

IMPACT REPORT **2022**

# MAKING IMPACT ACROSS SECTORS





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## WORDS FROM OUR CHEERLEADER

Welcome to Impact Hub Phnom Penh's impact report for 2022. It is with great delight that we share with you our accomplishments and progress in the past year.

In 2022, we continued to build on our success and expand our reach, with a focus on innovation and collaboration. Our first entrepreneurial seeds, **'sown'** 7.5 years ago, have blossomed into a network of innovative and passionate individuals and organizations, working together to drive social change and create a better world for all.

We wanted this report to be a journey, not just for Impact Hub Phnom Penh, but also for you to go through our journey in 2022. Here are some tips to make the most out of our report:



**Read it with heart:** Our report was written using story-based writing. Each section was a story of its own rather than just numbers and data from the programs. We wanted you to feel our impact the way we felt it.



**Understand our mission:** We **inspire** youth and entrepreneurs to adopt entrepreneurial mindsets. Then, we **connect** our community with each other in the ecosystem. Ultimately, we **enable** entrepreneurs to become innovators for Cambodia.



**Find out more:** In each section, there is an embedded link to detailed information about each program and activity. If you would love to learn more about them, you can find a button on the bottom left of the page.

We hoped that after reading our report, you would feel inspired and excited to kickstart something amazing very soon.

**MELANIE MOSSARD**  
CEO & Co-founding Team of  
Impact Hub Phnom Penh







## WHO IS IMPACT HUB PHNOM PENH?

Impact Hub Phnom Penh is a **home of impact entrepreneurs** and a learning hub for **changemakers** across the country!



## OUR VISION

We wish to see a more **sustainable, just and innovative Cambodia**



## OUR MISSION

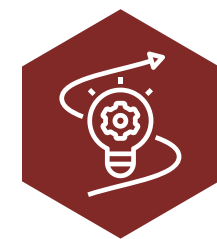
We **Inspire, Connect,** and **Enable** changemakers to build a better Cambodia





# HOW CAN WE ACHIEVE OUR GOAL?

To make our vision a reality, we can use two approaches:



## INNOVATION FOR IMPACT

We develop and run programs that cultivate entrepreneurial mindsets in innovators and entrepreneurs to implement impact-based solutions and startup ideas.

OUR PROGRAMS IN 2022:



## ECOSYSTEM BUILDING

We work to strengthen the innovation ecosystem where crazy ideas can thrive into impactful solutions. We facilitate and foster partnerships among startups, investors, mentors, entrepreneurial support organizations, and decision-makers.

OUR PROGRAMS IN 2022:



## WHERE OUR IMPACT HAPPENS

This year, we expand our impact to various thematics and sectors that we believe need the most exposure and awareness.





Where Change Goes to Work

HUB

បំផុសគំនិត  
Inspire





## INSPIRE IMPACT MAKERS ACROSS CAMBODIA

As part of our mission to build an innovative and sustainable Cambodia, we continued to inspire entrepreneurial mindsets in our program designs and events.

We have organized more than **235+ events** throughout the year across Phnom Penh, Siem Reap, Battambang, Kampong Thom, and many more, etc.

**7489+ participants** have joined our events and programs with more than 45% of them from the provinces.

Across our various programs, we have also inspired **102** impactful ideas to tackle urgent social and environmental issues through entrepreneurial mindset.

ភ្នំពេញ

PHNOM PENH

 **142**  
Events

 **3175**  
Participants

សៀមរាប

SIEM REAP

 **27**  
Events

 **833**  
Participants

បាត់ដំបង

BATTAMBANG

 **52**  
Events

 **1621**  
Participants

កំពង់ធំ

KAMPONG THOM

 **12**  
Events

 **513**  
Participants



# DEVELOPING 21ST CENTURY YOUTH MOVEMENT

The Movers Program was definitely one of the most impactful programs of the year! 80 curious youths from across the country were trained on facilitation and leadership skills to take the lead in training youth in their local community and schools. All facilitators formed a team and planned workshops to train youth with support from our Lead trainer in each province.

Youth participants were trained on three essential skills: awareness of Sustainable Development Goals (SDGs), digital skills, and entrepreneurship skills. Moreover, our workshop training embedded the “Train the Trainer” model, so participants themselves can continue spreading knowledge in their communities.

Bringing youth together through this experience created a sense of belonging among each other, with which participants could connect and work on impactful projects together. The bonding was created through a national Movers trip, monthly reflection meetings, and workshops. Through these experiences, participants took part in local events as guest speakers and conducted social projects to help the community.

Besides working in local communities, Movers Program is also implemented in other Asia-Pacific countries, so youth can learn from one another regionally as well.



4889

### Youth Trained

Youth who joined Movers workshops were trained on various topics such as awareness of the SDGs, digital literacy, and entrepreneurship skills.

136

### Workshops

Workshop facilitators formed teams and connected with schools, universities, and local organizations to mobilize youth and conducted a total of 135 workshops across the country.

53

### Community Partners

To make nationwide impact possible, we also partnered with 53 local communities, including universities, schools, youth-led initiatives, as well as program and event partners across 24 provinces.





# ENTREPRENEURSHIP COURSE IN UNIVERSITY

SmartStart Unipreneur Learning Platform is an entrepreneurship course implemented in the university's curriculum for students to learn the fundamentals of entrepreneurship mindsets and building a startup through a **blended-learning approach**.

In 2022, we have partnered with **10 universities** in **Phnom Penh, Svay Rieng, Siem Reap,** and **Battambang** to roll out the entrepreneurship course.



To further enhance the students' entrepreneurship skills, the best teams from each school there invited to join the **SmartStart ULP Hackathon**, a 4-day intensive hackathon where we brought together university students from our 10 university partners across Cambodia to identify pressing problems in Cambodia and hack the problems using information, communications, and technology (ICT) solutions. The team with the best idea will receive an exposure trip abroad to learn about tech startups in Southeast Asia.





# YOUTH COME TOGETHER TO SUPPORT THE COMMUNITY

*What would happen when you put youth from different backgrounds and entrepreneurs together in a room to solve a common issue?*

In Changemakers: Social Incubator, we brought **48 youths** based in Phnom Penh and Battambang together to design and implement project-based solutions for **3 challenges** faced by women entrepreneurs in Battambang. 3 amazing projects won a **\$3,600 cash prize** to kickstart their impactful startups.

Participants started their journey with a field trip to further understand the grassroots issue of entrepreneurs in Battambang. Afterward, each team had 3 months to implement their projects to support local entrepreneurs.



At the end of the program, the 3 teams presented an impact report and suggestions to local authorities in Battambang to create systematic change involving stakeholders across the board.





# TONY LINDA, LEADING YOUTH MOVEMENTS IN BATTAMBANG



Linda is a business student at the Pannasastra University of Cambodia- Battambang and an enthusiastic young leader who has been working on growing herself and her community in Battambang.

*"I want to learn how to create entrepreneurship programs and share what I have learned about the topic to my community"*

## SmartStart ULP - First exposure to entrepreneurship

Linda with her fellow team member got their first entrepreneurship and startup exposure from the SmartStart ULP program. She and her team from Battambang create a startup idea that addresses waste management issues in Battambang province.



## Movers- First step to be a workshop facilitator

Linda then volunteered in the Movers program in her province, Battambang. She ran and facilitated several workshops related to 21st-century skills, entrepreneurship, and Sustainable Development Goals.



## Enterprise Battambang Starter - Second Startup idea and prototype

She then continued her quest for entrepreneurship by joining the Enterprise Battambang Starter program, organised by Phum Impact Battambang. During the program, Linda's team got support from the trainers and mentors to launch a startup idea called, "Bookaholic" which aims to promote reading culture to Battambang youth by providing them with a reading community and diverse reading materials to community members.



## Changemakers Social Incubator - The Successful Community Project

Linda joined the program and formed a team of 5 female youths to create a project aimed to help local food producers in Battambang get access to information and network for them to bring their products to the supermarket.

In 10 weeks, Linda and her team have created a mini booklet in Khmer and run full-day event activities for 60+ local food producers to build connections with each other, learn from the sharing session from experts in the field, connect them to the relevant local authorities in the sector, and provide them the space to exhibit their product. Read the booklet [here](#).







ផ្សារភ្ជាប់ទំនាក់ទំនង  
**Connect**





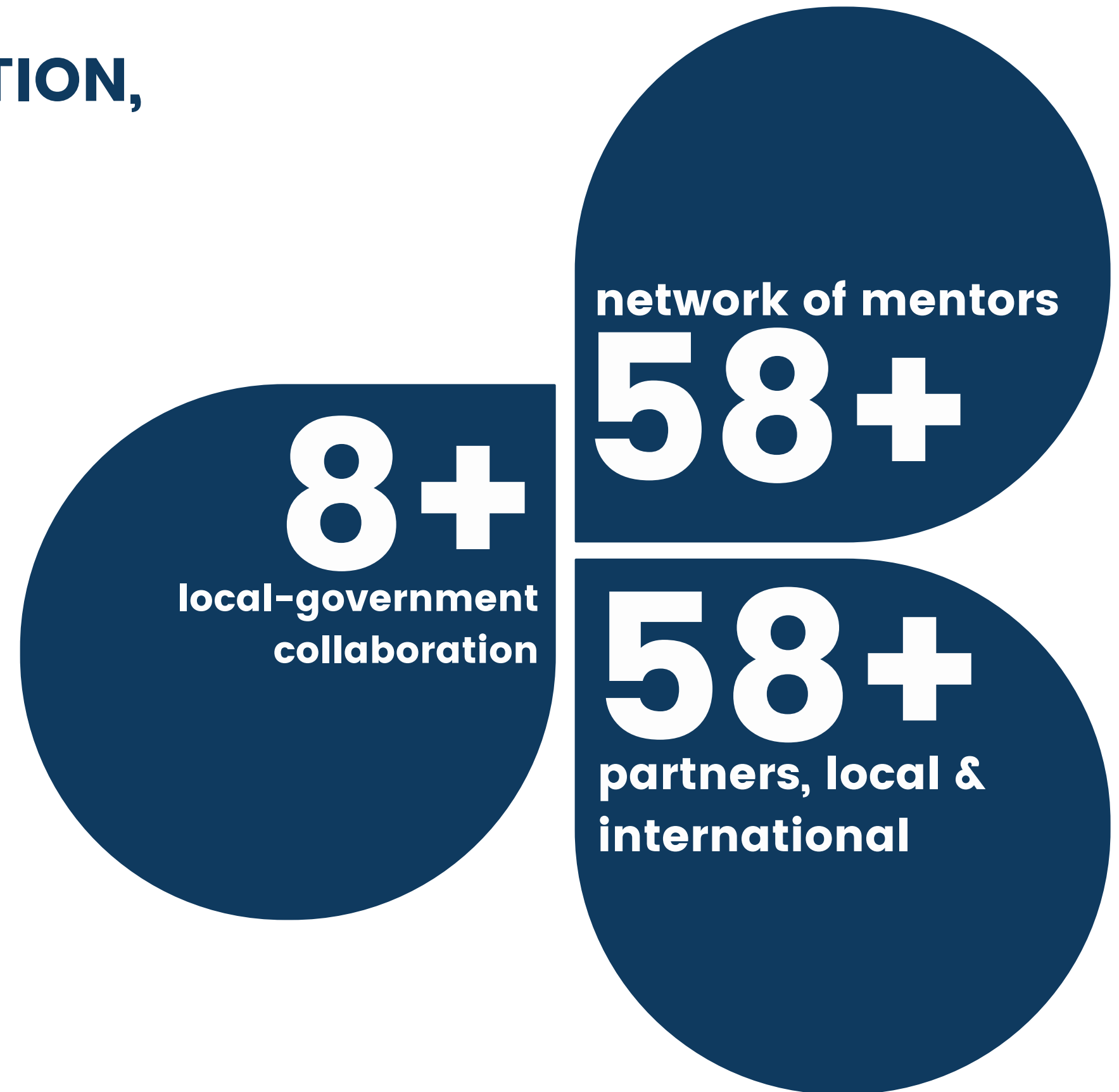
## IMPACT CANNOT HAPPEN IN ISOLATION, IT REQUIRES COLLECTIVE ACTION

Entrepreneurship drives the economy and changes lives, but entrepreneurs cannot do it alone. To ensure success, we need a nurturing entrepreneurship ecosystem in Cambodia and a strong, committed community of cheerleaders, supporters, and collaborators.

At **Impact Hub Phnom Penh**, we aim to catalyze the entrepreneurship ecosystem in Cambodia to give entrepreneurs the best chances of success, so that they can enact their ideas to create an impact.

Throughout 2022, we have worked with various private companies, educational institutions, non-governmental organizations, government institutions, and international stakeholders across the world.

Thanks to our partnerships, we believe that we can co-create a more innovative and sustainable Cambodia.





University Relations

# HACKATHON WITH UNIVERSITY LECTURERS ACROSS CAMBODIA

SmartStart Unipreneur Learning Platform is an educational initiative between Smart Axiata and Impact Hub Phnom Penh. It is the first local online learning and interactive platform that introduces entrepreneurship to Cambodian students through partnerships with 10 universities in Phnom Penh, Svay Rieng, Siem Reap and Battambang province.

Under the SmartStart Unipreneur Learning Platform, we have organized the first-ever hackathon where 30 lecturers from 9 universities across Cambodia went through an intensive 3-day hackathon. The lecturers were to put themselves in the shoes of their students and were tasked to generate business ideas that solve pressing problems using the Hackathon method facilitated by Impact Hub Phnom Penh. **[Read more.](#)**

The program is supported by:



University partners:





Government Relations

## CO-CREATING OUR FUTURE TOGETHER

The Cambodia Future Lab was a six-month journey whereby 35 leaders from the government (Secretary of State, High-ranking officials, civil servants), civil society leaders, and the private sector along with the Heads of UN agencies, embarked on a collective leadership and learning journey on systems transformation in the recovery from the Covid-19 pandemic in Cambodia.

This first phase of this program was born out of a partnership between the Office of the UN Resident Coordinator and the Ministry of Social Affairs, Veterans Rehabilitation, and Youth, delivered in collaboration with the Presencing Institute, including the faculty of MIT and United in Diversity. The process was facilitated by Presencing Institute Faculty, with the social arts team (Social Poetics and Visual Scribing).

Our CEO, Melanie Mossard, was involved as an active participant and is now co-leading the post-program engagement activities. She considers this program an "eye-opening" experience, where each participant shared their doubts, hopes, and dreams courageously with a strong collaborative spirit. Some exciting projects are now in the pipeline... stay tuned!





*Translocal Program and Partnerships with Impact Hub Networks Globally*

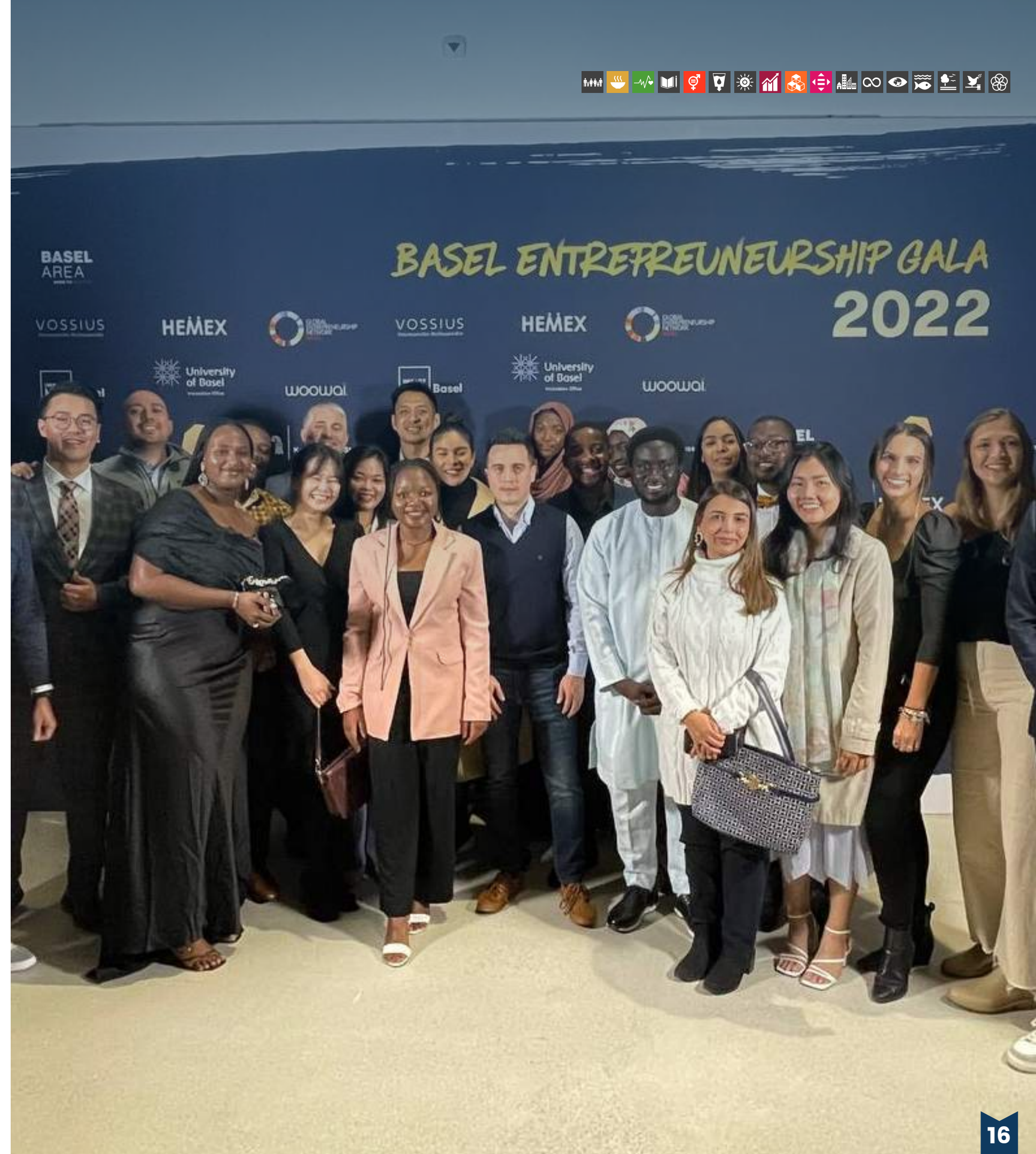
## BRINGING TOGETHER IMPACT MAKERS IN THE HEALTH SECTOR

Lafiya Innovators – Health Incubation Program is a 7-month startup incubation program that supports and accelerates early operational startups focused on health-related problems.

In Lafiya Innovators, we brought together health entrepreneurs from Cambodia, Colombia, Ghana, Senegal, and Switzerland in an immersion week. We learned, shared, grew, and inspired each other on a learning journey as entrepreneurs. Each of these entrepreneurs aims to have the ambition to strengthen the healthcare and well-being sector to improve people's quality of life.

We believe that Impact doesn't happen in isolation. It requires collective action. Through our regional program, we connect local entrepreneurs to actors in ecosystems across the globe.

We aim to bring collaboration, inspiration, and connection to build a sustainable Cambodia through impact entrepreneurship.





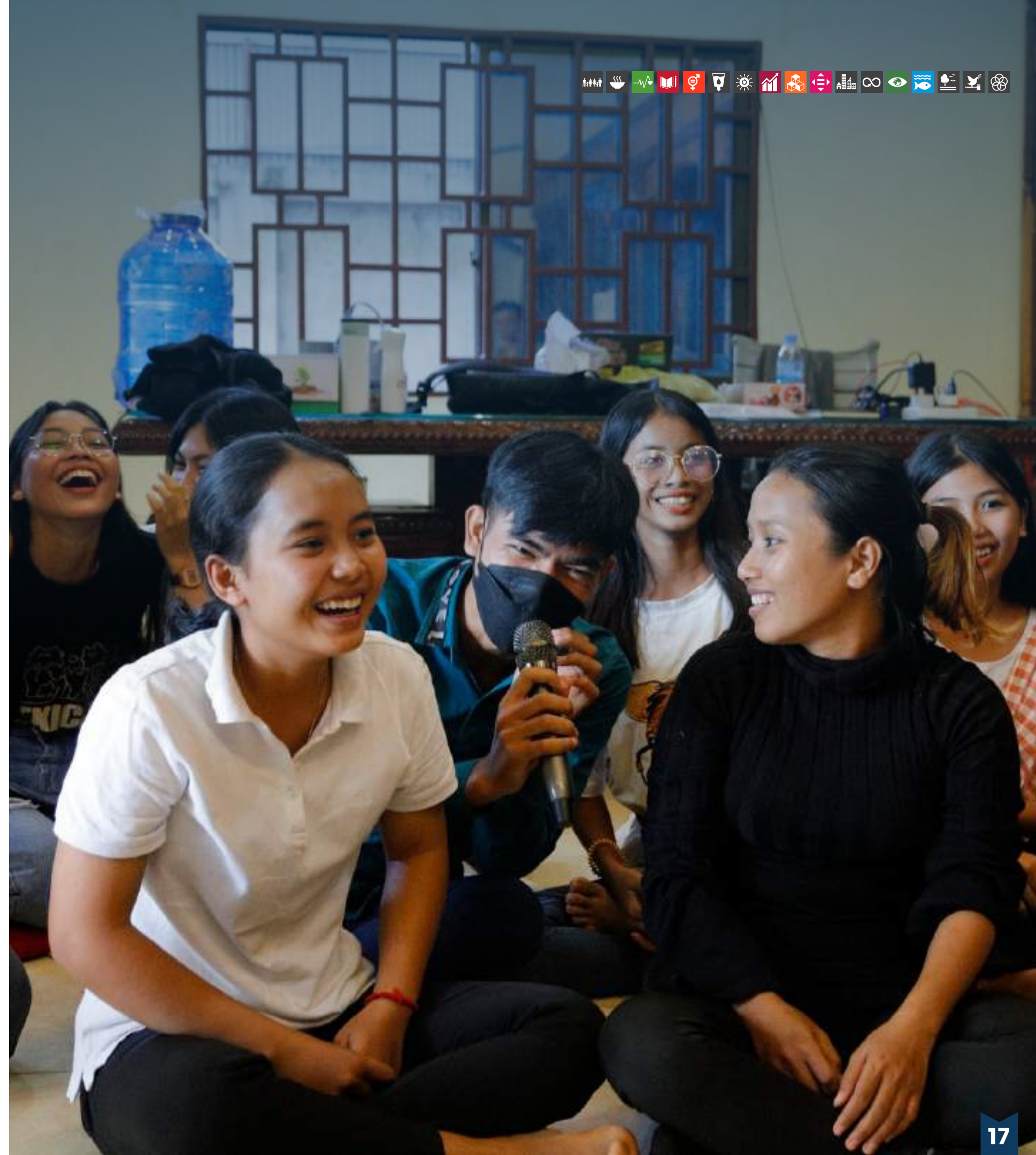
Provincial Outreach

# EXPANDING IMPACTS TO BATTAMBANG

**Phum Impact** was launched in 2020 with an inspiring vision to cultivate a new wave of leaders and entrepreneurs who can make a meaningful contribution to the Sustainable Development Goals and foster innovation in their communities beyond Phnom Penh. The organization's mission is to connect, inspire, and empower youth-led communities to build thriving startup ecosystems that are deeply rooted in local contexts. By scaling the Impact Hub methodology to new regions of Cambodia, Phum Impact aims to create a lasting impact that goes far beyond its own initiatives.

It has garnered significant recognition and acclaim among the local authority and youth communities due to its exceptional programs, which include **Roksi Kloun Eng**, **Changemakers**, **Enterprise Battambang**, and **Movers**. These initiatives have played a crucial role in establishing the organization's reputation and popularity, reflecting its unwavering commitment to making a meaningful impact on society.

## Programs in Battambang:





Asia Pacific Capacity Building

# DRIVING AN INCUBATOR FOR IMPACT-DRIVEN INCUBATORS

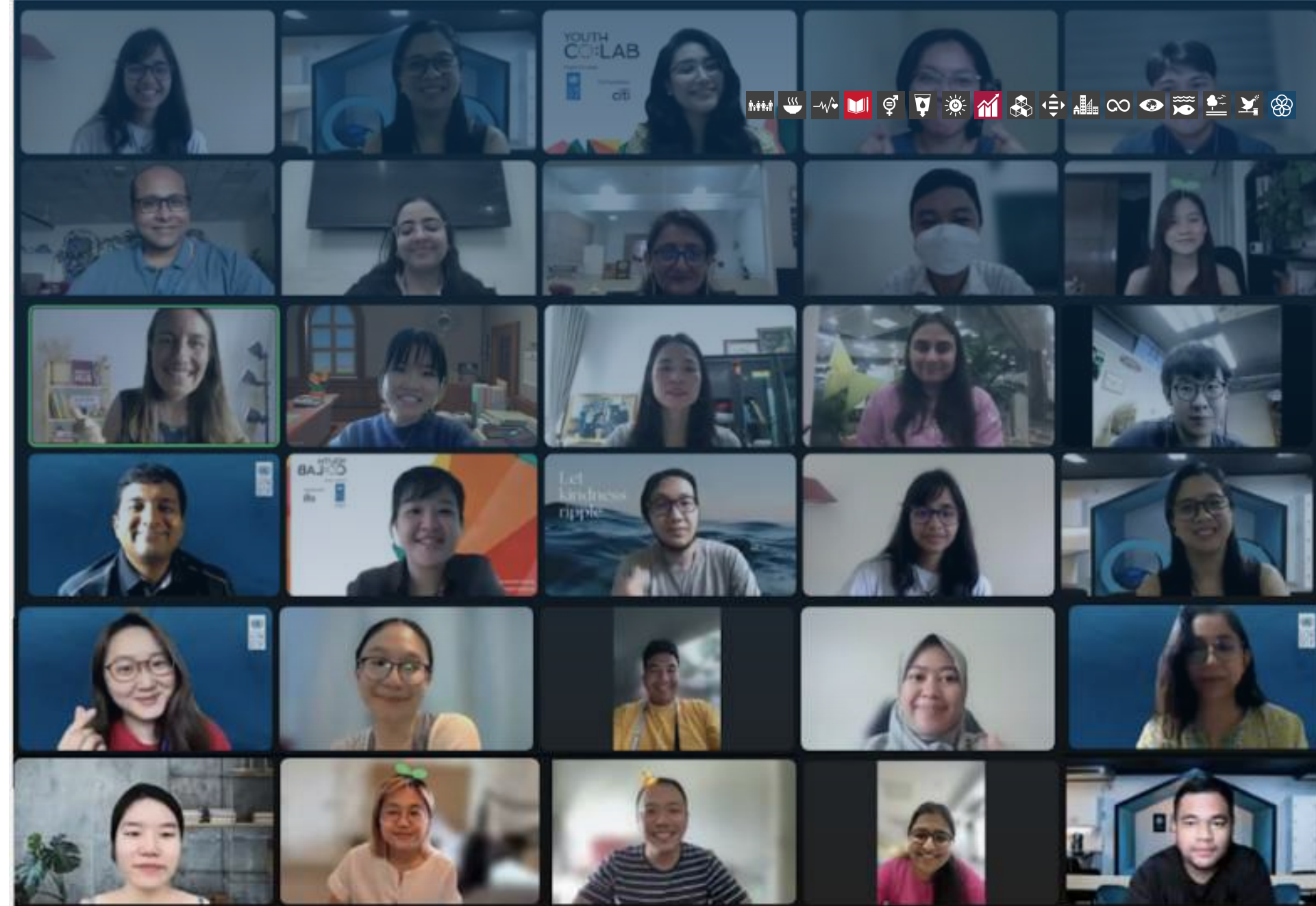
The Springboard Amplifier Programme is a program designed to build the capacity of local Entrepreneurs Support Organizations (such as incubators, accelerators, and think tanks) in the Asia Pacific Region. This is accomplished through a peer-to-peer learning approach. The program helps local ecosystem enablers enhance the quality of their support services for young social entrepreneurs, with a particular focus on those who are left behind.

We were very proud to be selected by the Youth:Co-Lab team from UNDP Asia Pacific to co-design with them this new curriculum and prototype the first cohort.

It felt like we were building an MBA for impact-driven incubators from the Asia Pacific region, where each participant had the opportunity to become of our lecturers and share their local expertise with their peers.

## 10 MASTERCLASSES

These practical masterclasses covered topics such as talent attraction, program design, fundraising for incubators, impact measurements, and storytelling, alumni engagement, facilitating access to capital to startups, DEI.



## 27 ESO, INCUBATORS, ACCELERATORS TRAINED

These Entrepreneur Support Organizations (ESO), come from **11 countries** in the Asia Pacific and are working on a daily basis to support grassroots impact movements or young entrepreneurs aspiring impact-makers.





បង្កើតសកម្មភាព  
**Enable**





## HOME OF IMPACT MAKERS ACROSS CAMBODIA

Impact Hub Phnom Penh provides the platform and opportunities for aspiring entrepreneurs and entrepreneurs alike to kick off their crazy ideas with us.

In 2022, we have implemented over **26 impactful programs** to help our entrepreneurs and changemakers implement solutions in their local communities and throughout the country.

Our programs focus on agriculture, sustainable building, and smart city, healthcare, social inclusion, and good governance.

26

programs  
implemented

88

startups  
supported

914+

mentoring hours

\$380K+

Prototyping  
Funds mobilized

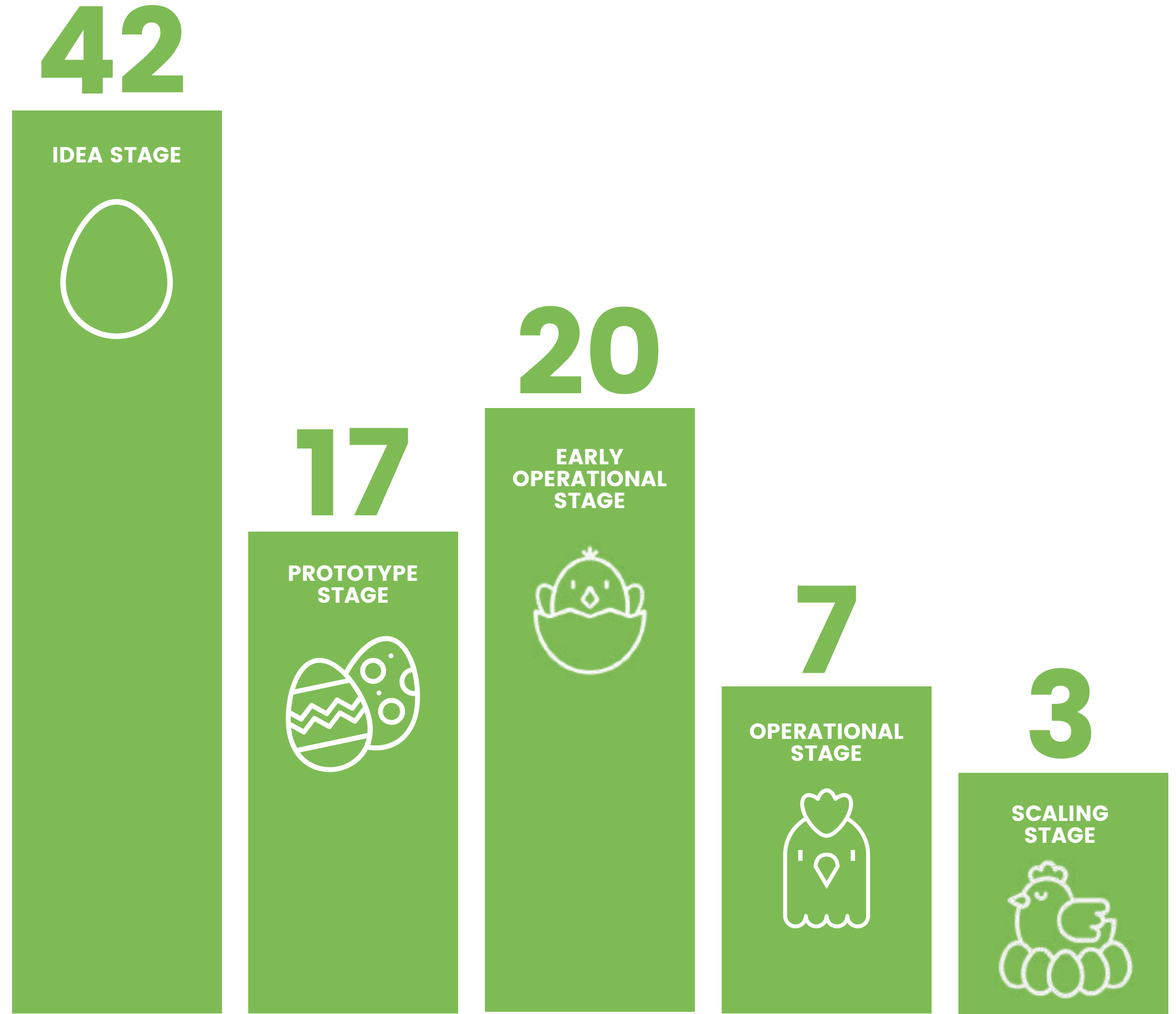


## STARTUPS IN 2022 IN NUMBERS

Throughout 2022, we have supported over **88 startups** from Idea Stage, Prototype Stage, Early Operational Stage, and Operational Stage to Scaling Stage.

We aim at being a launchpad for impact-driven businesses.

Besides startups and businesses, we have worked with youth to inspire and empower them to carry out more than **13 social projects** which contribute to solving social and environmental issues in Cambodia.





# INVESTING IN TECH TALENTS IN CAMBODIA

SmartStart Young Innovator Program is a flagship program in partnership with Smart Axiata aiming at cultivating the next talents in the tech startup industry in Cambodia, and at enabling and empowering young Cambodian talents to develop their innovative tech and digital ideas.

**5000+** university students have joined the program since 2017, and **95%** of them declare that this program had a critical impact on their personal and professional life. This 6-month program has inspired and cultivated their entrepreneurial mindset through intensive training in entrepreneurship, business, tech, and leadership skills alongside mentoring and coaching.

The top 5 teams had an opportunity to get paid part-time internships in local tech companies, where they got to learn and observe how a tech startup is built and managed.. Through this program, we are building a new generation of entrepreneurial tech talents that are filling the tech talent gap in the country.



"I learned that hard work pays off, stepping out of my comfort zone is rewarding, and I met great new people and made friendships."

**Chanthea Keat,**  
Co-founder of Moverly



## 120 TECH TALENTS

120 tech talents get to strengthen their business, tech and leadership skills



## 3 MONTHS Incubation Program

The top 5 teams underwent the incubation program with more training, mentorship, and internships in tech companies.



## 1 REGIONAL FIELD TRIP

The top 2 most performing teams got awarded a Regional Tech trip abroad to learn about tech startups in the region.









## AMPLIFYING SMALL AGRICULTURE BUSINESSES

**DakDam Incubator** is a 9-month agricultural incubation program that supports entrepreneurs, startups, or relatively established micro businesses with the potential to impact the agricultural sector to develop viable, responsible business models to deliver environmental-friendly products and services that increase the income of smallholder farmers.

Since 2019, **100+ participants** joined the program and 30+ teams were incubated and equipped with business and technical skills. In addition, a total amount of 90,000 USD in grant support was distributed to elevate these startups and enterprises to be more sustainable and impactful in their community.

### 45,000 USD

Grant support to 8 startups in each cohort to strengthen their operations and team capacity.



### MANIFESTO

Check out our manifesto on our vision for the agriculture sector in Cambodia by 2030.





# LENDING EXTRA HANDS TO HELP ENTREPRENEURS

Following the success of DakDam Incubator Season II in mid-2022, the Adoption Program was designed to provide further individual support to our entrepreneurs who have challenges building impactful, sustainable, and innovative agriculture production in their community and across Cambodia. At Impact Hub Phnom Penh, we believe that the best way to know about the struggles of entrepreneurs is to be in their shoes and experience the challenges ourselves to better support our entrepreneurs.

The ultimate goal of the Adoption Program is to provide short-term technical consultancy and mental support for established startups or SMEs to help them reach the break-even point as fast as possible, be financially independent, and gain confidence in their businesses.

7

## Enterprises Supported

1. Souhean
2. Phallchangrit
3. iGreenSynergy
4. SoraKhmer
5. RatanakFarm
6. PrekSvay
7. Samlod Ratanakphal

20

## Mentors Supporting the Entrepreneurs

Provided assistance on marketing, branding, financial management, prototyping fund, product development & human resource management.

5

## Provinces & Cities

We supported entrepreneurs in Phnom Penh, Takmao in Kandal Province, Lem & Samlout in Battambang Province, Preynob in Sihanoukville Province, and Banlong in Ratanakiri Province.





# TOGETHER FOR A MORE INCLUSIVE WORLD

NOW-Us! Award Cambodia honors and follows the principle of **"Nothing About Us Without Us,"** meaning that we do not create projects for people with disabilities or any of our rightsholder groups without having them be a part of the creation and implementation of the project.

***We do this for the people, involve the people, and are executed by the people.***



**Thay Pichmony,**  
NOW-Us! Program Manager

NOW-Us! Award Cambodia empowers rightsholder groups through training, mentoring, and funding opportunities for projects that work toward creating social impact and generating more spaces of inclusion and diversity in Cambodia! The 5 rightsholder groups we work with are:



**110K**  
euros

### Funded to 7 inclusive projects

During the award ceremony night, 7 out of the 20 teams gained funding from NOW-Us! Award Cambodia program.

**150**  
hours

### Mentoring and coaching

Ambassadors, expert mentors, and trainers offered on-demand mentoring and coaching session for participants.

**45**  
sessions

### Training Sessions Provided

Throughout the 2 seasons of NOW-Us!, we delivered a total of 45 training sessions related to project management, financial management, advocacy skills, and many others.

**200+**  
participants

### Participants in Public Event

Engaged with more than 200 people during NOW-US! Public events, including an info-sharing session, a launch event, and an award ceremony night.



# ONLINE LEARNING PLATFORM

Our online learning platform is a trusted online learning community of Cambodian talents, creatives, educators, innovators, entrepreneurs, and learners nationwide. It promotes earning from each other while living their best life in an impactful and sustainable way.

**3554**  
Total learners

We had a graduation rate of more than 34% which is higher than the global graduation rate for online learning. **(Source)**

**48%**  
Female learners

Women students, entrepreneurs, and employees took advantages of our online learning platform.

**45%**  
Provincial Learners

A large portion of our learners are from Phnom Penh, Siem Reap, Battambang and Banteay Meanchey

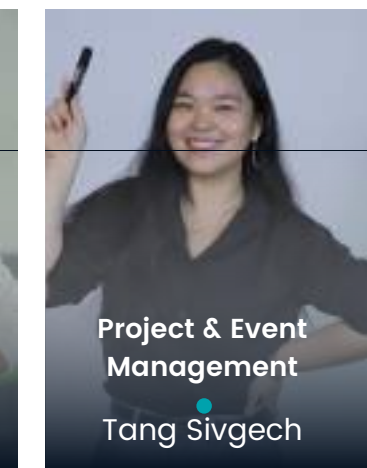
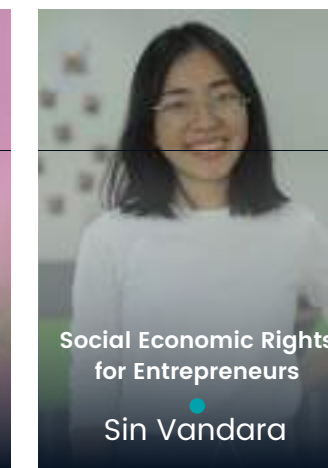
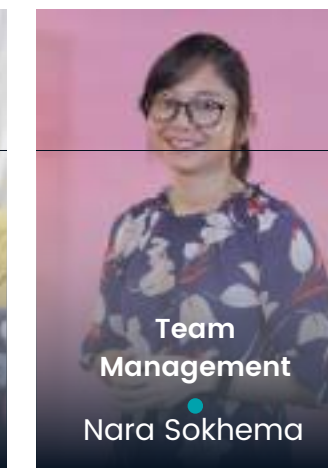
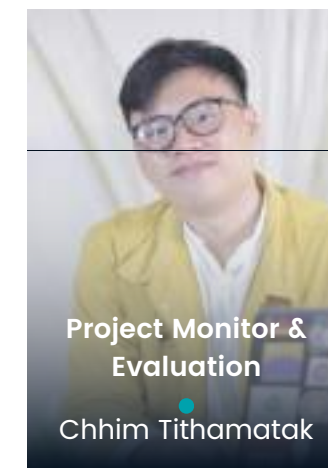
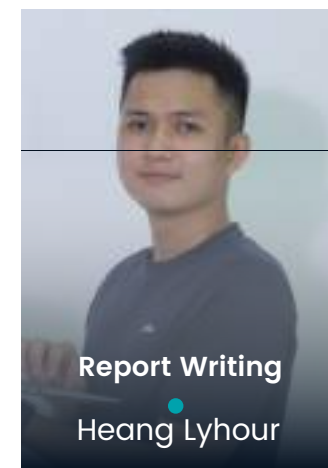
## LEARN NOW:

[impacthubphnompenh.online](http://impacthubphnompenh.online)



### Online Courses

5 online courses where you can learn about starting a startup, digital marketing, leadership skills, and business development courses at anytime, anywhere, on your phone or laptop.



### Changemakers Masterclass

13 online Masterclasses for those who want to learn or improve their project management and civic leadership skills. Learn from experts in the field and use some downloadable resources. to put into practice straight away.



# OUR PUBLICATIONS

Throughout 2022, we have co-created and published guidebooks to help our community expand their knowledge and skills.



## **Entrepreneur Support Organization (ESO) Guidebook:**

A practical guidebook for incubators to guide them through the step-by-step approach to engaging a mentor pool in their programmes.

DOWNLOAD **KH**

DOWNLOAD **EN**



## **Mentor Guidebook:**

A practical guidebook featuring best practices for current and aspiring mentors.

DOWNLOAD **KH**

DOWNLOAD **EN**



## **Mentee Guidebook:**

A practical guidebook for aspiring mentees for a step-by-step approach to meaningful engagement with their mentors.

DOWNLOAD **KH**

DOWNLOAD **EN**



## **Doing Good, Staying Well: A Wellbeing Toolkit**

A well-being toolkit to cultivate healthy attitudes, skills, and practices toward well-being, which can ultimately lead you to create and run sustainable social ventures that catalyse positive social change.

DOWNLOAD **EN**



## **How to Get Your Product into the Supermarket**

A booklet about the process of bringing your food-processed products to the supermarket was created by Gal Incubator, a participant in Changemakers Social Incubator in 2022.

DOWNLOAD **KH**



# NOW-US! RESOURCES

This year, we took NOW-US! Award Cambodia to the next level by infusing various forms of media, including a song, a music video, and a series of podcasts, into the program's awareness.

In the spirit of celebrating our rightsholder groups, we co-created a music video with the famous singer KESORRR and our Ambassadors. The song and video, called **ME YOU & US**, weaves together important messages about inclusivity and diversity. Listen to the song [here](#) and find the sign language version [here](#).

Furthermore, we recorded **podcasts** with our rightsholder groups to amplify their voices and perspectives. We worked with our ambassadors and team winners who shared on various topics such as gender, age, LGBT issues, and more on a total of 16 episodes and 2 seasons.



EP.1

ភាពច្រុះ និង បរិយាបន្នសង្គម

មុនី

EP.2

ជំនាញដីជីវិតសម្រាប់សហគមន៍ ជនពាក់ដើមភាគតិច

ល្យងេន

EP.3

ផ្លូវទៅកាន់បរិយាបន្នសង្គមជាមួយនឹង ភាសាសញ្ញាកម្ពុជា

ម៉ាលី

EP.4

សិល្បៈ និង សុខភាពផ្លូវចិត្ត

បញ្ញាពេជ្រ

EP.5

កូនចិញ្ចឹមស្រីស្រី ចំពោះកុមារ LGBT

ស៊ុបតៃ & សុវណ្ណារាជ

EP.6

ស្ថានភាពជនដែលមានពិការភាពនៅ ប្រទេសកម្ពុជា

ភ៊ុយ ឆេង

EP.7

ចលនាសហគមន៍អ្នកស្រឡាញ់ភេទដូចគ្នា នៅប្រទេសកម្ពុជា

តាណា

EP.8

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LISTEN TO THE PODCAST PLAYLIST HERE:





# IMPACTFUL STORIES

We believe that stories are the best way to showcase the impact a person creates. We worked with our entrepreneurs and participants to produce a series of documentaries where you can learn the most about them through their lens. A big thank you to the documentary producers and editors, Polen Ly, and Plerng Kob teams for being able to capture these stories in a powerful way. *You can click on the thumbnail to play the videos.*

## NOW-US Documentaries



Creating a safe space for the LGBTIQ community in Battambang



Advocating for people with disabilities rights in rural provinces.



Denouncing women's superficial beauty standards and its effects on mental health.

## DakDam 2 Entrepreneurs' Documentaries



Fresh soya bean sprout growing machine



Chemical free pesticide production



Former mine field turned into a prosperous land



From food waste to compost



Backyard chicken production supporting livelihood of the community



Fresh soya milk and pumpkin noodle food manufacturing production



Turning Cassava waste into cricket feed



Trying to solve waste management issues in remote areas



Preserving indigenous know-how by passing it to the new generation.

## Building a Business's Online Presence Documentaries



Supporting parents having kids with autism



Bringing healthy food to online customers



Turning Cassava waste into cricket feed



# PODCAST TRAINING MAKING AN AUDIBLE DIFFERENCE

PodcasTraining Making an Audible Difference is a 6-week program for individuals or organizations interested in podcast production and creating a short podcast series for social impacts.

“Crisis” podcasts aim at putting the spotlight on many issues that are challenging for Cambodians today, such as **mental and physical health, economic development, environment, sustainability, urban/rural development, diversity and inclusion, gender equality, LGBT+ issues, and water and sanitation.**



Check out the podcasts made by our participants who joined the PodcasTraining Making an Audible Difference program:

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រឿងក្នុងចិត្ត  
ម៉ាលី

រលកស្រី - Rolok Satrei  
ម៉ាលី

ទំព័របន្ទាប់ - The Next Chapter  
ម៉ាលី

គន្លឹះសហគ្រិន  
ម៉ាលី



# INCLUSIVITY & SUSTAINABILITY START WITH US

## GENDER DIVERSITY

We have made minor but important adjustments to collecting gender identification data by including more diverse options for our participants and audiences. Our participants can choose to self-identify as **male, female, non-binary, transgender, or prefer not to answer**.

## ACCESSIBILITY & WELL-BEING

We worked with many Cambodians with limited English communication access. Therefore, we **translated our content into Khmer** but kept the key terms and technical definitions in English so that the concept did not get lost in translation.

We also included **sign language** interpretation in most of our events and Facebook Live to assist our audiences with hearing impairments.

## PARTICIPANTS' WELL-BEING

We ensured that the catering provided to our participants during our events, training, and workshops had various options, such as vegetarian and halal. We believe that mental well-being is also a very important aspect of participation. Thus, we have included **ice-breakers, meditation, and more break times** in between our events. We have also hired a **dedicated coach** who provides coaching to our entrepreneurs. We create a **safe space** for our participants to be vulnerable and share their struggles and emotional burden.

## SPACE AND SUSTAINABILITY DEPARTMENT

For the first time ever, we have created a dedicated team to ensure our office space and daily operation are sustainable and in alignment with our vision. We recruited a **Space & Sustainability Manager** and a **Space & Sustainability Officer** to join our team and carry out the mission to make Impact Hub Phnom Penh beautifully sustainable. It goes from the sourcing of all our materials, gifts, and suppliers to our curriculum design across the program. Sustainability is at the heart of our operations.





# ANNUAL IMPACT HUB ALUMNI GATHERING

Once a program participant, forever one of our community members. We built such strong connections with our 1450+ program alumni over the past 7.5 years. We saw them growing, failing, learning but most importantly growing as a person. Some are still entrepreneurs, some are working to support entrepreneurs, some are working in conservation NGOs, or others are choosing to pursue their studies abroad. We are very proud of each of them!

The 2022 alumni retreat held in Kampot province brought together a diverse group of alumni. The retreat was a unique opportunity for attendees to connect and share their inspiration and lessons learned in their venture-building journeys.

The main goal of the retreat was to nurture a peer-support culture and spirit within the community of entrepreneurs. Through various activities and discussions, attendees were able to build meaningful connections and create a strong support system for each other. We understand that being an entrepreneur is not an easy job, and the retreat was designed to provide attendees with a space to connect, recharge, and learn from others.

**1450** **ALUMNI ASPIRING ENTREPRENEURS**  
Who joined one of our 55 programs over the past 7.5 years.

**25** **PROVINCES**  
Our alumni participants come from all over the 25 provinces of the country. We are very proud of having such a diverse representation among our community.





# IMPACT HUB PHNOM PENH IN 2023

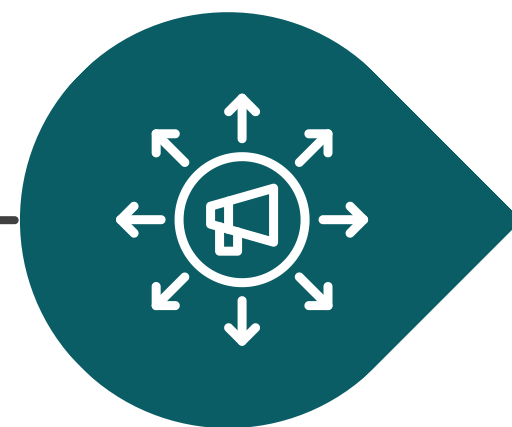
We aimed to make Impact Hub Phnom Penh go from **GOOD TO GREAT** in 2023. Here are some initiatives that we are looking forward to in the coming year. We are going to:



Enhance our event and program experience by including the "**Art of Hosting**" facilitation methodologies.



Enhance our **Impact Measurement Criteria** to assess the in-depth impact our entrepreneurs are making in their own community.



Expand our **support to our alumni entrepreneurs** to increase their resilience and get them out of death valley. especially by supporting them in **building a strong team.**



Grow entrepreneurial mindset among non-traditional audiences such as **NGOs leaders, content creators, district governors, or researchers...**



Walk the talk regarding our Commitments to Environment and Sustainability by implementing policies on **energy efficiency, waste management, water conservation, sustainable procurement & circular system.**



# OUR PARTNERS

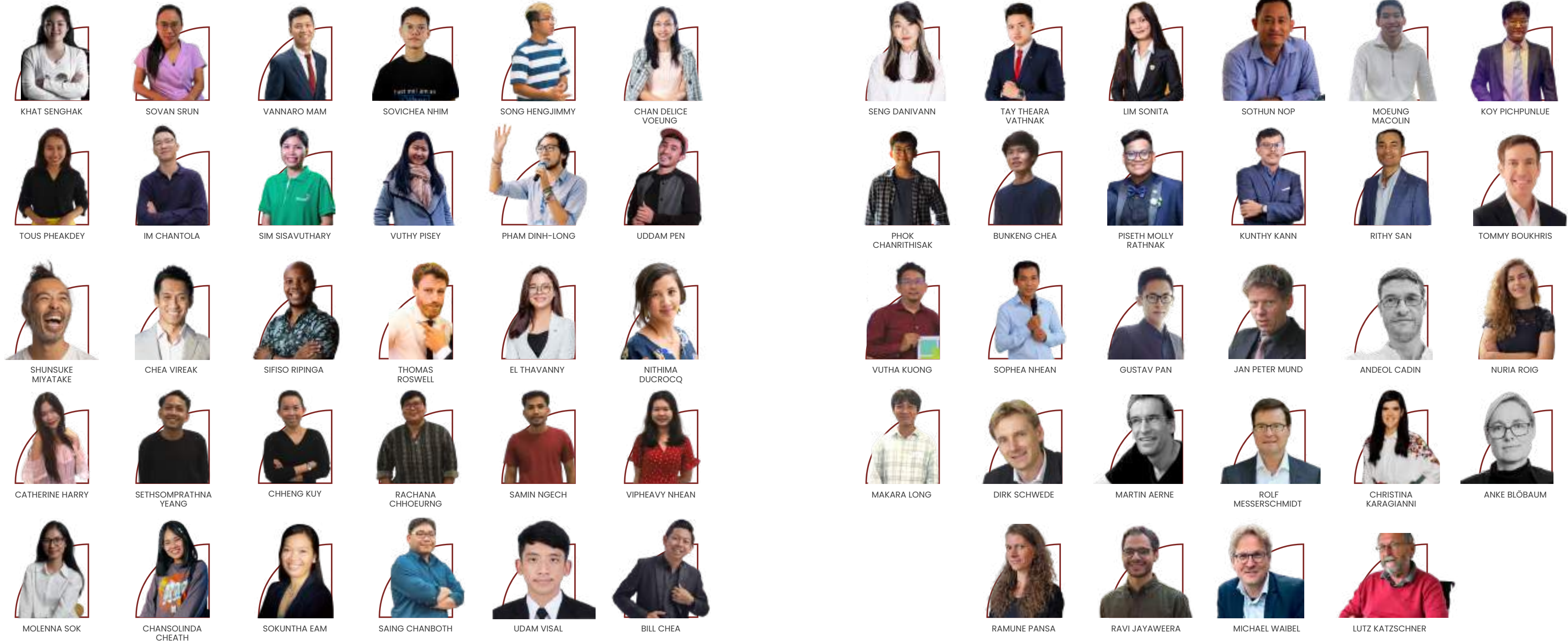
We could not make 2022 happen without our partners who believed in us and believed in our mission to prototype the future of Cambodia. We would like to show our gratitude to all of the partners we worked with throughout the year.





# OUR MENTORS

We would also like to take this opportunity to show our appreciation to all of the mentors within our networks that have partaken in helping and guiding our startups and programs throughout the year.



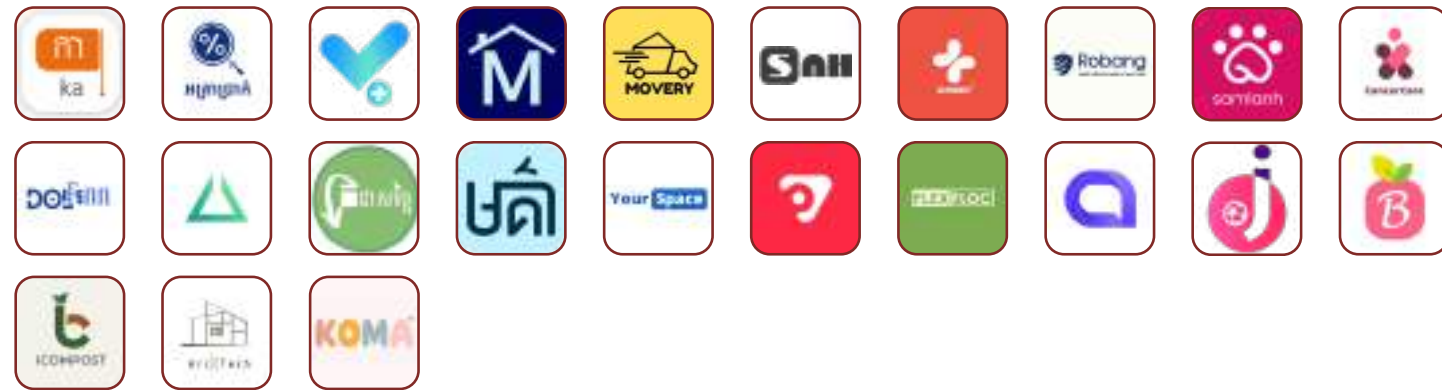


## OUR STARTUPS IN 2022

Check out startups who joined our programs in 2022 and are now a part of our big community.

### INFORMATION, COMMUNICATIONS, TECHNOLOGY (ICT)

Most of the startups from this field are participants in SmartStart Young Innovator Program and the SmartSpark programs.



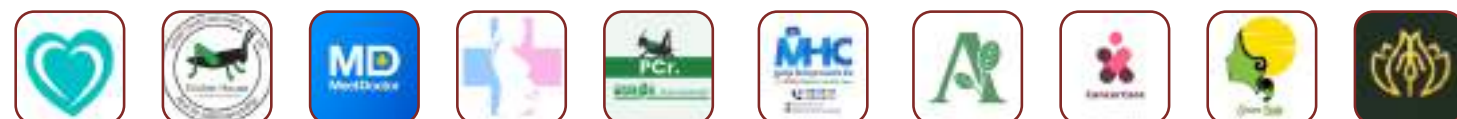
### AGRICULTURE

Our startups in the agriculture sectors participated in DakDam 2 and SAAMBAT Digital Agriculture Accelerator.



### HEALTHCARE

Our startups in the healthcare sector joined the Lafiya Innovators program.





# IMPACT HUB PHNOM PENH

Meet our team, who made all of this happen. Our rapidly growing Impact Hub Family (who grew from 10 to 27 people in 1 year!) is inspired by the incredible people we are honored to meet every single day!

 <b>MELANIE MOSSARD</b> Chief Executive Officer	 <b>KIM KOSOMA</b> Chief Operating Officer	 <b>KEO THINY</b> Chief Finance Officer	 <b>NARA SOKHEMA</b> Chief Program Innovation & Talent Activation Officer	 <b>PICH PISETHNEAT</b> Head of Impact Incubation	 <b>SIN VANDARA</b> Senior Creative Manager	 <b>CHHIM TITHAMATAK</b> Senior Online Learning Manager	 <b>HEANG LYHOUR</b> Program and Impact Manager	 <b>ANH HAI NGUYEN</b> Impact Data Analyst
 <b>THAY PICHMONY</b> Youth & DEI Manager	 <b>HUON PENGSAN</b> Youth Engagement Manager	 <b>TANG SIVGECH</b> Program Manager	 <b>THAV SONGHOUR</b> Community Engagement Manager	 <b>BANK VATH</b> Community Lead, media4impact	 <b>KEO MARADONY</b> Finance Officer	 <b>THAI VATH</b> Communications Officer	 <b>LY SOCHEAT</b> Online Learning & Communications Officer	 <b>SHUNSUKE MIYATAKE</b> Media4Impact Agency Director
 <b>SOK SAKSISOVUTHA</b> Communications Officer	 <b>KHOV LYSAN</b> Finance Junior	 <b>KRET SAOPANHASY</b> Communications and Media Intern	 <b>UDDAM PEN</b> Creative Consultant	 <b>SEK CHANBORA</b> Sustainable Operations & Program Manager	 <b>UT CHANTAPEACH</b> Space & Sustainability Officer	 <b>THANG CHERMENG</b> Incubation Program Coordinator	 <b>TOFFER BRIONES</b> Director of Entrepreneurship and Innovation	 <b>ALIX FESCHOTTE</b> Senior Consultant



## PARTNER WITH US TO SCALE OUR IMPACT

If you have some great and original ideas where you think our expertise and enthusiasm would be helpful? We're inviting like-minded organizations (like you!) to explore partnership opportunities that make a difference.

Let's co-create impacts together. [Get in touch with us!](#)

## JOIN OUR PROGRAMS & EVENTS

If you want to develop your skills, kickstart your first impactful project, explore mentoring, or connect with other changemakers in the network,

[Join](#) our mailing list, and will send you the latest information about our new programs, or check out our [Website](#).

## KEEP IN TOUCH WITH US

Love what we do and want to see more of these?

[Stay in touch](#) with our latest updates on our social media platforms.





Be the Change You Want to See  
**THANK YOU!**



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