



CAMBODIA'S ENTREPRENEURIAL ECOSYSTEM STRENGTHENING CONFERENCE 2025

CAMESCO25

21 NOVEMBER 2025 | 08:30AM - 06:00PM | SHANGRI-LA PHNOM PENH

FROM COLLABORATION TO CATALYZING SYSTEMIC IMPACT

INFORMATION PACK

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01. WELCOME LETTER

Greetings and welcome!

On behalf of Khmer Enterprise and Swisscontact, we warmly welcome you to Cambodia's Entrepreneurial Ecosystem Strengthening Conference 2025 (CAMESCO2025). CAMESCO is an initiative implemented under the Enhancing Entrepreneurial Ecosystem and Investments (3Ei) initiative, which is funded by Khmer Enterprise, Swiss Agency for Development and Cooperation (SDC), and Korea International Cooperation Agency (KOICA).

It is our great honor to co-organize this 4th edition of CAMESCO, a flagship platform dedicated to strengthening Cambodia's entrepreneurial and investment ecosystem. Since its establishment in 2022, CAMESCO has brought together local and international stakeholders to share best practices, promote collaboration, and nurture an entrepreneurial culture among Entrepreneur Support Organizations (ESOs) and system actors.

This year's theme, "From Collaboration to Catalyzing Systemic Impact," reflects CAMESCO's evolution from a platform for connection-building to one that drives structural transformation within Cambodia's entrepreneurial ecosystem. The conference deepens collaboration among ecosystem actors to generate actionable insights into national initiatives, capital mobilization, and emerging regional and global trends.

The program features a series of sessions that showcase how collaboration is turning ecosystem actors into catalysts of change, explore pathways for mobilizing capital and green investments, and share lessons from global and regional initiatives driving entrepreneurial success. Discussions also aim to spotlight inclusive models that unlock innovation and opportunity, highlight key results from Cambodia's entrepreneurial ecosystem, and connect startups and SMEs with investors through fast-track networking. Together, these sessions aim to move beyond dialogue to inspire practical actions that strengthen the country's innovation landscape.

We extend our sincere appreciation to our Gold Sponsors—the Sasakawa Peace Foundation (SPF), The Nippon Foundation, and ADB Frontier—for their generous support. We also gratefully acknowledge our strategic partners, The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the Aspen Network of Development Entrepreneurs (ANDE), for their trust, commitment, and continued partnership.

We would like to thank you for your presence, interest, and support for CAMESCO 2025. Your active engagement makes this gathering possible and meaningful.

Thank you for joining CAMESCO2025. We hope the discussions, insights, and connections fostered throughout this conference will inspire collaborative action toward building a resilient, inclusive, and future-ready innovation ecosystem for Cambodia.

Wishing everyone a productive and inspiring conference.



Dr. Daniel Nugraha
Country Director
Swisscontact in Cambodia



H.E. Dr. Vanmunin Chhieng
Delegate of Royal Government
and CEO of Khmer Enterprise



02. BACKGROUND

Cambodia's Entrepreneurial Ecosystem Strengthening Conference (CAMESCO) is an initiative established to build a network with like-minded stakeholders to strengthen Cambodia's entrepreneurship and investment ecosystem. It showcases best practices in promoting collaboration, trust building, and fostering an entrepreneurial culture among Entrepreneur Support Organizations (ESOs) and system actors.

CAMESCO is an annual conference that brings together local and international stakeholders within the entrepreneurial development community to explore challenges and opportunities for building a strong and attractive entrepreneurial and investment ecosystem in Cambodia. To date, two editions have been organized under the Enhancing Entrepreneurial Ecosystem and Investment (3Ei) initiative, engaging more than 350 participants from 230 institutions, with over 17 international and 12 local speakers.

The [3Ei initiative](#) is co-financed by Khmer Enterprise (KE), Swiss Agency for Development and Cooperation (SDC), and Korea International Cooperation Agency (KOICA), and co-implemented by Khmer Enterprise and Swisscontact.



03. CAMESCO25

CAMESCO2025 will be held on **21 November 2025 at Shangri-La Phnom Penh** under the theme **"From Collaboration to Catalyzing Systemic Impact"**. Building on the momentum of previous convenings, this year's conference moves beyond connection-building to focus on driving structural transformation within Cambodia's entrepreneurial ecosystem.

CAMESCO 2025 deepens collaboration among ecosystem actors to generate **actionable insights on national initiatives, capital mobilization, and regional and global trends**. The conference fosters strategic alignment with Cambodia's development priorities and drives collective efforts to build a resilient, inclusive, and future-ready innovation ecosystem. By enhancing knowledge exchange and partnerships, it aims to convert collaboration into scalable, systemic impact for sustainable growth.

Objectives:



Recap the year-round summary of Cambodia's entrepreneurial ecosystem initiatives and status, including [Give a Day](#) and Ecosystem Builders Network ([EBN](#)) meetings and other ecosystem strengthening activities that have occurred within the year



Catalyze systemic transformation to **mobilize diverse capital for sustainable** growth via global and regional initiatives and their implication in Cambodia.



Build an innovative ecosystem by **building a resilient, inclusive, and future-ready ecosystem capable** of solving complex development challenges.



Network with national and regional organizations.



04. AGENDA

Time	Sessions
8:30-9:00	Guests Arrival and Registration
9:00-9:05	National Anthem
9:05-9:30	<p>Welcome Remarks</p> <ul style="list-style-type: none"> • Mr. Reto Grüninger, Director for Cooperation, Swiss Agency for Development and Cooperation (SDC) <p>Opening Remarks</p> <ul style="list-style-type: none"> • H.E. Dr. Vanmunin Chhieng, Delegate of the Royal Government and CEO of Khmer Enterprise
9:30-9:40	Photo Session
9:40-9:50	<p>Keynote Spark Talk: Japan's Vision for Impact: Advancing GSG Partner Synergy in Southeast Asia</p> <ul style="list-style-type: none"> • Mr. Itsu Adachi, Executive Director, The Sasakawa Peace Foundation (SPF)
9:50-10:10	<p>Session 1: From Collaboration to Catalysts: Stories of Systemic Impact in Cambodia</p> <p>Objective: Showcases how collaborations turn into catalysts for change— tackling challenges, sparking ripple effects, and offering practical insights into systemic impact in Cambodia</p> <ul style="list-style-type: none"> • Ms. Sokhuy Lay, Deputy Team Leader/Technical Lead of the Enhancing Entrepreneurial Ecosystem and Investments (3Ei) initiative, Swisscontact Cambodia
10:10-10:25	Coffee Break
10:25-12:00	<p>Session 2: Mobilizing Capital: Investment Pathways for Sustainable Growth</p> <p>Objective: Explore emerging trends, challenges, and opportunities in green and climate investments across Asia, and discuss how Cambodia can unlock sustainable financing pathways for growth</p> <p>Presentation: The Trends, Challenges and Opportunities for Climate Capital Investment in Asia (30 min)</p> <ul style="list-style-type: none"> • Mr. Neil Bose, Senior Associate, Asia Pacific, Convergence Blended Finance

Time	Sessions
	<p>Panel Discussion: Unlocking Green and Climate Investments – Regional Outlook and Implications for Cambodia (60min)</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Ms. Sucharita Kamath, Asia Regional Director, Aspen Network of Development Entrepreneurs (ANDE) <p>Panelists':</p> <ul style="list-style-type: none"> • Ms. Katie Carrasco, Managing Director, ESG and Gender, Global Innovation Fund • Mr. Somphyvatanak Kong, Senior Market and Funding Manager, Khmer Enterprise • Mr. Savin Mao, Chief Investment Officer, Emerging Markets Investment Advisers
12:00–13:30	<p>Networking Lunch</p>
13:30–13:40	<p>Keynote Spark Talk: Corporates Driving an Inclusive Entrepreneurial Ecosystem</p> <ul style="list-style-type: none"> • Mr. Makoto Wada, Program Director, Disability Inclusion Team, Global Issues Department, the Nippon Foundation
13:40–13:55	<p>Session 3: Summary of Key Results of Cambodia's Entrepreneurial Ecosystem</p> <p>Objective: To provide insights of status and development of Cambodia Entrepreneurial ecosystem by sharing initiatives and programs within the ecosystem</p> <ul style="list-style-type: none"> • Ms. Sreynang Hun, Entrepreneurship Ecosystem Specialist, Khmer Enterprise
13:55–14:55	<p>Session 4: Global and Regional Initiatives Best Practices Driving Entrepreneurial Success</p> <p>Objective: To showcase global and regional best practices that accelerate entrepreneurial success and explore how these lessons can inspire and strengthen Cambodia's ecosystem</p> <p>Unlocking Impactful Growth: Adapting Accelerator Models to Drive Access to Purpose-suited Capital</p> <ul style="list-style-type: none"> • Mr. Deepak Menon, Chief Program Officer, Village Capital <p>Unlocking Sustainable Growth: Venture Studios, Corporates, and Venture Capital in Southeast Asia's New Era</p> <ul style="list-style-type: none"> • Mr. Ziv Ragowsky, Founding Partner, Wright Partners



Time	Sessions
14:55-15:10	<p>Coffee Break</p>
15:10-16:40	<p>Session 5: Entrepreneurship Without Barriers: Unlocking Potential Through Inclusion – co-hosted by the Sasakawa Peace Foundation and the Nippon Foundation</p> <p>Objective: To provide insights into Cambodia's inclusive entrepreneurship landscape and support mechanisms, alongside regional perspectives, to drive innovation, promote growth, and guide strategies for a more resilient and equitable entrepreneurial ecosystem</p> <p>Presentation: Insights Into Cambodia's Inclusive Entrepreneurship Landscape (20 min)</p> <ul style="list-style-type: none"> • Ms. Keolydeth Hun, SHE Program Manager, iDE Cambodia <p>Panel Discussion: Entrepreneurship Without Barriers: Unlocking Potential Through Inclusion (70 min)</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Ms. Etsuko Ito, Program Officer, Social Innovation Program, The Sasakawa Peace Foundation (SPF) <p>Panellists:</p> <ul style="list-style-type: none"> • Ms. Sor San, Founder, Puthi Weaving • Ms. Sovattha Neou, CEO, Impact Hub Phnom Penh • Mr. Taichi Shimoda, Associate Program Officer, Disability Inclusion Team, Global Issues Department, the Nippon Foundation • Mr. Tom Sebastian, Regional Director Programs & Partnerships Asia (APAC), Seedstars
15:00-17:00	<p>Speed Dating: Fast-Track Connections Between Startups/SMEs and Investors (Exclusive, by invitation only), co-hosted by GIZ and Entrepreneur Investment Support (EIS) initiative</p>
16:40-17:00	<p>Closing Remarks</p> <ul style="list-style-type: none"> • Dr. Daniel Setiawan Nugraha, Country Director, Swisscontact in Cambodia
17:00-18:00	<p>Canape Networking</p>



05. RECAP OF CAMESCO

Two editions of CAMESCO held in 2023 and 2024, convened more than 350 participants from 230 institutions and featured 17 international and 12 local speakers.

A Glimpse from CAMESCO 2023

182
Attendees

115
Organizations Attended

56%
Regional /International
Speakers

12
Countries



A Glimpse from CAMESCO 2024

168
Attendees

122
Organizations Attended

61%
Regional /International
Speakers

11
Countries



06. KEY ECOSYSTEM INITIATIVES SUPPORTING CAMESCO

While Give a Day convenes ecosystem actors bi-monthly and the Ecosystem Builders Network (EBN) gathers facilitating organizations on a quarterly basis, there remains a need to engage a broader set of stakeholders, including international investors and organizations seeking opportunities in Cambodia. CAMESCO presents an platform to foster this wider collaboration, as envisioned in the Strategic Approach of 3Ei's Collaboration Pillar CAMESCO aims to become the premier venue for accessing information, exploring opportunities, and building meaningful networks within the country's entrepreneurial landscape.

Collaboration Pillar

Collaboration pillar aims to strengthen entrepreneurial ecosystem by deeping trust-based relationship among the system's actors.



6.1. Give a Day

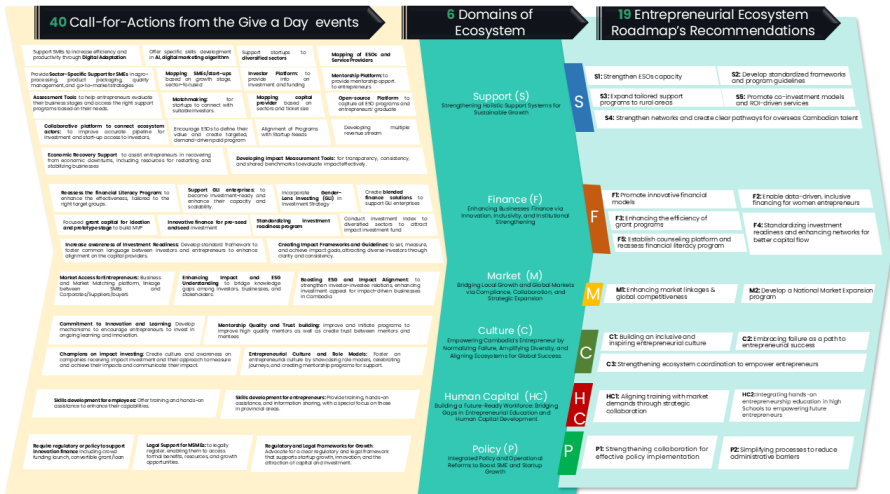


31 Give a Day meetings have been organized since 2023 among those 19 were held in Phnom Penh, 9 in Siem Reap and 3 in Battambang. A total of 502 people from 316 institutions participated. Give a Day aims to create a space for key stakeholders in the ecosystem to systematically dive deep into key issues of the entrepreneurial ecosystem via bi-monthly meetings. The initiative's purpose is to foster connections and trust among Entrepreneurs Support Organizations (ESOs), allowing them to better understand each other's work and differentiate their programs. This process can lead to demand-driven discussions, presentations, and collaborations, which may also integrate peer exchange workshops. Consequently, this enhanced trust will result in improved services for entrepreneurs. In addition, Give a Day is one of the instruments to collect key insights to produces call-for-action items for the entrepreneurial ecosystem.



6.1.1. Key Takeaways from Give a Day in 2024

Since 2022, Give a Day events have served as a platform to identify key challenges and gather actionable recommendations for strengthening the entrepreneurial ecosystem. Through these collective discussions, 40 persistent issues have been identified and subsequently integrated into the Entrepreneurial Ecosystem Roadmap 2025 - 2035, ensuring alignment with its six thematic domains. The compiled list of action items is presented below:



Scan this QR code for the high resolution file



6.1.2. Give a Day Participant Organizations





6.2. Ecosystem Builders Network (EBN)

A total of **42** organizations participated in at least one of the 9 EBN meetings held since 2023. The Ecosystem Builders Network (EBN) organizes quarterly meetings that are focused on development partners, ecosystem builders and government agencies to catalyze the efforts to bring about meaningful changes to build an entrepreneurial ecosystem. These gatherings provide a platform for EBN members to learn about each other's programs, identify market gaps, and explore opportunities. Consequently, this facilitates the design of targeted programs in filling market gaps and enhances collaboration between system's actors.

Following a series of EBN meetings in 2023, EBN members formulated an impactful framework of an entrepreneurial ecosystem roadmap and formed a small working group to oversee the roadmap development. In 2024, the consultant was contracted to undertake the task and put the roadmap together. Additionally, the EBN meetings held a series of consultations to provide updates on the roadmap's development, seeking insights and input from EBN members throughout the development process. The roadmap was launched in September 2025. The entrepreneurial ecosystem roadmap aims to strengthen coordination and collaboration to align future programming with the roadmap's actionable recommendations to accelerate systemic change.



6.2.1. Entrepreneurial Ecosystem Roadmap (EER) 2025–2035

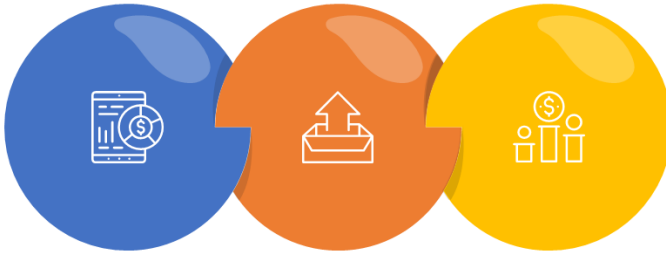
The Entrepreneurial Ecosystem Roadmap (EER) 2025–2035 represents a ten-year strategic framework designed to strengthen coordination, investment, and inclusive growth across Cambodia's entrepreneurial ecosystem. Developed through an extensive process involving desk research, literature reviews, Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), and surveys, the roadmap mapped 147 support programs along the entrepreneurial journey to identify key gaps and guide targeted actions.

Marking a significant milestone for Cambodia's entrepreneurial community, the EER 2025–2035 was officially launched on 17 September 2025. It addresses persistent structural challenges such as fragmented support systems, limited access to finance, skills gaps, and regulatory barriers, while also outlining emerging opportunities in digital adoption, diaspora engagement, and regional market integration. The roadmap provides a cohesive strategic vision to align and coordinate stakeholder efforts in advancing the country's entrepreneurship landscape.

PURPOSE OF ROADMAP

Develop a shared vision to build a vibrant Cambodian entrepreneurial ecosystem that nurtures and supports successful entrepreneurs.

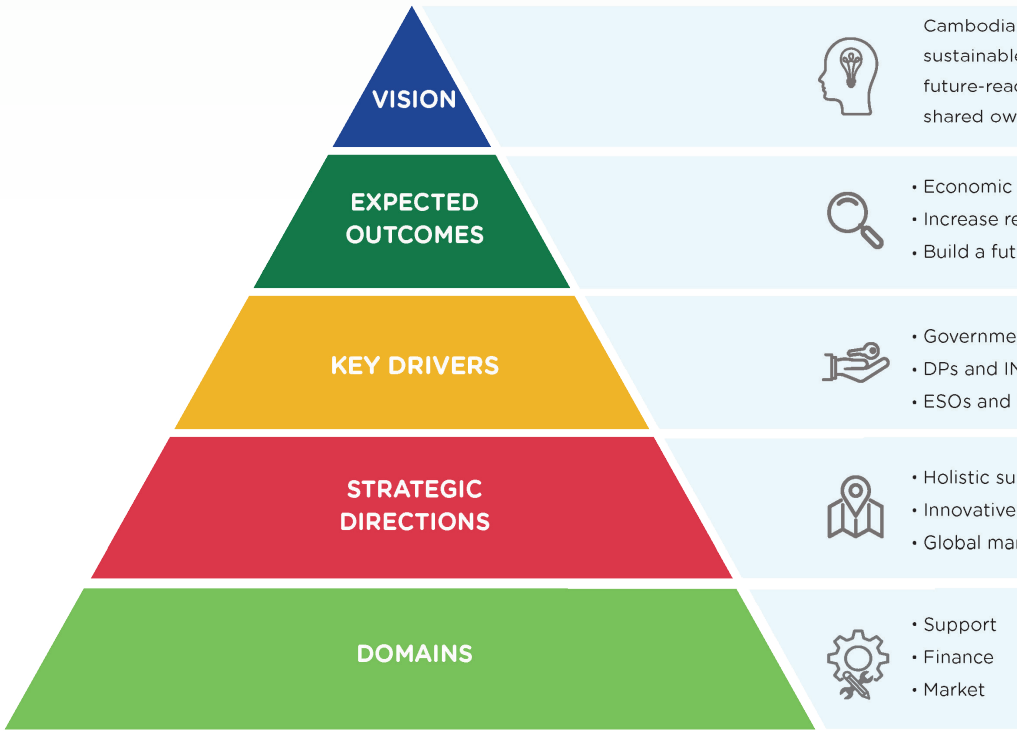
Empower the ecosystem by strengthening existing partners, improving existing and future programs and services supplied and attracting new stakeholders or partners.



Knowledge Alignment Strategic Planning Resource Mobilization



VISION OF ROADMAP



...s entrepreneurial ecosystem will empower diverse innovators and
...e enterprise to drive equitable economic growth and build resilient,
...dy communities. Anchored in collaboration, systemic alignment, and
...nership, it will serve as a catalyst for inclusive and sustainable progress.

1

...rowth & equity through inclusive entrepreneurship
...egional and global market presence
...ure-ready workforce

2

...nt
...NGOs
...investors

- Entrepreneurs community
- Private sector

3

...pport systems
...finance
...rket integration

- Empowering culture
- Future-ready workforce
- Streamlined policies

4

- Culture
- Human Capital
- Policy

5



PROGRAM MAPPING

ENTERPRISE
DEVELOPMENT AND
TRANSFORMATION

MARKET
READINESS

FINANCING

**1 ENTERPRISE DEVELOPMENT
AND TRANSFORMATION**

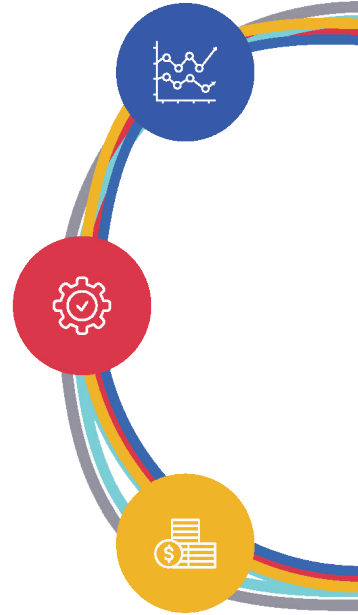
- S1. Enterprise Development
- S2. Productivity Development
- S3. Enterprise Sustainability
- S4. Digitalization / Technology Upgrading
- S5. Innovation for Startups

2 MARKET READINESS

- S6. Local Market Access
- S7. International Market Access

3 FINANCING

- S8. Investment Readiness
- S9. Fundraising Support
- S10. Grant Program
- S11. Financial Product Offers



NETWORKING

HUMAN
TALENT

ECOSYSTEM
LEVEL

6 ECOSYSTEM LEVEL

- S23. BDS Capacity Building
- S24. ESOs Capacity Building
- S25. Investors Capacity Building

5 HUMAN TALENT

- S16. Entrepreneur Education
- S17. Marketing Strategy
- S18. Leadership
- S19. Digital Literacy & Marketing
- S20. Financial Literacy & Management
- S21. Business Strategy & Planning
- S22. Others

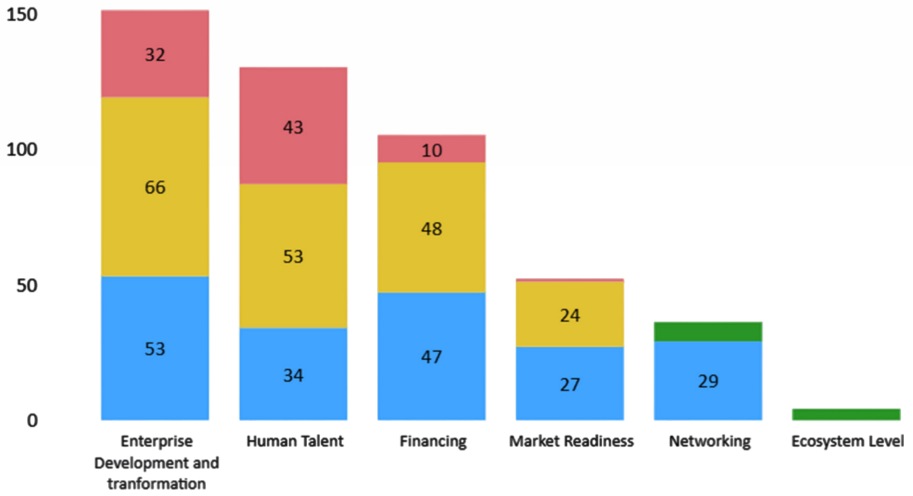
4 NETWORKING

- S12. Entrepreneur-Meetup
- S13. ESOs-Meetup
- S14. Startup Gathering
- S15. Mentor-Meetup



PROGRAM MAPPING

Stage ● Scale-UP ● Ecosystem Actors ● Early Stage ● Pre-launch



PROGRAMS

147

TOTAL BENEFICIARY

478

ECOSYSTEM ACTORS

SERVICE PROVIDER

1

ESO

6

INVESTOR

4

BENEFICIARY STAGE



PRE-LAUNCH

86



STARTING-UP & EARLY STAGE

191



GROWTH & SCALE UP

190

ACTION-DRIVEN PRIORITIES (6 DOMAINS)



Inspired by Isenberg's entrepreneur ecosystem domains, the roadmap encompasses the following 6 key pillars.



IMPACT PATHWAY OF THE ROADMAP

6 Domains of Ecosystem

19 interventions

Support (S)

Strengthening Holistic Support Systems for Sustainable Growth

S1: Strengthen ESOs capacity.

S2: Develop sta and program g

S3: Expand tailored support programs to rural areas.

S4: Strengthen pathways for o

S5: Promote co-investment models and ROI-driven

Finance (F)

Enhancing MSME & startups Finance via innovation, inclusivity, and Institutional strengthening

F1: Promote innovative financial models.

F2: Enable data financing for w

F3: Enhancing the efficiency of grant programs.

F4: Standardizing enhancing network

F5: Reassess the financial literacy program.

Market(M)

Bridging local Growth and Global Markets via Compliance Collaboration, and Strategic Expansion

M1: Enhancing market linkages & global competitiveness.

M2: Develop a t program.

Culture (C)

Empowering Cambodian's Entrepreneur by Normalizing Failure, Amplifying Diversity, and Aligning Ecosystems for Global Success

C1: Building an inclusive and inspiring entrepreneurial culture.

C2: Embracing entrepreneur

C3: Strengthening ecosystem coordination to em

Human (H)

Building a Future-Ready Workforce Bridging Gaps in Entrepreneurial Education and Human Capital Development

H1: Aligning training with market demands through strategic collaboration.

H2: Integrating neurship educa to empowering

Policy(P)

Integrated Policy and Operational Reforms to Boost MSME and Startup Growth

P1: Strengthening collaboration for effective policy implementation.

P2: Simplifying administrative l



3 Outcomes

Impact

Standardized frameworks and guidelines.

Build networks and create clear pathways for overseas Cambodian talent.

Enhance services.

Gender-driven inclusive support for women entrepreneurs.

Improve investment readiness and attract funds for better capital flow.

National Market Expansion

Viewing failure as a path to eventual success.

Empower entrepreneurs.

Hands-on entrepreneurship education in high schools to prepare future entrepreneurs.

Streamline processes to reduce barriers.

More high-performing businesses through inclusive access

Better Quality of MSMEs and Startups

Business's offer improved product & services leading to market expansion

Increase regional and global market presence and competitiveness

Skilled Workforce and innovative business enabled to respond to evolving industry demands

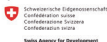
Future-ready workforce anchored in an adaptive, innovative culture



ENTREPRENEURIAL ECOSYSTEM ROADMAP 2025 - 2035



Funded by



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Scan this QR Code to access to Roadmap Report



6.2.2. EBN Participant Organizations



07. GUESTS OF HONOR AND SPEAKER

7.1. Guests of Honor



H.E. DR. VANMUNIN CHHIENG

Delegate of the Royal Government and
CEO of Khmer Enterprise

Dr. Chhieng Vanmunin has many years of experience working in the ICT industry. He has been consulting Startups, SMEs, and Nationals & International Corporations across all various sectors ranging from University, R&D, Startup, Banking, Telecom and Fintech. Before accepting the role as CEO of Khmer Enterprise, Dr. Vanmunin started his career in ICT industry includes UNSW – an Australian University, Data61 – an Australian government's centre of Research and Excellence, Macquarie Bank – an international investment bank, Freelancer.com – a multi-million dollars online business, NBNC0 – an Australian National Broadband Network, eBay – an eCommerce retailer, Data Republic – a Security Data Exchange, RGC – Royal Government of Cambodia. Dr. Vanmunin holds a PhD in Computer Science and Engineering from UNSW, Australia in 2008. With a vision for changing lives with innovative solutions, Dr. Vanmunin applied first-hand experiences and cutting-edge practices in many consultancy projects including project planning, prototyping, implementation, automation, and scaling businesses.



MR. RETO GRÜNINGER

Director for Cooperation,
Swiss Agency for Development
and Cooperation (SDC)

Mr. Reto Grüninger is Director for Cooperation at the Swiss Cooperation Office and Consular Agency in Cambodia since August 1st 2024. Previously he was head of Cooperation at the Swiss Embassy in Colombia from 2020 to July 2024.

Reto has been working for Swiss Development Cooperation since 2002, when he joined the Swiss agency for development and cooperation (SDC). He was first responsible for government and parliamentary affairs of SDC and SDC's relations with the OECD Development Assistance Committee.

From 2006–2012 Reto worked in SDC's Central America Regional Program in different offices and positions, among others in the area of Water, Sanitation and Hygiene and in General Budget Support. From 2012 – 2016 Reto was seconded as Advisor to the Swiss Executive Director at the World Bank Group in Washington DC. From 2016 to 2020 he was Head of Division for Latin America and the Caribbean at SDC Headquarters overseeing Swiss Cooperation Programs in Central America, Haiti, Cuba and Bolivia, and serving as Alternate Governor at the Interamerican Development Bank IDB. The Division also hosted the institution-wide thematic focal point for employment and income (private sector development, financial inclusion and vocational education & training), and SDC's center of competence for private sector engagement.

Reto's engagements prior to SDC include work with the International Committee of the Red Cross (ICRC) in Colombia, Rwanda and Macedonia. He holds a master's degree in international Affairs of the University of St. Gallen (HSG), Switzerland.



MR. ITSU ADACHI

Executive Director
The Sasakawa Peace Foundation (SPF)

Mr. Itsu Adachi is the Executive Director of the Sasakawa Peace Foundation (SPF). He joined SPF in June 2020 and currently oversees departments and projects related to labor migration, social integration, promoting understanding of the Middle East and Islam, and advancing social innovation by supporting the development of ecosystems for impact investing and inclusive entrepreneurship.

Prior to joining SPF, he spent 35 years leading international cooperation programs in developing countries at the Japan International Cooperation Agency (JICA). His portfolio covered a wide range of official development assistance projects in Southeast Asia, including post-conflict peace building and reconstruction projects in Cambodia as Chief Representative of JICA, Cambodia office. He also led cross-sectoral initiatives leveraging technological innovation and digital transformation in development projects. Mr. Adachi graduated with a Bachelor of Arts from Sofia University, Japan. He currently serves as a board member of GSG Impact Japan National Partner.





DR. DANIEL NUGRAHA

Country Director
Swisscontact in Cambodia

Dr. Daniel Nugraha has been the Country Director of Swisscontact Cambodia since August 2024. A seasoned agricultural economist and distinguished expert in systems approach for sustainable development, he has over 20 years of experience in SME development, private sector promotion, and vocational skills development. He is a highly accomplished team leader with extensive experience in developing and overseeing projects and teams of various sizes. His outstanding track record includes spearheading AIP-Rural (Australia-Indonesia Partnership for Rural Economic Development), a flagship initiative recognised as one of the world's largest agriculture market systems development programmes, with a budget of AUD 112 million and 150+ staff. He played a pivotal role in ensuring the strategic coherence of its four projects, PRISMA (agriculture commodities), ARISA (applied research and innovation), TIRTA (tertiary irrigation), and SAFIRA (value chain finance), to achieve the ambitious goal of increasing the net incomes of 300,000 smallholder farmers across five provinces of Indonesia.

7.2. Speakers

MS. SOKHUY LAY

Deputy Team Leader of 3Ei
Swisscontact in Cambodia



Ms. Sokhuy Lay is the the Deputy Team Leader and Technical Lead of the Enhancing Entrepreneurial Ecosystem and Investment (3Ei) initiative at Swisscontact Cambodia, overseeing strategic planning, partnership development, and ecosystem-building efforts. With over a decade of experience in SME development, private sector development, entrepreneurial ecosystems, and investment facilitation, she has cultivated strong connections with local stakeholders and international networks, gaining deep insights into Cambodia's entrepreneurial landscape. Previously, she served as Program Lead for an entrepreneurship ecosystem initiative and as Lead Technical Assistance Facility Manager for the USAID-funded Regional Investment Support Entrepreneurs (RISE) Platform across ASEAN, managing a portfolio of impact driven business across four Southeast Asian countries.

MR. NEIL BOSE

Senior Associate, Asia Pacific,
Convergence Blended Finance



Mr. Neil Bose is the Senior Associate, Asia Pacific at Convergence. He focuses on building strategic partnerships and driving stakeholder engagement to scale blended finance solutions that unlock private capital for sustainable development in emerging and frontier markets. He works closely with governments, development finance institutions, and investors to advance blended finance as a practical tool for achieving Sustainable Development Goals.

Neil is a globally-oriented finance and development professional with experience across multilateral institutions, venture capital, and investment banking. Previously, he worked with the World Bank's Global Energy and Extractives Practice, leading financial and economic analyses to support Indonesia's green energy transition. His earlier experience includes roles at White Star Capital, Macquarie Group, and Standard Chartered Bank, where he developed deep expertise in financial modeling, capital equity markets, and risk management.

Neil holds an MBA from IESE Business School and a Bachelor of Science in Economics and Finance from Singapore Management University. Outside of work, he's a certified paramedic and DiveMaster who believes finance, like diving, is all about depth, precision, and the occasional leap into the unknown.

MS. SUCHARITA KAMATH

Asia Regional Director, Aspen Network
of Development Entrepreneurs (ANDE)



Ms. Sucharita Kamath is the Regional Director for Asia at the Aspen Network of Development Entrepreneurs (ANDE), where she has helped expand its footprint since 2017. With over 25 years of experience in IT, non-profits, social enterprise, and consulting, she is committed to driving sustainable development. Sucharita holds an MBA from Oxford University's Saïd Business School and an MSc in Applied Mathematics and Computer Science. She believes in being the change she wishes to see in the world.

MS. KATIE CARRASCO

Managing Director, ESG and Gender
Global Innovation Fund



Ms. Katie Carrasco leads the Global Innovation Fund's Environmental, Social Responsibility and Governance (ESG) and gender functions at GIF. Working with pipeline and portfolio companies to maximise their impact and be poised for scale. Katie also leads GIF's Asia presence having relocated to Singapore to set up the office in 2022.

Katie joined GIF as the second employee 11 years ago. Prior to joining GIF, Katie worked at Oxfam GB, CMG, part of IPG – the world's leading marketing and communications company, and O2 UK. Katie holds an MSc in Gender & International Relations, and an LLB in Law.



MR. SOMPHYVATANAK KONG

Senior Market and Funding Manager
Khmer Enterprise



Mr. Kong Somphyvatanak is the Senior Market and Funding Manager at Khmer Enterprise. He is responsible for providing grant funding such as assistance package to startups and SMEs negatively impacted by Covid-19, export grant for Cambodian SMEs to develop overseas market, and enter-prise development grant to provide financing to help businesses to be more competitive. He also works on investment mobilization to support start-ups and SMEs' financing needs. He has a background in banking and finance where he spent more than 4 years with ANZ Bank in Cambodia and Myanmar. For his education, he graduated with Economics degree from Pannasastra University of Cambodia.

MR. SAVIN MAO

Chief Investment Officer
Emerging Markets Investment Advisers



Mr. Savin Mao is an investor and business strategist with 20+ years of consulting and investing experience in Cambodia and frontier ASEAN countries. Savin co-founded Emerging Market Consulting, one of the Mekong region's first advisory firms, and later Emerging Markets Investment Advisers (EMIA), a private equity fund backing high-potential frontier businesses across F&B, healthcare, insurance, microfinance and agriculture sectors. He has an MBA in Finance from Charles Sturt University in Australia and an executive MBA from the NUS Business School in Singapore.

MR. MAKOTO WADA

Program Director, Disability Inclusion Team,
Global Issues Department,
The Nippon Foundation



Mr. Makoto Wada is the Program Director at The Nippon Foundation, which is one of Japan's largest grant-making organizations. While the Foundation traditionally funds external proposals, Makoto strives to go beyond grant-making by proactively designing and implementing programs, particularly in the field of disability inclusion. His work focuses on developing scalable model projects adaptable to various regions and fostering cross-sector collaboration with private companies and other foundations. He also contributes to public engagement through monthly Japanese publications and participation in international conferences such as the Zero Project Conference 2025 and Hasanah Forum2025.

MS. SREYNANG HUN

Entrepreneurship Ecosystem Specialist
Khmer Enterprise



Ms. Hun Sreynang is an Entrepreneurial Ecosystem Specialist at Khmer Enterprise, where she plays a crucial role in connecting, building, and maintaining a strong network among SMEs, startups, entrepreneurial support organizations (ESOs), and other key stakeholders, both locally and internationally. She also support activities included connecting to business experts, market info sharing, business matching with potential partners and investors, trade exhibitions, business forums, and knowledge transfer exchange. She holds a degree in Business Administration from Pannasastra University of Cambodia, equipping her with the skills to foster growth and innovation within the entrepreneurial landscape.



MR. DEEPAK MENON

Chief Program Officer
Village Capital



Mr. Deepak Menon is the Chief Program Officer at Village Capital, where he leads the strategy for the organization's global programmatic work. This includes designing and overseeing programs for both entrepreneurs and Entrepreneur Support Organizations (ESOs), ensuring that Village Capital evolves alongside the changing needs of startup ecosystems and the founders they serve. He brings experience from working in nonprofit and social impact roles throughout his career, which has shaped his strong commitment to inclusive and community-driven development.

Deepak joined Village Capital from mDhil Health Info Services, a health startup based in India, where he served as Chief Operating Officer. Prior to that, he worked with Quest Alliance, a nonprofit focused on education and vocational training, where he was involved in program evaluation and partnership management. Earlier in his career, Deepak spent several years at Microsoft, where he worked on building partnerships and running programs with nonprofits and social enterprises that explored how technology could improve mission outcomes for organizations across the social impact space.

MR. ZIV RAGOWSKY

Founding Partner
Wright Partners



Mr. Ziv Ragowsky has been working in Asia for over 15 years working across multiple initiatives in agriculture and sustainability. He has founded Wright Partners, a corporate venture builder that works with some of the biggest companies in the world as well as family offices to build ventures that target important south east Asian problems and raise money from Venture Capital companies to scale. Some of the companies he built, and engaged with, include Agriaku, solving supply chain problems in the agricultural supply chain and Pitik, digitizing the chicken supply chain. Both ventures raised considerable funds and are targeting help to smallholder farmers. He also working on ventures in the realm of sustainable palm oil, low carbon rice and other areas.

Ziv is an ex McKinsey consultant, an entrepreneur, and in his past built one of the first cash in cash out networks in Myanmar as well as scaled one of its biggest agricultural micro finance efforts. Ziv obtained his Masters Degree in strategy and entrepreneurship from INSEAD, with a Bachelors Degree in Business from the University of Michigan.

MS. KEOLYDETH HUN

SHE Program Manager
iDE Cambodia



Ms. HUN Keolydeth currently manages the SHE program at iDE Cambodia, where she focuses on promoting inclusive economic opportunities and bridging the digital divide for MSMEs. In her role, she oversees the integration of gender-lens approaches to ensure programs are responsive to the needs of women entrepreneurs and support businesses in becoming more inclusive. Building on her previous work with the SHE team in expanding digital programming and developing human-centered design curricula, she continues to champion digital inclusion for women-led businesses.

MS. ETSUKO ITO

Program Officer, Social Innovation Program
The Sasakawa Peace Foundation (SPF)



As a Program Officer promoting social innovation, **Etsuko** currently leads gender-smart initiatives in Cambodia, including the Chai Acceleration Program and the Inclusive Mentoring Network for Entrepreneurs (IMNet), working closely with local partners and co-funders. She also strives to advance regional-level learning to promote the impact economy, leveraging the network of GSG Impact.

Prior to joining SPF, she worked at the headquarters of the Japan International Cooperation Agency (JICA), the Embassy of Japan in Ghana, and the ESG research company EIRIS in the UK. She holds a Master's degree in Gender and Development from the London School of Economics and Political Science (LSE).



MS. SOR SAN

Founder
Puthi Weaving



Ms. Sor San founded her weaving handicraft business in 2015 during her bachelor's studies in Phnom Penh. Due to increased support and market presence, the business expand its production range and team, leading to the launch of her current brand, ពុទ្ធិ-PUTHI, on Koh Dach Island in 2023.

Born with a right leg impairment, Sor San's personal journey became the driving force behind her mission: blending cultural heritage preservation with economic empowerment for individuals with disabilities. Her business represents a unique commitment to crafting high-quality, ethically produced products that honor and preserve Cambodia's rich cultural heritage. Through the creation of exquisitely handwoven silk fabrics—including silk scarves, traditional Khmer clothing, and home decor items—Sor San not only champions the vibrant tradition of silk weaving but ensures that opportunities flourish for all.

ពុទ្ធិ-PUTHI Weaving Handicraft actively employs women with disabilities, thereby providing economic empowerment and sustainable livelihoods for local artisans, the disability community and their families, contributing to the economic development of the island community.

MS. SOVATTHA NEOU

Chief Executive Officer
Impact Hub Phnom Penh



Ms. Sovattha Neou is the CEO of Impact Hub Phnom Penh (IHPP), a vibrant community of purpose-driven youth, entrepreneurs, and creatives committed to building a more inclusive, sustainable, and innovative Cambodia.

Since 2015, IHPP has worked with more than 800 entrepreneurs, inspiring bold ideas, empowering changemakers, nurturing local talent, and fostering meaningful collaboration through hands-on learning, mentorship, and ecosystem-building.

Sovattha is a wife, a mother, and a leader with over 20 years of experience in the development sector. She has held several senior leadership roles, including as Country Director of CARE International in Cambodia and WaterSHED, providing expertise in fundraising, MEAL, grant management, and research.

Outside of work, she enjoys gardening, sports, camping, hiking, yoga, and meditation. She holds a Master's degree from Van Hall Larenstein University of Applied Sciences in the Netherlands. Sovattha aspires to continue making a positive difference in people's lives and inspiring the next generation of Cambodian leaders.

MR. TAICHI SHIMODA

Associate Program Officer, Disability Inclusion
Team, Global Issues Department
The Nippon Foundation



Mr Taichi Shimoda joined The Nippon Foundation in April 2024 after completing a Master's degree in International Social Development Studies at the University of East Anglia. He is currently engaged in several international initiatives, including support programs for persons with disabilities in Myanmar, prosthetics and orthotics training projects across Asia, an AI-based early screening and intervention program for young children with developmental disabilities in Malaysia, and entrepreneurship support programs for persons with disabilities across Asia. In addition to his professional work, he is also involved in youth empowerment initiatives for children in Japanese care homes and in promoting Canadian-style advocacy practices.

MR. TOM SEBASTIAN

Regional Director Programs and
Partnerships Asia (APAC)
Seedstars



Mr. Tom Sebastian, serving as the Regional Director of Partnerships in Asia and APAC for Seedstars, is responsible for building impact programs for regional and national partners across Asia. With a career spanning over two decades, Tom has garnered extensive expertise in sustainability, socio-economic impact, and entrepreneurship development. His professional journey includes notable tenures at The Ministry of Foreign Affairs of Denmark, Asia House, Palladium, and Accenture, where he played pivotal roles in shaping initiatives aimed at addressing pressing global challenges. Tom possesses a wealth of experience in fostering cross-industry collaborations and conceiving both national and international programs geared toward combating climate change and promoting livelihood development. Tom's commitment to driving positive change is reflected in his varied portfolio of projects and partnerships. His strategic leadership and collaborative approach have been instrumental in shaping impactful initiatives that resonate across diverse sectors and geographies. As Regional Director of Partnerships, Tom continues to leverage his extensive network and expertise to forge impactful alliances and advance sustainable development goals across the Asia-Pacific region.

08. CONTENT MANAGEMENT GUIDELINE

A shared Google Drive for CAMESCO25 has been created to provide the participants with access to relevant files and documents after the workshop. The file can only be viewed and downloaded from the google drive. You will find the following files in the drive through the below QR code.



SCAN HERE

You will find the following files in the drive:

1. Presentation of the speakers
2. Photos from the conference

Date of documents availability:

- Speakers' presentations will be uploaded on **28 November 2025**.
- Photos from the workshop will be available on **28 November 2025**.



09. ABOUT ORGANIZERS AND FUNDERS

9.1. Enhancing Entrepreneurial Ecosystems and Investments (3Ei) Initiative



The Enhancing Entrepreneurial Ecosystem and Investments (3Ei) is a five-year initiative (2023 – 2027) implemented by Khmer Enterprise and Swisscontact and co-financed Khmer Enterprise, the Swiss Agency for Development and Cooperation (SDC) and the Korea International Cooperation Agency (KOICA). The 3Ei initiative aims mobilize impact investing capital flowing into Cambodia by supporting small and growing business growth that generate social and environmental impact. The initiative also seeks to strengthen entrepreneurial ecosystem and enhance coordination among ecosystem builders. The overall goal of the 3Ei is for the private sector to actively contribute to the Cambodia's socio-economic development and attaining the goals of the SDGs. Key donors of 3Ei are Khmer Enterprise, SDC and KOICA. In addition, 3Ei has formed a strategic partnership with the Sasakawa Peace Foundation to foster a gender-inclusive entrepreneurial ecosystem.

3Ei Initiative Brands

The 3Ei initiative has been designed with sustainable mechanisms built into the various interventions of the pillars, to ensure that activities continue post-initiative. To do that, 3Ei plans to transform the interventions into brand products. Each intervention will be branded as a product with its logo, communications and technical knowledge materials including flyers, brochures, operational handbooks, etc. The stakeholders would view these interventions as product offerings rather than donor-funded activities. This strategy has shown to be effective in cultivating interest in the uptake and institutionalization of activities from system actors.



9.2. Khmer Enterprise (KE)



Khmer Enterprise (KE), established by the Royal Government of Cambodia, aims to mobilize, invest, and manage resources to support the development of a vibrant entrepreneurial ecosystem in Cambodia, thereby promoting entrepreneurial activities, driving innovation, and value-added creation in Cambodia's economy. Khmer Enterprise has the vision to become the national platform for promoting entrepreneurial activities in the four priority sectors:

- ICT focuses on technology startups, SMEs' digital transformation, and the digital environment
- Services focus on tourism, hospitality, and logistics
- Agriculture focuses on productivity, agro-processing, and market expansion, and
- Manufacturing focuses on import substitution and industrial/SME clusters

Khmer Enterprise supports four sectors, which are Information and Communication Technology (ICT), Services, Agriculture, and Manufacturing. Their core programs include Entrepreneurial Culture Promotion, Capacity Upgrading, Business Networking, and Seed Funding. For Entrepreneurial Culture Promotion, KE supports partners' programs in entrepreneurship training, arranges and supports entrepreneurship events, conducts public outreach programs to local schools and universities, and promotes through various media channels and digital platforms. In Capacity Upgrading, they help to develop entrepreneurial and management skills, conduct market readiness activities, provide mentoring, and offer other related support activities such as events, office space, and roadshows. Through Business and Networking, KE organizes and supports business networking events, collaborates with national and international community partners, and develops a platform to attract venture capital funds, talents, and mentors. Finally, KE provides Seed Funding and matches funding opportunities with partners to stimulate ecosystem growth. This seed capital is applicable for both SMEs and startups.

For more information, please visit:



9.3. Swiss Agency for Development and Cooperation (SDC)



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development
and Cooperation SDC

The Swiss Agency for Development and Cooperation (SDC) is Switzerland's international cooperation agency within the Federal Department of Foreign Affairs (FDFA). SDC is responsible for the overall coordination of Swiss international development cooperation and humanitarian aid. The SDC's overall goal for the Swiss Cooperation Programme in the Mekong Region 2022-26, which includes development cooperation activities in Cambodia, is to "enable citizens, in particular young people, women and disadvantaged groups to be more prosperous, resilient and better included in development processes". The priorities and objectives for the Mekong Cooperation Programme are oriented towards the 2030 Agenda for Sustainable Development and relevant regional (ASEAN) and national development frameworks.

Within its regional programme in the Mekong region, SDC is implementing projects in three main portfolios:

- i) Inclusive Economic Development,
- ii) Climate Change and Natural Resource Management, and
- iii) Governance and Citizen Participation.

SDC also promotes a number of cross-cutting themes throughout its programme, namely gender equality and social inclusion, climate change adaptation and mitigation as well as disaster risk reduction.

For more information, please visit:



9.4. Korea International Cooperation Agency (KOICA)



KOICA is the representative agency for development cooperation under Ministry of Foreign Affairs of Republic of Korea. Over the three decades since KOICA first began cooperating with Cambodia in 1991, the cooperation has expanded rapidly. The establishment of the KOICA Cambodia Office in 2003 paved the way for a comprehensive partnership, including bilateral, multilateral, public-private partnerships, fellowships, and volunteer programs.

Supporting the Cambodian Government's Pentagonal Strategy, the KOICA Cambodia Office has been implementing various development programs. Our primary focus is on the three core sectors: Education, Health, and Rural Development. We also implement programs in other important areas, including vocational training, entrepreneurship, digital, and the environment, all of which assist in achieving the Sustainable Development Goals in Cambodia

For more information, please visit:



KOICA Head Office



KOICA Cambodia Office



9.5. Swisscontact



Swisscontact - the Swiss Foundation for Technical Cooperation is an independent, non-profit foundation based in Zürich, founded in 1959 by leading figures from the Swiss private sector and Swiss universities.

It is exclusively involved in international development, active in more than 39 countries with 117 programmes with more than 1,000 staff members. At the heart of all Swisscontact's work stand the private sector and its crucial role for achieving more inclusive economic growth. Swisscontact approaches this through 8 working areas: Initial Vocational Education and Training, Labour Market Insertion, Upskilling and Reskilling, Sustainable Agriculture, Trade, Green Cities, Tourism and Entrepreneurial Ecosystem. Swisscontact has been present throughout South-East Asia for more than 30 years. Swisscontact has been operating in Cambodia since 2013, establishing its office in the country in April 2016. Swisscontact Cambodia aims to create opportunities for people seeking to improve their living conditions and livelihoods through their own initiatives and integrating them into the local economic life.

Swisscontact Cambodia currently implements the Skills Development Programme (SDP), Innovation for Sustainable Agriculture (ISA), the Enhancing Entrepreneurial Ecosystem and Investments (3Ei) initiative, Digital Learning Materials for Technical Vocational Education and Training (DLM4TVET) and the Digital Literacy Initiative Cambodia (DLI).

For more information, please visit:



10. SPONSORS

10.1. The Sasakawa Peace Foundation (SPF)



The Sasakawa Peace Foundation (SPF) is a private foundation established in 1986 in Tokyo Japan. SPF promotes innovative solutions and approaches to address a wide range of global challenges. The foundation's Social Innovation Program focuses on catalyzing social innovation in Asia, aiming to tackle societal challenges through three key pillars: Promoting Impact Creation, Building an Inclusive Society, and Bridging Gaps. These goals are achieved through various technical assistance programs and research, which are implemented collaboratively and sustainably with local partners.

Currently, SPF is running the 'Inclusive Mentoring Network for Entrepreneurs (IMNet)' in collaboration with Swisscontact. IMNet is dedicated to enhancing the skills of mentors—especially female mentors—to better support micro-women entrepreneurs and advocate for the broader mentoring community. Additionally, SPF supports gender-smart entrepreneurship programs in the region, including the 'Cnai Accelerator Program' in Cambodia, which aims to create a level playing field for all genders. SPF also actively promotes the impact economy through GSG Impact in Southeast Asia, facilitating mutual learning and collaboration, with Khmer Enterprise serving as the secretariat in Cambodia.

For more information, please visit:



10.2. The Nippon Foundation



The **Nippon Foundation** is a private, non-profit and independent grant-making organization established in 1962, with a mission to create positive social change and contribute to a more inclusive and sustainable world. Headquartered in Tokyo, Japan, the Foundation operates both domestically and internationally across a wide range of fields including education, social welfare, public health, disability inclusion, maritime development, disaster relief, and international cooperation.

Guided by the philosophy of “social innovation” and the vision of “a society where no one is left behind,” The Nippon Foundation works to identify and address social challenges that governments and markets alone cannot solve. Through strategic partnerships with governments, NGOs, corporations, and local communities, it promotes collaborative solutions that empower individuals and build resilient societies.

As one of Asia’s leading philanthropic organizations, The Nippon Foundation functions as a hub connecting people, knowledge, and resources to drive systemic change. Its initiatives go beyond financial support—fostering capacity building, policy reform, and social inclusion. From advancing education opportunities for children and supporting persons with disabilities, to promoting sustainable ocean governance and post-disaster reconstruction, the Foundation’s projects aim to improve lives and strengthen communities around the world.

Over the past six decades, The Nippon Foundation has supported more than 30,000 projects in over 100 countries, consistently working toward a future where everyone can thrive and contribute to society. Through innovation, compassion, and collaboration, it continues to pioneer pathways toward a world where all people support one another and live with dignity.

For more information, please visit:



10.3. ADB Frontier



ADB Frontier provides catalytic risk capital to early-stage and innovative businesses in frontier markets in Asia and the Pacific. We finance businesses creating good jobs, gender and climate impact, and we test new financial products with the aim of supporting capital market development to unlock growth and help build the industry leaders of tomorrow.

For more information, please visit:



II. STRATEGIC PARTNERS

II.1. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a global service provider dedicated to international cooperation for sustainable development and international education work. GIZ's registered offices are located in Bonn and Eschborn, in

Germany. With over 50 years of experience, GIZ operates in areas such as economic development, employment promotion, energy, environment, peace, and security. GIZ's expertise is highly sought after by the German Government, EU institutions, UN, private sector, and various governments worldwide. Collaborating with businesses, civil society actors, and research institutions, GIZ fosters successful interactions between development policy and other areas of activity. Our main commissioning party is the German Federal Ministry for Economic Cooperation and Development (BMZ).

GIZ is trusted by its commissioning parties and partners to generate ideas for political, social, and economic change, develop these ideas into concrete plans, and implement them effectively. As a public-benefit federal enterprise, GIZ embodies German and European values, working flexibly with partners worldwide to deliver solutions that improve living conditions sustainably.

For more information, please visit:



11.2. Aspen Network of Development Entrepreneurs



The Aspen Network of Development Entrepreneurs (ANDE) is a global network of organizations that propel entrepreneurship in developing economies. ANDE members provide critical financial, educational, and business support services to small and growing businesses (SGBs) based on the conviction that SGBs will create jobs, stimulate long-term economic growth, and produce environmental and social benefits. Ultimately, we believe that SGBs can help lift countries out of poverty.

For more information, please visit:





CAMBODIA'S ENTREPRENEURIAL ECOSYSTEM STRENGTHENING CONFERENCE 2025



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