



ACLEDA INSTITUTE OF BUSINESS

The Institute for your successful professional career



Annual Report
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ACLEDA INSTITUTE OF BUSINESS

The Institute for your successful professional career

Bachelor's Degree Associate's Degree Major: Finance and Banking

- ✓ Apprenticeships with ACLEDA Bank Plc.
- ✓ Scholarship opportunities and study awards
- ✓ Study with lecturers who have a professional knowledge and skills
- ✓ Higher opportunities in recruitment process with partners
- ✓ Good environment with modern learning materials



AIB Offers a 4-year Scholarship

Quality Ethics Employability Professional

ACLEDA INSTITUTE OF BUSINESS (AIB) is officially recognized by the Royal Government of Cambodia, with reference to Sub-Decree No. 13 ANKr.BK, dated January 25, 2016 and registered as a higher education institution. AIB's mission is to provide education and training services for Associate's Degrees, Bachelor's Degrees, and Master's Degrees via its Department of Business Administration, for students majoring in Finance and Banking.

Vision

Our Vision is to be the leading business school with the highest quality standards to develop future generations to support the socio-economic development of Cambodia and the region.

Mission

Our mission is to provide students and professionals with a superior quality of higher education services and professional training in business education to help build their: Knowledge, Professional Skills, Experience, Ethics, Networking in order to enhance their professional careers.

We will at all times observe the highest principles of ethical behaviour, respect for a diverse and multi-cultural society, laws and regulations, and the environment.

This report has been prepared and issued by the Centre of Marketing and Relations to whom any comments or requests for further information should be sent

ACLEDA INSTITUTE OF BUSINESS: #1397, Phnom Penh - Hanoi Friendship Blvd., Phum Anlong Kngan, Sangkat Khmuonh, Khan Saensokh, Phnom Penh, Kingdom of Cambodia.



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ACLEDA INSTITUTE OF BUSINESS



EDUCATIONAL AND TRAINING PROGRAM OF THE ACLEDA INSTITUTE OF BUSINESS

Academic Curriculum

The ACLEDA INSTITUTE OF BUSINESS (AIB) fulfills a crucial role in higher education through its Department of Business Administration, for students majoring in Finance and Banking with emphasis on higher quality instruction and morality for participants.



1. Bachelor's Degree.



2. Associate's Degree.

Training Programs for External Organizations and the Public

The ACLEDA INSTITUTE OF BUSINESS provides a diverse range of training courses that combine knowledge, skills, and attitude - delivering the "know-how" and the "show-how". Currently, seven training programs are offered to customers from external organizations, which include the following:



1. Yearly Training Calendar.



2. Tailor-made Training.



3. Study Visit Program.



4. Inclusive Financial Sector Program.



5. Skills Development Training for Students and the Public.



6. On-the-Job Training.



7. General English Program (GEP).



8. English for Specific Purposes (ESP).

Training Programs for Staff of ACLEDA Bank Plc

The ACLEDA INSTITUTE OF BUSINESS has also been playing a crucial role in building capacity for ACLEDA Bank's staff to contribute towards the Bank's success over the years. Presently, we have four training programs for ACLEDA Bank staff as follows:



1. New Recruit Training.



2. Introductory Training.



3. Skills Development Training.



4. Training of Trainers.

INITIAL DEVELOPMENTS SINCE THE ESTABLISHMENT OF AIB

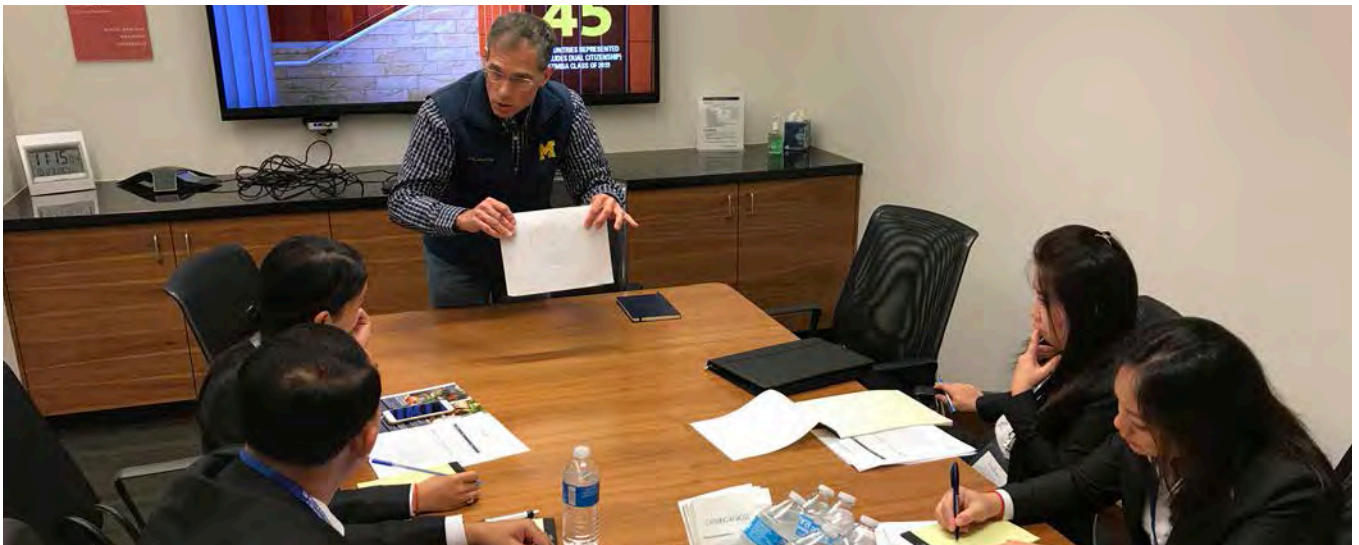
After legally becoming the ACLEDA INSTITUTE OF BUSINESS (AIB) on January 24, 2016, the institute expanded its scope through a USD 39,669,075 investment to build a new international-standard campus on a 7.5 hectare plot of land in Phnom Penh. This major landmark underscores AIB's serious commitment in education to ensure that the core values and philosophy of the institute will be publicly displayed with quality, ethics, employability and professionalism. By late 2017, 40.7% of construction was completed, while the official inauguration ceremony is planned to take place during the fourth quarter of 2018.



ACLEDA INSTITUTE OF BUSINESS Ground Breaking Ceremony, situated in #1397, Phnom Penh - Hanoi Friendship Blvd., Phum Anlong Kngan, Sangkat Khmuonh, Khan Saensokh, Phnom Penh.

To develop and maintain a high quality of education, and with the consultation of senior education specialists from the International Financial Corporation (IFC), the ACLEDA INSTITUTE OF BUSINESS worked collaboratively with the William Davidson Institute at the University of Michigan in the United States of America to conduct an in-depth study and evaluation of AIB's operations and achievements. The study was designed to provide strategic recommendations and advice to AIB in order to help the Institute achieve its vision as a "Leading Business School" with the highest quality standards to develop future generations who will support the socio-economic development of Cambodia and the region.

Following the study, AIB's Managing Director led a delegation on an exposure visit to the Ross School of Business (RSB) at the University of Michigan. Delegation members explored how a world-class business school operates, while they examined the underlying strategy of RSB and how RSB's strategic principles and practices could be profitably translated into AIB's stated goals and future development.



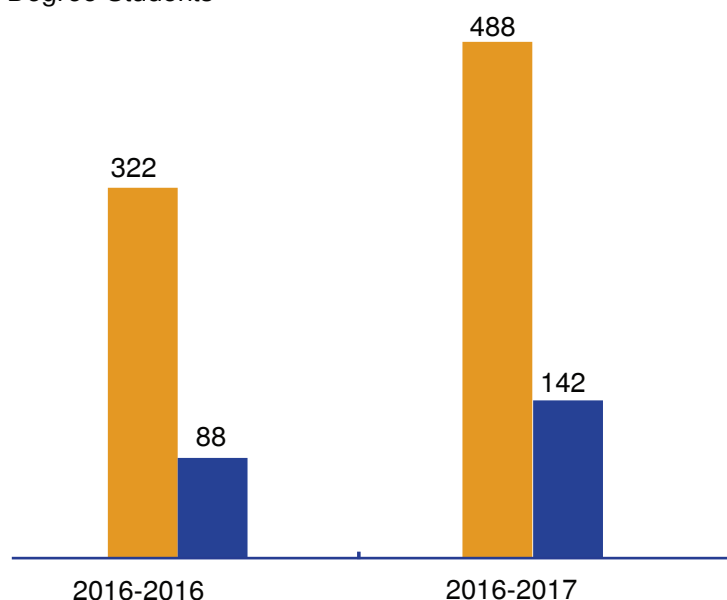
ACLEDA INSTITUTE OF BUSINESS Managing Director leads a delegation on a study visit to the Ross School of Business (RSB), University of Michigan.

EDUCATION AND TRAINING ACHIEVEMENTS

A) Academic Program Students

Types of Students	2016-2016	2016-2017
Bachelor's Degree Students	322	488
Associate's Degree Students	88	142
Total Students	410	630

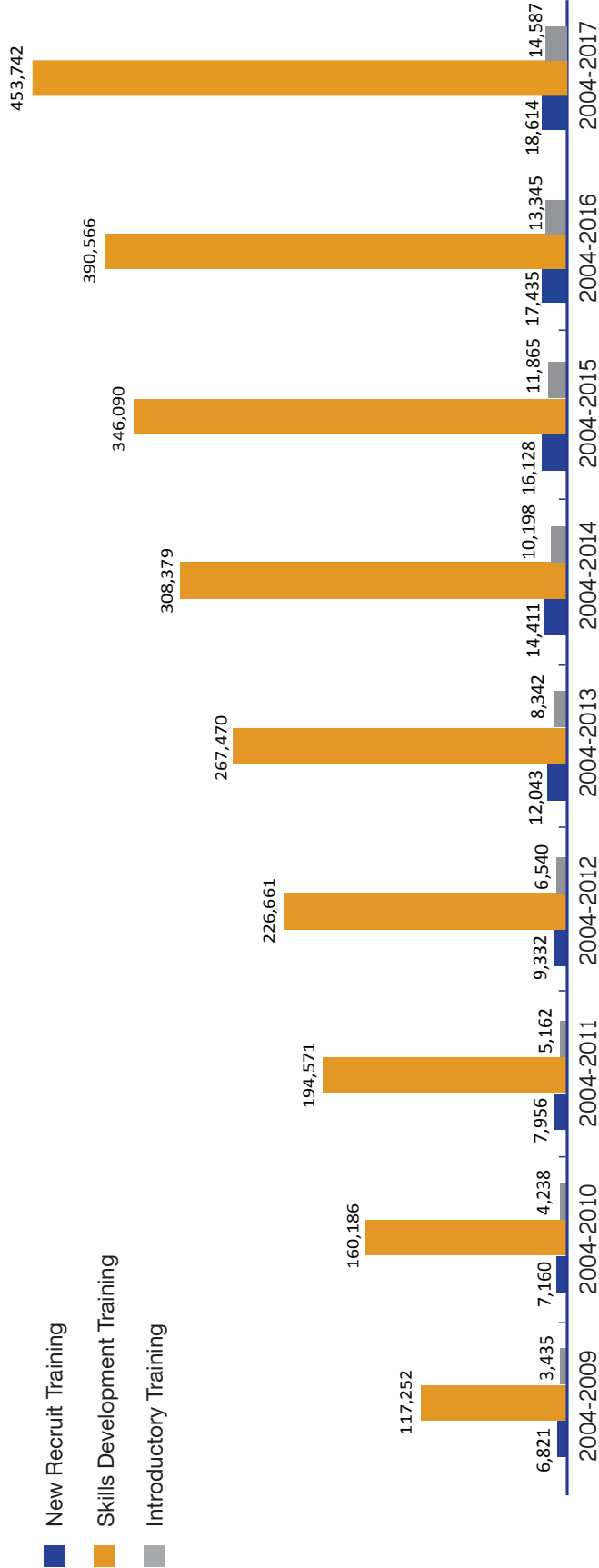
■ Bachelor's Degree Students
■ Associate's Degree Students



Activities on Willingness training for successful learning to ACLEDA INSTITUTE OF BUSINESS students.

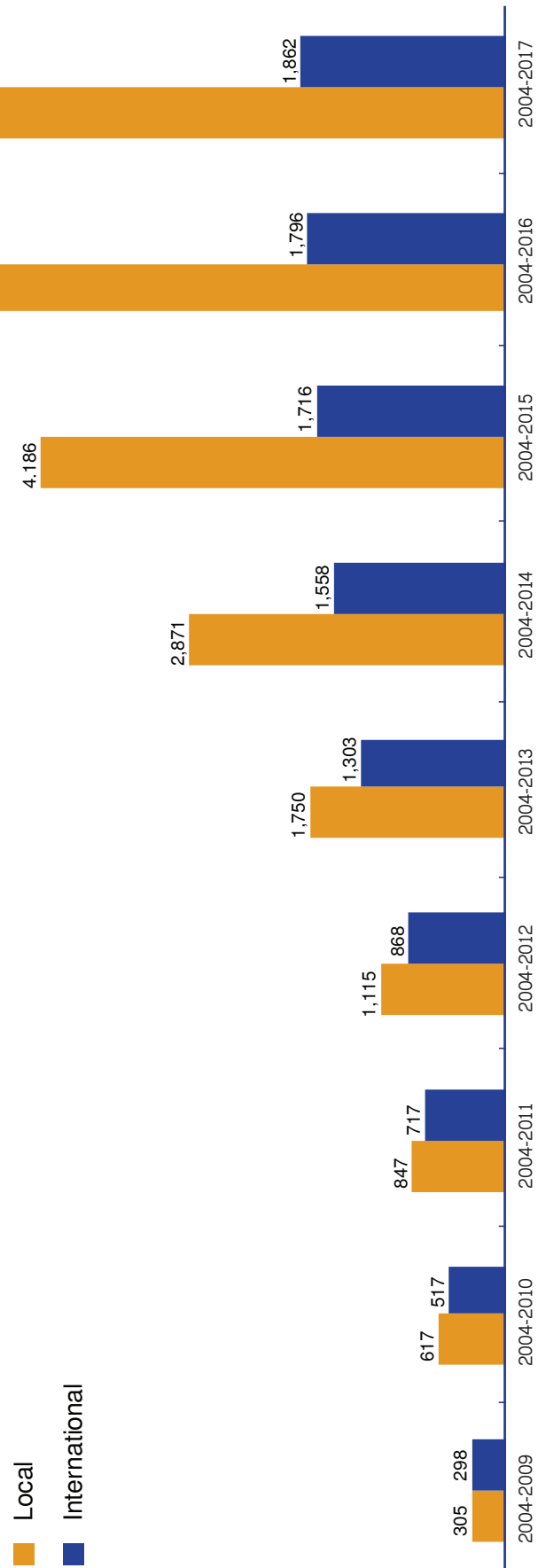
B) ACLEDA Bank Staff Participants

Types of Training Courses	2004-2009	2004-2010	2004-2011	2004-2012	2004-2013	2004-2014	2004-2015	2004-2016	2004-2017
New Recruit Training	6,821	7,160	7,956	9,332	12,043	14,411	16,128	17,435	18,614
Skills Development Training	117,252	160,186	194,571	226,661	267,470	308,379	346,090	390,566	453,742
Introductory Training	3,435	4,238	5,162	6,540	8,342	10,198	11,865	13,345	14,587
Total Participants	127,508	171,584	207,689	242,533	287,855	332,988	374,083	421,346	486,943



C) Participants from Other Organizations and non-Bank Students

Types of Participants	2004-2009	2004-2010	2004-2011	2004-2012	2004-2013	2004-2014	2004-2015	2004-2016	2004-2017
Local	305	617	847	1,115	1,750	2,871	4,186	4,968	5,726
International	298	517	717	868	1,303	1,558	1,716	1,796	1,862
Total Participants	603	1,134	1,564	1,983	3,053	4,429	5,902	6,764	7,588



FINANCIAL RESULTS

Unit in US\$	31/12/17 Audited	31/12/16 Audited	31/12/15 Audited	Change (%) ¹
Financial Results				
Assets	27,649,131	26,605,949	16,767,694	3.92%
Liabilities	6,624,507	5,742,957	701,299	15.35%
Share Capital	17,805,000	17,805,000	12,805,000	0.00%
Shareholders' Equity	21,024,624	20,862,992	16,066,395	0.77%
Gross Income	2,611,969	2,006,735	2,375,862	30.16%
Profit before Income Tax	140,088	(226,245)	359,159	161.9%
Net Profit after Tax	161,632	(203,403)	287,009	179.46%
Earnings Per Share	0.009	0.00	0.02	0.00%
Dividend ²	0.00	0.00	0.00	0.00%

¹ From 31/12/16 to 31/12/17

² Dividend was not distributed from net profit after tax (ACLEDA Bank, parent company, holds 100% of ACLEDA INSTITUTE OF BUSINESS 's share capital)



Meeting of the Board of Directors of the ACLEDA INSTITUTE OF BUSINESS.



Meeting of the Executive Committee of the ACLEDA INSTITUTE OF BUSINESS.

HIGHLIGHTS OF 2017

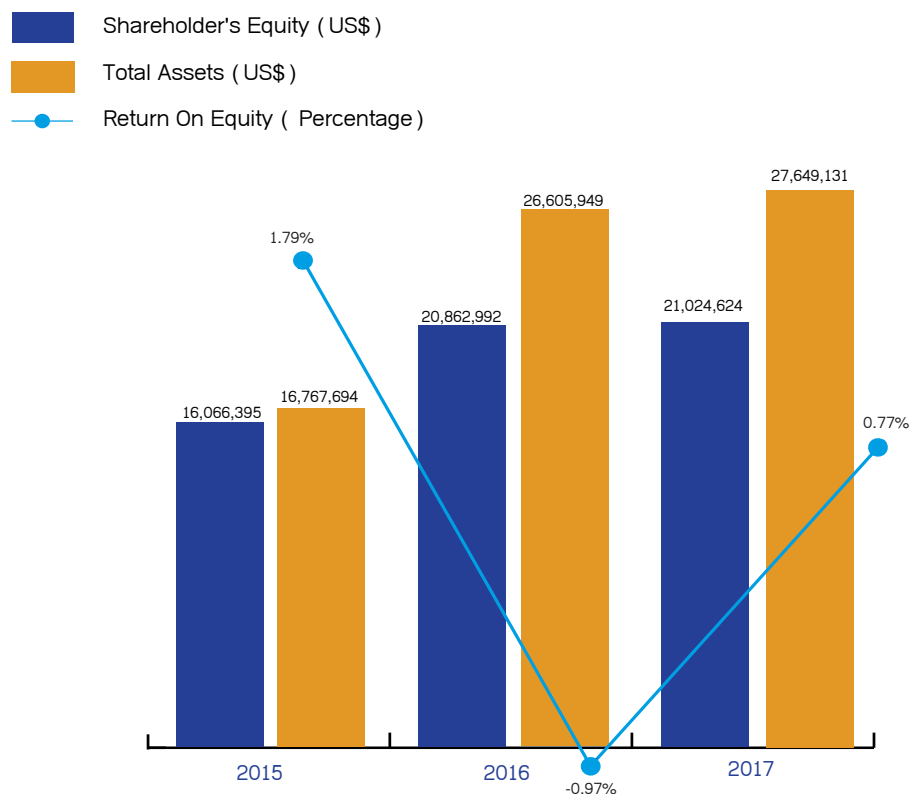
- Assets rose 3.92% to US\$27,649,131
- Net Profit after Tax increased by 179.46% to US\$161,632.
- Shareholder's Equity grew by 0.77% to US\$21,024,624
- Conducted 6,176 training courses for 65,597 participants for ACLEDA Bank staff.
- Conducted 2 training courses for 9 participants for the management of ACLEDA Bank's overseas subsidiaries.
- Conducted 33 training and experience sharing sessions for Microfinance regulators, supervisors and practitioners totaling 732 participants.
- Conducted 7 Skill Development training courses for 83 graduate students.
- Conducted 40 General English Program (GEP) courses for 428 participants for ACLEDA Bank's staff and the general public.
- Conducted 28 Academic program classes for 630 students.



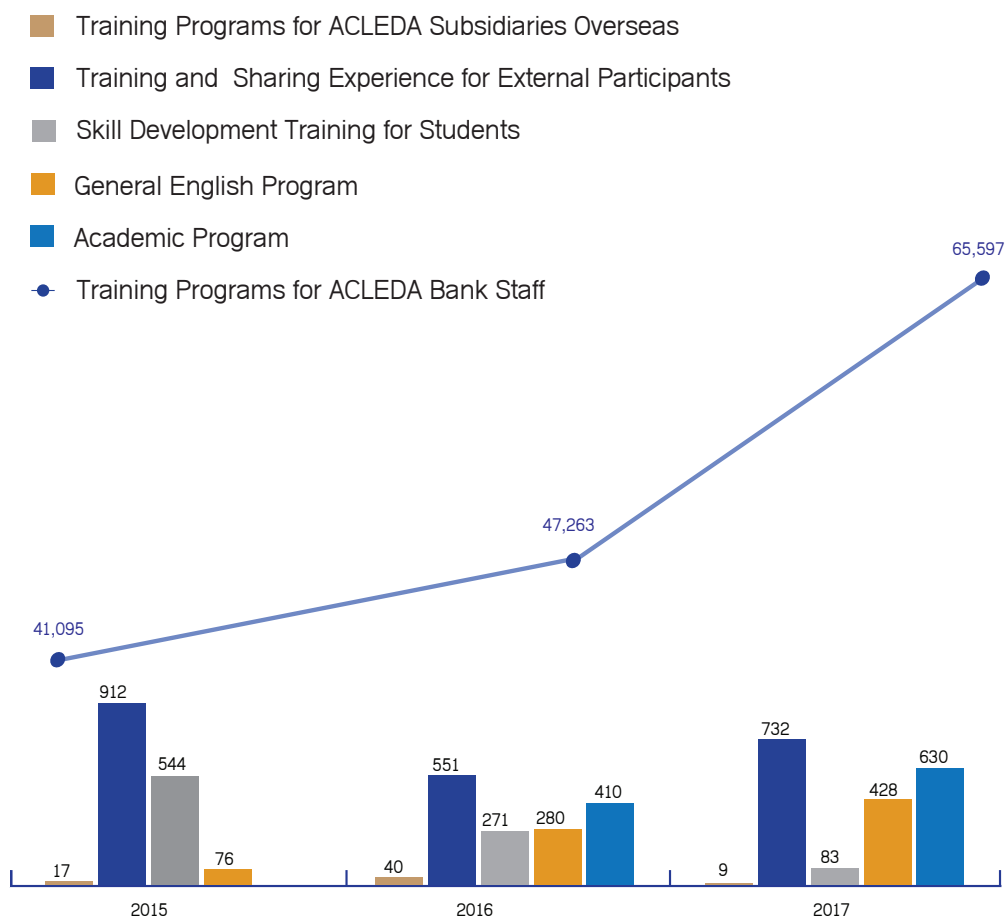
ACLEDA INSTITUTE OF BUSINESS students attend a lecture by Dr. In Channy.

PERFORMANCE

Total Assets/Shareholders' Equity VS Return on Equity



Number of Participants



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ACLEDA INSTITUTE OF BUSINESS and Central Park (Cambodia) School sign a Memorandum of Understanding on the collaboration for educational service promotion and benefits for students.



Delegate from the Ross School of Business (RSB), University of Michigan, learn about the operations of ACLEDA INSTITUTE OF BUSINESS.

CHAIRWOMAN'S REPORT



Dr. SO Phonnary

Chairwoman

With the remarkable growth of the education sector in Cambodia, the ACLEDA INSTITUTE OF BUSINESS (AIB) is very well positioned to participate in and support major reforms in the coming years. We are keen to encourage lifelong learning and experience sharing with local and international educational and vocational training networks. Enhancing the qualifications of faculty including professional knowledge, ethics, pedagogy and proper motivation, especially strengthening institutional governance, is a strategy that has been and continued to be pursued based on AIB's Vision and Mission statements. The Kingdom of Cambodia is among those countries with annual high economic growth rates, which only buttresses the ACLEDA INSTITUTE OF BUSINESS' commitment to play an active role in developing sufficient and high quality human resources to meet the current and expected future demands of the country and the region.

Cambodia Educational Sector in 2017

In response to the country's desire to achieve an upper middle-income status by 2030 and as part of efforts to solve the human resource skills gap while diversifying industrial growth, the Ministry of Education, Youth and Sport (MoEYS) has introduced reforms to provide qualified education and basic skills to youth so that they can positively embrace their future. The Royal Government of Cambodia wishes for the young generation to have good qualification, to gain knowledge, soft skills and life skills, and a commitment to support sustainable community development.

In 2015, after having reload grand 12 national exam, MoEYS launched visionary educational reforms based on Five Pillars, including:

- 1) Implementation of Teacher Policy Action Plan
- 2) Introduction of Inspections
- 3) Student Learning Assessment
- 4) Review of Curriculum and Basic Textbooks and
- 5) Reform of Higher Education.

The areas of reforms for Higher Education Institutes (HEIs) include:

1) ensure inclusive and equitable quality education and promote lifelong learning opportunities for all through the strengthening of student selection mechanism, formulating a policy framework on higher education, accrediting higher education, improving teaching mechanisms and promoting research

2) ensure effective leadership and management of faculty at all levels through promoting governance in HEIs, and capacity development of HEIs' officers.

MoEYS has reached the end of the Education Strategic Plan 2014-2018 mandate aligned with the National Development Plan 2014-2018 of the 5th Legislative Assembly of the National Assembly. Policies, strategies, programs and priority clusters of activities of

MoEYS are now set to achieve sustainable development goals by 2030.

By the end of 2017, there have been 121 higher educational institutions in the Kingdom. 48 are public institutions and 73 are private, with operations spread across 20 provinces and in the Phnom Penh city, under the supervision of 16 ministries. Seventy-three institutions (13 public and 60 private) are under the supervision of the Ministry of Education, Youth and Sport in which 38 higher educational institutions provide post-graduate programs.

The number of educational staff at higher education level is 14,960 (18.63% female) including 4,877 teachers or 32.60% with Bachelor's Degrees (1,615 or 33.11% female); 8,805 teachers or 58.85% with Master's Degrees (1,061 or 12.05% female) and 1,278 teachers or 8.54% with Ph.D./Doctorate Degrees (112 or 8.76% female).

There are 207,434 students (female 48.37%) who are currently studying in higher education institutes pursuing a full range of advanced degrees in which 173 are foreign students (67 or 38.73% female) whereas 161 are scholarship students (60 or 37.27% female). There are 20,570 students (female 51.06%) in Associates's Degree programs; 165,359 students (female 47.87%) in Bachelor's Degree programs; 20,272 students (female 22.21%) in Master's Degree programs, and 1,222 students (female 5.16%) are pursuing Ph.D./ Doctorate Degree programs.

Achievements of ACLEDA INSTITUTE OF BUSINESS in 2017

The Board is responsible for formulating strategies and overseeing the business operations of the ACLEDA INSTITUTE OF BUSINESS to ensure good corporate governance and increase benefits to shareholders, employees and the community at large. In this regard, the Board of Directors has continuously offered new ideas, support and motivation to adhere to the principles of good governance and ethical behavior, and respect for society, the law and the environment.

To ensure the sustainable business operations of the ACLEDA INSTITUTE OF BUSINESS, regular Board of Directors meetings (face-to-face) were arranged four times a year, while some other extraordinary

Board meetings were arranged and held at the request of over one-third of the Board members. The extraordinary meetings were conducted in person, via electronic means or by telephone.

Main activities of the Board of Directors in 2017 include:

- Reviewed monthly progress reports on all operational aspects; quarterly financial reports; advised and set action plans for management of the ACLEDA INSTITUTE OF BUSINESS in order to achieve better results.
- Approved a New Logo & Seal of the ACLEDA INSTITUTE OF BUSINESS.
- Approved the appointment of Dr. Ung Sam Olas as a member of the Board of Directors; the representative of AIB's faculty; and a member of the Board Academic Affairs Committee.
- Approved Terms of Reference (ToR) for the Board Academic Affairs Committee (AACO).
- Approved the criteria for profit incentives for the Managing Director of AIB.
- Approved the Corporate Governance Policy and Conflict of Interest Policy.
- Approved an inflation rate of 2.9% for AIB.
- Approved the Business Plan for 2018-2022, Phase II.
- Accepted the resignation letter from Board Member Dr. Dy Samsideth.
- Approved a decision to maintain Dr. Dy Samsideth as the Chairman of the Board Academic Affairs Committee (AACO) whereas this committee is considered as the Advisory Council/arm of the Board.
- Approved the schedule for conducting periodical reviews of the Vision, Mission, and Goal Setting of the ACLEDA INSTITUTE OF BUSINESS.
- Approved a budget proposal to support a consultancy project with the William Davidson Institute (WDI) at the University of Michigan to support AIB's Academic Development Program.



H.E. Dr. Hang Chuon Naron, Minister of Ministry of Education, Youth, and Sport with Dr. So Phonnary and Management of ACLEDA INSTITUTE OF BUSINESS.

- Approved a decision authorizing the Managing Director and Chairperson of Board to be the co-signees on AIB's Degree Certificates.
- Approved changes in membership of the Board of Directors, and representatives of AIB's faculty on the Board.
- Approved principle and endorsed to Shareholders the investment in ACLEDA Myanmar Microfinance (AMM) up to 1%.
- Approved and recommended Shareholders approval an equity investment in AIB in the amount of US\$2 million, a senior loan for the campus project for US\$4 million in 2018 and a senior loan for US\$1 million in 2019.
- Approved AIB's new Organizational Chart which includes 1) Renaming the Public Relations Office as the Marketing and Communications Office; and, 2) Changing the title of "Deputy Managing Director and Head of Planning and Finance Office" to be "Deputy Managing Director and Chief Financial Officer".
- Approved setting the new Vision of AIB.
- Approved the nomination of Dr. Phon Narin as Managing Director of AIB.
- Approved the nomination of AIB's current acting Managing Director to assume the new position as Deputy Managing Director & Director of Academic Affairs.
- From a financial perspective, in 2017 which is the early stage of its higher education operations, the ACLEDA INSTITUTE OF BUSINESS made a profit of US\$161,632 while total assets increased by 4% to US\$27,649,131 and Shareholders' equity increased by 1% to US\$21,024,624. The Operating Efficiency Ratio decreased from 72.33% to 60.35% and the ratio of income from external training (both local and international) plus other income to total income increased from 17.36% to 22.47%.

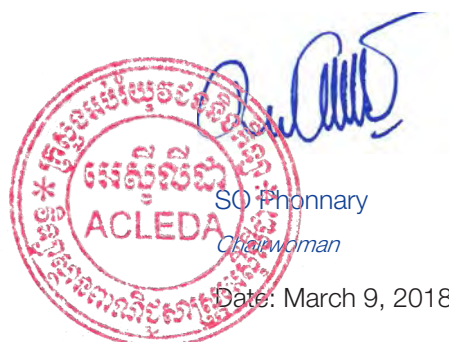
Main strategic plans for 2018

- To achieve 2018 targets, the ACLEDA INSTITUTE OF BUSINESS has set priority strategies as follows:
- Continue to enhance business operations management of the ACLEDA INSTITUTE OF BUSINESS in order to ensure good corporate governance and increase benefits to shareholders, employees, and the community at large.
- Continue to strengthen adherence to all policies and encourage the development of operating manuals to ensure an accurate, complete and timely business administration. This will be done in accordance with the development of the parent company and the market to ensure compliance with national and international laws, particularly in line with the reform plan of the Ministry of Education, Youth and Sport which is our supervisory authority.
- Promote and strengthen the culture of quality, transparency and zero tolerance in compliance with the parent company and to become a role model in the sector.
- Ensure management, the governing Board and faculty follow the highest standards of academic ethics and students are required to commit to a Code of Honor.

- Build the largest network with reputable institutes/universities in the region.
- Transform AIB's library to become the best possible resource and networking center.
- Be true to the vision of superior quality education. Distinguish the company in the market as a highly ethical, highly disciplined educational institute that honors exceptional academic and professional standards.

On behalf of the Board of Directors of the ACLEDA INSTITUTE OF BUSINESS, I would like to express my highest regards and grateful thanks to our parent company ACLEDA Bank Plc., customers, students and guardians, the public, and local and international partners, especially the Royal Government for supporting and trusting the ACLEDA INSTITUTE OF BUSINESS' mission to provide education and training services so far. Moreover, I would like to extend my sincere appreciation to all members of the Board of Directors as well as the management and staff of the ACLEDA INSTITUTE OF BUSINESS for their commitment to successfully perform their work and for their numerous accomplishments last year.

Last but not least, I wish you and your family great success, good health and a prosperous life.



SO Phonnary
Chairwoman
Date: March 9, 2018

Managing Director's Report



Mr. CHHAN Ponloeu

Managing Director

Achievements in 2017

Training Management

With the official recognition of the establishment of the ACLEDA INSTITUTE OF BUSINESS (AIB), and extensive progress made on the completion of AIB's new International standard campus, management, faculty and staff at all levels continue on a path to push multiple developments designed to provide the highest quality educational services possible. With numerous challenges on the road ahead, we remain both deeply committed and confident that our efforts will be appreciated by not only our students and their parents but also equally by our authorizing government entity, the Cambodian Ministry of Education, Youth and Sport. It is with both humility and great pride that we work every day for "The Institute You Can Trust!"

To meet the career development needs of our student body and future alumni, we remain committed at all times to sustain a positive learning environment, using state-of-the-art facilities, a qualified faculty employing international standard curriculum, backed by superior student service so as to enhance students' knowledge, professional skills, ethical foundations and networking acumen.

- Revised and updated the Employee Training & Development Operating Manual and the training curriculum for new and existing staff by working with all concerned divisions and departments of the parent company. By doing so, we aim to ensure that AIB employs the most up to date policies and curriculum in line with new trainee's needs as well as the new developments of ACLEDA Bank Plc.
- Provided training of trainer courses to 147 new trainers (63 new trainers at HQ level, 75 new trainers at branch level and 9 new trainers at AIB), so that they would be able to contribute to enhance the quality and effectiveness of AIB's training programs in response to new developments as well as the current demands of both internal and external customers.
- Organized and provided 6,175 training courses to 65,459 trainees who came from ACLEDA Bank and its subsidiaries. On average, in 2017 each employee of ACLEDA Bank Plc. attended a training course five times per year.
- Renewed and signed additional Memorandum of Understanding (MoUs) with 68 partners (as of December 2017) including banks, microfinance institutions, credit operators, educational institutions and other private companies, with the goal of creating more job opportunities for students who successfully complete skill development courses at the ACLEDA INSTITUTE OF BUSINESS.
- Continued sharing successful experiences of ACLEDA Bank Plc. with students and other institutions by organizing 40 training courses and workshops for 815 participants who came from other local and international banks, MFIs,

NGOs and private companies.

Academic Affairs

- Conducted a series of workshops as part of a "Professional Development Program" for 42 ACLEDA faculty members with the purpose of developing their professional teaching skills while assuring the quality of educational services delivery.
- Assigned 10 people, including management and relevant skilled officers to attend five training courses and workshops, which were organized and conducted by MoEYS and the Cambodian Higher Education Association (CHEA) in order to keep AIB updated and to assure the institute's on-going compliance with relevant educational directives.
- Sent a four-person delegation on an exposure visit to the Ross School of Business (RSB) at the University of Michigan to examine how a world-class business school operates, and to appreciate how RSB's strategic principles and practices can be profitably translated into AIB's stated goals and future development.
- Signed a USD13 million loan agreement from the International Finance Corporation (IFC), of which USD5 million was utilized to support the construction of an institute meeting international standards.
- At the end of 2017, E&A Consultants completed a full environmental and social impact assessment (ESIA). The ESIA report and an application letter were submitted to the Ministry of Environment for consideration and approval in principle. The approval process was 90% completed at year end.
- Up to December 31, 2017, 39.20% of the entire work of AIB's construction project undertaken by the PISNOKA International Corporation was completed. Details of the progress includes: administration building--completed 36%, school building #1--completed 43%, school building #2--completed 39%, library--completed 43%, and dormitory--completed 42%. The construction price increased from USD 18,260,000 (original price) to USD 18,301,558. The increased amount of USD 41,558.39 (including VAT 10%) was due to the need to change the foundation for school building #2.
- In order to promote and contribute to the educational sector and the national interest, the ACLEDA INSTITUTE OF BUSINESS with the full collaboration of ACLEDA Bank Plc. provided eight student loans with low interest rates and a favorable grace period of repayment. Accordingly, this provides a valuable opportunity for students who are not able to pay tuition fees to study at the ACLEDA INSTITUTE OF BUSINESS.
- AIB signed a revised Memorandum of Understanding (MoU) with ACLEDA Bank Plc. to allow students to undertake apprenticeships and/or participate in study tours at both ACLEDA Bank headquarters and branch offices.
- AIB received official permits based on MoEYS provisions and license No. 02/2017 for its higher education service promotion.
- Registered 217 students to study in the Academic Year 2017-2018, including 54 students in the Associate's Degree program and 163 students in Bachelor's Degree program. AIB also offered various scholarships to 23 students: Type A (100% with USD4,800 stipend), Type B (100%), Type C (50%) and Type D (25%).
- Received an endorsement from the Board of Directors to Shareholder on a request for an additional capital injection of USD2 million and a Shareholder long-term loan of USD5 million in order to support AIB's campus construction project.

Operational Results in 2017

- Total Assets increased from US\$ 26,605,949 to US\$ 27,649,131.
- Shareholders' Equity grew from US\$ 20,862,992 to US\$ 21,024,624.
- Operating Efficiency Ratio decreased from 72.33% to 60.35%.
- Ratio of external training income plus other income to total income increased from 17.36% to 22.47%.
- Net Profit for the year was US\$ 161,632.
- Training Programs for Employees of ACLEDA Bank Plc. in 2017:

- New Recruit Training	31 courses	1,179 participants
- Introductory Training	1,059 courses	1,242 participants
- Skill Development Training	5,083 courses	63,029 participants

- Training of Trainers (New Trainers)	3 courses	147 participants
• Training Programs for Employees of ACLEDA Bank Plc.'s overseas subsidiaries:		
- On-the-job Training	1 course	1 participant
- In-class Training	1 course	8 participants
• Training Programs for Other Institutions:		
- Training Workshop for local institutions	29 courses	675 participants
- Study Visit for International Visitors	4 courses	57 participants
• Skill Development Training for Students	7 courses	83 participants
• Undergraduate Program		
- Bridging Course	38 classes	764 students
- Associate's Degree	7 classes	142 students
- Bachelor's Degree	21 classes	488 students
• General English Program	4 0	unnecessary expenses on materials and utilities usage to
classes 428 students		maintain an Operating Efficiency Ratio of less than 49%.

Strategic Priorities for 2018 and Beyond

- Continue investing in human resources development through additional capacity building for management, faculty and relevant professional staff both knowledge/skills and foreign language proficiency so that the human resources of the ACLEDA INSTITUTE OF BUSINESS can perform their work in a professional manner, with quality, efficiency, and high productivity to ensure the provision of superior quality educational and training services.
- Increase student enrolment by adding more majors and develop each curriculum to meet international quality standards.
- Recruit more faculty having successful experiences with ACLEDA Bank and build up their teaching capacities with pedagogies to transform them to become the proficient lecturers within AIB's academic program as soon as possible.
- Study the needs and criteria of accreditation bodies, both domestic and regional, to help AIB prepare for applications to those accreditation bodies.
- Remain true to AIB's vision of superior quality education. Distinguish AIB in the market as a highly ethical, highly disciplined educational institute that honors exceptional academic and professional standards.
- Develop new training services and increase the sales volume of non-internal training services to external participants and students with the goal of achieving 44% of revenues from non-internal training activities.
- Increase the effectiveness of cost management and reduce

Finally, we would like to express our tribute and profound appreciation to students and their guardians, customers, our parent company, the Board of Directors, the advisory council, management, senior faculty, lecturers, staff at all levels, as well as national and international partners, and in particular the Royal Government of Cambodia who has given trust and provided warm support to the ACLEDA INSTITUTE OF BUSINESS mission to generate human resources development.

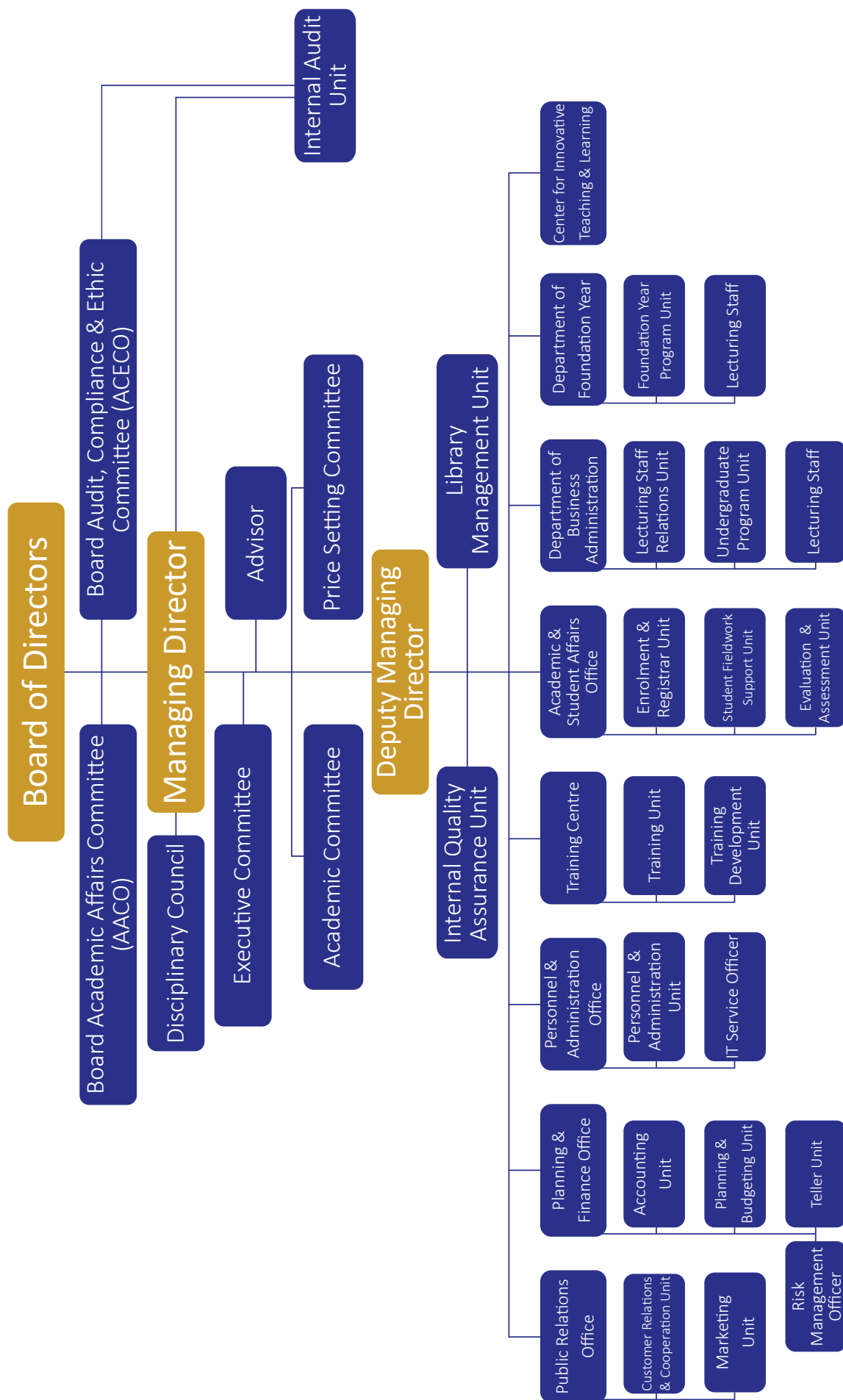
We wish you and your family happiness, prosperity, and



CHHAN Ponloeu
Managing Director

Date: December 31, 2017

ORGANIZATIONAL CHART



SHAREHOLDER

Dr. IN Channy

Shareholder Representative



ACLEDA INSTITUTE OF BUSINESS is a Single Member Private Limited Company registered under the Regulations of Commercial Rules and Register Law of the Kingdom of Cambodia. The registered office of the ACLEDA INSTITUTE OF BUSINESS is located at #50, Corner of Street# 516 and 335, Phum 6, Sangkat Beung Kak I, Khan Tuol Kork, Phnom Penh, Kingdom of Cambodia. The Center's shares are held 100% by ACLEDA Bank Plc as the parent company, and represented by Dr. In Channy.

The Shareholder is the owner of the ACLEDA INSTITUTE OF BUSINESS. The shareholder shall have full rights to approve strategies, but the shareholder shall not have rights over the direct management of these affairs; otherwise, the shareholder may delegate these responsibilities to the Board of Directors through statements in the Memorandum and Articles of Association of the ACLEDA INSTITUTE OF BUSINESS.

ACLEDA Bank Plc.,

ACLEDA Bank Plc. is a public limited company, formed under the and Financial Institutions Law of the Kingdom of Cambodia. Originally, it was founded in January 1993, as a national NGO for micro and small enterprises' development and credit.

ACLEDA Bank Limited was licensed by the National Bank of Cambodia as a Specialized Bank on October 7, 2000. On December 1, 2003, ACLEDA Bank, once again, was licensed by the National Bank of Cambodia as a Commercial Bank to enable it to provide full banking services according to the needs of the customers and the market and it was renamed ACLEDA Bank Plc.

At the end of December 2017, ACLEDA Bank Plc had a network of 261 branches, total staff of 12,456 and total assets of US\$ 5,244.37 million.

For more information, please visit website: www.acledabank.com.kh

Cambodian. Born June 1960. Dr. In Channy is the President and Group Managing Director of ACLEDA Bank Plc. since it was established as a bank in 2000. He became a member of the Board of Directors of ACLEDA Bank Plc. in September 2014. He was one of the founders of the Association of Cambodian Local Economic Development Agencies (ACLEDA) in January 1993.

As President of the Executive Committee he leads the Executive Management Team which is responsible for overall strategic planning and running the day-to-day business of ACLEDA Bank Plc. and its Group as well as implementation of its business plan. He is directly accountable to the Board of Directors.

His other responsibilities within the Group include Chairman of ACLEDA Bank Lao Ltd. and ACLEDA MFI Myanmar Co. Ltd., Shareholder Representative for ACLEDA Bank Lao Ltd., ACLEDA Securities Plc., ACLEDA INSTITUTE OF BUSINESS, ACLEDA MFI Myanmar Co., Ltd., and ACLEDA Properties Ltd. He is also the Chairman of ACLEDA Financial Trust.

Outside ACLEDA Bank and its Group, he is the Chairman of Cambodia-Japan Association for Business and Investment (CJBI). He is the Member of the Government Subcommittee for Corporate Governance. He represents ACLEDA Bank Plc. as one of the Members of the World Economic Forum.

He completed an Executive Course on Financial Institutions for Private Enterprise Development (FIPED) at Harvard University, USA in 1998. He holds a Doctorate of Business Administration and is also a Graduate of the Australian Institute of Company Directors (GAICD).

BOARD OF DIRECTORS

The Board of Directors shall be elected for three (3) year terms by the shareholder representative to act for the shareholder. According to the Memorandum and Articles of Association, it certifies that the Board of Directors shall consist of three (3) compositions and:

- The Board of Directors is responsible for determining the strategy of the ACLEDA INSTITUTE OF BUSINESS and for supervising the conduct of its business affairs. Its members shall act in the best interests of the ACLEDA INSTITUTE OF BUSINESS.
- The powers of the Board of Directors are to be exercised collectively and no individual Director shall have any power to give directions to the officers or employees of the ACLEDA INSTITUTE OF BUSINESS, to sign any contracts, or to otherwise direct the operations of the ACLEDA INSTITUTE OF BUSINESS unless specifically empowered to do so by a resolution of the Board of Directors.
- Each Director shall have unlimited access to the books and records of the ACLEDA INSTITUTE OF BUSINESS during ordinary business hours.

The Board of Directors shall elect, by majority vote, one of its members to serve as Chairman. The Chairman shall preside over meetings of the Board of Directors. The Chairman may

be removed from this position, but still keep the position as a Director, by majority vote of the other Directors then in office.

Any Director who has a direct or indirect financial interest (or if a member of his immediate family has such an interest) in any proposal before the Board of Directors for decision shall fully disclose that interest to all of the Directors at the earliest possible moment and shall not participate in any discussion of the proposal unless specifically directed to do so by a majority vote of the other Directors in attendance at the meeting. Such Director shall not vote on any such matter, but if present shall be counted toward the presence of a quorum.

The Board of Directors shall be responsible to corporate governance and reinforcement of development for the success of the ACLEDA INSTITUTE OF BUSINESS. The Board of Directors shall appoint a top Manager (Managing Director) to lead the ACLEDA INSTITUTE OF BUSINESS and may remove her/him from the position.

The Board of Directors shall establish various committees of the Board which are deemed necessary in managing the affairs and operations of the ACLEDA INSTITUTE OF BUSINESS. Such committees are established according to the will of the Board of Directors and all members of such committees shall perform according to the will of the Board of Directors.



ACLEDA INSTITUTE OF BUSINESS Board of Directors.

Dr. SO Phonnary**Chairwoman**

Cambodian. Born November 1963. Dr. So Phonnary holds a Doctorate of Business Administration and has worked with ACLEDA since August 18, 1993. As Executive Vice President & Group Chief Operations Officer, she is a member of the Bank's Executive Committee and is responsible for leading a group of operations which consists of six heads of divisions including Operations Division, Marketing Division, Product Development Division, Credit Division, Credit & Trade Finance Services Division, and Financial Services Division. She is responsible for strategic planning and day-to-day business of the Bank, and preparing and implementing all existing and new bank products/services planning. She is responsible for leading, monitoring, controlling and evaluating the daily business operations. In addition, she is a member of management's Assets & Liabilities Committee, Interest & Price Setting Committee, and Credit Committee. She is directly accountable to the President and Group Managing Director.

She is Board Chairwoman of the ACLEDA INSTITUTE OF BUSINESS.

Mr. PROM Visoth**Director**

Khmer. Born January 11, 1975. He holds a Master of Business Administration majoring in Finance from the Charles Sturt University, Australia.

He started working for ACLEDA Bank Plc. since June 1998 in various positions such as Accountant, Head of Credit Control Unit, Branch Manager, Legal Team Leader and Company Secretary, Senior Vice President & Head of Legal Division and Company Secretary and last position as Executive Vice President & Group Chief Legal Officer and Company Secretary. His other responsibilities within the group include being a member of the Board of Directors of ACLEDA INSTITUTE OF BUSINESS and ACLEDA Securities Plc. and Chairman of the Board of Directors of ACLEDA Properties Ltd. He is nominated as the President & CEO of ACLEDA Securities Plc. since November 1, 2017.

Dr. LOEUNG Sopheap**Director**

Cambodian. Born in March 1967. Dr. Loeung Sopheap obtained his Doctorate of Business Administration (DBA) from Preston University, Phnom Penh, Cambodia in 2012 and he has worked for ACLEDA since December 1997. As Senior Vice President & Head of Product Development Division, he is responsible for developing and improving the existing and new products and services of the Bank. In addition, he is a chairman of Electronic Banking Committee responsible for developing ACLEDA Cards, ACLEDA Internet Bank, ACLEDA Unity ToanChet, and other products and services related to Financial Technology (FinTech). He was appointed as a member of the Board of Directors of ACLEDA Securities Plc. and has been a member of the Board of Directors of the ACLEDA INSTITUTE OF BUSINESS since July 2017.

Drs. Pieter Kooi

Director



Dutch. Born in 1958. Drs. Kooi joined the Board of the ACLEDA INSTITUTE OF BUSINESS in January 2016 and he became chairman of the Board Audit, Compliance & Ethics Committee in September 2016. He obtained his Master's Degree with distinction in corporate finance and sociology from Erasmus University in Rotterdam, the Netherlands.

From 1993, he advised ACLEDA as a microfinance consultant over a period of seven years in its course from a development program into a commercial bank. From 1999, he worked as a short-term microfinance consultant on projects in 15 countries located mainly in Africa and Asia. Drs. Kooi joined the Board of ACLEDA Bank Plc. in October 2000. From September 2002 until December 2005, he was Director of the Microfinance Unit of UNCDF in New York. From March 2006 till May 2011, Drs. Kooi supported ACLEDA Bank Plc. as a part-time consultant in the establishment of ACLEDA Bank Lao Ltd., ACLEDA Training Center Ltd. and ACLEDA Securities Plc. At present Drs. Kooi serves on several boards and provides short-term consultancies and training in microfinance, governance and strategic management. He is a Graduate of the Australian Institute of Company Directors.

Mr. CHHAN Ponloeu

Director



Cambodian. Born in 1978. Mr. Chhan Ponloeu holds a Master's Degree of Business Administration majoring in Management from the National University of Management in 2005. He obtained a Bachelor's Degree of Business Administration majoring in Marketing from the Faculty of Business (FOB) joint program with the University of San Francisco and Georgetown University in 1999, Phnom Penh. He started working with ACLEDA Microfinance in November 1999. From 2003, he attended numerous courses on Banking and Finance, Training Program Management and Development both in Cambodia and overseas. He conducted study visits to consortium universities in Taiwan, the Frankfurt School of Finance and Management in Germany, and the Harvard Business School in USA, on topics related to Developing and Managing a Global Business School. In 2016, he successfully completed the 36th international seminar on Management of Higher Education Institutes, held at the Galilee International Management Institute, Israel.

He was the President & CEO of the ACLEDA Training Center Ltd. in 2011. Currently, he holds the position as Managing Director of the ACLEDA INSTITUTE OF BUSINESS. He joined the Board of the ACLEDA INSTITUTE OF BUSINESS in October 2016. As well, he has been the Shareholder representative of ACLEDA Training Center Ltd. in ACLEDA Bank Laos Ltd. since 2013.

EXECUTIVE MANAGEMENT

The Managing Director is appointed by the Board of Directors with full responsibility and authority to manage the day-to-day affairs of the ACLEDA INSTITUTE OF BUSINESS within the framework of the policies and strategic guidelines approved by the Board. However, the Board may retain certain powers.

The Managing Director appoints and chairs an Executive Committee comprising members of senior management as he deems appropriate (subject to any changes being notified to the Board in a timely manner). The terms of reference and proceedings of the Executive Committee shall be determined by the Managing Director at his discretion under the general heading of:

- Strategic direction - develop policies, goals, strategies and targets for Board approval.
- Performance - assemble and mobilize resources to implement agreed strategies and performance targets.
- Risk – identify and evaluate risk in the ACLEDA INSTITUTE OF BUSINESS' strategies and manage exposure.

Mr. CHHAN Ponloeu Managing Director



Born in 1978. Mr. Chhan Ponloeu holds a Master's Degree of Business Administration majoring in Management from the National University of Management in 2005. He obtained Bachelor's Degree of Business Administration majoring in Marketing from the Faculty of Business joint program with The University of San Francisco and Georgetown University in 1999.

From 2003, he attended numerous courses on Banking and Finance, Training Program Management, Curriculum Development & Design, Training of Trainers, Professional Consultancy, both in Cambodia and overseas. He conducted study visits to consortium universities in Taiwan, the Frankfurt School of Finance and Management in Germany, the Harvard Business School in USA, on topics related to Developing and Managing a Global Business School. In 2016, he successfully completed the 36th international seminar on "Management of Higher Education Institutes", held at the Galilee International Management Institute, Israel.

He started to work with ACLEDA Microfinance in November 1999 as an accountant and was promoted to Chief of Branch Accountant in February 2001. In February 2005, he became a Chief of Branch Marketing Officer, and was promoted to Vice President & Branch Manager of ACLEDA Bank Plc. in 2007 and became VP and Head of ACLEDA-ASEAN Regional Microfinance Training Center in 2009. He became President & CEO of ACLEDA Training Center Ltd. in August 2011. From 2016 to the present, he holds the position of Managing Director of the ACLEDA INSTITUTE OF BUSINESS and also has been a permanent member of the Board since October 2016. As well, he has been the Shareholder representative of ACLEDA Training Center Ltd. in ACLEDA Bank Laos Limited since 2013.



Mr. HONG Homoly Deputy Director & Head of Planning and Finance Office

Born in 1980. Mr. Hong Homoly obtained a Master's Degree in Business Administration majoring in Finance from the National University of Management, Cambodia in 2011. He gained a Bachelor's of Law Degree from the Royal University of Law and Economics in 2002 and also gained a Bachelor's Degree in Accounting from the National University of Management in 2003. He is currently pursuing an ACCA program. He has attended courses related to finance and banking, training of trainers, management and leadership, financial auditing, and fraud investigation and prevention, which were organized by ACLEDA Bank and overseas institutions.

He started working for ACLEDA Bank Plc. as an accountant in 2003 and was promoted to Deputy Chief of Accounting in 2005 in the Kampong Speu Provincial Branch. He moved to work as an auditor in 2007 at ACLEDA Bank Plc. Headquarters. He was promoted to Assistant Vice President and Manager of E-Banking & Trade Finance Audit Unit in 2008 and then to Assistant Senior Vice President of the Internal Audit Department in 2009. He became Head of the Financial Audit Department in 2012. Since 2005, he has been assigned as a member of the trainer's pool of ACLEDA Bank Plc. delivering training courses on general accounting and finance, business plan development, financial auditing, and cash auditing. His current position is Deputy Director and Head of Planning and Finance Office at the ACLEDA INSTITUTE OF BUSINESS.



Mr. Hass Sambath Head of Personnel & Administration Office

Born in 1959. Mr. Hass Sambath obtained a Certificate of Successful Completion on an Enrichment Course in English as a Second Language from the Gwynedd-Mercy College in 1987. In 1995, he attended a workshop on marketing skills organized by Care International in Thailand. In 1998, he conducted a study visit to Bank Rakyat Indonesia (BRI), focused on the Micro Banking System. In 2002, he attended a training course on Credit Management and Default Solutions organized by the Mekong Project Development Facility (MPDF). He also attended numerous courses on management and microfinance in Cambodia and abroad.

He started working for ACLEDA on July 1, 1994 as a business trainer and credit officer. In 1997, he was promoted to be District Team Leader. In 1998, he was promoted to be Deputy Provincial Branch Manager and then as a Provincial Branch Manager in 2001. In 2008, he became VP & Head of Headquarters Management Department. In 2010, he became VP & Deputy Head of Administration Division of ACLEDA HQ. From February 2013 to December 31, 2013, he was VP & Head of Finance and Administration Department of ACLEDA Training Center Ltd. (ATC). From January 1, 2014 to January 31, 2016, he was VP & Head of Personnel & Administration Department of ATC. His incumbent position is Head of Personnel and Administration Office of the ACLEDA INSTITUTE OF BUSINESS started in February 2016.



Mr. So Sovannareth Head of Training Center

Born June 1973. Mr. So Sovannareth obtained a Master's Degree in Management Development from Norton University in 2008. He graduated with a Bachelor's Degree in Management from the Institute of Management Science in 2004, and he obtained a Diploma in English in Business Communication from the Institute for Business Education in 2010. In 2015, he earned a Certificate in Expert in Risk Management from the Frankfurt School of Finance and Management, Germany. In 2011, he also completed the MFI Management Summer Academy course in Germany, and Training of Trainers course from the Frankfurt School of Finance and Management. He also studied Curriculum Design & Development, and Professional Consulting Skills with the Robenny School of Business in China and Hong Kong. Since 1994, he also attended numerous courses in Cambodia and overseas such as Loan Management and Debt Recovery with MPDF; Marketing Training Workshop with CARE International in Thailand; Micro Banking System Training with Bank RAKYAT (BRI) Indonesia; Small Enterprise Promotion Training Program; Management Training Program for Deputy Branch Manager and District Team Leader; Coaching for Success & Leadership Effectiveness; Advanced Training and Capacity Building Strategies; and Specialized MFISV Program on Training Management.

He started working for ACLEDA as a Credit Officer and Liaison Officer between ILO and ACLEDA in 1994 and was promoted to District Team Leader in 1997. He worked as AVP & Manager of Training Program Unit from 2005 to June 2009, and then was promoted to Assistant Senior Vice President of the Training Division in July 2009. He was promoted to Head of Academic Office from August 2011 to December 2012, and from January 2013 to February 2016, he was VP & Head of Research & Development Department. He currently holds the position as Head of Training Center.

Mrs. TOURT Sovanne Head of Academic & Student Affairs Office



Born in 1980. Mrs. Tourt Sovanne holds a Master's Degree in Business Administration, majoring in Management from Pannasastra University of Cambodia in 2014. She obtained a Bachelor's Degree in English from Norton University in 2002.

In 2009, she attended numerous study tours including Training Management at CARD MRI, the Philippines, Marketing Management at AMiDA in Bali, Indonesia, Professional Development at the ROBENNY School of Business, in Vietnam, Training of Trainers at the Frankfurt School of Finance & Management, Germany, and the Center for Microfinance Leadership Women's World Banking in Phnom Penh, Cambodia. In 2014, she undertook intensive study tour to universities in Taiwan to learn about academic systems regarding Student Service and Library Management.

In March 2004, she started working in the Training Program Unit, ACLEDA Bank Plc. In January 2008, she became Assistant Vice President & Assistant Manager of the Visitor Program Unit, and was promoted to Assistant Vice President & Manager of the Visitor Program Unit in 2009. She became Manager of the Training Administration Unit in 2011 and was subsequently promoted to Assistant Vice President & Manager of the External Training Unit in 2012. In 2014, she was promoted to Vice President and Head of Academic & Student Affairs Department of ACLEDA Training Center. Currently she holds the position as Head of the Academic & Student Affairs Office of the ACLEDA INSTITUTE OF BUSINESS.

Mr. LIM Dina Head of Public Relations Office



Born in 1980. Mr. Lim Dina holds a Master's Degree of Business Administration majoring in Finance and Banking from Build Bright University in 2010. He obtained a Bachelor's Degree of Business Administration majoring in Accounting from the National Institute of Management in 2002. He undertook a study visit program with universities in Taiwan such as Elite Study in Taiwan, Ministry of Education; Chung Yuan Christian University, National Cheng Kung University, National Sun Yat-Sen University, National Central University, National Taichung University of Education, National Chung Hsing University, and University of Taipei in September and October 2014. In November 2013, he also participated in Experience Sharing Workshop between National Bank of Cambodia and Bank of Lao PDR on Regulation and Supervision on Financial Institutions in Cambodia, Lao PDR.

He started working with ACLEDA Bank Plc. in May 2008 as a Customer Service Officer and was promoted to be AVP and Assistant Manager of Branch Marketing Officer in October 2008. In June 2011, he was AVP and Manager of Branch Marketing Officer at Phnom Penh Branch, and was promoted to Manager of Marketing Unit of ACLEDA Training Center in September 2012. Since July 2016, he has been Head of Public Relations Office at the ACLEDA INSTITUTE OF BUSINESS.

Mrs. HOU Rasmey Head of Department of Business Administration



Born in 1979. Mrs. Hou Rasmey holds a Master's Degree of Business Administration majoring in management from Pannasastra University of Cambodia in 2014. She graduated with a Bachelor's of Business Administration majoring in accounting from the National University of Management in 2002 and Bachelor's of Science majoring in mathematics from the Royal University of Phnom Penh in 2000 and obtained a Certificate of Upper Secondary School Teacher from the Faculty of Pedagogy in 2001.

In 2010, she attended training on Professional Development by ROBENNY- School of Business, in Vietnam, training on Training of Trainers by the Frankfurt School of Finance & Management in 2011. In 2014, she conducted an intensive study visit to universities in Taiwan to learn about academic systems regarding Student and Library Management.

She started working with ACLEDA Bank Plc. as staff of the Training Development Unit in October 2004 and was promoted to Assistant Vice President & Assistant Manager of Training Development Unit in January 2008 and became Assistant Vice President & Manager of Training Development Unit in July 2009. She was appointed as Assistant Vice President & Manager of Research and Development Unit in August 2011 and was promoted to Research and Development Senior Specialist in February 2014. In March 2016 she became Assistant Head of the Department of Business Administration. From 2016 to 2017, she holds the position as Head of Department of Business Administration.

ADVISERS

The advisers of the ACLEDA INSTITUTE OF BUSINESS obligations are to jointly monitor, support and provide constructive advice to help develop the Institute and enable it to achieve its strategic goals as follows:

- Provide advice on preparing plans and strategies to lead the Institute which is a subsidiary company of ACLEDA Bank Plc to run a sustainable business.
- Provide advice on the management of training operations and public relations to develop the Institute into becoming a leading higher education institution in the region.
- Provide training and transfer experiences as well as knowledge to relevant employees to strengthen the capacity and operations of the Institute.

Mr. THONG Chandara Adviser



Born December 25, 1960. Mr. THONG Chandara holds a Bachelor's Degree in Education from the Faculty of Advanced Education in Thailand. From 1994 onwards, he attended numerous courses on Microfinance and SMEs in Cambodia and overseas including Hong Kong, Indonesia, Laos, Myanmar, the Philippines, Singapore, and the USA.. In 1999, he completed an executive course on Financial Institutions for Private Enterprise Development (FIPED) at Harvard University, USA.

Starting in 1994, he worked with ACLEDA NGO as a Small Enterprise Promotion Officer (SEPO) and a Credit Officer. In 1995 he was promoted to Deputy Provincial Branch Manager at the ACLEDA Battambang Branch. In 1997, he was Provincial Branch Manager at ACLEDA Kampong Thom Branch. In 2001, he was Head of Human Resource Unit at ACLEDA Bank Headquarters. In 2002, he was a Head of the Training Unit and in 2006 he was promoted to Vice President & Head of Training Department. From 2009 to 2011 he held the position as Senior Vice President & Head of Training Division. He was an adviser of ACLEDA Training Center (ATC) from 2011 to 2015. He has been an adviser of the ACLEDA INSTITUTE OF BUSINESS since January 2016.

Mr. MEN Sophal Adviser



Born January 1, 1958. Mr. MEN Sophal obtained a course completion certificate in Master Training in 1989, a certificate of Pedagogy in 1990 from the Teacher Training Center in Thailand, a certificate in Training of Trainers in 2006 from the Australian Centre for Education, a certificate in Training of Trainers in 2011 from the Frankfurt School of Finance & Management, and most recently a certificate in Curriculum Design and Development Training Program in 2011 from the Robenny School of Business. He has attended numerous courses on Microfinance and SMEs in Cambodia and overseas including in China, Germany, Indonesia, Italy, the Philippines, and Thailand.

He started working with ACLEDA in 1993 as a Small Enterprise Promotion Officer and Trainer. In 1994 he became a Technical Support Team/Medium Scale Enterprise Specialist. In 1998 he was promoted to become the Manager of the ACLEDA Training Center. He was appointed Deputy Manager of the Credit Department in 2000. From 2001 he held various management-related positions. In 2009 he was appointed as Head of the Academic Department and subsequently became Deputy Head of the Training Division in 2011. Since 2013 he has been Vice President & Head of the Academic Department. He was an adviser of the ACLEDA Training Center from 2014 to 2015. He has been an adviser of the ACLEDA INSTITUTE OF BUSINESS since January 2016.

CODE OF CONDUCT

AIB's Directors' conduct is governed by:

1. AIB's Memorandum and Articles of Association.
2. The Shareholders' agreement, and
3. The relevant laws and regulations of the Kingdom of Cambodia.

The continuing evolution of the ACLEDA INSTITUTE OF BUSINESS (AIB) requires constant attention to ensure that its internal standards of corporate behavior are maintained at the highest levels.

Amongst other guidelines, Directors' Service Agreements, a Directors' Induction Program and Due Diligence Checklist and a Directors' Code of Conduct have all been put in place and rules regarding Directors' remuneration and expenses have been formalized.

All employees of the ACLEDA INSTITUTE OF BUSINESS are governed by a strict Code of Ethics, which is incorporated into the collective Labor Agreement and which covers such matters as: Personal behavior; relationships with colleagues, customers and regulators; confidentiality; conflict of interest; acceptance of gifts; money laundering and 'whistle blowing'.

This document is regularly reviewed by the auditors to ensure that it remains relevant and up-to-date.



Gratitude ceremony before training session.



Blood donation activities of management, staff, and students of ACLEDA INSTITUTE OF BUSINESS.

HEADQUARTERS OF ACLEDA BANK PLC. AND SUBSIDIARY COMPANIES

Kingdom of Cambodia

ACLEDA Bank Plc.

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Website: www.acledasecurities.com.kh

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Lao PDR

ACLEDA Bank Lao Ltd.

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The Republic of the Union of Myanmar

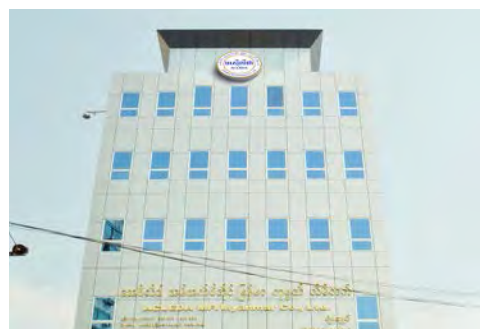
ACLEDA MFI Myanmar Co., Ltd.

Headquarters / Yangon Branch

Building No.186(B), Shwe Gon Taing Road, Yae Tar Shae Block, Bahan Township, Yangon Region.

Tel: (+95-1) 559 475 / 552 956

Website: www.acledamfi.com.mm



TRAINING AND EDUCATION ACTIVITIES



Welcome remarks by President and Group Managing Director of ACLEDA Bank Plc. to Financial Institution practitioners from China.



Study Visit Program by Egyptian delegation to Mukh Kampul ACLEDA Bank Branch.



Montenegro delegation visits ACLEDA Bank Headquarters.



Delegation from KB Microfinance Myanmar Co., Ltd. conduct a study visit program at ACLEDA Bank Headquarters.



An AIB lecturer during classroom training.



Classroom teaching activities.





Practical computer training for students.



A lecturer provides hands-on training for part-time students.



Examination time for students.



AIB students meet with Dr. John Branch of the Ross School of Business, University of Michigan, USA.



AIB students offer feedback to Dr. In Channy's lecture, President and Group Managing Director of ACLEDA Bank Plc.



AIB students participate in attempt for GUINNESS WORLD RECORD for "Largest Practical Business Seminar".



ACLEDA INSTITUTE OF BUSINESS students participate in promotional campaign on Bachelor's and Associate's Degrees.



ACLEDA INSTITUTE OF BUSINESS students contribute learning materials and tools to high school students.



Lecturers and students attend Yoga training at ACLEDA INSTITUTE OF BUSINESS.



ACLEDA INSTITUTE OF BUSINESS students visit the Sambo Prei Kuk Temple, Kampong Thom Province.



AIB management and students contribute learning materials and tools to high school students.



ACLEDA INSTITUTE OF BUSINESS management take souvenir photos with students during the festive Khmer New Year.



📍 #1397, Phnom Penh - Hanoi Friendship Blvd.,
Phum Anlong Kngan, Sangkat Khmuonh, Khan
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📘 ACLEDA INSTITUTE OF BUSINESS

AIB's New Campus, #1397, Phnom Penh - Hanoi Friendship Blvd., Phum Anlong Kngan, Sangkat Khmuonh, Khan Saensokh, Phnom Penh, Kingdom of Cambodia. Official Inauguration of AIB's NEW Campus in December 2018.