



100%

garden beds booked

Recycling Hub



14

students lead the recycling programme



1100kg

plastic recycled



183,333

bags (assuming a plastic bag weighs 6gr)

Impact Grants



6

awarded Impact Fund Grants



\$12,785

total value of grants awarded

Cultural Collection



180

students booked for a tour



310

non-UNIS community outreach

Scholarship Programme



8

scholars currently enrolled



17

graduated scholars (2015 - 2025)

Learning Together Conference



620

local educators participated



75

Vietnamese schools participated



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www.unishanoi.org