



EARTH COMPANY

10-Year Impact Report

YEARS OF IMPACT



**If this were a blank sheet of paper,
what would you see on it?**

If you were a poet,
perhaps you could see the clouds floating across this page.

Without clouds, there is no rain.
Without rain, trees cannot grow.
And without trees, there is no paper.
So in a very real sense,
the cloud is here on this page.

If the cloud didn't exist,
this paper wouldn't exist either.
That's why we say the cloud and the paper "inter-are."

Look more deeply, and you might also see sunlight.
Without sunlight, the forest cannot thrive.
And without a thriving forest, there can be no trees.
Without trees, there can be no paper.
So the sunlight, too, is here on this page.

And if you look even closer,
you might see a logger cutting wood,
and delivering it to the paper mill.
Look again, and you might see wheat —
because the logger cannot work without daily bread.

That wheat, too, is here on this page.
So are the logger's parents,
and everything else that made this moment possible.

The more deeply you look,
the more you will see —
countless beings and conditions,
woven together to create even this one single sheet of paper.

— Thich Nhat Hanh

Founders' Message

A Decade of Impact and Interconnection

From Aska and Tomo Hamakawa, Co-founders of Earth Company and Mana Earthly Paradise

Ten years ago, a promise to a dear friend sparked the beginning of Earth Company. Our friend, Bella Galhos, had dedicated her life to rebuilding her homeland, Timor-Leste, through education. From the moment we met her, we knew she was destined to become a key changemaker for her country's future. We pledged that when she was ready to act, we would stand beside her with all our hearts.

In October 2014, to honor that promise, Earth Company was born.

Since then, a decade has passed.

Our first Impact Hero, Bella, now serves as Presidential Advisor and plans to run for president in 2027.

Robin (Impact Hero 2016) expanded her network of free birthing clinics to six locations across two countries.

Kathy (Impact Hero 2017) became the Climate Envoy for the Marshall Islands.

Wai Wai (Impact Hero 2019), now living in exile in the U.S., helped secure a government commitment of nearly 25 billion yen for Rohingya refugee support.

Arief (Impact Hero 2021) launched a bamboo-based forest restoration model across 11 countries in partnership with the United Nations.

Samir (Impact Hero 2022) has provided recycled soap to over 10 million refugees, while Oyuna (2023) and Surya (2024) continue to tackle monumental challenges that could reshape the future of their respective countries.

Over the past decade, we have identified and supported these one-of-a-kind changemakers who are transforming their communities in extraordinary ways.

Through the Impact Academy, we've shared their stories and lessons with more than 10,000 participants across 24 countries, sparking mindset and behavior change among students, entrepreneurs, and professionals who will shape tomorrow.

In 2020, just before the pandemic, we opened Mana Earthly Paradise in Bali—a B Corp™ certified eco-hotel that aims to be an example of how the future of tourism in Bali could and should be. It also established a regenerative business model where guests, by simply staying with us, help fund Impact Heroes through a portion of their room rate.

And yet, this cycle of impact remains small. The next decade must be about expanding this circle—because today, many changemakers who devote their lives to saving others from environmental destruction and inequality still struggle to secure funds, often having to plead for support just to continue their vital work.

As Thich Nhat Hanh wrote about the cloud within the paper, everything in this world is interconnected. Many of the crises threatening humanity today (i.e. climate change, inequality, biodiversity loss) are byproducts of the systems and lifestyles we have built. And yet, it is not those who caused these problems, but those most affected by them, who are working tirelessly to solve them.

For humanity to continue to thrive on this planet, the solutions to our shared challenges must be integrated into our social systems and economic structures. **The lines between "business" and "social good" must blur even further.** This transformation demands a shift in values and perspective that runs counter to the assumptions of the 20th century. And that is precisely where Earth Company's role becomes vital.

The road to this 10-year milestone was filled with uncertainty, trial, and error. But every step was guided by trust and shared belief from our supporters, partners, Impact Heroes, and the passionate team who walk with us as one community of purpose.

In truth, we have received far more than we've given. We are profoundly grateful to be able to dedicate our lives to work that feels both meaningful and alive.

As we move into the next decade, we promise to stay true to our hearts, humble to the Earth, guided by integrity, and committed to serving where we can make the most difference.

Together, let's keep walking this path of regeneration. So that every life on this planet can thrive.



Everything Is Connected

Just like a single sheet of paper connects to the clouds, rain, sunlight, trees, and the people who harvest them, every object we consume in our daily lives is intricately connected to everything else in the world.

Though often invisible, this vast web of interconnection is what shapes our planet. Unfortunately, the way we currently live, and the systems we uphold, are causing far more harm than good.

The smartphones in our hands, the tasty burgers or sushi we enjoy, fast and cheap fashion, and even the convenience of modern living—many of these comforts come at the cost of environmental destruction and human suffering.

We often hear the phrase, “One person can’t change the world.” But in reality, it’s the accumulation of our everyday choices and the systems we participate in that have led the Earth to the brink of crisis.

If our lifestyles have that much power to cause harm, then they also hold the power to change the world for the better.

Because everything is connected, change starts with us.



Wildfires increasing across the globe



Major flooding disasters around the world, including Pakistan



Intensified heavy rainfall disasters in Japan



Factory collapse in Bangladesh kills 1,100 workers



Items we use in daily life



Rising sea levels affecting the Marshall Islands, Kiribati, and Tuvalu



Massive amounts of ocean waste. The Pacific Garbage Patch continues to grow



Slave and child labor in Asian fishing vessels



Microplastics found in every human organ



The global crisis of overflowing landfills



Rape, violence, and environmental pollution around mines in Papua New Guinea



Destruction of forests and ecosystems



Child soldiers and forced labor in the Democratic Republic of Congo

10 Years of Impact [Impact Hero Support Program]

Over the past 10 years, Earth Company has supported changemakers tackling some of the most pressing challenges across Asia-Pacific. Each initiative has planted a seed of regeneration — building not just hope, but tangible impact for the communities they serve.

Together with our Impact Heroes, we've implemented:


24 projects in **8** Asia-Pacific countries

(Including 7 facility constructions and 7 disaster relief initiatives)

Total funding provided: **US\$911,649**

Total beneficiaries: **4.3** million people

1



Leublora Green School & Villas construction (Timor-Leste)

Grant Amount: US\$135,200

3



Bumi Sehat Bali Birth Clinic construction (Indonesia)

Grant Amount: US\$93,000

9



Lombok earthquake disaster relief (Indonesia)

Grant Amount: US\$43,000

10



Bumi Sehat Papua Clinic construction (Indonesia)

Grant Amount: US\$42,400


11



Climate Change Youth Center construction (Marshall Islands)

Grant Amount: US\$42,400

16



Bumi Sehat Palawan Clinic construction (the Philippines)

Grant Amount: US\$13,000

17



Support for pro-democracy advocacy (Myanmar)

Grant Amount: US\$60,050

20



Delivering recycled soap to Rohingya refugees

Grant Amount: US\$55,000



List of Supported Projects

1. Construction and operation support for the Leublora Green School (Timor-Leste)
2. Earthquake relief (Nepal)
3. Construction and operation support for Bumi Sehat Bali Birth Center (Indonesia)
4. Construction of the Leublora Green Villas (Timor-Leste)
5. Construction of the Bumi Sehat Youth Center and evacuation shelter in Bali (Indonesia)
6. Operational support for a refugee school in the Rohingya refugee camp (Bangladesh)
7. Typhoon Mangkut relief (the Philippines)
8. Agung Volcano eruption relief (Indonesia)
9. Lombok earthquake relief (Indonesia)
10. Construction of the Bumi Sehat Papua Clinic (Indonesia)
11. Construction and operational support for the Climate Change Youth Center (Marshall Islands)
12. Operational support for the Yangon Youth Leadership Center (Myanmar)
13. Dili flood relief (Timor-Leste)
14. COVID-19 support in Bali (Indonesia)
15. COVID-19 support (Marshall Islands)
16. Construction of the Bumi Sehat Palawan Clinic (the Philippines)
17. Advocacy support following the military coup (Myanmar)
18. Typhoon Rai relief (the Philippines)
19. Publication of Bella Galhos' autobiography (Timor-Leste)
20. Funding for three soap-making machines to produce 9 million recycled soaps for Rohingya refugees (Bangladesh)
21. Employment support for additional female staff in Cambodia to produce 9 million recycled soaps (Cambodia)
22. Wai Wai's family asylum support (Myanmar)
23. Bamboo Village Initiative (Indonesia)
24. Operational support for the Bumi Sehat Palawan Clinic (the Philippines)

10 Years of Impact [Impact Academy]



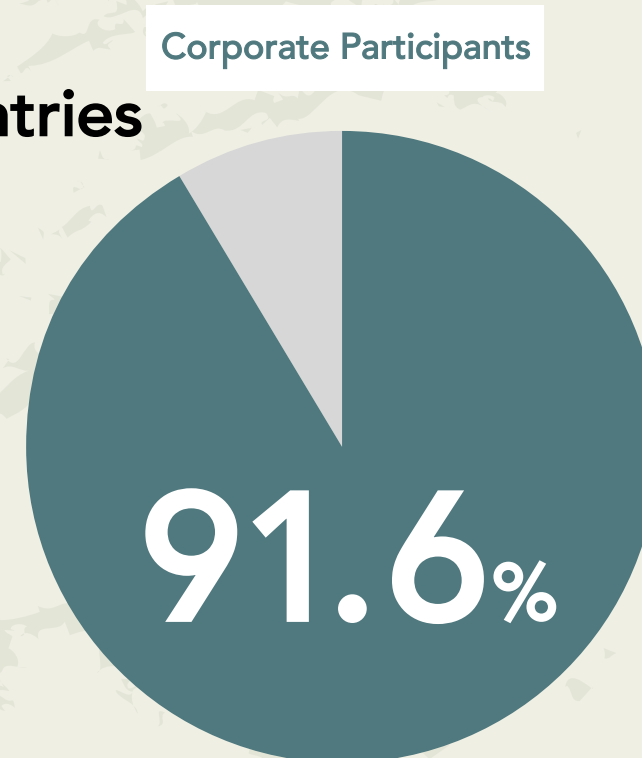
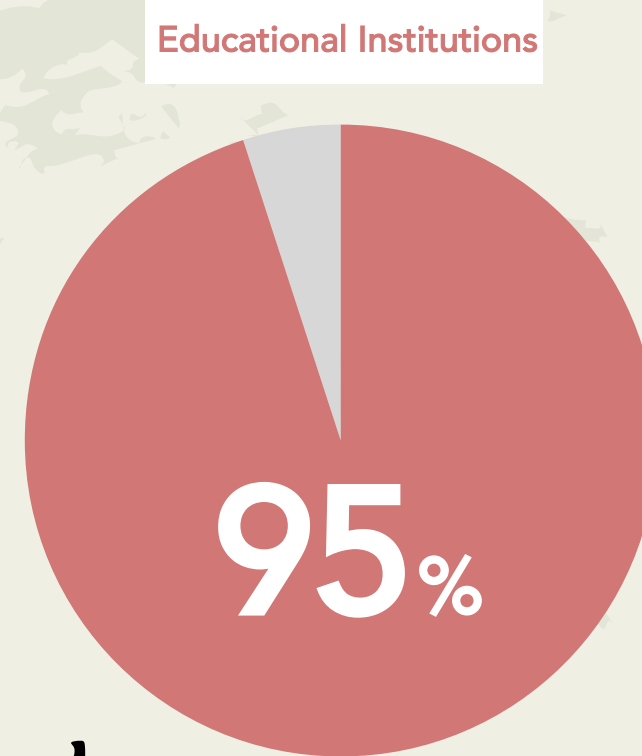
Total Participants
11,307 people

Countries Reached
24 countries



Total Programs Conducted
200 programs

Participant Satisfaction



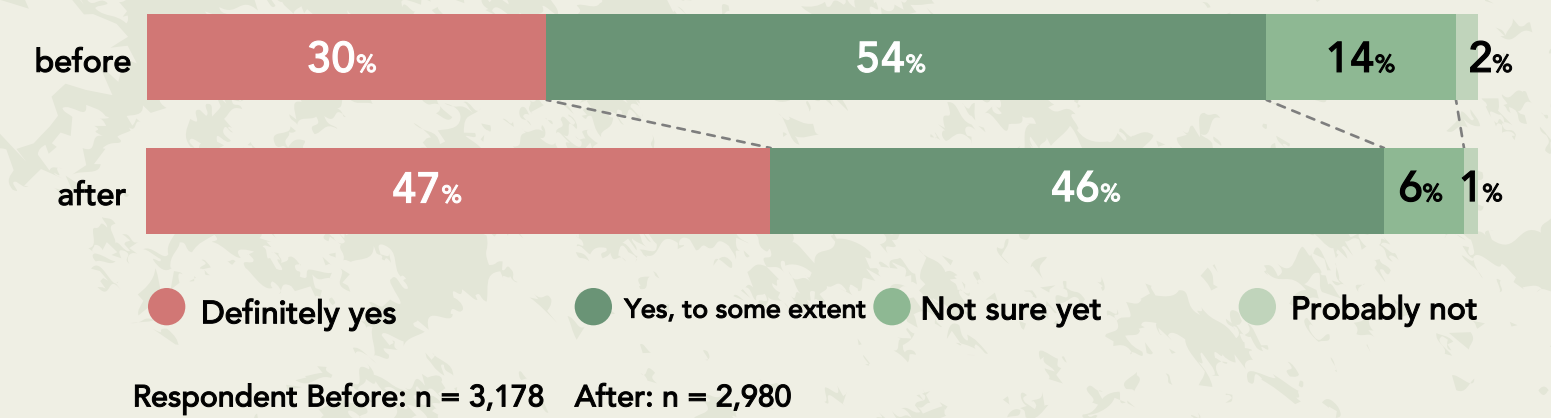
Shifts in Awareness

Q

Educational Institutions

Do you think there is something you can personally do to help solve social and environmental issues?

Students' sense of self-efficacy increased significantly!

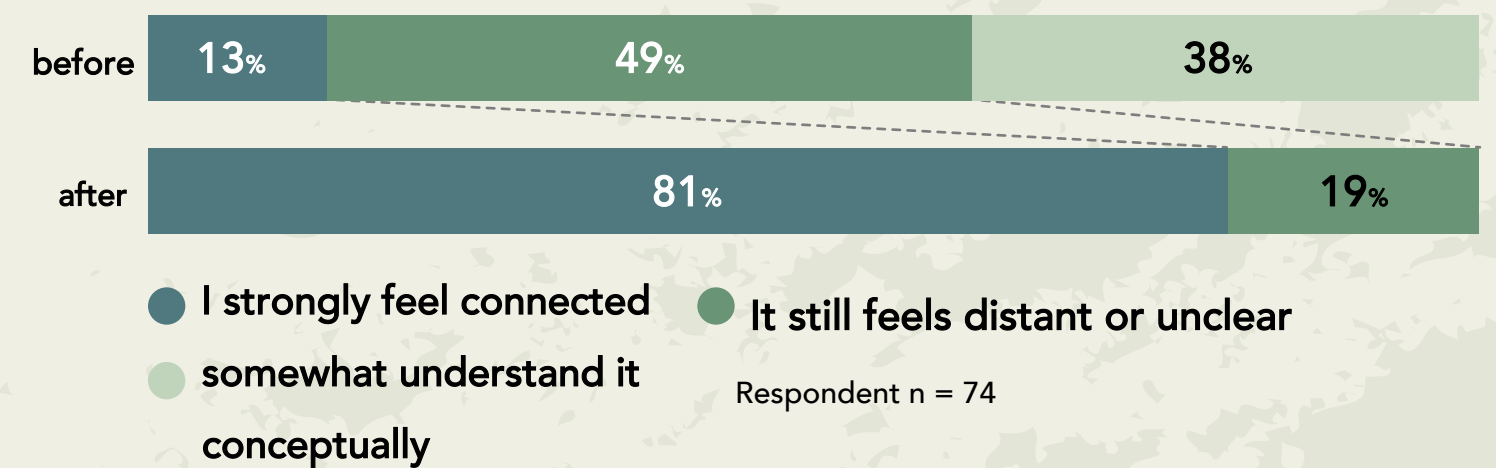


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Corporate Participants

How do you perceive your connection with global social and environmental challenges?

A major shift—participants began to feel social issues as "their own."



Impact Heroes We Have Supported So Far

44 Heroes from 19 Countries



Bella Galhos
EAST TIMOR
Political and LGBTI Activist



Robin Lim
Indonesia & Philippines
Healthcare / Public Health



Kathy jetñil-kijiner
Marshall Islands
Climate Change Activist



Wai Wai Nu
myanmar
Human Rights Activist



Arief Rabik
Indonesia
Bamboo Activist



Samir Lakhani
Cambodia, Nepal
Social Entrepreneur



Oyungerel Tsedevdamba
Mongolia
Public Health Activist



Surya Karki
Nepal
Visionary Educator



What kind of People Are Impact Heroes?

- 2018** A father figure in Bali giving street children homes, food, and education
- A volunteer rescuer in Laos saving 10,000 lives without an ambulance system
- A young leader from Everest closing education gaps in remote mountain villages
- An educator in Bangladesh bringing digital learning to rural communities
- An environmental teacher in India inspiring youth to reconnect with nature
- 2019** A permaculture pioneer restoring Timor-Leste's nature through school programs
- An engineer in Sri Lanka creating electric tuk-tuks for cleaner transport
- The "Water Girl of India" cutting restaurant water waste worldwide
- A retiree in Samoa linking small farmers to global markets
- 2021** A Rohingya IT activist giving stateless refugees digital identities
- A Gen Z eco-leader driving the upcycling and zero-waste movement
- A local fashion entrepreneur saving her island from deforestation
- A young tourism innovator lifting Thai villages out of poverty
- A human rights defender rescuing 5,000 enslaved fishermen in Thailand
- A businesswoman with disabilities creating digital jobs for others with disabilities
- A social entrepreneur tackling period poverty with compostable pads
- A former refugee connecting young changemakers with social causes
- 2022** An imprisoned Vietnamese activist fighting for climate justice and youth education

- 2022** An Indian designer reviving rural Indonesia through ethical traditional textiles
- An Indonesian scientist developing biodegradable plastics from seaweed
- A Bangladeshi entrepreneur turning rickshaw art into women's livelihoods
- A Bali changemaker working to eliminate ocean waste from every river
- A Timorese educator restoring nature by teaching permaculture in schools
- 2023** A "tempeh man" reviving Indonesia's soul food for health and sustainability
- An Indigenous woman from Papua New Guinea fighting mining-related abuses
- An Indonesian human rights advocate supporting victims of persecution
- A green entrepreneur empowering women farmers through organic farming
- A young tribal leader in Afghanistan secretly running schools for girls
- A child activist from Papua New Guinea teaching climate change at age nine
- An Indigenous leader reviving regenerative farming in conflict zones
- 2024** A global wisdom researcher sharing life lessons from 95 countries
- A health innovator in India providing life-saving insurance for the poor
- A fearless environmental lawyer in the Philippines protecting ecosystems
- A former NY banker ending hunger in five weeks in poor communities
- A cultural guardian in the Solomon Islands preserving climate-threatened heritage
- Indonesia's first Muslim female comedian healing trauma through laughter
- An HIV-positive influencer providing crucial support to others with HIV

IMPACT HEROES CLASS OF 2018-2024





The First Impact Hero

Bella Galhos: An Interview

A Journey of Transformation with Earth Company

The Trust and Guidance That Sustained Me

Earth Company was the first organization to believe in me — a grassroots leader from Timor-Leste — and to trust me as an individual. That trust meant everything. It changed the course of my life.

They not only offered financial support but also guided me with heartfelt mentorship and compassionate leadership to turn my ideas into reality. Our projects faced many challenges, but with Earth Company's steady support and patient guidance, I was able to stay on track and respond quickly when difficulties arose. As a result, our work touched countless lives in Timor-Leste, and that legacy continues to this day.

Now, as an advisor to the President of Timor-Leste, I am honored to help implement key national programs.

I am working on women's economic empowerment, domestic violence prevention, support for low-income families, and inclusion of LGBTQ+ and people with disabilities. These efforts are deeply rooted in the values and foundation that Earth Company helped me build — and for that, I am profoundly grateful.

The Power of Earth Company and Changemakers

The changemakers that Earth Company supports and nurtures are carrying out critical work for their communities and nations. Earth Company helps these changemakers unlock their full potential, enabling transformation at both national and international levels — and this will undoubtedly lead to remarkable outcomes in the future.

To truly create transformation, however, it takes long-term vision, perseverance, and the commitment to continue and expand what we begin. It's also essential that these changemakers, who are striving tirelessly around the world, are seen and recognized.

In my own journey, I have spoken up for the LGBTQ+ community in Timor-Leste and faced many obstacles. I once came close to becoming a minister, but conservative opposition prevented it. I know I have the power to create change and to improve many lives — yet there are still forces that hold me back. That frustration — the sense that I could do even more — is something many changemakers probably share.

That's why changemakers like us need an ally like Earth Company — one that walks beside us through every thorny step of this journey.

A Message to Changemakers

Timor-Leste is changing. A new generation of talented young leaders is emerging. These young people have talent and ability, but they need resources, recognition, and practical know-how to thrive. I strongly encourage them to apply for Earth Company's Impact Hero Program, because Earth Company provides mentorship, empowerment, and leadership guidance unlike any other.

Our society is still largely led by men and older generations, and opportunities for youth are limited. With Earth Company's support, I truly believe they can carve their own paths forward.

My generation has a responsibility: to begin, continue, and complete the work that will shape a better future — and to pass the torch to the next. Now in my fifties, I feel it is more important than ever to support young people with passion and purpose. I remind them that consistent effort and wise action are the true keys to transformation.

You, too, are a changemaker. You have the power to create change. Believe in that power — and let's take action together.

Bella Galhos was born in 1972 in Timor-Leste. During the Indonesian occupation, she lived through harsh conditions as a child soldier while joining the independence movement. After seeking asylum in Canada, she contributed to Timor-Leste's independence and later returned home to serve her country as a UN staff member and Presidential Advisor.

In 2015, she founded Timor-Leste's first environmental school, Leublora Green School, and continues to advocate for LGBTQ+ youth. Today, as a Presidential Advisor, she promotes programs that support socially vulnerable communities.

Regenerative futures created by Impact Heroes with our support

Hero's Journey to Regenerative Futures



IMPACT HERO 2015
Bella Galhos
 Amount donated:
 \$149,543

Vision:
 Transition from oil dependence to a sustainable society free of poverty, environmental harm, and discrimination.

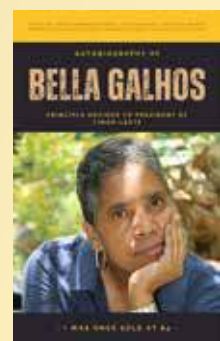
Emerging as a national leader for social change — now announcing a 2027 presidential run.



Re-selected as Presidential Advisor, overseeing empowerment of women, children, and vulnerable communities



Selected as one of BBC's 100 Women



Autobiography to be published

Emergency supplies delivered to 327 people affected by severe floods



Founded the country's first LGBTQ support organization, providing protection for hundreds of youth



Disaster Relief in Dili

- Business plan development
- Promotional material production
- Public relations support
- Support for autobiography

Opened a small environmental school in the capital, Dili.

LGV beneficiaries (2015–2023)
 Students: 1,305
 Visitors: 5,373
 Women in poverty receiving livelihood support: 452



Opened Green Villa to support school operations



Opened Green School to cultivate a careness

Cultivating a sense of care in East Timor's youth through environmental education, a nation hindered by five centuries of conflict, while providing human rights defense and livelihood support for its vulnerable populations.

Impact

Outcome

Support by EC

IH's Work

Through 75 trained midwives, gentle birth is spreading in Japan.

Established 4 new birthing centers and 1 youth center.



Bali
 Survived a crisis and built a new facility



Papua
 Opened a clinic in Indonesia's highest-mortality



Lombok
 Opened a clinic following post-earthquake relief efforts



Palawan
 Opened on the island with the highest early-pregnancy rate.



Bali Youth Center
 A space for learning and emergency shelter

- Clinic operating costs
- Gaining recurring donors
- Developing midwife training programs
- Producing fundraising material

Operating midwife-led birthing centers that provide 24/7, year-round, free maternal care for any woman—especially those unable to give birth safely due to poverty, religion, disasters, or environmental challenges

Vision:
 Delivering safe, gentle childbirth to every mother around the world

Creating an environment where all pregnant women can give birth with peace of mind — and expanding a cross-border, cross-generational movement of 'gentle birth.'



IMPACT HERO 2016
Robin Lim
 Amount donated: US \$401,693

WHO's childbirth guidelines now recommend the practices of gentle birth

Clinics & Babies Delivered (2016–2023)
 3 → 6 5937
Midwives Trained at Bumi Sehat (2016–2023)
 23522

Robin's book published in eight languages

Disaster & Emergency Response



Operations under pandemic



Earthquake in Lombok



Mount Agung eruption in Bali



Typhoon in Davao

As Climate Envoy, contributed to establishing a fund for loss and damage in Pacific Island nations



Participated in developing the National Adaptation Plan

Co-creating future strategies for the Marshall Islands and Pacific Island nations alongside trained youth leaders

Vision:

Building a nation that adapts to climate change not just to survive, but to thrive



IMPACT HERO 2017
Kathy Jetñil-Kijiner
Support donated: \$138,783



Raised funds to attend COP22

- Supported operating costs
- Created a long-term plan

Youth trained at the center:
🎓 2,954



Youth from the center are emerging as next-generation leaders, shaping international negotiations



Commissioned by the government to conduct cultural exchanges with outer-island youth and assess local climate impacts



Established the **Jo-Jikum Youth Center**, where the next generation learns and acts on climate change and cultural preservation

Support by EC

Youth trained at the center:
🎓 3,450

Outcome

Supporting pro-democracy leaders, leading global youth-driven advocacy, and shaping international Rohingya poli

Impact



Provided emergency funds in response to the coup

- Developing business
- Supporting the launch of new organizations
- Marketing support
- Funding for advocacy work



Advocating to the international community on the realities of Rohingya human rights abuses and the actions needed



Youth center graduates are emerging as young democracy leaders—recognized by TIME magazine

Vision:

Creating an inclusive society in Myanmar where all people can enjoy freedom and equality

Supported the safe evacuation of families facing persecution under military rule



Actively urged governments worldwide to take stronger action against Myanmar's military regime

U.S. government recognizes the Rohingya persecution as genocide



U.S. government increases Rohingya refugee assistance by \$199 million



IMPACT HERO 2019
Wai Wai Nu
Amount raised: US \$143,473

In the Marshall Islands—at risk of submersion with a 2°C temperature rise—raising climate awareness and cultivating young leaders shaping the nation's future.

Amid ongoing persecution of the Rohingya and other ethnic minorities in Myanmar, supporting and nurturing grassroots leaders and continuing to advocate to the international community for a just, democratic society.

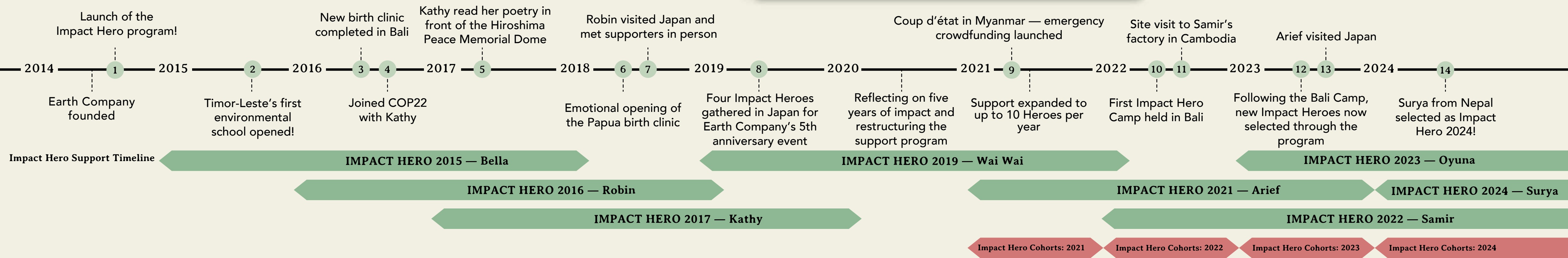
IH's Work



Supported operating costs for a youth center where students learn democracy across ethnicities.

A Decade with Our Impact Heroes

Since 2015, Earth Company has supported 44 changemakers, including 8 Impact Heroes, creating countless inspiring moments along the way. Let's look back on 10 years of impact through some of our most memorable milestones.



The Next Stage of Impact Hero Support

2015-2020

Formative Years

Number of Heroes supported per year:

1 (Impact Hero only)

Support provided:

3-year customized support

Funding:

Over 64.000 USD



2021-2024

Growth Years

Number of Heroes supported per year:

Around 10

Support provided:

- 1-year Lead-to-Regenerate (L2R) Acceleration Program

- 3-year support for Impact Heroes

Funding:

Over 64.000 USD for each Impact Hero



2025-

Leap Forward

Number of Heroes supported per year:

Around 10

Support provided:

- 1-year Lead-to-Regenerate (L2R) Acceleration Program

- 3-year support for Impact Heroes

Funding:

Over 64.000 USD for each Impact Hero
Additional grants for other changemakers



2030

Supporting 100 Changemakers!

Expanding the "Heroes Fund" to enable faster and more effective financial support

Building a dedicated team of experts in areas such as organizational management and marketing to deliver tailored accompaniment to each changemaker



Deeper Support, Wider Reach — Accelerating the Changemakers' Impact

Over the past 10 years, Earth Company has supported 44 changemakers and gained a deep understanding of what kind of support and how it takes to accelerate their impact.

In recent years, we have systematized our accumulated know-how, significantly improving the efficiency and effectiveness of our support. While fundraising remains the greatest need among our changemakers, we've learned that strengthening organizational foundations is just as essential. Previously, this kind of intensive, tailored support was reserved only for one Impact Hero per year. But today, we are proud to provide year-round accompaniment to up to 10 changemakers annually.

Looking ahead, we aim to deliver accompaniment and funding to all our changemakers—amplifying their impact more than ever before!



▲ Providing online sessions on organizational development and marketing, as well as personalized mentoring tailored to each Hero's needs.

What's the Heroes Camp in Bali all about? Watch the video here!



Impact Academy

WHY IMPACT ACADEMY? WHY GLOBAL?

A deep learning experience that awakens purpose and inspires action for a regenerative future

Impact Academy was born from a simple and powerful desire: to increase the number of people who change the future, even if just by one.

For years, Earth Company has supported Impact Heroes—individuals dedicating their lives to solving some of the world’s most pressing social and environmental challenges. Knowledge but a tangible sense of what impact looks and feels like on the ground.

Through our regenerative businesses in Bali and our global network of changemakers, we are able to offer an immediacy and authenticity that few programs can match.

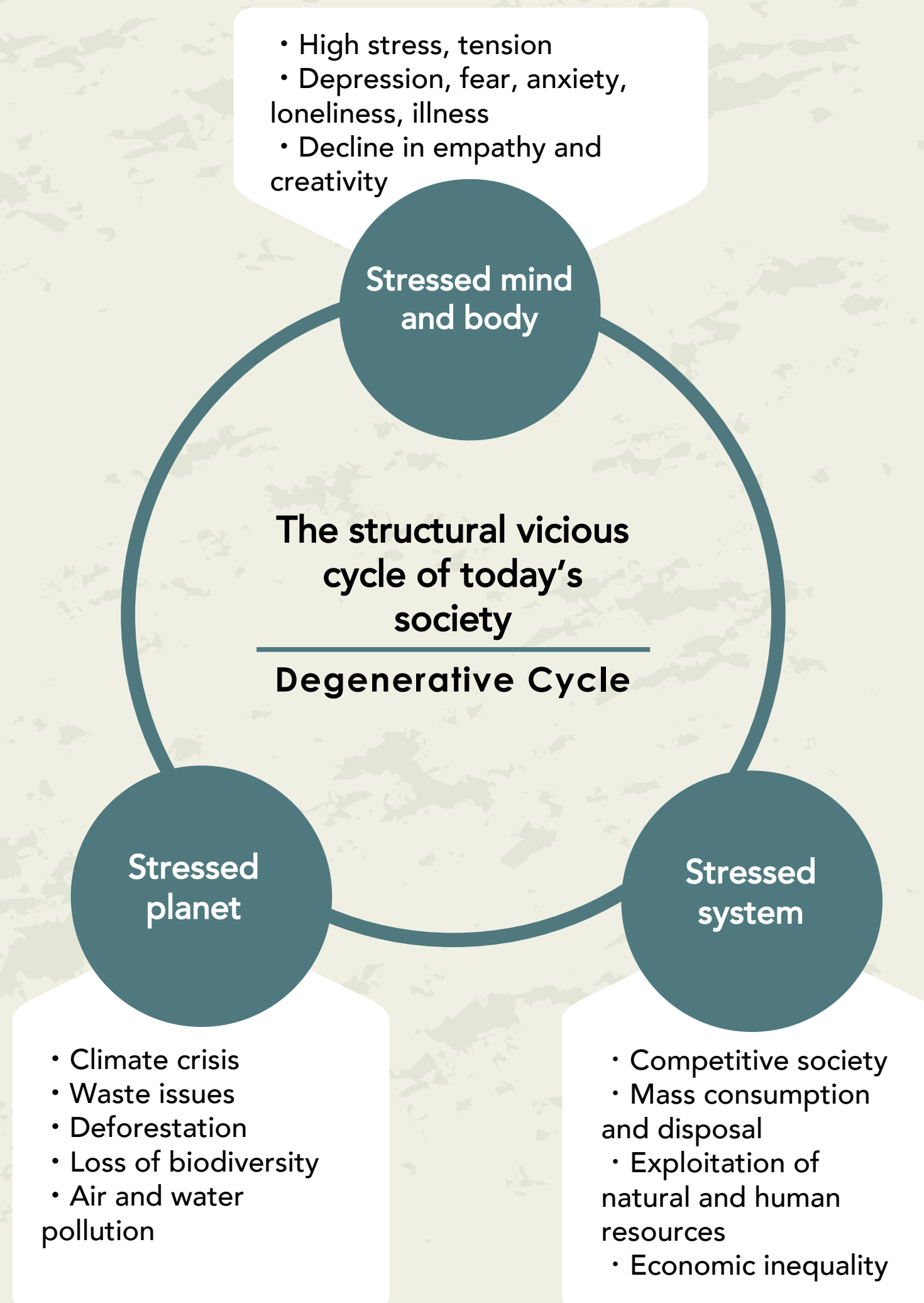
As the world faces increasingly complex crises, the need for regenerative leadership extends far beyond any single country. What began as a program primarily serving learners in Japan has naturally evolved. Leaders, educators, entrepreneurs, and young professionals from around the world are seeking learning experiences that go beyond theory—experiences that reconnect them with purpose, expose them to real solutions, and move them to action.

This is why Impact Academy is expanding globally.

Our programs are designed around the universal challenges all generations must confront, and find ways to break away from the world's current degenerative cycle. Whether online or immersed in Ubud, Bali, participants engage firsthand with social issues, community-led innovations, and regenerative solutions. Each learning journey intentionally brings people back to the essential "Why?" that often gets lost in the rush of modern life.

Through these programs, participants rediscover hope, clarity, and the desire to take meaningful action.

*Gallup World Poll



Change yourself, change the world.

At Impact Academy, through three steps, we aim to help everyone deeply understand—not just intellectually but from the heart—the meaning of engaging in problem-solving, so that each person can find their role in building a regenerative society.



When you change yourself, the world begins to change. At Impact Academy, we are increasing the number of people every day who choose to make today their 'Day One,' rather than postponing action to 'one day'

“Be the change you want to see in the world.”

— Mahatma Gandhi

WHY BALI?

An Island of Contrasts That Brings Learning to Life

Bali offers a rare setting where traditional village life coexists with global tourism, and where ancient rituals intersect with rapid development. These vivid contrasts make both the challenges and the possibilities of sustainability immediately visible. Participants can witness the tension between the old and the new, the regenerative and the extractive, and are invited to explore how these contrasting forces might be balanced and harmonized.

A Living Laboratory of Social and Environmental Challenges

Like many places in the Global South, Bali faces interconnected challenges—from waste management and water scarcity to land-use pressures and the impacts of mass tourism. These realities are not theoretical; they can be seen, felt, and understood on the ground. This makes Bali a powerful place to learn about systems thinking and regeneration, where participants directly experience the complexity of place-based issues.

A Hub for Social Innovation and Regenerative Ideas

Bali has become a gathering place for pioneers—activists, educators, entrepreneurs, and designers—experimenting with solutions for a more regenerative future. The island has evolved into a vibrant platform for collaboration, creativity, and cross-cultural learning. This convergence of local wisdom and global innovation offers participants a compelling glimpse into what regenerative change can look like in practice.

Why Impact Academy?

Hear From Our Participants!

When you find yourself in a beautiful team retreat that reconnects you with nature, honors community wisdom, reminds you that each of us can be a changemaker, and creates space for culture, laughter, and card games, you know it's special. The Balinese philosophy of Tri Hita Karana—harmony with spirits, nature, and people—is so inspiring and a powerful reminder of our purpose. Thank you so much Tomo, Tya, and the Earth Company team for curating such a thoughtful weekend; I can't recommend this enough.



Divya Patel
participant of a company retreat program

I have learnt so much from Earth Company, through both sharings from Tomo and Tya, and the Amazing Impact Race in Ubud Central that allowed us to learn more about Bali's sustainability efforts. I do not know what my future holds, nor can I promise that I can make as much of a difference that the wonderful changemakers in Bali do, but I can promise that this experience has definitely altered my brain chemistry—and I will do what I can to minimise the ecological footprint I leave behind in this world.



May Myat
participant in a school program

The stay at Mana Earthly Paradise was particularly effective in raising an awareness of the possibilities of sustainable tourism. The trip illuminated the delicate balance of SDGs and tourism and provided a rare insight of the complexities in sustainability efforts.



Lynette Tan
teacher/organizer in a school program

I gained a fresh perspective on sustainability, wellness and wholeheartedness after my trip to Bali. Activities are abundant in nature and the kids love them too. As a family we had many wholehearted moments in new experiences of Balinese culture and cuisine, sustainability and simply having fun.



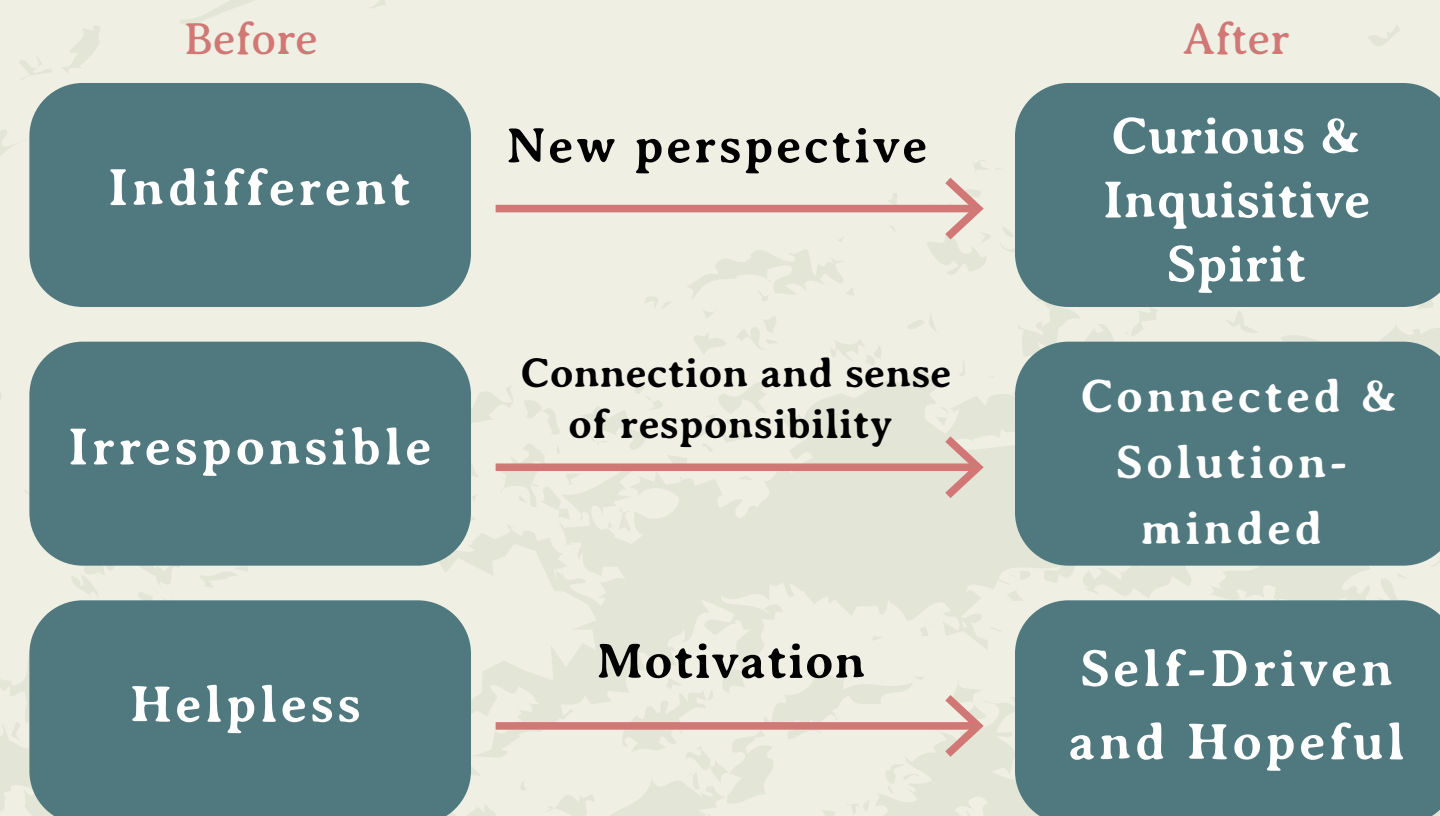
Edwin Ting
participant in family program

IMPACT ACADEMY GLOBAL PROGRAM OVERVIEW

It's never too early or too late to start your regenerative journey!

Impact Academy Global offers a range of programs designed for different generations, sectors, and social roles, creating opportunities for participants to reconnect with purpose and take meaningful action.

The Impact that Impact Academy Seeks to Create



For Schools



Social Entrepreneurship & Regeneration Sessions

During their study trip to Bali, Earth Company facilitated two focused sessions on social entrepreneurship and regeneration. Students also joined a guided tour at Mana Earthly Paradise, giving them the opportunity to see a mission-driven, regenerative business model in action.



Experiential Learning Program

Earth Company designed a tailor-made, three-day immersion program that introduced students to our mission and regenerative work in Ubud. Through a guided tour of Mana Earthly Paradise, an Amazing Impact Race exploring Ubud's sustainability landscape, and a visit to Bali's landfill in Serangan, students gained firsthand insight into local social and environmental challenges.



Applied Learning Through Real-World Casework

Earth Company provides students with a real-world business challenge rooted in our mission and future strategy. Through direct engagement with our team, site visits, and facilitated discussions, students apply their academic skills to a practical context while gaining a deeper understanding of impact-driven organizational development.

For Companies



Team Immersion & Regenerative Leadership Training

Earth Company designed a customized program for City Developments Limited's team, immersing participants in Balinese cultural activities and introducing them to local social innovators. Through direct encounters with regenerative leaders and hands-on experiences, participants explored how complex issues in Bali are being addressed in holistic, systems-based ways.



Regenerative-Focused Company Retreat

Earth Company hosted members of Tolaram's management team for a two-day regenerative retreat in Bali, as part of the company's 75th-anniversary celebrations. Fourteen executives and managers from Singapore, Nigeria, and the US explored Bali's regeneration landscape, reconnected with the company's purpose, and engaged with impact-driven initiatives that offered fresh perspectives for their global operations.

For Individuals

Total participants: 101 • 5 sessions delivered



Amazing Impact Race

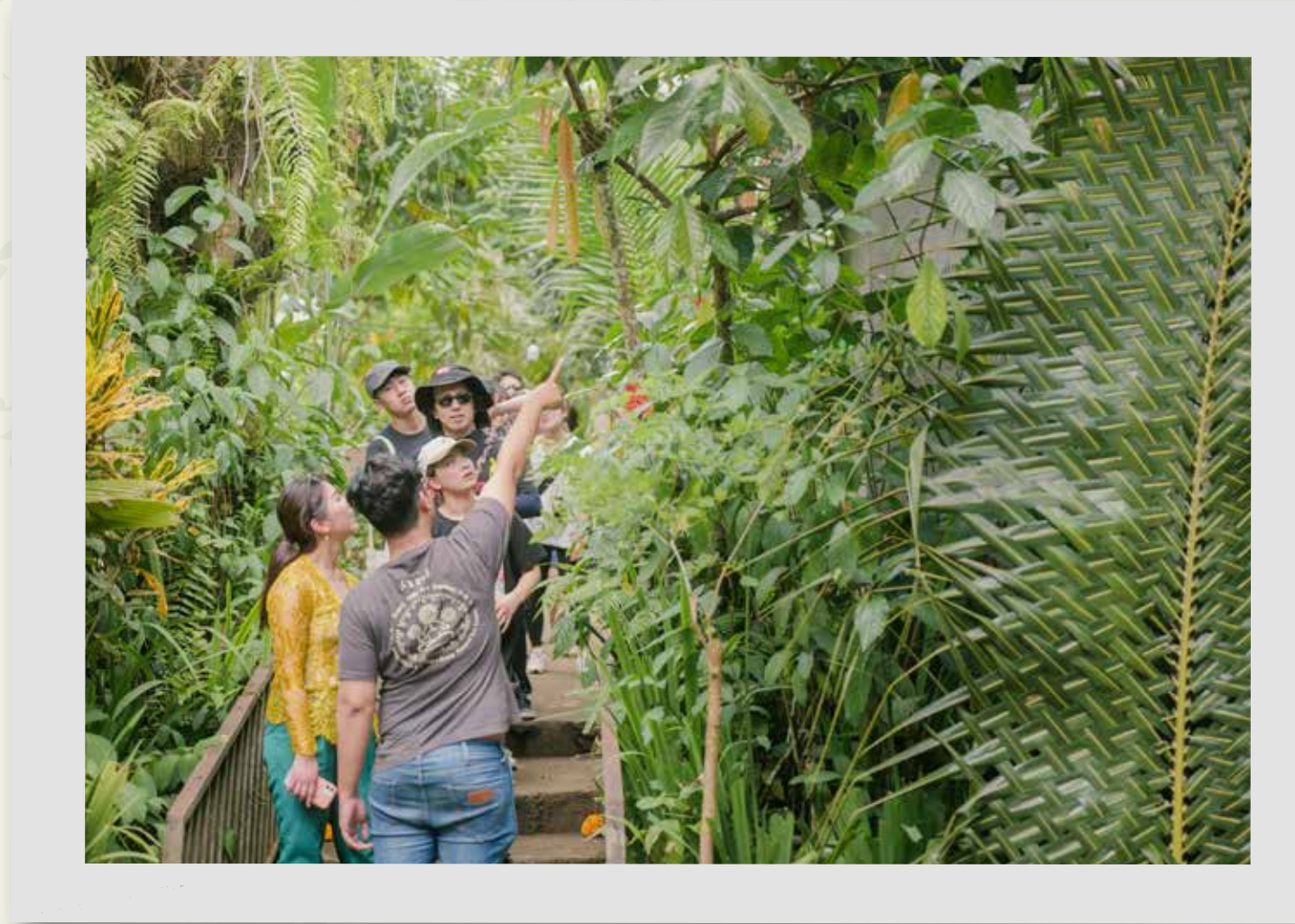
A thrilling half-day event held in Ubud and organized by Earth Company! This event offers a unique opportunity to discover incredible social enterprises and innovators in Bali through a fun, engaging, and competitive race. It's more than just a race—it's an adventure that combines purpose, excitement, and impact.

WHY IMPACT ACADEMY GLOBAL?

Our programs are designed around the universal challenges all generations must confront, and find ways to break away from the world's current **extractive, degenerative systems**. Whether online or immersed in Ubud, Bali, participants engage firsthand with social issues, community-led innovations, and regenerative solutions. Each learning journey intentionally brings people back to the essential "Why?" that often gets lost in the rush of modern life.

Through these experiences, participants rediscover hope, clarity, and the desire to take meaningful action.

Impact Academy exists to spark these transformations—not only in Japan, where the program began, but across the world.



The Birth Story of Mana

Why Mana?

How much water do you think a tourist in Bali consumes per day? While a local Balinese person uses about 180 liters daily, a tourist consumes a staggering 2,400 liters—over 13 times more. And when it comes to waste, a tourist generates five times more garbage than a local resident.

Despite being a lush island, Bali constantly faces water shortages—because 65% of its water is used by tourism. With no proper waste management system, half of all garbage is illegally dumped, while the other half continues to pile up in landfills that now stretch across 33 hectares. Trash dumped into rivers flows into the sea, polluting the ocean. Microplastics, broken down over time, are now being detected in water, air, and even in human bodies.

We do business here in Bali—on this planet we all share. If that’s the case, we must not only avoid harming this land and its people, but create positive impact through our work.

We want Mana to be a place where nature regenerates, where guests are nourished in mind and body through food, where everyone in the supply chain lives a little better through ethical products, and where travelers from around the world leave inspired to live more consciously—creating ripples of positive change wherever they go.

We don’t want this to be just a beautiful idea—we want to prove that regenerative business can thrive, that prosperity can make the planet and society better. And it has to be fun. Sustainability can’t grow unless it’s joyful and engaging for everyone.

With that belief, Mana was born in 2019.



What “Mana” Means

The word “Mana” comes from Polynesian language, meaning “the sacred life energy that resides in people, nature, and the land.” If humanity had truly respected the Earth’s “Mana,” the world would not be in the state it is today.

In Japanese, Mana can also mean “to love and nurture”—as in *manamusume* (“beloved daughter”) or *manadeshi* (“cherished apprentice”). With this spirit, Mana Earthly Paradise was born in Ubud, Bali in 2019, embodying our wish to create a true earthly paradise—one that honors the Mana of Mother Earth and all living beings.

Five Years Since Opening
(Despite surviving a global pandemic...)

2,804 guests from 54 countries have stayed with us
55,430 people have dined at our restaurant

(as of August 2024)

2019 **Opened in September**

2020 Just six months later, the pandemic hit—18 months of bookings vanished overnight. After much discussion, the team agreed to keep all 30 staff members employed and continue pushing forward. We converted villas into long-term rentals, launched delivery services, and secured emergency funding.

Though it was scary to spend money with no income, we believed: “If we keep evolving instead of stopping now, our efforts will surely pay off when the tunnel ends.”

We renovated the restaurant, revamped the menu, and completed both the ethical shop and permaculture garden.

🏆 Sustainable Business Awards

Indonesia —

Certificate of Recognition

2021 With borders closed and domestic tourists avoiding non-“Instagrammable” spots, we redesigned our interiors and opened a playground.

🏆 Finalist for Regenerative Travel Impact Award

🏆 Winner of Circular Awards

2022 Borders reopened in July—tourists slowly began to return. The Impact Academy resumed some in-person programs.

However, extreme weather caused by three consecutive years of La Niña led to repeated flooding. We replaced damaged underground filtration systems and improved drainage to adapt to climate change.

After two years of preparation, we became Southeast Asia’s first B Corp-certified hotel!

🏆 Tokyo New Business Conference Global Award — Excellence in Overseas Entrepreneurship

🏆 Recognized as a Best Practice in Sustainable Tourism by Japan’s Tourism Agency

2023 By Spring, international tourists had returned in full swing. We replaced the leaking thatched roof with a bamboo roof built by Impact Hero 2021, Arief. Sadly, due to personal reasons, four managers left within six months

2024 With a renewed team, Mana came back stronger than ever!



June 8, 2024 — We said goodbye too soon. Rest in peace, Agus. You’ll always be part of us.

Mana's Impact Map



Solar panels generate about 20% of the property's electricity.



A circular dining experience serving heirloom vegetables grown on-site in Mana's permaculture garden.

Over 20 events held on social and environmental issues.



No trees were cut down. Buildings use reclaimed wood, earth walls, and natural materials.

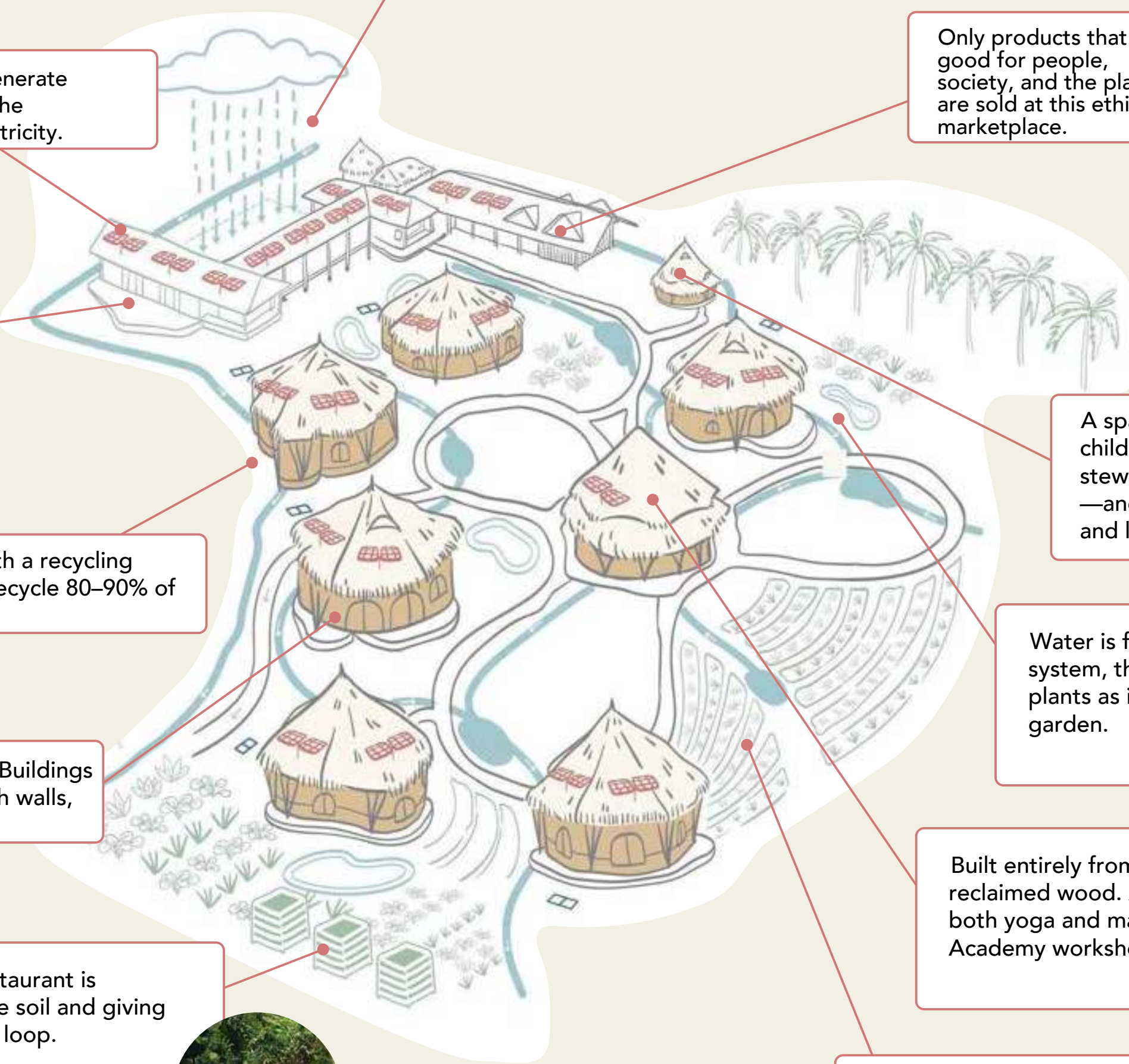


Featuring eco-toilets, natural showers, and fully sustainable amenities inside every room.

Food waste from the restaurant is composted, enriching the soil and giving new life—a regenerative loop.



Rainwater is collected, filtered, and reused—covering up to 80% of usage during the rainy season.



Partnering with a recycling company to recycle 80–90% of waste!

Only products that are good for people, society, and the planet are sold at this ethical marketplace.

A space where children—the stewards of the future—and adults coexist and learn together.



Water is filtered through a septic system, then purified again by plants as it cycles through the garden.

Built entirely from bamboo and reclaimed wood. A venue for both yoga and many Impact Academy workshops.



Provides 35% of the vegetables used in the restaurant.



Made from discarded chopsticks



Supporting climate action through every cup



Crafted from upcycled tires



Empowering survivors of illegal deforestation



Shop Impact Overview

Organic products.....	90%
Made from eco-friendly materials.....	76%
Eco-packaging used.....	63%
Human rights and fair labor ensured.....	80%
Bulk refillable foods.....	67%
Locally sourced products.....	86%
Brands founded by local women.....	41%

Mana Market

The space that is now Mana Market was originally planned as a coworking area. But one night, while nursing her baby and reading the news that Japan and the U.S. refused to sign the G7 Ocean Plastic Charter, CEO Aska Hamakawa was furious.

At dawn, she turned to CXO Tomohiro, who was rubbing his sleepy eyes, and declared, "Let's make it a zero-waste shop instead!"

And that morning, Mana Market was born.



EARTH COMPANY

www.earthcompany.info

About Earth Company

Earth Company is an impact-driven organization that is realizing regenerative futures by:

- Empowering paradigm-shifting changemakers in the Asia Pacific,
- Delivering transformative training programs to schools and companies, and
- Managing an eco-villa in Ubud, Bali called Mana Earthly Paradise.

※Earth Company” collectively refers to two independent legal entities: General Incorporated Association Earth Company (Japan)
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“We do not inherit the earth from our ancestors. We borrow it from our children.”

この地球は、先祖から継承したのではなく、私たちの子どもたち、子孫から借りているのです。