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EMART MONGOLIA: PIONEERING WORKPLACE EQUALITY



Sky Hypermarket LLC, also known as Emart, is a leading retail enterprise in Mongolia that actively upholds inclusivity and equity in the workplace. With four branch stores and a workforce of 1200, the company prides itself on having 70 percent female employee representation.

The company has been able to achieve this impressive level of gender diversity by implementing comprehensive policies and initiatives that support equal opportunities and fair treatment for all employees.



Our management team reflects this commitment, with 60% of leadership roles held by women, including 50% of C-suite positions.

Our esteemed CEO, Mrs. Javzmaa, has instilled a culture of inclusivity and has driven successful mentorship programs that empower employees in their career growth. Notable success stories include Ms. B.Bolormaa, who progressed from a clerk to Chief Financial Officer (CFO), and Mrs. Z.Baasanjargal, who advanced from a trade consultant to Chief Sales and Service Officer (CSSO).

The company values work-life balance and has introduced flexible work arrangements, piloted a 4-day work week, and implemented family-friendly policies, such as daycare and nursing rooms for employees. These initiatives underscore our dedication to fostering an inclusive environment. We are delighted to share that our organization's efforts towards promoting gender equity, diversity, and inclusiveness have been acknowledged by the Asian Development Bank. As a result, our Chief Administrative Officer (CAO), Mrs. E.Khaliun, was invited to participate as a panelist in the ADB Gender

“ With four branch stores and a workforce of 1200, the company prides itself on having 70 percent female employee representation. ”

Forum, further highlighting our impactful initiatives. At Emart, we celebrate the achievements of all employees, regardless of gender, and create an inclusive and appreciative environment. Our ethos revolves around nurturing growth, valuing contributions, and championing equity in every professional aspect. We take a holistic approach to ensure that every employee, regardless of gender, thrives in a workplace that fosters continuous growth.



AMCHAM MONGOLIA AND
CAPITRON BANK
FORGE PARTNERSHIP TO SPEARHEAD
GREEN FINANCING AND ESG
FORUM



AmCham Mongolia and Capitron Bank Forge Partnership to Spearhead Green Financing and ESG Forum Ulaanbaatar, Mongolia – AmCham Mongolia, in collaboration with Capitron Bank, is proud to announce their partnership to host the Green Financing and ESG Forum, slated to take place on April 25, 2024. This groundbreaking event aims to catalyze sustainable growth and environmental responsibility within Mongolia's financial sector.

As global awareness of environmental, social, and governance (ESG) issues continues to rise, the imperative for financial institutions to integrate sustainability into their core practices becomes increasingly apparent. The forum will serve as a platform for industry leaders, policymakers, and experts to engage in meaningful dialogue, share insights, and forge partnerships to drive forward the green finance agenda in Mongolia. The Green Financing and ESG Forum will feature panel discussions, keynote presentations, and interactive workshops covering a wide range of topics, including:

Sustainable investment opportunities in Mongolia

Integrating ESG criteria into investment decision-making

Regulatory frameworks and incentives for green finance

Innovations in renewable energy financing

Best practices for measuring and reporting ESG performance

The event will also provide networking opportunities for participants to connect with industry peers and explore potential collaborations.

For more information and registration details, please visit the AmCham Mongolia website at www.amcham.mn.



About AmCham Mongolia:

AmCham Mongolia is an independent membership-driven organization that seeks to build, strengthen, and protect business between the United States and Mongolia and to actively promote Mongolia as a destination for American investment. AmCham Mongolia is the official affiliate of the U.S. Chamber of Commerce in Mongolia.



About Capitron Bank:

Capitron Bank is a leading financial institution in Mongolia, committed to delivering innovative banking solutions while upholding the highest standards of corporate responsibility. With a focus on sustainability, Capitron Bank aims to support the transition to a low-carbon economy and promote inclusive growth.

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FRENCH-MONGOLIAN JV HELPING TO IMPROVE WATER ACCESS IN EASTERN GOBI REGION OF MONGOLIA

Badrakh Energy LLC, a joint venture between French Orano and Mongolian state-owned Mon-Atom LLC, is developing the Zuuvch Ovoo uranium project in Ulaanbadrakh soum of Dornogobi aimag. Recognizing importance of water access for local community in Gobi region, Badrakh Energy is actively engaged in initiatives to improving water access.

Demonstrating its commitment to community safety, improved living standard, access to water, quality education and health care, the company invested over 8 billion tugrug since 2006 in various social and development projects since commencing operations in Mongolia.

The company has restored 64 existing

wells and constructed 6 new wells in Ulaanbadrakh soum and Zuunbayan bagh since 2014. Restoration and improvement of these wells produced tangible impact on the livelihoods of local community, particularly for local nomadic herders who use these wells to water their livestock animals.

The process of retrofitting wells involves a comprehensive approach that addresses various factors, including water resource, flow rate, and quality. More than 70% of existing wells, dating back to the 1970s, had fallen into disrepair, leading to a decline of these wells. Badrakh Energy closely cooperates with local community and lets community to decide which wells to needs repair and upgrade. Once wells are selected, Badrakh Energy team of hydrogeologists conduct thorough

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assessments of each selected well and studies geological characteristics and water flow patterns of the area. Based on these assessments, strategic interventions are implemented to enhance the water resource and improve the overall performance of the wells. Throughout the local development project lifecycle, Badrakh Energy maintains close cooperation with local community and government, ensuring that the needs and priorities of the local community are considered. Regular and follow-up monitoring is done to assess the progress. By providing reliable and safe water sources, Badrakh Energy is making a positive difference in the lives of local residents and herders in the region.





**Barloworld
Mongolia**



Barloworld Mongolia LLC's CSI initiatives in 2024 Jan-Feb exemplify the company's dedication to making a positive difference in the community through targeted and meaningful projects. By addressing the needs of elders, animals, and children, the company has showcased its values of compassion, generosity, and social responsibility.



TSAGAAN SAR – FOOD DRIVE

We have participated in the Tsagaan Sar – Food drive campaign organized by Veloo Foundation every year, and prepared and donated 30 food packages worth 172,000 MNT each. We have been continuously participating in this campaign for the last years. The food package includes flour, rice, noodles, vegetable oil, tea, salt, milk, and curd for daily food needs, as well as ul boov, sweets, and aaruul for the Lunar New Year. Believing that our small contribution helped these families meet their loved ones on the Lunar New Year, we participate in the campaign with warmth and enthusiasm every year.

DONATION OF FOUR SNOWPLOWS:

In another philanthropic gesture, Barloworld Mongolia LLC extended support to the Magic Mongolia Child Protection and Development Center and Christina Noble Children's Foundation by donating two snowplows each. These snowplows were provided to assist the staff in clearing the heavy snowfall in the area, thereby ensuring the safety and accessibility of the center premises for the children and caregivers. By facilitating snow removal, the company enabled the Magic Mongolia to maintain a secure and conducive environment for its residents.



DONATION OF TWO CONTAINERS:

Recognizing the importance of animal welfare, Barloworld Mongolia LLC made a significant contribution to the UB Shelter animal shelter by donating two containers, each weighing 40 tons. This donation provided vital resources to support the shelter in caring for animals in need, particularly during the harsh winter months in Ulaanbaatar. The donation underscored Barloworld Mongolia LLC's commitment to promoting compassion and kindness towards animals.



DS MONGOLIA IS ADVANCING WOMEN ENTREPRENEURS WITH USAID'S FUNDING

U.S. Government's Pledge to Women's Economic Empowerment

At the heart of U.S. foreign policy, promoting the rights and empowerment of women emerges as a cornerstone, driven by the belief that gender equality is a strategic and moral imperative. The USAID's initiatives in Mongolia stand testament to this commitment, focusing on empowering women to spearhead social and economic transformation.

Gender impartiality

Despite women leading 39.6% of businesses in Mongolia, they face significant hurdles compared to their male counterparts—smaller business sizes, lower profitability, and limited access to external finance. Particularly striking is the challenge of securing credit due to traditional property ownership norms. These disparities underscore the urgent need for targeted support to unlock the growth potential of women entrepreneurs.

Addressing the Gap

The USAID's BEST program, through its dedicated "Women Entrepreneurs Development" sub-activity initiated in 2023, has been a catalyst for change. In partnership with XacBank, it offers women entrepreneurs across Mongolia access to crucial resources: capacity-building training, consulting services, and loan facilitation. This sub has enabled 103 women entrepreneurs to secure loans totaling MNT 6,157,280,000

(USD 1.8 million), with XacBank offering favorable terms, such as collateral-free loans up to MNT 50 million.

Beyond Access to Finance Support

The program's impact extends further:

- MNT 862 million (USD 250,000) grant was awarded in cash to 88 rural women entrepreneurs.
- Women CEO clubs were established across project's locations, providing a network for 235 businesswomen to foster mutual learning and cooperation.
- The annual "Women Entrepreneur" forum celebrates International Women's Day, promoting empowerment and collaboration.
- Through surveys and partnerships, the program enhances awareness and strategies to better serve women entrepreneurs, facilitating meaningful dialogues between businesswomen, financial

institutions, and policymakers.

USAID's BEST AT A GLANCE

WHO

- Business Excellence for Sustainability and Transparency (BEST) is a five-year (2020-2024) USAID funded project implemented by Development Solutions NGO.
- Development Solutions is a nonprofit organization that provides professional business development services, and aims to build capacity of Mongolian small- and medium-sized businesses by drawing from a deep understanding of the challenges they face.

WHERE BEST WORKS

The USAID's BEST program is implemented in Mongolia. The project is headquartered in the capital city of Ulaanbaatar with satellite offices in rural 12 aimags¹.



WHAT BEST DOES

The United States Agency for International Development (USAID)-funded Business Excellence for Sustainability and Transparency (BEST) program's main goal is to help grow and diversify Mongolia's economy by increasing lending to SMEs and improving economic governance and accountability. The BEST program will be achieved through five objectives: (i) Increasing SME access to finance; (ii) improving corporate governance among SMEs; (iii) improving capacity within Mongolian institutions; (iv) maintaining an analytical agenda for strategic learning; and (v) providing small grants to reach disadvantaged, but otherwise well-qualified small enterprises.



¹Khovd, Zavkhan, Khuvsgul, Bayankhongor, Uvurkhangai, Umnugovi, Orkhon, Selenge, Darkhan, Dornogovi, Khentii, and Dornod aimags



ГОЛОМТ БАНК

Сайн сайхныг санхүүжүүлнэ

GOLOMT BANK HAS BEEN IMPLEMENTING THE “GENESIS OF HERITAGE AND CULTURE” PROJECT FOR THE THIRD YEAR



Golomt Bank initiated the “Genesis of Heritage and Culture” historical and archeological project and is implementing it for the third year in cooperation with the Institute of Archeology of the Mongolian Academy of Sciences (MAS). The first activity within the project framework, archaeological excavations and research works at locations of the Wang Khan’s Palace of Khereids or the ruins of Turgeny Balgas-Tuul “Khar Tune Ord” historical place were successfully completed. Khar Tune Ord is one of the five outstanding historical and archeological monuments in Ulaanbaatar. Therefore, the “Inget Tolgoi Memorial Site” located in Selenge sum, Bulgan province and the “Mongol Empire Archaeology” in Kherlenbayantsagaan mountain of Tumentsogt sum, Sukhbaatar province, archaeological researches were carried out respectively.

By studying the historical monument step by step, it is possible to clarify the cultural heritage in detail and implement many works to turn it into a tourism product. The cooperation is not limited to these projects, and in the future, we will work together and support other archeological projects for the preservation and protection of Mongolia’s historical and cultural immovable monuments and physical heritage, researches; develop research activities according to the methodology; and promote cultural heritage worldwide. Due to shortage in funding, the Institute of Archeology of the MAS usually has been carrying out excavations and research works in cooperation with foreign organizations, but now, the Mongolian private sector joined the forces, and Golomt Bank became the first investor in this field.





ХААН БАНК

KHAN BANK'S SEOUL OFFICE IS POWERED 20% OF THE ENERGY CONSUMPTION BY SOLAR ENERGY

As part of our commitment to spearheading sustainable development and fostering a green future, we have installed 48 solar panels on the roof of our Seoul Street Office. These panels generate a substantial 22 kW per hour. The office building also features an innovative smart glass façade—the first of its kind in Mongolia—covering 224 m² and producing an additional 11 kW per hour.





The green office initiative is designed to conserve oxygen (equivalent to planting 3,000 trees) and decrease carbon dioxide emissions by 40 tons annually. Solar panels have also been installed at other Khan Bank branch locations, including Kharkhorin in Uvurkhangai Province, Lun in Tuv Province, Bayanchandmani in Altanbulag, Selenge Province, and Airag soum in Dornogovi Province. The solar panels meet 100% of these branches' electricity needs with renewable energy.



PUBLIC HEALTH CAMPAIGNS BY KHAN BANK FOUNDATION

As a nationwide Mongolian bank, Khan Bank is implementing several projects and campaigns for the public health under the Corporate social responsibility which is contributing to the 3rd goal of the 17 Sustainable Development Goals "Promoting Health". National Campaign Against Cancer and the Campaign Against Hypertension are already well known to the public, and there are numerous instances of individuals who have benefited from these campaigns and improved their health.

NATIONAL CAMPAIGN AGAINST CANCER

Khan Bank along with The National Cancer Center of Mongolia and the Mongolian National Broadcasting Channel has implemented the campaign against cancer since 2011, aims to prevent cancer – the second leading cause of death in Mongolia, to improve public health education, and the capacity of medical professionals. In 2023, cancer campaign launched in Dornod and Uvs provinces, resulting in over

3000 examinations, 305 benign tumors, 26 malignant tumors. Since the start of the campaign, a total

133,000 people were screened, 940 cases of cancer were detected.





CAMPAIGN AGAINST HYPERTENSION

The leading cause of death in Mongolia is cardiovascular disease.

Since 2017, the Khan Bank Foundation, in cooperation with the Third State Central Hospital, the National Center for Public Health and Mongolian National Broadcaster has been working to implement the Campaign Against Hypertension nationwide. The main goal of the campaign is to bring medical services closer to rural residents, to educate people on how to protect themselves and their loved ones from hypertension, and to build the capacity of medical professionals. In 2023, the "Campaign Against Hypertension" one of Khan Bank's one of big social responsibility projects, was implemented in the provinces of Dundgov, Vorukhangai, Zavkhan, Govi-Altai and Darkhan-Uul. During the campaign, rural residents received health education training on hypertension and its risk factors, as well as early detection of hypertension, cardiovascular disease, heart attack, nerve and brain stroke, kidneys and digestive tract disorders. Professional doctors screened 22,300 people. In addition, 300 rural doctors and experts were trained in capacity building, early detection and diagnosis of hypertension, professional guidance, and demographic research on the causes and circumstances of hypertension. Since the start of the campaign 2017, a total 41,300 people were screened.





INVESTS IN THE FUTURE OF MONGOLIA

Lorinet Foundation is a private foundation dedicated to enabling positive and sustainable impact in the lives of children, youth and families living in Mongolia.

We aim to achieve:

Direct impact by fostering Early Childhood Care and Education, as well as Youth Employment

Systemic impact by generating awareness, leverage systems and promote good practices that lead to lasting change.

We deliver impact by granting financial and non financial support to a portfolio of carefully selected organisations and through a number of other initiatives that aim at promoting social innovation in the country.

WHY EARLY CHILDHOOD CARE AND EDUCATION MATTERS?

Global evidence suggests that from birth to five years of age is a remarkable brain development phase for young children and represents a crucial window of opportunity and growth. When children are healthy, safe, and learning well in their early years, they are better able to reach full potential as adults and effectively participate in economic, social and civic life. However, in Mongolia many young children and particularly those from vulnerable and underserved communities are lacking access to equitable and quality early childhood care and education.



WHY YOUTH EMPLOYMENT MATTERS?

In today's world that has the largest youth generation in human history, the issue of youth unemployment is identified as one of the biggest challenges that most developing countries face. Without stable income, youth find themselves in abject poverty. The longer youth remain unemployed, the higher the risk for them to face social and exclusion as well as decline in emotional, mental, and physical health. In Mongolia, 17.2% of youth is not in education, employment, or training as of 2021. The labour market entrance barriers are far greater for vulnerable youth groups such as women, persons with disabilities and low-skilled youth.



OUR GRANTS

Early Childhood Care and Education



OneSky: Enhancing responsive caregiving practices for Mongolian parents (2020–ongoing)

OneSky provides family skills training to vulnerable families living in ger districts of Ulaanbaatar. OneSky Family Centre serves as community engagement and training space for parents and caregivers and provides safe play space for young children.



The Asia Foundation

The Asia Foundation: Promoting reading as a critical tool for early education (2021–ongoing)

“Let’s Read” is a holistic programme to promote reading among young children, raise knowledge and awareness among parents and teachers, and increase the availability & accessibility of Mongolian books & reading events.



Youth Employment



Zorig Foundation: Holistic programme on education-to-employment transition for Mongolian youth (2019-2022)

“Sustainable Employment for Youth Programme” was a pioneer programme tailored to the needs of youth who were unemployed for over 6 months despite graduating from universities.



World Vision Mongolia: Assisting Mongolian young families in ger areas to sustainable livelihoods (2018-2022)

“Young Families Livelihood Improvement” programme intended to gradually build family’s capacity and move them out of poverty based on their individual needs.

Investments targeted at socio-economic challenges can play a pivotal role in achieving an inclusive and sustainable development trajectory for Mongolia. Therefore, with the objective of accelerating and amplifying our impact, we are focused on partnering with value-aligned corporates, foundations, and philanthropists to raise and direct increase philanthropic funds towards and within Mongolia.

If you would like to get involved in our work or find out more, please get in touch with us at info@lorinetfoundation.org or visit our website at <https://www.lorinetfoundation.org/>



Rio Tinto

RIO TINTO MONGOLIA TO TREAT 300.000 HECTARES OF FOREST AREA INFESTED WITH FOREST DEFOLIATORS TO PRESERVE MONGOLIA'S VALUABLE FOREST RESOURCES.

Rio Tinto Mongolia, in a collaborative effort with the Mongolian Forest Agency and the International Conservation Caucus Foundation, a global NGO, launched the Healthy Forest Project. Aimed at addressing the challenges of forest management and bolstering research capabilities in entomology, the initiative has made significant strides in protecting Mongolia's forests.

Out of the 300,000 hectares of forest areas to be treated within the 'Healthy Forest' project, in 2023, joint efforts have successfully treated 150,000 hectares of at-risk forest. A combination of aerial and ground treatments was implemented,

covering 100,000 hectares across five provinces and 15 soums (the smallest administrative unit in Mongolia), while an additional 50,000 hectares were treated using backpack sprayers and mechanical control methods. By employing advanced technologies and bio-treatment, the project has improved treatment efficacy and safeguarded millions of mature trees.

Another major part of the initiative is developing a specialized cadre of 'forest doctors,' marking a significant milestone since the country's democratic transition in 1990. These trained professionals will play a crucial role in ensuring the



long-term health and sustainability of Mongolia's forests. Looking ahead, the project's agenda for the coming year includes the introduction of "EarthRanger," a state-of-the-art tool developed by the late Paul Allen's AI Institute. Utilizing real-time data from forest patrols, remote imaging, and sensor technology, this innovative system aims to revolutionize forest monitoring efforts.

Mongolia's forests currently cover less than 8% of its extensive landmass, in stark contrast to China's 24%, the US's 34%, and the European Union's average of nearly 40%. However, these forests play a critical role in mitigating climate

change by sequestering carbon, preventing soil erosion, and maintaining water ecosystems. Unfortunately, Mongolia's forests are increasingly under threat. The warming climate has triggered a surge in invasive forest pests, known as defoliators, leading to rapid forest erosion. Recognizing the urgent need to combat these challenges, the Healthy Forest Project actively supports Mongolia's continuous efforts in combating climate change.



Altankhuyag Otgonsuren, a multimedia specialist with World Vision International Mongolia, documented a harrowing scene during a dzud relief mission to Sukhbaatar province. Supported by the Start Network (UK), humanitarian teams reached herders in Sukhbaatar and Dornod, provinces hardest hit by the dzud. Altankhuyag witnessed firsthand the struggles of these vulnerable communities.

“ **The dzud underscores the need for a potential shift from traditional nomadic herding to a semi-settled system.** ”

Nationally, the dzud has claimed to have killed over 2 million livestock, with the death toll expected to rise according to emergency officials. WVIM stepped up in 2023 as a leading international humanitarian organization, assisting 6,242 herder households, including 1,150 children, with a total budget of \$1.2 million. The United States Agency for International Development (USAID) generously contributed \$900,000 to this effort.

Herders were expressing fear for their livestock's survival after relentless snowstorms blanketed the steppe in thick ice. Even digging for grass proved futile. The once-vast pastures, now a desolate white expanse, offered no sustenance to the starving animals. Despite the lingering winter chill, spring has technically arrived.

Anticipating the dzud, herders had already sold half their livestock in the

fall. Yet, the remaining animals teeter on the brink of death. Herders are resorting to extreme measures, even using their gers (yurts) to shelter and feed their animals. A haunting question lingers on me: how many of Mongolia's 65 million livestock will survive? Freezing temperatures claim animals on their feet, leaving eastern Mongolian herder households completely devastated. Their main source of income – their livestock – is rapidly disappearing in the blink of an eye. Without their animals, what future awaits these herders? Migration to soum centers, aimag centers, and ultimately, the capital city, Ulaanbaatar, seems the only option. A significant migration influx is likely after the dzud subsides. Impassable roads and limited resources heavy snowfall has made roads invisible and impassable.

Despite valiant clearing efforts, frequent snowstorms quickly erase any progress. This inaccessibility prevents herders from reaching soum centers for animal feed or basic necessities like firewood and dung for heating. Witnessing numerous herders stranded in the mountains with their livestock, with no vehicles or access to help, was a heartbreaking experience.

The dzud underscores the need for a potential shift from traditional nomadic herding to a semi-settled system. This could allow herders to focus on livestock quality over quantity, alongside other necessary industry improvements. The dzud's recurrence is a harsh reality. To prevent such catastrophic losses, herders need better preparation. However, the government also plays a crucial role. Policy



“
Herders are resorting to extreme measures, even using their gers (yurts) to shelter and feed their animals.”

reforms must prioritize food security and bolster the agricultural sector. Eradicating animal diseases to open up red meat export opportunities could be a potential solution.

This spring will be unlike any other for Mongolians. Fewer herder households will produce cashmere and livestock offspring. The dzud's impact will be felt by everyone as dairy and meat prices soar. As the long-awaited warm days approach, all we can hope for, especially for the herders, is resilience and patience to overcome this extraordinary hardship.

