

2025

Laporan Keberlanjutan
Sustainability Report



Menjangkau Lebih Luas, Membuka Akses bagi Sesama

Reaching Wider, Open Access for Others

PT Mora Telematika Indonesia Tbk.



Sanggahan dan Batasan Tanggung Jawab

Disclaimer and Limitation of Liability

Laporan Keberlanjutan ini memuat informasi mengenai kinerja ekonomi, lingkungan, sosial, serta tata kelola PT Mora Telematika Indonesia Tbk. Laporan ini juga mencakup kebijakan, strategi, target, serta inisiatif keberlanjutan yang dijalankan oleh Perseroan.

Pernyataan-pernyataan prospektif dalam laporan ini disusun berdasarkan berbagai asumsi terkait kondisi terkini dan proyeksi masa depan Perseroan, serta dinamika lingkungan bisnis dan keberlanjutan di mana Perseroan beroperasi. Pernyataan tersebut mengandung risiko dan ketidakpastian yang dapat menyebabkan realisasi kinerja berbeda secara material dari yang diungkapkan.

Dalam laporan ini, istilah "Perseroan" mengacu pada PT Mora Telematika Indonesia Tbk sebagai penyelenggara jaringan telekomunikasi. Untuk kemudahan penyebutan, istilah "Kami", "Perseroan", dan "Moratelindo" digunakan secara bergantian dengan makna yang sama.

Laporan ini disajikan dalam Bahasa Indonesia dan Bahasa Inggris dengan format yang dirancang agar mudah dibaca dan dipahami. Laporan Keberlanjutan ini dapat diakses dan diunduh melalui situs resmi Perseroan di www.morarepublic.co.id.

This Sustainability Report presents information on the economic, environmental, social, and governance (ESG) performance of PT Mora Telematika Indonesia Tbk. It also outlines the Company's policies, strategies, targets, and sustainability initiatives.

Forward-looking statements contained in this report are based on various assumptions regarding the Company's current condition, future outlook, and the evolving business and sustainability landscape in which the Company operates. These statements involve risks and uncertainties that may cause actual results to differ materially from those expressed.

In this report, the term "Company" refers to PT Mora Telematika Indonesia Tbk as a telecommunications network provider. For ease of reference, the terms "we," "the Company," and "Moratelindo" are used interchangeably.

This report is presented in both Indonesian and English, using a format designed for clarity and readability. The Sustainability Report is available for viewing and download on the Company's official website at www.morarepublic.co.id.



Tema Laporan Theme Report

Menjangkau Lebih Luas, Membuka Akses bagi Sesama

Reaching Wider, Opening Access for Others

Pertumbuhan inklusif tidak berhenti pada perluasan jaringan digital. Bagi Perusahaan, menjangkau berarti memberdayakan, membuka akses yang lebih luas terhadap pendidikan, ekonomi, dan peluang sosial bagi masyarakat Indonesia. Melalui program tanggung jawab sosial, pemberdayaan talenta digital, dan inisiatif pengurangan kesenjangan konektivitas, Moratelindo berupaya memastikan bahwa setiap pertumbuhan yang tercipta juga membawa manfaat bagi banyak pihak.

Inclusive growth goes beyond expanding digital networks. For the Company, it also involves empowering communities and opening wider access to education, economic opportunities, and social advancement for the Indonesian people. Through social responsibility programs, digital talent empowerment, and initiatives to reduce connectivity gaps, Moratelindo seeks to ensure that its growth benefits more people.



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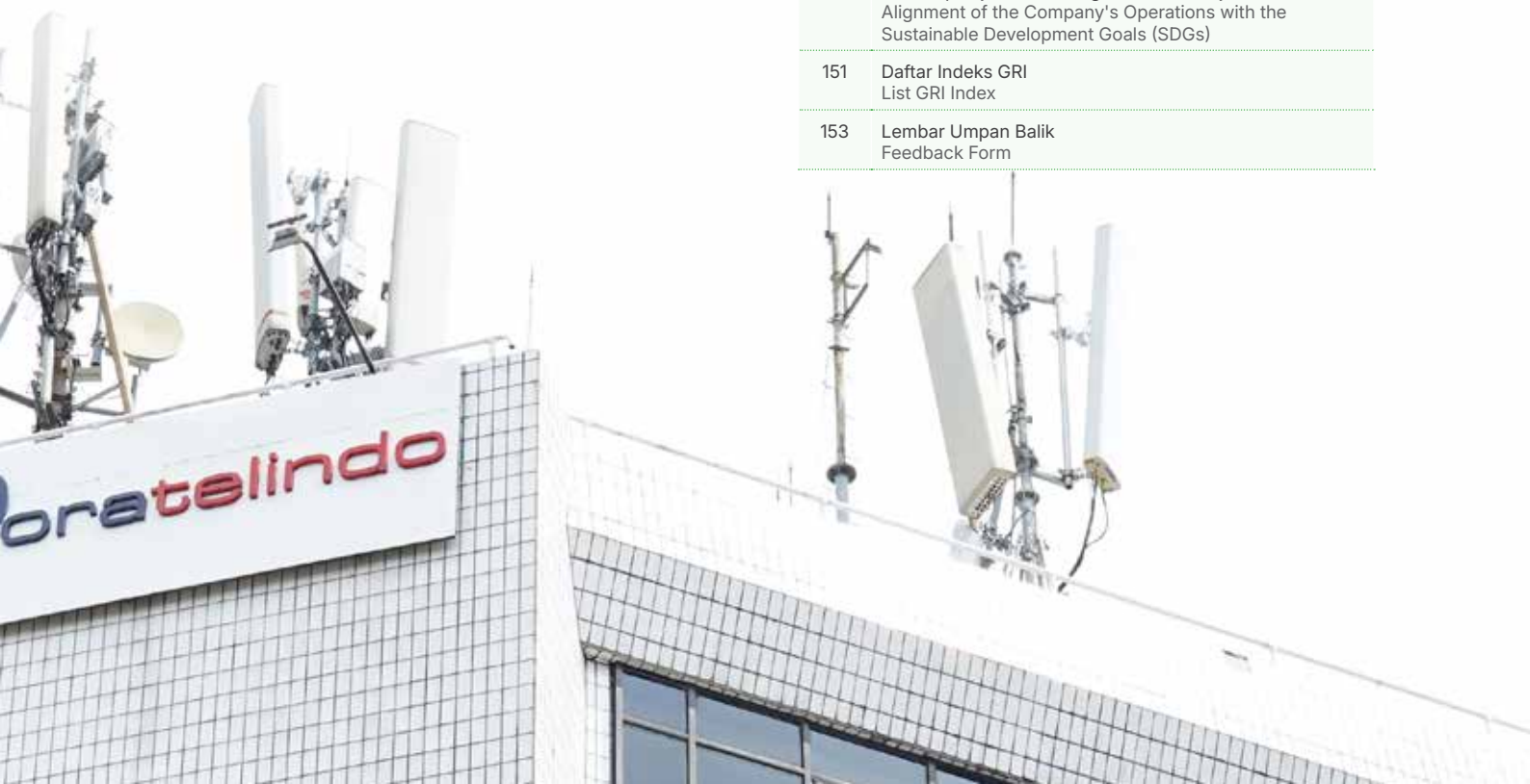
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Langkah Strategis untuk Mendukung Agenda Digital Indonesia dalam Percepatan dan Pemerataan Ekosistem Digital di Tanah Air

A Strategic Initiative to Support Indonesia's Digital Agenda in Accelerating and Expanding the Equitable Development of the Digital Ecosystem Across the Country



Manfaat dari Penggabungan Usaha

Benefits of the Merger



Konsumen Consumers

- Layanan yang lebih cepat, lebih luas, dan lebih andal melalui ekosistem yang saling melengkapi.
Faster, broader, and more reliable services enabled by a complementary ecosystem.
- Lebih banyak pilihan layanan melalui paket layanan gabungan (*bundling*) dan penawaran silang antar layanan (*cross-selling*).
More service options through bundled offerings and cross-selling of services.



Karyawan Employees

- Peluang karier yang lebih luas di dalam organisasi yang lebih besar dan lebih kompetitif.
Broader career paths and opportunities within a larger, more competitive organization.
- Akses ke proyek, kapabilitas, dan pengalaman profesional yang baru.
Access to new projects, capabilities, and professional experiences.



Indonesia

- Memperkuat komitmen bersama dalam mendorong aspirasi digital Indonesia.
Reinforces the shared commitment to advancing Indonesia's digital aspirations.
- Mendukung tujuan pemerintah untuk pemerataan akses internet di seluruh wilayah Indonesia.
Supports the government's goal of equalizing internet access across the archipelago.



Pemegang Saham Shareholders

- Menempatkan perusahaan gabungan sebagai penyedia utama infrastruktur dan layanan digital terintegrasi di Indonesia yang terdepan.
Positions the combined company as a leading provider of integrated digital infrastructure and services in Indonesia.
- Membuka peluang pertumbuhan besar melalui integrasi menyeluruh infrastruktur jaringan telekomunikasi dari awal hingga akhir.
Unlocks significant growth potential from end-to-end integration of telecommunications network infrastructure.



Tentang Laporan About the Report



Monitoring Operasional Nusantara Data Center (NDC) Jakarta
Operational Monitoring of Nusantara Data Center (NDC) Jakarta

Cakupan Entitas Organisasi

PT Mora Telematika Indonesia, Tbk (IDX: MORA) dan anak perusahaannya:

1. Moratel International Pte., Ltd.
2. PT Palapa Ring Barat
3. PT Palapa Timur Telematika
4. PT Oxygen Multimedia Indonesia
5. PT Indo Pratama Teleglobal
6. PT Oxygen Infrastruktur Indonesia

Periode Pelaporan, Frekuensi, dan Titik Kontak

Sustainability Report ini disusun untuk periode pelaporan 1 Januari – 31 Desember 2025. Laporan ini diterbitkan tahunan dan merupakan kelanjutan dari Sustainability Report tahun sebelumnya.

Untuk informasi lebih lanjut mengenai Sustainability Report ini, pemangku kepentingan dapat menghubungi:

Sekretaris Perusahaan Moratelindo Gedung Grha 9, Jalan Penataran No. 9, Kelurahan Pegangsaan, Kecamatan Menteng, Kota Administrasi Jakarta Pusat, Jakarta 10320, Indonesia.

Scope of Organizational Entities

PT Mora Telematika Indonesia Tbk (IDX: MORA) and its subsidiaries:

1. Moratel International Pte., Ltd.
2. PT Palapa Ring Barat
3. PT Palapa Timur Telematika
4. PT Oxygen Multimedia Indonesia
5. PT Indo Pratama Teleglobal
6. PT Oxygen Infrastruktur Indonesia

Reporting Period, Frequency, and Contact Point

This Sustainability Report has been prepared for the reporting period of January 1 to December 31, 2025. The Report is published annually and serves as a continuation of the previous year's Sustainability Report.

For further information regarding this Sustainability Report, stakeholders may contact:

Corporate Secretary of Moratelindo, Grha 9, Jalan Penataran No. 9, Pegangsaan Sub-district, Menteng District, Central Jakarta Administrative City, Jakarta 10320, Indonesia.



Penyajian Kembali Informasi

Perusahaan menyajikan kembali data tahun 2023-2024 sebagai data pembandingan dengan tahun ini.

Restatement of Information

The Company has restated data for 2022-2023 as comparative data for the current year.

Penjaminan Pihak Eksternal

Penyusunan laporan berdasarkan standar-standar tersebut telah diverifikasi oleh pihak internal, tanpa proses penjaminan oleh pihak eksternal yang independen.

External Assurance

The preparation of this Report based on the aforementioned standards has been verified internally, without undergoing an external assurance process by an independent party.

Standar & Prinsip Pelaporan

Dasar penyusunan laporan ini meliputi:

1. Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik;
2. Panduan Laporan ESG oleh IDX;
3. Global Reporting Initiative (GRI) Standards;

Reporting Standards & Principles


The basis for the preparation of this Report includes:

1. Otoritas Jasa Keuangan Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies;
2. ESG Reporting Guidelines by Indonesia Stock Exchange;
3. Global Reporting Initiative (GRI) Standards;

No.	Topik Topic	Alasan Bersifat Material Material Reasons	Batasan Limitation	
			Perseroan dan Entitas Anak Company and Subsidiary	Eksternal Perusahaan External Company
1	Emisi Gas Rumah Kaca Greenhouse Gas (GHG) Emission	<p>Emisi Gas Rumah Kaca menjadi topik material bagi Moratelindo karena operasional infrastruktur telekomunikasi dan data center memerlukan konsumsi energi yang berkontribusi terhadap jejak karbon perusahaan, sehingga memiliki dampak terhadap perubahan iklim dan lingkungan secara lebih luas. Di sisi lain, pengelolaan emisi berpengaruh terhadap struktur biaya energi, kepatuhan terhadap regulasi yang berkembang (termasuk potensi kebijakan karbon), serta ekspektasi investor dan pelanggan terhadap kinerja keberlanjutan perusahaan.</p> <p>Greenhouse Gas Emissions are a material topic for PT Mora Telematika Indonesia Tbk, as the operation of telecommunications infrastructure and data centers requires energy consumption that contributes to the Company's carbon footprint, thereby impacting climate change and the broader environment. On the other hand, emissions management affects the energy cost structure, compliance with evolving regulations (including potential carbon policies), as well as investor and customer expectations regarding the Company's sustainability performance.</p>	✓	✓
2	Energi Energy	<p>Energi menjadi isu material mengingat ketergantungan operasional Moratelindo pada pasokan listrik yang stabil dan berkelanjutan untuk memastikan keandalan layanan jaringan dan data center. Konsumsi energi berdampak pada penggunaan sumber daya alam dan emisi, sementara dari perspektif bisnis, efisiensi dan diversifikasi sumber energi mempengaruhi biaya operasional, ketahanan operasional, serta daya saing perusahaan di tengah tuntutan efisiensi dan transisi energi.</p> <p>Energy is a material issue considering PT Mora Telematika Indonesia Tbk's operational dependence on a stable and sustainable electricity supply to ensure the reliability of network services and data centers. Energy consumption impacts the use of natural resources and emissions, while from a business perspective, energy efficiency and diversification of energy sources affect operational costs, operational resilience, and the Company's competitiveness amid increasing demands for efficiency and energy transition.</p>	✓	✓

No.	Topik Topic	Alasan Bersifat Material Material Reasons	Batasan Limitation	
			Perseroan dan Entitas Anak Company and Subsidiary	Eksternal Perusahaan External Company
3	Limbah Padat & B3 Solid Waste & Hazardous Waste (B3)	<p>Pengelolaan limbah padat dan limbah B3, termasuk limbah elektronik dan operasional, menjadi material karena berpotensi.</p> <p>The management of solid waste and hazardous and hazardous waste (B3), including electronic and operational waste, is considered material as it has the potential to.</p>	✓	✓
4	Pemberdayaan Karyawan & Kesetaraan Hak Karyawan Employee Empowerment & Equal Employee Rights	<p>Sebagai perusahaan berbasis teknologi dan infrastruktur, Moratelindo sangat bergantung pada kualitas, kompetensi, dan keterlibatan sumber daya manusia, sehingga pemberdayaan dan kesetaraan hak karyawan menjadi aspek yang berdampak langsung pada kesejahteraan sosial dan budaya kerja. Dari sisi bisnis, praktik ketenagakerjaan yang adil dan inklusif berpengaruh terhadap produktivitas, retensi talenta, mitigasi risiko hukum, serta reputasi perusahaan sebagai <i>employer of choice</i>.</p> <p>Sebagai perusahaan berbasis teknologi dan infrastruktur, Moratelindo sangat bergantung pada kualitas, kompetensi, dan keterlibatan sumber daya manusia, sehingga pemberdayaan dan kesetaraan hak karyawan menjadi aspek yang berdampak langsung pada kesejahteraan sosial dan budaya kerja. Dari sisi bisnis, praktik ketenagakerjaan yang adil dan inklusif berpengaruh terhadap produktivitas, retensi talenta, mitigasi risiko hukum, serta reputasi perusahaan sebagai <i>employer of choice</i>.</p>	✓	-
5	Kesehatan & Keselamatan Kerja Occupational Health and Safety	<p>Kesehatan dan Keselamatan Kerja menjadi topik material karena kegiatan instalasi dan pemeliharaan infrastruktur jaringan memiliki risiko operasional yang dapat berdampak pada keselamatan tenaga kerja. Perlindungan pekerja merupakan tanggung jawab sosial perusahaan, sekaligus faktor penting dalam mencegah kerugian finansial, gangguan operasional, dan risiko reputasi akibat insiden kerja.</p> <p>Occupational Health and Safety is a material topic as installation and maintenance activities of network infrastructure involve operational risks that may affect worker safety. Worker protection constitutes the Company's social responsibility, as well as a key factor in preventing financial losses, operational disruptions, and reputational risks arising from workplace incidents.</p>	✓	✓
6	Komunitas Lokal Local Communities	<p>Komunitas Lokal menjadi topik material bagi Moratelindo karena kegiatan pembangunan dan pengoperasian infrastruktur telekomunikasi berinteraksi langsung dengan masyarakat di berbagai wilayah operasional. Aktivitas perusahaan berpotensi memberikan dampak sosial dan ekonomi, baik melalui peningkatan akses konektivitas digital maupun potensi gangguan selama proses pembangunan. Oleh karena itu, pengelolaan hubungan yang konstruktif dengan komunitas lokal penting untuk memastikan kontribusi positif terhadap pembangunan daerah serta meminimalkan dampak sosial yang tidak diinginkan. Dari perspektif bisnis, penerimaan dan dukungan masyarakat (<i>social license to operate</i>) berpengaruh terhadap kelancaran proyek, mitigasi risiko konflik sosial, perlindungan reputasi, serta keberlanjutan pertumbuhan perusahaan dalam jangka panjang.</p> <p>Local communities are a material topic for Moratelindo, as the development and operation of telecommunications infrastructure directly interact with communities across various operational areas. The Company's activities have the potential to generate social and economic impacts, both through improved access to digital connectivity and potential disruptions during the construction process. Therefore, managing constructive relationships with local communities is essential to ensure positive contributions to regional development while minimizing unintended social impacts. From a business perspective, community acceptance and support (<i>social license to operate</i>) influence project continuity, mitigation of social conflict risks, protection of reputation, and the sustainability of the Company's long-term growth.</p>	✓	✓

No.	Topik Topic	Alasan Bersifat Material Material Reasons	Batasan Limitation	
			Perseroan dan Entitas Anak Company and Subsidiary	Eksternal Perusahaan External Company
7	Antikorupsi Anti-corruption	<p>Antikorupsi dinilai material karena integritas dalam proses pengadaan, kemitraan, dan pengelolaan proyek berpengaruh terhadap kepercayaan pemangku kepentingan dan stabilitas ekosistem bisnis. Praktik korupsi berpotensi menimbulkan konsekuensi hukum, kehilangan peluang bisnis, pembatasan akses pendanaan, serta kerusakan reputasi yang dapat memengaruhi keberlanjutan perusahaan secara signifikan.</p> <p>Anti-corruption is considered material as integrity in procurement processes, partnerships, and project management affects stakeholder trust and the stability of the business ecosystem. Corrupt practices may lead to legal consequences, loss of business opportunities, restricted access to financing, and reputational damage, all of which can significantly impact the Company's sustainability.</p>	✓	✓
8	Keamanan Siber & Privasi Data Cyber Security & Private Data	<p>Sebagai penyedia infrastruktur telekomunikasi dan layanan berbasis data, keamanan siber dan perlindungan privasi menjadi aspek yang berdampak langsung terhadap pelanggan, stabilitas layanan, dan kepercayaan publik. Ancaman siber dan pelanggaran data tidak hanya berpotensi merugikan pengguna, tetapi juga dapat menimbulkan kerugian finansial, sanksi regulasi, serta gangguan operasional yang mempengaruhi keberlanjutan bisnis perusahaan.</p> <p>As a provider of telecommunications infrastructure and data-based services, cybersecurity and privacy protection are aspects that directly affect customers, service stability, and public trust. Cyber threats and data breaches not only have the potential to harm users but may also result in financial losses, regulatory sanctions, and operational disruptions that affect the sustainability of the Company's business.</p>	✓	✓
9	Manajemen Risiko Risk Management	<p>Manajemen Risiko menjadi topik material bagi Moratelindo karena perusahaan beroperasi dalam industri infrastruktur telekomunikasi yang memiliki eksposur terhadap berbagai risiko strategis, operasional, finansial, hukum, teknologi, dan keberlanjutan. Ketidakmampuan dalam mengidentifikasi dan mengelola risiko secara efektif dapat berdampak pada gangguan layanan, kerugian finansial, ketidakpatuhan regulasi, serta penurunan kepercayaan pemangku kepentingan. Di sisi lain, penerapan sistem manajemen risiko yang terintegrasi memungkinkan perusahaan memitigasi potensi dampak negatif terhadap pelanggan, karyawan, dan lingkungan, sekaligus memperkuat ketahanan bisnis, stabilitas kinerja, serta keberlanjutan jangka panjang.</p> <p>Risk management is a material topic for Moratelindo, as the Company operates in the telecommunications infrastructure industry, which is exposed to various strategic, operational, financial, legal, technological, and sustainability risks. Failure to effectively identify and manage risks may lead to service disruptions, financial losses, regulatory non-compliance, and a decline in stakeholder trust. On the other hand, the implementation of an integrated risk management system enables the Company to mitigate potential negative impacts on customers, employees, and the environment, while strengthening business resilience, performance stability, and long-term sustainability.</p>	✓	✓



Dukungan Program Konservasi Lingkungan Taman Nasional Teluk Cendrawasih bersama Kelompok Masyarakat 'Mama Ira' oleh Anak Perusahaan
Support for the Environmental Conservation Program at Teluk Cendrawasih National Park in collaboration with the "Mama Ira" Community Group by a Subsidiary Company

Perubahan Daftar Topik Material Dibandingkan Periode Pelaporan Sebelumnya

Dibandingkan dengan periode pelaporan sebelumnya, terdapat perubahan dan penyempurnaan dalam pengelompokan serta cakupan topik material. Pada tahun sebelumnya, topik material Perseroan disajikan dalam bentuk strategi keberlanjutan yang mencakup empat fokus utama, yaitu pertumbuhan ekonomi berkelanjutan, efisiensi energi dan pengurangan emisi GRK, penggunaan material ramah lingkungan, serta konektivitas yang inklusif.

Pada periode pelaporan berjalan, topik-topik tersebut pada prinsipnya tetap dipertahankan, namun dilakukan pendalaman dan perluasan ruang lingkup, antara lain:

- Aspek lingkungan tidak hanya berfokus pada efisiensi energi dan emisi, tetapi juga mencakup pengelolaan limbah B3 dan pendekatan *offset* karbon.

Changes in the List of Material Topics Compared to the Previous Reporting Period

Compared to the previous reporting period, there have been changes and refinements in the grouping and scope of material topics. In the previous year, the Company's material topics were presented in the form of a sustainability strategy comprising four main focus areas, namely sustainable economic growth, energy efficiency and GHG emissions reduction, the use of environmentally friendly materials, and inclusive connectivity.

In the current reporting period, these topics are, in principle, maintained; however, further elaboration and expansion of scope have been carried out, including:

- Environmental aspects are no longer limited to energy efficiency and emissions but also include hazardous waste (B3) management and carbon offset approaches.



- Aspek sosial diperluas dari konektivitas inklusif menjadi pemberdayaan komunitas yang mencakup akses internet, pendidikan, dan literasi digital.
- Aspek ketenagakerjaan diperjelas dengan penekanan pada keselamatan dan kesehatan kerja, kesetaraan gender, serta pengembangan kompetensi masa depan.
- Aspek tata kelola dan praktik bisnis etis diperkuat untuk mendukung pertumbuhan ekonomi berkelanjutan sebagai bagian dari topik material dari tahun sebelumnya.

Perubahan ini mencerminkan respons Perseroan terhadap dinamika industri telekomunikasi, perkembangan regulasi, ekspektasi pemangku kepentingan, serta komitmen untuk menyelaraskan pengelolaan keberlanjutan dengan standar internasional dan praktik terbaik. Dengan demikian, daftar topik material pada periode pelaporan berjalan dinilai lebih komprehensif dan relevan dalam menggambarkan dampak, risiko, dan peluang keberlanjutan Perseroan.

- Social aspects have been expanded from inclusive connectivity to community empowerment, covering internet access, education, and digital literacy.
- Labor aspects have been further clarified with an emphasis on occupational health and safety, gender equality, and future competency development.
- Governance and ethical business practices have been strengthened to support sustainable economic growth as part of the material topics from the previous year.

These changes reflect PT Mora Telematika Indonesia Tbk's response to the dynamics of the telecommunications industry, regulatory developments, stakeholder expectations, as well as its commitment to aligning sustainability management with international standards and best practices. Accordingly, the list of material topics in the current reporting period is considered more comprehensive and relevant in describing the Company's sustainability impacts, risks, and opportunities.

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

01

Bagian ini menyajikan ikhtisar kinerja keberlanjutan Perusahaan yang mencerminkan pencapaian utama di aspek ekonomi, operasional, lingkungan, sosial, dan tata kelola sebagai fondasi pertumbuhan yang berkelanjutan.

This section presents an overview of the Company's sustainability performance, highlighting key achievements across economic, operational, environmental, social, and governance aspects as the foundation for sustainable growth.



Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

Ikhtisar Kinerja Ekonomi [B.1]

Economic Performance Overview

Uraian Description	Satuan Unit	2025	2024	2023
Total Aset Total Asset	Juta Rp Million	14.760.355	14.654.147	14.899.261
Total Liabilitas Total Liability	Juta Rp Million	6.846.225	7.263.909	7.975.293
Pendapatan Usaha Business Revenue	Juta Rp Million	4.000.218	3.978.189	4.306.324
Laba Bersih Setelah Pajak Net Profit After Tax	Juta Rp Million	515.856	262.568	679.171
Produk Ramah Lingkungan Eco-Friendly Product	<p>Penyediaan jangkauan layanan yang menghubungkan jaringan secara adil dan inklusif bagi masyarakat, terutama di daerah Terluar, Terdepan, dan Tertinggal (3T) melalui proyek jaringan tulang punggung internet nasional. Perusahaan telah memiliki Nusantara Data Center (NDC) untuk layanan CoLocation dan Hosting yang telah memiliki sertifikasi Sistem Manajemen Lingkungan ISO:14001:2015 dari BSI, Cert.No: EMS 663472</p> <p>The provision of service coverage that connects networks fairly and inclusively for communities, especially in Outermost, Frontier, and Remote Areas (3T), is facilitated through the national internet backbone network project. The Company has established the Nusantara Data Center (NDC) for CoLocation and Hosting services, which holds ISO 14001:2015 Environmental Management System certification from BSI, Cert. No: EMS 663472.</p>			

Aset
Asset



+Rp 106.208
Juta | Million

Pendapatan
Revenue



+Rp 22.029
Juta | Million

Laba Bersih
Net Profit



+Rp 253,288
Juta | Million

Operasional Nusantara Data Center Jakarta.
Operations of the Nusantara Data Center Jakarta.



Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview >>>>

Ikhtisar Kinerja Operasional
Operational Performance Overview

Uraian Description	Satuan Unit	2025	2024	2023
Kinerja Operasional Operational Performance				
Backbone	km	27.837	27.788	27.788
Submarine	km	12.689	12.689	12.689
Inland	km	15.148	15.099	15.099
Akses Access	km	30.116	28.586	26.542
Total	km	57.953	56.374	54.330
Kapasitas Capacity	G	37.800	32.100	29.700
Total Pelanggan Total Subscribers	Pelanggan Subscriber	330.710	227.145	166.120
Pelibatan Pemasok Lokal Local Supplier Engagement	%	95,34%	95,31%	94,12

Akses
Access



+1.530
km

Kapasitas Data Center
Data Center Capacity

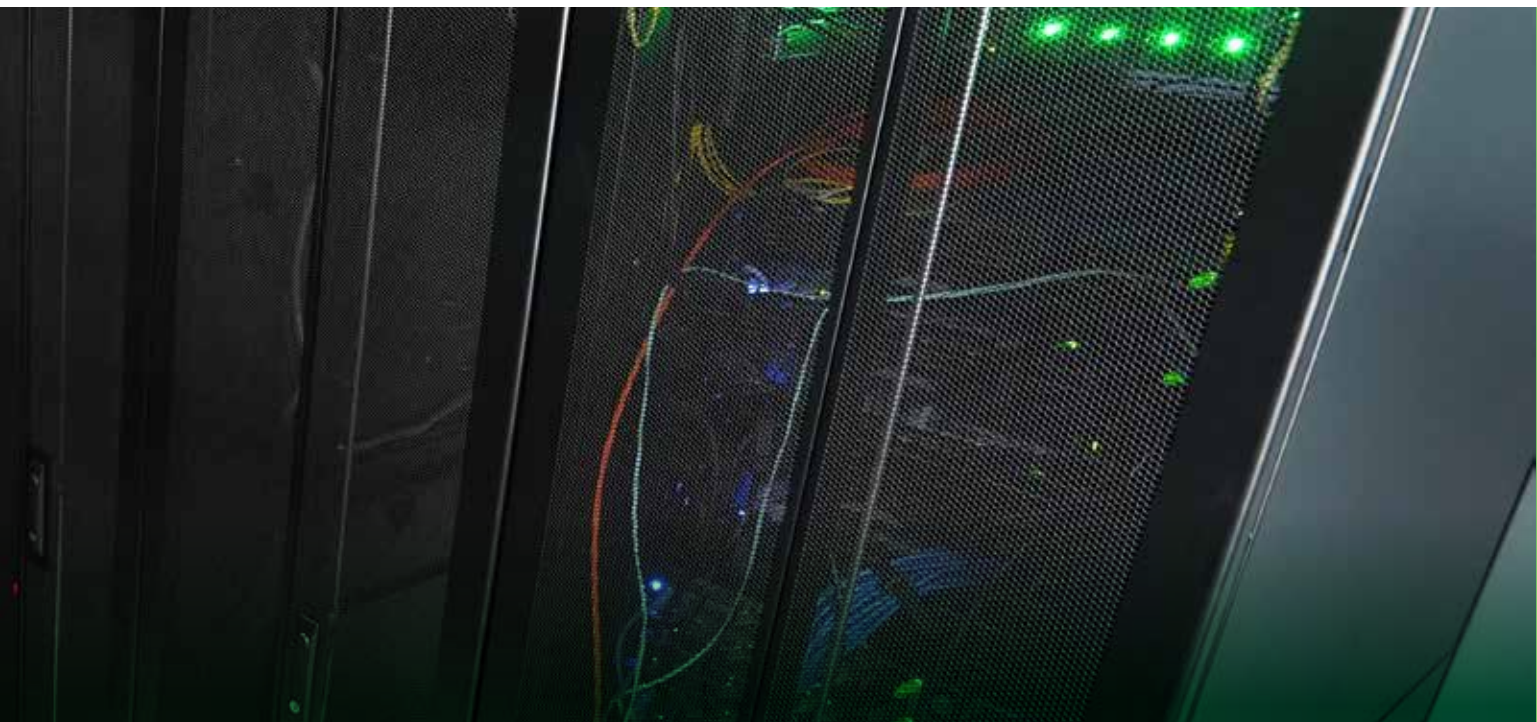


+17,76
%

Pelanggan Retail
Retail Subscribers



+45,60
%



Ikhtisar Kinerja Lingkungan [B.2] Environmental Performance Overview

Uraian Description	Satuan Unit	2025	2024	2023
Penggunaan Energi Bahan Bakar Use of Fuel Energy	GJ	11.139,00	14.080,22	8.953,74
Penggunaan Energi Listrik Use of Electrical Energy	GJ	168.023,91	147.064,58	130.675,51
Intensitas Penggunaan Energi Energy Consumption Intensity	(GJ/Rp juta) (GJ/Rp million)	0,0448	0,0405	0,0324
Intensitas Penggunaan Energi Energy Consumption Intensity	(GJ/Karyawan) (GJ/Employees)	186,823	173,8347	158,6696
Penggunaan Air Use of Water	m ³	23.464,54	14.560	14.064
Intensitas Pemakaian Air Water Consumption Intensity	m ³ /karyawan m ³ /employees	24,47	15,70	15,98
Emisi Cakupan 1 dan 2 yang Dihasilkan Scope 1 and 2 Emission Produced	Ton CO ₂ eq	37.900,30	37.630,25	28.769,14
Emisi Cakupan 3 yang Dihasilkan Scope 3 Emission Produced	Ton CO ₂ eq	282,81	21,32	N/A
Intensitas Emisi GRK Cakupan 1 dan 2 Scope 1 and 2 GHG Emission Intensity	ton CO ₂ /Rp juta ton CO ₂ /Rp million	0,00947	0,00946	0,00668
Limbah B3 Hazardous Waste	ton	0,20	0,17	0,68
Limbah Non B3 Domestic Waste	ton	670,19	488,86	687,34
Biaya Lingkungan Environmental Costs	Rp	649.285.436	886.966.402	2.644.498.144

Penggunaan Energi Bahan Bakar Use of Fuel Energy



-20,89
%

Ruang Lingkup Emisi Cakupan 3 Scope 3 Emission Boundary



100
%

Dari Perjalanan Dinas Seluruh Karyawan
From Business Travel of All Employees

Intensitas Emisi GRK Cakupan 1 dan 2 Scope 1 and 2 GHG Emission Intensity



+0,11
%

Sebagai bentuk komitmen terhadap pelestarian lingkungan, Moratelindo berpartisipasi dalam kegiatan pelepasan penyu di Taman Nasional Teluk Cenderawasih, mendukung upaya konservasi ekosistem laut dan keanekaragaman hayati. As part of its environmental commitment, Moratelindo participated in a turtle release activity at Cenderawasih Bay National Park, supporting marine ecosystem conservation and biodiversity protection.



Ikhtisar Kinerja Keberlanjutan Sustainability Performance Overview

Ikhtisar Kinerja Sosial [B.3] Social Performance Overview

Uraian Description	Satuan Unit	2025	2024	2023
Pelatihan dan Pengembangan Karyawan Employee Training and Development				
Jumlah Karyawan Peserta Pelatihan Number of Employee Participating in Training	Orang Person	959*	881	822
Jumlah Jam Pelatihan Total Training Hours	Jam Hours	21.509	15.246	20.185
Implementasi Keselamatan dan Kesehatan Kerja Health Safety Implementation				
Tingkat Kecelakaan Kerja Work Accident Rate	Jumlah kasus per 1.000.000 jam kerja Number of cases per 1,000,000 hours worked	0,0	0,0	0,0
Program Sosial untuk Masyarakat Social Programs for the Community				
Penyaluran Dana Kemasyarakatan Distribution of Social Funds	Rp	790.957.127	838.250.521	783.350.468
Penerima Manfaat Beneficiaries	Orang Person	1.485	2.715	1.480

*Data mencakup seluruh karyawan yang pernah mengikuti pelatihan, termasuk karyawan yang sudah mengundurkan diri pada akhir periode pelaporan
*Data includes all employees who have attended training, including employees who have resigned at the end of the reporting period.

Peningkatan Jumlah Jam Pelatihan Access Coverage Extended



+41,08
%

Tingkat Kasus Kecelakaan Kerja Cases Work Accident Rate



0

Jumlah kasus per 1.000.000 jam kerja
Number of cases per 1,000,000 hours worked

Penyaluran Dana Kemasyarakatan Distribution of Social Funds



-5,64
%

Ikhtisar Kinerja Tata Kelola Governance Performance Overview

Uraian Description	Satuan Unit	2025	2024	2023
Penyelesaian Aduan <i>Whistleblower</i> Whistleblower Complaint Resolution	%	100	100	100
Jumlah Kehadiran Direksi ke Rapat Dewan Number of Directors Attendance at Board Meetings	%	100	100	100
Pelibatan Pemasok Lokal Local Supplier Engagement	%	95,35	95,31	94,12

Penyelesaian Aduan *Whistleblower* Whistleblower Complaint Resolution



100
%

Jumlah Kehadiran Direksi ke Rapat Dewan Number of Directors Attendance at Board Meetings



100
%

Persentase Pemasok Lokal Local Supplier



-0,03
%

Penghargaan Awards

1 Nama Penghargaan | Award Name
Indonesia Best Digital Awards 2025 in Telecommunication Services Industry for Strengthening Digital Connectivity and Technology Development Collaboration

Deskripsi Penghargaan | Award Description
Penghargaan ini diberikan sebagai pengakuan komitmen Moratelindo dalam menerapkan teknologi digital yang berkelanjutan dan transparan dalam operasional bisnisnya. This award was presented in recognition of Moratelindo's commitment to implementing sustainable and transparent digital technologies in its business operations.

Pemberi Penghargaan | Award Presenter
Plus Media Komunika & JAKTV

Acara | Event
Indonesia Digital Sustainability Awards 2025

Tanggal Diberikan | Awarding Date
18 Februari 2025
February 18, 2025

2 Nama Penghargaan | Award Name
6th Anniversary Indonesia Best 50 CEO Awards 2025

Deskripsi Penghargaan | Award Description
Penghargaan ini diberikan kepada CEO yang menunjukkan kepemimpinan luar biasa, serta berhasil mendorong pertumbuhan, inovasi dan kesuksesan organisasi mereka. This award is presented to CEOs who demonstrate outstanding leadership, and successfully drive the growth, innovation and success of their organizations.

Pemberi Penghargaan | Award Presenter
The Iconomics

Acara | Event
CEO Conference & 6th Anniversary Indonesia Best 50 CEO Awards 2025

Tanggal Diberikan | Awarding Date
18 Maret 2025
March 18, 2025

3 Nama Penghargaan | Award Name
Indonesia Regulatory Compliance Awards 2025

Deskripsi Penghargaan | Award Description
Penghargaan untuk perusahaan dan pimpinan yang berkontribusi dalam mendorong kepatuhan terhadap peraturan perundang-undangan di Indonesia. Awards for companies and leaders who contribute to encouraging compliance with laws and regulations in Indonesia.

Pemberi Penghargaan | Award Presenter
Hukumonline

Acara | Event
Hukumonline Indonesia Regulatory Compliance Awards 2025

Tanggal Diberikan | Awarding Date
9 Mei 2025
May 9, 2025

4 Nama Penghargaan | Award Name
Indonesia Best Telecommunication Infrastructure Industry for Advancing Digital Access

Deskripsi Penghargaan | Award Description
Penghargaan sebagai bentuk apresiasi terhadap dedikasi pelaku industri nasional dalam memperkuat daya saing dan inovasi.

Awards as a form of recognition for the dedication of national industry players in strengthening competitiveness and driving innovation.

Pemberi Penghargaan | Award Presenter
Warta Ekonomi & Industry.co.id

Acara | Event
Strengthening Resilience, Redefining Standards: Championing Industry 4.0 and the Digital Shift

Tanggal Diberikan | Awarding Date
24 Juli 2025
July 24, 2025

5 Nama Penghargaan | Award Name
6th PR Popular Companies Indonesia Public Relations Summit 2025 IT & Telecommunications Category dan/ and Popular PR Person Awards 2025 untuk Sekretaris Perusahaan/
Popular PR Person Awards 2025 for Corporate Secretary

Deskripsi Penghargaan | Award Description
Penghargaan berdasarkan riset reputasi perusahaan, meliputi Business & Commercial Reputation, People & Leadership Reputation, dan Social & Citizenship Reputation.

Awards are based on corporate reputation research, including Business & Commercial Reputation, People & Leadership Reputation, and Social & Citizenship Reputation.

Pemberi Penghargaan | Award Presenter
The Iconomics

Acara | Event
6th Indonesia Public Relations Summit 2025

Tanggal Diberikan | Awarding Date
8 Agustus 2025
August 8, 2025





Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview >>>>

6 Nama Penghargaan | Award Name
Top 50 emiten dengan Kapitalisasi Pasar Menengah (MidCap PLCs)
Top 50 issuers with Medium Market Capitalization (MidCap PLCs)

Deskripsi Penghargaan | Award Description
Apresiasi tahunan untuk perusahaan publik dengan praktik GCG terbaik.
Annual appreciation for public companies with the best GCG practices.

Pemberi Penghargaan | Award Presenter
Indonesian Institute for Corporate Directorship

Acara | Event
The 16th IICD Corporate Governance Conference and Award

Tanggal Diberikan | Awarding Date
15 September 2025
September 15, 2025

7 Nama Penghargaan | Award Name
Indonesia's Most Innovative In-House Counsel Team 2025 sektor Industri Technology.
Indonesia's Most Innovative In-House Counsel Team 2025 in the Technology Industry sector.

Deskripsi Penghargaan | Award Description
Penghargaan atas kinerja luar biasa para in-house counsel leader dan tim.
Recognition for the outstanding performance of in-house counsel leaders and teams.

Pemberi Penghargaan | Award Presenter
Hukumonline

Acara | Event
Indonesian In-House Counsel Summit & Awards (IHCSA) 2025

Tanggal Diberikan | Awarding Date
2-3 Oktober 2025
October 2-3, 2025

8 Nama Penghargaan | Award Name
TOP Digital Implementation 2025 – Level Stars 4 dan TOP CIO on Digital Implementation 2025
TOP Digital Implementation 2025 – Level Stars 4 and TOP CIO on Digital Implementation 2025

Deskripsi Penghargaan | Award Description
Penghargaan terbesar di Indonesia di bidang Teknologi Digital (IT & TELCO) untuk perusahaan dan instansi pemerintahan.
Indonesia's most prestigious award in the digital technology sector (IT & TELCO) for companies and government institutions.

Pemberi Penghargaan | Award Presenter
IT Works

Acara | Event
Top Digital Awards 2025

Tanggal Diberikan | Awarding Date
4 Desember 2025
December 4, 2025



3

4

5



2



6



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8

Sertifikasi

Certifications

1 Nama Sertifikasi | Certification Name ISO/IEC 27001:2022 (Information Security Management System)

Deskripsi Sertifikasi | Certification Description
Memegang Sertifikat No. IS 601584 dan menjalankan Sistem Pengelolaan Keamanan Informasi yang sesuai dengan ketentuan ISO/IEC 27001:2022 untuk cakupan berikut:
Pengelolaan keamanan informasi dalam pengadaan infrastruktur Teknologi informasi dan komunikasi serta penyedia layanan internet di Pusat Data. Ini sejalan dengan Dokumen SOA No. PSD-ISO-014 revisi 7 tanggal 16 Juni 2025.

Holds Certificate No. IS 601584 and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:
The management of information security in the provision of Information and Communication Technologies (ICT) Infrastructure and Internet Services Provider at Data Center. This is accordance with the Statement of Applicability Document No. PSD-ISO-014 revision 7 dated June 16, 2025.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
2 November 2013
November 2, 2013

Masa Berlaku | Valid Period
1 November 2028
November 1, 2028

2 Nama Sertifikasi | Certification Name ISO/IEC 20000-1:2018 (IT Service Management System)

Deskripsi Sertifikasi | Certification Description
Memegang Sertifikat No. ITMS 690443 dan menjalankan Sistem Pengelolaan Jasa TI yang sesuai dengan ketentuan ISO/IEC 20000-1:2018 untuk cakupan berikut:

Sistem Manajemen Layanan Teknologi Informasi PT Mora Telematika Indonesia Tbk mendukung penyediaan layanan internet untuk rumah, mal, apartemen, dan korporasi kepada pelanggan eksternal dari Kantor Pusat Jakarta dan Nusantara Data Center Jakarta sesuai dengan katalog layanan terbaru.

Holds Certificate No. ITMS 690443 and operates an IT Service Management System which complies with the requirements of ISO IEC 20000- 1:2018 for the following scope:
The IT Service management system of PT Mora Telematika Indonesia Tbk supporting the provision of home, mall, suite and corporate internet services to external customers from Head Office Jakarta and Nusantara Data Center Jakarta in accordance with the latest service catalogue.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
18 Oktober 2019
October 18, 2019

Masa Berlaku | Valid Period
17 Oktober 2028
October 17, 2028

3 Nama Sertifikasi | Certification Name ISO 37001:2016 (Anti Bribery Management System)

Deskripsi Sertifikasi | Certification Description
Memegang sertifikat No. IABMS 797645 dan menjalankan Sistem Manajemen Anti Penyuapan yang memenuhi persyaratan ISO 37001:2016 untuk ruang lingkup berikut: Penyediaan infrastruktur Teknologi Informasi dan Komunikasi (TIK) dan Penyedia Layanan Internet untuk Divisi Proyek dan Divisi Pengadaan di Kantor Pusat.

Holding certificate No. IABMS 797645 and implementing an Anti-Bribery Management System that meets the requirements of ISO 37001: 2016 for the following scope: Provision of Information and Communication Technology (ICT) infrastructure and Internet Service Providers for the Project Division and Procurement Division at the Head Office.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
29 Desember 2023
December 29, 2023

Masa Berlaku | Valid Period
28 Desember 2026
December 28, 2026

4 Nama Sertifikasi | Certification Name ISO 9001:2015 (Quality Management System)

Deskripsi Sertifikasi | Certification Description
Memegang Sertifikat No. FS 601972 dan menjalankan Sistem Pengelolaan Kualitas yang sesuai dengan ketentuan ISO 9001:2015 untuk cakupan berikut:
Pengadaan Infrastruktur Teknologi Informasi dan Komunikasi serta Penyedia Layanan Internet.

Holds Certificate No. FS 601972 and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:
The provision of Information and Communication Technologies (ICT) Infrastructure and Internet Services Provider.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
14 September 2011
September 14, 2011

Masa Berlaku | Valid Period
13 September 2026
September 13, 2026





Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview >>>>

5 Nama Sertifikasi | Certification Name
ISO 14001:2015 (Environmental Management System)

Deskripsi Sertifikasi | Certification Description
Memegang Sertifikat No. EMS 663472 dan menjalankan Sistem Pengelolaan Lingkungan Hidup yang sesuai dengan ketentuan ISO 14001:2015 untuk cakupan berikut:
Manajemen Sistem Pengelolaan Lingkungan Hidup dalam pengadaan infrastruktur Teknologi Informasi dan Komunikasi serta Penyedia Layanan Internet di Pusat Data Nusantara Jakarta dan pelaksanaan proyek terkait.
Holds Certificate No. EMS 663472 and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:
The management of Environmental Management System in the provision of Information and Communication Technology (ICT) infrastructure and Internet Services Provider (ISP) at Nusantara Data Center Jakarta and related project implementation.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
4 September 2017
September 4, 2017

Masa Berlaku | Valid Period
3 September 2026
September 3, 2026

6 Nama Sertifikasi | Certification Name
ISO 45001:2018 (Occupational Health & Safety Management System)

Deskripsi Sertifikasi | Certification Description
Memegang Sertifikat No. OHS 622211 dan menjalankan Sistem Pengelolaan Kesehatan dan Keselamatan Kerja yang sesuai dengan ketentuan ISO 45001:2018 untuk cakupan berikut:
Manajemen sistem pengelolaan kesehatan dan keselamatan kerja dalam pengadaan infrastruktur Teknologi Informasi dan Komunikasi dan Penyedia Layanan Internet di Nusantara Data Center Jakarta dan pelaksanaan proyek terkait.
Holds Certificate No. OHS 622211 and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope: The management of occupational health and safety management system in the provision of Information and Communication Technology (ICT) infrastructure and Internet Services Provider (ISP) at Nusantara Data Center Jakarta and related project implementation.

Lembaga Penerbit | Certification Issuant
British Standard Institution (BSI)

Tanggal Diterbitkan | Date of Issuance
13 Agustus 2019
August 13, 2019

Masa Berlaku | Valid Period
8 Agustus 2026
August 8, 2026

4



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7

Nama Sertifikasi | Certification Name
SMK3 (Sistem Manajemen Keselamatan dan Kesehatan Kerja) (Occupational Health & Safety Management System)

Deskripsi Sertifikasi | Certification Description
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) merupakan sistem perlindungan bagi tenaga kerja dalam rangka pengendalian risiko yang berkaitan dengan kegiatan kerja guna terciptanya tempat kerja yang aman, efisien dan produktif.
Occupational Safety and Health System is a protection system for all employees to control risks related to operational activities in an effort to create a workspace that is safe, efficient, and productive.

Lembaga Penerbit | Certification Issuant
Kementerian Ketenagakerjaan Republik Indonesia
The Ministry of Manpower of the Republic of Indonesia

Tanggal Diterbitkan | Date of Issuance
13 Mei 2022
May 13, 2022

Masa Berlaku | Valid Period
6 Oktober 2028
October 6, 2028

6



7



Laporan Direksi

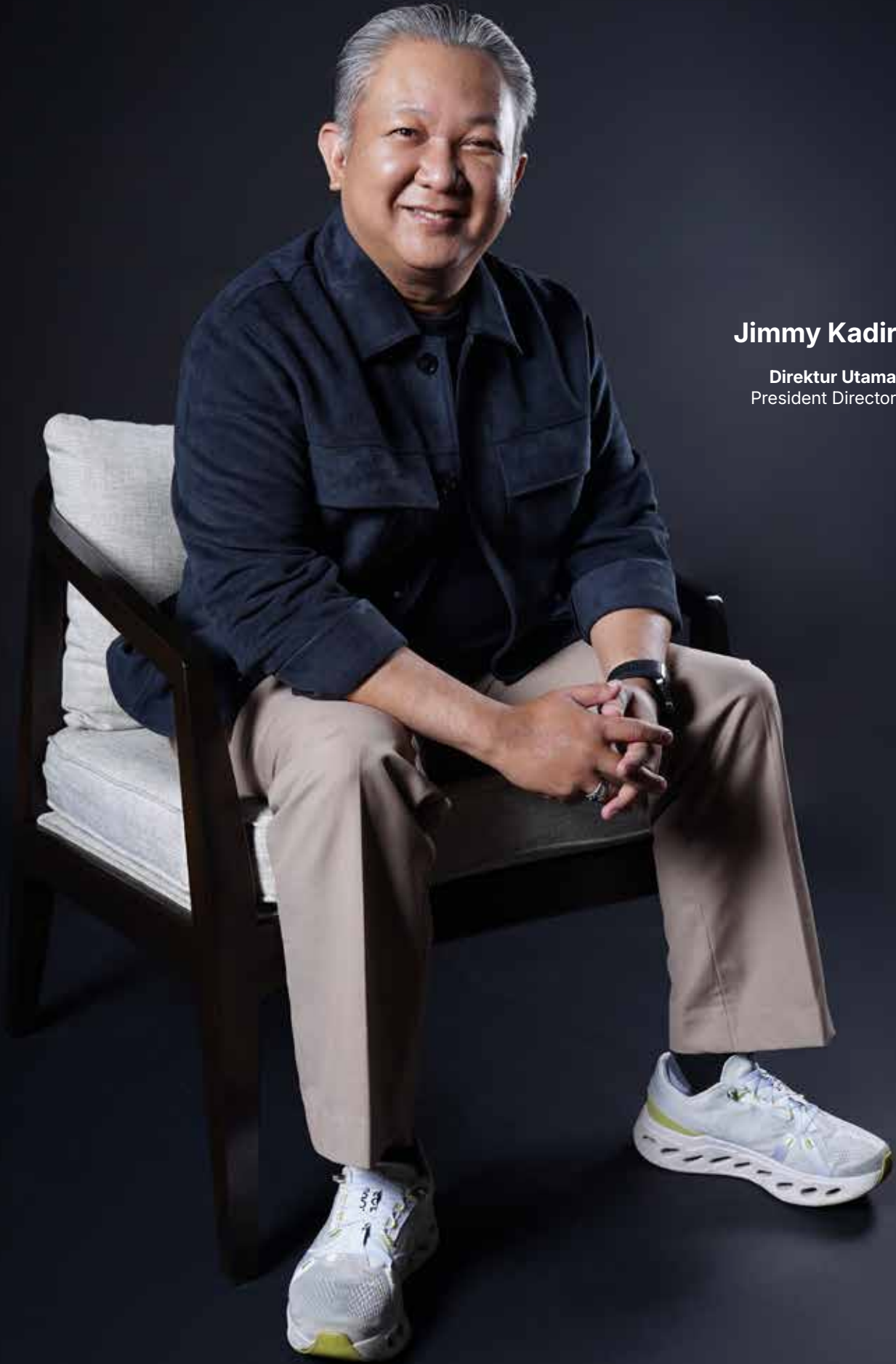
Report of the Board of Directors

02

Mengelola peran sebagai pendukung digitalisasi sekaligus penghasil jejak karbon, kami menjadikan keberlanjutan sebagai inti strategi untuk menyeimbangkan pertumbuhan digital dengan tanggung jawab lingkungan dan sosial.

In managing our dual role as both an enabler of digital growth and a contributor to carbon footprint, we place sustainability at the core of our strategy to balance expansion with environmental and social responsibility.





Jimmy Kadir

Direktur Utama
President Director

Laporan Dewan Direksi ^[D.1]

Report of the Board of Directors



Di tengah dinamika industri dan tantangan eksternal, Direksi telah menjalankan perannya secara strategis dan adaptif. Kepemimpinan Direksi telah mendorong inovasi dan pengembangan lini usaha, menjaga kinerja operasional tetap solid dalam mendukung perluasan konektivitas menuju masa depan digital Indonesia.

Amidst industry dynamics and external challenges, the Board of Directors has carried out its role with strategic foresight and adaptability. Their leadership has driven innovation and business line development, while maintaining solid operational performance in support of expanding connectivity toward Indonesia's digital future.

Para Pemangku Kepentingan yang Terhormat,

Agenda keberlanjutan global terus bergerak di tengah-tengah ketegangan geopolitik, ancaman atas ketahanan energi, serta dampak perubahan iklim yang semakin nyata. Komitmen iklim internasional yang tertuang dalam Perjanjian Paris semakin menuntut aksi nyata dari seluruh pelaku industri, tidak terkecuali sektor telekomunikasi yang selama ini kerap dipandang sebagai *enabler* transformasi digital sekaligus penyumbang jejak karbon yang tidak kecil.

Teknologi informasi dan komunikasi (TIK) memungkinkan efisiensi yang signifikan, mulai dari pengurangan mobilitas melalui kerja *remote*, hingga optimalisasi proses industri berbasis data. Namun di sisi lain, laporan International Telecommunication Union (ITU) juga menunjukkan bahwa sektor TIK menyumbang sekitar 2–3% dari total emisi karbon global, setara dengan industri penerbangan. Dualitas ini menempatkan penyedia infrastruktur telekomunikasi sebagai bagian dari solusi, sekaligus bagian dari masalah yang harus dikelola.

Dear Esteemed Stakeholders,

The global sustainability agenda continues to evolve amid geopolitical tensions, threats to energy security, and the increasingly tangible impacts of climate change. International climate commitments as outlined in the Paris Agreement are placing greater demands on all industries to take concrete action, including the telecommunications sector, which has long been regarded as an enabler of digital transformation while also contributing a significant carbon footprint.

Information and Communication Technology (ICT) enables significant efficiencies, ranging from reduced mobility through remote working to data-driven optimization of industrial processes. However, reports from the International Telecommunication Union (ITU) indicate that the ICT sector contributes approximately 2–3% of global carbon emissions, comparable to the aviation industry. This duality positions telecommunications infrastructure providers as both part of the solution and part of the challenge that must be managed.

Bagi PT Mora Telematika Indonesia Tbk, tantangan ini bersifat langsung dan operasional. Permintaan layanan digital yang terus tumbuh menuntut ekspansi kapasitas jaringan dan pusat data yang membutuhkan dukungan ketahanan energi. Sementara ketersediaan energi baru terbarukan di Indonesia masih terbatas, dengan bauran EBT nasional yang baru mencapai sekitar 13% dari total konsumsi energi.

Di sisi regulasi, Indonesia semakin mempertegas arah kebijakan keberlanjutannya. OJK terus memperkuat kerangka keuangan berkelanjutan, dan pada Juli 2025, Dewan Standar Keberlanjutan IAI menerbitkan Standar Pengungkapan Keberlanjutan (SPK) yang mengadopsi IFRS S1 dan S2, dengan implementasi penuh dijadwalkan mulai 2027. Komitmen nasional menuju *Net Zero Emission* 2060 juga semakin menuntut kontribusi terukur dari seluruh sektor industri. Kondisi tersebut hadir bersamaan dengan tuntutan efisiensi biaya dan kebutuhan investasi infrastruktur yang terus meningkat.

Kebijakan untuk Merespon Tantangan dalam Pemenuhan Strategi Keberlanjutan

Dalam konteks tersebut, Moratelindo memandang keberlanjutan sebagai dimensi strategis yang semakin tak terpisahkan dari cara Perseroan beroperasi dan bertumbuh. Sebagai penyedia infrastruktur tulang punggung digital nasional, Moratelindo menjalankan peran membangun konektivitas sebagai pemerataan akses pendidikan, pemberdayaan ekonomi lokal, dan inklusi digital bagi jutaan warga Indonesia, termasuk mereka yang tinggal di wilayah Terdepan, Terluar, dan Tertinggal (3T).

Memahami peranan sebagai pembangun konektivitas, Moratelindo semakin memperkuat komitmen keberlanjutan. Tahun 2025 menjadi tahun penyelarasan strategis bagi kami dalam membangun fondasi menuju implementasi yang lebih terstruktur dan terukur. Proses ini mencakup penguatan tata kelola keberlanjutan, penyempurnaan pendekatan *double materiality* dalam penentuan topik material, serta integrasi prinsip *Environment, Social, and Governance* (ESG) yang lebih mendalam pada operasional dan budaya organisasi.

Moratelindo menegaskan kembali visinya untuk secara aktif berkontribusi dalam mentransformasi masyarakat menuju masyarakat digital terkemuka, yang dimanifestasikan menjadi empat pilar utama strategi keberlanjutan.

For PT Mora Telematika Indonesia Tbk, these challenges are direct and operational in nature. The growing demand for digital services requires the expansion of network capacity and data centers, which in turn depend on reliable energy support. Meanwhile, the availability of renewable energy in Indonesia remains limited, with the national renewable energy mix accounting for only approximately 13% of total energy consumption.

From a regulatory perspective, Indonesia is further strengthening its sustainability policy direction. The Financial Services Authority (OJK) continues to enhance the sustainable finance framework, and in July 2025, the Indonesian Institute of Accountants' Sustainability Standards Board issued the Sustainability Disclosure Standards (SPK), adopting IFRS S1 and S2, with full implementation scheduled to commence in 2027. The national commitment toward Net Zero Emissions by 2060 is also driving the need for measurable contributions from all industry sectors. These developments coincide with increasing demands for cost efficiency and rising infrastructure investment requirements.

Policies to Address Challenges in Achieving Sustainability Strategy

In this context, Moratelindo views sustainability as an increasingly integral strategic dimension of how the Company operates and grows. As a provider of national digital backbone infrastructure, Moratelindo plays a key role in building connectivity to support equitable access to education, local economic empowerment, and digital inclusion for millions of Indonesians, including those living in frontier, outermost, and disadvantaged (3T) regions.

Recognizing its role as a connectivity enabler, Moratelindo continues to strengthen its sustainability commitment. The year 2025 marks a period of strategic alignment in building a foundation for more structured and measurable implementation. This process includes strengthening sustainability governance, refining the double materiality approach in determining material topics, and deeper integration of Environmental, Social, and Governance (ESG) principles into operations and organizational culture.

Moratelindo reaffirms its vision to actively contribute to transforming society into a leading digital society, which is manifested through four main pillars of its sustainability strategy.



Pilar pertama adalah *Keep Earth Alive: Environmental Footprint & Resource Management*. Perseroan berkomitmen untuk secara progresif mengurangi intensitas emisi, meningkatkan efisiensi energi di seluruh lini operasional, dan mengelola limbah B3 secara bertanggung jawab, termasuk menjajaki mekanisme offset karbon sebagai bagian dari peta jalan dekarbonisasi jangka panjang. Pilar ini selaras dengan SDG 7 (Energi Bersih dan Terjangkau) dan SDG 13 (Penanganan Perubahan Iklim), serta SDG 12 dalam pengelolaan limbah berbahaya yang terukur.

Pilar kedua adalah *Connect & Empower Communities: Community Growth & Strategic Collaboration*. Moratelindo memandang konektivitas sebagai hak, bukan privilese. Melalui program TJSL yang menasar pemerataan akses internet dan dukungan pendidikan digital, Perseroan berkontribusi pada pengurangan kesenjangan digital yang masih nyata di banyak wilayah Indonesia. Pilar ini mendukung SDG 4 (Pendidikan Berkualitas) dan SDG 17 (Kemitraan untuk Mencapai Tujuan) dalam memperluas proporsi individu yang terhubung dan melek digital.

Pilar ketiga adalah *Shaping the Future of Work: Employee Safety, Wellbeing & People Development*. Perseroan menjaga keselamatan dan kesehatan kerja sebagai prioritas non-negotiable, mendorong penyeteraan gender di level manajemen, dan memastikan seluruh karyawan memenuhi standar minimum jam pelatihan tahunan. Pilar ini berkontribusi pada SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 5 (Kesetaraan Gender).

Pilar keempat adalah *Ethical Business Practices: Sustainable Supply Chain, Security & Privacy*. Perseroan memperkuat integritas bisnis melalui pelatihan ESG bagi pemasok, pelatihan anti-korupsi dan anti-penyuapan bagi karyawan secara rutin, tindak lanjut konsisten atas pengaduan *whistleblower*, serta penegakan standar keamanan data yang ketat sesuai Undang-Undang Perlindungan Data Pribadi (UU PDP). Pada saat yang sama, Perseroan terus meningkatkan kapasitas *backbone* dan *data center* untuk memastikan kualitas dan keandalan layanan bagi pelanggan. Pilar ini mendukung SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Tangguh), SDG 9, serta SDG 12 melalui praktik pelaporan keberlanjutan yang transparan dan akuntabel.

The first pillar is *Keep Earth Alive: Environmental Footprint & Resource Management*. The Company is committed to progressively reducing emission intensity, improving energy efficiency across all operational lines, and responsibly managing hazardous waste (B3), including exploring carbon offset mechanisms as part of its long-term decarbonization roadmap. This pillar aligns with SDG 7 (Affordable and Clean Energy), SDG 13 (Climate Action), and SDG 12 in measurable hazardous waste management.

The second pillar is *Connect & Empower Communities: Community Growth & Strategic Collaboration*. Moratelindo views connectivity as a right rather than a privilege. Through CSER programs focused on expanding equitable internet access and supporting digital education, the Company contributes to reducing the persistent digital divide across many regions in Indonesia. This pillar supports SDG 4 (Quality Education) and SDG 17 (Partnerships for the Goals) in increasing the proportion of digitally connected and literate individuals.

The third pillar is *Shaping the Future of Work: Employee Safety, Wellbeing & People Development*. The Company upholds occupational health and safety as a non-negotiable priority, promotes gender equality at the management level, and ensures all employees meet minimum annual training hour requirements. This pillar contributes to SDG 8 (Decent Work and Economic Growth) and SDG 5 (Gender Equality).

The fourth pillar is *Ethical Business Practices: Sustainable Supply Chain, Security & Privacy*. The Company strengthens business integrity through ESG training for suppliers, regular anti-corruption and anti-bribery training for employees, consistent follow-up on whistleblower reports, and strict enforcement of data security standards in compliance with the Personal Data Protection Law (UU PDP). At the same time, the Company continues to enhance backbone and data center capacity to ensure service quality and reliability for customers. This pillar supports SDG 16 (Peace, Justice and Strong Institutions), SDG 9, and SDG 12 through transparent and accountable sustainability reporting practices.

Untuk memastikan implementasi strategi keberlanjutan berjalan efektif, Direksi dan Dewan Komisaris Moratelindo menjalankan peran pengawasan aktif. Direksi, melalui unit ESG yang beroperasi lintas fungsi, bertanggung jawab atas monitoring kinerja ESG secara berkala, termasuk pengelolaan risiko iklim seperti dampak bencana alam terhadap infrastruktur serat optik dan risiko transisi akibat perubahan regulasi rendah karbon. Sementara Dewan Komisaris menjalankan fungsi pengawasan strategis untuk memastikan seluruh inisiatif keberlanjutan selaras dengan visi dan komitmen jangka panjang Perseroan, serta kontribusi terhadap target nasional Nationally Determined Contribution (NDC) Indonesia menuju *Net Zero Emission 2060*.

Dalam perjalanannya, kami memahami sejumlah tantangan, baik internal maupun eksternal, yang perlu diatasi. Direksi memandang tantangan terbesar di internal adalah membangun dan mengkonsolidasikan budaya keberlanjutan secara konsisten di seluruh tingkat organisasi. Merespons tantangan ini, Perseroan melaksanakan serangkaian sosialisasi kebijakan keberlanjutan secara menyeluruh, menyelenggarakan pelatihan ESG yang terintegrasi dalam program pengembangan karyawan, dan secara bertahap mengintegrasikan prinsip keberlanjutan ke dalam prosedur kerja standard di setiap fungsi bisnis. Selain itu, Perseroan juga menghadapi keterbatasan kesiapan sistem dan data dalam pengelolaan informasi keberlanjutan, khususnya terkait pengukuran dan pelaporan data energi dan emisi. Sebagai respons, Perseroan memperkuat tata kelola data ESG melalui standarisasi metodologi pengumpulan data, penguatan koordinasi lintas fungsi antara unit ESG, operasional, dan keuangan, serta peningkatan kualitas pelaporan keberlanjutan secara berkelanjutan. Langkah ini ditujukan agar data yang disajikan semakin akurat, terverifikasi, dan dapat dipertanggungjawabkan.

Dari sisi eksternal, dinamika persaingan industri telekomunikasi yang menuntut efisiensi biaya sekaligus investasi berkelanjutan juga menjadi tantangan yang perlu dikelola secara cermat. Perseroan merespons dengan mengintegrasikan pertimbangan keberlanjutan ke dalam proses perencanaan bisnis dan penganggaran belanja modal, sehingga setiap keputusan investasi infrastruktur juga mempertimbangkan dampak jangka panjang

To ensure effective implementation of the sustainability strategy, the Board of Directors and Board of Commissioners of Moratelindo exercise active oversight roles. The Board of Directors, through a cross-functional ESG unit, is responsible for periodic monitoring of ESG performance, including the management of climate-related risks such as natural disaster impacts on fiber optic infrastructure and transition risks arising from low-carbon regulatory changes. Meanwhile, the Board of Commissioners performs a strategic oversight function to ensure that all sustainability initiatives align with the Company's long-term vision and commitments, as well as its contribution to Indonesia's Nationally Determined Contribution (NDC) targets toward Net Zero Emissions by 2060.

Throughout its journey, the Company recognizes several internal and external challenges that must be addressed. Internally, the Board of Directors views the greatest challenge as building and consolidating a consistent sustainability culture across all organizational levels. In response, the Company has conducted comprehensive dissemination of sustainability policies, implemented ESG training integrated into employee development programs, and gradually embedded sustainability principles into standard operating procedures across all business functions. Additionally, the Company faces limitations in system and data readiness for managing sustainability information, particularly in measuring and reporting energy and emissions data. To address this, the Company is strengthening ESG data governance through standardized data collection methodologies, enhanced cross-functional coordination among ESG, operations, and finance units, and continuous improvement in sustainability reporting quality. These efforts aim to ensure that disclosed data is increasingly accurate, verifiable, and reliable.

Externally, the dynamics of competition in the telecommunications industry, which demand both cost efficiency and sustained investment, present challenges that must be carefully managed. The Company responds by integrating sustainability considerations into business planning and capital expenditure processes, ensuring that infrastructure investment decisions account for long-term environmental and social impacts. Furthermore,



terhadap aspek lingkungan dan sosial. Selain itu, perubahan regulasi dan kebijakan pemerintah terkait keberlanjutan yang terus berkembang menuntut kewaspadaan dan agilitas organisasi. Perseroan merespons dengan melakukan pemantauan regulasi secara berkala melalui unit kepatuhan dan ESG, sekaligus menyesuaikan kebijakan internal agar senantiasa selaras dengan ketentuan terbaru, baik dari OJK, Kementerian Lingkungan Hidup, maupun standar pelaporan internasional yang terus berevolusi.

Tantangan pencapaian target pengurangan emisi sejalan dengan agenda *Net Zero Emission* 2060 juga menjadi perhatian serius. Industri telekomunikasi, dengan konsumsi energi listrik yang besar untuk operasional jaringan dan pusat data, menghadapi tekanan ganda. Di satu sisi, Perseroan harus terus mengembangkan kapasitas demi menjawab kebutuhan digital yang tumbuh pesat, sementara di sisi lain harus menekan jejak karbon secara progresif. Perseroan merespons dengan menerapkan inisiatif efisiensi energi secara sistematis, mendorong pengurangan intensitas emisi, dan secara bertahap menajaki mekanisme offset karbon yang terverifikasi.

Kami juga menyadari ekspektasi pemangku kepentingan yang semakin tinggi terhadap transparansi, etika bisnis, dan perlindungan data. Kondisi ini turut membentuk arah kebijakan tata kelola Perseroan. Dalam merespons tantangan ini, Moratelindo terus memperkuat sistem *whistleblowing*, memastikan kepatuhan terhadap Undang-Undang Perlindungan Data Pribadi (UU PDP), serta meningkatkan kapasitas karyawan dalam memahami dan menerapkan standar etika bisnis dan keamanan informasi.

Penerapan Implementasi Keberlanjutan

Komitmen Moratelindo terhadap keberlanjutan tercermin dalam realisasi kinerja sepanjang tahun 2025 yang mencakup dimensi ekonomi, lingkungan, dan sosial.

Pada aspek ekonomi, pendapatan usaha Moratelindo tahun 2025 tercatat sebesar Rp 4,000,218 juta meningkat dari tahun sebelumnya sebesar Rp 3,978,188 juta. Seiring dengan kenaikan pendapatan dan langkah efisiensi operasional, Perseroan membukukan laba bersih tahun berjalan sebesar Rp 515,856 juta, meningkat signifikan dibandingkan laba bersih tahun 2024 yang tercatat sebesar Rp 262,568 juta.

evolving sustainability-related regulations and government policies require organizational vigilance and agility. The Company addresses this by conducting regular regulatory monitoring through its compliance and ESG units, while continuously aligning internal policies with the latest requirements from OJK, the Ministry of Environment, and evolving international reporting standards.

The challenge of achieving emission reduction targets in line with the Net Zero Emissions 2060 agenda is also a key concern. The telecommunications industry, with its substantial electricity consumption for network and data center operations, faces dual pressures. On one hand, the Company must continue expanding capacity to meet rapidly growing digital demand; on the other, it must progressively reduce its carbon footprint. The Company addresses this by systematically implementing energy efficiency initiatives, driving reductions in emission intensity, and gradually exploring verified carbon offset mechanisms.

The Company also recognizes the increasing expectations of stakeholders regarding transparency, business ethics, and data protection. These conditions shape the direction of the Company's governance policies. In response, Moratelindo continues to strengthen its whistleblowing system, ensure compliance with the Personal Data Protection Law (UU PDP), and enhance employee capacity in understanding and implementing business ethics and information security standards.

Sustainability Implementation

Moratelindo's commitment to sustainability is reflected in its performance realization throughout 2025, encompassing economic, environmental, and social dimensions.

From an economic perspective, Moratelindo recorded operating revenues of IDR 4.000.218 million in 2025, an increase from IDR 3.978.188 million in the previous year. In line with revenue growth and operational efficiency measures, the Company posted a net profit of IDR 515.856 million for the year, representing a significant increase compared to IDR 262.568 million in 2024.

Kinerja positif di tengah tantangan lingkungan industri yang kompetitif itu, mendukung konsistensi Perseroan dalam mendistribusikan nilai ekonomi secara bertanggung jawab kepada seluruh pemangku kepentingan, mulai dari kewajiban kepada karyawan, pajak bagi negara, pembayaran kepada pemasok lokal, biaya lingkungan, hingga kontribusi pada program tanggung jawab sosial.

Pada dimensi operasional, kapasitas jaringan Moratelindo terus diperkuat. Total jaringan *backbone* nasional mencapai 27.837 km. Jaringan *backbone* tersebut mencakup infrastruktur laut (*submarine*) sepanjang 12.689 km dan jaringan darat (*inland*) sepanjang 15.148 km. Penguatan jaringan ini didukung oleh 6 data center yang dimiliki perseroan serta kapasitas layanan data yang mencapai 37.800 gigabit, yang berperan penting dalam memastikan keandalan, skalabilitas, serta kualitas layanan konektivitas dan digital kepada pelanggan. Basis pelanggan Perseroan juga terus berkembang, dengan jumlah pelanggan (*retail*) yang tumbuh signifikan sebesar 45,59% dari 227.145 pelanggan pada tahun 2024 menjadi 330.710 pelanggan pada tahun 2025.

Pada aspek lingkungan, Moratelindo terus mengintensifkan upaya efisiensi energi dan pengurangan emisi gas rumah kaca. Konsumsi energi bahan bakar pada tahun 2025 tercatat sebesar 11.139,00 GJ, turun signifikan dibandingkan tahun sebelumnya yang mencapai 14.080,22 GJ. Penurunan ini mencerminkan keberhasilan inisiatif efisiensi operasional, termasuk pemanfaatan kendaraan listrik dalam armada operasional Perseroan. Sementara itu, konsumsi energi listrik tercatat sebesar 168.023,91 GJ, meningkat seiring ekspansi kapasitas jaringan dan pertumbuhan operasional pusat data.

Untuk memitigasi peningkatan konsumsi listrik tersebut, Perseroan melanjutkan program pemasangan panel surya. Pada tahun 2025, ditambahkan 36 unit baru sehingga total panel surya terpasang per 31 Desember 2025 mencapai 3.996 unit dengan kapasitas produksi sebesar 2.302 kWh, memperkuat kontribusi energi terbarukan dalam bauran energi operasional Perseroan.

Dari sisi emisi, total gas rumah kaca Cakupan 1 dan 2 sepanjang tahun 2025 tercatat sebesar 37.900,34 ton CO₂-eq. Pada tahun ini, Perseroan juga memperluas cakupan pengukuran dengan memasukkan emisi Cakupan 3 kategori perjalanan dinas, sebesar 282,81 ton CO₂-eq. Intensitas emisi GRK tahun 2025 cukup terjaga di level 0,00947 ton CO₂-eq/Rp juta pendapatan, dibandingkan dengan tahun 2024 sebesar 0,00946 ton CO₂-eq/Rp juta pendapatan.

This positive performance amid a competitive industry environment supports the Company's consistency in responsibly distributing economic value to all stakeholders, including obligations to employees, tax contributions to the state, payments to local suppliers, environmental expenditures, and contributions to social responsibility programs.

From an operational perspective, Moratelindo continues to strengthen its network capacity. The total national backbone network reached 27,837 km. The backbone network comprises 12,689 km of submarine infrastructure and 15,148 km of inland network. This network expansion is supported by the Company's six data centers and total data service capacity of 37,800 gigabits, which play a critical role in ensuring the reliability, scalability, and quality of connectivity and digital services delivered to customers. The Company's customer base also continued to expand, with the number of customers growing significantly by 45.59%, from 227,145 customers in 2024 to 330,710 in 2025.

From an environmental perspective, Moratelindo continues to intensify its energy efficiency and greenhouse gas emission reduction efforts. Fuel energy consumption in 2025 was recorded at 11,139.00 GJ, a significant decrease from 14,080.22 GJ in the previous year. This reduction reflects the success of operational efficiency initiatives, including the adoption of electric vehicles within the Company's operational fleet. Meanwhile, electricity consumption reached 168,023.91 GJ, increasing in line with network capacity expansion and data center operations growth.

To mitigate the increase in electricity consumption, the Company continued its solar panel installation program. In 2025, an additional 36 units were installed, bringing the total number of installed solar panels as of December 31, 2025 to 3,996 units, with a production capacity of 2,302 kWh, thereby strengthening the contribution of renewable energy to the Company's operational energy mix.

In terms of emissions, total Scope 1 and Scope 2 greenhouse gas emissions in 2025 were recorded at 37,900.34 tons CO₂-eq. During the year, the Company also expanded its measurement scope to include Scope 3 emissions from business travel, totaling 282.81 tons CO₂-eq. GHG emission intensity in 2025 remained relatively stable at 0.00947 tons CO₂-eq per IDR million of revenue, compared to 0.00946 tons CO₂-eq per IDR million of revenue in 2024.



Pengelolaan limbah juga berlangsung secara bertanggung jawab. Perseroan menghasilkan 0,20 ton limbah B3 dan 670,19 ton limbah non-B3 yang seluruhnya ditangani sesuai regulasi berlaku sehingga Perseroan tidak menerima pengaduan atas lingkungan.

Penggunaan air Perseroan sepanjang tahun 2025 tercatat sebesar 23.464 m³. Moratelindo terus memantau dan mengevaluasi pola konsumsi air di seluruh fasilitas operasional sebagai bagian dari komitmen pengelolaan sumber daya alam secara efisien. Komitmen lingkungan Perseroan juga dikukuhkan melalui sertifikasi Sistem Manajemen Lingkungan ISO 14001:2015 yang diimplementasikan di fasilitas Nusantara Data Center (NDC).

Pada aspek sosial, Perseroan mempertahankan rekam jejak keselamatan kerja yang sangat baik. Tidak terdapat kecelakaan kerja (*Lost Time Injury*) sepanjang tahun 2025, dengan tingkat kecelakaan kerja tercatat nol kasus per satu juta jam kerja mencerminkan efektivitas sistem Manajemen K3 yang telah tersertifikasi ISO 45001:2018 dan SMK3. Sementara investasi dalam pengembangan sumber daya manusia juga terus meningkat.

Sebanyak 707 peserta dari kalangan karyawan mengikuti berbagai program pelatihan sepanjang tahun 2025, dengan total jam pelatihan yang mencapai 4.301,7 jam. Rata-rata jam pelatihan bagi karyawan laki-laki ialah 22,74 jam per tahun, dan bagi karyawan perempuan sebesar 17,37 jam per tahun. Program-program pelatihan dirancang untuk mengembangkan kompetensi teknis, kepemimpinan, sekaligus meningkatkan kesadaran keberlanjutan di seluruh jenjang organisasi.

Sementara pada aspek sosial kemasyarakatan, Perseroan telah merealisasikan 29 program Tanggung Jawab Sosial dan Lingkungan (TJSL) senilai Rp1,04 miliar pada tahun 2025, yang menjangkau 1.485 penerima manfaat. Program-program ini mencakup pemberdayaan komunitas melalui akses digital inklusif, dukungan pendidikan, pelestarian lingkungan, dan penguatan ketahanan sosial masyarakat di sekitar wilayah operasional Perseroan.

Waste management was also conducted responsibly. The Company generated 0.20 tons of hazardous waste (B3) and 670.19 tons of non-hazardous waste, all of which were handled in accordance with applicable regulations, resulting in zero environmental complaints.

The Company's total water consumption in 2025 was recorded at 23,464 m³. Moratelindo continuously monitors and evaluates water consumption patterns across all operational facilities as part of its commitment to efficient natural resource management. The Company's environmental commitment is further reinforced by the ISO 14001:2015 Environmental Management System certification implemented at the Nusantara Data Center (NDC) facility.

From a social perspective, the Company maintained an excellent occupational safety record. There were no Lost Time Injuries recorded throughout 2025, with a workplace accident rate of zero cases per one million working hours, reflecting the effectiveness of the Occupational Health and Safety Management System certified under ISO 45001:2018 and SMK3. Investment in human capital development also continued to increase.

A total of 707 employees participated in various training programs throughout 2025, with total training hours reaching 4,301.7 hours. The average training hours for male employees were 22.74 hours per year, while female employees averaged 17.37 hours per year. These programs are designed to develop technical and leadership competencies, while also enhancing sustainability awareness across all organizational levels.

In terms of community social impact, the Company implemented 29 Corporate Social and Environmental Responsibility (CSER) programs valued at IDR 1.04 billion in 2025, reaching 1,485 beneficiaries. These programs include community empowerment through inclusive digital access, educational support, environmental conservation, and strengthening social resilience in communities surrounding the Company's operational areas.

Strategi Pencapaian Target Keberlanjutan 2026

Memasuki tahun 2026, Moratelindo berkomitmen untuk mengakselerasi pencapaian target-target keberlanjutan yang telah ditetapkan, dengan menempatkan keberlanjutan sebagai dimensi yang tak terpisahkan dari strategi pertumbuhan bisnis Perseroan. Tantangan eksternal berupa ketidakpastian geopolitik, dinamika regulasi, dan perubahan iklim tidak dipandang sebagai halangan, melainkan sebagai konteks yang mendorong Perseroan untuk beroperasi dengan lebih cerdas, efisien, dan tangguh.

Dalam dimensi lingkungan, Perseroan akan memperkuat inisiatif efisiensi energi di seluruh lapisan operasional, dari jaringan backbone hingga pusat data, melalui penerapan teknologi hemat energi, ekspansi panel surya, dan optimalisasi sistem pendingin. Moratelindo juga akan terus mengeksplorasi peluang transisi menuju sumber energi terbarukan yang lebih signifikan, sejalan dengan target *Net Zero Emission* nasional 2060. Pengurangan intensitas emisi GRK berbasis pendapatan dan berbasis karyawan akan menjadi indikator kunci yang dipantau secara berkala.

Pada dimensi sumber daya manusia, Perseroan akan meningkatkan cakupan dan kedalaman program pelatihan, dengan penekanan khusus pada pelatihan berbasis kompetensi ESG, keselamatan kerja, serta literasi keamanan siber. Target pemerataan kesempatan dan kesetaraan gender di level manajerial akan terus didorong sebagai bagian dari komitmen Perseroan terhadap lingkungan kerja yang inklusif dan non-diskriminatif.

Pada dimensi tata kelola, Moratelindo akan memperkuat sistem pengelolaan data ESG untuk memastikan kualitas, konsistensi, dan komparabilitas data pelaporan keberlanjutan dari tahun ke tahun. Standardisasi metodologi pengukuran emisi, energi, dan indikator sosial akan ditingkatkan, sejalan dengan perkembangan standar internasional seperti GRI dan ISSB, maupun pemutakhiran ketentuan SEOJK.

Dari sisi komunitas dan konektivitas, Perseroan akan terus memperluas jangkauan layanan inklusif ke wilayah Terdepan, Terluar, dan Tertinggal (3T), sambil memperkuat program TJSL yang terukur dampaknya. Pendekatan *creating shared value* akan menjadi landasan dari setiap inisiatif komunitas yang dijalankan.

Strategy for Achieving Sustainability Targets in 2026

Entering 2026, Moratelindo is committed to accelerating the achievement of its established sustainability targets by positioning sustainability as an integral dimension of the Company's business growth strategy. External challenges, including geopolitical uncertainty, regulatory dynamics, and climate change, are not viewed as obstacles but rather as a context that drives the Company to operate more intelligently, efficiently, and resiliently.

In the environmental dimension, the Company will strengthen energy efficiency initiatives across all operational layers, from backbone networks to data centers, through the implementation of energy-efficient technologies, expansion of solar panels, and optimization of cooling systems. Moratelindo will also continue to explore opportunities for transitioning to more significant renewable energy sources, in line with the national Net Zero Emissions 2060 target. Reductions in GHG emission intensity, both revenue-based and employee-based, will serve as key indicators to be monitored regularly.

In the human capital dimension, the Company will enhance both the scope and depth of its training programs, with a particular emphasis on ESG-based competencies, occupational safety, and cybersecurity literacy. Targets related to equal opportunity and gender equality at the managerial level will continue to be promoted as part of the Company's commitment to an inclusive and non-discriminatory workplace.

In the governance dimension, Moratelindo will strengthen its ESG data management systems to ensure the quality, consistency, and comparability of sustainability reporting data over time. Standardization of methodologies for measuring emissions, energy, and social indicators will be enhanced in line with the development of international standards such as GRI and ISSB, as well as updates to SEOJK regulations.

From the community and connectivity perspective, the Company will continue to expand inclusive service coverage to frontier, outermost, and disadvantaged (3T) regions, while strengthening TJSL programs with measurable impacts. The creating shared value approach will serve as the foundation for all community initiatives undertaken.



Pada dimensi rantai pasok, Perseroan akan mendorong pemasok kunci untuk mengadopsi standar ESG, termasuk melalui program pelatihan dan edukasi bagi mitra bisnis. Komitmen pengutamakan pemasok lokal juga akan terus dijaga sebagai bagian dari tanggung jawab Perseroan terhadap ekosistem bisnis nasional.

Apresiasi

Kami menyampaikan apresiasi yang tulus kepada para pelanggan, mitra kerja, pemegang saham, regulator, dan seluruh pemangku kepentingan yang telah memberikan kepercayaan kepada Moratelindo. Komitmen dan dukungan mereka menjadi sumber kekuatan yang tak ternilai dalam perjalanan keberlanjutan Perseroan.

Secara khusus, kami menyampaikan terima kasih yang sebesar-besarnya kepada seluruh karyawan Moratelindo yang dengan dedikasi penuh telah menghadirkan pelayanan terbaik, menjaga keandalan infrastruktur, dan menghidupkan semangat keberlanjutan dalam setiap langkah kerja. Dengan dukungan seluruh pihak, Moratelindo akan terus melangkah maju, membangun infrastruktur digital yang tidak hanya andal secara teknis, tetapi juga bertanggung jawab secara sosial dan lestari secara lingkungan, demi masa depan Indonesia yang lebih terhubung, inklusif, dan berkelanjutan.

In the supply chain dimension, the Company will encourage key suppliers to adopt ESG standards, including through training and educational programs for business partners. The commitment to prioritizing local suppliers will also be maintained as part of the Company's responsibility to the national business ecosystem.

Appreciation

We extend our sincere appreciation to our customers, business partners, shareholders, regulators, and all stakeholders who have placed their trust in Moratelindo. Their commitment and support represent an invaluable source of strength in the Company's sustainability journey.

We would like to express our deepest gratitude to all Moratelindo employees who, with full dedication, have delivered excellent service, maintained infrastructure reliability, and embodied the spirit of sustainability in every aspect of their work. With the support of all stakeholders, Moratelindo will continue to move forward in building digital infrastructure that is not only technically reliable but also socially responsible and environmentally sustainable, for a more connected, inclusive, and sustainable future for Indonesia.

Jakarta, 21 April 2026
Jakarta, April 21, 2026

Jimmy Kadir
Direktur Utama
President Director

Surat Pernyataan Anggota Dewan Komisaris dan Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Mora Telematika Indonesia Tbk

Statement Letter of the Board of Commissioners and the Board of Directors
regarding Responsibility for the 2025 Sustainability Report of
PT Mora Telematika Indonesia Tbk

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Mora Telematika Indonesia Tbk tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, declare that all information in the 2025 Sustainability Report of PT Mora Telematika Indonesia Tbk are presented in its entirety, and we are fully responsible for the correctness of the contents in the Company's Sustainability Report.

This statement is hereby made in all truthfulness.

Jakarta, 21 April 2026
Jakarta, April 21, 2026

Dewan Komisaris Board of Commissioners



Karim Panjaitan
Komisaris
Commissioner



Indra Nathan Kusnadi
Komisaris Utama
President Commissioner



Kanaka Puradiredja
Komisaris Independen
Independent Commissioner

Direksi Board of Directors



Jimmy Kadir
Direktur Utama
President Director



Genta Andhika Putra
Wakil Direktur Utama
Vice President Director



Laporan Direksi
Report of the Board of Directors >>>>

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Profil Perusahaan

Company Profile

03

Dengan kapabilitas infrastruktur yang luas dan ekosistem layanan yang terintegrasi, Moratelindo membangun konektivitas yang mendorong pertumbuhan ekonomi digital Indonesia.

With extensive infrastructure capabilities and an integrated service ecosystem, Moratelindo builds connectivity that accelerates Indonesia's digital economic growth.



Identitas Perusahaan [2-1]

Corporate Identity

Nama Perusahaan Company Name	PT Mora Telematika Indonesia Tbk (Moratelindo)
Tanggal Pendirian Date of Establishment	8 Agustus 2000 August 8, 2000
Dasar Hukum Pendirian Legal Basis of Establishment	Akta Pendirian Perseroan Terbatas No.30 tanggal 8 Agustus 2000 oleh Notaris Daniel Parganda Marpaung, S.H Deed of Establishment of Limited Liability Company No. 30 dated August 8, 2000, by Notary Daniel Parganda Marpaung, S.H.
Kode Saham Stock Code	MORA
Pencatatan Saham di Bursa Saham Stock Listing Date	8 Agustus 2022 August 8, 2022
Kegiatan Usaha dan Produk yang Dihasilkan Business Activities and Products	Aktivitas telekomunikasi dengan kabel, penyedia jasa internet, jasa interkoneksi internet (NAP) dan data center. Telecommunications activities by cable, internet service provider, Network Access Provider (NAP) and data center.
Alamat Kantor Pusat [2.2] Head Office Address	Grha 9, Jalan Penataran No. 9, Kelurahan Pegangsaan, Kecamatan Menteng, Kota Administrasi Jakarta Pusat, Jakarta 10320, Indonesia. Grha 9, Jalan Penataran No. 9, Pegangsaan Sub-district, Menteng District, Central Jakarta Administrative City, Jakarta 10320, Indonesia
Nomor Telepon Telephone Number	+6221 3199 8600
Fax.	+6221 314 2882
Website	https://www.morarepublic.co.id/

Anak Perusahaan Subsidiaries



Visi, Misi, dan Nilai Keberlanjutan [C.1] Vision, Mission, and Sustainability Value

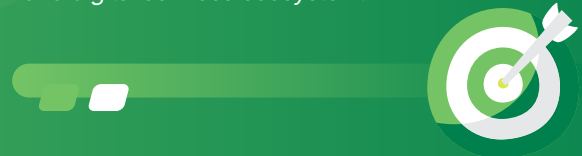
Visi Vision

Secara aktif berkontribusi untuk mentransformasikan masyarakat menjadi suatu masyarakat digital terkemuka.
Actively contribute to transform the country into a leading digital society.

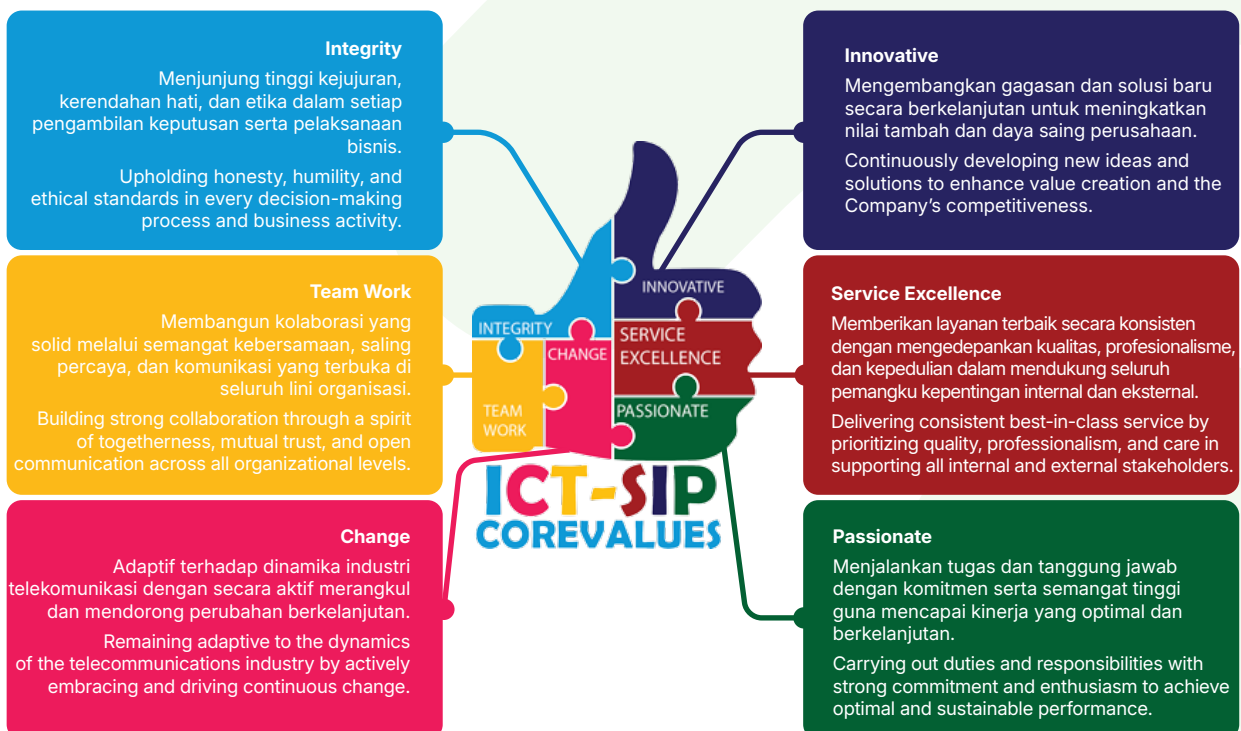


Misi Mission

Mengembangkan infrastruktur telekomunikasi terbaik di kelasnya dan memimpin ekosistem layanan telekomunikasi dan digital.
To develop the best-in-class telecommunication infrastructure and lead the telecommunication and digital services ecosystem.



Nilai Inti Perusahaan Core Values of the Company



Skala Perusahaan [c.3]

Business Scale

Uraian Description	Satuan Unit	2025	2024	2023
Total Aset Total Assets	Rp juta IDR million	14.760.355	14.654.147	14.899.261
Total Kewajiban Total Liabilities	Rp juta IDR million	6.846.225	7.263.909	7.975.293
Total Ekuitas Total Equity	Rp juta IDR million	7.914.130	7.390.238	6.923.968
Pendapatan Income	Rp juta IDR million	4.000.218	3.978.189	4.306.324
Laba atau Rugi Bersih Net Profit or Loss	Rp juta IDR million	515.856	262.568	679.171

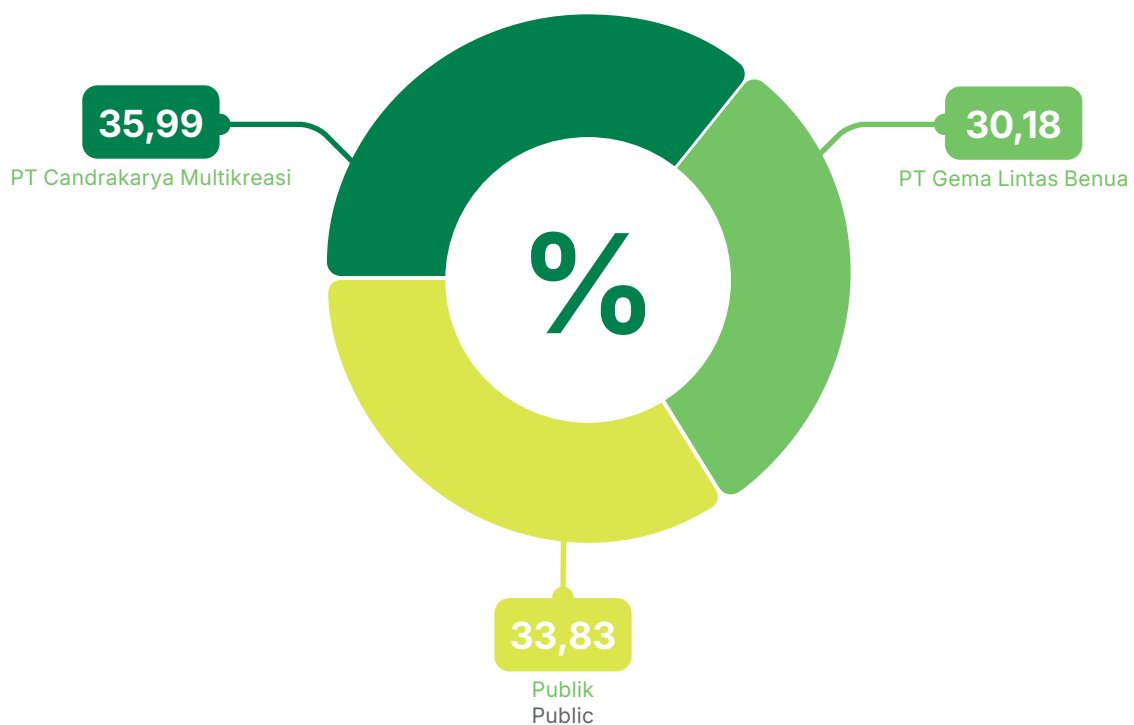
Pemegang Saham dan Persentase Kepemilikan [c.3]

PT Mora Telematika Indonesia Tbk terdaftar di Bursa Efek Indonesia pada 8 Agustus 2022 dengan kode saham MORA. Hingga 31 Desember 2025, sebanyak 35,99% saham Perseroan dimiliki oleh PT Candrakarya Multikreasi; 30,18% dimiliki oleh PT Gema Lintas Benua; dan sisanya dimiliki oleh publik dengan kepemilikan 33,83%.

Shareholders and Ownership Percentage [c.3]

PT Mora Telematika Indonesia Tbk was a public company listed on the Indonesia Stock Exchange on August 8, 2022, with the stock code MORA. As of December 31, 2025, 35.99% of the Company's shares are owned by PT Candrakarya Multikreasi; 30.18% are owned by PT Gema Lintas Benua; and the rest are owned by the public, with a total ownership of 33.83%.

Struktur Kepemilikan Saham per 31 Desember 2025 Shareholders Structure as of December 31, 2025





Aktivitas telekomunikasi dengan kabel, penyedia jasa internet, jasa interkoneksi internet (NAP) dan data center.
Telecommunications activities by cable, internet service provider, network access provider (NAP) and data center.

Wilayah Operasional [C.3] [2-6]

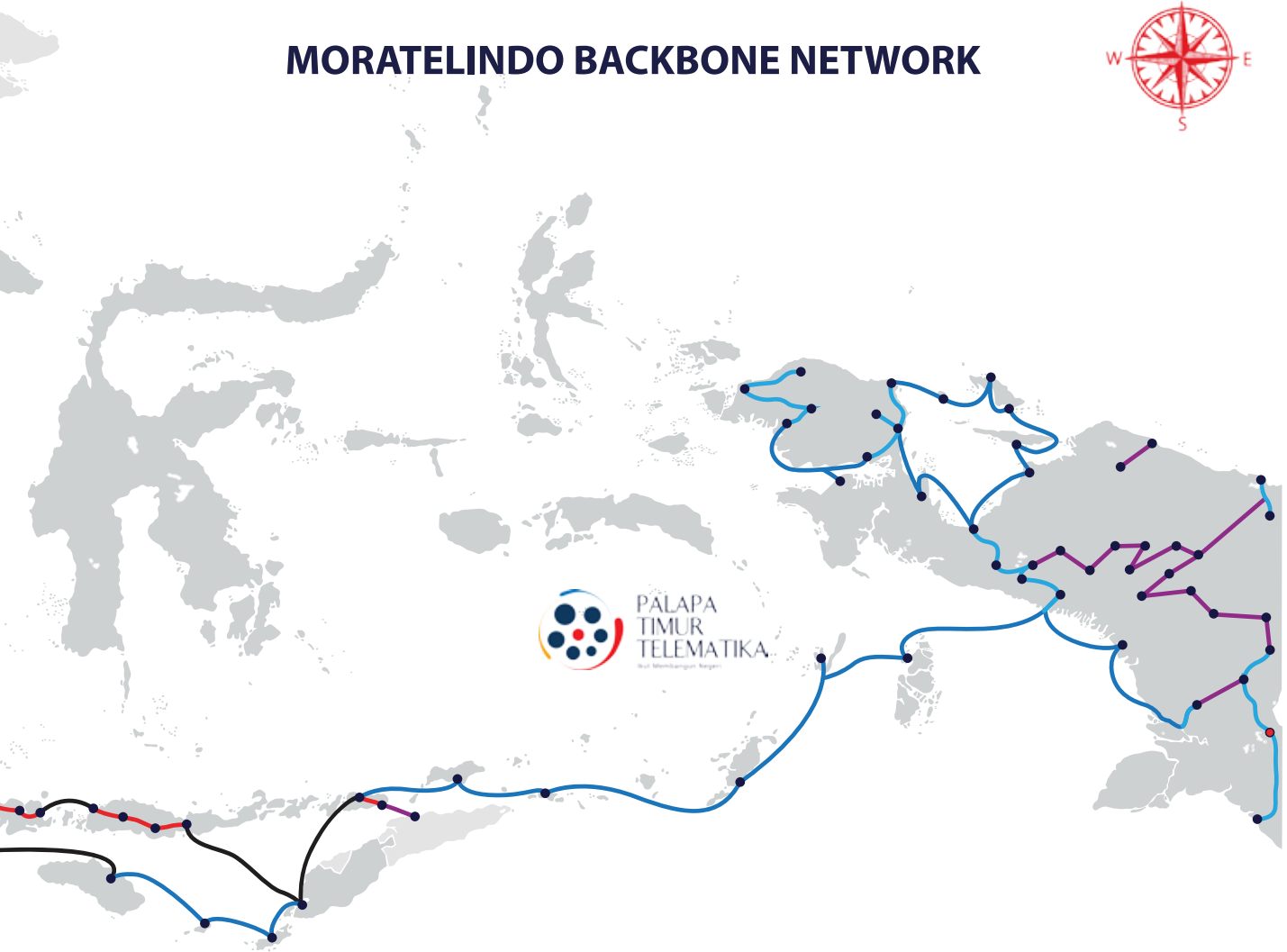
Operational Areas



LEGEND

- | | | | |
|--|---|--|---|
| | Moratelindo Submarine Cable | | State Capital |
| | Moratelindo Inland Cable | | Point of Presence (PoP) |
| | Palapa Ring Barat Submarine Cable | | Inland Amplifier (ILA) |
| | Palapa Ring Barat Inland Cable | | Nusantara Data Center (NDC) |
| | Palapa Timur Telematika Submarine Cable | | Jambi - Batam Cable-system |
| | Palapa Timur Telematika Inland Cable | | Jakarta - Bangka - Batam - Bintan - Singapore |
| | Radio Connection | | Moratelindo International Cable-system One |
| | | | Batam - Dumai - Malaka |

MORATELINDO BACKBONE NETWORK



Kegiatan Usaha [C.4] [2-6]

Kegiatan Usaha Utama Perseroan berdasarkan Akta Pernyataan Keputusan Pemegang Saham Perseroan No. 37 tanggal 13 Juni 2024, dibuat di hadapan Aulia Taufani, S.H., Notaris di Kota Administrasi Jakarta Selatan, yang telah memperoleh persetujuan dari Menkumham berdasarkan keputusan No. AHU-0037345.AH.01.02.TAHUN 2024, tanggal 13 Juni 2024 dan telah didaftarkan dalam Daftar Perseroan sesuai dengan ketentuan UUPT dengan No. AHU-0124865.AH.01.11.TAHUN 2024, tanggal 25 Juni 2024 ("Akta No. 37/2024") adalah:

1. Konstruksi Sentral Telekomunikasi.
2. Instalasi Telekomunikasi.
3. Perdagangan Besar Komputer dan Perlengkapan Komputer.
4. Perdagangan Besar Piranti Lunak.
5. Perdagangan Besar Peralatan Telekomunikasi.
6. Aktivitas Telekomunikasi dengan Kabel.
7. Aktivitas Telekomunikasi Tanpa Kabel.
8. Aktivitas Telekomunikasi Satelit.
9. Jasa Internet Teleponi untuk Keperluan Publik (ITKP).
10. Jasa Nilai Tambah Teleponi Lainnya.
11. Internet Service Provider.
12. Jasa Sistem Telekomunikasi Data.
13. Jasa Televisi Protokol Internet (IPTV).
14. Jasa Interkoneksi Internet (NAP).
15. Jasa Multimedia Lainnya.
16. Jasa Jual Kembali Jasa Telekomunikasi.
17. Aktivitas Pengembangan Aplikasi.
18. Aktivitas Pemrograman Komputer Lainnya.
19. Aktivitas Konsultasi dan Perancangan Internet of Things (IoT).
20. Aktivitas Teknologi Informasi dan Jasa Komputer Lainnya.
21. Aktivitas Pengolahan Data.
22. Aktivitas Hosting dan YBDI.
23. Portal Web dan/atau Platform Digital Tanpa Tujuan Komersial.
24. Portal Web dan/atau Platform Digital dengan Tujuan Komersial.
25. Real Estate yang Dimiliki Sendiri atau Disewa.

Business Activities [C.4] [2-6]

The Company's main business activities, based on the Deed of Statement of Shareholders' Resolution No. 37 dated June 13, 2024, drawn up before Aulia Taufani, S.H., Notary in the Administrative City of South Jakarta, which has obtained approval from the Minister of Law and Human Rights pursuant to Decree No. AHU-0037345.AH.01.02.TAHUN 2024 dated June 13, 2024, and has been registered in the Company Register in accordance with the provisions of the Company Law under No. AHU-0124865.AH.01.11.TAHUN 2024 dated June 25, 2024 ("Deed No. 37/2024"), are as follows:

1. Telecommunications Central Construction.
2. Telecommunications Installation.
3. Wholesale Trade of Computers and Computer Equipment.
4. Wholesale Trade of Software.
5. Wholesale Trade of Telecommunication Equipment.
6. Wired Telecommunications Activities.
7. Wireless Telecommunications Activities.
8. Satellite Telecommunications Activities.
9. Public Internet Telephony Services (ITKP).
10. Other Value-Added Telephony Services.
11. Internet Service Provider (ISP).
12. Data Telecommunications System Services.
13. Internet Protocol Television (IPTV) Services.
14. Internet Interconnection Services (NAP).
15. Other Multimedia Services.
16. Telecommunication Services Resale.
17. Application Development Activities.
18. Other Computer Programming Activities.
19. Internet of Things (IoT) Consulting and Design.
20. Other Information Technology and Computer Services.
21. Data Processing Activities.
22. Hosting and Related Activities.
23. Non-Commercial Web Portal and/or Digital Platform.
24. Commercial Web Portal and/or Digital Platform.
25. Owned or Leased Real Estate.

Produk dan Layanan Products and Services

Produk dan/atau Jasa yang Dihasilkan

Products and/or Services Generated

Moratelindo menyediakan produk dan jasa sebagai berikut:

Moratelindo provides the following products and services:

Jenis Layanan Type of Service	Bentuk Layanan Form of Service
Konektivitas Connectivity	<ul style="list-style-type: none"> Domestic Leased Circuit (DLC) - MetroM Cross Connect (Fiber Optic & UTP) Xpress Connect™ (Jakarta & Singapore) Indonesia Research and Education Network (IDREN) Connect
Jasa Internet Internet Services	<ul style="list-style-type: none"> Dedicated Internet Access (DIA Domestic, DIA International & DIA Mix) IP Transit/SuperNET (SuperNET Domestic, SuperNET International & SuperNET Mix) Moratelindo Network Interconnect & Content Autonomous (MONICA) Oxygen.id Pro Oxygen.id Biz Oxygen.id Biz Startup Oxygen.id HOME Internet Exchange (Mora-IXP) bundling IP Transit IP Public (Standard & Non-Standard)
Jasa Pusat Data Data Center Services	<ul style="list-style-type: none"> Collocation Nusantara Data Center (NDC) Space Virtual Private Server (VPS) Hosting Domain
Solusi Nilai Tambah Added Value Solution	<ul style="list-style-type: none"> IP Camera Telephony Line Oxygen TV (Rent STB) Hospitality TV IP Camera Oxygen Access Manager Managed Services Rent Access Point (ASUS or ARUBA) Rent Access Point Building Managed Service Cyber Security (XSECURE)
Infrastruktur Infrastructure	<ul style="list-style-type: none"> Ducting (Rent & Maintenance) Rent Fiber Optic Pole



Unit Nusantara Data Center (NDC) Batam yang dimiliki Perusahaan.
The Nusantara Data Center (NDC) Batam unit owned by the Company.

Keanggotaan dalam Asosiasi [C.5] [2-28]

Membership in Associations

Perseroan aktif bergabung dengan sejumlah asosiasi industri nasional untuk mendapatkan informasi-informasi terbaru seputar isu-isu keberlanjutan, dan turut aktif berkontribusi dalam sejumlah kegiatan asosiasi. Hingga 31 Desember 2025, Perseroan tidak memiliki keanggotaan asosiasi industri dalam skala internasional. [C.5] [2-28]

The Company actively participates in several national industry associations to obtain the latest information on sustainability-related issues and contributes to various association activities. As of December 31, 2025, the Company did not hold membership in any international industry associations. [C.5] [2-28]

No	Asosiasi Association	Kontribusi Contribution	Skala Scale
1.	Asosiasi Penyelenggara Jasa Internet Indonesia (APJII) Association of Indonesia Internet Service Providers	Anggota Member	Nasional National
2.	Asosiasi Penyelenggara Jaringan Telekomunikasi (APJATEL) Association of Telecommunications Network Operators	Anggota Member	Nasional National
3.	Asosiasi Sistem Komunikasi Kabel Laut Seluruh Indonesia (ASKALSI) Indonesia Sea Cable Communication System Association	Anggota Member	Nasional National
4.	Asosiasi Sekretaris Perusahaan Indonesia (ICSA) Indonesia Corporate Secretary Association	Anggota Member	Nasional National
5.	Kamar Dagang dan Industri Indonesia (KADIN) Indonesia Chamber of Commerce	Anggota Member	Nasional National
6.	Asosiasi Emiten Indonesia (AEI) Indonesia Public Listed Companies Association	Anggota Member	Nasional National
7.	Perhimpunan Filantropi Indonesia (PFI) Indonesia Philanthropy Association	Anggota Member	Nasional National

Perubahan Signifikan dalam Organisasi

Significant Changes in the Organization

Perseroan pada tanggal 18 Desember 2025 telah mengumumkan rencana penggabungan usaha (merger) yang akan dilakukan antara Perseroan dengan PT Eka Mas Republik ("EMR"). Rencana merger ini telah disampaikan dalam keterbukaan informasi kepada publik dan direncanakan untuk dimintakan persetujuan dalam Rapat Umum Pemegang Saham sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Rencana merger ini baru akan berlaku efektif pada tahun 2026 sehingga belum terjadi dampak yang bersifat material pada Perseroan selama tahun buku 2025. [C.6] [2-6]

On December 18, 2025, the Company announced a proposed merger between the Company and PT Eka Mas Republik ("EMR"). This merger plan has been disclosed to the public through an information disclosure and is scheduled to be submitted for approval at the General Meeting of Shareholders in accordance with the prevailing laws and regulations. The merger is expected to become effective in 2026 and therefore did not have any material impact on the Company during the 2025 financial year. [C.6] [2-6]



Operasional pemasangan kabel bawah laut sebagai bagian dari pengembangan infrastruktur digital yang andal, dilaksanakan dengan mengedepankan aspek keselamatan kerja, kepatuhan terhadap regulasi, serta perlindungan lingkungan laut. Submarine cable installation operations as part of building reliable digital infrastructure, carried out with a strong emphasis on occupational safety, regulatory compliance, and marine environmental protection.

Fokus Keberlanjutan Moratelindo

Moratelindo Sustainability Focus

04

Melalui pendekatan yang terstruktur dan berbasis materialitas, Moratelindo memastikan setiap langkah bisnis selaras dengan penciptaan dampak ekonomi, sosial, dan lingkungan yang berkelanjutan.

Through a structured and materiality-driven approach, Moratelindo ensures that every business decision is aligned with the creation of sustainable economic, social, and environmental impacts.



Visi Keberlanjutan [C.1] [2-22]

Sustainability Vision

Visi Moratelindo untuk “Secara aktif berkontribusi dalam mentransformasi masyarakat menjadi masyarakat digital terkemuka”, menegaskan komitmen Perseroan untuk mendorong kemajuan sosial dan ekonomi yang inklusif. Dalam perspektif keberlanjutan, visi ini mencerminkan peran Moratelindo dalam mengurangi kesenjangan digital, memperkuat pemberdayaan komunitas melalui konektivitas, serta membangun ekosistem digital yang berkelanjutan. Upaya transformasi ini tidak hanya fokus pada peningkatan akses teknologi, tetapi juga membuka jalan bagi peluang pendidikan, pertumbuhan ekonomi, dan inovasi, terutama di daerah yang sulit dijangkau.

Moratelindo's vision of “Actively contributing to transforming society into a leading digital society” affirms the Company's commitment to encourage inclusive social and economic progress. From a sustainability perspective, this vision reflects Moratelindo's role in reducing the digital gap, strengthening community empowerment through connectivity, and building a sustainable digital ecosystem. Beyond expanding technological access, these transformation efforts also support educational opportunities, economic growth, and innovation, particularly in hard-to-reach regions.

Identifikasi dan Penentuan Topik Material [3-1]

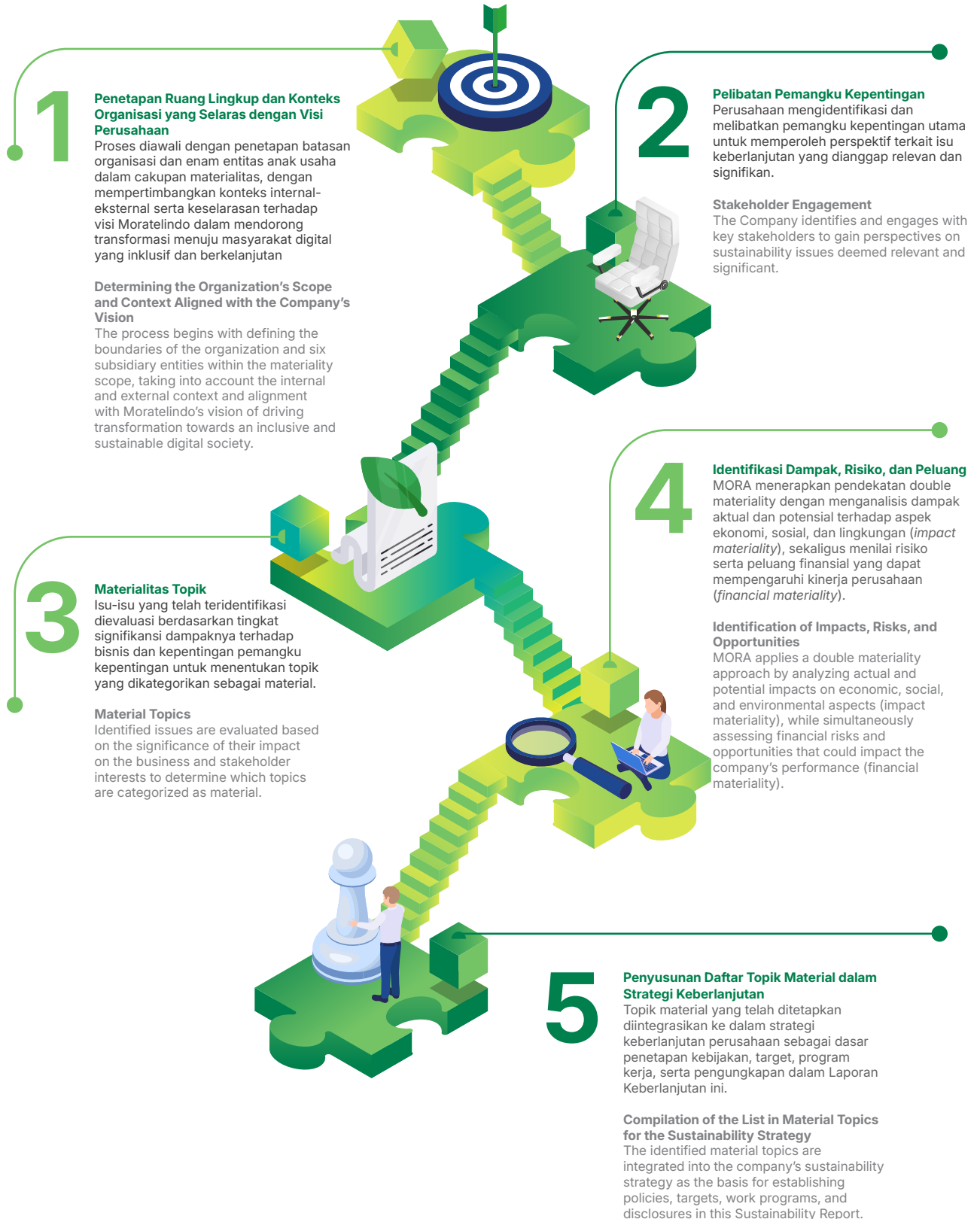
Material Topic Identification and Determination

Dalam upaya mewujudkan visi keberlanjutan tersebut, Moratelindo melakukan proses identifikasi dan penentuan topik material. Proses ini ditujukan untuk memastikan bahwa isu-isu keberlanjutan yang dikelola dan dilaporkan adalah isu yang benar-benar relevan dengan dampak operasional Perseroan serta selaras dengan ekspektasi pemangku kepentingan. Berikut ini alur proses penentuan topik material sebagaimana panduan Global Reporting Initiative (GRI).

In pursuing this sustainability vision, Moratelindo carries out a process to identify and determine material topics, intended to ensure that the sustainability issues managed and reported are truly relevant to the Company's operational impacts and aligned with stakeholder expectations. The following outlines the process for determining material topics in accordance with the Global Reporting Initiative (GRI) guidelines.



Alur Proses Penentuan Topik Material Material topic determination process



Pelibatan Pemangku Kepentingan [E.4] [2-29]

Stakeholders Engagement

Bagi Moratelindo, pemangku kepentingan merupakan individu atau entitas yang terpengaruh oleh kegiatan, produk, dan layanan Perseroan, serta berperan dalam mempengaruhi keberhasilan penerapan strategi dan pencapaian tujuan Perseroan. Oleh karena itu, pelibatan pemangku kepentingan menjadi langkah penting untuk memahami dan memenuhi kebutuhan masing-masing kelompok secara tepat, bertanggung jawab, serta selaras dengan ketentuan peraturan perundang-undangan yang berlaku. Melalui komunikasi yang aktif dan transparan, Moratelindo berupaya membangun kepercayaan serta memastikan bahwa setiap keputusan bisnis yang diambil senantiasa mempertimbangkan tanggung jawab sosial, kelestarian lingkungan, dan kepentingan jangka panjang seluruh pihak.

Dalam pelaksanaannya, Perseroan mengoptimalkan seluruh sumber daya untuk menjalin interaksi yang efektif berdasarkan skala prioritas. Moratelindo mengklasifikasikan pemangku kepentingan ke dalam dua kategori utama yaitu:

1. Pemangku kepentingan internal meliputi pemegang saham dan investor, serta karyawan.
2. Pemangku kepentingan eksternal mencakup pemasok, masyarakat, pemerintah, dan pengguna layanan.

Moratelindo sees stakeholders are individuals or entities affected by the Company's activities, products, and services, and play a role in influencing the successful implementation of the Company's strategies and the achievement of its objectives. Therefore, stakeholder engagement is a crucial step in understanding and meeting the needs of each group appropriately, responsibly, and in accordance with applicable laws and regulations. Through active and transparent communication, Moratelindo aims to build trust and ensure that all business decision taken consistently consider social responsibility, environmental sustainability, and the long-term interests of all parties.

In practice, the Company optimizes its resources to build effective interactions based on priority levels. Moratelindo groups its stakeholders into two main categories:

1. Internal stakeholders include shareholders and investors, as well as employees.
2. External stakeholders include suppliers, the community, the government, and service users.

INTERNAL INTERNAL



EKSTERNAL EXTERNAL



Perseroan melakukan kurasi terhadap kelompok pemangku kepentingan yang memiliki pengaruh paling signifikan terhadap keberlangsungan usaha. Oleh karena itu, kelompok yang dinilai tidak memiliki dampak material terhadap kegiatan bisnis tidak disajikan secara khusus dalam Laporan ini, guna menjaga fokus pelaporan pada isu-isu yang paling relevan.

The Company curates stakeholder groups that have the most significant influence on business continuity. Therefore, groups assessed as not having a material impact on business activities are not specifically disclosed in this Report, to ensure that the reporting remains focused on the most relevant issues.

Kelompok Pemangku Kepentingan Stakeholders Group	Pemegang Saham & Investor Shareholders and Investors
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Influence, Responsibility, Perspective
Frekuensi Pelibatan Engagement Frequency	Tahunan / Berkala Annual / Periodic



Kepentingan Utama | Main Concern
Kinerja keuangan, tata kelola, manajemen risiko, keberlanjutan usaha
Financial performance, governance, risk management, business sustainability

Bentuk Pelibatan | Form of Engagement
RUPS, public expose, laporan berkala, komunikasi investor
GMS, public expose, periodic reports, investor communications

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues
Kinerja ekonomi, tata kelola, manajemen risiko, strategi keberlanjutan
Economic performance, governance, risk management, sustainability strategy

Kelompok Pemangku Kepentingan Stakeholders Group	Karyawan Employee
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Influence, Responsibility, Dependency, Attention
Frekuensi Pelibatan Engagement Frequency	Rutin / Tahunan Routine / Annual



Kepentingan Utama | Main Concern
Keselamatan dan kesehatan kerja, pengembangan kompetensi, kesejahteraan, kesetaraan
Occupational health and safety, competency development, welfare, equality

Bentuk Pelibatan | Form of Engagement
Sosialisasi kebijakan, pelatihan, survei kepuasan, komunikasi internal
Policy socialization, training, satisfaction surveys, internal communications

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues
K3, pengembangan SDM, kesejahteraan karyawan, keberagaman
HSE, human resource development, employee welfare, diversity

Kelompok Pemangku Kepentingan Stakeholders Group	Pemerintah & Regulator Government and Regulators
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Influence, Responsibility
Frekuensi Pelibatan Engagement Frequency	Sesuai Ketentuan According to Needs

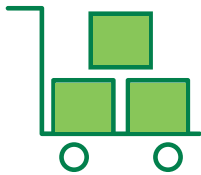


Kepentingan Utama | Main Concern
Kepatuhan regulasi, perizinan, kontribusi terhadap pembangunan nasional
Regulatory compliance, licensing, contribution to national development

Bentuk Pelibatan | Form of Engagement
Pelaporan regulasi, koordinasi teknis, audit dan inspeksi
Regulatory reporting, technical coordination, audits and inspections

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues
Kepatuhan hukum, tata kelola, dampak ekonomi
Legal compliance, governance, economic impact

Kelompok Pemangku Kepentingan Stakeholders Group	Pemasok & Mitra Bisnis Suppliers and Business Partner
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Dependency, Responsibility, Attention
Frekuensi Pelibatan Engagement Frequency	Berkala Periodic



Kepentingan Utama | Main Concern

Kemitraan berkelanjutan, kepastian kontrak, kepatuhan standar
Sustainable partnerships, contract certainty, standards compliance

Bentuk Pelibatan | Form of Engagement

Seleksi dan evaluasi pemasok, perjanjian kerja sama, komunikasi bisnis
Supplier selection and evaluation, cooperation agreements, business communication

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues

Rantai pasok berkelanjutan, etika bisnis
Sustainable supply chains, business ethics

Kelompok Pemangku Kepentingan Stakeholders Group	Masyarakat Public
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Responsibility, Attention, Perspective
Frekuensi Pelibatan Engagement Frequency	Berkala Periodic



Kepentingan Utama | Main Concern

Dampak sosial dan lingkungan, kesempatan ekonomi, hubungan yang harmonis
Social and environmental impacts, economic opportunities, harmonious relationships

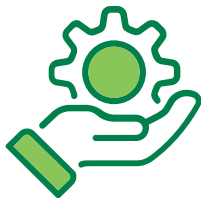
Bentuk Pelibatan | Form of Engagement

Program TJSL, dialog masyarakat, pengaduan
TJSL program, community dialogue, complaints

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues

Dampak sosial, lingkungan, kontribusi terhadap masyarakat
Social, environmental impact, contribution to society

Kelompok Pemangku Kepentingan Stakeholders Group	Pengguna Layanan Service Users
Dasar Pemilihan Pemangku Kepentingan Basis for Selection of Stakeholders	Dependency, Responsibility, Attention
Frekuensi Pelibatan Engagement Frequency	Rutin Routine



Kepentingan Utama | Main Concern

Kualitas layanan, keandalan jaringan, keamanan informasi
Service quality, network reliability, information security

Bentuk Pelibatan | Form of Engagement

Layanan purna jual, komunikasi operasional, penanganan keluhan
Aftersale services, operational communication, complaints handling

Isu Keberlanjutan yang Relevan | Relevant Sustainability Issues

Kualitas layanan, keamanan data, kepuasan pengguna
Service quality, data security, customers satisfaction

Materialitas Topik [3-1], [3-2], [3-3] Material Topics

Berdasarkan hasil pemetaan konteks organisasi dan pelibatan pemangku kepentingan, Moratelindo menyusun daftar topik material yang menggambarkan isu-isu keberlanjutan paling signifikan bagi Perusahaan. Dengan pendekatan *double materiality*, proses ini dilakukan dengan menilai setiap isu berdasarkan dua dimensi utama yang saling berkaitan, yaitu tingkat kepentingan isu bagi pemangku kepentingan serta tingkat dampak dan signifikansi isu tersebut terhadap kinerja dan keberlanjutan bisnis Moratelindo.

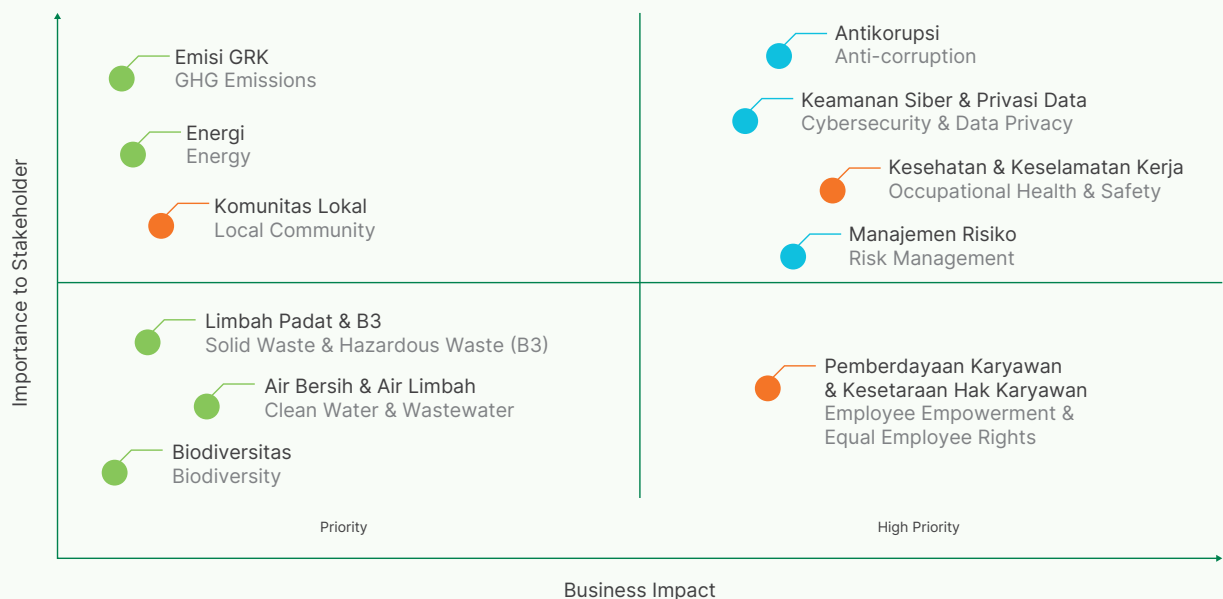
Penilaian terhadap tingkat kepentingan pemangku kepentingan diperoleh melalui diskusi dan koordinasi dengan pihak-pihak terkait. Sementara itu, penilaian terhadap dampak bagi Perusahaan dilakukan dengan mempertimbangkan risiko dan peluang yang timbul dari aspek ekonomi, lingkungan, sosial, serta tata kelola, termasuk kepatuhan terhadap regulasi dan strategi jangka panjang Perusahaan.

Selanjutnya, isu-isu keberlanjutan yang telah diidentifikasi tersebut dipetakan ke dalam matriks materialitas untuk menentukan prioritas pelaporan. Topik yang berada pada tingkat prioritas tinggi menjadi fokus utama pengungkapan dalam Laporan Keberlanjutan ini, sedangkan topik dengan tingkat prioritas menengah dan rendah tetap dikelola oleh Perusahaan sesuai dengan kebijakan dan prosedur yang berlaku. Melalui pendekatan ini, Moratelindo berupaya memastikan bahwa Laporan Keberlanjutan menyajikan informasi yang relevan, transparan, dan sejalan dengan kepentingan pemangku kepentingan serta arah strategis Perusahaan.

Based on the results of organizational context mapping and stakeholder engagement, Moratelindo compiled a list of material topics reflecting most significant sustainability issues for the Company. Using a double materiality approach, this process assesses each issue based on two key interrelated dimensions: the importance of the issue to stakeholders and its impact and significance on Moratelindo's business performance and sustainability.

The assessment of stakeholder importance is carried out through discussions and coordination with relevant parties. Meanwhile, the assessment of the Company's impact is conducted by considering the risks and opportunities arising from economic, environmental, social, and governance aspects, including compliance with regulations and the Company's long-term strategy.

The identified sustainability issues are then mapped onto a materiality matrix to determine reporting priorities. Topics with high priority become the primary focus of disclosure in this Sustainability Report, while topics with medium and low priority remain managed by the Company in accordance with applicable policies and procedures. Through this approach, Moratelindo strives to ensure that the Sustainability Report presents relevant, transparent, and aligned information in line with stakeholder interests and the Company's strategic direction.



Daftar Topik Material [3-2]

List of Material Topics

Topik Material Material Topics	Kenapa Material Reason	Cakupan Scope	Indeks GRI GRI Index
Antikorupsi Anti-Corruption	Menjaga integritas bisnis, kepatuhan hukum, dan kepercayaan pemangku kepentingan. Maintaining business integrity, legal compliance, and stakeholder trust.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 205
Keamanan Siber dan Privasi Data Cybersecurity & Data Privacy	Melindungi data sensitif pelanggan dan perusahaan dari serangan siber yang dapat mengganggu operasional. Protecting sensitive customer and company data from cyberattacks that may disrupt operations.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 418
Kesehatan dan Keselamatan Kerja Occupational Health & Safety	Memastikan lingkungan kerja yang aman untuk mencegah kecelakaan dan penyakit akibat kerja. Ensuring a safe working environment to prevent workplace accidents and occupational illnesses.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 403
Manajemen Risiko Risk Management	Mengidentifikasi potensi hambatan bisnis secara dini untuk menjamin keberlangsungan perusahaan. Identifying potential business risks at an early stage to ensure the company's continuity.	Internal termasuk entitas anak Internally includes subsidiaries	
Energi Energy	Mengurangi biaya operasional dan jejak karbon melalui efisiensi konsumsi energi. Reducing operational costs and carbon footprint through energy consumption efficiency.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 302
Emisi GRK GHG Emissions	Upaya mitigasi perubahan iklim dan pemenuhan regulasi lingkungan nasional/global. Efforts to mitigate climate change and comply with national and global environmental regulations.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 305
Komunitas Lokal Local Communities	Untuk menciptakan nilai bersama (<i>creating shared value</i>), menjaga lisensi sosial operasional, dan memitigasi dampak sosial negatif di sekitar wilayah kerja. To create shared value, maintain a social license to operate, and mitigate negative social impacts in surrounding operational areas.	Eksternal (Masyarakat) External (Society)	GRI 413
Pemberdayaan Karyawan dan Kesetaraan Kesempatan Employee Empowerment & Equal Opportunity	Memberikan peluang yang adil bagi seluruh karyawan untuk berkembang tanpa diskriminasi guna meningkatkan produktivitas, inovasi, serta menciptakan lingkungan kerja yang inklusif dan harmonis. Providing fair opportunities for all employees to develop without discrimination in order to enhance productivity and innovation, as well as to create an inclusive and harmonious work environment.	Internal termasuk entitas anak Internally includes subsidiaries	GRI 404, 405, 406

Penetapan topik-topik material di atas merupakan langkah awal bagi Moratelindo untuk memetakan prioritas keberlanjutan. Untuk memastikan strategi yang diambil tepat sasaran, Perseroan juga menilai aspek risiko dan peluang terkait keberlanjutan, yang relevan dengan konteks Perseroan.

The determination of the material topics above marks Moratelindo's initial step in defining its sustainability priorities. To ensure the strategy is properly aligned, the Company also evaluates sustainability-related risks and opportunities relevant to its context.

Risiko dan Peluang terkait Perubahan Iklim [E.3] Climate Change Risks and Opportunities



Pemanfaatan kendaraan listrik sebagai langkah awal Moratelindo dalam mendukung transisi menuju energi yang lebih bersih dan berkelanjutan. The use of electric vehicles as an initial step by Moratelindo in supporting the transition toward cleaner and more sustainable energy.

Hasil penilaian materialitas menunjukkan bahwa topik-topik keberlanjutan termasuk isu perubahan iklim merupakan topik yang memiliki tingkat signifikansi tinggi bagi Moratelindo. Isu ini tidak hanya berdampak pada lingkungan, tetapi juga mempengaruhi keberlangsungan operasional, kinerja keuangan, serta ketahanan infrastruktur Perusahaan dalam jangka pendek, menengah, dan panjang.

Seiring meningkatnya intensitas kejadian iklim ekstrim dan penguatan kebijakan transisi menuju ekonomi rendah karbon, Moratelindo mengidentifikasi perubahan iklim sebagai sumber risiko sekaligus peluang strategis. Risiko terkait iklim mencakup risiko fisik yang berpotensi mengganggu keandalan jaringan dan infrastruktur telekomunikasi, serta risiko transisi yang berkaitan dengan perubahan regulasi, teknologi, dan ekspektasi pemangku kepentingan.

Di sisi lain, upaya mitigasi dan adaptasi terhadap perubahan iklim membuka peluang bagi Perusahaan untuk meningkatkan efisiensi energi, memperkuat ketahanan infrastruktur, serta mengembangkan praktik operasional yang lebih berkelanjutan. Oleh karena itu, Moratelindo mengintegrasikan pertimbangan risiko dan peluang terkait iklim ke dalam proses manajemen risiko dan perencanaan strategis, guna memastikan kesiapan Perusahaan dalam menghadapi tantangan iklim sekaligus memanfaatkan peluang yang muncul seiring transisi menuju pembangunan berkelanjutan.

The material assessment results indicate that sustainability topics, including climate change, are highly significant for Moratelindo. This issue not only impacts the environment but also impacts the Company's operational continuity, financial performance, and infrastructure resilience in the short, medium, and long-term.

As the intensity of extreme climate events increases and policies for the transition to a low-carbon economy strengthen, Moratelindo identifies climate change as both a source of risk and a strategic opportunity. Climate-related risks include physical risks that could potentially disrupt the reliability of telecommunications networks and infrastructure, as well as transition risks related to changes in regulations, technology, and stakeholder expectations.

On the other hand, climate change mitigation and adaptation efforts provide opportunities for the Company to improve energy efficiency, strengthen infrastructure resilience, and develop more sustainable operational practices. Therefore, Moratelindo integrates consideration of climate-related risks and opportunities into its risk management and strategic planning processes to ensure the Company's readiness to face climate challenges and capitalize on opportunities arising from the transition to sustainable development.

Risiko Perubahan Iklim - Fisik (*Physical Risk*) [E.3]

Climate Change Risk - Physical Risk



Menjaga keandalan konektivitas melalui operasional yang disiplin. Tim Network Operations Center (NOC) PT Palapa Timur Telematika menjalankan aktivitas pemantauan dengan penerapan standar keselamatan secara menyeluruh. Ensuring reliable connectivity through disciplined operations. The Network Operations Center (NOC) team of PT Palapa Timur Telematika carries out monitoring activities in full compliance with safety standards.

Risiko fisik merupakan ancaman langsung terhadap keberlangsungan infrastruktur dan aset tetap Moratelindo akibat perubahan kondisi alam. Mengingat bentang jaringan Perseroan yang melintasi berbagai zona geografis, mulai dari kabel bawah laut hingga menara di wilayah pegunungan, Perseroan mengkategorikan risiko fisik ini berdasarkan durasi dan sifat kejadiannya. Pemahaman akan risiko ini sangat krusial untuk memastikan ketahanan jaringan (*network resilience*) dan meminimalkan gangguan layanan (*downtime*) bagi pelanggan. Risiko fisik ini terbagi menjadi dua kategori utama yaitu risiko fisik akut dan kronis.

Physical risks represent a direct threat to the sustainability of Moratelindo's infrastructure and fixed assets due to changes in natural conditions. Given the Company's network spans various geographic zones, from submarine cables to towers in mountainous areas, the Company categorizes these physical risks based on their duration and nature. Understanding these risks is crucial to ensuring network resilience and minimizing service disruptions (downtime) for customers. These physical risks are divided into two main categories: acute and chronic physical risks.

Risiko Fisik Akut [E.3]

Acute Physical Risk

Risiko Risk	Dampak Impact	Area Terdampak Affected Areas	Level Risiko Risk Level
Cuaca hujan ekstrem & banjir Extreme rain and floods	Gangguan jaringan fiber optic (<i>underground & river crossing</i>), kerusakan PoP dan <i>shelter</i> Fiber optic network disruption (<i>underground & river crossing</i>), PoP and shelter damage	Operasional, <i>Service Availability</i> , Reputasi Operational, service availability, reputation	Sedang Moderate
Bencana alam (banjir bandang, longsor, gempa) Natural disaster (flash floods, landslide, earthquake)	Interupsi layanan backbone & last mile, downtime SLA Backbone & last mile service interruptions, downtime SLA	Pendapatan, Kepuasan pelanggan Revenue, customer satisfaction	Tinggi Severe

Risiko Fisik Kronis [E.3]

Chronic Physical Risk

Risiko Risk	Dampak Impact	Area Terdampak Affected Areas	Level Risiko Risk Level
Kenaikan suhu rata-rata Average temperature increase	<i>Overheating</i> perangkat jaringan & data center edge Overheating of network devices and edge data centers	Opex (energi & pendinginan) Opex (energy & cooling)	Sedang Moderate
Kenaikan muka air laut (lokasi pesisir) Sea level rise (coastal areas)	Risiko jangka panjang pada infrastruktur <i>backbone</i> pesisir Long-term risks to coastal backbone infrastructure	Capex & Perencanaan aset Capex and assets planning	Sedang Moderate
Perubahan pola curah hujan Changes in rainfall patterns	Penurunan umur aset & frekuensi <i>maintenance</i> meningkat Asset age decreases & maintenance frequency increases	<i>Asset management</i>	Sedang Moderate

Risiko Transisi

Selain menghadapi dampak fisik langsung dari perubahan alam, Moratelindo juga menyadari adanya tantangan yang muncul dari upaya global dan nasional dalam bertransformasi menuju ekonomi rendah karbon. Perubahan ini menciptakan Risiko Transisi, yaitu risiko yang berkaitan dengan penyesuaian kebijakan, hukum, teknologi, serta perubahan preferensi pasar dalam merespons isu perubahan iklim.

Bagi Perseroan, risiko transisi dapat berdampak pada struktur biaya operasional, strategi investasi infrastruktur, hingga reputasi perusahaan di mata investor dan pelanggan. Untuk menavigasi fase transisi ini, Moratelindo mengidentifikasi beberapa aspek kunci sebagai berikut:

Transition Risk

Apart from the direct physical impacts of climate change, Moratelindo recognizes the challenges linked to global and national efforts to move toward a low-carbon economy. These changes create transition risks arising from shifts in policies, regulations, technologies, and market preferences in response to climate change.

The Company acknowledges that transition risk can impact its operational cost structure, infrastructure investment strategy, and even its reputation among investors and customers. To navigate this transition phase, Moratelindo has identified several key aspects:

Risiko Regulasi & Kebijakan [E.3]

Regulatory and Policy Risk

Risiko Risks	Dampak Impacts	Area Terdampak Affected Areas	Level Risiko Risk Level
Regulasi emisi & energi (SEOJK, IDX ESG, kebijakan energi nasional) Emission and energy regulations (SEOJK, IDX ESG, national energy policy)	Kewajiban pelaporan & target dekarbonisasi Reporting obligations & decarbonization targets	Compliance, Reporting	Sedang Moderate
Standar ESG pelanggan global Global customer ESG standards	Risiko kehilangan kontrak jika tidak memenuhi standar iklim Risk of contract loss resulting from failure to meet climate standards	Pendapatan Revenue	Tinggi Severe

Risiko Teknologi & Pasar [E.3]

Technology and Market Risk

Risiko Risks	Dampak Impacts	Area Terdampak Affected Areas	Level Risiko Risk Level
Peralihan ke teknologi rendah karbon Transition to low carbon technology	Kebutuhan investasi teknologi efisiensi energi The need for investment in energy efficiency technologies	Capex	Sedang Moderate
Preferensi pelanggan pada penyedia "green network" Customer preferences for "green network" providers	Risiko kompetitif jika ESG lemah Competitiveness risk due to weakening ESG performance	Market positioning	Sedang Moderate

Risiko Reputasi [E.3]

Reputation Risk

Risiko Risks	Dampak Impacts	Area Terdampak Affected Areas	Level Risiko Risk Level
Persepsi negatif atas konsumsi energi tinggi Negative perception of high energy consumption	Turunnya kepercayaan investor & klien Decline in investor and client confidence	Reputasi, Akses pendanaan Reputation, financing access	Sedang Moderate
ESG rating rendah Low ESG rating	Daya tarik investor menurun Decline in investor confidence	Investor relations	Sedang Moderate

Peluang Perubahan Iklim

Moratelindo memandang tantangan perubahan iklim bukan sekadar sebagai batasan operasional, melainkan juga sebagai katalisator untuk inovasi dan transformasi bisnis. Upaya Perseroan dalam memitigasi risiko iklim membuka berbagai peluang strategis yang dapat memperkuat posisi kami sebagai penyedia infrastruktur digital yang berkelanjutan.

Dengan mengadopsi praktik bisnis rendah karbon dan teknologi ramah lingkungan, Moratelindo berpotensi meraih keunggulan kompetitif, meningkatkan kepercayaan investor, serta mengoptimalkan struktur biaya jangka panjang. Fokus kami pada peluang ini terbagi dalam beberapa pilar utama.

Climate-Related Opportunities

For Moratelindo, the challenges of climate change stretch beyond operational constraints but also as a catalyst for innovation and business transformation. The Company's efforts to mitigate climate risks open up various strategic opportunities to strengthen our position as a provider of sustainable digital infrastructure.

By adopting low-carbon business practices and environmentally friendly technologies, Moratelindo has the potential to gain a competitive advantage, increase investor confidence, and optimize its long-term cost structure. Our focus on these opportunities is divided into several key pillars.

Pilar Pillar	Peluang Opportunities	Nilai bagi Perusahaan Value for Company
Peluang Efisiensi Operasional Operational Efficiency Opportunities	Optimasi konsumsi energi jaringan & PoP Network & PoP energy consumption optimization	Penurunan Opex & emisi Scope 2 Opex & Scope 2 emissions reduction
	Penggunaan perangkat hemat energi Utilization of low-energy devices	Efisiensi jangka panjang & peningkatan reliabilitas Long-term efficiency & reliability improvement
	Smart monitoring energi & suhu Smart energy & temperature monitoring	Pencegahan downtime & biaya perbaikan Downtime & repair cost prevention
Peluang Produk dan Layanan Opportunity for Products and Services	Green connectivity untuk data center & hyperscaler Green connectivity for data center & hyperscaler	Diferensiasi pasar & kontrak jangka panjang Market differentiation and long-term contracts
	Infrastruktur digital pendukung smart city & IoT Digital infrastructure supporting smart cities and IoT	Ekspansi layanan berbasis iklim Weather-based service expansion
	Layanan jaringan rendah emisi Low-emission network service	Keunggulan kompetitif di pasar B2B Competitive advantage in the B2B market
Peluang Pembiayaan dan Reputasi Financing Opportunities and Reputation	Akses green financing/sustainability-linked loan Green-financing access/sustainability-linked loan	Cost of capital lebih rendah Lower cost of capital
	Peningkatan rating berkaitan dengan Sustainability & ESG Rating improvement related to Sustainability & ESG	Daya tarik investor Investor confidence
	Alignment dengan target Net Zero nasional Alignment with the National Net Zero Target	Posisi strategis jangka panjang Long-term strategic position

Strategi Keberlanjutan [A.1] [2-22] Sustainability Strategy

Seluruh rangkaian identifikasi topik material, pemetaan risiko iklim, hingga proyeksi peluang operasional yang telah dipaparkan sebelumnya menjadi bagian dari proses Perseroan menentukan arah masa depan Perseroan. merupakan fondasi utama bagi Moratelindo dalam menentukan arah strategis masa depan. Isu-isu yang diidentifikasi melalui pelibatan pemangku kepentingan serta analisis dampak tersebut, dikaji secara mendalam untuk memastikan keberlangsungan usaha Perseroan di tengah dinamika industri telekomunikasi.

The entire process of identifying material topics, mapping climate risks, and projecting operational opportunities outlined above is part of the Company's efforts to determine its future direction. This serves as an important foundation for Moratelindo in shaping its strategic direction going forward. Issues identified through stakeholder engagement and impact analysis are carefully reviewed to ensure the Company's business continuity amid the dynamics of the telecommunications industry.

Hasil dari proses komprehensif tersebut menjadi dasar dalam perumusan Strategi Keberlanjutan Moratelindo yang diselaraskan dengan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals/SDGs*). Langkah ini merupakan wujud nyata komitmen Perseroan dalam mendukung pembangunan global serta menciptakan nilai tambah jangka panjang yang inklusif bagi seluruh pemangku kepentingan.

The results of this comprehensive process form the basis for formulating Moratelindo's Sustainability Strategy, which is aligned with the Sustainable Development Goals (SDGs). This step demonstrates the Company's commitment to supporting global development and creating long-term, inclusive value for all stakeholders.



Komitmen Keberlanjutan Moratelindo [2-23]

Moratelindo Sustainability Commitment

No	Pilar Keberlanjutan Sustainability Pillar	Komitmen Keberlanjutan Sustainability Commitment	Indikator SDGs SDGs Indicator
		Rencana Aksi Action Plan	
1	Keep Earth Alive: Environmental Footprint & Resource Management	<ol style="list-style-type: none"> Mengurangi intensitas emisi & melakukan <i>offset</i> karbon Reducing emission intensity & carry out carbon offsets Efisiensi energi di seluruh layanan dan operasional Energy efficiency in services and operational Mengelola limbah B3 Managing B3 waste 	<p>7.2.1 Pangsa energi terbarukan dalam total konsumsi energi final Share of renewable energy in total final energy consumption</p> <p>13.2.2 Total emisi gas rumah kaca per tahun Total greenhouse gas emissions per year</p> <p>7.3.1 Intensitas energi yang diukur berdasarkan energi primer dan PDB Energy intensity measured based on primary energy and GDP</p> <p>7.b.1 Kapasitas terpasang pembangkit energi terbarukan di negara berkembang dan maju (dalam watt per kapita) Installed capacity of renewable energy generation in developing and developed countries (in watts per capita)</p> <p>12.4.2 (a) Limbah berbahaya yang dihasilkan per kapita; dan (b) proporsi limbah berbahaya yang diolah, menurut jenis pengolahan (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment</p>
2	Connect & Empower Communities: Community Growth & Strategic Collaboration	<ol style="list-style-type: none"> Pemerataan hak akses internet melalui program TJSL Equal rights to internet access through CSER program Upaya dukungan pendidikan melalui program TJSL Effort in educational support through CSER program 	<p>4.4.1 Proporsi pemuda dan orang dewasa yang memiliki keterampilan teknologi informasi dan komunikasi (TIK), menurut jenis keterampilan Proportion of youth and adults with information and communications technology (ICT) skills, by skill type</p> <p>17.8.1 Proporsi individu yang menggunakan internet Proportion of individuals using the internet</p> <p>4.6.1 Tingkat literasi pemuda dan orang dewasa Youth and adult literacy levels</p>
3	Shaping the Future of Work: - Employee Safety and Wellbeing & People and Tomorrow's Work	<ol style="list-style-type: none"> Pencegahan kecelakaan kerja (fatality) dan Penyakit Akibat Kerja (PAK) Prevention of work accidents (fatalities) and occupational diseases (PAK) Penyetaraan gender di level manajemen Gender equality at management level Persentase karyawan memenuhi minimal jam pelatihan yang ditentukan Percentage of employees fulfilling the minimum required training hours 	<p>8.8.1 Cedera kerja fatal dan non-fatal per 100.000 pekerja, menurut jenis kelamin dan status migran Fatal and non-fatal occupational injuries per 100,000 workers, by gender and migrant status</p> <p>5.1.1 Ada atau tidaknya kebijakan untuk mendorong, menegakkan, & memantau kesetaraan serta non-diskriminasi berdasarkan jenis kelamin. The existence of policies to promote, enforce, and monitor equality and non-discrimination based on gender.</p> <p>8.6.1 Jumlah edukasi dan pelatihan Number of education and training</p>

No	Pilar Keberlanjutan Sustainability Pillar	Komitmen Keberlanjutan Sustainability Commitment	Indikator SDGs SDGs Indicator
		Rencana Aksi Action Plan	
4	Ethical Business Practices: Sustainable Supply Chain and Business & Customer Experiences, Security, Privacy	<ol style="list-style-type: none"> Jumlah pemasok barang yang menjalani pelatihan ESG dan menerapkan perhitungan emisi Number of suppliers undergoing ESG training and implementing emissions calculations Peningkatan jumlah <i>backbone</i> & kapasitas data center Increase in the number of backbone & data center capacity Persentase tindak lanjut aduan <i>whistleblower</i> Percentage of follow-up in whistleblower report Karyawan mendapat pelatihan rutin tahunan anti penyuapan dan antikorupsi Employees receive annual routine anti-bribery and anti-corruption training Mengutamakan kepuasan pelanggan Prioritizing customer satisfaction Menegakkan standar tinggi untuk mencegah kebocoran data (major data breach) dan kepatuhan pada Undang-Undang Perlindungan Data Pribadi (UU PDP) Upholding high standards to prevent major data breaches and compliance with the Personal Data Protection Act (PDP Law) 	<p>12.6.1 Jumlah perusahaan yang menerbitkan Laporan Keberlanjutan Number of companies issuing Sustainability Report</p> <p>c.1 Proporsi populasi yang terjangkau jaringan internet Proportion of the population covered by the internet network</p> <p>9.1.2 Kepuasan pengguna terhadap layanan infrastruktur Customers satisfaction toward infrastructure service</p> <p>16.5 Mengurangi secara signifikan segala bentuk korupsi dan penyuapan Significantly reducing all forms of corruption and bribery</p> <p>16.6 Mengembangkan institusi yang efektif, akuntabel, dan transparan di semua tingkat Developing effective, accountable, and transparent institution at all levels</p> <p>16.10.1 Jumlah kasus pelanggaran hak privasi dan upaya pengawasan independen Number of privacy violations cases and independent oversight efforts</p>



Moratelindo terus mendorong transisi menuju energi yang lebih bersih melalui pemanfaatan kendaraan listrik dalam operasional perusahaan. Inisiatif ini menjadi bagian dari komitmen kami untuk menurunkan emisi karbon dan mendukung target keberlanjutan jangka panjang. Moratelindo continues to advance the transition toward cleaner energy by utilizing electric vehicles in its operations. This initiative reflects our commitment to reducing carbon emissions and supporting long-term sustainability goals.

Tata Kelola Penanggung Jawab Keberlanjutan [E.1]

Sustainability Governance



Dari kiri ke kanan | From left to right:
 Genta Andhika Putra
 Chief Financial Officer (CFO)
 Michael C. McPhail
 Chief Technology Officer (CTO)
 Jimmy Kadir
 Chief Executive Officer (CEO)
 Resi Y. Bramani
 Chief Strategic Business Officer (CSBO)

Pengawasan Aktif Direksi & Dewan Komisaris [2-12] [2-13] [2-14]

Untuk memastikan implementasi strategi keberlanjutan yang mengintegrasikan aspek *Environmental, Social, Governance* (ESG) serta pengelolaan risiko dan peluang terkait iklim, pihak Direksi dan Dewan Komisaris Moratelindo memiliki fungsi dan peran sebagai berikut:

1. **Monitoring dan Pelaporan:** Direksi melalui Komite Tingkat Direksi yang berwenang melakukan monitoring dan pelaporan secara berkala terkait pelaksanaan strategi ESG, performa ESG, termasuk pengelolaan risiko iklim seperti dampak bencana alam (banjir, longsor) terhadap infrastruktur telekomunikasi (menara BTS, serat optik, pusat data) serta risiko transisi seperti perubahan regulasi rendah karbon. [2-14]
2. **Fungsi Oversight:** Dewan Komisaris menjalankan pengawasan aktif untuk memastikan keselarasan strategi ESG dengan visi, komitmen keberlanjutan perusahaan, dan target nasional seperti Nationally Determined Contribution (NDC) Indonesia untuk mengurangi emisi karbon menuju *net-zero* 2060.

Active Monitoring of the Board of Directors and Board of Commissioners [2-12] [2-13] [2-14]

To ensure the implementation of a sustainability strategy that integrates Environmental, Social, and Governance (ESG) aspects and the management of climate-related risks and opportunities, the Board of Directors and Board of Commissioners of Moratelindo have the following functions and roles:

1. **Monitoring and Reporting:** The Board of Directors, through its authorized Board-Level Committee, regularly monitors and reports on the implementation of the ESG strategy and ESG performance, including the management of climate risks such as the impact of natural disasters (floods, landslides) on telecommunications infrastructure (BTS towers, fiber optics, data centers), and transition risks such as changes in low-carbon regulations. [2-14]
2. **Oversight Function:** The Board of Commissioners actively oversees the alignment of the ESG strategy with the company's vision, sustainability commitments, and national targets, such as Indonesia's Nationally Determined Contribution (NDC) to reduce carbon emissions towards *net-zero* by 2060.



Dalam pelaksanaannya, Direksi dibantu oleh fungsi atau unit yang secara khusus menangani keberlanjutan. Unit ini bertanggung jawab untuk merumuskan kebijakan, mengoordinasikan implementasi program keberlanjutan di seluruh unit kerja, serta melakukan pemantauan dan evaluasi terhadap pencapaian target ESG Perusahaan. [2-13]

Unit keberlanjutan juga berperan dalam melakukan identifikasi isu material, pengelolaan risiko dan peluang terkait ESG, serta memastikan kepatuhan terhadap peraturan yang berlaku dan standar pelaporan keberlanjutan yang relevan. Selain itu, unit ini secara aktif berkoordinasi dengan berbagai fungsi internal, seperti operasional, sumber daya manusia, keuangan, dan manajemen risiko, guna memastikan integrasi prinsip keberlanjutan dalam kegiatan operasional sehari-hari.

Untuk memperkuat implementasi keberlanjutan secara menyeluruh, Perusahaan juga melibatkan pemangku kepentingan internal dan eksternal melalui berbagai mekanisme komunikasi dan konsultasi. Hasil pemantauan dan evaluasi program keberlanjutan secara berkala dilaporkan kepada manajemen sebagai bagian dari proses pengambilan keputusan dan peningkatan kinerja keberlanjutan Perusahaan secara berkelanjutan.

In carrying out its responsibilities, the Board of Directors is assisted by a dedicated sustainability function or unit. This unit is responsible with developing policies, coordinating the implementation of sustainability programs across all departments, and monitoring and evaluating the achievement of the Company's ESG targets. [2-13]

The sustainability unit also plays a role in identifying material issues, managing ESG-related risks and opportunities, and ensuring compliance with applicable regulations and relevant sustainability reporting standards. Furthermore, this unit actively coordinates with various internal functions, such as operations, human resources, finance, and risk management, to ensure the integration of sustainability principles into daily operations.

To strengthen the overall implementation of sustainability, the Company also involves internal and external stakeholders through various communication and consultation mechanisms. The results of monitoring and evaluation of sustainability programs are regularly reported to management as part of the decision-making process and the ongoing improvement of the Company's sustainability performance.

Tantangan Penerapan Keuangan Berkelanjutan [E.5]

Moratelindo menyadari bahwa perjalanan menuju keberlanjutan menghadapi berbagai tantangan, baik yang bersumber dari internal organisasi maupun dari lingkungan bisnis eksternal yang terus berubah. Perseroan telah mengidentifikasi tantangan beserta upaya strategis yang ditempuh, sebagaimana dijelaskan berikut ini:

Challenge in Implementing Sustainable Finance [E.5]

Moratelindo acknowledges that its path toward sustainability involves various challenges, both internal and arising from the dynamic external business environment. The Company has identified these challenges and the strategic measures being implemented, as described below:

Aspek Aspect	Tantangan Challenges	Upaya Efforts
Internal Internal	Membangun kesadaran serta menanamkan budaya keberlanjutan secara konsisten di seluruh tingkat organisasi Raising awareness and consistently embedding a culture of sustainability across all levels of the organization	Sosialisasi kebijakan, pelatihan, serta integrasi prinsip keberlanjutan dalam proses kerja Socialization of policies, training, and integration of sustainability principles in work process
	Keterbatasan kesiapan sistem dan data dalam pengelolaan informasi keberlanjutan, khususnya data energi dan emisi Limited system and data readiness in managing sustainability information, especially energy and emissions data	Mengembangkan tata kelola data ESG melalui standarisasi metodologi, penguatan koordinasi lintas fungsi, serta peningkatan kualitas pelaporan keberlanjutan Developing ESG data governance through methodology standardization, strengthening cross-functional coordination, and improving the quality of sustainability reporting.
	Dinamika teknologi dan persaingan industri telekomunikasi yang menuntut efisiensi biaya dan investasi berkelanjutan The dynamics of technology and competition in the telecommunications industry demand cost efficiency and continuous investment	Mengintegrasikan strategi keberlanjutan ke dalam perencanaan bisnis dan pengelolaan belanja modal untuk mendukung pertumbuhan jangka panjang Integrating sustainability strategies into business planning and capital expenditure management to support long-term growth
Eksternal External	Perubahan regulasi dan kebijakan pemerintah yang dinamis terkait keberlanjutan dan tata kelola Dynamic changes in government regulations and policies related to sustainability and governance	Melakukan pemantauan regulasi secara berkala serta menyesuaikan kebijakan dan perencanaan perusahaan agar selaras dengan ketentuan yang berlaku Conducting regular regulatory monitoring and adjusting company policies and planning to align with applicable provisions
	Tantangan pencapaian target pengurangan emisi sejalan dengan agenda <i>Net Zero Emission</i> 2060 The challenge of achieving emission reduction targets in line with the 2060 Net Zero Emission agenda	Menerapkan inisiatif efisiensi energi, pengurangan intensitas emisi, dan menjajaki upaya <i>offset</i> karbon secara bertahap Implementing energy efficiency initiatives, reducing emissions intensity, and exploring carbon offset efforts in a phased manner
	Meningkatnya ekspektasi pemangku kepentingan terhadap transparansi, etika bisnis, dan perlindungan data Increasing stakeholder expectations for transparency, business ethics and data protection	Memperkuat penerapan tata kelola perusahaan yang baik, sistem whistleblowing, serta kepatuhan terhadap Undang-Undang Perlindungan Data Pribadi Strengthening the implementation of good corporate governance, whistleblowing systems, and compliance with the Personal Data Protection Law

Membangun Budaya Berkelanjutan [F.1]

Strategi keberlanjutan yang komprehensif hanya dapat terwujud jika didukung oleh sumber daya manusia yang memiliki kesadaran dan visi yang sama. Moratelindo meyakini bahwa transformasi digital yang berkelanjutan harus bermula dari perubahan pola pikir (*mindset*) dan perilaku seluruh insan Perseroan. Oleh karena itu, kami berkomitmen untuk menginternalisasi nilai-nilai keberlanjutan ke dalam budaya kerja sehari-hari melalui tiga pilar utama:

Building a Sustainable Culture [F.1]

A comprehensive sustainability strategy can only be realized with the support of human resources who share the same awareness and vision. Moratelindo believes that sustainable digital transformation must begin with a change in the mindset and behavior of all Company employees. Therefore, we are committed to internalizing sustainability values into our daily work culture through three main pillars:

- 1. Kepemimpinan dan Kebijakan (Top-Down Approach)**
Komitmen manajemen puncak menjadi penggerak utama dalam menetapkan arah kebijakan yang memastikan keberlanjutan menjadi bagian tak terpisahkan dari tata kelola perusahaan.
- 2. Edukasi dan Kesadaran Berkelanjutan**
Melaksanakan pelatihan (*training*) dan sosialisasi rutin guna meningkatkan pemahaman (*awareness*) serta penyegaran (*refreshment*) bagi seluruh karyawan terkait implementasi keberlanjutan di lingkup kerja mereka masing-masing.
- 3. Kolaborasi Lintas Fungsi**
Memperkuat koordinasi antar-departemen dalam tahap implementasi dan pemantauan (*monitoring*) untuk memastikan setiap inisiatif keberlanjutan berjalan selaras dan mencapai target yang ditetapkan.

- 1. Leadership and Policy (Top-Down Approach)**
Top management commitment is the primary driver in establishing policy directions to ensure sustainability becomes an integral part of corporate governance.
- 2. Sustainability Education and Awareness**
Conducting regular training and outreach to increase awareness and refresh all employees regarding sustainability implementation in their respective work environments.
- 3. Cross-Functional Collaboration**
Strengthening inter-departmental coordination during the implementation and monitoring stages to ensure that each sustainability initiative is aligned and achieves its stated targets.

Landasan Kebijakan Keberlanjutan

Sebagai bentuk nyata dari komitmen tersebut, Moratelindo telah menetapkan berbagai kebijakan formal yang menjadi panduan etika dan operasional bagi seluruh karyawan dan mitra bisnis, yaitu:

Sustainability Policy Foundation

As a concrete manifestation of this commitment, Moratelindo has established various formal policies serving as ethical and operational guidelines for all employees and business partners, namely:

Kebijakan Policy	Keterangan Description
Kebijakan Manajemen Terintegrasi Integrated Management Policy	Panduan utama yang menyatukan berbagai standar manajemen seperti mutu, lingkungan, dan K3 ke dalam satu sistem terpadu untuk efisiensi operasional. A guiding framework that integrates various management standards such as quality, environmental, and occupational health and safety into a single integrated system to enhance operational efficiency.
Kode Etik Perusahaan Company Code of Conduct	Standar perilaku dan norma moral yang wajib diikuti oleh seluruh karyawan dan pimpinan dalam menjalankan aktivitas bisnis sehari-hari. A set of behavioral standards and ethical norms that must be followed by all employees and management in conducting daily business activities.
Manajemen Risiko Risk Management	Kerangka kerja sistematis untuk mengidentifikasi, menilai, dan memitigasi potensi hambatan yang dapat mengganggu pencapaian tujuan perusahaan. A systematic framework for identifying, assessing, and mitigating potential risks that may hinder the achievement of the company's objectives.
Kebijakan Antikorupsi Anti-corruption Policy	Kebijakan yang memuat larangan segala bentuk suap, gratifikasi, dan praktik korupsi dalam interaksi bisnis apa pun. A policy that prohibits all forms of bribery, gratuities, and corrupt practices in any business interaction.
Kebijakan Pengadaan Barang Procurement Policy	Prosedur standar untuk memastikan proses pembelian barang dan jasa dilakukan secara transparan, adil, dan memberikan nilai terbaik bagi perusahaan. Standard procedures to ensure that the procurement of goods and services is conducted transparently, fairly, and delivers the best value for the company.
Kebijakan Hak Asasi Manusia Human Rights Policy	Kebijakan Perseroan dalam menghormati hak-hak dasar manusia dan mencegah praktik diskriminasi atau kerja paksa di lingkungan kerja. The Company's policy of respecting fundamental human rights and preventing discrimination or forced labor practices in the workplace.
Kebijakan Pemberdayaan Masyarakat Public Empowerment Policy	Kebijakan untuk memberikan kontribusi positif dan meningkatkan kesejahteraan sosial-ekonomi masyarakat di sekitar wilayah operasional. A policy to contribute positively and improve the socio-economic welfare of communities surrounding the operational areas.
Kebijakan Lingkungan Environmental Policy	Kebijakan untuk meminimalkan dampak negatif operasional terhadap alam melalui pengelolaan limbah dan konservasi sumber daya yang berkelanjutan. A policy to minimize the negative environmental impact of operations through sustainable waste management and resource conservation.

Kebijakan Policy	Keterangan Description
Kebijakan Pelaporan Kepemilikan Saham oleh Anggota Direksi dan Dewan Komisaris Reporting Share Ownership by Members of the Board of Directors and Board of Commissioners Policy	Kebijakan memuat aturan transparansi yang mewajibkan pimpinan tertinggi melaporkan setiap perubahan kepemilikan saham mereka untuk menghindari penyalahgunaan wewenang. A policy containing transparency rules that require top executives to report any changes in their share ownership to prevent abuse of authority.
Kebijakan Transaksi Afiliasi dan Benturan Kepentingan Affiliate Transaction and Conflict of Interest Policy	Kebijakan untuk memastikan bahwa transaksi dengan pihak terkait dilakukan secara objektif dan tidak merugikan kepentingan perusahaan atau pemegang saham minoritas. A policy ensuring that related-party transactions are conducted objectively and do not harm the interests of the company or minority shareholders.
Kebijakan Pengaduan Pelanggaran Violation Complaint Policy	Kebijakan yang memuat mekanisme aman bagi karyawan atau pihak eksternal untuk melaporkan dugaan pelanggaran hukum atau etika tanpa rasa takut akan intimidasi. A policy establishing a secure mechanism for employees or external parties to report suspected legal or ethical violations without fear of intimidation.
Kebijakan Insider Trading Insider Trading Policy	Kebijakan yang memuat larangan bagi pihak internal yang memiliki informasi rahasia untuk melakukan transaksi saham demi keuntungan pribadi sebelum informasi tersebut dibuka ke publik. A policy prohibiting insiders with access to confidential information from trading shares for personal gain before such information is publicly disclosed.

Pengembangan Kompetensi terkait Keberlanjutan [E.2]

Selain penetapan kebijakan, internalisasi budaya keberlanjutan di Moratelindo juga diwujudkan melalui penguatan kapasitas intelektual dan keterampilan teknis seluruh karyawan. Program-program pengembangan ini dirancang untuk membekali karyawan dengan pemahaman mengenai dampak lingkungan, sosial, serta tata kelola (LST) dalam setiap fungsi kerja mereka. Dengan meningkatnya kompetensi keberlanjutan, setiap personel diharapkan mampu mengidentifikasi efisiensi, memitigasi risiko operasional secara mandiri, serta menghadirkan inovasi layanan yang lebih ramah lingkungan dan inklusif.

Competency Development on Sustainability [E.2]

In addition to establishing policies, Moratelindo also promotes the internalization of a sustainability culture by strengthening the intellectual capacity and technical skills of all employees. These development programs are designed to equip employees with an understanding of environmental, social, and governance (ESG) impacts within their respective work functions. With improved sustainability competencies, employees are expected to identify efficiencies, independently mitigate operational risks, and develop more environmentally friendly and inclusive service innovations.

No	Nama Pelatihan Training Name	Trainer & Penyelenggara Trainer & Organizer	Jam Pelatihan Setiap Topik Training Hours per Topic	Jumlah Karyawan Peserta Pelatihan Number of Employees Participating in Training				
				Entry Level	Mid Level	Senior Level	Executive Level	Total
Tata Kelola & Bisnis Beretika Governance & Ethical Business Practices								
1	AI For Business Scale Smarter, Grow Faster	Danantara Indonesia	3	0	1	0	0	1
2	AI Forward - Alibaba Cloud Developer Summit 2025	Alibaba	7	1	0	0	0	1
3	AI Ignition Training SAKTIBUILDER	Alkademi	6	1	0	0	0	1
4	Artificial intelligence (AI), Subsea Cable Connectivity, Metaverse, dan Open & Dissaggregated Network	Telkom University	1,5	1	0	0	0	1
5	AWS Summit 2025	AWS	6	0	0	1	0	1
6	Beyond the First 100 Days : Whats next for Indonesia Economy & Markets	Syailendra	3	0	0	1	0	1
7	Bimbingan Teknis - Strategi dalam pengelolaan infrastruktur jaringan dan keamanan jaringan (network security) Technical Guidance - Strategies in Network Infrastructure Management and Network Security	Internal	6	2	1	1	0	4

No	Nama Pelatihan Training Name	Trainer & Penyelenggara Trainer & Organizer	Jam Pelatihan Setiap Topik Training Hours per Topic	Jumlah Karyawan Peserta Pelatihan Number of Employees Participating in Training				
				Entry Level	Mid Level	Senior Level	Executive Level	Total
8	Building a Sustainable Future with Financial Planning	PT Bank Syariah Indonesia, Tbk	2	529	169	35	0	733
9	Building Fun Synergy Internal Control 3 Lines Model	Fun Master	7	0	7	15	0	22
10	Cybersecurity Trends: Emerging of AI in Cybersecurity Industry	Trainocate	2,5	1	0	0	0	1
11	Empowering the GRC Ecosystem to Drive Economic Growth and National Resilience	OJK	6	0	0	1	0	1
12	ISO 37001:2025 - The Second Edition	Neville Clarke Indonesia	1	0	1	0	0	1
13	Mandiri Investment Forum 2025	Mandiri	8	0	1	1	0	2
14	Penerapan Manajemen Risiko Implementation of Risk Management	Internal	2	2	22	47	1	72
15	Penerapan Manajemen Risiko dan Perlakuan Risiko Implementation of Risk Management and Risk Treatment	Internal	1	0	30	20	0	50
16	Penerapan Risk Management yang Efektif di Dunia Industri Effective Implementation of Risk Management in the Industrial Sector	Astra International	2	1.466	511	145	5	2.127
17	Peran Strategis Eksekutif Perusahaan dalam Menavigasi Bisnis dan Kepatuhan The Strategic Role of Corporate Executives in Navigating Business and Compliance	Internal	2	0	0	0	1	1
18	Refreshment ISO 27001 Sistem Manajemen Keamanan Informasi ISO 27001 Refreshment – Information Security Management System	Internal	1	20	17	20	0	57
19	Refreshment ISO 37001	Internal	1,5	2	8	14	0	24
20	Resilient Project Management: Optimizing Performance Through Risk Control	Project Management Institute	3	5	0	0	0	5
21	Reviving Domestic Growth - Navigating Global Shocks	Kementerian Keuangan Republik Indonesia	3	0	0	0	4	4
22	Should Every Business Build an AI Agent Strategy Now?	Conversa	6	1	2	1	0	4
Pemberdayaan Talenta & Lingkungan Kerja Aman Talent Empowerment & Safe Work Environment								
23	Health Talk - Perilaku Hidup Bersih dan Sehat, Mencegah Penyakit Pernapasan Health Talk – Clean and Healthy Lifestyle Behavior, Preventing Respiratory Diseases	Internal	1	254	129	44	0	427
24	Identifikasi & Preventif Stress di Tempat Kerja Identification & Prevention of Workplace Stress	Dwitama Kreatif Asia	2	4	0	0	0	4
25	Awareness SMK3 di Perusahaan Awareness of OHS Management System (SMK3) in the Company	Dwitama Kreatif Asia	2	49	5	1	0	55
26	K3 Ketinggian Occupational Safety at Heights	Internal	6	41	11	2	0	54
27	K3 Listrik, P3K & Bekerja dalam Gelap Electrical Occupational Safety (K3), First Aid (P3K), and Working in Low-Light Conditions	Internal	3	12	2	1	0	15

No	Nama Pelatihan Training Name	Trainer & Penyelenggara Trainer & Organizer	Jam Pelatihan Setiap Topik Training Hours per Topic	Jumlah Karyawan Peserta Pelatihan Number of Employees Participating in Training				
				Entry Level	Mid Level	Senior Level	Executive Level	Total
28	K3 pada Pekerjaan di Ketinggian (TKBT II) Occupational Safety for Work at Height (TKBT II)	Internal	3	23	10	2	0	35
29	K3 Umum General Occupational Health & Safety (OHS)	Internal	3	12	1	0	0	13
30	Membangun Strategi SDM Berbasis Analitik Building HR Strategy Based on Analytics	Internal	2	1	0	0	0	1
31	Onboarding Training - HSE Awareness	Internal	1	227	9	0	0	236
32	Onboarding Training E-Learning - HSE Awareness	Internal	2	184	36	5	0	225
33	Petugas Penyelamat Ruang Terbatas Confined Space Rescue Personnel Training	PT Intranusa Indonesia	21	3	0	0	0	3
34	Simulasi Tanggap Darurat Kebakaran Fire Emergency Response Simulation Drill	Pemadam Kebakaran Kota Nabire	2	39	5	0	0	44
35	Training Drill Penanganan dan Evakuasi Korban Kecelakaan Kerja Training Drill for Handling and Evacuation of Workplace Accident Victims	Internal	2,5	9	4	0	0	13
	Tanggung Jawab kepada Masyarakat & Pelanggan Responsibility to Communities & Customers							
36	Membangun Layanan Unggul Berbasis Customer Experience Building Service Excellence Based on Customer Experience	ASQI	2,5	10	0	0	0	10
37	Webinar Hari Pelanggan Nasional 2025 - Membangun Layanan Unggul Berbasis Customer Experience 5.0 National Customer Day 2025 Webinar - Building Service Excellence Based on Customer Experience 5.0	JNE	2,5	5	0	0	0	5
38	Customer First	Internal	3	131	123	7	1	0
39	Human Rights Due Dilligence	IDX, Asosiasi Emiten Indonesia, GRI						
Lingkungan dan Iklim Environment & Climate								
40	Menguasai Strategi Perhitungan Emisi Mandiri Perusahaan Secara Akurat Mastering Accurate Corporate Self-Assessment Strategies for Emissions Calculation	Asosiasi Emiten Indonesia	2	2	0	0	0	2
41	Sustainability Masterclass - Certified Sustainability Development Specialist	Olahkarsa	14	0	1	0	0	1
42	Webinar from Trend to Action: Exploring ESG for Moratelindo's Sustainability	Mandiri	1,5	621	192	61	0	874
43	ISSB: Applying the IFRS Sustainability Disclosure Standards	International Finance Corporation	2	0	1	0	0	3

No	Nama Pelatihan Training Name	Trainer & Penyelenggara Trainer & Organizer	Jam Pelatihan Setiap Topik Training Hours per Topic	Jumlah Karyawan Peserta Pelatihan Number of Employees Participating in Training				
				Entry Level	Mid Level	Senior Level	Executive Level	Total
44	Training on Lifecycle Carbon Assessment using the Building Emission Assessment Tool (BEAT)	Global Green Growth Institute	5,5	0	2	1	0	3
45	Workshop on Opportunities & Challenges in Energy Efficiency & Transition to Natural Refrigerants	Global Green Growth Institute	4,5	0	2	1	0	3
46	PWC's Academy Public Training: IFRS S1 & S2	PWC	6	0	1	0	0	1
Total Karyawan Total Employees				3.658	1.298	425	12	5.131



Kolaborasi pelatihan keberlanjutan bersama Bank Mandiri dalam rangka memperkuat kapabilitas dan pemahaman terhadap praktik berkelanjutan.
A collaborative sustainability training with Bank Mandiri aimed at strengthening capabilities and advancing understanding of sustainable practices.

Tata Kelola dan Bisnis Beretika

Ethical Governance & Business Practices

05

Tata kelola yang kuat bukan hanya soal struktur, tetapi konsistensi dalam penegakan integritas, tercermin dari 100% kehadiran Dewan, 100% tindak lanjut pengaduan, serta komitmen terhadap rantai pasok lokal yang mencapai 95%.

Strong governance is not only about structure, but about consistent enforcement of integrity, reflected in 100% Board attendance, 100% whistleblowing resolution, and a 95% local supplier commitment.



Tata Kelola dan Bisnis Beretika

Governance and Ethical Business



Rapat Umum Pemegang Saham Tahunan dan Rapat Umum Pemegang Saham Luar Biasa 2025.
Annual General Meeting of Shareholders (AGMS) and Extraordinary General Meeting of Shareholders (EGMS) 2025.

Moratelindo memandang tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) sebagai fondasi utama dalam mewujudkan visi dan misi keberlanjutan. Dengan dukungan pengawasan yang efektif dan struktur manajemen yang solid, Perseroan memastikan seluruh inisiatif keberlanjutan dijalankan secara terarah, akuntabel, dan komprehensif.

Dalam mengimplementasikan prinsip-prinsip GCG, Moratelindo berpedoman pada kerangka regulasi dan kebijakan yang komprehensif, mencakup:

1. Peraturan perundang-undangan yang berlaku di Indonesia, khususnya yang berkaitan dengan Undang-Undang Pasar Modal dan Undang-Undang No.40/2007 tentang Perseroan Terbatas ("UUPT No. 40/2007");
2. Peraturan Otoritas Jasa Keuangan ("POJK") dan Surat Edaran OJK ("SEOJK");
3. Anggaran Dasar Perseroan dan Keputusan Rapat Umum Pemegang Saham ("RUPS");
4. Peraturan Kebijakan Perusahaan.

Moratelindo considers good corporate governance (*Good Corporate Governance/GCG*) as the primary foundation in realizing its sustainability vision and mission. With the support of effective oversight and a solid management structure, the Company ensures that all sustainability initiatives are carried out in a well-directed, accountable, and comprehensive manner.

In implementing GCG principles, Moratelindo refers to a comprehensive regulatory and policy framework, which includes:

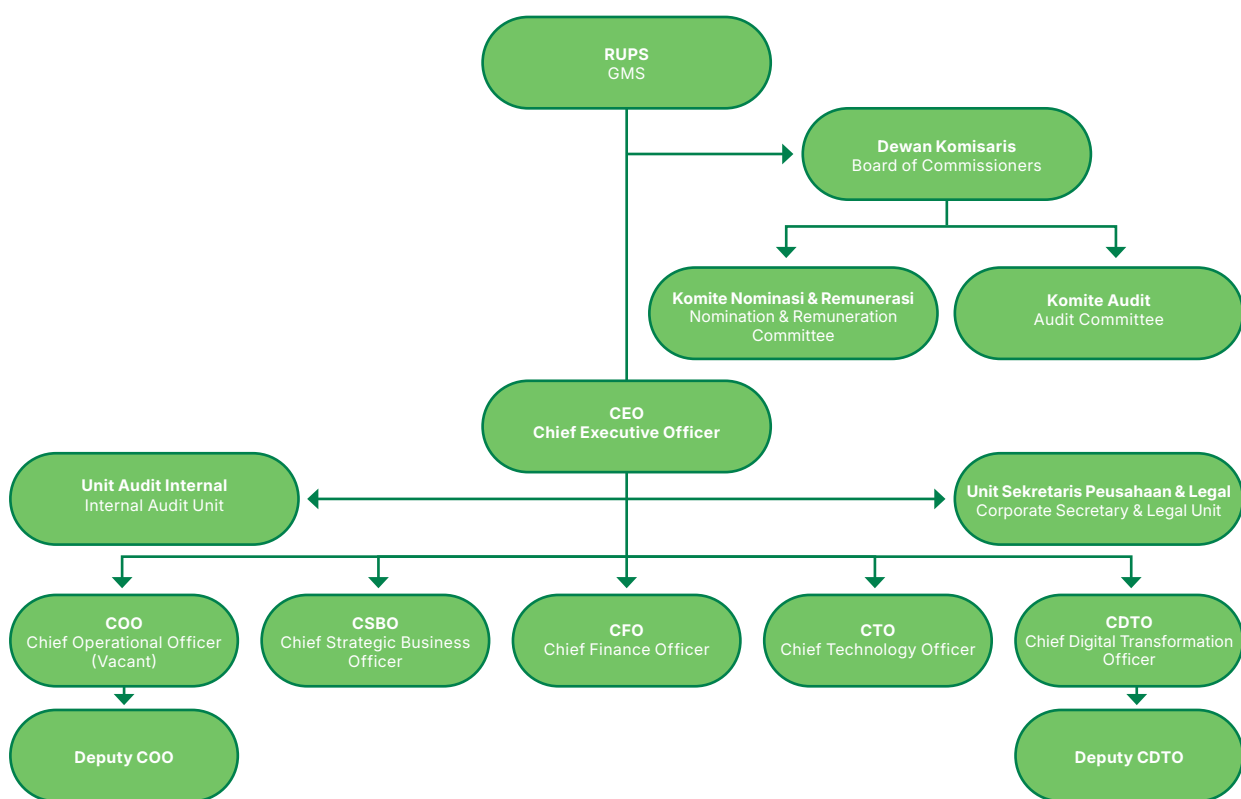
1. Laws and regulations applicable in Indonesia, particularly those related to the Capital Market Law and Law No. 40 of 2007 concerning Limited Liability Companies ("Company Law No. 40/2007");
2. Financial Services Authority Regulations ("POJK") and OJK Circular Letters ("SEOJK");
3. The Company's Articles of Association and resolutions of the General Meeting of Shareholders ("GMS");
4. Corporate policies and regulations.

Struktur Tata Kelola

Perseroan telah memiliki struktur GCG yang disusun berdasarkan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Struktur tata kelola Perseroan bertumpu pada tiga organ utama meliputi RUPS, Dewan Komisaris, dan Direksi, yang dalam menjalankan fungsinya didampingi oleh komite-komite dan organ pendukung. [2-9]

Governance Structure

The Company has established a GCG structure based on Law No. 40 of 2007 concerning Limited Liability Companies. The Company's governance structure is built upon three main organs, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, which in carrying out their functions are supported by committees and other supporting organs. [2-9]



Sebagaimana dijelaskan pada tabel di atas, Rapat Umum Pemegang Saham (RUPS) berfungsi sebagai forum pengambilan keputusan bagi Pemegang Saham. Sementara Dewan Komisaris dan Direksi berperan sebagai pengawas dan pengelola perusahaan serta bertanggung jawab dalam menjaga keberlanjutan usaha perusahaan. [2-11]

As described in the table above, the General Meeting of Shareholders (GMS) serves as a decision-making forum for Shareholders. Meanwhile, the Board of Commissioners and the Board of Directors act as the supervisory and management bodies of the Company and are responsible for maintaining the sustainability of the Company's business. [2-11]

Dalam menjalankan tugasnya, Dewan Komisaris dibantu Komite Audit serta Komite Nominasi dan Remunerasi. Sementara Direksi dalam mengelola Perseroan memiliki dua organ pendukung yaitu Sekretaris Perusahaan dan Audit Internal. Uraian lengkap mengenai peran dan tanggung jawab masing-masing organ dapat ditemukan pada Laporan Tahunan 2025.

In carrying out its duties, the Board of Commissioners is assisted by the Audit Committee as well as the Nomination and Remuneration Committee. Meanwhile, in managing the Company, the Board of Directors is supported by two organs, namely the Corporate Secretary and Internal Audit. A complete description of the roles and responsibilities of each organ can be found in the 2025 Annual Report.

Sebagai pengelola perusahaan, Direksi juga bertanggungjawab atas implementasi keberlanjutan dalam operasional dan kegiatan usaha Perseroan. Dalam hal ini, Direksi dibantu oleh fungsi atau unit yang secara khusus menangani keberlanjutan. Penjelasan mengenai hal ini terdapat pada bab Fokus Keberlanjutan Moratelindo dalam laporan ini. [2-11]

Piagam Dewan Direksi dan Komisaris [2-18, 2-19, 2-20.6]

Sebagai bagian dari upaya meningkatkan kualitas penerapan praktik Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*), pada 29 Maret 2018, Perusahaan telah membentuk Piagam Dewan Komisaris serta Piagam Direksi dan Komisaris. Piagam ini berfungsi sebagai pedoman kerja dan tata tertib bagi Dewan Komisaris dalam melaksanakan tugas pengawasan serta memberikan nasihat kepada Direksi.

Sejalan dengan ketentuan dalam piagam tersebut, anggota Direksi dan Dewan Komisaris diwajibkan untuk secara berkelanjutan meningkatkan kompetensi melalui program pendidikan dan pelatihan, memahami regulasi yang berlaku, serta memiliki pengetahuan umum yang luas, khususnya terkait perkembangan ekonomi dan industri telekomunikasi, guna mendukung efektivitas pelaksanaan tugas dan tanggung jawab mereka.

Komposisi dan Keberagaman Dewan [2-9]

Moratelindo memastikan bahwa komposisi Dewan Komisaris dan Direksi mencerminkan keseimbangan antara kompetensi, independensi, dan efektivitas pengambilan keputusan. Berikut ini komposisi manajemen Perseroan per tahun 2025 adalah sebagai berikut.

Keberagaman Manajemen dan Independensi Management Diversity and Independence

Tipe Manajemen Perusahaan Type of Company Management	Laki-Laki Male	Perempuan Female	Jumlah Pihak Independen Number of Independent Parties
Komisaris Board of Commissioners	3	-	1
Direksi Board of Directors	2	-	-

As the management of the Company, the Board of Directors is also responsible for the implementation of sustainability in the Company's operations and business activities. In this regard, the Board of Directors is supported by functions or units that specifically handle sustainability. Further explanation of this can be found in the Moratelindo Sustainability Focus chapter in this report. [2-11]

Charter of the Board of Directors and Commissioners [2-18, 2-19, 2-20.6]

As part of its efforts to enhance the quality of Good Corporate Governance (GCG) practices, on March 29, 2018, the Company established the Board of Commissioners Charter as well as the Board of Directors Charter. These charters serve as working guidelines and codes of conduct for the Board of Commissioners in carrying out its supervisory duties and providing advice to the Board of Directors.

In line with the provisions set forth in these charters, members of the Board of Directors and the Board of Commissioners are required to continuously improve their competencies through education and training programs, understand applicable regulations, and possess broad general knowledge, particularly regarding developments in the economy and the telecommunications industry, in order to support the effective execution of their duties and responsibilities.

Board Composition and Diversity [2-9]

Moratelindo ensures that the composition of the Board of Commissioners and the Board of Directors reflect a balance of competence, independence, and effectiveness in decision-making. The composition of the Company's management as of 2025 is as follows.

Independensi dan Pemisahan Jabatan [2-10]

Perseroan menerapkan prinsip independensi dengan memastikan tidak adanya rangkap jabatan yang dapat menimbulkan konflik kepentingan antara fungsi pengawasan dan fungsi pengelolaan. Pemisahan peran antara Dewan Komisaris dan Direksi dilakukan secara jelas sesuai dengan Anggaran Dasar dan ketentuan peraturan perundang-undangan yang berlaku.

Dalam Piagam Direksi dan Komisaris juga diatur kriteria khusus dalam pemilihan dan pemilihan ulang anggota Direksi dan Dewan Komisaris:

Independence and Separation of Roles [2-10]

The Company applies the principle of independence by ensuring the absence of concurrent positions that may give rise to conflicts of interest between the supervisory and management functions. The separation of roles between the Board of Commissioners and the Board of Directors is clearly defined in accordance with the Articles of Association and prevailing laws and regulations.

The Board of Directors and Board of Commissioners Charters also stipulate specific criteria for the appointment and reappointment of members of the Board of Directors and the Board of Commissioners:

Kriteria Pemilihan & Pemilihan Ulang Direksi dan Komisaris [2-10] Appointment and Reappointment Criteria Directors & Commissioners

Deskripsi Description	Direksi Board of Directors	Komisaris Board of Commissioners
Kriteria Pemilihan Appointment Criteria	<p>Berdasarkan Piagam Direksi, kriteria dalam pemilihan anggota Direksi mengacu pada ketentuan dalam Peraturan Otoritas Jasa Keuangan (POJK) No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik.</p> <p>Based on the Board of Directors Charter, the criteria for the appointment of members of the Board of Directors refer to the provisions set forth in Financial Services Authority Regulation (POJK) No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies.</p>	<p>Berdasarkan Piagam Dewan Komisaris, kriteria dalam pemilihan anggota Dewan Komisaris juga merujuk pada POJK No. 33/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik.</p> <p>Based on the Board of Commissioners Charter, the criteria for the appointment of members of the Board of Commissioners also refer to POJK No. 33/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies.</p>
Kriteria Pemilihan Ulang Reappointment Criteria	<p>Pemilihan ulang anggota Direksi dapat dilakukan sepanjang anggota yang bersangkutan tetap memenuhi syarat dan kriteria yang ditetapkan dalam POJK No. 33/2014.</p> <p>The reappointment of members of the Board of Directors may be carried out as long as the respective members continue to meet the requirements and criteria stipulated in POJK No. 33/2014.</p>	<p>Pemilihan ulang anggota Dewan Komisaris dapat dilaksanakan sepanjang anggota yang bersangkutan masih memenuhi syarat dan kriteria sebagaimana diatur dalam POJK No. 33/2014.</p> <p>Khusus untuk Komisaris Independen yang telah menjabat selama dua periode masa jabatan, dapat diangkat kembali untuk periode berikutnya dengan ketentuan bahwa Komisaris Independen tersebut menyatakan dirinya tetap independen kepada Rapat Umum Pemegang Saham (RUPS).</p> <p>The reappointment of members of the Board of Commissioners may also be carried out as long as the respective members continue to meet the requirements and criteria as stipulated in POJK No. 33/2014.</p> <p>In particular, Independent Commissioners who have served for two terms of office may be reappointed for the subsequent term, provided that such Independent Commissioners declare their continued independence to the General Meeting of Shareholders (GMS).</p>

Kebijakan Penilaian Direksi dan Dewan Komisaris

Penilaian kinerja Direksi dan Dewan Komisaris dilakukan paling sedikit 1 kali dalam setahun sebagai evaluasi atas pelaksanaan tugas Direksi dan Dewan Komisaris. Penilaian kinerja Direksi dan Dewan Komisaris dilakukan dengan metode penilaian sendiri (self-assessment) menggunakan kriteria atau tolok ukur sebagai berikut:

1. Pemenuhan Persyaratan Anggota Direksi atau Dewan Komisaris yang terdiri dari: (i) persyaratan anggaran dasar & peraturan perundang-undangan yang berlaku; dan (ii) persyaratan kompetensi; dan
2. Penerapan Praktik Tata Kelola Perusahaan yang baik yang terkait dengan: (i) tugas & tanggung jawab; (ii) struktur & komposisi; (iii) efektivitas rapat; dan (iv) transparansi.

Masing-masing anggota Direksi dan Dewan Komisaris mengisi formulir Self-Assessment untuk menilai pemenuhan persyaratan keanggotaan dan penerapan Good Corporate Governance

The Board of Directors and The Board of Commissioners Assessment Policy

The performance evaluation of the Board of Directors and the Board of Commissioners is conducted at least 1 time in a year as an evaluation of the implementation of their duties. The performance evaluation is carried out using a self-assessment method based on the following criteria or benchmarks:

1. Fulfillment of the requirements for members of the Board of Directors or the Board of Commissioners, consisting of: (i) requirements of the articles of association & applicable laws and regulations; and (ii) competency requirements; and
2. Implementation of Good Corporate Governance practices related to: (i) duties & responsibilities; (ii) structure & composition; (iii) meeting effectiveness; and (iv) transparency.

Each member of the Board of Directors and the Board of Commissioners completes a Self-Assessment form to assess the fulfillment of membership requirements and implementation of GCG as above



sebagaimana disebutkan di atas secara individu, serta menilai pelaksanaan kinerja secara fungsional Direksi atau Dewan Komisaris secara kolektif. Komite Nominasi dan Remunerasi kemudian mengevaluasi dan menyampaikan rekomendasi kepada Dewan Komisaris terkait pelaksanaan fungsi Nominasi dan Remunerasi oleh Komite Nominasi dan Remunerasi.

Hasil Self-Assessment Direksi dan Dewan Komisaris dinilai dan dievaluasi oleh Dewan Komisaris dan dapat digunakan sebagai salah satu bahan pertimbangan dalam mengambil keputusan sesuai dengan maksud dan tujuan dilakukannya penilaian kinerja sebagaimana dimaksud, dengan tetap memperhatikan dan mempertimbangkan rekomendasi yang diberikan oleh Komite Nominasi dan Remunerasi.

Pokok-pokok ketentuan Kebijakan Penilaian Direksi dan Dewan Komisaris ini dituangkan dalam Laporan Tahunan 2025. [2-18, 2-19, 2-20.6]

mentioned individually, and to evaluate the functional performance of the Board of Directors or the Board of Commissioners, collectively. The Nomination and Remuneration Committee then evaluates and submits recommendations to the Board of Commissioners regarding the implementation of the Nomination and Remuneration function by the Nomination and Remuneration Committee.

The results of the Self-Assessment of the Board of Directors and the Board of Commissioners are reviewed and evaluated by the Board of Commissioners and may be used as one of the considerations in decision-making in accordance with the objectives and purposes of the performance evaluation, while taking into account and considering the recommendations provided by the Nomination and Remuneration Committee.

The key provisions of the Board of Directors and Board of Commissioners Assessment Policies are disclosed in the 2025 Annual Report. [2-18, 2-19, 2-20.6].



Program Pelatihan dan Pengembangan [2-17]

Perseroan mendorong peningkatan kompetensi Direksi dan Dewan Komisaris melalui partisipasi dalam program pendidikan dan pelatihan yang relevan, termasuk pengembangan kompetensi terkait tata kelola, manajemen risiko, dan keberlanjutan. Upaya ini bertujuan untuk memastikan bahwa Dewan memiliki pemahaman yang memadai dalam menghadapi dinamika bisnis dan tantangan keberlanjutan. Penjelasan mengenai pelatihan yang diikuti oleh Direksi dan Dewan Komisaris secara umum terdapat pada Laporan Tahunan Perseroan. Sedangkan program pengembangan kapasitas terkait keberlanjutan terdapat pada bab Fokus Keberlanjutan Moratelindo dalam laporan ini.

Training and Development Programs [2-17]

The Company encourages the enhancement of the competencies of the Board of Directors and the Board of Commissioners through participation in relevant education and training programs, including competency development related to governance, risk management, and sustainability. This initiative aims to ensure that the Boards possess adequate understanding in addressing business dynamics and sustainability challenges. Further information regarding the training programs attended by the Board of Directors and the Board of Commissioners in general is presented in the Company's Annual Report. Meanwhile, capacity-building programs related to sustainability are described in the Moratelindo Sustainability Focus chapter of this report.

Nama Name	Jabatan Position	Pelatihan Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Jimmy Kadir	Direktur Utama President Director	Solusi Terpadu untuk Konektivitas dan Keamanan Jaringan Bisnis Integrated Solutions for Business Connectivity and Network Security	Zoom Meeting 07 Mei 2025 May 7, 2025	PT Mora Telematika Indonesia, Tbk dan PT Tri Kreasi Mandiri Teknologi
Jimmy Kadir	Direktur Utama President Director	Reviving Domestic Growth - Navigating Global Shocks	Aston Ballroom 28 Oktober 2025 October 28, 2025	Bank Permata
Genta Andika Putra	Wakil Direktur Utama Vice President Director	Inspiring Connectivity Workshop	Krakatau Room (2nd Floor), Novotel Cikini 27 Februari 2025 February 27, 2025	ZTE Corporation
Genta Andika Putra	Wakil Direktur Utama Vice President Director	Transformative Islamic Finance as Catalyst for Growth	Grand Ballroom Ritz Carlton 29 April 2025 April 29, 2025	Bank Syariah Indonesia
Genta Andika Putra	Wakil Direktur Utama Vice President Director	ZTE Day - Leading All Optical Innovation, Embracing Intelligent Future	Four Season Hotel 22 Mei 2025 May 22, 2025	ZTE Corporation
Genta Andika Putra	Wakil Direktur Utama Vice President Director	Wavelengths Network the Cloud 2025	Shangrila 28 Mei 2025 May 28, 2025	Nokia
Genta Andika Putra	Wakil Direktur Utama Vice President Director	Reviving Domestic Growth - Navigating Global Shocks	Aston Ballroom 28 Oktober 2025 October 28, 2025	Bank Permata



Penguatan kompetensi Direksi dan Dewan Komisaris melalui pelatihan yang relevan merupakan fondasi penting dalam memastikan ketangguhan tata kelola, ketepatan pengambilan keputusan strategis, serta kesiapan Perseroan dalam menghadapi dinamika bisnis dan tantangan keberlanjutan.

Strengthening the competencies of the Board of Directors and Board of Commissioners through relevant training serves as a critical foundation to ensure robust governance, sound strategic decision-making, and readiness to navigate business dynamics and sustainability challenges.





Dari kiri ke kanan | From left to right:
Genta Andhika Putra
Chief Financial Officer (CFO)
Michael C. McPhail
Chief Technology Officer (CTO)
Jimmy Kadir
Chief Executive Officer (CEO)
Resi Y. Bramani
Chief Strategic Business Officer (CSBO)

Kehadiran dan Efektivitas Rapat Dewan

Rapat Direksi dan Dewan Komisaris diselenggarakan secara berkala sebagai forum utama pengambilan keputusan strategis dan pengawasan kinerja Perseroan, termasuk sebagai forum komunikasi hal kritis. Tingkat kehadiran yang tinggi mencerminkan komitmen Dewan dalam menjalankan fungsi dan tanggung jawabnya secara efektif. [2-16]

Board Meeting Attendance and Effectiveness

Meetings of the Board of Directors and the Board of Commissioners are held regularly as the primary forum for strategic decision-making and oversight of the Company's performance, including as a platform for communicating critical matters. A high level of attendance reflects the Boards' commitment to effectively carrying out their functions and responsibilities. [2-16]

Total Kehadiran Direksi dan Komisaris ke Rapat Dewan

Board of Directors and Board of Commissioners Attendance at Board Meetings

Penjelasan Description	Jumlah rapat dewan (di tahun pelaporan) Total number of board meetings (in the reporting year)	Rata-rata persentase kehadiran Direksi/ Komisaris dalam rapat dewan (di tahun pelaporan) (%) Average attendance rate of directors/ commissioners at board meetings (in the reporting year) (%)
Jumlah kehadiran Direksi ke rapat dewan Number of the Board of Directors attendances at board meetings	22	100%
Jumlah kehadiran Komisaris ke rapat dewan Number of the Board of Commissioners attendances at board meetings	10	100%

Kepatuhan Hukum dan Peraturan

Sepanjang tahun pelaporan, Perseroan senantiasa mematuhi peraturan perundang-undangan yang berlaku dalam menjalankan kegiatan usaha. Tidak terdapat kerugian moneter material yang timbul akibat proses hukum terkait perilaku anti persaingan usaha.

Legal and Regulatory Compliance

Throughout the reporting year, the Company consistently complied with applicable laws and regulations in conducting its business activities. There were no material monetary losses resulting from legal proceedings related to anti-competitive behavior.

Bisnis yang Beretika Ethical Business



Menghadirkan konektivitas dengan energi yang lebih bersih, PT Palapa Timur Telematika sebagai anak perusahaan Perusahaan mengintegrasikan panel surya pada infrastruktur tower untuk mendukung operasional jaringan yang andal dan lebih berkelanjutan. Delivering connectivity through cleaner energy, PT Palapa Timur Telematika, a subsidiary of the Company, integrates solar panels into its tower infrastructure to support reliable and more sustainable network operations.

Bagi Moratelindo, keberlanjutan bisnis tidak dapat dipisahkan dari integritas dalam setiap lini operasional. Perseroan meyakini bahwa praktik bisnis beretika, yang bebas dari korupsi, konflik kepentingan, dan penyimpangan, merupakan prasyarat untuk membangun kepercayaan jangka panjang dari seluruh pemangku kepentingan. Komitmen ini diwujudkan melalui kebijakan, sistem, dan budaya organisasi yang secara konsisten mendorong perilaku bisnis yang transparan dan bertanggung jawab di seluruh tingkatan organisasi.

For Moratelindo, business sustainability cannot be separated from integrity across all operational lines. The Company believes that ethical business practices, free from corruption, conflicts of interest, and misconduct, are a prerequisite for building long-term trust with all stakeholders. This commitment is realized through policies, systems, and organizational culture that consistently promote transparent and accountable business conduct at all levels of the organization.

Kebijakan Bisnis Beretika dan Antikorupsi [3-3]

Perseroan memiliki kebijakan Pedoman Perilaku/ *Code of Conduct*. *Code of Conduct* ini mengatur bahwa setiap karyawan tidak diperkenankan meminta maupun menerima hadiah dan bentuk pemberian lainnya untuk kepentingan pribadi, baik bentuk tunai maupun non tunai, jasa kepentingan pribadinya.

Setiap hadiah dan bentuk pemberian lainnya dalam bentuk lainnya dalam bentuk apapun diterima karyawan Perseroan, baik secara langsung maupun tidak langsung wajib diserahkan/ dilaporkan kepada Kepala Divisi Human Resources & General Affairs untuk kemudian dimanfaatkan bagi karyawan secara keseluruhan.

Berdasarkan Kebijakan Manajemen Terintegrasi, Perseroan bertekad untuk memberikan pelayanan yang selalu mengutamakan kepuasan pelanggan dan berkomitmen untuk melaksanakan Sistem Manajemen Terintegrasi dengan cara-cara:

Ethical Business and Anti-Corruption Policy [3-3]

The Company has established a Code of Conduct policy. This Code of Conduct stipulates that employees are prohibited from requesting or accepting gifts or any other forms of gratuities for personal benefit, whether in cash or non-cash, or services for personal interest.

Any gifts or other forms of gratuities received by the Company's employees, either directly or indirectly, must be submitted/reported to the Head of Human Resources & General Affairs Division to be utilized for the benefit of all employees.

Based on the Integrated Management Policy, the Company is committed to delivering services that consistently prioritize customer satisfaction and to implementing an Integrated Management System through the following measures:



1

Mendorong peningkatan kesadaran Anti Penyuapan kepada seluruh karyawan dan stakeholder yang terkait dengan Perusahaan.

Promoting increased awareness of Anti-Bribery among all employees and stakeholders associated with the Company.



2

Menetapkan Fungsi Kepatuhan Anti Penyuapan (FKAP) yang independen dengan wewenang untuk pemenuhan persyaratan anti penyuapan Perusahaan.

Establishing an independent Anti-Bribery Compliance Function (ABCF) with the authority to ensure the fulfilment of the Company's anti-bribery requirements.

Operasi yang Dinilai Memiliki Risiko Terkait Korupsi [205-1]

Perseroan melakukan penilaian risiko korupsi secara menyeluruh terhadap seluruh operasionalnya. Sepanjang tahun 2025, sebanyak 100% dari total operasional telah melalui proses penilaian risiko korupsi. Penilaian difokuskan pada area-area yang secara inheren memiliki eksposur risiko lebih tinggi, yaitu pengadaan barang dan jasa, aktivitas konstruksi jaringan, serta pengelolaan vendor dan mitra usaha, mengingat ketiga area ini melibatkan interaksi eksternal yang intensif dan nilai transaksi yang signifikan.

Dari hasil penilaian, risiko korupsi yang paling relevan teridentifikasi pada proses seleksi dan negosiasi vendor, serta otorisasi kontrak konstruksi. Temuan ini menjadi dasar bagi Perseroan untuk memperkuat pengendalian internal pada area-area dimaksud, termasuk melalui penerapan mekanisme *due diligence* terhadap mitra usaha dan pengawasan berlapis dalam proses pengadaan. Seluruh hasil penilaian risiko didokumentasikan dan ditindaklanjuti oleh unit Industrial Relations sebagai bagian dari siklus pengendalian internal yang berkelanjutan.

Penilaian risiko korupsi dilakukan pada area operasional yang memiliki tingkat risiko lebih tinggi, seperti pengadaan barang dan jasa, aktivitas konstruksi jaringan, serta pengelolaan vendor dan mitra usaha. Hasil penilaian digunakan sebagai dasar penguatan pengendalian internal.

Komunikasi dan Pelatihan Antikorupsi [205-2]

Perseroan secara berkelanjutan melaksanakan sosialisasi dan pelatihan antikorupsi kepada karyawan melalui pelatihan internal maupun eksternal. Sepanjang tahun 2025, Perseroan telah menyelenggarakan sosialisasi Antikorupsi sebanyak 2 kali dengan tema "Penguatan Pemahaman dan Implementasi Anti-Fraud" dan yang disampaikan kepada seluruh karyawan Perusahaan.

Sosialisasi Antikorupsi dirancang untuk meningkatkan pemahaman dan kapasitas seluruh insan Moratelindo dalam mengenali, mencegah, dan melaporkan potensi praktik korupsi di lingkungan kerja.

Operations Assessed for Risks Related to Corruption [205-1]

The Company conducts a comprehensive corruption risk assessment across all of its operations. Throughout 2025, 100% of total operations have undergone corruption risk assessment processes. The assessment focuses on areas that inherently carry higher risk exposure, namely procurement of goods and services, network construction activities, as well as the management of vendors and business partners, considering that these areas involve intensive external interactions and significant transaction values.

Based on the assessment results, the most relevant corruption risks were identified in vendor selection and negotiation processes, as well as in the authorization of construction contracts. These findings serve as the basis for the Company to strengthen internal controls in these areas, including through the implementation of due diligence mechanisms for business partners and layered supervision in procurement processes. All risk assessment results are documented and followed up by the Industrial Relations unit as part of an ongoing internal control cycle.

Corruption risk assessments are conducted in operational areas with higher risk levels, such as procurement of goods and services, network construction activities, and the management of vendors and business partners. The results of these assessments are used as a basis for strengthening internal controls.

Anti-Corruption Communication and Training [205-2]

The Company continuously conducts anti-corruption socialization and training for employees through both internal and external programs. Throughout 2025, the Company organized two Anti-Corruption socialization sessions under the theme "Strengthening Understanding and Implementation of Anti-Fraud," delivered to all Company employees.

The Anti-Corruption socialization programs are designed to enhance the understanding and capacity of all Moratelindo personnel in identifying, preventing, and reporting potential corruption practices within the workplace.



Insiden Korupsi [205-3]

Selama tahun 2025, Perusahaan menerima 4 pengaduan dugaan pelanggaran melalui sistem *Whistleblowing System* (WBS), baik melalui kotak saran maupun laporan langsung kepada Unit Investigasi. Seluruh pengaduan telah ditindaklanjuti sesuai dengan prosedur yang berlaku. Dari jumlah tersebut, 2 kasus diselesaikan dengan pemberian sanksi administratif berupa surat peringatan, sementara 2 kasus lainnya ditindaklanjuti dengan tindakan tegas berupa Pemutusan Hubungan Kerja (PHK).

Meskipun terjadi pelanggaran, seluruh insiden tersebut tidak bersifat material dan tidak berdampak pada kelangsungan operasional bisnis perusahaan. Penanganan yang cepat dan tegas atas pelanggaran ini mencerminkan komitmen perusahaan terhadap kebijakan antikorupsi dan prinsip tata kelola yang baik (GCG). Perusahaan terus memperkuat sistem pelaporan, pengawasan, dan sosialisasi untuk mencegah terjadinya insiden serupa di masa mendatang.

Incidents of Corruption [205-3]

During 2025, the Company received 4 reports of alleged violations through the Whistleblowing System (WBS), submitted either via suggestion boxes or direct reports to the Investigation Unit. All reports have been followed up in accordance with applicable procedures. Of these, 2 cases were resolved with administrative sanctions in the form of warning letters, while the remaining 2 cases were addressed with strict actions in the form of termination of employment.

Despite these violations, none of the incidents were material and they did not affect the continuity of the Company's business operations. The prompt and decisive handling of these violations reflects the Company's commitment to anti-corruption policies and good corporate governance (GCG) principles. The Company continues to strengthen its reporting, monitoring, and socialization systems to prevent similar incidents in the future.

Perlindungan Pemegang Saham dan Pencegahan Konflik Kepentingan

Shareholder Protection and Conflict of Interest Prevention



Kebijakan Perlakuan Adil terhadap Pemegang Saham

Dalam rangka memperkuat praktik Tata Kelola Perusahaan yang Berkelanjutan, Perseroan telah mengembangkan Kebijakan Insider Trading yang ditetapkan pada tanggal 14 Maret 2024. Berdasarkan kebijakan ini, setiap orang dalam Perseroan yang menguasai informasi orang dalam dilarang untuk:

- Melakukan pembelian atau penjualan efek;
- Mempengaruhi pihak lain untuk melakukan pembelian atau penjualan efek; atau
- Mengungkapkan informasi orang dalam kepada pihak lain yang patut diduga dapat memanfaatkan informasi tersebut untuk melakukan transaksi efek, baik terhadap efek Perseroan maupun efek perusahaan lain yang melakukan transaksi dengan Perseroan, dengan tetap memperhatikan pengecualian sebagaimana diatur dalam POJK 78/2017 tentang Transaksi Efek yang Tidak Dilarang bagi Orang Dalam.

Selain itu, berdasarkan Kebijakan Manajemen Terintegrasi, Perseroan bertekad untuk memberikan pelayanan yang mengutamakan kepuasan pelanggan dan berkomitmen dalam penerapan Sistem Manajemen Terintegrasi. Salah satu bentuk komitmen ini diwujudkan melalui upaya menjaga keamanan informasi dari berbagai ancaman dan kerawanan, baik yang berasal dari lingkungan internal maupun eksternal.

Fair Treatment of Shareholders Policy

In order to strengthen sustainable corporate governance practices, the Company has established an Insider Trading Policy on March 14, 2024. Based on this policy, any individual within the Company who possesses insider information is prohibited from:

- Conducting the purchase or sale of securities;
- Influencing other parties to conduct the purchase or sale of securities; or
- Disclosing insider information to other parties who may be reasonably suspected of using such information to conduct securities transactions, whether involving the Company's securities or those of other companies that engage in transactions with the Company, while observing the exceptions as stipulated in POJK No. 78/2017 concerning Permitted Securities Transactions by Insiders.

In addition, based on the Integrated Management Policy, the Company is committed to delivering services that prioritize customer satisfaction and to implementing an Integrated Management System. One manifestation of this commitment is maintaining information security against various threats and vulnerabilities, both from internal and external environments.



Pencegahan Konflik Kepentingan [2-15]

Perseroan mengatur pencegahan konflik kepentingan secara eksplisit dalam Piagam Direksi, Piagam Dewan Komisaris, dan *Code of Conduct*. Setiap anggota Direksi, Dewan Komisaris, dan karyawan wajib secara proaktif menghindari situasi yang berpotensi menimbulkan benturan kepentingan, serta mengungkapkan potensi tersebut sebelum terlibat dalam proses pengambilan keputusan yang relevan. Mekanisme pengungkapan ini dirancang untuk menjaga objektivitas dan integritas Perseroan, sekaligus mempertahankan kepercayaan seluruh pemangku kepentingan terhadap proses tata kelola yang berjalan.

Conflict of Interest Prevention [2-15]

The Company explicitly regulates the prevention of conflicts of interest in the Board of Directors Charter, the Board of Commissioners Charter, and the Code of Conduct. Each member of the Board of Directors, Board of Commissioners, and employees is required to proactively avoid situations that may give rise to conflicts of interest, as well as to disclose such potential conflicts prior to being involved in any relevant decision-making process. This disclosure mechanism is designed to maintain the Company's objectivity and integrity, while also preserving stakeholders' trust in the governance processes in place.

Kebijakan Policy	Upaya Mitigasi Konflik Kepentingan Conflict of Interest Mitigation Efforts
Piagam Direksi dan Piagam Dewan Komisaris Board of Directors Charter and Board of Commissioners Charter	Anggota Direksi dan Dewan Komisaris dilarang mengambil tindakan yang dapat merugikan Perseroan jika terjadi benturan kepentingan, dan wajib mengungkapkannya dalam setiap keputusan. Members of the Board of Directors and Board of Commissioners are prohibited from taking actions that may harm the Company in case of a conflict of interest, and must disclose such conflicts during decision-making.
<i>Code of Conduct</i> Karyawan Employee Code of Conduct	Setiap karyawan wajib menghindari, mengidentifikasi, dan melaporkan potensi benturan kepentingan kepada Divisi Human Resource & General Affair untuk mendapatkan persetujuan dari Direksi. All employees must avoid, identify, and report any potential conflict of interest to the Human Resource & General Affair Division for approval by the Board of Directors.

Kinerja Ekonomi Berkelanjutan [F.2]

Kinerja ekonomi yang solid merupakan prasyarat bagi keberlanjutan bisnis Moratelindo dalam jangka panjang. Sepanjang tahun 2025, Perseroan berhasil menjaga stabilitas operasional dan finansial di tengah dinamika lingkungan eksternal yang terus berubah.

Sustainable Economic Performance [F.2]

Solid economic performance is a prerequisite for Moratelindo's long-term business sustainability. Throughout 2025, the Company successfully maintained operational and financial stability amid the continuously evolving external environment.

Perbandingan Target dan Kinerja Perseroan [F.2]

Comparison of Targets and Performance of the Company

Uraian Description	Satuan Unit	Target 2025 2025 Target	Realisasi 2025 2025 Realization
Pendapatan Usaha Company Revenue	Persentase Percentage	Perseroan menargetkan peningkatan pendapatan pada 2025 sebesar single digit sesuai dengan rata-rata industri. The Company targets a single-digit revenue growth in 2025, in line with the industry average.	Pendapatan Perseroan tercapai sebesar 98% dari target yang ditentukan. The Company's revenue has reached 98% of the set target.
Laba Bersih setelah Pajak Net Profit after Tax	Persentase Percentage	Target laba perseroan untuk tahun 2025 diperkirakan akan meningkat double digit dibandingkan dengan tahun sebelumnya. dibandingkan dengan tahun sebelumnya. The Company's profit target for 2025 is expected to increase by a double digit compared to the previous year.	EBITDA dan Laba bersih Perseroan masing masing tercapai sebesar 95% dan 92% dari target yang ditentukan. The Company's EBITDA and net profit have each reached 95% and 92% of the set target, respectively.
Produk Ramah Lingkungan Eco-friendly Product		<ul style="list-style-type: none"> • Penyediaan jangkauan layanan yang menghubungkan jaringan secara adil dan inklusif bagi masyarakat, terutama di daerah Terluar, Terdepan, dan Tertinggal (3T) melalui proyek jaringan tulang punggung internet nasional. • Perusahaan telah memiliki Nusantara Data Center (NDC) untuk layanan CoLocation dan Hosting yang telah memiliki sertifikasi Sistem Manajemen Lingkungan ISO 14001:2015 dari BSI, Cert. No. EMS 663472 • Provision of service coverage that connects networks in a fair and inclusive manner for the community, especially in the Outermost, Frontier, and Disadvantaged (3T) areas through the national internet backbone network project. • The Company already has an Nusantara Data Center (NDC) for CoLocation and Hosting services which has an ISO 14001:2015 Environmental Management System certification from BSI, Cert. No. EMS 663472 	

Kinerja Operasional Operational Performance			
Backbone	km	28.652	27.837
Akses Access	km	31.530	30.116
Total	km	60.183	57.953
Kapasitas Capacity	G	38.400	37.800

Backbone
Backbone



97.16
%

Dari Target Tercapai
of target achieved

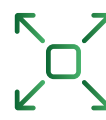
Akses
Access



95.52
%

Dari Target Tercapai
of target achieved

Kapasitas
Capacity



98.44
%

Dari Target Tercapai
of target achieved

Investasi Berwawasan Lingkungan (F.3)

Moratelindo secara aktif mendukung transisi energi nasional menuju *Net Zero Emission* 2060. Sepanjang tahun 2025, Perseroan mengoptimalkan penggunaan kendaraan listrik yang mencakup 10% dari total armada operasional, sekaligus menambah instalasi 36 unit panel surya di *site* operasional di wilayah Papua dan Papua Barat.

Kedua inisiatif ini mencerminkan pendekatan Moratelindo yang terukur dan berkelanjutan dalam menekan emisi gas rumah kaca, sebagai bagian dari strategi investasi jangka panjang dalam teknologi rendah karbon yang sejalan dengan agenda pengurangan emisi nasional.

Environmental-Aware Investment (F.3)

Moratelindo actively supports the national energy transition towards Net Zero Emissions by 2060. Throughout 2025, the Company optimized the use of electric vehicles, which accounted for 10% of its total operational fleet, while also installing 36 units of solar panels at operational sites in Papua and West Papua.

These two initiatives reflect Moratelindo's measured and sustainable approach to reducing greenhouse gas emissions, as part of its long-term investment strategy in low-carbon technologies aligned with the national emission reduction agenda.

No	Pengadaan Produk Berwawasan Lingkungan Procurement of Environmentally Friendly Products	Jumlah Total (unit)	Nilai Investasi Investment Value (Rp)
1	Solar panel	36	194,040,000



Penggunaan energi terbarukan (surya panel) oleh anak Perusahaan, PT Palapa Timur Telematika.
Renewable energy (solar panels) utilization by the Company's subsidiary, PT Palapa Timur Telematika.

Distribusi Nilai Ekonomi

Sepanjang tahun 2025, Moratelindo mencatatkan pertumbuhan nilai ekonomi langsung melalui peningkatan pendapatan dari penyelenggaraan telekomunikasi maupun pendapatan non-penyelenggaraan telekomunikasi dibandingkan tahun sebelumnya. Pendapatan tersebut telah didistribusikan secara bertanggung jawab kepada seluruh pemangku kepentingan, mulai dari pemerintah melalui pembayaran pajak, karyawan melalui gaji dan tunjangan, penyedia modal, pemasok lokal, hingga masyarakat melalui program sosial dan kemasyarakatan, sebagaimana diuraikan berikut ini. Selama periode pelaporan, Perseroan tidak menerima bantuan finansial dalam bentuk apapun dari Pemerintah.

Economic Value Distribution

Throughout 2025, Moratelindo recorded growth in direct economic value through increased revenues from both telecommunications operations and non-telecommunications activities compared to the previous year. These revenues were distributed responsibly to all stakeholders, including the government through tax payments, employees through salaries and benefits, capital providers, local suppliers, and the community through social and community programs, as outlined below. During the reporting period, the Company did not receive any form of financial assistance from the Government.

Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed

Uraian Description	Periode Pelaporan Reporting Period		
	2025	2024	2023
Nilai Ekonomi Langsung Diterima (dalam jutaan Rupiah) Direct Economic Value Received (in millions of IDR)			
Pendapatan Revenue	4.000.218	3.978.189	4.306.324
Nilai Ekonomi Langsung Didistribusikan (dalam jutaan Rupiah) Direct Economic Value Distributed (in millions of IDR)			
Beban Langsung Direct Cost	1.633.138	1.652.355	1.781.390
Biaya Operasional Operational Cost	1.247.796	1.259.771	1.018.143
Beban Lain-Lain – Bersih Other Cost - Net	438.986	544.224	611.641
Beban Pajak Final Final Tax Cost	1.672	204	4.383
Beban Pajak – Bersih Tax Cost - Net	162.770	259.065	211.594
Nilai Ekonomi Langsung yang Ditahan (dalam jutaan Rupiah) Direct Economic Value Withheld (in millions of IDR)			
Jumlah Nilai Ekonomi Langsung yang Ditahan Amount of Direct Economic Value Withheld	515.856	262.568	679.173

Dampak Ekonomi tidak Langsung

Infrastruktur serat optik Moratelindo memainkan peran penting yang mendukung konektivitas dan transformasi digital di berbagai wilayah Indonesia. Melalui kegiatan usahanya, Perseroan meningkatkan efisiensi pertukaran data, memperluas peluang ekonomi digital, serta mendorong adopsi teknologi di sektor perdagangan, pendidikan, dan layanan publik.

Kontribusi ini diperkuat oleh pengembangan infrastruktur pendukung seperti jaringan *ducting* dan tiang *microcell*, yang tidak hanya melayani kebutuhan internal Moratelindo tetapi juga dapat dimanfaatkan oleh operator lain. Ketersediaan infrastruktur bersama ini mendorong persaingan yang sehat, sekaligus meningkatkan kualitas layanan dan efisiensi biaya bagi konsumen akhir.

Indirect Economic Impact

Moratelindo's fiber optic infrastructure plays a vital role in supporting connectivity and digital transformation across various regions in Indonesia. Through its business activities, the Company enhances the efficiency of data exchange, expands digital economic opportunities, and promotes technology adoption in the trade, education, and public service sectors.

This contribution is further strengthened by the development of supporting infrastructure such as ducting networks and microcell poles, which not only serve Moratelindo's internal needs but can also be utilized by other operators. The availability of shared infrastructure fosters healthy competition while improving service quality and cost efficiency for end users.

Rantai Pasok [204-1] [2-6]

Pada sisi hulu, Moratelindo berperan sebagai penyedia layanan dan pembangun infrastruktur telekomunikasi. Sementara di sisi hilir, Perseroan berkolaborasi dengan berbagai operator untuk menghadirkan layanan berkualitas bagi pelanggan akhir. Sepanjang rantai nilai ini, Moratelindo mengandalkan jaringan mitra penyedia barang dan jasa dari berbagai penjuru Indonesia untuk menopang kelancaran operasional sehari-hari.

Setiap kemitraan dilandasi oleh prinsip bisnis yang etis dan transparan. Klausul pakta integritas disisipkan dalam setiap Perjanjian Kerja Sama (PKS), mencakup komitmen terhadap persaingan usaha yang sehat, pencegahan konflik kepentingan, perlindungan informasi, serta larangan korupsi, penyuapan, dan gratifikasi.

Pengelolaan rantai pasok dilaksanakan oleh Divisi Procurement, yang mengawal pengadaan mulai dari layanan *outsourcing*, konstruksi, bahan dan jasa konsultasi, logistik, hingga kebutuhan perkantoran. Moratelindo bermitra dengan pemasok berskala nasional maupun internasional, dengan kontribusi pemasok lokal yang terus menunjukkan tren peningkatan dalam tiga tahun terakhir, mencapai 95,34% dari total volume pengadaan pada tahun 2025.

Persentase Jumlah Pemasok/Mitra Kerja Berdasarkan Domisili (%) [204-1] Percentage of Total Suppliers/Work Partners by Domicile (%)

Mitra Kerja Work Partners	2025	2024	2023
Internasional International	4,66%	4,69%	5,58%
Lokal Local	95,34%	95,31%	94,14%

Komitmen terhadap pemasok lokal juga tercermin dalam kepatuhan Moratelindo terhadap ketentuan Tingkat Komponen Dalam Negeri (TKDN) sebagaimana diatur dalam Peraturan Menteri ESDM No. 15 Tahun 2013 dan SK Dirjen Migas No. 181 Tahun 2014. TKDN mengukur persentase penggunaan komponen dalam negeri mencakup material, peralatan kerja, tenaga kerja, dan jasa pendukung dalam setiap kegiatan usaha Perseroan.

Moratelindo secara konsisten berupaya meningkatkan nilai TKDN, khususnya melalui penggunaan material dan peralatan yang diproduksi oleh perusahaan bersertifikat dan terdaftar pada platform P3DN Kementerian Perindustrian. Pada aspek tenaga kerja, seluruh pelaksanaan proyek melibatkan sumber daya manusia warga negara Indonesia.

Supply Chain [204-1] [2-6]

On the upstream side, Moratelindo acts as a telecommunications infrastructure provider and developer. Meanwhile, on the downstream side, the Company collaborates with various operators to deliver high-quality services to end customers. Throughout this value chain, Moratelindo relies on a network of goods and service providers from across Indonesia to support its day-to-day operations.

Each partnership is grounded in ethical and transparent business principles. Integrity pact clauses are embedded in every Cooperation Agreement, covering commitments to fair competition, conflict of interest prevention, information protection, as well as prohibitions against corruption, bribery, and gratuities.

Supply chain management is carried out by the Procurement Division, which oversees procurement activities ranging from outsourcing services, construction, materials and consultancy services, logistics, to office requirements. Moratelindo partners with both national and international suppliers, with local supplier contributions showing a consistent upward trend over the past three years, reaching 95.34% of total procurement volume in 2025.

The Company's commitment to local suppliers is also reflected in Moratelindo's compliance with the Domestic Component Level (TKDN) requirements as stipulated in Minister of Energy and Mineral Resources Regulation No. 15 of 2013 and Director General of Oil and Gas Decree No. 181 of 2014. TKDN measures the percentage of domestic components used, including materials, equipment, labor, and supporting services in each of the Company's business activities.

Moratelindo consistently strives to increase its TKDN value, particularly through the use of materials and equipment produced by certified companies registered on the Ministry of Industry's P3DN platform. In terms of labor, all project implementations involve Indonesian human resources.



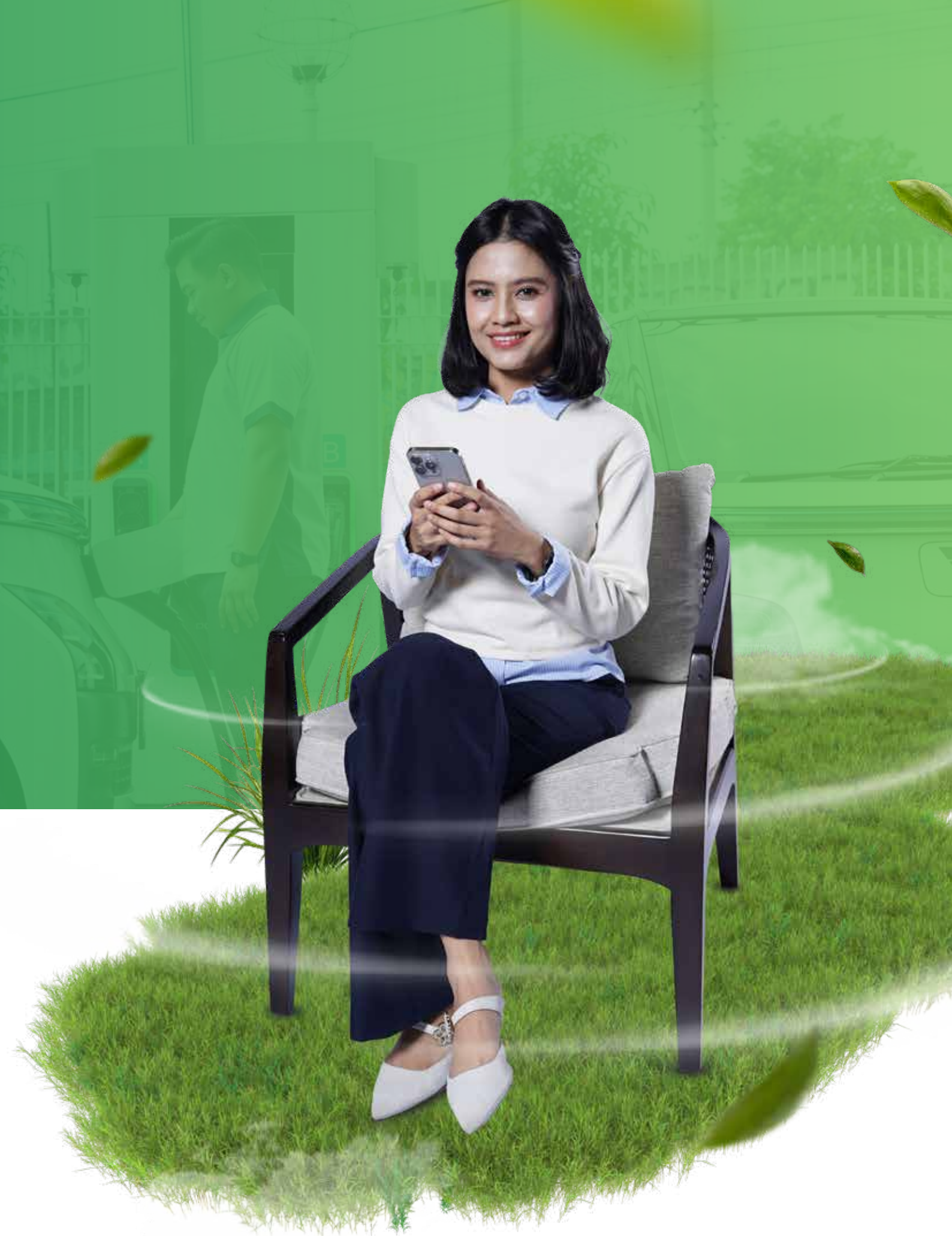
Lingkungan dan Iklim

Environment and Climate

06

Dengan intensitas emisi sebesar 0,00947 tCO₂e per Rp juta, Moratelindo terus mengelola jejak karbon secara terukur di tengah ekspansi operasional yang berkelanjutan.

With an emissions intensity of 0.00947 tCO₂e per IDR million, Moratelindo continues to manage its carbon footprint in a measurable manner amid ongoing operational expansion.



Kinerja Lingkungan

Environmental Performance

Bagi Moratelindo, penyediaan konektivitas digital yang andal harus sejalan dengan tanggung jawab terhadap lingkungan dan mitigasi dampak perubahan iklim. Perseroan memandang pengelolaan dampak lingkungan bukan sekadar pemenuhan regulasi, melainkan bagian krusial dari strategi operasional perusahaan untuk membangun resiliensi terhadap tantangan iklim global dan tumbuh secara berkelanjutan.

Landasan Kebijakan dan Komitmen Perseroan

Komitmen Perseroan pada pengelolaan dampak lingkungan dan mitigasi perubahan iklim didasarkan pada Piagam Kebijakan Lingkungan yang telah disahkan secara resmi oleh jajaran Direksi dan Dewan Komisaris pada 8 April 2022. Piagam ini merupakan panduan strategis Perseroan yang mencakup seluruh aspek manajemen lingkungan, termasuk mitigasi dampak, hingga mekanisme penanganan pengaduan yang transparan. Untuk memastikan kebijakan ini berjalan secara efektif, Perseroan menempatkan Departemen ESG dalam mengawal strategi keberlanjutan, termasuk dalam inventarisasi dan pengurangan emisi Gas Rumah Kaca (GRK), pengelolaan limbah (domestik maupun B3), pelaporan, serta penguatan kesadaran aspek ESG di seluruh level karyawan.

Khusus di lokasi proyek, wewenang pengelolaan lingkungan berada pada Departemen Government Relations melalui kolaborasi erat dengan Departemen ESG dan Departemen ISO. Dalam sinergi ini:

- Departemen Government Relations memastikan pemenuhan regulasi dan izin lingkungan, seperti Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL) pada setiap proyek.
- Departemen ESG mendukung implementasi SPPL tersebut dengan memastikan pengelolaan limbah dan menjaga kualitas lingkungan agar tetap berada di bawah ambang batas baku mutu.
- Departemen ISO melengkapi proses ini melalui audit berkala guna menjamin konsistensi penerapan standar ISO 14001:2015 di lapangan.

Sebagai bukti nyata atas standar operasional yang ramah lingkungan, seluruh lini bisnis Perseroan termasuk infrastruktur jaringan, layanan internet retail, hingga pusat data, telah sepenuhnya mengadopsi sistem manajemen berstandar internasional melalui sertifikasi ISO 14001:2015. [2-24]

For Moratelindo, delivering reliable digital connectivity goes hand in hand with environmental responsibility and efforts to mitigate climate change. The company positions environmental impact management not merely as a matter of regulatory compliance, but as a core element of its operational strategy, one that strengthens resilience to global climate challenges while supporting sustainable growth.

Company Policy Basis and Commitments

The Company's commitment to environmental impact management and climate change mitigation is based on the Environmental Policy Charter, ratified by the Board of Directors and Board of Commissioners on April 8, 2022. This charter serves as the Company's strategic guideline, covering all aspects of environmental management, including impact mitigation and a transparent complaint handling mechanism. To ensure the effective implementation of this policy, the Company has assigned the ESG Department to oversee its sustainability strategy, including the inventory and reduction of Greenhouse Gas (GHG) emissions, waste management (domestic and hazardous), reporting, and strengthening ESG awareness among all levels of employees.

Specifically at project sites, environmental management authority rests with the Government Relations Department through close collaboration with the ESG Department and the ISO Department. Within this synergy:

- The Government Relations Department ensures compliance with environmental regulations and permits, such as the Environmental Management and Monitoring Commitment Statement (SPPL) for each project.
- The ESG Department supports the implementation of the SPPL by ensuring waste management and maintaining environmental quality below the quality standard threshold.
- The ISO Department complements this process through periodic audits to ensure consistent implementation of the ISO 14001:2015 standard in the field.

As a evidence of its environmentally friendly operational standards, all of the Company's business lines, including network infrastructure, retail internet services, and data centers, have fully adopted an internationally recognized management system through ISO 14001:2015 certification. [2-24]

ISO 14001-2015 ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001-2015 ENVIRONMENTAL MANAGEMENT SYSTEM

Menjamin bahwa MORATELINDO memastikan dampak terhadap lingkungan dikelola dan dipantau secara berkala serta patuh terhadap peraturan lingkungan dengan mencegah pencemaran air, tanah, dan udara.
Ensures that Moratelindo consistently manages and monitors environmental impacts while complying with regulations through the prevention of water, land, and air pollution.

Perseroan menjaga akuntabilitas melalui pelaporan rutin Dokumen Pengelolaan Lingkungan Hidup (DPLH) setiap enam bulan sekali ke Dinas Lingkungan Hidup Kota Administrasi Jakarta Pusat. Melalui koordinasi yang erat antara tim operasional dan tim ESG, Moratelindo memastikan bahwa setiap proyek pembangunan tidak hanya melampaui standar teknis, tetapi juga menjaga kualitas lingkungan agar tetap berada di bawah ambang batas baku mutu yang ditetapkan.

Aspek Umum

Moratelindo secara konsisten merealisasikan komitmen pengelolaan dan mitigasi dampak lingkungan dari aktivitas operasional. Sebagai bentuk tanggung jawab nyata, Perseroan telah mengalokasikan total biaya lingkungan sebesar Rp 649.285.436 selama tahun 2025. Alokasi dana tersebut diserap secara strategis untuk berbagai inisiatif pelestarian, yang mencakup biaya pemeliharaan lingkungan, manajemen dampak, serta investasi pada energi terbarukan.

Pada tahun 2025, Perseroan memperkuat langkah dekarbonisasi dengan penambahan 36 unit panel surya baru yang tersebar di 57 lokasi proyek eksisting. Investasi untuk instalasi panel surya ini mencapai Rp 194.040.000 sebagai bagian dari strategi jangka panjang Perseroan dalam mengoptimalkan penggunaan energi bersih.

Biaya Lingkungan [F.4] Environmental Cost

Uraian Description	2025 Rp/IDR	2024 Rp/IDR	2023 Rp/IDR
Iuran Pemeliharaan Lingkungan & Pembuangan sampah organik dan anorganik Environmental Maintenance and Disposal Fees for Organic and Inorganic Waste	294.766.328	138.488.177	89.732.184
Konservasi Keanekaragaman Hayati Biodiversity Conservation	84.933.108	423.000.000	1.440.907.000
Pengangkutan Limbah B3 oleh Pihak Ketiga Berizin Transportation of B3 Waste by Licensed Third Parties	9.920.000	6.102.225	77.072.000
Pengujian Lingkungan oleh Laboratorium Terakreditasi Environmental Testing by Accredited Laboratories	65.626.000	55.496.000	54.762.960
Instalasi Solar Panel Solar Panel Installation	194.040.000	263.880.000	982.024.000
Jumlah Total	649.285.436	886.966.402	2.644.498.144

The Company maintains accountability by regularly reporting its Environmental Due Diligence Report every semester to the Central Jakarta City Environmental Agency. Through close coordination between operational and ESG teams, Moratelindo ensures that each development project not only meets and exceeds technical standards but also preserves environmental quality within established threshold limits.

General Aspect

Moratelindo consistently fulfills its commitment to managing and mitigating the environmental impacts of its operational activities. As a concrete manifestation of its responsibility, the Company has allocated a total environmental budget of IDR 649,285,436 through 2025. These funds are strategically allocated for various conservation initiatives, including environmental maintenance costs, impact management, and investment in renewable energy.

In 2025, the Company strengthened its decarbonization efforts by installing 36 new solar panels across 57 existing project locations. The investment for these solar panel installations reached IDR 194,040,000 as part of the Company's long-term strategy to optimize the use of clean energy.

Aspek Material

Penggunaan Material Ramah Lingkungan [F.5]

Perseroan mengandalkan fiber optik sebagai material utama pada infrastruktur teknologi informasi dan komunikasi, yang lebih efisien dibandingkan kabel tembaga. Karakteristik fiber optik yang menggunakan sinyal cahaya memungkinkan transmisi data lebih cepat dengan konsumsi daya listrik yang minimal. Efisiensi ini didukung oleh rendahnya redaman sinyal, sehingga data dapat dikirim jarak jauh tanpa memerlukan banyak perangkat penguat (*repeater*). Selain hemat energi, rendahnya panas yang dihasilkan juga membantu mengurangi beban sistem pendingin pada jaringan dan pusat data kami.

Dalam aspek pemeliharaan infrastruktur, Perseroan berkomitmen pada prosedur penggunaan material yang aman dan memenuhi standar regulasi. Moratelindo mengutamakan penggunaan material daur ulang berkualitas serta mengintegrasikan prinsip efisiensi energi guna meminimalkan jejak lingkungan. Apabila terdapat infrastruktur yang rusak, Perseroan menerapkan prinsip *reuse* dan *recycle* dengan mengolah kembali material yang masih layak pakai atau menyerahkannya kepada pihak ketiga berizin untuk dikelola sesuai regulasi limbah yang berlaku.

Langkah pelestarian ini juga kami terapkan di lingkungan perkantoran melalui percepatan digitalisasi pada proses administrasi, pengarsipan, dan komunikasi. Upaya ini menghasilkan penghematan sumber daya kertas. Sepanjang tahun 2025, penggunaan kertas tercatat sebanyak 2.078 rim, atau turun 2,67% dibandingkan tahun 2024 sebanyak 2.135 rim.

Aspek Energi

Energi merupakan komponen esensial dalam menjaga keberlangsungan operasional pusat data dan jaringan telekomunikasi Perseroan. Guna menjamin standar *zero downtime*, Moratelindo menggunakan layanan PLN Premium yang didukung oleh genset sebagai sumber daya cadangan utama.

Sejak tahun 2023, Perseroan telah melakukan pencatatan sistematis terhadap konsumsi listrik dan bahan bakar solar pada *data center* demi memperkuat transparansi serta akuntabilitas kinerja lingkungan. Komitmen ini ditegaskan melalui Nusantara Data Center (NDC) untuk layanan *colocation* dan *hosting* yang telah memiliki sertifikasi Sistem Manajemen

Material Aspect

Use of Environmentally Friendly Materials [F.5]

The Company relies on fiber optics as the primary material for its information and communications technology infrastructure, considered more efficient than copper cables. The characteristics of fiber optics, which utilizes light signals, enable faster data transmission with minimal power consumption. This efficiency is supported by low signal attenuation, allowing data to be sent over long distances without the need for numerous repeaters. In addition to energy efficiency, the low heat generation also helps reduce the burden on cooling systems in our network and data centers.

In terms of infrastructure maintenance, the Company is committed to safe material usage procedures that comply with regulatory standards. Moratelindo prioritizes the use of high-quality recycled materials and integrates energy efficiency principles to minimize its environmental footprint. In the event of infrastructure damage, the Company applies reuse and recycling principles by reprocessing viable materials or transferring them to licensed third parties for handling in compliance with applicable waste regulations.

These conservation measures are also applied within the office environment through the accelerated digitalization of administrative, archiving, and communication processes, resulting in reduced paper consumption. In 2025, paper usage totaled 2,078 reams, reflecting a 2.67% decrease from 2,135 reams in 2024.

Energy Aspect

Energy is an essential component in maintaining the operational continuity of the Company's data centers and telecommunications networks. To ensure zero downtime standards, Moratelindo utilizes PLN Premium services supported by generators as the primary backup power source.

Since 2023, the Company has systematically recorded electricity and diesel fuel consumption in its data centers to strengthen transparency and accountability for environmental performance. This commitment is affirmed through the Nusantara Data Center (NDC), which, for its colocation and hosting services, has received ISO 14001:2015 Environmental

Lingkungan ISO 14001:2015 dari BSI (Sertifikat No. EMS 663472). Sertifikasi ini menjadi bukti nyata Perseroan dalam memitigasi dampak lingkungan dari aktivitas pusat data.

Management System certification from BSI (Certificate No. EMS 663472). This certification demonstrates the Company's commitment to mitigating the environmental impact of its data center activities.

Perseroan juga terus berupaya memperluas pemanfaatan energi bersih melalui instalasi panel surya secara bertahap. Menyambung inisiatif pemasangan panel surya di tahun-tahun sebelumnya, Perseroan menambahkan 36 unit pada tahun 2025 di 1 titik, sehingga total panel surya terpasang per 31 Desember 2025 mencapai 3.996 unit di 57 titik lokasi, dengan kapasitas total 2.302 kWh.

The Company also continues to expand the use of clean energy through the gradual installation of solar panels. Continuing the solar panel installation initiative in previous years, the Company added 36 units in 2025 at 1 site, so that the total installed solar panels as of December 31, 2025 reached 3,996 units at 57 site, with a total capacity of 2,302 kWh.

Jumlah dan Intensitas Energi yang Digunakan [F.6] [E-03] [302-1] [302-3] [302-4]
Amount and Intensity of Energy Used

Uraian Description	Satuan Unit	2025	2024	2023
Penggunaan Energi Listrik Electricity Utilization				
Total Panel Surya	Unit	3.996	3.960	3.762
Jumlah Site dengan Panel Surya	Site	57	56	55
Listrik dari Panel Surya Electricity from Solar Panels	kWh	2.302	2.281	2.167
Listrik dari PLN PLN Electricity				
Gedung Perkantoran Pusat & Cabang Head Office & Branch Buildings	kWh GJ	2.970,236,49 10.693	2.651.109,03 9.543,99	1.776.425,63 6.395,13
Site	kWh GJ	121.350,60 110.614	25.550.892,40 91.983,21	22.743.004,41 81.874,82
Pusat Data Data Center	kWh GJ	12.976.888,03 46.716,80	12.649.273,00 46.537,38	11.779.321,36 42.405,56
Total Penggunaan Energi Listrik PLN Total Use of PLN Electricity	kWh GJ	46.673,31 168.023,91	40.851.274,43 147.064,58	36.298.751,40 130.675,51
Bahan Bakar Bensin Kendaraan Operasional Gasoline Fuel for Operational Vehicles	Liter GJ	280.593,59 9.260	276.620,36 9.626,38	165.691,13 5.766,05
Bahan Bakar Solar untuk Genset Diesel Fuel for Generators	Liter GJ	51.070,14 1.879	123.695,40 4.453,83	84.108,03 3.187,69
Jumlah Penggunaan Energi Bahan Bakar Fosil Total Consumption of Fossil Fuel Energy	GJ	11.139,00	14.080,22	8.953,74
Total Penggunaan Energi Total Fossil Fuel Energy Use	GJ	179.162,91	161.144,80	139.629,25
Pendapatan Operasional Operational Income	Juta Rupiah Million IDR	4.000.218	3.978.189	4.306.324
Jumlah Karyawan Total Employee	Karyawan Employee	959	927	880
Intensitas Pemakaian Energi* Energy Consumption Intensity*	GJ/juta Rp GJ/million IDR	0,0448	0,0405	0,0324
	GJ/karyawan GJ/employee	186,823	173,8347	158,6696

Keterangan | Notes:

- Metode perhitungan energi dari penggunaan listrik menggunakan faktor konversi energi
- Metode perhitungan energi yang dihasilkan dari bahan bakar bensin dan solar menggunakan *Net Calorific Value* (NCV) dari Kementerian Energi dan Sumber Daya Mineral.
- Pada saat ini Perusahaan masih belum menentukan tahun baseline perhitungan energi.
- Energy consumption from electricity use is calculated using standard energy conversion factors.
- Energy generated from gasoline and diesel consumption is calculated using Net Calorific Values (NCV) issued by the Ministry of Energy and Mineral Resources.
- The Company has not yet established an energy consumption baseline year.

Inisiatif Efisiensi dan Akselerasi Energi Terbarukan [F.7] [302-5] [303-3]

Moratelindo menyadari bahwa keberlangsungan bisnis kami sangat bergantung pada energi. Mengingat pasokan listrik utama dari PLN belum sepenuhnya bersumber dari energi terbarukan, kami proaktif mengambil langkah mandiri melalui berbagai inisiatif efisiensi energi yang terukur, antara lain:

- **Budaya Hemat Energi & Fasilitas Kantor**
Perseroan konsisten mengedukasi karyawan untuk mempraktikkan perilaku hemat energi, yang didukung oleh modernisasi fasilitas seperti penggunaan lampu LED serta pemasangan sistem otomasi pada AC sentral agar beroperasi secara efektif sesuai jadwal kerja.
- **Optimalisasi Infrastruktur & Data Center**
Selain memanfaatkan teknologi fiber optik yang unggul dalam penghematan energi saat transfer data, efisiensi pada pusat data dilakukan melalui reduksi jumlah *Precision Air Conditioning* (PAC). Hal ini dicapai dengan optimalisasi sirkulasi udara dan penerapan sistem pengkabutan (*misting system*) pada unit PAC *outdoor*.
- **Transformasi Mobilitas Hijau**
Guna menekan konsumsi bahan bakar, Perseroan melakukan peremajaan rutin pada kendaraan operasional yang telah berusia di atas lima tahun. Selain itu, sejak 2022 kami memulai transisi kendaraan listrik secara bertahap, di mana saat ini telah tersedia 25 unit kendaraan listrik (mencakup 10% dari total armada operasional).
- **Pemanfaatan Energi Surya**
Perseroan telah memperluas penggunaan energi bersih melalui 36 unit panel surya sehingga mencapai total 3.996 unit di 57 lokasi site entitas anak, terutama di wilayah Papua dan Papua Barat. Hingga saat ini, instalasi tersebut telah mampu menyuplai daya sebesar 2.302 kWh.

Melalui integrasi berbagai langkah strategis ini, Moratelindo berkomitmen untuk terus meningkatkan efisiensi energi guna meminimalkan jejak karbon yang dihasilkan dari seluruh lini aktivitas perusahaan.

Aspek Emisi Gas Rumah Kaca

Sebagai wujud kontribusi nyata terhadap target Pemerintah menuju *Indonesia Net Zero 2060*, Perseroan turut melakukan transisi energi secara bertahap melalui instalasi panel surya dan pengadaan kendaraan listrik untuk mendukung aktivitas operasional. Langkah strategis ini bertujuan untuk menekan konsumsi listrik konvensional serta penggunaan bahan bakar fosil yang menjadi sumber emisi Gas Rumah Kaca (GRK). Sejalan dengan upaya tersebut, Perseroan terus memperkuat sistem pelacakan konsumsi energi secara komprehensif guna memaksimalkan setiap inisiatif efisiensi yang dijalankan. [3-3]

Renewable Energy Efficiency and Acceleration Initiative [F.7] [302-5] [303-3]

Moratelindo recognizes that its business continuity is highly dependent on energy. As the primary electricity supply from Indonesia's state-owned electricity utility is not yet fully derived from renewable sources, the Company is proactively undertaking independent, measurable energy efficiency initiatives, including:

- **Energy Saving Culture & Office Facilities**
The Company consistently educates employees to practice energy-saving behaviors, supported by facility modernizations such as the use of LED lighting and the installation of automated systems on central air conditioners to ensure effective operation according to work schedules.
- **Infrastructure & Data Center Optimization**
In addition to utilizing fiber optic technology, which excels in energy savings during data transfer, efficiency in the data center is achieved by reducing the number of Precision Air Conditioning (PAC) units. This is carried out by optimizing air circulation and implementing a misting system on outdoor PAC units.
- **Green Mobility Transformation**
To reduce fuel consumption, the Company routinely rejuvenates operational vehicles that are over five years old. In addition, since 2022, we have begun a gradual transition to electric vehicles, with 25 electric vehicles currently available (comprising 10% of the total operational fleet).
- **Utilization of Solar Energy**
The Company has expanded its clean energy utilization through the installation of an additional 36 solar PV units, increasing the total to 3,996 units across 57 subsidiary sites, primarily located in Papua and West Papua. To date, these installations have generated a total of 2,302 kWh of electricity.

Through the integration of these strategic measures, Moratelindo is committed to continuously improving energy efficiency to minimize the carbon footprint generated from all company activities.

Greenhouse Gas Emissions Aspect

As a concrete contribution to the Government's target of achieving *Indonesia Net Zero* by 2060, the Company is implementing a gradual energy transition through the installation of solar panels and the procurement of electric vehicles to support its operational activities. This strategic measure aims to reduce conventional electricity consumption and the use of fossil fuels, which are sources of greenhouse gas (GHG) emissions. In line with these efforts, the Company continues to strengthen its comprehensive energy consumption tracking system to maximize every efficiency initiative implemented. [3-3]

Perhitungan emisi GRK mencakup Scope 1 meliputi penggunaan bahan bakar untuk armada kendaraan dan mesin genset, Scope 2 meliputi konsumsi listrik yang dibeli dari pihak luar baik di site dan data center, serta Scope 3 mencakup data emisi dari perjalanan dinas menggunakan pesawat karyawan.

The calculation of GHG emissions includes Scope 1, which covers fuel use for vehicle fleets and generators. Scope 2 includes electricity consumption purchased from external parties, both on-site and in the data center. Scope 3 includes emission data from business travel by plane for all employees.

Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya [F.11] Amount and Intensity of Emissions Generated by Type

Uraian Description	Satuan Unit	2025	2024	2023
Emisi GRK Cakupan 1 [305-1] Scope 1 GHG Emissions				
- Bahan bakar bensin untuk kendaraan operasional - Gasoline fuel for operational vehicles	Ton CO ₂ -eq	825,93	707,72	437,64
- Bahan bakar solar untuk genset - Diesel fuel for generators	Ton CO ₂ -eq	98,14	145,40	222,15
Total Emisi GRK Cakupan 1 Total GHG Emissions Scope 1	Ton CO₂-eq	924,07	853,12	659,79
Emisi GRK Cakupan 2 [305-2] Scope 2 GHG Emissions				
- Listrik PLN Kantor Pusat & Cabang - PLN electricity for Head Office & Branches	Ton CO ₂ -eq	2.356,49	2.325,02	1.375,64
- Listrik PLN di site - PLN electricity on site	Ton CO ₂ -eq	24.343,38	22.408,13	17.611,93
- Listrik PLN Data Center - PLN electricity for Data Center	Ton CO ₂ -eq	10.276,4	11.093,41	9.121,78
Total Emisi GRK Cakupan 2 Total GHG Emissions Scope 2	Ton CO₂-eq	36.976,27	35.826,56	28.109,35
Emisi GRK Cakupan 3 [305-3] Scope 3 GHG Emissions				
Perjalanan bisnis (pesawat) Business trips (airplane)	Ton CO ₂ -eq	28,81	21,23	N/A
Dekomposisi sampah organik dari taman dan kertas Decomposition of organic waste from gardens and paper	Ton CO ₂ -eq	0,09	0,096	N/A
Total Emisi GRK Cakupan 1 & 2 Total GHG Emissions Scope 1 & 2	Ton CO₂-eq	37.900,34	37.630,25	28.769,14
Pendapatan Usaha Operating Revenues	Juta Rupiah Million IDR	4.000.218	3.978.189	4.306.324
Jumlah Pelanggan Total Customers	Pelanggan Customers	330.710	227.145	133.998
Intensitas Emisi [305-4] Emissions Intensity	Ton CO ₂ -eq/ Rp	0,00947	0,00946	0,00668
	Ton CO ₂ -eq/ Pelanggan Ton CO ₂ -eq/ Customer	0,1146	0,16567	0,21470

Keterangan | Note:

- Metode perhitungan emisi GRK cakupan 1 dan cakupan 3 (kategori 5 untuk sampah yang dihasilkan) menggunakan faktor emisi dari IPCC,
- Gas yang termasuk dalam perhitungan emisi GRK cakupan 2 dan 3 adalah CO₂, CH₄, dan N₂O yang kemudian disetarakan dengan CO₂e
- Metode perhitungan emisi GRK cakupan 2 menggunakan faktor emisi Kementerian Energi dan Sumber Daya Mineral 2016
- Gas yang termasuk dalam perhitungan emisi GRK cakupan 2 dan 3 adalah CO₂
- Metode perhitungan emisi GRK cakupan 3 (kategori 3 untuk perjalanan bisnis dengan pesawat) mengacu kepada kalkulator emisi dari ICAO.
- Metode perhitungan emisi GRK Cakupan 3 (Kategori 3 – perjalanan bisnis menggunakan pesawat) pada tahun 2024 masih terbatas pada sebagian perjalanan yang dilakukan oleh karyawan tertentu. Pada tahun 2025, cakupan perhitungan telah diperluas sehingga mencakup seluruh perjalanan bisnis oleh karyawan di tingkat induk Perusahaan.
- Pada saat ini Perusahaan masih belum menentukan tahun baseline emisi GRK
- The calculation of Scope 1 and Scope 3 (Category 5 – waste generated) greenhouse gas (GHG) emissions is based on emission factors from the Intergovernmental Panel on Climate Change (IPCC).
- Gases included in the calculation of Scope 2 and Scope 3 emissions comprise CO₂, CH₄, and N₂O, which are converted into CO₂ equivalent (CO₂e).
- The calculation of Scope 2 GHG emissions uses emission factors published by the Ministry of Energy and Mineral Resources (2016).
- Gases included in the calculation of Scope 2 and Scope 3 emissions consist of CO₂.
- The calculation of Scope 3 (Category 3 – business travel by air) emissions refers to the emission calculator developed by the International Civil Aviation Organization (ICAO).
- In 2024, the Scope 3 (Category 3 – business travel by air) calculation was limited to selected employee travel. In 2025, the calculation boundary has been expanded to cover all business travel undertaken by employees at the parent company level.
- The Company has not yet established a GHG emissions baseline year.

Upaya dan Pencapaian Pengurangan Emisi [F.12] [305-5]

Guna menekan emisi GRK, Perseroan mengadopsi strategi yang selaras dengan inisiatif efisiensi energi melalui instalasi panel surya, menjalankan budaya hemat energi di kalangan internal Perseroan, serta menggunakan pendingin ruangan dengan refrigeran R32 dan sistem pemadam api (*fire suppression*) berbahan FM200 yang tidak menghasilkan gas perusak ozon.

Perseroan juga melakukan pemantauan atas konsumsi bahan bakar kendaraan operasional demi memastikan efisiensi yang optimal, serta mengoptimalkan penggunaan 25 unit kendaraan listrik atau 10% dari total armada untuk mengurangi emisi dari aktivitas mobilisasi karyawan. Melalui berbagai inisiatif tersebut, Perseroan berkomitmen untuk menurunkan intensitas emisi secara bertahap dari tahun ke tahun.

Aspek Air

Manajemen dan Efisiensi Sumber Daya Air

Moratelindo berkomitmen untuk memitigasi dampak operasional terhadap kelangkaan air dan penurunan muka air tanah. Sebagai langkah nyata, Perseroan mengandalkan pasokan air dari Perusahaan Air Minum (PAM) sebagai sumber utama. Pada tahun 2025, total konsumsi air Perseroan mencapai 23.464 m³, atau mengalami kenaikan sebesar 61,16% dibandingkan tahun sebelumnya. Peningkatan ini terutama disebabkan oleh perluasan cakupan perhitungan, serta penambahan jumlah lokasi yang termasuk dalam ruang lingkup pelaporan, dari 6 lokasi pada tahun 2024 menjadi 12 lokasi pada tahun 2025.

Perseroan terus mengoptimalkan efisiensi guna menekan intensitas konsumsi air melalui berbagai inisiatif teknis, di antaranya memasang sensor pada keran air untuk mencegah penggunaan yang berlebihan, serta melakukan pemeliharaan jaringan pipa secara berkala untuk mendeteksi dan mencegah kebocoran sejak dini.

Pencatatan volume air dilakukan secara akurat menggunakan *flowmeter*, di mana penggunaan utamanya dialokasikan untuk aktivitas domestik karyawan. Terkait pengelolaan limbah, air sisa kegiatan kantor (seperti limbah toilet) telah terintegrasi dengan sistem manajemen gedung. Seluruh air limbah disalurkan menuju Instalasi Pengolahan Air Limbah (IPAL) untuk diproses terlebih dahulu, guna memastikan air yang dibuang ke lingkungan telah memenuhi standar keamanan yang berlaku.

Emission Reduction Efforts and Achievements [F.12] [305-5]

To reduce GHG emissions, the Company has adopted strategies aligned with energy efficiency initiatives through the installation of solar panels, fostering an energy-saving culture within the Company, and utilizing R32 refrigerant air conditioners and FM200 fire suppression systems which do not emit ozone-depleting substances.

The Company also monitors the fuel consumption of operational vehicles to ensure optimal efficiency and optimizes the use of 25 electric vehicles, or 10% of the total fleet, to reduce emissions from employee mobility activities. Through these initiatives, the Company is committed to gradually reducing emissions intensity year after year.

Water Aspect

Water Resource Management and Efficiency

Moratelindo is committed to mitigating the impact of its operations on water scarcity and groundwater level decline. As a concrete measure, the Company relies on water supplies from the municipal water utility as its primary source. In 2025, the Company's total water consumption reached 23,464 m³, representing an increase of 61.16% compared to the previous year. This increase was primarily driven by the expansion of the calculation boundary, as well as the addition of new sites included in the reporting scope, which increased from 6 sites in 2024 to 12 sites in 2025.

The Company continues to optimize efficiency to reduce water consumption through various technical initiatives, including installing sensors on water taps to prevent excessive use and conducting regular pipe network maintenance to detect and prevent leaks early.

Water volume is accurately recorded using flow meters, with the primary use allocated for employee domestic activities. Regarding waste management, wastewater from office activities (such as toilet waste) has been integrated with the building management system. All wastewater is channeled to the Wastewater Treatment Plant (WWTP) for processing, ensuring that water discharged into the environment meets applicable safety standards.

Konsumsi Air [F.8] [303-5]

Water Intake

Uraian Description	Satuan Unit	2025	2024	2023
Penggunaan air Water intake	m ³	23.464	14.560	14.064
Jumlah karyawan Total employee	Karyawan Employee	959	927	880
Intensitas air Water intensity	m ³ /karyawan m ³ /employee	24,47	15,70	15,98

Aspek Keanekaragaman Hayati

Kegiatan operasional Moratelindo berfokus pada dua pilar utama yaitu pembangunan jaringan telekomunikasi baru serta pemeliharaan infrastruktur yang telah tersedia. Sebagai bagian dari pembangunan infrastruktur strategis untuk menunjang ekonomi masyarakat hingga pelosok, aktivitas Perseroan tetap diizinkan di kawasan konservasi. Moratelindo berkomitmen penuh untuk memastikan bahwa seluruh proses pembangunan dan pemeliharaan tersebut tidak memberikan dampak negatif terhadap keanekaragaman hayati.

Perseroan secara cermat menyeimbangkan kebutuhan konektivitas dengan perlindungan wilayah konservasi. Strategi yang diterapkan adalah memposisikan jalur jaringan di sepanjang koridor jalan dan perairan yang berada di luar zona inti kawasan konservasi. Dengan pendekatan ini, Perseroan menjamin bahwa aktivitas operasional tidak menimbulkan gangguan signifikan terhadap ekosistem setempat. [304-1] [304-2]

Pada tahun 2025, infrastruktur Moratelindo yang bersinggungan dengan beberapa kawasan konservasi yang memiliki keunikan hayati sebagai berikut: [304-3] [304-4]

- **Taman Wisata Alam (TWA) Ruteng, NTT**
Kawasan hutan hujan tropis pegunungan ini merupakan daerah tangkapan air vital dan habitat flora endemik seperti Kayu Besi (*Vulnerable*), Kayu Merah (*Near Threatened*), serta Nyamplung. Satwa yang dilindungi di sini meliputi Nuri Flores, Serindit Flores (*Near Threatened*), Babi Hutan, dan Tekukur.
- **Cagar Alam (CA) Watu Ata, NTT**
Merupakan ekosistem hutan hujan dataran tinggi yang menjadi rumah bagi vegetasi Kemiri, Johar, Mangga, Asam, Jambu Air, dan Kabesak. Kawasan ini juga menjadi habitat bagi Babi Hutan, Ayam Hutan, Rusa Timor (*Vulnerable*), Landak, serta Kera Ekor Panjang (*Vulnerable*).

Biodiversity Aspect

Moratelindo's operational activities focus on two main pillars: the development of new telecommunications networks and the maintenance of existing infrastructure. As part of strategic infrastructure development to support the economy of communities even in remote areas, the Company's activities remain permissible within conservation areas. Moratelindo is fully committed to ensuring that all development and maintenance processes do not negatively impact biodiversity.

The Company carefully balances connectivity needs with the protection of conservation areas. The strategy implemented is to position network routes along road corridors and waterways outside the core zones of conservation areas. With this approach, the Company ensures that operational activities do not cause significant disruption to the local ecosystem. [304-1] [304-2]

By 2025, Moratelindo's infrastructure intersected with several conservation areas with unique biological characteristics, as follows: [304-3][304-4]

- **Ruteng Nature Tourism Park (TWA), NTT**
This mountainous tropical rainforest area is a vital water catchment area and habitat for endemic flora such as the Ironwood (*Vulnerable*), Redwood (*Near Threatened*), and Nyamplung. Protected wildlife here includes the Flores Lory, Flores Parakeet (*Near Threatened*), Wild Boar, and Turtle Dove.
- **Watu Ata Nature Reserve (CA), NTT**
This highland rainforest ecosystem is home to candlenut, johar, mango, tamarind, water apple, and kabesak. This area is also a habitat for wild boar, jungle fowl, Timor deer (*Vulnerable*), porcupine, and long-tailed macaque (*Vulnerable*).

- **Kawasan Konservasi Laut Sawu, NTT**

Salah satu kawasan laut terbesar yang mencakup terumbu karang, padang lamun, dan mangrove. Wilayah ini adalah area jelajah dan pemijahan bagi spesies ikonik seperti Paus Sperma (*Vulnerable*), Lumba-lumba, Dugong (*Vulnerable*), Penyu Sisik (*Critically Endangered*), dan Penyu Hijau (*Endangered*).

- **Taman Wisata Alam Laut (TWAL) Teluk Kupang, NTT**

Berperan penting dalam menjaga keberlanjutan sumber daya laut (terumbu karang dan mangrove). Habitat ini dihuni oleh Dugong (*Vulnerable*), Paus Sperma (*Vulnerable*), Lumba-lumba, Penyu Sisik (*Critically Endangered*), Penyu Hijau (*Endangered*), serta satwa lain seperti Biawak Timor dan Rusa Timor (*Vulnerable*).

- **Taman Nasional Teluk Cenderawasih, Papua**

Kawasan konservasi laut yang sangat luas dan berperan sebagai tempat mencari makan bagi Hiu Paus (*Endangered*), Dugong (*Vulnerable*), Penyu Hijau (*Endangered*), serta Penyu Sisik (*Critically Endangered*). Selain vegetasi mangrove, kawasan ini juga melindungi Kima Raksasa (*Vulnerable*), Triton Terompet, Junai Emas (*Near Threatened*), dan Ketam Kelapa.

- **Taman Nasional Lorentz, Papua**

Sebagai Situs Warisan Dunia UNESCO dengan ekosistem terlengkap di Asia Tenggara (dari rawa hingga gletser), wilayah ini melindungi spesies langka seperti Kasuari (*Vulnerable to Endangered*), Cendrawasih Ekor Panjang, Babi Duri Moncong Panjang (*Critically Endangered*), hingga Kanguru Pohon (*Endangered to Critically Endangered*). Kawasan ini juga memiliki nilai budaya tinggi bagi masyarakat adat setempat.

- **Sawu Marine Conservation Area, East Nusa Tenggara**

One of the largest marine areas encompassing coral reefs, seagrass beds, and mangroves. This area is a nesting and spawning ground for iconic species such as sperm whales (*vulnerable*), dolphins, dugongs (*vulnerable*), hawksbill turtles (*critically endangered*), and green turtles (*endangered*).

- **Kupang Bay Marine Nature Tourism Park (TWAL), East Nusa Tenggara**

This facility plays a vital role in maintaining the sustainability of marine resources (coral reefs and mangroves). This habitat is inhabited by dugongs (*vulnerable*), sperm whales (*vulnerable*), dolphins, hawksbill turtles (*critically endangered*), green turtles (*endangered*), and other wildlife such as the Timor monitor lizard and Timor deer (*vulnerable*).

- **Cenderawasih Bay National Park, Papua**

This vast marine conservation area serves as a feeding ground for whale sharks (*endangered*), dugongs (*vulnerable*), green turtles (*endangered*), and hawksbill turtles (*critically endangered*). In addition to mangrove vegetation, this area also protects giant clams (*vulnerable*), trumpeting tritons, golden porcupines (*near threatened*), and coconut crabs.

- **Lorentz National Park, Papua**

As a UNESCO World Heritage Site with the most comprehensive ecosystem in Southeast Asia (from swamps to glaciers), this area protects rare species such as the cassowary (*vulnerable to endangered*), the long-tailed bird-of-paradise, the long-snouted spiny pig (*critically endangered*), and the tree kangaroo (*endangered to critically endangered*). This area also holds high cultural value for the local indigenous community.



Kegiatan transplatasi terumbu karang berkolaborasi dengan masyarakat lokal oleh anak Perusahaan, PT Palapa Timur Telematika.
Coral reef transplantation activities carried out in collaboration with local communities by the Company's subsidiary, PT Palapa Timur Telematika.

Mitigasi dan Kepatuhan Regulasi

Moratelindo memastikan mitigasi dampak negatif melalui pelaksanaan AMDAL serta UKL-UPL pada setiap proyek yang bersinggungan dengan kawasan sensitif. Langkah ini memandu kami dalam menetapkan prosedur operasional yang selaras dengan regulasi pemerintah dan prinsip kelestarian lingkungan.

Perseroan juga mengelola risiko regulasi, fisik, dan reputasi secara strategis. Setiap penggelaran kabel hanya dilakukan setelah berkoordinasi dengan otoritas terkait dan memenuhi izin lingkungan. Khusus untuk kabel bawah laut, kami menerapkan prinsip kehati-hatian dengan memastikan jalur kabel tetap berada di luar zona inti untuk mencegah gangguan pada ekosistem laut. Selain itu, pemeliharaan rutin terus dilakukan dengan koordinasi ketat bersama regulator guna menjamin kepatuhan jangka panjang terhadap hukum lingkungan hidup. **[F.9] [2-27]**

Upaya Konservasi Keanekaragaman Hayati **[F.10]**

Selain memenuhi pemenuhan regulasi dan mitigasi dampak operasional, Perseroan juga berperan aktif dalam pelestarian kawasan konservasi melalui dukungan pendanaan berkelanjutan. Kami bersinergi erat dengan Balai Besar Konservasi Sumber Daya Alam (BBKSDA) Nusa Tenggara Timur untuk menjaga keberlanjutan ekosistem di wilayah tersebut. Komitmen jangka panjang ini direncanakan berjalan selama satu dekade (2021–2031).

Di wilayah Papua, melalui anak usaha PT Palapa Timur Telematika, Perseroan juga menjalin kemitraan strategis dengan Taman Nasional Lorentz untuk periode 2019–2028. Program konservasi ini didukung dengan total anggaran sebesar Rp885.500.000.

Seluruh dana konservasi tersebut dikelola oleh BBKSDA NTT dan pengelola Taman Nasional Lorentz untuk berbagai inisiatif krusial, meliputi:

- **Perlindungan & Pemulihan**
Perencanaan, pemeliharaan, serta pengamanan kawasan, termasuk restorasi ekosistem terumbu karang dan mangrove.
- **Pengembangan & Pelestarian**
Konservasi flora dan fauna serta pengembangan potensi wisata alam.
- **Kapasitas & Infrastruktur**
Penguatan kelembagaan, peningkatan kualitas SDM, serta pembangunan fasilitas pendukung pengelolaan kawasan.
- **Pemberdayaan Masyarakat**
Penyaluran dana untuk program pengembangan masyarakat di sekitar kawasan konservasi, yang disertai dengan mekanisme pemantauan dan pelaporan yang transparan.

Regulatory Mitigation and Compliance

Moratelindo ensures the mitigation of potential negative impacts through the implementation of Environmental Impact Assessments (EIA) and UKL-UPL for every project located in or affecting sensitive areas. This step guides the Company in establishing operational procedures that align with government regulations and environmental sustainability principles.

The Company also strategically manages regulatory, physical, and reputational risks. Each cable deployment is only executed after coordination with relevant authorities and compliance with environmental permits. Specifically for submarine cables, the Company applies the precautionary principle by ensuring cable routes remain outside the core zone to prevent disruption to marine ecosystems. Furthermore, routine maintenance is carried out in close coordination with regulators to ensure long-term compliance with environmental laws. **[F.9] [2-27]**

Biodiversity Conservation Efforts **[F.10]**

In addition to complying with regulations and mitigating operational impacts, the Company also plays an active role in preserving conservation areas through sustainable funding support. We synergize closely with the East Nusa Tenggara Natural Resources Conservation Agency (BBKSDA) to maintain the sustainability of the region's ecosystem. This long-term commitment is planned to last for a decade (2021–2031).

In the Papua region, through its subsidiary, PT Palapa Timur Telematika, the Company has also established a strategic partnership with Lorentz National Park for the period 2019–2028. This conservation program is supported by a total budget of IDR885,500,000.

All conservation funds are managed by the Natural Resources Conservation Agency of East Nusa Tenggara and the Lorentz National Park management for various crucial initiatives, including:

- **Protection & Restoration**
Planning, maintenance, and security of the area, including restoration of coral reef and mangrove ecosystems.
- **Development & Conservation**
Conservation of flora and fauna and development of natural tourism potential.
- **Capacity & Infrastructure**
Institutional empowerment, improving human resource quality, and developing supporting facilities for area management.
- **Community Empowerment**
Distribution of funds for community development programs around conservation areas, accompanied by transparent monitoring and reporting mechanisms.

Aspek Limbah

Pengelolaan limbah merupakan bagian tak terpisahkan dari setiap aktivitas operasional Perseroan guna memitigasi dampak negatif terhadap lingkungan. Moratelindo secara aktif memantau volume limbah yang dihasilkan, terutama limbah Bahan Berbahaya dan Beracun (B3), serta telah menetapkan prosedur komprehensif untuk menangani potensi pencemaran yang mungkin timbul. Selama tahun 2025, tidak terdapat tumpahan limbah Perseroan yang mengganggu lingkungan. [F.15]

Pengelolaan Limbah B3

Perseroan telah mengoperasikan Tempat Penyimpanan Sementara (TPS) limbah B3 di area kantor yang telah mengantongi izin dari Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi DKI Jakarta. Berdasarkan izin tersebut, jenis limbah B3 yang dikelola meliputi:

- Minyak pelumas bekas dan filter oli bekas.
- Lampu *Tube Luminescent* (TL) bekas.
- *Uninterruptible Power Supply* (UPS).
- Kemasan bekas B3 serta kain majun bekas (*used rags*) dan sejenisnya.

Limbah B3 yang dihasilkan di lokasi proyek juga ditampung sementara dengan prinsip kehati-hatian, sebelum seluruhnya diangkut dan dikelola oleh pihak ketiga yang memiliki lisensi resmi.

Sinergi dengan Mitra dan Strategi Preventif

Perseroan memberikan perhatian khusus pada pengelolaan limbah oleh vendor. Sebagai contoh, oli bekas dari hasil perbaikan genset diwajibkan untuk langsung dikumpulkan dan diangkut oleh vendor segera setelah pekerjaan selesai guna mencegah penumpukan di lokasi. Sinergi ini memastikan tanggung jawab pengelolaan limbah juga melibatkan mitra kerja secara konsisten. Selain itu, kami melakukan langkah preventif dengan menjadi pelanggan PLN Premium untuk menjamin kestabilan listrik, sehingga ketergantungan pada genset yang menjadi sumber utama limbah B3 dapat dikurangi. [306-1] [3-3]

Manajemen Limbah Domestik

Untuk limbah non-B3 yang mayoritas berasal dari aktivitas perkantoran karyawan, Perusahaan mendorong budaya pengurangan plastik sekali pakai dengan mewajibkan penggunaan wadah minum *reusable* (tumbler). Di area perkantoran, kami memaksimalkan digitalisasi serta penggunaan kembali kertas bekas untuk menekan volume sampah kertas. Seluruh limbah anorganik dan organik yang terkumpul kemudian diangkut oleh Dinas Lingkungan Hidup setempat.

Waste Aspect

Waste management is an integral part of all of the Company's operational activities to mitigate negative impacts on the environment. Moratelindo actively monitors the volume of waste generated, particularly hazardous waste, and has established comprehensive procedures to address potential pollution. Throughout 2025, there were no Company waste spills that caused environmental disturbance. [F.15]

Hazardous Waste Management

The Company operates a Temporary Storage Facility for hazardous waste within its office premises, which has obtained a permit from the Jakarta Provincial Investment and One-Stop Integrated Services Agency. Based on this permit, the types of B3 waste managed include:

- Used lubricating oil and used oil filters.
- Used Fluminescent Tube (TL) lamps.
- Uninterruptible Power Supplies (UPS).
- Used hazardous waste packaging, contaminated rags, and similar materials.

Hazardous and toxic waste generated at the project site is also temporarily stored with precautionary measures, before being transported and managed by an officially licensed third party.

Synergy with Partners and Preventive Strategies

The Company pays special attention to waste management by vendors. For example, used oil from generator repairs is required to be collected and transported by vendors immediately after completion to prevent accumulation on-site. This synergy ensures that waste management responsibilities also consistently involve partners. Furthermore, we take preventative measures by becoming a premium customer of Indonesia's state-owned electricity utility to ensure stable electricity, thereby reducing dependence on generators, the primary source of hazardous and toxic waste. [306-1] [3-3]

Domestic Waste Management

For non-hazardous waste, which predominantly originates from employees' domestic activities, the Company encourages a culture of reducing single-use plastic by requiring the use of reusable drinking containers (tumblers). In office areas, we maximize digitalization and reuse of used paper to reduce the volume of paper waste. All collected inorganic and organic waste is then transported by the local Environmental Agency.

Sebagai bagian dari strategi keberlanjutan, kami terus berupaya mengurangi volume limbah melalui transisi ke energi terbarukan dan penggunaan bahan baku yang lebih ramah lingkungan. Adapun data pengelolaan limbah yang tersaji dalam laporan keberlanjutan hingga tahun 2025 ini masih terbatas pada cakupan kantor pusat di Jakarta. [306-2] [306-3] [306-4] [306-5]

As part of our sustainability strategy, we continue to strive to reduce waste volume through a transition to renewable energy and the use of more environmentally friendly raw materials. The waste management data presented in this sustainability report through 2025 is limited to our headquarters in Jakarta. [306-2] [306-3] [306-4] [306-5]

Pengelolaan Limbah [F.13] Waste Management

Uraian Description	Pengelola Handler	Satuan Unit	2025	2024	2023
Limbah B3 B3 waste	Pihak ketiga berizin Licensed third party	Ton	0,2	0,17	0,68
Limbah non B3* Non B3 waste	Dinas Lingkungan Hidup DKI Jakarta Jakarta Environmental Service	Ton	670,19	488,86	687,34

Aspek Pengaduan Terkait Lingkungan Hidup

Moratelindo senantiasa mengedepankan transparansi dan akuntabilitas dalam setiap aktivitas operasionalnya. Sebagai bagian dari tata kelola lingkungan yang bertanggung jawab, Perseroan menyediakan saluran komunikasi bagi pemangku kepentingan untuk menyampaikan aspirasi maupun pengaduan terkait dampak lingkungan. Masyarakat dapat menyampaikan pengaduan melalui *Field Operation* yang bertugas di tiap regional, atau melalui: [2-26]

Email: info@morarepublic.co.id & corsec@morarepublic.co.id
Telepon: +62-21 3199 8600
Media Sosial: @morarepublic (Instagram)
Website: morarepublic.co.id

Sepanjang tahun 2025, Perseroan tidak menerima adanya pengaduan dari masyarakat maupun pihak terkait mengenai isu lingkungan hidup. Nihilnya pengaduan ini tercatat di seluruh lingkup operasional, mulai dari kantor pusat, kantor cabang, kantor perwakilan, hingga lokasi proyek yang dijalankan oleh Perseroan maupun entitas anak. Hal ini mencerminkan efektivitas langkah mitigasi dan kepatuhan lingkungan yang kami terapkan secara konsisten di lapangan. [F.16]

Environmental Grievance Mechanism

Moratelindo upholds transparency and accountability across all of its operational activities. As part of its responsible environmental governance, the Company provides communication channels for stakeholders to submit feedback and grievances related to environmental impacts. Stakeholders may submit complaints through Field Operations personnel assigned in each region, or via the following channels: [2-26]

Email: info@morarepublic.co.id | corsec@morarepublic.co.id
Telephone: +62-21 3199 8600
Social Media: @morarepublic (Instagram)
Website: morarepublic.co.id

Throughout 2025, the Company received no complaints from the public or related parties regarding environmental issues. This zero-complaint rate was recorded across all operational areas, from the head office, branch offices, representative offices, to project locations undertaken by the Company and its subsidiaries. This reflects the effectiveness of our consistent implementation of environmental mitigation and compliance measures in the field. [F.16]

Memberdayakan Talenta

Talent Empowerment

07

Komitmen terhadap manusia tercermin dalam nol insiden keselamatan kerja, nol pelanggaran HAM, serta pemenuhan 100% standar kesejahteraan sebagai fondasi dalam membangun talenta yang aman, inklusif, dan bertumbuh.

Our commitment to people is reflected in zero safety incidents, zero human rights violations, and 100% compliance with welfare standards, forming the foundation for a safe, inclusive, and growing workforce.



Komitmen Perusahaan terhadap Hak Asasi Manusia

Respect for Human Rights [2-21, 2-23, 2-26]



Moratelindo memandang manusia sebagai pilar utama keberlanjutan bisnis. Atas dasar keyakinan ini, penghormatan terhadap Hak Asasi Manusia (HAM) menjadi nilai fundamental yang melandasi seluruh kebijakan sumber daya manusia di lingkungan kerja Perseroan, mencakup mitra kerja, rantai pasok, hingga masyarakat yang terdampak oleh aktivitas bisnis. Komitmen ini diwujudkan melalui Kebijakan Hak Asasi Manusia yang diresmikan pada 8 April 2022. Kebijakan tersebut menegaskan tanggung jawab Perseroan untuk memperhatikan dampak kegiatan operasional terhadap HAM dan berupaya meminimalkan risiko dampak negatif yang mungkin timbul, baik bagi karyawan internal maupun bagi mitra kerja, rantai pasok, dan komunitas sekitar.

Sebagai bagian dari implementasi komitmen ini, Perseroan menyediakan saluran pengaduan bagi pekerja untuk menyampaikan keluhan dan mencari penyelesaian atas permasalahan yang berkaitan dengan diskriminasi, pelecehan seksual, maupun pelanggaran HAM lainnya di lingkungan kerja. Sepanjang tahun 2025, Perseroan tidak menerima laporan atau pengaduan terkait diskriminasi, pelecehan seksual, maupun insiden pelanggaran HAM. Dengan demikian, tidak terdapat pelanggaran hak asasi manusia yang tercatat selama periode pelaporan. [3-3] [406-1]

Moratelindo recognizes people as the primary pillar of business sustainability. Based on this belief, respect for Human Rights is a fundamental value underpinning all human resources policies across the Company's operations, encompassing employees, business partners, the supply chain, and communities affected by its business activities. This commitment is formalized through the Human Rights Policy enacted on April 8, 2022. The policy affirms the Company's responsibility to consider the human rights impacts of its operations and to minimize potential adverse impacts on internal employees, business partners, supply chain actors, and surrounding communities.

As part of the implementation of this commitment, the Company provides grievance channels for employees to report concerns and seek resolution regarding issues related to discrimination, sexual harassment, and other human rights violations in the workplace. Throughout 2025, the Company did not receive any reports or complaints related to discrimination, sexual harassment, or human rights violations. Therefore, no human rights violations were recorded during the reporting period. [3-3] [406-1]

Kesetaraan Kesempatan Bekerja [203-2] [3-3] [401-1] [405-2] Equal Employment Opportunity

Moratelindo meyakini bahwa hubungan industrial yang sehat dan harmonis adalah fondasi utama bagi keberlanjutan bisnis jangka panjang. Sebagai bentuk nyata dari komitmen ini, Perseroan menjamin pemenuhan hak-hak karyawan secara utuh, selaras dengan Undang-Undang Cipta Kerja serta seluruh regulasi ketenagakerjaan yang berlaku di Indonesia.

Implementasi nilai-nilai keadilan dimulai sejak tahap awal rekrutmen. Perseroan menerapkan standar yang ketat terhadap prinsip kesetaraan, kewajaran, dan transparansi. Seluruh proses seleksi didasarkan sepenuhnya pada kapasitas serta kapabilitas calon pegawai yang relevan dengan kebutuhan strategis Perseroan, guna memastikan lingkungan kerja yang bebas dari bias dan diskriminasi. Selain itu, Perseroan memprioritaskan tenaga kerja lokal yang memenuhi kualifikasi sebagai upaya nyata dalam mendukung pengembangan potensi sumber daya manusia di wilayah operasional.

Prinsip anti-diskriminasi ini terus dibawa dalam manajemen SDM secara berkelanjutan. Moratelindo memastikan bahwa sistem penilaian kinerja, struktur remunerasi, program pengembangan kompetensi, hingga akselerasi jenjang karier dilaksanakan secara objektif. Perseroan menjunjung tinggi kesetaraan bagi setiap individu tanpa memandang perbedaan suku, agama, ras, jenis kelamin, maupun latar belakang keberagaman lainnya, sehingga setiap insan Moratelindo memiliki kesempatan yang sama untuk bertumbuh.

Moratelindo believes that healthy and harmonious industrial relations are the main foundation for long-term business sustainability. As a concrete manifestation of this commitment, the Company guarantees the full fulfillment of employee rights, in accordance with the Omnibus Law and all applicable Indonesian labor regulations.

The implementation of fairness values begins at the initial recruitment stage. The Company applies strict standards based on the principles of equality, fairness, and transparency. The entire selection process is based entirely on the potential and capabilities of prospective employees, relevant to the Company's strategic needs, to ensure a work environment free from bias and discrimination. Furthermore, the Company prioritizes qualified local workers as a concrete effort to support the development of human resource potential in its operational areas.

This anti-discrimination principle is consistently implemented in its human resource management. Moratelindo ensures that its performance appraisal system, remuneration structure, competency development programs, and career advancement are implemented objectively. The Company upholds equality for every individual, regardless of ethnicity, religion, race, gender, or other diverse backgrounds, ensuring that every Moratelindo employee has equal opportunities for growth.

Data Karyawan Baru New Employee Data

Keterangan Description	Satuan Unit	2025	2024	2023
Jumlah Rekrutmen Karyawan Number of Employee Recruitment	Orang People	189	124	0
Tingkat Rekrutmen Karyawan Employee Recruitment Rate	%	19,7	13,37	0

Komposisi Karyawan Berdasarkan Jenis Kelamin [C.3] [2-27] Employee Composition by Gender

Jenis Kelamin Gender	2025	2024	2023
Laki-Laki Male	707	687	656
Perempuan Female	252	240	224
Jumlah Total	959	927	880

Komposisi Karyawan Berdasarkan Level Jabatan dan Jenis Kelamin [C.3] [405-1]

Employee Composition by Job Level and Gender

Level Jabatan Position Level	Laki-Laki Male		Perempuan Female	
	Jumlah pegawai Number of Employees	Persentase pegawai (%) Percentage (%)	Jumlah pegawai Number of Employees	Persentase pegawai (%) Percentage (%)
Entry-level	244	62%	149	38%
Mid-level	380	81%	87	19%
Senior-level	81	84%	16	16%
Executive-level	4	100%	-	-
Total Pegawai Total Employees	707	74%	252	26%

Komposisi Karyawan Berdasarkan Level Jabatan, Jenis Kelamin, dan Kelompok Umur [C.3]

Employee Composition by Job Level, Gender, and Age Group

Rentang Usia Age group	Entry-Level		Mid-Level		Senior-level		Executive-level	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Di atas 55 tahun Over 55 years old	1	-	-	-	2	1	-	-
> 51-55 tahun years old	7	-	10	1	10	4	-	-
> 46-50 tahun years old	10	2	45	7	21	3	2	-
> 41-45 tahun years old	38	6	79	15	28	7	-	-
> 36-40 tahun years old	42	17	103	16	16	-	-	-
> 31-35 tahun years old	64	38	104	31	3	1	-	-
> 26-30 tahun years old	52	53	34	16	1	-	-	-
> 20-25 tahun years old	30	33	5	1	-	-	-	-

Komposisi Karyawan Berdasarkan Jenjang Pendidikan [C.3]

Employee Composition by Education Level

Jenjang Pendidikan Education Level	2025		2024		2023	
	Orang People		Orang People		Orang People	
	Laki - laki Male	Perempuan Female	Laki - laki Male	Perempuan Female	Laki - laki Male	Perempuan Female
S3 Post-Graduate Degree	-	-	-	-	-	-
S2 Graduate Degree	32	11	34	13	23	12
S1 Undergraduate	413	174	407	167	379	143
Diploma	145	46	131	43	131	50
Lain-lain Others	117	21	115	17	123	19
Jumlah Total	707	252	687	240	656	224

Jumlah Karyawan Berdasarkan Status Kepegawaian [C.3] [2-8]
Employee Composition by Employment Status

Status	2025		2024		2023	
	Orang People		Orang People		Orang People	
	Laki - laki Male	Perempuan Female	Laki - laki Male	Perempuan Female	Laki - laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	423	136	447	140	436	119
Karyawan Kontrak Contract Employees	284	116	240	100	220	85
Jumlah Total	707	252	687	240	656	224

Jumlah Pergantian Karyawan dan Tingkat Pergantian Karyawan [401-1]
Number of Employee Turnover and Employee Turnover Rate

Keterangan Description	Satuan Unit	2025	2024	2023
Jumlah Rekrutmen Karyawan Number of Employee Recruitment	Orang People	189	124	131
Jumlah Perputaran Karyawan Number of Employee Turnover	Orang People	147	106	133
Penyebab Perputaran Karyawan Employee Turn-over Reasoning				
Mengundurkan Diri Resign	Orang People	136	103	118
Meninggal Dunia Deceased	Orang People	3	2	2
Pensiun Retiring	Orang People	5	1	9
Pemutusan Hubungan Kerja (PHK) Termination of Employment	Orang People	3	-	4
Uraian Description	Satuan Unit	2025	2024	2023
Tingkat Perputaran Karyawan Employee Turnover Rate	%	0,16	0,12	0,15
Jumlah Karyawan Total Employee	Orang People	959	927	880
Perputaran Karyawan berdasarkan Jenis Kelamin Employee Turn-over based on Gender				
• Laki-laki • Male	%	66,7	-	74,5
• Perempuan • Female	%	33,3	100	25,5



Sesuai kode etik Moratelindo, lingkungan kerja yang adil, saling menghormati, dan inklusif merupakan fondasi kinerja berkelanjutan di mana setiap individu dihargai, dan integritas menjadi dasar dalam berinteraksi dengan sesama maupun para pemangku kepentingan.
In line with Moratelindo's Code of Ethics, a fair, respectful, and inclusive workplace forms the foundation of sustainable performance, where every individual is valued, and integrity guides interactions with colleagues.



Tenaga Kerja Anak dan Tenaga Kerja Paksa [F.19] [3-3] [408-1] [409-1]

Melalui Piagam Kebijakan Hak Asasi Manusia (8 April 2022), Moratelindo berkomitmen untuk memastikan tidak ada praktik pekerja anak maupun kerja paksa dalam seluruh kegiatan operasionalnya. Komitmen ini diwujudkan melalui kebijakan rekrutmen yang menetapkan usia minimum 18 tahun sebagai syarat mutlak bagi setiap calon karyawan, sesuai dengan ketentuan peraturan ketenagakerjaan yang berlaku di Indonesia.

Untuk mencegah terjadinya praktik kerja paksa, Perseroan mengatur jam kerja karyawan secara resmi dari Senin hingga Jumat dengan durasi 8 jam per hari. Setiap penugasan di luar jam kerja normal diperlakukan sebagai kerja lembur yang bersifat sukarela, dengan batas maksimum 40 jam per bulan dan kompensasi yang ditetapkan sesuai ketentuan hukum yang berlaku.

Perseroan secara aktif memantau kepatuhan terhadap kebijakan ini di seluruh lingkup operasionalnya. Sepanjang tahun 2025, tidak ditemukan insiden atau indikasi pelanggaran terkait pekerja anak maupun kerja paksa, baik dalam operasional internal maupun di sepanjang rantai pasok Perseroan.

Lingkungan Bekerja yang Layak Aman [F.20] [3-3]

Perseroan memberikan kompensasi kepada setiap karyawan secara adil, disesuaikan dengan kontribusi dan tingkat jabatannya. Kompensasi tersebut mencakup gaji pokok, tunjangan kesejahteraan, fasilitas, dan jaminan pensiun. Upah minimum bagi karyawan ditetapkan sesuai dengan upah minimum regional (UMR) yang diberlakukan oleh pemerintah. Hingga akhir tahun 2025, Perseroan telah memastikan bahwa imbal jasa bagi karyawan dengan tingkat jabatan terendah telah memenuhi standar upah minimum di masing-masing kabupaten/kota di seluruh wilayah operasional.

Tunjangan wajib yang diberikan kepada karyawan mencakup Tunjangan Hari Raya Keagamaan (THR) dan tunjangan perawatan kesehatan. Selain itu, Perseroan menerapkan kebijakan internal terkait uang duka, hadiah pernikahan, bonus tahunan, serta insentif bagi karyawan dengan kinerja yang baik.

Child Labor and Forced Labor [F.19] [3-3] [408-1] [409-1]

Through its Human Rights Policy Charter (April 8, 2022), Moratelindo is committed to ensuring the absence of child labor and forced labor practices across all its operations. This commitment is implemented through recruitment policies that establish a minimum age requirement of 18 years for all prospective employees, in compliance with applicable labor regulations in Indonesia.

To prevent forced labor practices, the Company regulates official working hours from Monday to Friday, with a standard duration of 8 hours per day. Any assignment beyond normal working hours is treated as voluntary overtime, with a maximum limit of 40 hours per month and compensation provided in accordance with prevailing legal requirements.

The Company actively monitors compliance with these policies across its entire operational scope. Throughout 2025, there were no identified incidents or indications of violations related to child labor or forced labor, either within internal operations or throughout the Company's supply chain.

A Decent and Safe Working Environment [F.20] [3-3]

The Company provides fair compensation to all employees, adjusted to their contributions and position level. This compensation includes basic salary, welfare benefits, facilities, and pension benefits. The minimum wage for employees is determined in accordance with the regional minimum wage set by the government. By the end of 2025, the Company ensured that compensation for employees at the lowest level meets the minimum wage standards in each district/city across all operational areas.

Mandatory benefits provided to employees include Religious Holiday Allowances and healthcare benefits. In addition, the Company has implemented internal policies regarding condolence payments, wedding gifts, annual bonuses, and incentives for employees with good performance.

Seluruh karyawan juga telah terdaftar dalam program Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan dan BPJS Kesehatan. BPJS Ketenagakerjaan mencakup jaminan kecelakaan kerja, jaminan kematian, jaminan hari tua, dan jaminan pensiun, dengan usia pensiun mengikuti peraturan yang berlaku. Selain itu, Perseroan memberikan cuti melahirkan selama 90 hari bagi karyawan perempuan. [201-3] [401-2] [401-3]

All employees are also registered with the Social Security and Insurance for Employment and National Health Insurance programs. Social Security and Insurance for Employment covers work accident insurance, death insurance, old-age security, and pension insurance, with retirement ages following applicable regulations. Furthermore, the Company provides 90 days of maternity leave for female employees. [201-3] [401-2] [401-3]



Rasio Perbandingan Upah Karyawan dengan Upah Minimum Regional [F.20][202-1] [405-2]
Ratio of Employee Wages to Regional Minimum Wage

No	Kota/Kabupaten Lokasi Bekerja City/District of Work Location	Provinsi Province	Upah Karyawan dengan Jabatan Terendah 2025 Lowest-Employee Wages in 2025		Rasio Pemenuhan terhadap UMR Fulfillment Ratio to Minimum Wage
			Laki-laki Male	Perempuan Female	
1	Jakarta Pusat	DKI Jakarta	5.067.381	5.067.381	100%
2	Bekasi	Jawa Barat West Java	5.067.381	5.067.381	100%
3	Cikarang	Jawa Barat West Java	5.447.939	5.447.939	100%
4	Depok	Jawa Barat West Java	5.067.381	5.067.381	100%
5	Karawang	Jawa Barat West Java	5.067.381	5.067.381	100%
6	Aceh	Aceh	3.460.672	3.460.672	100%
7	Bali	Bali	3.096.823	3.096.823	100%
8	Bangka, Belitung, Pangkal Pinang	Bangka Belitung	3.640.000	3.640.000	100%
9	Banten	Banten	5.067.381	5.067.381	100%
10	Serang	Banten	4.148.602	4.148.602	100%
11	Tangerang	Banten	5.067.381	5.067.381	100%
12	Bengkulu	Bengkulu	2.751.802	2.751.802	100%
13	Gorontalo	Gorontalo	3.025.100	3.025.100	100%
14	Jambi	Jambi	3.230.207	3.230.207	100%
15	Bandung	Jawa Barat West Java	4.209.309	4.209.309	100%
16	Bogor	Jawa Barat West Java	4.813.988	4.813.988	100%
17	Cianjur	Jawa Barat West Java	3.925.860	3.925.860	100%
18	Cirebon	Jawa Barat West Java	2.533.038	2.533.038	100%
19	Tasikmalaya	Jawa Barat West Java	4.076.263	4.076.263	100%
20	Pati	Jawa Tengah Central Java	2.812.160	2.812.160	100%
21	Pekalongan	Jawa Tengah Central Java	2.036.947	2.036.947	100%
22	Purwokerto	Jawa Tengah Central Java	2.704.000	2.704.000	100%
23	Semarang	Jawa Tengah Central Java	3.060.348	3.060.348	100%
24	Solo	Jawa Tengah Central Java	2.704.000	2.704.000	100%
25	Tegal	Jawa Tengah Central Java	3.037.140	3.037.140	100%
26	Jember	Jawa Timur East Java	2.880.994	2.880.994	100%
27	Lamongan	Jawa Timur East Java	2.828.323	2.828.323	100%
28	Malang	Jawa Timur East Java	4.089.680	4.089.680	100%
29	Surabaya	Jawa Timur East Java	4.725.479	4.725.479	100%

No	Kota/Kabupaten Lokasi Bekerja City/District of Work Location	Provinsi Province	Upah Karyawan dengan Jabatan Terendah 2025 Lowest-Employee Wages in 2025		Rasio Pemenuhan terhadap UMR Fulfillment Ratio to Minimum Wage
			Laki-laki Male	Perempuan Female	
30	Pontianak	Kalimantan Barat West Kalimantan	2.750.644	2.750.644	100%
31	Singkawang	Kalimantan Barat West Kalimantan	3.500.000	3.500.000	100%
32	Banjarmasin	Kalimantan Selatan South Kalimantan	3.552.930	3.552.930	100%
33	Batu Licin	Kalimantan Selatan South Kalimantan	3.548.760	3.548.760	100%
34	Palangkaraya	Kalimantan Selatan South Kalimantan	3.310.004	3.310.004	100%
35	Balikpapan	Kalimantan Timur East Kalimantan	3.360.858	3.360.858	100%
36	Anambas	Kepulauan Riau Riau Islands	4.878.319	4.878.319	100%
37	Batam	Kepulauan Riau Riau Islands	4.680.460	4.680.460	100%
38	Karimun	Kepulauan Riau Riau Islands	4.833.049	4.833.049	100%
39	Kepulauan Riau	Kepulauan Riau Riau Islands	4.442.940	4.442.940	100%
40	Natuna	Kepulauan Riau Riau Islands	3.406.575	3.406.575	100%
41	Tarempa	Kepulauan Riau Riau Islands	3.835.605	3.835.605	100%
42	Lampung	Lampung	2.716.497	2.716.497	100%
43	Maluku, Tiakur, Wetar, Ambon	Maluku	4.660.000	4.660.000	100%
44	Sape	Nusa Tenggara Barat West Nusa Tenggara	3.562.110	3.562.110	100%
45	Alor, Bajawa, Ende, Kupang, Labuan Bajo, Ruteng	Nusa Tenggara Timur East Nusa Tenggara	4.630.500	4.630.500	100%
46	Agats, Arso, Biak, Burmese, Dekai, Enarotali, Ilaga, Jayapura, Kepi, Mappi, Kigamani, Kota Mulia, Merauke, Muting, Nabire, Oksibil, Papua, Sarmi, Sugapa, Tanah Merah, Tigi, Timika, Wamena, Waroppo	Papua	4.024.270	4.024.270	100%
47	Aifat, Bintuni, Fef, Manokwari, Papua Barat, Ransiki, Sorong, Teminabuan	Papua Barat West Papua	4.024.270	4.024.270	100%
48	Dumai	Riau	4.177.275	4.177.275	100%
49	Pekanbaru	Riau	3.451.584	3.451.584	100%
50	Makassar	Sulawesi Selatan South Sulawesi	3.643.321	3.643.321	100%
51	Palembang	Sumatera Selatan South Sumatra	3.672.379	3.672.379	100%
52	Medan	Sumatera Utara North Sumatra	3.624.117	3.624.117	100%
53	Tebing Tinggi	Sumatera Utara North Sumatra	3.892.934	3.892.934	100%
54	Yogyakarta	Yogyakarta	2.492.997	2.492.997	100%

Setiap karyawan memiliki hak yang setara untuk memperoleh peningkatan remunerasi melalui kesempatan promosi yang diberikan secara bertahap oleh Perseroan. Dalam satu tahun, Perseroan melakukan dua kali proses peninjauan (*assessment*), yang hasilnya menjadi faktor utama dalam menentukan pengembangan diri karyawan, jenjang karir, serta penerimaan remunerasi dan promosi. Proses ini juga mempertimbangkan kesiapan karyawan untuk mengisi posisi baru dan menjalani masa percobaan di posisi tersebut.

Sepanjang tahun 2025, Perseroan tidak menerima keluhan terkait isu ketenagakerjaan. Seterusnya, Perseroan berkomitmen untuk terus menjaga kepatuhan terhadap regulasi ketenagakerjaan dan meningkatkan retensi karyawan melalui berbagai strategi, antara lain:

1. Meningkatkan pemahaman mengenai peraturan ketenagakerjaan di seluruh tingkatan manajemen dan karyawan.
2. Melakukan evaluasi kebijakan internal perusahaan guna memastikan keselarasan dengan regulasi yang berlaku.
3. Menjamin seluruh karyawan telah terdaftar dalam program BPJS Ketenagakerjaan dan Kesehatan.
4. Menegakkan prinsip non-diskriminasi, baik dalam proses manajemen sumber daya manusia, dimulai dari rekrutmen, remunerasi, dan promosi.
5. Membayar gaji karyawan secara tepat waktu sesuai ketentuan yang berlaku.
6. Menjaga prinsip keberagaman dan kesetaraan, sehingga tercipta lingkungan kerja yang inklusif dan harmonis.

Melalui strategi ini, Perseroan berupaya untuk memastikan kesejahteraan karyawan dan kepatuhan terhadap regulasi ketenagakerjaan secara berkelanjutan. [2-26, 2-27]

Every employee is given the chance to receive increased remuneration through promotion opportunities provided gradually by the Company. The Company conducts two assessments annually, the results of which are a primary factor in determining employee development, career paths, and remuneration and promotion. This process also considers employee readiness to fill new positions and undergo probationary periods in those positions.

Throughout 2025, the Company received no complaints related to employment issues. Furthermore, the Company is committed to maintaining compliance with employment regulations and improving employee retention through various strategies, including:

1. Increasing understanding of employment regulations at all levels of management and employees.
2. Evaluating internal company policies to ensure alignment with applicable regulations.
3. Ensuring that all employees are registered with the National Health Insurance and Social Security and Insurance for Employment programs.
4. Upholding the principle of non-discrimination throughout human resource management processes, from recruitment, remuneration, and promotions.
5. Pay employee salaries on time in accordance with applicable regulations.
6. Maintaining the principles of diversity and equality, thus creating an inclusive and harmonious work environment.

Through this strategy, the Company strives to ensure employee well-being and ongoing compliance with labor regulations. [2-26, 2-27]



Bagi Moratelindo, kesempatan yang setara, penilaian yang transparan, dan kepatuhan ketenagakerjaan yang kuat menjadi fondasi lingkungan kerja di mana karier berkembang secara berkelanjutan dan kepercayaan karyawan senantiasa terjaga.

For Moratelindo, equal opportunity, transparent assessment, and strong labor compliance form the foundation of a workplace where careers grow sustainably and employee trust is consistently upheld.



Kesehatan dan Keselamatan Kerja

Dalam mendukung lingkungan kerja yang layak, Perusahaan menyediakan layanan kesehatan kerja bagi karyawan serta pekerja non-karyawan yang bekerja di bawah kendali operasional Perusahaan, yang bertujuan untuk mendukung identifikasi bahaya serta meminimalkan risiko kesehatan di tempat kerja. [F.21]

Layanan kesehatan kerja yang tersedia meliputi:

1. Kepesertaan dalam program jaminan kesehatan nasional (BPJS Kesehatan) dan asuransi kesehatan swasta;
2. Pelaksanaan *Medical Check-Up* (MCU) secara berkala (tahunan) untuk memantau kondisi kesehatan pekerja dan mendeteksi potensi risiko kesehatan sejak dini;
3. Penyediaan pemeriksaan kesehatan dasar di lingkungan kerja, seperti pengecekan tekanan darah.

Perseroan mengutamakan lingkungan kerja yang layak dan aman dengan menerapkan prinsip Keselamatan dan Kesehatan Kerja (K3) di seluruh kegiatan operasional mencakup pekerja tetap, tidak tetap, dan kontrak. Komitmen ini diwujudkan melalui penerapan standar internasional Sistem Manajemen K3, yakni ISO 45001:2018 Kesehatan dan Keselamatan Kerja, sebagai bagian dari upaya memastikan keselamatan dan kesejahteraan karyawan dalam menjalankan tugasnya. Selain itu, kebijakan manajemen K3 juga terintegrasi ke dalam Kebijakan Manajemen Terintegrasi Perusahaan sebagai satu sistem terpadu untuk efisiensi operasional, bersama dengan aspek mutu dan lingkungan. [403-1] [S-11]

Occupational Health and Safety

To support a decent and safe working environment, the Company provides occupational health services for employees as well as non-employee workers operating under the Company's operational control. These services aim to support hazard identification and minimize health risks in the workplace. [F.21]

The occupational health services include:

1. Enrollment in the national health insurance program and private health insurance schemes;
2. Periodic medical check-ups (annual MCU) to monitor employees' health conditions and enable early detection of potential health risks;
3. Provision of basic health services in the workplace, such as blood pressure monitoring.

The Company prioritizes a safe and conducive working environment by implementing Health, Safety, and Environment (HSE) principles across all operational activities, covering permanent, non-permanent, and contract workers. This commitment is demonstrated through the implementation of an international HSE management system standard, namely ISO 45001:2018 for Occupational Health and Safety, as part of the Company's efforts to ensure employee safety and well-being in performing their duties. In addition, the HSE management policy is integrated into the Company's Integrated Management System Policy as a unified framework to enhance operational efficiency alongside quality and environmental aspects. [403-1] [S-11]

ISO 45001:2008 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Menjamin bahwa MORATELINDO melindungi K3 karyawan dengan menyediakan kondisi kerja yang aman dan sehat untuk mencegah cedera dan penyakit terkait pekerjaan.

Ensures that MORATELINDO protects employee OHS by providing safe and healthy working conditions to prevent work-related injuries and illnesses.

Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) di Perseroan telah dijalankan sesuai dengan Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen K3. Sebagai bukti kepatuhan dan komitmen terhadap standar keselamatan kerja, Perseroan secara konsisten memenuhi sertifikasi SMK3 dari Kementerian Ketenagakerjaan Republik Indonesia sejak 13 Mei 2022.

The Company's implementation of the Occupational Health, Safety and Environment Management System (HSEMS) is carried out in accordance with Government Regulation No. 50 of 2012 concerning the Implementation of the HSEMS Management System. As evidence of its compliance and commitment to occupational safety standards, the Company has consistently met the HSEMS certification from the Ministry of Manpower of the Republic of Indonesia since May 13, 2022.

Pada 6 Oktober 2025, Perusahaan melakukan resertifikasi dan mendapatkan pencapaian sebesar 91,57% pada dalam kategori tingkat lanjutan, berdasarkan penilaian terhadap 166 kriteria. Sertifikat ini berlaku selama tiga tahun, menunjukkan bahwa Perseroan telah memenuhi standar keselamatan dan kesehatan kerja yang tinggi dalam operasionalnya. [2-27]

Departemen Health, Safety, and Environment (HSE) bekerja sama dengan setiap fungsi di Perseroan dalam identifikasi bahaya serta penilaian dan pengendalian risiko terkait dampak operasional terhadap Keselamatan dan Kesehatan Kerja serta Lingkungan (K3L).

Setiap fungsi menggunakan Formulir Identifikasi Bahaya, Penilaian, dan Pengendalian Risiko K3L, dengan bobot dan kriteria skala prioritas yang disesuaikan dengan tingkat potensi bahaya yang teridentifikasi. Setelah implementasi bahaya, dilakukan penilaian dari pengendalian risiko guna memastikan bahwa tingkat risiko telah dikurangi. Tinjauan ulang atas hasil identifikasi bahaya dilakukan setidaknya satu kali dalam setahun atau sesuai kebutuhan.

Lebih lanjut, prosedur tersebut juga didukung oleh kebijakan pengelolaan limbah serta pemantauan dan pengukuran K3L yang dilakukan secara berkala. Pemantauan mencakup aspek bahaya fisik, kimia, biologis, ergonomis, dan psikososial terhadap K3 serta kualitas udara ambien, emisi genset, dan kualitas air limbah. Pemantauan K3L ini dilaksanakan setiap 6 (enam) bulan sekali untuk memastikan kepatuhan terhadap regulasi K3L yang berlaku.

Kebijakan dan Prosedur K3 [2-7] [403-3] [403-4] [403-5] [403-6] [403-8]

Perseroan telah mengimplementasikan berbagai inisiatif untuk meningkatkan keselamatan dan kesehatan kerja, antara lain:

1. Membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang telah disahkan oleh Kementerian Ketenagakerjaan Republik Indonesia melalui SK No. 2669/P2K3/V/2022. P2K3 bertanggung jawab untuk merencanakan, mengawasi, dan mengevaluasi program K3 di perusahaan guna memastikan kepatuhan terhadap regulasi serta meningkatkan keselamatan dan kesehatan kerja karyawan. Pertemuan rutin dilaksanakan setiap 4 (empat) bulan sekali untuk membahas implementasi kebijakan K3, meninjau laporan insiden, serta merancang langkah-langkah pencegahan risiko

On October 6, 2025, the Company conducted a re-certification and secured a 91.57% achievement in the advanced category, based on an assessment of 166 criteria. This certificate is valid for three years, demonstrating the Company's ability in meeting high occupational safety and health standards in its operations. [2-27]

The Health, Safety, and Environment (HSE) Department collaborates with each function within the Company to identify hazards, assess and control risks related to operational impacts on Occupational Health, Safety and Environment Management System (HSEMS).

Each function uses the HSEMS Hazard Identification, Assessment, and Risk Control Form, with weighting and priority scale criteria adjusted to the level of potential hazards identified. After identifying hazards, risk control assessments are carried out to ensure risks are reduced. The findings are reviewed at least once a year or when necessary.

Furthermore, this procedure is supported by a waste management policy and regular HSE monitoring and measurement. Monitoring includes aspects of physical, chemical, biological, ergonomic, and psychosocial hazards to HSE, as well as ambient air quality, generator emissions, and wastewater quality. The HSE monitoring is conducted every semester to ensure compliance with applicable HSE regulations.

Occupational Health and Safety Policies and Procedures [2-7] [403-3] [403-4] [403-5] [403-6] [403-8]

The Company enacted various initiatives to improve occupational safety and health, including:

1. Establishing an Occupational Safety and Health Supervisory Committee, approved by the Ministry of Manpower of the Republic of Indonesia through Decree No. 2669/P2K3/V/2022. The committee is responsible for planning, supervising, and evaluating the company's HSE program to ensure compliance with regulations and improve employee safety and health. Regular meetings are held every four months to discuss the implementation of HSE policies, review incident reports, and design risk prevention measures in the workplace. The results of these meetings produce recommendations

di tempat kerja. Hasil pertemuan menghasilkan rekomendasi kebijakan K3, tindakan korektif terhadap potensi bahaya, serta saran kepada manajemen dalam mengambil keputusan yang tepat terkait keselamatan dan kesehatan kerja para karyawan.

2. Menyediakan Alat Pelindung Diri (APD) yang sesuai bagi karyawan guna melindungi mereka dari risiko kecelakaan kerja.
3. Menyelenggarakan pelatihan HSE secara rutin, dengan program pelatihan yang dilaksanakan pada tahun 2025 meliputi:
 - a. HSE Awareness
 - b. Ahli K3 Umum
 - c. Tenaga Kerja Bangunan Tinggi (TKBT)
 - d. Tenaga Kerja pada Ketinggian (TKPK)
 - e. Basic Fire Fighting
 - f. Penanganan bahan kimia berbahaya dan beracun
 - g. Simulasi keadaan darurat
4. Mengadakan pelatihan tanggap darurat, termasuk simulasi untuk menghadapi:
 - a. Bencana alam, seperti gempa bumi
 - b. Kebakaran
 - c. Tumpahan Bahan Berbahaya dan Beracun (B3)
 - d. Situasi darurat lainnya
5. Membentuk perwakilan HSE di setiap lokasi operasional yang bertugas untuk mengawasi implementasi keselamatan dan kesehatan kerja serta dampak lingkungan.
6. Menerapkan sistem pra-kualifikasi Contractor Safety Management System (CSMS) bagi setiap vendor maupun kontraktor yang akan menjadi mitra perusahaan. Sistem ini berbasis elektronik melalui aplikasi E-CSMS untuk memastikan standar keselamatan yang diterapkan oleh mitra kerja.
7. Mengadakan pelatihan K3, baik secara internal maupun eksternal untuk membangun kesadaran karyawan akan risiko bahaya di tempat kerja sehingga menurunkan kemungkinan terjadinya kecelakaan dan penyakit akibat kerja.

Selain itu, Perseroan juga telah melakukan identifikasi, penilaian, dan pengendalian risiko bahaya dalam setiap aktivitas operasional guna meminimalkan potensi kecelakaan dan memastikan keselamatan seluruh karyawan.

for HSE policies, corrective actions for potential hazards, and provide advice to management in making appropriate decisions regarding employee safety and health.

2. Providing appropriate Personal Protective Equipment (PPE) for employees to protect them from the risk of workplace accidents.
3. Conducting regular HSE training, with training programs implemented by 2025 including:
 - a. HSE Awareness
 - b. General OHS Expert
 - c. High-rise Building Workers (TKBT)
 - d. Workers at Heights (TKPK)
 - e. Basic Fire Fighting
 - f. Handling of Hazardous and Toxic Chemicals
 - g. Emergency Simulations
4. Conducting emergency response training, including simulations for dealing with:
 - a. Natural disasters, such as earthquakes
 - b. Fires
 - c. Spills of Hazardous and Toxic Materials
 - d. Other emergency situations
5. Establishing HSE representatives at each operational location with duties include overseeing the implementation of occupational health and safety and environmental impacts.
6. Implementing a Contractor Safety Management System (CSMS) pre-qualification system for every vendor and contractor who will become a partner of the company. This electronic system, using the E-CSMS application, ensures that partners adhere to safety standards.
7. Conducting internal and external HSE training to raise employee awareness of workplace hazards, thereby reducing the likelihood of accidents and occupational diseases.

Furthermore, the Company has identified, assessed, and controlled hazard risks in all operational activities to minimize the potential for accidents and ensure the safety of all employees.



Sesuai Kebijakan Manajemen Terintegrasi Moratelindo, keselamatan terintegrasi di setiap lini operasional, melalui tata kelola yang kuat, pelatihan berkelanjutan, dan pengelolaan risiko yang proaktif untuk melindungi karyawan dan memastikan keunggulan operasional. In line with Moratelindo's Integrated Management Policy, safety is embedded across all levels of operations, through strong governance, continuous training, and proactive risk management to protect employees and ensure operational excellence.



Identifikasi, Penilaian, dan Pengendalian Risiko Bahaya [403-2] [403-7] Hazard Identification, Assessment, and Control

No	Aktivitas / Sumber / Situasi / Isu Activities / Sources / Situations / Issues	Bahaya / Aspek Dangers / Aspects	Risiko / Dampak Risk/Impact	Pengendalian Saat Ini Current Control
1	Bongkar-muat pengambilan material Loading and unloading of materials	<ul style="list-style-type: none"> Posisi kerja salah Benda jatuh Improper working positions Risk of falling objects 	<ul style="list-style-type: none"> Sakit pinggang/punggung Tertimpa Back pain Struck down 	<ul style="list-style-type: none"> Prosedur pengendalian operasional Cara kerja aman Operational control procedures Safe working practices
2	Instalasi Perangkat Indoor (Optical Termination Box, Rack, Tray) Indoor Device Installation (Optical Termination Box, Rack, Tray)	<ul style="list-style-type: none"> Posisi kerja salah Benda jatuh Listrik Kurang pencahayaan Improper working position Fall objects Electricity Lack of lighting 	<ul style="list-style-type: none"> Sakit pinggang/punggung Tertimpa Tersengat listrik Otot mata tegang Back pain Struck down Electrocuted Strained eye muscle 	<ul style="list-style-type: none"> Prosedur pengendalian operasional Cara kerja aman Menggunakan APD khusus untuk isolator Pakai lampu dengan pencahayaan cukup Operational control procedures Safe working practices Use special PPE for isolators Use lamps with adequate lighting
3	Instalasi Perangkat Outdoor (Fiber Access Terminal, Fiber Distribution Terminal, Pole) Outdoor Device Installation (Fiber Access Terminal, Fiber Distribution Terminal, Pole)	<ul style="list-style-type: none"> Posisi kerja salah Benda jatuh Listrik Kurang pencahayaan Bekerja di ketinggian Improper working position Falling objects Electricity Lack of lighting Working at height 	<ul style="list-style-type: none"> Sakit pinggang/punggung Tertimpa Tersengat listrik Otot mata tegang Terjatuh Back pain Struck down Electrocuted Strained eye muscle Fall 	<ul style="list-style-type: none"> Cara kerja aman APD JSA, APD Menggunakan APD alas kaki dan sarung tangan untuk isolator Pakai lampu dengan pencahayaan cukup Menggunakan APD Khusus untuk bekerja di ketinggian Safe work practices PPE JSA, PPE Use PPE such as footwear and gloves for isolators Use lamps with adequate lighting Use special PPE for working at heights
4	Tarik Kabel (Aerial) Cable Pull (Aerial)	<ul style="list-style-type: none"> Posisi kerja salah Kurang pencahayaan Listrik Permukaan tidak rata Improper working position Lack of lighting Electricity Uneven surface 	<ul style="list-style-type: none"> Sakit pinggang/punggung Otot mata tegang Tersengat listrik Terjatuh Back pain Strained eye muscle Electrocuted Fall 	<ul style="list-style-type: none"> Program HSE campaign Pakai lampu dengan pencahayaan cukup Menggunakan APD alas kaki untuk isolator, dan sarung tangan Work Permit, JSA, APD HSE campaign program Use lamps with adequate lighting Use PPE (insulating footwear and gloves) Work Permit, JSA, PPE
5	Pengecekan/ Perbaikan Genset Check/Repair Generator	<ul style="list-style-type: none"> Listrik Permukaan tidak rata Temperatur Electricity Uneven surface Temperature 	<ul style="list-style-type: none"> Tersengat listrik Terjatuh Daerah panas (dehidrasi) Electrocuted Fall Hot areas (dehydrated) 	<ul style="list-style-type: none"> JSEA, APD Work Permit, JSEA, APD JSEA, APD
6	Bekerja di ketinggian (Tiang, Tower, Gedung) Installation Work at Height (Poles, Towers, Buildings)	<ul style="list-style-type: none"> Listrik Bekerja di ketinggian Temperatur Electricity Working at height Temperature 	<ul style="list-style-type: none"> Tersengat listrik Terjatuh Dehidrasi Electrocuted Fall Dehydrated 	<ul style="list-style-type: none"> Work Permit, JSA, APD Work Permit, Memakai APD, cara kerja aman Work Permit, JSA, APD Work Permit, JSA, PPE Work Permit, Wearing PPE, safe work methods Work Permit, JSA, PPE

No	Aktivitas / Sumber / Situasi / Isu Activities / Sources / Situations / Issues	Bahaya / Aspek Dangers / Aspects	Risiko / Dampak Risk/Impact	Pengendalian Saat Ini Current Control
7	Galian Excavation	<ul style="list-style-type: none"> • Posisi kerja salah • Benda tajam • Gas • Benda jatuh • Improper working position • Sharp objects • Gas • Falling Objects 	<ul style="list-style-type: none"> • Sakit pinggang/punggung • Terkena alat kerja (cangkul / muzzle) • Terhirup gas berbahaya • Tertimpa • Back pain • Exposed to work tools (hoe/muzzle) • Inhale hazardous gas • Struck down 	<ul style="list-style-type: none"> • Work Permit, JSA, APD • Work Permit, JSA, APD • Work Permit, JSA, APD • JSEA, APD
8	Memasang Alat Kerja Kantor Installing Office Work Tools	<ul style="list-style-type: none"> • Listrik • Benda jatuh • Electricity • Falling objects 	<ul style="list-style-type: none"> • Tersengat listrik • Tertimpa • Electrocutted • Struck down 	<ul style="list-style-type: none"> • Work Permit, JSA, APD • Program HSE campaign
9	Membersihkan filter AC Gedung/ Ruang Cleaning the Building/room AC Filter	<ul style="list-style-type: none"> • Bekerja di ketinggian • Penggunaan air • Working at height • Use of water 	<ul style="list-style-type: none"> • Terjatuh • Pengurangan SDA • Fall • Reduction on natural resources 	<ul style="list-style-type: none"> • JSEA, APD • Program HSE campaign
10	Pengecekan kompresor AC AC Compressor Check	<ul style="list-style-type: none"> • Temperatur • Listrik • Temperature • Electricity 	<ul style="list-style-type: none"> • Suhu panas • Tersengat listrik • Hot temperature • Electrocutted 	<ul style="list-style-type: none"> • JSEA, APD • JSEA, APD
11	Pengecekan dry pipa AC Air Conditioning Pipe Dry Check	<ul style="list-style-type: none"> • Listrik • Permukaan tidak rata • Electricity • Uneven surface 	<ul style="list-style-type: none"> • Tersengat listrik • Terjatuh • Electrocutted • Fall 	<ul style="list-style-type: none"> • JSEA, APD • JSEA, APD
12	Pengukuran/Pengecekan Grounding Grounding Measurement/Checking	<ul style="list-style-type: none"> • Listrik • Permukaan tidak rata • Electricity • Uneven surface 	<ul style="list-style-type: none"> • Tersengat listrik • Terjatuh • Electrocutted • Fall 	<ul style="list-style-type: none"> • JSEA, APD • JSEA, APD
13	Pengukuran/Pengecekan Panel listrik Measurement/Checking of The Electrical Panel	<ul style="list-style-type: none"> • Listrik • Permukaan tidak rata • Electricity • Uneven surface 	<ul style="list-style-type: none"> • Tersengat listrik • Terjatuh • Electrocutted • Fall 	<ul style="list-style-type: none"> • JSEA, APD • JSEA, APD
14	Pemasangan Kabel Power Power Cable Installation	<ul style="list-style-type: none"> • Benda tajam • Listrik • Sharp object • Electricity 	<ul style="list-style-type: none"> • Tersayat • Tersengat listrik • Cut • Electrocutted 	<ul style="list-style-type: none"> • Work permit, JSEA, APD • JSEA, APD
15	Pengecekan Head Sprinkler Check Sprinkler Heads	<ul style="list-style-type: none"> • Bekerja di ketinggian • Working at height 	<ul style="list-style-type: none"> • Terjatuh • Fall 	<ul style="list-style-type: none"> • JSEA, APD
16	Pengecekan/ penggantian lampu Check/replace lights	<ul style="list-style-type: none"> • Listrik • Bekerja di ketinggian • Electricity • Working at height 	<ul style="list-style-type: none"> • Tersengat listrik • Terjatuh • Electrocutted • Fall 	<ul style="list-style-type: none"> • JSEA, APD • JSEA, APD
17	Pembangunan Very Small Aperture Terminal Very Small Aperture Terminal Development	<ul style="list-style-type: none"> • Benda jatuh • Bekerja di ketinggian • Listrik • Sampah sisa pekerjaan • Falling objects • Working at height • Electricity • Work waste 	<ul style="list-style-type: none"> • Tertimpa • Terjatuh • Tersengat listrik • Pencemaran tanah • Struck on • Fall • Electrocutted • Soil pollution 	<ul style="list-style-type: none"> • PTW, JSEA dan APD PTW • PTW, JSEA dan APD PTW • PTW, JSEA dan APD PTW • Menyediakan tempat sampah • PTW, JSEA, and APD PTW • PTW, JSEA, and APD PTW • PTW, JSEA, and APD PTW • Provide trash bins

No	Aktivitas / Sumber / Situasi / Isu Activities / Sources / Situations / Issues	Bahaya / Aspek Dangers / Aspects	Risiko / Dampak Risk/Impact	Pengendalian Saat Ini Current Control
18	Pengisian Bahan Bakar Minyak (BBM) Fuel Refueling	<ul style="list-style-type: none"> Bahan kimia berbahaya Bahan mudah meledak Posisi kerja salah Ceceran/ tumpahan solar Dangerous chemical Explosive material Improper working position Diesel fuel spill 	<ul style="list-style-type: none"> Iritasi Ledakan Sakit punggung Pencemaran tanah Irritation Explosion Back pain Soil pollution 	<ul style="list-style-type: none"> MSDS, APD Simbol <i>flammable area</i> HSE Campaign MSDS
19	Bongkar solar untuk angka pendam Disassemble Diesel for Buried Numbers	<ul style="list-style-type: none"> Bahan mudah terbakar Ceceran/ tumpahan solar Flammable material Diesel fuel spill 	<ul style="list-style-type: none"> Terjadi kebakaran Pencemaran tanah Case of fire Soil pollution 	<ul style="list-style-type: none"> Prosedur dan latihan kesiapsiagaan dan tanggap darurat <i>safety sign</i> MSDS Emergency preparedness and response procedures and drills Safety signs MSDS

Keterangan/Description :

- APD (PPE) = Alat Pelindung Diri/Personal Protective Equipment
- JSA = Job Safety Analysis
- JSEA = Job Safety & Environmental Analysis
- PTW = Permit to Work
- MSDS = Material Safety Data Sheet

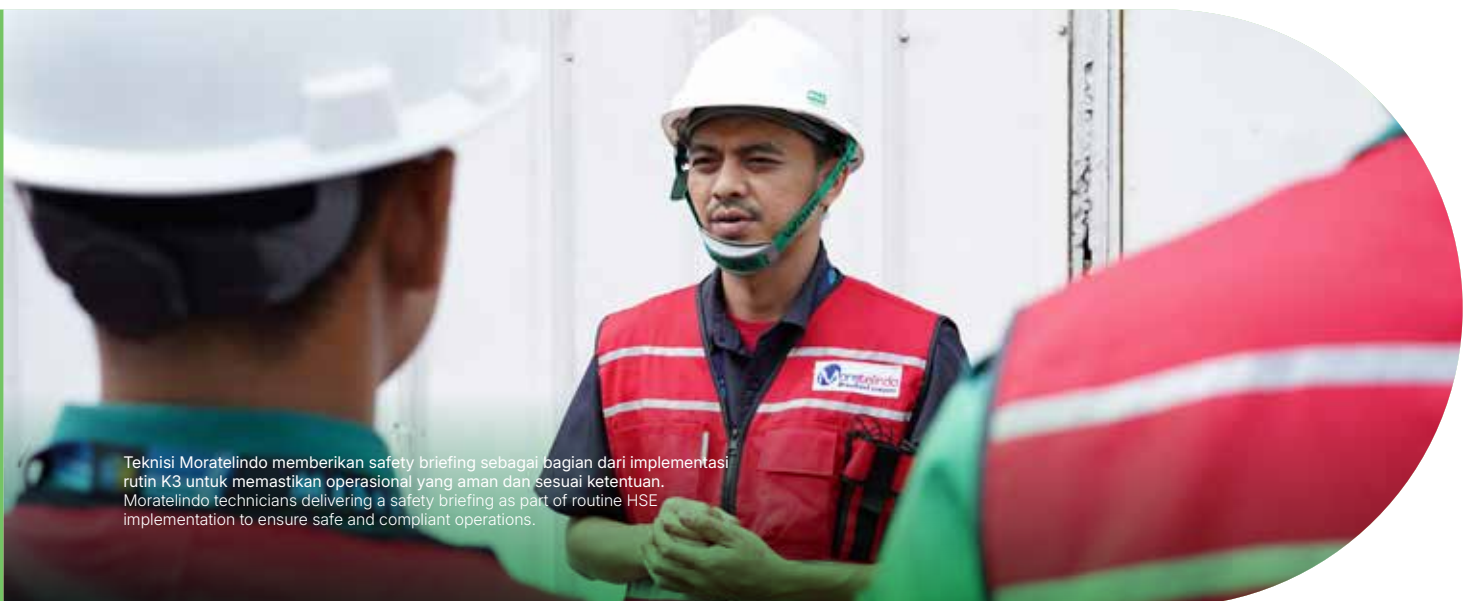
Tingkat Kecelakaan Kerja [403-9]

Work Accident Rate

Tipe Kecelakaan Kerja Type of Work Accident	2025	2024	2023
Lost Time Injury	0	0	3
Vehicle Accident	0	0	0
Incident Frequency Rate	0,0	0,0	0,0
Incident Severity Rate	0,0	0,0	0,0

Catatan | Note:

- Incident Frequency Rate: Case /1.000.000 working hours
- Incident Severity Rate: Lost day /1.000.000 working hours



Teknisi Moratelindo memberikan safety briefing sebagai bagian dari implementasi rutin K3 untuk memastikan operasional yang aman dan sesuai ketentuan. Moratelindo technicians delivering a safety briefing as part of routine HSE implementation to ensure safe and compliant operations.

Pelatihan dan Pengembangan Kemampuan Karyawan [F.22]

Seluruh karyawan Perusahaan menerima tinjauan rutin terhadap kinerja dan pengembangan karier melalui penilaian KPI (*Key Performance Indicator*) setiap semester atau dua kali setahun. [404-3]

Program pengembangan kompetensi khusus diberikan kepada karyawan yang telah memperoleh kesempatan promosi dan berhasil melewati tahapan psikotes di *assessment center*. Dengan demikian, pengembangan kapasitas dilakukan berdasarkan pemetaan kompetensi dan kebutuhan karyawan, sehingga mereka dapat menjalankan peran dan tanggung jawab di posisi baru secara optimal.

Sepanjang tahun 2025, Perseroan telah menyelenggarakan berbagai program pengembangan kompetensi, yang mencakup: [404-2]

1. *Regular Soft Skills Training*
2. *Knowledge Sharing Forum (Cross Training)*
3. *Development Program (Based on Feedback Assessment Competency)*
4. *Sales Academy*
5. *Technical Training (Fiber Optic Project, Instalasi Kabel Rumah, Pengawas Lapangan)*
6. *Network Operation Center Laboratory*
7. *Leadership Development Program*
8. *E-Learning*

Employee Training and Skills Development [F.22]

All Company employees receive regular performance and career development reviews through Key Performance Indicator (KPI) assessments conducted on a semi-annual basis, or twice a year. [404-3]

Special competency development programs are provided to employees who have received promotion opportunities and successfully passed the psychological assessment stage at the assessment center. Thus, capacity development is carried out based on competency mapping and employee needs, for them to optimally carry out the roles and responsibilities of their new positions.

Throughout 2025, the Company held various competency development programs, including: [404-2]

1. *Regular Soft Skills Training*
2. *Knowledge Sharing Forum (Cross Training)*
3. *Development Program (Based on Competency Assessment Feedback)*
4. *Sales Academy*
5. *Technical Training (Fiber Optic Project, Home Cable Installation, Field Supervisor)*
6. *Network Operation Center Laboratory*
7. *Leadership Development Program*
8. *E-Learning*

Peserta dan Waktu Pelatihan berdasarkan Jenjang Jabatan dan Jenis Kelamin [F.21] [404-1]

Participants and Training Duration by Job Level and Gender

Jenjang Jabatan Position Level	Jumlah Karyawan yang Mengikuti Pelatihan* Number of Employees Attending Training*		Jam Pelatihan (Jam) Training (Hours)		Rata-Rata Jam Pelatihan per Karyawan Average Training Hours per Employee	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pejabat Eksekutif Executive Officer	2	0	50	0	25	0
Kepala Departemen Department Head	71	15	2190	513,5	30,84	34,23
Kepala Divisi Division Head	10	1	166,5	6	16,65	6
Kepala Seksi Section Head	380	88	8.933	2.280	23,5	26,2
Staf Staff	244	148	4.323,5	3.046	17,71	20,44
Total	707	252	3.132,6	1.169,1	22,74	17,37

*Data mencakup seluruh karyawan yang pernah mengikuti pelatihan, termasuk karyawan yang sudah mengundurkan diri pada akhir periode pelaporan
*Data includes all employees who have attended training, including those who resigned at the end of the reporting period.

Pengembangan Masyarakat & Tanggung Jawab kepada Pelanggan

Community Development & Customer Responsibility

08

Sepanjang 2025, Moratelindo menghadirkan dampak nyata bagi masyarakat melalui 29 program TJSL yang menjangkau 1.485 penerima manfaat, sekaligus menjaga kepercayaan pelanggan dengan tingkat kepuasan 100% dan penyelesaian 100% atas seluruh pengaduan yang masuk.

Throughout 2025, Moratelindo delivered tangible impact to communities through 29 CSER programs reaching 1,485 beneficiaries, while maintaining customer trust with a 100% satisfaction rate and 100% resolution of all complaints received.



Dampak Operasional Perusahaan terhadap Masyarakat

[F.23] [413-1, 413-2]

Impact of Company Operational on Society

Sebagai perusahaan infrastruktur telekomunikasi, Moratelindo menyadari bahwa setiap pembangunan jaringan membawa konsekuensi langsung bagi kehidupan masyarakat sekitar. Kesadaran ini mendorong Perseroan untuk tidak sekadar mengelola dampak, tetapi juga mengubahnya menjadi kontribusi nyata bagi lingkungan dan komunitas lokal.

Salah satu wujud kontribusi tersebut adalah keterlibatan aktif Moratelindo dalam program *ducting* bersama Pemerintah, yakni penggantian kabel udara menjadi kabel bawah tanah yang dapat dimanfaatkan secara bersama oleh seluruh operator telekomunikasi. Program ini tidak hanya merapikan estetika kota, tetapi juga menghilangkan kebutuhan galian berulang yang kerap mengganggu arus lalu lintas dan kenyamanan warga.

Dalam setiap proyek pembangunan jaringan serat optik, Perseroan menerapkan prosedur yang terstandar untuk meminimalkan gangguan terhadap mobilitas masyarakat. Koordinasi dengan pihak berwenang dilakukan sebelum pekerjaan dimulai, diikuti dengan pemasangan rambu pemberitahuan selama pengerjaan berlangsung, dan pemulihan jalur secara segera setelah proyek selesai. Di wilayah perairan, di mana pembangunan infrastruktur berpotensi mengurangi akses melaut para nelayan, Perseroan memberikan kompensasi langsung sebagai pengganti potensi penghasilan yang terdampak. [2-25]

Untuk memastikan kehadiran infrastruktur Perseroan tidak mengorbankan keselamatan, kenyamanan, maupun estetika lingkungan, Moratelindo mengoperasikan mekanisme pengaduan masyarakat yang terstruktur. Pengaduan dapat disampaikan melalui *call center* yang dikelola oleh tim Customer Experience Management (CEM) dan Field Operation (FO), dengan pengawasan dari tim Health, Safety & Environment (HSE) guna memastikan setiap laporan ditindaklanjuti secara tepat dan akuntabel. [2-25]

As a telecommunications infrastructure company, Moratelindo recognizes that every network development project carries direct consequences for surrounding communities. This awareness drives the Company not only to manage impacts, but also to transform them into tangible contributions to the environment and local communities.

One manifestation of this contribution is Moratelindo's active involvement in the Government-led ducting program, which replaces overhead cables with underground cables that can be jointly utilized by all telecommunications operators. This program not only improves urban aesthetics but also eliminates the need for repeated excavations that often disrupt traffic flow and public convenience.

In every fiber optic network development project, the Company implements standardized procedures to minimize disruptions to public mobility. Coordination with relevant authorities is conducted prior to project commencement, followed by the installation of notification signage during construction, and prompt restoration of affected areas upon project completion. In maritime areas, where infrastructure development may reduce fishermen's access to fishing grounds, the Company provides direct compensation to offset potential income loss. [2-25]

To ensure that the presence of the Company's infrastructure does not compromise safety, comfort, or environmental aesthetics, Moratelindo operates a structured public grievance mechanism. Complaints can be submitted through a call center managed by the Customer Experience Management (CEM) and Field Operation (FO) teams, under the supervision of the Health, Safety & Environment (HSE) team to ensure that each report is addressed appropriately and accountably. [2-25]

Pengaduan Masyarakat [F.24]

Moratelindo membuka saluran pengaduan yang dapat diakses masyarakat kapan saja melalui layanan *hotline* dan *e-mail* yang tersedia di situs resmi Perseroan, www.morarepublic.co.id. Setiap pengaduan yang masuk diterima oleh tim Customer Service dan diteruskan kepada *Field Operation* (FO) di regional terkait untuk segera ditindaklanjuti.

Sepanjang tahun 2025, pengaduan yang diterima umumnya berkaitan dengan keberadaan tiang kabel yang dianggap menghambat akses, serta pemasangan kabel yang dinilai tidak memenuhi standar estetika atau keselamatan. Dalam menangani setiap laporan, tim *Field Operation* terlebih dahulu melakukan verifikasi langsung ke lokasi untuk memastikan apakah aset yang dipermasalahkan merupakan milik Perseroan. Jika aset terkonfirmasi sebagai milik Moratelindo, perbaikan dan penyesuaian dilakukan segera sehingga waktu penyelesaian dapat dipersingkat. Apabila aset tersebut bukan milik Perseroan, tim *Field Operation* berkoordinasi dengan operator terkait melalui jalur komunikasi antar operator untuk memastikan penanganan yang tepat dan tidak terbengkalai.

Public Complaints [F.24]

Moratelindo provides complaint channels accessible to the public at any time through hotline and email services available on the Company's official website, www.morarepublic.co.id. Each complaint received is handled by the Customer Service team and forwarded to the relevant regional Field Operation (FO) team for prompt follow-up.

Throughout 2025, complaints received generally related to the presence of cable poles perceived as obstructing access, as well as cable installations considered not meeting aesthetic or safety standards. In handling each report, the Field Operation team first conducts on-site verification to determine whether the asset in question belongs to the Company. If confirmed as Moratelindo's asset, corrective actions and adjustments are promptly implemented to expedite resolution. If the asset does not belong to the Company, the Field Operation team coordinates with the relevant operator through inter-operator communication channels to ensure proper handling and prevent unresolved issues.

Penanganan Pengaduan Masyarakat Handling of Public Complaints

Jenis Pengaduan Sosial/Lingkungan Types of Social/ Environmental Complaints	2025		2024		2023	
	Jumlah Keluhan Number of Complaints	Keluhan Diselesaikan Complaints Resolved	Jumlah Keluhan Number of Complaints	Keluhan Diselesaikan Complaints Resolved	Jumlah Keluhan Number of Complaints	Keluhan Diselesaikan Complaints Resolved
Pemindahan Tiang Pole Relocation	77	77	40	40	2	2
Perapian Kabel Cable Laying	107	107	88	88	23	23
Perbaikan Tiang Pole Repair	12	12	17	17	1	1
Perbaikan Jalan Road Repair	-	-	3	3	-	-
Penambahan Tiang Pole Installation	-	-	3	3	-	-
Jumlah Total	196	196	151	151	26	26

Sepanjang tahun 2025, seluruh pengaduan yang masuk berhasil diselesaikan sepenuhnya, dan tidak ditemukan ketidakpatuhan terhadap regulasi pemerintah yang berlaku. Perseroan juga tidak menerima somasi hukum dari lembaga hukum maupun organisasi masyarakat sipil selama periode yang sama.

Throughout 2025, all complaints received were fully resolved, and no instances of non-compliance with applicable government regulations were identified. The Company also did not receive any legal notices from legal institutions or civil society organizations during the same period.

Perseroan memastikan keandalan dan keselamatan infrastruktur jaringan melalui penerapan standar pemasangan yang ketat. Setiap kabel jaringan dipasang menggunakan *dead end clamp* untuk memastikan kestabilan dan mencegah putusya kabel, serta *suspension clamp* untuk menopang kabel di antara tiang-tiang berjarak jauh agar tidak kendur atau terjuntai.

The Company ensures the reliability and safety of its network infrastructure through the implementation of stringent installation standards. Each network cable is installed using dead-end clamps to ensure stability and prevent cable breakage, as well as suspension clamps to support cables between poles over long distances to prevent sagging or hanging.

Selain standar teknis, Moratelindo mengandalkan tim operasi lapangan berpengalaman yang menjalankan patroli jaringan secara berkala di berbagai lokasi. Tim ini bertugas menertibkan kabel dan tiang yang kendur, terjuntai, atau terlepas dari pengikatnya sebagai mitigasi risiko keselamatan bagi masyarakat sekitar. Patroli ini juga berfungsi sebagai pengawasan terhadap potensi vandalisme dan pencurian komponen jaringan yang dapat mengganggu kelangsungan operasional.

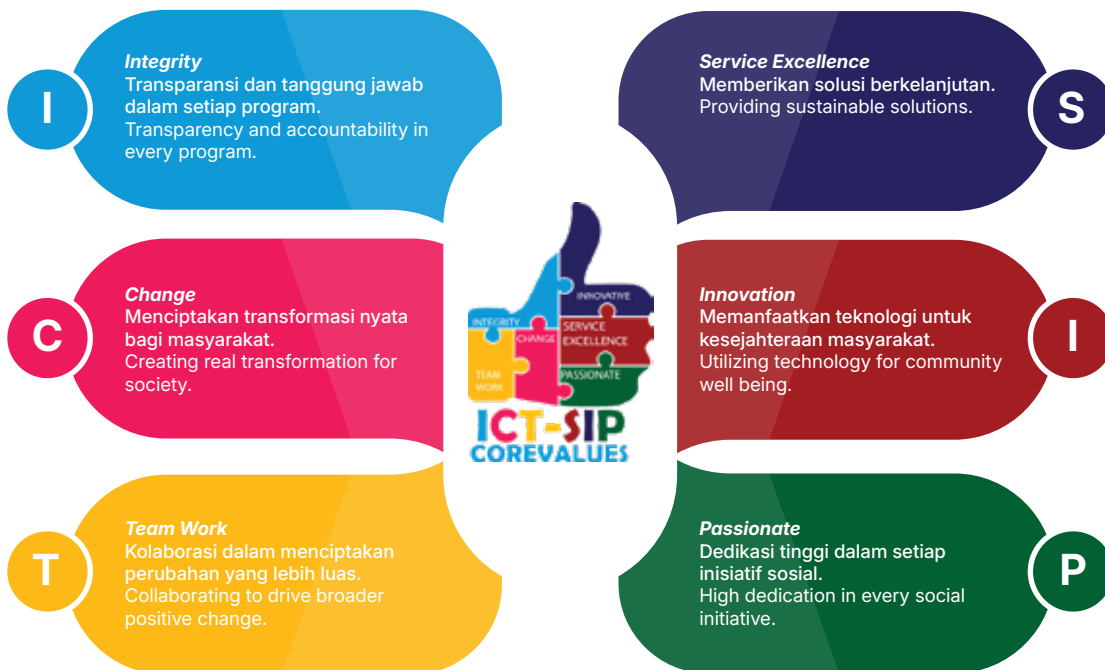
In addition to technical standards, Moratelindo relies on experienced field operation teams that conduct regular network patrols across various locations. These teams are responsible for securing loose, sagging, or detached cables and poles as a mitigation measure against safety risks to surrounding communities. These patrols also serve to monitor potential vandalism and theft of network components that could disrupt operational continuity.

Kegiatan Tanggung Jawab Sosial Lingkungan [F.25]

Seluruh program tanggung jawab sosial Moratelindo dijalankan dengan berlandaskan nilai inti perusahaan "ICT-SIP" yaitu *Integrity, Change, Team Work, Service Excellence, Innovative, dan Passionate*. Selain sebagai panduan internal, nilai-nilai ini menjadi panduan dalam kegiatan TJSL Perseroan dalam hal:

Corporate Social & Environmental Responsibility (CSER) [F.25]

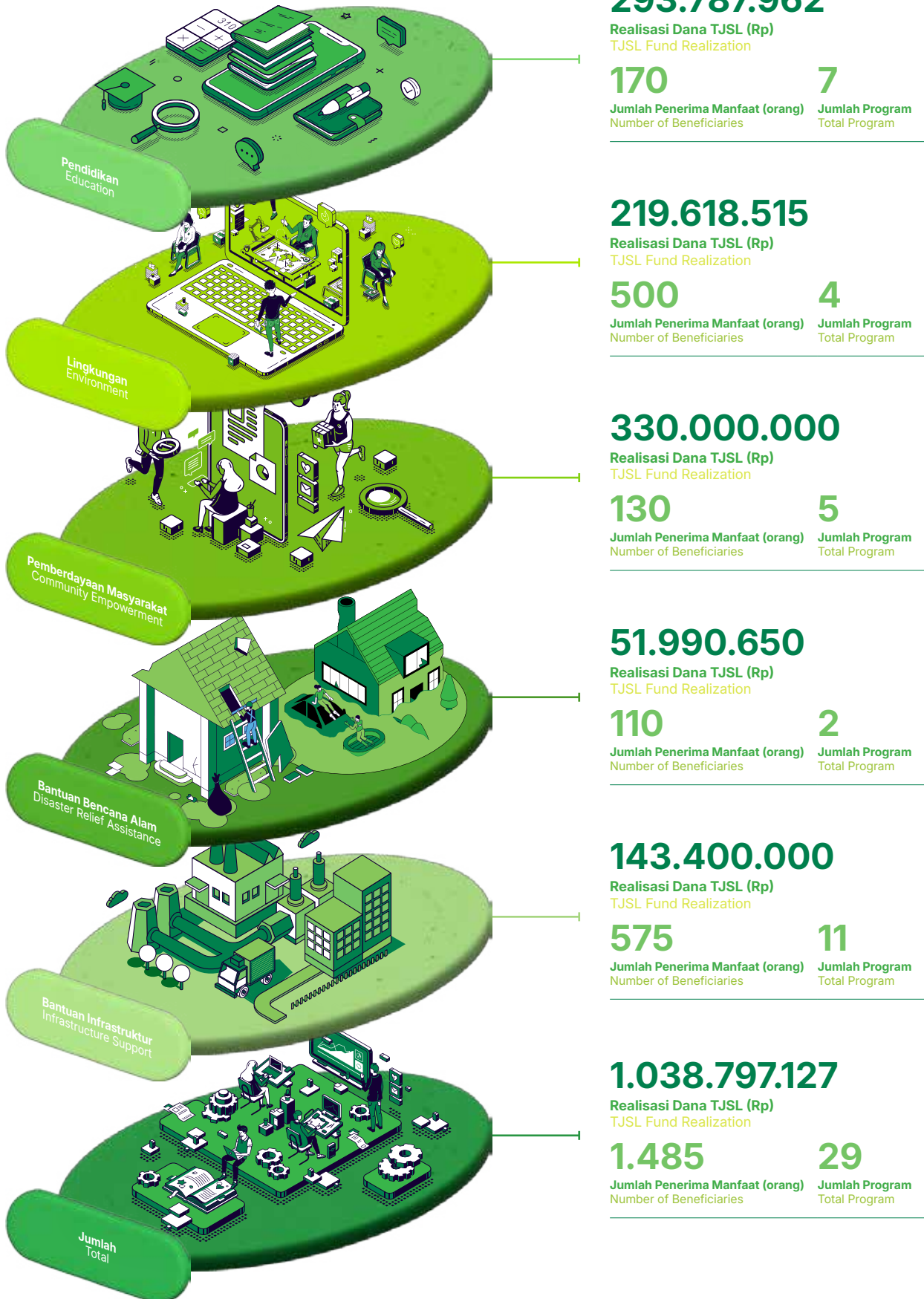
All Moratelindo's social responsibility programs are carried out based on the Company's core values, "ICT-SIP": *Integrity, Change, Teamwork, Service Excellence, Innovation, and Passion*. In addition to serving as internal guidelines, these values also guide the Company's TJSL initiatives in the following areas:



Berpijak pada nilai-nilai tersebut, Moratelindo melangkah lebih jauh dengan menyelaraskan program TJSL-nya pada pencapaian *Sustainable Development Goals (SDGs)*, dengan fokus utama sebagai berikut:

Building upon these values, Moratelindo further aligns its TJSL programs with the achievement of the Sustainable Development Goals (SDGs), with the following primary focus areas:

Pillar TJSL
TJSL Pillars



Kegiatan Tanggung Jawab Sosial Perseroan 2025 [F.25] [S-12]

The Company's Corporate Social Responsibility (CSER) Activities in 2025

No	Kategori Category	Aktivitas Activity	Lokasi Location	Penerima Manfaat Beneficiaries	Biaya Cost	Dukungan SDGs
1	Bantuan Infrastruktur	Oxygen "Dedicated to the Future": Bantuan Internet Gratis kepada Yayasan Panti Asuhan Oxygen "Dedicated to the Future": Free Internet Support for Orphanage Foundations	Pekanbaru, Jambi, Palembang, Bandung, Cirebon, Depok, Medan, Semarang, Denpasar, Pontianak, Kupang	575 orang/ people	Rp143.400.000	
2	Pendidikan Education	Dana hibah "Oxygrants" untuk proyek penelitian mahasiswa & dosen Perguruan Tinggi "Oxygrants" Grant Funding for Research Projects by University Students and Faculty	Jakarta, Tangerang, Bogor	8 orang/people	Rp100.000.000	
3	Bantuan Sosial & Bencana Alam Social Assistance & Disaster Relief	Bantuan dana tanggap bencana kebakaran Manggarai Emergency Financial Assistance for the Manggarai Fire Disaster	Jakarta	35 orang/ people	Rp5.000.000	
4	Bantuan Sosial & Bencana Alam Social Assistance & Disaster Relief	Bantuan kurban sapi Sacrificial Livestock Donation	Jakarta	>100 orang/ people	Rp200.000.000	
5	Bantuan Sosial & Bencana Alam Social Assistance & Disaster Relief	Bantuan bencana alam Sumatra Utara Natural Disaster Assistance in North Sumatra	Sumatra Utara	>55 orang/ people	Rp49.990.650	
6	Bantuan Sosial & Bencana Alam Social Assistance & Disaster Relief	Biaya Donasi APJII Jawa Tengah Peduli Bencana Alam Donation Contribution to APJII Central Java for Disaster Relief	Jawa Tengah	> 15 orang/ people	Rp2.000.000	
7	Pendidikan Education	Peningkatan Kapasitas Siswa melalui Pelatihan dan Praktik Fiber Optik Capacity Building for Students through Fiber Optic Training and Practice	Nabire	> 120 orang/ people	Rp48.087.962	
8	Lingkungan Environment	Kegiatan Clean Up bersama Komunitas Anak Air Manokwari Clean-Up Activity with the Anak Air Community, Manokwari	Manokwari	> 50 orang/ people	Rp25.000.000	
9	Lingkungan Environment	Kerjasama Konservasi Taman Nasional Teluk Cenderawasih Conservation Partnership of Cenderawasih Bay National Park	Manokwari	> 500 orang/ people	Rp154.618.515	
10	Lingkungan Environment	Kegiatan Bersih Bersih Serempak Simultaneous Clean-Up Activity	Manokwari, Sorong, Nabire, Timika, Wamena	> 200 orang/ people	Rp5.000.000	
11	Pendidikan Education	Donasi Buku bersama Komunitas Peduli Papua di Kampung Warmon, Kab Sorong Book Donation with the Peduli Papua Community in Warmon Village, Sorong Regency	Sorong	> 150 orang/ people	Rp10.400.000	
12	Pemberdayaan Masyarakat Community Empowerment	Penyuluhan Kebun Sayur Segar ke Masyarakat sekitar Site Fresh Vegetable Gardening Outreach to Communities around the Site	NOC PTT	> 150 orang/ people	Rp5.000.000	
13	Pemberdayaan Masyarakat Community Empowerment	Penyuluhan Ternak Lele dan Unggas ke Masyarakat sekitar Site Catfish and Poultry Farming Outreach to Communities around the Site	NOC PTT	> 150 orang/ people	Rp15.000.000	
14	Pendidikan Education	Anjongsana Panti Asuhan, Bercerita dan Bermain Bersama Orphanage Visit, Storytelling, and Playing Together	NOC PTT	> 150 orang/ people	Rp20.000.000	
15	Bantuan Sosial & Bencana Alam Social Assistance & Disaster Relief	Bantuan Sembako ke Masyarakat sekitar NDC Basic Food Assistance to Communities around NDC	Batam	50 orang/ people	Rp7.460.000	
Jumlah Total				> 2.308	Rp790,957,127.00	



Pemenang program TJSL Oxygrants dari Telkom University (Tel-U) dan Universitas Pelita Harapan (UPH) menunjukkan inovasi dan komitmen dalam menghadirkan solusi berkelanjutan bagi masyarakat. Melalui dukungan dana hibah penelitian sebesar Rp50.000.000, inisiatif ini mendorong peran generasi muda dalam menciptakan dampak sosial yang nyata dan berkelanjutan.

Winners of the Oxygrants CSER program from Telkom University (Tel-U) and Pelita Harapan University (UPH) demonstrated innovation and commitment in delivering sustainable solutions for communities. Supported by a research grant of IDR 50,000,000, this initiative empowers young generations to drive meaningful and lasting social impact.

Aspek Produk dan Pelanggan

Product and Customer Aspects

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen [F.17]

Pemerataan akses digital di daerah terdepan, terluar, dan tertinggal (3T) tidak dapat terwujud tanpa infrastruktur telekomunikasi yang menjangkau hingga pelosok negeri. Moratelindo menempatkan komitmen ini sebagai yang terintegrasi dari peran bisnisnya. Perseroan berkontribusi aktif pada percepatan digitalisasi nasional melalui dua anak perusahaan yaitu PT Palapa Ring Barat dan PT Palapa Timur Telematika yang mengoperasikan jaringan tulang punggung internet nasional.

Untuk memperluas akses, Perseroan terus mengembangkan dan memperluas jaringan broadband yang mencakup *Fiber to the Home* (FTTH), *Fiber to the X* (FTTX), serta solusi *Very Small Aperture Terminal Internet Protocol* (VSAT-IP) hingga ke wilayah terpencil. Langkah ini dimaksudkan agar kecepatan dan kualitas koneksi internet yang dinikmati masyarakat perkotaan juga dapat dirasakan secara setara oleh masyarakat di seluruh penjuru Indonesia, termasuk untuk kebutuhan pendidikan, informasi, dan pengembangan diri.

Commitment to Providing Equal Service for Products and/or Services to Consumers [F.17]

Equitable digital access in frontier, outermost, and disadvantaged (3T) regions cannot be achieved without telecommunications infrastructure that reaches remote areas. Moratelindo positions this commitment as an integral part of its business role. The Company actively contributes to accelerating national digitalization through its two subsidiaries, PT Palapa Ring Barat and PT Palapa Timur Telematika, which operate the national internet backbone network.

To expand access, the Company continues to develop and extend its broadband network, including *Fiber to the Home* (FTTH), *Fiber to the X* (FTTX), and *Very Small Aperture Terminal Internet Protocol* (VSAT-IP) solutions to remote areas. This initiative aims to ensure that the speed and quality of internet connectivity experienced in urban areas can be equally enjoyed by communities across Indonesia, supporting education, access to information, and personal development.



Booth Sales Oxygen.id dan Oxycar menjadi sarana untuk memperkenalkan solusi layanan digital Moratelindo dalam mendukung konektivitas dan mobilitas yang lebih efisien bagi pelanggan. The Oxygen.id and Oxycar Sales Booth serves as a platform to introduce Moratelindo's digital service solutions in supporting more efficient connectivity and mobility for customers.

Untuk itu, Perseroan melayani seluruh segmen pelanggan secara setara, baik dari sisi kualitas akses maupun penetapan tarif yang kompetitif dan proporsional. Selain memperluas jangkauan di area yang belum terlayani, Perseroan juga terus memperkuat jaringan *backbone* komunikasi internasional untuk mendukung konektivitas Indonesia di tingkat global.

Keandalan Layanan

Komitmen terhadap layanan yang setara juga diwujudkan melalui keandalan infrastruktur Perseroan. Untuk memastikan kelangsungan operasional Nix Data Center di Jatinegara, Jakarta, Perseroan menjalin kerja sama dengan Perusahaan Listrik Negara (PLN) dalam pengadaan dua sumber daya listrik (*double source*). Dengan status sebagai pelanggan prioritas PLN Jakarta, risiko gangguan padam listrik di fasilitas data center dapat diminimalkan secara signifikan sehingga pelanggan tetap dapat mengandalkan layanan Moratelindo tanpa gangguan. Kualitas layanan Perseroan secara keseluruhan juga ditopang oleh penerapan standar internasional Sistem Manajemen Mutu ISO 9001:2015 dan Sistem Manajemen Layanan ISO 20000-1:2018, sebagai penegasan komitmen untuk menghadirkan layanan yang andal dan berorientasi pada kepuasan pelanggan di setiap segmen yang dilayani.

To this end, the Company serves all customer segments equitably, both in terms of access quality and the establishment of competitive and proportionate pricing. In addition to expanding coverage in underserved areas, the Company continues to strengthen its international communication backbone network to support Indonesia's global connectivity.

Service Reliability

The commitment to equitable service is also reflected in the reliability of the Company's infrastructure. To ensure the continuity of operations at the Nix Data Center in Jatinegara, Jakarta, the Company has established cooperation with the State Electricity Company (PLN) to secure dual power sources (double source). As a priority customer of PLN Jakarta, the risk of power outages at the data center facility can be significantly minimized, allowing customers to rely on Moratelindo's services without disruption. Overall service quality is further supported by the implementation of international standards, including ISO 9001:2015 Quality Management System and ISO 20000-1:2018 Service Management System, reinforcing the Company's commitment to delivering reliable and customer-oriented services across all segments.



Kebijakan Sistem Manajemen Terintegrasi [2-24]

Sebagai perusahaan *broadband* multimedia, Moratelindo berkomitmen untuk menjalankan operasional yang senantiasa berorientasi pada kepuasan pelanggan, keselamatan karyawan, dan kebaikan masyarakat luas. Komitmen ini diwujudkan melalui penerapan Sistem Manajemen Terintegrasi yang mencakup:

- Sistem Manajemen Mutu (SMM) (ISO 9001:2015)
- Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) (ISO 45001:2018)
- Sistem Manajemen Lingkungan (SML) (ISO 14001:2015)
- Sistem Manajemen Keamanan Informasi (SMKI) (ISO 27001:2013)
- Sistem Manajemen Layanan Teknologi Informasi (ISO/IEC 20000-1:2018)
- Sistem Manajemen Anti Penyuapan (SMAP) (ISO 37001:2016)

Integrated Management System Policy [2-24]

As a *broadband* multimedia company, Moratelindo is committed to conducting operations that consistently prioritize customer satisfaction, employee safety, and the well-being of the wider community. This commitment is realized through the implementation of an Integrated Management System that encompasses:

- Quality Management System (QMS) (ISO 9001:2015)
- Occupational Health and Safety Management System (OHSMS) (ISO 45001:2018)
- Environmental Management System (EMS) (ISO 14001:2015)
- Information Security Management System (ISMS) (ISO 27001:2013)
- Information Technology Service Management System (ISO/IEC 20000-1:2018)
- Anti-Bribery Management System (ABMS) (ISO 37001:2016)



Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) PP 50/2012

Occupational Health and Safety Management System (OHSMS) PP 50/2012

13 Mei 2022 - 6 Oktober 2028
May 13, 2022 - October 6, 2028



Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) (ISO 45001:2018)

Occupational Health and Safety Management System (OHSMS) (ISO 45001:2018)

8 September 2023 - 8 Agustus 2026
September 8, 2023 - August 8, 2026



Sistem Manajemen Lingkungan (SML) (ISO 14001:2015)
Environmental Management System (ISO 14001:2015)
4 September 2023 - 3 September 2026
September 4, 2023 – September 3, 2026



Sistem Manajemen Mutu (SMM) (ISO 9001:2015)
Quality Management System (ISO 9001:2015)
14 September 2023 - 13 September 2026
September 14, 2023 – September 13, 2026



Sistem Manajemen Keamanan Informasi (SMKI) (ISO 27001:2013)
Information Security Management System (ISMS)
(ISO 27001:2013)
6 Oktober 2025 - 5 Oktober 2028
October 6, 2025 – October 5, 2028



Sistem Manajemen Layanan Teknologi Informasi (ISO/IEC 20000-1:2018)
Information Technology Service Management System (ITSMS)
(ISO/IEC 20000-1:2018)
18 Oktober 2022 - 17 Oktober 2025
October 18, 2022 – October 17, 2025



Sistem Manajemen Anti Penyuapan (SMAP) (ISO 37001:2016)
Anti-Bribery Management System (ABMS) (ISO 37001:2016)
29 Desember 2023 - 28 Desember 2026
December 29, 2023 – December 28, 2026

Kebijakan Sistem Manajemen Terintegrasi ini telah ditandatangani pada 1 Juni 2023 oleh Direksi dan Dewan Komisaris. Untuk mewujudkan kebijakan tersebut, Perseroan menerapkan langkah-langkah strategis berikut:

1. Meningkatkan efektivitas dan kualitas layanan infrastruktur telekomunikasi yang andal di tingkat nasional dan internasional.
2. Memastikan kepuasan pelanggan dengan menerapkan standar Sistem Manajemen Terintegrasi secara konsisten untuk meningkatkan kepercayaan pelanggan.
3. Melindungi keamanan informasi dari berbagai ancaman dan risiko, baik yang bersumber dari dalam maupun luar organisasi.
4. Melaksanakan komitmen lingkungan dan keselamatan kerja dengan:
 - Mencegah pencemaran lingkungan
 - Menyediakan sarana dan prasarana K3 dan Lingkungan guna mengurangi risiko cedera dan penyakit akibat kerja serta insiden lingkungan.
5. Mematuhi regulasi dan standar yang berlaku, termasuk peraturan perundang-undangan serta persyaratan lain terkait Sistem Manajemen Mutu, Keamanan Informasi, Layanan, dan K3, dan Lingkungan.
6. Melakukan peningkatan berkelanjutan dalam penerapan Sistem Manajemen Terintegrasi di seluruh tingkatan dan fungsi perusahaan.
7. Meningkatkan kompetensi karyawan sesuai bidang keahliannya agar lebih memahami dan mengimplementasikan Sistem Manajemen Terintegrasi secara efektif.
8. Menerapkan program *Stop Working Authority* (SWA), yang memberikan hak kepada seluruh karyawan, kontraktor, dan pengunjung untuk menghentikan pekerjaan jika terdapat tindakan atau kondisi yang tidak aman di tempat kerja.
9. Meningkatkan kesadaran anti-penyuapan, baik di kalangan karyawan maupun pemangku kepentingan yang berhubungan dengan perusahaan.
10. Menetapkan Fungsi Kepatuhan Anti Penyuapan (FKAP) sebagai entitas independen untuk memastikan pemenuhan persyaratan anti-penyuapan dalam perusahaan.

Implementasi kebijakan ini di seluruh tingkatan organisasi dikawal langsung oleh Departemen ISO, yang memastikan kebijakan tidak hanya dikomunikasikan dan dipahami, tetapi juga diterapkan dan dipelihara secara konsisten dalam keseharian operasional Perseroan.

This Integrated Management System Policy was signed on May 20, 2023, by the Board of Directors and Board of Commissioners. To implement this policy, the Company has adopted the following strategic measures:

1. Enhancing the effectiveness and quality of reliable telecommunications infrastructure services at both the national and international levels.
2. Ensuring customer satisfaction by consistently applying Integrated Management System standards to strengthen customer trust.
3. Protecting information security from various threats and risks, both internal and external to the organization.
4. Implementing environmental and occupational safety commitments by:
 - Preventing environmental pollution.
 - Providing occupational health, safety, and environmental (HSE) facilities and infrastructure to minimize the risk of work-related injuries, illnesses, and environmental incidents.
5. Complying with applicable regulations and standards, including laws and other requirements related to Quality Management, Information Security, Services, Occupational Health & Safety (OHS), and Environmental Management Systems.
6. Continuously improving the implementation of the Integrated Management System across all company levels and functions.
7. Enhancing employee competencies in their respective fields to better understand and implement the Integrated Management System effectively.
8. Implementing the Stop Work Authority (SWA) program, granting all employees, contractors, and visitors the right to halt work if unsafe actions or conditions are identified in the workplace.
9. Raising anti-bribery awareness, both among employees and stakeholders associated with the company.
10. Establishing the Anti-Bribery Compliance Function (FKAP) as an independent entity to ensure compliance with anti bribery requirements within the company.

The implementation of these policies across all levels of the organization is directly overseen by the ISO Department, ensuring that the policies are not only communicated and understood, but also consistently implemented and maintained in the Company's day-to-day operations.

Dalam menjalankan fungsi ini, Departemen ISO melaksanakan audit internal secara berkala, mengevaluasi tingkat kepatuhan terhadap standar yang berlaku, serta menyusun dan memelihara seluruh dokumentasi terkait. Lebih dari sekadar fungsi kepatuhan, Departemen ISO juga berperan aktif dalam penguatan sistem manajemen terintegrasi melalui pengendalian risiko, pemantauan kinerja, dan penerapan *continuous improvement* yang berkelanjutan di seluruh lini operasional.

In carrying out this function, the ISO Department conducts periodic internal audits, evaluates compliance with applicable standards, and prepares and maintains all related documentation. Beyond a compliance function, the ISO Department also plays an active role in strengthening the integrated management system through risk control, performance monitoring, and the implementation of continuous improvement across all operational lines.

Dalam menjaga kualitas layanan berbasis teknologi, Perseroan telah menerapkan standar internasional Sistem Manajemen Mutu ISO 9001:2015 dan Sistem Manajemen Layanan (ISO 20000-1:2018), sebagai bagian dari komitmen untuk memberikan layanan yang andal dan berkualitas bagi pelanggan.

In maintaining technology-based service quality, the Company has implemented international standards, including the ISO 9001:2015 Quality Management System and the ISO 20000-1:2018 Service Management System, as part of its commitment to delivering reliable and high-quality services to customers.

**ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM
ISO/IEC 20000-1:2018 INFORMATION TECHNOLOGY SERVICE MANAGEMENT SYSTEM
ISO 27001:2013 INFORMATION SECURITY MANAGEMENT SYSTEM**

Menjamin bahwa bahwa produk dan layanan yang dihasilkan MORATELINDO telah memenuhi persyaratan kualitas, layanan, dan keamanan untuk memenuhi kebutuhan pelanggan secara konsisten.

Ensuring that the products and services delivered by MORATELINDO meet quality, service, and safety standards to consistently fulfill customer needs.



Petugas Nusantara Data Center (NDC) Jakarta berinteraksi langsung dengan klien sebagai bagian dari komitmen Moratelindo dalam menghadirkan layanan data center yang andal, responsif, dan berstandar tinggi.
Nusantara Data Center (NDC) Jakarta personnel engaging directly with clients as part of Moratelindo's commitment to delivering reliable, responsive, and high-standard data center services.

Inovasi dan Pengembangan Produk atau Jasa [F.26]

Inovasi merupakan faktor kunci keberlanjutan bisnis Moratelindo. Perseroan meyakini bahwa kemampuan untuk terus berkembang dan menjawab kebutuhan pelanggan yang dinamis adalah prasyarat untuk mempertahankan relevansi dan daya saing dalam jangka panjang.

Sepanjang tahun 2025, fokus inovasi Moratelindo diarahkan pada penguatan kapasitas dan perluasan jangkauan jaringan, baik di dalam negeri maupun di tingkat internasional. Di sisi infrastruktur *data center*, Perseroan mencatatkan utilisasi keenam data center yang telah beroperasi sebesar 76% per 31 Desember 2025.

Pada jaringan akses, cakupan serat optik Moratelindo terus diperluas secara signifikan. Jumlah rumah yang telah terjangkau oleh jaringan serat optik (*homepass*) meningkat dari 788.239 per 31 Desember 2024 menjadi 1.075.581 pada tahun 2025, seiring meningkatnya kebutuhan konektivitas di berbagai sektor mulai dari pendidikan, bisnis, hingga dunia kerja.

Hasil dari pengembangan ini dirasakan langsung oleh pelanggan. Moratelindo kini menghadirkan layanan internet berkecepatan tinggi dengan harga yang terjangkau, dilengkapi akses ke beragam konten dari *content provider* yang telah berkolaborasi dengan Perseroan. Dukungan purna jual juga semakin mudah dijangkau melalui *Point of Presence* yang kini telah tersebar di 441 titik layanan dari Sumatera hingga Papua.

Produk dan Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan [F.27] [3-3] [416-1]

Setiap produk dan layanan Moratelindo melewati proses evaluasi dan uji coba yang terstruktur sebelum sampai ke tangan pelanggan, mengacu pada ketentuan internal maupun regulasi eksternal yang berlaku. Seluruh prosedur operasional dan proses bisnis yang mendasarinya telah diaudit dan disertifikasi oleh badan berwenang, sebagai jaminan atas kualitas dan kepatuhan Perseroan terhadap standar yang dipersyaratkan.

Dalam layanan akses internet Oxygen.id, keamanan pelanggan dijaga melalui dua lapis perlindungan. Pertama, *DNS Sehat*, yaitu sistem penyaringan yang secara otomatis memblokir akses ke konten dan situs negatif. Basis data sistem ini disinkronisasi

Innovation and Development of Product or Service [F.26]

Innovation is a key driver of Moratelindo's business sustainability. The Company believes that the ability to continuously evolve and respond to dynamic customer needs is essential to maintaining long-term relevance and competitiveness.

Throughout 2025, Moratelindo's innovation efforts were focused on strengthening capacity and expanding network coverage, both domestically and internationally. In terms of data center infrastructure, the Company recorded utilization of its six operational data centers at 76% as of December 31, 2025.

Within the access network, Moratelindo's fiber optic coverage continued to expand significantly. The number of households passed (*homepass*) increased from 788,239 as of December 31, 2024 to 1,075,581 in 2025, in line with growing connectivity demands across sectors including education, business, and the workforce.

The results of this development are directly experienced by customers. Moratelindo now delivers high-speed internet services at affordable prices, complemented by access to diverse content from content providers collaborating with the Company. After-sales support has also become more accessible through Points of Presence, which are now available at 441 service locations from Sumatera to Papua.

Products/Services Evaluated for Customer Safety [F.27] [416-1]

Each Moratelindo product and service undergoes a structured evaluation and testing process before being delivered to customers, in accordance with both internal provisions and applicable external regulations. All underlying operational procedures and business processes have been audited and certified by authorized bodies, ensuring the Company's quality and compliance with required standards.

In the Oxygen.id internet access service, customer security is maintained through two layers of protection. First, *DNS Sehat*, a filtering system that automatically blocks access to harmful content and websites. This system's database is regularly synchronized with that



secara berkala dengan sistem milik Kementerian Komunikasi dan Informatika RI, sehingga situs-situs berbahaya yang baru terdeteksi dapat segera diblokir. Kedua, sistem *Anti-DDoS* (Distributed Denial of Service Protection) yang dirancang untuk mendeteksi, mencegah, dan memitigasi serangan siber yang berpotensi melumpuhkan jaringan atau layanan daring. Kedua sistem ini dipantau secara rutin oleh Departemen IT Moratelindo untuk memastikan kinerjanya selalu optimal sesuai standar ISO 27001:2013 tentang Sistem Manajemen Keamanan Informasi.

Sebagai langkah akhir dalam siklus layanan, setiap serah terima produk kepada pelanggan didokumentasikan melalui Berita Acara Serah Terima (BAST) yang memuat konfirmasi bahwa seluruh tahap pemeriksaan telah diselesaikan sesuai dengan jenis produk dan layanan yang dipilih.

Layanan akses internet Moratelindo (Oxygen.id) telah dipastikan aman dan bebas dari konten negatif, berkat penerapan "DNS SEHAT". Sistem ini menyaring akses terhadap konten atau situs web negatif, sehingga semua pelanggan yang menggunakan layanan internet Moratelindo selalu aman dan terlindungi. Selain itu, DNS SEHAT Moratelindo dapat mensinkronisasi basis datanya dengan sistem milik Kementerian Komunikasi dan Informatika RI secara berkala, guna mendeteksi dan memblokir situs-situs negatif baru yang muncul.

Dampak Produk dan Jasa [F.28] [3-3] [417-1]

Moratelindo memandang pemantauan dampak produk dan layanan sebagai bagian tak terpisahkan dari tanggung jawabnya kepada pelanggan. Informasi mengenai produk dan layanan dikomunikasikan secara transparan melalui kanal media sosial resmi Moratelindo dan Oxygen.id, serta dicantumkan secara rinci dalam surat perjanjian pelanggan. Hal ini ditujukan untuk memastikan setiap pelanggan memahami dengan jelas apa yang mereka gunakan dan apa yang dijanjikan Perseroan.

Pemantauan dampak dilakukan secara aktif melalui layanan *Customer Care* yang beroperasi 24 jam sehari, 7 hari seminggu, dan dapat diakses melalui hotline telepon, media sosial, maupun *e-mail*. Kualitas respons diukur melalui *service level call* dan *response time* berdasarkan parameter yang telah ditetapkan, sementara efektivitas pemulihan gangguan diukur menggunakan indikator *Mean Time to Recovery/Restore* (MTTR). Sepanjang tahun 2025, tidak terdapat insiden ketidakpatuhan dalam aspek pelabelan, informasi produk/jasa, maupun pemasaran. [417-2] [417-3]

of the Ministry of Communication and Information Technology of the Republic of Indonesia, enabling newly identified harmful sites to be promptly blocked. Second, an *Anti-DDoS* (Distributed Denial of Service Protection) system designed to detect, prevent, and mitigate cyberattacks that could disrupt networks or online services. Both systems are routinely monitored by the Company's IT Department to ensure optimal performance in accordance with the ISO 27001:2013 Information Security Management System standard.

As a final step in the service cycle, each product handover to customers is documented through a Handover Report (BAST), confirming that all inspection stages have been completed in accordance with the selected product and service type.

Moratelindo's internet access service (Oxygen.id) is ensured to be safe and free from harmful content through the implementation of "DNS SEHAT." This system filters access to negative content or websites, ensuring that all customers using Moratelindo's internet services remain secure and protected. In addition, DNS SEHAT synchronizes its database periodically with that of the Ministry of Communication and Information Technology of the Republic of Indonesia to detect and block newly emerging harmful websites.

Impact of Products/Services [F.28] [417-1]

Moratelindo views the monitoring of product and service impacts as an integral part of its responsibility to customers. Information regarding products and services is communicated transparently through Moratelindo's and Oxygen.id's official social media channels, and is also detailed in customer agreements. This is intended to ensure that customers clearly understand what they are using and what the Company commits to deliver.

Impact monitoring is actively carried out through a *Customer Care* service that operates 24 hours a day, 7 days a week, accessible via telephone hotline, social media, and email. Response quality is measured through *service level call* and *response time* based on established parameters, while the effectiveness of issue resolution is measured using the *Mean Time to Recovery/Restore* (MTTR) indicator. Throughout 2025, there were no incidents of non-compliance related to labeling, product/service information, or marketing practices. [417-2] [417-3]

Pada periode yang sama, MTTR tercatat sebesar 6 jam 19 menit menurun dibandingkan MTTR pada 2024 sebesar 6 jam 56 menit, mencerminkan efektivitas sistem operasional yang terus dibenahi. Mekanisme penanganan keluhan mulai dari Customer Care 24 jam hingga pemantauan MTTR telah efektif dalam menyelesaikan permasalahan pada tingkat operasional, tanpa harus berujung pada penghentian produk atau layanan.

Dengan mekanisme pemantauan yang berjalan secara konsisten, tidak terdapat produk atau layanan Moratelindo yang dihentikan maupun dibatalkan selama periode pelaporan tahun 2025. Tidak ada penarikan yang dipicu oleh pengaduan pelanggan, pelanggaran regulasi, maupun kegagalan layanan yang bersifat sistemik. [F.29]

During the same period, MTTR was recorded at 6 hours and 19 minutes, improving from 6 hours and 56 minutes in 2024, reflecting the effectiveness of continuously enhanced operational systems. Complaint handling mechanisms, ranging from 24-hour Customer Care to MTTR monitoring, have proven effective in resolving operational issues without leading to the discontinuation of products or services.

With consistently implemented monitoring mechanisms, no Moratelindo products or services were discontinued or withdrawn during the 2025 reporting period. There were no recalls triggered by customer complaints, regulatory violations, or systemic service failures. [F.29]

Keluhan Pelanggan dan Waktu Merespons Customer Complaints and Response Time

Tipe Masalah Problem Type	Jumlah Pengaduan Trouble Ticket			Rata-Rata Waktu Perbaikan (jam:menit) MTTR (hours:minutes)		
	2025	2024	2023	2025	2024	2023
Segmen Pelanggan Wholesale, Telco, dan Enterprise Wholesale, Telco, and Enterprise Customer Segments						
Koneksi Mati Down	27,583	26,734	23,706	4:51	5:29	8:22
Masalah Koneksi Intermittent	1,970	1,366	2,593	14:12	22:15	10:10
Internet Buruk Bad Performance	2,892	3,387	866	5:49	4:55	25:07
Flapping	2,177	772	574	1:02	1:59	5:05
Degrade	959	787	770	32:48	35:13	19:58
Latensi Tinggi High Latency	1,001	566	385	17:24	17:48	12:15
Tidak Dapat Mengakses Situs Web Cannot Access Website	415	418	387	3:09	3:35	7:57
Data Hilang pada Koneksi Data Loss	526	388	278	11:55	10:26	16:54
Masalah pada E-mail Email problem	32	71	82	2:45	8:28	25:06
Lampu Router Berkedip Flicker	-	-	-	-	-	-
Total	37,555	34,489	29,641	6:19	6:56	9:26
Segmen Retail Retail Segments						
Akses Internet Tidak Tersambung Down Connection	32,024	18,681	118,220	11:15	08:51	41:41
Akses Internet Lambat Slow Connection	34,353	18,322	12,336	17:11	17:26	9:24

Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan [F.30]

Selain merespons pengaduan dan keluhan pelanggan, Perseroan juga secara proaktif mengukur kepuasan pelanggan melalui survei yang diselenggarakan secara rutin setiap tahun. Survei tahun 2025 mencakup empat segmen pelanggan yang terdiri dari *wholesale*, *telco*, *enterprise*, dan pengguna internet rumah, dengan hasil yang mencerminkan tingkat kepuasan yang tinggi di seluruh segmen sebagai berikut:

Sustainable Financial Product and/or Service Customer Satisfaction Survey [F.30]

In addition to responding to customer complaints and grievances, the Company also proactively measures customer satisfaction through surveys conducted regularly on an annual basis. The 2025 survey covered four customer segments—wholesale, telco, enterprise, and residential internet users—with results reflecting a high level of satisfaction across all segments, as follows:

Tingkat Kepuasan Pelanggan Customer Satisfaction Levels	2025	2024	2023
Wholesale, Telco, dan Enterprise Wholesale, Telco, and Enterprise	100%	96%	95%
Ritel/Internet Rumah Retail/Home Internet	100%	86%	88%



Tim Network Operations Center (NOC) melakukan pemantauan operasional jaringan secara real-time untuk memastikan keandalan layanan dan menjaga kualitas konektivitas Moratelindo secara optimal. The Network Operations Center (NOC) team conducts real-time network operational monitoring to ensure service reliability and maintain optimal connectivity quality across Moratelindo's network.

Privasi Data Pelanggan

Perseroan menerapkan kebijakan perlindungan data pribadi yang komprehensif yang mengatur jenis data pribadi yang dikumpulkan (data identitas dan kontak), serta mengatur tujuan penggunaannya secara eksplisit. Data pelanggan hanya dibatasi untuk keperluan operasional dan verifikasi pengunjung. Perseroan tidak menggunakan data pribadi pelanggan untuk keperluan *targeted advertising* atau tujuan komersial sekunder.

Data disimpan dalam sistem yang aman dan dihapus secara otomatis setelah 90 hari sejak data tersimpan. Seluruh mekanisme pengumpulan data dilakukan melalui aplikasi resmi atau email resmi. Perseroan juga memberikan hak kepada subjek data untuk mengakses, mengoreksi, dan menghapus data pribadinya sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, termasuk Undang-Undang Perlindungan Data Pribadi (UU PDP).

Sepanjang tahun 2025, Perseroan tidak menggunakan data pribadi pelanggan untuk tujuan sekunder di luar keperluan operasional yang telah ditetapkan. Dengan demikian, selama tahun 2025 tidak terdapat pelanggan yang datanya diproses untuk kepentingan komersial atau tujuan lain di luar lingkup yang telah dinyatakan secara eksplisit dalam kebijakan privasi.

Kerugian Moneter dari Proses Hukum terkait Privasi Data

Sepanjang periode pelaporan tahun 2025, Perseroan tidak menghadapi proses hukum yang berkaitan dengan pelanggaran privasi data pelanggan. Tidak terdapat kerugian finansial yang timbul dari klaim, gugatan, atau penyelesaian hukum terkait privasi data.

Insiden Kebocoran Data

Perseroan tidak mencatat adanya insiden kebocoran data (*data breach*) yang bersifat material selama tahun 2025. Perseroan menerapkan sistem keamanan berlapis termasuk sertifikasi Sistem Manajemen Keamanan Informasi ISO 27001:2022 untuk memastikan kerahasiaan dan integritas data pelanggan.

Ke depan, Perseroan berkomitmen untuk menerapkan dan memperoleh sertifikasi ISO 27701:2019 untuk Sistem Manajemen Informasi Privasi (*Privacy Information Management System/PIMS*). Sertifikasi ini akan memperluas dan memperkuat kerangka ISO 27001 yang sudah berjalan, menjadi bentuk komitmen nyata terhadap standarisasi operasional perlindungan data pribadi dan kepatuhan terhadap Undang-Undang Perlindungan Data Pribadi (UU PDP No. 27 Tahun 2022).

Customer Data Privacy

The Company implements a comprehensive personal data protection policy that governs the types of personal data collected (identity and contact data) and explicitly defines the purposes of its use. Customer data is strictly limited to operational needs and visitor verification. The Company does not use customers' personal data for targeted advertising or secondary commercial purposes.

Data is stored in secure systems and automatically deleted after 90 days from the date of storage. All data collection mechanisms are carried out through official applications or official email channels. The Company also grants data subjects the right to access, correct, and delete their personal data in accordance with applicable laws and regulations, including the Personal Data Protection Law (PDP Law).

Throughout 2025, the Company did not use customer personal data for any secondary purposes beyond the defined operational needs. Accordingly, during 2025, no customer data was processed for commercial interests or any purposes outside the scope explicitly stated in the privacy policy.

Monetary Losses from Legal Proceedings Related to Data Privacy

During the 2025 reporting period, the Company did not face any legal proceedings related to violations of customer data privacy. There were no financial losses arising from claims, lawsuits, or legal settlements related to data privacy.

Data Breach Incidents

The Company recorded no material data breach incidents during 2025. It implements a multi-layered security system, including certification under the ISO 27001:2022 Information Security Management System, to ensure the confidentiality and integrity of customer data.

Going forward, the Company is committed to implementing and obtaining ISO 27701:2019 certification for its Privacy Information Management System (PIMS). This certification will expand and strengthen the existing ISO 27001 framework, serving as a tangible commitment to standardized personal data protection practices and compliance with the Personal Data Protection Law (Law No. 27 of 2022).

Pengaduan yang Terbukti Terkait Pelanggaran Privasi Pelanggan dan Kehilangan Data Pelanggan [418-1]

Selama tahun pelaporan 2025, Perusahaan tidak menerima maupun mengidentifikasi pengaduan yang terbukti terkait pelanggaran privasi pelanggan, baik yang berasal dari pihak eksternal maupun dari regulator. Selain itu, tidak terdapat insiden kebocoran, pencurian, atau kehilangan data pelanggan yang teridentifikasi sepanjang periode pelaporan. Dengan demikian, tidak terdapat pelanggaran signifikan yang berkaitan dengan privasi pelanggan, termasuk yang terkait dengan kejadian pada tahun-tahun sebelumnya.

Substantiated Complaints Concerning Customer Privacy Violations and Loss of Customer Data [418-1]

During the 2025 reporting period, the Company neither received nor identified any substantiated complaints related to customer privacy violations, whether from external parties or regulators. In addition, no incidents of data breaches, theft, or loss of customer data were identified during the reporting period. Accordingly, there were no significant violations related to customer privacy, including those associated with incidents from previous years.



Moratelindo menerima penghargaan Indonesia Best Telecommunication Infrastructure Industry for Advancing Digital Access dari Warta Ekonomi & Industry.co.id sebagai apresiasi atas kontribusi dalam memperkuat daya saing dan inovasi industri nasional. Penghargaan ini diterima oleh Vice President HRGA, Hekal S. Yahya, pada 24 Juli 2025.

Moratelindo received the Indonesia Best Telecommunication Infrastructure Industry for Advancing Digital Access award from Warta Ekonomi & Industry.co.id, recognizing its contribution to strengthening national industry competitiveness and innovation. The award was received by Vice President HRGA, Hekal S. Yahya, on July 24, 2025.



Lampiran

Appendices

09



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GRI Index

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Penyelarasan Operasional Perseroan pada Kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Alignment of The Company's Operations with the Sustainable Development Goals (SDGs)

Sebagai bagian dari komitmen keberlanjutan Perseroan, setiap inisiatif yang dijalankan dirancang untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) secara nyata dan terukur. Berikut ini sejumlah inisiatif Perseroan mendukung pencapaian TPB.

Every initiative the Company undertakes is purposefully designed to drive meaningful, measurable progress toward the Sustainable Development Goals (SDGs). The following are some of the Company's initiatives to support the achievement of the SDGs.

SDGs Goal	Aktivitas / Komitmen Mora Mora Activity / Commitment	GRI Disclosure (Kode / Code)	Halaman Pages
	Upaya dukungan pendidikan melalui program CSR; peningkatan literasi digital & keterampilan TIK masyarakat Educational support through CSR programs; improving community digital literacy & ICT skills	GRI 404-2 GRI 413-1	125 128
	Penyetaraan gender di level manajemen; kebijakan non-diskriminasi & equal opportunity Gender equality at management level; non-discrimination & equal opportunity policy	GRI 405-1 GRI 405-2 GRI 406-1	112 111,116
	Efisiensi energi di seluruh layanan & operasional; penggunaan energi terbarukan Energy efficiency across all services & operations; use of renewable energy	GRI 302	99-100
	Pencegahan kecelakaan kerja (fatality) dan Penyakit Akibat Kerja (PAK) Prevention of workplace fatalities and occupational diseases (PAK)	GRI 403	119-124
	Persentase karyawan memenuhi minimal jam pelatihan yang ditentukan Percentage of employees meeting minimum stipulated training hours	GRI 404-1 GRI 404-2 GRI 404-3	125
	Peningkatan jumlah backbone & kapasitas data center; pemerataan akses internet via CSR Expansion of backbone network & data center capacity; equitable internet access through CSR	GRI 203-1 GRI 203-2	132
	Mengutamakan kepuasan pelanggan; standar layanan infrastruktur yang andal Prioritizing customer satisfaction; reliable infrastructure service standards	GRI 416-1 GRI 417-1 GRI 417-2	134
	Mengelola limbah B3 dari operasional jaringan & data center Manage hazardous waste (B3) from network & data center operations	GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5	106-107
	Jumlah pemasok barang yang menjalani pelatihan ESG dan menerapkan perhitungan emisi Number of goods suppliers undergoing ESG training and applying emission calculations	GRI 204-1 GRI 308-1 GRI 414-1	106
	Mengurangi intensitas emisi GRK & melakukan offset karbon Reduce GHG emission intensity & carry out carbon offsets	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5	101
	Persentase tindak lanjut aduan whistleblower; pelatihan anti-penyuapan & anti-korupsi rutin tahunan Whistleblower complaint follow-up rate; annual anti-bribery & anti-corruption training	GRI 205-1 GRI 205-2 GRI 205-3 GRI 2-26	86 86 87 107, 110, 118
	Menegakkan standar tinggi pencegahan kebocoran data (major data breach) & kepatuhan UU PDP (UU PDP) High standards to prevent major data breaches & comply with Personal Data Protection Law (UU PDP)	GRI 418-1	144-145
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Lembar Umpan Balik [G.2]

Feedback Form

Kami mohon kesediaan dari Bapak/Ibu/Saudara selaku para pemangku kepentingan untuk memberikan umpan balik terkait laporan ini. Laporan Keberlanjutan 2025 PT Mora Telematika Indonesia Tbk menggambarkan kinerja keberlanjutan Perusahaan. Kami sangat menghargai semua masukan, kritik, dan saran.

We solicit your cooperation as stakeholders to provide feedback on this report. The PT Mora Telematika Sustainability Report 2025 describes the Company's sustainability performance during the year. We would be grateful for all inputs, criticisms, and suggestions received.

Nama (bila berkenan) :
 Name (if you may) :

Institusi/Perusahaan :
 Institution/Company :

Surel :
 Email :

Telp/Hp :
 Tel/Cell (if you may) :

Mohon beri penilaian atas manfaat informasi topik yang paling bermanfaat bagi Anda dalam laporan ini (1: tidak bermanfaat, 5: sangat bermanfaat).
 Please rate the usefulness of the topics below in terms of being beneficial to you (1: not useful, 5: very useful).

- | | | | |
|--|-----------|--|-----------|
| a. Teknologi
Technology | [_____] | d. Kesehatan dan keselamatan kerja
Occupational health and safety | [_____] |
| b. Kinerja ekonomi
Economic performance | [_____] | e. Pelatihan dan pendidikan
Training and education | [_____] |
| c. Energi
Energy | [_____] | f. Komunitas lokal
Local communities | [_____] |

Topik/informasi lain apa yang Anda harap disediakan dalam laporan keberlanjutan mendatang?
 What other topics/information do you hope to see in future sustainability reports?

.....

Mohon berikan saran/usul/komentar Anda atas laporan ini
 Please provide your suggestions/comments on this report

.....

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Terima kasih atas partisipasi Anda. Pertanyaan dan input terkait Laporan Keberlanjutan ini dapat diakses melalui:
 Thank you for your participation. All questions and inputs related to this Sustainability Report can be accessed through:



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