



2022 ANNUAL IMPACT REPORT

ENVIRONMENTAL AND SOCIAL IMPACT



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1. OPENING LETTER

Commitment to E&S compliance and value creation.

We relate to E&S: not as something enforced on us to tick certain boxes, but rather a shared commitment with our shareholders and investees.

Mekong Capital initially incorporated Environmental and Social (E&S) requirements into our investment process in 2006, but until early 2020, our approach to these commitments was rather perfunctory. We viewed them as a "check-the-box" exercise that certain LPs required us to do in order to qualify for their participation in our Funds. We saw it as an obligation rather than an opportunity and we communicated this same view to our investees, telling them that these commitments were a formality they had to fulfill to secure investment from us. As a result, during annual E&S audits of our investee companies, we often found that the E&S practices and commitments they had made when we invested were not being implemented in their daily operations. It was always a challenge to ensure compliance and we had to make a big push each year to remind certain investees of their E&S requirements.

In early 2020, we realized that we needed to take a different approach to achieve lasting results with regards to E&S. Although we understood the importance of E&S practices for risk mitigation, we found that our knowledge did not translate into sustainable outcomes for our investee companies. We recognized that we needed to change our perspective on E&S. Instead of viewing it as a requirement imposed on us by our LPs, we needed to see it as a shared commitment with our LPs. This shift in mindset allowed us to naturally communicate the importance of E&S principles to our investee companies, as it was now a shared commitment among all parties involved.

Since adopting this new approach, we have also changed the way we describe our entire process. For example, instead of referring to our annual assessment of investee companies' E&S practices as an "audit," we now call it a "health check." This change in terminology reflects our shift in mindset towards E&S as a shared commitment with our investee companies, rather than something we need to police or enforce with audits. When we engage with potential investee companies, we don't simply inform them of the E&S standards they must meet; instead, we invite them to join us in our commitment to E&S practices. We have observed and discussed how excellence in E&S can drive revenue growth from customers who respect how our companies operate, rather than viewing it solely as a means to mitigate risks.

This report provides insights about how we now implement E&S into our investment process and how we approach our investee with our E&S commitment during 2022.

2. OUR E&S APPROACH

Our Belief

Leveraging ontological leadership and the Vision Driven Investing (“VDI”) framework for empowering other leaders and organizations to fulfill their visions for sustainability, leaving the earth in a sustainable balance for our children and future generations.

Our E&S Mission

To contribute to the sustainable development of companies that the Funds invest in by effectively managing E&S risks and impacts associated with the Funds’ investments. Key factors taken into consideration include:

Environmental factors

- Climate change
- Pollution prevention & control
- Biodiversity
- Land acquisition.

Social factors

- Occupational health & safety
- Community health & safety
- Labor standards
- Working conditions
- Gender equality
- Human rights
- Indigenous people
- Culture heritage.

Our E&S Policy

Maximizing positive E&S impacts and avoiding, minimizing, and mitigating negative E&S impacts and risks require careful governance and proactiveness by Mekong Capital and by the Funds’ investee companies. The E&S Policy defines Mekong Capital’s commitments in this regard and explains how they are implemented.

Standards We Refer to

1. National and Local Laws.
2. IFC’s E&S Performance Standards.
3. ADB’s Social and Safeguard Requirements.
4. World Bank Group EHS Guidelines.

3. OUR E&S MANAGEMENT SYSTEM

E&S aspects are incorporated in all stages of our investment processes. Mekong Capital established an E&S policy along with E&S procedures and guidelines since 2006, with the support from IFC. Since then, Mekong Capital has been modifying and optimizing to develop a formal E&S management system (ESMS), that is signed and approved by the Board of Directors of Mekong Capital.

E&S team



Chad Ovel – E&S Officer/ Partner

Chad is a Partner, E&S Officer, and a member of the Board of Directors of Mekong Capital, he also serves on the boards of directors of a range of investee companies.

He retains overall accountability to the LPs for the E&S risk management of all funds managed by Mekong Capital. He oversees E&S on a management level, including integration of the Fund's E&S policy into all relevant aspects of fund management. He is responsible for ensuring sufficient dedicated qualified E&S staff to ensure adequate management of E&S risk of the portfolio and implementation of the ESMS. He particularly pays attention to E&S during the investment approval process. He is responsible for approving any updates to the ESMS.

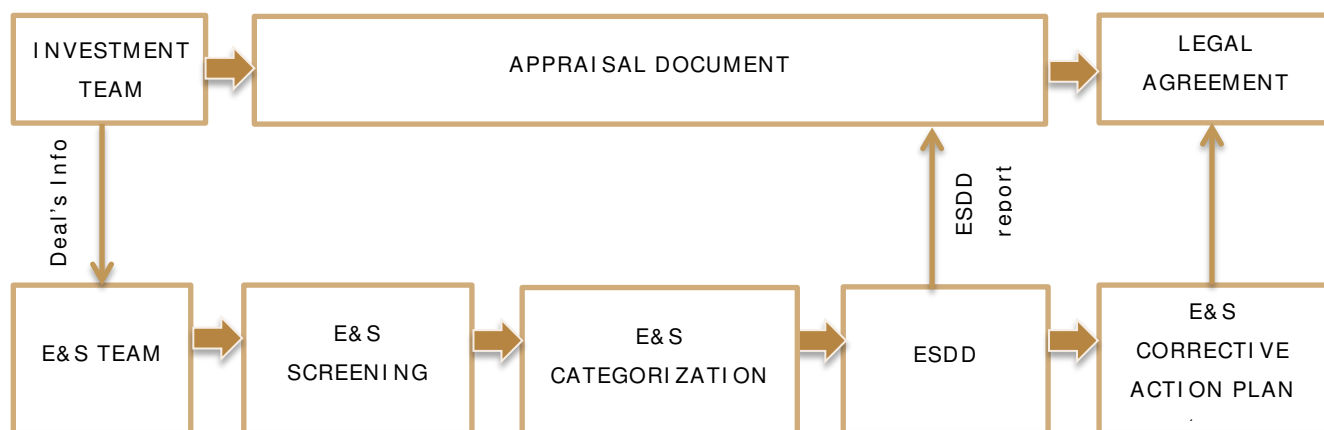


Ngo Minh Khue – E&S Coordinator/ Senior Sustainability Officer

Khue takes responsibility for the E&S function of all Funds managed by Mekong Capital. She is in charge of implementing and monitoring Mekong Capital Group's E&S management system, accurately identifying the relevant risks and opportunities at each stage of the investment process. This includes independently conducting E&S due diligence for new investments, overseeing the E&S performance of 15 current investee companies, conducting annual audits, writing E&S reports, and training investment teams on E&S issues.

Since joining Mekong Capital in 2020, Khue developed an E&S scoring framework that provides a snapshot of the E&S performance for investee companies and reinvents the internal E&S process to quickly identify critical and high-risk E&S issues for improved management.

Pre-investment



- We ensure that all E&S risks are identified, and mitigation measures are proposed according to our applicable requirements. We engage external consultants to support E&S due diligence as needed.
- We secure that all potential investee companies are committed to the E&S requirements in legal documents before closing the transactions.

Post-investment



- E&S risks are mitigated per an agreed timeline in a Corrective Action Plan (CAP) and investee companies are inspired to continuously enhance their E&S Management System (ESMS) to ensure their long-term sustainability.
- We conduct meetings and collect proof of evidence on the progress of all items in the ESAP until the list is complete.
- We conduct annual E&S health checks at investee companies to monitor the E&S performance via documentation collection, site visits, and interviews with employees and management.

Training

- E&S training sessions are conducted annually for our E&S Team and Investment Team.
- The E&S Team took training on IFC ESMS, IFC Performance Standards, and KWF DEG Sustainability training.
- The Investment Team took training on Mekong Capital's ESMS, E&S risks and impacts at investee companies, Sustainability Maturity Model, and investment roles in upholding E&S procedures, and the Exclusion List.

4. OUR INTERNAL E&S DISCLOSURE

Employment effects

From Jan 1, 2022, to Dec 31, 2022

How many people are employed at the fund?	Direct Employment: <u>68</u> Permanent: <u>20</u>		
	Females <u>54</u>	Males: <u>12</u>	Jobs created in 2022: <u>13</u>
How many people are employed in the companies the fund invests in?		Indirect Employment effects: <u>19824</u>	

Environment management

From Jan 1, 2022, to Dec 31, 2022

- Waste

Currently the Mekong Capital produces minimal waste including office waste and domestic waste. Waste generated from Mekong Capital includes office waste like paper, non-reusable office supplies, food packing, and food waste from employees' daily activities. At both offices in Ho Chi Minh city and Hanoi, Mekong Capital dumps waste into the building dumpster. Recycling projects are implemented in both offices; however, the performance of this project is not yet assessed.

- GHG emission self-report

Scope 1:

- Source of emission: company cars owned by the company.

	Ho Chi Minh City office	Hanoi office	Total
Km driven	19796	7199	26995
Type of fuel	Petrol	Petrol	
Equivalent tCO2 emitted (tCO2)	4234	1540	5774

Scope 2:

- Source of emission: electricity used by 2 offices. The source of electricity used by Mekong Capital comes from the Vietnam National Grid. Here, we will use the proxy of 0.7221 tCO2/MWh to calculate the GHG emission.



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-van-thong-bao-EF-

Source:

	Ho Chi Minh City office	Hanoi office	Total
Kwh electricity used (MWh)	125.67	47.78	173.45
Equivalent tCO2 emitted (tCO2)	90.75	34.50	125.25

Scope 3: Not yet recorded and reported.

External grievance mechanism disclosure

The External Grievance and Communication Mechanism provides (i) accessible channels for external stakeholders to contact Mekong Capital to voice their concerns including complaints, making inquiry or comments and (ii) a transparent process for dealing with feedbacks received from External Stakeholders in an effective manner, which aims to reduce conflict and maintain positive relationships with external stakeholders.

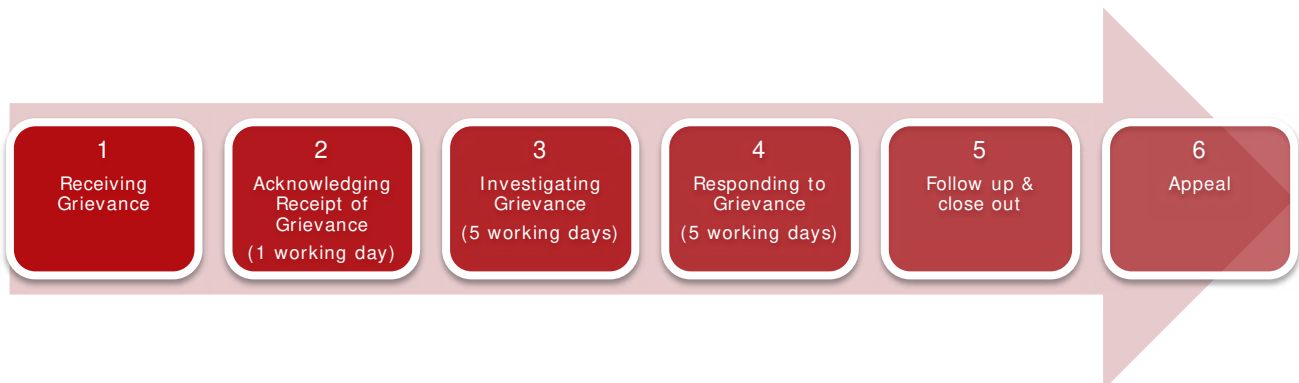
Principles

- The Grievance and Communication Mechanism is free, open and accessible to all External Stakeholders.
- The Company will make every effort to address external grievances (including anonymous complaints) and feedbacks received and resolve the related issues as quickly as possible in a fair and transparent manner.
- There are no restrictions on the type of issue the External Stakeholders can raise.
- All grievances will be tracked until close out.

Confidentiality

Mekong Capital owes a duty of confidentiality to the Grievant and those who are involved in the grievance process. All communication and procedural steps towards remediation will not disclose any sensitive or personal information. The Grievant's personal details will only be made available to Mekong Capital employees involved in the process.

Process for Receiving and Handling Grievance



The two main channels of receiving grievances are:

1. Via e-mail address info@mekongcapital.com

For Grievances received via this channel, the IT manager who is the owner of this e-mail address, is responsible to pass the Grievances on to the E&S Officer for processing in accordance with this procedure.

2. Via online contact by choosing COMPLIANCE at www.mekongcapital.com/en/contact-us/

For Grievances received via this channel, the Compliance Officer who is the owner of this area, is responsible to pass the Grievances on to the E&S Officer for processing in accordance with this procedure.

5. PORTFOLIO HIGHLIGHTS

14

Vietnamese companies
invested by MEF III and
MEF IV

100%

investees appointed E&S
Officers

35 mil

clients served across
many industries

17,802

jobs created in 2021
(total number of
employees)

10,160

women employed (57%
of total employees)



Entobel

- Entobel produce insect-based ingredients for animal feed and health aiming at a more sustainable global food system.
- They use organic waste (beer residue, chicken bran, and probiotics) as the input to grow black soldier flies.
- They also use the by-product of producing animal feed to make organic fertilizer.
- Entobel mostly hires local people from a low-income town while ensure that quality of the jobs meets Mekong Capital's social standards.



Gene Solutions

- Gene Solutions commits to improve public health using advanced, high-quality genetic solutions the most reasonable price.
- Through the product of Gene Solutions, **50,000** High-risk pregnant women have avoided invasive diagnoses that can affect pregnancy, **6,000** Cancer patients have been exposed to gene mutations in targeted therapy, **3,000** Patients with advanced cancer have accessed exclusive liquid biopsy technology, **2,000** Pediatric patients have identified causes of rare diseases and accessed precise therapies, **2,000** Obstetricians and gynecologists have acknowledged the benefits of screening healthy carriers in the population.



LiveSpo

- LiveSpo's mission is to become a digital pharmaceutical company that revolutionizes the way consumers care for health by creating favourable conditions to help consumers of all ages easily access to spore probiotic products.
- Products of LiveSpo are designed to improve human's health (digestion, immune system) with probiotics.



Hoa Sen Viet Group

- The social objectives of the company are generating employment, provide equality and empowerment, which are embedded in the company's Environmental & Social (E&S) policy.
- The CEO of HSV stands behind the goal to support and create an environment to professionally develop more than 450 local employees' potential as well as discover the potential employees did not know.



Mutosi

- The company produces drinkable water filters and commercial water filters to clean wastewater. They sell air purifiers to clean air and other household appliances to improve the quality of life for average people.
- The company sees installed solar panels and use at least 10% off all electricity need per year from the solar panels.



Vua Nem

- Vua Nem stands for high quality of sleep for people of Vietnam and introduce many educational projects to Vietnamese about the importance of good sleep.
- Vua Nem continuously strive for employees' health and benefit through providing professional development trainings and safety trainings for employees at the warehouse.

5.1 Challenges and opportunities in implementing E&S?

Transforming the context of E&S from a compliance, check-the-box point of view into a shared commitment with our LPs point of view is very critical in how Mekong Capital implements E&S in the past year. We declared that we do not just invest responsibly but also sustainably.



Source: <https://www.theimpactengine.com/bloghome/thespectrumofimpactinvesting>

We started the shift in 2020, with hiring the first E&S full time team member, establishing an Environmental and Social Department, which was launched out from the previous Operations Department. This position takes responsibilities of implementing ESMS at Mekong Capital and our investee companies.

The ESMS and E&S internal training were changed to reflect our new E&S commitment. A new E&S maturity model was born, dashboards are designed to capture the performance of our E&S portfolio. The first public impact report was published in 2022, sharing our belief in E&S, our management system, stories, life cases, and new initiatives.

This marks a new chapter of Mekong Capital's E&S journey where we reinvent time after time to fulfill our E&S purpose: to create a positive and long-lasting impact on people and the environment. As we offer support to our investees, the hands-on work with investees opens up our knowledge about the challenges and opportunities of implementing E&S within the local context we are experiencing, as a PE firm in Vietnam. Below are some of the challenges and lessons learned we took from our day-to-day work.

1. Coordination among different E&S-related functions is challenging, especially when there is a lack of governance and clarity of reporting line. Organizing the E&S function as an independent entity reporting directly to the highest levels of management is crucial for effective coordination of E&S-related functions. This approach will enable the E&S team to function more efficiently and effectively and to provide unbiased and objective advice and recommendations to management. It will also help

to identify and address potential E&S risks, and to develop and implement effective risk mitigation strategies.

2. The organizational capacity for environmental and social (E&S) aspects is lacking. This impacts the quality control aspect of E&S commitment, resulting in unidentified and unmanaged E&S risks. In order to fully address the issue at hand, it is crucial to focus not only on providing adequate training and clear job descriptions for E&S professionals, but also on creating a culture of accountability and transparency within the organization. This could involve regular performance evaluations, open communication channels, and a commitment to ongoing professional development. Additionally, it may be helpful to consider the impact of external factors such as market trends and regulatory requirements when developing training programs and job descriptions. By taking a comprehensive approach, organizations can ensure that their E&S professionals are equipped with the knowledge and skills needed to navigate the changing landscape of sustainable business practices, and that they are able to effectively communicate the importance of these practices to stakeholders both within and outside of the organization.
3. The lack of consistent performance for environmental and social activities is a common challenge. In many cases, we observe that projects that take longer to complete often encounter difficulties in fully achieving their initial goals. In order to ensure comprehensive monitoring procedures, it is recommended to establish a clear checklist for periodic checks and reports. This checklist should include a detailed outline of the specific E&S activities being monitored, as well as the frequency and methods for conducting the checks. Furthermore, it is important to establish clear communication channels between the ESMS team and the relevant stakeholders to ensure that any issues or concerns are addressed in a timely and effective manner. By taking these steps, the ESMS will be better equipped to identify and mitigate potential risks, while also promoting a culture of transparency and accountability.

In the face of such challenges, education and proper training have helped us along the way. Here are some resources that we find very helpful. We are committed to creating a space for ESG transparency and we hope that our readers will benefit from them as well as provide us with further recommendations.

1. Introduction to Sustainable Finance by UNCC

<https://unccelearn.org/course/view.php?id=139&page=overview>

2. First for Sustainability by IFC

<https://firstforsustainability.org/>

5.2 De stigmatizing ESG in Vietnamese businesses

Common stigmas around ESG in Vietnam

Implementing ESG in Vietnamese businesses is not yet a common practice. Either ESG is not yet implemented in businesses or implemented in a fragmented way. Here are some of the common stigmas that have been found:

- The notion that ESG practices are only relevant for Western companies and not applicable to Vietnam's unique business environment.
- The perception that ESG practices are a form of "greenwashing" and do not actually lead to meaningful change or impact.
- The belief that doing ESG is expensive and time consuming and therefore not worth the investment.
- The lack of guidance on where to start, who is responsible for, what to do when implementing ESG in the business.

Implementing ESG practices can add value to a company.

The growing capital going into ESG or Sustainable investment is a testament to the value of implementing ESG in businesses.

- Global sustainable investment assets reached a record high of \$35.3 trillion at the start of 2020, up 15% from 2018. (Global Sustainable Investment Alliance).
- In Asia, sustainable investment assets grew by 17% from 2018 to reach \$20.6 trillion in 2020. (Global Sustainable Investment Alliance).

ESG is applicable anywhere, and very helpful in fundraising, especially from foreign investment.

Vietnamese businesses with proper ESG implementations will have a competitive advantage on access to new markets and investors who prioritize ESG factors. On a macro scale, studies have shown that ESG factors are increasingly important in fundraising. In 2019, global sustainable investment reached a record high of \$30.7 trillion, representing 34% of all assets under management in five major markets. In addition, a survey by Morgan Stanley found that 85% of individual investors are interested in sustainable investing, and that companies with strong ESG performance are more likely to attract investments.

ESG offers practical solutions for each company in enhancing everyday operation

- The implementation of proactive environmental and social measures can lead to improved risk management, reducing the potential for financial losses. By taking a holistic approach to risk management, companies can identify and address potential risks before they materialize. These measures can include environmental impact assessments, as well as social impact assessments, to ensure that a company's operations are sustainable and socially responsible. In addition, companies can engage with stakeholders to understand their concerns and perspectives, and incorporate this feedback into their decision-making processes. By taking these steps, companies can not only reduce their exposure to risk, but also enhance their reputation and social license to operate.
- One of the benefits of having responsible and sustainable business practices is that it can lead to increased brand reputation and customer loyalty. By ensuring that your business is environmentally friendly, socially responsible, and ethical, you can establish a positive image for your brand. Additionally, it can help you build a loyal customer base, as consumers are becoming increasingly aware of the impact of their purchasing decisions on the planet and society. By demonstrating a commitment to sustainability and

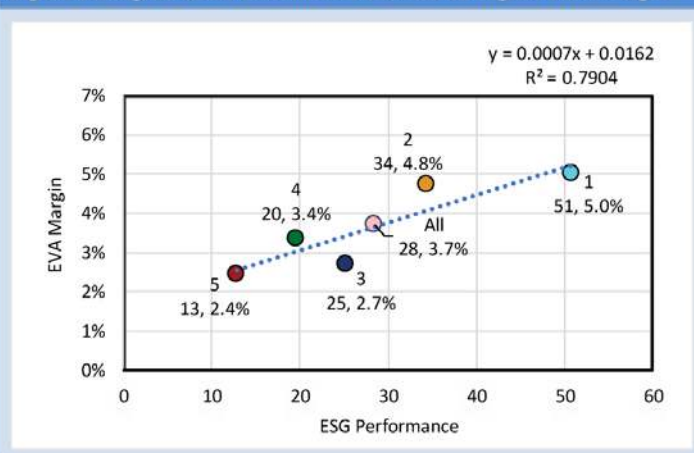
responsibility, you can attract and retain customers who share those values, leading to long-term business success.

- To attract and retain talented employees, companies must put in place policies and practices that align with their values. This includes offering benefits such as flexible work arrangements, opportunities for professional development, and a strong commitment to sustainability. By creating a workplace culture that values social and environmental responsibility, companies can not only attract and retain top talents but also improve their reputation and bottom line.
- There are numerous ways in which potential cost savings can be achieved through implementing ESG. One of the most effective ways is through increased efficiency. This can be done by optimizing processes, streamlining workflows, and automating tasks. Another way to achieve cost savings is by reducing waste. This can be done by improving inventory management, reducing overproduction, and implementing recycling programs. By taking these steps, businesses can achieve significant cost savings that can help them remain competitive in today's market.

Companies that prioritize ESG tend to perform better financially in the long run

Research has shown that companies that prioritize ESG tend to perform better financially in the long run. A study by [Harvard Business School found that companies with strong ESG performance had higher profitability and stock price performance compared to those with lower ESG performance](#). This suggests that ESG practices are not only important for ethical reasons, but also have tangible financial benefits.

Figure 1: Higher ESG Performance Related to Higher EVA Margin



Source: ISS ESG Corporate Rating data and ISS EVA (Investor Express).

Notes: Data is for 12/31/2018. EVA Margin is the trimmed average (20% outliers excluded) and ESG Performance is the average. EVA Margin equals $[(ROIC - \text{cost of capital}) * \text{invested capital}] / \text{sales}$. Alternatively, EVA Margin is $(NOPAT - \text{capital charge}) / \text{sales}$ and $(\text{sales} - \text{operating costs} - \text{capital costs}) / \text{sales}$. ESG Performance can range from 0 to 100 based on ISS's proprietary model. 1-5 are quintiles for sorts on ESG Performance.

"EVA = (return on capital minus WACC) times the amount of capital. This is equivalent to net operating profit after taxes less the amount of profit required by investors on their invested capital (WACC times IC0) and is also the same as sales minus operating costs minus capital costs. To scale EVA for comparisons, EVA is divided by sales to create EVA Margin."

Source: [ESG Matters \(harvard.edu\)](#)

In addition, ESG practices can help companies prepare for and adapt to changing regulatory environments and consumer preferences. Governments around the world are starting to implement stricter regulations on environmental and social issues, and companies that are not prepared may face financial and reputational risks.

- The European Union has been at the forefront of ESG regulation, with the adoption of the Sustainable Finance Disclosure Regulation (SFDR) in March 2021.

- In the United States, the Securities and Exchange Commission (SEC) has recently signaled an increased focus on ESG issues, including the development of a Climate and ESG Task Force to identify ESG-related misconduct. The SEC has also proposed new rules that would require public companies to disclose information about their climate-related risks and opportunities.
- In Asia, ESG regulations have been developing rapidly in recent years. Japan has adopted a Stewardship Code and a Corporate Governance Code that encourage institutional investors and companies to focus on ESG factors. China has also been taking steps to promote sustainable finance, including the issuance of green bonds and the development of ESG reporting guidelines. Singapore has adopted a Green Finance Action Plan that includes measures to promote green bonds and sustainable finance.

While the regulatory framework for ESG in Vietnam is still developing, Vietnam has been taking steps to promote sustainable finance and ESG investing.

- Guidelines for ESG reporting: The State Securities Commission of Vietnam (SSC) issued guidelines for ESG reporting in 2019, which encourage listed companies to disclose information about their environmental and social impacts, as well as their governance practices. The guidelines also recommend that companies adopt international ESG standards and report on their progress in implementing ESG policies.
- Green bond standards: In 2016, the Ministry of Finance issued regulations for green bonds, which provide standards for issuers and investors to ensure that proceeds from green bonds are used for environmentally sustainable projects. Vietnam's first green bond was issued in 2019.
- Sustainable finance roadmap: In 2020, the State Bank of Vietnam (SBV) released a sustainable finance roadmap, which outlines the country's plans to promote sustainable finance and ESG investing. The roadmap includes measures to develop green credit policies, promote green bond issuance, and establish a green finance market.
- Corporate governance code: Vietnam adopted a Corporate Governance Code in 2019, which includes principles related to board composition, risk management, and shareholder rights. While the code does not specifically address ESG issues, it is seen as a step towards improving corporate governance practices in the country.

Conclusion

It's important to recognize that implementing ESG practices can provide both financial and non-financial benefits to a company. While there may be some upfront costs associated with implementing ESG practices, the long-term benefits can outweigh these costs. By prioritizing ESG practices, companies can build a sustainable business model that benefits not only themselves, but also society and the environment.

A case study

Within our portfolio, Marou is an example of a chocolate production company that has successfully implemented ESG and made sustainability a core part of its business model. One of the most important factors to their success is sourcing good and high-quality sources of cacao. Thus, Marou values their farmers as their most important partners.

The company provides farmers with high-quality seedlings and teaches them how to grow cacao in the best way possible. They also pay their farmers beyond the fair-trade price, conduct in-depth R&D work, and organize multiple trainings and technical assistance for their farmers. These trainings cover working with nature, using organic fertilizer, permaculture, and agroforestry, as well as social aspects such as safety and heavy work.



The ESG mindset naturally radiates into other perspectives of Marou's operations, such as reusing packages and reducing energy consumption in the factory. From previous years, Marou realized that cacao bean shells, instead of being dumped in a landfill, could be reused as organic fertilizer. Thus, they started a project to bring all cacao bean shells to farmers, to be put back to the soil, on training trips. Not only does this save money in processing waste, but it also provides resources for Marou's crucial partners, the farmers. These practices have not only helped Marou become a leader in sustainable cacao, but have also led to brand loyalty and customer engagement. This demonstrates that ESG practices can lead to both financial and non-financial benefits.

Implementing ESG may seem daunting but how can I start?

ESG only is meaningful when it is tailored to each company's operation, to the highest focus of the company. Rather than approaching to ESG implementation as a compliance checklist, it is much better to first understand what ESG really stands for, the betterment of employees, protecting customers, protecting the environment that provides natural assets to the company. Those are the crucial "stakeholder" for the success of any organization.

6. CONTINUE OUR JOURNEY

An Impact-driven Fund



With our commitment to secure a sustainable future to the planet, we are launching the first impact fund that invests in sustainable land use sectors that promote nature-based solutions to mitigate and adapt to climate change through preserving and regenerating forests and soils in the Lower Mekong Region (Laos, Cambodia, and Vietnam).

We will invest in companies that incentivize farmers and land managers to adopt regenerative and climate-smart farming practice that improve soil health. As healthy soil plays a vital role in mitigating climate change, protecting and restoring ecosystems, food security and directly linked to the wellbeing of all plants, animals and humans.

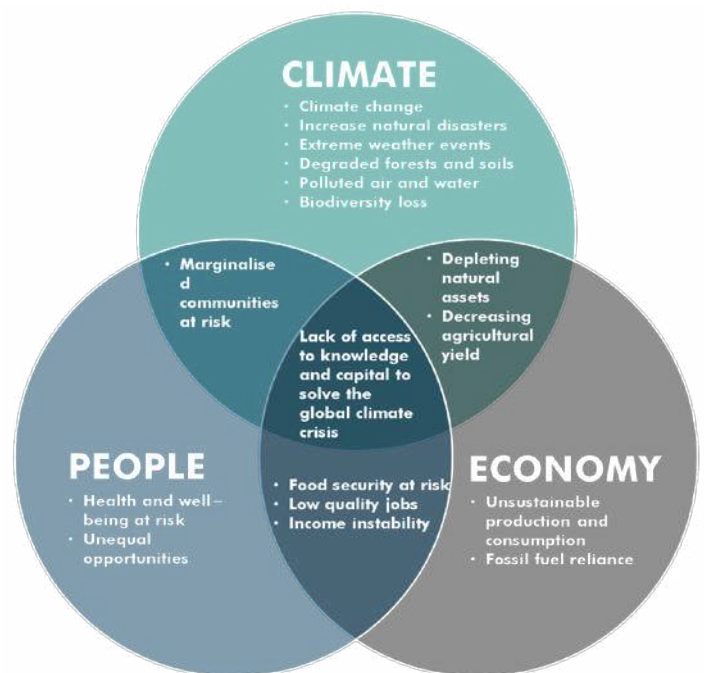
Our vision 2030 is that we cultivate a thriving, biodiverse ecosystem in the Mekong region via sustainable forestry and regenerative farming practices where farmers experience secured and fulfilled lives. We demonstrated that return is positively correlated to positive impact, which shifted mindsets and inspired others to be responsible for a green and healthy planet.

Sustainable prosperity is when current and future generations have equal opportunity to enjoy health, peace, stability, safety, nature, well-being, education and knowledge.

People have freedom to make choices in one's life, being with their loved ones and have access to the financial resources to provide for these in a way that doesn't come at a cost for future generations.

Sustainable Prosperity can only be achieved in consideration of all three pillars, Economy, Climate, and People. Through these lenses we identify the problems we want to solve with the impact fund.

Therefore, with this fund, the main problem we are trying to solve is the lack of access to knowledge and capital to solve the global climate crisis.



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Mekong Capital Sustainability disclosure

