

Registered number: 06429421
Charity number: 1122750

**ARCHAEOLOGY AND DEVELOPMENT
FOUNDATION**

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

LUBBOCK FINE LLP
Chartered Accountants
Paternoster House
65 St Paul's Churchyard
London EC4M 8AB

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

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ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees	Vincent Chevance
Company registered number	06429421
Charity registered number	1122750
Registered office	25 Brooks Mews London W1K 4DZ
Company secretary	Jean-Baptise Chevance
Accountants	Lubbock Fine LLP Chartered Accountants & Statutory Auditors Paternoster House 65 St Paul's Churchyard London EC4M 8AB

TRUSTEE'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustee presents the annual report, which includes the director's report, together with the financial statements of the Archaeology and Development Foundation for the period from 1 January 2024 to 31 December 2024. The Trustee confirms that the Annual Report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Archaeology and Development Foundation is a company, incorporated on 16 November 2007, governed by its Memorandum and Articles of Association. It registered as a charity with the Charity Commission for England & Wales on 12 February 2008.

New Trustees are appointed by the members. The Trustees may appoint a person who is willing to act as a Trustee, either to fill a vacancy or as an additional trustee.

New Trustees are briefed on their legal obligation under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity.

In setting the objectives and planning the activity of the charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

OBJECTIVES AND ACTIVITIES

The objectives of the charitable company as set out in the governing document are:

The Archaeology and Development Foundation has been undertaking archaeological research in Phnom Kulen since 2008. One of the objectives is to understand the extent of this first capital as well as to define the various settlements during the period of time, from pre angkorian period to the post angkorian period. Working in close collaboration with the APSARA National Authority (National Authority in charge of Angkor region), the Ministry of Environment and other institutional partners, ADF is the main institution working on both development and archaeology in Phnom Kulen.

ADF is also disseminating the archaeological knowledge of the findings. Reports and conferences are regularly given and specific publications on archaeological research are also published in specialised reviews.

Historically, geographically and from a hydrologic point of view, Phnom Kulen is very closely linked with Angkor World heritage site. The Royal Government of Cambodia has registered Phnom Kulen on the indicative list of the world heritage site, and ADF is working closely with UNESCO and APSARA to move toward the recognition of this site and to meet the standards of a world heritage site.

Additionally, ADF is strongly collaborating with the Ministry of Environment, in charge of the Phnom Kulen National Park, for the management of the protected areas. Other activities in the environmental protection field are implemented such as reforestation, environmental awareness campaigns, demarcation of protected areas, training and supporting to ranger patrols in the National Park, mapping etc.

Conservation and protection of the sites

In the post war years (1990's) Cambodia suffered from endless looting. It is well known that archaeological site protection goes hand in hand with an increased local awareness that arises as a result of research and conservation programmes.

The Phnom Kulen programme is providing APSARA Authority with better knowledge of the archaeological value of the plateau, in order to extend its activities on the Phnom Kulen. ADF is also helping the Ministry of Environment by providing information relative to protected area, forest cover, and illegal activities (encroaching, illegal logging etc).

The programme is also helping to define demining areas and specific archaeological protected areas. The regular cleaning of vegetation and the maintenance of the monuments can then occur. Curators and guards/workers have been appointed by APSARA in order to follow up this initiative. The Archaeology and Development Foundation provides APSARA advice and expertise to improve the management of the sites in terms of conservation and tourism management. ADF has regularly asked APSARA to increase the human and technical resources, to fulfil these missions. For the last years, the Archaeology and Development Foundation is also sponsoring the activities from the APSARA Stone Conservation Unit (transports, salaries, materials) to restore the sandstone artefacts and bas reliefs discovered during the excavations.

Training of Khmer specialists

One of the long-term outcomes of this project is the training of Cambodian specialists, in providing them with knowledge, expertise and know how to preserve these sites.

This project provides an opportunity to train young Khmer specialists in specific search processes. All stages of the archaeological research process, beginning at the preparation phases then field work phases (prospecting to diagnostic trenches or open area excavations, conservation of monuments, inventories) all the way through to annual and final report and publication, is done working closely with ADF and APSARA archaeologists. The project also provides young students graduated from the Royal University of Fine Arts, faculty of archaeology, with their first fieldwork experience.

ADF also provides regular training to the Provincial Department of Environment of Siem Reap staff and the rangers in charge of the Phnom Kulen National Park.

Economic and social impact on local populations

Cambodia has been devastated by civil wars which were fought from 1970 through to the 1990's; this period saw one of the largest genocides in the world which killed between 1.7 to 2 million people. Fighting, aerial bombardments and minefields had a significant impact on the lives of three generations.

Phnom Kulen region was the scene of violent fighting between Khmer Rouge and government troops; the consequences are still evident today. It was one of the last Khmer Rouge strongholds to surrender in 1996.

This project provides jobs for seasonal workers and, consecutively, full-time activity for guards and specialised workers. In providing the villagers with heritage and conservation knowledge it is helping to prevent further looting and is creating a safe archaeological zone by initiating a land mine removal programme and archaeological protected areas.

An important effort is also made towards the villagers from the Phnom Kulen region for food security/nutritional health, medical and health support, hygiene and sanitation (particularly in primary schools), alternative livelihood generating incomes, as well as environmental education and protection.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

These initiatives have an important impact on the social and economic development of Phnom Kulen and especially improve the level of education and health care of the inhabitants.

FINANCIAL REVIEW

Income for the year ended 31 December 2024 was \$219,535 with expenditure totalling \$179,349. At the year end, the charity was holding restricted reserves of \$67,894 and the unrestricted reserves were in a deficit position of \$5,769.

As the Charitable company has minimal fixed costs its policy is to hold approximately \$5,000 in reserves to use as much of the funds received each year for charitable purposes. The Trustee will continue to work to bring reserves to this the target level. In the meantime, ongoing financial support will be provided by the Trustee.

PLANS FOR FUTURE PERIODS

For the archaeological activities (maintenance and conservation program), there is no plan to coordinate demining operations in 2025. However, and if the budget and work plan allow it, ADF will decide if excavations are possible in 2025. They would most probably take place on a site already secured over the previous years.

ADF will continue to maintain a regular coordination with APSARA National Authority and provide assistance and advices for a better heritage management of the archaeological sites in Phnom Kulen. This involves advices for the general maintenance of the sites and the control of the Archaeological Protected Areas. ADF will continue to encourage APSARA to increase the material resources for these tasks. ADF will provide any recent and old documentation on archaeological sites to be restored by APSARA in 2025. For the Kbal Spean and 1000 linga sites, the ADF team will intend to finalize the signboards and with their text and submit them to APSARA, so information panels can be edited and set up by ADF and APSARA, providing APSARA a better tool to manage this area and a better knowledge of the site for the public. The maps and their study will also be published in a specialised review in 2025 or 2026.

In the restoration field, only small sandstone fragments from previous archaeological campaigns were requiring complementary restoration in 2019. As our requests from 2018 to 2019 were left unanswered, ADF will have to ask again if this small operation can be done.

ADF will continue to encourage the Cambodian authorities (APSARA National Authority, Ministry of Environment, Provincial Authorities) to officially recognise the Archaeological Protected Areas and to allocate more resources for their effective protection. In 2025, ADF will encourage APSARA to maintain the posts and their signs around each CPA with a new project.

ADF will also organise public awareness meeting to local authorities, villagers, and students to raise their knowledge about the archaeological features discovered with the Lidar and threaten by recent development, in particular in Preah Ang Thom and Anlong Thom villages.

The archaeological research, diffusion, communication and training will continue. ADF will intend to finalise the publication about the ceramic of the Royal Palace, the 1000 linga and Kbal Spean sites with the most recent maps of these two sites, on Prasat Rong Chen mountain-temple and on the earth mounds fields, discovered thanks to the Lidar and excavated by ADF and APSARA in 2013.

Further studies and analysis from previous excavations archaeological samples and artefacts could also be undertaken such as ceramic or roof tiles studies, charcoal analysis for radiocarbon dating and tree identification, or phytolith analysis.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

As in 2024, the continuation of our collaboration with EFEO/Dharma project and APSARA will allow additional surveys for the recording, rubbing and studies of unregistered ancient inscriptions in Phnom Kulen. Similarly, the collaboration with two other EFEO projects (Archaeoscape.ai for Lidar and CHAMPA in Laos) will continue for reports and publications. Additional surveys to check specific archaeological features will also be undertaken.

ADF will also continue working with the Ministry of Fine Arts and Culture of Cambodia to gather previous documentation and submit reports on artefacts that appeared to be left on site before the Cambodian civil war and reappeared in private or public collections later on. It will allow the Cambodian government to claim the repatriation of these artefacts, strengthening the dynamic started a few years ago. ADF aims to write one report per artefact coming from Phnom Kulen and reappearing in these collections.

In term of communication and collaboration with APSARA, UNESCO and MoE, ADF will continue to participate to the ICC meetings, APSARA meetings, MoE and other meetings or events related to the Action Plan and the Phnom Kulen Management Program, and any other project related to PKNP.

The ADF Facebook page as well as ADF website will continue to be regularly updated with pictures from our various operations, to share our actions and inform our donors and partners.

Regarding the development activities, the main components will continue to be reinforced and adapted, according to their results.

In ADF's operational year 2025, ADF Income Generation / agroecology team will have to renew the project ending in May 2025. The team will continue to monitor and support (financially and technically) each chicken and pig breeders and will strongly encourage them to re-invest their profit into their micro-enterprise, in order to create sustainable models, applying a 50% reimbursement rate to ADF. Additional beneficiaries interested in pig and chicken raising will be included if possible.

ADF and AGRISUD teams will continue to develop the agroecology activities in Khnong Phnom commune villages, with the IADA project, proposing alternative livelihoods to more than 200 families, until May 2025. All beneficiaries will be registered and will continue to be monitored. ADF will also encourage its staff to attend technical training and will encourage exposure visit for the beneficiaries.

The Rice bank sub-component in Thma Chruogn village will continue to be monitored, encouraging the local population and authorities to take their ownership. From June 2025, a new phase of this project will be developed in coordination with AGRISUD and ADF will seek funding opportunities.

Regarding the alternative livelihoods related to tourism, ADF will continue to support and the Anlong Thom and Popel CBTC by advising and training his team, with funding from HUMY NGO to support this initiative. The objectives remain to offer tours with stronger sustainable and local impacts. The collaboration with our partner from the private sector Terre Cambodge will continue and the project started in November 2024 with APLC/Sala Bai to reinforce this activity, mostly in trainings and promotion, will be developed along the year 2025.

In 2025, the new WISH 3 hygiene project will be started, continuing the WISH 2 project implemented from January 2021 to December 2024 and which was targeting 5 primary schools (Popel, Khlah Khmum, Sangke Lak, Ta Penh and Phum Thmey). This new project, also funded by Almayuda Foundation, will continue to address environmental, hygiene and health issues in these schools but will be adapted and include the 2 main schools of Phnom Kulen: Preah Ang Thom and Anlong Thom, and will target the villagers of these communities.

ADF team will continue to work closely with the local Health Centre (Anlong Thom) to assist poor people, facing emergency situation. As per the previous years, an Emergency Relief Fund will be reserved in case of major emergency for the poorest of the people (domestic fire or accident, illness, natural disaster...) and will be included into this WISH 3 project.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

ADF will continue to implement the South-East Asian Foundation funded project supporting libraries in the primary schools of Phnom Kulen villages (SEAF 4). A partnership with TDSO NGO (Teacher Development and Support Organisation) to improve the English level of the Phnom Kulen teachers will be set up. ADF will be seeking other funding opportunities to support these schools, possibly with partners from the private sector.

To allow school students from Phnom Kulen a different future, ADF will continue the partnerships with other NGO such as Sourire Angkor (funded) or Sala Bai school (unfunded).

ADF will start in 2025, if technical and financial conditions are gathered, the Veolia funded project supporting a new water system for Thma Chruogn village.

Finally, ADF Environmental Support will continue, as ADF is strongly committed to the environmental protection of the Phnom Kulen National Park, and as the MoE is seeking support from our organisation.

ADF will continue to contribute to the Phnom Kulen Management Plan and the Action Plan, in the framework of the Phnom Kulen working group. ADF will assist the MoE for the completion of documents and studies. ADF will continue to recommend the official recognition of the archaeological protected areas (APA). ADF will seek for donors to implement activities corresponding to the Action Plan. ADF will continue to participate to the PES studies for the PKNP, if required.

ADF will continue the dynamic initiated with the previous HUMY funded projects regarding the Popel and Anlong Thom Community-based Tourism Centres (CBTCs), their related Community Protected Areas (CPA) and the training of their members, with the funding from HUMY (HUMY 4). ADF will continue to improve the management of the CBTCs, in coordination with Sala Bai NGO and within the new project and partnership set up in November 2024. Within the same project to be renewed from January 2025 for 3 years, ADF will continue to improve the management of their related CPAs and the regular patrols in these 2 Community Protected Areas, as well as a support to the Phnom Kulen handicrafts producers. This last activity will be reinforced with the TDS project, rehabilitating workshops and setting up a selling point, as well as organising training for the Phnom Kulen artisans, during the year 2025.

The TREE 3 project focusing on growing saplings in tree nurseries located in three primary schools will be renewed for 2 years from February 2025 to January 2027, as well as the project funded by HUMY in Popel primary school (HUMY 3, renewed for 3 years from January 2025).

ADF will continue to advise and assist the APSARA Authority and the MoE on large project such as the Preah Ang Thom / waterfall area and the road project crossing the PKNP.

ADF will assist tree-planting project with APSARA and MoE. The continuation of the Income Generation activities and the systematic report to the relevant authority of illegal activities (ex. logging, construction, land speculation) will also contributing to assist the MoE for the protection of the National Park. The Soneva project, if implemented, will provide an opportunity to better protect the remote forested areas and reduce the illegal activities, to reforest encroached areas as well as to implement an environmental awareness component.

ADF will continue to stress Phnom Kulen National Park threat's on at every level (local, national, international) and, if funded, to implement the demarcation of additional protected areas, and additional patrolling activities within the park.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

If possible, ADF will be associated to the project entitled “Integrated Natural Resource Management (INRM) in the productive, natural and forested landscape of the Northern Region of Cambodia”, to the project entitled “Cambodia Sustainable Landscape and Ecotourism Project (CSLEP)” a partnership project between the Ministry of Environment (MoE) and World Bank Group (WBG), working to improve protected areas management and promote ecotourism in the Cardamom Mountains-Tonle Sap landscape, or the GEF-Project “Restoring Ecosystems for Sustainable Development in the Tonle Sap Basin and Siem Reap/Phnom Kulen Landscape.

Every ADF activities will be implemented in accordance with the Khnong Phnom Commune development Plan. To do so, ADF will continue to attend the regular meeting with the local authorities.

ACHIEVEMENTS & PERFORMANCE

1. INTRODUCTION

This report presents the ADF activities in Phnom Kulen during the year 2024. They are implemented by ADF within the framework of the Memorandum of Understanding (MoU) signed with the APSARA National Authority and the Ministry of Environment (MoE), ADF's two principal governmental partners. Other governmental bodies are also involved on a local scale such as the district administration of Svay Leu (Siem Reap Province), the Sotnikum Operational District Office (from the Ministry of Health), the District office for Education, Youth and Sports (in Svay Leu) and the Khnong Phnom Commune Council.

This report is divided in two main parts, presenting the two axes of ADF's activities: the archaeological component and the development component. The last chapter presents the perspectives and the plans for the future.

ADF/ Phnom Kulen Program team for 2024

- M. Chim Sopheap, (Deputy Director / Development and Environment Program Manager), from June 2024
- M. Jean-Baptiste Chevance (Archaeologist, Phnom Kulen Program / ADF Director)

Administration, finance and communication officer:

- Ms. Hoeung Hourapich (ADF)

Archaeological and environmental team

- M. Sakhoeun Sakada (Part time consultant, until May 2024, MoE)
- M. Seng Samry (Environmental assistant)
- M. Yon Sokchea (Tree nursery Supervisor), until June 2024
- Mr Rit Saomao (Tree nursery Supervisor), from July 2024

Development team

- Ms. Mien Mout (Income Generation Supervisor and house manager)
- Ms. Bis Chhoeurng (Income Generation field assistant)
- M. Seng Samry (Hygiene and sanitation Supervisor)
- Ms. Loem Nimul (Hygiene field assistant)
- Ms. Soeng Seath (Hygiene field assistant) until June 2024
- Ms. Morn Pith (Hygiene field assistant) from June 2024
- Ms. Chhun Phirom (CBTC, patrol and handicrafts supervisor, part-time, until December 2024)
- M. Em Liheng, (English teacher and library coordinator) from June 2024

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Logistic team

- Ms. Lay Thol, guard
- Ms. Loch Leach, cook

All fields' activities are implemented with local partners such as the Phnom Kulen National Park rangers from the MoE, the APSARA archaeologists and guards, the Community Protected Area (CPA) members of Popel and Anlong Thom villages, the Community-based Tourism centre (CBTC) teams of Popel and Anlong Thom, the teachers and principals at Sangke Lak, Khlah Khmum, Popel, Anlong Thom, Ta Penh and Phum Thmey primary schools and the Anlong Thom Health Centre staff.

2. ACHIEVEMENTS AND PERFORMANCE

ARCHAEOLOGY:

The 2024 archaeological activities are in continuity of the programme launched in 2008 in collaboration with the APSARA National Authority. The 2024 activities can be summarized as below.

- Maintenance and conservation program:

Land Mine and UXO removal program

As stated in the MoU between ADF and the APSARA National Authority and as implemented from 2008, the ADF team is selecting the sites, after approval by APSARA, and is coordinating the demining operations with the CMAC (Cambodian Mine Action Centre) teams. In the previous years, the annual demining program set up by ADF, in collaboration with CMAC and APSARA, allowed the regular clearing and the maintenance of the archaeological sites in Phnom Kulen. In addition to these demining operations related to archaeological research, ADF team reports and follows up the unexploded ordnances (UXO) founded by villagers to the local authorities.

ADF did not request nor organised any land mine removal campaign in 2024, prior to archaeological excavations, as they were none undertaken in 2024.

Assistance to the APSARA National Authority for heritage management in Phnom Kulen

ADF is continuing its assistance to APSARA for the conservation and the maintenance of the Phnom Kulen archaeological sites. This concerns the ongoing maintenance and conservation of the monuments and sites and their respective Archaeological Protected Areas (APA, 1,600 hectares).

ADF maintains a regular coordination with the APSARA director, deputy directors, heads of departments, archaeologists, workers and guards in charge of Phnom Kulen sites, and provides assistance and advices to improve the heritage management of the archaeological sites.

In 2024, ADF has advised for the temporary reinforcement with sandbags the north-east angle of the Poeng Eisei pond's steps. It was done by APSARA guards in June 2024. ADF provided pictures during the ADF-APSARA excavations in 2010 and advices for this operation.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In July 2024, the ADF team was informed of the partial destruction of one of the ancient mounds at Anlong Thom school by the students, under the supervision of the principal. ADF visited the site and with the representative of APSARA and the village chief and informed the school principal to stop its destruction. A short report ("Report on ancient mound partial destruction, Anlong Thom school, Anlong Thom Village, Svay Leu District, Phnom Kulen National Park. JB Chevance, July 2024") was addressed to APSARA to summarize the events and plan for conservation measures in the future. This event brings to light the problematic of the conservation of these sites, often considered as "non important" as only made of soils, in the context of the recent development, private or public, and in relation to the new road in Phnom Kulen. ADF recommended two immediate measures, information signboards (design and location) as well as public meetings with local authorities and villagers, to mitigate these destructions. However, and on the longer term, stronger measures could be taken such as zoning and ban on building.

ADF and APSARA also exchanged on conservation issue for the anonymous temple close to the 1000 linga, Prasat Anlong Thom, Prasat Pram, Prasat Rup Arak and Prasat O Paong (under restoration by APSARA in 2024 and with documentation provided by ADF).

Restoration of sandstone, ceramic and metallic artefacts

No ceramic or metallic artefacts required restoration/conservation in 2024.

Archaeological protected areas (APA)

The main objective of the APA is to protect the immediate environment of the archaeological sites in Phnom Kulen from damaging agriculture practices, including deforestation and uncontrolled fires and erosion. The LiDAR previous campaigns (2012 and 2015) allowed identification of archaeological sites and allowed to build awareness towards the population and the local authorities, on their cultural heritage and the natural environment.

After the 2017 assessment of each zone, ADF reminded APSARA National Authority to replace the broken posts demarcating the areas and submitted a report in Khmer to APSARA on the 1st of October 2017. It summarises the number of broken (or missing) posts for each zone. A total of 45 should be replaced, as stated in APSARA-ADF MoU, signed at the end of 2017.

So far, and considering the time passed since this first assessment, ADF consider it should be updated and some posts and signboards replaced. As the last MoU between APSARA and ADF states, the costs for these replacements should be covered by APSARA. This project will be reinitiated in 2025.

After their official recognition by the APSARA, the Ministry of Environment and the provincial authorities of Siem Reap (May and June 2015), these zones still need a jurisdictional framework and a clear definition of the responsible authority. Presently, the APSARA National Authority, in charge of the archaeological sites in Siem Reap Province, manages them. Their exact status was not defined within the framework of the zoning of PKNP, which was adopted in April 2024 by the MoE.

An additional APA (799 hectares demarcated) was demarcated in 2019 within the UNDP-BESD project around the Prasat Krohom 1 and 2 temples, the dike Thnal O' Srae, and a group of earth mounds, north of Khlah Khmum village. The total of all APA covers 1600 hectares.

b. Archaeological research, diffusion/communication and training:

Archaeological Excavation campaign and topographical survey, archaeological research:

Excavations

ADF archaeological research is focusing on the ancient settlements in Phnom Kulen to better define them, from the early capital of Mahendraparvata (late 8th-early 9th century) to later ones during the angkorian and post-angkorian periods.

Among the most important sites of these periods are the rock shelters where hermits settled and sometimes left bas-reliefs, inscriptions and traces of wooden architecture (10th to 13th century). Some of these results were published in 2015, in the journal *Aséanie*, (« Poeng Tbal et Poeng Eisei, ermitages angkoriens méconnus du Phnom Kulen », *Aséanie* 32, Décembre 2013, p. 11-76). These excavations, the first undertaken for these types of sites in Cambodia, indicated their dates and revealed their importance with associated wooden architecture and hydraulic features. Numerous artefacts were also unearthed, including an important volume of ceramic sherds. Their function was also extended to pilgrim sites, and, eventually, meditation centres and funerary use.

In this perspective, ADF team signed in 2022 an agreement with the École Française d'Extrême-Orient (EFEO) to undertake a common excavation (funded by EFEO) at the Poeng Ta Roet rock shelter site, located on the eastern slope of Phnom Kulen. After the demining of the site, the excavation took place from mid-March to mid-April 2022, and the trenches were filled in May 2022.

The archaeological diagnostic was done with 6 trenches opened close to the rock shelter, bas-relief and the source, and a few meters away on the slope. They covered a total surface of 1694 square meter. The trenches stratigraphy allowed to understand the settlement of the site, its spatial use and its abandonment. Ceramic sherds, charcoals and soils samples were collected for studies and analysis. A complementary rubbing of the K.172 inscription allowed to record it entirely as a line was omitted and several other inscriptions were discovered (K.1574) or rediscovered (previously photographed inscriptions K.1323 and K.1569) and registered. Several sandstone fragments of sculptures and bas-relief were also discovered (bas-relief fragments, grinding table, pedestals, sandstone basins and deposit stones).

During the year 2023, the complete excavation report was written by Ms Chloé Chollet, under the supervision of Dr. Dominique Soutif and Dr. JB Chevance. It was finalised in early 2024 and sent to the APSARA Authority on the 26th of April 2024.

Specialised studies

ADF previous excavations (from 2008 to 2018) provided numerous data. They constitute an ongoing database for ongoing studies and future publications about these sites. More specialised studies with artefacts excavated from these campaigns will be undertaken in the coming years with ceramics and radiocarbon studies.

Archaeometallurgy

Mr. Eng Tola, PHD student since 2022 focusing on ancient Khmer iron archaeometallurgy, is associated with ADF to study the metallic slags from ADF excavations at the Phnom Kulen royal palace (Banteay/Pteah Kruh Chas) in 2010 and 2018. Mr Heng Tola, is under the supervision of Ms. S. Leroy and Ms. C. Robion-Brunner at the Université Toulouse Jean Jaurès (France). He has been making progresses into the classification of the slags from the Royal Foundry at Angkor Thom and comparison with other sites, such as Banteay.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Phnom Kulen Hermit sites

Systematic surveys of 36 hermit rock shelters/sites in Phnom Kulen were implemented in January and February 2024, over a period of 12 days, by JB Chevance in the framework of Ms. Chloé Chollet PhD (École Pratique des Hautes Études (EPHE)-PSL/EFEO and member of the DHARMA project) and ADF's research on these sites: Pøeng Preah Pram Preah Ang, Pøeng Dap Choun, Pøeng Chhat Moha Russei, 1000 lingas river postholes and basin, Pøeng Sampan, Pøeng Eisei n.2, Pøeng Ta Som, Pøeng Ta Suot, Pøeng Preah Rup, Pøeng Tuk Choa, Vat Preah Bat Buon Than, Pøeng Preah Chup, Pøeng Balang, Pøeng Keo Nama, Pøeng Ta Has, Pøeng Tuk Preah, Pøeng Yey Chan, Vat Chas, Pøeng Bay Or, Pøeng Preah Put Kraom, Pøeng Chat, Vat Preah Kral, Pøeng Prichiou, Neak Ta Dek Phaeng, Pøeng O Top, Pøeng Eisei n.3, Pøeng Teuk Boun, Pøeng ROUNG Khla Kone, Veal Gok Chen, Pøeng Balang, Damrei Puoh/Krap, Pøeng Ggnogneat, Poeng Ta Khab, anonymus Pøeng, anonymus Pøeng close to Prasat Chup.

An important documentation was gathered, mostly photography and notes, which will be analysed and presented into Ms. Chloé Chollet PhD, but also used for conservation measure with APSARA National Authority.

LiDAR mission in Thailand and Indonesia.

In 2024, ADF director was invited by the Ecole Française d'Extrême-Orient (EFEO) to participate in two missions in Thailand (Sukhothai, Kamphaeng Phet and Si Satchanalai from 25th of May to 1st of June and from the 3rd to the 7th of September 2024) and two others in Indonesia (Mount Penanggungan and mount Welirang, East Java from 13th to 21 July and 21st to 29th of September 2024), at no costs for ADF.

The objective was to bring ADF's expertise of Lidar, in particular field verification and identification of archaeological features under tropical forest cover, for these various archaeological sites, in the framework of the Archaeoscape.ai project, a European Research Council Grant (#866454) to EFEO.

Several field verification surveys pre- and post-acquisition were done with the local partners and on the 15th of July, in Indonesia, JB Chevance gave a lecture ("Lidar & Cultural Landscapes, Phnom Kulen / Cambodia; Recent results of Lidar acquisitions and field verifications") to the different Indonesian partners (BRIN and BPK) at the Ubaya Training centre from the University campus in Trawas.

Diffusion of the archaeological research and communication:

Publications

For the next publications, ADF team is focusing on the ceramic of the Royal Palace from the 9th century's capital, Kbal Spean and the 1000 linga sites, Rong Chen mountain temple and the ancient mound fields.

Communications/outreach

On the 12th of March 2024, ADF director gave an online lecture entitled "Phnom Kulen: de l'exploration à la recherche" within the seminar co-organised by the Sorbonne University (Faculty of Arts, Department of Art History and Archaeology) and the École française d'Extrême-Orient, for the Academic year 2023-2024.

On the 14th of March 2024, ADF director presented ADF activities to the 38th technical session of the International Coordinating Committee for the Safeguarding and Development of the historic site of Angkor (ICC-Angkor). ADF director also attended the 39th technical session on the 11th and 12th of December and the 31st plenary session on the 13th of December 2024.

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On the 13th of June 2024, ADF director gave a lecture at the Siam Society in Bangkok, entitled "Debunking the myth of a lost city: Mahendraparvata on Phnom Kulen", in the framework of "The Archaeology of Sites and Landscapes" seminar, in honour of our late college Dr. Damian Evans entitled, co-organised by the Siam Society and the École française d'Extrême-Orient. ADF team regularly update our website (www.adfkulen.org) and our Facebook page where the last pictures and short texts of our main activities are shared (www.facebook.com/adfkulen).

Training of Cambodian archaeologists

The collaboration between the APSARA Authority and ADF archaeologists provides a platform for field training to the APSARA local staff (archaeologist and local workers) during all activities (excavations, surveys, APA surveys and management, site management...). However, since there was little field activity in 2024, this training component was limited to regular exchanges on the conservation issues for several archaeological sites.

DEVELOPMENT:

Overview:

Since its conception, ADF has closely linked the two main components of its action, archaeology and development. The population of Phnom Kulen, beneficiaries of the development activities, particularly suffered from the darkest chapter in Cambodia history and civil war, since this area was a Khmer Rouge stronghold in the early 1970's and until 1997.

The side effects are still tangible today with little public infrastructures, difficult access to education, healthcare, nutrition and sanitation facilities, difficulties to bring products to market, low resources from the governmental bodies (Health dpt, Education dpt, Police, Ministry of Environment...). Some of the schools are facing an important turn over as qualified teachers are reluctant to work in Khnong Phnom commune, and facilities are poor as compared to other communes in Siem Reap province. This results in inadequate education for the children. There is only one secondary school and one health centre for nine villages of the commune (5,056 inhabitants in February 2024, Khnong Phnom data).

For a significant percentage of this population, peace and stability is enough and they don't see the need for further change and development. Breaking the poverty cycle in any context is challenging. For this population located on a plateau with a difficult access to some of the villages, it is even more problematic. A proportion of the population in Khnong Phnom commune live in extreme poverty or poverty, surviving on 'day to day' bases. Others are now wealthier thanks to the illegal cultivation of cashew nuts.

Seasonal food shortages continue to affect some of the population of Phnom Kulen. The ramifications of food shortages are numerous, the most notable being family health and wellbeing. Sickness exacerbates the multitude of issues that poor families have to endure, further interning them into the poverty cycle. A proportion of the poorest population is suffering from the lack of liquid assets. They are subsistent farmers and have little to no money to buy the necessities: soap for hygiene, fundamental household materials, or material to build or fix their dwellings.

However, the road built between 2017 to 2022 from Svay Leu to Preah Ang Thom village, on the east side of Kulen, has changed this general dynamic. The southern villages of Anlong Thom, Thma Chruogn and Ta Penh are now accessible by car. Tourist (national or foreigners) can now visit these villages and the archaeological sites nearby. The C-19 pandemic halted all international tourism in Cambodia, international tourism slowly started again in 2022 and many Cambodians are now visiting national parks and sites in their country. In December 2024, the section of this new road from Svay Leu to Preah Ang Thom was achieved but not the western section, controlled by a private company who benefits a tourism concession. This second section, from Preah Ang Thom to the western checkpoint of the park could start in a second phase. The northern villages (Popel, Khlah Khmum and Sangke Lak) remain isolated with a difficult access road. They now benefit, apart from Popel, of an access from Anlong Thom village.

TRUSTEE'S REPORT (CONTINUED)

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Other government bodies, for example the Ministry of Environment (MoE) and the police, have limited resource. The result is a lack of law enforcement, illegal logging, poaching, illegal building, a general depletion of the environmental natural resources, which are having serious consequences for the water of Angkor Park and Siem Reap town, as Phnom Kulen is the natural water tank of the region.

For the last 30 years, Phnom Kulen National Park faced a very important deforestation mostly due to the slash and burn practice, combined with the illegal cultivation of cashew nut. Illegal logging of large trees and hunting are still observed. However, and for the last few years, ranger patrols have been more active, and these practices have reduced, at least in the southern part of the plateau, where the population is concentrated. However, in the northern part of the park, these illegal practices are still very much observed.

Under the development program, ADF has set up four main components to address these issues: 1) Income Generation/alternative livelihoods, 2) Hygiene and sanitation/Emergency Relief, 3) Educational support, and 4) Environmental component.

They are all tailored-made to the Phnom Kulen problematic and are implemented in coordination with the Khnong Phnom Commune Development plan, the Ministry of Environment, the APSARA National Authority and the local authorities (Svay Leu District and Khnong Phnom Commune).

The 2024 activities are presented below.

c. Income generation /Alternative livelihood program

This component falls under the IADA 2 project, implemented since 2019 in partnership with Agrisud-International NGO, in the Khnong Phnom commune. The donor for ADF's contribution was Terre Cambodge travel agency until April 2022. While the IADA 2 project was extended for 3 more years from May 2022 (with the IADA 3 project) by Agrisud, ADF secured funds from the Southeast Asia Foundation for the extension of our contribution, with a project entitled ALIVE ("Alternative Livelihood for villagers in PKNP"). The following reports presents the results from May 2024 to April 2025.

The objective remains the same as the previous years: to enhance and develop alternative income generation activities, with the purpose of encouraging the Phnom Kulen population to move away from their current unsustainable, illegal and destructive practices (monoculture of cashew nuts and slash-and-burn) to sustainable and environmentally friendly income generation activities. Even though this practice is forbidden by the MoE since 2019, this activity represents the main alternative option on Kulen plateau. As behaviour change is a process taking time, this component must aim towards positive examples and repetition. It is therefore one the most challenging component of ADF within the development component.

As of April 2025, a total of 256 farmers is effectively in agroecological transition (including 50 farmers who have combined activities and varieties (black ginger, pepper, pig, chicken, and/ or fruit trees). At the end of year 2, the project was supporting 283 farmers. The decrease of 27 beneficiary is explained by farmers who discontinued but overall, the number of activities per beneficiary has increased as some farmers are implementing 2 activities from 2025 (black ginger + chicken raising), and there are 21 families who started by themselves black ginger production.

Animal raising alternative livelihood project

Reminder: As for the previous years (since 2010), ADF continued in 2024 the support to local communities and villagers from Khnong Phnom commune. ADF propose technical assistance and materials for the families to undertake animal raising (chicken and pig). This was completed by families reached by the other related project started in 2019 (ADF/ AGRISUD project; see below).

In 2024, ADF IG team continued to monitor these animal raisers and their incomes, and provided material if needed (piglets and chicks, nets, nails, cement, bricks, water tanks and feeding tanks).

TRUSTEE'S REPORT (CONTINUED)

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ADF also invited veterinarian (from the Agriculture Dpt, Svay Leu District) to monitor pig farmers and to vaccinate the animals 3 times per year for each farmer.

With the objective to transform these producers into independent local entrepreneurs, ADF encouraged them to contribute with their incomes to the costs. This allows taking ownership for their business, ensuring sustainable alternative incomes. Beneficiaries were previously asked to repay back to ADF's IG accounts 50% of the amount spent for the materials and equipment they received from ADF. From January 2019 to December 2020, ADF applied the 75% rate for the reimbursements, to encourage the beneficiaries to be responsible. As in 2022 and 2023, ADF collected in 2024 these reimbursements on a 50% rate again as most of farmers had difficulties to pay back a higher rate. They were collected from pig farmers, only when they get benefit for this source of income.

Pig Raising Activity:

This activity has been going on for some years and is a core component of ADF's alternative livelihood project. We currently have two groups, as ADF starting this activity with the prior UNDP funding in 2019 and funding support from the SE Asia Foundation from May 2022 to April 2025. The ADF team monitors the pig raising activity to ensure that the conditions are favourable, including hygiene, health, and food.

In May 2024, the first group of pig raisers remained 22 families from 5 different villages in Khnong Phnom Commune: 9 in Sangke Lak, 1 in Anlong Thom, 1 in Ta Penh, 6 in Khlah Khmum, and 5 in Popel village.

The second group of pig raisers initially funded by UNDP in 2019/ 2020 and of 27 pig raisers (21 in Khlah Khmum village and 6 in Anlong Thom village), has dropped progressively from 27 in 2021, 23 in February 2022, 18 in May 2022, 19 in August 2022, 17 in October 2022, 15 in February 2023, to 13 families in May 2023, and to 7 families in May 2024 (5 in Khlah Khmum village and 2 in Anlong Thom village). This was largely the result of an infection in the villages, lack of long-term vision, and financial resources lacking from these villagers. The total of pig raisers from both groups in May 2024 was therefore 29 families.

The owner can have piglets, when the adult female pig can mate, but the pig raisers who are in need of immediate cash frequently sell it before they have piglets. To ensure that the existing pig raisers are not giving up during the report period, the ADF team continue to encourage families to build cages, organize vet's visits, and record pig raisers' expenses.

In 2024, there were 4 families who failed to successfully raise pigs, or the animals died within the reporting period. Even though, the ADF team had provided the family with vaccinations and disinfectants, the animals became sick and eventually died, and the families simply gave up once they are unable to raise pigs or the animal died. 5 more families have decided to discontinue pig farming activities after paying their share contribution to the project for its sustainability in 2024.

In September 2024, 5 new families requested to join the pig raisers group, and in February 2025, 1 new family requested to join the pig raising group. The project supported them with pigs, materials to build the pig pen, pig raising technique, vaccination, and disinfectant inside pig pens.

In March/April 2025, the ADF team distributed 4 packs of vitamins and medicines to all pig raising families. The total of pig raisers from both groups in April 2025 is therefore 25 families.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Chicken Raising Activity:

In April 2024, the total number of chicken raisers was 10 families in 4 villages: 1 in Sangke Lak, 4 in Thma Chruogn, 3 in Anlong Thom, and 2 in Khlah Khmum village.

To ensure that the existing chicken raisers are not giving up, during the report period, the ADF team continue to encourage families to build cages, organize vet's visits, and record chicken raisers' expenses.

In July 2024, there were 3 new families who requested to join the chicken raisers group (1 in Thma Chruogn, and 2 in Khlah Khmum village).

In September 2024, 5 new families requested to join the chicken raisers group (1 in Sangke Lak, 1 in Ta Penh, 1 in Thma Chruogn, 1 in Anlong Thom, and 1 in Khlah Khmum village). ADF provided the new families with male and female chickens, chicks, materials to build the chicken pen, chicken raising technique, vaccines, and helped them with vaccinations.

In 2024, 2 of the chicken raisers lost their chickens: one family's chicken died, while another's family, their chicken got stolen. However, if we receive further funding from our donor in 2025, ADF will continue to support them in buying more chicken.

During the reporting period, 3 of the chicken raisers discontinued their chicken raising activities since all the animals died and they did not want to continue with the project.

In May 2024, the ADF team vaccinated chickens for 4 chicken raising families (3 in Thma Chruogn and 1 in Anlong Thom village), totalling 228 chickens.

In March/April 2025, the ADF team distributed vitamins and chicken medicine to 6 chicken raising families. Vitamins, eye drops, and diarrheal medications are all included. Track and record income and expenses are recorded in every chicken farmer's book.

In April 2025, the total number of chicken raisers is 15 families in 5 villages: 2 in Sangke Lak, 1 in Ta Penh, 5 in Thma Chruogn, 4 in Anlong Thom, and 3 in Khlah Khmum village.

AGRISUD and ADF joint-project in Khnong Phnom Commune (IADA-3), agriculture alternative livelihood project

Reminder: The partnership between ADF and AGRISUD International started in may 2019 with a signature of a Memorandum of Understanding and the beginning of the field activities. AGRISUD International is active in Cambodia since 1995 on supporting family farms to improve their activities for a better and sustainable livelihood. The project "Agroecological and diversification family farming in peri-urban of Siem Reap Province" (IADA-2) started in May 2016 supporting 820 small agricultural family enterprises to help them increase their income and living conditions.

The concept developed with ADF and AGRISUD was to expend this project to more beneficiaries offering various alternatives to the population, adapting it to the commune of Khnong Phnom specificities, and including ADF existing direct beneficiaries.

TRUSTEE'S REPORT (CONTINUED)

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The partnership of both organizations commenced in June 2019 with a joint rapid assessment, closely followed by an introduction and dissemination meeting in the 5 legal villages of Anlong Thom, Thma Chruogn, Ta Penh, Sangke Lak and Khlah Khmum. The main purpose of the village meetings was to explain to the existing beneficiaries and the potential new beneficiaries the partnership of ADF and AGRISUD, the benefit of the new synergy of the combined experience of both organizations, and finally the strategy for new agriculture / IG activities. The agreement between ADF and AGRISUD consists in a partnership where both organisations join their funds in the same project. ADF continues to pay for the costs of ADF IG component (salaries of both Ms. Mien Mout and Ms. Bis Cheung, their operational cost: transportation costs, monitoring / reporting costs, stationery, material for ADF beneficiaries, etc...). AGRISUD covers their staff operational costs, all material for the new 120 families, and AGRISUD staff salaries. AGRISUD benefits from ADF's extensive knowledge of Phnom Kulen National Park (PKNP), its population and their local agricultural habits, the local network of influential people and local authorities (village chief, Commune chief), the provincial authorities and the national authorities (Ministry of Environment, Provincial Department of Environment and APSARA National Authority). ADF staff gains in professionalism, learning from AGRISUD long experience in this field of agro ecology, from the producers, to the group then to the market linkage. The beneficiaries will benefit with AGRISUD approach of organizing the farm families into groups / cooperatives, with prospective new products: black ginger, premium fruit trees and pepper. These new products have a higher value per kilogram, and markets in Siem Reap and Phnom Penh are willing to purchase them. The project aims to set up a marketing chain, from the family to the market.

From 2022, the agricultural production of family farms was strengthened and diversified. 130 new beneficiary farmers from Khnong Phnom and Banteay Srey communes were trained and supported to intensify and diversify their agroecological production system in pig raising, market gardening, spices and fruit crops. 202 farmers from Khnong Phnom commune supported in the previous phase (IADA 2) were supported, diversified and strengthened through master farmers and socio-professional organization. 332 farms in total are effectively in agroecological transition.

Black Ginger and ginger growing Activity

Black ginger is a seasonal crop. Growing techniques are similar to those used for other species such as ginger, turmeric, and galangal. The growing season runs from April to May, while the harvest season lasts from November to January. The only requirement is to grow the black ginger at an elevation of 350 meters above sea level. It grows nicely in sandy soil that is not wet, and the soil is not waterlogged. It can be grown in the shade of trees, particularly cashew nut trees.

To ensure that the black ginger growing activity by the families in Phnom Kulen is successful and sustainable in the future, from 2020, the ADF/AGRISUD team assisted the farmers from the 5 villages in establishing a group of producers and a group of transformers under the official names of "Phnom Kulen Black Ginger Producers Group and Kulen Mountain Spice Drying Group", as well as a group of Master Farmers (MFs) who play an important role as trainers to help train all the farmers on needed techniques.

As of 2024-2025, Phnom Kulen Black Ginger Producers Group has 110 members (73 women). The Phnom Kulen Black Ginger Producers Group has grown from 102 to 110 since 8 families that growing fruit trees have also begun to plant black ginger in 2025 and joined the group. As of 2024-2025, the Kulen Mountain Spice Drying Group has 13 members (12 women). As of 2024-2025, the Master Farmers has 15 members (4 women).

At the beginning in 2022, 102 families, including 64 women, grew black ginger in 5 villages: Sangke Lak (13), Ta Penh (12), Anlong Thom (49), Thma Chruogn (12), and Khlah Khmum (16). In early 2023, 11 families gave up or did not grow due to issues such as plant rot or a lack of suitable ground. The remaining 91 families continued to grow black ginger. In late 2023, 24 other families also gave up or did not grow due to similar issues, leaving only 67 families growing black ginger. Among the 67 families, 56 families successfully harvested the black ginger in January 2024, whereas 11 other families failed to grow or had no harvest.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In March/ April 2024, among the total families of 102, 97 families continued to grow black ginger, which means that 30 of the 35 families that gave up or did not grow in early and late 2023 have resumed this activity, with only 5 families did not grow due to the same issues as previous years (plant rot or a lack of suitable ground to grow).

In April 2024, the ADF/ AGRISUD team have selected 7 families from among the 97 who volunteered to grow black ginger (3 in Sangke Lak, 1 in Ta Penh, 2 in Thma Chruogn, and 1 in Anlong Thom) to experiment with a planting technique in plastic bags. This year, we did not need to distribute black gingers to the 7 families for experiment with a planting technique because each family had enough ginger to grow on their own. The team assisted 4 families in preparing land for the planting of black ginger (a total of 310 bags), while 3 other families did it on their own.

For the year 2024, the ADF/ AGRISUD team did not need to distribute the black ginger to the 97 families who continue this activity because they planted the black ginger with their ginger seeds to grow, and / or the Phnom Kulen Black Ginger Producers Group had enough ginger seeds to lend to the families that did not have enough ginger seeds.

In December 2024, the ADF/ AGRISUD team collected data on black ginger growing in 5 villages (Sangke Lak, Ta Penh, Anlong Thom, Thma Chruogn, and Khlah Khmum). There were 75 families who still had ginger growing on their farms, and the total amount of black ginger collected was estimated to be 1,600 Kg. At the same time, the team also discovered that the number of 22 families did not grow due to issues such as plant rot or a lack of suitable ground, and the ginger was devoured by cows or pigs.

75 families successfully harvested black ginger in late 2024 and early 2025, yielding 1,478.5 Kg and earning a total of 20,994,700 riels (5,248.675 \$). This figure represents the total amount that the Kulen Mountain Spice Drying Group bought from farmers for processing; however, the ADF/ AGRISUD team believed that the actual harvest of black ginger may have been greater than the provided figure because some of the families sold gingers to wholesalers who paid a higher price.

In late 2024, 4 out of the 7 farmers that grew black ginger to experiment with a planting technique in plastic bags achieved good productions, while the other 3 families achieved a lower production. The ADF/ AGRISUD team recommended that farmers who grow black ginger should start practicing this planting technique more frequently and/or start to grow ginger on shelves/terraces to reduce insect damage. The ADF/ AGRISUD team also advocated the usage of cement shelves/terraces for black ginger planting among farmers in the 5 villages. As a result, in early 2025, farmers from 4 villages (25 families) requested cement shelves/terraces for planting black ginger (3 families in Khlah Khmum; 4 families in Sangke Lak; 3 families in Thma Chruogn; and 15 families in Anlong Thom village), equivalent to 124 cement shelves/terraces for 30 million riels (7,500 US\$), for which the AGRISUD project will provide 15 million riels (3,750 US\$). 50% of these costs are covered by AGRISUD and the other 50% by each farmer.

On January 14th and 15th, 2025, the ADF and AGRISUD conducted a data collection on Kulen mountain to monitor economic data and farmers' technical practices in 2024. They observed farmers' improvements in their practices, including less root rot and better harvest yields. However, challenges arose when villagers' livestock destroyed some black ginger crops, causing partial or near-total losses for some farmers. Interviews revealed high demand for black ginger this year, leading many farmers to reserve harvested crops for replanting in the next cycle to ensure a successful season. The data collected provides both quantitative and qualitative insights into the farmers' practices and the economic impact of the cultivation of 2024.

In March/ April 2025, 23 families requested to borrow 100 kg of black gingers to grow in the next season from the Phnom Kulen Black Ginger Producers Group.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In March/April 2025, among of the 102 families who joined the black ginger growing activity in the previous years, the number of families who continue growing the black ginger reduced to 53 families (estimate about 500kg= 17,000 square meters). However, based on data collected by the ADF/ AGRISUD team in early 2025, the project impact is positive because 21 families who were not supported by the project in previous years have begun to grow black ginger by themselves with their own ginger seeds following the project model (approximately 296kg, 9,866.67 square meters). Furthermore, of the 126 families who benefit from the fruit tree growing activity, 55 families begin to grow black ginger as well (approximately 513kg, 17100 square meters), and 3 families from the chicken and pig raising groups begin to grow black ginger as well in 2025. By April 2025, there are 111 families growing black ginger.

Challenges/ constraints

It is difficult to gather some farmers to come together for meeting or even sometimes the team struggle to meet them at their homes, especially for communication purposes. Some farmers are not following the technical advice from the trainer and agricultural project staff. Some farmers spend a significant amount of time in the forest collecting non-timber forest products, cashew nut plantations, and labouring, among other things. When the short dry season in the rainy season occurs, farmers don't provide water to the black ginger, so it struggles to develop. The project staff's techniques are more limited for the black ginger production as it is growing on the mountain, on a larger scale than previously, with high acidity of soil, erosion of soil, and this protected area).

Black ginger is a type of root tuber that cannot be grown in the same plot, and needs to be rotated year by year. There is no fence to protect the animals from destroying the crop (cows, pigs and chickens, etc.).

Next plan

Strengthen the capacity of the Master Farmers to follow up with the farmers more frequently; Introduce new techniques to all beneficiaries for planting black gingers on cement shelves/terraces and plastic bags / cement/rice bags; Encourage the farmers to build fences to protect from animals (cows, pigs, chickens); Continue cooperation and resolve challenges between farmers, producers, and the team; Project team will continue research to find new techniques to solve the problems.

Pepper/Long pepper/Vanilla growing Activity

In May 2024, 13 families grew pepper and long pepper (10 in Anlong Thom, 1 in Thma Chruogn, and 2 in Sangke Lak), with other 2 families grew vanilla vines (1 in Anlong Thom and 1 in Sangke Lak).

The ADF/ AGRISUD team supervises, monitors, and provides skills to farmers growing pepper, long pepper, and vanilla vines, as well as distributing fertilizer.

During this report period, the number of families who still growing pepper, and long pepper has decreased to 8 families, while 5 other families' peppers have perished or stopped growing.

In April 2025, 8 families growing pepper and long pepper (5 in Anlong Thom, 1 in Thma Chruogn, and 2 in Sangke Lak), with 2 other families growing vanilla vines (1 in Anlong Thom and 1 in Sangke Lak).

Fruit Tree Growing Activity

In March/April 2024, 126 families planted and grew fruit trees orchards in five villages (27 in Sangke Lak, 24 in Ta Penh, 22 in Thma Chruogn, 48 in Anlong Thom, and 5 in Khlah Khmum).

In April/May 2024, the ADF/ AGRISUD team collected data on seedlings damaged during the dry season from 14 families in 3 villages (4 in Thma Chruogn, 8 in Anlong Thom, and 2 in Khlah Khmum village). The team discovered that a shortage of water caused many fruit trees to die and also the fruit trees eaten by cows.

For all the 126 families growing fruit trees in 5 villages, master farmers also assist in providing ongoing training on how to prune the tree branches.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The ADF/ AGRISUD team is supporting, observing, and providing techniques to farmers who are growing fruit trees throughout the duration of the project.

In April 2025, the number of families growing fruit trees in five villages remained unchanged (126 families): 27 in Sangke Lak, 24 in Ta Penh, 22 in Thma Chruogn, 48 in Anlong Thom, and 5 in Khlah Khmum; however, 21 families among them have begun to grow back ginger after seeing that the market price for ginger is better.

For this activity, ADF and AGRISUD will continue to follow and support these 126 farmers. The team will monitor and promote additional techniques for fruit farmers and will distribute fertilizer for fruit trees.

Overall and for the beneficiary in the Khnong Phnom Commune, 256 farms benefit from management advice and their income is improved: 126 fruit tree farmers, 8 pepper and long pepper farmers, 2 families planting vanilla vines, 25 pig raisers, 15 chicken raisers, 97 of the 102 black ginger farmers benefit from their farms. 5 families successfully harvested black ginger in late 2024 and early 2025. 1,478.5 Kg of black ginger and earning a total of 20,994,700 riels (5,248.675 \$).

The 102 black ginger farmers are divided as below.

5 farmers' families gave up or did not grow black ginger in March/ April 2024 and other 22 farmers gave up or did not successful grow black ginger at the end of 2024, and 75 families successfully harvested black ginger in late 2024 and early 2025. 21 families who were not previously supported by the project have begun to grow black ginger in 2025 on their own, using the project model (about 296kg, 9866.67 square meters). 55 families (out of 126 who benefit from the fruit tree growing activities) begun to grow black ginger as well in 2025 (about 513kg, 17100 square meters). 3 families from the chicken and pig raising groups begin to grow black ginger as well in 2025.

In 2025, there are 111 families growing black ginger, 126 fruit tree farmers, 8 pepper and long pepper farmers, 2 families planting vanilla vines, 25 pig raisers, 15 chicken raisers. Numerous training sessions and weekly follow up of the farmers and animal raisers.

Master Farmers (MFs) and Socio-professional organisation (SPO)

Meetings, technical and educational training, networking workshops and visit exchanges are used to give support to Mater Farmers (MFs) and Socio-professional Organizations (SPO).

During the reporting period, the Monitoring and Evaluation team did not implement the "OSCAR tool" since AGRISUD had already established the database excel sheets, which were used efficiently for data collection and evaluation. Furthermore, the team also uses an online data collecting app/ tool called "KoBo toolbox" for the team to fill out the information online after they utilised "Beneficiary monitoring database" and "Production monitoring database (techno-economic monitoring)".

The number of families/farms monitored by MFs and SPOs was lower than expected. The aim was for the ADF/AGRISUD team to be able to monitor around 5 families/farms in one day. As a consequence, during a typical farm visit, the team monitored around 3 families/farms, and the team occasionally struggled to meet them at their homes. Furthermore, calls by farmers for support from our MFs and SPOs have been also decreased since some farmers spend a lot of time in the forest gathering non-timber forest products, cashew nut maintaining, collecting and labouring according to the season.

The objectives of the Khnong Phnom commune's market production were not met due to technical difficulties in producing black ginger. During the project's preparation phase (year 1:2022-2023), black ginger producers' margins were negative or nearly zero. After one year of the project's implementation (year 2: 2023-2024), farmers were mostly working on adapting techniques. During the report period (year 3: 2024-2025), technical adaptation for the farmers is getting better with sufficient result.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Based on this year data collection of economic results, the average annual income of the black ginger activity was calculated from the technical and economic monitoring of the 102 black ginger farms. Among them, 97 farmers continued to grow, 5 farmers gave up; and among the 97 farmers, 75 farmers successfully harvested, and 22 farmers did not successfully harvest. Therefore, it is possible to estimate the annual average income.

The average income per farmer in Khnong Phnom commune (only for black ginger farmers) was \$101 per year. In comparison to the previous year's report (year 2 - 2023-2024= \$125), there was a little decrease in average income per farmer despite adequate crop results for black ginger due to crop rot and animal eating the crops (cows, chickens, pigs, etc.). The income from fruit production in Khnong Phnom commune is not yet known, as the support consisted of supporting the establishment of orchards that haven't come into production, given the fruiting time of many of the species planted.

Over the entire project length, the ADF/ Agrisud team and MF is monitoring, providing training and techniques to farmers who are raising pigs, chickens, growing black gingers, peppers, vanilla, and fruit trees (256 farmers).

The socio-professional organisations (SPO) consolidated their governance and adapt their operating methods to develop their capacity to provide services to family farms. The SPO networks of master farmers and technical advisers are service providers to farmers. The interprofessional workshops are biannual and bring together all the players in the sector concerned: farms, collectors, input sellers. They aim to share information about market demands based on figures and trends of the last season. Meeting restrictions made it impossible to organize only 3 interprofessional workshops out of the 6 planned. The support for the development of the activity of Green Farmers Siem Reap Association involves advising its managers, networking actions and the organization of exchange visits.

The Green Farmers Association adapts to changes in demand for agricultural products to secure marketing on the markets. The marketing of agricultural products is improved by a better integration of producers into local sectors. Stable relationships are established between producers and buyers, and new outlets are identified for local products. Local products are promoted to local consumers and tourists.

The multi-actor dynamics initiated at the provincial and commune level lead to the implementation of concrete actions allowing the development of territorialized food systems. These last activities were mostly implemented by Agrisud International team.

A total of 277 families (over 20% of the Khnong Phnom commune's population in Phnom Kulen National Park- PKNP) adopted agroecological principles to generate income and reduce pressure on the park's natural resources. The project is linked with other ADF projects, such as law enforcement support, zoning and demarcation of forested areas, and reforestation, to better protect the PKNP. The project helps to increase the knowledge of the importance of a protected biodiversity for the local population of PKNP through environmental education, ecotourism (community-based tourism centres and handicrafts support), tree nurseries, and reforestation. The project offers an alternative livelihood for local populations, generating sustainable income without deforestation. It also addresses environmental issues by developing agricultural systems to preserve resources and intensify cropping. Agroecological practices improve system resilience and adaptation to climate change. The project promotes carbon sequestration in aerial and underground biomass and increases soil organic matter through fertility management with organic inputs.

Administration, trainings, coordination, visits

The signature of the contract between the Ministry of Environment (MoE), ADF, and AGRISUD International Cambodia for the rental of "Kesorkol product center" store on the foot of Phnom Kulen is slow down at the ministry level. This is due to the changes made in the ministry's teams, after the nomination of a new Minister.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On the 15th of May 2024, the ADF/AGRISUD team collaborated with the Khnong Phnom Commune Administration to organise the Environment Day, attended by 149 persons (95 women) including the Commune Council, Police officials, APSARA Authority guards, MoE Rangers, villagers, teachers and students.

From 16th - 17th July 2024, the ADF/ AGRISUD team held a TREE NURSERY MANAGEMENT training course at Sangke Lak primary school, Khnong Phnom commune, Phnom Kulen National Park to enhance and improve the technical skills of 25 participants (9 women) from community protected area members, park rangers, teachers and students, the ADF team, and the AGRISUD technical team.

During July 2024, the ADF/ AGRISUD team organised a training on fruit tree growth techniques, composting, natural pest control, and pruning tree branches for master farmers and families planting fruit trees. 39 people (29 women) attended this training. The team also provides regular support to all farmers.

On the 24th of August 2024, the ADF/ AGRISUD team hosted a visit to the production site of black ginger, pepper, coconut, as well as handicraft weaving and blacksmithing in with Kulen Crafts products. The visitors included the Siem Reap tourism club association, Cambodian chef association, Department of Commerce, and journalists. They also had the opportunity to participate in the Anlong Thom Community Based Tourism Center's tour program and process black ginger. The event included tasting traditional meals prepared by a community cooking group utilising wild vegetables such as *Chong Som vine* and *Chong Dambang vine*.

On the 3rd and 4th of September 2024, the ADF/AGRISUD team visited black ginger farmers on Kulen mountain to assess crop conditions. They found that heavy rains and improper livestock management caused some crops to rot or be eaten by animals. The team also monitored income, expenses, and farming techniques. Farmers anticipate better crop yields this year if livestock destruction is avoided.

On the 12th of September 2024, the ADF/ AGRISUD team facilitated the account closing of the Kulen Mountain Spice Drying Group of The Green Farmers of Siem Reap are developing a new production strategy as the black ginger harvest begins. There was a total of 13 members (12 females).

On the 15th of September 2024, the ADF/ AGRISUD team hosted a visit of the AFD (Agence Française de Développement), led by Cyril Bellier, Head of Department - Europe, Middle-East, Asia, along with Sandrine Boucher, director of the AFD agency in Cambodia, and Miss OUK Channita, NGOs' coordinator for AFD, to assess the project and explore the possibilities and potentials of developing ecotourism on the Kulen site.

On the 20th September 2024, ADF team join the workshop focusing on the territorial project for sustainable agriculture organized AGRISUD. The workshop involved stakeholders, including commune representatives, the Department of Agriculture (PDA), the Department of Rural Development (PDRD), and commune agriculture officials. The workshop focused on reviewing territorial projects and defining priority plans for each commune. The participants identified priorities for sustainable agriculture, such as rehabilitating irrigation systems, repairing laterite roads, constructing new concrete roads, and planting trees for ornamental/reforestation. The workshop involved 27 participants, including commune/sangkat chiefs, officials from PDA, PDRD, partner NGOs, and agriculture officials.

On 27th of September 2024, the ADF team participated in a training on mobile video creation for community and associations, led by Thmey media company at the Siem Reap Provincial Department of Commerce (PDoC). The training included representatives from various organizations, including PDoC, AGRISUD Team, weekly market committee, Green Farmers association, Cambodian Chefs Association, and the Provincial Department of Tourism.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On the 30th of October 2024, the ADF team joined an inter-professional workshop on dry season planting for 2024-2025, organized by AGRISUD International Cambodia. This workshop aimed at helping farmers plan cultivation and supply strategies. The workshop focused on identifying supply challenges, identifying market strengths and opportunities, demonstrating vegetable growing in the dry season, showcasing cultivation techniques and economy, and engaging stakeholders in the agricultural supply chain. The workshop included 52 participants, including 33 women.

On the 4th of December 2024, the ADF/ AGRISUD team held a "Field Day" on Black Ginger, to share climate change adaptation techniques with farmers from 5 villages. Master Farmers demonstrated planting methods, yield, production costs, and market chains. The event took place at Ms. Pos Sophoan's farm in Sangke Lak village, Khnong Phnom commune, Svay Leu district, Siem Reap province. 55 participants, including representatives from local authorities (commune and village chiefs), Siem Reap Department of Commerce, Agros Company staff, project partner staff, MFs and farmers, attended the event.

From November 21st to 24th 2024, the ADF team participated in an exposure visit organized by AGRISUD to strengthen and enrich the group leadership committee's knowledge and know-how, review and reflect on the part of the action plan of territorial projects in sustainable agriculture with representatives of all 8 communes/sangkats. The visit aimed to exchange experiences about group management, associations, and communities, learn about market chain, and learn about production techniques (pepper, vegetables) in 2 locations: Kampot Pepper Promotion Association (KPPA) and Prey Ta Prit Samaki Meanchey Community (AC) in Kampot province. The total participants included 43 people, including 16 women (authorities communes/sangkats, group committees, partner staff (PDA and ADF), and project staff).

On the 27th of November 2024, the ADF/ AGRISUD team, in partnership with the Office of Agriculture, Natural Resources, and Environment in Svay Leu district, organized a pig farming techniques training session for new and experienced farmers. There were 12 total participants, 7 of them were women. Even though vaccination activities are not implemented during training, the team will return to train them directly at their homes.

On the 28th of November 2024, the ADF/ AGRISUD team, in partnership with the Office of Agriculture, Natural Resources, and Environment in Svay Leu district, organized a chicken farming techniques training session for new and experienced farmers. In total, 16 people participated, 15 of whom were women. Even though vaccination activities are not implemented during training, our team will return to train them directly at their homes.

On 4th of December 2024, the ADF/ AGRISUD team organized a farmer forum to present on soil mixing, planting black ginger in cement/rice bags at one of the master farmers' farms in Sangke Lak village. Total number of 45 farmers participated in this forum.

From January 15th to 17th, 2025, the ADF/AGRISUD team collaborated with Master Farmers (MFs) to hold a training session focussing on new methods for growing black ginger on cement shelves/terraces and in bags for maximum productivity. This effort sought to assist farmers in the Kulen Mountain in adapting to climate change. The training included 94 farmers (65 women) from five villages: Sangke Lak, Ta Penh, Thma Chruogn, Anlong Thom, and Khlah Khmum.

On the 4th of March 2025, the ADF/AGRISUD team hosted a donor visit from the AGRISUD International organisation in France. The excursion includes the school vegetable garden, black ginger, and fruit tree families.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On the 29th of April 2025, the ADF/AGRISUD team, in collaboration with the Office of Agriculture, Natural Resources, and Environment in Svay Leu district, organized an ongoing training on a pig farming technique for the pig raisers. There were 20 total participants, 18 of them were women. This day's training activities for pig raisers include selecting suitable cage locations, selecting appropriate pig species, providing animal care, cleaning, vaccination, disease observation, understanding medicine for treating and caring for pigs, and providing necessary water and food.

Follow up of the beneficiaries, reminder:

Regularly over the year, ADF team is implementing the following activities: technical advising and follow-up on fruit trees and spices production, technical advising and follow-up on Dry Spice Producer group, Khnong Phnom Kulen (13 members, see below), taking photos of every new farmers and GPS point for archiving data, checking the record of incomes and expenditures data in the book for farmers, arranging the seedlings and materials from the Agrisud office to farmers in Phnom Kulen, collecting reimbursements from farmers (pig and chicken raisers). All these reimbursements (corresponding to 50% to ADF support) are in cash and reinvested in the project.

For each beneficiary of the project, contracts were signed between ADF-AGRISUD and each farmer. They present the roles and responsibilities of each parties (ADF/AGRISUD and the beneficiary), in order to engage the beneficiary to take responsibilities. The organisations commit to provide trainings on strengthening agricultural techniques (production of vegetable crops and fruit trees) and marketing to farmers; to facilitate planning, implementation, revenue recording, production costs, and marketing; to provide assistance, technical advices and regular monitoring; to provide materials to farmers according to the project possibilities and upon request. The beneficiaries must comply with the status of the organization and group of farmers, must collaborate with agri-businesses and agricultural extension officers, have to participate in training programs and follow the instructions from the NGO technicians on agriculture, must follow the best instructions from the technicians and share good techniques with other farmers, must commit to grow crops and fruit trees on their farms regularly and until the end of the project, must record their amount of products borrowed and produced and must allow the visit of international and national guests and provide brief explanations. It is agreed that if a beneficiary does not comply with this agreement, he should pay back the cash equivalents of the investment with equipment.

Follow up of the Kulen Mountain Spice Drying Group:

On the 23rd of May 2024, the ADF/AGRISUD team coordinated the Green Farmers' committee to distribute the financial report to members of the Kulen Mountain Spice Drying Group, discuss the new plan, and introduce the new committee members to some geographical locations and the Kulen Kesorkol shop.

On the 26th of June 2024, the ADF/AGRISUD team hosted a visit of HE YUN Linne, Vice Governor of Siem Reap Province, and Mr. PHOEUN Kimly, Director of the Department of Commerce. They visited the project carried out in collaboration with AGRISUD and ADF. This visit allowed them to demonstrate the development difficulties in the Phnom Kulen National Park.

On the 5th of November 2024, the agro-processing technical team reviewed lessons at the Kulen Mountain Spice Drying Group (and Essential oil producers' group at Phnom Kbal Spean), to prepare for the upcoming new session. The lessons covered food safety, food quality, food hazards, good hygiene practices, 5s (Sort, Set, Shine, Standardize, and Sustain), and "first produced, first sales" refers to the First-In, First-Out (FIFO) method. The marketing staff also integrated marketing communication skills. The participants included ADF team, sales representatives from GFS, members of the Kulen Mountain Spice Drying Group, and the Essential oil producer group.

On the 20th of December 2024, the ADF/AGRISUD processing technical team organized a meeting with the Kulen Mountain Spice Drying Group to teach them about new packaging methods.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On the 8th of January 2025, the ADF/AGRISUD team met with the Khnong Phnom commune chief to discuss the commune's development strategy and the AGRISUD/ADF project that might supplement the commune's community development efforts. On the same day, the ADF/AGRISUD team continues to observe the processing technician as they monitor the production, weighing, and packing of black ginger for the Kulen Mountain Spice Drying Group.

MF and Phnom Kulen Black Ginger Producers Group follow up:

On the 7th of June 2024, the ADF/AGRISUD team met with master farmers and the Phnom Kulen Black Ginger Producers Group to strengthen progress and set up a plan. The agenda includes extracting data on cultivation, holding a general assembly on the 28th of June 2024, and studying and collecting information on water sources for dry season use. The meeting involved a committee of producer groups and a representative of MFs, including 7 people (4 women) from 5 villages in Khnong Phnom commune.

On the 28th of June 2024, the Phnom Kulen Black Ginger Producers Group held a general assembly to select a new committee, show the group's capital, encourage the expansion of black ginger cultivation land, and provide loans for agricultural inputs. The assembly, attended by 60 participants (42 women) from five different villages (Sangke Lak, Ta Penh, Thma Chruogn, Khlah Khmum, and Anlong Thom village). The purpose of the meeting was to vote for the new committee every four years.

Follow up by MF with KoBo toolbox for vegetables and fruit trees farmers:

Kobo toolbox is a free, open-source data collection tool, used by NGOs, UN agencies, researchers, and government institutions for surveys and monitoring and evaluation. It allows offline data collection using smartphones or tablets, syncs data online when internet is available, and supports GPS points, photos, multiple choice, and text input. The tool is developed by Harvard Humanitarian Initiative. The ADF/AGRISUD team uses the Kobo collect app to store data. This means that once the team fill out the information in the "Production monitoring database (techno-economic monitoring)" book, they fill out the information to Kobo collect and transmit it to the AGRISUD M &E team to analyse the data.

During July 2024, the ADF/AGRISUD team conducted a refresher training in grafting fruit trees for master farmers and farmers in 5 villages on Kulen Mountain: There were 5 families in Sangke Lak, 3 families in Ta Penh, 3 families in Thma Chruogn, 3 families in Anlong Thom, and 3 families in Khlah Khmum village who participated.

Infrastructures

In late January 2025, the ADF/ AGRISUD team collaborated with the village chief to purchase materials for Sangke Lak village's water system, costing 7,100,000 riels (1,775 US\$). This amount was used to build a water system (pipe from the source and cement reservoir). This was funded by AGRISUD (+in-kind contribution from the villagers = 5,590,000 riels/ 1,397.50 US\$) using recycled pipes, from a previous ADF project in the school's village. The overall cost of this water system is 12,690,000 riels (3,172.50 US\$). The work began on February 1st and was finished on March 15th 2025, with a 7m3 main reservoir at the source, a 8m3 reservoir (of 8 ring wells) in the village, and a 1,770m pipe (including 500 m of HDPE pipe) that benefits 55 families.

The ADF/ AGRISUD team collaborated with one of the MFs/ construction workers to build the cement shelves/ terraces for the families/ beneficiaries who requested them to grow the black ginger in 2025. There was a total of 25 families in 4 different villages who requested cement shelves/ terraces (3 families in KK; 4 families in SL; 3 families in TCH; and 15 families in AT village). This represents 124 cement shelves/ terraces.

Retailing shop next to Orchid Garden, at the western entrance of PKNP

On the 9th of June 2024, H.E. Sok Soken, Minister of Tourism, and other excellencies, along with the officers from the Ministry of Tourism, visited the Orchid center (Kesorkol Sok An), a research and conservation centre at the foot of Phnom Kulen, and next to it the Kesorkol shop that sells processing products for Kulen Villagers supported by the project as well as traditional handicrafts from Kulen Crafts.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Workshop, Communication and participation to fairs

On the 3rd of April 2025, the ADF team attended a series of workshops held by AGRISUD that focused on "Co-construction" of action plans for sustainable commune/sangkat development. The seminars aimed to review the implementation of the Agro-ecological Intensification and Diversification of Family Farming project in Peri-urban Siem Reap, examine the monitoring and evaluation table of the action plan from eight communes/sangkats, and provide saplings, canal rehabilitation, and office supplies to the communes/sangkats. The session, attended by 30 people (8 women), was held in the Provincial Department of Commerce conference room in Siem Reap city.

On the 8th of April 2025, the Siem Reap Green Farmer participated in the exhibition "A Special Day Dedicated to Sustainable Development and Solidarity," which was hosted at the Institut Français du Cambodge in Phnom Penh.

Schools and agro-ecology activities

On the 13th of February 2025, the ADF/AGRISUD team delivered information and know-how on agricultural life skills such as crop association and crop mulching and highlighted the benefits to students at Ta Penh Primary School in Khnong Phnom commune, Svay Leu district.

Various

In 2024, ADF continued to be part of the "ALiSEA", the Agroecology Learning alliance in Southeast Asia, a network of Agroecology practitioners and supporters (sharing and supporting common goals on agroecology) that actively engages its members into information/knowledge sharing and vibrant collective actions promoting an agroecological transition and providing meaningful benefit for all participants.

Related websites

<https://greenfarmerssiemreap.com>

[Rice bank for the households in need in Thma Chruogn village](#)

Reminder: The ADF input and support for the Rice Bank, set up in 2013 in Thma Chruogn village, is now mainly of a technical nature, guidance, monitoring and recording. The objective of this project is to alleviate food insecurity during the dry season amongst the target population. The concept is similar to a bank: beneficiaries can borrow rice when they have a shortage of supplies and have to give it back with a low interest, after the harvesting season (usually in November each year).

The beneficiaries are divided into 8 groups of household members, an equivalent to 37 families, and the borrowing policy lasts 11 months. The rice bank committee consists of 4 permanent members who are organizing in-house activities, ranging from administration to the maintenance of the rice bank. They are also responsible for lending to and collecting rice from the household members. 22 families borrowed rice in 2023, 19 families borrowed rice in 2022, 10 families borrowed rice in 2021, 13 families borrowed rice in 2020, 18 families in 2019, 24 families in 2018, 27 families in 2017, 39 families in 2016, 23 families in 2015 and 34 families in 2014. Less families tend to borrow over the years. This shows food security in this village is less a problem than before.

The rice bank committee and ADF team collected and distributed rice to the households in need in Thma Chruogn village, with the following data:

In February 2024, the villagers requested to borrow rice paddy. This represents 33 families, 184 people (including 81 women, 107 of whom can work), and a total of 8,900 kg of rice paddy provided to the loan group. Additionally, the rice contribution to the four committee members was 48 Kg per person, for a total of 192 Kg. The total rice paddy given in February 2024 was 9,092 Kg.

TRUSTEE'S REPORT (CONTINUED)

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At the end of 2024, 32 families of the loan groups returned rice paddy to ADF, totalling 8,900 kg plus interest of 1,602 kg, for a total of 10,502 kg. One of the 33 families in the loan groups, the father passed away, so the rice bank committee members agreed with the ADF IG team not to ask this family to repay the rice loan in 2024, and they are also agreed to have the family's son become a new member of the rice bank in Thma Chruogn village.

In January 2025, villagers requested to borrow rice paddy. This includes 29 families, 167 people (69 women, 94 of whom can work), and a total of 9,700 kg of rice paddy delivered to the loan groups. Additionally, the rice contribution to the four committee members is 48kg each person, for a total of 192kg. The total rice paddy distributed in January 2025 was 9,892 kg.

[The HUMY 4 project: Eco-tourism alternative livelihood, patrol support and handicrafts support and promotion](#)

HUMY 4 backgrounds and rationales and objectives

The previous HUMY 2 project was implemented by ADF from October 2021 to March 2022 and the HUMY 2 bis was implemented as a continuation, from April 2022 to December 2022. In continuation and at the end of the year 2022, the HUMY 4 project was designed for 2 years (2023-2024) to continue the support to the Eco-tourism alternative livelihood, patrolling activities and handicrafts promotion and training.

The HUMY 4 project is entitled "Building Capacities and promotion of the Phnom Kulen Community-based Tourism Centres, Community Protected Areas (Popel and Anlong Thom), and Handicrafts producers" by providing training for CPA members of Popel and Anlong Community-based Tourism Centers (CBTCs) and Community Protected Areas (CPAs), and promoting local handicrafts, Phnom Kulen National Park (PKNP). The main objectives of this project are in line with the two previous ones (HUMY 2 and 2') and are therefore:

- to provide the necessary training for the two CBTCs members and their related CPA members, in PKNP, Siem Reap Province, Cambodia. The project aimed to develop the capacities of these villagers by providing training sessions regarding tourism management, environmental education, protection, law enforcement and patrolling. The project also aimed to support the capacities of these villagers by providing a minimum incentive per month for the 2 CBTC leaders.
- to organize, train and financially support mixed patrols in both Popel and Anlong Thom CPAs (rangers and CPA members), to prevent illegal activities and raise environmental awareness (from January 2022).
- to support and promote the PKNP handicrafts producers. The project aimed to transmit the knowledge of making these products by providing training from the elders to the younger generations. The project should promote the products with the setting up of a brand, selling points in Siem Reap or Phnom Penh and at the CBTCs, promotional material (video, catalogue, leaflet...). Additionally, it should provide incomes for these vulnerable villagers as well as for the CBTC.
- Finally, the project should also facilitate the administrative procedures prior and during the biodiversity's assessment of PKNP by Vincent Romera from HUMY, assisted by Claire Zagala, from September 2022 to March 2023 (HUMY 5 project in ADF 2023 activity report).

TRUSTEE'S REPORT (CONTINUED)

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HUMY 4 activities and outcomes

Training and management of the Popel (PP) and Anlong Thom (AT) CBTC members.

Reminder for 2023:

The training sessions for Popel and Anlong Thom Community-Based Tourism Centers (CBTC)/Community Protected Area (CPA) members were organized thematically and delivered by various partners, including TC tour operators with expertise in PKNP, PKNP rangers and the director, as well as experienced community-based tourism stakeholders from other provinces. Key topics covered the park's geography, history, local life, health care, education, population, and tourism impact. The training highlighted the goals and benefits of the (CBTCs), fostering community pride and ownership. Guiding principles taught included hospitality, responsibility, honesty, and research, alongside practical skills for engaging visitors. The training provided local guides with essential knowledge and skills, enabling them to enhance sustainable tourism and visitor experiences in the park. The training documents in Khmer were designed for the local community to enhance understanding of Phnom Kulen National Park. They included visuals and interactive exercises for accessibility, addressing literacy challenges.

The ADF team conducted two trainings in late 2023. On October 03rd, beginning with a session on Khmer History and hospitality management. Subsequent sessions focused on Khmer History and archaeology, particularly the Phnom Kulen archaeological sites, led by ADF's director for local guides of the CPA and CBTC. This program, spearheaded by Mr. Heng Puthea, aims to equip guides with essential knowledge and skills to enhance tourist experiences. A simplified archaeological guide was developed in Khmer for CBTC members, providing a foundational overview of Phnom Kulen's significance. The training included on-site sessions at key archaeological locations to deepen understanding of their cultural and historical importance. This initiative promotes sustainable tourism and local empowerment, positioning guides as community ambassadors. On November 09th and 10th 2023, further training for CBTC local guides and Apsara National Authority guards emphasized site protection and maintenance, enhancing the knowledge transfer crucial for safeguarding these cultural treasures.

In 2024, the simplified archaeological guide was finalized both in English and Khmer and shared among the AT-CBTC guides. Additionally, the ecotourism supervisor and the two CBTC managers continually adjust to visitor feedback and recommendations, discuss improvements directly with CBTC members during their monthly meeting at the beginning of each month.

The training for the CBTC members was facilitated by the ecotourism supervisor, who organized a monthly meeting in the first week of each month, along with working sessions throughout the year. Financial incentives were provided to the two CBTC managers, ensuring a consistent connection between ADF and the CBTCs, thereby maintaining oversight on the objectives of centres. In the near future, the projective is that these incentives will be supplemented by the revenue generate from tours sold by the CBTCs.

In 2023, following the model of the AT CBTC, rules for the PP CBTC were established and communicated to its members, covering essential areas such as safety, hygiene, and environmental considerations for visitor tours in the PP Community Protected Area (CPA). A printed notebook was also created to document all incomes and expenditures associated with each tour. Furthermore, the PP-CBTC booklet was designed and printed to serve as an informational guide for visitors upon their arrival at the center. This booklet includes photographs, tour maps, and various relevant information about the tours available.

The ABA bank account opened in March 2023 for AT CBTC, to facilitate the cash flow management. However, since it has no legal status, it was opened on the name of Ms. Chhoun Phirom and Mr. Heng Puthea until the CBTC get legal status. The incomes and expenditures in 2024 for both CBTCs were followed up by the ecotourism supervisor and CBTC managers and recorded in the corresponding Xcel documents.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Additionally, in 2024, ADF finalized the bilingual (Khmer and English) descriptions for each tour offered by the two CBTCs, which were posted on their respective Facebook pages.

On the 15th of January 2024, Ms. Chhoun Phirom organized and led a training for the Anlong Thom CBTC cook members on hygiene cooking and packaging at Kulen basecamp, the Terre Cambodge camping site in PKNP.

The contact list of both CBTCs members was updated in June 2024.

On the 5th and 6th of March 2024, Ms. Chhoun Phirom organized and led a training for the Popel CBTC members on 1) hygiene cooking and packaging, at the PP-CBTC kitchen 2) Being a local guide on the CBTC tracks, 3) Being a guide for camping visitors at KULEN basecamp, for AT CBTCs.

Ms. Chhoun Phirom met in August 2024 Discova and Hanuman travel agency for 3 days/2 nights camping program.

Ms. Chhoun Phirom organized in October 2024 training to set up new trails for these 2 new agencies for camping groups from Wat Phnom Bey to Thma Chruogn and Sangke Lak, Anlong Thom then Wat Preah Kral, For AT guides.

From November 2024 onward, a new partnership was set up with APLC/Sala Bai NGO to support the 2 CBTCs for the training of their members and their promotion. A new ecotourism supervisor was hired by Sala Bai (Ms Sean Sreymom) to take over Ms Chhoun Phirom who stopped working for the project for personal reason, at the end of the year 2024. The overlap period allowed to transmit the knowledges about the context, the activities and the challenges between the 2 supervisors.

In December 2024, AT CBCT cooks (3 cooks and 2 assistants) came for a vegetarian food training in Siem Reap and inspection at Banlle Restaurant.

Promotion of the CBTCs:

Reminder: in 2022, two short videos of about 5 minutes long were produced to promote each CBTC and shared on ADF website, ADF, CBTCs, and KC Facebook pages:

<https://www.facebook.com/reel/426867702550357>

<https://www.facebook.com/reel/4868139259962848>

In 2023, 2 leaflets were designed by ADF to promote the 2 CBTCs during events. The Popel CBTC organization chart was designed and displayed at the CBTC and responsibilities were defined. Signboards were placed at entrance and other key point visible to visitors. Signboards of camping prices and services were designed and placed at each camping places with QR code for their respective Facebook pages.

In 2024, the team continue to post and share this video on social medias as part of CBTCs promotion. As in 2023, the promotion of the two CBTCs was mostly done through their Facebook pages. Additionally, the promotion was posted on the TC, ADF, and KC Facebook pages. The promotional activities included regular posts about the CBTCs' activities, pricing information, contact details, and promotional videos.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Furthermore, CBTC chiefs frequently post on pages when groups join trips with CBTCs.

On 24th August 2024, in partnership with ADF, the AGRISUD team organized the event "Visit Phnom Kulen", under the theme "Territory and agro tourism," for Siem Reap Tourism Club Association (STC), Cambodian Chef Association (CCA), the Siem Reap Department of Commerce, and journalists. They visited the Phnom Kulen production site of black ginger including its processing, pepper, coconut, traditional handicraft weaving and blacksmith from Kulen Crafts, learn more about Anlong Thom CBTC, which are all products of farmers from other project developed by ADF, HUMY and Agrisud International. The visit resulted in one published article on 24th August 2024 and two compelling videos being released online on 26th August 2024, highlighting the Kulen Crafts project and its commitment to supporting local artisans and promoting sustainable livelihoods in Phnom Kulen National Park. They are available through the following links:

<https://www.facebook.com/reel/7924337114328052>

<https://www.facebook.com/reel/1518930415408891>

https://cambodianess.com/article/local-communities-can-play-a-major-role-to-promote-cambodia-as-a-unique-tourism-experience?fbclid=IwY2xjawNMJFJleHRuA2FlbQlXMQABHrMvXBEhOfTzMctcyJnVOYCMj9Be7u7u mpDWD4FYGMqGLbwMyd4r41C8SXgR_aem_TH7gvDd0KU9-t7VL-zdB8Q

In November 2024, the Anlong Thom CBTC had the opportunity of hosting a team of journalists from the Cambodianess, a highly regarded newspaper based in Siem Reap and Phnom Penh, Cambodia. Mr. Heng Puthea (Srel), the leader of CBTC, and Ms Sean Sreymom, the new ecotourism manager, welcomed them and engaged in fruitful discussions. This visit resulted in the creation of two videos, which was uploaded online on 26th November 2024. These videos clearly demonstrated the CBTC project's consistent commitment to empowering local communities and improving sustainable livelihoods inside the Phnom Kulen National Park, and the archaeological sites researching and conservation in the park: <https://www.facebook.com/reel/925443315756604>, <https://www.facebook.com/reel/1040705964498703>

Exposure visits and training for CPA/CBTC to other community areas:

ADF selected a community forest/CPA site in northwest Cambodia to engage local communities in conservation efforts and community-based ecotourism initiatives. Thanks to HUMY funding, on 20th and 21st December 2024, the ADF team organized an exposure visit for CPA/CBTC committees to Sanga Rukha Vonn Community Protected Area, a former Monks Community Forest (MCF) in Anlong Veng and Samrong Districts, Oddar Meanchey province (18,261 hectares of evergreen forest, semi-evergreen forest, and deciduous forest...).

The agenda and planning for the visit were coordinated with the head of the community, venerable, Tho Thouros, and the head of the community network in Oddar Meanchey province, Mr. Sar Thlai. The 2 days exposure for 12 Phnom Kulen CBTC and CPA committees and 3 ADF team involved a brief presentation about the community's conservation efforts, key fauna/flora, patrolling, law enforcement, communication systems, and relevant laws/ regulations, and a field visit inside forest (day 1) and day 2, on the river which also part of the community forest (6,000 hectares in the dry season, and about 8,000 hectares in the rainy season).

The presentation discussed conservation issues, community involvement, environmental awareness, tourism revenue sharing, CPA member training, and NGOs and government support for conservation in specific areas. Cross-learning and information exchange between the among CPA and CBTC groups, as well as with the MCF committees, were made possible by this two-day field exposure. It contributed to a better understanding of community-based conservation and tourism activities in the region.

Training for local patrol by PDoE, ADF and other partners:

Following the success of the two training sessions held in 2023 by ADF in collaboration with BeTreed and the Provincial Department of Environment (PDoE), the groundwork was laid for equipping Community Protected Area (CPA) committees and park rangers with skills for effective park patrols and the prevention of illegal activities, particularly poaching and habitat destruction.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Building on this foundation, an additional training session took place on 6th and 7th February 2024 and aimed at refreshing knowledge of the CPA members and park rangers on key topics. During this training session, participants acquired skills in patrolling techniques, law enforcement procedures, and the legal framework for CPAs.

Practical field exercises were included, covering tracking, surveillance, data collection, and reporting methods. The training also refreshed the use of the Avenza mobile application, which is designed to improve patrol efficiency and the accuracy of violation recording.

In total, 40 participants attended this significant training program, which engaged the committees from the Anlong Thom and Popel CPAs, as well as park rangers.

The ongoing project is set to build upon this experience by implementing future training sessions, continuous monitoring, and enhanced collaborations with stakeholders, all aimed at ensuring the long-term sustainability of the park's conservation efforts.

During the training session, several issues regarding ongoing patrols were discussed, including the establishment of a consistent number of patrol members, with specifications of 4 patrol members for daytime (1 ranger and 3 CPA committees) and 5 patrol members for nighttime (2 rangers and 3 CPA committees). There was a call for the systematic presence of rangers during these patrols. It was emphasized that follow-ups on illegal activities should be conducted via the Telegram group by the park rangers of PDoE.

Furthermore, adjustments in the patrol schedules were recommended, taking into account the HUMY team's observations of significant poaching incidents noted early in the morning, particularly between 5:30 AM to 7:00 AM. It was highlighted that information regarding all observed illegal activities should be included in the report generated after each patrol. Lastly, improvements were suggested for the patrol reports for both CPAs (PP and AT) to enhance their utilization of the Avenza app, ensuring more effective monitoring and reporting mechanisms for the ongoing efforts.

See more information below in the Patrols chapter of this report

Support to local patrols in CPA by CBTC and CPA members:

In 2024, in collaboration with the Siem Reap Provincial Environmental Department, ADF has set up and supervised 166 patrols, carried out by rangers in Khnong Phnom commune, Phnom Kulen National Park and the committees of the 2 Community Protected Areas (CPAs), Prey Thom Anlong Thom (AT) and Prey Thom Popel (PP). These patrols were organized both during the day and at night. The night patrols conducted based on the assumption that most illegal activities occur at night. As a consequence, there were 4 occurrences of illegal logging, 4 cases of forest encroachment for farming, and 2 cases of poaching, totalling 10 cases for the two CPAs. See details below:

For the AT- CPA:

From January to December 2024, there were 78 patrols conducted (33 during the days and 45 during the nights), averaging 6.5 monthly patrols. There were 5 participants in each patrol (3 AT- CPA committees and 2 rangers). There were 339 individual payments of 7\$ (day patrols) or 10\$ (night patrols) to 3 AT- CPA committees + 2 rangers, for a total of 3,003 \$. Results: 1 Illegal logging evidence, 2 cases of forest encroachment for farming, and 2 Poaching evidence in AT- CPA.

For the PP- CPA:

From January to December 2024, there were 88 patrols conducted (44 during the days and 44 during the nights), averaging 7 monthly patrols. There were 5 participants in each patrol (3 PP- CPA committees and 2 rangers). There were 517 individual payments of 7\$ (day patrols) or 10\$ (night patrols) to 3 PP- CPA members + 2 rangers, for a total of 4,357 \$. Results: 3 Illegal logging evidence (including 2 chain saws seized), and 2 cases of forest encroachment for farming in PP- CPA.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In February 2024, the bonus incentive for apprehending illegal activities designed and suggested by ADF was agreed by the Siem Reap PDoE.

In July 2024, following a meeting organised by ADF (on the 3rd of June 2024) to reassess the patrolling system with PDoE, ADF provided a concept note summarizing the situation, activities and challenges since the start of the HUMY project supporting patrols. In December 2024, ADF team gathered the data on every implemented patrol since 2022 for a meeting on the 10th of January 2025, which objective was to reorganise the patrol system for 2025 onward. The presentation given by during this meeting is presented in this report and summarized below, as well as in the following chapter: "next steps, challenges and risks analysis for HUMY 4 project".

Challenges from 2022 to 2024:

Organization / coordination of patrols (dates, locations):

Reminder: prior to March 2023, patrols organized by CPA members, after March 2023, patrols organized by rangers; Rangers are often busy with other tasks (meetings, other patrols, official visits...); CPA committees are sometime busy with cashew nut harvesting, wild fruit collection and festivities (Khmer New Year...).

CPA committees have reported pressures from other villagers while they are patrolling and preventing hunting and other illegal activities.

Patrolling activities were requested to be scheduled in accordance with illegal activities; however, this was never done, resulting in reduced efficiency: at night during illegal logging and early morning (5h30-7h00) for hunters. Fruit season is also a period where bird hunters are more active. Every illegal activity should systematically be reported, there are no "small or not important" illegal ones.

Avenza App is still wrongly used by rangers and CPA committees. More training is therefore requested from both, the rangers and CPA committees in 2025

Many patrols but no perpetrators apprehended: Over 3 years period, from 2022 to 2024, HUMY funded 455 patrols with a total payment of 17,470 US dollars, and there were 59 illegal activities observed, however there was no perpetrator apprehended.

Positive points: Patrols are preventing and reducing illegal activities in both CPAs (Anlong Thom and Popel). CPA committees take more responsibility for their CPA management and raise environmental awareness in their communities.

The management of the patrol within the ADF team has been taken over by Mr Chim Sopheap, deputy director, from January 2025, due to Ms. Chhoun Phirom in December 2024, resigning for personal reason.

PKNP Zoning report by ADF and HUMY:

Please refer to the ADF-HUMY zoning report for PKNP (April 2024) in the Environment chapter below.

Training by handicrafts producers from PKNP to villagers and young students:

Reminder: The HUMY 4 project is a crucial initiative aimed at preserving traditional handicrafts of PKNP handicraft producers, focusing on the skills of vulnerable elders in Phnom Kulen villages. It aims to transmit knowledge to younger generations, ensuring these techniques, including mats, baskets, cutlasses, and knives, are not lost to future generations. Additionally, promoting these environmentally friendly products at Community Based Tourism Centres (CBTCs) and other selling points in Siem Reap or Phnom Penh expands the market for artisans, providing them with income opportunities and sustaining traditional arts and crafts. This approach promotes cultural preservation and economic empowerment within the community.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Artisan Identification:

The continuing identification and training of handicraft producers in Phnom Kulen villages is crucial for preserving traditional crafts and empowering local artisans. Mat weaving is exclusively done by women, while basket weaving and blacksmithing are male dominated. The total member of the artisans joined with Kulen Crafts (KC) are 103 members from seven (7) villages: Phum Thmey, Anlong Thom, Thma Chruogn, Ta Penh, Sangke Lak, Khlah Khmum, and Popel.

The first survey conducted by the Kulen Crafts team (Ms Chhoun Phirom, the project supervisor and Sreymom, the project assistant) in 2021, updated in 2022 and 2023 in the above mentioned 7 villages, there were 56 artisans were identified and trained. In 2024, 37 more artisans were identified and update in the list. In September 2024, 42 artisans had signed a contract with KC. In 2025, 10 more artisans were identified.

Artisans were categorized based on their crafts, including mat weaving, blacksmithing, basket weaving, making brooms, cotton thread making, bamboo straw crafting. The census includes their age and phone number if they have one.

Training sessions in villages:

Reminder: In June and July 2023, three separate 4-day training sessions (12 days in total) were organized for 22 women artisans from 3 different villages (4 in Anlong Thom, 13 in Khlah Khmum, and 5 in Phum Thmey), with a focus on mat weaving techniques. The training was led by Auntie Hai and Hon, trainers from Anlong Thom Village. Trainees were encouraged to bring their own dried *romchek* (*Pandanus pierrei*) for practice. The HUMY 4 project supported the costs for the training: Per Diem at 7 US\$ per day for the trainer, transportation costs for the trainer, complementary tools and equipment, and raw material (ex: pigments for mat dyeing).

No training was organized for artisans in 2024 (apart from 1 in Popel in August), but the Kulen Crafts team visited the artisans at their homes on a regular basis to ensure the quality of the products and the number of productions required for customer orders.

Training sessions in primary schools:

The training programs for students at schools in Khnong Phnom commune are served to enhance awareness and appreciation for traditional handicrafts, particularly mat and basket making. The programs aim to preserve and promote these traditional handicrafts in the Phnom Kulen area, with its objective to instil an awareness of traditional weaving techniques rather than teaching children to become future weavers. Importantly, Kulen Crafts does not purchase products made by children, as engaging in this practice could be seen as exploiting child labour, and financial incentives are avoided to keep students' educational commitments. Furthermore, financial incentives could detract from their educational commitments. Items from the first training were collected by ADF team from the students and were given as gifts to ADF donors. They are now kept by each student.

Before the training for the school children started, on 23rd February 2024, the Kulen Crafts team organized a visit for 18 students and 2 teachers from Anlong Thom and Sangke Lak primary schools in Phnom Kulen to see the Cambodian Products, Fruits, and Vegetables Exhibition at Siem Reap Royal Garden. On the same day, ADF invited students and teachers for a guided tour at the Angkor National Museum.

Between March and October 2024, the training was conducted at 2 primary schools (Ta Penh and Popel), engaging a total of 59 students (24 males): 1) at Ta Penh Primary School, the training was organized from March to June 2025, with 25 students (7 of them were male) from grades 5 and 6. The students were divided into 5 groups. Training in both baskets and mats; 2) at Popel Primary School, the training was organized from August to October 2025, with 34 students (17 of them were male) from grades 4, 5 and 6. The students were divided into 7 groups. Training on mat weaving.

The raw materials necessary for these trainings were provided by the project, with the villages training budget line.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The TDS project:

In 2024, ADF had the opportunity to complete the handicrafts support by an additional project, funded by Tourisme Developpement Solidaire (TDS), a French travel agency, client of ADF's partner, Terre Cambodge. The Kulen Crafts initiative financed by TDS, emphasizes on hands-on training in village settings, complemented by workshops. This project was design and negotiated from March to November 2024 and started in December 2024. The goal is to develop this sector in Anlong Thom village by providing better working conditions in rehabilitated workshops (blacksmithing, mat and basket weaving), capable of offering training by master craftsmen to apprentices (all identified) and promoting these products through a local point of sale, at the CBTC in the village of Anlong Thom. Please refer to the TDS chapter for more details.

Promotion and distribution of the handicraft's products from PKNP to the market

Reminder:

In 2022, banners, leaflets, and catalogues in Khmer and English were produced, printed and distributed to selling points and customers, along with promotions on ADF, Kulen Crafts, and CBTCs' Facebook pages. In 2023, Kulen Crafts team updated and reprinted all promotional materials, including the logo, catalogue, and leaflet, to feature new products. No updates or reprints were required in 2024, and the Kulen Crafts team continued to distribute these materials to selling points and customers during workshops and product exhibitions in Siem Reap and Phnom Penh.

In 2022, a short video around 5 minutes long which was produced as a tool to promote Kulen Crafts products on ADF, Kulen Crafts, and CBTCs Facebook pages: <https://www.facebook.com/Kulencrafts>. In 2024, the ADF team continue to post and share this video on social medias as part of Kulen Crafts promotion.

In 2024, more than 10 short videos (around 2 or 3 minutes) were produced by using a smartphone. The Kulen Crafts team using these videos to promote the products on Facebook pages.

The item list was defined, with their corresponding prices, season availability and care instructions were also updated in 2024. The contacts with potential buyers or retailers were also updated in 2024.

In 2024, Kulen Crafts team participated to several fairs and exhibitions. They provided a platform for showcasing and selling Kulen Crafts products, contributing to the promotion of traditional handicraft from Phnom Kulen. Mats, knives, baskets, and brooms were available for sale. The Kulen Crafts team demonstrated its dedication to sustainable development by supporting local artisans. The project aims to preserve traditional skills and promote sustainable livelihoods in Phnom Kulen National Park. The goal is to promote the efforts of the ADF to help local people in preserving Phnom Kulen National Park for future generations, and to reach a larger audience interested in Cambodian culture and traditional handicrafts from Phnom Kulen.

An online article mentioning Kulen Crafts was published by Khmer Times newspaper in April 2024: <https://www.khmertimeskh.com/501479391/unlocking-the-potential-of-cambodias-handicraft-products/>

From 22nd to 25th February 2024, the Kulen Crafts team, along with the artisans from Phnom Kulen, participated in the 17th Cambodian Products, Fruits, and Vegetables Exhibition at Siem Reap Royal Garden with the goal of promoting local products more widely, and engaged local and international visitors to support and promote local products.

From 10th to 12th July 2024, the ADF team, along with the Kulen Crafts team from Phnom Kulen, participated in a three-day exhibition to promote and distribute saplings under the theme "Green Sprouts" and the 4th National Orchid Forum. The event hosted by the Ministry of Environment, in front of the Morodok Techo Building, Ministry of Environment, Phnom Penh. The ADF team distributed 500 tree saplings from school tree nurseries in Phnom Kulen National Park, including litchi trees, while the Kulen Crafts team brought a variety of handicraft products to display and sell.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

On 24th August 2024, in partnership with ADF, the AGRISUD team organized the event "Visit Phnom Kulen", under the theme "Territory and Agro Tourism," for Siem Reap Tourism Club Association (STC), Cambodian Chef Association (CCA), the Siem Reap Department of Commerce, and journalists. They visited the Phnom Kulen production site of black ginger, including its processing, pepper, coconut, traditional handicraft weaving, blacksmith with items from Kulen Crafts, learn more about Anlong Thom CBTC, which are all products of farmers from other project developed by ADF, HUMY and Agrisud International. The visit resulted in one published article on 24th August 2024 and two compelling videos being released online on 26th August 2024, highlighting the Kulen Crafts project and its commitment to supporting local artisans and promoting sustainable livelihoods in Phnom Kulen National Park. They are available through the following links:

<https://www.facebook.com/reel/7924337114328052>

<https://www.facebook.com/reel/1518930415408891>

https://cambodianess.com/article/local-communities-can-play-a-major-role-to-promote-cambodia-as-a-unique-tourism-experience?fbclid=IwY2xjawNMJFJleHRuA2FlbQlXMQABHrMvXBEhOfTzMctcyJnVOYCMj9Be7u7umP4WD4FYGMqGLbwMyd4r41C8SXgR_aem_TH7gvDd0KU9-t7VL-zdB8Q

On the 29th, 30th November and 1st December 2024, the Kulen Crafts team, and artisans from Phnom Kulen participated in a three-day exhibition of the 2nd Siem Reap Agro-business expo, which was held at the Royal Residence Garden in front of the Victoria Angkor Hotel in Siem Reap town. The event included several entertaining activities, and displays of agricultural products, traditional handicrafts, weaving, and a variety of local food products. <https://www.facebook.com/reel/556743693731487>

An interview of ADF director during this fair is available here:

<https://cambodianess.com/article/kulen-crafts-keeping-old-tradition-on-mount-kulen-alive-video>

On 21st and 28th December 2024, the Kulen Crafts team participated in "the Siem Reap Artisan Wonderland", an event at FCC Hotel to promote Siem Reap's Local Craftsmanship with display of Kulen Craft products to promote and sell.

Production and incomes follow up:

In 2024, a comprehensive record of all sold items was meticulously updated and stored in an Excel file. This record includes details such as the date of sale, item description, size, quantity sold, selling price (with any applicable discounts), profit margins, expenses, information about the buyers, and the relevant villager. A total of 492 items and 93 rolls of *Khunmea* leaves (431.56 square meters) were sold in 2024, including mats, placemats, brooms, various types of baskets, knives, and *Khunmea* leaves.

The capital fund brought forward from 2022 (1,862 US\$) was reserved for January 2023 to purchase handicraft items before selling them in CBTCs (AT and PP) but mostly other retailing places in Siem Reap. In 2023 and 2024, this capital fund was all spent to purchase items.

The transportation costs for products from Phnom Kulen to Siem Reap or Phnom Penh were covered by the ADF pickup truck, typically used for small quantities. For larger quantities and particularly the *Khunmeas* leaves rolls, the Kulen Crafts team hired a truck for transportation to Siem Reap, after which the products were shipped to Phnom Penh via a shipping company in town.

In 2024, a stock list was updated, including the following information for each item: item number, size, unit, unit price, total, village, producer name, and remarks.

From January to December 2024, the Kulen Crafts team sold 492 items and 93 roles of *Khunmea* leaves (431.56 square meters), these included the 3 main orders in May, August and September 2024: 1) In May 2024, Ponlei Thammacheat in Phnom Penh placed a significant order with Kulen Crafts for a total of 49 rolls of *Khunmea* leaves (253.87 square meters), and another order in August 2024, 44 rolls (177.69 square meters); 2) In September 2024, Angkor Grace Residence and Wellness Resort placed a significant order with Kulen Crafts for a total of 50 set of plate mats.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The following details describe the income and profits of Kulen Crafts in 2024:

The total selling price for 492 items and 93 roles of *Khunmea* leaves was 7,389.91 USD\$; the total cost of purchasing 492 items and 93 roles of *Khunmea* leaves was 5,138.76 USD\$, this amount is the direct income for the artisans; the gross profit totalled 2,251.15 USD\$. Other operation costs and expenses totalled \$1,192.56 USD, including \$500 for KC business registration. The net profit totalled 1,058.59 USD\$.

Redistribution of profit:

The profits from Kulen Crafts are used to purchase new products and cover operating expenses such as pigments, coconut oils and transportation costs. Additionally, other necessary expenses include company registration, patent, monthly taxes, exhibition cost in Siem Reap and Phnom Penh, bringing 20 students to visit Angkor Museum, and buying a wood-cutting equipment for the blacksmith.

In 2024, there were 13 groups (129 visitors) visit KC artisans, these visitors from Terre Cambodge, our main partner, and some of them from other tour operators and individual groups booking through Community Based Tourism Centres. Each artisan receives 5 US\$ per group for each visit and 10 US\$ per group when the tourists participate to a full day workshop. These amounts are charged by KC to the travel agency TC. For other travel agencies (very few occasions), this offer is provided by CBTC, who pays KC which then pays the artisans. In 2024, the KC retailers with consignment sale: Eric Stocker workshop, Kesakol shop (Green farmers association) and Chomrok in Phnom Penh. Sala Bai shop buy the products of KC.

Monitoring the HUMY 3 & 4 project activities:

Monthly meeting with CPA/CBTC committees to update project activity from the previous month and prepare for the upcoming month and monthly payments to CBTC leaders, patrolling members, and the project supervisor encouraged a sense of ownership and responsibility, which contributed to the overall success of the project.

Throughout the HUMY 3 & 4 projects, the park rangers, villagers, and CPA committees were actively involved, ensuring that the project was tailored to their needs and empowered their participation in conservation efforts. This approach fostered a sense of ownership and responsibility for the project's success, building the capacity of the local communities to continue conservation efforts long after the project's completion.

The success of the project was built upon a collaborative spirit, with the ADF team actively working with key stakeholders on a weekly basis to ensure timely progress and address challenges. The ADF team meetings facilitated open dialogue, allowed for prompt problem-solving, and ensured that all stakeholders were aligned with project objectives.

A robust system of documentation was implemented using Telegram groups, allowing for clear tracking of each project step and facilitating the creation of comprehensive reports. This documentation system ensured transparency and accountability throughout the project, providing a clear record of progress and allowing for continuous monitoring and evaluation.

From October 2024, ADF set up a quarterly reporting system for CBTC, KC, and patrol, including the workplan updated on each project activity as required by Mr. J.-M. Civièrè, HUMY. Mr Jean-Marc Civièrè, Development Manager and founder of HUMY, visited the two projects and the beneficiaries from the 15th to the 17th of February 2024.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Collaboration with stakeholders:

ADF worked during the HUMY 3 and 4 projects in close collaboration with the local authorities (village chiefs, commune chief); Ministry of Environment (in charge of PKNP) and particularly with the PKNP rangers and the Provincial Department of Environment (PDoE); Popel principal, teachers and children; Monks Community Forest/ Sanga Rukha Vonn Community Protected Area; CSLEP team (MoE and World Bank). However, the MoE and World Bank representatives were not always involving ADF in the meetings. On 24th and 25th October 2024, ADF was invited to participate in a familiarization (FAM) trip organized by the Ministry of Environment (MoE) with support from the World Bank as part of CSLEP project. The FAM trip invited tour operators and media deep into Phnom Kulen National Park to visit a mix of existing and new destinations and attractions on the sacred mountain.

Administration, activity and financial reporting:

ADF finalized and signed a Memorandum of Understanding (MoU) with HUMY NGO. It formalizes all responsibilities of the two parties. It was signed for a 3-years period, from 2021 to 2024. It should be renewed and signed from 2025. The HUMY 3 and 4 report for 2024 was submitted to HUMY in October 2024. All expenses per budget lines were closely monitored and receipts are checked and recorded into the HUMY 3 and HUMY 4 projects Xcel spreadsheets, on a weekly basis, to ensure the correct spending of the budget per activity: by ADF Finance, admin. and communication officer. Monthly financial report. Yearly financial report (from January to December 2024). Quarterly report, set up from October 2024.

Next steps, challenges and risks analysis for HUMY 4 project:

Training and management of the Popel and Anlong Thom CBTC members within the newly implemented pilot project (Destination Eco-Talents) in partnership with Sala Bai NGO:

Create job descriptions for CBTC managers and Assist managers in developing internal community rules for CBTCs. Diagnosis of the CBTC's capabilities: strengths, weaknesses, needs, definition of a capacity-building strategy and business plan (SWOT). Development of the tourism offers already proposed by the CBTCs and adaptation of the pricing policy based on the business plan. Possibly set up an association for the 2 CBTCs: Interface with a consultant to register the NGO with the Ministry, work closely with the authorities such as village chiefs, commune chief and council, district office, the provincial department of environment and the Ministry of Environment for all necessary authorizations.

Development of an offer for travel agencies and creation of a network of clients: Arrange a familiarization (FAM) trip for travel agencies to immerse themselves in the activities and services offered by CBTCs; Promotion of the ecotourism site and CBTC tour itineraries, explore possible ways to register CBTCs activities and services on Lonely Planet and guidebooks; development of the communication strategy both digital and non-digital to be implemented by the CBTC team members; establish online promotion by setting up a website, boosting Google rating, creating a TripAdvisor page, and optimizing Facebook pages.

Strengthen the skills and knowledge of local guides through ongoing training based on their requests and visitor recommendations: Conception & coordination of the training planning for CBTC members; Basic training in IT, administration & communication to 3 CBTC staff members.

Archaeological training for AT and PP CBTCs and the guards from the Authority for the Protection and Safeguarding of Angkor and the Region of Angkor (APSARA) in Phnom Kulen national park: To enhance archaeological and heritage awareness for the CBTCs (Anlong Thom (AT-CBTC) and Popel (PP-CBTC) local guides, ADF will recruit an archaeologist in charge of the archaeological training; to promote and improve sustainable management practices, as well as deepen archaeological knowledge, within the communities of the two CBTCs and among the Phnom Kulen temple APSARA guards; there are 18 sessions scheduled, starting from May to October 2025. The session runs once a week, every Tuesday, and there are 3 sessions per month: the 18 sessions for this archaeological training covering 43 archaeological sites. These includes the ancient temples, the urban network (dikes, plots, ponds) and mounds fields.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Basic accounting training for AT and PP CBTC: Prepare cash book for both CBTCs (2024 and 2025); Opening the joint bank accounts for both CBTCs in 2025; provide basic accounting training to CBTC leaders and members, including quotations, invoices, income and expenses of the centres recording and cash book management for both CBTCs; training for CBTC leaders on the use of bank App, receiving income and payment for CBTC suppliers through bank transfer.

Hospitality Training for AT and PP CBTCs: Provide a refresher training session on hospitality and hygiene practices to improve service quality; conduct a refresher training session on the archaeological history of the sites for the local guides; provide a refresher training session on rule and guideline of local guide; provide a refresher training session on rule and guideline for cook; provide a refresher training session on rule and guideline for moto taxi; regular maintenance of the tracks along the O'Thom River (between the four waterfalls) and from Veal Ta Lo to Poeng Gnogneat will be organized; the financial incentives provided by the project for the leaders of the two CBTCs have established a lasting connection between ADF and the CBTC teams. These incentives ensure ongoing oversight of the centers' objectives. These incentives might be taken over and paid by the Sala Bai project funds in 2025. In the future, the income generated from tours sold by the CBTCs is expected to fully replace these financial incentives over time.

The next project should focus on "having the centre self-sustaining through cost control and better planning of its objectives", as the December 2022 ICC-Angkor recommendations (n.21.1.2.ii).

Both CBTCs were designed as alternatives rather than permanent sources of income. However, their economic model should evolve towards more stable and long-term revenue streams. This involves considering expenditures related to sustainable jobs and maintenance of facilities. It is essential to leverage voluntary work and subsidies to assess the "profitability" of operations and prepare for their eventual empowerment.

Popel village faces significant challenges due to its remote location and high levels of poverty, including issues like illiteracy, alcoholism, and food security.

Coordination with the CSLEP project

The World Bank/UNDP funded project has selected Phnom Kulen National Park (PKNP) and the two Community-Based Tourism Centers (CBTCs) established by ADF and TC as the foundation for developing the Cambodian Sustainable Landscape and Ecotourism Project (CSLEP). In 2025, ADF and Sala Bai team will attend Virtual Consultation Workshop on Trial Standards Development organized by Ministry of Environment / CSLEP in 2025; conduct presentation about the joint Ecotourism project of Sala Bai and ADF to support CBTCs at Siem Reap Provincial Department of Environment and at the Ministry in Phnom Penh in 2025; Participate in the CPA network of Northern Tonle Sap Terrestrial Protected Area workshop at the Siem Reap Department of Environment by the MoE 2025.

Promotion of CBTC (AT & PP) tours to Travel Agencies, within the newly implemented pilot project (Destination Eco-Talents) in partnership with Sala Bai NGO:

Previously, Terre Cambodge was the only travel agency offering CBTC tours to foreigners. Starting in 2023, the CBTCs, in agreement with ADF and Terre Cambodge, began promoting their existing services—half-day and full-day tours, as well as camping—to other receptive travel agencies. It is important to note that homestays for foreigners are not proposed to avoid competition with Terre Cambodge's package offerings.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

ADF and Sala Bai will promote CBTCs tour packages within local tourist with school, NGOs, Company, Hotels, as not many people get to know those attractive sites yet during low tourist season; Developing new pricing strategy and media channel such as simple website, booking.com, Airbnb, TripAdvisor, Ecotour app.; promote CBTC's service and products to tour agents for foreign tourists. These includes the existing ones: Angkor Grace, So Kool Travel, Discova, Hanuman Travel, but also new ones such as Asia Travel à la carte, Kiri tour, All Dream Travel, About Asia Travel, Asian Trail Travel, Asev Travel, ViVu Journey, Apsara tour. Others potential clients such as Sam Veasna Conservation tour, Baby Elephant Hotel, Free to Shine, Siem Reap Toastmaster Club, Sala Bai support group in French, Khmer guides in Siem Reap, be like Khmer school, and a wellness center Ketanak Yoga should also be contacted.

For a better promotion of both CBTCs, ADF and Sala Bai will update the banners, leaflets, and posters to share online or display and distribute during fairs (ex. National Forum on Eco-tourism) and to reach new partnering agencies and clients.

Other tailored trails should also be designed for special clients such as schools and university. They could focus on other activities such as trees planting, agro-ecology visit, bee / bird watchers, to showcase activities implemented by ADF and its partners (Agrisud International...).

In addition to travel agencies, CBTC should maintain contacts with several private partners and NGOs working with the CBTCs, such as the School for Field Study (SFS). Writers of widely distributed guided books (Lonely Planet, Petit Futé, Guide du Routard....) should also be contacted to reference the CBTCs.

The tours offered by the centres should also be more promoted on social media to attract local tourism.

The next steps for improving the quality of the CBTC include: training for Local Guides: Provide comprehensive training to all local guides at both AT and PP, and improve archaeological knowledge for the AT ones; training for Cooks: Offer specialized training for cooks at and PP to enhance food preparation and hygiene; training for Camping Team: Educate the camping team on hospitality and quality service to improve the camping experience for visitors.

Training sessions in PKNP by other local Community members to CPA/CBTC members:
There is no plan for the training by other local Community members (such as Be Treed) to CPA/CBTC members in 2025.

Exposure visits and training for CBTC to other community areas:
There is no plan for the exposure visit in 2025.

Training for patrols by PDoE and ADF

A refresher training on the Avenza application will be conducted for CPA members and some PKNP Rangers. The training will be delivered by the ADF team, PDoE, and experienced park rangers for 30 members from PP and AT. It will focus on patrolling techniques, law enforcement procedures, and the legal framework for protected areas, including field exercises to protect PKNP. A new application, Earth ranger, could also be used by the teams, if all partners agree.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Patrols in CPA by CBTC and CPA members

Patrols in 2025: Perspective:

New patrolling system: longer and more effective patrols, with the park rangers, composed by 2 rangers + 2 CPA committees + 1 Commune Council (CC) member. Frequency: 2 times per week for 1 CPA during 1 year in 2025 (dates should be flexible), for example week 1 in PP- CPA and week 2 in AT- CPA. AT and PP- CPA committees and rangers benefiting from this system would rotate. Some of these patrols should continue to be done inside PP and AT- CPA to continue preventing illegal activities. ADF need to define this framework and agree with partners (PDoE, CPA, CC) before requesting funds to HUMY. Allowance for patrol would be increased (41\$ per patrol member/ per 3 days 2 nights patrol). Patrol equipment and materials will be requested to HUMY.

After 3 years (2022-2024) of patrols in both PP and AT CPAs, there are a few conclusions for better law enforcement. These should be mandatory requirements for the future patrolling project: An Avenza map with the trek, length, and duration of the patrol, has to be provided, with each report through the Telegram group. The 2 forms (report and presence list), the activity pictures, and the Avenza screenshot map must be sent to the Patrolling Telegram group, on the same day of the patrol. Patrols are possible in CPAs, APAs and anywhere else in PKNP.

Patrol Leadership Structure:

The objective is to encourage patrol members and increase law enforcement efforts, each CPA has now 4 designated patrol leaders, the other patrol members change according to availability, the patrol leaders for each CPA are: Popel CPA: Mr. Las Chat, Mr. Prin Chatt, Mr. Las Vanna, Mr. Nan Thei; Anlong Thom (AT) CPA: Mr. Phan Phon, Mr. Thy Then, Mr. Noch Nev, Mr. Mean Chhoeun.

Bonus System for Patrols:

In 2025, the bonus system agreed in Feb. 2024 by the Siem Reap Provincial Department of Environment (PDoE) is validated. The objective is to encourage patrol members and increase law enforcement efforts. The bonuses would only be provided when facing illegal activities, under certain conditions, and shared equally among all patrol participants. Higher payment of patrols in April and May could ensure more patrols during this festive period.

With this improved system, ADF believes the CPA members will prevent more environmental illegal activities and crimes, will take more ownership of their protected areas and will enhance their environmental awareness.

From January 2025, Mr. Chim Sopheap responsible for the coordination of patrols and data, in coordination with the 2 CPA chiefs and rangers, as Ms. Chhoun Phirom resigned.

In late 2025, patrols could be integrated into a larger project, to be confirmed.

Training by handicrafts producers from PKNP to villagers and young students:

There are no plans to provide training for the primary school students in handicraft weaving techniques in 2025.

Training Initiatives planned for 2025 in the villages:

Mat Weaving Training: In 2025 (during the rainy season), there is a plan to provide mat weaving training to women in Anlong Thom village. Basket Weaving Training: In 2025, there is also a plan to provide basket weaving training to men in Anlong Thom. Knife Making Training: In 2025, there is also a plan to provide knife making training to 3 men (1 from Anlong Thom, 1 from Ta Penh, and 1 from Sangke Lak villages). This project will be mostly implemented in 2025, and the trainees for these programs will be identified and paid within the fund support from the TDS project.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Promotion of handicrafts from PKNP:

The management tool that has been developed to better follow the production, the stock and the sales of Kulen Crafts will continue to be used. Kulen Crafts team will continue to sign the contract between each artisan and Kulen Crafts to engage them to respect prices and quality. Kulen Crafts team will continue to enrol more artisans in the project such as the one producing *Khunmea* roof, and cotton thread. ADF and Kulen Crafts team will continue to work with PDoE park rangers to define protected areas for raw materials (pandan, bamboo, and rattan) and submit them to the MoE for protection.

In 2025, ADF will continue to participate to fairs and exhibitions to promote this project, and handicrafts from Phnom Kulen.

From 27th, 28th February to 1st and 2nd March 2025, the Kulen Crafts team will join the 18th Cambodian Products, Fruits, and Vegetables Exhibition at Siem Reap Royal Garden with the goal of promoting local products more widely and engage local and international visitors to support our local products from Phnom Kulen.

In April 2025, during the Khmer New Year (from 13th to 15th April), Kulen Crafts products will be represented at the Angkor Sangkran ceremonies in front of Angkor Wat Temple. We will also bring our 5 mat weavers from Phnom Kulen to demonstrate their talents for the whole 3 days event.

Kulen Crafts products will be represented at the "One Village, One Product" trade fair under the "Producer-Buyer Matching Platform" which will take place over three days, from 4th to 6th July 2025, at Heritage Walk Market. This event will be organized by the Siem Reap Provincial administration and invite national and international tourists to participate in large numbers to support Khmer products.

To ensure that all the shop consignments (Eric Stocker, Sala Baï, Sacha, and the Kesor Kol shop) or retailer shop (Sala Baï) effective display and sales of Kulen Crafts products, periodically review displays for product availability, cleanliness and attractiveness, and constantly add new products to replace stock and keep options fresh for customers.

The Kulen Crafts team will ensure there is sufficient stock and a variety of products available for these new shop openings.

In 2025, Kulen Crafts artisans will try to set up as an association similar to the Siem Reap Green Farmers Association, set up by Agrisud International to sell farmer-grown products. This will foster long-term sustainability and transparency for artisans. As a result, Kulen Crafts acts as a corporate buyer of association products.

Upcoming Shop Openings and workshop buildings for Kulen Crafts with the TDS project: a shop will be built at Anlong Thom CBTC to display and sell various products from Kulen Crafts; two other workshops will be built in Anlong Thom village for the mats; baskets weaving and knives making artisans.

TDS handicraft support project

Project Objectives:

This project (started in December 2024) aims to strengthen a component established by ADF in 2022: the support and development of a local crafts sector. The identified artisans work in precarious conditions, their opportunities are limited, and their know-how is rarely passed on to younger generations. Based on this observation, ADF initiated a program and now aims to strengthen it by locally supporting the training and sale of these artisanal products.

This project aims to establish a local sales point in the local community tourism centre (CBTC) in the village of Anlong Thom and to develop two local production workshops in the same village, to promote and share the work of pandanus mat weavers, basket makers, and blacksmiths. The Anlong Thom CBTC attracts several hundred visitors each year, and these artisans are already included in the tours offered by the centre. However, their working conditions are difficult and do not allow the transmission of their know-how.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

This sales point and workshops for local craft products will generate more income for artisans and enable the training of more villagers with master craftsmen and students already identified and eager to receive training. The income that some artisans have earned since the beginning of this project has motivated several villagers to be trained in these endangered skills. These products have been marketed since the beginning of 2022 by Kulen Crafts, a company formalized by ADF in February 2024, whose profits are already being used to promote this sector and purchase certain raw materials and equipment. Ultimately, the profits should ensure the autonomy of this organization and allow for the hiring of a manager, currently paid for by ADF thanks to funding from the French NGO HUMY.

Context/Diagnosis:

Today, the Kulen Plateau is populated by over 4,900 inhabitants, spread across about ten villages. Most of the villagers are subsistence farmers who practice slash-and-burn cultivation to grow upland rice. Over the past 15 years, this practice has been replaced by permanent cashew nut cultivation, further threatening the park's biodiversity. Some of the older villagers create high-quality handmade crafts, sold at low prices and in very small quantities: mats, baskets, brooms, rattan and bamboo fishing traps, as well as blacksmith knives and cutting tools. This tradition will quickly disappear if it is not passed on to the younger generation and supported by a larger market. Each product is unique; some are made seasonally, but all are the result of several weeks of labour and passion.

As part of ADF's alternative livelihoods program for the villagers of Phnom Kulen, these local, environmentally friendly handicrafts have been identified as a source of income. Thanks to support from the NGO HUMY and the incoming travel agency Terre Cambodge, ADF has been supporting these vulnerable villagers since January 2022 by introducing these items to a wider market through five points of sale in Siem Reap: the ADF office in Siem Reap, Frangipani Spa, Atelier Eric Stocker, Satcha, and Sala Bai – Hotel and Hospitality School (the latter opened in September 2024). This program also organizes training sessions so that elders can pass on their knowledge to younger generations, through training sessions in primary schools and among artisans.

By 2024, ADF has identified more than 70 artisans spread across eight villages, including 15 in the village of Anlong Thom: five mat weavers, two basket makers, three blacksmiths, four cotton spinners, and one bamboo straw maker.

The goal now is to develop this sector in one village, Anlong Thom, by providing better working conditions in rehabilitated workshops (blacksmithing, mat and basket weaving), capable of offering training by master craftsmen to apprentices (all identified) and promoting these products through a local point of sale, at the CBTC in the village of Anlong Thom. Support for cotton spinners could be further developed, based on the results of this project. Similarly, a similar workshop could also be set up in the village of Sangke Lak. It also aims to promote artisanal activities that generate income for elderly and often disadvantaged populations, while presenting an alternative to destructive crops taken from the forest, thus reducing human pressure on the biodiversity of Phnom Kulen National Park. The plants collected for these artisanal objects are non-timber products (pandanus, bamboo, etc.) or fragments or stumps of already cut wood (knife handles or sheaths).

Local Partnerships:

ADF will be responsible for project implementation, selecting contractors for the work to be carried out, ensuring the proper execution, ensuring regular use of the created spaces, regular training of apprentices by master craftsmen, and social media communication.

Kulen Crafts will be responsible for marketing the products produced and ensuring the proper management of profits so that they can be reinvested in promotion and any additional equipment needed, as well as social media communication.

Members of the Anlong Thom village CPA (a community protected area, a village forest they manage) will be responsible for sourcing and transporting the timber needed to renovate the two workshops. This timber will be harvested from fallen trees, not cut down for this purpose. Local contractors will be consulted to prepare quotes and selected by ADF to carry out the planned work.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The incoming and solidarity travel agency Terre Cambodge already has several tours that systematically use CBTC services and visits with artisans. These tours are notably used by TDS clients. These tours will therefore continue under improved conditions, with the creation of these workshops, offering travellers the opportunity to participate in short training sessions and interact with artisans. The CBTC in Anlong Thom will offer a sales point, and its teams will lead visitors to the two workshops during the treks chosen by the visitors.

Direct and indirect beneficiaries:

14 people: 4 master craftsmen (2 for mats, 1 for baskets, 1 blacksmith) identified in the village of Anlong Thom) and 10 apprentice craftsmen (3 for mats, 3 for baskets, 4 blacksmiths). They will be supported with a per diem for each training given and received. Members of the Anlong Thom CPA (17 people, including 3 women). Members of the Anlong Thom CBTC (12 people, including 3 women): 9 local guides, 3 cooks, and 60 motorcycle taxis.

Involvement of local communities:

The master craftsmen identified by ADF have agreed to make the two spaces dedicated to the workshops available. The CBTC has agreed to transform the unused office space into a point of sale for artisanal products. Local contractors were consulted to prepare the quotes. All of these stakeholders will be involved in the project's completion.

Nature of the investment:

Creation of a point of sale at the CBTC in Anlong Thom:

This involves transforming an unused office into a point of sale for artisanal products. This involves opening a large window in a wall (with a locking system) to provide greater visibility from the CBTC reception area, installing fixed and movable furniture (shelves, tables, hooks, etc.), laying floor tiles, and designing and printing promotional materials (signs, brochures, catalogues, etc.). The CBTC must be able to open independently from the shop. The CBTC office, if necessary, will be relocated to the CBTC's existing storage area. The contractor will be selected locally in the village, and materials will be sourced locally.

Renovation of a traditional house into a mat and basket weaving workshop in Anlong Thom:

The project involves transforming a traditional house into a workshop for mat and basket weavers, for the production and training of apprentices. This involves replacing some wooden posts and raising them on concrete bases, opening up a south-facing facade with a canopy, closing off the old access points, replacing the roof with a sheet metal roof, laying tiles on the ground floor, installing fixed and removable furniture (shelves, tables, hooks, etc.), and designing and printing promotional materials (signs, brochures, catalogues, etc.). The contractor will be selected locally in the village, and materials will be sourced locally.

Renovation work on the blacksmith's workshop in Anlong Thom:

This project involves renovating a shelter serving as a blacksmith's workshop into a proper workshop for the production and training of apprentices. This includes replacing some wooden posts and raising them onto concrete bases, replacing the roof with a sheet metal roof, purchasing equipment (anvil, pliers, hammers, etc.), and connecting the equipment to the village's electrical grid.

Training costs:

These will be partially covered by the project (per diem for apprentice blacksmiths, basket makers, and mat makers + per diem for one mat weaving instructor) and then funded by HUMY in 2025 and profits generated from the sale of handcrafted items.

All of the construction work and training-related expenses will be supervised by the ADF team.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

d. Hygiene and sanitation program/Emergency Relief

The WISH 2 project: Hygiene and sanitation program in five primary schools

WISH 2, 2024 (=year 4) summary report.

The main purpose of this report is to outline the activities of the WISH-2 Project funded by the Almayuda Foundation, carried out by the ADF team, together with our stakeholders (community members, school principals, teachers, and school children) at five primary schools in Phnom Kulen National Park (PKNP).

The previous report, the "WISH 2 Jan 2023-June 2024 report" provides an overview of the project's progression from January 2023 to June 2024, incorporating feedback from principals and teachers. It also offers suggestions for future enhancements.

This report details the activities of the WISH-2 Project from July to December 2024, funded by the Almayuda Foundation, carried out by the ADF team and stakeholders at five primary schools in Phnom Kulen National Park. The project involved community members, school principals, teachers, and children. This report outlines the activities completed, specific objectives from 1 to 9, and the results of each one.

Reminder: the WISH 2 purpose

Access to clean water, proper sanitation, and effective hygiene practices are crucial for children's well-being, as water and sanitation-related diseases are leading causes of illness and death globally and in Cambodia. Promoting good hygiene and sanitation can protect children and prevent serious health challenges.

Schools are ideal for promoting WASH practices due to their concentrated environment, allowing for long-term positive behaviour change. These programs develop sustainable hygiene practices, reduce disease transmission, and improve child health. They provide a platform for delivering WASH messages and establishing long-term healthy habits, making them crucial for promoting healthy habits among children.

Projects Goals

None to low cases of water-borne diseases leading to a reduction in student absenteeism in school. The promotion of preventative hygiene. Inclusive environmental education methodologies, in five village primary schools. In combination with increased upgraded water systems, the project plans to increase sanitation and hygiene facilities to foster health hygiene behavioural changes in five villages.

Project inception, introducing the project to all stakeholders

RESULTS: This objective was successfully achieved at the inception of the WISH 2 project and narrated in detail in the first progress report, covering the period from January to October 2021. The WISH 2 project is conceived as a 4-year project, from 2021 to 2024.

Conduct a baseline survey

RESULTS: This objective was successfully achieved at the inception of the WISH 2 project and narrated in detail in the first progress report, covering the period from January to October 2021. It was implemented from November 2020 to January 2021.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

WISH 2 Project management, oversight and accountability

RESULTS:

The WISH 2 project has achieved its objectives, as detailed in progress reports from 2021 to 2024. These reports cover various periods, from January to October 2021, November to December 2021, January to October 2022, November to December 2022, and as well as a summary report in October 2023. Additionally, the detailed progress report from January 2023 to June 2024 provides a comprehensive narrative of the activities and results achieved during those periods. The WISH 2 project, which aimed to improve access to clean water, and sanitation facilities, and promote effective hygiene practices among children in target schools, underwent improvements and adjustments from July to December 2024. Management promoted accountability through monthly reports, fostering trust and confidence in its operations. The project's commitment to transparency is evident in its progress reports.

The second part of 2024 focused on providing additional WASH skills to the ADF team members, as suggested in the previous reports and evaluations.

In June 2024, the ADF team conducted a field exposure for principals and teachers from target schools, including Anlong Thom with a total of 26 participants, to observe successful school management practices and create a clean, healthy learning environment at Kravan Primary School in Angkor, with the aim of improving hygiene and environmental standards at schools in PKNP.

TRAININGS of ADF WISH Team and key stakeholders of the WISH project:

During the reporting period, after the school vacation in October 2024, the ADF WISH Team and key stakeholders in the WISH project were able to attend two capacity-building training workshops:

On November 20 and 21, 2024, the ADF WISH team (Ms. Loem Nimul and Ms. Morn Phet) attended the "Learning Exchange on Bio-Sand Filter" workshop at Angkor Paradise Hotel in Siem Reap, organized by the WASH Skills Development Organization (WASH SDO). Around thirty persons attended the course, including eleven women. The representatives from the Siem Reap Provincial Department of Rural Development, CAWST Canada, ENPHO Nepal, and a variety of other organizations attended this importance-sharing event. The forum featured presentations, discussions, and sharing about the filters, as well as school and family study tours. All attendees enthusiastically participated and learned a lot about Bio-Sand Filters. We gratefully thank the WASH SDO, and the Provincial Department of Rural Development for organizing this valuable workshop.

On November 26, 27 and 28, 2024, the ADF WISH team (Ms. Loem Nimul and Ms. Morn Phet) attended the Drinking Water Quality Testing (DWQT) training session, which was hosted by WASH SDO at the Biolab Coffee & Office in Siem Reap City. The Centre for Affordable Water and Sanitation Technology (CAWST) is providing this beneficial training. Among the subjects covered in this training session are risk assessment, water sampling, water quality testing, and water quality and health. Seven women were among the fourteen individuals who attended the course.

Procurement of WISH 2 supplies, provisions, materials

RESULTS:

This objective is being successfully achieved. The progress reports from January to October 2021, November to December 2021, January to October 2022, November to December 2022, and January 2023 to June 2024, narrated results and the progression of activities in detail.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Based on the changing needs of the communities and schools, the WISH 2 project continuously improved and modified its WASH practices from July to December 2024. By taking an adaptable approach, the initiative was able to optimize its impact and successfully handle new problems.

The WISH team identified and obtained the necessary supplies for WISH 2 during the reporting period, before the start of the new academic year on November 1, 2024. The tasks involved in the procurement of necessary hygiene materials include (toothbrushes, tubes of toothpaste, soaps, nail clippers, and bottles of disinfectant toilet cleaner) distributing them to five schools (TP, SL, KK, PP, and PT) and 410 students, 196 of whom are female. The steps in the process include locating suppliers, verifying costs and amounts, determining the required materials, and placing the order. Delivery logistics, together with proper packaging, are also crucial.

Rehabilitation, construction and maintenance of the WASH facilities in the targeted schools

RESULTS:

Once installed, maintaining the school's water sanitation, and hygiene facilities is crucial to ensuring their continued functionality. The dedication to continuous maintenance is essential to the success of our WASH infrastructures in five remote primary schools. To keep these essential facilities from deteriorating and to protect the kids' health and safety, they need to be regularly inspected, cleaned and have small repairs made. By giving schoolteachers more authority and training the ADF WISH team in basic maintenance skills, we've encouraged a feeling of accountability and ownership, which will help ensure these vital resources remain sustainable over time.

In April 2024, a new water system with HDPE pipes was set up in Phum Thmey, to connect the main village reservoir to the primary school.

On the 5th of June 2024, a meeting was organized at Khlah Khmum village to address water issues, as villagers regularly blocked the water to go to the school by closing a tap. About 50 villagers attended, as well as the commune chief, the village chief, the teachers of the school, the village security members, the police representatives and the ADF team. The main water systems distributing water to the village were described to the population. Two actions were proposed and implemented in July 2024: 1) Fix the old water system from the source n.2 for the UNEP tree nursery reservoir with changing taps, in coordination with village committee, 2) If budget was available, a HDPE pipes system should be installed from the source directly to the school, with no access permitted to other families, to insure permanent water to the school. As budget was not available, it was proposed in the WISH 3 project proposal (2025-2028).

In June 2024, a new water reservoir with a filtration system was built at the source for Sangke Lak Primary School, and the whole PVC pipe network was rebuilt with HDPE pipes. After the new water reservoir with a filtration system was built in June 2024 at the source for Sangke Lak Primary School, the whole PVC pipe network was rebuilt with HDPE pipes. Nearby households requested that the school and ADF permit a connection from the school's water line to their homes. The ADF WISH team worked with the school and inhabitants to connect water to the dwelling houses in January 2025. The new water filtration system then benefits 22 families (105 persons).

During the October 2024 school vacation, the ADF WISH team examined the hygiene supplies and facilities at the five schools (Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey), paying particular attention to the wash bays, the sources, and the sanitation supplies. The ADF WISH team, working with the principals and teachers, repaired the water taps at the Ta Penh primary school wash bay. In Khlah Khmum primary school, the team replaced the pipes connected to a leaky reservoir behind the wash bay (and destroyed it), allowing the pipe to be connected directly from the upper and more recent reservoir, located to the North-West of the school, to the wash bay. They also installed a protective metallic cover for the source of Phum Thmey Village, capturing water for the benefit of the school and the entire village.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Additionally, to guarantee that the supply of drinking water for schoolchildren is clean and safe, the ADF WISH team assessed the quality of water filters. While the cover and other parts of the water filters were still in good condition, we discovered that the majority of them required the replacement of clay/ceramic pots. In December 2024, 19 clay/ceramic pots were purchased; these pots will be sent to each school for replacement in 2025.

Preventative sanitation hygiene (WASH) health care educational training

RESULTS:

From January to December 2023 and then from June 2024 to December 2024, the implementation of these sessions was done by the teachers at each school and ADF staff (each teacher responsible of his class), using the functioning wash bays. These training sessions are repeated on a daily basis, 6 days per week. Monitoring was undertaken on a regular basis by ADF WISH team, not only to ensure the activities were undertaken, but also to improve the training, making the activities more exciting, user-friendly and relevant.

Health prevention is far more advantageous than cure, as it strives towards student absenteeism, one WISH's 2 objectives. This central objective is being achieved with the support of Phnom Kulen's health centre staff, who visit all 4 primary schools 1 time per month and check on the health and well-being of the students, with their medical expertise and resources.

In order to ensure sustainable behavioural change, ADF is strongly encouraging schools and their communities to adopt regular Hand Washing With Soap (HWWS) as when applied regularly will serve as a barrier for further transmission of communicable diseases including COVID 19 (see below environmental education).

This critical objective is to prevent the spread of infectious diseases and helping children to have long and healthy lives. It also prevents them from missing school, resulting in better learning outcomes. A better hygiene means avoiding illness and spending fewer financial resources on healthcare.

Conduct a mid-term evaluation

RESULTS:

The midterm Evaluation was implemented from 28th of November 2022 for a period of 4 weeks. The midterm evaluation report was sent to ALMAYUDA FUNDACION, together with the "WISH 2 NOV-DEC 2022 Report" in December 2022 (see ADF 2022 report).

Environment education in the targeted schools

RESULTS:

In all 5 primary schools WASH facilities & their surroundings are cleaned every day. The clean-up day happens on every Thursday, where the whole school compound is cleaned & rubbish is burnt in the WISH incinerators. Children collect rubbish, teacher burn them.

There is a system of garbage collection since 2022 for the schools of Ta Penh and Sangke Lak, every Thursday. In these 2 schools, plastics are therefore burnt in the school's incinerator. Access road to Sangke is not possible for the truck, so ADF car brings the Sangke garbage to Ta Penh school. For Popel, and Khlah Khmum schools, wastes are burnt in the school's incinerators. When necessary, at Phum Thmey school wastes are also burnt in the school's incinerators in the event that the garbage collection truck fail to pick up the waste.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The ADF WISH team and schoolteachers continued the promotion of hygiene practices in targeted schools, including tooth brushing and hand washing, as part of environmental education, on a daily basis. Regular Hand Washing With Soap (HWWWS) is a crucial practice in preventing communicable diseases like COVID-19, ensuring healthier lives for children and communities. These training sessions are repeated daily, six days per week, to protect children from preventable illnesses and allow them to attend school regularly. By fostering a culture of regular handwashing, following the aims of the WISH 2 project to reduce infectious disease incidence, ease the healthcare system burden, and contribute to a healthier society. The ADF WISH team encourages schools and communities to adopt handwashing as a routine practice, ensuring its long-term impact on health and well-being.

In addition, the ADF WISH team continued to work with schoolteachers and the rangers of the Provincial Department of Environment to promote sustainable waste management in Phnom Kulen National Park. Weekly rubbish collection activities take place at five schools at schools, along village roads as well as the main route in the commune. Teachers and the WISH ADF team teach correct waste collection practices and educate students and communities about plastic pollution. The gathered waste is subsequently transported to the main incineration facility in the commune. When the garbage collection truck cannot reach the villages, the rubbish is disposed of in the school incinerator. During this reporting period, waste collection activities were held 18 times at Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey Primary Schools and villages, with 744 students, including 376 females. For the entire year 2024, waste collection activities were held 37 times at Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey Primary Schools and villages, with 1652 students, including 835 females, participating in this important environmental awareness activity

Preventing environmental pollutants can help to prevent health issues such as respiratory and waterborne infections. These practices teach children about the significance of the environment and give them the tools they need to live eco-friendly, sustainable lifestyles.

End-line evaluation:

RESULTS:

This specific objective was being planned for the end of the WISH 2 project, at the end of the year 2024.

Due to limited budget and the impossibility of having Mr. Dave Sandilands coming for an in-depth final evaluation, ADF addresses this by assessing each school situation.

Water System Issues:

After we put the cover to protect water in the reservoir, the water system at Phum Thmey is adequate and clean. Bathrooms Phum Thmey Phum Thmey have 4 rooms, but only one is used and is not clean. Teachers and students at Phum Thmey often fail to conduct WASH activities when the ADF WISH team is absent. The Khlah Khmum primary school water system being still connected to the village water system and the villagers being careless (connection to these pipes without authorization & no systematic closure of tabs when not used or no tabs at all installed), there are water shortages at school during the dry season.

School Environment and WASH Activities:

Teachers at Popel and Ta Penh are less committed to WASH activities when the WISH team is absent. Teachers are less committed to waste collection activities when the WISH team is not present.

Nail Clipping Materials: Schools often lose or break materials for nail clipping, affecting hygiene. Teachers often do not facilitate nail clipping, unless the WISH team facilitates it.

School Organization and WASH Maintenance:

Schools rely heavily on ADF for maintenance of WASH water systems and equipment. School principals and teachers are not so much responsible for repairing these systems. Waste Management and Plastic Pollution: School children need more time to understand waste management and plastic pollution. School sellers also lack understanding about waste management.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Following an assessment of the situation in each school and discuss with all stakeholders (school principals, teachers, and the health centre), here are the key themes of the WISH 2 project overview and viewpoint for designing the WISH 3 project:

The WISH 1 and WISH 2 programs enhanced hygiene in five (5) primary schools (Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey).

There were over 419 students and 19 teachers who benefitted from environmental education, illness prevention training, and basic hygiene infrastructure during the last year. The WISH 3 project proposes expanding WASH operations to three primary schools (Preah Ang Thom, Anlong Thom and Thma Chruogn) in Khnong Phnom commune and monitor the previous schools.

At the previously targeted schools:

The WISH team assessed the WASH facilities at five schools (Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey) built during the WISH 1 & WISH 2 (2018 to 2024), and found that they were in good condition, needed only minor adjustments, and yet needed upgrades and modifications.

The Khlah Khmum primary school should be connected to a new water system with HDPE pipelines spanning over 900 meters from the source to the school. This renovation is intended to prevent future water shortages and maintain a consistent, efficient water supply. The principal, teachers, and community members will be invited to help dig the trench. To upgrade the source at Phum Thmey village with a shelter and gates to minimize contamination from roaming animals, especially pigs.

At the three new schools:

The WASH facilities will be constructed/renovated during the WISH 3 project term to support the expansion of three "new" schools (Preah Ang Thom, Anlong Thom primary, and Thma Chruogn).

A 300-meter HDPE water reservoir and system will be built at Preah Ang Thom primary school, including solar panels and a pump. A wash bay will also be improved for 321 kids, with increased facilities and water filter distribution.

The Anlong Thom primary school will be connected to the water system, upgraded with an additional wash bay for WASH facilities and water filters distributed to 309 students.

In Thma Chruogn village, the following work should be done; connect the water system from the Thma Chruogn water committee to the Thma Chruogn primary school, build a wash bay to use as a WASH facility and distribute the water filters to the school (17 students).

Hygiene outreach to villagers:

Selection of Village Health Facilitators (VHFs) in targeted communities (2 VHFs per village) to receive coordination training and ask locals to attend the outreach awareness meeting. Organize a monthly health education for the locals. VHFs assist in monthly following up with villages by evaluating the change in their habits after each training.

An exchange of experiences, such as an exposure visits to another environmental cleanliness community for VHFs. Supporting 15 emergency cases per year for the poor people to other Hospitals in Siem Reap.

WISH 2 project challenges and constraints

For the year 2024, they remained the same as in 2023, please refer to the ADF 2023 activity report.

WISH 2 Conclusion and perspectives

The impactful WISH 2 project has made a significant difference in enhancing the quality of life for 429 students and 2140 indirect beneficiaries, including their parents, relatives, and neighbours, in the Khnong Phnom commune. By concentrating on enhancing water, sanitation, and hygiene (WASH) conditions in five rural primary schools, the project has not only upgraded infrastructure but also enabled 19 local principals and teachers to assume leadership roles in implementing and maintaining these vital improvements. Here's a closer look at our accomplishments:

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Providing clean water for healthier lives: ADF has constructed new water infrastructure in Phum Thmey and Sangke Lak primary schools and upgraded existing facilities in four primary schools (Khlah Khmum, Popel, and Ta Penh), ensuring that students have consistent access to clean water. As a result, there has been a noticeable decrease in waterborne illnesses, leading to substantial improvements in overall student health.

Upgrading sanitation for a safe learning environment: By improving sanitation facilities in the five rural primary schools, we have created a significantly safer and healthier environment for students and teachers. This has resulted in a reduction in the spread of infections and a more conducive atmosphere for learning.

Empowering for sustainability: Through training, ongoing support, and involving local principals and teachers in decision-making, we have instilled a sense of ownership over WASH facilities. This approach ensures that the essential improvements will be sustained long after the project's conclusion, guaranteeing a healthier future for countless children.

Improving learning conditions for better futures: The enhanced WASH conditions have directly impacted student attendance and academic performance, creating a more conducive learning environment. This positive impact on education has the potential to empower children to contribute to a better future for their communities.

Looking to the future: Moving forward, we will continue to monitor the impact of the project and leverage these achievements to ensure sustainable, long-term improvements in WASH for schools in Khnong Phnom commune, PKNP. The WISH 2 project serves as a powerful example of the transformative power of community collaboration and the essential investment in a healthier future for all.

With all these points in mind, the ADF team strongly recommends that the WISH-2 project continues to work towards achieving its objectives by a redefined project who could be submitted to Almayuda Foundation at the end of 2024. It has already been discussed with ADF team during and Almayuda representatives visit in October 2023.

For the next phase (WISH 3, 2025-...), a diminution of the supported activities for each school included in the WISH 1 and 2 projects (just a regular follow up and support for materials and equipment maintenance) could be foreseen.

Sustainability by taking ownership (by the teachers) of their equipment's, hygiene habits for children, and waste management activities.

It could also include the Anlong Thom primary and secondary schools (523 students), where there is no hygiene project presently implemented. Additionally, the next WISH project could also include the Thma Chruogn village school (Kinder Garden with only 17 kids).

Training of teachers, particularly the recently appointed ones, and ADF staff.

Disseminate hygiene education to parents: this point will be one of the main challenges for the next years and was raised by most of the principals, mentioning for example and in some cases dirty uniforms and bad hygiene practices at home.

Workshops or training session focusing on proper waste disposal and addressing the issue of plastic pollution in villages.

Monthly disease prevention lessons (by nurse in schools) + menstruation hygiene (both implemented in 2022 by ADF with SEAF funds).

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Additional upgrades of existing water system (Khlah Khmum school...) and WASH facilities (dish washing area for the kitchen at schools).

Emergency support budget is always fully used for poor families for extreme health issues. If possible, this support should be continued and eventually expended to support more cases.

Emergency Relief support and collaboration with Khnong Phnom Health Centre in Anlong Thom

The Khnong Phnom Health Centre in Anlong Thom is the only public health facility for the population of this commune (4,926 inhabitants in Dec. 2022). ADF hold monthly meetings to coordinate activities. The Wish 2 project is implemented in close collaboration with the centre. As every year, a coordination meeting with the health centre staff and ADF team was hold (in January 2024) to determine the needs of the centre (both material and financial) and to agree on following the Emergency Relief support.

Since 2024, the ALMAYUDA Foundation has supported a budget line for emergency cases in which poor families face serious health concerns and require transportation and hospitals in Damdaek, Sotr Nikum, or Siem Reap. In most cases, these poor families have no transportation mode to travel this distance, the roads are in bad conditions, and don't have enough financial resources to buy food while in town.

In 2023, it was previously supported by the SEA Foundation. Between January and December of 2024, 11 people received assistance. They include cases of appendicitis, head trauma, fractured clavicle, stomach problems (x 2), miscarriage, follow-up for a prosthesis after a foot amputation, placental abruption after birth, severe head injury, chest X-ray (broken wood fell over), vaginal infection, and bleeding. During the reporting period, a total of \$547.50 was spent.

Finally, ADF was also given on regular occasions some clothes by friends to distribute to the poorest families identified by the team.

The Water for Phum Thma Chruogn project (WPTC)

In 2023, ADF has conceived a project (Water for Phum (village) Thma Chruogn (WPTC) responding to the demand of the villagers from Thma Chruogn, a water system to provide clean water for the households. It was submitted in April 2023 to the Veolia Foundation, whose representatives visited the site on the 28th of November 2023. The starting date was foreseen as 2024.

However, due to missing technical information from the donor, notably the planning of a new water system involving the whole population of the village after a new census, it was not possible to implement it in 2024, despite reviving funds from Veolia in July. The new water system model should be designed by Veolia experts in 2025 and the project started before the end of 2025.

The WPTC is a participatory project to set up a water system for the entire Thma Chruogn village, on the plateau of Phnom Kulen National Park (PKNP). The WPTC project comes to reinforce a dynamic initiated by ADF since 2012, setting up numerous gravity water systems for villages and primary schools in PKNP, in the framework of nutrition and hygiene and sanitation projects. The WPTC project will focus exclusively in Thma Chruogn village in Khnong Phnom commune (9 villages), from the Svay Leu district, in Siem Reap Province, Cambodia; providing clean water to more than 350 inhabitants (73 families).

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

e. Educational support

The objective is to enhance local school facilities and resources, to provide a favourable educational environment in Khnong Phnom commune. If appropriate, facilities are built to create a conducive learning environment that entices the children to come to school and learn, as opposed to staying at home and/or working on the subsistence farms. ADF provide infrastructures according to the teacher's needs.

The small SEAF 3 K project

ADF received from SE Asia Foundation the amount of USD 2,990.00 US\$ on the 27th of March 2023 for a complementary project supporting ADF library (2022 SEAF 3 project, "Quick Impact Library Project Phnom Kulen Primary Schools "). After agreement with SEAF, ADF spent only a part of this budget in 2023 for emergency cases (see above, Emergency Relief support and collaboration with Khnong Phnom Health Centre in Anlong Thom). The left over (2,325.25 US\$) was not used in 2024 and still has to be used in 2025.

The SEAF 4 project: Phnom Kulen School Libraries and English classes Project

This project aims to enhance libraries for 6 primary schools (Popel, Khlah Khmum, Sangke Lak, Ta Penh, Anlong Thom and Phum Thmey) and the only secondary school of the Khnong Phnom commune (Anlong Thom), and to support English classes by local teachers in 5 primary schools for 3 years (Phum Thmey, Khlah Khmum, Sangke Lak, Ta Penh, and Anlong Thom). All of them are located in Phnom Kulen National Park, Siem Reap Province, Cambodia.

BACKGROUND: This project was built upon the activities started by ADF thanks to the South-East Asia Foundation (SEAF) support to set up the Popel Library in 2022 and to support English classes from January 2022 until June 2023. It has been developed and follow up by ADF team, with the technical support of SIPAR NGO.

PROJECT DATE and DURATION: Jan 2024 to Dec 2026; 36 months.

PROJECT FOCUS AREA: Libraries upgrades and training of teachers to manage their libraries in 6+1 schools, English classes in 5 primary schools Khnong Phnom commune.

Problem statement and background, reminder:

Phnom Kulen primary schools are often located in isolated villages due to road conditions and there is only one secondary school for the whole population (4926 pers., Dec 2022, Khnong Phnom commune data), providing teaching from 7th to 9th grade only (i.e. not the last three years of the secondary school, from 10th to 12th grade). This secondary school is located in Anlong Thom and kids from other villages located miles away often do not continue their study. These schools do not have the financial resources to upgrade their libraries and facilities, and little support from the Cambodian Government.

Despite 2 important projects funded by SEAF and implemented by ADF (SEAF 1 project in Khlah Khmum and Sangke Lak primary schools, from September 2018 to November 2019; SEAF 2 project in 5 primary schools from March 2021 to March 2023), where many infrastructures were built and English classes supported, there is still a lot to be done. A third project (SEAF 3, Quick Impact Library Project) allowed to build and set up a library in Popel primary school in 2022.

Targeted schools and benefits for the beneficiaries and the area:

This project focuses on enhancing libraries for the young pupils and their teachers from 6 (out of the seven) primary schools on the plateau of Phnom Kulen: Phum Thmey, Popel, Khlah Khmum, Sangke Lak, Ta Penh and Anlong Thom villages; and 1 secondary school (Anlong Thom) located in Phnom Kulen National Park, Khnong Phnom Commune, Siem Reap Province, Cambodia. It would also provide English classes to the students of Phum Thmey, Ta Penh, Khlah Khmum, Sangke Lak and Anlong Thom.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The pupils and teachers of 7 schools (1 secondary, 6 primary) will be the direct beneficiaries of the project. This represents: 90 children (including 31 girls) and 4 teachers at Sangke Lak primary school; 146 children (including 82 girls) and 6 teachers at Ta Penh primary school; 52 children (including 24 girls) and 3 teachers at Khlah Khmum primary school; 95 children (including 42 girls) and 4 teachers at Popel primary school; 27 children (including 17 girls) and 2 teachers at Phum Thmey primary school; 309 children (including 144 girls) and 12 teachers at Anlong Thom primary school; 207 children (including 131 girls) and 5 teachers at Anlong Thom secondary school.

The total number of beneficiaries will be 926 children (including 471 girls) and 36 teachers (including 18 female) (Source: Preah Ang Thom school, supervisor for primary school for Khnong Phnom Commune, Svay Leu District, 12th of November 2024).

To build and expand on these previous projects, this project aims to enhance the existing libraries and support English classes by local teachers for 2 years. To assess the library situation in each school, ADF has invited in January 2023 SIPAR NGO (<https://sipar.org/en/>; specialized in library set up and management) to visit the 7 schools. This assessment has shown that despite previous activities, the libraries need to be better equipped with proper furniture, books replaced, and teachers trained. SIPAR has provided a budget corresponding to equipment and training which was integrated into this project. English classes at Popel primary school are already supported by Kulen Outreach NGO and Anlong Thom primary school students have classes from the secondary teacher. The other schools do not have any English classes since the SEAF 2 project stopped.

All activities were defined according to the needs of the schools and determined together with the principals and the teachers, after the ADF and SIPAR evaluation. ADF is acting as a relay between the schools' needs and the financial resources.

Schools are the most important places for children to play, learn, and grow, acquiring essential skills, and positive behaviours for their lives. Promoting libraries, reading habits and English classes in schools with a good learning environment, allows children to make the most out of their education.

Teachers benefiting from this environment with associated libraries for which they have been trained to manage will be more motivated to teach and will have less chance to ask for a new assignment, insuring a low turn-over. Children will progress with daily English classes in 5 primary schools.

Project goal, purposes, objectives & results, reminder:

The project goal is to improve 7 libraries (with new books, adapted furniture and training for teachers) in 7 schools in Phnom Kulen (6 primaries and 1 secondary) and to support English classes in 5 primary schools. It will provide an attractive and friendly environment for school children to excel, will ensure schools are becoming a pleasant place to learn and reply to the explicit demands of the children and their teachers.

The project objective is to reach higher education standards in these 7 schools by providing functioning libraries and English classes for 3 years.

The expected results are 7 functioning libraries in Phnom Kulen schools, all furnished with books and furniture, with children regularly reading and borrowing books, and teachers trained to manage their libraries. With the daily English classes given to children in 5 primary schools for 3 years, their English level will significantly improve.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Project Inception:

The project was introduced to all stakeholders (Principals, teachers and school committees, parents) explaining the purposes, objectives, roles, responsibilities assigned.

On 18th January 2024, the ADF team (Rapich, finance, admin & Communication, and Samry, school program supervisor) attended a full-day training workshop organized the CLLC Network/ SE Asia Foundation at Mémoire hotel in Siem Reap on the topic "Fueling Your NGO." The workshop aimed to teach leaders of successful Cambodian NGOs about sustainability, focusing on leadership, engaged staff, and funding as three crucial pillars. Leaders shared ideas and learned from other NGO team members.

On the 27th January 2023, the SIPAR team from Phnom Penh was invited by the ADF to visit the 7 schools in Khnong Phnom commune, Phnom Kulen National Park, to assess the need and resources for the seven libraries to be setup in 2024.

During January and February 2024, the ADF team held different meetings at each school to disseminate the objectives and activities of the English and Library project to relevant stakeholders such as local authorities, school principals, teachers, school committees, and parents (all seven target schools). This ensured effective and sustainable project implementation by involving all stakeholders, including relevant authorities, schools and villages.

ADF Director and Admin officer prepared a job description and a contract for the library & English coordinator position and put job announcement on ADF's website and social media page. The library & English coordinator was interviewed, selected and recruited.

A telegram group was created with all school principals and teachers and ADF and a telegram group for only English teachers (in case English teachers require fast support when giving English classes). The objective is to exchange and report on daily activities with pictures and figures.

Library project:

The ADF team contracted a local builder for the construction in February 2024 of a storage room for the Sangke Lak school. The existing library was also used for storing materials, rice and tin cans for breakfast, and occupying a large section of it. In order to free this space and allocate the whole building solely to the library, the SEAF supported this construction within this project.

The ADF team organized a four-day training on library setup and administration at Anlong Thom Primary School, supervised by SIPAR NGO, from 11th to 14th March 2024. There were 27 participants, including school principals and teachers from 6 primary schools and 1 secondary school. The purpose was to help school principals and teachers/ librarians improve their library management abilities as well as their understanding of libraries.

The ADF team coordinated with school principals and teachers to install library materials (shelves, tables, chairs, books, posters...) at 7 libraries of the 7 schools. The total library items and supplies for the 7 libraries included 3,135 books, 9 reading tables, 2 librarian chairs, 2 librarian tables, 4 one-sided bookshelves, 4 two-sided bookshelves, and 1 cabinet, as listed in the "indicators" table for each school.

On 26th of June 2024, the ADF team hosted an exposure day for school principals and teachers from the 7-target primary and secondary schools in Khnong Phnom commune at Kravan Primary School in Nokor Thom commune, Siem Reap. This exposure brought 27 participants together, including the ADF team, to learn about school management and cleanliness, as well as an exchange visit to the school library. This exposure is funded by Eau Kulen. It is relevant to the "Phnom Kulen School Library and English classes Project" since it assisted instructors in discovering new ideas about how to manage and take action in the library in order to create a more favourable environment for the project.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The ADF team monitored the library activities for each school as detailed below: Organize and assist the teacher to decorate the library for primary schools and the secondary school; Help teacher to organize the library schedule for each grade; Teachers/librarians track student engagement with books by recording the number of students reading on a "library student attendance list". This data is then compiled and reported to the ADF team, often on a weekly and monthly basis; The ADF team did the short presentation on library and English project about the ongoing activities at each school since we had started until now; The ADF team joined the annual library meeting with all the teachers for each school; The ADF team edited, printed, and shared to each library the 2 recording books to the seven-library to record attendance and borrowings; The ADF team assisted to give a colour code to the books by applying what we had learnt from the library training with SIPAR. A colour represents each grade; The ADF team assisted the teacher to install 7 library signboards outside each library, mentioning the name of SEAF and ADF in both Khmer and English; The ADF team followed up the 7-library weekly activities for each school; The ADF team recorded the 7-library entrance for each school both reader and borrower into one reliable Excel File (Borrower and Reader); The ADF team assisted the teachers to prepare and re-organize the library when it is untidy. An additional 50 books were given by SIPAR's Team and distributed equally to the 7 libraries.

When the team joined the CLLC Network's monthly online meeting, we update the SE Asia Foundation on the progress of ADF's Phnom Kulen School Library and English Classes Project.

The results can be detailed as below:

Popel Primary School: 436 reading books, 1 two-sided bookshelf, and 2 reading tables.

Phum Thmey Primary School: 288 reading books, 2 one-side bookshelves.

Khlah Khmum Primary School: 288 reading books, 2 reading tables.

Ta Penh Primary School: 288 reading books, 2 two-sided bookshelves, 3 reading tables, 1 librarian chair, and 1 librarian table.

Sangke Lak Primary School: 520 reading books, and 2 reading tables.

Anlong Thom Primary School: 989 reading books. 1 cabinet, 1 one-side bookshelf, 1 two-side bookshelf, 1 librarian table and 1 librarian chair.

Anlong Thom Secondary School: 326 reading books, 1 one-sided bookshelf, 2 two-sided bookshelves.

There were 27 participants (11 women) from 7 schools (6 primary and 1 secondary) joined the library setup and management training organized by the ADF and SIPAR teams. There were 27 participants (8 women) that joined the exposure day to Kravan Primary School.

During the school year 2023-2024, there were 1,057 students (503 females) who benefited from the library program.

Using the two data collecting books (reader data and borrower data) collected by teachers/librarians and the ADF English and library coordinator, we have the following data breakdown: from March to October 2024, 6,097 readers (3,472 females) from the 7 schools used the library's books or participated in the reading program; from March to October 2024, 618 borrowers (316 females) from the 7 schools borrowed library's books to read at home

English classes:

Daily English classes given to children in 5 primary schools: Ta Penh, Khlah Khmum, Sangke Lak, Phum Thmey and Anlong Thom primary schools, From Jan until 31st Dec 2024

The ADF team monitored the English class activities for the 5 primary schools (Ta Penh, Sangke Lak, Phum Thmey, Khlah Khmum and Anlong Thom). This includes: checked up with teacher's teaching methodology and strategy; evaluated the teacher's skills and did the classroom observation during the teacher's teaching demonstration; created and shared the lesson plan to the teachers; assisted the teachers with their teaching demonstration; helped teachers to propose some ideas to implement their teaching more effectively; created the course syllabus to follow up the English course book according to the public-school program; assisted the teachers to promote the English class; recorded the student's attendance every month; prepared the certificate for the outstanding students for the four schools four classes; launched an English class for both Anlong and Popel CBTC's members and ADF's team, 3 times per week.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In September 2024, Mr. Em Lhieng (English and Library Coordinator) helped develop the final exams for all four English classes. The test paper has been distributed to all English teachers, who were held the final for all students during September 2024, before the school holiday. As a result, just 21 of the 101 students who joined the English classes had a low score, while 80 received a good score or passed the exam. To enhance student performance in English learning and ensure that more students achieve better scores, future action should include improving English teacher teaching skills through professional trainings with the Teacher Development Support Organization (TDSO), improving teaching demonstrations, increasing student participation in classes (play games, reading, writing, pair and group work), and ongoing monitoring and follow-up by ADF team in case English teachers require quick assistance when giving their daily/ weekly English classes.

In October 2024, Mr. Em Lhieng had provided the English extra classes for the student who have a low score during their final exam. He joined the meeting with the school principals and teachers to discuss about the English class issues and some changing from the government. He prepared the student's name for outstanding and punctual students to finish the program. He handover the certificates and awards for the outstanding and punctual students during the new academic year (2024-2025) in November 2024. From March to October 2024, there were only 4 English courses in 4 primary schools, with 4 teachers (1 teacher in each school): Ta Penh, Sangke Lak, Khlah Khmum, and Phum Thmey primary school. From November 2024, there were 8 English classes in 5 primary schools, with 8 teachers (2 teachers in Anlong Thom, 2 teachers Ta Penh, 2 teachers in Sangke Lak, 1 teacher in Khlah Khmum, and 1 teacher in Phum Thmey primary school).

The Daily activities are posted by the English teachers in the Telegram group. The Teachers' attendance records for students in each English class.

In 2024, there were 101 students (69 females) who benefited from the program.

There were 12 English extra classes for 1 month (4 weeks) in October 2024 during the school holiday for 3 schools (Sangke Lak, Khlah Khmum, and Phum Thmey) with 3 different classes. There were 21 students (12 females), joined the English extra class, see the breakdown below: Phum Thmey: 8 students (5 females), Sangke Lak: 7 students (4 females), Khlah Khmum: 6 students (3 females).

Monitoring and reporting

This is organised with the following actions/activities: Weekly planning of English and Library by the project coordinator, weekly monitoring and follow up of English and library project, weekly activities briefing for the school program supervisor, monthly report and quarterly report.

The weekly planning has been prepared and shared with each school's teachers, principals, and ADF team. The E&L coordinator does weekly monitoring and follow-up to make sure that everything is operating smoothly and that all the schools are receiving enough support when they need it. The E&L coordinator completes a weekly activity briefing, which is shared with our school program supervisor. The school program supervisor and E&L coordinator prepared and shared a monthly report to the district and community authorities. The E&L coordinator has developed a quarterly report, which is shared with the ADF director and supervisor of the school program every three months to update the project progress.

Complementary projects for the Educational support

Other interventions implemented by ADF are also contributing to the hygiene and education of the students and to the environment of the schools. They are complementary to the WISH 2 project and are made possible thanks to ADF's multiple partners and global approach to the Phnom Kulen National Park. The other institutions, partners and donors contributing to the hygiene of the students and the environment of the schools are the followings.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

ADF - AGRISUD International project

Since 2019, the joint project with AGRISUD International (see above, AGRISUD and ADF joint project in Khnong Phnom Commune) has been encouraging primary schools to grow vegetable gardens. In the schools of Ta Penh and Sangke Lak, this involvement was higher with distribution of equipment, seeds and a technical training. It was expended to Popel primary school in 2023. In 2 other schools (Khlah Khmum and Popel), only seeds were given. These vegetables are associated to the morning breakfast distributed by the World Food Program in rural areas, and in the case of Khnong Phnom Commune (except Khlah Khmum village), with the help of the Cambodian government, and previously Plan NGO. The school also purchase vegetables from local producers trained by AGRISUD-ADF team.

ADF tree nurseries: Tree 3 and HUMY 3 projects

Three primary schools are the beneficiaries of the project funded by Kulara Water factory (producing Eau Kulen): Anlong Thom, Ta Penh and Sangke Lak primary schools. Implemented by ADF since 2018 (Tree 1 project) and from September 2020 to October 2022 (Tree 2 project), these projects provided thousands of forest saplings every year for reforestation operations in Phnom Kulen National Park. The water system set up by ADF in these schools are providing water to both tree nurseries and hygiene facilities. The continuation of this project, the TREE 3 project is two 2 years, from February 2023 to January 2025. It was renewed for 2 years from February 2025 (TREE 4 project). These tree nurseries also act as environmental educational tool, as they are managed by the teachers and students. They are complementary of the WISH 2 project as they built awareness about environmental protection and regeneration. Additionally, they provide incomes to the schools. Please refer below for this project.

In the same spirit and with the similar objectives, HUMY NGO supported ADF to set up and to run a tree nursery at Popel village primary school. This project, HUMY 3, was started in April 2022 until December 2022. It was renewed from January 2023 until December 2024, (see below, HUMY 3 project). In January 2025, it was renewed for another 3-year period.

Collaboration with Sala Bai Hotel and restaurant school:

The French NGO Agir pour le Cambodge (APLC), created in 1985, launched the Sala Bai program in 2002 to fight poverty and human trafficking in Cambodia through social and professional training of young underprivileged Cambodians. Every year, Sala Bai Hotel and Restaurant School trains 150 students in hospitality at no charge to them. This program is exclusively devoted to helping underprivileged young Cambodians, with priority given to girls (70%) who are more vulnerable and who have less access to education.

As in 2023, in 2024 ADF and Sala Bai agreed on a common project: Sala Bai present its activities to the remote villages of Phnom Kulen in order to recruit disadvantaged students for the next scholar year starting and ADF help to disseminate the information to the local communities through their network. ADF Kulen also provide a place to do the presentations and help to identify interested candidates.

Sourire Angkor partnership

Sourire Angkor (SA) is a French association founded in 2001, and whose main objective is the schooling and professional training of disadvantaged children in the Siem Reap region. Through a system of sponsorship and donations, children in great social difficulty, identified locally, are financially supported, kept in their family, and followed by a tutor throughout their schooling. In 2023, ADF was approached by SA to support children in Mount Kulen region of Cambodia. The project has started in January 2024 with the signature of an agreement then funds transferred to support five impoverished students from Khnong Phnom commune, by providing them with rice, school uniforms, and essential educational materials as needed, so they can have the resources to attend school and succeed in their studies.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Kulen Outreach NGO coordination:

This NGO is offering free English education to students and constructed a new Learning Centre at Popel village's primary school. They also welcome students originally from Phnom Kulen in their campus in Siem Reap to attend secondary and high school. ADF had several meetings in 2024 with their team to facilitate the implementation of their activities, in particular with the local authorities, the Dpt of Education in Svau Leu Commune and the principals.

ENVIRONMENT

Environmental and social studies

During the year 2024, there was no collaboration with the School of Fields Studies (SFS) for defining and facilitating studies. The research collaboration program is focusing on natural resource governance and management; livelihoods; and the environment interface. No students came to PKNP since no studies were implemented in this area. However, ADF team facilitated the visit in PKNP for one group from SFS students the 25th and 26th of September 2023.

ADF was involved in the environmental protection of Phnom Kulen National Park by combining data to the geo-database about the environmental threats, and by disseminating them to the relevant authorities (Ministry of Environment, APSARA Authority, District and commune authorities...). ADF continued in 2024 to integrate in our GIS system all illegal-logging points and recently burned plots of forest for cultivation purposes within the Phnom Kulen National Park and has reported them to the Ministry of Environment (MoE) and APSARA. This was particularly the case in 2023 within the biodiversity assessment of Phnom Kulen National Park (HUMY 5 project, see below).

ADF continued to support the Provincial Department of Environment (PDoE) with mapping for specific projects, or the PKNP general zoning (see below). ADF team has continued to be one of the main actors to provide information from the field for the implementation of the Phnom Kulen Management Plan, and the Phnom Kulen action plan both under the supervision of the MoE.

Meetings, workshops and events

In 2024, ADF management team met representatives from the Ministry in Phnom Penh and Siem Reap, and attended to various meetings at national level, organised by the Provincial Department of Environment or the Ministry of Environment (MoE), within the IRNM, CSLEP, GEF8 projects. ADF participated to the 3 days event organised by the MoE in Phnom Penh, from the 10th to the 12th of July 2024, with a booth offering 500 trees from our tree nurseries and selling Kulen Crafts items.

The TREE 3 Project: tree nurseries in Ta Penh, Sangke Lak, Anlong Thom primary schools

The goal of this project is to continue to grow and plant indigenous trees from Phnom Kulen National Park (PKNP) to regenerate the forest in targeted areas. A participatory education component is also included for the teachers and pupils of the 3 participating primary schools to contribute to the sustainability of the project. The project is providing tree saplings to the Kulara Company (Eau Kulen) compound, as well as deforested areas within PKNP.

The primary objective is to provide indigenous trees that can be planted in priority areas in and around Phnom Kulen National Park (PKNP). The secondary objective is to promote the regeneration of the forest with indigenous trees of PKNP with the following effect of restoring the natural environment and resources that a thriving environment provides and increasing the amount of surface water.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The third objective is to increase environmental awareness and conservation to the pupils and teachers of the three targeted village primary schools. The pupils and teachers are the direct beneficiaries. The pupil's families and the village communities are the secondary beneficiaries

This project is a continuation of the successful TREE 1 and 2 projects, implemented from June 2018 to September 2019 (27 months) and from September 2020 to October 2022 (26 months), in 3 primary schools in Phnom Kulen National Park (PKNP). The TREE 1 and 2 projects allowed to grow about 121,430 saplings and contributed to reforest 63.3 hectares in Phnom Kulen National Park. The project raised environmental awareness for more than 600 children and 25 teachers from the 3 primary schools of Ta Penh, Sangke Lak and Anlong Thom village.

Reminder: The TREE 2 project was implemented from September 2020 to October 2022. The goal, objectives and activities were very similar to the TREE 1 project but it included the main constraints and recommendations from the first project such as field maintenance in the reforested areas to improve survival rate, maintenance and upgrade of the water systems to the three tree nurseries, continuation of the environmental education and awareness of stakeholders, the better monitoring of the revenue of each school, to introduce a better monitoring system, to diversify as much as possible the tree species but only with trees represented and identified within the 2013 PKNP bio-diversity survey, to increase as much as possible, depending on the number of saplings produced, the number of reforested areas, focusing on the water catchment areas within PKNP.

The TREE 3 project duration is two 2 years (February 2023 - January 2025, 24 months).

Activities and results:

Activity 1: Orientate the village schoolteachers in all aspects of the project outlining roles & responsibilities, Purchase project resources; mainly tree seeds & other necessary tree nursery tools etc.

Reminder:

To reinforce the TREE 1 & 2 project's dynamic, another tree nursery at Popel primary school was built in 2022 under the fund supported by HUMY. The school was selected because of its potential as a source of income and an educational tool. Since 2018, ADF has been actively involved in the village, expanding the Community Protected Area (CPA), installing a water system, building a Community Based Tourism Centre (CBTC), carrying out sanitation and hygiene projects, and building additional infrastructure like a playground, library, and incinerator.

Prior to the TREE 3 project started in February 2023, the accounting system for the project was set up by ADF accounting person with monthly expenses updated for better financial monitoring, and a meeting was held on January 9th, 2023, between teachers and the ADF team at Ta Penh school to introduce the TREE 3 project to all stakeholders.

The system of percentage benefits for tree sales has been confirmed, with 20% allocated for nursery maintenance, 40% for school maintenance, and 40% for teachers as an incentive, and the cash generated by the sales of saplings and destined to the tree nursery maintenance is managed by ADF.

The ADF team followed the planning throughout the reporting period, from February 2024 to January 2025, to visualise and monitor the main activities to be completed by all stakeholders.

During the reporting period, the tree nursery project staff underwent changes, with the integration of Mr. Rit Saomao, who was recruited in late June 2024 with a 3-month probation period (June to August) and a contract until the end of the TREE 3 project. He was hired after Mr. Yon Sochea left the ADF team due to personal reasons. Mr. Saomao arrived following Mr. Sochea's departure. His arrival demonstrated his commitment to the TREE 3 project and his collaborative spirit, which has strengthened the team's ability to effectively implement it at target schools. This smooth transition has ensured the TREE 3 project continues to operate efficiently and effectively.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Activity 2: Continue collecting indigenous tree seeds, Upgrade the tree nurseries at Sangke Lak, Ta Penh & Anlong Thom primary schools, ensuring they are efficiently & effectively producing strong healthy saplings, Plant the tree seeds & nurture the tree saplings until they are ready to be planted into designated priority areas.

Reminder:

During the first TREE project in 2018-2019, we were able to design and set up water systems for the 3 schools (Anlong Thom, Ta Penh, and Sangke Lak), which required hundreds of meters of buried PVC pipes and reservoirs for tree nurseries. Students and teachers were involved in the construction process, which allowed them to take ownership of the systems.

During the reporting period, the ADF team frequently checked the water systems of the 4 schools to ensure water distribution to the tree nurseries and schools' facilities. The ADF team resolved the issue as soon as it was identified:

The Anlong Thom water system experiences water shortages during the dry season, as well as a short dry season during the rainy season. It was fixed twice in August 2024 (by replacing the broken pipe, repairing the leaking water reservoir, and cleaning the water reservoir).

Because the Sangke Lak water system's old PVC pipe network had broken in many different pieces, a new water reservoir with a filtration system was constructed near the source in June 2024 (using funds provided by the Almayuda Foundation, funding ADF's Hygiene project in this school) and the entire PVC pipe network was rebuilt and replaced with HDPE pipes.

For the Ta Penh water system, the broken old PVC pipe was replaced, and the leaky water reservoir was repaired and cleaned in November 2024. These water systems also serve the hygiene facilities (toilets, wash bays) that ADF built or renovated in these three schools, as well as the implementation of a complementary hygiene project (WISH project, funded by Almayuda Foundation, ongoing since 2018) in 4 primary schools (Sangke Lak, Ta Penh, Khlah Khmum, and Popel).

Tree nurseries were upgraded on a needed basis with proper tools, equipment, and gravity-fed water systems. ADF takes special attention to ensuring that each tree nursery and school has permanent access to water. Climate change and deforestation make this increasingly important during the dry season. However, tree nursery water systems are designed to gather and store sufficient water reserves until the end of the hottest season. Future modifications could include increasing storage capacity as the situation gets more difficult to sustain each year, as well as replacing PVC pipes with tougher HDPE pipes.

From February 2024 to January 2025, significant maintenance work was done for the 4 tree nurseries, including the one in Popel, funded by HUMY: In June 2024, 28 signs describing various tree species, including common (in Khmer, transcribed in Latin) and scientific names, were printed, and displayed at 4 tree nurseries; in August 2024, the old green shades net of the roof and the wall of Anlong Thom tree nursery was replaced with new ones. The front gate has been fixed, and the back gate has been changed, as well as the wire mesh surrounding the tree nursery to prevent the ball to enter, when the kids play football at the playground in front of the tree nursery; in August 2024, the old green shades net on the wall at Popel tree nursery has been replaced by the new one, and a plot in the school vegetable garden has been built to keep the bigger tree saplings once they have been relocated out of the nursery. The tree branches that covered the roof have been trimmed down to prevent harm to the green shade net roof; in November 2024, the old green shades net on the wall (west side) at Sangke Lak tree nursery was replaced by a new one; in December 2024, the broken hole on the Ta Penh tree nursery's old green shade net wall was strengthened with a new piece of net and zip ties.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Some old sprinklers have been replaced with new ones for Anlong Thom, Ta Penh and Sangke Lak tree nurseries.

Activity 3: Village schoolteachers & children are taught in fundamental aspects of tree planting & tree growing, nurturing & raising trees.

Reminder:

The ADF organized trainings for teachers in Anlong Thom and Ta Penh in January 2019 and 2020, focusing on seed preparation and soil composition for plastic bags. The training improved seed preparation and soil composition. In May 2022, ADF team trained teachers in Popel primary school on tree nursery management, covering general nursery planning, nursery arrangement, seed sourcing, seed growing, and income management. All teachers from Ta Penh, Anlong Thom, Sangke Lak, and Popel participated. In 2023, no further training was needed as most teachers remained appointed to these schools.

From July 16th to 17th 2024, the ADF team held a tree nursery management training course at Sangke Lak primary school, Khnong Phnom commune, Phnom Kulen National Park, in collaboration with AGRISUD, to enhance and improve the technical skills of teachers and students from the three targeted schools. A total of 25 people (including 9 women) attended, including teachers, students, members of the community protected area, park rangers, the ADF team, and the AGRISUD team.

During the year 2024-2025, the regular participation of children and teachers in the tree nurseries in the 3 primary schools continued as in previous years for this activity

Activity 4: Village school children have practical lessons in tree cultivation & it becomes part of their school activities.

The 3 targeted schools have operational tree nurseries that are actively growing trees.

The tree-growing activities in the nurseries are part of the everyday routines of 3 schools. They receive special attention from teachers and students every Thursday on the "labour day" when children do community work.

All children from grade 1 to 6 are participating to the activities: planting seeds in plastic bags and transplanting of very small saplings to bags, mixing components and filling the plastic bags, regular water system maintenance, manual weeding, manual watering with watering can, when necessary, planting activities on the plateau.

During the school year 2024-2025, the project raised environmental awareness for 545 children (including 257 girls) and 22 teachers from 3 primary schools, divided as follows: 146 children and 6 teachers in Ta Penh, 90 children and 4 teachers in Sangke Lak and 309 children and 12 teachers in Anlong Thom. These figures do not include the children and teachers from Popel primary school where a fourth tree nursery is supported by HUMY.

Teachers are leading the activities, with the collaboration of ADF staff. One ADF staff is fully dedicated to this project (Mr. Yon Sochea, replaced in 2024 by Mr. Rit Saomao).

To monitor the project, ADF used the tree nursery monitor tool with an Xcel document to follow up: the movements of the trees within the tree nurseries (production and sales), the stock and production per tree species and tree nurseries, the sales for each client per tree species and tree nurseries and the plantations per location and per species. Villagers are aware of the existence of the tree nurseries, and a network of seed collectors is being developed.

Activity 5: Indigenous tree saplings are transported to designated target areas: Kulara Water Company land, PKNP protected areas (APA's, CPA's) or other designated areas of PKNP, Trees are planted appropriately, reforesting the target areas.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

From February 2024 to January 2025, tree seeds were purchased or collected and grown in the 3 tree nurseries that funded by Eau Kulen. However, for accountability of the trees, areas reforested and incomes for schools, the figures sum up with the 4 tree nurseries, including the tree nursery funded by HUMY at Popel Primary School.

Types of trees produced per school in 2024: 15,424; Types and number of trees produced per month in 2024: 11,370; Types and number of trees sold per schools in 2024: 11,370; Types and number of trees sold per month in 2024: 11,370; Incomes from the sales of trees per school, from each client in 2024: 2,296 US\$.

Reminder:

2020: 12,094,400 riels=3,023.6 US\$ (941.2 US\$ for Anlong Thom school, 1,021.2 US\$ for Ta Penh, 1,061.2 US\$ for Sangke Lak); 2021: 8,877,600 riels=2,219.4 US\$ (531.4 US\$ for Anlong Thom school, 1,021.2 US\$ for Ta Penh, 1,061.2 US\$ for Sangke Lak); 2022, 7,768,800 riels=1,942.2 US\$ (621 US\$ for Anlong Thom school, 520 US\$ for Ta Penh, 801 US\$ for Sangke Lak, 0\$ for Popel school, trees not sold yet); 2023, 8,816, 000 riels=2,204 US\$ (478 US\$ for Anlong Thom school, 504 US\$ for Ta Penh, 467 US\$ for Sangke Lak, 755\$ for Popel school).

In 2024, the income for schools from tree sales= \$2,296 US\$ (418 US\$ for Anlong Thom, 783 US\$ for Ta Penh, 570 US\$ for Sangke Lak, and 525 US\$ for Popel primary school). From February 2024 to January 2025, 459.20 US\$ of income were given back to the maintenance of each tree nurseries. This represents 20% of total tree sales. This includes Popel Tree Nursery.

Trees planted inside PKNP in 2024

On the 27th of September 2024, ADF in partnership with the Siem Reap Provincial Department of Environment (PDoE) to organise a tree planting event in Tahan Village, Phnom Kulen National Park. The plot reforested after being deforested to grow a cassava plantation by a farmer the previous year covered 1.34 hectares, with 2,000 trees from ADF / Eau Kulen nurseries. A total of 272 people, including 60 youngsters from local schools and government officials, attended the event planning day. The goals were to regenerate and protect eco-systems and biodiversity, to mitigate climate change, and educate the people about the value of forest cover.

During October and early November 2024, ADF and PDoE planted 6,150 trees in 12 deforested plots (5 plots in Tahan Village, 2 plots in Popel CPA, 2 plots near Preah Bram Preah Ang, 1 plot on the road to the waste storage site, 1 plot on the road to the Chere ancient staircase, 1 plot on the road to Wat Preah Ang Chub, and another large plot in Poeng Chat village. The 12 plots totalled 24.25 hectares.

Several individuals bought trees to plant on their land inside the park or in public spaces: 60 trees, Keo Sopheap, private land at O' Lahor, in PKNP; 215 trees, Chhun Phirom/ Heng Puthea, Anlong Thom CBTC and at west side of Kok Chen 200m in PKNP; 107 trees, Ven. Heng Hak, Wat Anlong Thom; 34 trees, Keam Ahmnot, Sangke Lak primary school principal, Sangke Lak village; 5 trees, Hean Bunthen, Anlong Thom primary school principal, Anlong Thom primary school; 50 trees, Roeun Saro, Ta Penh primary school principal, Ta Penh primary school; 20 trees, Rath Mach, farm in Anlong Thom village.

For the year 2024, the total reforested area inside PKNP is more than 25ha (10,676 trees from Eau Kulen tree nurseries planted in 18 days between late September and early November, during three main reforestation activities) + 491 trees on lands inside the park = 11,167 trees.

Trees planted outside PKNP in 2024

In order to respond to some demand and to promote ADF/Eau Kulen tree nurseries, some trees were sold to clients for plantation outside PKNP: 62 trees, JB Chevance, private land at Wat Athvea and in Banteay Mean Chey; 55 trees, Seng Samry, private land at O' Svay in Svay Leu district; 11 trees, Lisa Ros, French school in Siem Reap; 50 trees, Chhun Phirom, Banteay Meanchey; 100 trees, Mean Mout, Wat Preah Teveak in Romchek Commune, Beanteay Srey district; 500 trees, MoE Ponlok Baitong event in Phnom Penh; 20 trees, Chim Sopheap, Wat Tamum in Battambang; 30 trees, Simean from FAO, private land at O' Mean Chey, Svay Leu district; 400 trees, Yath from Control Union Cambodia, private land/ cashew nut farm (4.5ha); 15 trees, Chim Sopheap, Svay Thom, Siem Reap.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

A total of 1,243 trees were sold and planted outside the park. The total number of trees planted is 12,410 for the year 2024. In 2024, the Kulara Company did not need any trees to be planted in the compounds of its two water factories. The total number of trees produced in 2024 is 15,424. This figure comprises trees growing before and following the sales and plantations. Since the TREE 1 project began in 2018, the total number of trees grown and planted has been 121,430+20,620+15,424 =157,474.

Activity 6: Tree site maintenance, employing local villagers to cut the weeds around the newly planted young tree saplings in the degraded areas, enabling them to get the moisture & sunlight they need to grow & thrive.

As recommended in the final report of the first TREE project (recommendations n.5), the maintenance of the reforested areas was continued during this third project.

This requires the employment of local villagers as day labour, to cut with brush cutters the weeds around the small saplings planted in the target areas.

This allows 1) to give them the trees light and moisture they need, giving them a “fighting” chance to grow and develop into mature forest; 2) to better monitoring the reforested areas, the survival rate of the trees, and eventually to replace the dead ones.

In 2024, the ADF team in collaboration with the PKNP rangers visited 5 different previously reforested plots.

One plot has been maintained; local villagers were hired to cut weeds and plant new trees where the tree seedling had died. Additionally, another plot has been maintained by hiring local villagers to cut weeds without the need to plant additional tree saplings. It was observed that maintenance was not required for 3 other visited plots.

Previous recommendations and actions taken

Learning from the previous years, ADF submitted this TREE 3 project to Kulara Water for the years 2023 and 2024 in January 2023, including previous project recommendations. They are reminded below, with comments for the year 2024.

Tree growing:

The collect of seeds and growing of sapling should continue in every tree nursery during the coming months, so saplings can be ready to plant for the next rainy season (June-October 2024). This was done in 2024 and will continue in 2025.

According to the seeds available and their confirmed presence in PKNP, ADF should look to diversify the saplings if possible, according to the recommendations n.8 of the final TREE report. New species, recorded in PKNP, were being introduced in the tree nurseries in 2021 such as *Tro Yeng*, *Pring*, *Phneav*, *Krolanh*. In 2024, the ADF team succeeded to find the seeds of *Pring* and *Phneav*, but *Tro Yeng* and *Krolanh* were more difficult to get. This will be tried again in 2025. In order to attract cashew nut farmers to diversify their production, ADF will encourage them to plant other fruit trees in these plots.

ADF will endeavour to use fewer plastic bags for the sapling growing as well as for the transport of saplings to the reforestation areas. The white bags are a solution to extend for the sapling production (the provider in Phnom Penh was contacted) and the rattan baskets for the sapling transportation. This issue remains hard to address because it is difficult to find alternative materials for sapling growth instead of plastic bags. However, for sapling transportation, ADF team did minimise the quantity of plastic bags in 2024 by recycling them and replaced them with large blue baskets. This is a point where ADF can still improve in 2025.

ADF will install small durable (metallic) signboards to identify saplings in the 3 tree nurseries (with Khmer, English and Latin names). This was done in 2024 and will be continued in 2025 if any signs need to be changed or updated.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The monitoring of each tree nursery will continue to ensure a good production and diversification. The new "Tree Nursery Monitoring Tool" that was set up in 2022 currently improves the accountability of trees grown, sold and planted.

The ADF team, in collaboration with the teachers of the schools, will make sure the water systems are viable and that incomes from the sales of trees are properly used for their maintenance when needed. Some of the water system (buried pipes) tends to be broken by animals (pig, cows) during the dry season. ADF will take preventative measures to avoid this. For the water system in Sangke Lak, the entire PVC pipe network was rebuilt and replaced with HDPE pipes, using funds supported by the Almayuda Foundation. For Anlong Thom, and Ta Penh it will be tried in 2025 with durable pipes if the funds are available.

Reforestation:

ADF will continue to better monitor the number of hectares reforested exclusively with the saplings produced by the ADF-Eau Kulen tree nurseries. The PKNP reforestation operations sometimes include trees that are purchased from other tree nurseries. This corresponds to the recommendation n.4 of the final TREE report. It was done in 2024 and will be in 2025.

Additional areas will be reforested during the 2024-2025 rainy seasons within PKNP involving teachers, pupils and local stakeholders and authorities, in collaboration with PDoE. This will depend, as stated in the recommendation n.9 of the final TREE report, 1) on the number of saplings produced, 2) on the available reforested areas within PKNP and 3) on the PDoE capacity of re-taking illegally deforested plots for reforestation. It was done in 2024 and will be in 2025.

Since 2018, this has never been an issue. Moreover, the UNDP-BESD-PES project has introduced a new type of reforestation providing more options for reforested areas: tree planting within existing cashew nut farms (with a lower density per hectare), with an agreement from the farmer to take care of the growing trees and to give back, on a long term, the land to the State (20.9 ha in 2021). This could be an option in the future project. It was not done in 2024 but several owners of land in villages requested trees for their lands in the villages. In 2025, some cashew nut farmers want to plant forest trees with fruits (*Kulen*, *Phneav* or *Pring*) in their farms. ADF will grow these seeds to provide them these saplings and therefore diversity the biodiversity in these plots.

ADF will monitor the forest cover of the park with satellites images to identify the deforested location, so new reforestation activities could take place in rainy season. It was done partially achieved by November 2023 within the biodiversity survey of the park, in collaboration with HUMY NGO. From 60 to 70 hectares were seen as recently illegally burn for cultivation in March 2023. Due to long administrative procedures, these areas could be reforested in 2025.

If needed, additional trees will be sold to Kulara Cie compound, to continue the reforestation of the new factory land (Preah Vihear province). The company did not request trees for the year 2024.

Systematic maintenance activities after reforestation should be done once every 6 months for 2 years (e.i. 4 times), on each reforested area. The systematic maintenance activities were done at 2 plots in 2024. This will be improved in 2025.

Costs for reforestation activities and maintenance activities should be included in the next project. It was done in the TREE 3 budget.

Environmental Education:

ADF will organize in 2023-2024 visits of the involved teachers at Kulara Water Cie factory and tree nursery. Depending on the budget, some students could be involved.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Reminder: On the 24th of May 2023, a group of 52 persons (10 children and 2 teachers from each of Anlong Thom, Ta Penh, Sangke Lak and Popel primary schools) visited the factory and the surrounding planted areas, with the trees grown by the schools from 2018 to 2020. They achieve the visit by visiting Banteay Srey temple, under the generous guidance of Ms. Sanh Sophoan, professional guide.

On 26th of June 2024, the ADF organized a field exposure for principals and teachers from the target schools (Anlong Thom, Ta Penh, Sangke Lak, Khlah Khmum, Popel, and Phum Thmey). A total of 26 participants visited Kravan Primary School, located in the Angkor Archaeological site, to observe its successful school management practices and learn how to create a clean and healthy learning environment. The goal was to increase cleanliness and environmental standards in participating schools while also enhancing program promotion activities. On the 05th of September 2024, ADF team hosted the Eau Kulen/ Kulara team at the Ta Penh and Sangke Lak tree nurseries/ primary schools, and one of the reforested areas.

ADF could organise environmental education sessions in schools to stress the importance of the PKNP Bio-diversity and the natural environment in general. Educational material will be sourced and disseminated with videos at each primary school. The data from the ADF/HUMY ongoing biodiversity survey could also be used to reinforce the message. Due to time and human resources constraint, this was not done in 2024 but will be tried in 2025.

The HUMY 3 Project: Popel Tree Nursery Project (PTNP)

As for the TREE 3 project, the core of the HUMY 3 project is to grow and plant indigenous trees from PKNP that will regenerate its natural environment. The project provides young saplings to reforest targeted areas within PKNP by building and running a tree nursery in Popel primary school (95 children, including 42 girls and 4 teachers, including 1 woman in 2025). The practical participatory education (learning by doing) of the young generation, the pupils of this school, will further contribute to the sustainability of the project.

This project is based on the successes of the TREE 1 and 2 projects, supporting 3 tree nurseries in the primary schools of Sangke Lak, Ta Penh and Anlong Thom villages, and implemented by ADF for the last 4 years. This project also reinforces the dynamic to support the Popel Community-based Tourism Center (CBTC), set up by ADF and now funded by HUMY. This center's objective is to generate incomes for villagers by promoting tourism in the Popel recently enlarged Community Protected Area (CPA). Finally, the project come to reinforce the reforestation of the PKNP, initiated by ADF since 2015.

Inception of the project and construction of the tree nurseries at Popel primary school:

Reminder:

In June 2022, the village schoolteachers and all stakeholders were oriented in the project with a participatory meeting (project cycle, project objectives and project goal). The tree nursery materials were procured. The accounting system for the project set up by ADF accounting person to update expenses on a weekly basis for a better financial monitoring of the project. The tree nursery and its water system were built from April to June and inaugurated on the 14th of June 2022, in the presence of the students and teachers, representatives from local authorities and Mr. Jérôme L'Hour, Humy's representative in Cambodia. The project also implies the installation of 2 additional reservoirs.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Continue collecting Indigenous tree seeds, Upgrade the tree nursery at Popel primary schools, ensuring they are efficiently & effectively producing strong healthy saplings, Plant the tree seeds & nurture the tree saplings until they are ready to be planted in designated priority areas:

From January to December 2024,

Reminder:

To reinforce the TREE 1 & 2 project's dynamic, another tree nursery at Popel primary school was built in 2022 with the fund supported by HUMY. The school was selected because of its potential as a source of income and an educational tool. Since 2018, ADF has been actively involved in the village, expanding the Community Protected Area (CPA), installing a water system, building a Community Based Tourism Centre (CBTC), carrying out sanitation and hygiene projects, and building additional infrastructure like a playground, library, and incinerator.

The system of percentage benefits for tree sales has been confirmed, with 20% allocated for nursery maintenance, 40% for school maintenance, and 40% for teachers as an incentive, and the cash generated by the sales of saplings and destined to the tree nursery maintenance is managed by ADF.

During this reporting period (from January to December 2024), the tree nursery project staff underwent changes, with the integration of Mr. Rit Saomao, who was recruited in late June 2024 with a 3-month probation period (June to August 2024) and a contract until the end of the TREE 3 (Trees nurseries supported by Eau Kulen in 3 other primary schools) and HUMY 3 projects. He was hired after Mr. Yon Sochea left the ADF team due to personal reasons. His arrival demonstrated his commitment to the TREE 3 and HUMY 3 projects and his collaborative spirit has strengthened the team's ability to effectively implement it at target schools. This smooth transition has ensured the TREE 3 and HUMY 3 projects continues to operate efficiently and effectively.

The ADF team followed the planning throughout the reporting period to visualize and monitor the main activities to be completed by all stakeholders. The ADF team diligently conducted regular checks on the Popel water systems throughout the whole year of 2024 to ensure uninterrupted water distribution to the tree nursery and schools' facilities. Fortunately, no issues were encountered during these evaluations, demonstrating the reliability of the water systems for the school.

Additionally, the ADF team undertook necessary upgrades for the tree nurseries, providing essential tools, equipment, and gravity-fed water systems as required. Significant maintenance work was done at the Popel tree nursery in 2024:

The old green shades net on the wall at Popel tree nursery has been replaced by the new one. A plot in the school vegetable garden has been built to keep the bigger tree saplings once they have been relocated out of the nursery, allowing more space to grow others.

Another water storage was built behind the school building to ensure that there was enough water for both the vegetables in the school garden and the saplings moved from the tree nursery, before planting them in the park. The tree branches that covered the roof have been trimmed down to prevent harm to the green shade net roof.

It is crucial for ADF to prioritize consistent access to water for the tree nursery and school, especially during the increasingly critical dry seasons attributed to climate change and deforestation. To address this, the tree nursery water systems were thoughtfully designed to capture and retain sufficient water reserves until the conclusion of the hottest seasons. However, as this challenge intensifies annually, future upgrades may focus on expanding the storage capacities to better sustain these institutions in the face of evolving environmental conditions.

Village schoolteachers & children are taught in fundamental aspects of tree planting & tree growing, nurturing & raising trees and village school children have practical lessons in tree cultivation & it becomes part of their school activities.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Reminder: the ADF organized trainings for teachers in Anlong Thom and Ta Penh in January 2019 and 2020, focusing on seed preparation and soil composition for plastic bags. The training improved seed preparation and soil composition. In May 2022, ADF team trained teachers in Popel primary school on tree nursery management, covering general nursery planning, nursery arrangement, seed sourcing, seed growing, and income management. All teachers from Ta Penh, Anlong Thom, Sangke Lak, and Popel participated. In 2023, no further training was needed as most teachers remained appointed to these schools.

On 16th and 17th July 2024, in collaboration with AGRISUD International Cambodia, the ADF team held a "tree nursery management" training course at Sangke Lak primary school, Khnong Phnom commune, Phnom Kulen National Park to enhance and improve the technical skills of teachers and students from the 4 targeted schools with Tree nurseries. A total of 25 people (9 women) attended, including teachers, students, committees of the community protected area, park rangers, the ADF team, and the AGRISUD team.

From January to December 2024, the regular participation of children and teachers in the tree nursery in the Popel primary school continued as in previous years for this activity.

The Popel primary school has an operational tree nursery that are actively growing trees. The tree-growing activities in the nursery are part of the everyday routines of their schools. They receive special attention from teachers and students every Thursday on the "labour day" when children do community work.

All children from grade 1 to 6 are participating to the activities: planting seeds in plastic bags and transplanting of very small saplings to bags, mixing components and filling the plastic bags, regular water system maintenance, manual weeding, manual watering with watering can, when necessary, planting activities on the plateau.

From January to December 2024, the project raised environmental awareness for 95 children and 4 teachers in Popel. With the 3 other tree nurseries supported by Eau Kulen, this figure reaches 640 children (including 299 girls) and 26 teachers from 4 primary schools divided as follows: 146 children and 6 teachers in Ta Penh, 90 children and 4 teachers in Sangke Lak and 309 children and 12 teachers in Anlong Thom.

Teachers are leading the activities, with the collaboration of ADF staff. One ADF staff is fully dedicated to this project, Mr. Yon Sochea (from January to June 2024) and Mr. Rit Saomao (from June to December 2024).

To monitor the project, ADF used the tree nursery monitor tool with an Xcel document to regularly follow up: the movements of the trees within the tree nurseries (production and sales), the stock and production per tree species and tree nurseries, the sales for each client per tree species and tree nurseries and the plantations per location and per species. Villagers are aware of the existence of the tree nurseries, and a network of seed collectors is being developed.

Indigenous tree saplings are transported to designated target areas: PKNP protected areas (APA's, CPA's) or other designated areas of PKNP; Trees are planted appropriately, reforesting the target areas:

From January to December 2024, tree seeds were purchased or collected and grown in the Popel tree nursery funded by HUMY. However, for accountability of the trees, areas reforested and incomes for schools, we provide here the figures of the 4 tree nurseries, including the tree nursery funded by Eau Kulen at 3 other primary schools.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Reminder:

2020: 12, 094,400 riels= 3, 023.6 US\$ (941.2 US\$ for Anlong Thom school, 1, 021.2 US\$ for Ta Penh, 1, 061.2 US\$ for Sangke Lak); 2021: 8, 877,600 riels=2, 219.4 US\$ (531.4 US\$ for Anlong Thom school, 1021.2 US\$ for Ta Penh, 1061.2 US\$ for Sangke Lak); 2022, 7, 768,800 riels=1, 942.2 US\$ (621 US\$ for Anlong Thom school, 520 US\$ for Ta Penh, 801 US\$ for Sangke Lak, 0\$ for Popel school, trees not sold yet); 2023, 8, 816, 000 riels=2, 204 US\$ (478 US\$ for Anlong Thom school, 504 US\$ for Ta Penh, 467 US\$ for Sangke Lak, 755\$ for Popel school).

In 2024, the income for schools from tree sales= \$2, 296 US\$ (418 US\$ for Anlong Thom, 783 US\$ for Ta Penh, 570 US\$ for Sangke Lak, and 525 US\$ for Popel primary school). From January to December 2024, 459.20 US\$ of income were given back to the maintenance of each tree nurseries. This represents 20% of total tree sales. These include Eau Kulen and Popel Tree Nurseries.

Trees planted inside PKNP in 2024

On the 27th September 2024, ADF in collaboration with the Siem Reap Provincial Environmental Department to organize a tree planting event in Ta Han Village, Phnom Kulen National Park. The plot reforested after being deforested to grow a cassava plantation by a farmer the previous year covered 1.34 hectares, with 2, 000 trees from ADF / Eau Kulen and HUMY nurseries. A total of 272 people, including 60 students from the primary and secondary schools and government officials, attended the event planning day. The goals were to regenerate and protect eco-systems and biodiversity, to mitigate climate change, and educate the people about the value of forest cover.

During October and early November 2024, ADF and the park rangers planted 6, 150 trees in 12 deforested plots (5 plots in Ta Han Village, 2 plots in Popel CPA, 2 plots near Preah Bram Preah Ang, 1 plot on the road to the waste storage site, 1 plot on the road to the Chere ancient staircase, 1 plot on the road to Wat Preah Ang Chub, and another large plot in Poeng Chat village. The 12 plots totalled 24.25 hectares.

Several individuals bought trees to plant on their lands inside the park or in public spaces: 60 trees, Keo Sopheak, private land at O' Lahor, in PKNP; 215 trees, Chhoun Phirom/ Heng Puthea, Anlong Thom CBTC and at west side of Kok Chen 200m, in PKNP; 107 trees, Ven. Heng Hak, Wat Anlong Thom, in PKNP; 34 trees, Keam Ahmnot, Sangke Lak primary school principal, Sangke Lak village, in PKNP; 5 trees, Hean Bunthen, Anlong Thom primary school principal, Anlong Thom primary school, in PKNP; 50 trees, Roeun Saro, Ta Penh primary school principal, Ta Penh primary school, in PKNP; 20 trees, Rath Mach, farm in Anlong Thom village, in PKNP.

For the year 2024, the total reforested area inside PKNP is more than 25 ha (10, 676 trees from HUMY and Eau Kulen tree nurseries planted in 18 days between late September and early November, during three main reforestation activities) + 491 trees on lands inside the park = 11, 167 trees.

Trees planted outside PKNP in 2024

In order to respond to some demand and to promote ADF/ HUMY and Eau Kulen tree nurseries, some trees were sold to clients for plantation outside PKNP: 62 trees, JB Chevance, private land at Wat Athvea and in Banteay Mean Chey; 55 trees, Seng Samry, private land at O' Svay in Svay Leu district; 11 trees, Lisa, French school in Siem Reap, 50 trees, Chhoun Phirom, Banteay Meanchey; 100 trees, Mean Mout, Wat Preah Teveak in Romchek Commune, Beanteay Srey district; 500 trees, MoE Ponlok Baitong event in Phnm Penh; 20 trees, Chim Sopheap, Wat Tamum in Battambang; 30 trees, Simean from FAO, private land at O' Mean Chey, Svay Leu district; 400 trees, Yath from Control Union Cambodia, private land/ cashew nut farm (4.5ha); 15 trees, Chim Sopheap, Svay Thom, Siem Reap. A total of 1, 243 trees were sold and planted outside the park.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The total number of trees planted is 12, 410 for the year 2024. The total number of trees produced in 2024 is 15, 424. This figure comprises trees growing before and following the sales and plantations. Since the TREE 1 project began in 2018 and HUMY project in 2022, the total number of trees grown and planted has been $121, 430 + 20, 620 + 15, 424 = 157, 474$.

Tree site maintenance, employing local villagers to cut the weeds around the newly planted young tree saplings in the degraded areas, enabling them to get the moisture & sunlight they need to grow & thrive:

As recommended in the final report of the first TREE project (recommendations n.5), the maintenance of the reforested areas was continued during this project. This requires the employment of local villagers as day labour, to cut with brush cutters the weeds around the small saplings planted in the target areas. This allows 1) to give them the trees light and moisture they need, giving them a “fighting” chance to grow and develop into mature forest; 2) to better monitoring the reforested areas, the survival rate of the trees, and eventually to replace the dead ones.

In 2024, the ADF team in collaboration with the PKNP rangers visited 5 different previously reforested plots. One plot has been maintained; local villagers were hired to cut weeds and plant new trees where the tree seedling had died. Additionally, another plot has been maintained by hiring local villagers to cut weeds without the need to plant additional tree saplings.

The HUMY 4 Project: Eco-tourism alternative livelihood, patrol support and handicrafts support and promotion

Please refer to the HUMY 4 project above, in the Income generation (ig)/Alternative livelihood program chapter.

The HUMY 5 Project: PKNP biodiversity assessment

Reminder:

HUMY support to ADF started in 2021 (HUMY 1 and 2 projects). It was reinforced in 2022 then 2023 with the continuation of the HUMY 2 project (with the HUMY 2 bis and 4) and the HUMY 3 project (see above).

This involvement in the preservation of PKNP biodiversity was also illustrated in 2022 and 2023 by the study of the park's biodiversity, a project funded entirely by HUMY, with the strong involvement of ADF. In September 2022, Mr. Vincent Romera, HUMY's ecologist, came to Cambodia for a 11-month mission with the objective of updating the last PKNP biodiversity assessment, dating from 2013, and propose recommendations for a better conservation of key species and species in danger (IUCN classification, international and national).

ADF assisted HUMY with its official administrative request to the MoE and has assisted Mr. Romera with all questions concerning existing data and literature, supplies and logistics for field surveys. He was assisted by Mr Tony Yon, and Ms. Claire Zagala. On some occasions, PKNP rangers or ADF director JB Chevance joined the field surveys.

The report is entitled “Phnom Kulen National Park: an update on the biodiversity status with an assessment of environmental threats; naturalistic summary, assessment of threats and conservation prospects” was written by Vincent Romera, in collaboration with Tony Yon and ADF Director, JB Chevance. It was finalised in October 2023, 10 years after the last biodiversity assessment of this park (Hayes et al., 2013, A biodiversity assessment of Phnom Kulen National Park, with recommendations for management) and sent to the Ministry of Environment on the 3rd of November 2023.

The objective was to assess the biodiversity in PKNP with a previous reference. This report presents an inventory or ecological assessment of PKNP with some good news, such as the observation of a third of the bird records in Cambodia (including a first record for country) or the observation of bear claws indicating their presence in PKNP. Some of the species' groups studied are particularly diverse within PKNP, demonstrating the importance of the park for biodiversity conservation in Cambodia.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

However, the study confirmed the decline in the number of species and the field surveys gave the opportunity to highlight the threats to species and ecosystems, with a very important level of illegal activities in the remaining forested area of the park (+/- 8000 hectares on a total of 37,370 ha, prior to the park's extension in July 2023). For example, the mapping the illegal logging sites observed between December 2022, and June 2023 reaches more than 1,100 recently large cut trees, with several illegal camps and an omnipresent poaching.

On this specific matter, a separated report was presented to PDoE and to the minister of Environment in June 2023 ("Illegal activities in Phnom Kulen National Park, Report to the Ministry of Environment, 30th of May 2023") which is partially integrated in this biodiversity report.

The ADF-HUMY Report on illegal activities in PKNP, May 2023

While implementing the update of the biodiversity survey of PKNP and observing numerous illegal activities in the remaining forested areas, the HUMY and ADF team have written a report (entitled "Illegal activities in Phnom Kulen National Park, Report to the Ministry of Environment, 30th of May 2023, by Vincent Romera (HUMY), JB Chevance (ADF), in collaboration with Tony Yon) and addressed it to the ministry of Environment. Both teams were received by H. E. Say Sam AI, minister of Environment on the 20th of June 2023, to present this report. It was also the opportunity to present of project addressing the environmental threats observed during the biodiversity assessment.

Executive summary:

Phnom Kulen National Park (PKNP) is the largest forested area and mountain in Siem Reap Province, the source of the entire regional watershed, both underground and surface freshwater, a hotspot for biodiversity, a National Park of 37,373 hectares since 1993 (until its extension from the 17th of July 2023), with a Management Plan and an Action Plan from 2018, a capital of the Khmer empire (early 9th century AD), one of the most sacred mountains in Cambodia, recognised as a high value touristic attraction, included in the regional and national tourism plan, registered by the Royal Government of Cambodia since 1992 (and reviewed in 2020) on its tentative list as a future World Heritage Site.

During the bio-diversity surveys implemented by HUMY, ADF and PDoE from September 2022 to May 2023, at least 1079 trees recently (less than 1 year ago) cut with chainsaw, observed by foot or drone surveys, for a total of 457 UTM locations in PKNP (587 trees cut for zone 1 and 492 for zone 2 to 4), most of them in the potential core zones, an associated network of trails to transport the wood by ox cart or hand tractors, and at least 9 wood drop points to cross the cliffs, about 70 new farms (2023), recently deforested along the Siem Reap River and the O'Kbal Damreï (also called O'Kantuout) River, observed by drone surveys, numerous encroachments in the lower parts of the park, in the plain and on the foothills for agriculture, in some cases linked to illegal logging, a systematic use of poaching tools such as air guns and various types of traps.

Solutions are existing and this report includes recommendations for the urgent implementation a strict law enforcement project, enhancing the PKNP patrolling rhythms, skills and results, to halt illegal loggings, encroachments for agriculture and poaching, to apprehend the perpetrators, if authorized by the MoE, this project could start as soon as funds are available, under ADF and HUMY's management/guidance and in coordination with PDoE. Other experimented partners such as Wildlife Alliance should be involved. The national policy for the conservation of the protected areas by the Ministry of Environment is in line with such a project. Several recommendations are also in the conclusion of this report.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The ADF-HUMY zoning report for PKNP, April 2024

Following the biodiversity assessment in 2023 (see above), the report of illegal activities from 2024 (see above) and the invitation by the Ministry of Environment (MoE) to attend a meeting on the 25th of March 2024 on the zoning of PKNP during which the proposed options were minimalists, HUMY and ADF worked on alternatives.

ADF director and HUMY ecologist submitted alternatives for more ambitious options for the zoning of PKNP. This report, entitled "Note about biodiversity and propositions for the zoning of Phnom Kulen National Park, April 2024, V. Romera (HUMY) & JB. Chevance (ADF)", was submitted in April 2024 to the MoE, while the Ministry was finalising the zoning of the park.

The introduction and the conclusion are presented here.

This note takes place following the request from the Ministry of Environment (MoE) to provide data on biodiversity hotspots after the HUMY/MoE/ADF 2022-23 survey in Phnom Kulen National Park (PKNP), and the invitation from MoE to ADF to attend the IRNM meeting on the 25th of March 2024 in Siem Reap, where the zoning was presented.

First of all, it is important to specify that the majority of species with high conservation issues in PKNP were observed directly in the field and not using camera traps during the surveys in 2022 and 2023. Therefore, very few images of these species are available.

Secondly, the species with high conservation issues were logically observed in the remaining forested areas of the PKNP: the CPAs (and notably Popel and Anlong Thom) and the northern parts of the park (to the east and to the west of Kbal Spean). Through this note we offer a short summary of what is presented in the report sent to the MoE following the wildlife inventories and the threat assessment work carried out on the territory of the PKNP from September 2022 to July 2023 and confront it to the actual zoning. For more information, please refer to the report "Phnom Kulen National Park: an update on the biodiversity status with an assessment of environmental threats - naturalistic summary, assessment of threats and conservation prospects" (Romera, Chevance and Yon, 2023).

In this note, we highlight the results of the biodiversity hotspots, in regard to the ongoing zoning of the park after its extension in July 2023, including Chankran Roy CPA and the northern corridor (see maps), and propose new options for the zoning of PKNP, corresponding to the forest cover and these biodiversity hotspots. The zoning proposed in this note is therefore an updated version of the one proposed in the report mentioned above. In relation to the zoning work in the national park, we propose the most relevant and ambitious scenarios from the point of view of optimal consideration of the biodiversity and wildlife issues of the territory.

Following the ADF-HUMY-MoE biodiversity surveys in 2022-23, the areas of greatest interest in terms of conservation and therefore which can be considered as biodiversity hotspots within the PKNP are the core zones (in their version of scenario 1) and the CPAs and APAs. The zoning project we propose here is ambitious and propose several enlarged areas with a better level of protection (core and conservation zones) and corresponds to the forest cover and the biodiversity hotspots in PKNP.

The cores zones should be extended to their maximum to the east and to the west, and the size of Chankran Roy CPA should be reconsidered accordingly. The conservation zones are determined as they are meant to be, i.e. buffer zones between the core and the sustainable use zone.

Because of their importance in term of biodiversity, CPAs and APAs cannot be considered with an equivalent level of protection as the sustainable use zone and therefore should not be classified as such. Due to the specificities of the CPAs and APAs and because they constitute biodiversity hotspots, we suggest to consider them in the zoning on the park with a special status. The Phnom Hop area should be protected and demarcated as a new APA. Finally, every major river in the park (including in the sustainable use zones) should be protected for their riparian forest on both side and on 20 meters, with a similar special status.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

All these proposed areas should be confronted and revised according to the presence of the Small-Scale Ecotourism Development Projects (SSEDP) accorded by the MoE to investors, in the framework of the Cambodian Sustainable Landscape and Ecotourism project (CSLEP). However, no SSEDP should be granted into the core and conservation zones. All this cartographic data is contained in the "ADF-HUMY zoning for MoE-shp-Export" file in .shp. Full lists of all animal species observed during the PKNP wildlife knowledge update are available in the appendices of the 2023 ADF-HUMY report (Romera, Chevance and Yon, 2023). This non-public report is available at the MoE.

The ongoing zoning of PKNP is an opportunity for the MoE to better protect the park by adapting the 4 types of zones to the field reality. In term of image and communication, enlarging the core and conservation zones of the PKNP can only be positive for the MoE.

Finally, this proposed zoning corresponds and backed up by forest cover images and wildlife observation, to the specifications of the 2008 Law on Protected Areas from the Royal Government of Cambodia. ADF and HUMY remain at the disposal of the MoE for the continuation of these exchanges, the establishment of zoning and the demarcation of the different zones.

However, none of the recommendations ADF and HUMY had proposed were followed and adopted by the MoE during a "consultation meeting" held on the 25th of June 2024 to finalise the zoning of the park. Despite providing this report and additional data about wildlife presence spotted during the bio-diversity assessment to the MoE team, the decision to select much less ambitious options for the conservation of PKNP was already taken.

The Save Kulen Forest project & the Regenerate and Protect Phnom Kulen Forest projects

Following the biodiversity survey and the environmental threats of PKNP in 2023, ADF designed two projects to address these issues.

The "Save Kulen Forest" project, finalized in June 2023, aimed to strengthen protection of 8,000 hectares of threatened forest and biodiversity hotspots in Phnom Kulen National Park. It proposed deploying a small MoE ranger team (patrolling 14 days/nights per month), supported by tools like 4G camera traps, SMART training, and law enforcement by PDoE. The project was a response to alarming illegal activities (logging, land encroachment, poaching) recorded during a biodiversity survey in 2022–2023. It built on previous ADF–HUMY initiatives supporting CPA members and rangers in regular patrols since 2022 and aligned with government conservation policies. However, due to administrative and staffing constraints, the 6-month project (July–December 2023) could not be promptly implemented with MoE coordination.

The "Regenerate and Protect Phnom Kulen Forest" project, designed in 2023 by ADF with the Soneva Foundation, is a 3-year (potentially 20-year through carbon credits) initiative aligned with MoE guidelines and ADF's biodiversity recommendations. It combines: Reforestation of 350–500 ha with 418,500 indigenous seedlings and upgraded nurseries; Forest protection of 8,000 ha via improved ranger patrols against logging, poaching, and encroachment; Environmental education for 1,000+ students and local villagers through training and outreach. ADF submitted the proposal in late 2023; Soneva Foundation agreed to fund it, and MoE approval was sought with the minister of Environment, H. E. EANG Sophalleth. ADF team met the Minister of Environment in Phnom Penh on the 22nd Jan 2024, together with Mr Arfinn Oines, representative of the Soneva foundation. However, due to lack of human resource, this project was not started in 2024 and postponed for the following years.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Environmental education programme for Buddhist Monks in PKNP's pagodas

ADF was approached by the Angkor Centre for Conservation of Biodiversity (ACCB) to implement a joint project which consisted in providing a 10-day training workshop for Buddhist monks, laypeople, local authorities and rangers on the environmental issues in Phnom Kulen National Park (PKNP), targeting animal welfare and conservation, from the 20-21 November 2024 to the 08-09 January 2025. The follow up training session was held on the 6 June 2025. The following text is extracted from ACCB report.

The project was conceived by ACCB who received funds from the Westfälischer Zoologischer Garten Münster GmbH (Allwetterzoo Münster) and WWF. It was organised in coordination with ACCB team and ADF deputy Director, Mr. Chim Sopheap, who was ACCB previous Outreach & Education Manager and head trainer for past similar projects.

ACCB, located close to Kbal Spean archaeological sites in PKNP, hold Buddhist monk outreach program in the past at the Monk Community Forest within the Sang Rukhavoan Wildlife Sanctuary (Oddar Meanchey Province), where monks collaborate closely with community members to protect the forest. The objective was to bring this program in PKNP, to inspire the monks to become spokespeople for conservation and animal welfare, and guardians of the forest they inhabit.

The project focuses specifically on monks and laypeople at the 7 pagodas (Wat Preah Ang Thom, Wat Preah Kral, Wat Anlong Thom, Wat Chas, Wat Phnom Hop, Wat Poeng Ta Eav, Wat Preah Ang Chup) and associated villages within the Phnom Kulen National Park, using the different training modules for training of monks at the Monk Community Forest in the north of Cambodia. The training sessions were organised at the Anlong Thom pagoda in Anlong Thom Village, Khnong Phnom Commune, involving the district authority and the head monk of Svay Leu District in Siem Reap province. In total, there were 25 participants, including 20 monks, 3 laypeople, 1 ranger of the Provincial Department of Environment (PDoE)- Khnong Phnom ranger station at PKNP, and 1 district officer.

The workshop sessions covered the following topics: Conservation Context and Issues in Cambodia: providing an overview of main threats, laws and regulations, and a key species guide focusing on those most likely encountered by monks; Theological Basis in Buddhism for Biodiversity Conservation: Exploring the link between modern conservation issues and Buddhist values and beliefs, highlighting the valuable role of monks in conservation in Cambodia; Wildlife Rescue, Animal Handling, and Release Procedures; Conservation Prayer Animal Release, promoting a sustainable approach; Threatened species use in ornaments, bushmeat, traditional medicines, and the pet trade; Animal Welfare and Conservation.

Evaluation and Follow-Up: pre- and post-training questionnaires were conducted at the end of the workshop to assess the training's reception. Additionally, a follow-up meeting with participants 6 months after the workshop provided further insights into long-term attitude and behaviour changes, as well as the sustainability of the training approach.

Field Trip for Practical Learning: A field trip related to the training topics was organized for participants with a visit to ACCB centre and the Thousand Lingas at Kbal Spean, Phnom Kulen National Park, enhancing their understanding of animal welfare and providing practical learning experiences.

Building a Support Network: Post-workshop, the contact details of Buddhist monks and laypeople will be incorporated into ACCB database. With their consent, they will be added to a contact group on an instant messaging platform (Telegram), allowing us to maintain contact and providing the monks with a support network.

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

The project has enriched the understanding of conservation and animal welfare issues among Buddhist monks and laypeople, empowering them to contribute effectively to conservation efforts. The program's success and stronger participant attendance were made possible through the close collaboration and support of the Deputy Director of the Svay Leu District (Siem Reap province) Social Affairs Office, the head monk of Svay Leu District, and his deputy, who also serves as the head monk of Wat Anlong Thom. An average of 20 participants attended training sessions, and a total of 33 individuals have participated in at least one training day, including 21 monks, including 4 head monks and 2 district head monks, 9 laypeople, of which 7 achar's and 2 community members, government authority, 2 rangers of the Siem Reap Provincial Department of Environment. Finally, a total of 24 participants were present to receive their training certificates and a copy of the Monk Guidebook, and each pagoda was presented with a copy of Cry of the Forest.

The strong and well-established relationships ADF has built with community members at Phnom Kulen since 2008, combined with the expertise of ADF's deputy director, Mr. Chim Sopheap, in project materials and delivery, have been key to the success of the workshop sessions. Given the influential role head monks play in their communities, the positive engagement with the district officials, district head monks, and pagoda head monks and their willingness to support the workshop sessions has been instrumental to the outcomes.

As a result of ACCB's activities during this project period, we have observed a notable increase in number of turtles donated from the illegal trade — particularly from monks at pagodas in PKNP and Bakong District. This rise in donations reflects a growing awareness among monks, which can be attributed to the training sessions. Their active engagement with ACCB not only demonstrates a commitment to wildlife rescue but also suggests a positive shift away from supporting the traditional practice of prayer animal release.

In the previous quarterly report, we noted that despite proactive efforts to engage with pagodas in the days leading up to the training, participant attendance — particularly among monks — was lower than expected at the first workshop session. To address this, we intensified collaboration and support from the Deputy Director of the Svay Leu District / Social Affairs Office, the head monk of Svay Leu District, and his deputy (also head monk of Wat Anlong Thom). Despite these efforts, attendance rates from some smaller pagodas remained lower than anticipated. Monks and laypeople from Wat Poeng Ta Eav only attended the first two days of the workshop (Session 1, Module 1), while monks from Wat Poeng Ta Kuy were only able to join starting from the fourth and fifth workshop sessions (Modules 4, 5, and 6).

Maintaining consistent attendance among monks — especially head monks — remained a greater challenge compared to lay participants. Monks often have pressing social and community responsibilities, such as delivering Dharma talks, overseeing road and accommodation construction at their pagodas, attending house blessing ceremonies, and organizing meditation sessions. These duties frequently take precedence over participating in capacity-building activities.

Reforestation activities

Reminder: Since 2015, ADF participated and facilitated several activities related to tree planting activities in PKNP: selection of the area to be planted, organisation and logistic on the field, design of signboards, growing of saplings, plantation, mobilisation of person to plant. From 2015 to 2019, the total of saplings planted in PKNP reaches 241,500 for 97.5 hectares. In 2020, this total figure was largely expended due to the UNDP-C.19 project. The total number of reforested hectares, including the ones from the UNDP-C.19 project, reached almost 90 hectares. 87,100 trees were planted in 32 different locations. In 2021, within the UNDP-BESD, 20,9 hectares were planted within cashew nut farms. 6,8 additional hectares were planted in 3 different locations with a total of 5,600 trees. Apart from the UNDP-C-19 project (2020-2021), 27,7 hectares were therefore planted in 2021 in PKNP. In 2022, the total amount of reforested areas in PKNP reached 14.1 hectares. In 2023, 9801 trees were planted over 18.3 hectares and in 2024, 25 hectares were planted inside the PKNP (see "Trees planted inside PKNP in 2024", in TREE 3 and HUMY 3 projects above).

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

These combined figures include projects in which ADF was the main actor, and projects where PDoE was the main implementing partner.

Patrols by PKNP Rangers and Community Protected Areas members

Please refer to the chapter "Eco-tourism alternative livelihood, patrol support and handicrafts support and promotion (HUMY 4 project)", in the Income generation/Alternative livelihood program chapter.

Road construction project across PKNP

ADF has participated and advised PDoE and APSARA about the road construction project across the national Park. On the 13th of December 2022, ADF advised the APSARA Authority and the UNESCO-ICC sustainable development experts, during a field visit to assess the boulders located on the section of the road which has not been rehabilitated yet. The following recommendations (n. 21.3) was issued at the 36th technical session and 29th plenary session on the 15th and 16th of December 2022. As in 2023, the road construction was halted temporarily in 2024.

f. Administration

On the 24th of May 2023, ADF Director signed a Memorandum of Understanding (MoU) with the Ministry of Foreign Affairs and International Cooperation, government of Cambodia, for a 3-years period, from May 2023 to April 2026. This MoU allows ADF to renew its agreement with the Cambodian government as an International NGO and allows to work legally in Cambodia, with other governmental partners. Numerous supporting documents were required.

In November 2023, ADF submitted to the APSARA National Authority, with several supporting documents, the draft of the renewal for the ADF - APSARA MoU for the next 3 years, as the ongoing one was due on the 8th of January 2024. This MoU was signed by both parties on the 6th of May 2024.

In December 2024, ADF and Sala Bai NGO prepared a cooperation agreement to define their partnership, in the framework of the ecotourism project "Destination Éco-Talents" funded by the International Organization of Francophonie (OIF) to support local communities in Phnom Kulen. It was signed in January 2025.

During the year 2023, ADF also defined a cooperation agreement with Sourire Angkor NGO, which was signed in early 2024, to define the support for several children from Phnom Kulen.

On the 08th of October 2024, ADF signed agreement with the District of Svay Leu, to define a framework for all ADF's activities implemented in Schools and villages in Khnong Phnom Commune. This signature officializes an existing collaboration, now formalized and reinforced by this agreement.

In May 2024, ADF organized interviews to recruit a new Deputy Director, as Mr. Sakhoeun Sakada, previous national manager and acting as a consultant, had to leave for his full-time position at the Provincial Department of Environment. Mr. Chim Sopheap was recruited. In 2024, ADF also recruited Mr. Em Lhieng for the SEAF 4 project (English classes and libraries) in June 2024, Mr. Rit Samao for the TREE 3 and HUMY 3 projects in June 2024, in replacement of Mr. Yon Sochea and Ms. Morn Pith for the WISH 2 in June 2024, in replacement of Ms. Soeng Seath, both quitting ADF for personal reasons. At the end of December 2024, Ms. Chhoun Phirom, responsible for the CBTCs and the patrols support within the HUMY 4 project, resigned for personal reason. However, she remained involved for the handicraft's support component, as a volunteer.

ADF reviewed and updated its Rules and Regulations in June 2024 and in August, ADF set up a quarterly report format for all team leaders to use, in order to facilitate the follow up and reporting of each project.

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

TRUSTEE'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

In preparing this report, the trustees have taken advantage of the small company exemptions provided by section 415A of the Companies Act 2006.

The report was approved by the Trustees and signed on their behalf by:



Vincent Chevance

Trustee

Date 28 October 2025

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Independent Examiner's Report to the Trustee of Archaeology and Development Foundation
('the Charity')

I report to the charity Trustee on my examination of the accounts of the Charity for the year ended 31 December 2024.

Responsibilities and Basis of Report

As the Trustee of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustee in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustee those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustee for my work or for this report.

Signed: *Hazra Patel*

Dated: 28 October 2025

Hazra Patel ACA

Lubbock Fine LLP

Chartered Accountants & Statutory Auditors
Paternoster House
65 St Paul's Churchyard
London
EC4M 8AB

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 \$	Restricted funds 2024 \$	Total funds 2024 \$	Total funds 2023 \$
Income from:					
Donations	3	55,170	164,175	219,345	155,142
Investments	4	-	190	190	80
Total income		<u>55,170</u>	<u>164,365</u>	<u>219,535</u>	<u>155,222</u>
Expenditure on:					
Charitable activities	5	40,490	138,859	179,349	145,359
Total expenditure		<u>40,490</u>	<u>138,859</u>	<u>179,349</u>	<u>145,359</u>
Net movement in funds		<u>14,680</u>	<u>25,506</u>	<u>40,186</u>	<u>9,863</u>
Reconciliation of funds:					
Total funds brought forward		(20,384)	42,324	21,940	12,077
Net movement in funds		14,680	25,506	40,186	9,863
Total funds carried forward		<u>(5,704)</u>	<u>67,830</u>	<u>62,126</u>	<u>21,940</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 79 to 89 form part of these financial statements.

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Note	2024 \$	2024 \$	2023 \$	2023 \$
Fixed assets					
Tangible assets	10		4,810		4,060
Current assets					
Cash at bank and in hand		74,303		47,456	
		<u>74,303</u>		<u>47,456</u>	
Current liabilities					
Creditors: amounts falling due within one year	11	(16,987)		(29,576)	
		<u></u>		<u></u>	
Net current assets			57,316		17,880
Total net assets			<u>62,126</u>		<u>21,940</u>
			<u></u>		<u></u>
Charity funds					
Restricted funds	12		67,830		42,324
Unrestricted funds	12		(5,704)		(20,384)
			<u></u>		<u></u>
Total funds			<u>62,126</u>		<u>21,940</u>
			<u></u>		<u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



Vincent Chevance

Trustee

Date: 28 October 2025

The notes on pages 79 to 89 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

Archaeology and Development Foundation is a charitable company limited by guarantee incorporated in England and Wales. Its registered office address and place of business is 25 Brooks Mews, London, W1K 4DZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Archaeology and Development Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Charity is in the main reliant on donations and the support of related parties to meet its running costs. Due to the nature of its activities, the majority of the Charity's expenditure is incurred directly on charitable projects and so the Charity is able to control its direct charitable expenditure based upon the level of donation income that it has received and the anticipated ongoing support of related parties.

The Trustee considers it appropriate to prepare the financial statements on a going concern basis on the assumption that sufficient incoming resources will be generated to meet the Charity's running costs. The financial statements do not include any adjustment which would result if there were insufficient funds available in respect of the Charity's operations.

2.3 Donations and gifts

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and gifts are included in full in the Statement of Financial Activities when receivable.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into US dollars at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into US dollars at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of Financial Activities.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing \$200 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- over 10 years straight line
Motor vehicles	- 25% straight line
Office equipment	- 33.33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustee in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations

	Unrestricted funds 2024 \$	Restricted funds 2024 \$	Total funds 2024 \$
Donations	55,170	164,175	219,345

	Unrestricted funds 2023 \$	Restricted funds 2023 \$	Total funds 2023 \$
Donations	51,203	103,939	155,142

4. Investment income

	Restricted funds 2024 \$	Total funds 2024 \$
Bank interest	190	190

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

4. Investment income (continued)

	Restricted funds 2023 \$	Total funds 2023 \$
Bank interest	80	80

5. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 \$	Restricted funds 2024 \$	Total 2024 \$
Charitable costs	40,490	138,859	179,349

	Unrestricted funds 2023 \$	Restricted funds 2023 \$	Total 2023 \$
Charitable costs	41,696	103,663	145,359

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 \$	Support costs 2024 \$	Total funds 2024 \$
Charitable costs	173,821	5,528	179,349

	Activities undertaken directly 2023 \$	Support costs 2023 \$	Total funds 2023 \$
Charitable costs	139,519	5,840	145,359

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Charitable costs 2024 \$	Total funds 2024 \$
Accountancy fees	2,008	2,008
Independent examination fees (governance)	2,500	2,500
Foreign currency loss	(92)	(92)
Bank charges and interest	1,112	1,112
	<u>5,528</u>	<u>5,528</u>

	Charitable costs 2023 \$	Total funds 2023 \$
Accountancy fees	2,086	2,086
Independent examination fees (governance)	2,500	2,500
Foreign currency gain	165	165
Bank charges and interest	1,089	1,089
	<u>5,840</u>	<u>5,840</u>

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

7. Staff costs

	2024	2023
	\$	\$
Wages and salaries	56,214	48,874
	<u>56,214</u>	<u>48,874</u>

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Average number of employees	12	11
	<u>12</u>	<u>11</u>

No employee received remuneration amounting to more than \$60,000 in either year.

8. Trustee's remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - \$NIL).

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - \$NIL).

9. Taxation

The company is a registered charity with the Charity Comissioners for England and Wales. It is not liable to corporation tax on any surplus arising from its charitable activites.

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

10. Tangible fixed assets

	Freehold property \$	Motor vehicles \$	Office equipment \$	Total \$
Cost				
At 1 January 2024	28,288	19,650	24,813	72,751
Additions	-	300	2,660	2,960
Disposals	-	-	(150)	(150)
At 31 December 2024	28,288	19,950	27,323	75,561
Depreciation				
At 1 January 2024	28,288	17,284	23,118	68,690
Charge for the year	-	571	1,640	2,211
On disposals	-	-	(150)	(150)
At 31 December 2024	28,288	17,855	24,608	70,751
Net book value				
At 31 December 2024	-	2,095	2,715	4,810
At 31 December 2023	-	2,366	1,695	4,061

11. Creditors: Amounts falling due within one year

	2024 \$	2023 \$
Accruals and deferred income	16,987	29,576

Included within accruals and deferred income is deferred income of \$12,479 (2023 - \$24,990) that was received in the year ended 31 December 2024 and relates to a project taking place in the year ended 31 December 2025 and beyond and has therefore been deferred.

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

12. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 \$	Income \$	Expenditure \$	Balance at 31 December 2024 \$
Unrestricted funds				
General Funds	(20,384)	55,170	(40,490)	(5,704)
Restricted funds				
Education project	7,343	61,809	(60,203)	8,949
Income Generation project	13,928	29,878	(22,668)	21,138
Veolia Foundation	-	21,204	-	21,204
Environment project	21,053	51,474	(55,988)	16,539
	<u>42,324</u>	<u>164,365</u>	<u>(138,859)</u>	<u>67,830</u>
Total of funds	<u>21,940</u>	<u>219,535</u>	<u>(179,349)</u>	<u>62,126</u>

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

12. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2023 \$	Income \$	Expenditure \$	Balance at 31 December 2023 \$
Unrestricted funds				
General Funds	(29,891)	51,203	(41,696)	(20,384)
Restricted funds				
Education project	6,490	33,931	(33,078)	7,343
Income Generation project	25,030	20,007	(31,109)	13,928
Environment project	10,448	50,081	(39,476)	21,053
	<u>41,968</u>	<u>104,019</u>	<u>(103,663)</u>	<u>42,324</u>
Total of funds	<u>12,077</u>	<u>155,222</u>	<u>(145,359)</u>	<u>21,940</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

Statement of funds (continued)

Education project - this fund contains the following projects:

- WISH 2 - Hygiene and sanitation programme in 4 primary schools. The project was set to run from January 2021 to December 2022 however has been extended into 2023 and 2024.
- Emergency relief - Funds used for emergency relief/complementary support.
- SEAF 2 - Infrastructure project in primary schools, implemented from March 2021 to Dec 2022 and was extended to March 2023.
- SEAF 3L - This is for the construction and equipment of a library at Popel village primary school.

Income generation project - this fund contains the following projects:

- Income generation - This relates to the provision of technical and other assistance to farmers to replace destructive farming practices in PKNP, the IG project, which includes the rice bank project.
- ALIVE - This is for implementing alternatives in agriculture and animal raising. The project is running from May 2022 to April 2025 with donations from SEAF.

Environment project - this fund contains the following projects:

- Tree 2 - This relates to a participatory tree growing project to be implemented in three village schools on the plateau of Phnom Kulen National Park. This project has been renewed for 2 more years from September 2020 to October 2022, and a third tree project is set to start from February 2023.
- HUMY 2 and HUMY 2 bis - This project started from Oct 2021 to March 2022 (HUMY 2) providing training for CPA members of Popel and Anlong Community-based Tourism Centers (CBTCs) and Community Protected Area (CPAs) and promoting local handicrafts. The project continued from April 2022 to December 2022 (HUMY 2bis).
- HUMY 3 - This project is the Popel tree nursery project and began in April 2022 set to run for 2 years.
- UNDP - This relates to a project to implement a project in 2 villages with forest protection (demarcation and expansion of a CPA and alternative livelihoods), from May 2019 to June 2021.

13. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 \$	Restricted funds 2024 \$	Total funds 2024 \$
Tangible fixed assets	4,810	-	4,810
Current assets	6,473	67,830	74,303
Creditors due within one year	(16,987)	-	(16,987)
Total	(5,704)	67,830	62,126

ARCHAEOLOGY AND DEVELOPMENT FOUNDATION
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

13. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 \$	Restricted funds 2023 \$	Total funds 2023 \$
Tangible fixed assets	4,060	-	4,060
Current assets	5,132	42,324	47,456
Creditors due within one year	(29,576)	-	(29,576)
Total	(20,384)	42,324	21,940

14. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

15. Related party transactions

Included within incoming resources is an amount of \$40,484 (2023 - \$48,888) which was donated by the trustee / close family member of the trustee.