Bio Farma Engages Employees in Technology-Driven Mangrove Conservation Innovation in Karawang



Bandung, September 30, 2026 - PT Bio Farma (Persero) continues to encourage employee participation in environmental and social initiatives that create tangible impact for communities through its Corporate Social Responsibility (CSR) programs. This commitment is reflected in the *Mangrove For Life* (*Name Your Mangrove*) program, held in Muarabaru Village, Cilamaya Wetan District, Karawang Regency, West Java, on September 24, 2026.

The program provides an opportunity for Bio Farma employees to take part in efforts to preserve coastal ecosystems while fostering environmental awareness, a sense of ownership, and shared responsibility for the environment.

Mangrove For Life adopts a conservation approach that goes beyond planting. It also encompasses maintenance, monitoring, community involvement, and the long-term sustainability of the mangroves. Through geotagging and QR Code technology, each mangrove is given a unique identity, allowing its location and growth to be documented and monitored in a more structured manner.

This approach also creates a more personal experience for employees. Each planted mangrove represents an individual contribution to environmental sustainability, while enabling employees to remain engaged even after the planting activity has ended.

Head of the Social and Environmental Responsibility, HSE, Asset and General Affairs Division of Bio Farma, Hidayat Setiadji, said that *Mangrove For Life* is part of the company's efforts to translate sustainability principles into tangible action while strengthening employee engagement.

“Through geotagging and QR Codes, each mangrove has its own identity, and its growth can be

monitored in a more structured manner. We want to build a connection between employees and the mangroves they plant so that the initiative does not end with the planting activity. The spirit we want to foster is the spirit of growing together. As the mangroves grow, so does our environmental awareness," said Adji.

According to Adji, direct employee involvement is an important part of building a culture of sustainability within the company.

"We want sustainability to be more than just a corporate program. It should also become a shared awareness among everyone at Bio Farma. When employees are directly involved and can follow the progress of the mangroves they have planted, a stronger sense of ownership of both the program and the environment can grow," Adji added.



Employee participation in the program is also part of Bio Farma's efforts to strengthen employee engagement through activities that carry social and environmental value. In this way, CSR programs not only create external impact but also strengthen employee participation, togetherness, and pride in the company's contribution to the sustainability agenda.

At the same time, local communities remain key partners in maintaining the sustainability of the coastal area. Bio Farma's involvement in mangrove conservation in Muarabaru Village has been ongoing since 2023 in collaboration with the local community and stakeholders, with the aim of strengthening coastal protection while supporting community empowerment.

Chairman of Cipta Pesona Desa (CPD) Muarabaru, Ahmad Fatoni, said that conservation is one of the approaches taken by the community to help Muarabaru Village become more empowered.

"When our village was categorized as one of the underdeveloped villages, it was a matter of concern for us. We then sought ways to help the village become more empowered. One of the initial steps we

took was through conservation activities," said Ahmad.

According to Ahmad, changes began to emerge following Bio Farma's involvement in the conservation efforts. The coastal area has become greener, while the coastal ecosystem has begun to develop, with shrimp, fish, and bird habitats becoming more visible than before.

"The changes we have seen since Bio Farma became involved in the conservation activities include a greener coastline and better control of coastal erosion. The coastal ecosystem has also begun to develop. Shrimp, fish, and bird habitats have started to appear, whereas previously they were rarely found here," Ahmad explained.

These developments have also drawn attention from the West Java Provincial Forestry Service. Forestry Extension Officer at Forestry Service Branch Office Region II, Dedi Jatnika, said that the mangrove ecosystem in Muarabaru Village has shown significant improvement through collaboration among various stakeholders.

According to Dedi, successful conservation depends greatly on consistent post-planting maintenance as well as a strong commitment between community groups and companies.

"The commitment of all parties is the most important factor. As demonstrated by KTH Cipta Pesona here, collaboration with companies has enabled the survival rate of planted mangroves to reach more than 90 percent over three years," said Dedi.

Mangroves play an important role as a natural protective barrier for coastal areas, while supporting ecosystem balance and providing habitats for various species.

"Collaboration continues to grow, and that is what we hope to see. We cannot work alone. We have to work as a team to make mangrove planting programs successful," Dedi added.



Through *Mangrove For Life*, Bio Farma combines technology, employee participation, community empowerment, and collaboration with stakeholders. This approach encourages conservation efforts to move beyond planting activities toward more structured, measurable, and sustainable environmental management.

In addition to mangrove conservation, Bio Farma is continuing its support for the Muarabaru community through improvements to sanitation facilities as a follow-up to its ongoing CSR programs. This effort is part of the company's approach to integrating environmental preservation with efforts to improve the quality of life of local communities.

As part of the Danantara Indonesia ecosystem, Bio Farma continues to develop CSR programs that create long-term benefits for communities and the environment, while strengthening the involvement of its people in creating these impacts.

Collaboration among the company, employees, local communities, government authorities, and other stakeholders serves as a foundation for ensuring that environmental conservation goes hand in hand with improving community well-being, strengthening coastal resilience, and fostering a culture of sustainability within the company.

Going forward, Bio Farma will continue to strengthen CSR initiatives that deliver tangible and measurable benefits for communities and the environment, while creating broader opportunities for employees to participate in the company's sustainability agenda.

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