



---

# Innovation For RESILIENCE

---

IMPACT  
REPORT 2025

# CONTENTS

<b>01</b>	<b>ABOUT US</b>	<b>05</b>
<b>02</b>	<b>A DECADE OF NURTURING IMPACT</b>	<b>08</b>
<b>03</b>	<b>2025 SPOTLIGHTS</b>	<b>14</b>
	Entrepreneurship For Impact	18
	Youth For Impact	31
	Media For Impact	37
	Ecosystem For Impact	49



<b>04</b>	<b>OUR SPACE</b>	<b>55</b>
<b>05</b>	<b>OUR PARTNERS</b>	<b>59</b>
<b>06</b>	<b>OUR VISION TOWARD 2026</b>	<b>63</b>

# TWO LEADERS, ONE VISION

## Do you know we had 2 CEOs in 2025?

**A New Chapter for Melanie Mossard:** Over the past 10 years, Melanie has been at the heart of Impact Hub Phnom Penh, nurturing ideas, empowering entrepreneurs, and building a community of thousands of changemakers across Cambodia. In mid-2025, she grew into a new role with Impact Hub Asia-Pacific and stepped down from her role as Impact Hub Phnom Penh's CEO (but is still mostly based in Cambodia!).



**Introducing Sovattha Neou:** Marking this new chapter, our new CEO came on board in May 2025. With over 20 years of experience in the development sector, Sovattha brings a fresh perspective, strong leadership, and a deep commitment to fostering inclusive and sustainable innovation in Cambodia.

[Learn more about their journey](#)



Hey Sovattha! Welcome to this new chapter. I'm really glad to see you in this role. How has the year felt for you so far?

Hello Mel! It's been quite a journey. I've been reflecting a lot on how 2025 unfolded.

It's been an eventful year! Looking back, what really stood out to you this year?

2025 taught us a lot; it was not an easy year with uncertainty and growing pressure on trust globally. In times like these, innovation is key to reimagining better futures and finding new solutions for how we lead, collaborate, and care for one another.

So how has Impact Hub Phnom Penh been supporting this kind of change?

We work as an enabler, a connector, and a builder. We help bring innovative thinking and entrepreneurial mindsets into different ecosystems. In 2025, we supported over 160 innovative solutions led by over 2,000 youth and entrepreneurs, showing what is possible when people are supported and connected.

Thank you to our Impact Hub Phnom Penh team, our community, our partners, and believers who have been part of this journey. There's still more ahead, and we're ready to do it together.

Love to hear that! Hopefully we can make even greater impact in 2026!



# ABOUT US

## OUR VISION

A more innovative, sustainable, and inclusive Cambodia.

## OUR MISSION

We inspire, connect, and enable a new generation of impact makers – including **youth, entrepreneurs, creatives, and innovators** – through programs, consultancies, community building, and online learning to support them in making a positive social and environmental impact.

**We are proudly a part of a community of 320,000+ impact makers across 120+ locations spanning 60+ countries.**

### LOCALLY ROOTED, GLOBALLY CONNECTED.



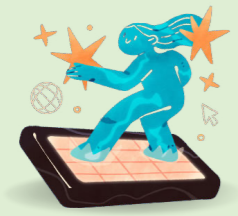
# OUR APPROACH



**Nurturing Impact Makers**  
We inspire, connect, and enable a generation of impact makers.



**Strengthening Ecosystem**  
We cultivate the conditions for people, organizations, and systems to thrive.




**MEDIA AND CAMPAIGNS**



**FOOD SYSTEMS AND AGRICULTURE**




**YOUTH ENGAGEMENT & INNOVATION**




**DIVERSITY, EQUITY, & INCLUSION**



**CLIMATE AND BIODIVERSITY CONSERVATION**



**THRIVING COMMUNITIES**



**HEALTHCARE AND WELL-BEING**



# A DECADE OF NURTURING IMPACT

## 2025 MARKS OUR 10 YEARS OF IMPACT-MAKING



In June 2015, Impact Hub Phnom Penh opened in the heart of the city as a small coworking space for innovators and changemakers. A handful of early members walked in and began building something new.

Ten years later, ideas have grown into enterprises, experiments into movements, and strangers into a community. We marked this milestone the way we love: by bringing people together.

# 120+

Programs

# 900+

Ventures and Social Projects Supported

# 15K+

Impact Makers Empowered

# \$1.17M

in equity-free grant and seed funding mobilized

## NIGHT OF CELEBRATION

On 24 October 2025, over 400 members, alumni, former staff, friends, supporters, and partners gathered at Chenla Theater. The evening felt less like a formal celebration and more like a reunion, because that's what it was.

We heard from Phearun Chhoun of Build Bright University on expanding entrepreneurship education across Cambodia, from Pheakdey Tous on nurturing innovators in the provinces she calls "gems from the rice fields," and from Thary Vorn on turning coconut waste into a sanitation solution serving communities nationwide. Kesorrr energized the room with "Me, You, and Us," and the women drummers of MeDha closed the evening with an electrifying performance. A night to be remembered!



# 10 YEARS 10 STORIES

MEET 10 INSPIRING IMPACT MAKERS IN OUR NETWORK!

# ១០ ឆ្នាំ នៃអ៊ីមផេក




**ហង់ សង់នី**  
ស្ថាបនិក ក្នុងបរិក្ខារ My Dream Home



**ប្រៀន បញ្ញារី**  
ស្ថាបនិក គោលនីយដ្ឋានព្រៃ



**នី យ៉ា**  
ស្ថាបនិក ក្នុងបង្កើនតម្លៃជីវិត Survival



**ឌិត សុទ្ធិឌ្ណា**  
ស្ថាបនិក Zerowkh



**កេន ច័រាលី**  
អ្នកបរិប្រឹក្សា គោលការណ៍



**ច៊ុច ចេត្តា**  
ស្ថាបនិក សិប្បកម្មសេចក្តី




**ហង់ សុខច័ន្ទលីតា**  
ស្ថាបនិក Solo Landscapes



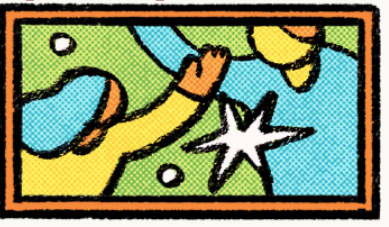
**មេឡានី ផ្លែសសាង**  
Chief Impact Officer (នាយកប្រតិបត្តិផ្នែកកិច្ចការសង្គម)



**ចេន សម័យ**  
ប្រធានគម្រោង "ភ្នំពេញស្អាត - No Trash"



**លោកគ្រូ លុយ ឆាន់**  
នាយកគោលការណ៍សិក្សាស្រាវជ្រាវ គ្រូបង្រៀន



## OPEN HOUSE, OPEN HEART



Three weeks later, on November 20th, we opened the doors to our new space in Toul Tompoung. We called it **“Open House, Open Heart”**, and over 100 people came through to explore what ten years of work actually looks like up close.

We transformed the space into a living archive, a **“Museum of Impact”**. Visitors explored stories from 110+ programs in entrepreneurship, youth empowerment, creative media, and more. Some saw their own journeys reflected, while others discovered work they never knew had unfolded just down the hall.

Ten years in, we're still here: still opening doors, still making space, still backing people with ideas worth pursuing.



# 2025 SPOTLIGHTS

# BRINGING CAMBODIA'S VOICE BEYOND BORDERS

## FEBRUARY

Our team held a reenergizing retreat in Kampot, reconnecting ourselves to nature and to one another, and gearing up for another year of impact!



## MAY

We welcomed Sovattha Neou as the new CEO of Impact Hub Phnom Penh, bringing fresh energy as we strengthen our team and expand our impact across Cambodia.

## JUNE

In Slovenia, Sovattha, Melanie, Lyhour, and Khema joined 1,200+ leaders at the Heart Summit, exploring leadership, social justice, and climate action. That same month, we also joined the Impact Hub Global Gathering in Armenia.



## AUGUST

Five of our team members joined the global Art of Hosting community in Vietnam and learned the art of facilitating and harvesting meaningful conversations.

## SEPTEMBER

Sovattha represented Impact Hub Phnom Penh to attend the Inclusive Business Forum in Malaysia.



## OCTOBER

At Purple Fest in Goa, Mony, our DEI Manager, joined "Lead Beyond Limits". At the Social Enterprise World Forum (SEWF), we joined Impact Hub Taipei and accompanied a cohort of innovators for a global learning exchange. We also participated in the Living Lab in South Korea.

## NOVEMBER

We joined the Impact Hub Asia-Pacific Gathering (India), CAMESCO (Cambodia), and the Impact Hub Maker Festival (online). At the Copenhagen Conference on Information Integrity (Denmark), our media4impact representative Bank spoke on youth leadership against disinformation.



## DECEMBER

Our CEO, Sovattha, spoke in a panel at the Cyberjaya Conversation Summit 2025 in Malaysia.

## 2025 Impact in Numbers

**27** Programs & Initiatives

**163** Ventures & Social Projects Supported



**76** Startups & SMEs Strengthened



**87** Social Projects Launched & Enabled

**\$185,000**  
Equity-free Seed Funding Mobilized

**\$21,600+**  
Prototyping Funds Mobilized

**6**  
AREAS TARGETED

**31** Partners Trusted & Collaborated with us

**2K+** Entrepreneurs, Youth, Creatives, & Impact Makers Supported



## ENTREPRENEURSHIP FOR IMPACT

At the heart of Impact Hub’s mission is our work to inspire, connect, and enable impact-driven entrepreneurs, startups, and MSMEs in Cambodia. In 2025, our entrepreneurship portfolio strongly focused on cultivating ventures with solutions for our environment.

## BUSINESSES SUPPORTED by Stages

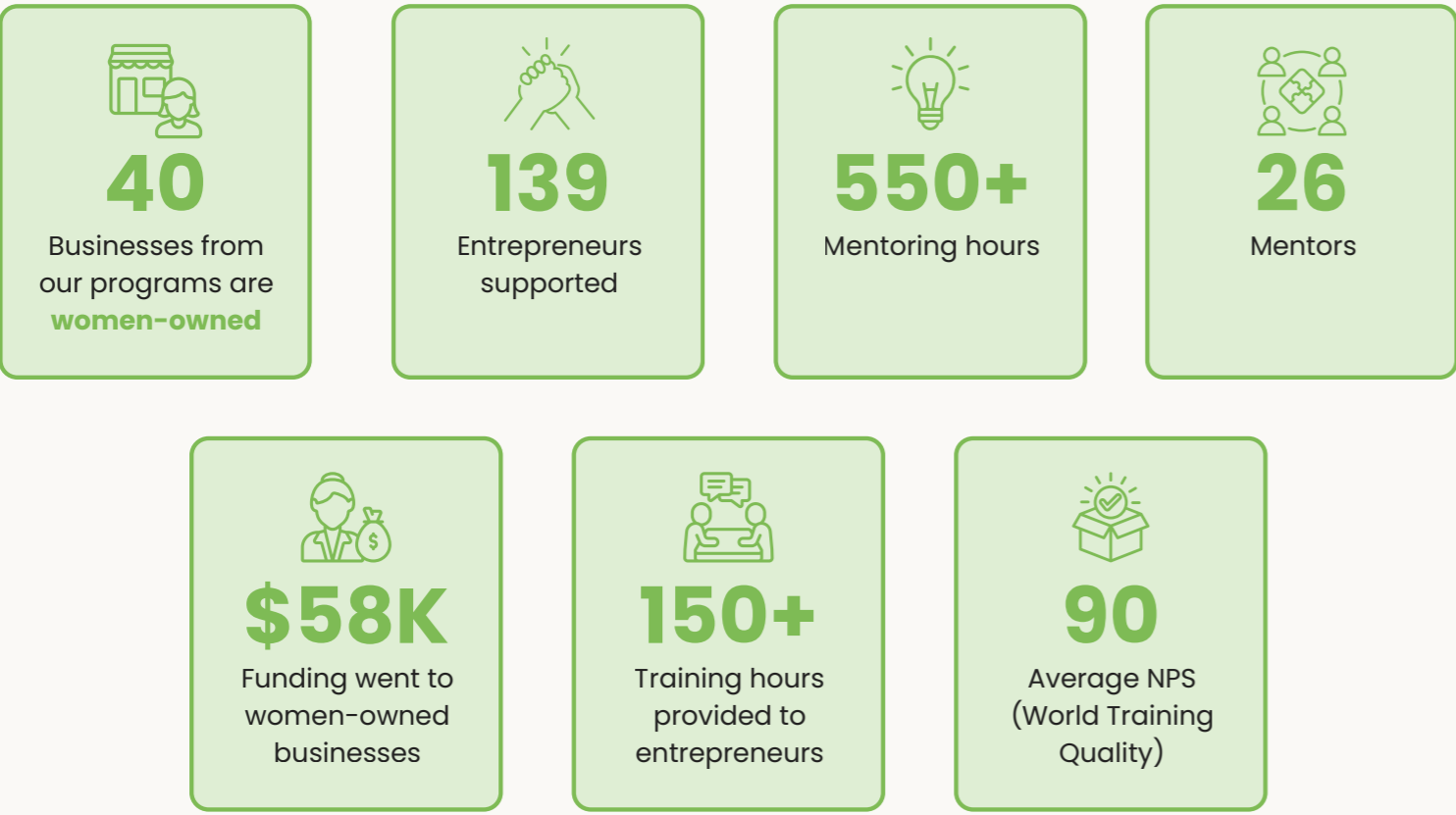
-  **6** **IDEA STAGE:**  
Starts ideas to prototype (no revenue)
-  **14** **EARLY-OPERATIONAL STAGE:**  
Starts earning revenue
-  **47** **GROWTH STAGE:**  
Has stable and profitable operations
-  **7** **SCALING STAGE:**  
Expands into new markets

## FINANCIAL SUPPORT by Stages

- \$13,000+**
- \$35,000+**
- \$99,000+**
- \$37,000+**

*\*Grant funding mobilized from partners directly to entrepreneurs. This capital is intended to bridge the funding gap for entrepreneurs seeking to accelerate to the next stage of growth.*

### Impact in Numbers



## OUR APPROACH TO HIGH-IMPACT ENTREPRENEURSHIP SUPPORT



### WE GO LONGER AND DEEPER

We work with small cohorts to deliver tailored, hands-on support that drives concrete results and measurable change in each venture.



### WE BUILD BRIDGES

We unlock growth by connecting ventures to the right networks, partners, and markets in Cambodia and beyond.



### WE STRENGTHEN TEAMS, NOT JUST FOUNDERS

We know that the strength of a business depends on its people. That's why our programs include many coaching, team development, and leadership development components.



## BUILDING A MORE CLIMATE-RESILIENT AGRICULTURE SECTOR FOR CAMBODIA

Cambodia's agricultural sector stands at a critical juncture. Smallholder farmers face mounting climate pressures while seeking to scale up their production and sales. Through our Khmer Agriculture for the Future program, we're catalyzing concrete shifts in how agricultural innovation reaches the farmers who need it most, with a focus on strengthening the businesses and cooperatives they work with closely.

## KHMER AGRICULTURE FOR THE FUTURE INCUBATOR 2

A 10-month incubator program supporting early-operational ventures and agricultural cooperatives (ACs) promoting climate-resilient agriculture and agroecology. In this cohort, we're working with seven inspiring ACs and Unions and one agri-business in Battambang, Banteay Meanchey, Oddar Meanchey, Preah Vihear, Tbong Khmum, and Phnom Penh in rice, vegetable, and poultry value chains.



**Duration:** July 2025–April 2026



**\$40,000**



**8** agricultural cooperatives & venture supported

in equity-free funding



## READ ABOUT OUR WORK IN HERE...



Cultivating women's leadership in the agricultural cooperative in Oddar Meanchey



Empowering farming community leaders through practical learning



Shifting decision-making from one person to shared responsibility

## BUILDING CAMBODIA'S REGENERATIVE AGRICULTURE ECOSYSTEM

In partnership with HEKS-EPER, we convened over 130 stakeholders at the "Scaling Regenerative Agriculture in Cambodia: Business and Partnership Forum" to elevate climate-resilient agriculture to mainstream priority.



# FOREST ECOPRENEUR INCUBATION PROGRAM 2

Strengthening local forest-friendly businesses.



The Forest Ecopreneurs Incubation Program is a business training program designed to strengthen small businesses that bring positive impact to Cambodia's forests and forest communities.

March-September 2025

Read more at: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

## PROGRAM HIGHLIGHTS

**Collaboration Across Diverse Ecopreneurs:** Through the program, ventures co-created products, shared sourcing, and entered new partnerships.

Premium plant set

Soil from vermicompost by **Junlen Meas**

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

Plant by **Jurassic Gardens**

Processed bee product set

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**

New sourcing partnership

**Thnal Products** connected **Wild Honey Organic** with community honey harvesters in Preah Vihear, strengthening local supply and impact.

**Linking Entrepreneurs to Community Impact:** A 3-day experiential learning trip to Kampong Thom immersed participants in community-driven forest restoration, sustainable livelihoods, and eco-tourism, and gave them a chance to engage with local stakeholders, community-based enterprises, and the cultural richness of forest communities.

### WHAT ENTREPRENEURS SAID ABOUT THEIR EXPERIENCE

"I joined the program unsure of my ideas and without a business plan. Through mentoring and peer support, I gained confidence, improved my business model, and built a clear plan to grow. In just six months, I feel more confident, connected, and motivated than ever." - **Si Net, Jurassic Garden**



Forest Entrepreneur Impact Report



Website Case Study

# 13

Impact Entrepreneurs

# 5 out of 12

Entrepreneurs were female

# 162

Mentoring Hours

NPS

# 83

(Excellent)

## DIGITAL & GREEN INNOVATION ACCELERATOR CAMBODIA (DGIX)

### Scaling tech-enabled solutions for a more sustainable Cambodia



DGix is a 9-month accelerator program to support growing ventures using digital or tech-enabled solutions for positive environmental impact.

May 2025–February 2026

Read more at: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

## DGIX STRATEGIES

Through DGix, participants went beyond surface-level pitch decks to make real changes in operations, systems, and people to be investment-ready.


- 1. Highly tailored, hands-on support:** Through the accelerator, impact ventures received intensive, deep support to strengthen their operations, market reach, investment readiness, and teams.
- 2. Building core team capacity:** Beyond only CEOs, we also worked closely with ventures' core management teams through targeted training, coaching, and peer learning.
- 3. Unlocking connections:** Ventures were strategically introduced to partners, experts, and mission-aligned investors and lenders to gain valuable new opportunities.
- 4. Strengthening ecosystem positioning:** Through professional storytelling and media exposure, each venture significantly increased visibility and new client leads.

## OUR 6 CHANGEMAKERS



**Ecobatt Energy.**

Cambodia's first licensed battery & e-waste management company, providing a solution for safe disposal of hazardous waste.



**Evola**

Recycling food waste into protein-rich animal feed ingredients and natural fertilizer through Black Soldier Fly production.



**Dorsu**

High-quality clothing using repurposed deadstock fabric – turning textile waste into sustainably and ethically made wardrobe essentials.



**konektAgri**

A data-driven risk management and loan assessment platform for lenders to onboard, assess, and monitor farmer clients more accurately, efficiently, and fairly.



**Kasegro**

A suite of agricultural solutions – including IoT-enabled hardware & software, greenhouses, and agricultural inputs – that increase yields, reduce resource use, and improve farmer profitability.



**VP.Start**

Upgrading Cambodia's grid, home, and office infrastructure with smart energy and smart grid solutions that reduce energy use and bring utilities into the digital age.

# 6

Ventures

# 42

Venture staff engaged in capacity-building through the accelerator

# 620+

Hours of one-on-one mentorship

# 100%

Of venture leaders gained a better understanding of funding options and investment readiness

# CHAKTO-STRENGTHENING CULTURAL ENTREPRENEURSHIP

Revitalizing Cambodian arts and culture through strengthened cultural entrepreneurship.



Chakto combines cultural practice with entrepreneurial thinking. The program is tailored to the realities of the cultural sector, blending artistic identity with practical tools such as hands-on bootcamps, one-on-one mentoring, and real-world pitching opportunities.

March-June 2025

Read more at: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

## MEET THE 6 TEAMS



## REBUILDING THE STAGE, REVIVING TRADITION

Khmer Art Action was deeply affected when the National Museum theater closed during COVID, leaving many artists without a place to perform or practice. In response, the team built their own performance stage in their garden in Areyksat to continue traditional theater and dance. Through the Chakto program, the team designed experiences tailored for tour operators and connected with tourism partners. Today, Khmer Art Action operates a bookable, income-generating cultural venue that supports artists' livelihoods while preserving and promoting Cambodia's traditional cultural heritage.



"Working in this sector, I find it so hard to define the right price for our work. Now with the right tools, I understand how to set a price that not only covers our costs but also strengthens our operations. The program really helps me see new perspective on how to balance between passion and income."  
- Phoeung Kompheak, Khmer Art Action

6 Cultural Organizations

3 of 6 Organizations were women-led

42 Hours of intensive mentoring

\$20,000 Grants mobilized for 4 selected cultural organizations

NPS 90 (Excellent)

# ENTREPRENEUR QUEST (Service Delivery to KHMER ENTERPRISE)

Practical exposure for early-stage food entrepreneurs through an immersive learning trip.



Entrepreneur's Quest is a three-day immersive study tour for early-stage food processing entrepreneurs in Cambodia. Through visits to leading Cambodian enterprises, participants gained practical knowledge in food safety, quality control, packaging, branding, and supermarket requirements by learning inside real enterprises.

28-30 October 2025



**29**  
Early-stage and aspiring food processing entrepreneurs

**5**  
Leading enterprises visited

NPS  
**85**  
(Excellent)

**Supermarket Readiness**  
Understanding retailer requirements through visits to Lucky Supermarket and AEON Supermarket



**Processing & Manufacturing**  
On-site learning on production, quality control, and scaling with E&M Yummy and Kirisu Farm



**Export & Innovation**  
Insights into export operations through a visit to Confirel, paired with an innovation workshop.



# LEARNING JOURNEY



**Innovation Workshop**  
Brainstorming and pitching ideas, receiving feedback, and exploring strategies to improve and innovate their businesses.



**Reflection & Peer Learning**  
Daily reflection and peer exchange to apply learning to participants' businesses.

*"I am really satisfied with the program, and after this, I will think about product registration (ច.ប.ផ), arranging to purchase additional equipment, as well as modifying production to be more standardized and orderly." - Participant*

*"I learned about the food processing production chain, safety standards, and the value of items for sale and distribution, as well as strategies for opening online stores and building relationships with other business owners." - Participant*



## YOUTH FOR IMPACT

One in four Cambodians is a youth (aged 14-30) – a generation with the power to transform the country's future. We believe every young person is an agent of change. At Impact Hub Phnom Penh, we deliver programs that empower them to take action, embrace challenge, and strive for excellence.

## Impact in Numbers



**5**

Programs



**67+**

Ideas generated



**950**

Mentoring hours



**1.4K+**

Youth engaged  
and empowered



**3**

Festivals



**\$20K**

Seed funding  
mobilized for youth-  
led initiatives.

### OUR APPROACHES TO SUPPORTING YOUTH CHANGEMAKERS



**Innovation is in our DNA:** We challenge youth to create tangible prototypes and test them with real users while continuously prototyping new products ourselves.



**Creating impact at scale through partnership:** We partner with universities all across Cambodia to mainstream entrepreneurial education.



**Access to learning:** We provide tailored and high-quality online learning resources, so that every young person in Cambodia can access entrepreneurial education.

### GENERATION FUTURE

**Nurturing Cambodia's next generation of social innovators and changemakers.**



Youth are a powerful force for transformation when they are given the right support and resources. Generation Future 2025 is a program that did exactly that. Through this program, young innovators and changemakers across Phnom Penh and Siem Reap implemented purpose-driven initiatives that benefited their communities.

May–November 2025

Read more at: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

# 105

Youth Participants

# \$18,000

Mobilized in Seed Funding

# 15

Youth-led Social Projects

# 10

Prototypes

NPS

# 76

(Excellent)

WHAT CHANGED?

PERSONAL DEVELOPMENT

89% strengthened their leadership skills.

95% reported increased motivation to lead social change.

PROFESSIONAL DEVELOPMENT

81% expanded professional networks supporting their growth

54% plan to continue their projects beyond the program.

PROGRAM HIGHLIGHTS

Our Demo Day & Youth Exhibition welcomed over 550 participants. Youth teams showcased tangible products and community solutions.



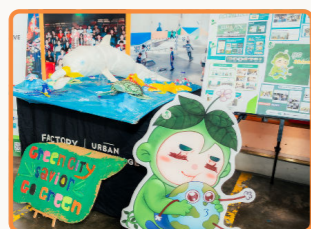
PROJECTS THAT ILLUSTRATED THE REAL POWER OF YOUTH LEADERSHIP



**NIGHT LIGHT** worked directly with local authorities to improve community safety through solar street lighting.



**CHNAI** transformed sugarcane waste into organic compost, promoting environmental sustainability.



**GREEN MIRACLE** secured 18 partnerships with private sector actors and the Italian Embassy to advance climate action.



Mental Health Support Flashcards, developed by **Hyper Healer** designed to boost motivation and increase mental health awareness.

9-Month, 10-Day Calendar, developed by **Super Mom** to support the wellbeing of pregnant women through feeling tracking, proper nutrition for their baby.



Tech Box and Guide Book, developed by **Empower Girls**, enables young girls to explore STEM through fun, hands-on learning over heavy theory.



**SABAY ANN** Supporting children in displacement amidst the border conflict:

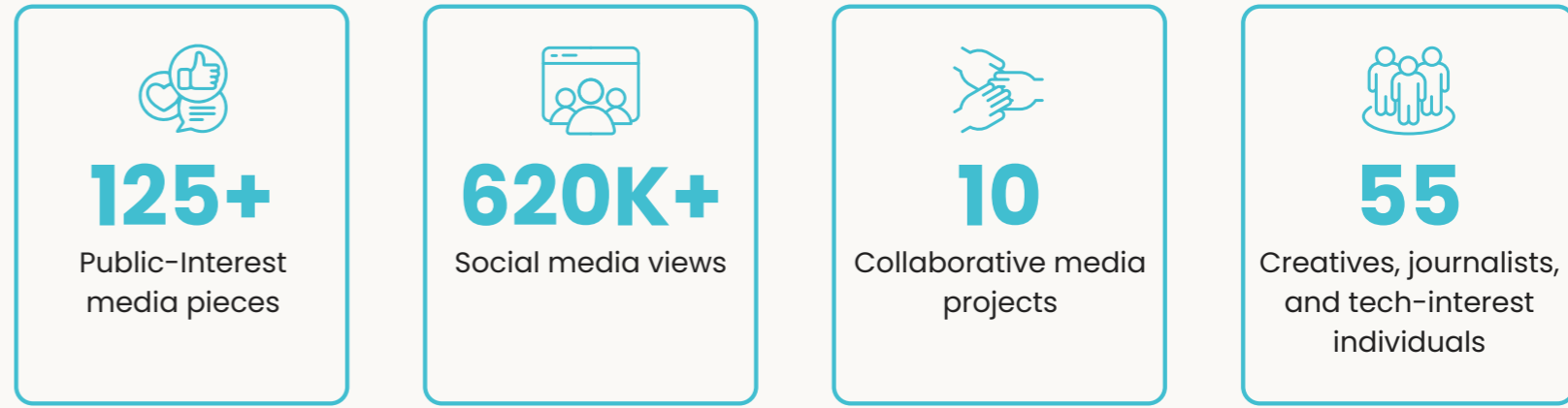
*"Education is the most important thing, especially in difficult situations. During this time, our Sabay Ann team visited a displacement site in Siem Reap Province to read with children, lead fun activities, and provide learning materials."*



## MEDIA FOR IMPACT

We bridge the gap between credible information and compelling storytelling to amplify messages that matter. In 2025, we connected creatives, NGOs, and journalists to co-create and turn important messages into impactful media campaigns and initiatives.

### Impact in Numbers



AND MORE



3 INITIATIVES



Prosob Cocreate



2 Media Solution Hackathons



Research on Social Media Strategy

1 CAMPAIGN



1 FESTIVAL



# OUR APPROACHES TO NURTURING A COMMUNITY OF CREATORS



## DEVELOPING IMPACT-ORIENTED MEDIA TALENT

We provide the space and support for media creators to experiment with new formats, collaborate across disciplines, and produce work that serves the public good.



## CONVENING A VIBRANT COMMUNITY FOR CHANGE

We bring together media practitioners, artists, and journalists to share learning, celebrate inspiration, and amplify impact-driven storytelling.



## COCREATING MULTIMEDIA CAMPAIGNS THAT ENGAGE

We work with creatives across fields to transform important messages into multimedia campaigns that reach and resonate with diverse audiences.

# PROSOB COCREATE & MEDIA SOLUTION HACKATHONS

Young creatives, journalists and technologists collaborate to turn ideas into public-interest storytelling

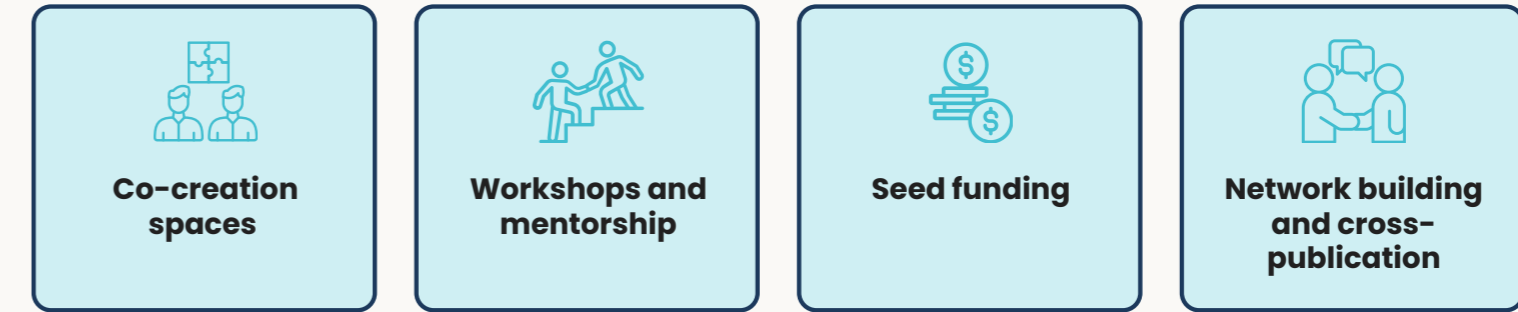


In 2025, the Media Solution Hackathon and Prosob Co-Create programs created pathways for young creatives, journalists, and technologists to experiment, problem-solve, collaborate, and produce real content together. They demonstrated our shared belief that stronger media impact comes from bringing diverse young talents together to create, test, and tell stories that matter.

January - November 2025

Read more at: [prosob.media](https://prosob.media)

## HOW DID WE MAKE COLLABORATION HAPPEN?



### ALT ACCESS

Alt Access is a project that aims to improve digital accessibility knowledge among IT students in Cambodia. It encourages the development of inclusive technologies (web and apps) and digital content for everyone, including visually impaired users, to access and use without barriers.

### LABOR HER

Labor Her is a youth-led public-interest media initiative to address gender-sensitive labor practices in Cambodian workplaces. Through posters, blogs, and video content, the team produced 10 media pieces that generated over 55,000 views.



*"Blending my skills as a journalist with those of creative professionals taught me how to combine accuracy and storytelling with visual and artistic expression. I learned how to present facts in ways that are not only informative but also engaging. Working together showed me that journalism doesn't have to be rigid – it can be enriched by creativity, collaboration, and different perspectives." - Participant*

# 55

Participants

# 125+

Public media pieces

# 246K+

Social media views

# 95%

Are continuing cross-disciplinary collaboration

# 69

NPS Score

## PROSOB FESTIVAL

### Behind the Scenes, Beyond the Screens

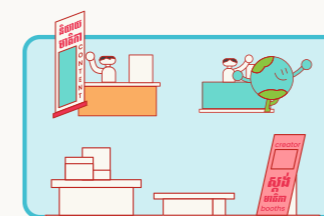


Returning for its 3rd edition, Prosob Festival 2025 celebrated Cambodia’s dynamic creative media ecosystem and emphasized the critical role of creatives in driving social and environmental awareness. Under the theme “Behind the Scenes, Beyond the Screens,” the festival offered an immersive experience that invited the public to experience the content-creation process behind the scenes.

October 2025

Read more at: [prosob.media](https://prosob.media)

### FESTIVAL HIGHLIGHTS



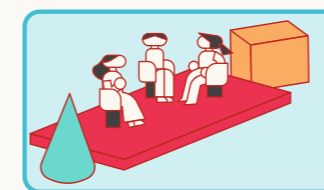
#### CREATOR CORNERS

allowing visitors to experience photography, podcasting, illustration, and fact-checking tools.



#### CONTENT MARKET AND EXHIBITION

showcasing youth-led media projects addressing real social and environmental issues.



#### PANEL DISCUSSIONS

on Gen Z content preferences and socially impactful storytelling.



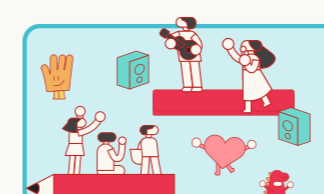
#### VIDEO SCREENING

on climate disinformation affecting Indigenous communities



#### WORKSHOP ON MEDIA AND INFORMATION LITERACY

supporting critical thinking and misinformation awareness.



#### LIVE YOUTH PERFORMANCES & INTERACTIVE GAMES

engage audiences in creative expression and content creation.

### DESIGNED FOR ACCESS, BUILT FOR YOUTH

Designed as an inclusive and accessible event, the festival provided sign language interpretation during key sessions and on-site support to ensure participation for persons with hearing disabilities. Organizers also worked closely with volunteers to provide navigation support within the space.

# 400+

Participants

# 4

Interactive Creator Corners

# 20

Exhibition Booths

# 2

Panel Discussions

# O-OH SROKNHA CAMPAIGN

## Amplifying Indigenous Voices and Countering Climate Disinformation and Misinformation.



The O-Oh Sroknha (Guardian of nature) campaign tells the story of the Preov Indigenous community in Ratanakiri, whose climate-conscious livelihoods are increasingly disrupted by flooding and forest loss. By amplifying Indigenous voices and community initiatives, the campaign challenges climate disinformation and narratives that portray communities as passive victims.

Read more at: [prosob.media](https://prosob.media)

# 379,000+

Views (Oct-Dec 2025)

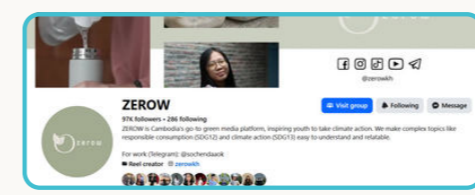
# 29,000+

Engagements

- 1 Main campaign video
- Vlog
- Data visualization

### WHAT DOES THIS CAMPAIGN HAVE TO OFFER?

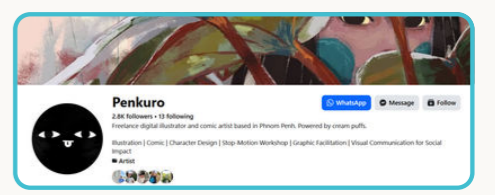
#### CROSS-DISCIPLINARY COLLABORATION



Creative storytelling by **ZEROW**



Data visualization by **Datasr.co**



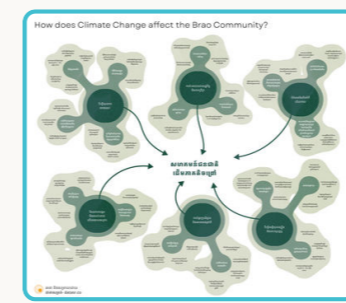
Visual identity by **Penkuro**

#### INSPIRING AND THOUGHT-PROVOKING



#### MAIN CAMPAIGN VIDEO

During a five-day immersion, our production team gained first-hand insight into the community's traditions, innovations, and challenges. When then produced a documentary capturing the livelihoods of the Preov Indigenous people in Taveng, Ratanakiri, through real-life experiences. From wild food foraging to spiritual land rituals, their customs reflect sustainable living.



#### DATA VISUALIZATION

Data visualization based on research highlighting key challenges facing Cambodia's Preov community, including climate change impacts on forests, farms, and fisheries, and how climate disinformation enables land grabbing and silences their voices.



#### BEHIND-THE-SCENE VLOG VIDEO

Our behind-the-scene process.

2 KEY VISUALS



## RESEARCH: IMPACT-ORIENTED SOCIAL MEDIA STRATEGY

**Understanding how Gen Z engages with gender equality and environmental issues on social media.**



This research study examines how Cambodian Gen Z uses social media to engage with gender equality and environmental content. By combining youth perspectives with influencer insights, the study recommends strategies to engage youth in gender and environmental content in an engaging, inclusive, and responsible way.

August – November 2025

Read more at: [prosob.media](https://prosob.media)

### KEY INSIGHTS

- Facebook and TikTok were the most used platforms.
- 82%** of young respondents use social media to stay updated with News & Information.
- 85%** of respondents identified short video formats as generating the strongest engagement.
- Over **95%** of youth believe gender equality and environmental issues need more discussion online.
- Engagement with gender equality and environmental issues is limited by content availability, length, and trust, not by lack of interest.

### SPOTLIGHT

Research findings were shared in a public panel discussion at the Prosob Festival 2025, featuring content creators as panelists who shared insights and reflections about effective and engaging impact content dissemination with hundreds of participants.



# 142

Cambodian Gen Z youth survey respondents

# 8

Content creators consulted



## ECOSYSTEM FOR IMPACT

Global challenges are interconnected, so our solutions must be as well. We cultivate conditions for changemakers across sectors to collaborate, learn, scale, and address complex issues, linking programs and stakeholders in agriculture, culture, media, and youth development while strengthening institutional capacity for lasting systemic change.



### ENTREPRENEURIAL MINDSET BUILDING

Entrepreneurial thinking isn't just for startups. In 2025, we cultivated this mindset across sectors, equipping changemakers and intrapreneurs from research institutions such as OUCRU, NGOs such as Good Neighbors, and more with the tools to experiment, iterate, and scale solutions regardless of their organizational context.

### STRENGTHENING ENTREPRENEURSHIP SUPPORT STAKEHOLDERS

Strong ventures need strong support systems. In 2025, we expanded our work to build the capacity of the entrepreneurship ecosystem beyond Phnom Penh, so entrepreneurs outside the capital can access high-quality guidance. Our work extends globally, too. Through our partnerships with Youth Co:Lab and SwissEP, we upskilled entrepreneurship support organizations across Asia-Pacific and Peru.



### BUILDING THE CASE FOR LEGAL RECOGNITION OF SOCIAL ENTERPRISES

Cambodia lacks legal recognition for social enterprises, limiting their growth and investment potential. We collaborated with Sevea Consulting to review global social enterprise frameworks and assess their fit in Cambodia's landscape, and create a roadmap showing how Cambodia can formalize social enterprise as a legal status—a key step toward legitimizing businesses built for people and planet.

### CATALYZING A GREEN E-COMMERCE ECOSYSTEM

As e-commerce expands rapidly, we work to ensure it grows sustainably. Our research, in partnership with GIZ, maps Cambodia's e-commerce landscape and identifies opportunities for greening initiatives, connecting diverse actors, from platforms, sellers, policymakers, to consumers, around shared environmental goals.



## BUILDING A SKILLED POOL OF MENTORS ACROSS CAMBODIA WITH IMNETS

**Effective mentorship is one of the most helpful and important forms of support for an entrepreneur, especially for women entrepreneurs outside of city centers.**



In 2025, two cohorts of the Inclusive Mentorship Network for Entrepreneurs (IMNET) program launched to fill this critical gap in Siem Reap and Battambang. The program built the capacity of mentors, particularly on gender-sensitive mentoring, through a series of training and hands-on practices with local women-led mentees.

# 46

Mentors Trained

# 38

Women-led MSME  
Mentees Engaged

# 94%

Mentees in iMNET 1 felt  
that mentorship helps  
address key challenges

### FROM SELF-DOUBT TO CONFIDENT BUSINESS MENTOR

Through the Inclusive Mentorship Network for Entrepreneurs (IMNET), Sok Lida, Executive Director of EDUCAM Academy in Battambang, reflects on IMNET's broader impact in building a local mentorship ecosystem to support women-owned MSMEs.

*"IMNET reshaped my approach to mentoring by helping me listen better, identify root causes, and prepare structured sessions. This program provided life lessons and a unique opportunity to help me develop myself from a youth consultant into a business consultant without hesitation."* — Sok Lida



# ELEVATE-TOGETHER FOR ACCESSIBLE ENTREPRENEURSHIP

**Advancing inclusion and accessibility in the entrepreneurial ecosystem through mainstreaming accessible infrastructure and community building.**

ELEVATE, born of a partnership between the Impact Hub Network and the Nippon Foundation, is a long-term initiative to mainstream disability inclusion and accessibility across global entrepreneurial spaces. In its first year, ELEVATE focused on understanding the barriers that people with disabilities face in accessing entrepreneurial opportunities through a needs assessment, a series of physical and digital infrastructure renovations, and community events.

July 2025-Sept 2026

Read more at: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

## KEY FINDINGS FROM THE NEEDS ASSESSMENT IN CAMBODIA

<b>PHYSICAL ACCESSIBILITY BARRIERS</b>	71% of mobility-impaired participants reported barriers like missing ramps and inadequate toilets.
	89% of hearing-impaired participants said events lacked sign language interpretation.
<b>DIGITAL ACCESSIBILITY CHALLENGES</b>	67% of PWDs faced digital barriers (e.g., inaccessible file formats, missing captions).
	61% missed due to unclear or inaccessible digital information.
<b>EVENT PARTICIPATION</b>	74% of participants were motivated to attend events but felt marginalized or treated as beneficiaries rather than equal contributors.

## WHAT TO EXPECT NEXT FROM ELEVATE?

Based on the needs assessment, the ELEVATE program will focus on the following key areas for improvement in the coming years to ensure Impact Hub Phnom Penh becomes a fully accessible space:

- PHYSICAL INFRASTRUCTURE UPGRADES** 
- DIGITAL ACCESSIBILITY IMPROVEMENTS** 
- INCLUSIVE COMMUNITY EVENTS** 



# OUR SPACE



## SPACE FOR IMPACT

Physical space catalyzes impact. When social entrepreneurs, creatives, tech innovators, and nonprofit leaders occupy the same rooms, conversations become partnerships, and ideas get tested in real time. Changemakers accelerate their learning and unlock connections that wouldn't happen in isolation.

WE OFFER SPACE RENTAL. CHECK OUT HERE!



[www.phnompenh.impacthub.net](http://www.phnompenh.impacthub.net)

**MEET THREE CHANGEMAKERS CALLING OUR SPACE HOME!**

**SUDrain** is a cleantech venture that turns coconut waste into powerful water-treatment technology. Our alumni and partner since 2018, SUDrain has been leading innovative WASH solutions for communities.



**Think Plastic** is an award-winning environmental advocacy campaign that has been challenging Cambodians to rethink convenience and confront the tough truth: our preference for single-use convenience comes at environmental cost.

**Komar Pikar Foundation**, or Foundation for Disabled Children, is a national organization that has been working to ensure children with moderate to severe disabilities receive education, therapy, and dignity since 2007.



**INSPIRING SPACE, INSPIRING MIND**

In 2025, our event space in Tuol Tom Pong co-sponsored and hosted 100+ trainings, workshops, networking events, consultations, study tours, and meetings, welcoming 3,500+ impact makers across sectors.



**COMING UP: REOPENING OUR COWORKING SPACE IN 2026**

We believe great work needs great space – a place where collaboration flows naturally, community forms organically, and creativity sparks from proximity. Our coworking space is coming soon. Stay tuned for updates on this new offering!

Check the update about our coworking space here: [phnompenh.impacthub.net](http://phnompenh.impacthub.net)

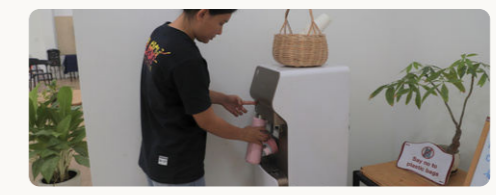
**SUSTAINABILITY**

**WE ARE COMMITTED TO SUSTAINABILITY AND INCLUSIVE PRACTICES.**

**GREEN PRACTICES**



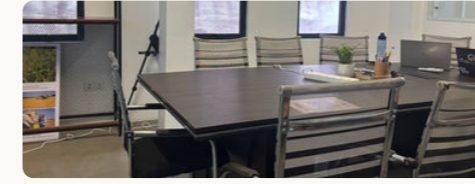
Plastic recycling and compost station



Own-bottle policy and water refill station



Paper recycling station



Use of used but gently loved furniture and materials where possible



Plastic-free catering with Eleven One Kitchen.



14 KG of compost sent to Leng Dei.

**AND ALSO:**

- AC set at no less than 24°C to reduce energy use.
- LED lighting, inverter air conditioners, and energy-efficient refrigerators.

**Acknowledgement:** In 2025, our space consumed **34,583 kWh** of electricity, equivalent to approximately **15,221kg** of CO<sub>2</sub> emissions. As our space expanded this year, we continue monitoring energy use and applying practical measures to reduce our impact.

**ACCESSIBILITY & INCLUSION**

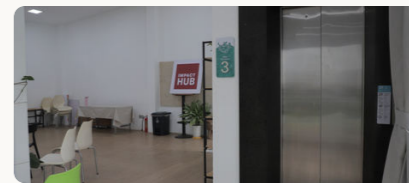
And you can find the standard book we follow here: [Accessibility standard](#)



Elevator and ramp access



Accessible toilet



Elevator with sound signals and braille



Sign language classes hosted in our space

# OUR TRUSTED PARTNERS AND SUPPORTERS

Year after year, Impact Hub Phnom Penh would not have been able to continue our impact if it weren't for the partners who trusted us and believed in our vision.

We would like to express our sincere gratitude to our donors, sponsors, local and international partners, research and academic institutions, content creators, and individuals who took part in making our 2025 possible.



# HUMANS OF IMPACT

The people that



# HUB PHNOM PENH

made our 2025 happen



# LOOKING AHEAD TO 2026

To stay a space that is more than space, one that inspires, connects, and enables, in 2026, we will...


**ACCESSIBILITY**  
An accessible kitchen and a dedicated parking spot.



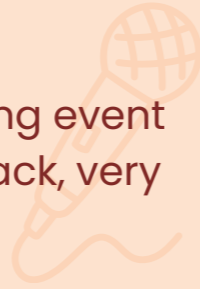
**COWORKING SPACE**  
Stay tuned for our re-opening of the community space!



**GREEN AND GARDEN**  
Visit our beautiful garden on the 3rd floor—a new community hangout spot!



**IMPACT TALKS**  
Our favorite inspiring event series is coming back, very soon!



And many more support programs for impact makers!!

## THANK YOU



© Impact Hub Phnom Penh 2026

All rights reserved. No portion of this publication may be reproduced in any form without written permission from the publisher or author.

Published by Impact Hub Phnom Penh in April 2026.

Report coordination: Thai Sreyvin and Nguyen Hai Anh

Layout and design: Lay Sengheng

Proofreading: Annika Freudenberger



Be the **CHANGE**  
You want to see!

[www.phnompenh.impacthub.net](http://www.phnompenh.impacthub.net)