

| 2021

CarbonEthics Annual Impact Report



#SaveOceanForClimate



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01.

LETTER FROM BOARD MEMBER

It has been an extraordinarily transformational year for CarbonEthics.

We took the risk to combine both vision and opportunity while trying to balance operational excellence at our project sites – servicing our most important customers, the coastal communities.

As you can see in this report, we have **educated 9,261 people, sequestered 3,981.5 tonnes of carbon, generated 24.43% increase in incremental income for our farmers**, and recruited **8 full-time employees, 9 part-time employees, 155 volunteers, 38 interns, and 267 partners**. At the heart of our organization is the shared purpose to help **protect the blue carbon ecosystem, uplift coastal communities, and empower the next generation of youth** to be fierce protectors of nature.

Not stopping there, we are taking several bold steps to invest deeper in our projects after learning how complex

the problems can get. As the climate problem continues to accelerate, our organization aims to grow faster, multiplying our impacts, protecting more coastal areas, and provoking more minds to support our cause.

We know we have a long way to go, but at CarbonEthics we love big challenges.

2022 is going to be another year of growth and opportunity. Our team is firing on all corners, ready for the big task. Thank you to all of you that have believed in our vision and partnered with us, because of that, we are able to get to where we are today. It is amazing how quickly good intentions turn into a positive force of nature. We are deeply grateful for the role we are playing in the biggest fight in mankind's history.

Let's continue the good fight!

Innandya Irawan
Chief Operating Officer





02. PERSPECTIVE ON ISSUE

02. **REGULATION BOOSTS RESTORATION!**

2021 was an optimistic year for decelerating Climate Change. Reflecting back to 5 years after the Paris Accord was established, there have been several major developments in the global effort to confront the climate crisis (UN Foundation CEE, 2021).

According to the World Meteorological Organization, the global mean temperature for 2021 was about 1.09°C above the 1850–1900 average. This year was less warm than recent years. However, this is still a “Code Red for Humanity”. **Slowly but surely, CarbonEthics strives to turn it Blue.**

This does not happen out of the blue. Studies reported that up to **60% of the carbon absorbed by coastal ecosystems** is stored below the soil at

a depth of 6 meters below the ground surface. This stored carbon can be stored for thousands of years. **This is great news for the protection of the coastal ecosystems because they play many roles in mitigating the impacts of climate change.**

This year, we also celebrated the strengthened intergovernmental partnership for Climate Action with a few takeaways from **COP26** including all nations’ **NDC updates**, carbon market regulations, and most importantly **The Glasgow Pact** that reaffirms the long term global goals to hold the increase in the global average temperature to “well below 2°C”.

Meanwhile in Indonesia, we are thrilled to witness the NEK (Carbon Economic Value) being addressed in the Presidential Decree No. 98/2021 regarding the regulation of National Determined Contribution (NDC) Achievement and the Control of Greenhouse Gas Emissions in National Development. It shows the commitment to design the carbon offset mechanism that eventually leads to the constructive support for CarbonEthics’ vision on providing sustainable living for a healthy earth and humanity.

***What a time to be alive,
knowing that regulation
boosts restoration!***

03. INTRODUCTION TO CARBONETHICS



03. ABOUT CARBONETHICS

Who We Are

We are an organization that aims to **decelerate the climate crisis through climate education and blue carbon ecosystem conservation**. We strongly believe in a community-based conservation model – placing Indonesian coastal communities at the heart of our conservation work.

When you conserve with CarbonEthics, you do not only create positive environmental change, but you also **advance social impact by directly enhancing the livelihoods of our coastal community partners**.

Starting as a not-for-profit organization, we are in a transition to branch ourselves with a Social Enterprise leg to provide more climate solutions in speed, such as carbon emission calculation, carbon policy and advocacy, climate-friendly travel, and many more.

Our Commitment to SDGs

We are committed to supporting the Sustainable Development Goals (SDGs) blueprint defined by the United Nations. Through our cause, we are supporting **7 key areas of focus of the SDGs**.



Our Vision

Sustainable living for a healthy Earth & humanity.

Our Mission

Demystify the climate crisis to inspire and enable climate action while improving the livelihood of communities.

3 Main Impact Goals

01

Climate crisis deceleration through blue carbon ecosystem conservation & shaping low carbon society.

02

Improvement of livelihood of communities.

03

Influencing of government policy towards the support of blue carbon conservation.

A full-page background image of an underwater scene. On the right side, there is a vibrant coral reef with various types of coral in shades of blue, green, and yellow. A large sea turtle with a brown and white patterned shell is swimming towards the right, its head and front flippers visible. The water is a deep, clear blue, and several small fish are scattered throughout the scene.

04. WHY OCEAN AND BLUE CARBON

04. OUR REASONS

The encyclopedia of the National Geographic Society states that the ocean covers 71% of the whole Earth's surface. Humanity has only explored 20% of its mysteries. **The ocean provides abundant biodiversity to the Earth.**

Three major tropical marine ecosystems including **Mangrove, Seagrass, and Coral Reef** have ecological functions as spawning grounds, nursery grounds, and feeding grounds for marine life.

The ocean is one of the most diverse ecosystems on Earth and it provides humans with a million promising opportunities to sustain our life.

Famously known as 'blue carbon', they are significant net carbon sinks according to IUCN. Dedicated conservation efforts can ensure long-term carbon sinks by making sure that no new emissions arise from their loss and degradation.

Mangrove

sequesters carbon



**10x
Greater**

than terrestrial plants

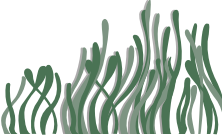
Seaweeds

are amongst the fastest growing organisms for up to

3 Feet a day! 

As a marine natural product, their compounds can be an ingredient to reduce emissions for industries

Seagrass Meadows
store

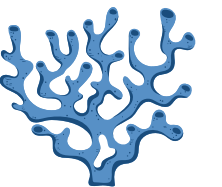
11% 

of the organic carbon
buried in the ocean

Coral Reef

relationship with their innate phytoplankton known as 'Zooxanthellae' are observed to be able to absorb

**70 to 90 million tonnes
of carbon/year**

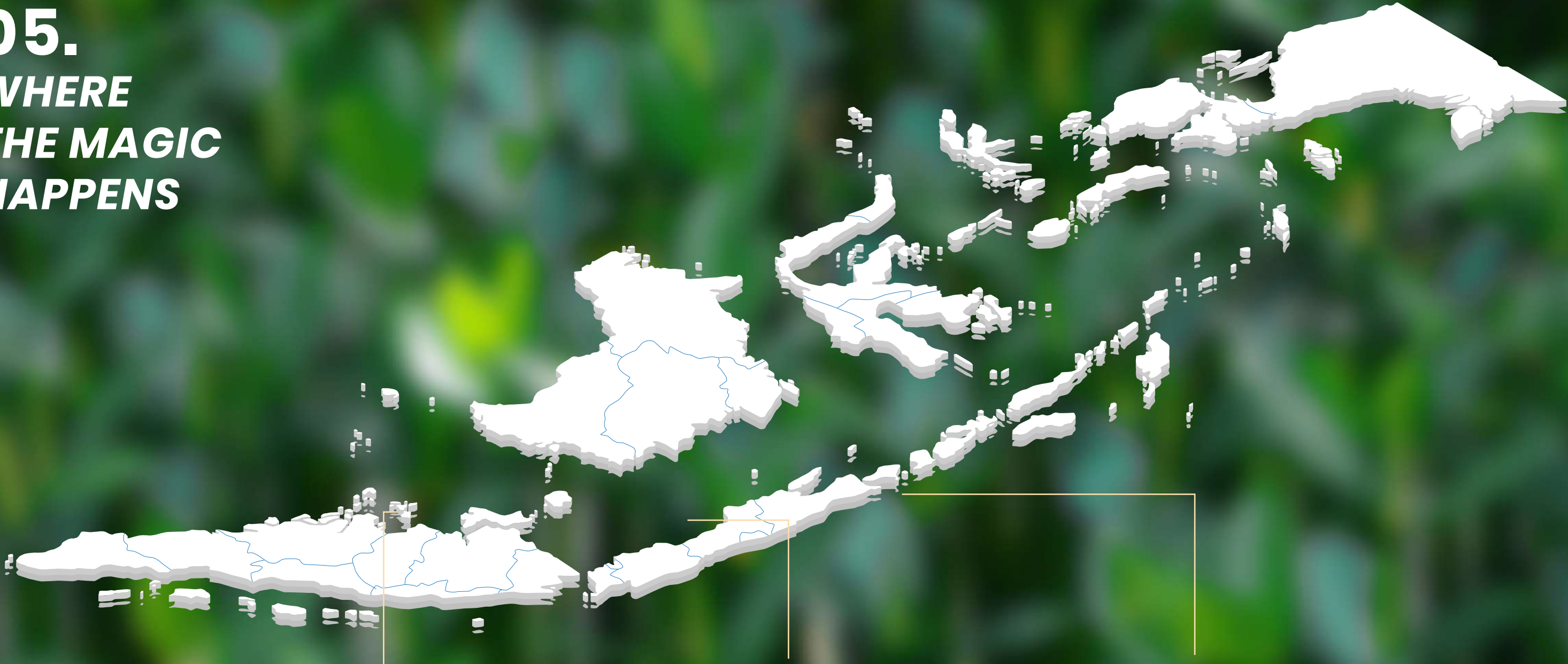


This is precisely the reason behind CarbonEthics' mission to decelerate the impacts of climate crisis through **Blue Carbon Ecosystem Conservation and the shaping of a low carbon society.**

05. CARBONETHICS' PLANTING SITE



05.
WHERE
THE MAGIC
HAPPENS



**Bintan Island,
Riau Islands**



Estuarine Mangrove



Seagrass

**Harapan Island & Kelapa Island,
Thousand Islands, DKI Jakarta**



Marine Mangrove



Seaweed

**Padang Bai,
Bali**



Coral

06. SOCIAL RETURN ON INVESTMENT



06.
SROI

SROI

1 : 4

For every **1 USD** invested in CarbonEthicsFoundation, **4 USD** worth of social value is generated.

Returns were measured through farmers' incremental income, value of climate education, total economic valuation for blue carbon plantation, and social cost of carbon.

06. OUR ONE YEAR IMPACT



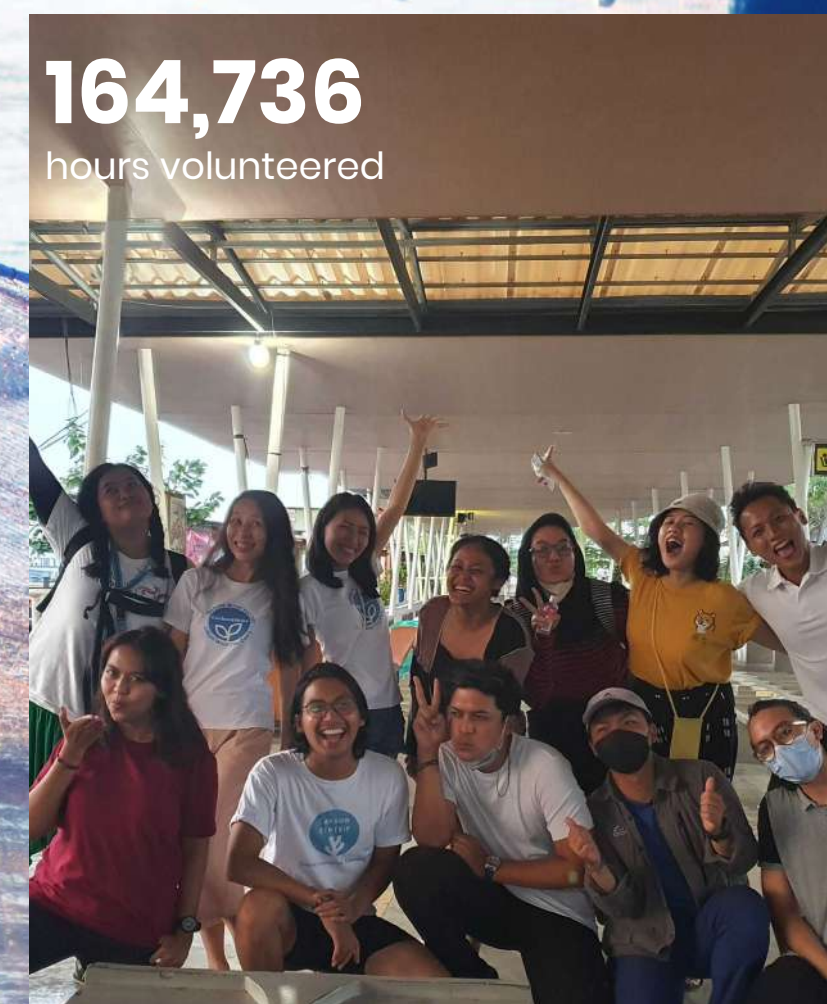
A vibrant underwater scene featuring several blue-striped fish swimming over a diverse coral reef. The water is a deep, clear blue, and the coral displays various textures and colors, including shades of orange, brown, and white. The fish are primarily blue with distinct horizontal black stripes.

06. 2021 AT A GLANCE

This year marks our third year growing stronger. Starting from 2019 when we were first founded, until the period of December 2021, we have created significant growth;

from **3 team members** to **260 team members**, **7 beneficiaries** to **32 beneficiaries**, from **294.4 tonnes carbon** to be sequestered to **3,981 tonnes carbon** to be sequestered and we aim to thrive for creating more meaningful impacts in 2022.

06. SOCIAL



06. ECONOMY

24%

increase of our farmers' incremental income in 2021



20

Locals employed in a jobs created through blue carbon conservation



60

Partnerships were built with Business & Institutional Partners to improve the livelihood of local communities



32

direct beneficiaries,

50%

of whom are women, with a total of

98

indirect beneficiaries



25

Farmers' of our Bintan & Thousand Islands coastal communities has been provided with basic needs during Eid Fitr



06.
ENVIRONMENT



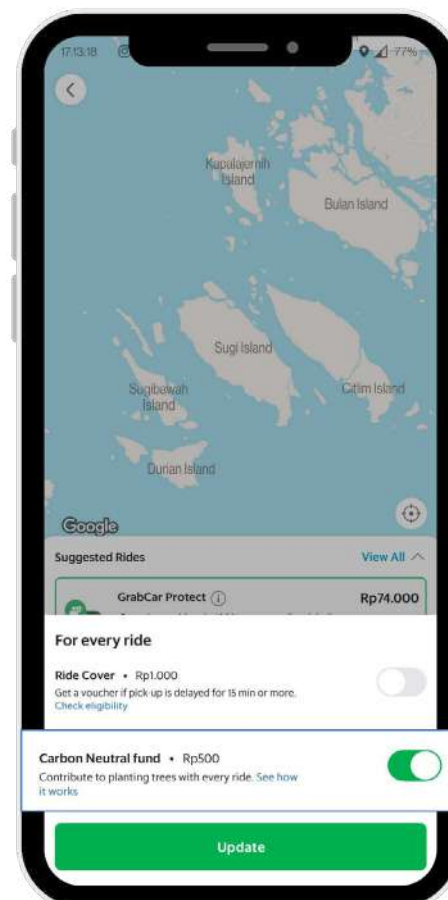
07. 2021's CARBONETHICS STORIES

07. TOP 9 STORIES

Grab's #LangkahHijau

01

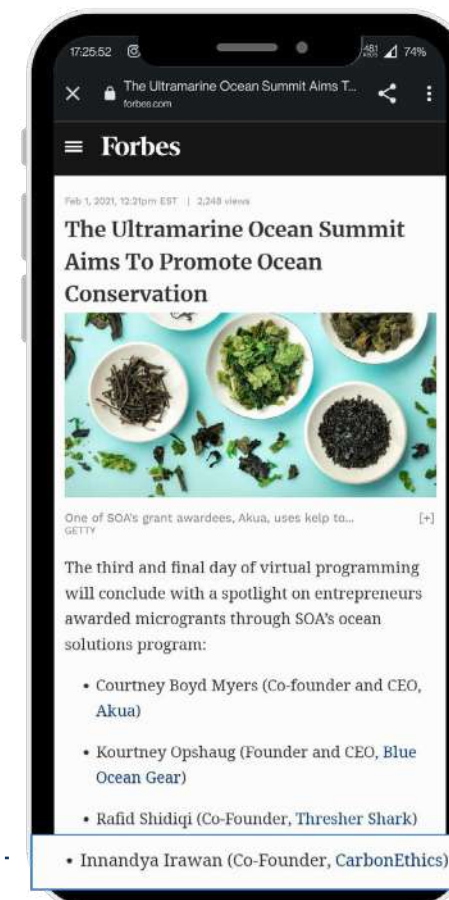
We are proud to be one of the **planting partners of Grab's** Carbon Offsetting initiative, **#LangkahHijau**, through our partnership with **World Resource Institute Indonesia**.



Featured in Forbes

02

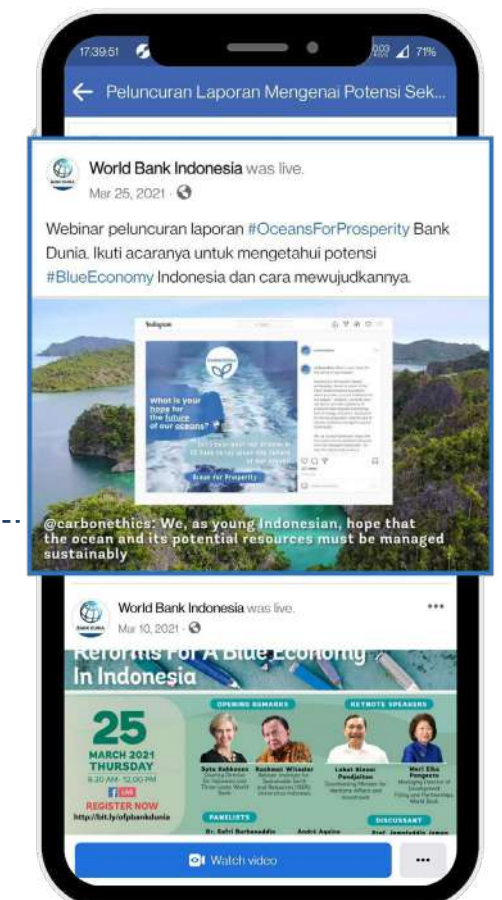
Innandya, our Co-founder was featured in [Forbes](#) on behalf of CarbonEthics. As a **microgrant awardee of Sustainable Ocean Alliance**, she engaged in a panel discussion at the Ultramarine Ocean Summit with other entrepreneur awardees.



World Bank Report Launch Event

03

Our Policy and Advocacy Team had been featured on **World Bank Report Launch Event**, “Oceans for Prosperity: Reforms for a Blue Economy, in Indonesia” for a video called “**What is your hope for the Oceans**”



07. TOP 9 STORIES

Organic Seaweed Soap

04

We have successfully crafted our first **community-based product**, **Organic Seaweed Soap**.

The soap is created from the **seaweed planted by our farmers in Kepulauan Seribu**. Now you can be part of the blue beauty with [Bluease](#).



Mangrove Conservation Trip with Parnters

05

European Union Delegations in Indonesia closed their Climate Diplomacy Week with a remarkable event, a **Mangrove Conservation Trip** with us!

Separately, we also took **Allianz** to our conservation site where the employees learned **about climate and experienced first-hand planting mangrove** together with our local communities.



06

We are pleased to have received another grant from the **SOA Microgrant 2021** to develop our **blue carbon restoration project** in Bintan.

This project includes seagrass cultivation research, mangrove soap & batik workshop with local communities.



07. TOP 9 STORIES

Bintang Siambang Waste Bank

07

Our Operations Team in collaboration with Tanjung Pinang Environmental Service established **Bintang Siambang Waste Bank** in Dompak Island, Bintan on November 1, 2021.

We have also **trained 4 local women** to be the administrators of the waste bank that can currently hold **650 kg/month worth of waste**.



Invitation from Ministry of Environment and Forestry

08

Jessica Novia, our Co-founder, was **invited by the Indonesia Ministry of Environment and Forestry** to speak at the talk show titled 'Community Action in Optimizing Blue Carbon Potential.'

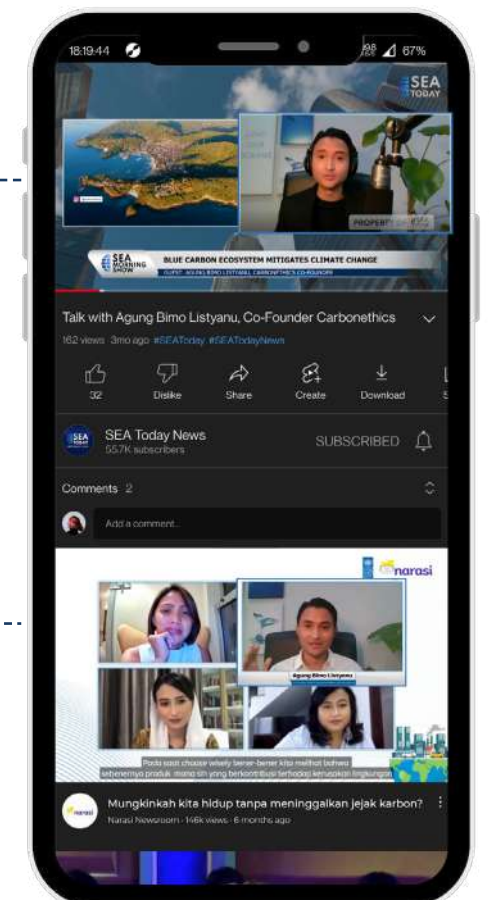
She shared about how communities can help with **climate change adaptation and mitigation** by preserving coastal areas and increasing the potential of blue carbon through **mangrove conservation**.



Invitation from Narasi and SEA Today News

09

Agung Bimo Listyanu, our co-founder was invited to **Narasi** to share about **low carbon lifestyle**. On top of that, he was also interviewed by **SEA Today News** about **CarbonEthics' work** and the importance of the **blue carbon ecosystem** in Indonesia.



08. SPOTLIGHT!



08. PPDL: DONGPAK LAUT COASTAL FARMERS



08.

PPDL: DOMPAK LAUT COASTAL FARMERS

📍 Dompak, Bintan Island

*What would our planting sites be without their heroes? Meet our farmers from Dompak Island or famously known as PPDL (Petani Pesisir Dompak Laut). This group consists of ten local individuals coming from different backgrounds. Formed in December 2020, 2021 marks the **1st year anniversary of PPDL**. They support our operations and in turn, we support them by improving their livelihood.*

In 2021, PPDL had successfully planted **45,000 mangrove seedlings** and received **capacity building training** with insightful materials including mangrove & seagrass diversification, fruit-quality searching for plantation, seedlings and saplings nurturing techniques, also reporting and monitoring.



This year, CarbonEthics has helped to **increase the local communities' income in PPDL by 36%**. Witnessing the positive impact of the mangrove plantation and training conducted, the local communities of Dompak Island came together to sign an approval

document, allowing the **expansion of the mangrove planting site** from 3ha to 7ha. The key to PPDL's success is the unconditional support from local stakeholders as well as the local community members.

On the side of community empowerment, **4 out of 10 PPDL members are women**, including the leader of PPDL whom we fondly call 'Mak Long'. 'Mak' means Mother and 'Long' means the eldest in the family in Malay.

With this, PPDL is ready to enter 2022 with a new formation and spirit.

Did you know?

Our farmers plant mangroves by using the technique called 'Clump'. A clump is a group of saplings that are actually 'trees younger than one year old'. For each clump, PPDL plants 500 saplings on an area of 5msq.





08.
WOMEN
MOMENT ON
DECELERATING
CLIMATE
CHANGE

08.

WOMEN MOMENT ON DECELERATING CLIMATE CHANGE

📍 *Harapan Island, Thousand Islands*

Prior to the Covid-19 pandemic, some women were able to **provide additional income** to their household by working in the tourism industry, especially in **Thousand Islands**, DKI Jakarta. As the number of tourists continued to dwindle as the result of the pandemic, they have turned to **opening small businesses** as an alternative. However, their businesses require a high capital due to the fact that the materials and ingredients they need have to be sent from the mainland.

In achieving our mission to decelerate the climate crisis, we believe a collaborative effort is not only beneficial but highly required. This leads to our initiative to conduct capacity-building **training on sustainable small businesses**. As such, the women expressed interest in switching to **mangrove and seaweed-**

based products for their businesses, seeing as they exist in abundance around the islands. They were also enthusiastic about the idea of receiving training on **product marketing** to optimize their businesses, and as a result, may increase their household income.

In October, our team succeeded in **training 6 women from Sentra Penyuluhan Kehutanan dan Pedesaan (SPKP) Elang Bondol Pulau Harapan on mangrove soap-making**. The event was conducted for three days with the topic of tannin extraction from mangroves, mixing and molding soap ingredients, and soap-cutting. The local women were so enthusiastic about the event and even lent their home and some equipment to support this soap-making training.



The training was a success and continued in November for **packaging and marketing training**. This time, the moment was on point for women representing coastal communities, supported by stakeholders on the island such as **Kelurahan and Taman Nasional Kepulauan Seribu (TNKPs)**.

Did you know?

Our mangrove soap is made of coconut oil and tannin extracted from mangrove propagules. Propagules with good qualities will be used in the cultivation of baby mangroves, while the rest propagules can be used for soap-making.



08. LOCAL COASTAL COMMUNITY TRAINING



08. LOCAL COASTAL COMMUNITY TRAINING

📍 *Dompak, Bintan Island
Thousand Islands, DKI Jakarta
Padang Bai, Bali*

Throughout 2021, CarbonEthics has conducted **35 training sessions** with a total of **almost 100 hours** for coastal communities in **Thousand Islands, Dompak Island, and Padangbai**. The participants were recorded in numbers of more than **200 local communities**.

These training sessions were conducted to **support social initiatives** and the **empowerment program** set with the goal to improve their livelihoods.

The training consists of **Scientific Skills** such as Blue carbon conservation knowledge, ecotourism, climate education, and also **Social Skills** such as financial management, packaging, and team-building.





08. CORAL SOCIAL IMPACT: GARDEN INSTALLATION, SCHOLARS, AND MORE!

08.

CORAL SOCIAL IMPACT: GARDEN INSTALLATION, SCHOLARS, AND MORE!

📍 Padang Bai, Bali

Once home to an impressive fringing reef ecosystem, **Padangbai**'s waters are now mainly dominated by dead pieces of coral, otherwise known as rubble. In collaboration with **LivingSeas Asia** and **Baruna Scientific Diving Club**, we embarked upon a joint mission to **plant over 1,000 baby corals to rehabilitate Padangbai's damaged coral reef ecosystem.**



Working together, we planted the baby corals on a **coral planting structure, which is shaped like a seagate.** Using cable ties, we secured the baby corals tightly against the structure to ensure they would stay on. So far the corals planted have covered **more than 50 m² of seabed.**



The exciting part is, we are getting help from **six superpower Balinese girls** aptly named our **Coral Scholars!**



Statistics show that 36% of the young girls in Karangasem Regency are not enrolled in basic primary education which eventually leads to less chance of having formal work.

Coral Scholar is here to offer the opportunity to support their ambition through empowerment and accelerator programs. From October 2021, the six scholars have received **Diving Certification from SSI** along with classes on scientific diving, monitoring & taking care of Coral Garden, **Superpower Classes** to boost their skills, and not to forget, **social initiatives to actually give impact** to the society in the name of conservation.



08. #TRAVELCOOLER

WITH  bumi
journey
by CarbonEthics

08.

#TRAVELCOOLER



📍 Thousand Islands, DKI Jakarta
Padang Bai, Bali

As **tourism accounts for 8% of global emissions**, we must help tackle climate issues by educating & providing options for climate-friendly travel. In addition to that, tourism is also a powerful knowledge transfer tool as **travelers can learn in an edu experiential tourism experience**.

Through our travel arm called **Bumi Journey**, we expand our climate impact by educating & hosting climate-friendly trips. We conducted webinars on sustainable tourism by engaging various tourism stakeholders from government bodies, tourism providers, tourism communities, and travelers themselves. We introduced **#TravelCooler** campaign, which embodies the principles of traveling climate friendly to invite travelers to Plan, Reduce, and Absorb their travel carbon footprint.

We also provide climate-friendly trips to our conversation sites which involve climate education, direct conservation, and local empowerment. One of our trips conducted in 2021 is **Reef Rehabilitation Trip in Bali** which allowed guests to get involved in a reef restoration project and learn about coral reefs and their roles in the ecosystem.



We also hosted a **mangrove plantation visit trip that allows guests to experience mangrove planting and learn about its importance for the coastal ecosystem & community**. Did we mention also that we train locals in Thousand Islands to be tour guides who promote sustainable tourism? Yes, we did that!

We're also proud that **European Union Delegations in Indonesia** closed their Climate Diplomacy Week with a remarkable event, which is a **Mangrove Conservation Trip** with us! Separately, we also took **Allianz Indonesia** to our conservation site where the employees **learn about climate and experience first-hand planting mangrove** together with our local communities.

Just in 2021, Bumi Journey team has successfully **reached 10,521 people and educated 1,430 people during the cool trips**. By collaborating with other sustainable tourism partners in 2022, Bumi Journey team is excited to cover more conservation sites and enable climate-friendly journeys across Indonesia.



08. BINTANG SIAMBANG WASTE BANK



08.

BINTANG SIAMBANG WASTE BANK

📍 *Dompak, Bintan Island*

‘Once rowed, two islands passed’. That’s a classic Indonesian proverb that means doing multiple tasks at one go, successfully. Just like our Operations Team that finally has established a **Waste Bank in Dompak Island, Bintan.**

Dompak Island, our mangrove plantation site located, has a significant waste problem. Unequal waste management from households results in waste leaks into the ocean because there are no adequate waste management facilities (temporary waste shelter, waste tub, and collection fleet).

This program is intended to make a cleaner environment and ensure the successful growth of mangroves in the project area. Waste Bank can

help to increase the local community awareness and participation in responsible waste management as well as creating a circular economy.

Bintang Siambang Waste Bank was finally **launched officially in early November 2021.** We trained **five local women** from Dompak Island as the Waste Bank administrators with Ibu Susanti as the Waste Bank leader.

The waste bank was established once the waste bank decree was launched by **Tanjung Pinang Environmental Services.** The grand launching was attended by local representatives of Environmental Services in Tanjung Pinang and **representatives of the Dompak District.**



08.

BINTANG SIAMBANG WASTE BANK

📍 Dompok, Bintan Island

This marked an amazing **milestone** in our continuous effort to conserve the environment and support the local communities. Our waste bank is open for service every Saturday,

With the continuing education effort to the local communities, slowly they understood the **importance of waste management** and how it helps to decelerate climate change. Since the establishment, more than **30 locals** have stored their waste to Bintang Siambang Waste Bank.

The capacity of our waste bank is approximately **650 kg/month** and accepts various waste types, such as paper, plastic, cardboard, duplex, glass, and metal.



Fun Facts!

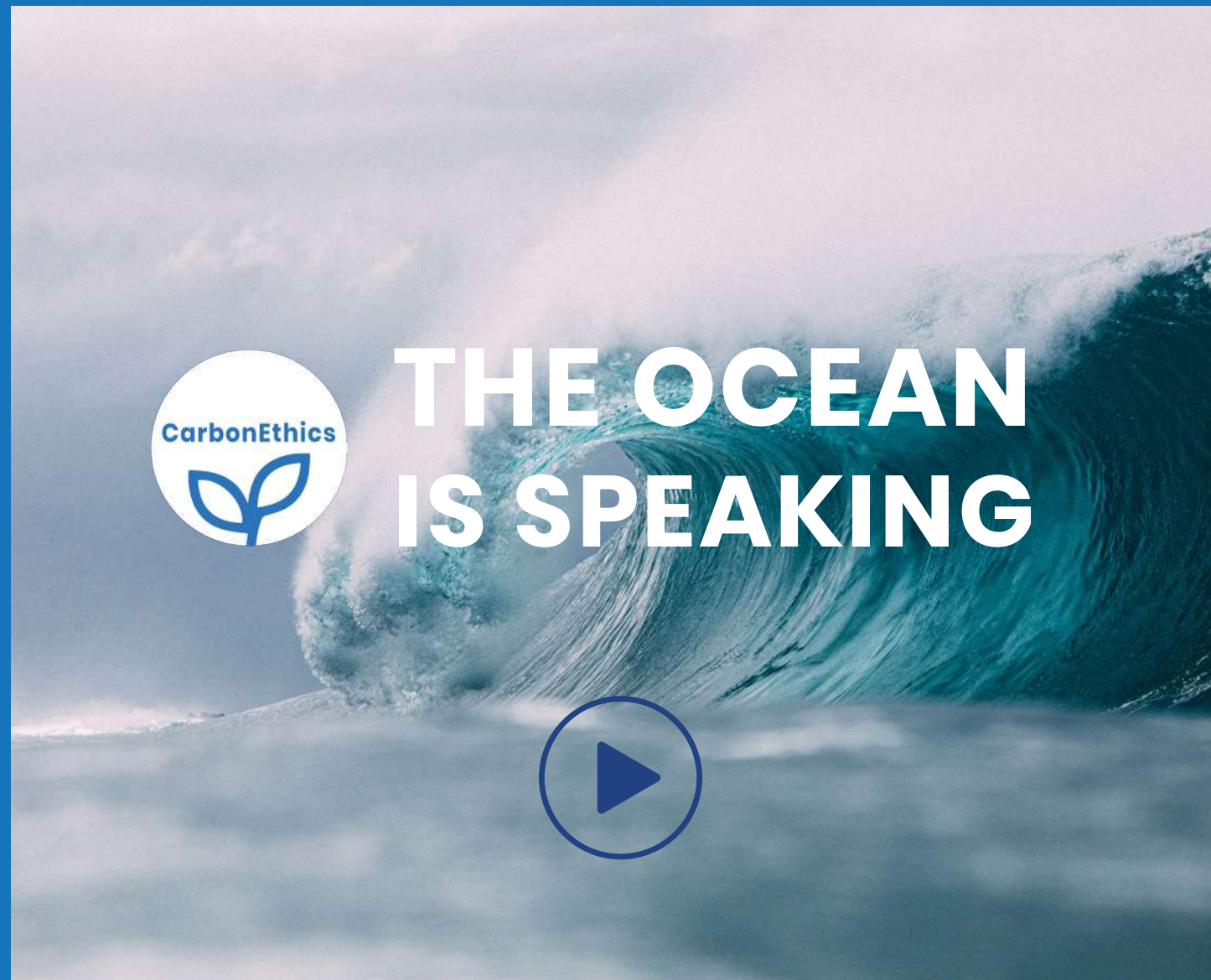
Our waste bank has collected 1,960 kg of waste since its establishment. The waste was collected from waste collectors and locals who deposited their waste. Each deposit helps to ensure safer waste processing and prevent it from polluting the blue carbon ecosystem.



08.
**THE OCEAN IS
SPEAKING:
FEATURED FILM
TO IMPROVE
PUBLIC
AWARENESS ON
THE CLIMATE
CRISIS**

08.

THE OCEAN IS SPEAKING: FEATURED FILM TO IMPROVE PUBLIC AWARENESS ON THE CLIMATE CRISIS

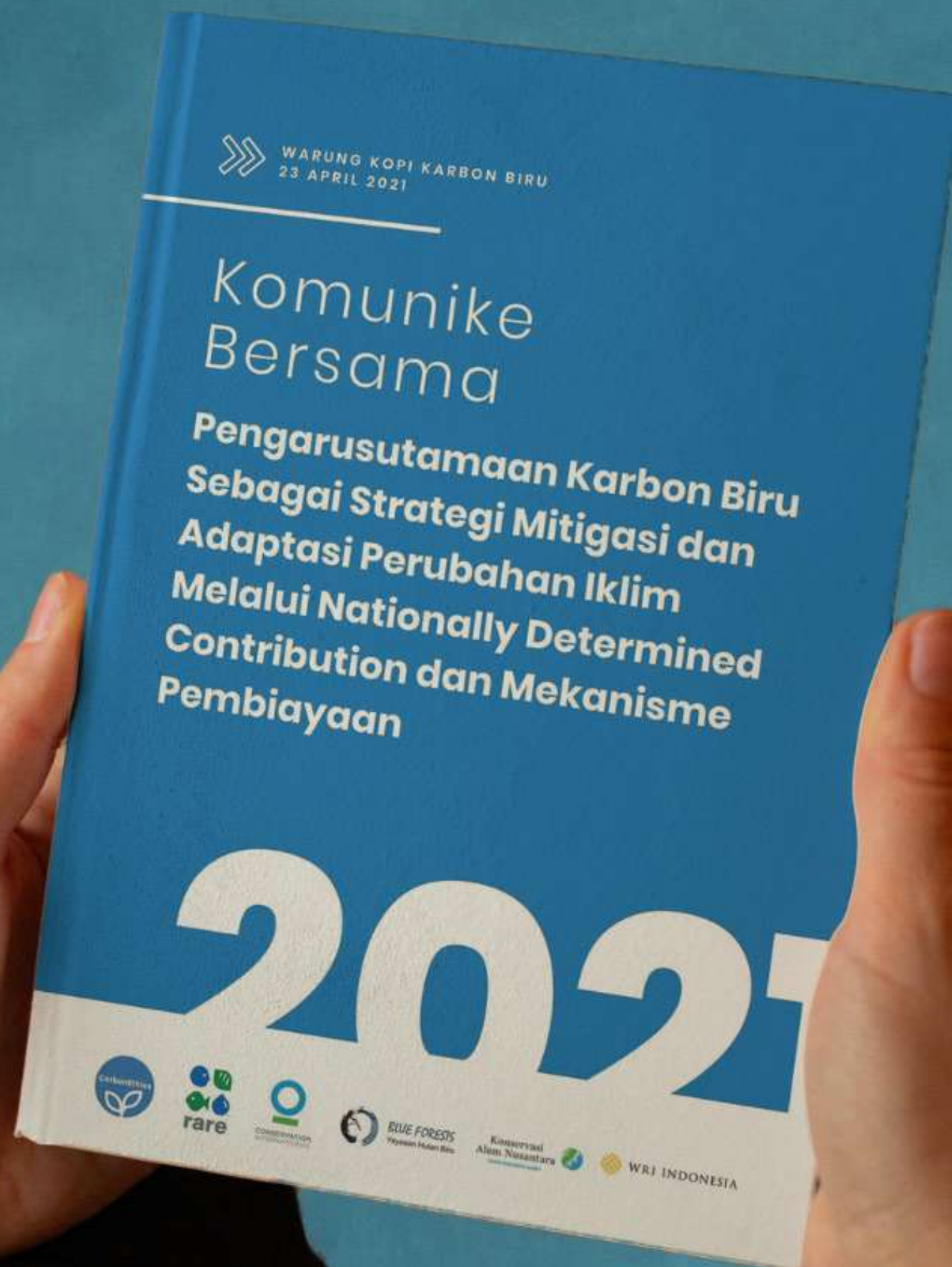


Ocean and climate are inextricably linked. Protecting the ocean, its biodiversity, and blue carbon ecosystems is essential to guarantee a healthy planet and secure the future of the next generations.

To celebrate **Earth Day**, our volunteers created a cinematic video named “**The Ocean Is Speaking**”. Our mission was not only to educate but also to **inspire individuals and institutions to make an impactful change through their individual and community collective actions.**

The video had a great reception from the public. With the support of our media partners, the video reached 12,000 views in the first hours across our channel and our partners’ channels.

08. BLUE CARBON COFFEE TALK



08. BLUE CARBON COFFEE TALK

This year marked a fundamental effort for the **policy and advocacy team**. We had managed to host a second **Warkop Karbon Biru** (Blue Carbon Coffee Talk) discussing key enablers on

(1) blue carbon as a climate change mitigation and adaptation strategy through NDC, and

(2) Financing mechanism for blue carbon. Participants came from a diverse community that shared similar visions on climate change and marine issues.

CarbonEthics understand that the views of the community with interests in this matter are important, so CarbonEthics envisaged that policymaking related to blue carbon issues will become more inclusive by considering the perspectives of various stakeholders.

This event has successfully generated a joint communiqué which then was delivered to the government.



09.

VISION FOR NEXT YEAR

09.

OUR VISION FOR 2022

Social, economic, and environment impact as the core of CarbonEthics

CarbonEthics' 3 years of impact has never been so exciting and challenging at the same time. The accelerating growth of the organization has been reflected in our social, economic, and environmental impact.

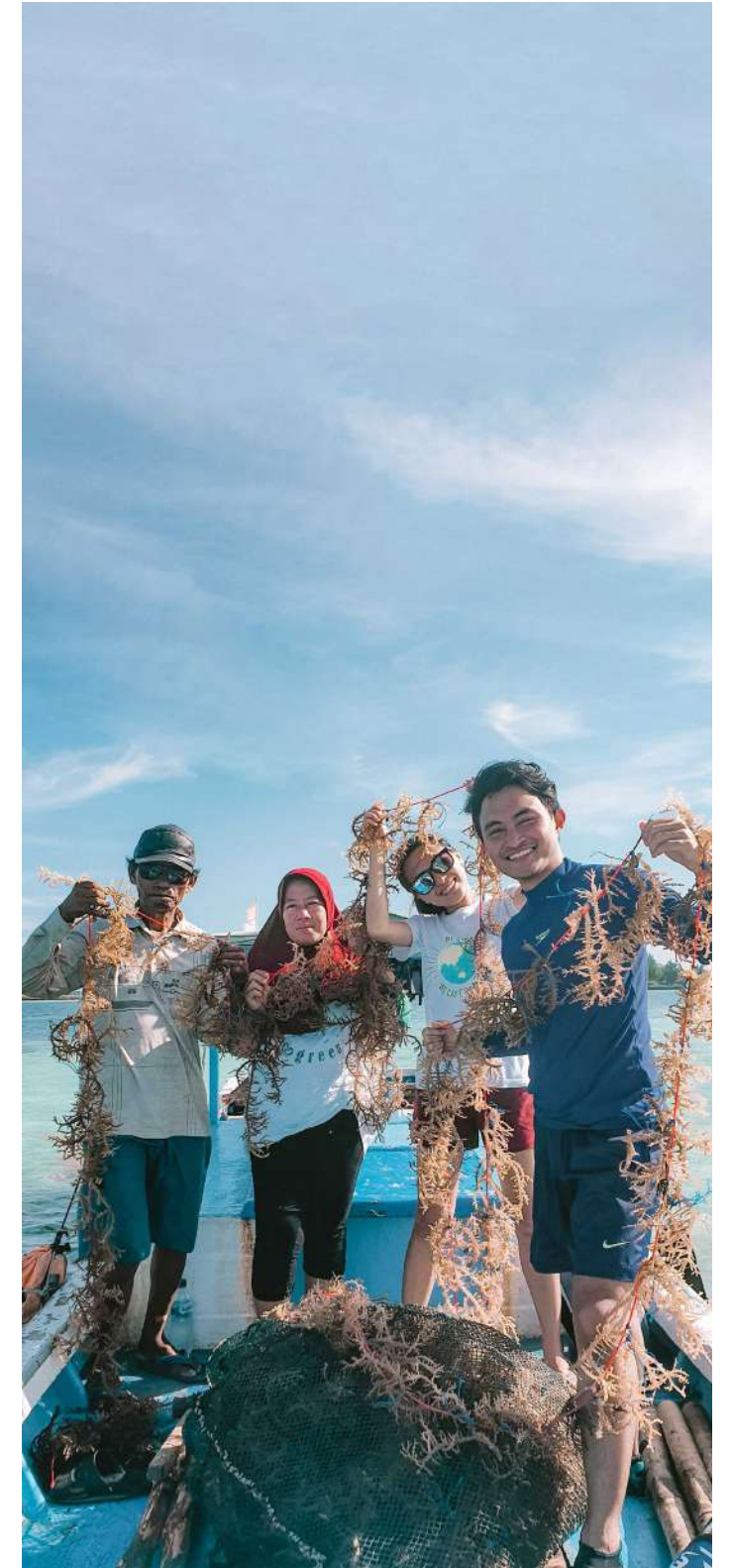
In 2022, we will empower our organization to be more impact-driven that is versatile enough to balance between supporting climate actions while answering the socio-economic needs of the community that we are working with and developing young climate leaders within the organization.

Carbon calculation, reduction, and absorption like never before

We believe collaboration is a powerful way to tackle climate change, from individuals, institutions, and government. We will encourage more institutions and individuals to have an integrated flow of decarbonizing their footprint through the complete process of calculate, reduce, and absorb. We want to support government initiatives and their implementations related to Indonesia's decarbonization plan.

Transform competition into climate peership

We believe we should be competing against time to decelerate climate crisis instead of competing against our peers. The more organizations like ours exist, the better chances we have to collectively action against climate change. By having strategic alignment and fostering collaboration, we believe we can collectively multiply the impacts needed for this time of sensitive issue.



10.

**HOW YOU
CAN HELP
CARBONETHICS**



10.

HERE'S WHAT YOU CAN DO

Share your support

Sharing is caring. And luckily in this case, it also costs next to nothing. By sharing our initiatives with your network or just by simply following us on our social media, you are already one step closer to contributing impacts to our cause and efforts.



Invest your time

As an organization led by purpose-driven leaders across nations, we are always looking for fresh talents to help us in our cause and who knows, you may also learn a thing or two from us and further develop your potential at the same time.

Check out our [website](#) for open positions.

Fund the cause

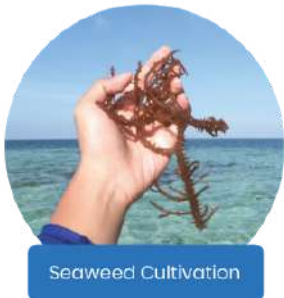
Our goal is to bring a positive impact to our communities – socially, economically, and environmentally, but we cannot do this without proper financing. You can help us conserve marine and coastal ecosystems and also provide work and opportunities to local communities by purchasing our Blue Carbon Packages, Coral Adoptions, and many others.

Carbon Absorption

Blue Carbon Package (BCP) will help to absorb **60kg** of CO₂e from the atmosphere. For every BCP purchase, you will help to plant 3 mangrove trees, 1 seaweed seedling, fund seagrass cultivation research, and support the local coastal communities.

Coastal Protection & Conservation

Corals are home to almost 25% of all known marine species. They are also natural coastal protectors because they can minimize wave impacts from storms. You can choose to adopt baby corals or coral stars. Each coral star consists of 18 baby corals.



11. PARTNERSHIP & FEATURES



11.

PARTNERSHIPS & FEATURES

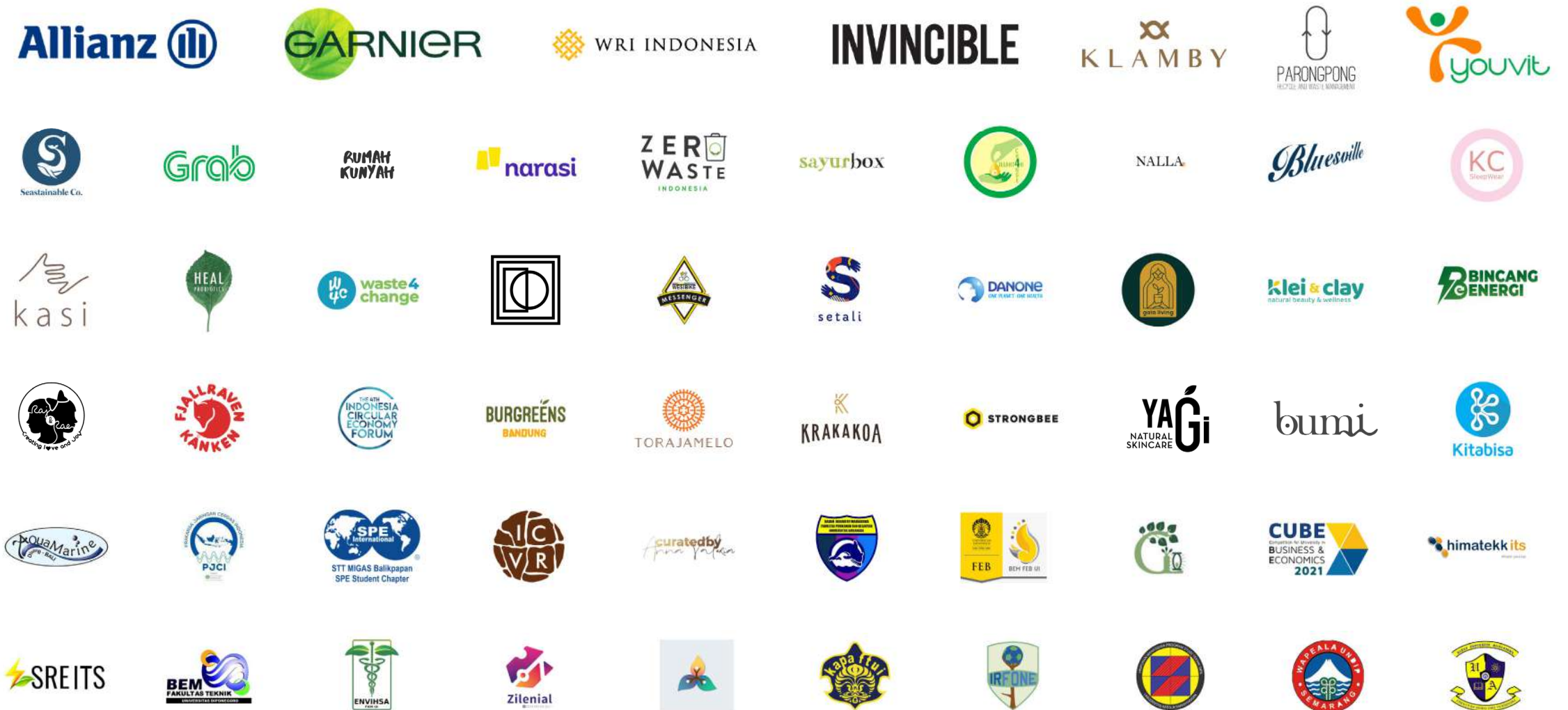
We are still here, because of you! 2021 was a year full of fulfillment!

We are humbled and super grateful of the trust given to us by stakeholders, partnerships, and the features we feel very honored to be part of in many different occasions and media.



11.

INSTITUTIONAL PARTNERS



11.
FEATURED IN



11.

EDUCATION PARTNERS



11.
MEDIA
PARTNERS



11.

INDIVIDUAL PARTNERS

This year, we celebrated meaningful moments through *#LowCarbonCelebration* with:

Dhianya Zen

Feridha Medina

Gina Maheswari Syailendra

Innandya Irawan

Klara Amanda Aninditya

Ni Putu Putri Ardhia Paramita

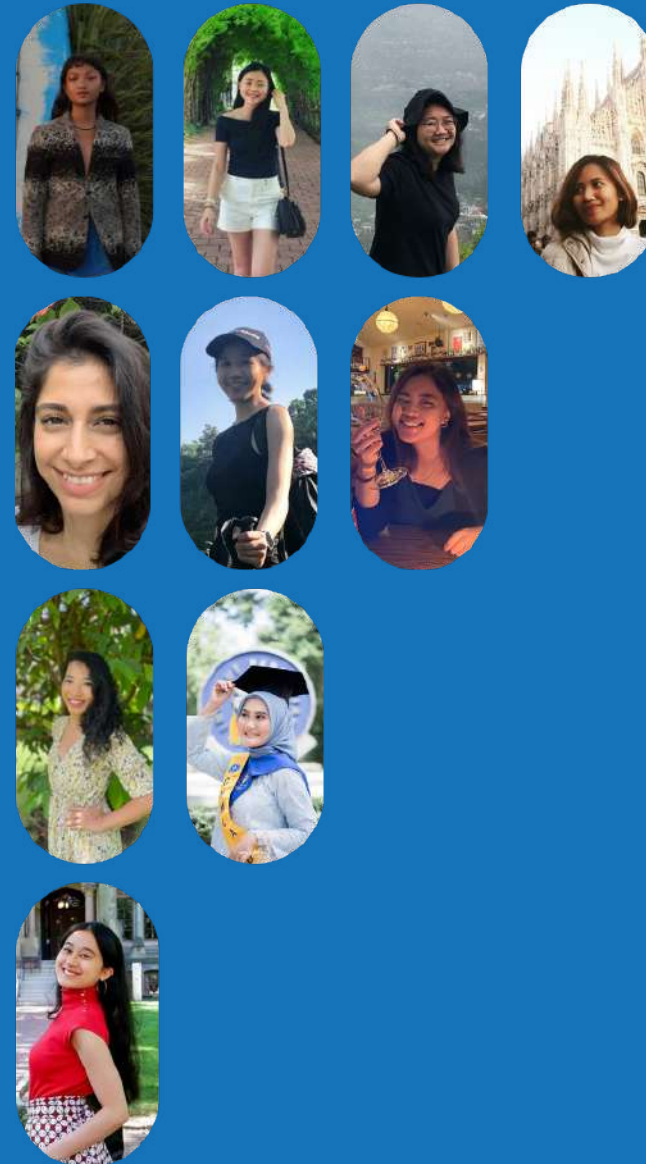
Nitya

Putu Putri Indira Sari

Ria Ellysa

Tefanissa Jihan Salsabila

We celebrated who you are and the everlasting impact you made by throwing meaningful birthday campaigns. Together we have planted **462 Blue Carbon Packages** & **72 Baby Corals**.



11.

GRANTS AND FELLOWSHIPS

Grants and Fellowships:



Annual Impact Report Publication
in partnership with:





12. BOARD OF DIRECTORS, OUR TEAM, AND THANKING SUPPORTERS

12.
BOARD OF
DIRECTORS,
OUR TEAM,
AND THANKING
SUPPORTERS



Agung Bimo Listyanu
Chief Commercial Officer



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