

2025 Annual Report



EXECUTIVE PRESIDENT'S MESSAGE

On behalf of the Disability Youth Network Organization (DYNO), I wish to express my most profound gratitude to the many partners and individuals whose support has been the heartbeat of our progress in 2025. This year has demonstrated the power of collective action in bridging the digital and social divide for youth with disabilities in Cambodia.

To Our Strategic Partners and Donors: We extend our deepest appreciation to UNDP, UNICEF, and The International Disability Alliance (IDA) for their technical and financial support. Their contributions have been vital to our major initiatives, including the AI and Digital Literacy workshops, advocacy for Cambodia's NDC 3.0, and our participation in the National Biodiversity Strategy (NBSAP). A special and heartfelt thank you goes to the organizations that stood with us for World White Cane Day. We are incredibly grateful to Caritas Cambodia, Fred Hollows, Abodon Life International School (ALIS), and Cheang BAK Van Hong (CBVH). Your dedicated support ensures that the rights and mobility of the blind and visually impaired community are celebrated and protected. We are moved by the "Khmer Loves Khmer" spirit shown through our "One US Dollar" video campaign. To the many charities, private companies, and generous individuals—both in Cambodia and abroad—who contributed, your kindness is a powerful message of hope. Your donations are building a sustainable fund for the education and health of the disability community.

I want to personally thank our Chairman of the Board, Mr. Eu Ly, and our Governing Board for their strategic guidance and selfless volunteer support. Your leadership provides the foundation upon which we grow. Most importantly, I thank the DYNO management and staff for their tireless dedication. Your monthly financial contributions and daily hard work—from conducting university trainings to accessibility audits demonstrate a commitment that goes far beyond professional duty.

Finally, to the Organizations of Persons with Disabilities (OPDs) and our youth volunteers: thank you for your courage. Together, we are ensuring that the principle of "Nothing about us without us" is a reality




MR. NGIN SAORAT, EXECUTIVE PRESIDENT

Introduction: Who We Are and What We Stand For

ABOUT DYN0 WHO WE ARE?

The Disability Youth Network Organization (DYN0) is a youth-led network dedicated to bridging the digital and social divide for young people with disabilities in Cambodia. We emerged from a collective need to ensure that the "modern generation" of youth with disabilities is not left behind by the rapid pace of digitalization and globalization. What makes DYN0 unique is our collaborative model: we bring together youth with disabilities and their non-disabled peers to work as equals. By fostering "Digital Citizenship" and advocating for inclusive policies—from Artificial Intelligence literacy to National Climate Strategies—we ensure that the lived experiences of youth directly shape the programs we deliver. We are the advocates, the educators, and the digital pioneers of a new, inclusive Cambodia.

OUR VISION

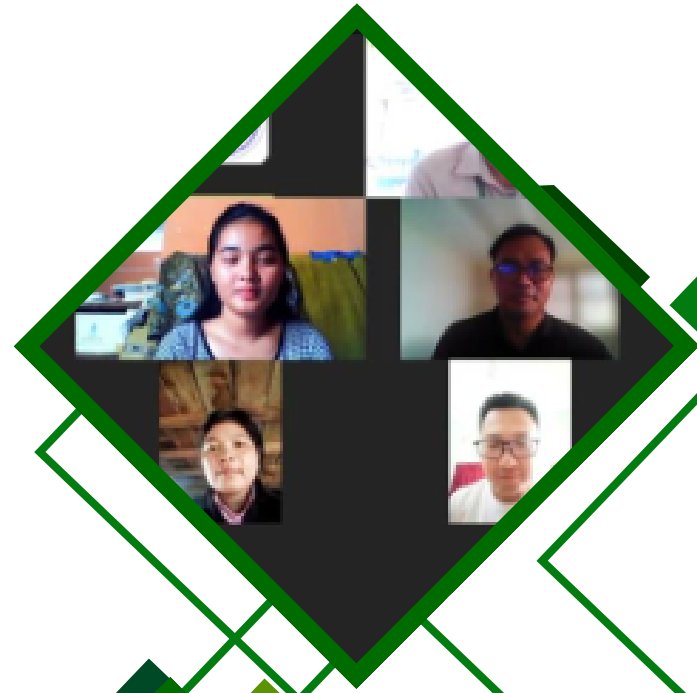
To create a future where the talent, potential, and leadership of youth with disabilities are fully recognized and integrated at every level of decision-making, ensuring a society where no one is left behind in the digital and social evolution.

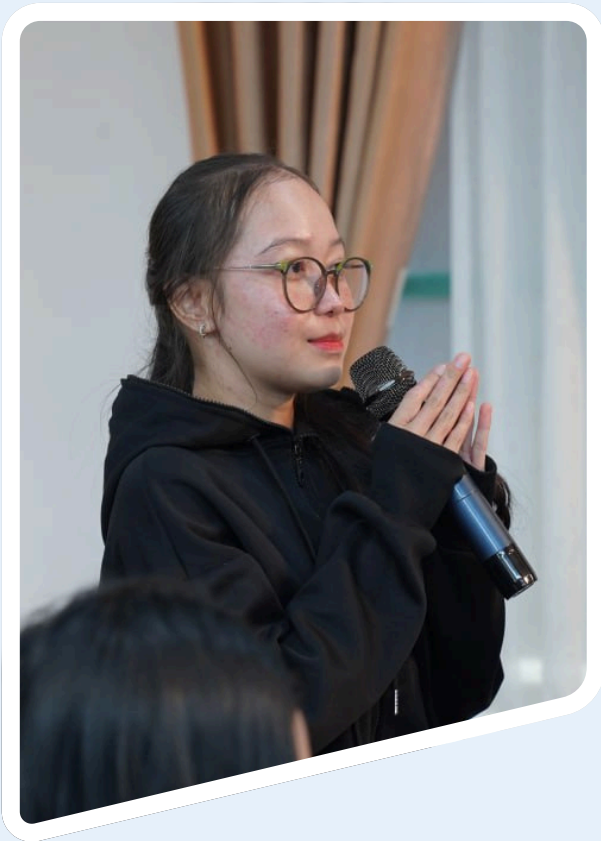
OUR MISSION

To empower a new generation of "Modern Leaders" by providing them with the tools, technology, and platforms necessary to navigate the complexities of the 21st century. We aim to:

- Foster digital literacy and AI expertise among youth with disabilities.
- Advocate for policy changes that guarantee 15% inclusion for the 15% of the population living with disabilities.
- Build a strong, sustainable network of youth who support one another in education, employment, and social advocacy.

In late March, the Disability Youth Network Organization (DYNO) took an important step toward narrowing the digital divide by hosting a two-day online workshop on the fundamentals of Artificial Intelligence. Held from March 29–30, the training brought together 13 young people with disabilities, including three young women, to explore the rapidly evolving role of AI in today's digital world. The workshop provided a clear and accessible introduction to how AI works, alongside practical guidance on using AI tools in everyday life. By the end of the session, a final survey reflected strong enthusiasm and urgency among participants, who expressed a clear desire to deepen their technological skills to ensure the disability community is not left behind. Beyond technical learning, the workshop served as a dynamic space for dialogue and reflection. Youth with and without disabilities shared concerns about digital accessibility and contributed ideas for DYNO's future programming. This exchange is essential to DYNO's growth, ensuring that its initiatives are guided by the lived experiences and priorities of the young people it serves. The training's impact is powerfully illustrated by the experience of Mr. Vann Audai, a young man who is totally blind and a wheelchair user. For Audai, the training fostered connection and hope, enabling him to engage directly with DYNO's management team. Inspired by the experience, he has since joined DYNO as a volunteer, marking an important step in his personal and professional development.





Complementing this policy-level engagement, DYN0 also strengthened the economic empowerment of youth with disabilities through a three-day online training held from April 28–30, 2025. This specialized course brought together 12 aspiring young leaders to explore the intersection of digital entrepreneurship and Artificial Intelligence (AI). Designed to bridge traditional business approaches with emerging digital solutions, the training emphasized practical, hands-on learning. Participants gained skills in using digital-

platforms and AI tools to develop, manage, and scale business ideas in an increasingly digital economy. The core mission of this training was to empower a new generation of "modern leaders" who can navigate the complexities of digitalization and globalization with confidence. By integrating AI into the curriculum, DYN0 ensured that these entrepreneurs are not just keeping pace with technology, but are actually staying ahead of the curve. The workshop focused on how AI can automate tasks, enhance marketing efforts, and streamline decision-making, giving participants the edge they need to compete in a global market while fostering a spirit of innovation that is essential for today's leadership.

Through to DYN0's commitment to diversity and inclusion, the training saw a strong representation of women and people with disabilities. Out of the 12 participants, eight were women, and five were youth with disabilities (including three women). This inclusive environment allowed for a rich exchange of perspectives, proving that when the right digital tools and knowledge are made accessible, everyone has the potential to lead. By the end of the three days, these 12 individuals emerged not just as students, but as digitally-empowered entrepreneurs ready to use their new skills to contribute to Cambodia's growing digital economy.

On April 22, 2025, representatives of the Disability Youth Network Organization (DYNO) participated in a key consultative workshop held at the Sunway Hotel in Phnom Penh, focused on strengthening social inclusion in the development of Cambodia's Nationally Determined Contribution (NDC) 3.0. Supported by UNDP, the workshop aimed to ensure that the perspectives of marginalized groups—including persons with disabilities, Indigenous Peoples, and the LGBTQI+ community—are meaningfully integrated into national climate policy.

The workshop functioned as a targeted capacity-building platform, equipping participants with a clearer understanding of the technical framework and objectives of the NDC. Through guided discussions and practical exercises, DYNO representatives and partner organizations enhanced their ability to formulate inclusive targets and indicators that respond to the lived realities of diverse communities. This knowledge is particularly valuable as Cambodia advances toward national consultation workshops in late April, followed by subnational consultations across the country.

A notable highlight for DYNO was the formal recognition of youth with disabilities' contributions to national development, symbolized by the organization's representative receiving a commemorative book from the Minister. This gesture underscored the growing acknowledgment of inclusive, youth-led engagement in climate governance.

The insights gained from this workshop will strengthen DYNO's ongoing advocacy, ensuring that Cambodia's climate action framework promotes equity, participation, and a sustainable future where no one is left behind.





On April 24, 2025, the Disability Youth Network Organization (DYNO) officially launched a new advocacy video titled "Let's Build a Future Where No One Is Left Behind." The video addresses the disproportionate impact of climate change

on persons with disabilities (PWDs) and serves as a call to action for more inclusive climate and emergency response systems in Cambodia. Rather than portraying PWDs solely as victims, the video highlights the structural and environmental barriers they face during climate-related disasters and underscores the urgent need for their inclusion in disaster preparedness, response, and environmental policy-making.

Designed as a strategic advocacy tool, the video targets the public, development partners, and government stakeholders, reinforcing the message that inclusive climate action is not optional but essential for building national resilience. Central to the video is the powerful slogan, "Nothing about youth without youth!" which emphasizes the leadership, agency, and innovative contributions of young people with disabilities in addressing climate challenges.

By amplifying lived experiences and youth-led perspectives, the video demonstrates that sustainable and equitable climate solutions can only be achieved when all voices are heard. This initiative reflects DYNO's continued commitment to ensuring that youth with disabilities are recognized as key stakeholders and active leaders in shaping Cambodia's climate-resilient future.

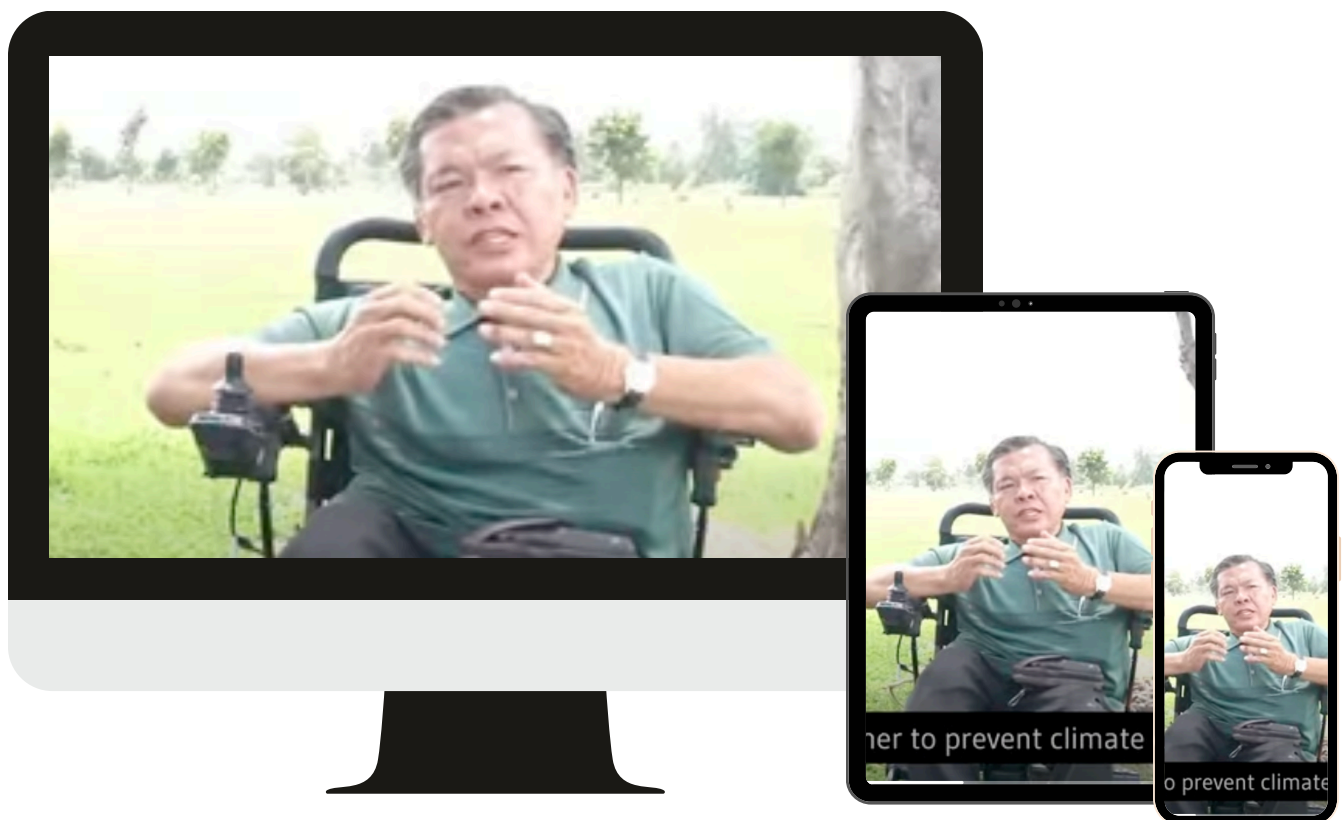
the Inception Workshop for Cambodia's Nationally Determined Contribution 3.0 (NDC 3.0), held at the Cambodiana Hotel in Phnom Penh. Organized by the Ministry of Environment's General Department of Policy and Strategy in partnership with UNDP, the workshop marked a significant milestone in advancing Cambodia's national climate agenda. The session presented progress in the formulation of NDC 3.0, outlined the implementation timeline, and reviewed preliminary climate measures proposed by key sectoral stakeholders. For DYNO, this high-level engagement provided a critical opportunity to ensure that emerging climate strategies are inclusive and responsive to the needs of marginalized groups, particularly youth with disabilities. Through active participation in discussions on sectoral priorities and draft measures, DYNO representatives gained valuable insights into Cambodia's approach to addressing climate challenges and identifying entry points for inclusive advocacy.

A notable highlight of the workshop was the official ceremony during which DYNO's representative received key NDC documents directly from His Excellency the Minister of Environment.

This gesture reflected growing recognition of the role of youth with disabilities in shaping national sustainability and climate resilience efforts. DYNO extends its sincere appreciation to His Excellency the Minister for this honor and acknowledgment. Participation in the NDC 3.0 inception process represents more than attendance—it provides a strategic roadmap for DYNO and its partners to advocate for the "15% for the 15%" inclusion standard, ensuring that persons with disabilities are meaningfully integrated across all climate sectors. DYNO remains committed to continued collaboration with the Ministry of Environment and UNDP to ensure inclusive climate action as Cambodia advances toward its green development goals.



On June 9, 2025, the Disability Youth Network Organisation (DYNO) officially launched a compelling video campaign focused on the urgent mission of achieving "Zero Waste and Plastic-Free" communities. This production was designed to highlight that the fight against climate change is a collective responsibility, specifically calling for all young people—regardless of ability—to unite in reducing plastic consumption. By showcasing youth with disabilities at the forefront of environmental advocacy, the video challenges the misconception that environmentalism is an exclusive space, proving instead that every individual has a vital role to play in mitigating pollution and protecting our planet's future. The primary goal of this initiative is to demonstrate to the public, donors, and the government that the plastic crisis is a deeply held concern within the disability community. We want to make it clear that Persons with Disabilities (PWDs) are not just observers of environmental issues; we are active, innovative contributors to the solution. By leading these conversations and implementing zero-waste practices, DYNO is showing that when we engage all types of youth in climate action, we create a more inclusive and effective path toward a cleaner, greener Cambodia for everyone.



MR. EU LY, BOARD DIRECTOR OF DYNO, PROMOTED ZERO WASTE AND PLASTIC-FREE CAMPAIGN

On October 23, 2025, the Disability Youth Network Organization (DYNO) and representatives from the disability sector participated in a virtual review meeting concerning the National Biodiversity Strategy and Action Plan (NBSAP), alongside UNDP, the Ministry of Environment, and other vulnerable groups. DYNO sincerely appreciated the commitment to an inclusive consultation process, which provided a vital platform to address the intersection of disability rights and environmental policy. The core message emphasized the necessity of embedding disability inclusion not merely as an add-on, but as a foundational principle across the entire NBSAP lifecycle—from the initial target setting and design phase right through to implementation and robust monitoring and evaluation. This proactive and continuous engagement is considered crucial for guaranteeing that the "leave no one behind" commitment is truly realized within the country's biodiversity framework. The discussion went beyond general inclusion, offering specific, actionable recommendations supported by global human rights standards. Participants thoroughly discussed utilizing international frameworks, particularly the UN Convention on the Rights of Persons with Disabilities (UNCRPD), the Sustainable Development Goals (SDGs), and the Bernin Declaration, to inform and strengthen the targets. A key point of focus was the imperative to include indicators that specifically measure the participation and benefit-sharing of women and girls with disability. By integrating disaggregated data points—distinguishing by age, sex, and disability status—the NBSAP can ensure accountability and track progress, moving closer to its vision of an Inclusive Biodiversity framework that genuinely builds a society for all.



On October 30, 2025, a representative from the Disability Youth Network Organization (DYNO) participated in a high-level consultation workshop dedicated to finalizing the National Targets and Indicators for the National Biodiversity Strategy and Action Plan (NBSAP) Update. Hosted by the Ministry of Environment with the vital support of the Global Environment Facility (GEF) and the UNDP, this session was a critical step in aligning Cambodia's environmental conservation efforts with global biodiversity standards. For DYNO, the workshop represented an essential opportunity to ensure that the protection of our natural world goes hand-in-hand with the protection of the rights of all citizens.



During the session, DYNO successfully advocated for the inclusion of specific, measurable indicators designed to fully embed disability issues within NBSAP Target 23. By pushing for these concrete metrics, our network ensured that the National Biodiversity framework does not just mention inclusion in passing, but holds stakeholders accountable for making conservation efforts accessible and beneficial to people with disabilities. We extend our heartfelt thanks to the Ministry of Environment, GEF, and UNDP for providing this valuable platform, allowing our youth network to help shape a truly inclusive and sustainable future for Cambodia's biodiversity.

Advancing Access to Published Works On December 25, 2025, representatives from the Disability Youth Network Organization (DYNO), Mr. Vorn Chea and Mr. Vann Oudai staff participated the Consultation workshop on Cambodia's process of acceding to the Marrakesh treaty organized by UNDP which was hosted in Cambodiana hotel.



for following purpose: Sharing this convention to relevant partners about its benefits and challenges of ratify on Marrakesh convention in aiming to facilitate to print for totally blind and low vision Collect idea from participants on useful, and challenges of member of Marrakesh convention Feedback and recommendation from participants on how to solve challenges of law, technical word, and institution for the party member and convention implementation. Follow up work on the suggestion to join as party member on Marrakesh convention to national intellectual property management committee for the upcoming



The workshop convened a diverse group of key stakeholders including: The Ministry of Culture and Fine Arts (MCFA), The Disability Action Council (DAC), and OPDs.

The primary focus of the workshop was the strategic implementation of the Marrakesh Treaty. The treaty aims to facilitate access to publish works for

individuals who are blind, visually impaired, or print-disabilities. A central theme of the dialogue was ensuring that accessible formats are provided efficiently without infringing upon established copyright laws. The Ministry of Culture and Fine Arts expressed a formal commitment to the initiative. The Ministry pledged to collaborate closely with the Ministry of Foreign Affairs and the Disability Action Council to elevate this proposal to the Council of Ministers (Cabinet). This collaborative effort serves as a formal request for Cambodia to officially become a State Party to the Marrakesh Treaty.

On May 2, 2025, representatives from the Disability Youth Network Organisation (DYNO) participated in a high-level meeting for the Global IT Competition Committee for Cambodian Youth with Disabilities (GITC CYD). Held at the Ministry of Social Affairs, Veterans, and Youth Rehabilitation and supported by the Disability Action Council, the meeting served as a crucial platform to prepare and finalize Cambodia's participation in the upcoming international challenge. This committee ensures that young Cambodians with disabilities have the structural support and resources needed to represent the nation on a global stage, highlighting the ministry's commitment to digital inclusion.

One of the proudest outcomes of this initiative was the selection of our dedicated youth volunteers to compete in South Korea. Among them was Mr. Srey Christa, who represented DYNO with excellence. Reflecting on his journey, Christa noted that while the team may not have returned with medals this time, the experience itself was a profound victory. He described the competition as an invaluable lesson that has prepared him and his peers for future success. His participation proves that with the right opportunity, Cambodian youth with disabilities can compete at the highest international levels of technology. Digital knowledge is essential for our growth.

"Whether or not you win a prize, learning AI and digital skills is the key to ensuring that no young person, regardless of their physical ability, is left behind in the future." — Mr. Srey Christa

Inspired by his time in Korea, Mr. Srey Christa has become a vocal advocate for digital literacy among his peers. He emphasized that in the modern world, digital skills are the most important tools for the next generation of leaders, while actively motivating other young people to embrace Artificial Intelligence and new technologies. His message is clear: whether or not you win a prize, learning AI and digital skills is the key to ensuring that no young person, regardless of their physical ability, is left behind in the future.



On June 5-6, 2025, the Disability Youth Network Organisation (DYNO) management team successfully hosted a dynamic leadership and public speaking training session for a diverse group of 20 young people. Bringing together 10 young women and 10 young men from various provinces, the workshop united youth with and without disabilities in a shared mission of personal growth. The core of the training was designed to empower these individuals with the confidence to speak their truth and the skills to lead with purpose. Throughout the two days, participants explored the fundamental qualities of effective leaders and examined different leadership styles, gaining a deeper understanding of how to inspire change within their own communities.

The energy throughout the session was vibrant, culminating in an overwhelming sense of success as the training drew to a close. It was truly inspiring to witness the participants grasp complex leadership concepts so quickly and, more importantly, voice a genuine commitment to putting these principles into action in their daily lives. The atmosphere was one of mutual respect and shared ambition, proving that when barriers are removed, young people of all abilities are ready to step up and take charge of their futures.

Beyond the formal lessons, the workshop served as a vital space for connection, allowing youth from different backgrounds to build a supportive network that will last far beyond the classroom. The concluding Q&A session was a highlight of the event, showcasing the students' enthusiasm and their readiness to embrace new leadership roles. Many participants shared that the training provided exactly the "spark" they needed to pursue their future aspirations, leaving us at DYNO confident that the next generation of Cambodian leaders is more capable and inclusive than ever before.



GROUP PHOTOS AND THE ACTIVITIES OF THE TRAINING

SUCCESS CASE STUDIES

MR. VANN AUDAI: FROM ISOLATION TO FREEDOM

At 22 years old, Mr. Vann Audai's life underwent a profound transformation through his engagement with DYNO. Before joining the network, Audai described his life as living in a "prison of care," where his parents' over-protectiveness inadvertently stripped him of his rights and social participation. The turning point came when DYNO provided him with a platform to attend workshops and raise his voice for the first time. Through the strategic intervention of Mr. Saorath and Mr. Touch from ADD, who met with his mother to advocate for his independence, Audai finally gained the freedom to join social works. Empowered by a deep understanding of the UNCRPD, he has evolved from a secluded young man into a recognized disability expert. His achievements now include collaborating with the Cambodia Academy of Digital Technology (CADT), where he shares his expertise with Master's students. Audai credits his success to the unwavering support of the DYNO staff, specifically mentioning Mr. Vorn Chea for assisting with his travel, proving that with the right support system, youth with disabilities can lead and inspire change.



SUCCESS CASE STUDIES

MISS BUTH THAVOTA: SHATTERING STEREOTYPES

At just 19 years old, Miss Buth Thavota's journey with the Disability Youth Network Organization (DYNO) is a powerful example of how exposure and inclusion can shatter deep-seated stereotypes. When Thavota first joined the team, she was a quiet and shy young woman, hesitant to step into leadership roles. Today, she serves as a confident Project Officer on Education for DYNO, proving that passion and the right environment can transform a person's professional and personal outlook. Before her involvement with the network, Thavota admits that she held common misconceptions about the disability community. "In the past, I thought that persons with disabilities (PWDs) could not do anything for themselves and had to rely entirely on the support of their parents or siblings," she reflects. However, working side-by-side with her colleagues at DYNO completely changed her perspective. She witnessed firsthand the talent, intelligence, and resilience of her peers. "In fact, it is not like that at all," she says. "If they are given the opportunity, they can do many things, often outperforming expectations." Now, as a DYNO officer, Thavota is known for her friendly nature and her proactive support for staff with disabilities during workshops and training sessions. She has transitioned from a shy observer to a brave advocate who ensures that the educational programs she manages are inclusive and accessible.



SUCCESS CASE STUDIES

MR. SREY CHRISTA: A VISION FOR DIGITAL EXCELLENCE

At 19 years old, Mr. Srey Christa is a shining example of how technology can level the playing field for youth with disabilities. A student at a special education school, Christa has developed exceptional IT skills that led him to represent Cambodia on the international stage during a prestigious competition in South Korea. His journey with the Disability Youth Network Organization (DYNO) began through the recommendation of his peer, Mr. Vann Audai, is highlighting the power of youth-to-youth networking. For Christa, DYNO is more than just an organization; it is a platform for leadership and representation. He has become a vital contributor to DYNO's outreach efforts, specifically supporting the Disability Podcast initiative. Christa firmly believes that public awareness is the key to change. "Raising awareness about the rights of persons with disabilities and the policies that protect us is essential," he says. By sharing his voice through digital media, he aims to educate the public and act as a role model for other young people. Looking toward the future, Christa carries a bold vision: he expects to see a dedicated association that specifically represents blind youth, ensuring their unique challenges and talents are addressed at a national level. By working with DYNO, he is already building the foundation for that dream, supporting his fellow youth and proving that a disability is never a barrier to global excellence.



SUCCESS CASE STUDIES

MISS PEOU SOPHANY: LEADING WITH LITERATURE

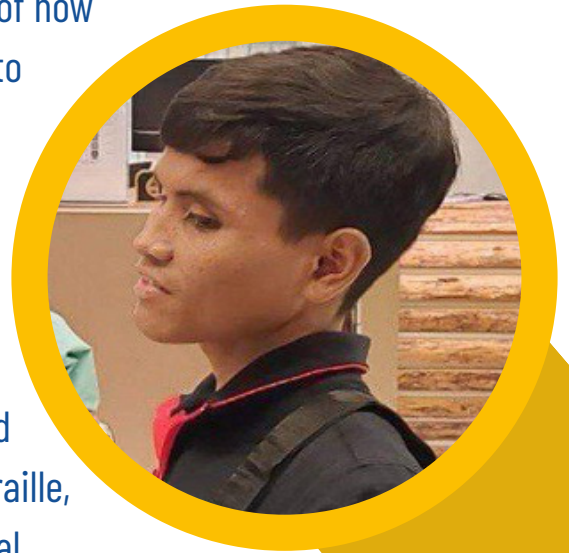
At 40 years old, Miss Peou Sophany brings a wealth of academic and professional prestige to the Disability Youth Network Organization (DYNO). A wheelchair user who holds a Master's Degree in Khmer Literature, Sophany is a celebrated Khmer author for television, using her storytelling skills to shape national culture. Beyond her writing, she is a dedicated advocate for health and network support for women, making her a vital pillar of the DYNO community. Sophany's decision to join the DYNO movement stems from her belief in the power of representation. As a representative for women with disabilities within the network, she has actively participated in high-level workshops, including those focused on Climate Change and Disability Inclusion. Her presence ensures that the intersectional challenges faced by women—such as health access and environmental vulnerability—are prioritized in national dialogues. Her vision for the future is clear and ambitious. "My dream is for the DYNO women's group to become a strong, independent force and a role model for all of society," she says. Sophany views DYNO not just as an organization, but as a transformative movement. She describes it as the premier platform for bridging the gap between youth with and without disabilities in Cambodia, fostering a culture of mutual respect and shared progress. By combining her literary influence with her passion for advocacy, Miss Peou Sophany is helping to write a new, inclusive chapter for Cambodia's future.



SUCCESS CASE STUDIES

MR. SOM THEARA: THE PATH OF AN INCLUSIVE PSYCHOLOGIST

At 21 years old, Mr. Som Theara is a remarkable example of how academic discipline and specialized skills can intersect to create a profound social impact. Currently a first-year Psychology student at the Royal University of Phnom Penh (RUPP), Theara has dedicated his extracurricular energy to serving as a Project Officer on Digital Initiatives for the DYNO blind youth team. As a youth who is totally blind, Theara brings an essential first-hand perspective to his work. He has achieved a mastery of Braille, which he views not just as a tool for reading, but as a vital bridge between traditional literacy and the digital future. Theara's journey with DYNO has been one of mutual growth. While he has learned extensively from the organization's advocacy and leadership programs, he has also contributed his own high-level expertise to national projects. Specifically, he has collaborated with the Cambodia Academy of Digital Technology (CADT) team, sharing his deep knowledge of Braille and accessibility needs to help design new digital initiatives specifically for the blind. He is passionate about passing on these skills, actively teaching Braille to other persons with disabilities to ensure no one is left behind. His vision for the future is closely aligned with the mission of DYNO: he strongly believes that the establishment of a dedicated Blind Youth Association is essential for creating a unified and powerful voice in society. "I believe that through DYNO, blind youth will become strong and finally be able to raise their voices and claim their rights in the community," he says. Theara expresses his sincere gratitude to the DYNO management for the opportunity to join this transformative movement, where his psychological insights and technical expertise as a totally blind leader are helping to build a more inclusive Cambodia.



Building Partnerships and Strengthening Network

STRATEGIC PARTNERSHIPS AND HIGH-LEVEL ENGAGEMENT

Throughout 2025, DYN0 has actively cultivated strategic partnerships with government ministries, international organizations, academic institutions, and civil society to advance disability inclusion across multiple sectors.

PROVINCIAL ADVOCACY

1

On September 16, 2025, Mr. Eu Ly, Chairman of the Board of the Disability Youth Network Organisation (DYN0), traveled to Kampong Thom province to participate in a high-level provincial meeting. Organized by the Disability Action Council (DAC) and coordinated by the Provincial Department of Social Affairs, Veterans, and Youth Rehabilitation (PoSVY), the gathering served as a vital platform for sub-national advocacy. The primary goal was to disseminate information regarding disability rights and to raise awareness among local authorities about the specific, often invisible, challenges that persons with disabilities face in rural and provincial settings



2

UNICEF COLLABORATION

On the afternoon of October 30, 2025, the leadership of the Disability Youth Network Organization (DYN0) was honored with an exceptionally warm reception at the UNICEF Cambodia headquarters in Phnom Penh. Meeting with UNICEF Chief Dr. Lisa and her dedicated team, the session was held in a fully inclusive environment, reflecting a shared commitment to accessibility. During the discussion, DYN0 President Mr. Ngin Saorath detailed the journey of establishing our network and underscored the urgent need for a multi-sectoral approach to support children, youth, and women with disabilities, such as healthcare, inclusive education, climate change adaptation, and technology as vital pillars, while emphasizing that accurate research data is essential to address the community's needs effectively.

CADT PARTNERSHIP

3

On November 10, 2025, the Management Committee of the Disability Youth Network Organisation (DYNO) held a landmark strategic meeting with the leadership of the Cambodia Academy of Digital Technology (CADT). This high-level dialogue focused on the critical alignment between national disability laws and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) within the tech sector. By discussing these legal frameworks, both organizations reaffirmed their commitment to ensuring that Cambodia's digital transformation is not only innovative but also fully compliant with international human rights standards for accessibility. A major highlight of the partnership is the immediate opportunity for youth empowerment, as DYNO has been invited to select five talented youths with disabilities to participate in CADT's specialized digital training programs.



4

UNDP ENGAGEMENT

On December 1, 2025, the Board of Directors, Executive President, and staff of the Disability Youth Network Organisation (DYNO) had the high honor of hosting a delegation from the United Nations Development Programme (UNDP) at our headquarters. The meeting welcomed Mr. Amir Goraya, Governance Shift Lead, and Mr. Song Sit, Project Coordinator for Disability Inclusion, providing a valuable opportunity for UNDP leadership to gain firsthand insight into DYNO's mission and daily operations. During the visit, our team led a tour of the office, showcasing the key activities and youth-led initiatives that drive our movement toward a more inclusive and accessible Cambodia. The core of the discussion focused on identifying the most urgent concerns currently facing persons with disabilities (PWDs) and the broader disability sector in Cambodia.



EUROPEAN UNION

On November 25, 2025, the management team of the Disability Youth Network Organisation (DYNO) held a high-level strategic meeting with a delegation from the European Union (EU). The primary focus of the discussion was the presentation of DYNO's comprehensive ten-year strategic plan, alongside a deep dive into future cooperation between our network and the EU. Both parties explored how the next generation of EU-funded projects in Cambodia can better integrate disability inclusion as a core component, moving beyond traditional assistance toward a model of active participation and leadership for youth with disabilities. The dialogue identified three key pillars for future collaboration: Climate Change, Social Enterprise, and dedicated EU development projects.





Income by Varous donor from philanthropists,2025

No	Date	CATEGORIES	Amount	Percentage
1	Mar-Dec.25	Monthly Staff Contribution to DYNO	\$315.00	3%
2	Mar-Dec.25	Private Sector	\$1,625.00	16%
3	Oct,2025	NGO donation	\$2,200.00	22%
4	Nov,2025	Personal Charity	\$3,545.03	35%
5	Dec,2025	Materials donation for displacements for Khmer-Thai conflict	\$2,500.00	25%
Grand TOTAL			\$10,185.03	100%

Summary Expense for March-December,2025

No	Date	Description	Expense	Other
1	Mar-Dec-25	Monthly Office rental for two months(Nov-Dec) and booking for 1month	\$ 750.00	
2	Mar-Dec-25	Electricity and water sanitation fees.	\$ 6.90	
3	Mar-Dec-25	Expense for Office repairing	\$ 307.56	
4	Mar-Dec-25	Office materials: notebooks, pens, papers, crono, paper clips, stamp ink, toner, tissue,	\$ 113.00	
6	Mar-Dec-25	Domand and Zoom meeting	\$ 228.87	
7	Mar-Dec-25	Travel and Gasoline cost for staffs to participatories in the wokshop/meeting with donor or partners	\$ 200.00	
8	Mar-Dec-25	Expense for Breakface,Lunch,Dinner for Board/staff meeting	\$ 200.00	
9	Mar-Dec-25	Expense for DYNO's activites	\$ 995.64	
10	Mar-Dec-25	World white cane day	\$ 3,865.04	
11	Mar-Dec-25	Expense for materials for displacements for Khmer-Thai conflict	\$ -	\$ 2,500.00
Total			\$ 6,667.01	

Income by Varous donor from philanthropists,2025

