

Prioritizing the Local Economy

Our financial and economic contributions to Cambodia continue to expand, generating long-term benefits for the Cambodian people and the economy. The impact we have made reverberates far beyond our immediate stakeholders. We create value and jobs throughout the supply chains that support us, while the products help to advance socio-economic development.



Contribution to the local economy:
459 million USD



Equivalent to
1.7%
of the
national GDP



Contribution to public finance:
94 million USD

in taxes, levies and regulatory fees



Tax contribution
alone accounted for
2.1% of
national tax income



Operating expenditure:

**164 million
USD**



Capital expenditure:

**78 million
USD**

Strengthening Connectivity for a Digital Cambodia

We believe Cambodia is well-positioned to make the digital leap, and we at Smart are more than ready to help make this happen as we widen network coverage and enhance infrastructure to drive a Digital Cambodia. To prepare for the next evolution of wireless technology, Smart has showcased 5G connectivity to the nation and continues to test the technology to ensure a seamless transition when 5G services are launched.



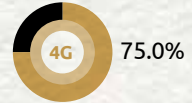
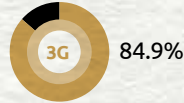
Hosted the first
**5G live showcase
in Cambodia**



**Network coverage
(number of base
transceiver stations)**

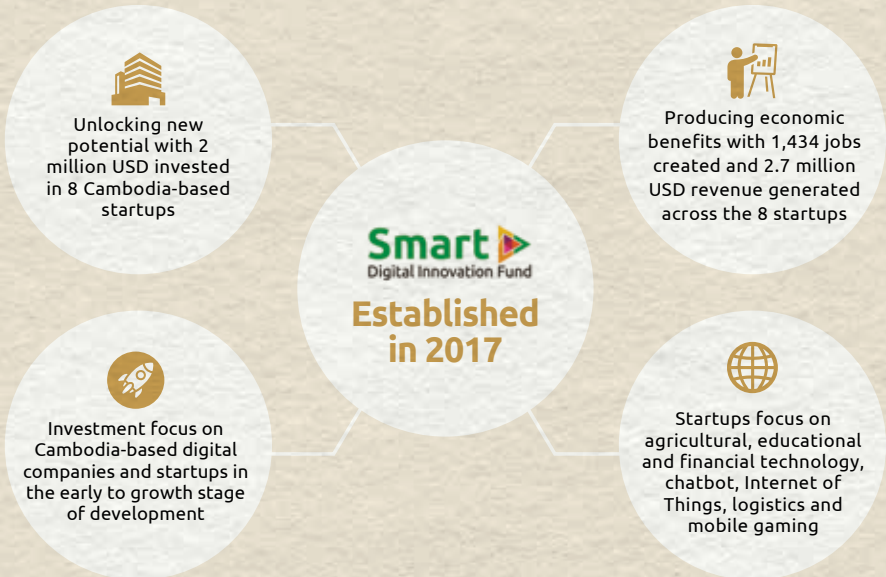


**Network coverage
(by population and
technology)**



Empowering Homegrown Digital Entrepreneurs

As we expand and improve connectivity, we are catalyzing Cambodia's rapidly evolving economy with early stage investments to erect new digital ecosystems that will boost growth across a multitude of industries.



Morakot

Core banking system for banks and microfinance institutions



Agribuddy

Agricultural marketplace and financing for farmers



Joonak

E-commerce platform with delivery service



Nham24

Food and grocery delivery platform



Okra

IoT company providing affordable solar technology



Sousdey Cambodia

Chatbot solutions for customer relationship management



GoGames

Subscription-based platform for mobile gaming



Sala

School management platform



Creating Opportunities and Boosting Local Talents to Drive Our Nation's Prosperity

Creating opportunities and developing local talents

The opportunities we create directly and indirectly through our operations are improving the livelihoods of Cambodians. We are proud to hire locals, promote diversity and help the nation's businesses prosper.



Total jobs supported
49,399



Jobs supported directly
833



Cambodian employees
97% of our workforce



Female employees
36% of our workforce



Jobs indirectly supported
27,539



Jobs supported by capital investment
21,027

Upskilling and developing our talents

Smart continues to invest in our people as we believe they are our most important assets. We achieve this by continuously enabling our staff to improve their capabilities.

Workforce Capabilities

Improving and standardizing customer experiences



Smart Shop Standard Operating Procedure training for **64 employees over a period of 3 months**

Improving our technologies and keeping pace with evolving digital trends



Selected employees underwent technical training focusing on different themes including **mobile communication and artificial intelligence**



Improving our employees' English communication, a fundamental need in Cambodia



800 employees underwent assessments of their English language skills and received additional English capacity development training



All employees are continuously enhancing their skills through **LinkedIn Learning and Coursera**



Leadership Effectiveness

Various talent development programs for selected talents across the company.



Smart Acceleration Development Program
Accelerating the growth of **20 selected talents** through focused and sustained leadership training over a 22-month period



Smart Leader Program
8-month learning series focused on nurturing leadership effectiveness