



Forest
Ecopreneurs

IMPACT REPORT

2025 INCUBATION PROGRAM



Donor



Korea Forest
Service

Organized by



connecting growth

Initiative



Restoration
Factory

Locally Implemented by



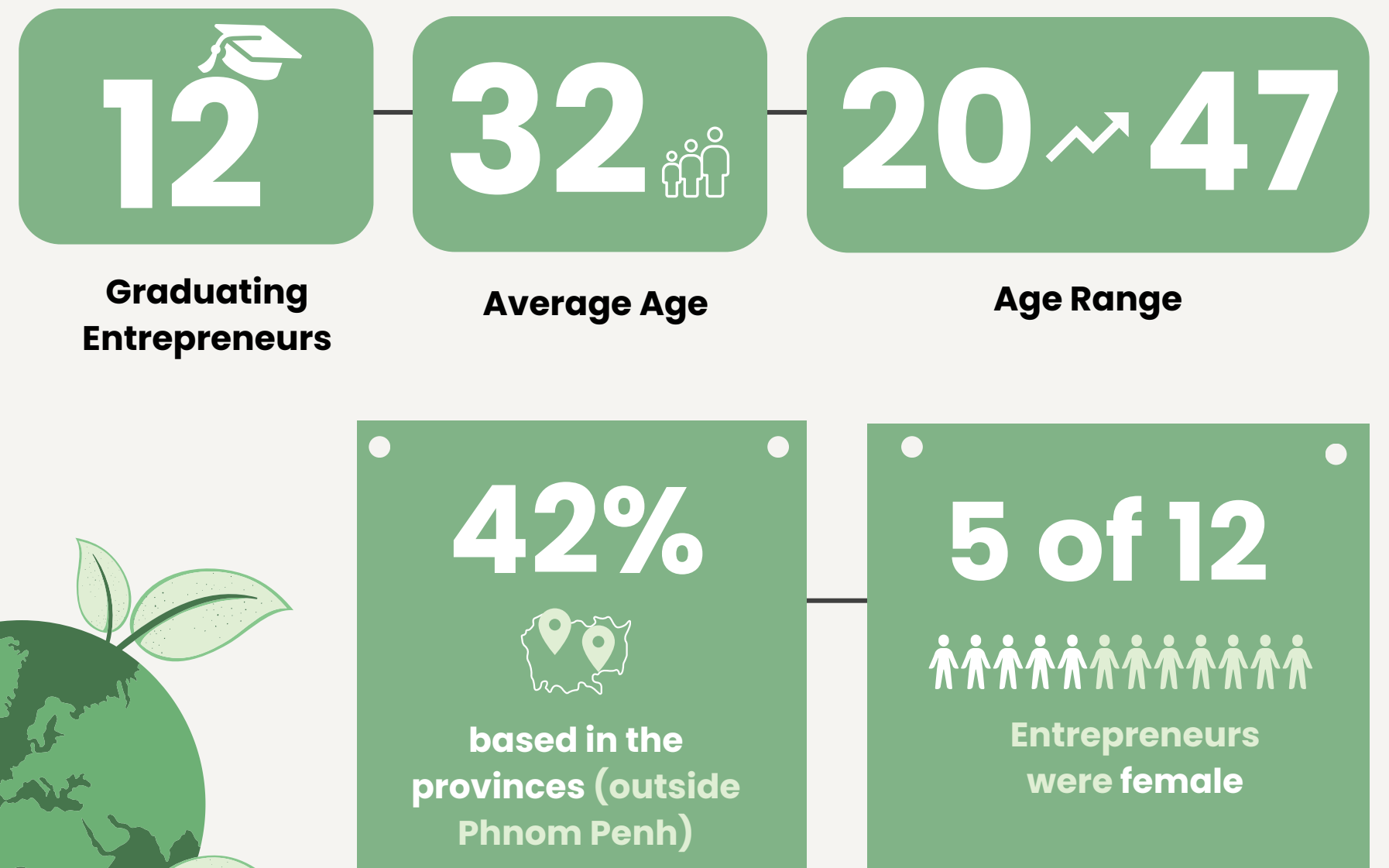
Phnom Penh

ABOUT THE PROGRAM

The Forest Ecopreneurs Incubation Program supported diverse eco-friendly ventures united by a shared commitment to protect Cambodia's natural ecosystems and support local livelihoods.

Over the course of the six-month program, they received practical training, reflecting and learning through Bridge for Billions' online incubation platform and with guidance from mentors; built meaningful community and collaborations with peers; and gained visibility and new networks. Ultimately, the program helped them strengthen their businesses and set foundations for further impact and growth.

About the Cohort



MEET THE 2025 ENTREPRENEURS!

Eco-Friendly & Cultural Heritage Crafts

Kouch Seng Thai
ANON (CAMBODIA) CO.,LTD.

Chhat Sokhoeurb
Aknusar Tamban Check Khmer

Dam Sosreineang
Thnal Products

Sustainable Honey Production

Has Solinda
BeesCambo

Ang Narith
Reachny Khmum

Tith Sotheara
Wild Honey Organic Product

Plants & Botany

Koeung Sambo
Senkiri Ecopark

Sy Net
Jurassic Gardens

Local Tourism

Ros Sovankiry
Khmer Travel and Tour

Thach Rithea
Roteh Tour

Sustainable Agriculture

Vat Sivan
Tao Kea Van Cashew

Tieng Kanika
Junlen Meas

Mao Theara
ZeroWaste Brew & Drinks



Participant Satisfaction

83



Program Net Promoter Score (NPS)

Between the **first half** of the program and the **second half** of the program, entrepreneurs' satisfaction with the program rose

FROM **4.0/5**

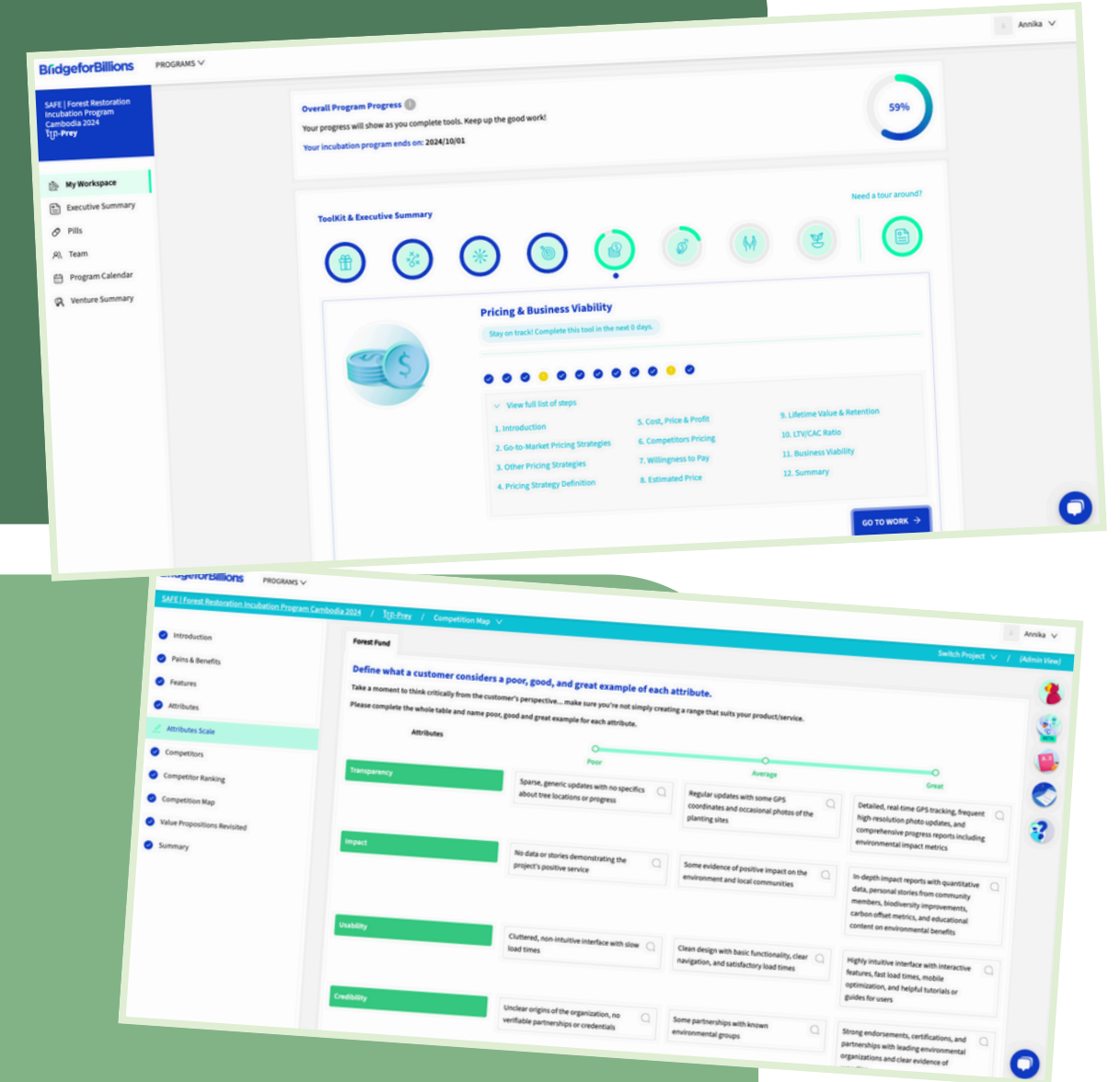
TO **4.8/5**

Over the course of the six-month incubation program, the entrepreneurs underwent a rigorous online learning journey using our partner Bridge for Billions' learning platform, and supported by additional masterclasses, one-on-one support, and guest expert sessions.

8
intensive
business modules

983
independent
learning hours

24
cohort and one-on-one
support sessions provided
by IHPP on the curriculum



“The program went way beyond my expectations. I not only gained knowledge about forests, but also developed a professional business plan. **Unlike other programs I've joined, this one had a clear, convenient system guiding us from start to finish.**

To be honest, I had been trying to write a business plan since 2022, but I never finished because there was no push or deadline. This program gave friendly reminders via email, and the team followed up by chat and voice messages, which helped me stay accountable. Joining the program added some pressure, but **it was a good pressure that helped me improve and grow.** While I initially only expected to gain knowledge about forests and impact measurement tools, **I also ended up completing a professional business plan.**”



Seng Thai, ANON Cambodia

Topical Expert Sessions

4
Expert Sessions

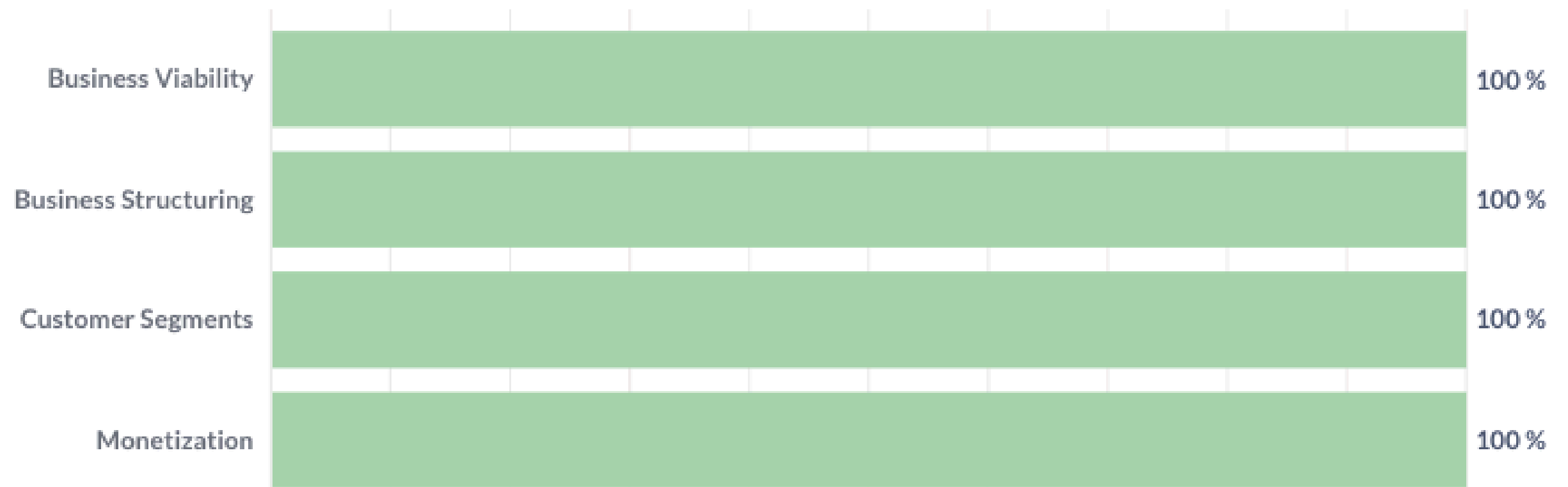
9
external experts
engaged

Topics

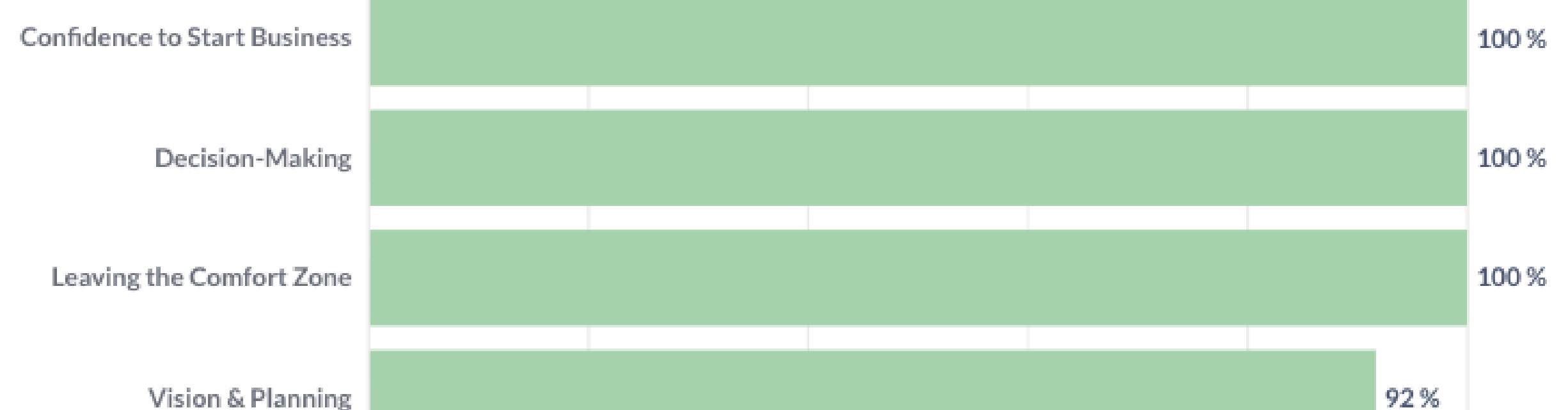
- ▶ Building a Brand Around Value for Your Customer, Value for the Earth, and Your Personal Values
- ▶ Partnering with Communities: Forest-Friendly Business Models in Practice
- ▶ Understanding, Measuring & Communicating Your Impact
- ▶ Access to Finance as an MSMEs in Cambodia

Learning Outcomes

HARD SKILLS



SOFT SKILLS



Percentage of entrepreneurs that developed the skill

Each entrepreneur was paired with a mentor. They met regularly and mentors gave feedback on the entrepreneurs' work-in-progress business plan developed on the Bridge for Billions platform.

8

Mentors



162

mentoring hours

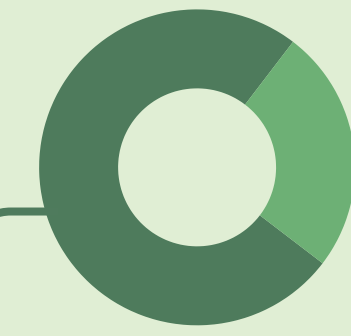


100%

of the mentors are willing to repeat the experience

100%

of entrepreneurs rated high satisfaction with the mentorship



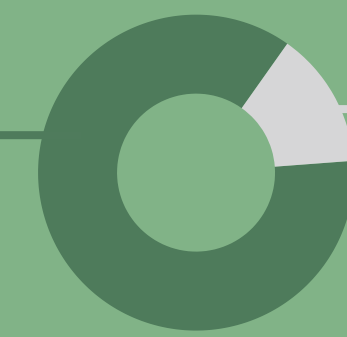
75%
rated it as "Critical"

25%
rated as "Important"

Mentors' satisfaction with the support received

86%

said "Yes"



14%

said "I don't know"

Mentor's testimonial

"Mentoring in the Forest Ecopreneurs 2025 program in Cambodia has been such a meaningful journey for me.

I loved connecting with passionate young ecopreneurs who care deeply about the environment and want to make a real difference. The best part was watching their ideas take shape. One moment in particular stands out. I met my mentee in Battambang. **He was nervous about presenting his business idea, but it was clear he'd put real thought and heart into it.** We sat down, talked through his concept, and I offered some guidance and encouragement. When pitch time came [at the end of the program], he did far better than he expected. **Seeing his confidence grow and his idea come to life reminded me how a little support can go a long way.** That reaffirmed why I love mentoring and why I believe in investing in young changemakers."



Chetha Oudom Bophavann (Mentor to Si Net, Jurassic Garden)

Mentee's testimonial

"Before joining the program, I used to have a lot of negative thoughts and struggled with many challenges in my life and business. **But after joining the program, my mindset completely transformed.** I became more positive and open-minded. **Working with my mentor was a big turning point.** I learned so many valuable lessons and practical ideas for my business. Before joining, I didn't have many connections or a strong network. But my mentor helped me improve my confidence, soft skills, and how to communicate better during business networking.

At the beginning, I also lacked experience and found business management quite complicated. For example, I used to record my sales manually in a notebook. But thanks to my mentor's recommendation, I learned to use digital tools like Localize, which helped me save a lot of time and manage my work more efficiently."

Sivan, Tao Keo Van Cashew



ADDITIONAL ACTIVITIES

April 2025

In-person bootcamp workshop in Phnom Penh



July 2025

Learning trip to forest communities



October 2025

Closing networking & showcase event

“When I joined previous pitching competitions, the focus was always on winning or losing — there wasn’t much advice or learning involved. **But this program was completely different. It was about growth, not about passing or failing.** When the IHPP team led the pitching training and feedback sessions, they gave me constructive feedback on how to better engage the audience and communicate my ideas effectively.

During the interview with IHPP at the start of the program, I shared that my biggest expectation from the program was to gain networking opportunities — and I truly achieved that. Through the activities, I learned more about accessing markets, grants, and funding opportunities. **One of the most memorable moments was the closing event**, where I met so many new people, exchanged contacts, and built connections that could lead to future collaborations.

Hearing stories from other entrepreneurs also **inspired me** and **gave me new perspectives for my own business**. In terms of networking and inspiration, I got exactly what I was hoping for — and even more.”

Solinda, BeesCambo



We often say that peer-to-peer learning is one of the most valuable aspects of an incubation program. This cohort took the community connection to another level. On their own, they've already begun collaborating with each other: developing new products, establishing partnerships, sharing contacts and more! Here are just a few of the many collaborations that emerged:

A New Premium Product
developed by Jurassic Gardens

Soil from vermicompost by **Junlen Meas**

Pot made of wood waste by **ANON Cambodia**

Plant by **Jurassic Gardens**

Set of Processed Bee Products
developed by Anon Cambodia

Box made of wood waste by **ANON Cambodia**

Balm made with honey from **Wild Honey Organic Products**

Balm made with beeswax from **BeesCambo**

Balm made with honey from **Rajny Khmum**

Sourcing Partnership for Wild Honey

Sreineang from **Thnal Products** introduced Wild Honey Organic product to community wild honey harvesters in Prey Preah Roka community, Preah Vihear province...

...helping **Wild Honey Organic Product** gain a new quality supply of wild honey and enhance their local impact!



“Before joining the program, I wasn’t very open to sharing new ideas.

I often believed I was always right and strong in my opinions. I usually followed my feelings when doing business, without any clear plan. But through this program, **I learned to listen to other entrepreneurs, and I found their ideas very creative and inspiring.** They helped me see my business in a new way. **They gave me ideas that inspired me to dream bigger.** Sometimes I never imagined I could think this way. The positive and supportive environment that IHPP created helped me open up, become more creative, and develop a growth mindset.”



Sambo, Senkirri Ecopark

Supporting Community-Based Eco-Tourism

In July 2025, as part of the incubation program, we organized a **learning field trip to Sambo Prey Kuk** in Kampong Thom province. It was a chance for our cohort to experience a CBET site firsthand, meet with local community leaders, and understand the intersections of entrepreneurship, livelihoods, and forest protection.

At the end of the field trip, one of the entrepreneurs in the cohort who works in tourism, **Malay**, wondered:

“How can I continue supporting this community?”



It didn't take long for him to make it happen.

We shared the contact of the CBET leaders we had collaborated with, and a few weeks ago, he organized his first tour to Sambo Prey Kuk for a group of 5 Cambodian and 3 foreigner visitors.

Immediate community impact...



Malay's group stayed in local **homestays** in the CBET



They participated in **activities** organized by the community, like making traditional cakes and cycling, directly **generating income** for the community hosts



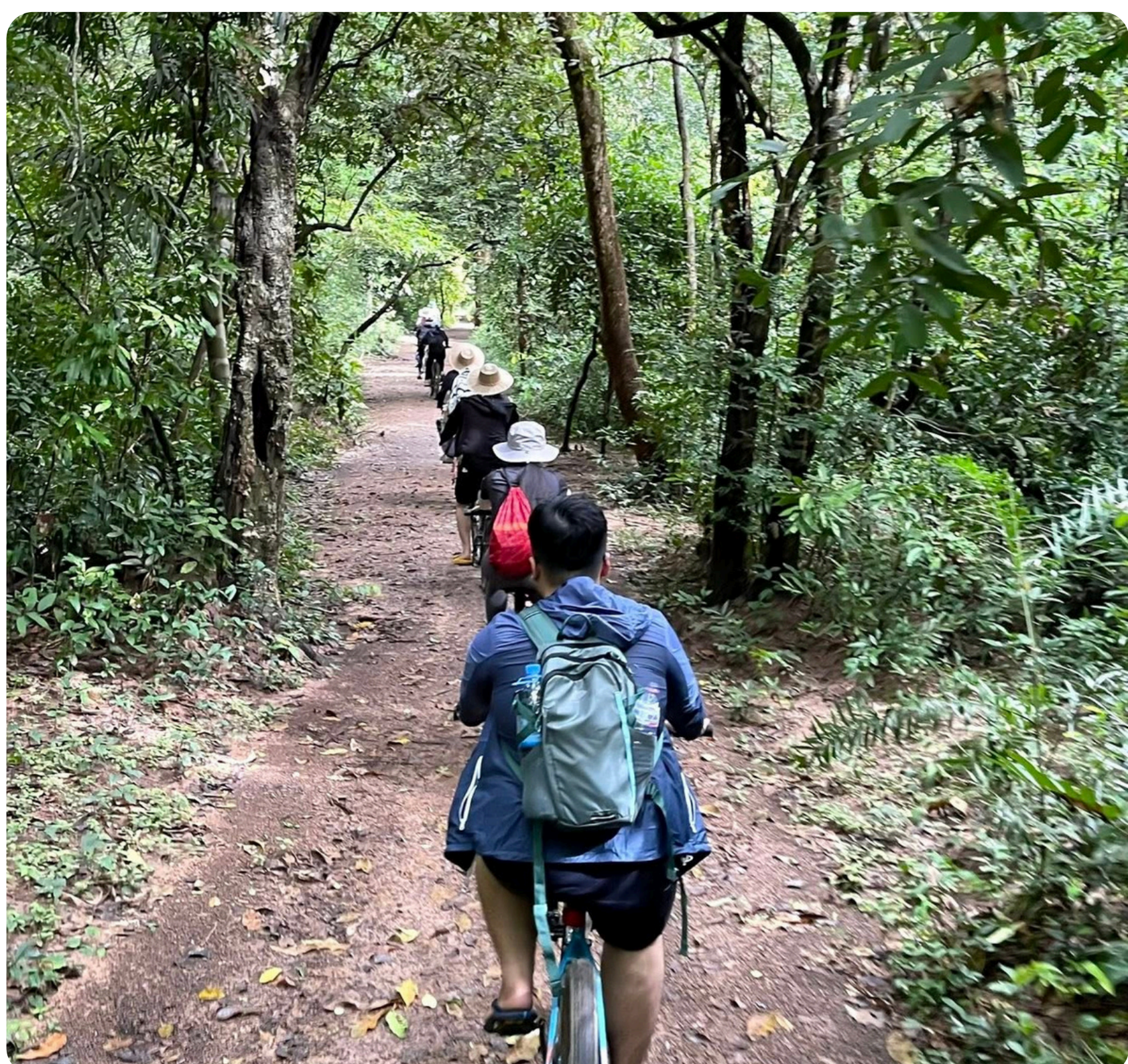
They planted trees as part of the community's **forest restoration efforts**. Says Malay, *“If each tourist plants 1 tree, then 1,000 tourists will plant 1,000 trees!”*

...and lasting impact!

Malay was able to collect **feedback** from his group to share back with the CBET lead at Sambo Prey Kuk – invaluable **insights from real customers (and supportive tour agents!)** that can help the community continue upgrading their offerings. For example, he shared recommendations for better signage in English, small upgrades to the accommodation to make it more comfortable for international tourists, and ideas to make the activities more customizable.

What's next?

Malay hopes to bring more tour groups to Sambo Prey Kuk. But in the meantime, he put his own tourism start-up on hold until he has more time and resources to dedicate. He's now helping Solo Landscapes develop new **homestay-based tour packages**, carrying on his mission to connect visitors with **authentic, sustainable experiences that support local communities**.



Building Market Readiness for Community Honey Producers

Wild honey is a precious growing commodity in Cambodia, and even increasingly in-demand in international markets. We heard from some of our program entrepreneurs that they want to build a **stronger supply chain of local, sustainably harvested wild honey**. At the same time, we heard from many community wild honey harvesters that they **struggle to access markets for their honey and scale up production**.



What if SMEs – honey buyers, processors, and distributors – could help community-level harvesters become more “market ready”?



We teamed up with FAO and their partners under the CASFor project, who are working to establish or strengthen sustainable wild honey harvesting in CFs and CPAs.

In September, IHPP and a few entrepreneurs – including 2024 Forest Ecopreneurs alumna Sem Sreytouch, Founder of EPL Pollinate Honey and Executive Director of the Cambodian Honey Association – conducted **joint knowledge exchange sessions with community-level producers** across Kampong Thom and Preah Vihear.

79
community members

12
CFs and CPAs

3
SME representatives

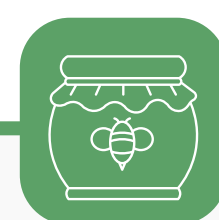
CFs and CPAs shared their challenges and knowledge gaps in wild honey harvesting, while entrepreneurs from the Forest Ecopreneurs program explained what they look for when sourcing wild honey from forest communities, including quality standards, storage, packaging, and sustainable practices.

Many communities had had limited training and negative past experiences with buyers. Here, they could hear directly from responsible, mission-driven buyers about how to improve their production and sales – responsibly, with community buy-in, and aligned with market demand.



What's next?

After the sessions, a number of the CFs and CPAs were inspired to form structured honey-collecting groups with proper management and training.



The CFs and CPAs requested further training on sustainable harvesting practices, storage, and business management.



The entrepreneurs expressed strong interest in continued collaboration, capacity-building, and exploring sourcing from communities that are more advanced in their production.



“A few months ago, I was just starting a small, family-run business and had no experience with business planning. I used to hear people say we should have a business plan, but I never developed one because I wasn’t confident. I was constantly overthinking, wondering if my ideas were right or wrong, and I never really discussed them with anyone. I also doubted myself, thinking, **“Would anyone even listen to me if I talked about business?”** I felt too early in my journey and a little lost, figuring things out on my own.

But now, after joining the program, everything feels new and exciting. Thanks to my mentor, I got fresh ideas and insights that helped transform my business model and build my skills in digital marketing. Every session of the program taught me to challenge myself and made me realize that improvement starts from within.

Before, I felt isolated because I had no business network or connections. Now, I’ve met so many fellow entrepreneurs — even though we’re from different sectors, we share valuable feedback and experiences. After the program, I even got approached by people who want to collaborate with me and support my work.

Now, I have a clearer and more realistic plan to expand my garden and greenhouse to better meet customer demand. **What makes me happiest is that others now see the value in what I do** — something I used to think was simple and unimpressive. The program has been short in just six months, but so powerful. I’m very thankful to the organizers, mentors, and fellow entrepreneurs who welcomed me and shared openly. I feel more confident, connected, and motivated to keep growing.”



Si Net, Jurassic Garden



Forest Ecopreneurs

Proposed By:
Impact Hub Phnom Penh

