



**2025**

Laporan Keberlanjutan  
Sustainability Report

**PT GOLDEN ENERGY MINES TBK**

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**goldenenergy mines**

# STRENGTHENING OUR COMMITMENT TO A LOW-CARBON FUTURE

**2025**

Laporan Keberlanjutan  
Sustainability Report

# STRENGTHENING OUR COMMITMENT

**To A Low-Carbon Future**







# STRENGTHENING OUR COMMITMENT

## TO A LOW-CARBON FUTURE

GEMS melangkah ke tahun 2025 dengan keyakinan dan komitmen yang semakin kuat untuk mewujudkan masa depan rendah karbon. Tema ini mencerminkan tekad Kami untuk memperkuat seluruh upaya, memperdalam inisiatif, dan memastikan bahwa setiap proses bisnis berkontribusi nyata terhadap pengurangan emisi dan efisiensi energi. Komitmen ini bukan sekadar janji, melainkan bagian dari identitas Kami sebagai perusahaan energi yang bertanggung jawab. Melalui inovasi teknologi, kolaborasi lintas sektor, serta kebijakan yang berpihak pada lingkungan, GEMS terus membuktikan bahwa pertumbuhan bisnis dan keberlanjutan dapat berjalan seiring. Setiap langkah yang Kami ambil adalah wujud nyata dari komitmen untuk membangun masa depan di mana energi terus menggerakkan kehidupan, tanpa memperberat jejak karbon di bumi. Merupakan komitmen GEMS untuk meningkatkan pertumbuhan ekonomi, tanggung jawab lingkungan, dan kesejahteraan masyarakat

GEMS enters 2025 with stronger conviction and commitment to advancing a low-carbon future. This theme reflects Our determination to reinforce every effort, deepen existing initiatives, and ensure that each business process makes a tangible contribution to emissions reduction and energy efficiency. This commitment is not solely a pledge, but an integral part of Our identity as a responsible energy company. Through technological innovation, cross-sector collaboration, and environmentally responsible policies, GEMS continues to demonstrate that business growth and sustainability can advance in parallel. Every step We take represents a concrete manifestation of Our commitment to building a future in which energy continues to power life without increasing the earth's carbon footprint. GEMS remains committed to advancing economic growth, environmental responsibility, and community well-being.







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## IKHTISAR KEBERLANJUTAN

### Sustainability Highlights

#### KINERJA EKONOMI

#### ECONOMIC PERFORMANCE [OJK B.1]

**54,95** (juta ton)  
(million ton)



2024: 50,69  
2023: 46,12

**JUMLAH PRODUKSI BATU BARA** [OJK B.1.a]  
Coal Production Volume

**644** (99,9%)  
(% pengeluaran)  
(% Spending)



2024: 656 (99%)  
2023: 636 (99%)

**JUMLAH PEMASOK LOKAL** [OJK B.1.e]  
Number of Local Suppliers

**2.414** (USD juta)  
(USD million)



2024: 2.706  
2023: 2.902

**PENDAPATAN** [OJK B.1.b]  
Revenue



**260** (USD juta)  
(USD million)



2024: 483  
2023: 529

**LABA BERSIH** [OJK B.1.c]  
Net Income

**215** (14%)  
(% pengeluaran)  
(% Spending)



2024: 245 (36%)  
2023: 262 (39%)

**JUMLAH PEMASOK YANG  
BERASAL DARI LOKAL  
PROVINSI & KABUPATEN** [OJK B.1.e]  
The number of suppliers from the  
local provinces and regencie

## KINERJA LINGKUNGAN

## ENVIRONMENT PERFORMANCE [OJK B.2]

(dalam GJ) | (in GJ)

11.298.620

2024: 12.299.182  
2023: 11.408.307KONSUMSI ENERGI  
Energy Consumption

[OJK B.2.a]

kWh

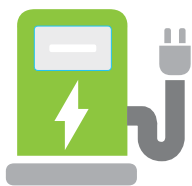
74.142,28

Penggunaan  
energi bersih  
dari solar panelClean energy usage from  
solar panels

2024: 116.997,84 | 2023: 179.328,65

MWh

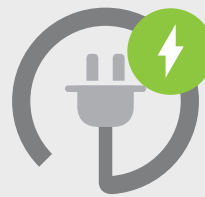
35.849

Penggunaan energi  
bersih REC dari PLNClean energy usage from  
RECs (Renewable Energy  
Certificates) from PLN

2024: 29,718 | 2023: 16,747

GJ

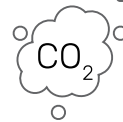
1.837.444

Reduksi  
konsumsi  
energi

[OJK B.2.b]

Energy consumption  
reduction2024: 739.791  
2023: 350.762(ton CO<sub>2</sub>eq/ton batu bara)  
(Ton CO<sub>2</sub>eq/ton coal)

0,025\*

2024: 0,024  
2023: 0,025INTENSITAS EMISI  
Emission Intensity\*) Penjelasan mengenai peningkatan intensitas dapat  
dibaca pada halaman 115.\*) An explanation regarding the increase in intensity can be  
found on page 115.108.008,82  
tonCO<sub>2</sub>eqReduksi emisi  
Emission reduction

2024: 45.838,48 | 2023: 22.806,79





## LIMBAH WASTE

[OJK B.2.c]

| Limbah /<br>Waste                                                                      |                                                                                       | BIB             |                 |                 |
|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------|-----------------|-----------------|
|                                                                                        |                                                                                       | 2025            | 2024            | 2023            |
| B3 /<br>Hazardous<br>Waste                                                             | Dikirim ke luar lokasi tetapi tidak didaur ulang<br>Shipped off-site but not recycled | 471,73          | 484,20          | 437,61          |
|                                                                                        | Daur Ulang<br>Recycle                                                                 | 3.218,98        | 3.065,60        | 2.827,89        |
|                                                                                        | Diolah/dibuang di tempat<br>Treated/disposed of on-site                               | 0,00            | 0,00            | 0,00            |
|                                                                                        | <b>Total Limbah B3 /<br/>Total Hazardous Waste</b>                                    | <b>3.690,71</b> | <b>3.549,79</b> | <b>3.265,50</b> |
| Non-B3 /<br>Non-<br>Hazardous<br>Waste                                                 | Dikirim ke luar lokasi tetapi tidak didaur ulang<br>Shipped off-site but not recycled | 7,04            | 8,30            | 10,82           |
|                                                                                        | Daur Ulang<br>Recycle                                                                 | 3.115,33        | 2.876,91        | 2.507,44        |
|                                                                                        | Diolah/dibuang di tempat<br>Treated/disposed of on-site                               | 0,00            | 0,00            | 0,00            |
|                                                                                        | <b>Total Limbah Non-B3 /<br/>Total Non-Hazardous Waste</b>                            | <b>3.122,68</b> | <b>2.885,21</b> | <b>2.518,26</b> |
| <b>Total Limbah B3 dan Limbah Non-B3 /<br/>Total Hazardous and Non-Hazardous Waste</b> |                                                                                       | <b>6.813,30</b> | <b>6.435,00</b> | <b>5.783,76</b> |

## KEANEKARAGAMAN HAYATI

Biodiversity [OJK B.2.d]



# 3,56

Keanekaragaman Hayati Index  
Biodiversitas  
**BAIK-SANGAT BAIK**  
The Biodiversity Index falls into the  
category  
**GOOD-VERY GOOD**



# 8.148,13

Restorasi Lahan  
**KUMULATIF**  
Land restoration with a  
**CUMULATIVE** total of

## PROJECT CARBON



# 10.121

**m<sup>2</sup>**  
**Konservasi terumbu karang  
kumulatif**  
Cumulative coral reef  
conservation



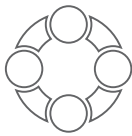
# 4

**Ha**  
**Taman konservasi anggrek  
seluas**  
Orchid conservation park  
covering an area of

**KINERJA SOSIAL**  
**SOCIAL PERFORMANCE** [0JK.B.3]

674

(orang)  
(employee)



2024: 663  
2023: 624

**JUMLAH KARYAWAN**  
Number of Employee



5,73

(juta USD)  
(USD million)



2024: 6,07  
2023: 5,33

**DANA TJSL/CSR\***  
CSR Fund

\* Dana TJSL di luar biaya pelibatan masyarakat lokal dalam rantai bisnis Perseroan yang dapat dilihat pada Bab Kontribusi terhadap Pemberdayaan Masyarakat halaman 256.  
CSR funds exclude expenditures related to the engagement of local communities in the Company's value chain, as presented in the Chapter on Contributions to Community Empowerment on page 256.

69,06



**Indeks  
Pengembangan  
masyarakat  
lokal**

Local Community  
Development Index

2024: 69,06 | 2023: 69,06



## PERISTIWA PENTING

### Event Highlights

15

MEI MAY 15, 2025



Perseroan telah menyelenggarakan RUPS Tahunan secara fisik dan virtual. The Company held its Annual General Meeting of Shareholders (AGMS) both physically and virtually.

07

OKTOBER OCTOBER 7, 2025



Penandatanganan Perjanjian Jual Beli Tenaga Listrik (PJB) antara PT PLN (Persero) dengan PT Borneo Indobara. The signing of a Power Purchase Agreement (PPA) between PT PLN (Persero) and PT Borneo Indobara.

10

DESEMBER DECEMBER 10, 2025



Penandatanganan Perjanjian Kredit Term Loan antara PT Borneo Indobara dengan PT Bank Mandiri (Persero) Tbk dengan jumlah fasilitas sampai dengan Rp900.000.000.000. The signing of a Term Loan Credit Agreement between PT Borneo Indobara and PT Bank Mandiri (Persero) Tbk, with a facility amount of up to IDR 900 billion.



## PENGHARGAAN DAN SERTIFIKASI

Awards and Certification

### PENGHARGAAN AWARDS

14 FEBRUARI FEBRUARY 14, 2025



#### THE BEST CEO 2024

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer |
|-----------------------|-------------------|----------------------------|
| Bapak Bonifasius      | 2024              | Majalah SWA & Dunamis      |

09 MEI MAY 9, 2025



#### INDONESIA REGULATORY COMPLIANCE AWARDS - BEST ENTERPRISE IN REGULATORY COMPLIANCE, MINERAL AND COAL

| Penerima<br>Recipient         | Periode<br>Period | Penyelenggara<br>Organizer |
|-------------------------------|-------------------|----------------------------|
| PT Golden Energy<br>Mines Tbk | 2025              | Hukum Online               |

11 JUNI JUNE 11, 2025



#### PLATINUM TROPHY TOP CSR AWARD 2025

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer |
|-----------------------|-------------------|----------------------------|
| PT Borneo<br>Indobara | 2025              | Top Business               |



11

JUNI JUNE 11, 2025

**TOP CSR AWARDS 2025 # STAR 5****Penerima  
Recipient**PT Borneo  
Indobara**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Top Business

11

JUNI JUNE 11, 2025

**TOP LEADER ON CSR COMMITMENT 2025****Penerima  
Recipient**

Bapak Bonifasius

**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Top Business

11

JUNI JUNE 11, 2025

**TOP CSR AWARDS 2025 # STAR 4****Penerima  
Recipient**PT Kuansing Inti  
Makmur**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Top Business

11

JUNI JUNE 11, 2025

**TOP LEADER ON CSR COMMITMENT 2025****Penerima  
Recipient**Bapak Yuyu  
Gumilar**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Top Business

**29 JULI JULY 29, 2025****INDONESIA BEST BUSINESS TRANSFORMATION 2025**

| Penerima<br>Recipient         | Periode<br>Period | Penyelenggara<br>Organizer |
|-------------------------------|-------------------|----------------------------|
| PT Golden Energy<br>Mines Tbk | 2025              | Majalah SWA                |

**9 SEPTEMBER SEPTEMBER 9, 2025****POWER & ENERGY AWARDS 2025 - RUNNER UP**

| Penerima<br>Recipient         | Periode<br>Period | Penyelenggara<br>Organizer |
|-------------------------------|-------------------|----------------------------|
| PT Golden Energy<br>Mines Tbk | 2025              | Enlit Asia                 |

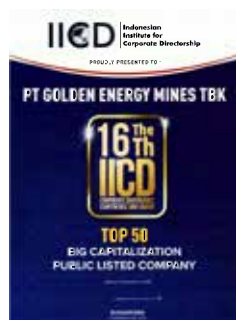
**10 SEPTEMBER SEPTEMBER 10, 2025****INDONESIA GREEN & SUSTAINABLE COMPANIES 2025 -  
BEST INNOVATION IN ESG IMPLEMENTATION (VERY GOOD)**

| Penerima<br>Recipient         | Periode<br>Period | Penyelenggara<br>Organizer |
|-------------------------------|-------------------|----------------------------|
| PT Golden Energy<br>Mines Tbk | 2025              | Majalah SWA                |





## 15 SEPTEMBER SEPTEMBER 15, 2025



### TOP 50 BIG CAPITALIZATION PUBLIC LISTED COMPANY

| Penerima<br>Recipient      | Periode<br>Period | Penyelenggara<br>Organizer                      |
|----------------------------|-------------------|-------------------------------------------------|
| PT Golden Energy Mines Tbk | 2025              | Indonesian Institute for Corporate Directorship |

## 15 SEPTEMBER SEPTEMBER 15, 2025



### APRESIASI EMITEN 52 *Main Index, High Growth, High Dividend, dan High Market Capitalization*

| Penerima<br>Recipient      | Periode<br>Period | Penyelenggara<br>Organizer |
|----------------------------|-------------------|----------------------------|
| PT Golden Energy Mines Tbk | 2025              | Tempo & IDNFinancials 52   |

## 30 SEPTEMBER SEPTEMBER 30, 2025



### CSR DAN PENGEMBANGAN DESA BERKELANJUTAN AWARDS, KATEGORI GOLD, MELALUI PROGRAM "ANDARU POTABLE WATER"

CSR AND SUSTAINABLE VILLAGE DEVELOPMENT AWARDS, GOLD CATEGORY, FOR THE "ANDARU POTABLE WATER" PROGRAM.

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer                                                                                                                                                       |
|-----------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Borneo Indobara    | 2025              | Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia<br>Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia |

**30 SEPTEMBER SEPTEMBER 30, 2025****PENGHARGAAN CSR DAN PENGEMBANGAN DESA BERKELANJUTAN AWARDS, KATEGORI GOLD, MELALUI PROGRAM "KARIN FEED MILL "**

CSR AND SUSTAINABLE VILLAGE DEVELOPMENT AWARDS, GOLD CATEGORY, FOR THE "KARIN FEED MILL" PROGRAM

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer                                                                                                                                                                        |
|-----------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Borneo Indobara    | 2025              | Menteri Desa, Pembangunan Daerah Tertinggal dan Transmigrasi<br>Republik Indonesia<br>Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia |

**30 SEPTEMBER SEPTEMBER 30, 2025****PENGHARGAAN CSR DAN PENGEMBANGAN DESA BERKELANJUTAN AWARDS, KATEGORI SILVER, MELALUI PROGRAM "MASJID APUNG ZIYADATAUL ABRAR"**

CSR AND SUSTAINABLE VILLAGE DEVELOPMENT AWARDS, SILVER CATEGORY, FOR THE "ZIYADATAUL ABRAR FLOATING MOSQUE" PROGRAM

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer                                                                                                                                                                        |
|-----------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Borneo Indobara    | 2025              | Menteri Desa, Pembangunan Daerah Tertinggal dan Transmigrasi<br>Republik Indonesia<br>Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia |

**30 SEPTEMBER SEPTEMBER 30, 2025****PENGHARGAAN CSR DAN PENGEMBANGAN DESA BERKELANJUTAN AWARDS, KATEGORI MANAGEMENT EXCELLENCE AWARD, MELALUI PROGRAM "MENGUKIR DAMPAK NYATA BAGI DESA UNTUK KEBERLANJUTAN EKONOMI DAN SOSIAL"**

CSR AND SUSTAINABLE VILLAGE DEVELOPMENT AWARDS, MANAGEMENT EXCELLENCE AWARD CATEGORY, FOR THE PROGRAM "MENGUKIR DAMPAK NYATA BAGI DESA UNTUK KEBERLANJUTAN EKONOMI DAN SOSIAL"

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer                                                                                                                                                                     |
|-----------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ibu Silvyna Aditia    | 2025              | Menteri Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia<br>Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia |



## 30 SEPTEMBER SEPTEMBER 30, 2025



### PENGHARGAAN CSR DAN PENGEMBANGAN DESA BERKELANJUTAN AWARDS, KATEGORI GOLD, MELALUI PROGRAM PROGRAM "PENGEMBANGAN DESA MELALUI PERTANIAN TERPADU"

CSR AND SUSTAINABLE VILLAGE DEVELOPMENT AWARDS, GOLD CATEGORY, FOR THE "PENGEMBANGAN DESA MELALUI PERTANIAN TERPADU" PROGRAM.

| Penerima<br>Recipient   | Periode<br>Period | Penyelenggara<br>Organizer                                                                                                                                                                     |
|-------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PT Kuansing Inti Makmur | 2025              | Menteri Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia<br>Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia |

## 24 OKTOBER OCTOBER 24, 2025



### PENGHARGAAN SUBROTO 2025, KATEGORI PPM TERINOVATIF MELALUI PROGRAM "KARIN FEED MILL - PABRIK PAKAN KARIN "

2025 SUBROTO AWARD, MOST INNOVATIVE COMMUNITY DEVELOPMENT AND EMPOWERMENT (PPM) CATEGORY, FOR THE "KARIN FEED MILL" PROGRAM

| Penerima<br>Recipient | Periode<br>Period | Penyelenggara<br>Organizer                                                         |
|-----------------------|-------------------|------------------------------------------------------------------------------------|
| PT Borneo Indobara    | 2025              | Menteri Energi dan Sumber Daya Mineral<br>Minister of Energy and Mineral Resources |

## 5 NOVEMBER NOVEMBER 5, 2025



### ASIAN INNOVATION EXCELLENCE AWARDS 2025 - INDONESIA SUSTAINABILITY INNOVATION OF THE YEAR - METALS AND MINING

| Penerima<br>Recipient      | Periode<br>Period | Penyelenggara<br>Organizer |
|----------------------------|-------------------|----------------------------|
| PT Golden Energy Mines Tbk | 2025              | The ASIAN Business Review  |



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NOVEMBER NOVEMBER 5, 2025

**ICIO AWARDS 2025 - THE MOST INFLUENTIAL CIO**

| Penerima<br>Recipient       | Periode<br>Period | Penyelenggara<br>Organizer             |
|-----------------------------|-------------------|----------------------------------------|
| Bapak   Mr.<br>Dimas Sutejo | 2025              | iCIO Community dan Bisnis<br>Indonesia |

25

NOVEMBER NOVEMBER 25, 2025

**ASIA SUSTAINABILITY REPORT RATING 2025**

| Penerima<br>Recipient         | Periode<br>Period | Penyelenggara<br>Organizer                 |
|-------------------------------|-------------------|--------------------------------------------|
| PT Golden Energy<br>Mines Tbk | 2025              | National Center for Corporate<br>Reporting |



17

DESEMBER DECEMBER 17, 2025



**INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, KATEGORI GOLD, MELALUI PROGRAM "PENINGKATAN SDM DAN INKLUSIVITAS"**  
 INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, GOLD CATEGORY, TROUGH "PENINGKATAN SDM DAN INKLUSIVITAS" PROGRAM

**Penerima  
Recipient**

PT Borneo  
Indobara

**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Corporate Forum for CSR  
Development (CFCD)

17

DESEMBER DECEMBER 17, 2025



**INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, KATEGORI KATEGORI PLATINUM, MELALUI PROGRAM "ANDARU POTABEL WATER"**  
 INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, PLATINUM CATEGORY, TROUGH "ANDARU POTABEL WATER" PROGRAM

**Penerima  
Recipient**

PT Borneo  
Indobara

**Periode  
Period**

2025

**Penyelenggara  
Organizer**

Corporate Forum for CSR  
Development (CFCD)

**17 DESEMBER DECEMBER 17, 2025**

**INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, KATEGORI PLATINUM, MELALUI PROGRAM “PENINGKATAN SDM DAN INKLUSIVITAS”**  
INDONESIA CSR AWARDS & INDONESIA SUSTAINABLE DEVELOPMENT AWARDS (ICA-ISDA) 2025, PLATINUM CATEGORY, THROUGH “PENINGKATAN SDM DAN INKLUSIVITAS” PROGRAM

**Penerima**  
Recipient

PT Borneo  
Indobara

**Periode**  
Period

2025

**Penyelenggara**  
Organizer

Corporate Forum for CSR  
Development (CFCD)

**7 APRIL APRIL 7, 2026**

**PROPER HIJAU**  
GREEN PROPER

**Penerima**  
Recipient

PT Borneo  
Indobara

**Periode**  
Period

2024 -  
2025

**Penyelenggara**  
Organizer

Kementrian Lingkungan Hidup  
Ministry of Environment



## SERTIFIKASI CERTIFICATIONS

7

APRIL 2023-7 APRIL 2033 APRIL 7, 2023 - APRIL 7, 2033



### SERTIFIKAT DESAIN INDUSTRI KOMPOR BRIKET INDUSTRIAL DESIGN CERTIFICATE: BRIQUETTE STOVE

#### Penerima Recipient

PT Borneo  
Indobara

#### Penyelenggara Organizer

Direktur Hak Cipta dan Desain  
Industri - Menteri Hukum dan  
Hak Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights

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APRIL 2023-8 APRIL 2033 APRIL 8, 2023 - APRIL 8, 2033



### SERTIFIKAT MEREK: TAMBARA TRADEMARK CERTIFICATE: TAMBARA

#### Penerima Recipient

PT Borneo Indobara

#### Penyelenggara Organizer

Direktur Hak Cipta dan Desain Industri -  
Menteri Hukum dan Hak Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights



1 JULI 2024-1 JULI 2054 JULY 1, 2024-JULY 1, 2054

**SURAT PENCATATAN CIPTAAN**  
CERTIFICATE OF COPYRIGHT REGISTRATION

1. Jenis Ciptaan: Karya Rekaman Video  
Type of Creation: Video Recording Work
2. Judul Ciptaan: SICANTIK "Sistem Kamera Analitik" PT Borneo Indobara  
Title of Creation: SICANTIK "Analytic Camera System" PT Borneo Indobara

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**Direktur Hak Cipta dan Desain Industri -  
Menteri Hukum dan Hak Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights

1 JULI 2024-1 JULI 2054 JULY 1, 2024-JULY 1, 2054

**SURAT PENCATATAN CIPTAAN**  
CERTIFICATE OF COPYRIGHT REGISTRATION

1. Jenis Ciptaan: Modul  
Type of Work: Module
2. Judul Ciptaan: SICANTIK "Sistem Kamera Analitik" PT Borneo Indobara  
Title of Work: SICANTIK "Analytic Camera System" PT Borneo Indobara

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**Direktur Hak Cipta dan Desain Industri -  
Menteri Hukum dan Hak Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights



23

NOVEMBER 2023-23 NOVEMBER 2073 NOVEMBER 23, 2023-NOVEMBER 23, 2073



**SURAT PENCATATAN CIPTAAN BUKU PANDUAN/PETUNJUK:  
INOVASI PRODUK BRIKET BATUBARA CEPAT MENYALA DAN  
IMPLEMENTASINYA**

CERTIFICATE OF COPYRIGHT REGISTRATION FOR A MANUAL/  
GUIDELINE: INNOVATION OF FAST-IGNITING COAL BRIQUETTE  
PRODUCTS AND THEIR IMPLEMENTATION

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**

Direktur Hak Cipta dan Desain  
Industri - Menteri Hukum dan Hak  
Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights

23

NOVEMBER 2023-23 NOVEMBER 2073 NOVEMBER 23, 2023-NOVEMBER 23, 2073



**SURAT PENCATATAN CIPTAAN BUKU PANDUAN/PETUNJUK:  
KARYA REKAMAN VIDEO ATAS PETUNJUK PENGGUNAAN  
KOMPOR BRIKET BORNEO INDOBARA**

CERTIFICATE OF COPYRIGHT REGISTRATION FOR A HANDBOOK/  
GUIDELINE: VIDEO RECORDING  
WORK ON THE USAGE INSTRUCTIONS FOR THE BORNEO INDOBARA  
BRIQUETTE STOVE

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**

Direktur Hak Cipta dan Desain  
Industri - Menteri Hukum dan Hak  
Asasi Manusia  
The Directorate of Copyright and Industrial  
Design - Ministry of Law and Human Rights  
Design

20

FEBRUARI 2025-1 NOVEMBER 2027 FEBRUARY 20, 2025-NOVEMBER 1, 2027



### SNI ISO 45001:2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**

PT Superintending Company of Indonesia  
(Sucofindo)

20

FEBRUARI 2025-1 NOVEMBER 2027 FEBRUARY 20, 2025-NOVEMBER 1, 2027



### ISO 14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEMS

**Penerima  
Recipient**

PT Borneo Indobara

**Penyelenggara  
Organizer**

PT Superintending Company of Indonesia  
(Sucofindo)



**BONIFASIUS**  
Presiden Direktur  
President Director



## SAMBUTAN DIREKSI

### Board of Directors' Message

[GRI 2-22] [OJK D.1]

#### Elektrifikasi kegiatan tambang menjadi salah satu strategi utama Perseroan untuk beradaptasi dengan tantangan transisi energi.

Electrification of mining activities has become one of the Company's key strategies in responding to the challenges of the energy transition.



#### Para Pemangku Kepentingan yang Terhormat,

Kami mempersembahkan Laporan Keberlanjutan PT Golden Energy Mines Tbk tahun 2025 sebagai wujud transparansi atas pengelolaan kinerja Perseroan sepanjang tahun pelaporan. Laporan ini memberikan gambaran komprehensif kepada seluruh pemangku kepentingan mengenai pendekatan, kebijakan, dan pelaksanaan keberlanjutan pada aspek lingkungan, sosial, dan tata kelola. Kami berharap Laporan Keberlanjutan 2025 dapat menjadi referensi yang bermanfaat bagi para pemangku kepentingan dalam memahami peran Perseroan sebagai mitra usaha yang dapat diandalkan dan bertanggung jawab.

#### Dear Valued Stakeholders,

We are pleased to present PT Golden Energy Mines Tbk's 2025 Sustainability Report as a reflection of the Company's transparency in managing its performance throughout the reporting year. This report provides all stakeholders with a comprehensive overview of the Company's sustainability approach, policies, and implementation across environmental, social, and governance aspects. We hope that the 2025 Sustainability Report serves as a useful reference for stakeholders in understanding the Company's role as a reliable and responsible business partner.

## GEMS DAN DINAMIKA INDUSTRI BATU BARA

### GEMS and the Dynamics of the Coal Industry

[OJK E.5]

Secara global, batu bara masih menyumbang sekitar 25% - 30% dari total konsumsi energi primer dunia<sup>1</sup>. Negara-negara dengan pertumbuhan ekonomi tinggi dan kebutuhan energi besar masih mengandalkan batu bara untuk menjaga stabilitas pasokan dan keterjangkauan energi. Indonesia menempati posisi sebagai salah satu produsen dan eksportir batu bara terbesar dunia dengan cadangan mencapai 31,96 miliar ton dengan total sumber daya mencapai 97,96 miliar ton<sup>2</sup>.

PT Golden Energy Mines Tbk berkontribusi secara signifikan terhadap posisi strategis Indonesia melalui pengelolaan cadangan batu bara sebesar 844.4 juta ton per 31 Desember 2025. Skala operasional ini menempatkan Perseroan sebagai salah satu pelaku utama industri batu bara nasional dengan peran penting dalam rantai pasok energi global.

Globally, coal continues to account around 25% - 30% of the world's total primary energy consumption<sup>1</sup>. Countries with high economic growth and substantial energy demand still rely on coal to maintain energy supply stability and affordability. Indonesia remains one of the world's largest coal producers and exporters, with coal reserves of 31.96 billion tons and total resources of 97.96 billion tons<sup>2</sup>.

PT Golden Energy Mines Tbk contributes significantly to Indonesia's strategic position through the management of coal reserves amounting to 844.4 million tons as of December 31, 2025. This operational scale positions the Company as one of the key players in Indonesia's coal industry, with an important role in the global energy supply chain.

<sup>1</sup> Energy Institute - Statistical Review of World Energy (2025), <https://ourworldindata.org/grapher/coal-energy-share?utm>

<sup>2</sup> Kontan Indonesia (2025). Kementerian ESDM Sebut Cadangan Batubara Indonesia Tembus 31,9 Miliar Ton, <https://amp.kontan.co.id/news/kementerian-esdm-sebut-cadangan-batubara-indonesia-tembus-319-miliar-ton-1>



Pada saat yang sama, tekanan terhadap industri pertambangan untuk bertransformasi semakin meningkat. Perubahan arah kebijakan menuju adopsi energi rendah karbon di berbagai negara secara langsung berdampak pada melemahnya permintaan batu bara dan penurunan harga di pasar internasional.

Dalam menghadapi dinamika tersebut, Kami memandang batu bara sebagai sumber energi transisi yang harus dikelola secara bertanggung jawab. Integrasi prinsip ESG menjadi dasar dalam pengambilan keputusan Perseroan untuk memastikan keberlanjutan usaha di tengah perubahan lanskap energi.

Tantangan lainnya yaitu kebutuhan investasi yang besar untuk teknologi rendah karbon, serta tantangan dalam menyesuaikan operasi tambang dengan ekspektasi regulasi dan pasar yang semakin ketat terhadap penurunan emisi. Untuk mengatasi hal ini, Perseroan menerapkan mitigasi berupa penyusunan rencana investasi bertahap untuk efisiensi energi, elektrifikasi alat, dan pemanfaatan energi terbarukan.

Elektrifikasi kegiatan tambang menjadi salah satu strategi utama Perseroan untuk beradaptasi dengan tantangan transisi energi. Penggunaan BBM dalam skala besar selama ini menjadi penyumbang terbesar emisi PT BIB. Ketergantungan pada bahan bakar tersebut turut membuat biaya operasional sangat dipengaruhi oleh fluktuasi harga minyak. Oleh karena itu, Perseroan sudah mulai mengoperasikan peralatan tambang bertenaga listrik dan memanfaatkan teknologi hybrid sebagai tahap transisi menuju operasi berbasis listrik secara penuh.

Perseroan juga memperkuat tata kelola keberlanjutan, melakukan analisis skenario iklim, serta berkolaborasi dengan regulator dan pemangku kepentingan guna memastikan bahwa penerapan keuangan berkelanjutan sejalan dengan strategi bisnis dan ketahanan jangka panjang perusahaan.

At the same time, pressure on the mining industry to transform continues to intensify. Policy shifts toward the adoption of low-carbon energy across various countries have directly affected weakening coal demand and declining prices in international markets.

In responding to these dynamics, We view coal as a transitional energy source that must be managed responsibly. The integration of ESG principles serves as the foundation of the Company's decision-making to ensure business sustainability amid the evolving energy landscape.

Another challenge lies in the substantial investment required for low-carbon technologies, as well as in aligning mining operations with increasingly stringent regulatory and market expectations regarding emissions reduction. To address this, the Company has implemented mitigation measures through the development of a phased investment plan for energy efficiency, equipment electrification, and the utilization of renewable energy.

Electrification of mining activities has become one of the Company's key strategies to adapt to the challenges of the energy transition. Large-scale fuel consumption has historically been the largest source of emissions at PT BIB. This dependence on fuel has also resulted in operating costs to be highly exposed to fluctuations in oil prices. Accordingly, the Company has begun operating electrically powered mining equipment and utilizing hybrid technology as a transitional step toward fully electric operations.

The Company has also strengthened its sustainability governance, conducted climate scenario analysis, and collaborated with regulators and stakeholders to ensure that the implementation of sustainable finance remains aligned with the Company's business strategy and long-term resilience.

## KINERJA KEBERLANJUTAN TAHUN 2025

Sustainability Performance in 2025

[OJK D.1.a] [OJK D.1.b]

### KINERJA EKONOMI

Tantangan transisi energi dan volatilitas harga batu bara tidak menghambat GEMS dalam menjaga keberlanjutan operasional dan kontribusinya terhadap perekonomian nasional. Perseroan secara konsisten memenuhi kewajiban **Domestic Market Obligation** (DMO) dengan menyalurkan 18,90 juta ton atau sekitar 35% dari total volume penjualan batu bara untuk kebutuhan dalam negeri. Pemenuhan ini merupakan peran Perseroan dalam mendukung ketahanan energi nasional dan memastikan ketersediaan pasokan bagi pembangkit listrik serta industri strategis nasional.

Dari sisi kinerja, realisasi produksi dan penjualan Perseroan sepanjang tahun pelaporan melampaui target yang ditetapkan di awal tahun. Perseroan mencatat produksi sebesar 54,95 juta ton dan volume penjualan mencapai 54,16 juta ton. Pencapaian ini berkontribusi terhadap perolehan pendapatan sebesar USD2.414,05 juta. Performa ekonomi Perseroan sepanjang tahun 2025 dipandang sebagai pencapaian positif di tengah penurunan permintaan dan pelemahan harga batu bara global.

Kinerja ekonomi yang memuaskan memberikan Kami landasan untuk berinvestasi secara signifikan untuk mencapai tujuan keberlanjutan lingkungan Perseroan. Upaya dekarbonisasi Perseroan berfokus pada pengurangan ketergantungan pada bahan bakar fosil dan elektrifikasi operasional dari area tambang hingga pelabuhan.

### KINERJA LINGKUNGAN

Perseroan telah menggunakan kendaraan operasional berbasis listrik sebagai pengganti armada berbahan bakar diesel. Pada tahun pelaporan, Perseroan telah mengoperasikan sebanyak 31 unit truk **hauler** bertenaga listrik menggunakan baterai untuk proses pengantaran batu bara. Perseroan akan mempercepat transisi energi secara bertahap dan terencana pada tahun 2026 dengan target pengoperasian 200 unit truk listrik yang akan menggantikan sebagian besar dari total 600 unit armada **hauler** yang beroperasi.

### ECONOMIC PERFORMANCE

The challenges of the energy transition and coal price volatility did not prevent GEMS from perpetuating operational sustainability and its contribution to the national economy. The Company consistently fulfilled its Domestic Market Obligation (DMO) by supplying 18.90 million tons, or approximately 35% of total coal sales volume, to cater domestic demand. This fulfillment reflects the Company's role in supporting national energy security and ensuring the availability of supply for power generation and strategic domestic industries.

In terms of performance, the Company's production and sales realization throughout the reporting year exceeded the targets established at the beginning of the year. The Company recorded production of 54.95 million tons and sales volume of 54.16 million tons. This achievement contributed to revenue of USD2,414.05 million. The Company's economic performance throughout 2025 is regarded as a positive achievement amid declining demand and weakening global coal prices.

The Company's solid economic performance has provided a strong foundation for significant investment in achieving its environmental sustainability objectives. The Company's decarbonization efforts are focused on reducing dependence on fossil fuels and electrifying operations from the mine site to the port.

### ENVIRONMENTAL PERFORMANCE

The Company has deployed electric operational vehicles as a replacement for diesel-fueled fleets. During the reporting year, the Company operated 31 battery-powered hauler trucks for coal transportation activities. The Company will accelerate its energy transition in a gradual and well-planned manner in 2026, targeting the operation of 200 electric trucks to replace a substantial portion of its total fleet of 600 active hauler units.



Upaya elektrifikasi Kami dimulai pada fasilitas penghancuran batu bara di area Pelabuhan Bunati sejak tahun 2019. Proses elektrifikasi ini menggantikan ketergantungan BBM melalui penggunaan genset menjadi tenaga listrik dari PLN. Sejalan dengan komitmen Perseroan, Kami juga telah melakukan pembelian REC untuk kebutuhan listrik di area pelabuhan sejak tahun 2023.

Inisiatif Perseroan secara efektif mampu menurunkan penggunaan bahan bakar fosil sebesar 58,5 juta liter sehingga Kami mampu menjaga intensitas emisi Kami pada level 0,025 ton CO<sub>2</sub>eq/ton.

Kami juga berbangga atas pencapaian Perseroan di bidang lingkungan, berupa PROPER Hijau dan sertifikasi ISO 14001.

### KINERJA SOSIAL

Dalam aspek sosial, Perseroan telah memberi lapangan kerja bagi 674 karyawan, yang mendapatkan kesempatan untuk mengembangkan potensinya melalui berbagai pelatihan, dengan rata-rata jam pelatihan sebanyak 17,29 jam. Prestasi lainnya, Perseroan berhasil mencapai **zero fatality** dan 59.157.112 jam kerja aman, yang menggambarkan komitmen kuat dari Perseroan bagi para karyawannya.

Selain itu, peningkatan produktivitas dan efisiensi operasional Perseroan memberikan nilai tambah bagi perekonomian daerah, terutama melalui penciptaan lapangan kerja baru dan pengembangan kapasitas tenaga kerja lokal. Sepanjang tahun pelaporan, Perseroan mengalokasikan dana sebesar Rp65.760.351.447 untuk pelaksanaan Program Pengembangan dan Pemberdayaan Masyarakat (PPM).

Program PPM telah menjangkau dan memperkuat kemandirian ekonomi sebanyak 1.114 KK atau setara 3.342 penerima manfaat KK melalui pengembangan sentra usaha dan kegiatan produktif berbasis potensi lokal selama periode pelaporan. Keberhasilan Perseroan dalam menciptakan dampak nyata bagi masyarakat mendapatkan pengakuan melalui Penghargaan Subroto 2025 kategori PPM Terinovatif. Pencapaian tersebut memperkuat komitmen Perseroan untuk senantiasa menghadirkan dampak sosial yang mengangkat kesejahteraan bangsa.

Our electrification efforts began with the coal crushing facility at the Bunati Port area in 2019. This electrification process reduced reliance on fuel through generator usage by transitioning to electricity supplied by PLN. In line with the Company's commitment, We have also purchased Renewable Energy Certificates (RECs) for electricity consumption in the port area since 2023.

The Company's initiatives have effectively reduced fossil fuel consumption by 58.5 million liters, enabling Us to maintain emissions intensity at 0.025 tons CO<sub>2</sub>eq/ton despite an increase in production volume.

We are also delighted with the Company's environmental achievements, including the attainment of a Green PROPER rating and ISO 14001 certification.

### SOCIAL PERFORMANCE

From a social perspective, the Company has employed 674 employees, who were given opportunities to develop their potential through various training programs, with an average of 17.29 training hours per employee. Another key achievement was the Company's success in reaching zero fatalities and 59,157,112 safe working hours, reflecting the Company's strong commitment to its workforce.

In addition, the Company's increased productivity and operational efficiency generated added value for the regional economy, particularly through the creation of new employment opportunities and the development of local workforce capacity. Throughout the reporting year, the Company allocated Rp65,760,351,447 to implement its Community Development and Empowerment Program (CDE).

During the reporting period, the CDE program reached and strengthened the economic self-reliance of 1,114 households, equivalent to 3,342 household-level beneficiaries, through the development of business centers and productive activities based on local potential. The Company's success in fostering tangible social impact for communities was recognized through the 2025 Subroto Award in the Most Innovative CDE category. This achievement reinforces the Company's commitment to consistently delivering social impact that enhances the nation's welfare.



## STRATEGI KE DEPAN

### Future Strategy

[OJK D.1.c]

Perseroan mengintegrasikan strategi keberlanjutan ke dalam seluruh aspek bisnis untuk mendukung agenda **Net Zero Emission** Indonesia pada tahun 2060. Perseroan menyiapkan **roadmap Carbon Neutral Mining Operation** tahun 2031. Strategi ini mencakup peningkatan pemanfaatan energi bersih bersertifikat dan percepatan elektrifikasi dengan menetapkan target penggunaan peralatan tambang berbasis listrik sebesar 25% dari total armada pada tahun 2026 dan meningkat menjadi sekitar 75% dalam dua tahun berikutnya. Elektrifikasi adalah pintu menuju masa depan. Bukan sekedar teknologi, elektrifikasi adalah lompatan besar menuju cara baru menambang: lebih bersih, lebih cerdas, dan lebih bertanggung jawab. Perseroan siap menjadi penambang generasi baru, yaitu penambang yang bukan hanya menggali sumber daya bumi, tetapi juga menjaga dan melindunginya.

Perseroan juga menerapkan sirkularitas limbah, dan penguatan keselamatan kerja melalui digitalisasi operasional dengan target penurunan risiko kecelakaan menuju **zero accident** (angka kecelakaan nihil). Di luar target operasional, Perseroan akan terus memperkuat peran sosial sebagai agen pembangunan melalui perluasan program pemberdayaan masyarakat yang menciptakan kemandirian ekonomi.

Dalam upaya pengelolaan risiko iklim, Perseroan memetakan risiko transisi dan fisik perubahan iklim, menerapkan analisis skenario, serta mengelola portofolio dan investasi agar tetap tangguh dalam dinamika pasar energi global. Dengan memastikan pengelolaan rantai pasok yang bertanggung jawab, komitmen ketat terhadap regulasi lingkungan, serta peningkatan transparansi pelaporan keberlanjutan, Perseroan menempatkan diri sebagai perusahaan pertambangan yang berorientasi masa depan, berdaya saing, dan berkomitmen menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

The Company integrates its sustainability strategy across all aspects of the business to support Indonesia's Net Zero Emissions agenda by 2060. The Company is developing a 2031 Carbon Neutral Mining Operation roadmap. This strategy includes increasing the utilization of certified clean energy and accelerating electrification by targeting electric mining equipment to account for 25% of the total fleet in 2026, increasing to approximately 75% within the following two years. Electrification is the gateway to the future. More than just a technology, electrification represents a major leap toward a new way of mining: cleaner, smarter, and more responsible. The Company is ready to become a next-generation mining company that not only extracts the earth's resources, but also safeguards and preserves them.

The Company also implements waste circularity and strengthening occupational safety through operational digitalization, with a target of reducing accident risk toward zero accidents. Beyond operational targets, the Company will continue to strengthen its social role as a development agent through the expansion of community empowerment programs that foster economic self-reliance.

In managing climate-related risks, the Company maps transition and physical climate risks, applies scenario analysis, and manages its portfolio and investments to remain resilient amid the dynamics of the global energy market. By establishing responsible supply chain management, upholding strict commitment to environmental regulations, and enhancing sustainability reporting transparency, the Company positions itself as a future-oriented mining company that is competitive and committed to creating long-term value for all stakeholders.



## APRESIASI

### Appreciation

Kami mengucapkan terima kasih kepada seluruh pihak yang telah menjadi bagian dari perjalanan Perseroan. Setiap kesuksesan yang diukir Perseroan sepanjang tahun 2025 merupakan hasil dari kolaborasi bersama. Kami berharap kerja sama yang telah terbangun dapat terus diperkuat untuk menciptakan manfaat jangka panjang bagi Perseroan, masyarakat, dan seluruh pemangku kepentingan.

Hormat Kami,

We extend our sincere appreciation to all parties who have been part of the Company's journey. Every achievement attained by the Company throughout 2025 is the result of collective collaboration. We look forward to further strengthening the partnerships that have been established to create long-term value for the Company, communities, and all stakeholders.

Sincerely,

Jakarta, 15 April 2026 | April 15, 2026

#### **BONIFASIUS**

Presiden Direktur | President Director  
PT Golden Energy Mines Tbk







# PROFIL PERSEROAN

## Company Profile

Golden Energy Mines (GEMS) merupakan perusahaan pertambangan batu bara yang berfokus pada operasi yang efisien, bertanggung jawab, dan berorientasi pada kinerja berkelanjutan. Melalui portofolio aset yang strategis dan komitmen terhadap praktik penambangan yang aman serta ramah lingkungan, GEMS terus memperkuat posisinya sebagai salah satu produsen energi terkemuka di Indonesia.

Golden Energy Mines (GEMS) is a coal mining company focused on efficient, responsible operations and sustainable performance. Through its strategic asset portfolio and commitment to safe and environmentally responsible mining practices, GEMS continues to strengthen its position as one of Indonesia's leading energy producers.







## PROFIL PERSEROAN

Company Profile

### Nama Perseroan

Company Name

[GRI 2-1]

**PT Golden Energy Mines Tbk**

### Bentuk Hukum dan Kepemilikan

Legal Form and Ownership

[GRI 2-1] [OJK C.3.c]

Perusahaan Terbuka  
Public Company

### Lokasi Operasi

**Tambang Batu bara**

Operational Areas of  
Coal Mining

[GRI 2-1] [OJK C.3.d]

- PT Kuansing Inti Makmur dan
- Entitas Anak (KIM Blok) di Wilayah Jambi
- PT Barasentosa Lestari (BSL) di Wilayah Sumatera Selatan
- PT Wahana Rimba Lestari dan PT Berkas Satria Abadi (EMS Group) di Wilayah Sumatera Barat
- PT Borneo Indobara (BIB) di Wilayah Kalimantan Selatan
- PT Trisula Kencana Sakti (TKS) di Wilayah Kalimantan Tengah



### Tanggal Pendirian

Date of establishment

13 Maret 1997 dengan nama  
PT Bumi Kencana Eka Sakti  
March 13, 1997 was established under  
the name PT Bumi Kencana Eka Sakti

### Kepemilikan

Ownership

|                                 |          |
|---------------------------------|----------|
| PT Dian Swastatika Sentosa Tbk. | (51,0%)  |
| PT Radhika Jananta Raya         | (30,0%)  |
| Publik                          | (10,39%) |
| Golden Energy Resources Limited | (6,99%)  |
| PT Sinar Mas Cakrawala          | (1,62%)  |

### Lokasi Kantor Pusat

Head Office

[GRI 2-1] [OJK C.2]

Sinar Mas Land Plaza Tower II Lt. 6  
Jl. MH Thamrin No. 51  
Jakarta Pusat, 10350, Indonesia



(021) 5018 6888



(021) 3199 0319



corsec@goldenenergymines.com



www.goldenenergymines.com





PERUBAHAN SIGNIFIKAN

Significant Changes

[GRI 2-6] [OJK C.6]

Pada tahun pelaporan tidak terdapat perubahan signifikan pada Perseroan.

During the reporting period, there was no significant change to the Company.

AKTIVITAS DAN RANTAI NILAI PERSEROAN

The Company’s Activities and Value Chain

[GRI 2-6] [OJK C.4]

PT Golden Energy Mines Tbk bergerak di bidang perdagangan hasil tambang dan jasa pertambangan. Aktivitas Perseroan terdiri dari penambangan sumber daya batu bara, logistik batu bara, serta perdagangan batu bara kepada pelanggan. Produk Perseroan berupa batu bara dengan berbagai jenis kalori yang berbeda-beda yang dihasilkan dari pertambangan batu bara seluas 66.204 hektar. Cadangan batu bara dalam wilayah konsesi yang dikelola Perseroan mencapai 844,4 juta ton per 31 Desember 2025. Berikut disajikan jenis-jenis produk Perseroan berdasarkan kalori batu bara:

PT Golden Energy Mines Tbk engages in the trading of mining products and mining services. The Company’s activities include coal resource mining, coal logistics, and coal trading to customers. The Company’s products consist of coal with various calorific values produced from coal mining operations covering an area of 66,204 hectares. Coal reserves within the concession areas managed by the Company amounted to 844.4 million tons as of December 31, 2025. The following presents the Company’s product categories based on coal calorific value:

| Entitas Anak<br>Subsidiaries                                   | Kalori Batubara (Kcal/kg GAR)<br>Coal Calorific (Kcal/kg GAR) |
|----------------------------------------------------------------|---------------------------------------------------------------|
| PT Borneo Indobara (BIB)                                       | 4,000 – 4,200                                                 |
| PT Kuansing Inti Makmur dan Entitas Anak (KIM Blok)            | 4,600                                                         |
| PT Trisula Kencana Sakti (TKS)                                 | 6,600                                                         |
| PT Wahana Rimba Lestari dan PT Berkas Satria Abadi (EMS Group) | 3,000                                                         |
| PT Barasentosa Lestari (BSL)                                   | 4,800                                                         |



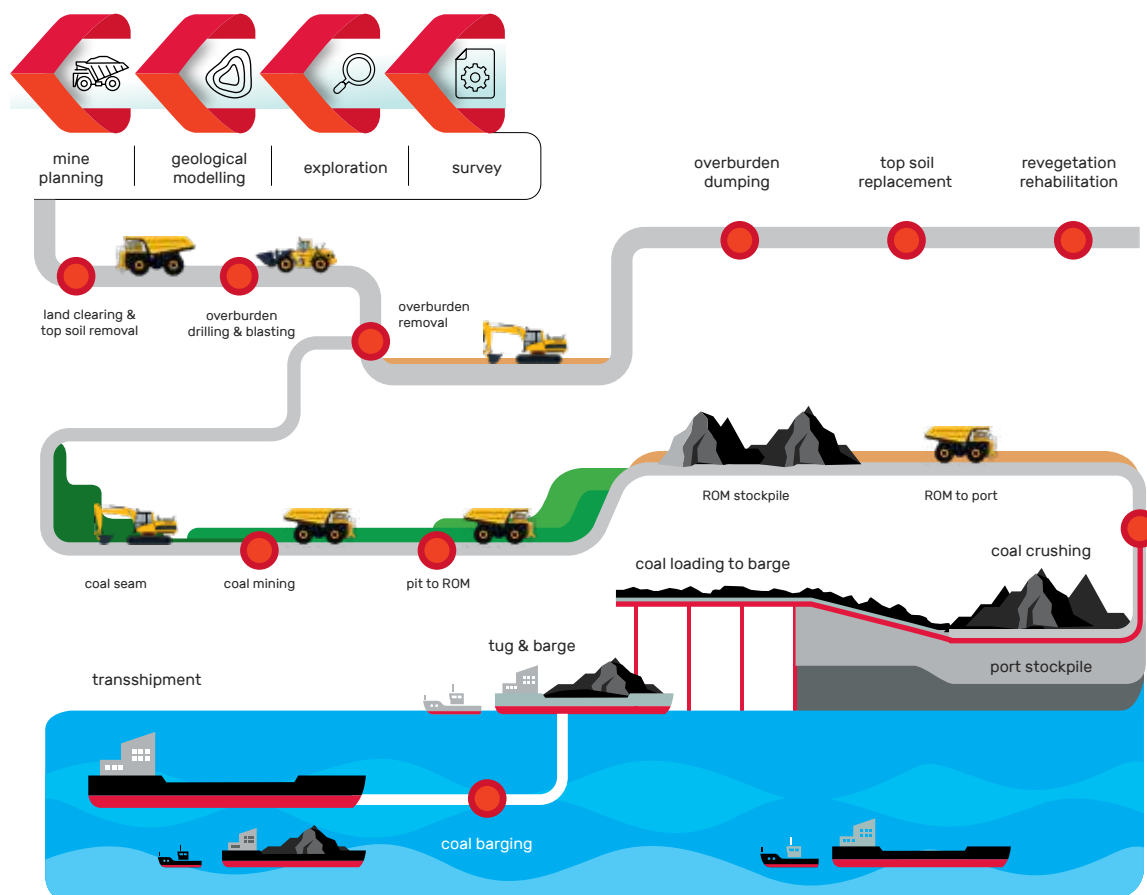
## PERTAMBANGAN BATU BARA

### Coal Mining

Aktivitas pertambangan batu bara terdiri dari proses produksi, distribusi, dan penutupan. Proses produksi terdiri dari pembukaan lahan, pemindahan tanah lapisan atas, dan penambangan batu bara. Proses distribusi terdiri dari pengangkutan batu bara, penampungan di pelabuhan, pemecahan batu bara, dan pemuatan tongkang dan pengiriman. Sementara proses penutupan terdiri dari pembuangan limbah, penyebaran tanah lapisan atas, dan revegetasi.

Coal mining activities consist of production, distribution, and closure processes. The production process consists of land clearing, topsoil removal, and coal mining. The distribution process consists of coal hauling, stockpiling at the port, coal crushing, barge loading, and shipment. Meanwhile, the closure process consists of waste disposal, topsoil spreading, and revegetation.

### COAL MINING BUSINESS PROCESS





## KONTRIBUSI MASYARAKAT LOKAL DALAM PROSES PENAMBANGAN

### CONTRIBUTION TO LOCAL COMMUNITY DURING THE MINING PROCESS



Perseroan melibatkan masyarakat dalam proses **coal hauling** dari lokasi operasi ke pelabuhan

4 BUMDes  
41,81 Juta USD

Pelatihan:

- K3
- Penggunaan peralatan dan aplikasi digital

Pengelolaan:

- **Monitoring real time** dilakukan melalui FAMOUS 2.0 (**Fleet Management System**).
- Evaluasi berkala untuk setiap mitra kerja

The Company engages local communities in the coal hauling process from operational sites to the port

4 BUMDes  
with a total contribution of USD 41.81 million

Training provided includes:

- OHS
- Use of equipment and digital applications

Management:

- Real-time monitoring conducted through FAMOUS 2.0 (Fleet Management System)
- Periodic evaluations for each business partner



## SMART MINING: AI DAN DIGITALISASI DALAM PROSES PENAMBANGAN

### SMART MINING: AI AND DIGITALIZATION DURING THE MINING PROCESS

Perseroan telah menerapkan konsep **smart mining**, yaitu pendekatan modern dalam industri pertambangan yang memanfaatkan teknologi canggih untuk meningkatkan efisiensi, keselamatan, keberlanjutan, dan produktivitas operasi tambang.

- Menggunakan perangkat keras dan perangkat lunak berbasis data, otomatisasi, dan **Internet of Things** (IoT) untuk memantau, mengendalikan, dan mengoptimalkan proses tambang.
- Mengumpulkan data secara **real-time** dari berbagai **device** yang dipasang di beberapa area di lokasi tambang, jalan untuk **hauling**, setiap truk pengangkut batu bara, sampai beberapa titik di pelabuhan. Data ini digunakan untuk memantau kondisi mesin, keselamatan pekerja, dan efisiensi operasional.
- Memasang SPARING di beberapa area pada kolam penampungan dan pengelolaan air untuk memastikan baku mutunya sesuai dengan peraturan perundang-undangan.
- Memasang alat-alat **monitoring** dan pendeteksi kontaminan dalam rantai **processing plant** sampai ke kapal pembeli.
- Mengembangkan laboratorium pengujian batu bara yang bekerja sama dengan salah satu **surveyor** di Indonesia di mana pengambilan sampel dilakukan secara mekanik pada **conveyor belt**.

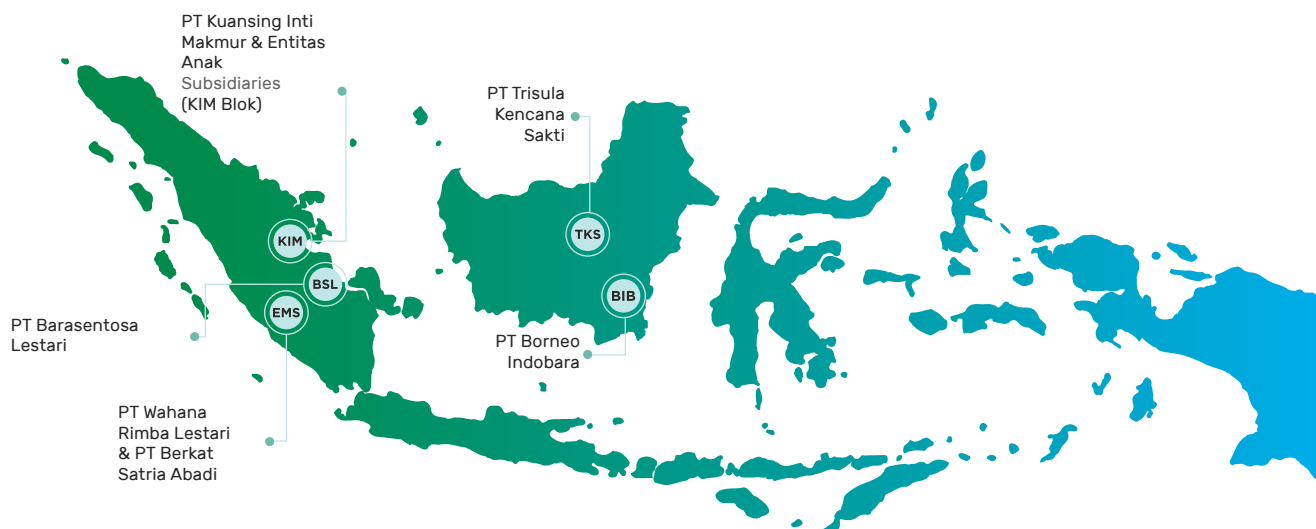
The Company has implemented the smart mining concept, a modern approach in the mining industry that utilizes advanced technology to enhance the efficiency, safety, sustainability, and productivity of mining operations.

- Using data-based hardware and software, automation, and the Internet of Things (IoT) to monitor, control, and optimize mining processes.
- Collecting real-time data from various devices installed across several areas at the mining site, hauling roads, each coal hauling truck, and multiple points at the port. This data is used to monitor equipment conditions, worker safety, and operational efficiency.
- Installing SPARING in several areas of water retention and water management ponds to ensure water quality meets prevailing laws and regulations.
- Installing monitoring instruments and contaminant detection devices throughout the processing plant chain up to the buyer's vessel.
- Developing a coal testing laboratory in collaboration with one of the surveyors in Indonesia, where sampling is conducted mechanically on the conveyor belt.

## WILAYAH KONSESI DAN PERIZINAN TAMBANG

Concession and Mining Permit Area

[GRI 2-1] [OJK C.3.d]



**Perusahaan**  
Company



**Perizinan/Luas**  
Mining Permits/Area

**PT Borneo Indobara (BIB)**

Kabupaten Tanah Bumbu, Kalimantan Selatan  
Tanah Bumbu Regency, South Kalimantan

- PKP2B (2006-2036)
- 24,100 Ha

**PT Kuansing Inti Makmur dan Entitas Anak and Subsidiaries (KIM Blok)**

Kabupaten Bungo, Jambi  
Bungo Regency, Jambi

- IUP (2009-2034)
- 2,610 Ha

**PT Trisula Kencana Sakti (TKS)**

Kabupaten Barito Utara dan Barito Timur, Kalimantan Tengah  
North Barito and East Barito Regency, Central Kalimantan

- IUP (2009-2028)
- 11,455 Ha

**PT Wahana Rimba Lestari dan PT Berkat Satria Abadi (EMS Group)**

Kabupaten Musi Banyuasin, Sumatra Selatan, dan Kabupaten Dhamasraya, Sumatra Barat  
Musi Banyuasin Regency, South Sumatra, and Dhamasraya Regency, West Sumatra

- IUP (2008-2027)
- 4,739 Ha

**PT Barasentosa Lestari (BSL)**

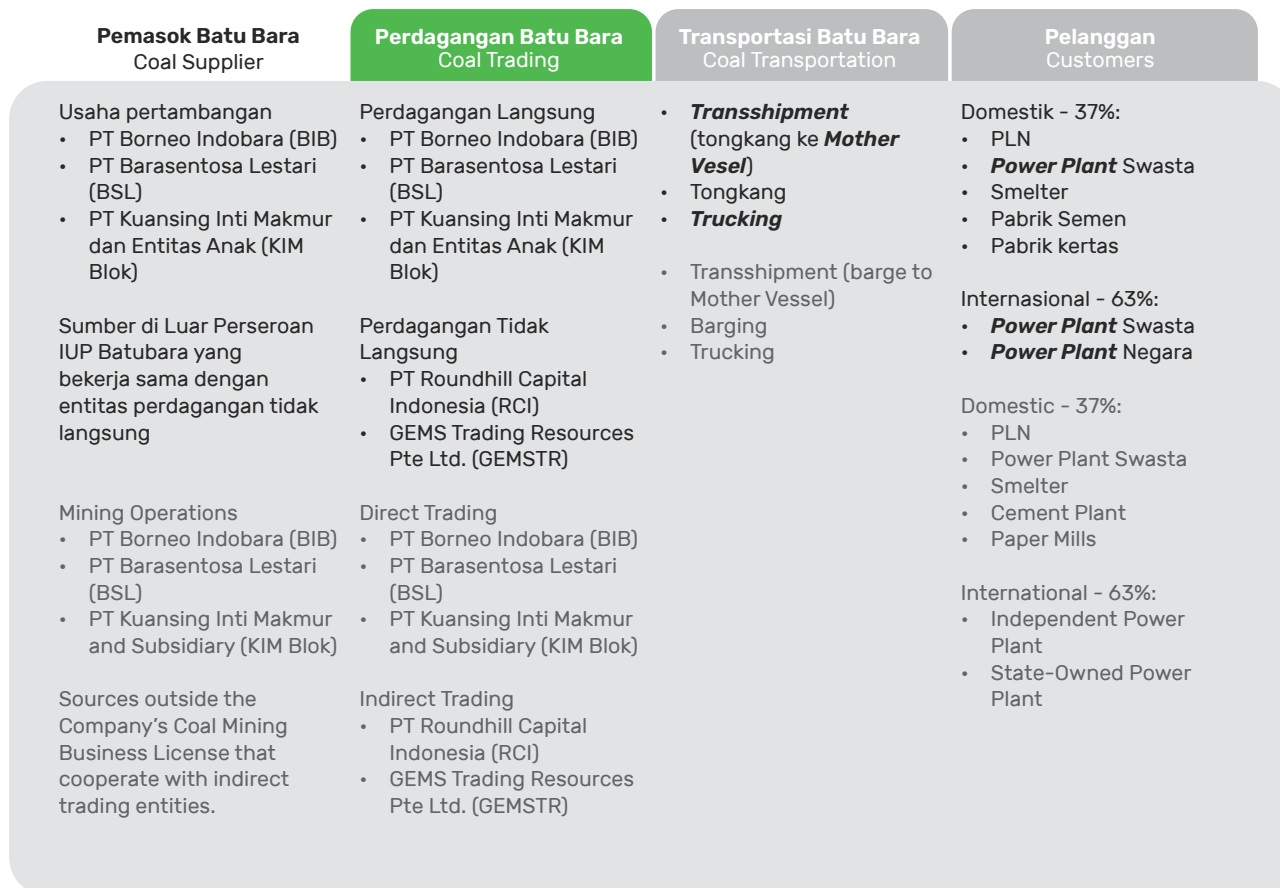
Kabupaten Musi Rawas Utara dan Musi Banyuasin, Sumatra Selatan  
Musi Rawas Utara and Musi Banyuasin Regency, South Sumatra

- PKP2B (2011-2041)
- 23,300 Ha



## Rantai Nilai Perseroan

### The Company's Value Chain



## WILAYAH PEMASARAN

### Marketing Areas

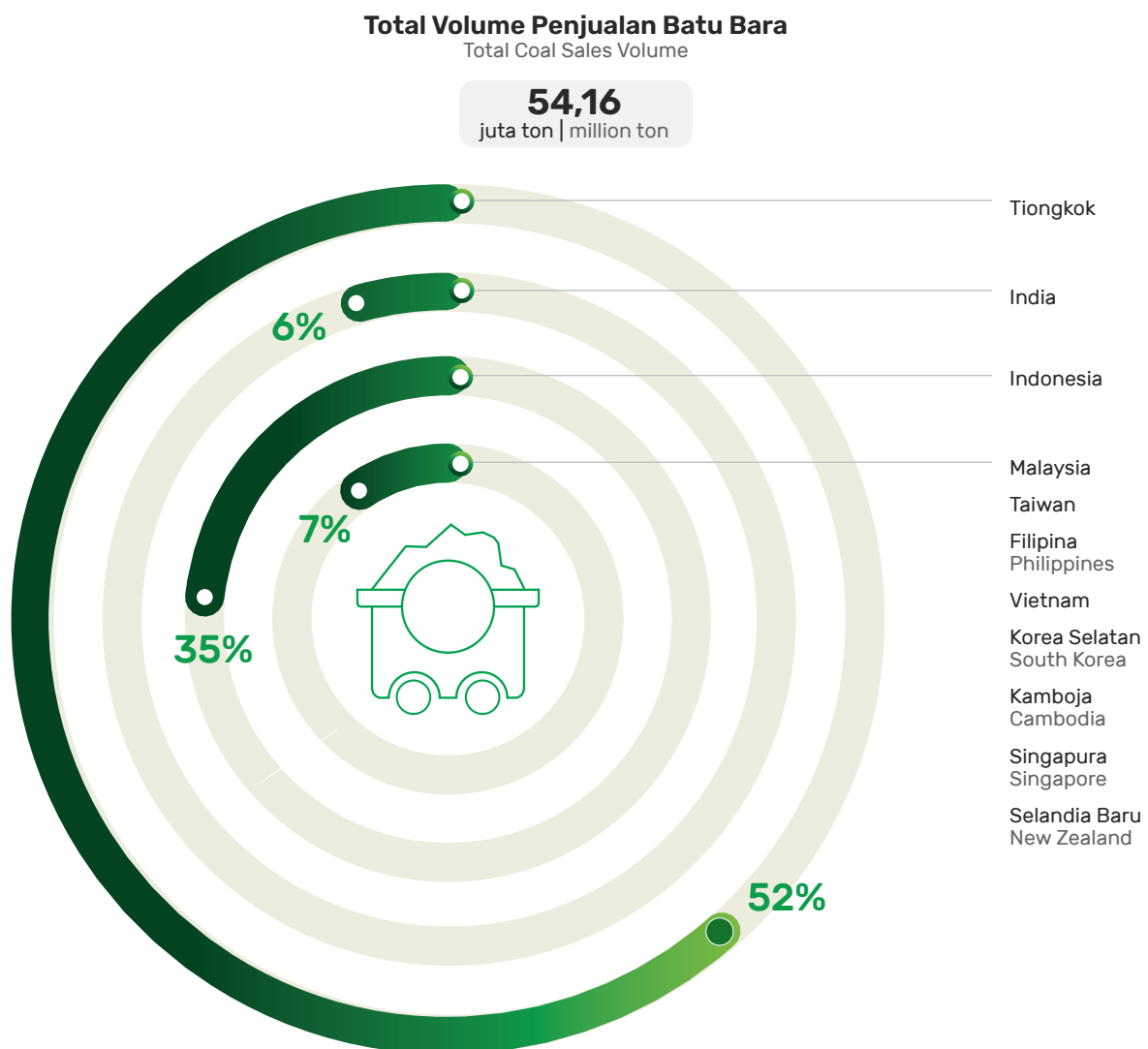
Wilayah pemasaran Perseroan dan Entitas Anak mencakup pasar domestik dan internasional, dengan negara tujuan utama di kawasan Asia, seperti Tiongkok, India, Malaysia, Taiwan, Filipina, Vietnam, Korea Selatan, Kamboja, Singapura, dan Selandia Baru. Selain itu, 3 Entitas Anak Perseroan, yaitu BIB, KIM Blok, dan BSL, berkontribusi terhadap pemenuhan pasar domestik dengan menyuplai sekitar 18,90 juta ton batu bara, atau setara 35% dari total produksi, sebagai bagian dari pemenuhan kewajiban **domestic market obligation** (DMO) yang mensyaratkan minimal 25% dari produksi dijual ke pasar dalam negeri. Perseroan tetap berkomitmen untuk mengutamakan pasokan kebutuhan batu bara domestik, baik untuk sektor kelistrikan maupun non-kelistrikan.

The marketing reach of the Company and its Subsidiaries covers both domestic and international markets, with key destination countries in Asia, including Tiongkok, India, Malaysia, Taiwan, Philippines, Vietnam, South Korea, Cambodia, Singapore, and New Zealand. In addition, three of the Company's Subsidiaries, particularly BIB, KIM Block, and BSL, contributed to meeting domestic market demand by supplying approximately 18.90 million tons of coal, equivalent to 35% of total production, as part of compliance with the Domestic Market Obligation (DMO), which requires a minimum of 25% of production to be allocated to the domestic market. The Company remains committed to prioritizing the fulfillment of domestic coal demand for the electricity and non-electricity sectors.



Sementara itu, dari total volume penjualan batu bara Perseroan dan Entitas Anak yang dialokasikan untuk pasar ekspor, sebanyak 35,25 juta ton berhasil dipasarkan ke berbagai negara mitra. Tiongkok menjadi negara tujuan utama dengan kontribusi sekitar 52% dari total ekspor, diikuti oleh India sebesar 6%. Sisanya, sekitar 7%, tersebar ke negara-negara di Asia seperti Malaysia, Taiwan, Filipina, Vietnam, Korea Selatan, Kamboja, Singapura, dan Selandia Baru. Capaian ini mencerminkan keberhasilan strategi pemasaran internasional Perseroan dalam menjaga diversifikasi pasar ekspor dan memperkuat posisi di kawasan Asia.

Meanwhile, of the total coal sales volume of the Company and its Subsidiaries allocated to the export market, 35.25 million tons were successfully marketed to various partner countries. China was the primary destination country, contributing approximately 52% of total exports, followed by India at 6%. The remaining approximately 7% was distributed across other Asian countries, including Malaysia, Taiwan, Philippines, Vietnam, South Korea, Cambodia, Singapore, and New Zealand. This achievement reflects the success of the Company's international marketing strategy in maintaining export market diversification and strengthening its position across Asia.





### Skala Usaha

#### Business Scale

[OJK B.1] [OJK C.3] [OJK C.3.a]

| Uraian                                                                                  | 2025        | 2024        | 2023        | Description                                                                   |
|-----------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------------------------------------------------------------------------|
| Volume Produksi (juta ton)                                                              | 54,95       | 50,69       | 46,12       | Production Volume (million tons)                                              |
| Volume Penjualan (juta ton)                                                             | 54,16       | 51,87       | 46,89       | Sales Volume (million tons)                                                   |
| Pendapatan (juta dolar AS)                                                              | USD2.414,05 | USD2.705,52 | USD2.901,84 | Revenue (million)                                                             |
| Laba/Rugi Bersih (juta dolar AS)                                                        | USD259,79   | USD483,13   | USD528,75   | Net Profit/Loss (million)                                                     |
| Total Aset (juta dolar AS)                                                              | USD1.196,60 | USD1.239,57 | USD1.312,04 | Total Assets (million)                                                        |
| Total Kewajiban (juta dolar AS)                                                         | USD488,02   | USD578,44   | USD648,93   | Total Liabilities (million)                                                   |
| Total Ekuitas (juta dolar AS)                                                           | USD708,58   | USD661,13   | USD663,11   | Total Equity (million)                                                        |
| Persentase Nilai Pengadaan dari Pemasok Lokal - Indonesia (%)                           | 99,96       | 99,96       | 99,97       | Percentage of Procurement Value from Local Suppliers (%)                      |
| Persentase Nilai Pengadaan dari Pemasok Lokal - Provinsi dan Kabupaten (%)              | 14          | 17,83       | 19,04       | Percentage of Procurement Value from Local Suppliers-Province and Regency (%) |
| Produk Ramah Lingkungan (%)<br>[OJK B.1.d]<br>- Penggunaan B30- <i>graded biodiesel</i> | 100         | 100         | 100         | Green Products (%)<br>[OJK B.1.d]<br>- Use of B30-graded biodiesel            |

## DAFTAR ANAK PERSEROAN

### List of Subsidiaries

[GRI 2-2]

Laporan Keberlanjutan ini memuat kinerja keberlanjutan PT Golden Energy Mines Tbk dan entitas anak, yaitu PT Borneo Indobara (BIB). Cakupan data pada setiap pengungkapan topik spesifik adalah sebagai berikut:

- Kinerja Ekonomi: Entitas Grup (Induk dan Anak)
- Kinerja SDM: Entitas Grup (Induk dan Anak)
- Kinerja Tata Kelola: Entitas Grup (Induk dan Anak)
- Kinerja Lingkungan: Entitas Anak
- Kinerja CSR: Entitas Anak
- Kinerja K3: Entitas Anak

Sementara, Laporan Keuangan **Audited** yang dipublikasikan pada 9 Maret 2026 memuat kinerja keuangan konsolidasi entitas induk dan seluruh entitas anak.

This Sustainability Report presents the sustainability performance of PT Golden Energy Mines Tbk and its subsidiary, PT Borneo Indobara. The data scope for each specific topic disclosure is as follows:

- Economic Performance: Group Entities (Parent and Subsidiary)
- HR Performance: Group Entities (Parent and Subsidiary)
- Governance Performance: Group Entities (Parent and Subsidiary)
- Environmental Performance: Subsidiary Entity
- CSR Performance: Subsidiary Entity
- OHS Performance: Subsidiary Entity

Meanwhile, the Audited Financial Statements published on March 9, 2026, outline the consolidated financial performance of the parent entity and all subsidiaries.

| Entitas Anak<br>Subsidiaries                           | Alamat<br>Address                                                                                                                     | Bidang Usaha<br>Business Sector                                                                                                                     | Persentase<br>Kepemilikan<br>(%)<br>Ownership<br>Percentage (%) | Tahun<br>Operasi<br>Komersial<br>Year of<br>Commercial<br>Operations |
|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------|
| <b>Kepemilikan Langsung</b><br><b>Direct Ownership</b> |                                                                                                                                       |                                                                                                                                                     |                                                                 |                                                                      |
| PT Roundhill<br>Capital Indonesia<br>(RCI)             | Sinar Mas Land Plaza Tower II<br>Lt. 7<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Penyertaan Saham dan<br>Perdagangan Besar<br>Equity Participation<br>and Wholesale Trading                                                          | 99,0158                                                         | 2014                                                                 |
| PT Kuansing Inti<br>Makmur (KIM)                       | Desa Tanjung Belit, Jujuhan<br>Kab. Bungo, Jambi                                                                                      | Pertambangan Batu<br>bara<br>Coal Mining                                                                                                            | 99,9998                                                         | 2005                                                                 |
| PT Trisula Kencana<br>Sakti (TKS)                      | Jl. Panti Ajar No. 63 RT 06/RW 13<br>Kel. Lanjas, Kec. Teweh Tengah<br>Kab. Barito Utara, Muara Teweh<br>Kalimantan Tengah, Indonesia | Pertambangan Batu<br>bara<br>Coal Mining                                                                                                            | 99,9999                                                         | 2008                                                                 |
| GEMS Trading<br>Resources<br>Pte Ltd (GEMSTR)          | One Raffles Place #28-02, Tower<br>1 Singapore (048616)                                                                               | Perdagangan Besar<br>Wholesale Trading                                                                                                              | 100,0000                                                        | 2012                                                                 |
| PT Karya Mining<br>Solutions                           | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Jasa Pertambangan<br>Mining Services                                                                                                                | 99,9994                                                         | 2025                                                                 |
| PT GEMS Energy<br>Indonesia                            | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Perdagangan,<br>Pembangunan,<br>Industri, Jasa, dan<br>Pengangkutan Darat<br>Trade, Construction,<br>Industry, Services, and<br>Land Transportation | 99,0000                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |
| PT Era Mitra<br>Selaras                                | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Penyertaan Saham<br>Equity Participation                                                                                                            | 99,8800                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |
| PT Dwikarya Sejati<br>Utama                            | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Modal Ventura dan<br>Jasa Konsultasi<br>Manajemen<br>Venture Capital and<br>Management<br>Consulting Services                                       | 99,9999                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |
| PT UNSOCO                                              | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                                    | Jasa Konsultasi<br>Manajemen<br>Management<br>Consulting Services                                                                                   | 99,0000                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |


**Entitas Anak**  
 Subsidiaries

**Alamat**  
 Address

**Bidang Usaha**  
 Business Sector

**Persentase Kepemilikan (%)**  
 Ownership Percentage (%)

**Tahun Operasi Komersial**  
 Year of Commercial Operations

**Kepemilikan Tidak Langsung**  
 Indirect Ownership

|                                               |                                                                                                              |                                       |         |                                       |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------|---------|---------------------------------------|
| PT Borneo Indobara (melalui RCI)              | Sinar Mas Land Plaza Tower II Lt. 7<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia              | Pertambangan Batu bara<br>Coal Mining | 99,0701 | 2005                                  |
| PT Karya Cemerlang Persada (melalui KIM)      | Desa Tanjung Belit, Jujuhan Kabupaten Bungo, Jambi, Indonesia                                                | Pertambangan Batu bara<br>Coal Mining | 99,9917 | 2011                                  |
| PT Bungo Bara Utama (melalui KIM)             | Jl. Rangkayo Hitam RT 014/RW 005<br>Kel. Bungo Timur, Kec. Pasar Muara Bungo<br>Kab. Bungo, Jambi, Indonesia | Pertambangan Batu bara<br>Coal Mining | 99,9991 | 2017                                  |
| PT Bara Harmonis Batang Asam (melalui KIM)    | Desa Ujung Tanjung, Jujuhan Kab. Bungo, Jambi, Indonesia                                                     | Pertambangan Batu bara<br>Coal Mining | 99,9948 | 2010                                  |
| PT Berkat Nusantara Permai (melalui KIM)      | Desa Tanjung Belit, Jujuhan Kab. Bungo, Jambi, Indonesia                                                     | Pertambangan Batu bara<br>Coal Mining | 99,9999 | Belum Beroperasi<br>Not Yet Operating |
| PT Tanjung Belit Bara Utama (melalui KIM)     | Jl. Rangkayo Hitam RT 014/RW 005<br>Kel. Bungo Timur, Kec. Pasar Muara Bungo<br>Kab. Bungo, Jambi, Indonesia | Pertambangan Batu bara<br>Coal Mining | 99,9412 | Belum Beroperasi<br>Not Yet Operating |
| PT Wahana Rimba Lestari (melalui EMS dan KIM) | Sinar Mas Land Plaza Tower II Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia              | Pertambangan Batu bara<br>Coal Mining | 99,9999 | Belum Beroperasi<br>Not Yet Operating |
| PT Berkat Satria Abadi (melalui EMS dan KIM)  | Sinar Mas Land Plaza Tower II Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia              | Pertambangan Batu bara<br>Coal Mining | 99,9999 | Belum Beroperasi<br>Not Yet Operating |



| Entitas Anak<br>Subsidiaries                             | Alamat<br>Address                                                                                                  | Bidang Usaha<br>Business Sector                                                                                 | Persentase<br>Kepemilikan<br>(%)<br>Ownership<br>Percentage (%) | Tahun<br>Operasi<br>Komersial<br>Year of<br>Commercial<br>Operations |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------|
| PT Kuansing Inti<br>Sejahtera<br>(melalui KIM)           | Desa Ujung Tanjung, Jujuhan<br>Kab. Bungo, Jambi, Indonesia                                                        | Pertambangan Batu<br>bara<br>Coal Mining                                                                        | 99,9000                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |
| PT Bungo Bara<br>Makmur<br>(melalui KIM dan<br>BBU)      | Jl. Rangkayo Hitam RT 014/RW<br>005<br>Kel. Bungo Timur, Kec. Pasar<br>Muara Bungo<br>Kab. Bungo, Jambi, Indonesia | Pertambangan Batu<br>bara<br>Coal Mining                                                                        | 99,9000                                                         | 2019                                                                 |
| PT Duta Sarana<br>Internusa<br>(melalui DSU)             | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                 | Jasa Konsultasi<br>Manajemen<br>Management<br>Consulting Services                                               | 99,9000                                                         | Belum<br>Beroperasi<br>Not Yet<br>Operating                          |
| PT Barasentosa<br>Lestari<br>(melalui DSI dan<br>UNSOCO) | Sinar Mas Land Plaza Tower II<br>Lt. 6<br>Jl. MH Thamrin No. 51<br>Jakarta Pusat, 10350, Indonesia                 | Pertambangan Batu<br>bara dan Pembangkit<br>Listrik Mulut Tambang<br>Coal Mining and Mine-<br>Mouth Power Plant | 94,7400                                                         | 2015                                                                 |



## MILESTONE PERSEROAN

### Company Milestones

#### 2006

Mengakuisisi PKP2B yang terletak di Kalimantan Selatan, yaitu PT Borneo Indobara melalui Entitas Anak, yaitu PT Roundhill Capital Indonesia.

Acquired PKP2B, located in South Kalimantan, PT Borneo Indobara, through its subsidiary, PT Roundhill Capital Indonesia.

#### 1997

Perusahaan didirikan dengan nama PT Bumi Kencana Eka Sakti. The company was established under the name PT Bumi Kencana Eka Sakti.

#### 2009

1. Perusahaan diakuisisi oleh PT Dian Swastatika Sentosa Tbk;
2. Melakukan ekspansi pada kegiatan usaha utama di sektor pertambangan dengan mengakuisisi beberapa wilayah penambangan baru yang terletak di wilayah Jambi dan Kalimantan Tengah.

1. The company was acquired by PT Dian Swastatika Sentosa Tbk;
2. Expanded its main business activities in the mining sector by acquiring several new mining areas located in Jambi and Central Kalimantan.

#### 2010

Melakukan perubahan nama menjadi PT Golden Energy Mines Tbk dalam rangka IPO.

Changed its name to PT Golden Energy Mines Tbk in preparation for its IPO.

#### 2011

Menjadi Perusahaan *go public* dengan pencatatan saham perdana di Bursa Efek Indonesia. (17 November 2011).

Became a publicly traded company through an initial public offering (IPO) on the Indonesia Stock Exchange (November 17, 2011).

#### 2012

Mendirikan Entitas Anak, GEMS Coal Resources Pte Ltd, yang berkedudukan di Singapura.

Established its subsidiary, GEMS Coal Resources Pte Ltd, based in Singapore.

#### 2014

Entitas Anak, GEMS Coal Resources Pte Ltd, melakukan perubahan nama menjadi GEMS Trading Resources Pte Ltd.

Its subsidiary, GEMS Coal Resources Pte Ltd, changed its name to GEMS Trading Resources Pte Ltd.

#### 2015

PT Dian Swastatika Sentosa Tbk mengalihkan 66,9998% saham Perusahaan yang dimilikinya kepada Golden Energy and Resources Limited (dahulu United Fiber System Limited), perusahaan yang berkedudukan di Singapura. PT Dian Swastatika Sentosa Tbk transferred its 66.9998% ownership in the company to Golden Energy and Resources Limited (formerly United Fiber System Limited), a Singapore-based company.

## 2016

Perusahaan dan Entitas Anak, PT Kuansing Inti Makmur, menyelesaikan akuisisi PT Era Mitra Selaras beserta 2 Entitas Anak, yakni PT Wahana Rimba Lestari dan PT Berkat Satria Abadi, yang memiliki wilayah pertambangan di wilayah Sumatera Selatan dan Sumatera Barat.

The company and its subsidiary, PT Kuansing Inti Makmur, completed the acquisition of PT Era Mitra Selaras and its 2 subsidiaries, PT Wahana Rimba Lestari and PT Berkat Satria Abadi, which have mining areas in South Sumatra and West Sumatra.

## 2022

Salah satu pemegang saham Perusahaan, yaitu GMR Coal Resources Pte Ltd, mengalihkan 30% saham Perusahaan yang dimilikinya kepada PT Radhika Jananta Raya. GMR Coal Resources Pte Ltd transferred 30% of the company's shares, to PT Radhika Jananta Raya.

## 2017

Mendirikan PT Kuansing Inti Sejahtera dan PT Bungo Bara Makmur, yang berkedudukan di Muara Bungo, Jambi.

Established PT Kuansing Inti Sejahtera and PT Bungo Bara Makmur, based in Muara Bungo, Jambi.

## 2018

Perusahaan dan Entitas Anak, yaitu PT GEMS Energy Indonesia, menyelesaikan akuisisi PT Dwikarya Sejati Utama, PT Duta Sarana Internusa, PT Unsoco, dan PT Barasentosa Lestari yang merupakan Pemegang PKP2B di Sumatera Selatan.

The company and its subsidiary, PT GEMS Energy Indonesia, completed the acquisition of PT Dwikarya Sejati Utama, PT Duta Sarana Internusa, PT Unsoco, and PT Barasentosa Lestari, which are the holders of PKP2B in South Sumatra.

## 2023

Serangkaian aksi korporasi dilakukan oleh PT Dian Swastatika Sentosa Tbk dan Golden Energy and Resources Limited selama bulan Agustus 2023, sehingga setelahnya kedua perusahaan tersebut memiliki masing-masing 51% dan 7% saham dalam Perseroan.

During August 2023, PT Dian Swastatika Sentosa Tbk and Golden Energy and Resources Limited executed a series of corporate actions, leading to the acquisition of 51% and 7% shares in the company, respectively.





## VISI, MISI, DAN NILAI PERUSAHAAN

Vision, Mission and Values

[GRI 2-12] [GRI 2-23] [GRI 2-24] [OJK C.1]

# Visi Vision

Menjadi perusahaan  
pertambangan terkemuka  
di Indonesia dengan  
menciptakan nilai tambah  
bagi para pelanggan dan  
pemangku kepentingan.

To be the leading mining company in  
Indonesia by creating added value for  
customers and stakeholders.



# Misi Mission



**Membangun budaya korporat yang berpusat pada sumber daya manusia**

Building corporate culture which focuses on human resources



**Fokus pada keunggulan kegiatan operasional**

Focusing on operational excellence



**Membangun pertumbuhan berkesinambungan melalui standar keselamatan kerja yang tinggi, pengembangan program kemasyarakatan yang baik, dan pengelolaan lingkungan hidup yang tangguh**

Building sustainable growth through high occupational safety standards, good community program development, and resilient environmental management



*The Golden  
Way of*  
**Sinarmas**

## 01 INTEGRITAS

### Integrity

Bertindak sesuai ucapan/janji sehingga dapat menumbuhkan kepercayaan pihak lain. Nilai ini dijalankan dengan prinsip:

- Hati nurani;
- Satunya perbuatan dengan kata; dan
- Kejujuran.

Acting in alignment with words/promises to build trust from others. This value embodies:

- Conscience;
- Walk the talk; and
- Honesty.

## 03 KOMITMEN

### Commitment

Melaksanakan pekerjaan dengan sepenuh hati untuk mencapai hasil terbaik. Nilai ini berkaitan dengan prinsip:

- Gairah kerja;
- Berusaha menjadi yang terbaik; dan
- Menyelesaikan pekerjaan sampai tuntas.

Commitment: Executing tasks wholeheartedly to deliver optimal outcomes. This value embodies:

- Passion for work;
- Pursuit of excellence; and
- Thorough task completion

## 05 INOVASI

### Innovation

Memunculkan gagasan atau menciptakan produk/alat kerja/sistem kerja baru yang dapat meningkatkan produktivitas dan pertumbuhan Perusahaan. Nilai ini berkaitan dengan prinsip:

- Perbandingan dengan yang terbaik; dan
- Terobosan baru.

Generating ideas or creating new products/tools/work systems to enhance the Company's productivity and drive growth.

This value embodies:

- Benchmarking against the best practices; and
- New innovations.

## 02 LOYAL

### Loyalty

Menumbuhkembangkan semangat untuk mengerti, memahami, dan melaksanakan nilai-nilai Perusahaan sebagai bagian dari Grup Sinar Mas. Nilai ini berkaitan dengan prinsip:

- Persaudaraan;
- Kebanggaan; dan
- Dedikasi.

Fostering a passion for understanding, embracing, and implementing the Company's values as part of the Sinar Mas Group. This value embodies:

- Brotherhood;
- Pride; and
- Dedication.

## 04 SIKAP POSITIF

### Positive Attitude

Menampilkan perilaku yang mendukung terciptanya lingkungan kerja yang saling menghargai dan kondusif. Nilai ini berkaitan dengan prinsip:

- Berpikir positif;
- Menghargai orang lain;
- Kerja sama; dan
- Lingkungan kerja yang positif.

Positive Attitude: Demonstrating behaviors that promote a mutually respectful and conducive work environment.

This value embodies:

- Positive thinking;
- Respect for others;
- Cooperation; and
- Positive work environment.

## 06 PERBAIKAN BERKELANJUTAN

### Continuous Improvement

Meningkatkan kemampuan atau kapasitas diri, unit kerja, dan organisasi secara terus-menerus tanpa batas untuk mencapai hasil terbaik.

Nilai ini berkaitan dengan prinsip:

- Data yang akurat;
- Peduli biaya; dan
- Proses unggul.

Continuous Improvement: Constantly enhancing personal, work units, and organizational capabilities or capacities to achieve excellence. This value embodies:

- Accurate data;
- Cost-effective practices; and
- Process excellence



## Keanggotaan Asosiasi

### Association Memberships

[GRI 2-28] [OJK C.5]

#### Asosiasi Pertambangan Batu Bara Indonesia (APBI)

##### Indonesian Coal Mining Association (APBI)

|                                            |                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Skala Asosiasi</b><br>Association Scale | Nasional<br>National                                                                                                                                                                                                                                                                                                                          |
| <b>Posisi Perseroan</b><br>Company Status  | Anggota<br>Member                                                                                                                                                                                                                                                                                                                             |
| <b>Keterangan</b><br>Description           | APBI adalah suatu organisasi nirlaba sebagai wadah diskusi dan pencarian solusi atas tantangan yang dihadapi para pelaku industri pertambangan batu bara di Indonesia.<br>APBI is a non-profit organization that serves as a forum for discussion and finding solutions to the challenges faced by coal mining industry players in Indonesia. |

#### Asosiasi Emiten Indonesia (AEI)

##### The Indonesian Issuers Association (AEI)

|                                            |                                                                                                                                                                                                                                                         |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Skala Asosiasi</b><br>Association Scale | Nasional<br>National                                                                                                                                                                                                                                    |
| <b>Posisi Perseroan</b><br>Company Status  | Anggota<br>Member                                                                                                                                                                                                                                       |
| <b>Keterangan</b><br>Description           | AEI adalah sebuah organisasi nirlaba yang bertujuan menjadi wadah yang mewakili kepentingan perusahaan publik di Indonesia.<br>AEI is a non-profit organization that aims to be a forum that represents the interests of public companies in Indonesia. |

#### Indonesian Corporate Secretary Association (ICSA)

##### Indonesian Corporate Secretary Association (ICSA)

|                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Skala Asosiasi</b><br>Association Scale | Nasional<br>National                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Posisi Perseroan</b><br>Company Status  | Anggota<br>Member                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Keterangan</b><br>Description           | ICSA adalah suatu organisasi nirlaba yang bertujuan meningkatkan profesionalisme Sekretaris Perusahaan di Indonesia dan mendukung upaya pengembangan tata kelola perusahaan yang baik, melalui pengembangan pengetahuan dan keterampilan, pertukaran informasi antara Sekretaris Perusahaan, otoritas berwenang, dan pemangku kepentingan lainnya.<br>ICSA is a non-profit organization that aims to improve the professionalism of Corporate Secretaries in Indonesia and support efforts to develop good corporate governance, through the development of knowledge and skills, exchange of information between Corporate Secretaries, competent authorities, and other stakeholders. |









# KEBIJAKAN DAN STRATEGI KEBERLANJUTAN GEMS

## GEMS Sustainability Policy and Strategy

Dengan komitmen pada inovasi untuk pertambangan berkelanjutan, GEMS menjalankan setiap operasi dengan integritas, tanggung jawab, dan perhatian penuh terhadap keselamatan manusia serta kelestarian lingkungan.

With a commitment to innovation in sustainable mining, GEMS conducts all operations with integrity, responsibility, and a strong emphasis on human safety and environmental preservation.







Dalam konteks ekonomi nasional dan internasional, batu bara masih memegang peran penting sebagai sumber pendapatan dan energi. Di tingkat nasional, batu bara menjadi komoditas ekspor utama yang menyumbang devisa besar bagi Indonesia pada 2024 Indonesia mencatat produksi batu bara di kisaran 836 juta ton dan mengekspor sekitar 555 juta ton<sup>1</sup>, menjadikan negara ini salah satu pengeksport *thermal coal* terbesar di dunia. Tahun 2025, produksi batu bara diperkirakan dalam kisaran 750 juta ton.<sup>2</sup> Data produksi dan ekspor ini menunjukkan peran strategis batu bara dalam mendukung penerimaan negara dan pasokan energi domestik.

Selain digunakan sebagai bahan bakar pembangkit listrik untuk memenuhi kebutuhan listrik, batu bara juga dipakai dalam industri primer seperti pembuatan baja, semen, dan dalam industri kimia (untuk membuat plastik, pewarna dll). Produk turunan batu bara juga dipakai untuk karbon aktif, bahan baku industri, dan proses industri lainnya. Kondisi ini menjelaskan mengapa permintaan batu bara masih bertahan di tengah meningkatnya dorongan global menuju dekarbonisasi.

Dalam peta batu bara dunia, Indonesia berperan sebagai produsen dan pengeksport utama *thermal coal*. Cadangan batu bara Indonesia juga masih signifikan, yang membuat Indonesia menjadi pemain utama dalam pasar global. Dengan demikian GEMS turut berperan dalam peningkatan ekonomi nasional. Namun demikian, aktivitas industri batu bara (penambangan, pemrosesan, dan penggunaan akhir di PLTU dan industri berat) memiliki dampak iklim yang substansial. Oleh karena itu, perlu adanya komitmen pertambangan berkelanjutan yang mencakup pengurangan emisi, penanganan debu dan limbah.

In the context of national and global economies, coal continues to play a significant role as a source of revenue and energy. At the national level, coal remains a key export commodity contributing substantial foreign exchange earnings for Indonesia. In 2024, Indonesia recorded coal production of approximately 836 million tons and exported around 555 million tons<sup>1</sup>, positioning the country as one of the world's largest exporters of thermal coal. In 2025, coal production is estimated to reach around 750 million tons<sup>2</sup>. These production and export figures highlight coal's strategic role in supporting state revenue and domestic energy supply.

In addition to its use as fuel for power generation to meet electricity demand, coal is also utilized in primary industries such as steel production, cement manufacturing, and the chemical industry (e.g., for producing plastics and dyes). Coal derivatives are further used in activated carbon, industrial raw materials, and various industrial processes. These factors explain why coal demand remains resilient despite the increasing global push toward decarbonization.

Within the global coal landscape, Indonesia plays a key role as a major producer and exporter of thermal coal. The Indonesia's substantial coal reserves further reinforce its position as a major player in the global market. In this regard, GEMS contributes to national economic growth. However, coal industry activities (mining, processing, and end-use in power plants and heavy industries) have substantial climate impacts. Therefore, a strong commitment to sustainable mining is essential, encompassing emissions reduction, as well as dust and waste management.

<sup>1</sup> Reuters, "Indonesia's 2024 coal output hits record high" Mining.com [https://www.mining.com/web/indonesias-2024-coal-output-hits-record-high/?utm\\_source=chatgpt.com#google\\_vignette](https://www.mining.com/web/indonesias-2024-coal-output-hits-record-high/?utm_source=chatgpt.com#google_vignette) [Accessed: 8 Dec 2025]

<sup>2</sup> Verda Nano, "Produksi Batu Bara RI Sampai Akhir 2025 Diramal Turun ke 750 Juta Ton. CNBC Indonesia. <https://www.cnbcindonesia.com/news/20251113194758-4-685093/produksi-batu-bara-ri-sampai-akhir-2025-diramal-turun-ke-750-juta-ton>. [Accessed: 8 Dec 2025]



## KERANGKA KEBERLANJUTAN GEMS

### GEMS Sustainability Framework

[GRI 2-23] [OJK A.1] [OJK C.1] [OJK F.1]

Perseroan berkomitmen untuk menerapkan pertambangan yang berkelanjutan melalui inovasi, pengelolaan lingkungan yang bertanggung jawab, serta perlindungan terhadap keselamatan dan hak-hak masyarakat. Kami memastikan setiap tahap operasi, dari eksplorasi, produksi, hingga pascatambang, dilaksanakan dengan standar terbaik. Perseroan memastikan upaya pengurangan emisi, efisiensi energi, reklamasi lahan, dan pemantauan kualitas udara serta air. Dengan prinsip transparansi dan tata kelola yang baik, Perseroan berupaya menciptakan nilai jangka panjang bagi pemangku kepentingan sekaligus menjaga kelestarian ekosistem untuk generasi mendatang.

The Company is committed to implementing sustainable mining practices through innovation, responsible environmental management, and the protection of community safety and rights. It ensures that every stage of operations, from exploration and production to post-mining is carried out in accordance with best practices. The Company implements initiatives related to emissions reduction, energy efficiency, land reclamation, and monitoring of air and water quality. Guided by principles of transparency and good governance, the Company strives to create long-term value for stakeholders while preserving ecosystems for future generations.

### Kerangka Keberlanjutan GEMS GEMS sustainability framework



**VISI**  
Vision

TO BE THE LEADING MINING COMPANY IN INDONESIA BY  
CREATING ADDED VALUE FOR CUSTOMERS AND STAKEHOLDERS



**PLANET**

Mitigate Environmental Impact  
and Promote Conservation.



**PEOPLE**

- Develop Sustainable and Capable Human Capital.
- Develop an Independent Society Mining Activities.



**PROFIT**

Provide a Sustainable Living Among  
Our Stakeholders through Sustainable  
Value Chain Management Practices.

#### GOVERNANCE

Strengthen Good Corporate Governance and Promotes a Responsible Business Culture.

#### VALUES

Integrate Sustainability Best Practices in Gems's Operation

#### SUSTAINABLE DEVELOPMENT GOALS





Kerangka Keberlanjutan Perseroan dibangun di atas visi untuk menjadi Perseroan pertambangan terdepan di Indonesia dengan menciptakan nilai tambah bagi pelanggan dan pemangku kepentingan melalui tiga pilar utama—*Planet*, *People*, dan *Profit*. Melalui pilar *Planet*, Perseroan berkomitmen memitigasi dampak lingkungan dan mendorong konservasi; pada pilar *People*, Perseroan berfokus mengembangkan SDM yang berkelanjutan dan kapabel (handal / cakap) serta membangun komunitas mandiri di sekitar wilayah operasi; sementara pilar *Profit* menegaskan upaya menciptakan kesejahteraan berkelanjutan bagi para pemangku kepentingan melalui praktik manajemen rantai nilai yang bertanggung jawab. Seluruh pilar ini diperkuat oleh fondasi *Governance* yang menekankan tata kelola perusahaan yang baik serta budaya bisnis yang bertanggung jawab, dan *Values* (nilai-nilai) yang memastikan praktik keberlanjutan terintegrasi dalam setiap operasi. Kerangka ini juga selaras dengan Tujuan Pembangunan Berkelanjutan (SDGs) sehingga memastikan kontribusi Perseroan terhadap keberlanjutan global secara holistik.

The Company's Sustainability Framework is built upon its vision to be the leading mining company in Indonesia by creating added value for customers and stakeholders through three main pillars of Planet, People, and Profit. Through the Planet pillar, the Company is committed to mitigating environmental impacts and promoting conservation. Under the People pillar, the Company focuses on developing sustainable and capable human resources, while fostering self-reliant communities in its operational areas. Meanwhile, the Profit pillar emphasizes the creation of sustainable prosperity for stakeholders through responsible value chain management practices. All these pillars are reinforced by a Governance foundation that emphasizes good corporate governance and responsible business conduct, as well as Values that ensure sustainability practices are embedded across all operations. This framework is also aligned with the Sustainable Development Goals (SDGs), ensuring the Company's holistic contribution to global sustainability.

## STRATEGI KEBERLANJUTAN GEMS

Sustainability Strategy

[GRI 2-23] [OJK A.1] [OJK C.1] [OJK F.1]

Strategi keberlanjutan Perseroan dirancang untuk memastikan bahwa seluruh operasi Perseroan berjalan selaras dengan prinsip lingkungan, sosial, dan tata kelola yang bertanggung jawab. Seluruh strategi ini diperkuat dengan komitmen penghormatan terhadap Hak Asasi Manusia (HAM), termasuk memastikan praktik bisnis yang tidak diskriminatif, perlindungan pekerja, serta mekanisme *due diligence* untuk mencegah, mengidentifikasi, dan menangani potensi dampak negatif HAM di seluruh rantai operasi.

The Company's sustainability strategy is designed to ensure that all operations are aligned with responsible environmental, social, and governance principles. This strategy is further strengthened by a commitment to respect Human Rights (HR), including ensuring non-discriminatory business practices, protection of workers, and the implementation of due diligence mechanisms to prevent, identify, and address potential human rights impacts across the entire operational value chain.

## Strategi Keberlanjutan GEMS

### GEMS Sustainability Strategy



#### LINGKUNGAN

##### Environmental

- |   |                                                                                                                    |                                                                                                      |
|---|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 1 | Menjalankan kegiatan operasi pertambangan yang sesuai dengan kaidah <i>Good Mining Practice</i> dan Keberlanjutan. | Conducting mining operations in accordance with Good Mining Practices and Sustainability principles. |
| 2 | Menjalankan pengelolaan lingkungan yang kuat untuk mengurangi dan memitigasi dampak terhadap lingkungan.           | Implementing robust environmental management to reduce and mitigate environmental impacts.           |



#### SOSIAL

##### Social

- |   |                                                                                                   |                                                                                                 |
|---|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| 1 | Membentuk dan menjalankan sistem manajemen Keselamatan dan Kesehatan terbaik                      | Establishing and implementing the best occupational health and safety management system.        |
| 2 | Mempromosikan kesetaraan dalam organisasi.                                                        | Promoting equality within the organization.                                                     |
| 3 | Mempercepat kontribusi dan dampak terhadap masyarakat (lokal) untuk menjadi masyarakat sejahtera. | Accelerating contributions and impacts on (local) communities to become prosperous communities. |
| 4 | Membentuk dan menjalankan program CSR yang kuat serta terkait dengan SDGs.                        | Establishing and implementing a robust CSR program aligned with the SDGs.                       |



#### TATA KELOLA

##### Governance

- |   |                                                                          |                                                                   |
|---|--------------------------------------------------------------------------|-------------------------------------------------------------------|
| 1 | Menjadi Perusahaan yang dikelola dengan sistem tata kelola yang baik.    | Becoming a company managed with a good governance system.         |
| 2 | Membentuk dan memiliki dewan tata kelola keberlanjutan yang kuat.        | Establishing and owning a strong sustainability governance board. |
| 3 | Meningkatkan pengadaan yang bertanggung jawab serta terkait dengan SDGs. | Enhancing responsible and SDG-linked procurement.                 |

Visi dan strategi keberlanjutan Perseroan diterapkan melalui integrasi prinsip-prinsip keberlanjutan ke dalam tata kelola, strategi, dan operasi sehari-hari. Perseroan memastikan bahwa Dewan Komisaris dan Direksi mengawasi kinerja keberlanjutan, menetapkan kebijakan yang mengatur aspek lingkungan, sosial, dan tata kelola, serta menugaskan fungsi manajemen terkait untuk melaksanakan program yang relevan. Komitmen dan kebijakan keberlanjutan disosialisasikan kepada pekerja melalui pelatihan, induksi K3, dan komunikasi internal. Mitra bisnis menerima ketentuan yang sama melalui persyaratan kontrak dan koordinasi dengan kontraktor. Komitmen keberlanjutan ini juga dijalankan melalui penerapan standar operasional yang ramah lingkungan, pengembangan SDM dan masyarakat, manajemen rantai nilai yang bertanggung jawab, serta mekanisme pemantauan dan evaluasi berkala. Selain itu, Perseroan mengintegrasikan nilai keberlanjutan dalam pengambilan keputusan strategis, melakukan pelaporan transparan, dan memastikan bahwa seluruh unit bekerja selaras dengan tujuan keberlanjutan Perseroan dan SDGs sebagai acuan global. [GRI 2-24]

The Company's sustainability vision and strategy are implemented through the integration of sustainability principles into governance, strategy, and daily operations. The Company ensures that the Board of Commissioners and the Board of Directors oversee sustainability performance, establish policies covering environmental, social, and governance aspects, and assign relevant management functions to implement corresponding programs. Sustainability commitments and policies are communicated to employees through training, OHS induction, and internal communication. Business partners are subject to the same standards through contractual requirements and coordination with contractors. This sustainability commitment is also executed through the implementation of environmentally responsible operational standards, human resource and community development, responsible value chain management, and periodic monitoring and evaluation mechanisms. In addition, the Company integrates sustainability values into strategic decision-making, conducts transparent reporting, and ensures that all units operate in alignment with the Company's sustainability objectives and the SDGs as a global reference. [GRI 2-24]



## Daftar Kebijakan, Regulasi, dan *Best Practice* Terkait Keberlanjutan

List of Policies, regulations, and best practices related to sustainability



### ASPEK EKONOMI | ECONOMY ASPECTS

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>Peraturan Pemerintah terkait:             <ul style="list-style-type: none"> <li>Imbalan Pensiun</li> <li>Upah Minimum Regional</li> <li>Pengembangan Ekonomi Masyarakat</li> <li>Pajak</li> <li><i>Domestic Market Obligation</i></li> <li>Kebijakan Anti-Korupsi dan Gratifikasi</li> <li>Kebijakan persaingan usaha yang adil</li> </ul> </li> <li>Kebijakan terkait pengadaan barang dan jasa.</li> </ol> | <ol style="list-style-type: none"> <li>Government regulations related to:             <ul style="list-style-type: none"> <li>Pension benefits</li> <li>Regional Minimum Wage</li> <li>Community Economic Development</li> <li>Taxes</li> <li>Domestic Market Obligation</li> <li>Anti-Corruption and Gratification Policy;</li> <li>Fair Business Competition Policy; and</li> </ul> </li> <li>Procurement Policy for goods and services.</li> </ol> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



### ASPEK LINGKUNGAN | ENVIRONMENTAL ASPECTS

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>Peraturan Pemerintah dan Menteri Energi dan Sumber Daya Mineral terkait:             <ul style="list-style-type: none"> <li>Pertambangan Mineral dan Batu Bara</li> <li>Penerapan Sistem Manajemen Keselamatan Pertambangan dan Mineral Batu Bara</li> <li>Pengendalian Limbah</li> <li>Reklamasi dan Pascatambang</li> <li>Efisiensi Energi</li> <li>Pengendalian Pencemaran Udara</li> <li>Keanekaragaman Hayati</li> </ul> </li> <li>ISO 14001:2015 tentang Sistem Manajemen Lingkungan.</li> <li>Kebijakan Umum Keselamatan dan Pertambangan dan Lingkungan Hidup.</li> </ol> | <ol style="list-style-type: none"> <li>Government regulations and Ministry of Energy and Mineral Resources related to:             <ul style="list-style-type: none"> <li>Mineral and Coal Mining;</li> <li>Application of Mining and Coal Mineral Safety Management System;</li> <li>Waste Control;</li> <li>Reclamation and Post-Mining;</li> <li>Energy Efficiency;</li> <li>Air Pollution Control;</li> <li>Biodiversity;</li> </ul> </li> <li>ISO 14001:2015 on the Environmental Management System.</li> <li>General Policy on Mining Safety and Environmental Management.</li> </ol> |
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### ASPEK SOSIAL | SOCIAL ASPECTS

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Kesehatan dan Keselamatan Kerja</b></p> <ol style="list-style-type: none"> <li>Sistem Manajemen Keselamatan Pertambangan Mineral dan Batu Bara oleh Kementerian Energi dan Sumber Daya Mineral</li> <li>ISO 45001:2018 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)</li> <li>Kebijakan Perseroan dan entitas anak             <ul style="list-style-type: none"> <li>Kebijakan Kesiapan dan Respon Darurat</li> <li>Kebijakan Umum Keselamatan Pertambangan dan Lingkungan Hidup</li> <li>Kebijakan HIV/AIDS</li> <li>Kebijakan Penggunaan Narkoba dan Alkohol serta Kebijakan Pencegahan Penyebaran Corona <i>Virus Disease</i> (Covid-19).</li> </ul> </li> </ol> <p><b>Pengembangan Masyarakat</b></p> <ol style="list-style-type: none"> <li>Keputusan Menteri ESDM tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat</li> <li>ISO 26000 tentang <i>Guidance Standard on Social Responsibility</i> Lingkungan Penambangan di masing-masing Entitas Anak.</li> </ol> <p><b>Ketenagakerjaan</b></p> <ol style="list-style-type: none"> <li>Peraturan Pemerintah terkait Ketenagakerjaan.</li> <li><i>Universal Declaration of Human Rights</i> oleh PBB.</li> <li>Kebijakan Perseroan terkait menghormati aspek HAM karyawan yang mencakup:             <ul style="list-style-type: none"> <li>Anti-diskriminasi</li> <li>Menjamin kebebasan berserikat dan berkumpul</li> <li>Anti kerja paksa dan tidak mempekerjakan anak di bawah umur</li> <li>Pemenuhan hak-hak karyawan.</li> </ul> </li> </ol> | <p><b>Occupational Health and Safety</b></p> <ol style="list-style-type: none"> <li>Mineral and Coal Mining Safety Management System by the Ministry of Energy and Mineral Resources;</li> <li>ISO 45001:2018 on the Occupational Health and Safety Management System (OH&amp;S);</li> <li>Company and Subsidiaries Policies:             <ul style="list-style-type: none"> <li>Emergency Preparedness and Response Policy;</li> <li>General Policy on Mining Safety and Environmental Management;</li> <li>HIV/AIDS Policy;</li> <li>Drug and Alcohol Use Policy; and</li> <li>Coronavirus Disease (COVID -19) Prevention Policy.</li> </ul> </li> </ol> <p><b>Community Development</b></p> <ol style="list-style-type: none"> <li>Minister of Energy and Mineral Resources Decree regarding Guidelines for Implementation of Community Development and Empowerment;</li> <li>ISO 26000 on Guidance Standard on Social Responsibility in Mining Environment in each subsidiary.</li> </ol> <p><b>Employment</b></p> <ol style="list-style-type: none"> <li>Government Regulations on Employment;</li> <li>Universal Declaration of Human Rights by the United Nations;</li> <li>Company policy regarding respect for employees' human rights, including:             <ul style="list-style-type: none"> <li>Anti-discrimination</li> <li>Ensuring freedom of association and assembly</li> <li>Anti-forced labor and no employment of minors</li> </ul> </li> <li>Fulfillment of employees' rights.</li> </ol> |
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### TATA KELOLA | GOVERNANCE ASPECTS

- |                                                                                                                      |                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>Peraturan Perusahaan</li> <li>Kode Etik*</li> <li>Pakta Integritas</li> </ol> | <ol style="list-style-type: none"> <li>Company Regulation</li> <li>Code of Ethics*</li> <li>Integrity Pact</li> </ol> |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|

\* Dapat diakses di website Perusahaan | Accessible on the Company website: <https://www.goldenenergymines.com/id/tata-kelola-perusahaan/kode-etik/>



Untuk memastikan pencapaian, Perseroan melakukan *monitoring* dan evaluasi untuk kepentingan analisa, yang kemudian menjadi masukan yang berguna untuk perbaikan yang berkesinambungan. Lebih dari itu, Perseroan mengundang eksternal *assurance* untuk menilai beberapa topik material yang relevan terhadap bisnis Kami:

To ensure achievement, the Company conducts monitoring and evaluation for analytical purposes, which serve as valuable inputs for continuous improvement. Furthermore, the Company engages external assurance to assess selected material topics relevant to its business:

### Cakupan Assurance Pihak Ketiga atas Topik Material Third Party Assurance Coverage of Material Topics



## FOKUS DAN TARGET KEBERLANJUTAN GEMS

### GEMS Sustainability Focus and Target

Berikut adalah tabel yang merangkum fokus strategi dan target keberlanjutan GEMS dalam upaya mewujudkan operasional pertambangan yang bertanggung jawab.

The following table summarizes GEMS Sustainability strategic focus and target in realizing responsible mining operational practice.

| Fokus                                                                                                                                      | Metriks                                                                                                                                                                                                                                            | Baseline 2020                    | Target 2030                     | Target 2040                      | Posisi 2025 2025 Position         | Fokus                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------|----------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Menangani Perubahan Iklim</b>                                                                                                           | Scope 1 dan Scope 2 intensitas emisi CO <sub>2</sub> di BIB (tonCO <sub>2</sub> eq/ ton batu bara yang diproduksi)<br>Scope 1 and Scope 2 CO <sub>2</sub> e emissions intensity at BIB (metric tons of CO <sub>2</sub> e per ton of coal produced) | 0,020 TonCO <sub>2</sub> eq/ ton | 0,015 TonCO <sub>2</sub> eq/ton | 0,010 TonCO <sub>2</sub> eq/ ton | 0,025 Ton CO <sub>2</sub> eq/ ton | <b>Addressing Climate Change</b>                                                                                                                      |
| <b>Tujuan:</b> bertanggung jawab untuk mengurangi intensitas emisi CO <sub>2</sub> scope 1 dan scope 2 dari kegiatan operasional Perseroan |                                                                                                                                                                                                                                                    |                                  |                                 |                                  |                                   | <b>Objective:</b><br>To be responsible for reducing Scope 1 and Scope 2 CO <sub>2</sub> emission intensity from the Company's operational activities. |
| <b>Aspirasi:</b> mencapai <i>Net Zero</i> pada tahun 2060                                                                                  |                                                                                                                                                                                                                                                    |                                  |                                 |                                  |                                   | <b>Aspiration:</b><br>To achieve Net Zero by 2060.                                                                                                    |



| Fokus                                                                                                                                                                                                                                                                                                                       | Metriks                                                                                       | Baseline 2020 | Target 2030 | Target 2040 | Posisi 2025 2025 Position | Fokus                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------|-------------|-------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Melindungi Keanekaragaman Hayati</b><br><br><b>Tujuan:</b> bertanggung jawab untuk melindungi keanekaragaman hayati di wilayah kegiatan operasional Perseroan.<br><br><b>Aspirasi:</b> mencapai Indeks Keanekaragaman Hayati (IKH) Shannon-Wiener tinggi pada area reklamasi.                                            | Indeks Keanekaragaman Hayati (IKH) di BIB<br>Biodiversity Index (Shannon-Wiener Index) at BIB | 0,1           | >3,0        | >3,0        | 3,56                      | <b>Biodiversity Protection</b><br><br><b>Objective:</b> To be responsible for protecting biodiversity within the Company's operational areas.<br><br><b>Aspiration:</b> To achieve a high Shannon-Wiener Biodiversity Index in reclamation areas.                                                                                                        |
| <b>Membangun Sirkularitas Limbah B3</b><br><br><b>Tujuan:</b> mengurangi timbulan limbah dari kegiatan operasional Perseroan melalui inovasi dan 3R ( <i>reduce, reuse, recycle</i> ) program.<br><br><b>Aspirasi:</b> mencapai <i>recycling rate</i> >90% atas timbulan limbah B3.                                         | % <i>Recycling Rate</i> di BIB<br>% <i>Recycling Rate</i> at BIB                              | 93,3%         | 90,0%       | 90,0%       | 92,97%                    | <b>Hazardous Waste Circularity Development (B3 Waste)</b><br><br><b>Objective:</b> To reduce waste generation from operational activities through innovation and 3R ( <i>reduce, reuse, recycle</i> ) programs.<br><br><b>Aspiration:</b> To achieve a recycling rate of >90% for hazardous waste generation.                                            |
| <b>Penutupan dan Rehabilitasi</b><br><br><b>Tujuan:</b> memastikan penutupan tambang sesuai dengan RPT (rencana penutupan tambang) termasuk dengan penyediaan keuangan yang tepat.<br><br><b>Aspirasi:</b> mencapai target penutupan tambang sesuai dengan rencana dan target rehabilitasi/reklamasi sesuai dengan rencana. | % <i>Cumulative reclaimed area</i> di BIB<br>% <i>Cumulative reclaimed area</i> at BIB        | 18,00%        | 91,00%      | 91,00%      | 20,02%                    | <b>Mine Closure and Rehabilitation</b><br><br><b>Objective:</b> To ensure mine closure is conducted in accordance with the Mine Closure Plan (RPT), including the provision of adequate financial resources.<br><br><b>Aspiration:</b> To achieve mine closure targets in line with the plan and meet rehabilitation/reclamation targets as established. |

| Fokus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Metriks                                                                                              | Baseline 2020 | Target 2030 | Target 2040 | Posisi 2025 2025 Position | Focus                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------|-------------|-------------|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Melindungi Sumber Daya Air</b><br><br><b>Tujuan:</b> meminimalisasi dalam penggunaan air tanah untuk kebutuhan operasional Perseroan dan memastikan tidak adanya pencemaran air.<br><br><b>Aspirasi:</b> penggunaan air tanah <2,0% dan tidak adanya pencemaran air.                                                                                                                                                                                                                           | % <i>Ground water consumed</i> di BIB<br>% Ground Water consumed at BIB                              | 2,3%          | 2,0%        | 1,5%        | 2,30%                     | <b>Water Resource Protection</b><br><br><b>Objective:</b><br>To minimize groundwater usage for operational needs and ensure no water pollution.<br><br><b>Aspiration:</b><br>Groundwater usage <2.0% and zero water pollution.                                                                                                                                                                                                                                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | % <i>Ground water consumed</i> BIB dan Mitra Kerja<br>% Ground water consumed at BIB and contractors | 2,3%          | 2,0%        | 1,5%        | 2,67%                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | # <i>Water Quality Breaching</i> di BIB<br># Water Quality Breaching at BIB                          | 0             | 0           | 0           | 0                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                      |               |             |             |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Meningkatkan Kesehatan dan Keselamatan Kerja</b><br><br><b>Tujuan:</b> menjadi Perseroan pertambangan terbaik dan terdepan dalam aspek K3.<br><br><b>Aspirasi:</b> mencapai <i>zero fatalities</i> dan mencapai <i>zero LTIFR (Lost Time Injury Frequency Rate)</i> .                                                                                                                                                                                                                          | Jumlah Fatalitas di Kami                                                                             | 1             | 0           | 0           | 0                         | <b>Occupational Health and Safety (OHS) Improvement</b><br><br><b>Objective:</b><br>To become a leading mining company in occupational health and safety.<br><br><b>Aspiration:</b> to achieve zero fatalities and zero LTIFR (Lost Time Injury Frequency Rate).                                                                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Number of Fatalities                                                                                 |               |             |             |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | LTIFR di BIB                                                                                         | 0,07          | <0,10       | <0,05       | 0,07                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | LTIFR (Lost Time Injury Frequency Rate) at BIB                                                       |               |             |             |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Meningkatkan Kesetaraan Dalam Organisasi</b><br><br><b>Tujuan:</b> menjadi Perseroan pertambangan peduli dan mempromosikan kesetaraan di dalam Organisasi sebagai salah satu bentuk penerapan Hak Asasi Manusia.<br><br><b>Aspirasi:</b> meningkatkan komposisi karyawan wanita di dalam Perseroan, meningkatkan komposisi karyawan wanita pada posisi <i>Leader</i> (Dept Head ke atas), meningkatkan komposisi karyawan lokal, dan menjaga tingkat <i>voluntary turnover</i> pada level <5%. | % Karyawan Wanita Kami                                                                               | 17,8%         | 30,0%       | 35,0%       | 21,07%                    | <b>Promoting Equality within the Organization</b><br><br><b>Objective:</b><br>To become a mining company that promotes equality within the organization as part of Human Rights (HR) implementation.<br><br><b>Aspiration:</b> Increase the proportion of female employees within the Company, Increase female representation in leadership positions (Department Head and above), Increase the proportion of local employees, Maintain voluntary turnover rate at <5% |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | % Female Employees at GEMS                                                                           |               |             |             |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | % Tenaga kerja lokal (Kab & Provinsi) Kami                                                           | 17,6%         | 20,0%       | 25,0%       | 17,5%                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | % Local Workforce (Regency & Province) at BIB                                                        |               |             |             |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |



| Fokus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Metriks                                                                                                                                            | Baseline 2020 | Target 2030 | Target 2040                                                                                                                                                | Posisi 2025 2025 Position | Focus                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Membentuk Masyarakat yang Sejahtera</b><br><br><b>Tujuan:</b> menciptakan peluang pertumbuhan ekonomi baik kepada para pemangku kepentingan melalui pelaksanaan PPM (program pengembangan masyarakat), pelibatan pengusaha lokal pada rantai bisnis, kontribusi kepada pemerintah untuk mendukung pembangunan, dan kontribusi kepada karyawan.<br><br><b>Aspirasi:</b> mencapai kontribusi pembentukan masyarakat yang sejahtera terhadap total biaya Perseroan sebesar 50% pada tahun 2050. | % Kontribusi Pembentukan Masyarakat Sejahtera terhadap Total Biaya di BIB<br>% Contribution to Community Prosperity relative to Total Costs at BIB | 26,0%         | 35,0%       | 50,0%                                                                                                                                                      | 38%                       | <b>Building a Prosperous Community</b><br><br><b>Objective:</b><br>To create economic growth opportunities for stakeholders through the implementation of Community Development and Empowerment Programs (CDE), engagement of local entrepreneurs within the value chain, contributions to government development, and employee-related contributions.<br><br><b>Aspiration:</b><br>To achieve a contribution toward community prosperity of 50% of total Company costs by 2050. |
| <b>Melaksanakan Program Pengembangan Masyarakat yang sejalan dengan TPB</b><br><br><b>Tujuan:</b> menjadi Perseroan pertambangan terbaik dan terdepan dalam pelaksanaan PPM.<br><br><b>Aspirasi:</b> meningkatkan Indeks Pembangunan Manusia dari Ring 1 wilayah operasional sejalan dengan target Pemerintah Daerah dalam mewujudkan Indonesia Emas 2045.                                                                                                                                      | IPM Ring 1 BIB (Indeks Pembangunan Manusia) Human Development Index (HDI) of Ring 1 BIB                                                            | 67,66         | 70,10       | 75,00 (akan disesuaikan dengan RJPMD Kab. Tanah Bumbu) 75.00 (to be aligned with the Regional Medium-Term Development Plan / RPJMD of Tanah Bumbu Regency) | 69,60                     | <b>Implementation of Community Development Programs Aligned with the SDGs</b><br><br><b>Objective:</b> To become a leading mining company in the implementation of CDE programs.<br><br><b>Aspiration:</b> To improve the Human Development Index of Ring 1 operational areas in line with regional government targets toward achieving Indonesia Emas 2045.                                                                                                                     |



## TEKNOLOGI DAN DIGITALISASI

### Technology and Digitalization

Perseroan terus mendorong inovasi melalui penerapan digitalisasi untuk meningkatkan efisiensi dan akurasi pengambilan keputusan operasional. Akselerasi transformasi digital Perseroan yang digawangi oleh Digital and Technology Solution Division (DIGITECH), yang dimulai sejak pertengahan 2023 telah memperluas pemanfaatan solusi digital di Perseroan untuk mendukung operasi tambang, pengambilan keputusan berbasis data, dan pemantauan *real-time*. Sebagai contoh, Perseroan mengoperasikan *command center* yang memantau seluruh aktivitas pertambangan secara *real time*, mulai dari *pit* hingga *port*, menggunakan 26 layar besar yang dikontrol oleh 9 personil khusus. Seluruh sistem ini didukung oleh aplikasi yang dikembangkan secara *in-house*, sehingga mampu disesuaikan dengan kebutuhan operasional Perseroan. Digitalisasi tidak hanya meningkatkan kinerja, tetapi juga memperkuat budaya keselamatan dan keberlanjutan di seluruh operasi.

Digitalisasi kegiatan operasional lain yang dilakukan oleh Perseroan adalah sebagai berikut:

- FAMOUS 2.0 (*Fleet management system*) untuk mencegah kecelakaan dan meningkatkan keselamatan kerja dengan cara mengidentifikasi, memantau, dan mengelola kelelahan (fisik, mental, emosional) pekerja melalui teknologi (AI, sensor, *wearables*). Dengan adanya sensor GPS dan *monitoring* status secara *real-time*, para pengawas dapat melakukan optimalisasi rute dan juga penjadwalan *fleet*, yang tentunya akan dapat meningkatkan efisiensi penggunaan bahan bakar *fleet* yang beroperasi di jalan *hauling*.
- SICANTIK (CCTV analitik) untuk memastikan kegiatan pertambangan dilakukan secara aman seperti pada saat melakukan *dumping* kritis, *speeding* pada saat berkendara, ataupun untuk memastikan bahwa kegiatan *dumping* batu bara

The Company continues to drive innovation through the implementation of digitalization to enhance operational efficiency and decision-making accuracy. The acceleration of the Company's digital transformation, led by the Digital and Technology Solution Division (DIGITECH), which began in mid-2023, has expanded the use of digital solutions to support mining operations, data-driven decision-making, and real-time monitoring. For example, the Company operates a command center that monitors all mining activities in real time, from pit to port, using 26 large screens managed by 9 dedicated personnel. These systems are supported by in-house developed applications, enabling customization to meet the Company's operational needs. Digitalization not only improves performance but also strengthens safety culture and sustainability across all operations.

Digitalization of other operational activities implemented by the Company includes the following:

- FAMOUS 2.0 (Fleet Management System) to prevent accidents and enhance occupational safety by identifying, monitoring, and managing worker fatigue (physical, mental, and emotional) through technologies (e.g., AI, sensors, and wearables). With GPS sensors and real-time status monitoring, supervisors can optimize routes and fleet scheduling, thereby improving fuel efficiency for hauling operations.
- SICANTIK (Analytical CCTV) to ensure safe mining operations, such as during critical dumping, detecting speeding, and verifying proper coal dumping activities. Its contribution to sustainability is reflected in the potential reduction of serious accidents and support for



telah dilakukan dengan sempurna. Dampaknya terhadap keberlanjutan terlihat pada potensi penurunan kecelakaan serius dan mendukung target *zero fatality* dengan meminimalkan paparan pekerja terhadap kondisi berbahaya.

- WIM (*Weighing in Motion*) untuk penimbangan *dump truck* yang dilengkapi dengan sensor timbangan berjalan, RFID, IOT, *computer vision* dan juga *monitoring tower*. Solusi ini meningkatkan efisiensi *haulage* dengan memungkinkan penimbangan truk saat berjalan, mengurangi waktu tunggu, dan penggunaan bahan bakar. Optimalisasi ini tidak hanya meningkatkan *cycle time*, tetapi juga mengurangi emisi terkait konsumsi bahan bakar yang berdampak langsung pada pengurangan jejak karbon operasional. Melalui integrasi dengan sistem ERP internal kustom seperti *Coal Chain Management*, penggunaan WIM ini mampu mengurangi inefisiensi proses, mempercepat pelaporan data, dan mendukung pengambilan keputusan berbasis bukti (*data-driven decisions*).

Penerapan teknologi digital dan kecerdasan buatan (AI) yang masif ini memiliki konsekuensi peningkatan ruang paparan risiko (*attack surface*), baik pada aplikasi, integrasi data, identitas pengguna, maupun infrastruktur yang menopang operasi. Pada sektor pertambangan, dampak utama dari insiden siber bukan pada kehilangan data semata, melainkan potensi gangguan terhadap layanan operasional, keterlambatan produksi, dan risiko keselamatan. Oleh karena itu, Perseroan menempatkan keamanan siber sebagai bagian dari pengelolaan risiko operasional yang mendukung keberlangsungan produksi, bukan sebagai disiplin teknologi yang berdiri sendiri.

Perseroan menerapkan proses pengendalian keamanan siber yang mencakup pemantauan sistem 24x7, enkripsi data, pengelolaan akses berbasis otorisasi, pembaruan dan *patching* rutin, serta audit keamanan berkala. Tujuan utamanya adalah untuk menjaga keberlangsungan operasi dan keandalan layanan digital di tengah meningkatnya ancaman siber. Strategi keamanan siber Perseroan diselaraskan dengan kerangka global *NIST*

the zero fatality target by minimizing workers' exposure to hazardous conditions.

- WIM (*Weighing in Motion*) to weigh a dump truck weighing system equipped with moving scale sensors, RFID, IoT, computer vision, and monitoring towers. This solution enhances haulage efficiency by enabling trucks to be weighed while in motion, reducing waiting time and fuel consumption. This optimization not only improves cycle time but also reduces emissions associated with fuel usage, contributing directly to lower operational carbon footprints. Through integration with customized internal ERP systems such as Coal Chain Management, WIM reduces process inefficiencies, accelerates data reporting, and supports evidence-based (data-driven) decision-making.

The extensive implementation of digital technologies and artificial intelligence (AI) expands the Company's exposure to attack surface, including applications, data integration, user identities, and supporting infrastructure. In the mining sector, the primary impact of cyber incidents is not limited to data loss, but extends to potential disruptions in operational services, production delays, and safety risks. Therefore, the Company positions cybersecurity as an integral part of operational risk management that supports production continuity, rather than as a standalone technology function.

The Company implements cybersecurity control processes that include 24/7 system monitoring, data encryption, access management based on authorization, routine updates and patching, and periodic security audits. The main objective is to ensure operational continuity and the reliability of digital services amid increasing cyber threats. The Company's cybersecurity strategy is aligned with the NIST Cybersecurity Framework (Identify,

*Cybersecurity Framework* (fungsi *Identify, Protect, Detect, Respond, Recover*) dan prinsip tata kelola ISO 27001 agar dapat dipahami lintas pemangku kepentingan dan terukur secara sistematis. Pendekatan yang diambil tidak berorientasi pada “sebanyak mungkin alat keamanan”, melainkan pada pengamanan yang tepat sasaran, proporsional, dan membangun ketahanan operasional.

Tim Digitech dan IT memastikan deteksi dan respons cepat terhadap potensi ancaman agar tidak terjadi gangguan yang dapat mengakibatkan kerugian finansial, keterhentian operasional, atau risiko keselamatan. Selain itu, pelatihan kesadaran keamanan (*security awareness*) bagi seluruh karyawan dilakukan secara berkesinambungan untuk meminimalkan potensi serangan dari *human error*. Dengan pendekatan ini, Perseroan memastikan teknologi digital dan AI berjalan aman, andal, dan mendukung operasional yang tangguh.

Protect, Detect, Respond, Recover) and ISO 27001 governance principles, enabling it to be understood across stakeholders and measured systematically. The approach is not focused on “deploying as many security tools as possible”, but rather on implementing targeted, proportionate controls that strengthen operational resilience.

The DIGITECH and IT teams ensure rapid detection and response to potential threats to prevent disruptions that could lead to financial losses, operational downtime, or safety risks. In addition, continuous security awareness training is conducted for all employees to minimize risks arising from human error. Through this approach, the Company ensures that digital technologies and AI operate securely, reliably, and support resilient operations.







## Roadmap



2025

**PENGUATAN DASAR DAN TATA KELOLA RISIKO**  
Strengthening the Basics and Risk Governance

Perseroan memperkuat konsistensi kontrol keamanan minimum di seluruh solusi digital serta memastikan ketersediaan sistem yang mendukung operasi. Prioritas meliputi:

- Klasifikasi aset digital dan prioritas layanan kritikal.
- Standardisasi kontrol keamanan minimum.
- Penataan identitas dan peran pengguna, termasuk akun teknis.
- Penetapan dan pengujian target pemulihan layanan (RTO/RPO) untuk sistem prioritas.

Fokus tahun ini adalah menyediakan *baseline* yang stabil untuk peningkatan di tahun-tahun berikutnya.

The Company strengthens the consistency of minimum security controls across all digital solutions while ensuring system availability to support operations. Key priorities include:

- Classification of digital assets and prioritization of critical services.
- Standardization of minimum security controls.
- Structuring user identities and roles, including technical accounts.
- Establishment and testing of service recovery targets (RTO/RPO) for priority systems.

The focus for this year is to establish a stable baseline to support enhancements in the coming years.



2026

**PERTAHANAN DEPAN DAN DETEKSI RESPONS 24 JAM SEHARI DAN 7 HARI SEMINGGU**  
Frontline Defense and 24/7 Detection and Response

Dengan anggaran keamanan siber yang mulai dialokasikan di Divisi IT, Perseroan memperkuat kapabilitas deteksi dan respons sebagai benteng pertama yang mendukung produktivitas dan kelancaran operasi.

Prioritas implementasi:

- *Cybersecurity maturity assessment* untuk mengukur kondisi, kesenjangan, dan menetapkan *roadmap* peningkatan yang terukur.
- *Security Operation Center (SOC)* 24 jam sehari dan 7 hari seminggu untuk pemantauan, deteksi, triase, dan eskalasi insiden secara berkelanjutan pada sistem prioritas.
- VAPT (*vulnerability assessment and penetration testing*) berkala untuk meningkatkan visibilitas kerentanan dan disiplin perbaikannya.
- PAM (*privileged access management*) untuk mengendalikan akses istimewa, menerapkan *least privilege*, dan memperkuat auditabilitas aktivitas admin.

Hasil yang dituju:

- Deteksi dan respons insiden yang lebih cepat dan konsisten.
- Penurunan risiko dari kerentanan kritikal dan akses *privilege*.
- Peningkatan kematangan keamanan yang terukur sebagai dasar perbaikan berkelanjutan.

With cybersecurity budgets beginning to be allocated within the IT Division, the Company strengthens its detection and response capabilities as the first line of defense to support productivity and operational continuity.

Implementation priorities:

- Cybersecurity maturity assessment to evaluate current conditions, identify gaps, and define a measurable improvement roadmap.
- 24/7 Security Operation Center (SOC) for continuous monitoring, detection, triage, and incident escalation across priority systems.
- Periodic VAPT (Vulnerability Assessment and Penetration Testing) to enhance visibility of vulnerabilities and enforce remediation discipline.
- PAM (Privileged Access Management) to control privileged access, enforce least privilege principles, and improve auditability of administrative activities.

Expected outcomes:

- Faster and more consistent incident detection and response.
- Reduced risks from critical vulnerabilities and privileged access.
- Measurable improvement in cybersecurity maturity as a foundation for continuous enhancement.



2027

**KONSOLIDASI TATA KELOLA DAN KETAHANAN ENTERPRISE**  
Frontline Defense and Detection & Response – 2027

Fokus 2027 adalah memastikan keamanan siber menjadi bagian permanen dari *operating model* transformasi digital, dengan tata kelola selaras NIST CSF dan prinsip ISO 27001, serta resiliensi yang lebih matang untuk layanan prioritas tertinggi.

Prioritas implementasi:

- Penyelarasan proses inti keamanan dengan fungsi NIST CSF dan penguatan tata kelola ISO 27001 secara bertahap (kebijakan, peran, manajemen risiko, audit internal, perbaikan berkelanjutan).
- Integrasi keamanan ke manajemen perubahan dan siklus pengembangan, sehingga uji keamanan dan uji pemulihan menjadi bagian dari definisi selesai.
- Resiliensi lanjutan melalui peningkatan cakupan *High Availability*, penguatan *disaster recovery*, dan uji pemulihan berbasis skenario serangan pada layanan prioritas.
- Penguatan budaya dan kompetensi melalui *security awareness* berbasis peran dan simulasi respons insiden lintas fungsi.

Hasil yang dituju:

- Kontrol dan tata kelola lebih konsisten, siap dievaluasi, dan terukur.
- Resiliensi *enterprise* lebih kuat, dengan pemulihan layanan yang dapat diprediksi dan teruji.
- Keamanan siber menjadi *enabler* keberlanjutan transformasi digital, bukan penghambat.

The focus for 2027 is to ensure that cybersecurity becomes a permanent component of the digital transformation operating model, with governance aligned to the NIST Cybersecurity Framework (NIST CSF) and ISO 27001 principles, as well as more mature resilience for the most critical services.

Implementation priorities:

- Alignment of core security processes with NIST CSF functions and gradual strengthening of ISO 27001 governance (policies, roles, risk management, internal audits, and continuous improvement).
- Integration of security into change management and the development lifecycle, ensuring that security testing and recovery testing are embedded within the definition of done.
- Advanced resilience through expanded High Availability coverage, strengthened disaster recovery capabilities, and attack scenario-based recovery testing for priority services.
- Strengthening culture and capabilities through role-based security awareness and cross-functional incident response simulations.

Expected outcomes:

- More consistent, auditable, and measurable controls and governance.
- Stronger enterprise resilience, with predictable and tested service recovery.
- Cybersecurity becomes an enabler of sustainable digital transformation, rather than a constraint.



Dengan pendekatan *fit to purpose* yang menekankan *risk proportionate protection* dan *resiliency*, Perseroan membangun keamanan siber secara bertahap tanpa menghambat akselerasi transformasi digital. *Roadmap* 2025–2027 memperkuat kontrol dasar yang sudah terintegrasi, meningkatkan kapabilitas deteksi dan respons 24 jam sehari dan 7 hari seminggu, serta mengonsolidasikan tata kelola selaras *framework* global. Hasil yang dituju adalah operasi yang lebih tangguh, dampak insiden yang dapat dibatasi, dan pemulihan layanan yang cepat serta terukur, sehingga keberlangsungan operasi Perseroan tetap terjaga di tengah dinamika ancaman siber yang terus berkembang.

With a *fit to purpose* approach that emphasizes risk-proportionate protection and resilience, the Company develops its cybersecurity capabilities progressively without hindering the acceleration of digital transformation. The 2025–2027 roadmap strengthens integrated baseline controls, enhances 24/7 detection and response capabilities, and consolidates governance in alignment with global frameworks. The intended outcomes include more resilient operations, contained incident impacts, and fast, measurable service recovery, ensuring the continuity of the Company's operations amid evolving cyber threats.

## STRUKTUR DAN PERAN DIVISI KEBERLANJUTAN

### Structure and Roles of the Sustainability Division [GRI 12.2.1]

Perseroan membentuk Divisi Sustainability yang bertanggung jawab mengoordinasikan seluruh agenda keberlanjutan Perseroan, mulai dari penyusunan kebijakan keberlanjutan, pengembangan program, hingga memastikan pelaksanaan inisiatif lingkungan dan sosial berjalan efektif. Divisi ini memimpin proses pencapaian target-target strategis, termasuk pengelolaan dampak lingkungan, penguatan kinerja sosial, serta penerapan praktik operasional yang sejalan dengan prinsip ESG. Berada langsung di bawah Presiden Direktur, Divisi Sustainability memiliki mandat yang kuat untuk mendorong integrasi keberlanjutan ke dalam pengambilan keputusan bisnis. Dalam menjalankan tugasnya, divisi ini berkoordinasi erat dengan seluruh fungsi dan operasional untuk memastikan implementasi, *monitoring*, evaluasi, dan pelaporan keberlanjutan dilakukan secara konsisten dan akuntabel di seluruh area operasi Perseroan. Divisi Sustainability menyampaikan perkembangan pengelolaan dampak ekonomi, lingkungan, dan sosial kepada Presiden Direktur secara rutin setidaknya sekali dalam setiap kuartal. Ringkasan kinerja kemudian dilaporkan kepada Dewan Komisaris dan seluruh BOD dalam rapat tahunan. [GRI 2-13] [OJK E.1]

The Company has established a Sustainability Division responsible for coordinating all sustainability initiatives, ranging from policy development and program design to ensuring the effective implementation of environmental and social initiatives. This division leads the achievement of strategic targets, including environmental impact management, enhancement of social performance, and the implementation of operational practices aligned with ESG principles. Reporting directly to the President Director, the Sustainability Division holds a strong mandate to drive the integration of sustainability into business decision-making. In executing its responsibilities, the division works closely with all functions and operational units to ensure that sustainability implementation, monitoring, evaluation, and reporting are conducted consistently and accountably across all operational areas. The Sustainability Division reports the progress of economic, environmental, and social impact management to the President Director on a regular basis, at least once every quarter. A summary of performance is then reported to the Board of Commissioners and all members of the Board of Directors during the annual meeting.

[GRI 2-13] [OJK E.1]



### MIA FEBRINA

**Kepala Divisi Sustainability**  
Head of Sustainability Division



Rangkap Jabatan: Head of GMO  
Concurrent Position: Head of GMO



Perempuan, 39 tahun  
Female, 39 years old



Bidang Spesialisasi: Manajemen dan Keberlanjutan  
Specialization: Management & Sustainability

Direksi berperan penting dalam memastikan Perseroan menjalankan uji tuntas (*due diligence*) serta mengelola dampak ekonomi, lingkungan, dan sosial secara bertanggung jawab. Direksi menetapkan kebijakan dan strategi keberlanjutan sebagai pedoman utama bagi seluruh fungsi Perseroan, sekaligus memastikan implementasinya dijalankan secara konsisten. Dewan Komisaris mengawasi proses ini melalui rapat pengawasan serta pemeriksaan laporan berkala. Masukan pemangku kepentingan dirangkum dalam laporan manajemen dan disampaikan kepada Dewan Komisaris untuk menentukan isu yang perlu ditindaklanjuti. Melalui proses pengawasan rutin, penelaahan risiko, dan evaluasi kinerja keberlanjutan, Direksi memastikan bahwa setiap potensi dampak dapat diidentifikasi, dicegah, atau diminimalkan, sehingga Perseroan beroperasi dengan prinsip kehati-hatian dan akuntabilitas yang tinggi. Efektivitas proses uji tuntas dan pengelolaan dampak ditinjau melalui rapat gabungan Dewan Komisaris dan Direksi setiap bulan dalam pembahasan operasional, termasuk dampak lingkungan dan sosial. RUPS memberikan persetujuan atas setiap kebijakan atau keputusan material yang memengaruhi pengembangan usaha dan kinerja Perseroan. [GRI 2-12]

The Board of Directors plays a crucial role in ensuring that the Company conducts due diligence and manages economic, environmental, and social impacts responsibly. The Board establishes sustainability policies and strategies as the primary guidelines for all Company functions, while ensuring their consistent implementation. The Board of Commissioners oversees this process through supervisory meetings and the review of periodic reports. Stakeholder inputs are consolidated in management reports and submitted to the Board of Commissioners to determine issues requiring follow-up. Through routine oversight, risk reviews, and evaluation of sustainability performance, the Board of Directors ensures that potential impacts are identified, prevented, or minimized, enabling the Company to operate with a high level of prudence and accountability. The effectiveness of due diligence processes and impact management is reviewed through joint meetings of the Board of Commissioners and the Board of Directors held monthly, covering operational matters including environmental and social impacts. The GMS approves any policies or material decisions affecting the Company's business development and performance. [GRI 2-12]



## MITIGASI PERUBAHAN IKLIM

### Climate Change Mitigation

Perubahan iklim menjadi salah satu agenda global yang semakin mendapatkan perhatian, seiring meningkatnya upaya internasional untuk membatasi kenaikan suhu bumi. Berbagai inisiatif global, termasuk komitmen dalam *Paris Agreement*, mendorong negara-negara untuk menurunkan emisi gas rumah kaca (GRK) serta mendorong transisi menuju ekonomi yang lebih rendah karbon.

Pemerintah Indonesia turut mendukung agenda tersebut melalui penertapan target dapat ENDC (*Enhanced Nationally Determined Contribution*), peta jalan menuju *Net Zero Emisissions 2060* atau lebih cepat, serta berbagai kebijakan yang mendorong pengurangan emisi pada sektor energi, industri, dan penggunaan lahan.

Sejalan dengan perkembangan kebijakan dan praktik keberlanjutan tersebut, Perseroan terus melakukan berbagai upaya untuk mengelola dan menurunkan emisi gas rumah kaca dari kegiatan operasionalnya. Upaya ini dilakukan melalui identifikasi sumber emisi, penerapan langkah-langkah efisiensi energi dan operasional, serta eksplorasi peluang inisiatif dekarbonisasi dan mekanisme kompensasi emisi yang relevan.

Dalam jangka menengah, Perseroan telah mengkaji secara internal dan mengimplementasikan berbagai inisiatif yang mendukung aspirasi Perseroan untuk menjadi *Carbon Neutral Miners* pada tahun 2031, dengan mempertimbangkan perkembangan teknologi, regulasi, serta kesiapan operasional perusahaan.

Salah satu fokus inisiatif tersebut adalah transformasi penggunaan energi secara bertahap dari bahan bakar fosil menuju pemanfaatan energi listrik yang bersumber pada energi baru terbarukan (EBT) melalui pendekatan elektrifikasi pada kegiatan operasional dan rantai pasok. Melalui inisiatif ini, Perseroan menargetkan potensi pengurangan penggunaan bahan bakar minyak (BBM) hingga sekitar 58% dibandingkan dengan skenario *Business As Usual* (BAU) secara bertahap disepanjang rantai pasok. Selain itu, Perseroan juga

Climate change has become a key global agenda, with increasing international efforts to limit global temperature rise. Various global initiatives, including commitments under the *Paris Agreement*, encourage countries to reduce greenhouse gas (GHG) emissions and transition toward a low-carbon economy.

The Government of Indonesia supports this agenda through the implementation of the Enhanced Nationally Determined Contribution (ENDC), a roadmap toward Net Zero Emissions by 2060 or earlier, as well as policies promoting emission reductions in the energy, industrial, and land-use sectors.

In line with these developments, the Company continues to implement various measures to manage and reduce GHG emissions from its operations. These efforts include identifying emission sources, implementing energy and operational efficiency measures, and exploring relevant decarbonization initiatives and emission offset mechanisms.

In the medium term, the Company has conducted internal assessments and implemented initiatives supporting its aspiration to become a Carbon Neutral Miner by 2031, taking into account technological developments, regulatory frameworks, and operational readiness.

One of the key focus areas is the gradual transformation of energy use from fossil fuels to electricity sourced from renewable energy (RE) through an electrification approach across operations and the supply chain. Through this initiative, the Company targets a potential reduction in fuel consumption of up to approximately 58% compared to the Business As Usual (BAU) scenario, implemented progressively across the value chain. In addition, the Company is also exploring the development of relevant and credible carbon offset



tengah mengeksplorasi pengembangan mekanisme kompensasi emisi (*carbon offset*) yang relevan dan kredibel, sebagai salah satu pendekatan untuk membantu menyeimbangkan jejak karbon yang dihasilkan dari kegiatan operasional.

mechanism as an approach to balance the carbon footprint generated from its operational activities.

## BIB Decarbonization Framework Carbon Neutral Strategy

### Visi Vision

**Menjadi perusahaan pertambangan terkemuka di Indonesia dengan menciptakan nilai tambah bagi para pelanggan dan pemangku kepentingan.**

To be the leading mining company in Indonesia by creating added value for customers and stakeholders.

### Misi Mission

- **Membangun budaya korporat yang berpusat pada sumber daya manusia**  
Building corporate culture which focuses on human resources
- **Fokus pada keunggulan kegiatan operasional**  
Focusing on operational excellence
- **Membangun pertumbuhan berkesinambungan melalui standar keselamatan kerja yang tinggi, pengembangan program kemasyarakatan yang baik, dan pengelolaan lingkungan hidup yang tangguh**  
Building sustainable growth through high occupational safety standards, good community program development, and resilient environmental management

### ASPIRASI PERUBAHAN IKLIM

**Mencapai Net Zero untuk emisi Cakupan 1 dan Cakupan 2 pada tahun 2031 melalui transisi energi.**

CLIMATE CHANGE ASPIRATION

Achieving Net Zero for Scope 1 and Scope 2 emission by 2031 through energy transition

#### Dekarbonisasi Decarbonization

**Pengurangan Emisi**  
Implementasi praktik konservasi energi di seluruh rantai pasok.

**Emission Reduction**  
Implementation of energy conservation practices throughout the supply chain

**Transisi Energi**  
Beralih ke penggunaan energi terbarukan.

**Energy Transition**  
Transitioning to renewable energy

#### Offsetting Offsetting

**Pemantauan Pengurangan Emisi**  
Memantau pengurangan emisi dari kegiatan transisi energi melalui ERC (SPE) yang dapat digunakan untuk mengimbangi jejak karbon.

**Monitoring emission reductions**  
from energy transition initiatives through Emission Reduction Certificates (SPE), which can be used to offset the carbon footprint

## FAKTOR PENDUKUNG ENABLERS

#### Mitigasi Risiko

Pengelolaan risiko fisik akibat perubahan iklim.

#### Risk Mitigation

Physical risk management of climate change

#### Tata Kelola

Memperkuat proses tata kelola yang selaras dengan standar internasional/nasional untuk meningkatkan transparansi dan akuntabilitas.

#### Governance

Strengthen governance process align with international/national standards to improve transparency and accountability

#### Pengelolaan Data

Mengintegrasikan teknologi dan AI untuk meningkatkan pengelolaan data inventarisasi emisi.

#### Data Management

Embed technology & AI to improve Emission inventory data management



## KEBIJAKAN PUBLIK TERKAIT IKLIM

### Climate-Related Public Policy

[GRI 12.2.4]

Perseroan tidak melakukan kegiatan *lobbying* maupun memberikan kontribusi kepada pihak mana pun terkait pengembangan kebijakan publik mengenai perubahan iklim. Perseroan mematuhi peraturan yang berlaku dan berfokus pada implementasi praktik pertambangan yang bertanggung jawab, efisiensi energi, dan pengurangan emisi sesuai kebijakan pemerintah dan standar internasional. Dalam keterlibatan eksternal, Perseroan bersifat pasif dan tidak memengaruhi proses penyusunan regulasi, serta tidak mendanai aktivitas advokasi atau kelompok yang berkaitan dengan isu iklim. Seluruh upaya Perseroan diarahkan untuk memastikan kepatuhan, transparansi, dan pelaksanaan inisiatif keberlanjutan tanpa melakukan intervensi pada proses kebijakan publik.

The Company does not engage in lobbying activities or provide contributions to any parties in relation to the development of public policies on climate change. The Company complies with applicable regulations and focuses on implementing responsible mining practices, energy efficiency, and emission reduction in line with government policies and international standards. In its external engagements, the Company maintains a passive stance, does not influence regulatory development processes, and does not fund advocacy activities or groups related to climate issues. All Company efforts are directed toward ensuring compliance, transparency, and the implementation of sustainability initiatives without intervening in public policy processes.

## ADAPTASI, RESILIENSI DAN TRANSISI TERKAIT IKLIM

### Climate Adaptation, Resilience, and Transition

[GRI 12.2.1] [GRI 12.2.2]

### POTENSI EMISI DARI CADANGAN TERBUKTI DAN TERDUGA

Perseroan telah menghitung potensi emisi CO<sub>2</sub> dari cadangan terbukti dan terduga menggunakan metode dan faktor emisi standar industri. Selain itu, Perseroan telah melakukan kajian khusus terkait emisi fugitif di wilayah operasional BIB dengan hasil emisi fugitif dari batu bara BIB adalah sebesar 0,00738742 ton CO<sub>2</sub>e/ton batu bara. Oleh karena itu, total potensi emisi cadangan Perseroan adalah sebesar 6,24 juta ton CO<sub>2</sub>e. Informasi ini menjadi dasar untuk memahami eksposur Perseroan terhadap risiko transisi energi dan perubahan kebijakan iklim.

### POTENTIAL EMISSIONS FROM PROVEN AND PROBABLE RESERVES

The Company has calculated potential CO<sub>2</sub> emissions from proven and probable reserves using industry-standard methodologies and emission factors. In addition, a specific assessment of fugitive emissions has been conducted in the BIB operational area, resulting in fugitive emissions of 0.00738742 tons CO<sub>2</sub>e/ton of coal. Accordingly, the total potential emissions from the Company's reserves amount to 6.24 million tons CO<sub>2</sub>e. This information serves as a basis for understanding the Company's exposure to energy transition risks and climate policy changes.



### ASUMSI HARGA KARBON INTERNAL DAN HARGA BATU BARA

Untuk menilai risiko dan peluang terkait iklim, GEMS menerapkan asumsi harga karbon internal sebesar 2,5 USD/ton CO<sub>2</sub>e<sup>1</sup>, serta menggunakan proyeksi harga batu bara jangka menengah dan jangka panjang sebesar 45.0 USD/ton. Kedua asumsi ini digunakan dalam analisis sensitivitas, uji ketahanan strategi, dan pengambilan keputusan investasi, sehingga setiap proyek baru atau pengembangan aset dapat dinilai dalam konteks dinamika pasar dan kebijakan iklim global.

### DAMPAK RISIKO DAN PELUANG PERUBAHAN IKLIM TERHADAP OPERASI DAN PENDAPATAN

Risiko dan peluang perubahan iklim dapat memengaruhi operasional dan pendapatan GEMS di berbagai aspek. Pengembangan cadangan terbukti dan terduga tetap menunjukkan keekonomian dalam berbagai skenario transisi energi, dengan estimasi

### INTERNAL CARBON PRICE ASSUMPTION AND COAL PRICE

To assess climate-related risks and opportunities, GEMS applies an internal carbon price assumption of USD 2.5/ton CO<sub>2</sub>e<sup>1</sup>, along with medium- and long-term coal price projections of USD 45.0/ton. These assumptions are used in sensitivity analysis, strategy resilience testing, and investment decision-making, ensuring that new projects and asset developments are evaluated within the context of market dynamics and global climate policies.

### IMPACT OF CLIMATE RISKS AND OPPORTUNITIES ON OPERATIONS AND REVENUE

Climate-related risks and opportunities may affect GEMS' operations and revenue across multiple dimensions. The development of proven and probable reserves remains economically viable under various energy transition scenarios, with

<sup>1</sup> Berdasarkan harga rata-rata trading Mei 2025 – Feb 2026 Berdasarkan harga rata-rata trading Mei 2025 – Feb 2026, <https://www.idxcarbon.co.id/document/share/161/ca49365-34e4-4582-8cd3-bb660ebb126c>



90% cadangan masih layak dikembangkan pada skenario yang berbeda. termasuk skenario kebijakan karbon yang lebih ketat atau penurunan permintaan energi fosil yang lebih cepat serta termasuk kemungkinan percepatan penutupan beberapa aset tambang tertentu. Volume produksi batu bara tahun berjalan mencapai 54,95 juta ton, dan proyeksi lima tahun ke depan berada pada kisaran 54-58 juta ton per tahun, dengan mempertimbangkan kondisi pasar, efisiensi operasional, serta perkembangan strategi dekarbonisasi nasional dan regional. Perseroan telah memiliki rencana mitigasi perubahan iklim (halaman 72 - 73), tetapi belum menyusun rencana transisi iklim formal termasuk penetapan kebijakan atau tindakan khusus terkait dampak transisi menuju ekonomi rendah karbon terhadap pekerja dan masyarakat lokal, serta belum melakukan analisis skenario perubahan iklim, termasuk skenario 2°C atau lebih rendah.

### ALOKASI BELANJA MODAL (CAPEX)

Belanja modal GEMS dialokasikan ke beberapa kategori utama yang masing-masing mencerminkan arah pengembangan usaha dan respons Perseroan terhadap risiko perubahan iklim. Perseroan sampai hari ini belum mempunyai rencana untuk akuisisi. Oleh karena itu, Perseroan berfokus pada pengembangan eksplorasi dan optimalisasi cadangan. Di sisi lain, GEMS mulai menyalurkan CapEx pada transformasi energi (elektrifikasi), kegiatan penelitian & pengembangan (R&D) sebesar 60% pada tahun berjalan guna memperkuat mitigasi risiko iklim dan meningkatkan efisiensi energi serta teknologi operasional Perseroan.

### PENANGKAPAN DAN PENYIMPANAN KARBON (CO<sub>2</sub>)

Penangkapan dan penyimpanan karbon merupakan salah satu inisiatif kunci guna mengurangi jejak karbon perusahaan. Perseroan saat ini belum menggunakan teknologi penangkapan karbon. Akan tetapi, Perseroan melakukan aktivitas penyerapan karbon langsung dari atmosfer melalui program reklamasi telah mencapai 128.148,91 tonCO<sub>2</sub>e secara kumulatif sampai dengan tahun 2025, dan net serapan tahun 2025 sebesar 29.013,95 tonCO<sub>2</sub>e. Data ini menjadi indikator awal kontribusi Perseroan terhadap upaya penurunan emisi global.

approximately 90% of reserves still considered feasible for development across different scenarios, including stricter carbon policies or accelerated declines in fossil fuel demand, as well as potential early closure of certain mining assets. Coal production for the year reached 54.95 million tons, with a five-year projection ranging between 54-58 million tons per year, taking into account market conditions, operational efficiency, and the evolution of national and regional decarbonization strategies. The Company has established climate mitigation plans (pages 72 - 73), however, it has not yet developed a formal climate transition plan, including specific policies or actions addressing the impacts of transitioning to a low-carbon economy on workers and local communities, nor has it conducted comprehensive climate scenario analysis, including scenarios aligned with 2°C or lower.

### CAPITAL EXPENDITURE (CAPEX) ALLOCATION

GEMS allocates its capital expenditure across several key categories, each reflecting the Company's business development direction and its response to climate-related risks. To date, the Company has no plans for acquisitions and therefore focuses on exploration development and reserve optimization. At the same time, GEMS has begun allocating CapEx toward energy transformation (electrification) and research & development (R&D), accounting for 60% of total expenditure for the year, to strengthen climate risk mitigation and enhance energy efficiency and operational technologies.

### CARBON CAPTURE AND STORAGE (CO<sub>2</sub>)

Carbon capture and storage is one of the key initiatives to reduce the Company's carbon footprint. The Company has not yet implemented carbon capture technology. However, it conducts direct carbon sequestration from the atmosphere through reclamation programs, which have reached a cumulative total of 128,148.91 tons CO<sub>2</sub>e through 2025, with a net sequestration in 2025 of 29,013.95 tons CO<sub>2</sub>e. This figure serves as an initial indicator of the Company's contribution to global emission reduction efforts.



### DIVESTASI ASET BATU BARA

Pada periode pelaporan, Perseroan tidak melakukan divestasi besar atas aset batu bara. Namun, Perseroan tetap mengevaluasi kemungkinan divestasi strategis yang dapat mendukung transformasi portofolio jangka panjang. Jika divestasi dilakukan, Perseroan memastikan proses tersebut memperhatikan prinsip tanggung jawab usaha, termasuk perlindungan hak pekerja, pengelolaan dampak sosial dan lingkungan, serta pemenuhan kewajiban regulasi.

### DIVESTMENT OF COAL ASSETS

During the reporting period, the Company did not undertake any major divestment of coal assets. Nevertheless, the Company continues to evaluate potential strategic divestments that may support long-term portfolio transformation. If divestment is pursued, the Company ensures that the process adheres to responsible business principles, including the protection of workers' rights, management of social and environmental impacts, and compliance with applicable regulations.





# KONTRIBUSI EKONOMI UNTUK PERTUMBUHAN BERKELANJUTAN

## Economic Contribution for Sustainable Growth

Kontribusi ekonomi Perseroan didorong oleh pengelolaan sumber daya yang berorientasi jangka panjang sehingga nilai yang dihasilkan dapat dirasakan oleh masyarakat secara luas.

The Company's economic contribution is driven by long-term oriented resource management, ensuring that the value generated can be widely shared across communities.







## KONDISI BATU BARA GLOBAL DAN NASIONAL

### Global and National Coal Conditions

Laporan International Energy Agency (IEA) 2025 menunjukkan bahwa permintaan batu bara dunia berada dalam masa stagnasi. Setelah mengalami peningkatan selama beberapa tahun terakhir, konsumsi global tidak mengalami pertumbuhan yang berarti pada tahun 2025 akibat penurunan permintaan dari negara maju dan menguatnya kebijakan energi bersih.<sup>1</sup>

Meskipun negara maju mulai menurunkan penggunaan batu bara, kawasan Asia tetap menjadi pusat permintaan global. Cina dan India mendominasi konsumsi, dan negara berkembang seperti Indonesia dan Vietnam terus mengandalkan batu bara untuk memenuhi kebutuhan energi yang meningkat. IEA juga mencatat potensi pertumbuhan permintaan domestik di Asia Tenggara, terutama dari sektor ketenagalistrikan dan industri pemrosesan seperti smelter.<sup>2</sup>

Dari sisi produksi, tingkat produksi batu bara global pada tahun 2025 diperkirakan mengalami peningkatan dibandingkan tahun sebelumnya. Cina dan India menjadi kontributor terbesar terhadap peningkatan produksi tersebut, sedangkan Indonesia tetap mempertahankan perannya sebagai eksportir utama dunia yang mampu menyesuaikan produksi mengikuti permintaan.<sup>3</sup> IEA mencatat bahwa volume perdagangan batu bara tetap tinggi meskipun pasar mulai menunjukkan tanda-tanda perlambatan.

### KONTRIBUSI PERTAMBANGAN TERHADAP EKONOMI NASIONAL

Indonesia merupakan salah satu eksportir batu bara terbesar di dunia, menjadikan sektor ini penyumbang devisa signifikan yang penting bagi ketahanan fiskal negara. Batu bara juga berperan sebagai sumber energi utama bagi pembangkit listrik nasional yang memastikan pasokan energi stabil untuk rumah tangga, industri, dan kegiatan ekonomi lainnya.

The International Energy Agency (IEA) 2025 report indicates that global coal demand is entering a period of stagnation. After experiencing growth over the past few years, global consumption showed no significant increase in 2025 due to declining demand from developed countries and the strengthening of clean energy policies.<sup>1</sup>

Although developed countries have begun reducing coal usage, Asia remains the center of global demand. China and India dominate consumption, while developing countries such as Indonesia and Vietnam continue to rely on coal to meet increasing energy needs. The IEA also highlights potential growth in domestic demand across Southeast Asia, particularly from the power generation sector and processing industries such as smelters.<sup>2</sup>

From a production perspective, global coal production in 2025 is projected to increase compared to the previous year. China and India are the largest contributors to this increase, while Indonesia continues to maintain its role as a leading global exporter, capable of adjusting production in line with demand.<sup>3</sup> The IEA notes that coal trade volumes remain high despite early signs of market slowdown.

### MINING CONTRIBUTION TO THE NATIONAL ECONOMY

Indonesia is one of the world's largest coal exporters, making this sector a significant source of foreign exchange that supports the country's fiscal resilience. Coal also serves as a primary energy source for national power generation, ensuring a stable energy supply for households, industries, and other economic activities.

<sup>1</sup> <https://www.iea.org/news/global-coal-demand-to-remain-on-a-plateau-in-2025-and-2026>

<sup>2</sup> <https://www.iea.org/reports/global-energy-review-2025/coal>

<sup>3</sup> Coal Mid-Year Update 2025, IEA



Selain itu, keberadaan sektor pertambangan batu baraturut mendorong pertumbuhan ekonomi daerah melalui penciptaan lapangan kerja, peningkatan aktivitas logistik, serta peluang usaha bagi masyarakat di sekitar wilayah operasi. Berdasarkan data Kementerian ESDM pada tahun 2025, sektor mineral dan batu bara memberikan kontribusi terhadap Penerimaan Negara Bukan Pajak (PNBP) sekitar Rp124,6 triliun. Pada tahun yang sama, target produksi batubara nasional mencapai sekitar 739 juta ton, dengan realisasi produksi semester I sebesar 357,6 juta ton serta alokasi penjualan yang mencakup sekitar 238 juta ton untuk ekspor dan 104,6 juta ton untuk kebutuhan dalam negeri.

Skala kontribusi sektor ini menuntut adanya pengelolaan pertambangan yang lebih bertanggung jawab dan berkelanjutan. Komitmen terhadap perlindungan lingkungan, kepatuhan regulasi, dan peningkatan efisiensi operasional harus menjadi fokus utama agar sektor pertambangan batu bara dapat terus memberikan kontribusi jangka panjang bagi Indonesia.

In addition, the presence of the coal mining sector contributes to regional economic growth through job creation, increased logistics activities, and business opportunities for communities surrounding operational areas. Based on data from the Ministry of Energy and Mineral Resources (ESDM) in 2025, the mineral and coal sector contributed to Non-Tax State Revenue amounting to Rp124.6 trillion, with national production reaching 739 million. The national coal production target was approximately 739 million tons, with first semester realization reaching 357.6 million tons, and sales allocation comprising approximately 238 million tons for export and 104.6 million tons for domestic demand.

The scale of this sector's contribution requires more responsible and sustainable mining management. Commitment to environmental protection, regulatory compliance, and improved operational efficiency must remain key priorities to ensure that the coal mining sector continues to deliver long-term value for Indonesia.

## CADANGAN DAN STRATEGI BELANJA MODAL

### Reserves and Capital Expenditure Strategy

Perseroan melakukan analisis sensitivitas untuk menilai bagaimana tingkat cadangan batu bara dapat berubah di bawah berbagai proyeksi harga batu bara yang mempertimbangkan biaya karbon. Analisis ini memberikan gambaran mengenai ketahanan aset Perseroan terhadap dinamika pasar dan kebijakan iklim di masa depan. Jumlah cadangan batu bara yang akan terdampak harga emisi karbon di masa depan adalah 844,4 juta ton. [EM-CO-420a.1]

Untuk menilai risiko transisi dan potensi kontribusi terhadap emisi di masa mendatang, Perseroan menghitung estimasi emisi CO<sub>2</sub> yang tersirat dalam cadangan batu bara terbukti yang dimiliki. Perkiraan emisi CO<sub>2</sub> yang akan dilepaskan ke udara jika seluruh cadangan batu bara Perseroan dibakar atau digunakan sepenuhnya adalah 6,24 juta ton CO<sub>2</sub>. Perhitungan perkiraan emisi ini menggunakan kajian khusus terkait emisi fugitif di wilayah operasional BIB. [EM-CO-420a.2]

The Company conducts sensitivity analysis to assess how coal reserve levels may change under various coal price projections that incorporate carbon cost considerations. This analysis provides insight into the resilience of the Company's assets against future market dynamics and climate policies. The volume of coal reserves potentially affected by future carbon emission pricing is 844.4 million tons. [EM-CO-420a.1]

To assess transition risks and potential future emissions contributions, the Company estimates the CO<sub>2</sub> emissions embedded in its proven coal reserves. The estimated CO<sub>2</sub> emissions that would be released if the Company's entire coal reserves were fully combusted or utilized amount to 6.24 million tons of CO<sub>2</sub>. This estimation is based on a specific study related to fugitive emissions within the BIB operational area. [EM-CO-420a.2]



Perseroan menilai bahwa dinamika harga dan permintaan batu bara, serta perkembangan regulasi iklim, memiliki pengaruh langsung terhadap strategi belanja modal perusahaan. Oleh karena itu, Perseroan mengevaluasi ketiga faktor tersebut dalam menentukan prioritas eksplorasi, dekarbonisasi, dan pengembangan aset.

Untuk memastikan keputusan belanja modal tetap sejalan dengan dinamika pasar dan perkembangan regulasi iklim, Perseroan menerapkan pendekatan strategis yang adaptif dan berbasis risiko dalam perencanaan eksplorasi, akuisisi, serta pengembangan aset. [EM-CO-420a.3]

### RESPONS TERHADAP PERUBAHAN HARGA DAN PERMINTAAN BATU BARA

Perseroan secara berkala melakukan peninjauan skenario harga dan proyeksi permintaan batu bara baik di pasar domestik maupun global. Dalam kondisi harga tinggi atau permintaan meningkat, Perseroan memprioritaskan investasi pada lokasi dengan biaya produksi rendah dan potensi margin tinggi. Sebaliknya, pada periode volatilitas harga, Perseroan fokus pada efisiensi operasional dan mempertahankan investasi pada aset yang paling resilien, sehingga tidak membuka proyek baru yang berisiko tinggi.

### PENYESUAIAN TERHADAP REGULASI IKLIM

Perseroan menyadari bahwa transisi energi dan kebijakan iklim, termasuk pajak karbon, standar emisi, dapat memengaruhi kelayakan jangka panjang aset batu bara. Sebagai respons, Perseroan mengarahkan belanja modal ke inisiatif pengurangan emisi agar dapat mengurangi intensitas emisi dari kegiatan operasionalnya. Perseroan juga mengintegrasikan analisis risiko iklim dalam evaluasi investasi untuk menghindari potensi *stranded assets*.

### FOKUS PADA KEBERLANJUTAN JANGKA PANJANG ASET

Dalam seluruh proses pengambilan keputusan, Perseroan memastikan bahwa strategi jangka menengah dan panjang difokuskan pada target dekarbonisasi dengan mempertimbangkan proyeksi jangka panjang, termasuk dampak regulasi iklim

The Company recognizes that fluctuations in coal prices and demand, as well as the evolution of climate regulations, have a direct impact on its capital expenditure strategy. Accordingly, the Company evaluates these factors in determining priorities for exploration, decarbonization, and asset development.

To ensure that capital expenditure decisions remain aligned with market dynamics and evolving climate regulations, the Company adopts an adaptive and risk-based strategic approach in planning exploration, acquisitions, and asset development. [EM-CO-420a.3]

### RESPONSE TO CHANGES IN COAL PRICES AND DEMAND

The Company periodically reviews coal price scenarios and demand projections across domestic and global markets. During periods of high prices or increasing demand, the Company prioritizes investments in low-cost operations with high margin potential. Conversely, during periods of price volatility, the Company focuses on operational efficiency and maintains investment in the most resilient assets, refraining from initiating high-risk new projects.

### ADJUSTMENT TO CLIMATE REGULATIONS

The Company recognizes that the energy transition and climate-related policies, including carbon taxes and emissions standards, may affect the long-term viability of coal assets. In response, the Company directs capital expenditure toward emission reduction initiatives to lower the emissions intensity of its operations. The Company also integrates climate risk analysis into investment evaluations to mitigate the risk of stranded assets.

### FOCUS ON LONG-TERM ASSET SUSTAINABILITY

In all decision-making processes, the Company ensures that its medium- and long-term strategies are aligned with decarbonization targets, taking into account long-term projections, including the potential impacts of climate regulations and

dan perubahan pasar energi dunia. Strategi ini memungkinkan Perseroan membangun portofolio aset yang kompetitif, adaptif, dan mampu mendukung keberlanjutan bisnis perusahaan di tengah transisi energi.

changes in the global energy market. This strategy enables the Company to build asset portfolio that are competitive, adaptive, and capable to support business continuity amidst the energy transition process.

## SEKILAS TINJAUAN OPERASIONAL DAN TINJAUAN KEUANGAN 2025

Operational and Financial Review in 2025

Pada tahun 2025, Perseroan menunjukkan kinerja yang positif seiring dengan meningkatnya permintaan batu bara dari pasar domestik maupun internasional. Produksi batu bara Perseroan mencapai 54,95 juta ton, atau naik sekitar 8% dibandingkan capaian tahun sebelumnya sebesar 50,69 juta ton. Realisasi ini kembali melampaui target operasional yang ditetapkan, yaitu 54,28 juta ton.

In 2025, the Company demonstrated positive performance in line with increasing coal demand from domestic and international markets. The Company's coal production reached 54.95 million tons, representing an increase of approximately 8% compared to the previous year's achievement of 50.69 million tons. This realization again exceeded the operational target set at 54.28 million tons.

Perseroan memprioritaskan kepatuhan dan kontribusi terhadap keamanan energi nasional melalui pemenuhan Kewajiban Pasokan Domestik (DMO), yaitu regulasi Pemerintah Indonesia yang mewajibkan produsen batu bara untuk

The Company prioritizes compliance and contribution to national energy security through the fulfillment of the Domestic Market Obligation (DMO), a Government of Indonesia regulation that requires coal producers to allocate a certain percentage of



mengalokasikan persentase tertentu dari total produksinya untuk dijual di dalam negeri. Pada tahun pelaporan, realisasi DMO Perseroan mencapai 35%, melampaui batas minimum yang ditetapkan sebesar 25%.

Kesuksesan operasional tahun ini juga terlihat dari peningkatan volume penjualan yang mencapai 54,16 juta ton. Angka ini meningkat sekitar 4% dari tahun sebelumnya namun tidak mencapai target tahunan sebesar 55,05 juta ton. Portofolio pelanggan mencakup pembangkit listrik PLN dan swasta di Indonesia serta pelanggan internasional di berbagai negara Asia, seperti Tiongkok, India, Korea Selatan, Filipina, Taiwan, Vietnam, Bangladesh, dan Kamboja.

their total production for domestic sales. During the reporting year, the Company’s DMO realization reached 35%, exceeding the minimum requirement of 25%.

The Company’s operational success is also reflected in increased sales volume, which reached 54.16 million tons. This represents an increase of approximately 4% compared to the previous year, although it did not meet the annual target of 55.05 million tons. The Company’s customer portfolio includes PLN and private power plants in Indonesia, as well as international customers across various Asian countries, including Tiongkok, India, South Korea, Philippines, Taiwan, Vietnam, Bangladesh, and Cambodia.

**Volume Produksi Perseroan (dalam jutaan ton)**  
The Company Production Volume (in million tons)



**Volume Penjualan Perseroan (dalam jutaan ton)**  
The Company Sales Volume (in million tons)



Batu bara yang diproduksi dan dipasarkan oleh Perseroan, termasuk entitas anaknya, merupakan batu bara termal. Pada tahun pelaporan Perseroan memproduksi 54,95 juta ton batu bara termal, jumlah ini lebih tinggi dari produksi tahun 2024 yang berjumlah 50,69 juta ton, dan tahun 2023 46,12 juta ton [EM-CO-000.A]. Perseroan tidak menghasilkan batu bara metalurgi. [EM-CO-000.B]

The coal produced and marketed by the Company, including its subsidiaries, is thermal coal. During the reporting year, the Company produced 54.95 million tons of thermal coal, higher than the production in 2024 of 50.69 million tons and in 2023 of 46.12 million tons [EM-CO-000.A]. The Company does not produce metallurgical coal. [EM-CO-000.B]



## TARGET DAN REALISASI

### Targets and Realization

[OJK F.2] [OJK F.3]

Untuk memastikan transparansi dan akuntabilitas dalam pengelolaan kinerja operasional dan finansial, Perseroan secara konsisten membandingkan capaian aktual dengan target tahunan yang telah ditetapkan. Sepanjang periode pelaporan, Perseroan berhasil mencatat realisasi produksi, pendapatan, dan laba rugi yang melampaui target yang telah direncanakan. Kinerja ini mencerminkan efektivitas strategi operasional, ketahanan model bisnis, serta kemampuan Perseroan dalam merespons dinamika pasar secara adaptif dan bertanggung jawab. Perbandingan berikut menunjukkan pencapaian Perseroan yang berada di atas ekspektasi, sekaligus memperkuat komitmen perusahaan untuk menyediakan nilai berkelanjutan bagi para pemangku kepentingan.

To ensure transparency and accountability in managing operational and financial performance, the Company consistently compares actual achievements against the annual targets that have been established. Throughout the reporting period, the Company successfully recorded production, revenue, and profit/loss realization that exceeded the planned targets. This performance reflects the effectiveness of the Company's operational strategy, the resilience of its business model, and its ability to respond to market dynamics in an adaptive and responsible manner. The following comparison demonstrates the Company's achievements exceeding expectations, while reinforcing its commitment to delivering sustainable value to stakeholders.

#### Perbandingan Target dan Kinerja Produksi, Pendapatan dan Laba Rugi Comparison of Production, Revenue, and Profit/Loss Targets and Performance

[OJK F.2]

| Tahun<br>Year | Perbandingan Target dan Realisasi Produksi (Juta Ton)<br>Comparison of Target and Realization of Production (Million Tons) |                          | Perbandingan Target dan Realisasi Pendapatan (Juta USD)<br>Comparison of Target and Realization of Revenue (Million USD) |                          | Perbandingan Target dan Realisasi Laba/Rugi (Juta USD)<br>Comparison of Target and Realization of Profit/Loss (Million USD) |                          |
|---------------|----------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------------------|
|               | Target                                                                                                                     | Realisasi<br>Realization | Target                                                                                                                   | Realisasi<br>Realization | Target                                                                                                                      | Realisasi<br>Realization |
| 2025          | 54,28                                                                                                                      | 54,95                    | 2.726                                                                                                                    | 2.414                    | 323                                                                                                                         | 260                      |
| 2024          | 50,00                                                                                                                      | 50,69                    | 2.652                                                                                                                    | 2.706                    | 356                                                                                                                         | 483                      |
| 2023          | 40,25                                                                                                                      | 46,12                    | 2.600                                                                                                                    | 2.902                    | 464                                                                                                                         | 529                      |

#### Perbandingan Target dan Kinerja Proyek Keberlanjutan Comparison of Sustainability Target and Project Performance

[OJK F.3]

##### Perbandingan Target dan Realisasi Proyek Berwawasan Lingkungan (Juta USD) Comparison of Target and Realization of Environmentally Concerned Project Realization (Million USD)

| Tahun<br>Year | Target<br>Target | Realisasi<br>Realization | Keterangan<br>Description                                        |
|---------------|------------------|--------------------------|------------------------------------------------------------------|
| 2025          | 8,69             | 5,77                     | • Reklamasi dan rehabilitasi<br>• Reclamation and rehabilitation |
|               | 15,86            | 16,04                    | • Elektrifikasi<br>• Electrification                             |
| 2024          | 8,12             | 5,53                     | • Reklamasi dan rehabilitasi<br>• Reclamation and rehabilitation |
| 2023          | 5,03             | 2,20                     | • Reklamasi dan rehabilitasi<br>• Reclamation and rehabilitation |



## NILAI EKONOMI YANG DITERIMA DAN DIDISTRIBUSIKAN

### Economic Value Generated and Distributed

[GRI 201-1] [GRI 12.8.2] [GRI 12.21.2]

Sejalan dengan dinamika pasar batu bara global dan domestik, Perseroan mencatat hasil keuangan yang melebihi ekspektasi awal. Harga batu bara acuan (HBA) sempat kembali menguat pada periode terakhir, naik menjadi US\$ 105,33/ton pada awal September 2025. Didorong oleh kondisi pasar yang kondusif serta efisiensi operasional, Perseroan berhasil meningkatkan produksi dan meraih pendapatan serta laba yang melebihi target tahunan. Hal ini memungkinkan Perseroan menghasilkan nilai ekonomi yang jauh lebih besar untuk para pemangku kepentingan.

In line with the dynamics of the global and domestic coal markets, the Company recorded financial results that exceeded initial expectations. The benchmark coal price (HBA) strengthened toward the end of the period, reaching USD 105.33/ton in early September 2025. Supported by favorable market conditions and operational efficiency, the Company successfully increased production and achieved revenue and profit levels above its annual targets. This performance enabled the Company to generate significantly greater economic value for its stakeholders.

Uraian (Dalam Juta USD)

2025

2024

2023

Description (In Million USD)

#### Nilai Ekonomi Langsung yang Dihasilkan | Direct Economic Value Generated

|                                            |                 |                 |                 |                                      |
|--------------------------------------------|-----------------|-----------------|-----------------|--------------------------------------|
| Pendapatan Usaha                           | 2.414,05        | 2.705,52        | 2.901,84        | Operating Revenue                    |
| Penghasilan Lain-Lain                      | 7,76            | 10,61           | 11,12           | Other Income                         |
| <b>Jumlah Nilai Ekonomi yang Diperoleh</b> | <b>2.421,81</b> | <b>2.716,13</b> | <b>2.912,96</b> | <b>Total Economic Value Received</b> |

#### Nilai Ekonomi yang Didistribusikan | Economic Value Distributed

|                                |          |          |          |                                |
|--------------------------------|----------|----------|----------|--------------------------------|
| Biaya Operasional <sup>1</sup> | 1.670,05 | 1.623,68 | 1.686,09 | Operating Cost <sup>1</sup>    |
| Gaji dan Tunjangan Karyawan    | 48,30    | 47,19    | 38,90    | Employee Salaries and Benefits |

#### Pembayaran Kepada Penyandang Dana | Payments to Investors

|                                       |        |        |        |                           |
|---------------------------------------|--------|--------|--------|---------------------------|
| Pembayaran Dividen                    | 214,08 | 484,26 | 424,32 | Dividend Payments         |
| Bunga yang Dibayarkan Kepada Kreditur | 6,17   | 5,77   | 7,21   | Interest Paid to Creditor |

#### Pembayaran Kepada Pemerintah | Payments to Government

|                                 |        |        |        |                                       |
|---------------------------------|--------|--------|--------|---------------------------------------|
| Pembayaran PNBP <sup>2</sup>    | 321,52 | 350,74 | 463,70 | Non-Tax Revenue Payments <sup>2</sup> |
| Pembayaran Lainnya <sup>3</sup> | 110,26 | 199,55 | 182,98 | Other Payments <sup>3</sup>           |

#### Investasi Untuk Komunitas | Community Investment

|                                                      |                 |                 |                 |                                                  |
|------------------------------------------------------|-----------------|-----------------|-----------------|--------------------------------------------------|
| Dana TJSL <sup>4</sup>                               | 5,73            | 6,07            | 5,33            | CSR Funds <sup>4</sup>                           |
| <b>Jumlah Nilai Ekonomi yang Didistribusikan</b>     | <b>2.376,11</b> | <b>2.717,26</b> | <b>2.808,53</b> | <b>Total Economic Value Distributed</b>          |
| <b>Jumlah Nilai Ekonomi yang Ditahan<sup>5</sup></b> | <b>45,70</b>    | <b>-1,13</b>    | <b>104,43</b>   | <b>Total Economic Value Retained<sup>5</sup></b> |

#### Keterangan:

- Semua biaya operasional diluar Gaji & Benefit Karyawan, Bunga ke Kreditur, Royalti, Pajak, Dividend, dan CSR
- Royalti, Deadrent, dan PNBP
- Pajak (Pajak Penghasilan Badan & Perizinan Lainnya)
- Dana TJSL di luar biaya pelibatan masyarakat lokal dalam rantai bisnis Perseroan (\$91.36mn).
- Economic Value Retained di 2024 negatif karena pada tahun 2024 terdapat pembayaran untuk final dividend tahun 2023 sebesar \$85.0mn

#### Notes:

- All operational expenses excluding Employee Salaries & Benefits, Interest to Creditors, Royalties, Taxes, Dividends, and CSR.
- Royalties, Deadrent, and Non-Tax State Revenue (NTSR).
- Taxes (Corporate Income Tax & Other Permits).
- CSR funds excluding local community engagement costs in the Company's business chain (\$91.36mn).
- Economic Value Retained in 2024 is negative due to the 2024 payment of the 2023 final dividend of \$85.0mn

## IMPLIKASI FINANSIAL AKIBAT PERUBAHAN IKLIM

### Financial Implications of Climate Change

[GRI 201-2] [GRI 12.2.2]

Ketidakpastian iklim dapat memengaruhi operasional tambang dan memunculkan risiko finansial. Perseroan menjalankan analisis risiko iklim agar setiap potensi gangguan dapat diantisipasi sejak dini dan dampaknya terhadap kinerja ekonomi dapat dikendalikan. Pemantauan risiko dilakukan dengan merujuk pada sumber internasional seperti *Institute of Risk Management*, *Global Risk Forum*, serta penelitian meteorologi global. Hasil kajian tersebut memberikan dasar bagi Departemen Manajemen Risiko dalam mengidentifikasi risiko dan peluang yang timbul akibat perubahan iklim.

GEMS Risk Mapping mengidentifikasi dua jenis risiko utama:

- Risiko fisik: banjir, kekeringan, dan cuaca ekstrem yang berpotensi mengganggu operasi.
- Risiko transisi: perubahan kebijakan, regulasi karbon, dan preferensi pasar menuju energi rendah emisi.

Sepanjang tahun 2025, curah hujan tinggi menjadi faktor cuaca yang paling memengaruhi kegiatan operasional. Beberapa periode hujan deras membuat jalan operasional menjadi licin menghambat pergerakan alat berat sehingga menurunkan efisiensi pengangkutan.

Perseroan menerapkan berbagai strategi untuk memitigasi dampak dari perubahan iklim tersebut, antara lain:

1. Menyesuaikan rencana penambangan dengan kondisi lapangan.
2. Berinvestasi pada saluran drainase dan jalan operasional yang lebih tahan cuaca.
3. Meningkatkan pengawasan keselamatan kerja saat cuaca buruk.
4. Menggunakan *weather modification* untuk mengurangi intensitas hujan.
5. Melakukan berbagai inisiatif perbaikan proses penambangan agar lebih efisien.
6. Menerapkan program *Quick Start After Rain* bersama kontraktor PPA dan CK.
7. Membangun *stockpile* dekat Pelabuhan Bunati untuk menjaga kelancaran pasokan.

Climate uncertainty may affect mining operations and create financial risks. The Company conducts climate risk analysis to anticipate potential disruptions at an early stage and to manage their impact on economic performance. Risk monitoring refers to international sources such as the Institute of Risk Management, the Global Risk Forum, and global meteorological research. The results of these assessments provide a basis for the Risk Management Department in identifying risks and opportunities arising from climate change.

GEMS Risk Mapping identifies two main types of risks:

- Physical risks: floods, droughts, and extreme weather that may disrupt operations.
- Transition risks: changes in policies, carbon regulations, and market preferences toward low-emission energy.

Throughout 2025, high rainfall was the weather factor that most affected operational activities. Several periods of heavy rain caused operational roads to become slippery, hindering the movement of heavy equipment and reducing hauling efficiency.

The Company implements various strategies to mitigate the impacts of climate change, including:

1. Adjusting mining plans to site conditions.
2. Investing in drainage systems and more weather-resilient operational roads.
3. Enhancing occupational safety supervision during adverse weather conditions.
4. Utilizing weather modification to reduce rainfall intensity.
5. Implementing process improvement initiatives to enhance mining efficiency.
6. Applying the Quick Start After Rain program in collaboration with PPA and CK contractors.
7. Developing stockpiles near Bunati Port to ensure supply continuity.



8. Meningkatkan *safety factor* dalam rencana penambangan agar target produksi tetap tercapai. Perseroan belum melakukan penghitungan kuantitatif atas potensi kerugian finansial apabila mitigasi risiko iklim tidak dilakukan. Biaya pengelolaan risiko iklim juga belum dicatat sebagai secara terpisah karena masih termasuk dalam belanja operasional rutin

Perseroan tidak berpartisipasi dalam pembuatan regulasi publik atau aktivitas *lobbying* yang berkaitan dengan isu perubahan iklim. Perseroan sepenuhnya mendukung langkah Pemerintah untuk menekan emisi melalui pengelolaan energi yang lebih efektif dan inisiatif efisiensi energi yang berwawasan lingkungan. [GRI 12.2.4]

## PAJAK

### Tax

#### PENDEKATAN TERHADAP PAJAK

[GRI 207-1] [GRI 12.21.4]

Perseroan melakukan pembayaran pajak sesuai dengan regulasi perpajakan yang berlaku di Indonesia sebagai bentuk kontribusi langsung terhadap pembangunan nasional. Pengelolaan perpajakan Perseroan ditinjau oleh Chief Financial Officer (CFO) setidaknya setiap tiga bulan sekali.

Perseroan menghindari seluruh bentuk *tax haven practices*, penghindaran pajak agresif, ataupun mekanisme lain yang dapat merugikan penerimaan negara. Kepatuhan regulasi perpajakan dilakukan melalui pemantauan aktif terhadap pembaruan kebijakan dari Direktorat Jenderal Pajak. Meskipun Perseroan belum menyediakan tautan strategi pajak untuk diakses publik, jumlah pembayaran pajak tetap ditampilkan secara transparan dalam laporan keuangan tahunan yang telah diaudit.

#### MANAJEMEN RISIKO PAJAK

[GRI 207-2] [GRI 12.21.5]

Pengendalian risiko pajak Perseroan dijalankan oleh Divisi Keuangan, Akuntansi, dan Pajak, dengan Chief Financial Officer (CFO) sebagai pihak yang bertanggung jawab atas kepatuhan terhadap tata kelola perpajakan. Sistem perpajakan Perseroan menggunakan prosedur *self-assessment* yang

8. Increasing the safety factor in mining plans to ensure that production targets are maintained. The Company has not yet conducted a quantitative assessment of potential financial losses in the absence of climate risk mitigation. Climate risk management costs have also not been recorded separately, as they are still included within routine operational expenditures.

The Company does not participate in public policy-making or lobbying activities related to climate change. The Company fully supports Government initiatives to reduce emissions through increasingly effective energy management and environmentally oriented energy efficiency initiatives. [GRI 12.2.4]

#### APPROACH TOWARD TAX

[GRI 207-1] [GRI 12.21.4]

The Company fulfills its tax obligations in accordance with applicable tax regulations in Indonesia as a direct contribution to national development. The Company's tax management is reviewed by the Chief Financial Officer (CFO) at least once every three months.

The Company avoids all forms of tax haven practices, aggressive tax avoidance, or other mechanisms that may harm state revenue. Compliance with tax regulations is maintained through active monitoring of policy updates issued by the Directorate General of Taxes. Although the Company has not yet provided a publicly accessible tax strategy, total tax payments are transparently disclosed in the audited annual financial statements.

#### TAX RISK MANAGEMENT

[GRI 207-2] [GRI 12.21.5]

The Company's tax risk management is carried out by the Finance, Accounting, and Tax Division, with the Chief Financial Officer (CFO) responsible for ensuring compliance with tax governance. The Company's tax system applies a self-assessment approach, which includes verification of calculations, review



mencakup verifikasi perhitungan, pemeriksaan dokumen transaksi, serta pencatatan keuangan sesuai standar Pernyataan Standar Akuntansi Keuangan (PSAK).

Risiko pajak dipetakan melalui peninjauan rutin atas transaksi dan pemantauan perkembangan regulasi. Proses ini memungkinkan identifikasi risiko sejak awal dan memastikan bahwa langkah pengendalian dilakukan secara tepat.

Sebagai bagian dari komitmen terhadap integritas, Perseroan menyediakan saluran pelaporan pelanggaran (*whistleblowing system*) yang dapat diakses oleh karyawan maupun pemangku kepentingan eksternal untuk menyampaikan masukan dan kekhawatiran terkait isu perpajakan dan perilaku bisnis lainnya. Mekanisme *whistleblowing* dijelaskan secara lebih lanjut pada halaman 278.

### KETERLIBATAN PEMANGKU KEPENTINGAN TERKAIT PAJAK

[GRI 207-3] [GRI 12.21.6]

Perseroan membangun dialog terbuka dengan otoritas pajak melalui diskusi rutin, pertukaran informasi, dan permintaan klarifikasi agar setiap aturan perpajakan dapat diterapkan berdasarkan regulasi yang berlaku. Fokus Perseroan adalah menjalankan kepatuhan pajak secara penuh, sehingga Perseroan tidak terlibat dalam kegiatan advokasi kebijakan publik atau *lobbying* terkait perpajakan.

Selain itu, Perseroan tidak melakukan pembelian batu bara dari negara atau pihak ketiga yang ditunjuk oleh negara. [GRI 12.21.8]

### LAPORAN PER NEGARA

[GRI 207-4] [GRI 12.21.7]

Perseroan menjalankan seluruh kegiatan usaha di Indonesia sehingga seluruh kewajiban perpajakan berada di bawah yurisdiksi fiskal Indonesia. Penyampaian *Country-by-Country Report* (CbCR) dilakukan secara terpusat oleh PT Dian Swastatika Sentosa Tbk sebagai induk perusahaan (*Parent Entity*).

of transaction documents, and financial recording in accordance with the Indonesian Financial Accounting Standards (PSAK).

Tax risks are mapped through routine transaction reviews and monitoring of regulatory developments. This process enables early identification of risks and ensures that appropriate control measures are implemented.

As part of its commitment to integrity, the Company provides a whistleblowing system accessible to employees and external stakeholders to report concerns related to tax matters and other business conduct issues. The whistleblowing mechanism is described further on page 278.

### STAKEHOLDER ENGAGEMENT RELATED TO TAX

[GRI 207-3] [GRI 12.21.6]

The Company maintains open dialogue with tax authorities through regular discussions, information exchange, and requests for clarification to ensure that tax regulations are implemented in accordance with applicable laws. The Company's focus is on full tax compliance; therefore, it does not engage in public policy advocacy or lobbying related to taxation.

In addition, the Company does not purchase coal from countries or third parties designated by the government. [GRI 12.21.8]

### COUNTRY-BY-COUNTRY REPORTING

[GRI 207-4] [GRI 12.21.7]

The Company conducts all of its business activities in Indonesia; therefore, all tax obligations fall under the Indonesian fiscal jurisdiction. The submission of the Country-by-Country Report (CbCR) is carried out centrally by PT Dian Swastatika Sentosa Tbk as the Parent Entity.



## Uraian

2025

## Description

Laporan per Negara  
Country-by-country Reporting

|                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Jumlah Karyawan                                                                                                                                                                                                                     | 596                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Number of Employees                                                                                                                                            |
| Pendapatan dari penjualan pihak ketiga                                                                                                                                                                                              | USD2.380.135.000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Revenue from third-party sales                                                                                                                                 |
| Pendapatan dari transaksi antar grup dengan yurisdiksi pajak lain                                                                                                                                                                   | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Revenue from intra-group transactions with other tax jurisdictions                                                                                             |
| Laba/rugi sebelum pajak                                                                                                                                                                                                             | USD 354.175.846                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Profit/Loss before tax                                                                                                                                         |
| Aset berwujud ( <i>tangible</i> ) selain kas dan yang setara dengan kas;                                                                                                                                                            | USD152.772.388                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Tangible assets other than cash and cash equivalents;                                                                                                          |
| Pajak penghasilan perusahaan yang dibayarkan secara tunai                                                                                                                                                                           | USD184.615.757                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Corporate income tax paid on a cash basis                                                                                                                      |
| Pajak penghasilan perusahaan yang ditimbulkan karena laba/rugi                                                                                                                                                                      | USD94.387.282                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Corporate income tax accrued based on profit/loss                                                                                                              |
| Alasan-alasan adanya selisih antara pajak penghasilan perusahaan yang harus dibayar atas laba/rugi dengan pajak yang jatuh tempo jika tarif pajak diberlakukan berdasarkan undang-undang diberlakukan pada laba/rugi sebelum pajak. | Karena adanya perbedaan pengakuan pendapatan dan biaya antara standar akuntansi dan undang-undang perpajakan, antara lain perbedaan waktu (temporer) penyusutan, perbedaan tetap, biaya-biaya yang tidak dapat dibiayakan dan penghasilan final serta bukan objek pajak sehingga tidak diakui dalam laporan fiskal.<br>Differences in the recognition of revenue and expenses between accounting standards and tax regulations arise due to, among others, timing (temporary) differences in depreciation, permanent differences, non-deductible expenses, and income subject to final tax or non-taxable income, which are therefore not recognized in the fiscal report. | Explanations for differences between corporate income tax payable on profit/loss and the tax due if statutory tax rates were applied to profit/loss before tax |

## BANTUAN FINANSIAL DARI PEMERINTAH

[GRI 201-4] [GRI 12.21.3]

Pada tahun 2025, Perseroan tidak memperoleh bantuan finansial dari Pemerintah dalam bentuk apapun, baik berupa dana, subsidi, insentif pajak, maupun dukungan finansial lainnya.

## FINANCIAL ASSISTANCE FROM GOVERNMENT

[GRI 201-4] [GRI 12.21.3]

In 2025, the Company did not receive any form of financial assistance from the Government, including grants, subsidies, tax incentives, or other financial support.

## RANTAI PASOK

Supply Chain

[GRI 201-2] [GRI 12.2.2] [GRI 12.2.4] [OJK F.3]

### SUPPLIER LOKAL

[GRI 204-1] [GRI 12.8.6]

Rantai pasok Perseroan mencakup pemasok lokal dari wilayah kecamatan, kabupaten, hingga nasional, serta pemasok non-lokal dari luar negeri. Keduanya berkontribusi dalam memenuhi kebutuhan barang dan jasa yang menunjang operasi penambangan.

### LOCAL SUPPLIERS

[GRI 204-1] [GRI 12.8.6]

The Company's supply chain includes local suppliers from district, regency, and national levels, as well as non-local suppliers from overseas. Both contribute to fulfilling the goods and services required to support mining operations.

Pemasok produk menyediakan kebutuhan material dan peralatan seperti *basecourse*, genset, hingga *critical spares* untuk *Crusher Plant*. Sementara itu, pemasok jasa mendukung berbagai kegiatan mulai dari penambangan lapisan penutup tanah, ekskavasi dan pengangkutan batu bara, hingga pekerjaan pendukung seperti perbaikan jalan angkut atau pembangunan fasilitas umum.

Proses pengadaan dilakukan secara transparan melalui mekanisme tender dengan mempertimbangkan kelayakan finansial, kemampuan teknis, pemenuhan standar Kebijakan Umum Keselamatan Pertambangan dan Lingkungan Hidup (KPLH), serta evaluasi komersial.

Pada tahun pelaporan, Perseroan bekerja sama dengan 672 pemasok, terdiri atas 644 pemasok lokal dan 28 pemasok mancanegara. Porsi belanja Perseroan didominasi pemasok dalam negeri, dengan nilai pembayaran kepada pemasok lokal mencapai US\$1.466 juta atau 99,96% dari total pengeluaran. Dari jumlah tersebut, 14% atau sekitar US\$205 juta dialokasikan kepada pemasok di tingkat provinsi dan kabupaten lokasi operasional.

Product suppliers provide materials and equipment such as *basecourse*, generators, and critical spares for the *Crusher Plant*. Meanwhile, service providers support various activities ranging from overburden removal, coal excavation and hauling, to supporting works such as haul road maintenance and public facility construction.

The procurement process is conducted transparently through a tender mechanism, taking into account financial feasibility, technical capability, compliance with the General Mining Safety and Environmental Policy (KPLH), and commercial evaluation.

During the reporting year, the Company collaborated with 672 suppliers, consisting of 644 local suppliers and 28 international suppliers. The Company's procurement spending was dominated by domestic suppliers, with payments to local suppliers reaching USD1,466 million, equivalent to 99.96% of total expenditure. Of this amount, 14%, or approximately USD205 million, was allocated to suppliers at the provincial and regency levels within operational areas.





## PARTISIPASI MASYARAKAT LOKAL DALAM RANTAI NILAI PERSEROAN

Perseroan mendorong pertumbuhan ekonomi daerah dengan melibatkan masyarakat lokal dalam kegiatan operasional. Melalui PT Borneo Indobara, berbagai usaha lokal berperan dalam penyediaan layanan operasional seperti *coal hauling*, pekerjaan *base course*, penyewaan peralatan berat, dan penyediaan tenaga kerja.

Rincian kontribusi ekonomi kepada mitra lokal selama tahun pelaporan dapat dilihat pada tabel di bawah ini:

## LOCAL COMMUNITY PARTICIPATION IN THE COMPANY'S VALUE CHAIN

The Company promotes regional economic growth by engaging local communities in its operational activities. Through PT Borneo Indobara, various local enterprises contribute by providing operational services such as coal hauling, base course works, heavy equipment rental, and workforce supply.

Details of the economic contributions to local partners during the reporting year are presented in the table below:

| Uraian (dalam juta dolar)     | 2025         | 2024         | 2023         | Description (in millions dollars) |
|-------------------------------|--------------|--------------|--------------|-----------------------------------|
| <b>Total</b>                  | <b>91,36</b> | <b>77,31</b> | <b>81,99</b> | <b>Total</b>                      |
| <i>Coal Hauling</i>           | 85,91        | 71,75        | 75,38        | Coal Hauling                      |
| <i>Basecourse</i>             | 3,27         | 3,29         | 3,93         | Basecourse                        |
| <i>Rental Heavy Equipment</i> | 0,47         | 0,47         | 1,14         | Rental Heavy Equipment            |
| <i>Labor Supply</i>           | 1,71         | 1,80         | 1,55         | Labor Supply                      |

Pada tahun 2025, Perseroan bekerja sama dengan 4 BUMDes yang berperan aktif sebagai mitra *coal hauling*. Setiap BUMDes dibina dan dievaluasi secara rutin untuk memastikan kualitas layanan.

In 2025, the Company collaborated with five Village-Owned Enterprises (BUMDes), which actively served as coal hauling partners. Each BUMDes is regularly developed and evaluated to ensure service quality.

## SELEKSI PEMASOK BARU YANG BERKELANJUTAN

[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]  
[GRI 12.16.3] [GRI 12.17.3]

Perseroan menetapkan standar tinggi dalam proses pengadaan untuk memastikan setiap mitra menunjukkan komitmen terhadap aspek keselamatan, lingkungan, dan praktik sosial sesuai dengan standar operasional perusahaan. Proses pengadaan menerapkan Sistem Manajemen Keselamatan Pertambangan (SMKP) sebagai pedoman utama.

Setiap permintaan pengadaan jasa diawali dengan *Purchase Requisition* (PR) yang telah dilengkapi dengan penilaian risiko pengadaan. Penilaian tersebut mengelompokkan tingkat risiko ke dalam empat kategori: Kritis, Tinggi, Sedang, dan Rendah. Pada kategori Kritis dan Tinggi, calon vendor wajib memenuhi Rencana Keselamatan Pertambangan

## SUSTAINABLE SUPPLIER SELECTION

[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]  
[GRI 12.16.3] [GRI 12.17.3]

The Company establishes high standards in its procurement process to ensure that all partners demonstrate commitment to safety, environmental, and social practices in accordance with the Company's operational standards. The procurement process adopts the Mining Safety Management System (MSMS) as the primary guideline.

Each service procurement request begins with a Purchase Requisition (PR), which includes a procurement risk assessment. This assessment categorizes risk levels into four groups of Critical, High, Medium, and Low. For Critical and High categories, prospective vendors are required to fulfill the Mining Safety and Environmental Plan



dan Lingkungan Hidup (KPLH). Persyaratan ini dirancang untuk memitigasi potensi dampak lingkungan seperti kontaminasi air dan udara, degradasi tanah, serta hilangnya fungsi ekosistem. Pada tahun pelaporan, seluruh (100%) permintaan pengadaan jasa telah dievaluasi berdasarkan Keselamatan dan Kesehatan Kerja Lingkungan (K3L) sesuai tingkat risikonya.

Proses seleksi pemasok dilaksanakan melalui dua tahapan, yaitu:

1. Prakualifikasi

Seluruh vendor dinilai dari sisi legalitas untuk memverifikasi legalitas dan perizinan usaha. Selain pemeriksaan legalitas, vendor jasa menjalani penilaian tambahan terkait kemampuan pengelolaan K3L melalui peninjauan dokumen pendukung.

2. Kualifikasi

Vendor yang lolos tahap prakualifikasi mengikuti proses *sourcing & bidding* yang disertai dengan evaluasi KPLH untuk menentukan kelayakan calon vendor.

Pada tahun 2025, 52% dari seluruh pengadaan barang dan jasa termasuk dalam kategori yang mewajibkan rencana KPLH. Rincian permintaan pengadaan berdasarkan tingkat risiko ditampilkan pada tabel berikut:

| Risiko            | Seleksi Prakualifikasi KPLH & Rencana KPLH<br>Selection of KPLH Pre-qualification and KPLH plan | Total Nilai Persentase Pengadaan<br>Total Procurement Percentage Value | Risk              |
|-------------------|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-------------------|
| Kritis dan Tinggi | 30%                                                                                             | 91%                                                                    | Critical and High |
| Sedang dan Rendah | 70%                                                                                             | 9%                                                                     | Moderate and Low  |

Perseroan memastikan bahwa 100% pemasok telah melalui proses seleksi yang mencakup kriteria sosial. Ketentuan mengenai Upah Minimum Regional (UMR) juga dicantumkan secara resmi dalam *Terms of Reference (TOR)*, *General Terms & Conditions*, atau dokumen kontrak sehingga seluruh pemasok memahami kewajiban yang harus dipenuhi.

(KPLH). This requirement is designed to mitigate potential environmental impacts such as water and air contamination, land degradation, and loss of ecosystem functions. During the reporting year, all (100%) service procurement requests were evaluated based on Health, Safety, and Environment (HSE) considerations in accordance with their respective risk levels.

The supplier selection process is conducted through two stages:

1. Pre-Qualification

All vendors are assessed from a legal perspective to verify business legality and licensing. In addition to legal verification, service vendors undergo further evaluation of their HSE management capability through a review of supporting documents.

2. Qualification

Vendors that pass the pre-qualification stage proceed to the sourcing and bidding process, which includes a KPLH evaluation to determine vendor eligibility.

In 2025, 52% of total goods and services procurement fell under categories requiring a KPLH plan. Details of procurement requests by risk level are presented in the table below:

The Company ensures that 100% of suppliers have undergone a selection process that includes social criteria. Provisions regarding the Regional Minimum Wage (UMR) are formally incorporated into the Terms of Reference (TOR), General Terms & Conditions, or contractual documents, ensuring that all suppliers clearly understand the obligations that must be fulfilled.



## TANGGUNG JAWAB PRODUK

### Product Responsibility

[OJK F.17] [OJK F.26]

Perseroan menekankan keunggulan mutu dengan mengedepankan teknologi dan pengawasan yang cermat, dari awal kegiatan penambangan hingga pengiriman kepada konsumen. Seluruh produk batu bara yang dihasilkan Perseroan melalui proses produksi yang dikendalikan secara ketat dan berorientasi pada keberlanjutan. Kualitas produk dijaga melalui rangkaian pemeriksaan mulai dari pengambilan sampel, pengujian laboratorium, hingga pemantauan menggunakan teknologi pendukung seperti *mechanical sampling system* dan *metal detector*.

Perseroan mengintegrasikan inovasi teknologi dan praktik operasional untuk memastikan proses produksi yang aman, efisien, dan berkesinambungan. Salah satu inisiatif utama adalah program digitalisasi iSafe, yang meraih penghargaan inovasi dari Kementerian ESDM atas kontribusinya dalam meningkatkan keselamatan dan keandalan produksi. Program ini diperkuat dengan pemanfaatan *slope stability radar* untuk pemantauan stabilitas lereng secara *real-time* serta pengembangan *Command Center* yang terintegrasi, sehingga memungkinkan pengambilan keputusan yang lebih cepat, berbasis data, dan preventif terhadap risiko operasional.

Selain itu, Perseroan menerapkan *good mining practice* secara konsisten dengan mengedepankan kepatuhan terhadap regulasi, efisiensi pemanfaatan sumber daya, perlindungan lingkungan, serta keselamatan dan kesehatan kerja. Upaya inovasi juga dilakukan melalui penggunaan mesin presisi tinggi dalam proses produksi untuk mengurangi konsumsi energi sekaligus meningkatkan akurasi dan produktivitas. Sejalan dengan prinsip pengelolaan lingkungan yang bertanggung jawab, Perseroan secara berkesinambungan mengurangi timbulan limbah B3 melalui optimalisasi proses, pemilahan yang ketat, serta pengelolaan dan pengolahan limbah sesuai dengan ketentuan peraturan perundang-undangan.

The Company emphasizes quality excellence by prioritizing advanced technology and rigorous monitoring, from the initial mining stage through to product delivery to customers. All coal products produced by the Company undergo tightly controlled production processes that are sustainability-oriented. Product quality is maintained through a series of inspections, including sampling, laboratory testing, and monitoring using supporting technologies such as mechanical sampling systems and metal detectors.

The Company integrates technological innovation and operational practices to ensure safe, efficient, and sustainable production processes. One of the key initiatives is the digitalization program iSafe, which received an innovation award from the ESDM for its contribution to enhancing safety and production reliability. This program is further supported by the use of slope stability radar for real-time monitoring of slope conditions, as well as the development of an integrated Command Center, enabling faster, data-driven, and preventive decision-making in managing operational risks.

In addition, the Company consistently implements good mining practice by prioritizing regulatory compliance, efficient resource utilization, environmental protection, and occupational health and safety. Innovation efforts are also carried out through the use of high-precision machinery in production processes to reduce energy consumption while improving accuracy and productivity. In line with responsible environmental management principles, the Company continuously reduces hazardous waste (B3) generation through process optimization, strict segregation, and waste management and treatment in accordance with applicable regulations.

Seluruh produk (100%) juga telah melalui evaluasi keamanan untuk memastikan kesesuaian dengan standar industri dan spesifikasi yang tercantum dalam kontrak penjualan. Tidak ada produk yang ditarik kembali selama periode pelaporan karena seluruh prosedur pengendalian mutu telah dijalankan secara konsisten di setiap tahap produksi. [OJK F.27] [OJK F.29]

Perseroan secara berkala meminta masukan dari pelanggan melalui survei kepuasan untuk menilai kualitas layanan. Pada periode pelaporan, Perseroan tidak melakukan survei kepuasan pelanggan karena hasil survei periode sebelumnya masih dirasa sesuai dengan tingkat kepuasan pelanggan mencapai skor 4,62 dari 5,00, yang menggambarkan tingkat kepuasan yang tinggi terhadap mutu produk, ketepatan pengiriman, dan kemudahan komunikasi dengan Perseroan. [OJK F.30]

## DAMPAK PRODUK

### Product Impact

[OJK F.28]

Sebagai produsen batu bara termal, produk Perseroan memiliki dampak signifikan terhadap rantai pasok energi nasional dan regional. Batu bara yang dihasilkan Perseroan berkontribusi pada pemenuhan kebutuhan listrik dan energi industri, sehingga memiliki peran penting dalam menjaga keandalan pasokan energi di Indonesia maupun negara tujuan ekspor. Namun demikian, Perseroan menyadari bahwa produk batu bara juga memiliki dampak lingkungan tidak langsung, terutama terkait emisi karbon dari proses pemanfaatannya. Oleh karena itu, Perseroan berupaya mengelola dampak tersebut melalui efisiensi proses penambangan, dan penerapan praktik penggunaan energi yang lebih efisien dan beremisi lebih rendah.

Perkuatan praktik pertambangan berkelanjutan ditujukan untuk meminimalkan dampak yang timbul sepanjang siklus hidup produk, mulai dari eksplorasi hingga pengiriman. Perseroan menerapkan pemantauan ketat terhadap kualitas batu bara untuk memastikan keselamatan penggunaan, mengoptimalkan pengelolaan debu dan emisi pada proses penanganan material, serta menjaga

All products (100%) have also undergone safety evaluations to ensure compliance with industry standards and specifications outlined in sales contracts. No product recalls occurred during the reporting period, as all quality control procedures were consistently implemented at every stage of production. [OJK F.27] [OJK F.29]

The Company periodically seeks customer feedback through satisfaction surveys to assess service quality. During the reporting period, the Company did not conduct a customer satisfaction survey, as the results from the previous period were still considered representative, with a satisfaction score of 4.62 out of 5.00, reflecting a high level of satisfaction with product quality, delivery timeliness, and ease of communication with the Company. [OJK F.30]

As a producer of thermal coal, the Company's products have a significant impact on the national and regional energy supply chain. The coal produced contributes to meeting electricity and industrial energy needs, playing an important role in maintaining energy supply reliability in Indonesia and export destination countries. However, the Company recognizes that coal products also have indirect environmental impacts, particularly related to carbon emissions from their utilization. Therefore, the Company seeks to manage these impacts through improved mining efficiency and the implementation of more efficient and lower-emission energy practices.

The strengthening of sustainable mining practices is aimed at minimizing impacts throughout the product life cycle, from exploration to delivery. The Company implements strict monitoring of coal quality to ensure safe usage, optimizes dust and emission management during material handling processes, and maintains logistics integrity to avoid posing risks to communities along distribution routes. In



integritas logistik agar tidak menimbulkan risiko bagi masyarakat di sekitar jalur distribusi. Selain itu, Perseroan terus mengembangkan program rehabilitasi lahan, konservasi keanekaragaman hayati, dan efisiensi energi yang selaras dengan komitmen perusahaan batu bara terkemuka lainnya

in addition, the Company continues to develop land rehabilitation programs, biodiversity conservation initiatives, and energy efficiency efforts that are aligned with the commitments of leading coal companies in reducing the environmental footprint of their products. Through this comprehensive





dalam mengurangi jejak lingkungan dari produk mereka. Melalui pendekatan menyeluruh ini, GEMS berupaya memastikan bahwa nilai ekonomi yang dihasilkan tetap sejalan dengan tanggung jawab lingkungan dan sosial.

approach, GEMS strives to ensure that the economic value generated remains aligned with environmental and social responsibilities.







# MENJAGA JEJAK LINGKUNGAN

## Preserving Environmental Footprint

Masa depan industri pertambangan ditentukan oleh kemampuan beradaptasi terhadap dinamika lingkungan yang terus berkembang. Perseroan menempatkan praktik pertambangan berkelanjutan sebagai prioritas dalam setiap pengambilan keputusan untuk menciptakan keseimbangan antara pertumbuhan usaha dan kelestarian alam.

The future of the mining industry is shaped by its ability to adapt to evolving environmental dynamics. The Company prioritizes sustainable mining practices in every decision-making process to create a balance between business growth and environmental preservation.







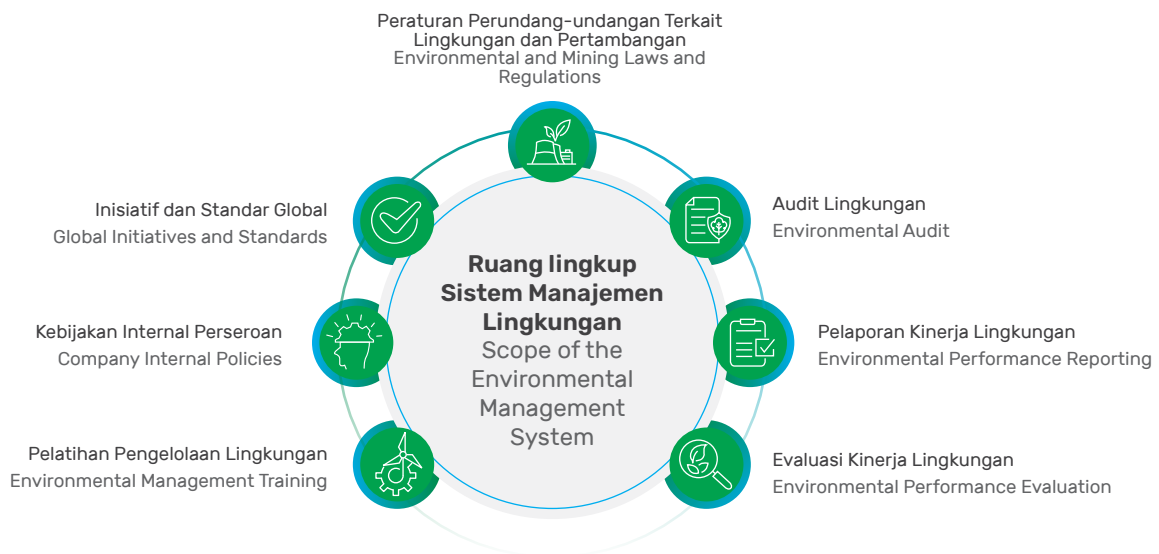


## KEBIJAKAN, STRATEGI DAN TARGET LINGKUNGAN

### Environmental Policies, Strategies, and Targets

Aktivitas industri pertambangan memiliki potensi menimbulkan dampak negatif terhadap lingkungan. Perseroan memahami tanggung jawabnya untuk terus memperbaiki setiap aspek operasional sehingga jejak lingkungan yang ditimbulkan dapat dikendalikan secara optimal. Oleh karena itu, Perseroan mengembangkan Sistem Manajemen Lingkungan yang memastikan bahwa setiap fase operasional, mulai dari tahap eksplorasi hingga penutupan tambang, berjalan sesuai dengan prinsip keberlanjutan. Sistem ini mencakup pemenuhan regulasi, penerapan kebijakan lingkungan, serta mekanisme pelaporan secara berkala di bawah pengawasan langsung oleh Divisi HSE (*Health, Safety, & Environment*) di masing-masing *site*.

Mining activities inherently carry the potential to generate negative environmental impacts. The Company recognizes its responsibility to continuously improve all aspects of its operations to ensure that its environmental footprint is effectively controlled. Accordingly, the Company has developed an Environmental Management System that ensures each operational phase, from exploration to mine closure, is conducted in accordance with sustainability principles. This system includes regulatory compliance, implementation of environmental policies, and periodic reporting mechanisms under the direct supervision of the HSE (*Health, Safety, & Environment*) Division at each site.



### KEPATUHAN TERHADAP REGULASI

Seluruh kegiatan operasional Perseroan dijalankan sesuai dengan ketentuan perundang-undangan nasional serta pedoman teknis dari Kementerian ESDM dan Kementerian Lingkungan Hidup. Kepatuhan ini diwujudkan melalui penyusunan dan pemenuhan seluruh dokumen lingkungan yang relevan, seperti AMDAL, Rencana Reklamasi

### REGULATORY COMPLIANCE

All of the Company's operational activities are conducted in accordance with prevailing national regulations as well as technical guidelines issued by the Ministry of Energy and Mineral Resources and the Ministry of Environment. This compliance is implemented through the preparation and fulfillment of all relevant environmental documents,



(RR), dan Rencana Penutupan Tambang (RPT), yang menjadi dasar perencanaan dan pelaksanaan kegiatan pertambangan yang bertanggung jawab.

such as Environmental Impact Assessment (EIA) and Reclamation Plans. (RP), and the Mine Closure Plan (MCP), which serve as the basis for planning and implementing responsible mining activities.



Lebih dari sekadar memenuhi regulasi nasional, Perseroan melalui entitas anak PT Borneo Indobara (BIB) juga telah memperoleh sertifikasi ISO 14001 sebagai bentuk komitmen untuk menerapkan sistem pengelolaan lingkungan yang sejalan dengan praktik terbaik internasional.

Beyond compliance with national regulations, the Company through its subsidiary PT Borneo Indobara (BIB) has also obtained ISO 14001 certification as a demonstration of its commitment to implementing an environmental management system aligned with international best practices.

### Peraturan Perundang-Undangan yang Menjadi Acuan Scope of the Environmental Management System

- Undang-Undang No. 32 Tahun 2009 Tentang Perlindungan dan Pengelolaan Lingkungan Hidup.
- PP No. 78 Tahun 2010 Tentang Reklamasi dan Pascatambang.
- Permen ESDM No. 48 Tahun 2017 Tentang Pengawasan Perusahaan di Sektor Energi dan Sumber Daya Alam.
- Permen ESDM No. 26 Tahun 2018 Tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batu bara.
- Dan lainnya.
- Law No. 32 of 2009 on Environmental Protection and Management.
- Government Regulation (GR) No. 78 of 2010 on Reclamation and Post-Mining.
- Ministry of Energy and Mineral Resources Regulation No. 48 of 2017 on Supervision of Business Activities in the Energy and Natural Resources Sector.
- Ministry of Energy and Mineral Resources Regulation No. 26 of 2018 on the Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining.
- Other relevant regulations.



## KEBIJAKAN INTERNAL PERSEROAN

Perseroan melalui PT BIB telah mengembangkan Kebijakan Umum Keselamatan Pertambangan dan Lingkungan Hidup (KPLH) dirancang sejalan dengan amanat Pemerintah mengenai Kaidah Pertambangan yang Baik. Kebijakan ini berorientasi pada pengelolaan lingkungan jangka panjang yang dijabarkan melalui prinsip-prinsip berikut:

## INTERNAL COMPANY POLICIES

Through PT Borneo Indobara (BIB), the Company has established a General Mining Safety and Environmental Policy (KPLH), designed in alignment with government mandates on Good Mining Practice. This policy is oriented toward long-term environmental management and is articulated through the following principles:

01

Melakukan tindakan pencegahan kerusakan lingkungan hidup  
Undertaking measures to prevent environmental degradation.

02

Mengelola risiko serta dampak lingkungan hidup ke tingkat yang dapat diterima pada setiap proses penambangan  
Managing environmental risks and impacts to acceptable levels at every mining process.

03

Menciptakan kegiatan operasional tambang yang aman, efisien, produktif, dan ramah lingkungan.  
Establishing mining operations that are safe, efficient, productive, and environmentally friendly.

04

Melakukan pengelolaan dan perlindungan lingkungan dan keanekaragaman hayati serta upaya reklamasi lahan pascatambang yang optimal.  
Conducting optimal environmental and biodiversity management and protection, as well as post-mining land reclamation efforts.

05

Mempertimbangkan perspektif siklus hidup (*lifecycle perspective*) pada setiap penggunaan, pengelolaan atau pemanfaatan energi, dan bahan atau material pada aktivitas penambangan.  
Adopting a lifecycle perspective in every use, management, or utilization of energy and materials in mining activities.

06

Pengelolaan energi secara efektif dan melakukan usaha efisiensi energi yang berwawasan lingkungan.  
Managing energy effectively and undertaking environmentally oriented energy efficiency efforts.

Perseroan telah menyusun *Standard Operating Procedure* (SOP) dan *Job Safety Environmental Analysis* (JSEA) berdasarkan peraturan perundang-undangan dan *best practice* internasional, yang mencakup pengelolaan limbah, konservasi air dan pengendalian pencemaran, perlindungan keanekaragaman hayati, efisiensi energi, serta pengurangan emisi GRK dan polutan udara.

The Company has established *Standard Operating Procedures* (SOP) and *Job Safety Environmental Analysis* (JSEA) in accordance with prevailing regulations and international best practices. These cover waste management, water conservation and pollution control, biodiversity protection, energy efficiency, as well as the reduction of GHG emissions and air pollutants.

### Ikhtisar Pengelolaan Lingkungan

#### Environmental Management Overview



### Komitmen Manajemen

#### Management Commitment

| Polusi<br>Pollution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Energi<br>Energy                                                                                                                                                                                                                                                                                                                                                                                                  | Air<br>Water                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Eco-inovasi dalam mengurangi emisi gas buang, di antaranya:</p> <ul style="list-style-type: none"> <li>Penggunaan bahan bakar rendah emisi (B40).</li> <li>Substitusi genset ke listrik PLN <i>renewable</i>.</li> <li>Elektrifikasi alat-alat berat.</li> <li>Inovasi konservasi emisi.</li> <li>Penggunaan <i>solar panel on grid</i> dengan listrik untuk area <i>mess</i> dan Kantor PT BIB.</li> </ul> <p>Eco-inovasi dalam mengurangi timbulan debu, di antaranya:</p> <ul style="list-style-type: none"> <li><i>Chipseal</i> (perbaikan) jalan <i>hauling</i>.</li> <li>Instalasi <i>spray curtain</i> di Pelabuhan Bunati.</li> <li>Pembangunan area ruang terbuka hijau (RTH).</li> <li>Penanaman pohon di kanan dan kiri jalan <i>hauling</i> batu bara.</li> <li>Penyiraman jalan <i>hauling</i> dan tambang.</li> </ul> | <p>Eco-inovasi dalam mengurangi penggunaan energi, di antaranya:</p> <ul style="list-style-type: none"> <li>Penggunaan bahan bakar rendah emisi (B40).</li> <li>Substitusi genset ke listrik PLN <i>renewable</i>.</li> <li>Elektrifikasi alat-alat berat.</li> <li>Inovasi konservasi energi.</li> <li>Penggunaan <i>solar panel on grid</i> dengan listrik untuk area <i>mess</i> dan Kantor PT BIB.</li> </ul> | <p>Eco-inovasi dalam meningkatkan pemanfaatan air, di antaranya:</p> <ul style="list-style-type: none"> <li><i>Void Andaru</i> 39 Ha untuk sumber air bersih masyarakat (volume 8,1 juta m<sup>3</sup>, kebutuhan 670.835 m<sup>3</sup>/tahun).</li> <li><i>Potable water</i> dari air <i>void</i> tambang.</li> </ul> <p>Eco-inovasi dalam mengurangi penggunaan air, di antaranya:</p> <ul style="list-style-type: none"> <li>Pemanfaatan air embung untuk <i>Dust Suppression</i> di Pelabuhan Bunati.</li> <li>Penerapan <i>closed-water cycle system</i>.</li> <li>Pengelolaan dan pemanfaatan air limbah tambang untuk air bersih di <i>mess</i> kontraktor.</li> <li>Penerapan <i>water ponding</i>.</li> </ul> |



### Polusi Pollution

Eco-innovation in reducing exhaust emissions, including:

- Use of low-emission fuel (B40).
- Substituting generators for renewable electricity from PLN.
- Electrification of heavy equipment.
- Emission conservation innovations.
- Use of on-grid solar panels for electricity in the mess area and PT BIB office.

Eco-innovations to reduce dust generation, including:

- Chipseal (improvement) of hauling roads.
- Spray curtain installation at Bunati Port.
- Development of green open space (RTH).
- Planting trees on both sides of coal hauling roads.
- Watering hauling and mining roads.

### Energi Energy

Eco-innovation in reducing energy utilization, including:

- Use of low-emission fuel (B40).
- Substituting generators for renewable electricity from PLN.
- Electrification of heavy equipment.
- Emission conservation innovations.
- Use of on-grid solar panels for electricity in the mess area and PT BIB office.

### Air Water

Eco-innovation in enhancing water utilization, including:

- 39-hectare Andaru Void as a source of clean water for the community (volume of 8.1 million m<sup>3</sup>, demand of 670,835 m<sup>3</sup>/year).
- Potable water derived from mine void water.

Eco-innovations in reducing water usage, including:

- Utilization of reservoir water for dust suppression at Bunati Port.
- Implementation of a closed-water cycle system.
- Management and utilization of mine wastewater for clean water at contractor mess facilities.
- Implementation of water ponding.

### Limbah Waste

- Mengurangi limbah melalui pendekatan 3R.
- Pemberdayaan kelompok pengelola limbah berizin.
- Menciptakan peluang usaha dari sampah dan limbah domestik.
- Pemanfaatan limbah non-B3.
- Reducing waste through a 3R (Reduce, Reuse, Recycle) approach.
- Empowering licensed waste management groups.
- Creating business opportunities from waste and domestic waste.
- Utilizing non-hazardous waste.

### Sumber Daya Alam Resources

- Indeks Keanekaragaman Hayati (2,56 – 3,9/*medium-high*).
- Transplantasi terumbu karang 4.200 m<sup>2</sup> dengan kriteria baik.
- *Aviary* untuk menjaga ekosistem burung yang terancam punah, *Caladi batu*, *Meiglyptes tritis*.
- Reklamasi premium 100 ha.
- Pupuk batu bara.
- *Nursery* modern 500 ribu/ tahun.
- Konservasi kawasan *mangrove*.
- Biodiversity Index (2.56 – 3.9/ *medium-high*).
- Coral reef transplantation of 4,200 m<sup>2</sup> with good criteria.
- *Aviary* to maintain ecosystems of endangered bird species, *Meiglyptes tristis*.
- Premium reclamation of 100 ha.
- Coal-based fertilizer.
- Modern nursery with capacity of 500,000 per year.
- Mangrove area conservation.

### Kesehatan Ekosistem dan Masyarakat Ecosystem and Community Health

- Pembangunan puskesmas setara RS Tipe D dan ambulans.
- Dukungan penanganan *rescue team support* bencana.
- Donor darah setiap 3 bulan.
- Penyediaan sumber air bersih dari *Void Andaru* untuk 1.386 SR (sambungan Rumah).
- Construction of a community health center equivalent to a Type D hospital and an ambulance.
- Support for disaster rescue team support.
- Blood donation every three months.
- Provision of a clean water source from the Andaru River for 1,386 (home connections).



## PELATIHAN

BIB memastikan bahwa penanggung jawab dan karyawan di bidang lingkungan mengikuti pelatihan untuk mendapatkan wawasan, keahlian maupun sertifikasi. Beberapa topik pelatihan di antaranya:

- Pengawas Lingkungan
- *Training Carbon Management*
- *Life Cycle Assessment (LCA)*
- Penanggung Jawab Pengendalian Limbah B3 (PPLB3)
- Dan lainnya

## AUDIT, PELAPORAN DAN AKUNTABILITAS

Perseroan melalui BIB memastikan setiap aspek pengelolaan lingkungan dijalankan secara transparan dan akuntabel melalui mekanisme audit, evaluasi, dan pelaporan berkala. Audit lingkungan dilaksanakan secara rutin untuk mengukur kinerja pengelolaan lingkungan di area operasional. Audit internal dilakukan oleh auditor bersertifikat Lead Auditor ISO 14001, sementara audit eksternal dilaksanakan oleh PT Sucofindo sebagai pihak independen. Proses audit mengacu pada standar ISO 14001:2015 dan mencakup seluruh kegiatan penambangan batu bara beserta fasilitas pendukungnya. Berdasarkan hasil audit selama tahun pelaporan, tidak ditemukan pelanggaran material yang memerlukan tindakan korektif signifikan.

Selain audit, Perseroan melakukan evaluasi kinerja lingkungan setiap triwulan untuk menilai efektivitas pelaksanaan program dan mengidentifikasi peluang perbaikan. Hasil audit dan evaluasi dilaporkan kepada instansi pemerintah yang berwenang, termasuk Kementerian Lingkungan Hidup, Kementerian Energi dan Sumber Daya Mineral, Kementerian Kehutanan serta Dinas Kehutanan Provinsi Kalimantan Selatan dan Dinas Lingkungan Hidup Provinsi Kalimantan Selatan dan Kabupaten Tanah Bumbu. Pelaporan dilakukan secara langsung maupun melalui platform digital pemerintah seperti SIMPEL, PELITA, SiCerdas, SiPongi dan laporan izin lingkungan sesuai dengan izin lingkungan yang berlaku.

## TRAINING

BIB ensures that responsible personnel and employees in environmental functions participate in training to enhance knowledge, skills, and certifications. Training topics include:

- Environmental Supervisor
- Carbon Management Training
- Life Cycle Assessment (LCA)
- Person in Charge of Hazardous Waste Management (PPLB3)
- And others

## AUDIT, REPORTING, AND ACCOUNTABILITY

Through BIB, the Company ensures that all aspects of environmental management are conducted transparently and accountably through audit mechanisms, evaluations, and periodic reporting. Environmental audits are carried out regularly to assess environmental management performance in operational areas. Internal audits are conducted by certified ISO 14001 Lead Auditors, while external audits are performed by PT Sucofindo as an independent party. The audit process refers to ISO 14001:2015 standards and covers all coal mining activities along with supporting facilities. Based on audit results during the reporting year, no material violations requiring significant corrective actions were identified.

In addition to audits, the Company conducts quarterly environmental performance evaluations to assess program effectiveness and identify improvement opportunities. Audit and evaluation results are reported to relevant government authorities, including the Ministry of Environment, the Ministry of Energy and Mineral Resources, the Ministry of Forestry, the Forestry Office of South Kalimantan Province, and the Environmental Office of South Kalimantan Province and Tanah Bumbu Regency. Reporting is performed directly and through government digital platforms such as SIMPEL, PELITA, SiCerdas, and SiPongi, as well as through environmental permit reports in accordance with applicable environmental approvals.



## Evaluasi Kinerja Lingkungan Environmental Performance Evaluation



## DAMPAK POSITIF DAN NEGATIF DARI KEGIATAN GEMS TERHADAP LINGKUNGAN

### Positive and Negative Environmental Impacts of GEMS Operations

Kegiatan pertambangan Perseroan, melalui entitas anak PT BIB, memberikan sejumlah dampak positif terhadap lingkungan berkat penerapan prinsip pertambangan berkelanjutan dan menerapkan prinsip kaidah pertambangan yang baik (*Good Mining Practice*). Perseroan berupaya mengurangi jejak karbon dan konsumsi energi melalui inovasi seperti penggunaan biofuel B40, peralihan dari genset ke listrik berbasis energi terbarukan (PLN dan pemasangan *solar panel*), serta transformasi elektrifikasi di sepanjang rantai pasok. Program konservasi seperti transplantasi terumbu karang, reklamasi premium lahan 100 ha, konservasi *mangrove*, dan pemanfaatan air *void* tambang sebagai sumber air bersih masyarakat menunjukkan kontribusi positif terhadap ekosistem dan kesejahteraan sosial. Selain itu, kebijakan efisiensi energi, audit lingkungan rutin, dan sertifikasi ISO 14001 memperkuat transparansi dan akuntabilitas perusahaan dalam menjalankan operasi yang sejalan dengan prinsip keberlanjutan global.

The Company's mining activities, through its subsidiary PT BIB, generate a range of positive environmental impacts driven by the implementation of sustainable mining practices and adherence to Good Mining Practice. The Company strives to reduce its carbon footprint and energy consumption through innovations such as the use of B40 biofuel, the transition from diesel generators to renewable-based electricity (PLN and solar panel installations), and electrification across the value chain. Conservation programs including coral reef transplantation, premium land reclamation covering 100 hectares, mangrove conservation, and the utilization of mine void water as a clean water source for local communities demonstrate positive contributions to ecosystems and social welfare. In addition, energy efficiency policies, routine environmental audits, and ISO 14001 certification further strengthen the Company's transparency and accountability in conducting operations aligned with global sustainability principles.

Namun demikian, kegiatan tambang batu bara secara umum tetap menimbulkan dampak negatif lingkungan yang signifikan apabila tidak terus dikendalikan. Aktivitas seperti pembukaan lahan (*land clearing*), penggalian, *blasting*, dan pengangkutan batu bara berpotensi menyebabkan emisi gas rumah kaca, polusi udara, pencemaran air, dan gangguan keanekaragaman hayati. Limbah B3 seperti oli, pelumas, dan baterai bekas juga memerlukan pengelolaan ketat agar tidak mencemari tanah atau air. Selain itu, penggunaan energi fosil masih mendominasi konsumsi energi perusahaan. Untuk itu, upaya dan inovasi yang dilakukan Perseroan dalam menerapkan sistem pengelolaan lingkungan terintegrasi telah memperkecil risiko ekologis, sambil terus menguatkan dampak positifnya, baik berupa dampak positif di bidang lingkungan, maupun dampak ekonomi untuk bangsa ini.

## ENERGI

### Energy

[GRI 302-1] [GRI 302-2] [GRI 302-3] [GRI 302-4] [GRI 302-5] [OJK F.6] [OJK F.7]

### PENGELOLAAN ENERGI

Pengelolaan energi menjadi salah satu fokus utama BIB untuk meningkatkan efisiensi operasional sekaligus meminimalkan biaya dan emisi yang dihasilkan. BIB telah menyusun Kebijakan Efisiensi Energi (BIB003-Kebijakan Khusus-Energi-IV-2021) yang disetujui oleh Kepala Teknik Tambang sebagai pedoman dalam penerapan pengelolaan energi di seluruh area operasional. Kebijakan tersebut mencakup komitmen sebagai berikut:

1. Melakukan pengelolaan lingkungan yang meliputi efisiensi energi terhadap seluruh kegiatan Perseroan.
2. Menyediakan sumber daya manusia dengan kompetensi yang memadai untuk melaksanakan kegiatan efisiensi energi.
3. Memenuhi target untuk melakukan efisiensi setidaknya 1.000 GJ per tahun.
4. Mendorong pengembangan dan penerapan teknologi efisiensi energi.

However, coal mining activities generally continue to pose significant negative environmental impacts if not consistently controlled. Activities such as land clearing, excavation, blasting, and coal transportation have the potential to cause greenhouse gas emissions, air pollution, water contamination, and disturbances to biodiversity. Hazardous waste such as oil, lubricants, and used batteries also require strict management to prevent soil or water contamination. In addition, the use of fossil energy still dominates the Company's energy consumption. Therefore, the efforts and innovations undertaken by the Company in implementing an integrated environmental management system have reduced ecological risks, while continuously strengthening positive impacts, both in terms of environmental benefits and economic contributions to the nation.

### ENERGY MANAGEMENT

Energy management is one of BIB's primary focuses to enhance operational efficiency while minimizing costs and resulting emissions. BIB has established an Energy Efficiency Policy (BIB003-Kebijakan Khusus-Energi-IV-2021) approved by the Head of Mining Engineering as a guideline for implementing energy management across all operational areas. The policy includes the following commitments:

1. Conducting environmental management that includes energy efficiency across all Company activities.
2. Providing human resources with adequate competencies to carry out energy efficiency activities.
3. Meeting the target of achieving energy efficiency of at least 1,000 GJ per year.
4. Promoting the development and implementation of energy efficiency technologies.



## Mekanisme Efisiensi Energi BIB BIB Energy Efficiency Measures

| Perencanaan<br>Planning                                                                                                                                                                                                                                                                                                             | Pelaksanaan<br>Realisation                                                             | Monitoring                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Evaluasi dan Perbaikan Berkala<br>Evaluation and Periodical Improvement                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| Perencanaan program efisiensi energi<br>Energy efficiency program planning                                                                                                                                                                                                                                                          | Implementasi program efisiensi energi<br>Implementation of Energy Efficiency Programs: | <ul style="list-style-type: none"> <li>Perhitungan dan audit pemakaian energi pada seluruh kegiatan BIB secara berkala.</li> <li>Perhitungan dampak lingkungan dari kegiatan pertambangan dan kegiatan penunjang melalui kajian analisis daur hidup (LCA) terhadap penggunaan energi.</li> <li>Periodic calculation and auditing of energy consumption across all BIB activities.</li> <li>Calculation of the environmental impact of mining and supporting activities through a life cycle assessment (LCA) of energy usage.</li> </ul> | Rekomendasi hasil audit untuk perbaikan kedepan<br>Recommendations from the audit findings for future improvements |
| <ul style="list-style-type: none"> <li>PRINSIP INKLUSIF: <i>Transfer knowledge &amp; kompetensi</i> kepada masyarakat</li> <li>INCLUSIVE PRINCIPLE: Knowledge and competence transfer to the community.</li> <li>Mendukung SDGs poin 7 Energi Bersih dan Terjangkau</li> <li>Supports SDG 7: Affordable and Clean Energy</li> </ul> |                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                    |

### PENGUNAAN ENERGI

BIB memenuhi kebutuhan energi operasional melalui kombinasi energi fosil dan sumber energi terbarukan. Sebagian besar konsumsi energi masih berasal dari petrodiesel (bahan bakar minyak bumi) yang digunakan untuk menggerakkan alat berat dan *dump truck* dalam proses penggalian dan pengangkutan batu bara. Akan tetapi, BIB telah memanfaatkan biofuel B30 sebagai bahan bakar alat berat yang menghasilkan emisi lebih rendah dibandingkan petrodiesel konvensional.

Pemanfaatan energi yang lebih bersih juga didukung melalui elektrifikasi peralatan tambang. Sepanjang tahun pelaporan, BIB telah mengoperasikan 31 unit hauling EV dari total 844 unit armada *hauling*. Penggunaan alat berat berbasis listrik secara bertahap mengurangi ketergantungan BIB pada bahan bakar minyak dan membentuk operasional pertambangan yang lebih efisien.

### ENERGY CONSUMPTION

BIB meets its operational energy needs through a combination of fossil energy and renewable energy sources. The majority of energy consumption is still derived from petrodiesel (petroleum-based fuel) used to operate heavy equipment and dump trucks in the coal mining and hauling processes. However, BIB has utilized B30 biofuel as fuel for heavy equipment, which generates lower emissions compared to conventional petrodiesel.

The utilization of cleaner energy is also supported through the electrification of mining equipment. During the reporting year, BIB has operated 31 units of hauling EVs out of a total of 844 units of hauling fleet. The use of electric-based heavy equipment gradually reduces BIB's dependence on petroleum fuel and establishes more efficient mining operations.





Penggunaan listrik dalam kegiatan operasional juga diterapkan pada fasilitas pendukung. Proses pemecahan batu bara dan pemuatan ke tongkang menggunakan *crusher plant* dan *conveyor belt* yang memperoleh pasokan listrik dari PLN yang berasal dari sumber energi terbarukan. Listrik ini juga digunakan untuk penerangan di jalur pengangkutan batu bara serta kebutuhan perkantoran. Penggunaan listrik dari energi terbarukan tersebut direalisasikan melalui pembelian *Renewable Energy Certificate* (REC) dari PLN.

BIB melakukan transformasi energi dari penggunaan genset ke listrik PLN terhitung sejak 2019 di area Pelabuhan Bunati. Komitmen lanjutan dilakukan pada tahun 2023 dimana BIB beralih ke listrik PLN berbasis energi terbarukan di area tersebut. Peralihan ini berhasil menurunkan emisi cakupan 2 sebesar 36,22 ribu tonCO<sub>2</sub> pada tahun 2025 dan penghematan biaya hingga 79% dibandingkan kondisi *baseline*. Perseroan juga mendukung pemerintah dalam pencapaian target bauran energi terbarukan nasional melalui pemasangan panel surya di beberapa wilayah operasional.

The use of electricity in operational activities is also implemented in supporting facilities. The coal crushing and loading processes to barges utilize crusher plants and conveyor belts supplied with electricity from PLN sourced from renewable energy. This electricity is also used for lighting along coal hauling routes as well as office needs. The use of electricity from renewable energy is realized through the purchase of Renewable Energy Certificates (REC) from PLN.

BIB has carried out an energy transformation from the use of generators to PLN electricity starting in 2019 in the Bunati Port area. A continued commitment was implemented in 2023, where BIB transitioned to PLN electricity based on renewable energy in the area. This transition successfully reduced Scope 2 emissions by 36.22 thousand tons of CO<sub>2</sub> in 2025 and achieved cost savings of up to 79% compared to the baseline condition. The Company also supports the government in achieving the national renewable energy mix target through the installation of solar panels in several operational areas.



**Konsumsi Energi dalam Organisasi\***  
Energy Consumption Within the Organization\*  
[GRI 302-1] [GRI 12.1.2] [OJK F.6] [OJK F.7]

| Sumber Energi Terbarukan                      | 2025             | 2024**           | 2023**           | Renewable Energy Sources                                     |
|-----------------------------------------------|------------------|------------------|------------------|--------------------------------------------------------------|
| Biodiesel (TJ)                                | 3.382,33         | 3.196,89         | 2.505,32         | Biodiesel (TJ)                                               |
| Listrik dari Panel Surya                      | 0,27             | 0,42             | 0,65             | Solar Panel Electricity                                      |
| Listrik dari PLN yang dikembangkan dari EBT   | 129,06           | 106,98           | 60,29            | Electricity from PLN Generated from Renewable Energy Sources |
| <b>Total (TJ)</b>                             | <b>3.511,66</b>  | <b>3.304,29</b>  | <b>2.566,26</b>  | <b>Total (TJ)</b>                                            |
| Sumber Energi Tidak Terbarukan                | 2025             | 2024**           | 2023**           | Non-Renewable Energy Sources                                 |
| Petrodiesel (TJ)                              | 7.736,95         | 8.980,20         | 8.842,05         | Petrodiesel (TJ)                                             |
| Listrik dari PLN dari sumber tidak terbarukan | 50,01            | 14,69            | 0,00             | Electricity from PLN from Non-Renewable Sources              |
| <b>Total (TJ)</b>                             | <b>7.786,96</b>  | <b>8.994,89</b>  | <b>8.842,05</b>  | <b>Total (TJ)</b>                                            |
| <b>TOTAL</b>                                  | <b>11.298,62</b> | <b>12.299,18</b> | <b>11.408,31</b> | <b>TOTAL</b>                                                 |

\*) Perhitungan konsumsi energi berdasarkan 2006 IPCC Inventory, dimana data penggunaan bahan bakar dikalikan dengan densitas sehingga didapatkan data kalkulasi penggunaan bahan bakar dalam satuan kg. Selanjutnya, dikalikan dengan faktor konversi dan bagi dengan 1.000.000 untuk mengkonversi satuan kg ke TJ sehingga didapatkan perhitungan konsumsi energi.

\*\*) Terdapat pernyataan kembali untuk data tahun 2024 dan 2023

\*) Energy consumption is calculated based on the 2006 IPCC Inventory, whereby fuel usage data is multiplied by density to obtain fuel consumption in kilograms. It is then multiplied by a conversion factor and divided by 1,000,000 to convert kilograms into TJ, resulting in the calculation of energy consumption.

\*\*) Restatements have been made for the 2024 and 2023 data

Total konsumsi energi pada periode pelaporan tercatat sebesar 11.298,62 TJ menurun dibandingkan tahun sebelumnya.

Penurunan ini menunjukkan efektivitas strategi efisiensi energi yang dijalankan Perseroan, termasuk peningkatan pemanfaatan energi terbarukan dan peralihan dari genset ke listrik PLN berbasis EBT. Upaya tersebut berhasil mengurangi konsumsi energi tanpa menghambat kinerja operasional maupun target produksi.

BIB menggunakan batasan operasional dalam mengukur dan mencatat konsumsi energi, dimana konsumsi energi dari para mitra kerja yang berada di dalam kewenangan BIB dalam menjalankan kegiatan operasionalnya, dicatat dan diakui sebagai konsumsi energi BIB. BIB belum melakukan pengukuran konsumsi energi di luar lingkup Perseroan. Oleh karena itu, fokus pengukuran masih terbatas pada konsumsi energi internal, khususnya yang termasuk

The total energy consumption during the reporting period was recorded at 11,298.62 TJ, a decrease compared to the previous year.

This decrease indicates the effectiveness of the Company's energy efficiency strategy, including increased utilization of renewable energy and the transition from generators to PLN electricity based on renewable energy. These efforts have successfully reduced energy consumption without hindering operational performance or production targets.

BIB applies an operational boundary in measuring and recording energy consumption, whereby energy consumption from contractors within BIB's authority in carrying out operational activities is recorded and recognized as BIB's energy consumption. BIB has not yet measured energy consumption outside the Company's scope. Therefore, the measurement focus remains limited to internal energy consumption, particularly those

dalam Cakupan 1 dan Cakupan 2 di area operasi. Perhitungan emisi cakupan 3 direncanakan dimulai pada tahun 2026 untuk kategori yang dianggap relevan dan material. Perhitungan direncanakan untuk dilakukan pada tahun 2026.

[GRI 302-2] [GRI 12.1.3]

### INTENSITAS ENERGI

[GRI 302-3] [GRI 12.1.4] [OJK F.6]

Intensitas energi menunjukkan besaran energi yang digunakan untuk menghasilkan satuan produk. Perhitungan dilakukan dengan membagi total konsumsi energi (GJ) dengan volume produksi (ton) selama periode pelaporan. Semakin rendah nilai intensitas, maka semakin efisien penggunaan energi dalam proses produksi.

within Scope 1 and Scope 2 in the operational area. The calculation of Scope 3 emissions is planned to commence in 2026 for categories considered relevant and material. The calculation is planned to be carried out in 2026. [GRI 302-2] [GRI 12.1.3]

### ENERGY INTENSITY

[GRI 302-3] [GRI 12.1.4] [OJK F.6]

Energy intensity reflects the amount of energy used to produce a unit of product. The calculation is performed by dividing total energy consumption (GJ) by production volume (tons) during the reporting period. A lower intensity value indicates more efficient energy use in the production process.

#### Intensitas Energi Energy Intensity

| Intensitas Energi                             | 2025       | 2024 <sup>2</sup> | 2023 <sup>2</sup> | Energy Intensity                                     |
|-----------------------------------------------|------------|-------------------|-------------------|------------------------------------------------------|
| Produksi (juta ton)                           | 51,40      | 46,80             | 42,14             | Production (million tons)                            |
| Konsumsi Energi dan Listrik <sup>1</sup> (GJ) | 11.298.620 | 12.299.182        | 11.408.307        | Energy and Electricity Consumption <sup>1</sup> (GJ) |
| Intensitas Energi (GJ/ton)                    | 0,22       | 0,26              | 0,27              | Energy Intensity (GJ/ton)                            |

<sup>1</sup> Konsumsi energi mencakup energi bahan bakar dan listrik dalam BIB.

Energy consumption within the BIB encompasses both fuel and electricity.

<sup>2</sup> Terjadi pernyataan kembali untuk data Konsumsi Energi dan Listrik tahun 2024 dan 2023

Restatement have been made for the Energy and Electricity Consumption for the 2024 and 2023 data

#### Pengurangan Konsumsi Energi Energy Consumption Reduction

[GRI 302-4] [OJK F.7]

| Tipe Energi (GJ)                | 2025             | 2024*          | 2023*          | Energy Type (GJ)              |
|---------------------------------|------------------|----------------|----------------|-------------------------------|
| Pengurangan Energi              | 1.837.444        | 739.791        | 350.762        | Energy Reduction              |
| <b>Total Pengurangan Energi</b> | <b>1.837.444</b> | <b>739.791</b> | <b>350.762</b> | <b>Total Energy Reduction</b> |

\*) Terdapat pernyataan kembali untuk data tahun 2024 dan 2023  
Restatement have been made for the 2024 and 2023 data

Total pengurangan konsumsi energi yang dicapai dari berbagai inisiatif konservasi dan efisiensi pada tahun 2025 adalah sebesar 1.837.444 GJ, dengan mengurangi pemakaian bahan bakar sebesar 58.479.926 kiloliter. Perhitungan mengacu pada *baseline Business as Usual (BAU)* pada periode pelaporan berdasarkan tahun dasar 2024.

The total reduction in energy consumption achieved from various conservation and efficiency initiatives in 2025 amounted to 1,837,444, by reducing fuel consumption by 58,479,926 kiloliters. **Calculated based on the Business as Usual (BAU) baseline for the reporting period, using 2024 as the base year.**



## PENGURANGAN ENERGI YANG DIBUTUHKAN UNTUK PRODUK

[GRI 302-5] [OJK F.7]

Pengurangan energi yang dibutuhkan untuk produk dihitung dengan membandingkan konsumsi energi per ton produksi pada tahun 2025 dengan tahun sebelumnya.

## REDUCTION OF ENERGY REQUIRED FOR PRODUCTS

[GRI 302-5] [OJK F.7]

The reduction of energy required for products is calculated by comparing energy consumption per ton of production in 2025 with the previous year.

### Pengurangan Energi per Ton Produk Reduction of Energy for Ton Products

| Keterangan                             | Keterangan<br>Description | 2025       | 2024*      | 2023*      | Description                            |
|----------------------------------------|---------------------------|------------|------------|------------|----------------------------------------|
| Volume Produksi                        | Ton                       | 51.404.998 | 46.800.000 | 42.149.349 | Production Volume                      |
| Intensitas Pengurangan Konsumsi Energi | GJ/Ton                    | 0,0357     | 0,0158     | 0,0083     | Energy Consumption Reduction Intensity |
| Pengurangan Konsumsi Energi            | GJ                        | 1.837.444  | 739.791    | 350.762    | Energy Consumption Reduction           |

\*) Terdapat pernyataan kembali untuk data tahun 2024 dan 2023  
Restatement have been made for the 2024 and 2023 data

## EMISI

### Emissions

[GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4] [GRI 305-5] [GRI 305-6] [GRI 305-7]

[GRI 12.1] [GRI 12.2] [GRI 12.3] [GRI 12.4] [GRI 12.5] [GRI 12.6] [GRI 12.7] [GRI 12.8] [GRI 12.2.3] [GRI 12.4.2]

[OJK F.11] [OJK F.12]

Perseroan berupaya menekan emisi gas rumah kaca melalui efisiensi energi dan pengelolaan lingkungan yang terarah. Untuk mengukur efektivitas upaya pengelolaan emisi, BIB melakukan pemantauan emisi secara menyeluruh. Inventarisasi emisi GRK meliputi Cakupan 1 yang berasal dari kegiatan produksi langsung, di antaranya penggunaan mesin, alat berat, kendaraan berbahan bakar fosil, pelepasan metana dari pertambangan *open-pit*, dan lainnya. Cakupan 2 berasal dari penggunaan listrik PLN menggunakan pendekatan pasar (*market-based approach*). dan Cakupan 3 yang berasal dari perjalanan dinas karyawan. BIB telah menetapkan target efisiensi energi sebesar minimum 1.000 GJ per tahun. Perhitungan emisi dilakukan dengan mengacu pada standar dan regulasi nasional yang berlaku. Pada tahun pelaporan, emisi GRK (cakupan 1, 2 dan 3) mengalami kenaikan sebesar 199,46 kt CO<sub>2</sub>e dibandingkan tahun sebelumnya. Peningkatan ini terutama disebabkan oleh adanya penambahan cakupan perhitungan emisi, yaitu pengakuan emisi langsung yang berasal dari perubahan tutupan lahan (*Land Use, Land-Used Change and Forestry/LULUCF*) pada tahun 2025, yang sejalan dengan standar ISO 14064-1.

The Company strives to reduce greenhouse gas emissions through energy efficiency and structured environmental management. To measure the effectiveness of emission management efforts, BIB conducts comprehensive emissions monitoring. The GHG emissions inventory includes Scope 1 emissions originating from direct production activities, including the use of machinery, heavy equipment, fossil fuel-based vehicles, methane releases from open-pit mining, and others. Scope 2 emissions arise from the use of PLN electricity on market-based approach, and Scope 3 emissions originate from employee business travel. BIB has established an energy efficiency target of at least 1,000 GJ per year. Emissions calculations are carried out in accordance with applicable national standards and regulations. During the reporting year, GHG emissions (Scope 1, 2, and 3) increased by 199.46 kt CO<sub>2</sub>e compared to the previous year. This increase was primarily driven by the expansion of the emissions calculation scope—specifically the recognition of direct emissions from Land Use, Land-Use Change, and Forestry (LULUCF) in 2025, in alignment with ISO 14064-1 standards.



Emisi Gas Rumah Kaca dalam KT CO<sub>2</sub>e<sup>a,i,j,k</sup>Greenhouse Gas Emissions in KT CO<sub>2</sub>e<sup>a,i,j,k</sup>

[GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 12.1.6] [GRI 12.1.7] [EM-CO-110a.1]

| Cakupan 1                                                         | 2025            | 2024 <sup>h</sup> | 2023 <sup>h</sup> | Scope 1                                                                 |
|-------------------------------------------------------------------|-----------------|-------------------|-------------------|-------------------------------------------------------------------------|
| Petrodiesel                                                       | 622,81          | 729,19            | 717,97            | Petrodiesel                                                             |
| Biodiesel                                                         | 24,41           | 25,32             | 19,84             | Biodiesel                                                               |
| Emisi dari Proses Industri <sup>b</sup>                           | 1,83            | 0,00              | 0,00              | Industrial Process Emissions <sup>b</sup>                               |
| Emisi Fugitif dari Batubara                                       | 379,75          | 345,73            | 311,37            | Fugitive Emissions from Coal                                            |
| Emisi Fugitif dari Refrigeran                                     | 0,01            | 0,00              | 0,00              | Fugitive Emissions from Refrigerant                                     |
| Emisi LULUCF                                                      | 259,22          | 0,00              | 0,00              | LULUCF Emissions                                                        |
| <b>Total</b>                                                      | <b>1.288,03</b> | <b>1.100,24</b>   | <b>1.049,19</b>   | <b>Total</b>                                                            |
| Cakupan 2 <sup>c,f</sup>                                          |                 |                   |                   | Scope 2 <sup>c,f</sup>                                                  |
| Listrik Energi Terbarukan (REC)                                   | 0,00            | 0,00              | 0,00              | Renewable Electricity (REC)                                             |
| Listrik Energi Tidak Terbarukan                                   | 16,67           | 4,90              | 0,00              | Non-renewable Electricity                                               |
| <b>Total</b>                                                      | <b>16,67</b>    | <b>4,90</b>       | <b>0,00</b>       | <b>Total</b>                                                            |
| Cakupan 3                                                         |                 |                   |                   | Scope 3                                                                 |
| Perjalanan Dinas <sup>d</sup>                                     | 0,85            | 0,95              | 0,00              | Business Travel <sup>d</sup>                                            |
| <b>Total</b>                                                      | <b>0,85</b>     | <b>0,95</b>       | <b>0,00</b>       | <b>Total</b>                                                            |
| <b>Total Emisi GRK (Cakupan 1,2,3)<sup>f</sup></b>                | <b>1.305,55</b> | <b>1.106,09</b>   | <b>1.049,19</b>   | <b>Total GHG Emissions (Scope 1, 2, 3)<sup>f</sup></b>                  |
| Penyerapan Karbon (Berbasis Alam, seperti Reboisasi) <sup>e</sup> | 29,01           | -                 | -                 | Carbon sequestration (Nature-based, such as reforestation) <sup>e</sup> |
| Net Emisi GRK Cakupan 1,2,3 <sup>f</sup>                          | 1.276,54        | 1.106,09          | 1.049,19          | Net GHG emissions (Scopes 1, 2, and 3) <sup>f</sup>                     |
| Emisi CO <sub>2</sub> Biodiesel (Emisi Biogenik) <sup>g</sup>     | 239,47          | 226,34            | 177,38            | Biodiesel CO <sub>2</sub> emissions (Biogenic emissions) <sup>g</sup>   |

a. Metodologi penghitungan emisi Cakupan 1 dan Cakupan 2 Kami sesuai dengan Protokol Gas Rumah Kaca: Standar Akuntansi dan Pelaporan Perseroan.

b. Emisi dari proses industri ini mengacu pada emisi dari penggunaan pelumas.

c. Pendekatan yang Perseroan gunakan untuk menghitung emisi Cakupan 2 adalah dengan menggunakan faktor emisi berbasis pasar (*market-based*) dimana:

- Emisi listrik energi terbarukan melalui mekanisme pembelian *Renewable Energy Certificate* (REC) menggunakan faktor emisi sebesar 0 tCO<sub>2</sub>e/MWh, yaitu pembelian atribut listrik terbarukan dari Pembangkit Listrik Tenaga Air Bakaru, dengan syarat memenuhi kriteria kualitas yang berlaku.
- Emisi listrik non EBT menggunakan faktor emisi berbasis lokasi akibat tidak adanya instrumen berbasis pasar, yaitu *grid* Barito, sebesar 1.2 tCO<sub>2</sub>e/MWh yang mengacu pada ketetapan Direktorat Jenderal Ketenagalistrikan Kementerian ESDM RI.

d. Cakupan 3 yang dilaporkan berdasarkan laporan penilaian signifikansi yang telah diverifikasi oleh PT Sucofindo.

e. Penyerapan karbon dilaporkan secara terpisah dan tidak mengimbangi emisi Lingkup 1, 2, atau 3. Penyerapan karbon dapat dipengaruhi oleh ketidakpastian estimasi dan pertimbangan terkait keberlanjutan. Nilai-nilai yang dilaporkan didasarkan pada pengamatan dan pengukuran yang dilakukan selama periode pelaporan 2025 serta mencerminkan data terbaik yang tersedia pada saat pelaporan.

f. Apabila perhitungan emisi Cakupan 2 menggunakan faktor emisi berbasis lokasi (*location-based*), emisi Cakupan 2 Perseroan adalah sebesar 59.689,13 tonCO<sub>2</sub>e, dan total emisi Cakupan 1 + 2 + 3 Perseroan menjadi sebesar 1.348.568,81 tonCO<sub>2</sub>e. Net Emisi GRK menggunakan pendekatan berbasis lokasi (*location-based*) adalah sebesar 1.319.555,86 tonCO<sub>2</sub>e.

g. Emisi ini berkaitan dengan pembakaran biogenik, dan dilaporkan secara terpisah sesuai dengan Protokol GRK.

h. Terdapat pernyataan kembali untuk data tahun 2024 dan 2023.

i. Emisi dinyatakan berdasarkan CO<sub>2</sub>e, yang mencakup CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, PFC, SF<sub>6</sub>, dan NF<sub>3</sub> jika diperlukan.

j. Tahun dasar adalah tahun 2024.

k. Pendekatan konsolidasi untuk emisi adalah kontrol operasional. Perusahaan melaporkan 100% emisi dari operasi di mana mereka atau salah satu anak perusahaannya memiliki otoritas penuh untuk menerapkan kebijakan operasional.

a. Our Scope 1 and Scope 2 emissions calculation methodology is in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard.

b. These industrial process emissions refer to emissions resulting from the use of lubricants.

c. The Company utilizes a market-based approach to calculate Scope 2 emissions, where:

- Emissions from renewable electricity acquired through the Renewable Energy Certificate (REC) purchase mechanism use an emission factor of 0 tCO<sub>2</sub>e/MWh. This specifically refers to the purchase of renewable electricity attributes from the Bakaru Hydroelectric Power Plant, subject to meeting applicable quality criteria.
- Emissions from non-renewable electricity use a location-based emission factor due to the absence of market-based instruments. Specifically, the Barito grid factor of 1.2 tCO<sub>2</sub>e/MWh is applied, based on the determination by the Directorate General of Electricity of the Indonesian Ministry of Energy and Mineral Resources.

d. Reported Scope 3 emissions are based on a significance assessment report verified by PT Sucofindo.

e. Carbon sequestration is reported separately and does not offset Scope 1, 2, or 3 emissions. Carbon sequestration may be affected by estimation uncertainties and sustainability-related considerations. Reported values are based on observations and measurements conducted during the 2025 reporting period and reflect the best available data at the time of reporting.

f. If Scope 2 emissions were calculated using the location-based approach, the Company's Scope 2 emissions would total 59,689.13 metric tons of CO<sub>2</sub>e, bringing the total Scope 1 + 2 + 3 emissions to 1,348,568.81 metric tons of CO<sub>2</sub>e. Net GHG emissions using the location-based approach would be 1,319,555.86 metric tons of CO<sub>2</sub>e.

g. These emissions relate to biogenic combustion and are reported separately in accordance with the GHG Protocol.

h. Data for 2024 and 2023 have been restated.

i. Emissions are expressed in terms of CO<sub>2</sub>e, which includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>, as applicable.

j. The base year is 2024.

k. The consolidation approach for emissions is operational control. The Company reports 100% of emissions from operations over which it or one of its subsidiaries has full authority to implement operational policies.



## Emisi GRK Konsolidasi

[GRI 12.1.5]

## Consolidate of GHG Emission

[GRI 12.1.5]

| Emissions                                                                                | Unit                               | 2025<br>Total CO <sub>2</sub> e | CO <sub>2</sub>   | CH <sub>4</sub>                                         | N <sub>2</sub> O | HFCS                                  | PFCS | SF <sub>6</sub>  | NF <sub>3</sub> | Emisi                                                                                          |
|------------------------------------------------------------------------------------------|------------------------------------|---------------------------------|-------------------|---------------------------------------------------------|------------------|---------------------------------------|------|------------------|-----------------|------------------------------------------------------------------------------------------------|
|                                                                                          |                                    | GWP [B]                         | 1                 | 27                                                      | 273              | 771                                   | 4000 | 23.500           | 16.100          |                                                                                                |
| <b>1. Category 1: Direct GHG Emissions [A]</b>                                           | <b>tons CO<sub>2</sub>e</b>        | <b>1.288.026,40</b>             | <b>828.005,77</b> | <b>12.789,82</b>                                        | <b>289,41</b>    | <b>0,01</b>                           |      |                  |                 | <b>1. Category 1: Direct GHG Emissions [A]</b>                                                 |
| Emisi Langsung dari Pembakaran Stasioner                                                 |                                    | 26.880,60                       | 26.752,02         | 1,58                                                    | 0,32             |                                       |      |                  |                 | Direct Emissions from Stationary Combustion                                                    |
| Emisi Langsung dari Pembakaran Bergerak                                                  |                                    | 620.336,39                      | 540.201,27        | 44,94                                                   | 289,09           |                                       |      |                  |                 | Direct Emissions from Mobile Combustion                                                        |
| Emisi Langsung dari Proses Industri                                                      |                                    | 1.833,47                        | 1.833,47          |                                                         |                  |                                       |      |                  |                 | Direct Emissions from Industrial Process                                                       |
| Emisi Langsung dari Sumber Fugitif [C]                                                   |                                    | 379.756,94                      |                   | 12.743,30                                               |                  | 0,01                                  |      |                  |                 | Direct Emissions from Fugitive Sources [C]                                                     |
| Emisi Langsung dari Penggunaan Lahan, Perubahan Penggunaan Lahan, dan Kehutanan (LULUCF) |                                    | 259.219,00                      | 259.219,00        |                                                         |                  |                                       |      |                  |                 | Direct Emissions from Land Use, Land Use Change & Forestry (LULUCF)                            |
| Emisi Biogenik Langsung                                                                  |                                    | 239.465,31                      | 239.465,31        |                                                         |                  |                                       |      |                  |                 | Direct Biogenic emissions                                                                      |
| <b>2. Kategori 2: Emisi GRK Tidak Langsung dari Energi yang Dibeli</b>                   | <b>tons CO<sub>2</sub>e</b>        | <b>59.689,13</b>                | <b>59.689,13</b>  |                                                         |                  |                                       |      |                  |                 | <b>2. Category 2: Indirect GHG Emissions from purchased energy</b>                             |
| Emisi Tidak Langsung dari Listrik yang Dibeli (pendekatan location-based)                |                                    | 59.689,13                       | 59.689,13         |                                                         |                  |                                       |      |                  |                 | Indirect Emissions from Purchased Electricity (location-based approach)                        |
| <b>3. Category 3: Indirect GHG Emissions from Transportation</b>                         | <b>tons CO<sub>2</sub>e</b>        | <b>853,29</b>                   | <b>853,29</b>     |                                                         |                  |                                       |      |                  |                 | <b>3. Category 3: Indirect GHG Emissions from Transportation</b>                               |
| Perjalanan Dinas                                                                         |                                    | 853,29                          | 853,29            |                                                         |                  |                                       |      |                  |                 | Business Travel                                                                                |
| <b>Serapan langsung dalam tons CO<sub>2</sub></b>                                        | <b>tons CO<sub>2</sub>e</b>        | <b>13.819,07</b>                | <b>13.819,07</b>  |                                                         |                  |                                       |      |                  |                 | <b>Direct Removals in tons CO<sub>2</sub>e</b>                                                 |
| <b>Instrumen Keuangan Karbon</b>                                                         |                                    |                                 |                   |                                                         |                  |                                       |      |                  |                 | <b>Carbon Financial Instruments</b>                                                            |
| Listrik Terbarukan yang Dibeli (Sesuai ISO 14064-1 Lampiran E)                           | MWh                                | 35.855,00                       |                   |                                                         |                  |                                       |      |                  |                 | Renewable Electricity purchased with contractual instrument compliant with ISO 14064-1 Annex E |
| <b>Emisi Tidak Langsung dari Listrik yang Dibeli (pendekatan market-based operation)</b> |                                    |                                 |                   |                                                         |                  |                                       |      |                  |                 | <b>Indirect Emissions from purchased electricity Market-based approach</b>                     |
| Operasional Borneo Indobara                                                              | Aktivitas Data Activity Data (MWh) |                                 |                   | Faktor emisi Emission Factor (tonCO <sub>2</sub> e/MWh) |                  | Emisi Emission (tonCO <sub>2</sub> e) |      |                  |                 | Borneo Indobara Operation                                                                      |
| Listrik Terbarukan yang Dibeli (Sesuai ISO 14064-1 Lampiran E)                           |                                    |                                 | 35.849,17         |                                                         |                  | 0,00                                  |      | 0,00             |                 | Renewable Electricity purchased with contractual instrument compliant with ISO 14064-1 Annex E |
| Sisa Konsumsi Listrik                                                                    |                                    |                                 | 13.891,77         |                                                         |                  | 1,20                                  |      | 16.670,12        |                 | Remaining Electricity                                                                          |
| <b>Total</b>                                                                             |                                    |                                 |                   |                                                         |                  |                                       |      | <b>16.670,12</b> |                 | <b>Total</b>                                                                                   |

### Catatan untuk Emisi Tidak Langsung dari Pembelian Listrik:

- Faktor emisi berbasis pasar (*market-based*) untuk Fasilitas Pelabuhan Bunati dilaporkan sebesar 0 ton CO<sub>2</sub>e/MWh, berdasarkan pengadaan atribut listrik terbarukan dari Pembangkit Listrik Tenaga Air (PLTA) Bakaru, dengan tunduk pada kepatuhan terhadap kriteria kualitas yang berlaku.
- Fasilitas lainnya ("Sisa Konsumsi Listrik") menerapkan faktor emisi berbasis lokasi (*location-based*) dikarenakan tidak adanya instrumen berbasis pasar.
- Pendekatan emisi berbasis pasar mencerminkan pembelian dan penebusan (*retirement*) sebanyak 35.855,00 MWh Sertifikat Energi Terbarukan (*Renewable Energy Certificates/ REC*) untuk Fasilitas Pelabuhan Bunati (termasuk pengisian daya beberapa truk listrik).
- Selisih antara emisi cakupan 2 berdasarkan pendekatan berbasis lokasi dan berbasis pasar, yaitu sebesar 43.019,01 tonCO<sub>2</sub>e, mencerminkan dampak pengadaan listrik terbarukan terhadap emisi yang dilaporkan dalam metode berbasis pasar, dan bukan merupakan pengurangan fisik secara langsung pada emisi jaringan listrik (*grid*).
- Tidak terjadi penghitungan ganda (*double counting*) atau klaim ganda (*double claiming*) atas REC, karena seluruh REC telah ditebus secara eksklusif (*exclusively retired*) dan didukung oleh dokumentasi yang memadai.

### Catatan:

- [A]. Emisi GRK dihitung menggunakan Data Kelas Tier 1 dari IPCC 2006 dan Data Kelas Tier 2 dari ESDM.
- [B]. Nilai GWP yang ditampilkan pada kolom ini dinyatakan dalam ton CO<sub>2</sub> ekuivalen per ton masing-masing gas rumah kaca, mengacu pada Laporan Penilaian Keenam IPCC.
- [C]. Khusus untuk Emisi Langsung dari Sumber Fugitif, organisasi melakukan pengukuran langsung di lokasi untuk CH<sub>4</sub> pada area yang ditentukan oleh organisasi. GWP CH<sub>4</sub> mengacu pada Laporan Asesmen Keenam (*Sixth Assessment Report*) IPCC, yaitu sebesar 29,8 (termasuk oksidasi CO<sub>2</sub>).

### Notes for Indirect Emissions from purchased electricity:

- The market-based emissions factor for Bunati Port Facility is reported as 0 tonCO<sub>2</sub>e/MWh, based on the procurement of renewable electricity attributes from the Bakaru Hydropower Plant, subject to compliance with applicable quality criteria.
- Other facility ("Remaining Electricity") apply the location-based emission factor due to the absence of market-based instruments.
- The market-based emissions approach reflects the purchase and retirement of 35,855.00 MWh of Renewable Energy Certificate (RECs) for the Port Bunati Facility (including charging of some EV truck).
- The difference between Category 2 emissions under the location-based and market-based approaches, amounting 43,019.01 tonCO<sub>2</sub>e, reflects the impact of renewable electricity procurement on reported emissions under the market-based method, rather than a direct physical reduction in grid emissions.
- No double counting or double claiming of RECs occurs, as all RECs have been exclusively retired and are supported by appropriate documentation.

### Notes:

- [A]. GHG emissions are calculated using Tier 1 Data Class from IPCC 2006 and Tier 2 Data Class from ESDM.
- [B]. GWP values shown in this column are in tons of CO<sub>2</sub> equivalent per ton of individual greenhouse gas referring to IPCC's Sixth Assessment Report.
- [C]. Specific for Direct Emissions from Fugitive Sources, organization conducted an on-site measurement for CH<sub>4</sub> in organization's specified location. CH<sub>4</sub> GWP refers to IPCC's Sixth Assessment Report i.e. 29.8 (include CO<sub>2</sub> oxidation).

## INTENSITAS EMISI GRK

### GHG Emissions Intensity

[GRI 305-4] [GRI 12.1.8] [OJK F.11]

Intensitas emisi menunjukkan jumlah emisi yang dihasilkan untuk setiap ton batu bara yang diproduksi dan volume tanah penutup yang dipindahkan. Perhitungan dilakukan dengan membagi total emisi (dalam ton CO<sub>2</sub>e) dengan volume produksi batu bara dan tanah penutup. Nilai intensitas emisi yang rendah menandakan bahwa emisi yang dihasilkan dalam proses produksi dan pengangkutan material tambang semakin kecil. Pada tahun pelaporan, terjadi peningkatan intensitas emisi sebesar 0.00176 tonCO<sub>2</sub>e/ton batu bara (atau sebesar 7.5% dibandingkan tahun sebelumnya). Peningkatan ini terutama disebabkan oleh adanya penambahan cakupan perhitungan emisi, yaitu pengakuan emisi langsung yang berasal dari perubahan tutupan lahan (*Land Use, Land-Used Change and Forestry/ LULUCF*) pada tahun 2025, yang sejalan dengan standar ISO 14064-1.

Dengan mengadopsi standar ini, Perseroan dapat meningkatkan transparansi, konsistensi, dan kelengkapan pelaporan emisi GRK, serta memastikan bahwa seluruh sumber emisi yang relevan telah diidentifikasi dan diukur secara lebih komprehensif, terstruktur, dan terverifikasi. Perubahan ini juga meningkatkan keterbandingan data dalam jangka panjang sehingga dapat meningkatkan kredibilitas informasi emisi yang disampaikan Perseroan.

Emissions intensity reflects the amount of emissions generated for each ton of coal produced and the volume of overburden removed. The calculation is performed by dividing total emissions (in tons of CO<sub>2</sub>e) by the volume of coal production and overburden. A lower emissions intensity value indicates that emissions generated in the production process and the transportation of mining materials are decreasing. During the reporting year, emissions intensity increased by 0.00176 metric tons of CO<sub>2</sub>e per ton of coal (a 7.5% increase compared to the previous year). This increase was primarily driven by the expansion of the emissions calculation scope—specifically the recognition of direct emissions from Land Use, Land-Use Change, and Forestry (LULUCF) in 2025, in alignment with ISO 14064-1 standards.

By adopting this standard, the Company enhances the transparency, consistency, and completeness of its GHG emissions reporting, while ensuring that all relevant emission sources are identified and quantified in a more comprehensive, structured, and verified manner. This shift also improves long-term data comparability, thereby strengthening the credibility of the emissions information disclosed by the Company.

### Intensitas Emisi Gas Rumah Kaca per Ton Produksi Batu Bara\* Greenhouse Gas Emission Intensity per Ton of Coal Production\*

| Keterangan                                                                          | BIB          |              |              | Description                                                                  |
|-------------------------------------------------------------------------------------|--------------|--------------|--------------|------------------------------------------------------------------------------|
|                                                                                     | 2025         | 2024**       | 2023**       |                                                                              |
| Total Emisi Carbon (ton CO <sub>2</sub> e)                                          | 1.305.549,81 | 1.106.089,06 | 1.049.189,45 | Total Carbon Emissions (ton CO <sub>2</sub> e)                               |
| Volume Produksi Batu bara (ton)                                                     | 51.404.998   | 46.800.000   | 42.149.349   | Coal Production Volume (ton)                                                 |
| Volume Tanah Penutup yang dipindahkan (BCM)                                         | 261.566.000  | 218.251.736  | 224.250.833  | Overburden Removal Volume (BCM)                                              |
| Intensitas Emisi GRK per ton produksi batu bara (ton CO <sub>2</sub> e/ton)         | 0,025        | 0,024        | 0,025        | GHG Emission Intensity per ton of coal produced (ton CO <sub>2</sub> e/ton)  |
| Intensitas Emisi GRK bcm tanah penutup yang dipindahkan (ton CO <sub>2</sub> e/bcm) | 0,005        | 0,005        | 0,005        | Emission Intensity per BCM of overburden removed (ton CO <sub>2</sub> e/bcm) |

\*) Emisi yang dimasukkan dalam perhitungan intensitas emisi mencakup Emisi GRK Cakupan 1 dan Cakupan 2. Gas yang dimasukkan dalam perhitungan adalah CO<sub>2</sub>.

\*\*) Terdapat pernyataan kembali untuk data tahun 2024 dan 2023

\*) Emissions included in the emission intensity calculation include Scope 1 and Scope 2 GHG emissions. The gas included in the calculation is CO<sub>2</sub>.

\*\*) Restatement have been made for the 2024 and 2023 data



## PENGURANGAN EMISI GRK (KTON CO<sub>2</sub>EQ)

[GRI 305-5] [GRI 12.2.3] [OJK F.12]

Pada tahun pelaporan, Perseroan mencatat pengurangan emisi GRK sebesar 108.008,82 Ton CO<sub>2</sub>eq dengan Total Efisiensi Energi: 1.837.444 GJ. Perhitungan pengurangan emisi mencakup seluruh aktivitas operasional, termasuk Cakupan 1 dan Cakupan 2 untuk gas CO<sub>2</sub>. Pengurangan emisi dihitung dari tahun dasar yaitu tahun 2024, dengan mencanangkan target sebesar 5%. Target ini ditetapkan berdasarkan target internal Perseroan.

Informasi lebih lengkap mengenai perhitungan dan program efisiensi dapat dilihat pada bagian *Energi* di halaman 108.

## PENGIMBANGAN EMISI KARBON (CARBON OFFSET)

Sejak tahun 2023, Perseroan melakukan pengimbangan emisi karbon (*carbon offset*) melalui pemanfaatan *Renewable Energy Certificate* (REC) atas pembelian listrik dari sumber energi terbarukan melalui mekanisme kontraktual. Inisiatif ini mencerminkan komitmen Perseroan dalam mendukung transisi energi bersih sekaligus mengurangi jejak emisi dari penggunaan listrik.

Pada periode pelaporan, upaya tersebut berkontribusi terhadap pengimbangan emisi sebesar 43.019,01 tCO<sub>2</sub>e. Dampak dari penggunaan REC ini telah tercermin dalam perhitungan Emisi Gas Rumah Kaca, khususnya pada emisi tidak langsung dari konsumsi listrik (*Scope 2 – market-based*), sebagaimana disajikan pada halaman 113.

## EMISI UDARA SIGNIFIKAN LAINNYA

### Bahan Perusak Ozon (BPO)

[GRI 305-6]

Kegiatan operasional pertambangan tidak menggunakan bahan yang mengandung BPO. Namun, beberapa peralatan pendukung seperti AC, kulkas, dan tabung pemadam api masih mengandung zat yang berpotensi menghasilkan emisi CFC dalam jumlah kecil. Emisi tersebut tidak signifikan sehingga tidak termasuk dalam pelaporan, tetapi Perseroan tetap berupaya meminimalkan emisi BPO dengan menggunakan refrigeran yang lebih ramah lingkungan dan pergantian AC ke HVAC.

## GHG EMISSIONS REDUCTION (KTON CO<sub>2</sub>EQ)

[GRI 305-5] [GRI 12.2.3] [OJK F.12]

During the reporting year, the Company recorded a reduction in GHG emissions of 108,008.82 Ton CO<sub>2</sub>eq with total energy efficiency 1,837,444 GJ. The emission reduction calculation covers all operational activities, including Scope 1 and Scope 2 for CO<sub>2</sub> emissions. Emission reduction is calculated from the base year of 2024, with a target set at 5%. This target is determined based on the Company's internal targets.

Further information regarding the calculation and efficiency programs can be found in the Energy section on page 108.

## CARBON OFFSET

Since 2023, the Company has engaged in carbon offsetting through the utilization of Renewable Energy Certificates (RECs) for the purchase of electricity from renewable energy sources via contractual mechanisms. This initiative reflects the Company's commitment to supporting the clean energy transition while simultaneously reducing the emissions footprint from its electricity consumption.

During the reporting period, these efforts contributed to emission offsets totaling 43,019.01 tCO<sub>2</sub>e. The impact of these RECs is reflected in the Greenhouse Gas (GHG) emissions calculations, specifically within indirect emissions from electricity consumption (Scope 2 – market-based), as presented on page 113.

## OTHER SIGNIFICANT AIR EMISSIONS

### Ozone-Depleting Substances (ODS)

[GRI 305-6]

Mining operational activities do not use materials containing ODS. However, some supporting equipment such as air conditioners, refrigerators, and fire extinguishers still contain substances that have the potential to generate small amounts of CFC emissions. These emissions are not significant and are therefore not included in reporting, but the Company continues to minimize ODS emissions by using more environmentally friendly refrigerants and replacing AC systems with HVAC.



### Emisi Udara Signifikan

Aktivitas pertambangan menghasilkan emisi udara seperti nitrogen dioksida (NO<sub>2</sub>) yang timbul dari pembakaran bahan bakar fosil pada alat berat, kendaraan, serta proses pemindahan tanah dan pengolahan lahan. Emisi sulfur dioksida (SO<sub>2</sub>) berasal dari pembakaran bahan bakar dengan kandungan sulfur tinggi dan proses pengolahan mineral tertentu, sedangkan partikel debu (TSP) muncul dari kegiatan pengeboran, peledakan, pengangkutan batu bara, serta proses penghancuran material tambang. Sepanjang tahun pelaporan, tidak tercatat adanya pelanggaran terhadap baku mutu emisi udara di lokasi pemantauan.

### Significant Air Emissions

Mining activities generate air emissions such as nitrogen dioxide (NO<sub>2</sub>), which arise from the combustion of fossil fuels in heavy equipment, vehicles, as well as land clearing and processing activities. Sulfur dioxide (SO<sub>2</sub>) emissions originate from the combustion of fuels with high sulfur content and particular mineral processing activities, while total suspended particulates (TSP) arise from drilling, blasting, coal hauling, and material crushing processes. Throughout the reporting year, there were no recorded violations of air emission quality standards at monitoring locations.

### Hasil Pengukuran Nitrogen Oksida (NO<sub>x</sub>)

Nitrogen Oxide (NO<sub>x</sub>) Measurement Results

[GRI 305-7] [GRI 12.4.2]

| NO <sub>2</sub>         | Standar Baku Mutu Quality Standards | BIB   |      |       | NO <sub>2</sub>       |
|-------------------------|-------------------------------------|-------|------|-------|-----------------------|
|                         |                                     | 2025  | 2024 | 2023  |                       |
| Pelabuhan Bunati        | ≤65 µg/m <sup>3</sup>               | 5,90  | 8,96 | 30,90 | Bunati Port           |
| Workshop Girimulya      | ≤65 µg/m <sup>3</sup>               | 17,80 | 9,25 | 11,10 | Girimulya Workshop    |
| Area Tambang Girimulya  | ≤65 µg/m <sup>3</sup>               | 15,87 | 8,43 | 14,10 | Girimulya Mining Area |
| Workshop Kusan          | ≤65 µg/m <sup>3</sup>               | 14,20 | 7,80 | 8,80  | Kusan Workshop        |
| Area Tambang Kusan      | ≤65 µg/m <sup>3</sup>               | 15,20 | 7,98 | 9,50  | Kusan Mining Area     |
| Area Tambang Makmur     | ≤65 µg/m <sup>3</sup>               | 15,37 | 8,58 | 14,20 | Makmur Mining Area    |
| Kantor dan Mess Angsana | ≤65 µg/m <sup>3</sup>               | 21,30 | 9,68 | 4,60  | Angsana Office & Mess |

Catatan: Metode pengukuran menggunakan perhitungan langsung. Standar baku mutu mengacu pada baku mutu ambien udara nasional dengan waktu pengukuran 24 jam.

Note: The measurement method uses direct calculation. The quality standard refers to the national ambient air quality standard with a 24-hour measurement period



### Hasil Pengukuran Sulfur Oksida (SO<sub>x</sub>) Sulfur Dioxide (SO<sub>x</sub>) Measurement Results

[GRI 305-7] [GRI 12.4.2]

| SO <sub>2</sub>         | Standar Baku Mutu<br>Standar Baku Mutu | BIB   |       |       | SO <sub>2</sub>       |
|-------------------------|----------------------------------------|-------|-------|-------|-----------------------|
|                         |                                        | 2025  | 2024  | 2023  |                       |
| Pelabuhan Bunati        | ≤75 µg/m <sup>3</sup>                  | 62,60 | 36,94 | 42,80 | Bunati Port           |
| Workshop Girmulya       | ≤75 µg/m <sup>3</sup>                  | 48,03 | 40,05 | 50,10 | Girmulya Workshop     |
| Area Tambang Girmulya   | ≤75 µg/m <sup>3</sup>                  | 58,00 | 46,60 | 61,10 | Girmulya Mining Area  |
| Workshop Kusan          | ≤75 µg/m <sup>3</sup>                  | 52,33 | 39,50 | 48,90 | Kusan Workshop        |
| Area Tambang Kusan      | ≤75 µg/m <sup>3</sup>                  | 31,67 | 48,63 | 51,20 | Kusan Mining Area     |
| Area Tambang Makmur     | ≤75 µg/m <sup>3</sup>                  | 31,37 | 49,10 | 48,60 | Makmur Mining Area    |
| Kantor dan Mess Angsana | ≤75 µg/m <sup>3</sup>                  | 37,22 | 17,23 | 23,80 | Angsana Office & Mess |

Catatan: Metode pengukuran menggunakan perhitungan langsung. Standar baku mutu mengacu pada baku mutu ambien udara nasional dengan waktu pengukuran 24 jam.

Note: The measurement method uses direct calculation. The quality standard refers to the national ambient air quality standard with a 24-hour measurement period.

### Hasil Pengukuran Partikel Debu (Total Suspended Particulate) Dust Measurement Result (Total Suspended Particulate)

[GRI 305-7] [GRI 12.4.2]

| TSP                     | Standar Baku Mutu<br>Standar Baku Mutu | BIB    |        |        | TSP                   |
|-------------------------|----------------------------------------|--------|--------|--------|-----------------------|
|                         |                                        | 2025   | 2024   | 2023   |                       |
| Pelabuhan Bunati        | ≤230 µg/m <sup>3</sup>                 | 202,00 | 139,20 | 167,00 | Bunati Port           |
| Workshop Girmulya       | ≤230 µg/m <sup>3</sup>                 | 146,67 | 123,75 | 204,00 | Girmulya Workshop     |
| Area Tambang Girmulya   | ≤230 µg/m <sup>3</sup>                 | 156,00 | 127,13 | 202,00 | Girmulya Mining Area  |
| Workshop Kusan          | ≤230 µg/m <sup>3</sup>                 | 170,00 | 139,50 | 142,00 | Kusan Workshop        |
| Area Tambang Kusan      | ≤230 µg/m <sup>3</sup>                 | 163,33 | 139,25 | 194,00 | Kusan Mining Area     |
| Area Tambang Makmur     | ≤230 µg/m <sup>3</sup>                 | 88,33  | 141,75 | 204,00 | Makmur Mining Area    |
| Kantor dan Mess Angsana | ≤230 µg/m <sup>3</sup>                 | 136,12 | 38,83  | 82,90  | Angsana Office & Mess |

Catatan: Metode pengukuran menggunakan perhitungan langsung. Standar baku mutu mengacu pada baku mutu ambien udara nasional dengan waktu pengukuran 24 jam.

Note: The measurement method uses direct calculation. The quality standard refers to the national ambient air quality standard with a 24-hour measurement period.

Perseroan mengambil berbagai langkah untuk mencegah dan memitigasi potensi dampak negatif terhadap masyarakat sekitar dan pekerja akibat emisi partikulat (PM) dari debu batu bara, antara lain dengan menerapkan sistem penyiraman jalan *hauling*, penggunaan *water sprinkler* dan *dust suppression*, penutupan truk pengangkut, pemasangan *wind fence*, serta pemantauan kualitas udara secara berkala. Selain itu, Perseroan terus meningkatkan kualitas batu bara melalui optimalisasi proses pengolahan dan pengendalian kadar abu serta sulfur, sehingga emisi udara berbahaya pada tahap penggunaan dapat ditekan dan memberikan manfaat lingkungan jangka panjang.

The Company undertakes various measures to prevent and mitigate potential negative impacts on surrounding communities and workers due to particulate matter (PM) emissions from coal dust, including the implementation of road watering systems on hauling routes, the use of water sprinklers and dust suppression, covering of transport trucks, installation of wind fences, and periodic air quality monitoring. In addition, the Company continues to improve coal quality through optimization of processing and control of ash and sulfur content, thereby reducing harmful air emissions at the usage stage and providing long-term environmental benefits.

## AIR

### Water

[OJK F.8]

#### PENDEKATAN TERKAIT AIR

[GRI 303-1] [GRI 12.7.2]

Air merupakan sumber daya penting yang mendukung setiap tahap kegiatan operasional Perseroan. PT BIB memanfaatkan air untuk mendukung kegiatan pertambangan, seperti penyiraman jalan tambang dan jalan *hauling* guna mengendalikan debu serta menjaga keselamatan kerja. Sumber air yang digunakan berasal dari air permukaan seperti sungai, *void*, dan kolam pengendapan. Air sisa penyiraman akan diserap kembali ke tanah, sehingga sebagian besar kembali ke siklus alami air tanah.

Selain itu, air juga digunakan untuk mendukung kegiatan pengolahan lumpur dengan memanfaatkan air dari embung. Sisa air dari proses ini dikembalikan ke sistem pengolahan di kolam pengendapan untuk diolah kembali sebelum dilepas ke lingkungan. Untuk kebutuhan domestik, sebagian fasilitas seperti *mess* kontraktor memanfaatkan air dari kolam pengendapan maupun sumur bor, yang selanjutnya diolah melalui Instalasi Pengolahan Air Limbah (IPAL) domestik agar tidak mencemari lingkungan.

#### WATER APPROACH

[GRI 303-1] [GRI 12.7.2]

Water is an essential resource that supports every stage of the Company's operational activities. PT BIB utilizes water to support mining activities, such as watering mine roads and hauling roads to control dust and maintain occupational safety. The water sources used are derived from surface water such as rivers, voids, and settling ponds. Water from watering activities is absorbed back into the soil, allowing most of it to return to the natural groundwater cycle.

In addition, water is also used to support sludge processing activities by utilizing water from reservoirs. The remaining water from this process is returned to the treatment system in settling ponds to be treated again before being discharged into the environment. For domestic needs, some facilities such as contractor mess halls utilize water from settling ponds and bore wells, which is subsequently treated through Domestic Wastewater Treatment Plants (WWTP) to prevent environmental pollution.



Perseroan menyadari bahwa penggunaan air dalam kegiatan pertambangan dapat menimbulkan risiko terhadap kualitas ekosistem dan ketersediaan air jika tidak dikelola dengan baik. Oleh karena itu, BIB menerapkan sistem pengelolaan air terintegrasi yang mencakup pemantauan, pengolahan, dan pengendalian kualitas air limbah secara ketat. Kolam pengendapan (*sedimentation pond*) dilengkapi dengan sistem sensor SPARING (Sistem Pemantauan Kualitas Air Limbah Secara Terus-Menerus dan Dalam Jaringan) untuk memantau parameter seperti pH, total padatan tersuspensi (TSS), debit air, dan kualitas air limbah secara *real-time*. Pemantauan ini dilengkapi pula dengan uji laboratorium rutin untuk memastikan hasil pengolahan telah memenuhi baku mutu sebelum air dialirkan ke badan air penerima.

Perseroan menjaga transparansi dalam pengelolaan air dengan melibatkan para pemangku kepentingan melalui forum multipihak yang membahas hasil pemantauan kualitas air secara terbuka. BIB juga membuka kesempatan bagi para pemangku kepentingan untuk berpartisipasi dalam kegiatan pemantauan pengelolaan kualitas air yang dilakukan Perseroan. Lebih lanjut, masyarakat dapat memberikan masukan atau keluhan terkait pengelolaan air melalui kanal komunikasi perusahaan.

The Company recognizes that water use in mining activities may pose risks to ecosystem quality and water availability if not properly managed. Therefore, BIB implements an integrated water management system that includes monitoring, treatment, and strict control of wastewater quality. Sedimentation ponds are equipped with the SPARING system (Continuous and Online Wastewater Quality Monitoring System) to monitor parameters such as pH, total suspended solids (TSS), water discharge, and wastewater quality in real time. This monitoring is also complemented by routine laboratory testing to ensure that treatment results meet quality standards before water is discharged into receiving water bodies.

The Company maintains transparency in water management by engaging stakeholders through multi-stakeholder forums that openly discuss water quality monitoring results. BIB also provides opportunities for stakeholders to participate in water quality monitoring activities conducted by the Company. Furthermore, the communities may submit feedback or grievance related to water management through the Company's communication channels.

### Inovasi Air Bersih dari Kolam Tambang Clean Water Innovation from Mine Ponds

PT Borneo Indobara (BIB) berinovasi memanfaatkan kolam bekas tambang Andaru seluas 34 hektar sebagai sumber air baku untuk sistem *Potable Water Treatment Plant (WTP)*. Melalui teknologi pengolahan air, sumber tersebut kini menghasilkan air minum berkualitas dengan pH 8,6. Fasilitas ini dikelola oleh BUMDes dan menjadi contoh pemanfaatan sumber daya pascatambang berkelanjutan yang berkontribusi terhadap peningkatan kesejahteraan masyarakat. Detail program dapat dibaca pada halaman 249.

PT Borneo Indobara (BIB) innovates by utilizing the 34-hectare Andaru ex-mine pond as a raw water source for the Potable Water Treatment Plant (WTP) system. Through water treatment technology, this source now produces drinking water with a quality of pH 8.6. This facility is managed by BUMDes and serves as an example of sustainable post-mining resource utilization that contributes to improving community welfare. Program details can be found on page 249.



## MANAJEMEN DAMPAK YANG BERKAITAN DENGAN PEMBUANGAN AIR

[GRI 303-2] [GRI 303-4] [GRI 12.7.3]

Perseroan melalui PT BIB mengelola air limbah secara bertanggung jawab untuk melindungi ekosistem dan kesehatan masyarakat di sekitar wilayah operasional. Seluruh air limbah hasil proses tambang diolah terlebih dahulu melalui sistem pengolahan air limbah yang dirancang untuk menurunkan kadar kontaminan dan menetralkan kualitas air sebelum dilepaskan ke lingkungan. Proses pengelolaan air limbah BIB digambarkan sebagai berikut:

## MANAGEMENT OF WATER DISCHARGE IMPACTS WATER DISCHARGE

[GRI 303-2] [GRI 303-4] [GRI 12.7.3]

The Company, through PT Borneo Indobara (BIB), manages wastewater responsibly to protect ecosystems and the health of communities surrounding the operational area. All wastewater generated from mining processes is treated through a wastewater treatment system designed to reduce contaminant levels and neutralize water quality before being discharged into the environment. The wastewater management process of BIB is described as follows:





Perseroan secara rutin melakukan pemeriksaan laboratorium terhadap air buangan untuk memastikan bahwa hasil pengolahan selalu memenuhi standar lingkungan yang tercantum dalam Peraturan Gubernur Kalimantan Selatan No. 036 Tahun 2008 tentang Baku Mutu Air Limbah Kegiatan Penambangan, Pengolahan/Pencucian Batu bara.

The Company routinely conducts laboratory testing of discharged water to ensure that treatment results consistently comply with environmental standards as stipulated in the Governor of South Kalimantan Regulation No. 036 of 2008 concerning Wastewater Quality Standards for Coal Mining, Processing, and Washing Activities.

| Parameter                       | Kadar Maksimum<br>Maximum Level | Hasil Pemantauan 2025 (Rata-rata)<br>2025 Monitoring Results (Average) | Parameter             |
|---------------------------------|---------------------------------|------------------------------------------------------------------------|-----------------------|
| pH                              | 6-9                             | 7,01                                                                   | pH                    |
| Total Padatan Tersuspensi (TSS) | 200 mg/L                        | 43,09                                                                  | TotalSuspended Solids |
| Besi (Fe)                       | 7 mg/L                          | 0,79                                                                   | iron (Fe)             |
| Mangan (Mn)                     | 4 mg/L                          | 0,37                                                                   | Manganese (Mn)        |
| Kadmium (Cd)                    | 0,05 mg/L                       | 0,001                                                                  | Cadmium (Cd)          |

Selain pengendalian air limbah, Perseroan juga melakukan pengawasan kualitas air sungai secara berkala berdasarkan ketentuan PP No. 22 Tahun 2021 Lampiran VI. Pemantauan ini dilakukan untuk memastikan aktivitas perusahaan tidak menimbulkan dampak negatif terhadap sumber air permukaan. Seluruh sistem pengolahan air dilaksanakan berdasarkan SOP BIB-HSE-SLH-04-R02 Manajemen Air Asam Tambang. Data terkait volume penarikan, pembuangan, dan konsumsi air selama periode pelaporan disajikan pada tabel berikut.

In addition to wastewater control, the Company also conducts periodic river water quality monitoring in accordance with the provisions of Government Regulation No. 22 of 2021 Appendix VI. This monitoring is carried out to ensure that the Company's activities do not cause negative impacts on surface water sources. All water management systems are implemented based on SOP BIB-HSE-SLH-04-R02 Acid Mine Drainage Management. Data related to water withdrawal, discharge, and consumption during the reporting period are presented in the following table.

| Penarikan (megaliter)<br>Withdrawal (megaliters) |          |          | Pembuangan (megaliter)<br>Discharge (megaliters) |            |           | Konsumsi (megaliter)<br>Consumptions (megaliters) |          |          |
|--------------------------------------------------|----------|----------|--------------------------------------------------|------------|-----------|---------------------------------------------------|----------|----------|
| 2025                                             | 2024     | 2023     | 2025                                             | 2024       | 2023      | 2025                                              | 2024     | 2023     |
| 2.162,78                                         | 1.108,39 | 2.504,95 | 128.674,60                                       | 102.700,04 | 55.658,07 | 2.162,78                                          | 1.108,39 | 2.504,95 |

## PENGAMBILAN AIR (MEGALITER)

[GRI 303-3] [GRI 12.7.4] [EM-CO-140a.1]

Sumber air yang dimanfaatkan BIB untuk mendukung kegiatan operasional berasal dari air permukaan dan air tanah. Air permukaan digunakan untuk penyiraman jalan tambang dan jalur pengangkutan batu bara, sementara air tanah dimanfaatkan untuk keperluan domestik. Pengambilan air dipantau melalui *flow meter* yang dipasang di titik pengambilan. Dibandingkan dengan tahun sebelumnya, total pengambilan air pada tahun pelaporan meningkat sebesar 2.162,78 megaliter karena pada tahun 2025 data yang disampaikan sudah mengakomodir penarikan air dari operasional BIB dan seluruh mitra kerja yang mendukung operasional BIB sehingga datanya lebih komprehensif. Total pengambilan air pada periode pelaporan dapat dilihat pada tabel berikut:

## WATER WITHDRAWAL (MEGALITERS)

[GRI 303-3] [GRI 12.7.4] [EM-CO-140a.1]

Water sources utilized by BIB to support operational activities originate from surface water and groundwater. Surface water is used for watering mine roads and coal hauling routes, while groundwater is utilized for domestic purposes. Water withdrawal is monitored through flow meters installed at withdrawal points. Compared to the previous year, total water withdrawal in the reporting year increased by 2,162.78 megaliters as the 2025 data has accommodated water withdrawal from BIB operations and all contractors supporting BIB operations, resulting in more comprehensive data. Total water withdrawal during the reporting period is presented in the following table:

| Keterangan                                                | Total pengambilan air<br>(megaliter)<br>Total Water Withdrawal<br>(in megaliters) | Description                                             |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------|---------------------------------------------------------|
| Air permukaan                                             |                                                                                   | Surface Water                                           |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | 1.774,23                                                                          | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  | -                                                                                 | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| Air tanah                                                 |                                                                                   | Groundwater                                             |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | 57,76                                                                             | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  | -                                                                                 | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| Air laut                                                  |                                                                                   | Seawater                                                |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | -                                                                                 | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  | -                                                                                 | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| Air yang Diproduksi                                       |                                                                                   | Produced Water                                          |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | 304,11                                                                            | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  | -                                                                                 | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| Air yang berasal dari pihak ketiga                        |                                                                                   | Third-Party Water                                       |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | 26,68                                                                             | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  | -                                                                                 | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| <b>Total Pengambilan Air</b>                              | <b>2.162,78</b>                                                                   | <b>Total Water Withdrawal</b>                           |



## PEMBUANGAN AIR

[GRI 303-4] [GRI 12.7.5]

Air limbah BIB berasal dari dua sumber utama, yaitu air hasil pengolahan kolam pengendapan (air sisa penyiraman jalan, air limpasan, dan air hujan) serta effluen IPAL domestik. Air asam tambang dikelola melalui *sediment pond* sebelum dilepaskan ke badan air umum. Seluruh air limbah yang telah melalui proses pengolahan diperiksa kualitasnya untuk memastikan kesesuaian dengan baku mutu dan ketentuan perundang-undangan yang berlaku. BIB memonitor kualitas air limbah secara rutin sehingga sepanjang tahun pelaporan tidak terdapat pelanggaran terhadap ambang batas pembuangan. [EM-CO-140a.2]

Pengukuran volume pembuangan dilakukan dengan *V-Notch Weir* di outlet *sediment pond* dan perhitungan didasarkan pada kajian hidrologi yang meliputi curah hujan, daerah tangkapan, dan debit pompa. BIB juga memastikan bahwa tidak ada pembuangan air di area yang mengalami *water-stress*. Berikut rincian total pembuangan air pada periode pelaporan:

## WATER DISCHARGE

[GRI 303-4] [GRI 12.7.5]

BIB's wastewater originates from two main sources, namely treated water from sedimentation ponds (runoff from road watering, runoff water, and rainwater) and domestic WWTP effluent. Acid mine drainage is managed through sedimentation ponds prior to being discharged into public water bodies. All wastewater that has undergone treatment is tested for quality to ensure compliance with applicable quality standards and regulatory requirements. BIB monitors wastewater quality regularly, and throughout the reporting year, there were no violations of discharge threshold limits. [EM-CO-140a.2]

The measurement of discharge volume is conducted using a V-Notch Weir at the sediment pond outlet, and calculations are based on hydrological assessments that include rainfall, catchment area, and pump discharge. BIB also ensures that there is no water discharge in water-stressed areas. The following presents details of total water discharge during the reporting period:

| Keterangan                                                | Total Pembuangan Air (megaliter)<br>Total Water Discharge (megaliters) | Description                                             |
|-----------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------|
| <b>Air permukaan</b>                                      |                                                                        | <b>Surface Water</b>                                    |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); | 128.674,60                                                             | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  |                                                                        | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| <b>Air tanah</b>                                          |                                                                        | <b>Groundwater</b>                                      |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); |                                                                        | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  |                                                                        | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| <b>Air laut</b>                                           |                                                                        | <b>Seawater</b>                                         |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); |                                                                        | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |
| - Air lainnya ( $> 200$ mg/L Total Padatan Tersuspensi).  |                                                                        | - Other water ( $> 200$ mg/L Total Suspended Solids).   |
| <b>Air pihak ketiga</b>                                   |                                                                        | <b>Third-Party Water</b>                                |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi); |                                                                        | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids); |



| Keterangan                                                          | Total Pembuangan Air (megaliter)<br>Total Water Discharge (megaliters) | Description                                              |
|---------------------------------------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------|
| - Air lainnya (>200 mg/L Total Padatan Tersuspensi).                | -                                                                      | - Other water (>200 mg/L Total Suspended Solids).        |
| Air pihak ketiga yang dikirimkan ke organisasi lain untuk digunakan |                                                                        | Third-party water supplied to other organization for use |
| - Air tawar ( $\leq 200$ mg/L Total Padatan Tersuspensi);           | -                                                                      | - Freshwater ( $\leq 200$ mg/L Total Suspended Solids);  |
| - Air lainnya (>200 mg/L Total Padatan Tersuspensi).                | -                                                                      | - Other water (>200 mg/L Total Suspended Solids).        |
| <b>Total Pembuangan Air</b>                                         | <b>128.674,60</b>                                                      | <b>Total Water Discharge</b>                             |

| Keterangan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total Pembuangan Air (megaliter)<br>Total Water Discharge (megaliters) | Description       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-------------------|
| Tanpa <i>treatment</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | -                                                                      | Without treatment |
| <i>Treatment Level 1</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | -                                                                      | Treatment Level 1 |
| <i>Treatment Level 2</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 128.674,60                                                             | Treatment Level 2 |
| <i>Treatment Level 3</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | -                                                                      | Treatment Level 3 |
| Catatan:<br>- <i>Treatment Level 1</i> adalah pengelolaan air yang bertujuan untuk menghilangkan zat padat yang mengendap atau mengapung di permukaan air.<br>- <i>Treatment Level 2</i> adalah pengelolaan air yang bertujuan untuk menghilangkan zat dan bahan yang tertinggal di dalam air, atau terlarut atau tersuspensi di dalamnya.<br>- <i>Treatment Level 3</i> adalah pengelolaan air yang bertujuan untuk meningkatkan kualitas air ke tingkat yang lebih tinggi sebelum dibuang. Ini mencakup proses untuk menghilangkan, misalnya, logam berat, nitrogen, dan fosfor. |                                                                        |                   |
| Notes:<br>- <i>Treatment Level 1</i> adalah pengelolaan air yang bertujuan untuk menghilangkan zat padat yang mengendap atau mengapung di permukaan air.<br>- <i>Treatment Level 2</i> adalah pengelolaan air yang bertujuan untuk menghilangkan zat dan bahan yang tertinggal di dalam air, atau terlarut atau tersuspensi di dalamnya.<br>- <i>Treatment Level 3</i> adalah pengelolaan air yang bertujuan untuk meningkatkan kualitas air ke tingkat yang lebih tinggi sebelum dibuang. Ini mencakup proses untuk menghilangkan, misalnya, logam berat, nitrogen, dan fosfor.   |                                                                        |                   |

Selain memastikan bahwa pembuangan air telah memenuhi baku mutu, Perseroan secara aktif melaksanakan berbagai strategi penurunan beban pencemar air untuk menjaga kualitas lingkungan perairan seperti:

In addition to ensuring that water discharge complies with quality standards, the Company actively implements various strategies to reduce water pollutant loads to maintain the quality of aquatic environments, such as:

**Program Penurunan Beban Pencemaran Air**  
**Water Pollution Load Reduction Program**

- Penggunaan teknologi *alum injection*.
- Pemanfaatan perbedaan karakteristik air limbah (*blending system*) sebagai upaya penurunan beban pencemaran.
- Pembuatan Embung di SP 05 GRMS.
- Metode *geopool* dan *geotube* untuk filter lumpur.
- Penggunaan teknologi alum injection.
- Application of aluminum injection technology.
- Utilization of wastewater characteristic differences (*blending system*) as an effort to reduce pollution load.
- Construction of a retention pond at SP 05 GRMS.
- Implementation of *geopool* and *geotube* methods for sludge filtration.

**KONSUMSI AIR**

[GRI 303-5] [GRI 12.7.6] [EM-CO-140a.1]

Air dimanfaatkan untuk mendukung berbagai aktivitas operasional, mulai dari penyiraman jalan tambang dan jalur pengangkutan batu bara hingga kebutuhan domestik. Jumlah penggunaan air dipantau melalui *flow meter* yang dipasang di titik pengambilan, sehingga volume konsumsi dapat dihitung secara akurat. Berikut rincian total konsumsi air pada periode pelaporan:

**WATER CONSUMPTION**

[GRI 303-5] [GRI 12.7.6] [EM-CO-140a.1]

Water is utilized to support various operational activities, ranging from watering hauling roads and coal hauling routes to domestic needs. Water usage is monitored through flow meters installed at withdrawal points, allowing consumption volumes to be calculated accurately. The following presents details of total water consumption during the reporting period:

| Keterangan                                                                         | Semua Wilayah<br>All Region | Description                                                                |
|------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------------------------------------|
| Total konsumsi air (megaliter)                                                     | 2.162,78                    | Total Water Consumption (megaliters)                                       |
| Perubahan dalam penyimpanan air, bila memiliki dampak terhadap air yang signifikan | -                           | Change in Water Storage, if it has a significant impact on water resources |

Sebagai bentuk tanggung jawab terhadap pemanfaatan sumber daya air, Perseroan juga berupaya menjaga ketersediaan air tanah sebagai aset bersama agar tetap dapat dimanfaatkan oleh masyarakat. Beberapa upaya konservasi air yang telah dijalankan sepanjang tahun pelaporan meliputi:

As a form of responsibility for water resource utilization, the Company also strives to maintain the availability of groundwater as a shared asset so that it can continue to be utilized by the community. Several water conservation efforts implemented throughout the reporting year include:

**Program Konservasi Air****Water Conservation Program**

- Pemanfaatan air embung untuk *dust suppression* Pelabuhan Bunati.
- Penerapan *closed water cycled system* untuk mendaur ulang air.
- Pemanfaatan air limbah SP 04 GRM sebagai sumber air bersih di *mess* PPA.
- Penerapan *water ponding* untuk menampung dan memanfaatkan air hujan.
- *Batch membrane* dengan teknologi *hyperfiltration* untuk mengolah air *void* menjadi air layak minum.
- Utilization of retention pond water for dust suppression at Bunati Port.
- Implementation of a closed-water recycling system.
- Utilization of SP 04 GRM wastewater for potable water at the ppa mess.
- Application of water ponding for collecting and utilizing rainwater.
- Batch Membrane system with hyperfiltration technology for treating void water into drinking water.

## SPECIAL SEGMENT - GEOTUBE

### Special Segment - Geotube

Pengelolaan lumpur di area pertambangan merupakan kunci untuk menjaga kualitas air di area tambang agar tidak mencemari lingkungan sekitar. Saat ini, regulasi yang berlaku di Indonesia, batas maksimum kandungan *Total Suspended Solid* (TSS) dari air yang diperbolehkan dibuang ke perairan bebas adalah sebesar 200 mg/L. Bagi PT Borneo Indobara, yang material tambangnya tersusun oleh formasi Warukin dengan dominasi batu lanau, batu lempung, dan batu lumpur. menjadi tantangan tersendiri yang perlu dikelola secara optimal agar Perusahaan tetap dapat menerapkan praktik pertambangan yang baik *good mining practice*. Rata-rata nilai TSS yang dihasilkan dari proses penambangan batu bara di area perusahaan adalah sebesar 100.000 mg/L. Dalam upaya meningkatkan efektivitas pengelolaan sedimen pada kolam pengendapan (*sediment pond*) akibat dari pembebanan TSS yang cukup besar tersebut, perusahaan menerapkan teknologi *Geotextile Tube* sebagai solusi alternatif pengendapan lumpur dan pemisahan air-sedimen. Implementasi *Geotextile Tube* dilakukan untuk mengatasi permasalahan keterbatasan kapasitas kolam, tingginya biaya normalisasi konvensional, serta kebutuhan efisiensi operasional dan kepatuhan terhadap standar lingkungan.

Sludge management in mining areas is key to maintaining water quality within the mining area to prevent contamination of the surrounding environment. Currently, applicable regulations in Indonesia stipulate that the maximum Total Suspended Solid (TSS) content of water permitted to be discharged into open water bodies is 200 mg/L. For PT Borneo Indobara, whose mining materials consist of the Warukin formation dominated by siltstone, claystone, and mudstone, this presents a specific challenge that must be optimally managed to ensure the Company continues to implement good mining practice. The average TSS value generated from coal mining processes in the Company's area is 100,000 mg/L. In an effort to enhance the effectiveness of sediment management in sedimentation ponds due to the significant TSS load, the Company implements Geotextile Tube technology as an alternative solution for sludge settling and water-sediment separation. The implementation of Geotextile Tube is carried out to address limitations in pond capacity, high conventional normalization costs, as well as the need for operational efficiency and compliance with environmental standards..



## 1. Prinsip dan Tahapan Implementasi

*Geotextile tube* merupakan tabung geotekstil berpori yang berfungsi menampung lumpur hasil sedimentasi. Lumpur dipompa ke dalam *Geotube* menggunakan sistem *slurry pump*, di mana air akan terpisah keluar melalui pori-pori kain geotekstil, sedangkan padatan tertinggal di dalam tabung hingga mengering. Setelah proses *dewatering* selesai, material padat di dalam *Geotube* dapat dikeluarkan dan dimanfaatkan kembali, misalnya untuk penimbunan lahan atau reklamasi area bekas tambang atau dibiarkan tetap ditempat sebagai perkuatan kaki disposal.

Tahapan implementasi meliputi:

- Identifikasi lokasi dan volume sedimen,
- Desain kapasitas dan penempatan *Geotube*,
- Instalasi sistem pompa, *polymer dosing system*, dan jalur pipa HDPE,
- Operasional pemompaan dan pengisian *Geotube*,
- Pemantauan efisiensi *dewatering* serta kualitas air keluarannya.

## 2. Sustainability Impact

Implementasi *Geotube* tidak hanya membawa efisiensi teknis, namun juga berkontribusi terhadap tiga pilar keberlanjutan **lingkungan, sosial, dan ekonomi**:

### a. Lingkungan (*Environmental Sustainability*)

- Mengurangi frekuensi pemeliharaan konvensional yang berpotensi meningkatkan nilai TSS di area tambang.
- Meminimalkan gangguan terhadap ekosistem akuatik dan memperbaiki kualitas air buangan.
- Menurunkan risiko *sediment pond overflow*, yang dapat menyebabkan limpasan lumpur ke area sekitar tambang.
- Mendorong pemanfaatan ulang limbah padat hasil sedimentasi menjadi material reklamasi atau perkuatan kaki disposal.

### b. Sosial (*Social Sustainability*)

- Menunjukkan komitmen perusahaan terhadap praktik penambangan yang bertanggung jawab dan sesuai dengan regulasi lingkungan.
- Meningkatkan citra perusahaan di mata masyarakat dan pemerintah daerah sebagai entitas yang menerapkan teknologi hijau (*green technology*).
- Mengurangi potensi keluhan masyarakat akibat kekeruhan air atau sedimentasi sungai yang berasal dari area tambang.

## 1. Principles and Implementation Stages

Geotextile tubes are porous geotextile containers that function to accommodate sludge from sedimentation processes. Sludge is pumped into the Geotube using a slurry pump system, where water is separated and discharged through the pores of the geotextile fabric, while solids remain inside the tube until they dry. After the dewatering process is completed, the solid material inside the Geotube can be removed and reused, for example for landfilling or reclamation of ex-mine areas, or left in place as reinforcement for disposal toe structures.

The implementation stages include:

- Identification of location and sediment volume,
- Design of Geotube capacity and placement,
- Installation of pump systems, polymer dosing systems, and HDPE pipeline networks,
- Pumping operations and Geotube filling,
- Monitoring of dewatering efficiency and effluent water quality.

## 2. Sustainability Impact

The implementation of Geotube not only brings technical efficiency but also contributes to the three pillars of sustainability **environmental, social, and economic**:

### a. Environment (*Environmental Sustainability*)

- Reduces the frequency of conventional maintenance that has the potential to increase TSS levels in the mining area.
- Minimizes disturbances to aquatic ecosystems and improves discharged water quality.
- Reduces the risk of sediment pond overflow, which can cause sludge runoff into areas surrounding the mine.
- Encourages the reuse of solid waste from sedimentation as reclamation material or disposal toe reinforcement.

### b. Social (*Social Sustainability*)

- Demonstrates the Company's commitment to responsible mining practices in accordance with environmental regulations.
- Enhances the Company's image among communities and local governments as an entity that implements green technology.
- Reduces potential community complaints due to water turbidity or river sedimentation originating from mining areas.



**c. Ekonomi (*Economic Sustainability*)**

- Menghemat biaya operasional jangka panjang dibandingkan dengan pengerukan manual konvensional.
- Mengurangi kebutuhan perluasan lahan untuk kolam sedimen baru.
- Menurunkan konsumsi bahan bakar dan emisi CO<sub>2</sub> dari alat berat pengeruk.
- Memperpanjang umur pakai kolam pengendapan yang ada.

**3. Kesimpulan**

Penerapan *Geotube* menjadi langkah strategis dalam digitalisasi dan inovasi pengelolaan lingkungan di sektor pertambangan. Teknologi ini menghadirkan solusi yang **efektif, ramah lingkungan dan ekonomis**, sekaligus memperkuat posisi perusahaan dalam mencapai target **sustainability dan ESG compliance**. Ke depan, integrasi *Geotube* dengan sistem pemantauan digital (misalnya sensor volume, tekanan, atau kualitas air *real-time*) dapat menjadi arah pengembangan untuk memastikan operasional yang semakin efisien dan transparan.

**c. Economic (*Economic Sustainability*)**

- Achieves long-term operational cost savings compared to conventional manual dredging.
- Reduces the need for land expansion for new sediment ponds.
- Lowers fuel consumption and CO<sub>2</sub> emissions from dredging equipment.
- Extends the service life of existing sedimentation ponds.

**3. Conclusion**

The implementation of *Geotube* represents a strategic step in the digitalization and innovation of environmental management in the mining sector. This technology provides an **effective, environmentally friendly, and economical** solution, while strengthening the Company's position in achieving sustainability targets and ESG compliance. Going forward, the integration of *Geotube* with digital monitoring systems (such as volume, pressure, or real-time water quality sensors) can serve as a development direction to ensure increasingly efficient and transparent operations.





## LIMBAH

### Waste

[OJK F.14]

#### TIMBULAN LIMBAH DAN DAMPAKNYA

[GRI 306-1] [GRI 12.6.2]

Kegiatan pertambangan menimbulkan tiga jenis limbah utama, yaitu:

- 1) Limbah padat dari kegiatan penggalian (*overburden/tanah penutup, tailing, dan batuan sisa*).
- 2) Limbah cair dari proses operasional (air asam tambang dan air proses).
- 3) Limbah B3 dari pemakaian bahan kimia dan sisa operasional alat berat dan kendaraan (pelumas, oli, dan baterai bekas)

Jenis limbah tersebut berasal dari berbagai tahap kegiatan pertambangan. Penjelasan mengenai sumber timbulan limbah dan potensi dampaknya terhadap lingkungan disajikan dalam tabel berikut:

#### WASTE GENERATION AND ITS IMPACTS

[GRI 306-1] [GRI 12.6.2]

Mining activities generate three main types of waste, particularly:

- 1) Solid waste from excavation activities (*overburden, tailings, and residual rocks*).
- 2) Liquid waste from operational processes (acid mine drainage and process water).
- 3) Hazardous waste from the use of chemicals and operational residues of heavy equipment and vehicles (lubricants, oil, and used batteries)

These types of waste originate from various stages of mining activities. An explanation of the sources of waste generation and their potential environmental impacts is presented in the following table:

| Tahapan Kegiatan/<br>Aktivitas<br>Stages of Activities | Bentuk Timbulan Limbah<br>Types of Waste Generated                                                                                                              | Pengaruh Terhadap Lingkungan<br>Environmental Impact                                                                                                                                                                                   |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Land Clearing</i>                                   | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>bodies, alters atmospheric quality, and contributes                             | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| Eksplorasi                                             | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| <i>Top Soil Removal &amp; Top Soil Stockpile</i>       | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| <i>Blasting</i>                                        | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| <i>Stripping &amp; Overburden Removal</i>              | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| <i>Coal Getting &amp; Coal Transport menuju ROM</i>    | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |

| Tahapan Kegiatan/<br>Aktivitas<br>Stages of Activities                                         | Bentuk Timbunan Limbah<br>Types of Waste Generated                                                                                                              | Pengaruh Terhadap Lingkungan<br>Environmental Impact                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Coal Transport dari ROM menuju Port</i>                                                     | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |
| <i>Barging &amp; Transshipment (Pemuatan ke tongkang dan Pemandahan muatan di tengah laut)</i> | Limbah cair produksi, limbah B3, limbah padat (sampah), emisi udara dan GRK.<br>Production wastewater, B3 waste, solid waste (garbage), air emissions, and GHG. | Beracun, infeksius, mencemari tanah dan perairan, mengubah kualitas atmosfer dan menyebabkan perubahan iklim.<br>Toxic, infectious, contaminates soil and water bodies, alters atmospheric quality, and contributes to climate change. |

## KEBIJAKAN PENGELOLAAN LIMBAH

[GRI 306-2]

BIB mengelola limbah dengan mengutamakan pendekatan preventif untuk mengurangi potensi timbunan limbah sejak awal proses operasional. Target pengurangan limbah ditetapkan sebesar minimal 1 ton per tahun untuk limbah B3 dan 2,5 ton per tahun untuk limbah padat non-B3. Untuk limbah yang telah dihasilkan, BIB menerapkan prinsip 3R (*Reuse, Reduce, Recycle*) serta pemantauan dan evaluasi rutin agar dampak lingkungannya dapat diminimalkan.

Seluruh proses pengelolaan limbah dijalankan dengan mengacu pada Permen LHK No. 6 Tahun 2021 serta kebijakan internal perusahaan, antara lain:

1. Kebijakan Pengelolaan Limbah B3 (BIB-005-Kebijakan Khusus-B3-IV-2021);
2. Kebijakan Pengelolaan Limbah Padat Non-B3 (BIB-006-Kebijakan Khusus-Non-B3-IV-2021).

## PENGELOLAAN LIMBAH B3

[EM-CO-150a.8] [GRI 306-2] [GRI 12.6.3]

Pengelolaan limbah B3 di BIB dilaksanakan melalui kerja sama dengan pihak ketiga yang memiliki izin resmi sebagai pengelola limbah. BIB melakukan evaluasi ketat terhadap perizinan kontraktor serta melakukan inspeksi dan pengawasan rutin ke fasilitas pengolahan untuk memastikan bahwa seluruh proses berjalan sesuai dengan peraturan yang berlaku. Selain itu, BIB juga memberikan pembinaan kepada mitra kerja agar selalu mematuhi regulasi terkait pengelolaan limbah B3.

[EM-CO-150a.7]

## WASTE MANAGEMENT POLICY

[GRI 306-2]

BIB manages waste by prioritizing a preventive approach to reduce potential waste generation from the beginning of operational processes. Waste reduction targets are set at a minimum of 1 ton per year for hazardous waste and 2.5 tons per year for non-hazardous solid waste. For waste that has been generated, BIB applies the 3R (*Reuse, Reduce, Recycle*) principles as well as routine monitoring and evaluation to minimize environmental impacts.

All waste management processes are carried out in accordance with Ministry of Environment and Forestry Regulation No. 6 of 2021 and the Company's internal policies, including:

1. Hazardous Waste Management Policy (BIB-005-Kebijakan Khusus-B3-IV-2021);
2. Non-Hazardous Solid Waste Management Policy (BIB-006-Kebijakan Khusus-Non-B3-IV-2021).

## HAZARDOUS WASTE MANAGEMENT

[EM-CO-150a.8] [GRI 306-2] [GRI 12.6.3]

Hazardous waste management at BIB is performed through partnership with third parties that hold official licenses as waste management service providers. BIB conducts strict evaluations of contractor permits and performs routine inspections and supervision of treatment facilities to ensure that all processes are in accordance with applicable regulations. In addition, BIB also provides guidance to partners to ensure compliance with regulations related to hazardous waste management.

[EM-CO-150a.7]



Jumlah total limbah B3 yang didaur ulang pada tahun pelaporan adalah 3.218,98 ton dengan penjelasan dalam tabel berikut [EM-CO-150a.6]

The total amount of Hazardous waste recycled in the reporting year was 3,218.98 tons with an explanation in the following table [EM-CO-150a.6]

| Pengangkut Transporter | Jenis Limbah Waste Type                                                                                                                                                                                                                                          | Penerima Recipient                   | Tujuan Purpose                                                                       |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------------------------------------------------------|
| PT. MAJU               | Oli Bekas<br>Used Oil                                                                                                                                                                                                                                            | PT. ALP Petro Industry               | Dijadikan <i>Best Oil</i><br>Processed into Best Oil                                 |
| PT. MAJU               | Oli Bekas<br>Used Oil                                                                                                                                                                                                                                            | PT. Primergy Solution                | Dijadikan <i>High Speed Diesel</i> (HSD)<br>Dijadikan <i>High Speed Diesel</i> (HSD) |
| PT. MAJU               | Limbah Padat (Filter Bekas, Majun Bekas, Material Terkontaminasi, Hose Bekas, Grease Bekas, Coolant Bekas, Sludge, Limbah Campuran)<br>Solid Waste (Used Filters, Used Rags, Contaminated Materials, Used Hoses, Used Grease, Used Coolant, Sludge, Mixed Waste) | PT. Wastec International             | Dimusnahkan<br>Incinerated                                                           |
| PT. MAJU               | Limbah Padat (Filter Bekas, Majun Bekas, Material Terkontaminasi, Hose Bekas, Grease Bekas, Coolant Bekas, Sludge, Limbah Campuran)<br>Solid Waste (Used Filters, Used Rags, Contaminated Materials, Used Hoses, Used Grease, Used Coolant, Sludge, Mixed Waste) | PT. Chi Gamblong Asri                | Dijadikan <i>Alternative Fuel</i><br>Converted into Alternative Fuel                 |
| PT. MAJU               | Aki Bekas<br>Used Batteries                                                                                                                                                                                                                                      | PT. Non Ferindo Utama                | Diolah menjadi ingot atau timah batangan<br>Processed into Ingots or Lead Bars       |
| PT. MAJU               | Limbah Medis<br>Medical Waste                                                                                                                                                                                                                                    | PT Balikpapan Environmental Services | Dimusnahkan<br>Incinerated                                                           |

Perseroan memiliki Tempat Penampungan Sementara (TPS) sebagai fasilitas penyimpanan limbah sebelum dikirim ke lokasi pengolahan. TPS ini telah dirancang sesuai dengan standar teknis yang dipersyaratkan. Spesifikasi lengkap TPS limbah B3 dapat dilihat pada tabel berikut. [GRI 12.6.3]

The Company has a Temporary Storage Facility (TPS) as a waste storage facility prior to being transported to treatment locations. This TPS has been designed in accordance with the required technical standards. Detailed specifications of the hazardous waste TPS are presented in the following table. [GRI 12.6.3]

| No. | Ketentuan yang Dipenuhi Compliance Requirements                                                                                                                                                                                 | Kriteria/Aspek Criteria/Aspect                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | TPS limbah B3 telah didesain sesuai dengan jenis, karakteristik, dan jumlah limbah B3 yang disimpan.<br>The hazardous TPS has been designed in accordance with the type, characteristics, and volume of hazardous waste stored. | <ul style="list-style-type: none"> <li>Desain tertutup dan konstruksi yang mampu melindungi Limbah B3 dari hujan.</li> <li>Memiliki sistem ventilasi untuk sirkulasi udara.</li> <li>Sistem pencahayaan disesuaikan dengan rancang bangun tempat Penyimpanan Limbah B3.</li> <li>Lantai kedap air dan tidak bergelombang.</li> <li>Terdapat saluran drainase ceceran dan bak penampung tumpahan untuk menampung ceceran limbah.</li> <li>Dilengkapi dengan simbol Limbah B3 sesuai dengan ketentuan peraturan perundang-undangan.</li> <li>Enclosed design and construction capable of protecting hazardous waste from rain.</li> <li>Equipped with a ventilation system for air circulation.</li> <li>Lighting system is designed in accordance with the layout of the hazardous waste storage facility.</li> <li>Impermeable and even flooring.</li> <li>Availability of spill drainage channels and containment basins to collect waste spills.</li> <li>Equipped with hazardous waste symbols in accordance with applicable regulatory requirements.</li> </ul> |



| No. | Ketentuan yang Dipenuhi<br>Compliance Requirements                                                                                                                                  | Kriteria/Aspek<br>Criteria/Aspect                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.  | Penyimpanan Limbah B3 di dalam bangunan TPS telah sesuai dengan perizinan yang berlaku.<br>Storage of Hazardous waste in the TPS building is in accordance with applicable permits. | Limbah dikemas menggunakan wadah logam atau plastik yang sesuai dengan karakteristik limbah, kedap, tidak bocor, berpenutup rapat, serta diberi simbol dan label sesuai peraturan. Pengemasan dapat menggunakan drum, jumbo bag, tangki IBC, atau kemasan lain yang sesuai, dengan penataan berdasarkan jenis kemasan dan jarak aman dari atap maupun antar blok. Setiap drum disusun maksimal dua lapis di atas palet dengan gang minimal 60 cm untuk akses operasional. Limbah disimpan di TPS paling lama 90 hari sejak dihasilkan, dengan ketentuan tambahan bagi jenis limbah tertentu seperti peralatan elektronik utuh atau limbah non-cair. Waste is packaged using metal or plastic containers in accordance with waste characteristics, ensuring they are sealed, leak-proof, tightly closed, and labeled with appropriate symbols in compliance with regulations. Packaging may utilize drums, jumbo bags, IBC tanks, or other suitable containers, with arrangement based on packaging type and safe distances from the roof and between storage blocks. Each drum is stacked to a maximum of two layers on pallets, with a minimum aisle of 60 cm to allow operational access. Waste is stored in the TPS for a maximum of 90 days from the time it is generated, with additional provisions for certain types of waste such as intact electronic equipment or non-liquid waste |
| 3.  | Pengangkutan Limbah B3 dilakukan oleh pengangkut limbah B3.<br>Hazardous waste transportation is carried out by licensed hazardous waste transporters.                              | Pengangkutan Limbah B3 telah memenuhi aspek-aspek berikut: <ul style="list-style-type: none"> <li>• Izin usaha di bidang pengangkutan Limbah B3.</li> <li>• Ketentuan alat angkut limbah B3.</li> <li>• Rekomendasi pengangkutan limbah B3.</li> <li>• Festronik pengangkutan limbah B3.</li> </ul> Hazardous waste transportation complies with the following aspects: <ul style="list-style-type: none"> <li>• Business license for hazardous waste transportation.</li> <li>• Compliance with hazardous waste transport equipment requirements.</li> <li>• Transportation recommendations for hazardous waste.</li> <li>• Festronik for hazardous waste transportation</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

Sebagai bagian dari sistem pengawasan, BIB melakukan pencatatan harian timbulan limbah melalui neraca limbah/*logbook*, serta memantau pergerakan dan pengelolaannya menggunakan manifest elektronik dan *Certificate of Treatment* (COT). Seluruh laporan dari pihak pengelola limbah dievaluasi secara berkala untuk memastikan akurasi data dan kepatuhan terhadap ketentuan yang berlaku.

## INOVASI PENGELOLAAN LIMBAH B3 DI BIB

[EM-CO-150a.8]

BIB terus mengembangkan berbagai inovasi untuk mengurangi timbulan limbah B3 dan meningkatkan efisiensi pengelolaannya. Berikut adalah beberapa program inovasi yang telah diterapkan:

As part of the monitoring system, BIB conducts daily recording of waste generation through waste balance/*logbooks* and monitors its movement and management using electronic manifests and *Certificates of Treatment* (COT). All reports from waste management service providers are evaluated periodically to ensure data accuracy and compliance with applicable regulations..

## INNOVATION IN HAZARDOUS WASTE MANAGEMENT AT BIB

[EM-CO-150a.8]

BIB continues to develop various innovations to reduce hazardous waste generation and improve the efficiency of its management. The following are several innovation programs that have been implemented:

| No. | Nama Program<br>Program Name                                            | Tujuan<br>Objective                                                                                                                                                                                                                                                   |
|-----|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Aplikasi <i>Dropdown Hopper</i><br>Dropdown Hopper Application          | Mengurangi timbulan limbah B3 berupa oli bekas dan aki bekas dari kegiatan <i>maintenance wheel loader</i> .<br><i>Reducing the generation of B3 waste in the form of used oil and used batteries from wheel loader maintenance activities.</i>                       |
| 2.  | Pengaspalan Jalan Dengan <i>Chip Seal</i><br>Road Paving with Chip Seal | Mengurangi timbulan limbah B3 berupa oli bekas dan aki bekas dari kegiatan <i>maintenance grader</i> dan <i>water truck</i> .<br><i>Reducing the generation of hazardous waste in the form of used oil and used batteries from grader and water truck maintenance</i> |



| No. | Nama Program<br>Program Name                                                                           | Tujuan<br>Objective                                                                                                                |
|-----|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| 3.  | Substitusi Majun ke <i>Wypall</i><br>Substitution of Rags to Wypall                                    | Mengurangi kain majun terkontaminasi hidrokarbon (B3).<br>Reduce hydrocarbon-contaminated rags (hazardous waste)                   |
| 4.  | SUCO-SOMAT (menekan Bahan Padat Terkontaminasi)<br>SUCO-SOMAT (Reducing Contaminated Solid Waste)      | Mengefisiensikan pengemasan wadah LB3 ketika di <i>loading</i> .<br>Optimizing the packaging of B3 waste containers during loading |
| 5.  | Penyaluran Bahan Bakar<br>Fuel Distribution                                                            | Mengurangi timbulan filter solar bekas.<br>Reducing the generation of used fuel filters.                                           |
| 6.  | Pompa Gemuk Pneumatik<br>Pneumatic Grease Pump                                                         | Mengurangi timbulan <i>grease</i> bekas.<br>Reducing the generation of used grease.                                                |
| 7.  | Memperpanjang Umur Mesin dengan PROLIMAS<br>Extending Machine Lifespan with PROLIMAS                   | Mengurangi timbulan <i>engine oil</i> .<br>Reducing the generation of used engine oil.                                             |
| 8.  | Penggantian Jenis Oli untuk Memperpanjang Masa Pakai Oli<br>Oil Type Change to Extend Oil Service Life | Mengurangi timbulan oli.<br>Reducing the generation of used oil.                                                                   |

### LIMBAH YANG DIHASILKAN MENURUT KOMPOSISI (DALAM TON)

[GRI 306-3] [GRI 12.6.4] [EM-CO-150a.5] [OJK F.13]

Volume limbah non-mineral yang dihasilkan BIB mengalami peningkatan sebesar 5,9% dibandingkan periode sebelumnya. Hal ini sejalan dengan peningkatan volume produksi Perseroan sepanjang periode pelaporan. Program inovasi untuk mengurangi timbulan limbah B3 dan non B3 di BIB menunjukkan keberhasilan dalam menurunkan intensitas limbah yang dihasilkan untuk setiap ton batu bara yang diproduksi. Sebagian besar limbah berhasil dialihkan dari pembuangan melalui berbagai upaya pengelolaan dan pemanfaatan kembali, sementara sisanya dibuang sesuai ketentuan yang berlaku. Informasi lengkap mengenai komposisi limbah non-mineral pada periode pelaporan disajikan dalam tabel berikut:

### WASTE GENERATED BY COMPOSITION (IN TONS)

[GRI 306-3] [GRI 12.6.4] [EM-CO-150a.5] [OJK F.13]

The volume of non-mineral waste generated by BIB increased by 5.9% compared to the previous period. This is consistent with the Company's increased production volume throughout the reporting period. Innovation programs aimed at reducing hazardous (B3) and non-hazardous waste generation at BIB have successfully lowered waste intensity for every ton of coal produced. Most of the waste has been diverted from disposal through various management and reuse efforts, while the remaining portion is disposed of in accordance with applicable regulations. Complete information regarding the composition of non-mineral waste during the reporting period is presented in the following table:

| BIB              | Limbah Non-Mineral yang Dihasilkan<br>Non-Mineral Waste Generated |                 |                 | Limbah Non-Mineral yang Dialihkan dari Pembuangan<br>Non-Mineral Waste Diverted from Disposal |                 |                 | Limbah Non-Mineral yang Dibuang<br>Non-Mineral Waste Disposed |               |               | BIB                    |
|------------------|-------------------------------------------------------------------|-----------------|-----------------|-----------------------------------------------------------------------------------------------|-----------------|-----------------|---------------------------------------------------------------|---------------|---------------|------------------------|
|                  | 2025                                                              | 2024            | 2023            | 2025                                                                                          | 2024            | 2023            | 2025                                                          | 2024          | 2023          |                        |
| <b>Limbah B3</b> | <b>3.690,71</b>                                                   | <b>3.549,79</b> | <b>3.265,50</b> | <b>3.218,98</b>                                                                               | <b>3.065,60</b> | <b>2.827,89</b> | <b>471,73</b>                                                 | <b>484,20</b> | <b>437,61</b> | <b>Hazardous Waste</b> |
| a. Oli Bekas     | 3.109,69                                                          | 2.993,03        | 2.778,18        | 3.109,69                                                                                      | 2.993,03        | 2.778,18        | 0,00                                                          | 0,00          | 0,00          | a. Used Oil            |
| b. Majun Bekas   | 158,54                                                            | 165,62          | 144,54          | 0,00                                                                                          | 0,00            | 0,00            | 158,54                                                        | 165,62        | 144,54        | b. Used Rags           |
| c. Grease Bekas  | 37,45                                                             | 37,53           | 38,27           | 0,00                                                                                          | 0,00            | 0,00            | 37,45                                                         | 37,53         | 38,27         | c. Used Grease         |
| d. Filter Bekas  | 217,53                                                            | 224,13          | 193,05          | 0,00                                                                                          | 0,00            | 0,00            | 217,53                                                        | 224,14        | 193,05        | d. Used Filters        |

| BIB                             | Limbah Non-Mineral yang Dihasilkan<br>Non-Mineral Waste Generated |                 |                 | Limbah Non-Mineral yang Dialihkan dari Pembuangan<br>Non-Mineral Waste Diverted from Disposal |                 |                 | Limbah Non-Mineral yang Dibuang<br>Non-Mineral Waste Disposed |              |               | BIB                            |
|---------------------------------|-------------------------------------------------------------------|-----------------|-----------------|-----------------------------------------------------------------------------------------------|-----------------|-----------------|---------------------------------------------------------------|--------------|---------------|--------------------------------|
|                                 | 2025                                                              | 2024            | 2023            | 2025                                                                                          | 2024            | 2023            | 2025                                                          | 2024         | 2023          |                                |
| e. Hose Bekas                   | 58,21                                                             | 56,92           | 61,75           | 0,00                                                                                          | 0,00            | 0,00            | 58,21                                                         | 56,92        | 61,75         | e. Used Hoses                  |
| f. Aki Bekas                    | 109,29                                                            | 72,57           | 49,71           | 109,29                                                                                        | 72,57           | 49,71           | 109,29                                                        | 0,00         | 0,00          | f. Used Batteries              |
| <b>Limbah Non-B3</b>            | <b>3.122,69</b>                                                   | <b>2.885,21</b> | <b>2.518,26</b> | <b>3.115,65</b>                                                                               | <b>2.878,71</b> | <b>2.510,34</b> | <b>7,04</b>                                                   | <b>6,50</b>  | <b>7,92</b>   | <b>Non-Hazardous Waste</b>     |
| a. Ban Bekas                    | 1.931,06                                                          | 1.784,2         | 1.614,18        | 1.931,06                                                                                      | 1.784,20        | 1.614,18        | 0,00                                                          | 0,00         | 0,00          | a. Used Tires                  |
| b. Besi Scrap                   | 606,31                                                            | 560,21          | 495,76          | 606,31                                                                                        | 560,21          | 495,76          | 0,00                                                          | 0,00         | 0,00          | b. Scrap Metal                 |
| c. Kertas                       | 1,95                                                              | 1,8             | 2,9             | 1,95                                                                                          | 1,80            | 2,9             | 0,00                                                          | 0,00         | 0,00          | c. Paper                       |
| d. Plastik                      | 7,04                                                              | 6,5             | 7,92            | 0,00                                                                                          | 0,00            | 0,00            | 7,04                                                          | 6,50         | 7,92          | d. Plastic                     |
| e. Organik                      | 576,33                                                            | 532,5           | 397,5           | 576,33                                                                                        | 532,50          | 397,5           | 0,00                                                          | 0,00         | 0,00          | e. Organic                     |
| <b>Total Limbah Non-Mineral</b> | <b>6.813,40</b>                                                   | <b>6.435,00</b> | <b>5.783,76</b> | <b>6.334,63</b>                                                                               | <b>5.944,31</b> | <b>5.338,23</b> | <b>478,77</b>                                                 | <b>490,7</b> | <b>445,53</b> | <b>Total Non-Mineral Waste</b> |

Catatan: Pembulatan masing-masing angka dapat menyebabkan perbedaan dalam nilai total. Limbah B3 termasuk limbah industri berbahaya. Limbah non-B3 mencakup limbah industri tidak berbahaya dan limbah domestik.

Notes: Rounding individual numbers may result in discrepancies in the total value. Hazardous waste includes hazardous industrial waste. Non-B3 waste encompasses non-hazardous industrial waste and domestic waste

### Intensitas Limbah Waste Intensity

| Limbah Mineral Berdasarkan Komposisi            | 2025     | 2024     | 2025     | Mineral Waste by Composition                                  |
|-------------------------------------------------|----------|----------|----------|---------------------------------------------------------------|
| Limbah B3 (ton)                                 | 3.690,71 | 3.549,79 | 3.265,50 | Hazardous waste (ton)                                         |
| Intensitas Limbah B3 (kg Limbah B3/ton)         | 0,07     | 0,08     | 0,08     | Hazardous Waste Intensity (kg Hazardous Waste/metric ton)     |
| Limbah Non B3 (ton)                             | 3.122,68 | 2.885,21 | 2.518,26 | Non Hazardous Waste (ton)                                     |
| Intensitas Limbah Non B3 (kg Limbah Non B3/ton) | 0,06     | 0,06     | 0,06     | Non Hazardous Waste Intensity (kg Hazardous Waste/metric ton) |
| Total Limbah (ton)                              | 6.813,30 | 6.435,00 | 5.783,76 | Total Waste (ton)                                             |
| Intensitas Limbah (kg Limbah/ton)               | 0,13     | 0,14     | 0,14     | Waste Intensity (kg Waste/metric ton)                         |

### LIMBAH MINERAL BERDASARKAN KOMPOSISI DALAM BANK CUBIC METER (BCM) [GRI 306-3]

BIB hanya menghasilkan limbah mineral berupa batuan sisa (*waste rock*), yaitu material padat hasil penggalian yang tidak mengandung batu bara ekonomis dan tidak digunakan dalam proses produksi. Pengelolaan batuan sisa dilakukan secara terkendali dan terencana melalui kombinasi metode penimbunan di dalam pit (*in-pit dump*), penimbunan di luar pit (*out-pit dump*), serta pengisian kembali

### MINERAL WASTE BY COMPOSITION IN BANK CUBIC METER (BCM) [GRI 306-3]

BIB only generates mineral waste in the form of waste rock, which is solid material resulting from excavation that does not contain economically viable coal and is not utilized in the production process. Waste rock management is carried out in a controlled and planned manner through a combination of in-pit dumping, out-pit dumping, and backfilling, which are designed based on



bukaan tambang (*backfilling*), yang dirancang berdasarkan kajian geoteknik dan perencanaan tambang untuk menjamin stabilitas lereng, mengendalikan potensi dampak lingkungan, serta mendukung kegiatan reklamasi dan penutupan tambang yang berkelanjutan.

Perusahaan tidak mengoperasikan fasilitas *coal washing plant* dan tidak melakukan proses pencucian batu bara, sehingga tidak ada limbah *tailing* yang dihasilkan. Jenis batu bara yang diproduksi oleh Perseroan adalah *thermal coal* dengan kadar abu dan kadar air yang sudah sesuai spesifikasi pasar sehingga tidak memerlukan proses pencucian (*coal washing*). Oleh karenanya, Perseroan tidak melaporkan fasilitas *tailing*. Selain itu, sepanjang tahun pelaporan, tidak terdapat tumpahan signifikan maupun insiden kritis seperti ledakan tambang, longsor, tanah runtuh, atau kebakaran di area operasional.

[EM-CO-150a.3] [EM-CO-540a.1] [EM-CO-540a.2]

[EM-CO-540a.3] [GRI 12.13.2] [GRI 12.13.3]

[GRI 12.13.4] [OJK F.15]

Selain itu, *fine coal* yang tertampung di *sediment pond* Pelabuhan Bunati juga dimanfaatkan kembali sebagai *overburden* dan diolah menjadi *coal briquette* untuk meminimalkan timbulan limbah mineral. [EM-CO-150a.8] [GRI 12.6.4]

geotechnical studies and mine planning to ensure slope stability, control potential environmental impacts, and support sustainable reclamation and mine closure activities.

The Company does not operate a coal washing plant facility and does not conduct coal washing processes; therefore, no tailings waste is generated. The type of coal produced by the Company is thermal coal with ash and moisture content that already meet market specifications, thus not requiring coal washing processes. Therefore, the Company does not report tailings facilities. In addition, throughout the reporting year, there were no significant spills or critical incidents such as mine explosions, landslides, ground failures, or fires in the operational area. [EM-CO-150a.3] [EM-CO-540a.1] [EM-CO-540a.2] [EM-CO-540a.3] [GRI 12.13.2] [GRI 12.13.3] [GRI 12.13.4] [OJK F.15]

In addition, fine coal collected in the Bunati Port sediment pond is also reused as overburden and processed into coal briquettes to minimize mineral waste generation. [EM-CO-150a.8] [GRI 12.6.4]





| Limbah Mineral Berdasarkan Komposisi                           | Jumlah   Total |             |             | Mineral Waste by Composition                          |
|----------------------------------------------------------------|----------------|-------------|-------------|-------------------------------------------------------|
|                                                                | 2025           | 2024        | 2023        |                                                       |
| Tailing & fine coal dari pengolahan bijih dan batu bara mentah | 63.617,40      | 0           | 0           | Tailings & fine coal from ore and raw coal processing |
| Coarse coal refuse                                             | 0              | 0           | 0           | Coarse coal refuse                                    |
| Waste rock                                                     | 262.364.636    | 214.751.855 | 233.430.818 | Waste rock                                            |
| Total Limbah Mineral                                           | 262.428.253,40 | 214.751.855 | 233.430.818 | Total Mineral Waste                                   |

### LIMBAH B3 DAN LIMBAH NON-B3 YANG DIHASILKAN [GRI 306-4] [GRI 306-5]

Data mengenai timbulan limbah B3 dan non-B3 selama tiga tahun terakhir dapat dilihat pada tabel berikut dalam ton:

### HAZARDOUS AND NON-HAZARDOUS WASTE GENERATED [GRI 306-4] [GRI 306-5]

Data on hazardous and non-hazardous waste generation over the past three years can be seen in the following table in tons:

| Limbah Waste | Keterangan                                       | BIB             |                 |                 | Description                                    |
|--------------|--------------------------------------------------|-----------------|-----------------|-----------------|------------------------------------------------|
|              |                                                  | 2025            | 2024            | 2023            |                                                |
| B3           | Dikirim ke luar lokasi tetapi tidak didaur ulang | 471,73          | 484,20          | 437,61          | Shipped off-site but not recycled              |
|              | Diolah/dibuang di tempat                         | 0,00            | 0,00            | 0,00            | Treated/disposed on-site                       |
|              | Daur Ulang                                       | 3.218,98        | 3.065,60        | 2.827,89        | Recycled                                       |
|              | <b>Total Limbah B3</b>                           | <b>3.690,71</b> | <b>3.549,79</b> | <b>3.265,50</b> | <b>Total Hazardous Waste</b>                   |
| Non-B3       | Dikirim ke luar lokasi tetapi tidak didaur ulang | 7,04            | 8,30            | 10,82           | Shipped off-site but not recycled              |
|              | Diolah/dibuang di tempat                         | 0,00            | 0,00            | 0,00            | Treated/disposed on-site                       |
|              | Daur Ulang                                       | 3.115,33        | 2.876,91        | 2.507,44        | Recycled                                       |
|              | <b>Total Limbah Non-B3</b>                       | <b>3.122,68</b> | <b>2.885,21</b> | <b>2.518,26</b> | <b>Total Non-Hazardous Waste</b>               |
|              | <b>Total Limbah B3 dan Limbah Non-B3</b>         | <b>6.813,30</b> | <b>6.435,00</b> | <b>5.783,76</b> | <b>Total Hazardous and Non-Hazardous Waste</b> |

Perseroan mengelola limbah B3 dan limbah non-B3 melalui pendekatan pengurangan, pemilahan, dan pengalihan limbah dari Tempat Pemrosesan Akhir (TPA). Limbah non-B3 dikelola melalui pemanfaatan kembali dan daur ulang, sementara limbah non-B3 yang tidak dapat dimanfaatkan dikirimkan ke fasilitas pengelolaan limbah berizin atau TPA resmi. Limbah B3 dikelola secara terpisah dan terkendali melalui pengumpulan, penyimpanan sementara di Tempat Penyimpanan Sementara Limbah B3 (TPS

The Company manages hazardous and non-hazardous waste through an approach of reduction, segregation, and diversion from final disposal sites (landfills). Non-hazardous waste is managed through reuse and recycling, while non-hazardous waste that cannot be utilized is sent to licensed waste management facilities or authorized landfills. Hazardous waste is managed separately and in a controlled manner through collection, temporary storage at Hazardous Waste Temporary Storage



LB3), serta pengangkutan ke fasilitas pengelolaan atau pemanfaatan limbah B3 berizin. Seluruh proses pengelolaan limbah dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku untuk memastikan perlindungan lingkungan, keselamatan kerja, dan kepatuhan terhadap prinsip pengelolaan limbah yang bertanggung jawab.

### LIMBAH YANG DIALIHKAN DARI PEMBUANGAN AKHIR (DIDAUR ULANG) DAN LIMBAH YANG DIKIRIMKAN KE PEMBUANGAN AKHIR (TON)

[GRI 306-4] [GRI 306-5] [GRI 12.6.5] [GRI 12.6.6]

Selama tahun pelaporan, sebesar 93% dari total timbulan limbah berhasil dialihkan dari pembuangan akhir melalui kegiatan daur ulang dan pemanfaatan kembali. Jumlah ini menunjukkan efektivitas strategi pengelolaan limbah BIB. Rangkuman dari pengelolaan limbah yang dilakukan oleh Perseroan selama tahun pelaporan dapat dilihat pada tabel berikut, sementara informasi mengenai pengalihan dan pembuangan limbah berdasarkan jenis limbah dan metode pengelolaan dapat dilihat pada halaman 139.

Facilities (TPS LB3), and transportation to licensed hazardous waste management or utilization facilities. All waste management processes are carried out in accordance with applicable laws and regulations to ensure environmental protection, occupational safety, and compliance with responsible waste management principles.

### WASTE DIVERTED FROM FINAL DISPOSAL (RECYCLED) AND WASTE SENT TO FINAL DISPOSAL (TONS)

[GRI 306-4] [GRI 306-5] [GRI 12.6.5] [GRI 12.6.6]

During the reporting year, 93% of total waste generated was successfully diverted from final disposal through recycling and reusing activities. This figure indicates the effectiveness of BIB's waste management strategy. A summary of the Company's waste management during the reporting year is presented in the following table, while information on waste diversion and disposal by waste type and management method can be found on page 139.

#### Limbah yang Dialihkan dari Pembuangan Akhir (Didaur Ulang) dan Limbah yang Dikirimkan ke Pembuangan Akhir (Ton)

Waste Diverted From Disposal (Recycled ) and Waste Directed to Disposal (Tons)

[GRI 306-4] [GRI 306-5] [GRI 12.6.5] [GRI 12.6.6]

#### Limbah B3 Hazardous Waste

| Metode Pengelolaan Limbah<br>Waste Management Method      |                                                                               | On-site     | Off-site        | Total           |
|-----------------------------------------------------------|-------------------------------------------------------------------------------|-------------|-----------------|-----------------|
| Dialihkan Dari Pembuangan Akhir<br>Diverted from Disposal | Persiapan untuk <i>Reuse</i><br>Prepared for Reuse                            | 0,00        | 0,00            | 0,00            |
|                                                           | Daur Ulang<br>Recycling                                                       | 0,00        | 3.218,98        | 3.218,98        |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah   Total</b>                                                         | <b>0,00</b> | <b>3.218,98</b> | <b>3.218,98</b> |
| Diarahkan Ke Pembuangan Akhir<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 254,98          | 254,98          |
|                                                           | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 216,75          | 216,75          |
|                                                           | <i>Landfilling</i>                                                            | 0,00        | 0,00            | 0,00            |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah   Total</b>                                                         | <b>0,00</b> | <b>471,73</b>   | <b>471,73</b>   |

**Limbah Non-B3**  
**Non-Hazardous Waste**

| Metode Pengelolaan Limbah<br>Waste Management Method      |                                                                               | On-site     | Off-site        | Total           |
|-----------------------------------------------------------|-------------------------------------------------------------------------------|-------------|-----------------|-----------------|
| Dialihkan Dari Pembuangan Akhir<br>Diverted from Disposal | Persiapan untuk <i>Reuse</i><br>Prepared for Reuse                            | 0,00        | 1,95            | 1,95            |
|                                                           | Daur Ulang<br>Recycling                                                       | 0,00        | 3.113,70        | 3.113,70        |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah   Total</b>                                                         | <b>0,00</b> | <b>3.115,65</b> | <b>3.115,65</b> |
| Diarahkan Ke Pembuangan Akhir<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00            | 0,00            |
|                                                           | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00            | 0,00            |
|                                                           | <i>Landfilling</i>                                                            | 0,00        | 7,04            | 7,04            |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah   Total</b>                                                         | <b>0,00</b> | <b>7,04</b>     | <b>7,04</b>     |

**Total Limbah**  
**Total Waste**

| Metode Pengelolaan Limbah<br>Waste Management Method      |                                                                             | On-site     | Off-site        | Total           |
|-----------------------------------------------------------|-----------------------------------------------------------------------------|-------------|-----------------|-----------------|
| Dialihkan Dari Pembuangan Akhir<br>Diverted from Disposal | Persiapan untuk <i>Reuse</i><br>Prepared for Reuse                          | 0,00        | 1,95            | 1,95            |
|                                                           | Daur Ulang<br>Recycling                                                     | 0,00        | 6.332,68        | 6.332,68        |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah Total</b>                                                         | <b>0,00</b> | <b>6.334,63</b> | <b>6.334,63</b> |
| Diarahkan Ke Pembuangan Akhir<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery) | 0,00        | 254,98          | 254,98          |
|                                                           | Insinerasi (tanpa pemulihan energi)                                         | 0,00        | 216,75          | 216,75          |
|                                                           | <i>Landfilling</i>                                                          | 0,00        | 7,04            | 7,04            |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                | 0,00        | 0,00            | 0,00            |
|                                                           | <b>Jumlah Total</b>                                                         | <b>0,00</b> | <b>478,77</b>   | <b>478,77</b>   |

Catatan: Pembulatan masing-masing angka dapat menyebabkan perbedaan dalam nilai total. Angka bervariasi setiap tahunnya, bergantung pada aktivitas di lokasi. Limbah B3 mencakup limbah industri berbahaya. Limbah non-B3 mencakup limbah industri tidak berbahaya dan limbah domestik.

Notes: Rounding individual numbers may result in discrepancies in the total value. Hazardous waste includes hazardous industrial waste. Non-B3 waste encompasses non-hazardous industrial waste and domestic waste



**Limbah B3 yang Dialihkan dari Pembuangan Akhir (Didaur Ulang) dan Limbah yang Dikirimkan ke Pembuangan Akhir (Ton)**  
Hazardous Waste Diverted From Disposal (Recycled) and Waste Directed to Disposal (Tons)  
[GRI 306-4] [GRI 306-5] [GRI 12.6.5] [GRI 12.6.6]

**Oli Bekas  
Used Oil**

|                                                     | Metode<br>Method                                                              |             |                 |                 |             |                 |                 |             |                 |                 |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|-----------------|-----------------|-------------|-----------------|-----------------|-------------|-----------------|-----------------|
|                                                     |                                                                               | 2025        |                 |                 | 2024        |                 |                 | 2023        |                 |                 |
|                                                     |                                                                               | On-site     | Off-site        | Jumlah Total    | On-site     | Off-site        | Jumlah Total    | On-site     | Off-site        | Jumlah Total    |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk reuse<br>Prepared for Reuse                                   | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 3.109,69        | 3.109,69        | 0,00        | 2.993,03        | 2.993,03        | 0,00        | 2.778,18        | 2.778,18        |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>3.109,69</b> | <b>3.109,69</b> | <b>0,00</b> | <b>2.993,03</b> | <b>2.993,03</b> | <b>0,00</b> | <b>2.778,18</b> | <b>2.778,18</b> |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | Landfilling                                                                   | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            | 0,00        | 0,00            | 0,00            |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>     | <b>0,00</b>     | <b>0,00</b> | <b>0,00</b>     | <b>0,00</b>     | <b>0,00</b> | <b>0,00</b>     | <b>0,00</b>     |

**Majun Bekas  
Used Rags**

|                                                     | Metode<br>Method                                                              |             |               |               |             |               |               |             |               |               |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|
|                                                     |                                                                               | 2025        |               |               | 2024        |               |               | 2023        |               |               |
|                                                     |                                                                               | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk reuse<br>Prepared for Reuse                                   | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 158,54        | 158,54        | 0,00        | 165,62        | 165,62        | 0,00        | 144,54        | 144,54        |
|                                                     | Landfilling                                                                   | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>158,54</b> | <b>158,54</b> | <b>0,00</b> | <b>165,62</b> | <b>165,62</b> | <b>0,00</b> | <b>144,54</b> | <b>144,54</b> |



**Grease Bekas  
Used Grease**

|                                                     | Metode<br>Method                                                              | 2025        |              |              | 2024        |              |              | 2023        |              |              |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|--------------|--------------|-------------|--------------|--------------|-------------|--------------|--------------|
|                                                     |                                                                               | On-site     | Off-site     | Jumlah Total | On-site     | Off-site     | Jumlah Total | On-site     | Off-site     | Jumlah Total |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 37,45        | 37,45        | 0,00        | 37,53        | 37,53        | 0,00        | 38,27        | 38,27        |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>37,45</b> | <b>37,45</b> | <b>0,00</b> | <b>37,53</b> | <b>37,53</b> | <b>0,00</b> | <b>38,27</b> | <b>38,27</b> |

**Filter Bekas  
Used Filters**

|                                                     | Metode<br>Method                                                              | 2025        |               |               | 2024        |               |               | 2023        |               |               |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|
|                                                     |                                                                               | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 217,53        | 217,53        | 0,00        | 224,14        | 224,14        | 0,00        | 193,05        | 193,05        |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>217,53</b> | <b>217,53</b> | <b>0,00</b> | <b>224,14</b> | <b>224,14</b> | <b>0,00</b> | <b>193,05</b> | <b>193,05</b> |



### Hose Bekas Used Hose

| Metode<br>Method                                    |                                                                               | 2025        |              |              | 2024        |              |              | 2023        |              |              |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|--------------|--------------|-------------|--------------|--------------|-------------|--------------|--------------|
|                                                     |                                                                               | On-site     | Off-site     | Jumlah Total | On-site     | Off-site     | Jumlah Total | On-site     | Off-site     | Jumlah Total |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  |
| Darahkan Ke Pembuangan<br>Directed to Disposal      | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 58,21        | 58,21        | 0,00        | 56,92        | 56,92        | 0,00        | 61,75        | 61,75        |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>58,21</b> | <b>58,21</b> | <b>0,00</b> | <b>56,92</b> | <b>56,92</b> | <b>0,00</b> | <b>61,75</b> | <b>61,75</b> |

### Aki Bekas Used Battery

| Metode<br>Method                                    |                                                                               | 2025        |               |               | 2024        |              |              | 2023        |              |              |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|---------------|---------------|-------------|--------------|--------------|-------------|--------------|--------------|
|                                                     |                                                                               | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site     | Jumlah Total | On-site     | Off-site     | Jumlah Total |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 109,29        | 109,29        | 0,00        | 72,57        | 72,57        | 0,00        | 49,71        | 49,71        |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>109,29</b> | <b>109,29</b> | <b>0,00</b> | <b>72,57</b> | <b>72,57</b> | <b>0,00</b> | <b>49,71</b> | <b>49,71</b> |
| Darahkan Ke Pembuangan<br>Directed to Disposal      | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00         | 0,00         | 0,00        | 0,00         | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b>  |

**Total Limbah B3**  
**Total Hazardous Waste**

|                                                           | Metode<br>Method                                                                    | 2025    |          |                 | 2024    |          |                 | 2023    |          |                 |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------|---------|----------|-----------------|---------|----------|-----------------|---------|----------|-----------------|
|                                                           |                                                                                     | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total |
| Dialihkan Dari<br>Pembuangan<br>Diverted from<br>Disposal | Persiapan untuk reuse<br>Prepared for Reuse                                         | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Daur Ulang<br>Recycling                                                             | 0,00    | 3.218,98 | 3.218,98        | 0,00    | 3.065,60 | 3.065,60        | 0,00    | 2.827,89 | 2.827,89        |
|                                                           | Operasi recovery lainnya<br>Other Recovery<br>Operations                            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 3.218,98 | 3.218,98        | 0,00    | 3.065,60 | 3.065,60        | 0,00    | 2.827,89 | 2.827,89        |
| Diarahkan Ke<br>Pembuangan<br>Directed to<br>Disposal     | Insinerasi (dengan<br>pemulihan energi)<br>Incineration (with energy<br>recovery)   | 0,00    | 254,98   | 254,98          | 0,00    | 261,66   | 261,66          | 0,00    | 231,32   | 231,32          |
|                                                           | Insinerasi (tanpa<br>pemulihan energi)<br>Incineration (without<br>energy recovery) | 0,00    | 216,75   | 216,75          | 0,00    | 222,53   | 222,53          | 0,00    | 206,29   | 206,29          |
|                                                           | Landfilling                                                                         | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Operasi recovery lainnya<br>Other Recovery<br>Operations                            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 471,73   | 471,73          | 0,00    | 484,20   | 484,20          | 0,00    | 437,61   | 437,61          |

**Limbah Non-B3 yang Dialihkan dari Pembuangan Akhir (Didaur Ulang) dan Limbah yang Dikirimkan ke Pembuangan Akhir (Ton)**

Non-Hazardous Waste Diverted From Disposal (Recycled ) and Waste Directed to Disposal (Tons)

[GRI 306-4] [GRI 306-5] [GRI 12.6.5] [GRI 12.6.6]

**Ban Bekas**  
**Used Tires**

|                                                           | Metode<br>Method                                                                    | 2025    |          |                 | 2024    |          |                 | 2023    |          |                 |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------|---------|----------|-----------------|---------|----------|-----------------|---------|----------|-----------------|
|                                                           |                                                                                     | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total |
| Dialihkan Dari<br>Pembuangan<br>Diverted from<br>Disposal | Persiapan untuk reuse<br>Prepared for Reuse                                         | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Daur Ulang<br>Recycling                                                             | 0,00    | 1.931,06 | 1.931,06        | 0,00    | 1.784,20 | 1.784,20        | 0,00    | 1.614,18 | 1.614,18        |
|                                                           | Operasi recovery lainnya<br>Other Recovery<br>Operations                            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 1.931,06 | 1.931,06        | 0,00    | 1.784,20 | 1.784,20        | 0,00    | 1.614,18 | 1.614,18        |
| Diarahkan Ke<br>Pembuangan<br>Directed to<br>Disposal     | Insinerasi (dengan<br>pemulihan energi)<br>Incineration (with energy<br>recovery)   | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Insinerasi (tanpa<br>pemulihan energi)<br>Incineration (without<br>energy recovery) | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Landfilling                                                                         | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Operasi recovery lainnya<br>Other Recovery<br>Operations                            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |



**Besi Scrap  
Scrap Metal**

|                                                           | Metode<br>Method                                                                    | 2025    |          |              | 2024    |          |              | 2023    |          |              |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------|---------|----------|--------------|---------|----------|--------------|---------|----------|--------------|
|                                                           |                                                                                     | On-site | Off-site | Jumlah Total | On-site | Off-site | Jumlah Total | On-site | Off-site | Jumlah Total |
| Dialihkan Dari<br>Pembuangan<br>Diverted from<br>Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                           | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Daur Ulang<br>Recycling                                                             | 0,00    | 606,31   | 606,31       | 0,00    | 560,21   | 560,21       | 0,00    | 495,76   | 495,76       |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery<br>Operations                     | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 606,31   | 606,31       | 0,00    | 560,21   | 560,21       | 0,00    | 495,76   | 495,76       |
| Diarahkan Ke<br>Pembuangan<br>Directed to<br>Disposal     | Insinerasi (dengan<br>pemulihan energi)<br>Incineration (with energy<br>recovery)   | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Insinerasi (tanpa<br>pemulihan energi)<br>Incineration (without<br>energy recovery) | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Landfilling                                                                         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery<br>Operations                     | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |

**Kertas  
Paper**

|                                                           | Metode<br>Method                                                                    | 2025    |          |                 | 2024    |          |                 | 2023    |          |                 |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------|---------|----------|-----------------|---------|----------|-----------------|---------|----------|-----------------|
|                                                           |                                                                                     | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total | On-site | Off-site | Jumlah<br>Total |
| Dialihkan Dari<br>Pembuangan<br>Diverted from<br>Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                           | 0,00    | 1,95     | 1,95            | 0,00    | 1,8      | 1,8             | 0,00    | 2,9      | 2,9             |
|                                                           | Daur Ulang<br>Recycling                                                             | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery<br>Operations                     | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 1,95     | 1,95            | 0,00    | 1,8      | 1,8             | 0,00    | 2,90     | 2,90            |
| Diarahkan Ke<br>Pembuangan<br>Directed to<br>Disposal     | Insinerasi (dengan<br>pemulihan energi)<br>Incineration (with energy<br>recovery)   | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Insinerasi (tanpa<br>pemulihan energi)<br>Incineration (without<br>energy recovery) | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Landfilling                                                                         | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Operasi <i>recovery</i> lainnya<br>Other Recovery<br>Operations                     | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |
|                                                           | Jumlah<br>Total                                                                     | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            | 0,00    | 0,00     | 0,00            |



Plastik  
Plastic

| Metode<br>Method                                    |                                                                               | 2025        |             |              | 2024        |             |              | 2023        |             |              |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|
|                                                     |                                                                               | On-site     | Off-site    | Jumlah Total | On-site     | Off-site    | Jumlah Total | On-site     | Off-site    | Jumlah Total |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b> | <b>0,00</b>  | <b>0,00</b> | <b>0,00</b> | <b>0,00</b>  |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 7,04        | 7,04         | 0,00        | 6,50        | 6,50         | 0,00        | 7,92        | 7,92         |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         | 0,00        | 0,00        | 0,00         |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>7,04</b> | <b>7,04</b>  | <b>0,00</b> | <b>6,50</b> | <b>6,50</b>  | <b>0,00</b> | <b>7,92</b> | <b>7,92</b>  |

Organik  
Organic

| Metode<br>Method                                    |                                                                               | 2025        |               |               | 2024        |               |               | 2023        |               |               |
|-----------------------------------------------------|-------------------------------------------------------------------------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|
|                                                     |                                                                               | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  | On-site     | Off-site      | Jumlah Total  |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk <i>reuse</i><br><i>Prepared for Reuse</i>                     | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00        | 576,33        | 576,33        | 0,00        | 532,50        | 532,50        | 0,00        | 397,50        | 397,50        |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>576,33</b> | <b>576,33</b> | <b>0,00</b> | <b>532,50</b> | <b>532,50</b> | <b>0,00</b> | <b>397,50</b> | <b>397,50</b> |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <i>Landfilling</i>                                                            | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | Operasi <i>recovery</i> lainnya<br>Other Recovery Operations                  | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          | 0,00        | 0,00          | 0,00          |
|                                                     | <b>Jumlah Total</b>                                                           | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   | <b>0,00</b> | <b>0,00</b>   | <b>0,00</b>   |

| Total Limbah Non-B3<br>Total Non-Hazardous Waste    |                                                                               |         |          |              |         |          |              |         |          |              |
|-----------------------------------------------------|-------------------------------------------------------------------------------|---------|----------|--------------|---------|----------|--------------|---------|----------|--------------|
| Metode<br>Method                                    |                                                                               | 2025    |          |              | 2024    |          |              | 2023    |          |              |
|                                                     |                                                                               | On-site | Off-site | Jumlah Total | On-site | Off-site | Jumlah Total | On-site | Off-site | Jumlah Total |
| Dialihkan Dari Pembuangan<br>Diverted from Disposal | Persiapan untuk reuse<br>Prepared for Reuse                                   | 0,00    | 1,95     | 1,95         | 0,00    | 1,80     | 1,80         | 0,00    | 2,90     | 2,90         |
|                                                     | Daur Ulang<br>Recycling                                                       | 0,00    | 3.113,70 | 3.113,70     | 0,00    | 2.876,91 | 2.876,91     | 0,00    | 2.507,44 | 2.507,44     |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                     | Jumlah Total                                                                  | 0,00    | 3.115,65 | 3.115,65     | 0,00    | 2.878,71 | 2.878,71     | 0,00    | 2.510,34 | 2.510,34     |
| Diarahkan Ke Pembuangan<br>Directed to Disposal     | Insinerasi (dengan pemulihan energi)<br>Incineration (with energy recovery)   | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                     | Insinerasi (tanpa pemulihan energi)<br>Incineration (without energy recovery) | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                     | Landfilling                                                                   | 0,00    | 7,04     | 7,04         | 0,00    | 6,50     | 6,50         | 0,00    | 7,92     | 7,92         |
|                                                     | Operasi recovery lainnya<br>Other Recovery Operations                         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         | 0,00    | 0,00     | 0,00         |
|                                                     | Jumlah Total                                                                  | 0,00    | 7,04     | 7,04         | 0,00    | 6,50     | 6,50         | 0,00    | 7,92     | 7,92         |

Catatan: Pembulatan masing-masing angka dapat menyebabkan perbedaan dalam nilai total. Angka bervariasi setiap tahunnya, bergantung pada aktivitas di lokasi. Limbah B3 mencakup limbah industri berbahaya. Limbah non-B3 mencakup limbah industri tidak berbahaya dan limbah domestik.

Rounding individual figures may result in discrepancies in the total value. The numbers vary each year, depending on activity at the site. Hazardous waste includes industrial hazardous waste. Non-Hazardous waste covers non-hazardous industrial waste and domestic waste.

**MATERIAL DAUR ULANG PADA OPERASI TRAIL (TON)**

Tabel berikut menyajikan jumlah limbah B3 yang dikelola melalui proses daur ulang baik di lokasi operasional (*on-site*) maupun di luar lokasi (*off-site*) selama tiga tahun terakhir.

**RECYCLED MATERIALS IN OPERATIONS TRAIL (TONS)**

The following table presents the amount of hazardous waste managed through recycling processes both on-site and off-site over the past three years.

| Keterangan                                                     | BIB      |          |          | Description                                        |
|----------------------------------------------------------------|----------|----------|----------|----------------------------------------------------|
|                                                                | 2025     | 2024     | 2023     |                                                    |
| Total limbah B3 yang ditangani/<br>didaur ulang <i>on-site</i> | 0,00     | 0,00     | 0,00     | Total Hazardous waste treated/<br>recycled on-site |
| Total limbah B3 yang didaur ulang<br><i>off-site</i>           | 3.218,98 | 3.065,60 | 2.827,89 | Total Hazardous waste recycled<br>off-site         |
| Jumlah material daur ulang                                     | 3.218,98 | 3.065,60 | 2.827,89 | Total recycled materials                           |

## MATERIAL

### Materials

[OJK F.5]

BIB menerapkan pendekatan bertanggung jawab dalam penggunaan material dengan menekankan efisiensi sumber daya dan pengurangan dampak lingkungan di seluruh rantai operasional. BIB juga memastikan setiap bahan yang digunakan memenuhi standar keselamatan, lingkungan, dan keberlanjutan. Pendekatan ini selaras dengan kebijakan perusahaan dalam menjaga keseimbangan antara produktivitas, efisiensi biaya, dan pelestarian lingkungan. BIB menggunakan material tidak terbarukan berupa oli dan baterai untuk mendukung aktivitas pertambangan, termasuk pengoperasian alat berat, kendaraan ringan (*light vehicles*), dan diesel generator.

BIB applies a responsible approach in material usage by emphasizing resource efficiency and the reduction of environmental impacts across the operational value chain. BIB also ensures that all materials used comply with safety, environmental, and sustainability standards. This approach is aligned with the Company's policy in maintaining a balance between productivity, cost efficiency, and environmental preservation. BIB utilizes non-renewable materials such as oil and batteries to support mining activities, including the operation of heavy equipment, light vehicles, and diesel generators.

#### Material yang Digunakan Berdasarkan Berat atau Volume

Materials used by weight or volume

[GRI 301-1] [OJK F.5]

| Oli (ton)   Oil (ton) |          |          | Baterai (ton)   Battrey (ton) |       |       |
|-----------------------|----------|----------|-------------------------------|-------|-------|
| 2025                  | 2024     | 2023     | 2025                          | 2024  | 2023  |
| 3.109,69              | 2.993,03 | 2.778,18 | 109,29                        | 72,57 | 49,71 |

BIB belum menggunakan material daur ulang dalam proses produksi. Perseroan juga belum melaksanakan reklamasi produk, seperti pengumpulan, pemanfaatan kembali, atau daur ulang produk pada akhir masa pakainya.

[GRI 301-2] [GRI 301-3]

BIB has not yet utilized recycled materials in its production processes. The Company has also not implemented product reclamation, such as collection, reuse, or recycling of products at the end of their life cycle. [GRI 301-2] [GRI 301-3]

Perseroan menerapkan berbagai inisiatif penggunaan material ramah lingkungan, baik dalam aktivitas kantor maupun program pemberdayaan masyarakat. Di kantor pusat, efisiensi dicapai melalui pemanfaatan teknologi informasi untuk mengurangi penggunaan kertas serta penggunaan kemasan makanan yang dapat dibersihkan dan digunakan kembali. Dalam program masyarakat, Perseroan memanfaatkan ban bekas sebagai rumpon ikan dan mengolah sampah plastik menjadi kerajinan tangan melalui bank sampah di Desa Angsana, yang tidak hanya mengurangi limbah tetapi juga memberikan manfaat ekonomi dan sosial bagi warga.

The Company implements various environmentally friendly material usage initiatives, both in office activities and community empowerment programs. At the head office, efficiency is achieved through the use of information technology to reduce paper consumption as well as the use of food packaging that can be cleaned and reused. In community programs, the Company utilizes used tires as fish aggregating devices and processes plastic waste into handicrafts through a waste bank in Angsana Village, which not only reduces waste but also provides economic and social benefits for the community.



## KEANEKARAGAMAN HAYATI

### Biodiversity

[OJK F.9] [EM-CO-160a.1]

#### PENDEKATAN MANAJEMEN TERHADAP KEANEKARAGAMAN HAYATI

Wilayah operasional BIB di Tanah Bumbu, Kalimantan Selatan berada di luar kawasan lindung dan tidak berbatasan langsung dengan area konservasi nasional. Meskipun demikian, Perseroan memandang bahwa kegiatan pertambangan tetap memiliki potensi memengaruhi keanekaragaman hayati, baik melalui perubahan tutupan lahan, gangguan habitat, peningkatan tekanan terhadap ekosistem, maupun risiko penurunan kualitas lingkungan apabila tidak dikelola secara memadai. Atas dasar itu, Perseroan menerapkan pengelolaan keanekaragaman hayati secara hati-hati, berbasis risiko, dan terintegrasi dalam pengelolaan lingkungan operasional.

Perseroan menjadikan pencegahan kehilangan keanekaragaman hayati dan upaya menuju no net loss sebagai arah pengelolaan jangka menengah, yang dilaksanakan melalui penerapan *mitigation hierarchy*, yaitu penghindaran dampak sedini mungkin, minimalisasi dampak yang tidak dapat dihindari, rehabilitasi dan pemulihan area terdampak, serta penguatan upaya konservasi sesuai konteks dan kebutuhan lokasi. Pendekatan ini dikembangkan secara bertahap dengan mengacu pada semangat *Kunming-Montreal Global Biodiversity Framework*, khususnya perlindungan, pemulihan, pengelolaan berkelanjutan, dan peningkatan transparansi pengungkapan korporasi terkait keanekaragaman hayati. [GRI 101-2] [GRI 101-5] [GRI 101-6] [GRI 12.5.1] [GRI 12.5.3] [GRI 12.5.5] [GRI 12.5.6]

Hingga periode pelaporan 2025, Perseroan belum memiliki kebijakan biodiversitas tersendiri di tingkat Grup maupun target kuantitatif jangka menengah dan jangka panjang yang secara formal dirumuskan dengan mengacu pada kerangka global biodiversitas. Namun demikian, arah pengelolaan biodiversitas telah mulai diintegrasikan ke dalam praktik pengelolaan lingkungan operasional melalui identifikasi potensi dampak, penerapan *mitigation hierarchy*, serta pelaksanaan rehabilitasi dan inisiatif konservasi yang relevan dengan konteks wilayah operasi. Sebagai bagian dari penguatan tata kelola, Perseroan merencanakan penyusunan kebijakan,

#### MANAGEMENT APPROACH TO BIODIVERSITY

BIB's operational areas in Tanah Bumbu, South Kalimantan, are located outside protected zones and do not directly border national conservation areas. Nevertheless, the Company recognizes that mining activities still possess the potential to impact biodiversity—whether through changes in land cover, habitat disturbance, increased pressure on ecosystems, or the risk of environmental degradation if not adequately managed. Consequently, the Company implements a precautionary, risk-based approach to biodiversity management, which is integrated into its operational environmental management system.

The Company has established the prevention of biodiversity loss and the pursuit of No Net Loss (NNL) as its medium-term strategic direction. This is executed through the application of the mitigation hierarchy: avoiding impacts at the earliest possible stage, minimizing unavoidable impacts, rehabilitating and restoring affected areas, and strengthening conservation efforts tailored to the specific context and needs of each site. This approach is being developed progressively, aligned with the spirit of the Kunming-Montreal Global Biodiversity Framework—specifically focusing on protection, restoration, sustainable management, and enhanced transparency in corporate biodiversity disclosures. [GRI 101-2] [GRI 101-5] [GRI 101-6] [GRI 12.5.1] [GRI 12.5.3] [GRI 12.5.5] [GRI 12.5.6]

As of the 2025 reporting period, the Company has not yet established a stand-alone biodiversity policy at the Group level, nor has it formally defined medium- and long-term quantitative targets referencing global biodiversity frameworks. Nevertheless, the strategic direction for biodiversity management has begun to be integrated into operational environmental practices through impact assessments, the application of the mitigation hierarchy, and the implementation of rehabilitation and conservation initiatives relevant to our operational areas. As part of our commitment to strengthening governance, the Company plans to develop a more structured



baseline, target, dan indikator kinerja biodiversitas secara lebih terstruktur pada 2026–2027, untuk selanjutnya diungkapkan secara bertahap dalam Laporan Keberlanjutan 2027. [GRI 101-1] [GRI 12.5.2]

Mengingat Perseroan tidak terlibat dalam upaya pemanfaatan sumber daya genetika, tidak melakukan pengembangan di bidang komposisi genetika, dan tidak bergerak di bidang pertanian maka pernyataan GRI 101-3 tidak relevan untuk dilaporkan. [GRI 101-3]

### IDENTIFIKASI DAMPAK KEANEKARAGAMAN HAYATI

[GRI 101-4] [GRI 101-5] [GRI 12.5.4] [GRI 12.5.5]  
[EM-CO-160a.3]

Perseroan mengidentifikasi lokasi operasional dengan potensi dampak keanekaragaman hayati melalui berbagai kajian lingkungan, termasuk dokumen AMDAL, studi kondisi dasar lingkungan (*baseline study*), pemantauan rutin flora dan fauna, serta analisis spasial menggunakan *Integrated Biodiversity Assessment Tool* (IBAT) dalam radius 50 km dari area operasional. Proses identifikasi tersebut memberikan gambaran mengenai keberadaan spesies yang dilindungi atau terancam serta potensi risiko kegiatan operasional terhadap habitat alami.

Pada tahun 2025, total luas area operasional BIB adalah 9.169,06 hektar, dan 8.759,79 hektar di antaranya teridentifikasi memiliki potensi dampak signifikan terhadap habitat dan ekosistem. Sebagian area cadangan batu bara Perseroan berada di dalam atau berdekatan dengan habitat spesies terancam, sehingga kegiatan operasional di lokasi tersebut dikelola secara hati-hati melalui penerapan zona penyangga (*buffer zone*), pembatasan aktivitas tertentu, serta perlindungan spesies sesuai ketentuan peraturan perundang-undangan dan standar pengelolaan lingkungan yang berlaku.

Perseroan juga melakukan pemetaan spasial wilayah operasional yang diintegrasikan dengan data kawasan lindung dan area bernilai konservasi tinggi untuk meningkatkan akurasi identifikasi risiko keanekaragaman hayati. Penguatan sistem pemetaan tersebut ditargetkan selesai pada tahun 2026. Tidak terdapat dampak signifikan terhadap keanekaragaman hayati dalam rantai pasok Perseroan yang berada dalam wilayah Indonesia.

biodiversity policy, including baselines, targets, and performance indicators, between 2026 and 2027, which will be progressively disclosed in the 2027 Sustainability Report. [GRI 101-1] [GRI 12.5.2]

Considering that the Company is not involved in the utilization of genetic resources, does not conduct development in the field of genetic composition, and does not operate in the agricultural sector, GRI 101-3 disclosure is not relevant to be reported. [GRI 101-3]

### BIODIVERSITY IMPACT IDENTIFICATION

[GRI 101-4] [GRI 101-5] [GRI 12.5.4] [GRI 12.5.5]  
[EM-CO-160a.3]

The Company identifies operational locations with potential biodiversity impacts through various environmental studies, including AMDAL documents, environmental baseline studies, routine flora and fauna monitoring, as well as spatial analysis using the Integrated Biodiversity Assessment Tool (IBAT) within a 50 km radius of the operational area. This identification process provides an overview of the presence of protected or threatened species as well as the potential risks of operational activities on natural habitats.

In 2025, the total operational area of BIB was 9,169.06 hectares, of which 8,759.79 hectares were identified as having significant potential impacts on habitats and ecosystems. A portion of the Company's coal reserves is located within or in proximity to habitats of threatened species; therefore, operational activities in these areas are managed prudently through the implementation of buffer zones, restrictions on certain activities, and species protection in accordance with applicable laws and regulations as well as environmental management standards.

The Company also conducts spatial mapping of its operational areas integrated with data on protected areas and high conservation value areas to enhance the accuracy of biodiversity risk identification. Strengthening of this mapping system is targeted for completion in 2026. There are no significant impacts on biodiversity within the Company's supply chain located in Indonesia.

| Luas Reklamasi Lahan                                                                                                                        |          |          |          |                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|--------------------------------------------------------------------------------------------------|
| Land Reclamation                                                                                                                            |          |          |          |                                                                                                  |
| Keterangan                                                                                                                                  | BIB      |          |          | Description                                                                                      |
|                                                                                                                                             | 2025     | 2024     | 2023     |                                                                                                  |
| Total areal terganggu pada awal tahun yang belum direklamasi (ha)                                                                           | 6.861,09 | 6.011,02 | 4.973,37 | Total disturbed area at the beginning of the year yet to be reclaimed (ha)                       |
| Area yang direklamasi pada tahun berjalan (ha)                                                                                              | 177,72   | 218,93   | 183,2    | Area reclaimed during the reporting year (ha)                                                    |
| Area yang terganggu pada tahun berjalan (ha)                                                                                                | 1.030,62 | 1.069,00 | 1.220,85 | Area disturbed during the reporting year (ha)                                                    |
| Luas lahan yang belum direklamasi (ha)                                                                                                      | 7.713,99 | 6.861,09 | 6.011,02 | Total land area yet to be reclaimed (ha)                                                         |
| Total luas lahan yang direklamasi (ha)                                                                                                      | 1.455,07 | 1.277,35 | 1.058,42 | Total land area reclaimed (ha)                                                                   |
| Luas total area yang mempunyai dampak signifikan terhadap keanekaragaman hayati sehubungan dengan habitat dan ekosistem yang terkena dampak | 8.759,79 | 7.729,17 | 6.660,17 | Total area with a significant impact on biodiversity related to affected habitats and ecosystems |
| Total Footprint (ha)                                                                                                                        | 9.169,06 | 8.138,44 | 7.069,44 | Total Footprint (ha)                                                                             |

DAMPAK OPERASIONAL TERHADAP BIODIVERSITAS

[GRI 101-6] [GRI 12.5.6] [EM-CO-160a.2]

Aktivitas pertambangan dapat memengaruhi keanekaragaman hayati melalui perubahan tata guna lahan, gangguan terhadap habitat, serta potensi pencemaran lingkungan. Salah satu risiko yang menjadi perhatian Perseroan adalah potensi *acid rock drainage* (ARD), yaitu air asam yang dapat terbentuk akibat reaksi material batuan dengan air dan udara. Risiko ARD dievaluasi melalui kajian geokimia dan dimitigasi melalui praktik operasional seperti pengelolaan *overburden*, pengaturan sistem drainase, pengendalian kontak air dengan material yang mengandung sulfida, serta penetralan kualitas air sebelum dilepas ke lingkungan.

[GRI 101-2] [GRI 12.5.3]

Data kuantitatif mengenai persentase area berpotensi ARD, tingkat mitigasi aktif, serta analisis spesies invasif dan fragmentasi habitat masih dalam tahap konsolidasi dan direncanakan tersedia pada laporan periode 2026. [GRI 101-6]

OPERATIONAL IMPACTS ON BIODIVERSITY

[GRI 101-6] [GRI 12.5.6] [EM-CO-160a.2]

Mining activities may affect biodiversity through land use changes, habitat disturbance, and potential environmental pollution. One of the risks of concern to the Company is the potential for acid rock drainage (ARD), which is acidic water that can form due to reactions between rock materials, water, and air. ARD risk is evaluated through geochemical studies and mitigated through operational practices such as overburden management, drainage system arrangement, control of water contact with sulfide-bearing materials, and neutralization of water quality before discharge into the environment.

[GRI 101-2] [GRI 12.5.3]

Quantitative data regarding the percentage of areas with ARD potential, the level of active mitigation, as well as analysis of invasive species and habitat fragmentation are still in the consolidation stage and are planned to be available in the 2026 reporting period. [GRI 101-6]

**[GRI 101-6a]** Sebagai bagian dari komitmen terhadap pengelolaan keanekaragaman hayati yang bertanggung jawab, Perseroan melakukan pemantauan ketat terhadap perubahan penggunaan lahan di seluruh area konsesi tambang BIB.

Perseroan menetapkan tanggal 23 Juni 2024 sebagai tanggal referensi untuk memantau perubahan ekosistem.

- Konversi ekosistem alami seluas: 1.069 hektar
- Sebelum konversi area dikategorikan sebagai: Hutan Alam, Hutan Bekas Tebangan, Hutan Lahan Kering Sekunder, Hutan Tanaman Industri, Kebun Sawit, Lahan Terbuka, Pertambangan, Pertanian Lahan Kering, Semak Belukar dan Tubuh Air.
- Setelah konversi area dikategorikan sebagai: area penambangan aktif, area disposal, sarana dan prasarana penunjang, jalan tambang dan non tambang.
- Sejak tanggal referensi tersebut, 218,93 hektar telah dilakukan reklamasi dan dikembalikan kepada pihak yang berwenang

Selama periode pelaporan, Perseroan juga mencatat perubahan fungsi lahan pada area yang sebelumnya telah dimodifikasi atau digunakan secara intensif.

- Konversi ekosistem alami seluas: 800,09 hektar
- Sebelum konversi area dikategorikan sebagai: Hutan Alam, Hutan Bekas Tebangan, Hutan Lahan Kering Sekunder, Hutan Tanaman Industri, Kebun Sawit, Lahan Terbuka, Pertambangan, Pertanian Lahan Kering, Semak Belukar dan Tubuh Air.
- Setelah konversi area dikategorikan sebagai: area penambangan aktif, area disposal, sarana dan prasarana penunjang, jalan tambang dan non tambang.

Pengambilan dan konsumsi air di lokasi telah dilaporkan pada halaman 123 - 126 dalam **[GRI 303]**. Selain itu, Perseroan tidak melakukan aktivitas pemanenan (*harvesting*), pengambilan, maupun perdagangan spesies liar (baik flora maupun fauna) dari habitat alami di seluruh wilayah konsesi dan area operasional. Kebijakan operasional Kami melarang keras segala bentuk eksploitasi spesies liar untuk kepentingan komersial maupun pribadi. **[GRI 101-6b]**

**[GRI 101-6a]** As part of its commitment to responsible biodiversity management, the Company conducts strict monitoring of land use changes across all BIB mining concession areas.

The Company has designated June 23, 2024, as the reference date for monitoring ecosystem changes.

- Natural ecosystem conversion: 1,069 hectares.
- Prior to conversion, the areas were categorized as: Natural Forest, Logged-over Forest, Secondary Dryland Forest, Industrial Plantation Forest, Oil Palm Plantation, Open Land, Mining, Dryland Agriculture, Scrubland, and Water Bodies.
- Following conversion, the areas are categorized as: active mining areas, disposal areas, supporting infrastructure and facilities, and mining and non-mining roads.
- Since the reference date, 218.93 hectares have been reclaimed and handed back to the relevant authorities.

During the reporting period, the Company also recorded land-use changes in areas that were previously modified or intensively used.

- Natural ecosystem conversion: 800,09 hectares
- Prior to conversion, the areas were categorized as: Natural Forest, Logged-over Forest, Secondary Dryland Forest, Industrial Plantation Forest, Oil Palm Plantation, Open Land, Mining, Dryland Agriculture, Scrubland, and Water Bodies.
- Following conversion, the areas are categorized as: active mining areas, disposal areas, supporting infrastructure and facilities, and mining and non-mining roads.

Water withdrawal and consumption at the site have been reported on page 123 - 126 under **[GRI 303]**. In addition, the Company does not conduct harvesting, extraction, or trading of wild species (both flora and fauna) from natural habitats across all concession areas and operational sites. The Company's operational policies strictly prohibit any form of exploitation of wild species for commercial or personal purposes. **[GRI 101-6b]**



**[GRI 101-6c]** Perseroan berkomitmen untuk memitigasi dampak polusi yang dihasilkan dari aktivitas operasional di seluruh situs tambang guna melindungi integritas ekosistem di sekitarnya. Untuk setiap situs yang diidentifikasi memiliki potensi dampak signifikan terhadap keanekaragaman hayati, Kami melaporkan data polutan sebagai berikut:

- Emisi udara (telah dilaporkan dalam GRI 305 pada halaman 112 - 119)
- Efluen (telah dilaporkan dalam GRI 303 pada halaman 119 - 129)
- Limbah (telah dilaporkan dalam GRI 306 pada halaman 130 - 146)

Perseroan memastikan bahwa seluruh kuantitas polutan yang dihasilkan berada dalam batas aman yang ditetapkan oleh Pemerintah Indonesia.

Perseroan menyatakan bahwa tidak ada aktivitas operasional di seluruh situs tambang yang menyebabkan atau berpotensi menyebabkan introduksi spesies asing invasif (*invasive alien species*), karena perusahaan menerapkan prosedur karantina mandiri yang ketat serta hanya menggunakan spesies lokal dan non-invasif dalam seluruh kegiatan reklamasi maupun rehabilitasi lahan untuk menjaga keseimbangan ekosistem asli.

**[GRI 101-6d]**

Dalam seluruh rantai pasok perusahaan, tidak ada kehilangan keanekaragaman hayati (*biodiversity loss*) maupun konversi ekosistem alami yang disebabkan oleh produk dan layanan dalam rantai pasokan Kami di seluruh wilayah yurisdiksi operasional, sehingga tidak ada dampak negatif signifikan terhadap spesies terancam atau area bernilai konservasi tinggi yang perlu dilaporkan. **[GRI 101-6e]**

Data dikompilasi menggunakan standar dan metodologi penghitungan kriteria lingkungan sesuai regulasi KLHK, dengan asumsi bahwa seluruh batas operasional mencakup wilayah konsesi aktif dan area reklamasi yang dikelola langsung oleh unit bisnis Perseroan. **[GRI 101-6f]**

**[GRI 101-6c]** The Company is committed to mitigating pollution impacts generated from operational activities across all mining sites to protect the integrity of surrounding ecosystems. For each site identified as having potential significant impacts on biodiversity, the Company reports pollutant data as follows:

- Air emissions (reported under GRI 305 on page (112 - 119)
- Effluents (reported under GRI 303 on page (119 - 129)
- Waste (reported under GRI 306 on page (130 - 146)

The Company ensures that all quantities of pollutants generated remain within safe limits established by the Government of Indonesia.

The Company confirms that there are no operational activities across all mining sites that cause or have the potential to cause the introduction of invasive alien species, as the Company implements strict internal quarantine procedures and only utilizes local and non-invasive species in all reclamation and land rehabilitation activities to maintain the balance of native ecosystems. **[GRI 101-6d]**

Across the Company's entire supply chain, there is no biodiversity loss or conversion of natural ecosystems caused by products and services within the supply chain across all operational jurisdictions; therefore, there are no significant negative impacts on threatened species or areas of high conservation value to be reported. **[GRI 101-6e]**

Data are compiled using standards and methodologies for environmental criteria calculations in accordance with regulations of the Ministry of Environment and Forestry, with the assumption that all operational boundaries cover active concession areas and reclamation areas directly managed by the Company's business units. **[GRI 101-6f]**



## PERUBAHAN KONDISI KEANEKARAGAMAN HAYATI

[GRI 101-7] [GRI 12.5.7]

Pemantauan biodiversitas menunjukkan indeks keanekaragaman sebesar 3,56 dengan distribusi spesies sebagai berikut:

- *Endangered*: 8
- *Vulnerable*: 28
- *Near Threatened*: 46
- *Least Concern*: 65

Pengungkapan ini sejalan dengan pelaporan spesies berdasarkan Daftar Merah IUCN. Analisis tren multi-tahun dan *baseline* formal sedang dikembangkan untuk memperkuat pemantauan longitudinal dan ditargetkan tersedia pada 2027.

## TIPE DAN LUAS EKOSISTEM PADA TAHUN DASAR

Pada tahun dasar 2024 ekosistem di lokasi BIB diidentifikasi sebagai Hutan Alam, Hutan Bekas Tebangan, Hutan Lahan Kering Sekunder, Hutan Tanaman Industri, Kebun Sawit, Lahan Terbuka, Pertambangan, Pertanian Lahan Kering, Semak Belukar dan Tubuh Air. Total area ekosistem alami tersebut sebelum dimulainya aktivitas ekspansi pada tahun dasar adalah sebesar 1.069 hektar.

Selama periode pelaporan berjalan, kondisi ekosistem pada area terdampak telah mengalami perubahan menjadi area reklamasi dan area pertambangan aktif serta sarana dan prasarana penunjang. Perseroan secara konsisten melakukan pemantauan kesehatan ekosistem melalui indeks keanekaragaman hayati untuk memastikan proses pemulihan berjalan sesuai rencana pascatambang.

Data ini dikompilasi berdasarkan metodologi survei lapangan langsung dan analisis citra satelit untuk menentukan luas serta tipe tutupan lahan. Penilaian kondisi ekosistem mengacu pada peraturan perundangan yang berlaku terkait (1) pemantauan keanekaragaman hayati (UU No 32 tahun 2009), (2) kewajiban menjaga dan melestarikan biodiversitas (UU No 5 tahun 1990), (3) pemantauan berkala

## CHANGES IN BIODIVERSITY CONDITIONS

[GRI 101-7] [GRI 12.5.7]

Biodiversity monitoring indicates a diversity index of 3.56 with species distribution as follows:

- *Endangered*: 8
- *Vulnerable*: 28
- *Near Threatened*: 46
- *Least Concern*: 65

This disclosure is aligned with species reporting based on the IUCN Red List. Multi-year trend analysis and a formal baseline are currently under development to strengthen longitudinal monitoring and are targeted to be available in 2027.

## TYPE AND AREA OF ECOSYSTEMS IN THE BASE YEAR

In the 2024 reporting year, ecosystems at the BIB site were identified as Natural Forest, Logged-over Forest, Secondary Dryland Forest, Industrial Plantation Forest, Oil Palm Plantation, Open Land, Mining, Dryland Agriculture, Scrubland, and Water Bodies. The total area of these natural ecosystems prior to the commencement of expansion activities in the base year was 1,069 hectares.

During the current reporting period, the ecosystem conditions in the affected areas have shifted to reclamation areas, active mining areas, and supporting infrastructure and facilities. The Company consistently monitors ecosystem health using biodiversity indices to ensure that the restoration process proceeds in accordance with the post-mining plan.

This data is compiled based on direct field survey methodologies and satellite imagery analysis to determine land cover extent and types. The assessment of ecosystem conditions refers to applicable laws and regulations concerning: (1) biodiversity monitoring (Law No. 32 of 2009), (2) the obligation to protect and conserve biodiversity (Law No. 5 of 1990), and (3) regular and systematic monitoring (Government Regulation No. 22 of 2021); the Company's environmental documents serve as the pri-



dan sistematis (PP No 22 tahun 2021); dokumen lingkungan Perseroan sebagai acuan utama pelaksanaan dilapangan; dan Permen LHK No 4 tahun 2021 terkait parameter pemantauan flora, fauna, dan ekosistem. Asumsi yang digunakan adalah bahwa seluruh area di dalam batas konsesi yang belum dibuka pada tahun dasar dikategorikan sebagai ekosistem alami sesuai rona lingkungan awal (AMDAL).

## REKLAMASI DAN REHABILITASI LAHAN

[GRI 101-2] [GRI 12.5.3] [EM-CO-160a.1]

Pada 2025:

- Area di reklamasi tahun berjalan: 177,72 ha
- Total kumulatif direklamasi: 1.455,07 ha
- Area terganggu tahun berjalan: 1.030,62 ha

Rasio kumulatif lahan yang dikonservasi atau direhabilitasi dibandingkan dengan lahan terganggu mencapai 93,02% dengan total luas lahan kumulatif 8.148,13 ha.

Program Reklamasi Premium seluas 101,06 hektar diterapkan untuk meningkatkan keberhasilan revegetasi melalui penggunaan varietas unggul serta perawatan intensif. Indikator ekologis tambahan, seperti tingkat keberhasilan tumbuh tanaman dan peningkatan keanekaragaman pascareklamasi, sedang dikembangkan untuk pelaporan periode mendatang.

## AREA KONSERVASI DAN KONSERVASI TAMBAHAN

[GRI 101-2] [GRI 101-7] [GRI 12.5.3] [GRI 12.5.7]

Program konservasi meliputi:

- *Nursery* seluas 24 hektar dengan produksi 500.000 bibit per tahun;
- *Aviary* dengan 62 spesies dan 304 individu;
- Taman Konservasi Anggrek seluas 4 hektar;
- Konservasi terumbu karang seluas 10.121 m<sup>2</sup> secara kumulatif.

Program ini dikategorikan sebagai *additional conservation actions* dan belum dihitung sebagai *biodiversity offset formal*.

many reference for field implementation, along with Minister of Environment and Forestry Regulation No. 4 of 2021 regarding monitoring parameters for flora, fauna, and ecosystems. The underlying assumption is that all areas within the concession boundaries that were not yet cleared in the base year are categorized as natural ecosystems, consistent with the initial environmental baseline established in the AMDAL (Environmental Impact Assessment) documents.

## LAND RECLAMATION AND REHABILITATION

[GRI 101-2] [GRI 12.5.3] [EM-CO-160a.1]

In 2025:

- Reclaimed area during the year: 177.72 ha
- Total cumulative reclaimed area: 1,455.07 ha
- Disturbed area during the year: 1,030.62 ha

The cumulative ratio of conserved or rehabilitated land compared to disturbed areas reached 93.02% with a total cumulative land area of 8,148.13 ha.

A Premium Reclamation Program covering 101.06 hectares is implemented to enhance revegetation success through the use of superior plant varieties and intensive maintenance. Additional ecological indicators, such as plant survival rates and post-reclamation biodiversity improvements, are being developed for future reporting periods.

## CONSERVATION AREAS AND ADDITIONAL CONSERVATION

[GRI 101-2] [GRI 101-7] [GRI 12.5.3] [GRI 12.5.7]

Conservation programs include:

- A 24-hectare nursery with production of 500,000 seedlings per year;
- An aviary with 62 species and 304 individuals;
- A 4-hectare Orchid Conservation Park;
- Coral reef conservation covering a cumulative area of 10,121 m<sup>2</sup>.

These programs are categorized as *additional conservation actions* and have not been accounted for as formal biodiversity offsets.



## NURSERY

Kawasan *nursery* merupakan tempat untuk menyiapkan bibit tanaman yang akan digunakan untuk kegiatan revegetasi di area pascatambang. Berdiri di atas lahan seluas 24 hektar, kawasan ini dilengkapi dengan berbagai fasilitas seperti area pembibitan, peternakan sapi, rumah jamur, penyulingan sereh wangi, instalasi biogas, perkebunan sayur dan buah, budidaya sereh wangi, serta arboretum yang berfungsi sebagai area konservasi keanekaragaman hayati.

*Nursery* menjadi komponen penting dalam kegiatan reklamasi Perseroan. Setiap tahun, kawasan ini memproduksi sekitar 500.000 bibit tanaman untuk mendukung target reklamasi seluas 350 hektar.

PT BIB juga menerapkan inovasi ramah lingkungan dalam operasional *nursery*, seperti penggantian 100% plastik *polybag* dengan *polytube* yang dapat digunakan berulang kali, serta penerapan sistem IoT *mist sprayer* untuk mengoptimalkan penyiraman dan efisiensi penggunaan air.

The nursery area serves as a facility for preparing plant seedlings to be used in revegetation activities in post-mining areas. Covering an area of 24 hectares, this facility is equipped with various supporting facilities such as seedling areas, cattle farming, mushroom houses, citronella distillation, biogas installations, vegetable and fruit plantations, citronella cultivation, as well as an arboretum that functions as a biodiversity conservation area.

The nursery is a key component of the Company's reclamation activities. Each year, this facility produces approximately 500,000 seedlings to support the reclamation target of 350 hectares.

PT BIB also implements environmentally friendly innovations in nursery operations, such as replacing 100% of plastic polybags with reusable polytubes, as well as implementing an IoT-based mist sprayer system to optimize irrigation and improve water use efficiency.







## AVIARY

PT BIB bekerja sama dengan PT Hutan Rindang Banua (HRB) dalam membangun dan mengelola *Aviary*, yaitu area khusus yang menjadi tempat konservasi bagi berbagai spesies burung. Fasilitas ini dirancang agar burung dapat beraktivitas secara alami, sekaligus beradaptasi dan berkembang biak sebelum dilepaskan kembali ke habitat alaminya.

*Aviary* seluas 264 m<sup>2</sup> ini berada di dalam kawasan *Nursery* dan dikelola dengan dukungan lembaga akademis untuk menjamin standar perawatan satwa yang optimal. Hingga 31 Desember 2025, *Aviary* menampung 62 spesies dengan total 304 ekor burung, terdiri atas 8 spesies dilindungi berdasarkan P.106 Tahun 2018 dan 17 spesies dengan status EN/NT/VU menurut IUCN.

PT BIB collaborates with PT Hutan Rindang Banua (HRB) in establishing and managing an *Aviary*, a designated area serving as a conservation site for various bird species. This facility is designed to allow birds to carry out natural activities, while adapting and breeding before being released back into their natural habitats.

The 264 m<sup>2</sup> aviary is located within the *Nursery* area and is managed with support from academic institutions to ensure optimal animal care standards. As of December 31, 2025, the *Aviary* houses 62 species with a total of 304 birds, consisting of 8 protected species based on Regulation P.106 of 2018 and 17 species with EN/NT/VU status according to the IUCN.





## REHABILITASI DI LUAR WILAYAH KONSESI

[GRI 101-2] [GRI 101-5] [GRI 101-8] [GRI 12.3.6]  
[GRI 12.5.3] [GRI 12.5.5] [GRI 12.5.8]

Rehabilitasi di luar wilayah konsesi pada 2025 mencapai 843,90 hektar dengan total kumulatif 6.693,06 hektar. Inisiatif ini mendukung pemulihan fungsi ekologis regional dan perencanaan pascatambang jangka panjang. Evaluasi kuantitatif hubungan antara rehabilitasi luar konsesi dan pengurangan dampak residual operasional sedang dalam pengembangan.

Pengelolaan keanekaragaman hayati dan rehabilitasi melibatkan pihak ketiga sebagai pakar, di antaranya Universitas Lambung Mangkurat. Selain itu, upaya ini diverifikasi oleh pemerintah sebagai pihak ketiga, melalui Departemen Kementerian Lingkungan Hidup.

## REHABILITATION OUTSIDE CONCESSION AREAS

[GRI 101-2] [GRI 101-5] [GRI 101-8] [GRI 12.3.6]  
[GRI 12.5.3] [GRI 12.5.5] [GRI 12.5.8]

Rehabilitation outside concession areas in 2025 reached 843.90 hectares with a total cumulative area of 6,693.06 hectares. This initiative supports the restoration of regional ecological functions and long-term post-mining planning. Quantitative evaluation of the relationship between off-concession rehabilitation and the reduction of residual operational impacts is currently under development.

Biodiversity management and rehabilitation involve third-party experts, including University of Lambung Mangkurat. In addition, these efforts are verified by the government as a third party through the Ministry of Environment.

**Luas Lahan Rehabilitasi di Luar Wilayah Konsesi**  
Rehabilitation For Areas Outside the Concession Areas

| Keterangan                                                                                                  | BIB      |          |          | Description                                                                                               |
|-------------------------------------------------------------------------------------------------------------|----------|----------|----------|-----------------------------------------------------------------------------------------------------------|
|                                                                                                             | 2025     | 2024     | 2023     |                                                                                                           |
| Area yang direhabilitasi di luar wilayah konsesi pada tahun berjalan (Ha)                                   | 843,90   | 537,18   | 309,18   | Area rehabilitated outside the concession area in the current year (Ha)                                   |
| Area yang direhabilitasi di luar wilayah konsesi yang diserahkan kepada Pemerintah pada tahun berjalan (Ha) | 2.143,30 | 0        | 867,41   | Area rehabilitated outside the concession area and transferred to the Government in the current year (Ha) |
| Luas area yang direhabilitasi di luar Wilayah Konsesi (Ha) (kumulatif)                                      | 6.693,06 | 5.849,16 | 5.311,98 | Total area rehabilitated outside the Concession Area (Ha) (cumulative)                                    |
| Total Area yang direhabilitasi diluar Wilayah Konsesi yang diserahkan kepada Pemerintah (Ha) (kumulatif)    | 4.679,39 | 2.539,09 | 2.539,09 | Total Area rehabilitated outside the Concession Area and transferred to the Government (Ha) (cumulative)  |
| <b>Inisiatif Diluar Kewajiban</b>                                                                           |          |          |          | <b>Initiatives Beyond Obligation</b>                                                                      |
| Arboreteum (Ha)                                                                                             | 1,70     | 1,70     | 1,70     | Arboreteum (Ha)                                                                                           |
| Taman Konservasi Anggrek (Ha)                                                                               | 4,00     | 4,00     | 4,00     | Orchid Conservation Park (Ha)                                                                             |
| Terumbu Karang (Ha)                                                                                         | 1,01     | 0,71     | 0,60     | Coral Reef (Ha)                                                                                           |



## KAWASAN KONSERVASI DI LUAR AREA TAMBANG [GRI 101-8] [OJK F.10]

## CONSERVATION AREA OUTSIDE MINING AREAS [GRI 101-8] [OJK F.10]

### TAMAN KONSERVASI ANGGREK

#### Orchid Conservation Park

PT BIB mengembangkan Taman Konservasi Anggrek seluas 4 hektar di Tahura Sultan Adam, yang terletak di DAS Barito, Kec. Aranio, Kab. Banjar. Program ini dijalankan bersama Dinas Kehutanan Provinsi Kalimantan Selatan sebagai pengelola kawasan konservasi.

Taman konservasi ini menjadi pusat pelestarian berbagai jenis anggrek melalui sistem hibrida. Saat ini terdapat 16 spesies anggrek yang dikonservasi, meningkat dari sebelumnya 10 spesies, termasuk *Paraphalaenopsis laycockii* yang merupakan jenis dilindungi sesuai Permen LHK No. 106 Tahun 2018.

PT BIB has developed a 4-hectare Orchid Conservation Park in Tahura Sultan Adam, located in the Barito Watershed, Aranio District, Banjar Regency. This program is carried out in collaboration with the South Kalimantan Provincial Forestry Office as the manager of the conservation area.

This conservation park serves as a center for the preservation of various orchid species through a hybrid system. Currently, there are 16 orchid species conserved, an increase from the previous 10 species, including *Paraphalaenopsis laycockii*, which is a protected species in accordance with Ministry of Environment and Forestry Regulation No. 106 of 2018.



## KONSERVASI TERUMBU KARANG

### Coral Reef Conservation

PT BIB melaksanakan program konservasi terumbu karang di Karang Batu Anjir dan Karang Bajangan yang berlokasi di Desa Bunati, Kabupaten Tanah Bumbu. Di area tersebut, BIB secara berkala melakukan transplantasi dan pemantauan terumbu karang untuk menjaga kelestarian ekosistem laut di sekitar wilayah operasional Pelabuhan BIB.

Hingga tahun 2025, BIB telah berhasil melakukan konservasi terumbu karang seluas 10.121 m<sup>2</sup> secara kumulatif.

PT BIB implements a coral reef conservation program in Karang Batu Anjir and Karang Bajangan located in Bunati Village, Tanah Bumbu Regency. In these areas, BIB conducts periodic coral transplantation and monitoring to maintain the sustainability of marine ecosystems surrounding the BIB Port operational area.

As of 2025, BIB has successfully conserved a cumulative area of 10,121 m<sup>2</sup> of coral reefs.





## PENUTUPAN TAMBANG DAN PEMULIHAN JANGKA PANJANG

[GRI 101-2] [GRI 12.3.6] [GRI 12.5.3]

## MINE CLOSURE AND LONG-TERM RESTORATION

[GRI 101-2] [GRI 12.3.6] [GRI 12.5.3]

Area dengan rencana penutupan dan rehabilitasi  
Areas with closure and rehabilitation plans

7.863,97 hektar  
hectares

Telah ditutup  
Has been closed

1.574,57 hektar  
hectares

Dalam proses penutupan  
In the closing process

6.289,40 hektar  
hectares

Sebagai komitmen finansial terhadap pemulihan lingkungan, Perseroan telah menyediakan

As a financial commitment to environmental restoration, the Company has allocated

Jaminan Penutupan Tambang  
Mine Closure Guarantee

USD 1,73 juta  
million  
[GRI 12.3.5]

Jaminan Reklamasi  
Reclamation Guarantee

IDR 148,42 miliar  
billion

Lokasi operasional: [GRI 12.3.4]

- Telah memiliki rencana penutupan dan rehabilitasi adalah 7.863,97 Ha.
- Telah ditutup 1.574,57 Ha.
- Sedang dalam proses penutupan 6.289,40 Ha.

Operational Sites: [GRI 12.3.4]

- Areas with mine closure and rehabilitation plans 7,863.97 ha
- Areas already closed 1,574.57 ha
- Areas in the process of closure 6,289.40 ha.

Bila terdapat rencana penutupan tambang, maka para pekerja akan mendapatkan pemberitahuan 4 minggu sebelumnya, sesuai ketentuan yang berlaku. Bagi para pekerja yang terdampak, maka Perseroan memberikan dukungan berupa program pelatihan untuk peralihan pekerjaan. [GRI 12.3.3]

In the event of a mine closure plan, workers will receive notification 4 weeks in advance, in accordance with applicable regulations. For affected workers, the Company provides support in the form of job transition training programs. [GRI 12.3.3]

Perencanaan pascatambang dilakukan secara kolaboratif dengan pemerintah dan pemangku kepentingan untuk memastikan keberlanjutan fungsi ekologis dan sosial ekonomi.

Post-mining planning is carried out collaboratively with the government and stakeholders to ensure the sustainability of ecological and socio-economic functions.

## PROGRAM PASCATAMBANG

[GRI 12.3.6]

Program pascatambang BIB dirancang untuk memastikan keberlanjutan lingkungan dan kesejahteraan masyarakat setelah kegiatan pertambangan berakhir. Inisiatif ini bertujuan

## POST-MINING PROGRAM

[GRI 12.3.6]

BIB's post-mining program is designed to ensure environmental sustainability and community welfare after mining activities have ended. This initiative aims to create long-term positive impacts



menciptakan dampak jangka panjang yang positif melalui pembangunan ekonomi lokal yang mandiri.

Perencanaan program pascatambang dimulai dengan mengidentifikasi potensi dampak lingkungan dan sosial, serta menentukan tujuan akhir pemanfaatan lahan setelah penutupan tambang. Dalam prosesnya, BIB berkolaborasi dengan pemerintah, masyarakat, dan para ahli untuk memastikan setiap program relevan dengan kebutuhan dan potensi masyarakat.

BIB juga memperhatikan tantangan utama pascatambang seperti kondisi lahan yang tidak produktif dan ketergantungan ekonomi masyarakat terhadap kegiatan tambang. Melalui berbagai program pemberdayaan dan diversifikasi ekonomi, BIB berupaya menciptakan masyarakat yang mandiri dan berdaya secara berkelanjutan.

through the development of an self-sustaining local economy.

Post-mining program planning begins with identifying potential environmental and social impacts, as well as determining the final land use objectives after mine closure. In this process, BIB collaborates with the government, communities, and experts to ensure that each program is relevant to community needs and potential.

BIB also considers key post-mining challenges such as unproductive land conditions and community economic dependence on mining activities. Through various empowerment and economic diversification programs, BIB strives to create a self-reliant and sustainably empowered community.

*Program Community Development:* Program pengembangan potensi desa untuk dikembangkan menjadi sentra industri perikanan, peternakan, dan industri rumah tangga. Program ini dikembangkan dengan basis *Circular Economy* sehingga satu industri (satu desa) menjadi pemasok bagi industri (desa) lainnya dan seterusnya

*Community Development Program:* A program to develop village potential into hubs for fisheries, livestock, and home industries. This program is developed based on a Circular Economy approach, whereby one industry (one village) becomes a supplier for other industries (villages), and so on.



*Program Community Learning Center:* Program pendidikan dan pengajaran bagi masyarakat yang berfokus di bidang perikanan, peternakan, peternakan, dan industri rumah tangga, sebagai pendukung bagi *Program Community Development*.

*Community Learning Center Program:* An education and training program for communities focusing on fisheries, livestock, and home industries, serving as support for the Community Development Program.



*Program Koperasi Bersama:* Kelembagaan hasil distribusi produk untuk *Program Community Development* dan *Program Community Learning Center*.  
*Joint Cooperative Program:* An institutional platform for product distribution from the Community Development Program and the Community Learning Center Program.



*Program UMKM Center:* Wadah ekonomi kreatif bagi masyarakat, sebagai hilirisasi *Program Koperasi Bersama*.  
*MSME Center Program:* A creative economic platform for communities, serving as downstream development of the Joint Cooperative Program.



## COMMUNITY LEARNING CENTER

[GRI 12.3.6]

Sejak 2018, *Community Learning Center* (CLC) hadir sebagai wadah pendidikan dan pelatihan bagi masyarakat di sekitar wilayah operasional BIB. Program ini berfokus pada pengembangan keterampilan di bidang perikanan, peternakan, pertanian, dan industri rumah tangga, dengan tujuan menciptakan masyarakat yang mandiri dan berkelanjutan setelah kegiatan tambang berakhir.

BIB bekerja sama dengan Institut Pertanian Bogor (IPB) untuk memperkuat sistem pembelajaran, penerapan teknologi, dan modernisasi pelatihan agar pengetahuan yang diberikan dapat langsung diterapkan oleh peserta.

Program ini telah diterapkan di 20 desa mitra dari Ring-1 (desa yang terletak di sekitar area tambang) dan berperan penting dalam membangun desa mandiri yang memiliki keunggulan ekonomi sesuai dengan potensi lokal masing-masing.

Since 2018, the *Community Learning Center* (CLC) has been established as a platform for education and training for communities surrounding BIB's operational areas. This program focuses on skill development in fisheries, livestock, agriculture, and home industries, with the objective of creating self-reliant and sustainable communities after mining activities have ended.

BIB collaborates with IPB University (IPB) to strengthen the learning system, technology application, and training modernization so that the knowledge provided can be directly applied by participants.

This program has been implemented in 20 partner villages within Ring-1 (villages located around the mining area) and plays an important role in developing self-sufficient villages with economic advantages based on their respective local potential.



Kegiatan Pertanian Hidroponik  
Hydroponic Farming



Kegiatan Pertanian Berbagai Varietas Tanaman  
Diversified Crop Farming



Budidaya Madu  
Beekeeping



Peternakan  
Livestock Farming



Perikanan  
Fisheries

## KOPERASI BERSAMA

### Joint Cooperative

[GRI 12.3.6]

Koperasi Bersama merupakan lembaga binaan BIB yang menaungi 20 desa di wilayah Ring-1. Koperasi ini membantu masyarakat dalam memasarkan hasil pertanian, peternakan, dan perikanan kepada berbagai mitra, termasuk restoran, usaha katering, dan badan usaha lainnya.

BIB turut berperan dalam pengembangan kapasitas koperasi dengan memberikan pendampingan terkait administrasi, legalitas, serta tata kelola usaha. Saat ini, Koperasi Bersama telah mampu beroperasi secara mandiri dengan omzet tahunan mencapai Rp4,4 miliar.

The Joint Cooperative is a BIB-assisted institution that encompasses 20 villages within the Ring-1 area. This cooperative supports communities in marketing agricultural, livestock, and fisheries products to various partners, including restaurants, catering businesses, and other enterprises.

BIB also plays a role in strengthening the cooperative's capacity by providing assistance related to administration, legal compliance, and business governance. Currently, the Joint Cooperative has been able to operate independently with an annual turnover reaching Rp4.4 billion







## BIAYA LINGKUNGAN HIDUP

[OJK F.4]

Perseroan mengalokasikan anggaran untuk pengelolaan dan pemantauan lingkungan, termasuk kegiatan reklamasi, pengelolaan kualitas air, pengendalian ARD, serta program keanekaragaman hayati.

Total biaya pengelolaan dan pemantauan lingkungan tahun pelaporan diungkapkan dalam laporan ini sesuai ketentuan sebesar USD6.783.560 atau meningkat 42% dari tahun sebelumnya sejumlah USD4.770.603

## PENGADUAN LINGKUNGAN

[GRI 2-27] [OJK F.16]

Perseroan menyediakan saluran pengaduan lingkungan bagi masyarakat melalui HSE Call Center. Selama periode pelaporan, tidak terdapat pengaduan lingkungan yang diterima.

## ENVIRONMENTAL COSTS

[OJK F.4]

The Company allocates a budget for environmental management and monitoring, including reclamation activities, water quality management, ARD control, and biodiversity programs.

Total environmental management and monitoring costs for the reporting year are disclosed in this report in accordance with applicable provisions, amounting to USD6,783,560, representing a 42% increase from the previous year of USD4,770,603

## ENVIRONMENTAL GRIEVANCE

[GRI 2-27] [OJK F.16]

The Company provides an environmental grievance channel for the public through the HSE Call Center. During the reporting period, there were no environmental grievance received.

## PENILAIAN LINGKUNGAN DAN SOSIAL PEMASOK

Supplier Environmental and Social Assessment

[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2] [GRI 12.15.8] [GRI 12.15.9] [GRI 12.16.3] [GRI 12.17.3]

Praktik pertambangan berkelanjutan dapat tercapai jika seluruh rantai pasok turut mematuhi standar lingkungan dan sosial. BIB memastikan setiap pemasok dan kontraktor menjalani proses seleksi dan evaluasi yang ketat untuk meminimalkan potensi dampak negatif yang mungkin ditimbulkan dari kegiatan mitra usaha. Setiap calon pemasok diwajibkan melampirkan dokumen Identifikasi Aspek dan Dampak Lingkungan (IADL) dalam proses seleksi. Selain itu, BIB mengembangkan aplikasi internal *Sana-Sini* yang berfungsi sebagai *platform* pemantauan kepatuhan pemasok terhadap perizinan operasional serta kewajiban lingkungan dan sosial. Melalui sistem ini, proses evaluasi kepatuhan dan pelaporan berjalan secara terpusat dan lebih terstruktur.

Sustainable mining practices can be achieved when the entire supply chain complies with environmental and social standards. BIB ensures that each supplier and contractor undergoes a rigorous selection and evaluation process to minimize potential negative impacts arising from partner activities. Each prospective supplier is required to submit an Environmental Aspects and Impacts Identification (EAAI) document as part of the selection process. In addition, BIB has developed an internal application, *Sana-Sini*, which functions as a platform for monitoring supplier compliance with operational permits as well as environmental and social obligations. Through this system, compliance evaluation and reporting processes are conducted in a centralized and more structured manner.



Selama tahun 2025, sebanyak 120 pemasok (100%) di BIB telah dinilai berdasarkan kriteria lingkungan dan 120 pemasok (100%) di BIB telah dinilai berdasarkan kriteria sosial. Proses seleksi dan penilaian berdasarkan kriteria lingkungan dan sosial juga telah dilakukan kepada 21 pemasok (100%) yang terdaftar sebagai pemasok baru. Berdasarkan hasil penilaian, seluruh pemasok telah memenuhi persyaratan dan tidak ada yang memiliki dampak lingkungan dan sosial yang signifikan.

During 2025, a total of 120 suppliers (100%) at BIB were assessed based on environmental criteria and 120 suppliers (100%) at BIB were assessed based on social criteria. The selection and assessment processes based on environmental and social criteria have also been conducted for 21 suppliers (100%) registered as new suppliers. Based on the assessment results, all suppliers have met the requirements and none have significant environmental and social impacts.





# MEMBANGUN TALENTA KARYAWAN

## Developing Employee Talent

Pembangunan talenta yang mengutamakan perkembangan dan kesejahteraan karyawan memungkinkan Perseroan membangun tim yang tangguh dan siap mendukung masa depan perusahaan.

Talent development that prioritizes employee growth and well-being enables the Company to build a resilient workforce capable of supporting its future.







## MENGEMBANGKAN INSAN GEMS

### Developing GEMS Personnel

Industri pertambangan yang dinamis dan dipengaruhi oleh perkembangan lingkungan, teknologi, dan regulasi mendorong Perseroan untuk terus memperbarui pendekatan dalam mengelola SDM. Transformasi ini bertujuan menciptakan pengalaman kerja yang lebih suportif serta memberikan ruang yang lebih luas bagi karyawan untuk mengembangkan kemampuan mereka. Perseroan menempatkan kesejahteraan, pembelajaran, dan pengembangan karier sebagai prioritas agar setiap individu dapat berkembang bersama perusahaan.

Fokus penguatan SDM pada tahun pelaporan diwujudkan melalui perluasan akses pelatihan serta peningkatan kualitas program pengembangan kompetensi. Melalui platform MyLearning, karyawan dapat belajar secara fleksibel dan memilih materi yang sesuai dengan kebutuhan pekerjaan maupun minat pribadi. Transformasi digital juga diperluas melalui pengembangan sistem manajemen SDM terpadu yang membantu karyawan memahami standar kompetensi dan arah karir mereka dengan lebih jelas. Dengan pendekatan tersebut, Perseroan membangun hubungan kerja yang lebih transparan dan memberikan kepastian bagi perkembangan profesional setiap karyawan.

The dynamic mining industry, influenced by environmental developments, technological advancements, and evolving regulations, encourages the Company to continuously refine its human resources management approach. This transformation aims to create a more supportive work experience while providing broader opportunities for employees to develop their capabilities. The Company prioritizes well-being, learning, and career development to ensure that every individual can grow alongside the organization.

The Company's human resources strengthening efforts during the reporting year were reflected in expanded access to training and enhanced quality of competency development programs. Through the MyLearning platform, employees are able to learn flexibly and select materials aligned with job requirements and personal interests. Digital transformation has also been advanced through the development of an integrated human resource management system, enabling employees to better understand competency standards and career pathways. Through this approach, the Company fosters more transparent working relationships and provides greater clarity for each employee's professional development.

## INSAN GEMS

### GEMS Personnel

[GRI 2-7] [GRI 2-8]

Hingga akhir tahun 2025, Perseroan mempekerjakan 674 karyawan yang tersebar di seluruh entitas Perseroan. Jumlah tersebut meningkat 0,16% dibandingkan tahun sebelumnya, dengan rincian 58 karyawan di GEMS (induk perusahaan) dan entitas anak lainnya, 491 karyawan di PT Borneo Indobara (BIB), 66 karyawan di PT Kuansing Inti Makmur beserta entitas anak (KIM Blok), dan 59 karyawan di PT Barasentosa Lestari (BSL).

Seluruh karyawan di lingkungan Perseroan bekerja secara penuh waktu dengan total 40 jam kerja per minggu. Komposisi karyawan Perseroan yang stabil sepanjang tahun menunjukkan konsistensi dalam

As of the end of 2025, the Company employed 674 employees across all its entities. This number increased by 0.16% compared to the previous year, comprising 58 employees at GEMS (parent company) and other entities, 491 employees at PT Borneo Indobara (BIB), 66 employees at PT Kuansing Inti Makmur and its subsidiaries (KIM Block), and 59 employees at PT Barasentosa Lestari (BSL).

All employees within the Company work on a full-time basis with a total of 40 working hours per week. The Company's stable employees composition throughout the year reflects consistency in



pengelolaan sumber daya manusia tanpa adanya fluktuasi signifikan. Data ketenagakerjaan Perseroan disajikan secara akurat berdasarkan catatan resmi dalam aplikasi SAP Fiori. Perhitungan dilakukan dalam *headcount* berdasarkan jumlah karyawan aktif per 31 Desember 2025.

human resource management without significant fluctuations. The Company's workforce data is presented accurately based on official records within the SAP Fiori application. The calculation is based on headcount, reflecting the total number of active employees as of December 31, 2025.

Informasi lebih lanjut terkait komposisi karyawan dapat dilihat pada tabel di bawah ini:

Further information regarding employee composition is presented in the table below:

### Komposisi Karyawan Berdasarkan Jenis Kelamin dan Status Ketenagakerjaan

#### Employee Composition by Gender and Employment Status

[GRI 2-7] [OJK C.3.b]

| Keterangan              | 2025             |              |       | 2024             |              |       | 2023             |              |       | Description                       |
|-------------------------|------------------|--------------|-------|------------------|--------------|-------|------------------|--------------|-------|-----------------------------------|
|                         | Wanita<br>Female | Pria<br>Male | Total | Wanita<br>Female | Pria<br>Male | Total | Wanita<br>Female | Pria<br>Male | Total |                                   |
| Jumlah Karyawan Tetap   | 132              | 447          | 579   | 119              | 409          | 528   | 109              | 382          | 491   | Number of Permanent Employees     |
| Jumlah Karyawan kontrak | 10               | 85           | 95    | 17               | 118          | 135   | 11               | 122          | 133   | Number of Non-Permanent Employees |

### Komposisi Karyawan Berdasarkan Wilayah dan Status Ketenagakerjaan

#### Employee Composition by Area and Employment Status

[GRI 2-7] [OJK C.3.b]

| Keterangan                                                                          | 2025          |           |        | 2024          |           |        | 2023          |           |        | Description            |
|-------------------------------------------------------------------------------------|---------------|-----------|--------|---------------|-----------|--------|---------------|-----------|--------|------------------------|
|                                                                                     | Wanita Female | Pria Male | Total* | Wanita Female | Pria Male | Total* | Wanita Female | Pria Male | Total* |                        |
| Jumlah karyawan tetap berdasarkan wilayah<br>Number of Permanent Employees by Area  |               |           |        |               |           |        |               |           |        |                        |
| Kalimantan Selatan (BIB)                                                            | 88            | 335       | 423    | 79            | 302       | 381    | 71            | 290       | 361    | South Kalimantan (BIB) |
| Jambi (KIM)                                                                         | 12            | 46        | 58     | 8             | 41        | 49     | 8             | 35        | 43     | Jambi (KIM)            |
| Sumatera Selatan (BSL)                                                              | 11            | 35        | 46     | 11            | 4         | 15     | 10            | 28        | 38     | South Sumatera (BSL)   |
| Jumlah karyawan kontrak berdasarkan wilayah<br>Number of Contract Employees by Area |               |           |        |               |           |        |               |           |        |                        |
| Kalimantan Selatan (BIB)                                                            | 10            | 58        | 68     | 13            | 88        | 101    | 8             | 84        | 92     | South Kalimantan (BIB) |
| Jambi (KIM)                                                                         | 0             | 8         | 8      | 3             | 8         | 11     | 0             | 11        | 11     | Jambi (KIM)            |
| Sumatera Selatan (BSL)                                                              | 0             | 13        | 13     | 0             | 44        | 44     | 2             | 16        | 18     | South Sumatera (BSL)   |

\* Terdapat selisih perbedaan dengan Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin dan Status Ketenagakerjaan [GRI 2-7] [OJK C.3.b]. Perbedaan ini berasal dari karyawan yang bekerja di *Head Office* Jakarta dan Entitas Anak lainnya.

\* There is a discrepancy with the Table of Employee Composition by Gender and Employment Status [GRI 2-7] [OJK C.3.b]. This difference arises from employees working at the *Head Office* in Jakarta and other Subsidiary Entities.



## PEKERJA LAINNYA

### Other Workers

[GRI 2-8]

Kegiatan operasional Perseroan juga didukung oleh tenaga kerja kontraktor dari perusahaan mitra. Karyawan adalah pekerja yang memiliki hubungan kontraktual secara langsung dengan Perseroan, baik melalui perjanjian kerja jangka panjang atau tidak terbatas maupun melalui perjanjian kerja waktu terbatas. Pekerja lainnya adalah tenaga kerja dari mitra kerja yang memiliki hubungan kontraktual dengan Perseroan dan bekerja pada wilayah operasional Perseroan. Mereka berperan dalam berbagai aspek aktivitas pertambangan di sepanjang rantai nilai seperti:

The Company's operational activities are also supported by contractor workers from partner companies. Employees are individuals who have a direct contractual relationship with the Company, either through permanent or fixed-term employment agreements. Other workers refer to personnel from business partners who have a contractual relationship with the Company and operate within the Company's operational areas. They play roles across various mining activities throughout the value chain, including:



Pada tahun 2025, jumlah tenaga kerja kontraktor yang dikelola oleh BIB sebagai entitas operasional utama Perseroan mencapai 17.501 orang, meningkat 7,7% dibandingkan periode sebelumnya seiring dengan peningkatan volume produksi. Sejalan dengan inisiatif Perseroan, para mitra kerja juga mempekerjakan pekerja lokal sejumlah 11.214 orang atau sebesar 64% dari total jumlah tenaga kerja kontraktor yang dikelola oleh BIB. Data pekerja kontraktor dihimpun dari catatan pengelolaan tenaga kerja kontraktor di BIB. Jumlah disajikan dalam *headcount* berdasarkan pekerja kontraktor yang tercatat aktif pada akhir periode pelaporan.

In 2025, the number of contractor workers managed by BIB as the Company's main operational entity reached 17,501 individuals, representing an increase of 7.7% compared to the previous period in line with higher production volumes. In alignment with the Company's initiatives, business partners also employed 11,214 local workers, equivalent to 64% of the total contractor workforce managed by BIB. Contractor workforce data is compiled from BIB's contractor workforce management records and is presented in headcount based on active contractor workers at the end of the reporting period.

## PEREKRUTAN DAN PERGANTIAN KARYAWAN

### Employee Recruitment and Turnover

[GRI 401-1] [GRI 12.15.2]

#### PEREKRUTAN KARYAWAN

Perseroan memprioritaskan perekrutan talenta terbaik negeri sebagai kunci pencapaian visi dan misi Perseroan di tengah lanskap industri yang semakin kompetitif. Proses rekrutmen dirancang secara ketat untuk menyaring individu yang tidak hanya memiliki kompetensi teknis yang tepat, tetapi juga integritas yang tinggi. Tahapan seleksi meliputi tes intelegensi, wawancara, presentasi proyek/portofolio, penilaian kepemimpinan, serta *reference checking* untuk meninjau rekam jejak profesional di posisi sebelumnya. Seluruh proses dilaksanakan dengan menjunjung prinsip keberagaman dan kesetaraan tanpa diskriminasi atas dasar suku, agama, ras, gender, maupun praktik KKN.

Pada tahun 2025, Perseroan merekrut sebanyak 30 karyawan yang terdiri atas 0 orang karyawan GEMS dan entitas anak lainnya, 21 orang karyawan BIB, 6 orang karyawan KIM Blok, serta 3 orang karyawan BSL.

Rekapitulasi jumlah karyawan yang direkrut selama tiga tahun terakhir disajikan pada tabel berikut:

#### EMPLOYEE RECRUITMENT

The Company prioritizes the recruitment of the nation's best talent as a key driver in achieving its vision and mission amid an increasingly competitive industry landscape. The recruitment process is designed rigorously to identify individuals who not only possess the required technical competencies but also demonstrate high integrity. The selection stages include intelligence testing, interviews, project/portfolio presentations, leadership assessments, and reference checks to evaluate candidates' professional track records in previous roles. All processes are conducted in accordance with principles of diversity and equal opportunity, without discrimination based on ethnicity, religion, race, gender, or any form of nepotism, collusion, and corruption (KKN).

In 2025, the Company recruited 30 employees, consisting of 0 employees at GEMS and other entities, 21 employees at BIB, 6 employees at KIM Block, and 3 employees at BSL.

A summary of employee recruitment over the past three years is presented in the table below:

#### Perekrutan Karyawan Berdasarkan Jenis Kelamin, Kelompok Usia, dan Wilayah

Employee Recruitment By Gender, Age Group, and Area

[GRI 401-1] [GRI 12.15.2]

| Keterangan                     | 2025      | %           | 2024      | %           | 2023      | %           | Description             |
|--------------------------------|-----------|-------------|-----------|-------------|-----------|-------------|-------------------------|
| <b>Jenis Kelamin</b><br>Gender |           |             |           |             |           |             |                         |
| Pria                           | 23        | 77%         | 43        | 69%         | 48        | 84%         | Male                    |
| Wanita                         | 7         | 23%         | 19        | 31%         | 9         | 16%         | Female                  |
| <b>Total</b>                   | <b>30</b> | <b>100%</b> | <b>62</b> | <b>100%</b> | <b>57</b> | <b>100%</b> | <b>Total</b>            |
| <b>Kelompok Usia</b><br>By Age |           |             |           |             |           |             |                         |
| Usia dibawah 30 tahun          | 17        | 57%         | 28        | 45%         | 41        | 72%         | Under 30 years old      |
| Usia 30-50 tahun               | 13        | 43%         | 33        | 53%         | 15        | 26%         | Between 30-50 years old |
| Usia diatas 50 tahun           | 0         | 0%          | 1         | 2%          | 1         | 2%          | Above 50 years old      |
| <b>Total</b>                   | <b>30</b> | <b>100%</b> | <b>62</b> | <b>100%</b> | <b>57</b> | <b>100%</b> | <b>Total</b>            |



| Keterangan                         | 2025      | %           | 2024      | %           | 2023      | %           | Description                        |
|------------------------------------|-----------|-------------|-----------|-------------|-----------|-------------|------------------------------------|
| <b>Wilayah Region</b>              |           |             |           |             |           |             |                                    |
| Kalimantan Selatan (BIB)           | 21        | 70%         | 47        | 76%         | 33        | 58%         | South Kalimantan (BIB)             |
| Jambi (KIM)                        | 6         | 20%         | 10        | 16%         | 11        | 19%         | Jambi (KIM)                        |
| Sumatera Selatan (BSL)             | 3         | 10%         | 4         | 6%          | 9         | 16%         | South Sumatera (BSL)               |
| Lain (GEMS & Entitas Anak Lainnya) | 0         | 0%          | 1         | 2%          | 4         | 7%          | Others (GEMS & Other Subsidiaries) |
| <b>Total</b>                       | <b>30</b> | <b>100%</b> | <b>62</b> | <b>100%</b> | <b>57</b> | <b>100%</b> | <b>Total</b>                       |

### PERGANTIAN KARYAWAN

Perseroan memantau tingkat pergantian karyawan sebagai salah satu indikator penting dalam mengevaluasi keberhasilan strategi pengelolaan sumber daya manusia. Pada tahun 2025, Perseroan berhasil mempertahankan tingkat pergantian karyawan yang rendah, yaitu sebesar 5%, di mana pergantian karyawan dengan alasan *voluntary* adalah sebesar 2%. Capaian ini menunjukkan bahwa lingkungan kerja yang dibangun mampu menjaga motivasi, loyalitas, dan kepuasan karyawan.

Sepanjang tahun pelaporan, sebanyak 33 karyawan mengakhiri masa kerjanya karena berbagai alasan, baik secara *voluntary* (pengunduran diri dan pensiun dini) maupun *involuntary* (tindakan disipliner, meninggal dunia, atau sebab lainnya).

### EMPLOYEE TURNOVER

The Company monitors employee turnover as a key indicator in evaluating the effectiveness of its human resource management strategy. In 2025, the Company successfully maintained a low employee turnover rate of 5%, with 2% attributed to voluntary turnover. This achievement indicates that the work environment fostered by the Company supports employee motivation, loyalty, and satisfaction.

Throughout the reporting year, a total of 33 employees ended their employment for various reasons, including voluntary (resignation and early retirement) and involuntary (disciplinary actions, death, or other reasons).

### Pergantian Karyawan Berdasarkan Jenis Kelamin, Kelompok Usia, Wilayah, dan Alasan

Employee Turnover by Gender, Age Group, Area, and Reason

[GRI 401-1] [GRI 12.15.2]

| Keterangan                  | 2025      | %           | 2024      | %           | 2023      | %           | Description  |
|-----------------------------|-----------|-------------|-----------|-------------|-----------|-------------|--------------|
| <b>Jenis Kelamin Gender</b> |           |             |           |             |           |             |              |
| Pria                        | 30        | 91%         | 27        | 87%         | 47        | 92%         | Male         |
| Wanita                      | 3         | 9%          | 4         | 13%         | 4         | 8%          | Female       |
| <b>Total</b>                | <b>33</b> | <b>100%</b> | <b>31</b> | <b>100%</b> | <b>51</b> | <b>100%</b> | <b>Total</b> |



| Keterangan | 2025 | % | 2024 | % | 2023 | % | Description |
|------------|------|---|------|---|------|---|-------------|
|------------|------|---|------|---|------|---|-------------|

### Kelompok Usia Age Group

|                       |           |             |           |             |           |             |                         |
|-----------------------|-----------|-------------|-----------|-------------|-----------|-------------|-------------------------|
| Usia dibawah 30 tahun | 11        | 33%         | 13        | 42%         | 10        | 20%         | Above 30 years old      |
| Usia 30-50 tahun      | 15        | 46%         | 15        | 48%         | 31        | 61%         | Between 30-50 years old |
| Usia diatas 50 tahun  | 7         | 21%         | 3         | 10%         | 10        | 20%         | Abpve 50 years old      |
| <b>Total</b>          | <b>33</b> | <b>100%</b> | <b>31</b> | <b>100%</b> | <b>51</b> | <b>100%</b> | <b>Total</b>            |

### Wilayah Region

|                                    |           |             |           |             |           |             |                                    |
|------------------------------------|-----------|-------------|-----------|-------------|-----------|-------------|------------------------------------|
| Kalimantan Selatan (BIB)           | 19        | 58%         | 13        | 42%         | 29        | 57%         | South Kalimantan (BIB)             |
| Jambi (KIM)                        | 5         | 15%         | 8         | 26%         | 12        | 24%         | Jambi (KIM)                        |
| Sumatera Selatan (BSL)             | 7         | 21%         | 2         | 6%          | 7         | 14%         | South Sumatera (BSL)               |
| Lain (GEMS & Entitas Anak Lainnya) | 2         | 6%          | 8         | 26%         | 3         | 6%          | Ohters (GEMS & Other Subsidiaries) |
| <b>Total</b>                       | <b>33</b> | <b>100%</b> | <b>31</b> | <b>100%</b> | <b>51</b> | <b>100%</b> | <b>Total</b>                       |

### Pergantian Karyawan Berdasarkan Alasan Employee Turnover by Reason

#### Voluntary

|                    |    |     |    |     |    |     |                  |
|--------------------|----|-----|----|-----|----|-----|------------------|
| Permintaan Pribadi | 14 | 42% | 18 | 58% | 26 | 51% | Personal Request |
| Pensiun Dini       | 2  | 6%  | 0  | 0%  | 0  | 0%  | Early Retirement |

#### Involuntary

|                 |           |             |           |             |           |             |                     |
|-----------------|-----------|-------------|-----------|-------------|-----------|-------------|---------------------|
| Pendisiplinan   | 6         | 18%         | 1         | 3%          | 2         | 4%          | Disciplinary Action |
| Meninggal Dunia | 1         | 3%          | 1         | 3%          | 1         | 2%          | Deceased            |
| Lain-Lain       | 10        | 30%         | 11        | 35%         | 22        | 43%         | Ohters              |
| <b>Total</b>    | <b>33</b> | <b>100%</b> | <b>31</b> | <b>100%</b> | <b>51</b> | <b>100%</b> | <b>Total</b>        |



## UPAH DAN TUNJANGAN

### Wages and Benefits

[GRI 202-1] [GRI 202-2] [GRI 405-2] [GRI 12.8.3] [GRI 12.19.2] [GRI 12.19.3] [GRI 12.19.7] [OJK F.20]

#### KOMPENSASI KOMPETITIF

Kebijakan kompensasi Perseroan ditetapkan secara kompetitif untuk menjaring dan mempertahankan talenta terbaik yang dapat mempertahankan daya saing organisasi. Sistem remunerasi dirancang secara adil berdasarkan kinerja individu, tingkat jabatan, serta Upah Minimum Regional (UMR) di masing-masing wilayah operasional. Perseroan juga melakukan peninjauan berkala terhadap kebijakan remunerasi untuk memastikan kesesuaian dengan standar industri pertambangan terkini.

Prinsip kesetaraan gender dan non-diskriminasi merupakan landasan utama dari skema remunerasi Perseroan. Karyawan pria dan wanita yang menduduki jabatan yang sama serta memiliki tanggung jawab setara menerima gaji pokok dan remunerasi dengan rasio 1:1. Perbandingan remunerasi karyawan *entry level* dengan UMR dapat dilihat pada tabel di bawah ini:

#### COMPETITIVE COMPENSATION

The Company's compensation policy is established competitively to attract and retain top talent capable of sustaining the organization's competitiveness. The remuneration system is designed fairly based on individual performance, job level, and the Regional Minimum Wage (UMR) in each operational area. The Company also conducts periodic reviews of its remuneration policy to ensure alignment with current mining industry standards.

The principles of gender equality and non-discrimination form the foundation of the Company's remuneration scheme. Male and female employees holding the same positions and responsibilities receive equal base salaries and remuneration at a 1:1 ratio. A comparison between entry-level employee remuneration and the UMR is presented in the table below:

**Upah Minimum Regional 2025**  
Regional Minimum Wage 2025

| Provinsi           | Unit Bisnis | Wanita Female | Pria Male | Upah Minimum Regional Upah Minimum Regional | Ratio of Female: Regional Minimum Wage Ratio of Female: Regional Minimum Wage | Ratio of Male: Regional Minimum Wage Ratio of Male: Regional Minimum Wage | Province         |
|--------------------|-------------|---------------|-----------|---------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------|
| DKI Jakarta        | GEMS        | N/A           | 6.501.100 | 5.396.791                                   | N/A                                                                           | 1,2 : 1,0                                                                 | DKI Jakarta      |
| Jambi              | KIM         | N/A           | N/A       | 3.234.535                                   | N/A                                                                           | N/A                                                                       | Jambi            |
| Kalimantan Selatan | BIB         | 4.182.700     | 3.770.000 | 3.653.000                                   | 1,2 : 1,0                                                                     | 1,1 : 1,0                                                                 | South Kalimantan |
| Sumatera Selatan   | BSL         | N/A           | N/A       | 4.013.062                                   | N/A                                                                           | N/A                                                                       | South Sumatera   |

## TUNJANGAN KARYAWAN

[GRI 401-2] [GRI 12.15.3]

Selain gaji pokok, Perseroan juga memberikan berbagai tunjangan dan insentif yang bertujuan memperkuat motivasi kerja dan meningkatkan produktivitas karyawan. Beberapa tunjangan bersifat khusus bagi karyawan tetap dan tidak diberikan kepada karyawan kontrak atau temporer. Lokasi operasi signifikan merupakan lokasi operasi yang memiliki dampak besar terhadap operasi bisnis, lingkungan, serta sosial ekonomi masyarakat sekitar. Rincian tunjangan dapat dilihat pada tabel berikut:

## EMPLOYEE BENEFITS

[GRI 401-2] [GRI 12.15.3]

In addition to base salary, the Company provides various benefits and incentives aimed at strengthening employee motivation and enhancing productivity. Certain benefits are specifically designated for permanent employees and are not extended to contract or temporary workers. Significant operational locations refer to sites that have a substantial impact on business operations, the environment, and the surrounding socio-economic conditions. Details of the benefits are presented in the table below:

| Keterangan                                                                                        | Karyawan Tetap<br>Permanent Employees | Karyawan Tidak Tetap<br>Non-Permanent Employees | Description                                                                                        |
|---------------------------------------------------------------------------------------------------|---------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Gaji                                                                                              | √                                     | √                                               | Salary                                                                                             |
| Tunjangan                                                                                         | √                                     | √                                               | Allowances                                                                                         |
| Asuransi Kecacatan & Kecelakaan Kerja (BPJS TK – JKK)                                             | √                                     | √                                               | Disability & Work Accident Insurance (BPJS TK – JKK)                                               |
| Asuransi Meninggal Dunia karena Pekerjaan (BPJS TK – JKM)                                         | √                                     | √                                               | Death Insurance due to Work (BPJS TK – JKM)                                                        |
| Asuransi Kecacatan dan Kecelakaan di Luar Kecelakaan Kerja (Asuransi Swasta Khusus Karyawan Site) | √                                     | √                                               | Disability and Accident Insurance outside of Work Accidents (Private Insurance for Site Employees) |
| Asuransi Meninggal Dunia Bukan karena Pekerjaan (Asuransi Swasta Khusus Karyawan Site)            | √                                     | √                                               | Death Insurance not due to Work (Private Insurance for Site Employees)                             |
| Jaminan Kesehatan bagi Pekerja (BPJS KS & Asuransi Swasta)                                        | √                                     | √                                               | Health Insurance for Employees (BPJS KS & Private Insurance)                                       |
| Jaminan Kesehatan bagi Pasangan Pekerja (BPJS KS & Asuransi Swasta)                               | √                                     | √                                               | Health Insurance for Employee's Spouse (BPJS KS & Private Insurance)                               |
| Jaminan Kesehatan bagi Anak Pekerja (BPJS KS & Asuransi Swasta)                                   | √                                     | √                                               | Health Insurance for Employee's children (BPJS KS & Private Insurance)                             |
| Cuti Melahirkan                                                                                   | √                                     | √                                               | Maternity Leave                                                                                    |
| Cuti Haid                                                                                         | √                                     | √                                               | Menstrual Leave                                                                                    |
| Cuti Menunaikan Haji atau Ziarah Keagamaan                                                        | √                                     | √                                               | Leave for Hajj or Religious Pilgrimage                                                             |
| Tunjangan Hari Raya                                                                               | √                                     | √                                               | Religious Holiday Allowance                                                                        |
| Dana Pensiun (BPJS TK – JHT, JP)                                                                  | √                                     | √                                               | Pension Fund (BPJS TK – JHT, JP)                                                                   |
| Pesangon                                                                                          | √                                     | -                                               | Severance Pay                                                                                      |



## PELATIHAN DAN PENGEMBANGAN

[GRI 404-1] [GRI 404-3] [GRI 410-1] [GRI 12.12.2]  
[GRI 12.15.6] [GRI 12.19.5] [OJK F.22]

Pengembangan karyawan merupakan investasi jangka panjang Perseroan yang memberdayakan setiap individu untuk meraih potensi terbaik mereka. Upaya ini dirancang untuk memperkaya keterampilan, pengetahuan, dan kompetensi karyawan melalui serangkaian pelatihan teknis dan non-teknis. Program ini membekali karyawan dengan keahlian relevan untuk menjawab tuntutan industri pertambangan yang terus berkembang serta mencapai kemajuan karier yang signifikan.

Pelatihan dan pengembangan kompetensi dilakukan melalui:

1. Pelatihan Internal, yaitu pelatihan yang diselenggarakan oleh Perseroan dengan fokus pada aspek Keselamatan Pertambangan dan Lingkungan Hidup. Pelatihan ini diperuntukkan bagi seluruh karyawan dan mitra kerja mengingat tingginya risiko pada operasi pertambangan.
2. Pelatihan Eksternal, yaitu pelatihan yang diselenggarakan oleh vendor, konsultan, lembaga pendidikan, atau lembaga sertifikasi untuk membantu karyawan memperoleh sertifikasi serta menutup kesenjangan kompetensi sesuai kebutuhan posisi dan perkembangan regulasi.

## TRAINING AND DEVELOPMENT

[GRI 404-1] [GRI 404-3] [GRI 410-1] [GRI 12.12.2]  
[GRI 12.15.6] [GRI 12.19.5] [OJK F.22]

Employee development is a long-term investment that empowers each individual to achieve their full potential. These efforts are designed to enhance employees' skills, knowledge, and competencies through a range of technical and non-technical training programs. The program equips employees with relevant capabilities to meet the evolving demands of the mining industry and to support meaningful career advancement.

Training and competency development are conducted through:

1. Internal Training, organized by the Company with a focus on Mining Safety and Environmental aspects. This training is intended for all employees and business partners, considering the high-risk nature of mining operations.
2. External Training, conducted by vendors, consultants, educational institutions, or certification bodies to support employees in obtaining certifications and closing competency gaps in line with job requirements and regulatory developments.





3. Pelatihan Berbasis Platform Digital (MyLearning – [mylearning.techconnect.co.id](http://mylearning.techconnect.co.id)), yaitu inovasi pembelajaran daring yang memungkinkan karyawan mengakses berbagai modul pelatihan kapan saja dan dari mana saja. Melalui platform ini, karyawan dapat memilih program sesuai kebutuhan tugas maupun minat, dengan target waktu penyelesaian yang fleksibel.

3. Digital Platform-Based Training (MyLearning – [mylearning.techconnect.co.id](http://mylearning.techconnect.co.id)), an online learning innovation that enables employees to access various training modules anytime and anywhere. Through this platform, employees can select programs aligned with job requirements or personal interests, with flexible completion timelines.



Pelaksanaan pengembangan kompetensi di Perseroan didukung oleh dua ekosistem utama, yaitu program inklusif yang terbuka untuk seluruh karyawan dan program eksklusif yang diperuntukkan bagi karyawan dalam kategori *Talent Pool*. *Talent Pool* mencakup individu dengan potensi tinggi yang diidentifikasi melalui kinerja tiga tahun terakhir dengan nilai kategori *exceed*, kecocokan pengalaman kerja, serta penilaian positif dari atasan yang tercatat dalam sistem ke karyawan.

Selama tahun pelaporan, Perseroan telah mengadakan berbagai program pengembangan kompetensi yang diikuti oleh 438 karyawan dengan total alokasi dana sebesar Rp4.800.369.135,00. Rata-rata jam pelatihan per karyawan dapat dilihat pada tabel berikut:

The implementation of competency development within the Company is supported by two main ecosystems, particularly inclusive programs that are open to all employees and exclusive programs designated for employees within the Talent Pool category. The Talent Pool consists of high-potential individuals identified based on their performance over the past three years with an exceed rating, alignment of work experience, and positive evaluations from supervisors recorded in the employee management system.

During the reporting year, the Company conducted various competency development programs attended by 438 employees, with a total budget allocation of Rp4,800,369,135. The average training hours per employee are presented in the table below:



### Rata-Rata Jam Pelatihan per Tahun per Karyawan

Average Training Hours per Employee per Year

[GRI 404-1] [GRI 12.15.6] [GRI 12.19.5] [OJK F.22]

| Keterangan<br>Description                                    | Jumlah pekerja yang<br>memperoleh pelatihan<br>Number of Employees<br>Receiving Training | Total Jam Pelatihan<br>Total Training Hours | Rata-rata jam pelatihan<br>setiap pekerja<br>Average Training Hours<br>per Employee |
|--------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------|
| GEMS Group Total                                             | 438                                                                                      | 7.575 jam   hours                           | 17,29 jam   hours                                                                   |
| BIB                                                          | 312                                                                                      | 4.425 jam   hours                           | 17,70 jam   hours                                                                   |
| KIM                                                          | 54                                                                                       | 1.072 jam   hours                           | 19,84 jam   hours                                                                   |
| BSL                                                          | 40                                                                                       | 539 jam   hours                             | 13,47 jam   hours                                                                   |
| GEMS dan Entitas Anak Lainnya<br>GEMS and Other Subsidiaries | 32                                                                                       | 440 jam   hours                             | 13,75 jam   hours                                                                   |

### Rata-Rata Jam Pelatihan per Tahun Berdasarkan Gender

Average Training Hours per Year by Gender

[GRI 404-1] [GRI 12.15.6] [GRI 12.19.5] [OJK F.22]

| Keterangan              | 2025                 |                      | 2024                 |                      | 2023                 |                      | Description            |
|-------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|
|                         | Wanita<br>Female     | Pria<br>Male         | Wanita<br>Female     | Pria<br>Male         | Wanita<br>Female     | Pria<br>Male         |                        |
| Jumlah karyawan         | 95                   | 343                  | 72                   | 215                  | 45                   | 174                  | Number of Employees    |
| Rata-rata Jam Pelatihan | 20,37<br>jam   hours | 16,44<br>jam   hours | 13,84<br>jam   hours | 10,96<br>jam   hours | 15,20<br>jam   hours | 13,50<br>jam   hours | Average Training Hours |

### Rata-Rata Jam Pelatihan per Tahun Berdasarkan Level

Average Training Hours Per Year by Level

[GRI 404-1] [GRI 12.15.6] [GRI 12.19.5] [OJK F.22]

| Keterangan                   | 2025                                   |                                                   | 2024                                   |                                                   | 2023                                   |                                                   | Description                  |
|------------------------------|----------------------------------------|---------------------------------------------------|----------------------------------------|---------------------------------------------------|----------------------------------------|---------------------------------------------------|------------------------------|
|                              | Jumlah Karyawan<br>Number of Employees | Rata-rata Jam Pelatihan<br>Average Training Hours | Jumlah Karyawan<br>Number of Employees | Rata-rata Jam Pelatihan<br>Average Training Hours | Jumlah Karyawan<br>Number of Employees | Rata-rata Jam Pelatihan<br>Average Training Hours |                              |
| Upper Management (BU Head)   | 3                                      | 10,67 jam                                         | 1                                      | 24,00 jam                                         | -                                      | -                                                 | Upper Management (BU Head)   |
| Middle Management (Div Head) | 35                                     | 17,46 jam                                         | 14                                     | 14,00 jam                                         | 10                                     | 16,00 jam                                         | Middle Management (Div Head) |
| Lower Management (Dept Head) | 54                                     | 21,98 jam                                         | 30                                     | 14,00 jam                                         | 26                                     | 15,20 jam                                         | Lower Management (Dept Head) |
| Supervisor (Section Head)    | 153                                    | 18,55 jam                                         | 97                                     | 11,00 jam                                         | 70                                     | 14,70 jam                                         | Supervisor (Section Head)    |
| Team Leader                  | 190                                    | 14,73 jam                                         | 146                                    | 11,00 jam                                         | 113                                    | 13,10 jam                                         | Team Leader                  |
| Staff                        | 3                                      | 3,76 jam                                          | -                                      | -                                                 | -                                      | -                                                 | Staff                        |

**Daftar Pelatihan Tahun 2025**

## List of Training in 2025

| No. | Pelatihan <i>Soft Skill</i><br>Soft Skill Training                                | Pelatihan <i>Hard Skill</i><br>Hard Skill Training                                                                                      |
|-----|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | <i>Decision-Making Strategies</i>                                                 | Memahami Praktik Perlindungan Data Pribadi<br>Understanding Personal Data Protection Practice                                           |
| 2.  | <i>Developing Business Acumen</i>                                                 | Manajemen SPT masa PPN dan PPH Coretax<br>Management time VAT and Income Tax Coretax SPT                                                |
| 3.  | <i>Communicating with Confidence</i>                                              | <i>System Analysis &amp; Design Use Cases: Meet Business Essentials</i><br>System Analysis & Design Use Cases: Meet Business Essentials |
| 4.  | <i>How to Lead and Inspire Change</i>                                             | <i>Asset Management</i><br>Asset Management                                                                                             |
| 5.  | <i>Personal Development: How to Develop Your Personal Confidence</i>              | Pendidikan Khusus Profesi Advokat (PKPA)<br>Advocacy Professional Training (PKPA)                                                       |
| 6.  | <i>Strategic Thinking</i>                                                         | Menguasai Penyusunan <i>Joint Venture Agreement</i> (Hukum Online)<br>Understanding Joint Venture Agreement (Hukum Online)              |
| 7.  | <i>Re-Humanise: Building human-centric organisations in the age of algorithms</i> | Menguasai Penyusunan <i>Joint Venture Agreement</i> Yang Tepat<br>Understanding How to Develop the Right Joint Venture Agreement        |
| 8.  | <i>Minut Indonesia: Problem Solving &amp; Decision Making</i>                     | <i>CFA Level 1 Preparation</i><br>CFA Level 1 Preparation                                                                               |
| 9.  | <i>Effective Business Communication Skill</i>                                     | <i>Cataloguing Inventory</i><br>Cataloguing Inventory                                                                                   |
| 10. | <i>Strategic Thinking</i>                                                         | -                                                                                                                                       |

**PENILAIAN KINERJA**

## Performance Reviews

[GRI 404-3]

Perseroan melaksanakan penilaian kinerja karyawan secara rutin untuk mengukur kontribusi individu dalam mencapai target perusahaan. Selain berfungsi sebagai evaluasi hasil kerja terhadap target yang ditetapkan, proses ini juga merupakan kesempatan pemberian umpan balik yang konstruktif untuk mendukung pengembangan kompetensi karyawan.

Evaluasi dilakukan melalui dua pendekatan utama, yakni *Key Performance Indicator* (KPI) yang disusun berdasarkan deskripsi jabatan, serta metode 360° *feedback* yang melibatkan penilaian dari atasan, rekan kerja, dan bawahan untuk menghasilkan pandangan yang komprehensif dan objektif.

The Company conducts regular employee performance reviews to measure individual contributions toward achieving corporate targets. In addition to assessing performance against established goals, this process also serves as an opportunity to provide constructive feedback to support employee competency development.

The evaluation is carried out through two main approaches of Key Performance Indicators (KPI), which are developed based on job descriptions, and a 360° feedback method that incorporates assessments from supervisors, peers, and subordinates to ensure a comprehensive and objective evaluation.



Penilaian kinerja dilaksanakan dua kali dalam satu tahun, yaitu Penilaian Tengah Tahun (PTT) dan Penilaian Akhir Tahun (PAT). Hasil penilaian digunakan sebagai dasar dalam menentukan kelanjutan status kerja, pemberian bonus, kenaikan gaji, promosi, serta rekomendasi pelatihan dan pengembangan. Melalui mekanisme ini, Perseroan dapat membangun budaya kerja yang produktif dan berorientasi pada hasil.

Rincian persentase karyawan yang menerima penilaian kinerja secara rutin dapat dilihat pada tabel berikut:

Performance reviews are conducted twice a year, particularly the Mid-Year Reviews (MYR) and the Year-End Review (YER). The results are used as the basis for determining employment continuity, bonus allocation, salary adjustments, promotions, as well as training and development recommendations. Through this mechanism, the Company fosters a productive and results-oriented work culture.

Details of the percentage of employees who receive regular performance evaluations are presented in the table below:

### Persentase Karyawan yang Menerima Tinjauan Rutin Terhadap Kinerja dan Pengembangan Karir Berdasarkan Gender

Percentage of Employees Receiving Regular Reviews of Performance and Career Development by Gender

[GRI 404-3]

| Keterangan | 2025   | 2024   | 2023   | Description |
|------------|--------|--------|--------|-------------|
| Pria       | 77,89% | 78,02% | 78,80% | Male        |
| Wanita     | 22,11% | 21,98% | 21,20% | Female      |

### Persentase Karyawan yang Menerima Tinjauan Rutin Berdasarkan Level Jabatan

Percentage of Employees Receiving Regular Performance Reviews by Job Level

[GRI 404-3]

| Keterangan      | 2025   | 2024   | 2023   | Description     |
|-----------------|--------|--------|--------|-----------------|
| BU/SU Head      | 1,04%  | 1,16%  | 1,06%  | BU/SU Head      |
| Division Head   | 6,22%  | 5,45%  | 5,48%  | Division Head   |
| Department Head | 15,72% | 14,38% | 15,19% | Department Head |
| Officer         | -      | -      | -      | Officer         |
| Section Head    | 34,47% | 31,57% | 30,21% | Section Head    |
| Team Leader     | 37,30% | 42,31% | 42,93% | Team Leader     |
| Staff           | 5,35%  | 5,12%  | 5,12%  | Staff           |



## KEBERAGAMAN DAN INKLUSI

### Diversity and Inclusion

[GRI 406-1] [GRI 12.19.8] [OJK F.18]

Keberagaman menjadi kekuatan yang memperkaya proses inovasi dengan membawa beragam sudut pandang ke dalam interaksi kerja sehari-hari. Terinspirasi dari nilai *Bhinneka Tunggal Ika*, Perseroan membangun budaya yang menghargai perbedaan dan menyediakan kesempatan yang setara bagi seluruh karyawan, tanpa memandang gender, usia, ras, keyakinan, disabilitas, maupun latar belakang lainnya.

Dukungan terhadap keberagaman juga diwujudkan melalui pelibatan masyarakat lokal pada berbagai aktivitas bisnis, termasuk pada kegiatan *coal hauling*, *base course*, dan penyewaan alat berat. Perseroan juga memperluas kesempatan bagi pemasok lokal melalui dukungan terhadap BUMDes dan kerja sama resmi di wilayah operasi.

Sebagai bagian dari upaya menjaga lingkungan kerja yang inklusif, Perseroan menyediakan saluran *Whistleblowing System* sebagai mekanisme pelaporan apabila terjadi dugaan diskriminasi. Sepanjang tahun pelaporan, tidak terdapat aduan maupun temuan terkait praktik diskriminasi di lingkungan Perseroan.

Diversity is a strength that enriches the innovation process by bringing a wide range of perspectives into daily workplace interactions. Inspired by the value of *Bhinneka Tunggal Ika*, the Company fosters a culture that respects differences and provides equal opportunities for all employees, regardless of gender, age, race, beliefs, disabilities, or other backgrounds.

Support for diversity is also reflected through the involvement of local communities in various business activities, including coal hauling, base course works, and heavy equipment rental. The Company also expands opportunities for local suppliers through support for BUMDes and formal partnerships within operational areas.

As part of its commitment to maintaining an inclusive work environment, the Company provides a Whistleblowing System as a reporting mechanism for any suspected cases of discrimination. Throughout the reporting year, there were no complaints or findings related to discriminatory practices within the Company.





## KEANEKARAGAMAN BADAN TATA KELOLA DAN KARYAWAN

[GRI 202-2] [GRI 405-1] [GRI 12.8.3] [GRI 12.19.3] [GRI 12.19.6]

Perseroan memprioritaskan perekrutan tenaga kerja lokal sebagai kontribusi perusahaan terhadap pemberdayaan masyarakat Indonesia dan penguatan kapasitas sumber daya manusia nasional. Pada tahun 2025, 99% posisi manajemen senior diisi oleh warga negara Indonesia. Manajemen senior mencakup pegawai dengan jabatan *Division Head* ke atas yang tersebar di seluruh entitas operasi GEMS Group.

Keragaman karyawan dan badan tata kelola Perseroan dapat dilihat melalui distribusi gender, usia, dan tingkat pendidikan yang ditunjukkan pada tabel berikut:

## DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

[GRI 202-2] [GRI 405-1] [GRI 12.8.3] [GRI 12.19.3] [GRI 12.19.6]

The Company prioritizes the recruitment of local talent as part of its contribution to empowering Indonesian communities and strengthening national human resource capacity. In 2025, 99% of senior management positions were held by Indonesian nationals. Senior management includes employees at the *Division Head* level and above across all GEMS Group operational entities.

The diversity of the Company's workforce and governance bodies can be observed through the distribution of gender, age, and educational background, as presented in the table below:

| Jabatan                                  | 2025             |      |                 |      | 2024             |      |                 |      | 2023             |      |                 |      | Position                                 |
|------------------------------------------|------------------|------|-----------------|------|------------------|------|-----------------|------|------------------|------|-----------------|------|------------------------------------------|
|                                          | Wanita<br>Female |      | Pria<br>Male    |      | Wanita<br>Female |      | Pria<br>Male    |      | Wanita<br>Female |      | Pria<br>Male    |      |                                          |
|                                          | Jumlah<br>Total  | %    | Jumlah<br>Total | %    | Jumlah<br>Total  | %    | Jumlah<br>Total | %    | Jumlah<br>Total  | %    | Jumlah<br>Total | %    |                                          |
| Dewan Komisaris                          | 0                | 0%   | 6               | 1%   | -                | -    | 6               | 1%   | -                | -    | 6               | 1%   | Board of Commissioners                   |
| Direksi                                  | 0                | 0%   | 6               | 1%   | -                | -    | 6               | 1%   | -                | -    | 6               | 1%   | Board of Directors                       |
| Upper Management<br>(Business Unit Head) | 2                | 1%   | 4               | 1%   | 2                | 1%   | 4               | 1%   | 2                | 2%   | 4               | 1%   | Upper Management<br>(Business Unit Head) |
| Middle Management<br>(Division Head)     | 8                | 6%   | 28              | 5%   | 6                | 4%   | 27              | 5%   | 5                | 4%   | 26              | 5%   | Middle Management<br>(Division Head)     |
| Lower Management<br>(Department Head)    | 18               | 13%  | 75              | 14%  | 16               | 12%  | 71              | 14%  | 14               | 12%  | 72              | 14%  | Lower Management<br>(Department Head)    |
| Supervisor (Section<br>Head)             | 50               | 35%  | 156             | 29%  | 48               | 35%  | 144             | 28%  | 46               | 38%  | 125             | 25%  | Supervisor (Section<br>Head)             |
| Team Leader                              | 60               | 42%  | 182             | 34%  | 59               | 43%  | 197             | 38%  | 51               | 43%  | 192             | 38%  | Team Leader                              |
| Staff                                    | 1                | 1%   | 30              | 6%   | 3                | 1%   | 28              | 6%   | 2                | 2%   | 27              | 5%   | Staff                                    |
| Non-Staff                                | 3                | 2%   | 45              | 8%   | 4                | 2%   | 42              | 8%   | -                | -    | 46              | 9%   | Non-Staff                                |
| Jumlah                                   | 142              | 100% | 532             | 100% | 138              | 100% | 525             | 100% | 120              | 100% | 504             | 100% | Total                                    |

## Badan Tata Kelola dan Karyawan Berdasarkan Usia

Governance Bodies and Employees by Age

[GRI 405-1] [GRI 12.19.6] [OJK C.3.b]

| Jabatan         | Kurang Dari 30 Tahun<br>Under 30 Years Old |   | 30-50 Tahun<br>30-50 Years |    | Lebih Dari 50 Tahun<br>Over 50 Years Old |    | Position               |
|-----------------|--------------------------------------------|---|----------------------------|----|------------------------------------------|----|------------------------|
|                 | Jumlah Total                               | % | Jumlah Total               | %  | Jumlah Total                             | %  |                        |
| Dewan Komisaris | -                                          | - | 1                          | 0% | 5                                        | 7% | Board of Commissioners |
| Direksi         | -                                          | - | 2                          | 0% | 4                                        | 6% | Board of Directors     |

| Jabatan                                  | Kurang Dari 30 Tahun<br>Under 30 Years Old |      | 30-50 Tahun<br>30-50 Years |      | Lebih Dari 50 Tahun<br>Over 50 Years Old |      | Position                                 |
|------------------------------------------|--------------------------------------------|------|----------------------------|------|------------------------------------------|------|------------------------------------------|
|                                          | Jumlah<br>Total                            | %    | Jumlah<br>Total            | %    | Jumlah<br>Total                          | %    |                                          |
| Upper Management<br>(Business Unit Head) | -                                          | -    | 1                          | 0%   | 5                                        | 7%   | Upper Management<br>(Business Unit Head) |
| Middle Management<br>(Division Head)     | -                                          | -    | 21                         | 5%   | 15                                       | 21%  | Middle Management<br>(Division Head)     |
| Lower Management<br>(Department Head)    | -                                          | -    | 77                         | 18%  | 16                                       | 22%  | Lower Management<br>(Department Head)    |
| Supervisor<br>(Section Head)             | 8                                          | 5%   | 184                        | 42%  | 14                                       | 19%  | Supervisor<br>(Section Head)             |
| Team Leader                              | 105                                        | 64%  | 125                        | 29%  | 12                                       | 17%  | Team Leader                              |
| Staff                                    | 14                                         | 9%   | 16                         | 4%   | 1                                        | 1%   | Staff                                    |
| Non-Staff                                | 37                                         | 23%  | 11                         | 3%   | 0                                        | 0%   | Non-Staff                                |
| Jumlah                                   | 164                                        | 100% | 438                        | 100% | 72                                       | 100% | Total                                    |

| Usia  | Level jabatan   Position Level |                  |              |                  |              |                  |                 |                  | Jumlah<br>Total | Age   |
|-------|--------------------------------|------------------|--------------|------------------|--------------|------------------|-----------------|------------------|-----------------|-------|
|       | Entry-level                    |                  | Mid-level    |                  | Senior-level |                  | Executive-level |                  |                 |       |
|       | Pria<br>Male                   | Wanita<br>Female | Pria<br>Male | Wanita<br>Female | Pria<br>Male | Wanita<br>Female | Pria<br>Male    | Wanita<br>Female |                 |       |
| 18-25 | 17                             | 3                | 22           | 10               | 0            | 0                | 0               | 0                | 52              | 18-25 |
| 25-35 | 43                             | 0                | 127          | 47               | 1            | 3                | 0               | 0                | 221             | 25-35 |
| 35-45 | 12                             | 1                | 128          | 39               | 45           | 15               | 5               | 0                | 245             | 35-45 |
| 45-55 | 2                              | 0                | 56           | 14               | 34           | 4                | 9               | 4                | 123             | 45-55 |
| >55   | 1                              | 0                | 5            | 0                | 12           | 1                | 13              | 1                | 33              | >55   |

Keterangan (kesinambungan dengan tabel sebelumnya):

Entry Level = jabatan staf dan non staf

Mid Level = jabatan team leader dan section head

Senior Level = department head dan division head level 11

Executive Level = division head level 12, BU head, Direksi dan Komisaris

Notes (in correlation with the previous table):

Entry Level = staff and non-staff position

Mid Level = team leader and section head position

Senior Level = Level 11 department head and division head

Executive Level = Level 12 division head , BU head, Board of Directors and Board of Commissioners

### Badan Tata Kelola dan Karyawan Berdasarkan Rentang Pendidikan

Governance Bodies and Employees By Education

[GRI 405-1] [OJK C.3.b]

| Pendidikan | Wanita   Female |     | Pria   Male     |     | Total           |     | Education |
|------------|-----------------|-----|-----------------|-----|-----------------|-----|-----------|
|            | Jumlah<br>Total | %   | Jumlah<br>Total | %   | Jumlah<br>Total | %   |           |
| S3         | -               | -   | 5               | 1%  | 5               | 1%  | S3        |
| S2         | 14              | 10% | 57              | 11% | 71              | 11% | S2        |
| S1         | 111             | 78% | 354             | 67% | 465             | 69% | S1        |
| D3         | 11              | 8%  | 19              | 4%  | 30              | 4%  | D3        |



| Pendidikan    | Wanita   Female |             | Pria   Male     |             | Total           |             | Education          |
|---------------|-----------------|-------------|-----------------|-------------|-----------------|-------------|--------------------|
|               | Jumlah<br>Total | %           | Jumlah<br>Total | %           | Jumlah<br>Total | %           |                    |
| SMA           | 6               | 4%          | 97              | 18%         | 103             | 15%         | Senior High School |
| SMP           | -               | -           | -               | -           | -               | -           | Junior High School |
| SD            | -               | -           | -               | -           | -               | -           | Elementary School  |
| <b>Jumlah</b> | <b>142</b>      | <b>100%</b> | <b>532</b>      | <b>100%</b> | <b>674</b>      | <b>100%</b> | <b>Total</b>       |
| <b>2024</b>   |                 |             |                 |             |                 |             |                    |
| S3            | -               | -           | 5               | 0%          | 5               | 1%          | S3                 |
| S2            | 11              | 2%          | 44              | 6%          | 55              | 8%          | S2                 |
| S1            | 108             | 17%         | 360             | 55%         | 468             | 70%         | S1                 |
| D3            | 11              | 2%          | 22              | 3%          | 33              | 5%          | D3                 |
| SMA           | 6               | 1%          | 90              | 14%         | 96              | 15%         | Senior High School |
| SMP           | -               | 0%          | 5               | 1%          | 5               | 1%          | Junior High School |
| SD            | -               | 0%          | 1               | 0%          | 1               | 0%          | Elementary School  |
| <b>Jumlah</b> | <b>136</b>      | <b>21%</b>  | <b>527</b>      | <b>79%</b>  | <b>663</b>      | <b>100%</b> | <b>Total</b>       |
| <b>2023</b>   |                 |             |                 |             |                 |             |                    |
| S3            | -               | -           | 5               | 1%          | 5               | 1%          | S3                 |
| S2            | 7               | 1%          | 39              | 6%          | 46              | 7%          | S2                 |
| S1            | 96              | 15%         | 336             | 54%         | 432             | 69%         | S1                 |
| D3            | 13              | 2%          | 24              | 4%          | 37              | 6%          | D3                 |
| SMA           | 4               | 1%          | 94              | 15%         | 98              | 16%         | Senior High School |
| SMP           | -               | -           | 5               | 1%          | 5               | 1%          | Junior High School |
| SD            | -               | -           | 1               | 0%          | 1               | 0%          | Elementary School  |
| <b>Jumlah</b> | <b>120</b>      | <b>19%</b>  | <b>504</b>      | <b>81%</b>  | <b>624</b>      | <b>100%</b> | <b>Total</b>       |

## MEMASTIKAN PEMENUHAN HAK KARYAWAN

### Ensuring the Fulfillment of Employee Rights

[GRI 2-30] [GRI 201-3] [GRI 401-3] [GRI 404-2] [GRI 407-1] [GRI 408-1] [GRI 409-1] [GRI 12.3.2] [GRI 12.3.3]  
[GRI 12.15.4] [GRI 12.15.5] [GRI 12.15.7] [GRI 12.16.2] [GRI 12.17.2] [GRI 12.18.2] [GRI 12.19.4] [OJK F.19]

Kinerja keberlanjutan Perseroan hanya dapat dicapai apabila perusahaan berhasil menciptakan ekosistem kerja yang menghargai hak dan kebutuhan setiap karyawan. Hal ini diwujudkan melalui penerapan kebijakan ketenagakerjaan yang selaras dengan standar nasional seperti UU Ketenagakerjaan serta prinsip internasional seperti Konvensi ILO dan Deklarasi Universal HAM. Seluruh ketentuan

The Company's sustainability performance can only be achieved when it successfully creates a work ecosystem that respects the rights and needs of every employee. This is realized through the implementation of employment policies aligned with national standards such as labor laws, as well as international principles including ILO Conventions and the Universal Declaration of Human Rights.





tersebut diterapkan bagi karyawan Perseroan maupun tenaga kerja kontraktor yang terlibat dalam rantai bisnis perusahaan.

Lingkup pemenuhan HAM di Perseroan mencakup beragam aspek penting yang berkaitan langsung dengan kesejahteraan, perlindungan, dan kesempatan kerja yang setara. Penjelasan mengenai implementasi masing-masing aspek disajikan dalam uraian berikut:

### KEBEBASAN BERSERIKAT

[GRI 2-30] [GRI 407-1] [GRI 12.18.2]  
[EM-CO-310a.1] [EM-CO-310a.2]

Perseroan menjunjung tinggi hak setiap karyawan untuk berserikat dan menyatakan pendapat sesuai peraturan perundang-undangan. Meskipun saat ini belum ada serikat pekerja yang resmi terbentuk, Perseroan memberikan kebebasan penuh jika karyawan berinisiatif untuk membentuk organisasi pekerja. Apabila terjadi perselisihan hubungan industrial, Perseroan menerapkan mekanisme Bipartit, yaitu dialog langsung antara perwakilan Perseroan dan karyawan untuk mencapai kesepakatan yang saling menguntungkan.

All provisions are applied to both the Company's employees and contractor workers involved in the Company's business value chain.

The scope of human rights fulfillment within the Company covers various key aspects directly related to employee welfare, protection, and equal employment opportunities. The implementation of each aspect is described as follows:

### FREEDOM OF ASSOCIATION

[GRI 2-30] [GRI 407-1] [GRI 12.18.2]  
[EM-CO-310a.1] [EM-CO-310a.2]

The Company upholds the right of every employee to form associations and express opinions in accordance with prevailing laws and regulations. Although no formal labor union has been established to date, the Company provides full freedom for employees to initiate the formation of such organizations. In the event of industrial relations disputes, the Company applies a Bipartite mechanism, involving direct dialogue between Company representatives and employees to reach mutually beneficial agreements.



GEMS memiliki Peraturan Perusahaan (PP) sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. PP ini mengatur hak, kewajiban, syarat kerja, struktur upah, keselamatan dan kesehatan kerja, mekanisme penyelesaian perselisihan, serta fasilitas dan dukungan bagi pekerja. PP ini dibuat untuk mencakup 100% karyawan, agar setiap karyawan mendapatkan kepastian, perlindungan, dan kejelasan atas hubungan kerja yang transparan dan adil. Penerapan PP berjalan dengan baik sehingga pada tahun pelaporan tidak terdapat pemogokan dan penghentian kerja.

## PROGRAM PENSIUN

[GRI 201-3]

Perseroan menyediakan program pensiun sebagai wujud penghargaan atas loyalitas dan kontribusi karyawan yang memasuki usia pensiun 55 tahun. Program ini dirancang untuk memberikan kepastian keuangan setelah masa kerja karyawan berakhir. Perseroan menyelenggarakan dua skema utama yang mendukung kesejahteraan jangka panjang karyawan, yaitu:

1. Program BPJS Ketenagakerjaan yang meliputi:
  - a. Program Jaminan Hari Tua bersifat wajib, yang terdiri dari iuran karyawan dan iuran Perseroan dengan jumlah iuran karyawan sebesar 5,7% dan jumlah yang ditanggung oleh Perseroan sebesar 100%.
  - b. Program Jaminan Pensiun bersifat wajib, yang terdiri dari 1% iuran karyawan (dipotong gaji) dan 2% iuran ditanggung oleh Perseroan.
2. Program imbalan paska kerja. Perseroan menyediakan program imbalan paskakerja bagi karyawan yang memenuhi syarat sesuai dengan peraturan ketenagakerjaan yang berlaku di Indonesia. Program tersebut mencakup program pension manfaat pasti yang dikelola melalui Dana Pensiun Lembaga Keuangan (DPLK) PT Asuransi Simas Jiwa. Per tanggal 31 Desember 2025, kewajiban imbalan kerja yang dicatat dalam laporan keuangan konsolidasian mencapai sekitar Rp88 miliar, yang mencerminkan estimasi liabilitas aktuarial atas manfaat paskakerja karyawan. Perseroan melakukan peninjauan secara berkala atas kewajiban imbalan kerja dan menyesuaikan strategi pendanaan sesuai dengan kebutuhan serta ketentuan yang berlaku untuk memastikan keberlanjutan pemenuhan hak-hak karyawan di masa depan.

GEMS has established a Company Regulation (PP) in accordance with applicable laws and regulations. This PP governs employee rights and obligations, working conditions, wage structures, occupational health and safety, dispute resolution mechanisms, as well as facilities and support for employees. The PP applies to 100% of employees, ensuring that each individual receives certainty, protection, and clarity in a transparent and fair employment relationship. The implementation of the PP has been effective, as evidenced by the absence of strikes or work stoppages during the reporting year.

## PENSION PROGRAM

[GRI 201-3]

The Company provides a pension program as a form of appreciation for the loyalty and contributions of employees who reach the retirement age of 55 years. This program is designed to ensure financial security after the end of employment. The Company implements two main schemes to support employees' long-term welfare:

1. BPJS Employment Program, which includes:
  - a. Old Age Security Program as a mandatory program consisting of employee and Company contributions, with employee contributions at 5.7% and the Company covering 100% of its portion.
  - b. Pension Security Program as a mandatory program consisting of 1% employee contribution (deducted from salary) and 2% contribution borne by the Company.
2. Post-Employment Benefits Program. The Company provides post-employment benefits for eligible employees in accordance with prevailing labor regulations in Indonesia. This includes a defined benefit pension plan managed through the Financial Institution Pension Fund (DPLK) of PT Asuransi Simas Jiwa. As of December 31, 2025, the employee benefits obligation recorded in the consolidated financial statements amounted to approximately Rp88 billion, reflecting the estimated actuarial liability for post-employment benefits. The Company conducts periodic reviews of employee benefit obligations and adjusts its funding strategy in accordance with requirements and applicable regulations to ensure the sustainability of fulfilling employee rights in the future.

Saat ini Perseroan masih dalam tahap persiapan program pra-purna karya yang dikembangkan untuk mendukung transisi karyawan menuju masa purnabakti. [GRI 404-2] [GRI 12.3.3] [GRI 12.15.7]

### CUTI MELAHIRKAN

[GRI 401-3] [GRI 12.15.4] [GRI 12.19.4]

Dalam menjalani periode kehamilan hingga persalinan, dukungan penuh dari tempat kerja berperan besar dalam menjaga kesehatan dan ketenangan para ibu. Perseroan memberikan tiga bulan cuti hamil dan satu bulan cuti melahirkan sebagai kesempatan bagi karyawan wanita untuk mempersiapkan diri menghadapi persalinan, menjalani masa pemulihan, serta merawat bayi tanpa rasa khawatir akan kehilangan posisi atau peluang perkembangan karier. Setelah masa cuti berakhir, karyawan kembali melanjutkan peran dan tanggung jawabnya pada posisi semula.

Kehadiran ayah juga dianggap sebagai bagian yang penting dalam mendukung kesejahteraan ibu dan bayi. Karyawan pria mendapatkan dua hari cuti agar mereka dapat hadir di sisi keluarga selama proses kelahiran. Rincian data mengenai jumlah karyawan yang telah mengambil cuti melahirkan dan pendampingan selama periode pelaporan disajikan pada tabel di bawah ini:

The Company is currently in the preparation stage of a pre-retirement program designed to support employees in transitioning into retirement.

[GRI 404-2] [GRI 12.3.3] [GRI 12.15.7]

### MATERNITY LEAVE

[GRI 401-3] [GRI 12.15.4] [GRI 12.19.4]

During pregnancy and childbirth, full support from the workplace plays a vital role in ensuring the health and well-being of mothers. The Company provides three months of maternity leave and one month of postnatal leave, allowing female employees to prepare for childbirth, undergo recovery, and care for their newborns without concern over job security or career progression. Upon completion of the leave period, employees resume their roles and responsibilities in their previous positions.

The presence of fathers is also recognized as an important aspect of supporting the well-being of both mother and child. Male employees are granted two days of leave to accompany their families during the childbirth process. Details regarding the number of employees who utilized maternity and paternity leave during the reporting period are presented in the table below:

| Cuti Melahirkan                                                                                         | Wanita   Female |      |      | Pria   Male |      |      | Parental Leave                                                                                 |
|---------------------------------------------------------------------------------------------------------|-----------------|------|------|-------------|------|------|------------------------------------------------------------------------------------------------|
|                                                                                                         | 2025            | 2024 | 2023 | 2025        | 2024 | 2023 |                                                                                                |
| Total karyawan yang berhak mendapat cuti melahirkan                                                     | 50              | 28   | 41   | 281         | 207  | 270  | Total employees entitled to parental leave                                                     |
| Total karyawan yang mengambil cuti melahirkan                                                           | 7               | 3    | 1    | 21          | 12   | 17   | Total employees taking parental leave                                                          |
| Total karyawan yang kembali bekerja pada periode pelaporan setelah cuti melahirkan berakhir             | 7               | 3    | 1    | 21          | 12   | 17   | Total employees returning to work in the reporting period after parental leave ends            |
| Total karyawan yang kembali bekerja setelah cuti melahirkan berakhir dan masih bekerja setelah 12 bulan | 7               | 3    | 1    | 21          | 12   | 17   | Total employees returning to work after parental leave ends and still employed after 12 months |
| Tingkat karyawan yang mengambil cuti melahirkan yang kembali bekerja dan dapat dipertahankan            | 100%            | 100% | 100% | 100%        | 100% | 100% | Retention rate of employees taking parental leave and returning to work                        |



## TENAGA KERJA ANAK DAN KERJA PAKSA

[GRI 408-1] [GRI 409-1] [GRI 12.16.2] [GRI 12.17.2]  
[OJK F.19]

Perlindungan hak karyawan merupakan dasar dalam menjalankan operasional yang bertanggung jawab. Oleh karena itu, Perseroan menetapkan kebijakan tegas untuk mencegah tenaga kerja anak dan kerja paksa. Sesuai dengan Undang-Undang Ketenagakerjaan No. 13 Tahun 2003 dan standar Organisasi Perburuhan Internasional (ILO), Perseroan menetapkan usia minimum bekerja adalah 18 tahun agar seluruh karyawan yang terlibat memiliki kapasitas fisik dan mental untuk bekerja secara aman. Setiap karyawan bekerja selama 40 jam per minggu dengan hak atas kompensasi lembur apabila jam kerja melampaui ketentuan.

Perseroan juga melakukan pemantauan rutin terhadap praktik ketenagakerjaan di lapangan serta meninjau kepatuhan mitra kerja terhadap kebijakan ketenagakerjaan. Setiap perjanjian kerja sama mencantumkan klausul larangan tenaga kerja anak dan kerja paksa untuk memastikan standar ini diterapkan secara konsisten di seluruh rantai operasional. Berdasarkan hasil pemantauan selama periode pelaporan, Perseroan tidak menemukan indikasi adanya praktik tenaga kerja anak maupun tenaga kerja paksa di wilayah operasi Perseroan maupun pada mitra kerja yang beraktivitas di wilayah operasional.

## PELATIHAN DALAM ASPEK HAM

[GRI 410-1] [GRI 12.12.1] [GRI 12.12.2]

Seluruh anggota satuan pengamanan Perseroan dibekali dengan pengetahuan dan pelatihan mengenai hak asasi manusia (HAM) yang menekankan keseimbangan antara efektivitas pelaksanaan tugas dan kepatuhan terhadap nilai-nilai kemanusiaan. Pada tahun pelaporan, 100% anggota satuan pengamanan di PT BIB telah mengikuti pelatihan HAM yang dilaksanakan melalui kerja sama dengan pihak kepolisian, dan tidak terdapat konflik dalam lokasi operasional Perseroan.

## CHILD LABOR AND FORCED LABOR

[GRI 408-1] [GRI 409-1] [GRI 12.16.2] [GRI 12.17.2]  
[OJK F.19]

The protection of employee rights is fundamental to responsible operations. Accordingly, the Company enforces strict policies to prevent child labor and forced labor. In accordance with Indonesian Labor Law No. 13 of 2003 and International Labour Organization (ILO) standards, the Company sets the minimum working age at 18 years to ensure that all employees possess the physical and mental capacity to work safely. Each employee works 40 hours per week and is entitled to overtime compensation when working hours exceed the stipulated limit.

The Company also conducts routine monitoring of labor practices in the field and reviews the compliance of business partners with labor policies. All cooperation agreements include clauses prohibiting child labor and forced labor to ensure consistent implementation of these standards across the entire operational value chain. Based on monitoring results during the reporting period, the Company found no indications of child labor or forced labor practices within its operational areas or among its business partners.

## HUMAN RIGHTS TRAINING

[GRI 410-1] [GRI 12.12.1] [GRI 12.12.2]

All members of the Company's security personnel are equipped with knowledge and training on human rights, emphasizing a balance between effective duty execution and adherence to humanitarian values. During the reporting year, 100% of security personnel at PT BIB participated in human rights training conducted in collaboration with the police. No conflicts were recorded within the Company's operational areas.



Perseroan juga menetapkan persyaratan kontraktual bagi perusahaan keamanan eksternal untuk mematuhi kebijakan HAM perusahaan dan peraturan perundang-undangan yang berlaku. Pengawasan dilakukan melalui mekanisme audit internal, *briefing* rutin, dan saluran pengaduan bagi pekerja maupun masyarakat. Jika terjadi insiden, Perseroan menerapkan proses investigasi yang transparan dan tindakan korektif untuk memastikan pencegahan berulang. Pendekatan ini memastikan bahwa seluruh layanan keamanan beroperasi secara etis, bertanggung jawab, dan selaras dengan standar HAM internasional.

### TINGKAT KEPUASAN KARYAWAN

Perseroan meyakini bahwa Sumber Daya Manusia (SDM) merupakan aset strategis yang menjadi pilar utama dalam menjaga keberlanjutan bisnis. Sebagai bentuk komitmen terhadap pengelolaan SDM yang inklusif, Perseroan secara rutin melakukan survei kepuasan karyawan setiap dua tahun sekali. Survei ini berfungsi sebagai mekanisme umpan balik (*feedback mechanism*) yang vital untuk mengevaluasi iklim kerja dan efektivitas kebijakan perusahaan.

Pada periode survei tahun 2024, Perseroan berhasil mempertahankan tingkat keterlibatan yang tinggi dengan skor kepuasan sebesar 88%. Salah satu indikator dengan penilaian tertinggi adalah aspek keadilan kompensasi terhadap kontribusi kerja. Temuan ini memvalidasi upaya Perseroan dalam menerapkan sistem penghargaan yang kompetitif dan transparan.

Berlandaskan hasil tersebut, Perseroan terus melakukan tindakan perbaikan yang terukur sepanjang tahun pelaporan. Langkah ini diambil untuk memastikan bahwa setiap kebijakan SDM yang diterapkan mampu menjawab kebutuhan karyawan serta mendukung pertumbuhan Perseroan secara berkelanjutan.

The Company also establishes contractual requirements for external security providers to comply with the Company's human rights policies and applicable laws and regulations. Oversight is conducted through internal audit mechanisms, routine briefings, and grievance channels accessible to workers and the community. In the event of an incident, the Company applies a transparent investigation process and corrective actions to prevent recurrence. This approach ensures that all security services operate ethically, responsibly, and in alignment with international human rights standards.

### EMPLOYEE SATISFACTION LEVEL

The Company recognizes that Human Resources are a strategic asset and a key pillar in sustaining business continuity. As part of its commitment to inclusive human resources management, the Company conducts employee satisfaction surveys biannual basis. This survey serves as a vital feedback mechanism to evaluate the work environment and the effectiveness of Company policies.

In the 2024 survey period, the Company maintained a high level of engagement, achieving a satisfaction score of 88%. One of the highest-rated indicators was the fairness of compensation relative to employee contributions. This finding validates the Company's efforts in implementing a competitive and transparent reward system.

Based on these results, the Company continues to implement measurable improvement actions throughout the reporting year. These efforts are aimed at ensuring that all human resource policies effectively address employee needs while supporting the Company's sustainable growth.



# MENJAGA KESEHATAN DAN KESELAMATAN KERJA

## Maintaining Occupational Health and Safety

Lingkungan operasional yang aman tercipta ketika sistem keselamatan kerja berkembang seiring kemajuan teknologi, inovasi prosedur, dan peningkatan kapasitas secara progresif.

A safe operational environment is achieved when occupational health and safety systems continuously evolve in line with technological advancement, procedural innovation, and progressive capacity enhancement.







## SISTEM MANAJEMEN KESEHATAN DAN KESELAMATAN KERJA

### Occupational Health and Safety Management System

[GRI 403-1] [GRI 12.14.2] [OJK F.21] [EM-CO-320a.2]

Keselamatan dan kesehatan kerja merupakan prioritas utama Perseroan, dan seluruh sistem manajemen diarahkan untuk mencapai tujuan utama Perseroan, yaitu tingkat nihil kecelakaan (*zero accident*) di seluruh area operasi. Perseroan mewujudkan komitmen tersebut dengan mengimplementasikan Sistem Manajemen Keselamatan Pertambangan dan Lingkungan Hidup (SMKPLH) sebagai pedoman dalam identifikasi bahaya, penilaian risiko, dan penerapan praktik kerja aman sesuai standar keselamatan yang berlaku.

SMKPLH disusun berdasarkan regulasi nasional seperti UU No. 1 Tahun 1970 tentang Keselamatan Kerja dan Keputusan Menteri ESDM nomor 1827/K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik. Perseroan juga mengadopsi standar internasional ISO 45001:2018 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) yang diaudit setiap tahun oleh auditor internal dan eksternal.

Pada lingkup kebijakan, komitmen Perseroan terhadap Keselamatan dan Kesehatan Kerja dalam KPLH menitikberatkan pada aspek-aspek berikut:

Occupational Health and Safety (OHS) remains a top priority for the Company. All management systems are directed toward achieving the Company's primary objective of zero accidents across all operational areas. This commitment is realized through the implementation of the Mining Safety and Environmental Management System (SMKPLH), which serves as a comprehensive framework for hazard identification, risk assessment, and the implementation of safe work practices in accordance with prevailing safety standards.

The SMKPLH is developed in alignment with national regulations, including Law No. 1 of 1970 concerning Occupational Safety and the Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018 regarding Guidelines for the Implementation of Good Mining Practices. The Company also adopts the international standard ISO 45001:2018 on Occupational Health and Safety Management Systems (OHSMS), which is subject to annual audits conducted by internal and independent external auditors.

At the policy level, the Company's commitment to Occupational Health and Safety within the KPLH framework emphasizes the following key principles:

Melaksanakan Kebijakan Keselamatan Pertambangan dan Lingkungan Hidup secara konsisten.

01

Consistent implementation of the Mining Safety and Environmental Policy.

Menerapkan langkah pencegahan terhadap kecelakaan yang dapat menyebabkan cedera, kejadian akibat penyakit tenaga kerja, penyakit tenaga kerja, penyakit akibat kerja, kejadian berbahaya, kerusakan aset, gangguan produksi, serta dampak terhadap lingkungan.

02

Preventive measures to mitigate workplace accidents that may result in injuries, occupational disease incidents, occupational diseases, work-related illnesses, dangerous occurrences, asset damage, production disruptions, and environmental impacts.

Mengidentifikasi bahaya serta mengelola dan mengendalikan risiko keselamatan dan kesehatan pada setiap tahapan proses penambangan.

03

Systematic hazard identification and the management and control of occupational health and safety risks at every stage of the mining process.

Mewujudkan budaya Keselamatan Pertambangan yang baik.

04

Cultivation of a good Mining Safety culture.

Menjamin terciptanya Keselamatan Operasi Pertambangan dengan melakukan pengelolaan sarana, prasarana, instalasi dan peralatan secara konsisten.

05

Assurance of Mining Operational Safety through consistent management of facilities, infrastructure, installations, and equipment.



Keunggulan SMKPLH Perseroan terletak pada integrasi teknologi dalam setiap aspek pengelolaan K3. Teknologi seperti Internet of Things (IoT), sensor *real-time*, dan perangkat *wearable* digunakan untuk memantau kondisi lingkungan kerja dan perilaku keselamatan secara langsung, sehingga potensi bahaya dapat terdeteksi lebih cepat. Data yang dihasilkan dipadukan dengan SMKPLH digital yang membantu Perseroan memetakan potensi risiko dan menyusun strategi mitigasi yang lebih tepat sasaran.

### EVALUASI DAN PERBAIKAN BERKESINAMBUNGAN SMKPLH

Perseroan menerapkan mekanisme evaluasi dan peningkatan SMKPLH untuk memastikan sistem tetap relevan dalam menghadapi tantangan operasional. Proses ini dilaksanakan melalui beberapa mekanisme berikut:

#### 1. TINJAUAN MANAJEMEN

Dilaksanakan pada awal tahun anggaran untuk menilai kinerja K3 tahun sebelumnya serta menetapkan program kerja tahun berikutnya.

#### 2. INTERNAL AUDIT SMKP, ISO 45001, ISO 14001, DAN SMK3

Audit dilakukan setiap satu tahun sekali oleh auditor internal yang kompeten dan tersertifikasi sebagai Lead Auditor dan Internal Auditor.

#### 3. EKSTERNAL AUDIT ISO 45001, ISO 14001, DAN SMK3

Audit eksternal untuk ISO 45001 dan ISO 14001 dilakukan setiap tahun oleh lembaga independen terakreditasi KAN (Komite Akreditasi Nasional). Untuk resertifikasi SMK3 dilakukan setiap 3 tahun sekali, dimana resertifikasi SMK3 BIB terakhir dilakukan pada tahun 2024.

#### 4. EVALUASI PERUSAHAAN JASA PERTAMBANGAN

Dilaksanakan setiap awal semester oleh KTT dan evaluator internal BIB kepada Mitra Kerja baik inti dan non inti, untuk menilai seluruh kinerja dari setiap aspek *Good Mining Practices* meliputi Aspek Teknis, Keselamatan Pertambangan,

A distinctive strength of the Company's SMKPLH lies in the integration of advanced technology into all aspects of OHS management. Technologies such as the Internet of Things (IoT), real-time sensors, and wearable safety devices are deployed to monitor workplace conditions and safety behaviors in real time, enabling the early detection of potential hazards. The data generated through these technologies are integrated into a digital SMKPLH platform, enabling the Company to map risk exposure more accurately and design targeted, data-driven mitigation strategies.

### CONTINUOUS EVALUATION AND IMPROVEMENT OF THE SMKPLH

The Company implements a structured evaluation and improvement mechanism for the SMKPLH to ensure its continued relevance and effectiveness in addressing evolving operational risks. These processes are conducted through the following mechanisms:

#### 1. MANAGEMENT REVIEW

Conducted at the beginning of each fiscal year to assess the previous year OHS performance and establish work programs for the following year.

#### 2. INTERNAL AUDITS SMKP, ISO 45001, ISO 14001, AND OHSMS

Audits are conducted annually by competent and certified internal auditors serving as Lead Auditors and Internal Auditors.

#### 3. EXTERNAL AUDIT ISO 45001, ISO 14001, DAN OHSMS

External audits for ISO 45001 and ISO 14001 are conducted annually by independent certification bodies accredited by the National Accreditation Body (KAN). Recertification of the OHSMS is conducted every three years. The most recent OHSMS recertification for BIB was completed in 2024.

#### 4. EVALUATION OF MINING SERVICE COMPANIES

Conducted at the beginning of each semester by the Head of Mining Engineering (KTT) and BIB's internal evaluators for core and non-core Business Partners. These assessments comprehensively review contractor performance across all Good Mining Practices aspects, including Technical, Mining safety, Implementation of the SMKP, Environmental



Penerapan SMKP, Lingkungan Hidup, Konservasi, Standarisasi dan usaha jasa dan *Continuous Improvement*.

#### 5. RAPAT KOMITE KESELAMATAN PERTAMBANGAN DAN LINGKUNGAN HIDUP

Dilaksanakan satu kali setiap bulan, dipimpin oleh KTT dan dihadiri pimpinan divisi, departemen, kontraktor, serta bagian praktisi K3 untuk membahas kinerja, isu-isu dan tindak lanjut keselamatan.

#### 6. MONITORING LEADING DAN LAGGING INDICATORS

Dilakukan setiap minggu untuk meninjau kemajuan program keselamatan dan tindak lanjut perbaikan atas NC (*non-conformity*) dari hasil inspeksi K3, observasi perilaku karyawan, *hazard report*, audit dan investigasi insiden.

#### 7. EVALUASI KECELAKAAN KERJA/INSIDEN

Setiap terjadi kecelakaan atau insiden, evaluasi segera dilakukan melalui proses investigasi untuk mengidentifikasi akar penyebab, alur kejadian, dan menetapkan rencana tindak lanjut baik *correction* maupun *corrective action* agar kejadian kecelakaan tidak terjadi kembali.

management, Conservation, Standardization and mining service business compliance, as well as Continuous improvement

#### 5. MINING SAFETY AND ENVIRONMENTAL COMMITTEE MEETINGS

Held on a monthly basis and led by the KTT. Participants include division heads, department leaders, contractors, and OHS practitioners to review safety performance metrics, emerging issues, risk mitigation strategies, and follow-up actions.

#### 6. MONITORING LEADING DAN LAGGING INDICATORS

Conducted on a weekly basis to track safety program progress and corrective follow-up actions related to non-conformities (NC) identified through OHS inspections, behavioral observations, hazard reports, audits, and incident investigations.

#### 7. WORKPLACE ACCIDENT AND INCIDENT EVALUATION

In the event of any workplace accident or incident, an immediate investigation is conducted to identify root causes, sequence of events, and determine follow-up plans for corrections or corrective actions to prevent recurrence.

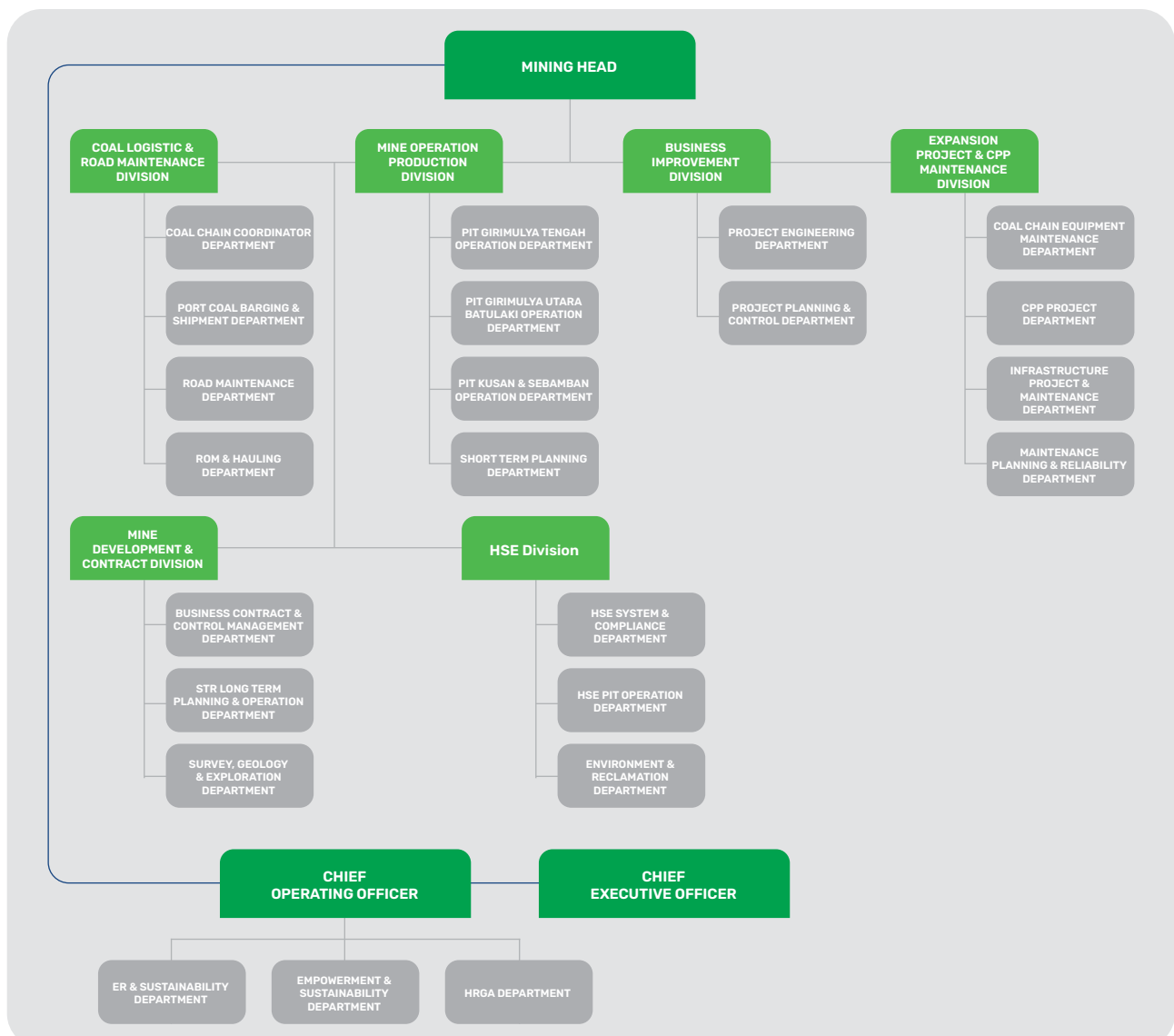


## PENANGGUNGJAWAB KESELAMATAN DAN KESEHATAN KERJA

### Occupational Health and Safety Responsible Party

Pengelolaan Keselamatan dan Kesehatan Kerja merupakan tanggung jawab bersama seluruh lini operasional di bawah koordinasi Kepala Teknik Tambang (KTT). KTT merupakan tenaga profesional bersertifikasi Pengawas Operasional Utama yang diakui oleh Direktorat Teknik & Lingkungan, Dirjen Minerba, dan Kementerian ESDM. Tanggung jawab ini dijalankan melalui struktur organisasi yang melibatkan berbagai divisi untuk memastikan efektivitas pengendalian risiko. Alur tanggung jawab pengelolaan K3 ditampilkan pada bagan berikut:

Occupational Health and Safety management is a shared responsibility across all operational lines under the coordination of the Head of Mining Engineering (KTT). The KTT is a certified professional holding the qualification of the Main Operational Supervisor, formally recognized by the Directorate of Engineering and Environment, the Directorate General of Mineral and Coal, and the Ministry of Energy and Mineral Resources (ESDM). This responsibility is executed through an established organizational structure involving cross-functional divisions to ensure effective risk control. The OHS governance structure is illustrated in the organizational chart below:





## CAKUPAN KARYAWAN DALAM SISTEM MANAJEMEN KESELAMATAN PERTAMBANGAN

### Workforce Coverage Under The Mining Safety Management System

[GRI 403-1] [GRI 403-8] [GRI 12.14.2] [GRI 12.14.9]

Sistem Manajemen Keselamatan Pertambangan dan Lingkungan Hidup BIB berlaku bagi seluruh individu yang bekerja atau beraktivitas di area tambang, selama mereka memiliki izin resmi dan terdaftar dalam sistem perusahaan. Kebijakan ini memastikan bahwa setiap orang yang berada di wilayah operasional menerima standar perlindungan keselamatan yang sama. Sistem manajemen keselamatan pertambangan (yang mencakup seluruh karyawan dan setiap orang yang berada di wilayah operasional) ini merupakan sistem yang telah tersertifikasi dan diaudit secara berkala.

The BIB's Mining Safety and Environmental Management System (SMKPLH) applies to all individuals working or conducting activities within the mining area, provided they hold valid authorization and are formally registered within the Company's system. This policy ensures that every individual present within the operational area receives an equal standard of occupational health and safety protection. The Mining Safety Management System (covering all employees and all individuals within the operational area) is formally certified and subject to periodic audits.

#### Pihak yang termasuk dalam cakupan pengelolaan K3 meliputi:

Parties included within the OHS management framework are as follows:

|   |                                                                                         |                                                                                            |
|---|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| 1 | Pekerja organik dan anorganik.                                                          | Organic and non-organic workers.                                                           |
| 2 | Pekerja kontraktor, subkontraktor, dan <i>supplier</i> yang bekerja di <i>site</i> BIB. | Contractors, subcontractors, and suppliers operating at the BIB site.                      |
| 3 | Pekerja jangka pendek yang telah mendapat izin kerja dari KTT.                          | Short-term workers who have obtained work authorization from the KTT.                      |
| 4 | Tamu yang memperoleh izin resmi dari KTT untuk memasuki area tambang.                   | Visitors who have received official entry approval from the KTT to access the mining area. |

#### Sebaliknya, individu yang tidak memiliki izin atau tidak terdaftar dalam sistem perusahaan tidak tercakup dalam pengelolaan K3, termasuk di antaranya:

Conversely, individuals who do not possess valid authorization or are not registered within the Company's system are excluded from OHS governance coverage, including:

|   |                                                                     |                                                                   |
|---|---------------------------------------------------------------------|-------------------------------------------------------------------|
| 1 | Pekerja tanpa kartu identitas pekerja tetap yang valid.             | Workers without a valid permanent employee identification card.   |
| 2 | Pekerja tanpa izin kerja jangka pendek dari KTT.                    | Workers without short-term work authorization issued by the KTT.  |
| 3 | Pekerja yang tidak terdaftar sebagai karyawan BIB atau mitra kerja. | Individuals not registered as BIB employees or business partners. |
| 4 | Tamu tanpa izin masuk dari KTT.                                     | Visitors without official entry authorization from the KTT.       |

Pada akhir 2025, BIB memiliki total 18.742 karyawan di area operasional yang terdiri atas 241 karyawan internal dan 17.501 karyawan mitra kerja. Seluruh karyawan tersebut (100%) memiliki izin dan terdaftar secara resmi sehingga termasuk dalam cakupan SMKPLH. Data ini dihimpun dari laporan KPLH bulanan yang dikirimkan oleh mitra kerja dan diverifikasi melalui *register ID Card* serta SIMPER pada portal internal perusahaan (<http://portal.borneo-indobara.com/>).

As of the end of 2025, BIB recorded a total of 18,742 personnel within its operational areas, consisting of 241 internal employees and 17,501 contractor and business partner workers. All personnel (100%) held valid authorization and were formally registered, thereby falling fully within the scope of the SMKPLH framework. This data is collected from monthly KPLH reports sent by work partners and verified through ID Card and SIMPER registers on the Company's internal portal (<http://portal.borneo-indobara.com/>).

Ruang lingkup SMKPLH meliputi semua tahapan operasional pertambangan di BIB. Rincian area dan aktivitas disajikan pada tabel berikut:

The scope of the SMKPLH covers all stages of mining operations at BIB. Details of the areas and activities are presented in the following table:



| Tahapan<br>Stage                                                                                                                              | Aktivitas<br>Activity                                                                                                                                                                                                                                                                                                                                                                                                              | Area Kerja<br>Work Area                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Eksplorasi</b><br>Exploration                            | Eksplorasi batu bara<br>Coal exploration                                                                                                                                                                                                                                                                                                                                                                                           | Area eksplorasi<br>Exploration area                                                                                                                                                                                                                                                              |
|  <b>Pembukaan lahan tambang</b><br>Mine Land Clearing        | <ul style="list-style-type: none"> <li>• Pembersihan lahan<br/>Land clearing</li> <li>• Pengupasan tanah pucuk<br/>Topsoil removal</li> <li>• Pengupasan batuan penutup<br/>Overburden removal</li> <li>• Peledakan batuan penutup dan atau/ tanah penutup keras<br/>Blasting of overburden and/or hard overburden/soil</li> <li>• Pengangkutan dan penimbunan batuan penutup<br/>Hauling and stockpiling of overburden</li> </ul> | <ul style="list-style-type: none"> <li>• Area pembukaan tambang<br/>Mine opening area</li> <li>• Area penimbunan batuan penutup<br/>Overburden disposal area</li> </ul>                                                                                                                          |
|  <b>Penambangan</b><br>Mining                               | <ul style="list-style-type: none"> <li>• Penambangan batu bara<br/>Coal extraction</li> <li>• Pengangkutan batu bara<br/>Coal hauling</li> <li>• Pemrosesan batu bara<br/>Coal processing</li> </ul>                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Area tambang yang sudah dibuka<br/>Mining area</li> <li>• Area jalan angkut batu bara<br/>Coal haul road area</li> <li>• Area pemrosesan batu bara<br/>Coal processing area</li> <li>• Area penimbunan batu bara ROM and Coal stockpile area</li> </ul> |
|  <b>Distribusi</b><br>Distribution                         | <ul style="list-style-type: none"> <li>• Pengapalan<br/>Shipping</li> </ul>                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Area pelabuhan batu bara<br/>Coal loading port</li> <li>• Area pemuatan batu bara ke kapal<br/>Transshipment point</li> </ul>                                                                                                                           |
|  <b>Penutupan dan Reklamasi</b><br>Closure and Reclamation | <ul style="list-style-type: none"> <li>• Pengisian kembali area yang ditambang<br/>Backfilling</li> <li>• Penyebaran tanah pucuk<br/>Topsoil spreading</li> <li>• Penghijauan kembali<br/>Reforestation</li> </ul>                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Area reklamasi dan penghijauan kembali<br/>Reclamation area</li> </ul>                                                                                                                                                                                  |
|  <b>Monitoring</b>                                         | <ul style="list-style-type: none"> <li>• Pemantauan<br/>Monitoring</li> </ul>                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Seluruh area<br/>All operational areas</li> </ul>                                                                                                                                                                                                       |
|  <b>Pengembangan</b><br>Development                        | <ul style="list-style-type: none"> <li>• Pengembangan infrastruktur (<i>project</i>)<br/>Infrastructure development (<i>project</i>)</li> </ul>                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Jalan akses dalam wilayah PKP2B<br/>Access roads within PKP2B concession area</li> </ul>                                                                                                                                                                |
|  <b>Supporting Activities</b>                              | <ul style="list-style-type: none"> <li>• Kegiatan kantor, mess, kantin, dan kegiatan pendukung lainnya<br/>Office, accommodation (mess), cafeteria, and other supporting activities</li> </ul>                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Kantor, mess, dan kantin pekerja fasilitas olah raga<br/>Offices, mess, cafeteria, and sports facilities</li> </ul>                                                                                                                                     |

### PENGHARGAAN K3

Sepanjang tahun pelaporan, Perseroan memperoleh sejumlah penghargaan sebagai bentuk pengakuan atas efektivitas penerapan SMKPLH. Daftar lengkap penghargaan dapat dilihat pada tabel di bawah ini:

### OCCUPATIONAL HEALTH AND SAFETY AWARDS

Throughout the reporting year, the Company received multiple awards in recognition of the effective implementation of its SMKPLH. The OHS awards received in 2025 are as follows:

|  <b>Penghargaan K3 2025</b><br>OHS Awards in 2025 |                                                                                                                                                                      | <b>Pemberi Penghargaan</b><br>Awarder                                                            |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 1                                                                                                                                  | Penghargaan Kecelakaan Nihil<br>Zero Accident Award                                                                                                                  | Dinas Tenaga Kerja Provinsi Kalimantan Selatan<br>South Kalimantan Provincial Office of Manpower |
| 2                                                                                                                                  | Penghargaan Program Pencegahan dan Penanggulangan HIV/AIDS di Tempat Kerja Kategori GOLD<br>Workplace HIV & AIDS Prevention and Control Program Award, GOLD Category | Dinas Tenaga Kerja Provinsi Kalimantan Selatan<br>South Kalimantan Provincial Office of Manpower |

### IDENTIFIKASI BAHAYA, PENILAIAN RISIKO DAN INVESTIGASI INSIDEN

#### Hazard Identification, Risk Assessment, and Incident Investigation

[GRI 403-2] [GRI 12.14.3] [EM-CO-320a.2]

Perseroan mengacu kepada Keputusan Direktur Jenderal Mineral dan Batu bara nomor 185.K/37.04/DJB/2019 tentang Petunjuk Teknis Pelaksanaan Keselamatan Pertambangan dan Pelaksanaan, Penilaian, dan Pelaporan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batu bara dalam melakukan identifikasi bahaya dan penilaian. Proses identifikasi bahaya dan penilaian risiko dilakukan oleh karyawan yang memahami langsung aktivitas operasional serta memiliki kompetensi untuk mengidentifikasi sumber bahaya dan risiko yang terkait dengan pekerjaan. Berikut adalah cakupan aktivitas dalam proses identifikasi bahaya dan penilaian risiko di Perseroan:

The Company refers to the Decree of the Director General of Mineral and Coal No. 185.K/37.04/DJB/2019 concerning Technical Guidelines for the Implementation of Mining Safety and the Implementation, Assessment, and Reporting of the Mineral and Coal Mining Safety Management System in conducting hazard identification and assessment. The hazard identification and risk assessment process is carried out by employees who directly understand operational activities and possess the competence to identify hazard sources and risks associated with the work. The following outlines the scope of activities within the Company's hazard identification and risk assessment process:



- Komunikasi dan konsultasi dengan para pemangku kepentingan internal dan eksternal untuk memperoleh pemahaman menyeluruh mengenai kondisi kerja dan potensi bahaya.
- Penetapan konteks, termasuk penentuan batasan risiko berdasarkan faktor internal dan eksternal perusahaan.
- Identifikasi bahaya, dengan mengidentifikasi sumber bahaya, area yang berpotensi terpapar, dan konsekuensi yang mungkin timbul.
- Penilaian dan pengendalian risiko melalui evaluasi tingkat risiko dan penetapan langkah mitigasi.
- Pemantauan dan peninjauan rutin yang dilakukan sedikitnya satu kali setahun atau ketika terjadi kecelakaan, perubahan metode kerja, peralatan baru, atau munculnya proses kerja yang berbeda.

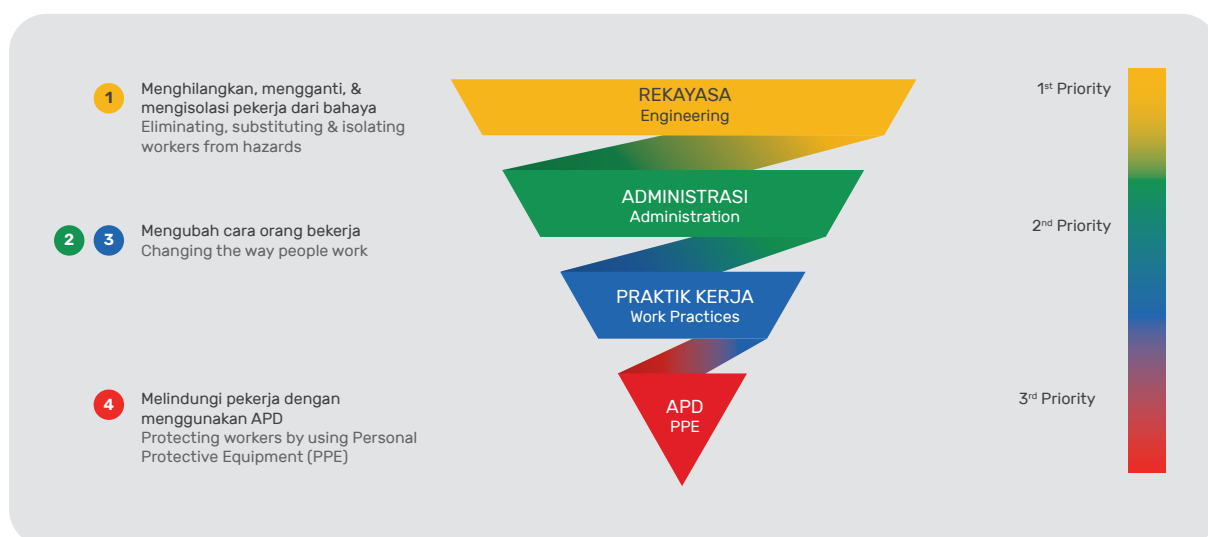
Apabila terjadi insiden, Perseroan melakukan investigasi menyeluruh menggunakan metode *Root Cause Analysis* (RCA) untuk mengungkap penyebab utama insiden dan menentukan tindakan korektif yang sesuai. Perseroan mensyaratkan minimal satu anggota tim investigasi memiliki sertifikasi atau pelatihan kompetensi RCA untuk menjamin kualitas investigasi.

Berdasarkan temuan RCA, rekomendasi perbaikan ditetapkan menggunakan hierarki pengendalian risiko dengan urutan prioritas sebagai berikut:

- Communication and consultation with internal and external stakeholders to obtain a comprehensive understanding of working conditions and potential hazards.
- Establishment of context, including the determination of risk boundaries based on the Company's internal and external factors.
- Hazard identification by identifying sources of hazards, areas potentially exposed, and possible consequences.
- Risk assessment and control through evaluation of risk levels and the determination of mitigation measures.
- Routine monitoring and review conducted at least once per year or when accidents occur, work methods change, new equipment is introduced, or different work processes emerge.

In the event of an incident, the Company conducts a comprehensive investigation using the Root Cause Analysis (RCA) method to identify the primary causes of the incident and determine appropriate corrective actions. The Company requires that at least one member of the investigation team hold certification or competency training in RCA to ensure the quality of the investigation.

Based on RCA findings, improvement recommendations are established using the hierarchy of risk controls in the following order of priority:





1. Rekayasa: upaya untuk mengeliminasi, substitusi, dan mengisolasi para pekerja dari bahaya.
2. Administrasi: pengaturan ulang cara kerja, termasuk rotasi pekerja, pembatasan jam kerja, penggunaan rambu, dan pemilihan mitra kerja yang kompeten.
3. Praktik Kerja: penguatan prosedur melalui *job safety analysis*, SOP, instruksi kerja, dan pelatihan.
4. Alat Pelindung Diri (APD): penyediaan dan penggunaan alat pelindung diri bagi seluruh karyawan.

Prinsip keselamatan Perseroan memberikan hak kepada setiap pekerja untuk menolak dan menghentikan pekerjaan yang tidak aman. Jika menemukan situasi berbahaya, karyawan wajib mengamankan area, mencatat temuan, dan segera melaporkannya kepada pengawas. Perseroan memastikan pelapor dilindungi sepenuhnya dari intimidasi atau tindakan merugikan lainnya.

### INVESTIGASI KECELAKAAN

Meskipun berbagai upaya pencegahan terus ditingkatkan, potensi insiden tidak dapat dihilangkan sepenuhnya. Jika insiden terjadi, Perseroan mengambil tindakan cepat untuk meminimalkan dampak sebelum melaksanakan proses investigasi komprehensif. Tahap investigasi kemudian dilakukan untuk mengidentifikasi penyebab insiden dan memastikan langkah pencegahan yang tepat agar kejadian serupa tidak terulang.

Proses investigasi kecelakaan di Perseroan dilaksanakan melalui tahapan berikut:

1. Pembentukan tim investigasi oleh Kepala Teknik Tambang (KTT).
2. Persiapan alat ukur atau alat uji yang diperlukan untuk penyelidikan kecelakaan.
3. Pengumpulan data dan dokumen berupa sketsa, foto, surat keterangan dokter, buku tambang, dan buku daftar kecelakaan tambang.
4. Pelaksanaan investigasi oleh tim investigasi, meliputi:
  - Peninjauan lokasi kecelakaan.
  - Pemeriksaan sarana, prasarana, instalasi, dan peralatan yang diduga berhubungan dengan kecelakaan.
  - Wawancara dengan saksi langsung maupun tidak langsung.

1. Engineering: measures to eliminate, substitute, or isolate workers from hazards.
2. Administrative: adjustment of work arrangements, including worker rotation, limitation of working hours, use of signage, and selection of competent business partners.
3. Work Practices: strengthening procedures through job safety analysis, standard operating procedures (SOPs), work instructions, and training.
4. Personal Protective Equipment (PPE): provision and mandatory use of personal protective equipment for all employees.

The Company's safety principles grant every worker the right to refuse and stop unsafe work. If a hazardous situation is identified, employees are required to secure the area, document the findings, and promptly report them to their supervisor. The Company ensures that reporters are fully protected from intimidation or any form of retaliation.

### ACCIDENT INVESTIGATION

Despite continuous enhancement of preventive measures, the potential for incidents cannot be entirely eliminated. If an incident occurs, the Company takes immediate action to minimize its impact prior to conducting a comprehensive investigation process. The investigation stage is then carried out to identify the causes of the incident and ensure appropriate preventive measures are implemented to avoid recurrence.

The Company's accident investigation process is conducted through the following stages:

1. Formation of an investigation team by the Head of Mining Engineering (KTT).
2. Preparation of measurement or testing instruments required for the accident investigation.
3. Collection of data and documentation, including sketches, photographs, medical certificates, mining logs, and mining accident records.
4. Implementation of the investigation by the appointed team, including:
  - Site inspection of the accident location.
  - Examination of facilities, infrastructure, installations, and equipment suspected to be related to the accident.
  - Interviews with direct and indirect witnesses.



- Rekonstruksi kejadian apabila diperlukan untuk memperjelas alur peristiwa.
5. Analisis penyebab kecelakaan, yang dapat digolongkan menjadi:
    - Penyebab dasar: kurangnya prosedur, sarana, kesadaran, atau kepatuhan.
    - Penyebab tidak langsung: faktor personal dan faktor pekerjaan.
    - Penyebab langsung: tindakan tidak aman dan kondisi tidak aman.
  6. Penetapan tindakan korektif berdasarkan hasil analisa penyebab kecelakaan dengan mempertimbangkan hierarki pengendalian risiko, serta pemantauan tindak lanjut sesuai tenggat waktu yang telah ditetapkan.

Setelah investigasi selesai, Divisi HSE mencatat insiden ke dalam portal aplikasi laporan insiden HSE. Informasi yang diungkapkan dalam portal mencakup:

1. Klasifikasi insiden berdasarkan waktu kejadian.
2. Kategori insiden (kesehatan, keselamatan, atau lingkungan).
3. Tingkat keparahan (ringan, sedang, tinggi, atau fatal).
4. Penyebab langsung/tidak langsung.
5. Penyebab utama

Seluruh data yang terekam digunakan untuk menganalisis tren dan kinerja keselamatan. Berdasarkan hasil tersebut, Divisi HSE menyiapkan rekomendasi perbaikan bagi manajemen dan kontraktor untuk mendukung audit, evaluasi, serta penguatan SMKPLH secara berkelanjutan.

## TANGGAP DARURAT

Di sektor pertambangan batu bara, keadaan darurat seperti kebakaran, runtuhnya tambang, paparan bahan berbahaya dapat terjadi tanpa peringatan. Untuk mengantisipasi risiko tersebut, Perseroan menerapkan mekanisme kesiapsiagaan darurat yang memberikan perlindungan maksimal bagi seluruh karyawan.

Perseroan menetapkan Kebijakan Kesiapan dan Respon Darurat sebagai pedoman utama penanganan insiden. Kebijakan ini disusun agar setiap unit kerja memiliki prosedur yang jelas, terarah, dan dapat dijalankan secara cepat saat menghadapi kondisi kritis. Pelaksanaannya dikoordinasikan oleh *Emergency Response Team* (ERT) yang dibentuk oleh Kepala Teknik Tambang

- Reconstruction of the incident, if necessary, to clarify the sequence of events.
5. Analysis of accident causes, which may be classified as follows:
    - Basic causes: lack of procedures, facilities, awareness, or compliance.
    - Indirect causes: personal factors and job-related factors.
    - Direct causes: unsafe acts and unsafe conditions.
  6. Determination of corrective actions based on the analysis of accident causes, taking into account the hierarchy of risk controls, as well as monitoring follow-up actions in accordance with established timelines.

Upon completion of the investigation, the HSE Division records the incident in the HSE incident reporting application portal. The information disclosed in the portal includes:

1. Incident classification based on the time of occurrence.
2. Incident category (health, safety, or environment).
3. Severity level (minor, moderate, major, or fatal).
4. Direct/indirect causes.
5. Root cause.

All recorded data are utilized to analyze trends and safety performance. Based on the analysis, the HSE Division prepares corrective recommendations for management and contractors to support audits, evaluations, and SMPKLH strengthening in a continuous manner.

## EMERGENCY RESPONSE

In the coal mining sector, emergency situations such as fires, mine collapses, and hazardous material exposure may occur without warning. To anticipate such risks, the Company implements an emergency preparedness mechanism designed to provide maximum protection for all employees.

The Company has established an Emergency Preparedness and Response Policy as the primary guideline for incident management. This policy is designed to ensure that each work unit has clear, structured procedures that can be executed promptly during critical situations. Implementation is coordinated by the Emergency Response Team (ERT), formed by the Head of Mining Engineering (KTT).



(KTT). Tim ini beranggotakan perwakilan karyawan, pekerja, serta kontraktor yang telah dipilih untuk menangani situasi kritis.

Perseroan memastikan bahwa setiap individu yang memasuki area tambang dibekali dengan pemahaman mengenai penanganan kondisi darurat. Pelatihan kesiapsiagaan yang disampaikan dalam sesi induksi KPLH ditujukan agar karyawan maupun tamu memahami potensi bahaya, mekanisme pelaporan, dan tahapan evakuasi yang berlaku di area tambang.

Selain pelatihan, Perseroan menyelenggarakan simulasi darurat secara rutin yang mencakup berbagai skenario risiko. Pelaksanaannya meliputi:

- Simulasi skala penuh, mencakup seluruh area konsesi, dilakukan minimal sekali dalam setahun.
- Simulasi skala terbatas, dilaksanakan minimal dua tahun sekali untuk area tertentu.
- Simulasi administratif, dilaksanakan sekurang-kurangnya setiap tiga bulan.

Seluruh kegiatan simulasi wajib dihadiri oleh ERT dan dievaluasi untuk mengukur kesiapan ERT serta efektivitas prosedur. Perseroan juga melakukan audit berkala, dan hasilnya dilaporkan kepada manajemen sebagai dasar untuk meningkatkan SMKPLH secara berkelanjutan.

The team consists of appointed representatives from employees, workers, and contractors who are assigned to manage critical situations.

The Company ensures that every individual entering the mining area is equipped with an understanding of emergency response procedures. Emergency preparedness training is delivered during the KPLH induction session to ensure that employees and visitors understand potential hazards, reporting mechanisms, and evacuation procedures applicable within the mining area.

In addition to training, the Company conducts regular emergency drills covering various risk scenarios. Implementation includes:

- Full-scale simulations covering the entire concession area, conducted at least once a year.
- Limited-scale simulations conducted at least once every two years for specific areas.
- Administrative simulations conducted at least once every three months.

All simulation activities are mandatory for ERT members and are evaluated to measure the readiness of the ERT as well as the effectiveness of procedures. The Company also conducts periodic audits, the results of which are reported to management as a basis for the continuous improvement of the SMKPLH.

## PENCEGAHAN DAN MITIGASI DAMPAK-DAMPAK KESELAMATAN DAN KESEHATAN KERJA

### Prevention and Mitigation of Occupational Health and Safety Impacts

[GRI 403-7] [GRI 12.14.8]

Perseroan mengembangkan berbagai inisiatif pencegahan dan mitigasi yang dirancang untuk mengurangi risiko insiden serta meningkatkan kewaspadaan setiap karyawan. Upaya yang dilakukan meliputi:

1. Meningkatkan Sistem Identifikasi Bahaya, Penilaian Risiko, dan Penentuan Kontrol untuk memastikan bahaya dan risiko dikelola secara tepat dalam seluruh aktivitas operasional.
2. Meningkatkan kompetensi pengawas lapangan melalui program pelatihan keselamatan untuk mengurangi kesenjangan kompetensi.

The Company develops various prevention and mitigation initiatives designed to reduce the risk of incidents and enhance the vigilance of every employee. These efforts include:

1. Strengthening the Hazard Identification, Risk Assessment, and Determination of Controls system to ensure that hazards and risks are properly managed across all operational activities.
2. Enhancing the competency of field supervisors through safety training programs to reduce competency gaps.

3. Melaksanakan pengamatan perilaku keselamatan untuk mengidentifikasi penyimpangan dari prosedur, menilai pemahaman Supervisor terhadap standar keselamatan, serta memberikan koreksi atau umpan balik bila diperlukan.
4. Mengimplementasikan *Safety Culture Change Management* untuk memperkuat budaya keselamatan bagi karyawan dan kontraktor, sekaligus membangun pola pikir bahwa keselamatan merupakan kebutuhan pribadi.
5. Menjalankan *Safety Improvement Projects* di area pit, jalur pengangkutan, dan operasional pelabuhan.

### SAFETY CULTURE CHANGE MANAGEMENT

Perseroan berupaya menanamkan nilai-nilai keselamatan ke dalam rutinitas sehari-hari seluruh karyawan melalui program *Safety Culture Change Management* (Manajemen Perubahan Budaya Keselamatan). Salah satu inisiatif utama dalam program ini adalah *Change Agent Training*, yaitu pelatihan khusus bagi karyawan terpilih yang dipersiapkan sebagai pionir dalam menggerakkan perubahan budaya keselamatan. Para *change agent* ini berperan sebagai teladan dan fasilitator yang membantu memperkuat budaya K3 di unit kerja masing-masing.

Budaya keselamatan juga terus dipromosikan melalui berbagai kegiatan perusahaan, mulai dari Bulan K3 Nasional, seminar, kompetisi K3 internal, hingga pemberian penghargaan kepada karyawan, departemen, dan kontraktor yang menunjukkan kontribusi dan kinerja terbaik dalam penerapan K3.

Sebagai bagian dari evaluasi budaya keselamatan, Perseroan melalui BIB telah melaksanakan Survei Tingkat Budaya Keselamatan (*Safety Maturity Level Assessment*) oleh pihak ketiga pada tahun 2018, 2022, dan 2023. Pada tahun 2025 tidak dilakukan penilaian karena asesmen berikutnya akan dilakukan pada tahun 2026. Selama tiga periode penilaian, Perseroan secara konsisten berada pada tingkat "Proaktif (Level 4)", yang menunjukkan bahwa perusahaan telah memiliki komitmen tinggi dalam mengidentifikasi risiko, melaporkan potensi bahaya, serta membangun komunikasi yang terbuka terkait keselamatan.

3. Conducting safety behavior observations to identify deviations from procedures, assess Supervisors' understanding of safety standards, and provide corrective actions or feedback when necessary.
4. Implementing Safety Culture Change Management to strengthen safety culture among employees and contractors, while fostering the mindset that safety is a personal responsibility.
5. Executing Safety Improvement Projects in pit areas, haul roads, and port operations.

### SAFETY CULTURE CHANGE MANAGEMENT

The Company seeks to embed safety values into the daily routines of all employees through the Safety Culture Change Management program. One of the key initiatives within this program is Change Agent Training, a specialized training program for selected employees who are prepared to serve as pioneers in driving safety culture transformation. These change agents act as role models and facilitators who help reinforce Occupational Health and Safety (OHS) culture within their respective work units.

Safety culture is further promoted through various corporate activities, including National OHS Month, seminars, internal OHS competitions, and recognition awards for employees, departments, and contractors demonstrating outstanding contributions and performance in OHS implementation.

As part of its safety culture evaluation, the Company, through BIB, conducted a Safety Maturity Level Assessment by an independent third party in 2018, 2022, and 2023. In 2025, no assessment was conducted, as the next evaluation is scheduled for 2026. Across the three assessment periods, the Company consistently achieved a "Proactive (Level 4)" rating, indicating a high level of commitment to risk identification, hazard reporting, and the establishment of open communication regarding safety matters.



Seminar Bersama Inspektur Tambang  
Joint Seminar with Mining Inspectors



Kegiatan Family Visit Mining Tour  
Family Visit Mining Tour



Safety Campaign



Pemberian Penghargaan Kepada Karyawan dan Mitra Kerja  
Granting Awards to Employees and Business Partners





## **ZERO HARM, INOVASI PROGRAM PERKUATAN DAN PENINGKATAN BUDAYA KESELAMATAN**

### **Zero Harm, Innovation Program to Strengthen and Enhance Safety Culture**

Peningkatan produksi PT Borneo Indobara (BIB) sejalan dengan meningkatnya risiko dalam aktivitas operasional, seiring dengan bertambahnya sumber daya yang digunakan. Salah satu risiko utama yang turut meningkat adalah risiko keselamatan kerja, yang perlu dikelola secara cermat untuk memastikan keberlangsungan operasi pasokan batu bara yang aman serta memenuhi target kualitas, kuantitas, dan ketepatan waktu. Kondisi ini mendorong BIB untuk menginisiasi Proyek *Zero Harm*, yang bertujuan memperkuat pengelolaan risiko melalui penguatan budaya keselamatan kerja yang diwujudkan dalam berbagai inisiatif.

Proyek *Zero Harm* mulai dikembangkan pada kuartal IV tahun 2023. Selanjutnya, pada kuartal I tahun 2024, perusahaan memasuki tahap penyusunan tata cara pelaksanaan, persiapan karyawan yang ditunjuk sebagai agen pelaksana, serta pengembangan perangkat pemantauan dan evaluasi. Tahap implementasi kemudian dilaksanakan di lapangan pada sejumlah mitra kerja yang dipilih berdasarkan tingkat risiko, sesuai dengan pedoman dalam Sistem Manajemen Keselamatan Pertambangan (SMKP).

Secara umum, pelaksanaan Proyek *Zero Harm* berfokus pada penggunaan *leading indicators* sebagai langkah pencegahan kecelakaan, melalui 18 inisiatif perbaikan pengelolaan keselamatan dan peningkatan berkelanjutan (*continuous improvement*). Mengingat program ini berkaitan erat dengan penguatan budaya keselamatan, peningkatan kapasitas kepemimpinan, perubahan pola pikir karyawan, serta dinamika demografi tenaga kerja, implementasinya memerlukan perencanaan yang komprehensif, ketekunan, kompetensi agen perubahan, serta waktu yang memadai.

Hingga Desember 2025, tingkat implementasi Proyek *Zero Harm* telah mencapai 82%, dengan tingkat efektivitas pelaksanaan sekitar 59%. Capaian ini tercermin dari peningkatan pemahaman, kepatuhan terhadap prosedur, ketertiban administrasi, serta pengelolaan sistem kerja bergilir. Implementasi program ini akan terus dilanjutkan pada tahun 2026, dengan fokus pada peningkatan kualitas kepemimpinan, komunikasi, inspeksi, dan observasi perilaku kerja guna memperkuat budaya keselamatan. Secara keseluruhan, Proyek *Zero Harm* telah memberikan dampak positif yang signifikan, yang tercermin dari pencapaian *zero fatality* pada operasional tambang GEMS dan BIB selama dua tahun berturut-turut, yaitu pada tahun 2024 dan 2025.

The increase in production at PT Borneo Indobara (BIB) has been accompanied by a corresponding rise in operational risks, in line with the expansion of resources utilized. One of the primary risks that has increased is occupational safety risk, which must be carefully managed to ensure the continuity of safe coal supply operations and the achievement of quality, quantity, and timeliness targets. This condition prompted BIB to initiate the Zero Harm Project, aimed at strengthening risk management through the reinforcement of occupational safety culture implemented across various initiatives.

The Zero Harm Project began development in the fourth quarter of 2023. In the first quarter of 2024, the Company entered the preparation phase, which included establishing implementation procedures, preparing selected employees as implementation agents, and developing monitoring and evaluation tools. The implementation phase was subsequently carried out in the field with selected business partners based on risk levels, in accordance with the guidelines set forth in the Mining Safety Management System (SMKP).

In general, the Zero Harm Project focuses on the utilization of leading indicators as a preventive measure against accidents, implemented through 18 safety management improvement initiatives and continuous improvement efforts. As the program is closely linked to strengthening safety culture, enhancing leadership capacity, shifting employee mindsets, and addressing workforce demographic dynamics, its implementation requires comprehensive planning, perseverance, competent change agents, and sufficient time.

As of December 2025, the implementation level of the Zero Harm Project had reached 82%, with an effectiveness rate of approximately 59%. These achievements are reflected in improved understanding, enhanced compliance with procedures, better administrative orderliness, and improved shift work system management. The program's implementation will continue in 2026, with a focus on enhancing leadership quality, communication, inspections, and behavioral observations to further strengthen safety culture. Overall, the Zero Harm Project has delivered significant positive impacts, as evidenced by the achievement of zero fatalities in GEMS and BIB mining operations for two consecutive years, particularly 2024 and 2025.



## PELAPORAN BAHAYA MELALUI iSAFE

[GRI 403-2] [GRI 12.14.3] [EM-CO-320a.2]

iSAFE merupakan aplikasi pelaporan bahaya yang memudahkan pekerja untuk melaporkan kondisi dan tindakan berisiko melalui satu kanal terpusat. Setiap laporan memuat informasi yang lengkap, seperti deskripsi bahaya, lokasi, waktu kejadian, bukti pendukung, personel yang terlibat, fasilitas, serta peralatan yang digunakan. Seluruh pelapor dilindungi dari konsekuensi yang merugikan sehingga mereka dapat menyampaikan laporan secara terbuka dan tanpa rasa khawatir. Aplikasi ini dapat diakses oleh seluruh karyawan BIB maupun karyawan mitra kerja.

## HAZARD REPORTING THROUGH ISAFE

[GRI 403-2] [GRI 12.14.3] [EM-CO-320a.2]

iSAFE is a hazard reporting application that enables workers to report unsafe conditions and unsafe acts through a centralized channel. Each report contains comprehensive information, including a description of the hazard, location, time of occurrence, supporting evidence, involved personnel, facilities, and equipment used. All reporters are protected from adverse consequences, allowing them to submit reports openly and without concern. The application is accessible to all BIB employees as well as employees of business partners.



### Alur kerja iSAFE memiliki tahapan sebagai berikut

The iSAFE workflow consists of the following stages:

|   |                                                                                                                                                                   |                                                                                                                                                                       |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Karyawan menyampaikan laporan bahaya melalui aplikasi iSAFE.                                                                                                      | Employees submit hazard reports through the iSAFE application.                                                                                                        |
| 2 | Laporan dicatat dalam <i>database</i> dan diterima oleh Manajer Area.                                                                                             | Reports are recorded in the database and received by the Area Manager.                                                                                                |
| 3 | Manajer Area meninjau isi laporan, mengidentifikasi bahaya, dan melakukan upaya tindak lanjut.                                                                    | The Area Manager reviews the report, identifies the hazard, and undertakes follow-up actions.                                                                         |
| 4 | Manajer Area mengirim bukti tindak lanjut kepada Administrator Keselamatan.                                                                                       | The Area Manager submits evidence of follow-up actions to the Safety Administrator.                                                                                   |
| 5 | Administrator Keselamatan memeriksa kesesuaian tindak lanjut. Jika dinilai belum memadai, laporan dikembalikan kepada Manajer Area untuk perbaikan tindak lanjut. | The Safety Administrator verifies the adequacy of the follow-up actions. If deemed insufficient, the report is returned to the Area Manager for corrective follow-up. |



### Laporan Bahaya yang Tercatat Recorded Hazard Reports

2025

604.915

2024

606.311

2023

248.902

Sepanjang tahun 2025, Perseroan mencatat 604.915 laporan bahaya yang berasal dari 401.431 laporan Kondisi Tidak Aman (KTA) dan 203.484 laporan Tindakan Tidak Aman (TTA). Tingginya jumlah pelaporan ini tidak dipandang sebagai indikator meningkatnya risiko, melainkan sebagai cerminan kuatnya budaya pelaporan dan kedewasaan sistem keselamatan kerja. Tingginya jumlah laporan bahaya yang tercatat sepanjang tahun pelaporan secara jelas menunjukkan partisipasi aktif dan kesadaran kolektif pekerja dalam pengelolaan bahaya dan risiko. Kondisi ini mencerminkan bahwa pekerja tidak lagi berperan sebagai objek keselamatan, melainkan sebagai subjek utama dan mitra strategis dalam sistem manajemen keselamatan. KTA dan TTA diposisikan sebagai instrumen utama dalam manajemen bahaya dan risiko, yang memungkinkan perusahaan mengidentifikasi potensi kegagalan sistem, kelemahan desain kerja, serta perilaku berisiko secara dini sebelum berkembang menjadi insiden. Data ini secara konsisten digunakan sebagai dasar pengambilan keputusan operasional, perbaikan desain kerja, penguatan pengendalian teknik dan administratif, serta penyempurnaan kompetensi pekerja melalui pembelajaran berbasis risiko nyata di lapangan.

Perseroan juga melakukan perbaikan berkelanjutan terutama atas 231.949 laporan *Non-Conformity* (NC), yang menunjukkan adanya ketidaksesuaian terhadap standar, prosedur, atau praktik kerja yang ditetapkan. Secara signifikan, 99,96% dari seluruh NC tersebut telah ditindaklanjuti (*closed*). Hal ini mencerminkan efektivitas sistem respons, akuntabilitas organisasi, serta komitmen manajemen dalam memastikan bahwa setiap temuan menghasilkan tindakan korektif dan preventif yang nyata. Tingkat penyelesaian yang sangat tinggi ini memperkuat keyakinan bahwa sistem keselamatan tidak berhenti pada pelaporan, tetapi berfungsi sebagai siklus pembelajaran berkelanjutan (*continuous safety improvement loop*). Dengan pendekatan ini, Perseroan tidak hanya mengendalikan risiko saat ini, tetapi juga secara proaktif menurunkan risiko residual, meningkatkan keandalan operasi, dan membangun fondasi keselamatan yang berkelanjutan sebagai bagian integral dari kinerja ESG dan keberlanjutan jangka panjang Perseroan.

Throughout 2025, the Company recorded 604,915 hazard reports, consisting of 401,431 Unsafe Condition (KTA) reports and 203,484 Unsafe Act (TTA) reports. The high volume of reporting is not viewed as an indication of increasing risk, but rather as a strong reflection of a well-established reporting culture and the maturity of the occupational safety management system. The significant number of hazard reports recorded during the reporting year clearly demonstrates active participation and collective awareness among workers in managing hazards and risks. This condition reflects a shift in perspective in which workers are no longer positioned merely as safety recipients, but as primary actors and strategic partners within the safety management system. KTA and TTA serve as primary instruments in hazard and risk management, enabling the Company to identify potential system failures, design weaknesses, and risk behaviors at an early stage before they escalate into incidents. This data is consistently utilized as a basis for operational decision-making, work design improvements, strengthening engineering and administrative controls, and enhancing worker competency through learning derived from real risk exposures in the field.

The Company also conducted continuous improvement efforts in response to 231,949 Non-Conformity (NC) reports, which indicate deviations from established standards, procedures, or work practices. Significantly, 99.96% of all NC findings have been followed up (closed). This reflects the effectiveness of the response system, organizational accountability, and management's commitment to ensuring that every finding results in tangible corrective and preventive actions. The exceptionally high closure rate reinforces confidence that the safety system does not stop at reporting but functions as a continuous safety improvement loop. Through this approach, the Company not only manages current risks but also proactively reduces residual risk, enhances operational reliability, and builds a sustainable safety foundation as an integral component of its ESG performance and long-term sustainability.



## Inovasi Teknologi K3 OHS Technology Innovation

### Integrated in Harmony



*Integrated in Harmony* merupakan aplikasi internal yang dikembangkan oleh tim Digital & Teknologi Perseroan untuk mendukung proses identifikasi bahaya, pelaporan insiden, serta pengelolaan data keselamatan.

*Integrated in Harmony* is an internal application developed by the Company's Digital & Technology team to support hazard identification processes, incident reporting, and safety data management.

Ekosistem digital Perseroan terdiri dari beragam platform berikut:

The Company's digital ecosystem consists of the following platforms:

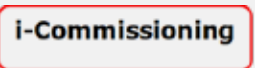
Ekosistem digital Perseroan terdiri dari beragam platform berikut:

The Company's digital ecosystem consists of the following platforms:

- |                            |                     |                     |                  |
|----------------------------|---------------------|---------------------|------------------|
| 1. iSAFE                   | 5. SINI SAJA        | 10. Uassist         | 15. E-Regulation |
| 2. iPERMIT                 | 6. Mitigasi         | 11. U Gems          | 16. U Health     |
| 3. Indobara Smart Services | 7. Weight in Motion | 12. U Can           | 17. iCore        |
| 4. Famous (FMS 2.0)        | 8. FAMS             | 13. E-Waskat        | 18. BIB Academy  |
|                            | 9. SiCantik         | 14. I-Commissioning |                  |

Aplikasi yang digunakan untuk mendukung SMKPLH secara langsung adalah:

The applications used to directly support SMKPLH are:

| Program Program                                                                                                             | Kegunaan Use                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>iSAFE                                | <p>Aplikasi digital yang digunakan untuk mendorong partisipasi karyawan dalam melaporkan bahaya, melakukan inspeksi area kerja, dan melakukan observasi perilaku aman.</p> <p>A digital application used to encourage employee participation in reporting hazards, conducting workplace inspections, and performing safe behavior observations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <br>iPERMIT                              | <p>Aplikasi digital yang untuk mengelola Izin Kerja Khusus bagi pekerjaan berisiko tinggi melalui proses persetujuan berjenjang hingga Kepala Teknik Tambang (KTT). Fungsinya adalah menyiapkan penyusunan rencana kerja yang terperinci, mencakup lokasi kerja, waktu pelaksanaan, daftar nama pekerja, nama pengawas, metode kerja, <i>job safety analysis</i>, kompetensi pekerja, pemeriksaan kesehatan, serta rencana pertolongan dalam keadaan darurat.</p> <p>A digital application used to manage Special Work Permits for high-risk activities through a tiered approval process up to the Head of Mining Engineering (KTT). Its function is to facilitate the preparation of detailed work plans, including work location, execution schedule, list of workers, supervisor name, work methods, job safety analysis, worker competencies, medical examinations, and emergency response plans.</p> |
| <br>SiCANTIK<br>(Sistem Camera Analitik) | <p>Teknologi pemantauan perilaku pengemudi dengan mentransformasi CCTV biasa menjadi perangkat berbasis <i>artificial intelligence</i> (AI) melalui metode <i>deep learning</i>.</p> <p>Driver behavior monitoring technology that transforms conventional CCTV into artificial intelligence (AI)-based devices using deep learning methods.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <br>FAMOUS<br>(Fleet Management System)  | <p>Pengembangan dari Teman Indobara, yaitu teknologi <i>monitoring</i> kondisi dan perilaku pengemudi dengan menggunakan analisa kamera dalam kabin operator berbasis <i>artificial intelligence</i> (AI), untuk mendeteksi kondisi pengemudi terutama dalam kondisi <i>fatigue</i>, untuk langsung dilakukan intervensi oleh pengawas FMS.</p> <p>An enhancement of Teman Indobara, a driver condition and behavior monitoring technology utilizing AI-based (artificial intelligence) in-cabin camera analysis to detect driver conditions, particularly fatigue, enabling immediate intervention by FMS supervisors.</p>                                                                                                                                                                                                                                                                                |
| <br>i-Commissioning                      | <p>Aplikasi digital untuk mengelola ijin kelayakan SPIP (Sarana Prasarana Instalasi Peralatan) sebelum digunakan untuk operasional pekerjaan. Fungsinya adalah untuk memastikan kelayakan unit sebagai bagian dari Keselamatan Operasional, agar tidak menimbulkan bahaya dari unit atau peralatan yang digunakan.</p> <p>A digital application used to manage SPIP (Facilities, Infrastructure, Installations, and Equipment) operational feasibility permits prior to use in work activities. Its function is to ensure unit readiness as part of Operational Safety, preventing hazards arising from the equipment or units utilized.</p>                                                                                                                                                                                                                                                               |



### Inovasi Program-Program Pengawasan Supervisory Program Innovations

#### Program Program

#### Penjelasan Description

PETANG (Pemantauan Terperinci  
Pengawas Tambang)  
PETANG (Detailed Monitoring of  
Mining Supervisors)

Pemantauan frekuensi *Safety Action Plans* (SAP) yang dilakukan oleh Pengawas Operasional Pertambangan, dilanjutkan dengan *coaching* apabila terdapat pengawas yang melakukan pemantauan di bawah target yang telah ditetapkan.  
Monitoring the frequency of Safety Action Plans (SAP) conducted by Mining Operational Supervisors, followed by coaching if supervisors perform monitoring below the established target.

WINE (*Work Area Intelligence*)

Pemantauan lingkup area kerja dilakukan melalui inspeksi terencana, dan tindakan koreksi diberikan jika ditemukan suatu area kerja mendapat laporan inspeksi di bawah target rencana.  
Monitoring the scope of work areas through planned inspections, with corrective actions provided if a work area receives inspection reports below the planned target.

MOCA (*Monitoring Closing iSafe*)

Pemantauan tindak lanjut perbaikan dari temuan NC (*non-conformity*) berdasarkan pelaporan bahaya, hasil inspeksi, dan data iSafe. Tindak lanjut tambahan dilakukan apabila ditemukan angka *Close NC* rendah.  
Monitoring follow-up corrective actions from Non-Conformity (NC) findings based on hazard reports, inspection results, and iSafe data. Additional follow-up actions are implemented if low NC closure rates are identified.

PEGASUS (Pengelolaan Izin Kerja  
Khusus)  
PEGASUS (Special Work Permit  
Management)

Pemantauan pengajuan Izin Kerja Khusus melalui iPERMIT untuk memastikan persiapan pekerjaan berisiko tinggi memenuhi standar yang ditetapkan. Selanjutnya dilakukan pemantauan pelaksanaan pekerjaan di lapangan. Tindakan koreksi diberikan apabila ditemukan ketidaksesuaian antara kondisi lapangan dan rencana izin kerja khusus yang telah disetujui.  
Monitoring the submission of Special Work Permits through iPERMIT to ensure that high-risk job preparations meet established standards. Field execution is subsequently monitored. Corrective action is taken if discrepancies are identified between field conditions and the approved special work permit plan.

PILAR INDOBARA (Penilaian  
Kinerja Implementasi Keselamatan  
Pertambangan)  
PILAR INDOBARA (Mining Safety  
Implementation Performance  
Assessment)

Peningkatan fungsi kepengawasan dan kepatuhan karyawan terhadap aspek keselamatan dijalankan melalui 31 program keselamatan, disertai evaluasi berkala melalui penilaian lapangan dan pemantauan pelaksanaan program.  
Strengthening supervisory functions and employee compliance with safety aspects through the implementation of 31 safety programs, supported by periodic evaluations through field assessments and program implementation monitoring.



## Inovasi Pengelolaan Mitra Kerja Business Partner Management Innovations

| Program<br>Program                                                                                     | Penjelasan<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Penilaian Kinerja Kontraktor<br>Contractor Performance Assessment                                      | <p>Penerapan sistem penilaian kinerja kontraktor dilakukan berdasarkan tujuh kriteria <i>Good Mining Practices</i>, yaitu:</p> <ol style="list-style-type: none"> <li>1. Aspek Teknis</li> <li>2. Aspek Keselamatan</li> <li>3. Aspek Lingkungan Hidup</li> <li>4. Aspek Konservasi</li> <li>5. Aspek Standardisasi &amp; Usaha Jasa</li> <li>6. Aspek Penerapan SMK P</li> <li>7. Aspek <i>Continual Improvement</i></li> </ol> <p>Implementation of a contractor performance evaluation system based on seven Good Mining Practices criteria, namely:</p> <ol style="list-style-type: none"> <li>1. Technical Aspect</li> <li>2. Safety Aspect</li> <li>3. Environmental Aspect</li> <li>4. Conservation Aspect</li> <li>5. Standardization &amp; Service Business Aspect</li> <li>6. SMK P Implementation Aspect</li> <li>7. Continual Improvement Aspect.</li> </ol> <p>Melalui penilaian ini, diharapkan terjadi peningkatan kualitas penerapan GMP oleh seluruh mitra kerja BIB.<br/>Through this assessment, improvements in the quality of GMP implementation by all BIB business partners are expected.</p> |
| Aplikasi CMS ( <i>Contractor Management System</i> )<br>CMS Application (Contractor Management System) | <p>Pengembangan <i>database</i> dan aplikasi CMS Sini Saja untuk meningkatkan kualitas pemantauan perizinan usaha jasa, kompetensi mitra kerja, dan pelaporan berkala sesuai dengan ketentuan yang berlaku.<br/>Development of a <i>database</i> and the CMS "Sini Saja" application to enhance monitoring of service business permits, contractor competencies, and periodic reporting in accordance with applicable regulations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

## Inovasi Program Peningkatan Budaya Keselamatan Safety Culture Enhancement Program Innovations

| Program<br>Program                                                                     | Penjelasan<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SEKATA (SAFETY KITA)                                                                   | <p>Program ini terdiri dari 36 inisiatif <i>project charter</i> yang berfokus pada perbaikan perilaku karyawan dengan tujuan meningkatkan <i>awareness</i> serta budaya keselamatan dan kesehatan kerja.<br/>This program consists of 36 project charter initiatives focused on improving employee behavior with the objective of increasing awareness and strengthening occupational health and safety culture.</p>                                                                                                                                                                                                                                                                                                                                                                 |
| Penilaian <i>Safety Maturity Level</i> (SML)<br>Safety Maturity Level (SML) Assessment | <p>Program ini dilaksanakan bekerja sama dengan tim pakar K3 dari Universitas Indonesia untuk menilai tingkat kinerja keselamatan pertambangan. Hasil penilaian menunjukkan skor 0,81 yang berada pada kategori tingkat kematangan budaya keselamatan <i>Proaktif</i>. Gap analisis dari hasil SML tersebut menjadi acuan dalam penyusunan program K3 tahun 2024–2026.<br/>This program is conducted in collaboration with Occupational Health and Safety experts from University of Indonesia to assess mining safety performance levels. The assessment result achieved a score of 0.81, categorized within the Proactive safety culture maturity level. The gap analysis derived from the SML results serves as a reference in the preparation of the 2024–2026 OHS programs.</p> |
| Zero Harm                                                                              | <p>Program ini terdiri dari 18 inisiatif pendampingan (struktural, diturunkan ke mitra kerja, dan <i>frontline</i>) yang bertujuan untuk mencapai <i>Zero Fatality</i> dan <i>Zero Lost Time Injuries</i> (LTI), meningkatkan pemahaman serta keterampilan keselamatan seluruh karyawan, dan mengembangkan budaya <i>safety first</i> di seluruh organisasi seiring dengan peningkatan produksi.<br/>This program consists of 18 mentoring initiatives (structural, cascaded to business partners, and frontline levels) aimed at achieving Zero Fatality and Zero Lost Time Injuries (LTI), enhancing safety understanding and skills among all employees, and developing a safety-first culture across the organization in line with increased production activities.</p>          |

### Inovasi Program Kesehatan Karyawan Employee Health Program Innovations

| Program<br>Program                                                      | Penjelasan<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pengelolaan Kesehatan Kerja<br>Occupational Health Management           | Menerapkan program promotif, preventif, kuratif, dan rehabilitatif dalam pengelolaan kesehatan kerja bagi karyawan BIB dan mitra kerja.<br>Implementation of promotive, preventive, curative, and rehabilitative programs in managing occupational health for BIB employees and business partners.                                                                                                                                                                                                                                                                                                                      |
| Pengukuran Lingkungan Kerja<br>Work Environment Measurement             | Pengukuran lingkungan kerja pada area kerja BIB dan mitra kerja mencakup 10 parameter, yaitu debu, kebisingan, getaran, pencahayaan, kuantitas dan kualitas udara kerja, iklim kerja, radiasi, faktor kimia, faktor biologi, serta kebersihan lingkungan kerja.<br>Work environment measurements conducted in BIB and business partner operational areas covering 10 parameters of dust, noise, vibration, lighting, quantity and quality of workplace air, thermal work climate, radiation, chemical factors, biological factors, and workplace hygiene.                                                               |
| Program Kampanye Gaya Hidup Sehat<br>Healthy Lifestyle Campaign Program | Program Kampanye Gaya Hidup Sehat dan tindak lanjut hasil <i>Medical Check Up</i> diarahkan untuk menurunkan risiko penyakit akibat gaya hidup ( <i>lifestyle disease</i> ), termasuk program penurunan berat badan, penurunan kolesterol, serta pengukuran berkala indikator kesehatan karyawan setelah MCU.<br>The Healthy Lifestyle Campaign Program and follow-up on Medical Check-Up (MCU) results are aimed at reducing the risk of lifestyle diseases, including weight reduction programs, cholesterol reduction initiatives, and periodic monitoring of employee health indicators following MCU examinations. |

## PENINGKATAN KUALITAS KESEHATAN PEKERJA

### Enhancing Workforce Health Quality

[GRI 403-3] [GRI 403-6] [GRI 12.14.4] [GRI 12.14.7] [EM-CO-320a.2]

Kesehatan karyawan sangat penting dalam menciptakan lingkungan kerja yang aman dan produktif. Karyawan yang sehat lebih mampu menjalankan tugasnya dengan baik serta memiliki risiko kecelakaan yang lebih rendah. Oleh karena itu, Perseroan mengutamakan tindakan preventif dan mitigatif dalam pengelolaan kesehatan kerja.

Seluruh karyawan BIB telah didaftarkan pada BPJS Ketenagakerjaan dan BPJS Kesehatan. BIB juga menyediakan tunjangan kesehatan tambahan bagi karyawan dan anggota keluarga yang tercatat dalam *register* perusahaan, meliputi:

1. Jaminan Kesehatan bagi Pekerja (BPJS KS & Asuransi Swasta)
2. Jaminan Kesehatan bagi Pasangan Pekerja (BPJS KS & Asuransi Swasta)
3. Jaminan Kesehatan bagi Anak Pekerja (BPJS KS & Asuransi Swasta)

Selain manfaat asuransi, BIB menyediakan berbagai program kesehatan kerja yang diuraikan di bawah ini:

Employee health is critical in fostering a safe and productive working environment. Healthy employees are better able to perform their duties effectively and face a lower risk of workplace incidents. Therefore, the Company prioritizes preventive and mitigative measures in occupational health management.

All BIB employees are registered under BPJS Employment and BPJS Health. In addition, BIB provides supplementary health benefits for employees and registered family members, including:

1. Health coverage for workers (BPJS Health & Private Insurance)
2. Health coverage for workers' spouses (BPJS Health & Private Insurance)
3. Health coverage for workers' children (BPJS Health & Private Insurance)

Beyond insurance benefits, BIB provides various occupational health programs as described below:



| No. | Program Kesehatan Kerja<br>Occupational Health Program                                                                  | Keterangan<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | General MCU (Medical Check Up)                                                                                          | <ul style="list-style-type: none"> <li>MCU untuk karyawan yang baru bergabung.</li> <li>MCU berkala untuk semua karyawan, setahun sekali.</li> <li>MCU khusus untuk karyawan yang memiliki paparan risiko tinggi.</li> <li>MCU khusus untuk penjamah makanan.</li> <li>Follow-up hasil MCU yang melewati ambang batas kesehatan.</li> <li>Medical check-up for newly hired employees.</li> <li>Annual periodic medical check-up for all employees.</li> <li>Special MCU for employees with high-risk exposure.</li> <li>Special MCU for food handlers.</li> <li>Follow-up on MCU results exceeding health threshold limits.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2.  | Fasilitas Klinik dan First Aid Station (FAS) di Tempat Kerja<br>Workplace Clinic and First Aid Station (FAS) Facilities | <ul style="list-style-type: none"> <li>Menyediakan prasarana klinik dan FAS di setiap area kerja sesuai kebutuhan.</li> <li>Menyediakan tenaga dokter dan paramedik terlatih.</li> <li>Menyediakan tim tanggap darurat yang terlatih.</li> <li>Menyediakan peralatan untuk evakuasi medis darurat.</li> <li>Provision of clinic facilities and FAS in each work area as required.</li> <li>Deployment of trained doctors and paramedics.</li> <li>Availability of trained emergency response teams.</li> <li>Provision of equipment for emergency medical evacuation.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 3.  | Health Risk Assessment                                                                                                  | <ul style="list-style-type: none"> <li>Identifikasi bahaya dan paparan risiko di masing-masing area kerja.</li> <li>Pengukuran pajanan risiko dan penetapan SEG (Similar Exposure Group).</li> <li>Pengendalian operasional untuk mengeliminasi atau menurunkan risiko kesehatan akibat kerja.</li> <li>Identification of hazards and risk exposures in each work area.</li> <li>Measurement of exposure levels and determination of Similar Exposure Groups (SEG).</li> <li>Implementation of operational controls to eliminate or reduce occupational health risks.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 4.  | Health Monitoring                                                                                                       | <ul style="list-style-type: none"> <li>Pengukuran parameter lingkungan kerja yang mencakup 10 aspek, yaitu debu, kebisingan, getaran, pencahayaan, kuantitas dan kualitas udara kerja, iklim kerja, radiasi, faktor kimia, faktor biologi, serta pengelolaan kebersihan lingkungan kerja.</li> <li>Melakukan tindak lanjut perbaikan atas temuan ketidaksesuaian dari pengukuran Health Monitoring yang melebihi ambang batas lingkungan kerja.</li> <li>Melakukan edukasi kepada karyawan mengenai pentingnya mengelola lingkungan kerja agar tidak menimbulkan bahaya dan risiko kesehatan.</li> <li>Measurement of workplace environmental parameters covering 10 aspects of dust, noise, vibration, lighting, quantity and quality of workplace air, thermal work climate, radiation, chemical factors, biological factors, and workplace hygiene management.</li> <li>Implementation of corrective actions for findings exceeding workplace environmental threshold limits.</li> <li>Employee education on the importance of managing workplace environments to prevent health hazards and risks.</li> </ul> |
| 5.  | Pengelolaan Higiene dan Sanitasi<br>Hygiene and Sanitation Management                                                   | <ul style="list-style-type: none"> <li>Menyediakan fasilitas untuk menunjang tercapainya higienitas.</li> <li>Melakukan pengelolaan sanitasi di masing-masing area kerja.</li> <li>Provision of facilities to support hygiene standards.</li> <li>Management of sanitation in each work area.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 6.  | Pengelolaan Ergonomi<br>Ergonomic Management                                                                            | <ul style="list-style-type: none"> <li>Pengelolaan ergonomi dilakukan dengan mengelola kesesuaian antara pekerjaan, lingkungan kerja, peralatan, dan pekerja tambang.</li> <li>Mempertimbangkan faktor ergonomi dalam perancangan, desain, pembelian dan pemeliharaan sarana prasarana dan peralatan kerja.</li> <li>Management of ergonomic alignment between work tasks, work environment, equipment, and mining workers.</li> <li>Consideration of ergonomic factors in the planning, design, procurement, and maintenance of facilities, infrastructure, and work equipment.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 7.  | Pengelolaan Makanan, Minuman, dan Gizi Karyawan<br>Food, Beverage, and Employee Nutrition Management                    | <ul style="list-style-type: none"> <li>Memastikan bahwa penyediaan makanan dan minuman telah memenuhi persyaratan keamanan, kecukupan, dan higienitas sesuai ketentuan yang berlaku, serta mempertimbangkan keseimbangan gizi bagi karyawan.</li> <li>Kebijakan melarang karyawan bekerja di bawah pengaruh alkohol dan napza (narkotika, psikotropika dan zat adiktif lainnya).</li> <li>Ensuring that food and beverage provision meets safety, adequacy, and hygiene requirements in accordance with applicable regulations, while considering balanced nutritional intake for employees.</li> <li>Policy prohibiting employees from working under the influence of alcohol and narcotics, psychotropic substances, and other addictive substances.</li> </ul>                                                                                                                                                                                                                                                                                                                                                 |
| 8.  | Pengelolaan Kelelahan Kerja (Fatigue)<br>Fatigue Management                                                             | <ul style="list-style-type: none"> <li>Melakukan identifikasi, evaluasi, dan pengendalian faktor yang dapat menimbulkan kelelahan pekerja.</li> <li>Memberikan pelatihan dan sosialisasi kepada semua karyawan tentang pengetahuan pengelolaan dan pencegahan kelelahan khususnya bagi pekerja dengan waktu kerja bergilir (shift).</li> <li>Mengatur pola gilir kerja (shift) pekerja tambang.</li> <li>Melakukan penilaian dan pengelolaan tingkat kelelahan pada pekerja tambang sebelum awal gilir kerja (shift) dan saat pekerjaan berlangsung.</li> <li>Identification, evaluation, and control of factors that may cause worker fatigue.</li> <li>Training and socialization for all employees regarding fatigue management and prevention, particularly for shift workers.</li> <li>Regulation of shift work patterns for mining workers.</li> <li>Assessment and management of fatigue levels before the start of shifts and during work activities.</li> </ul>                                                                                                                                          |



| No. | Program Kesehatan Kerja<br>Occupational Health Program                                                                                            | Keterangan<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9.  | Program untuk Meningkatkan Kualitas Kesehatan yang Tidak Terkait Langsung dengan Pekerjaan<br>Programs to Improve Non-Work-Related Health Quality | <ul style="list-style-type: none"> <li>• Program Berat Badan Ideal (Penanganan Obesitas &amp; <i>Overweight</i>).</li> <li>• Program Menuju Sehat (Hipertensi, Gula Darah, Dislipidemia, Gangguan Metabolik).</li> <li>• Program Pencegahan HIV-AIDS.</li> <li>• Penyediaan fasilitas olahraga di area Perseroan seperti lapangan sepak bola, basket, bola voli, tenis, tenis meja, fasilitas parkir khusus sepeda, serta <i>jogging track</i>.</li> <li>• Ideal Body Weight Program (Obesity &amp; Overweight Management).</li> <li>• "Towards Healthy Living" Program (Hypertension, Blood Sugar, Dyslipidemia, Metabolic Disorders).</li> <li>• HIV-AIDS Prevention Program.</li> <li>• Provision of sports facilities within the Company's operational areas, including football, basketball, volleyball, tennis, and table tennis courts, designated bicycle parking facilities, and jogging tracks.</li> </ul> |

## LAYANAN KESEHATAN KERJA

Perseroan menyediakan beragam layanan kesehatan yang mudah diakses, baik di lokasi kerja maupun melalui kerja sama dengan fasilitas medis di luar area tambang. Layanan ini hadir untuk memberikan dukungan mulai dari pertolongan pertama hingga rujukan perawatan lanjutan. Informasi mengenai layanan ini disosialisasikan melalui induksi keselamatan, *safety meeting*, email, poster, leaflet, media sosial, dan aplikasi Layanan Kesehatan agar seluruh karyawan mengetahui cara mengakses layanan tersebut.

Fasilitas dan layanan kesehatan yang tersedia antara lain:

1. Klinik dan *First Aid Station* yang beroperasi selama jam kerja.
2. Dokter dan paramedik ditugaskan di lokasi kerja dan siap dipanggil (*on call*) untuk keadaan darurat.
3. Kerja sama pengobatan ke klinik lokal yang ditunjuk.
4. Kerja sama rujukan rawat jalan dan rawat inap dengan rumah sakit yang ditunjuk.
5. Asuransi kesehatan untuk setiap karyawan.
6. Penyediaan transportasi untuk berobat dan serta layanan evakuasi medis darurat (*medivac*).
7. Pelaksanaan MCU (*Medical Check Up*) tanpa dipungut biaya.
8. Pemantauan kesehatan rutin berkala terhadap karyawan yang memiliki catatan kesehatan hasil MCU.
9. Edukasi kesehatan oleh tenaga dokter dan paramedis yang kompeten.
10. *Health talk* untuk meningkatkan kesadaran pengelolaan kesehatan kerja.
11. Pelatihan dan seminar untuk meningkatkan pengetahuan kesehatan.
12. Program vaksinasi karyawan
13. Program donor darah rutin per 3 bulan
14. Program olah raga secara rutin setiap hari Sabtu dan Minggu
15. Program menu sehat

## OCCUPATIONAL HEALTH SERVICES

The Company provides a range of accessible health services, at work sites and through partnerships with medical facilities outside the mining area. These services are designed to provide support ranging from first aid to referral for advanced medical treatment. Information regarding these services is disseminated through safety induction sessions, safety meetings, email communications, posters, leaflets, social media, and the Health Services application to ensure that all employees understand how to access available services.

The health facilities and services available include:

1. Clinics and First Aid Stations operating during working hours.
2. Doctors and paramedics assigned to work sites and available on call for emergencies.
3. Medical treatment partnerships with designated local clinics.
4. Outpatient and inpatient referral arrangements with designated hospitals.
5. Health insurance coverage for every employee.
6. Provision of transportation for medical treatment as well as emergency medical evacuation (*medivac*) services.
7. Free-of-charge Medical Check-Ups (MCU).
8. Periodic routine health monitoring for employees with recorded medical conditions based on MCU results.
9. Health education delivered by qualified doctors and paramedics.
10. Health talks to enhance awareness of occupational health management.
11. Training sessions and seminars to improve health knowledge.
12. Employee vaccination programs.
13. Routine blood donation programs conducted every 3 months.
14. Regular sports programs conducted every Saturday and Sunday.
15. Healthy meal programs.



Kegiatan Medical Check Up  
Medical Check Up Activities



Kegiatan Pemeriksaan Rutin  
Routine Medical Check Up Activities



Kegiatan Olah raga  
Sport Activities

## PRIVASI KESEHATAN

Data kesehatan merupakan informasi sensitif yang harus dikelola dengan penuh kehati-hatian. Perseroan menghormati privasi karyawan dengan memastikan bahwa profil kesehatan karyawan tidak digunakan untuk tujuan yang dapat merugikan hak-hak karyawan, tetapi dimanfaatkan sebagai instrumen untuk melindungi karyawan saat bekerja. Penggunaan data kesehatan dibatasi hanya untuk kebutuhan operasional yang sah, seperti penilaian kelayakan penugasan berdasarkan kondisi kesehatan dan tingkat risiko pekerjaan.

Rekam medis disimpan dalam server internal dengan pembatasan akses yang ketat, dan hanya dapat diakses oleh Spesialis Kesehatan Kerja, Dokter Perusahaan, dan Paramedik. Akses tambahan untuk keperluan tertentu hanya dapat diberikan setelah memperoleh persetujuan HR dan Pimpinan Departemen sesuai prosedur yang berlaku.

Perseroan mengklasifikasikan kondisi kesehatan karyawan ke dalam kategori berikut:

1. *Fit*, yakni karyawan dapat bekerja sesuai tugas normal tanpa memerlukan perawatan.
2. *Fit with Note*, yakni karyawan tetap dapat bekerja sesuai tugas normal dengan melakukan konsultasi dan perawatan dengan Dokter Perusahaan.
3. *Temporary Unfit* atau *Unfit*, yakni karyawan memerlukan evaluasi dan konsultasi dengan Dokter Perusahaan, dan apabila diperlukan akan dirujuk ke dokter spesialis untuk menjalani perawatan hingga pulih.

## HEALTH PRIVACY

Health data constitutes sensitive information that must be managed in a prudent approach. The Company respects employee privacy by ensuring that employee health profiles are not used for purposes that may compromise employee rights, but rather as an instrument to safeguard employees during work. The use of health data is strictly limited to legitimate operational needs, such as assessing fitness for duty based on health conditions and job-related risk levels.

Medical records are stored on internal servers with strict access controls and may only be accessed by Occupational Health Specialists, Company Doctors, and Paramedics. Additional access for specific purposes may only be granted upon approval from Human Resources and the relevant Department Head in accordance with established procedures.

The Company classifies employee health conditions into the following categories:

1. *Fit*, meaning the employee is able to perform normal duties without requiring treatment.
2. *Fit with Note*, meaning the employee may continue performing normal duties while undergoing consultation and treatment with the Company Doctor.
3. *Temporary Unfit* or *Unfit*, meaning the employee requires evaluation and consultation with the Company Doctor and, if necessary, referral to a specialist for treatment until recovery.

## PARTISIPASI KARYAWAN DALAM SISTEM KESELAMATAN DAN KESEHATAN KERJA

### Employee Participation in the Occupational Health and Safety System

[GRI 403-4] [GRI 12.14.5]

Karyawan yang terlibat aktif dalam sistem K3 memiliki pemahaman lebih baik mengenai risiko di lapangan dan mampu memberikan masukan berharga untuk memitigasi kecelakaan kerja. Perseroan mendorong komunikasi dua arah agar setiap karyawan dapat berkontribusi dalam menciptakan lingkungan kerja yang aman.

Employees who actively participate in the OHS system have a better understanding of field-level risks and are able to provide valuable input to mitigate workplace accidents. The Company promotes two-way communication to ensure that every employee can contribute to the creation of a safe working environment.



Keterlibatan karyawan diwujudkan melalui beberapa bentuk partisipasi berikut:

1. Pelibatan karyawan dalam berbagai proses pengelolaan K3 yang meliputi: Pembicaraan 5 Menit (P5M) di awal *shift*, *safety talk* reguler, audit, investigasi, pertemuan reviu prosedur, reviu manajemen risiko, observasi keselamatan, inspeksi keselamatan dan pelaporan bahaya.
2. Penyebaran informasi K3 disampaikan melalui *safety campaign* dengan menggunakan media email, kampanye poster dan video, baliho, dan spanduk. Untuk hasil investigasi kecelakaan atau kejadian berbahaya dilakukan melalui *incident recall* atau *safety alert* sebagai upaya pencegahan kecelakaan serupa tidak terjadi kembali.
3. Pembentukan Komite Keselamatan Pertambangan, yaitu komite formal yang mewakili seluruh karyawan dan melibatkan manajemen dan karyawan untuk pengelolaan K3. Komite dipimpin oleh Kepala Teknik Tambang, didampingi oleh wakil ketua dan sekretaris yang dijabat oleh pengelola keselamatan, serta anggota dari karyawan Perseroan. Komite Keselamatan Pertambangan mengadakan pertemuan berkala sebulan sekali dengan fungsi dan tanggung jawab sebagai berikut:
  - Mengidentifikasi, menetapkan, dan mengesahkan tujuan, sasaran, dan program Keselamatan Pertambangan.
  - Memastikan pelaksanaan dan perkembangan tujuan, sasaran, dan program Keselamatan Pertambangan.
  - Memastikan diterbitkannya kebijakan, standar, dan prosedur Keselamatan Pertambangan.
  - Memastikan terselenggaranya audit pertambangan secara berkala.
  - Memastikan terlaksananya tinjauan manajemen terhadap penerapan Sistem Manajemen Keselamatan Pertambangan.
  - Membahas permasalahan dan menyusun program pencegahan terkait Keselamatan Pertambangan yang dapat mengakibatkan kecelakaan.

Employee involvement is realized through the following forms of participation:

1. Employee engagement in various OHS management processes, including 5-Minute Talks (P5M) at the beginning of shifts, regular safety talks, audits, investigations, procedure review meetings, risk management reviews, safety observations, safety inspections, and hazard reporting.
2. Dissemination of OHS information through safety campaigns utilizing email, poster and video campaigns, billboards, and banners. The results of accident investigations or hazardous incidents are communicated through incident recalls or safety alerts as preventive measures to avoid similar incidents in the future.
3. Establishment of a Mining Safety Committee, a formal committee representing all employees and involving management in OHS governance. The Committee is chaired by the Head of Mining Engineering, supported by a Deputy Chairman and Secretary held by safety management personnel, and includes members from Company employees. The Mining Safety Committee conducts regular monthly meetings with the following functions and responsibilities:
  - Identify, establish, and approve Mining Safety objectives, targets, and programs.
  - Ensure the implementation and progress of Mining Safety objectives, targets, and programs.
  - Ensure the issuance of Mining Safety policies, standards, and procedures.
  - Ensure the conduct of periodic mining audits.
  - Ensure the implementation of management reviews of the Mining Safety Management System.
  - Discuss issues and develop preventive programs related to Mining Safety that may result in accidents.



## PELATIHAN KESELAMATAN DAN KESEHATAN KERJA

### Occupational Health and Safety Training

[GRI 403-5] [GRI 12.14.6]

Perseroan menyelenggarakan program pelatihan secara rutin bagi karyawan dan kontraktor mitra kerja agar setiap karyawan memahami prosedur keselamatan yang tepat untuk melindungi diri, rekan kerja, dan lingkungan operasional. Penentuan peserta pelatihan dilakukan berdasarkan Matrik Kebutuhan Pelatihan yang disusun oleh Divisi HSE bersama HR Training, sehingga pelaksanaan pelatihan berjalan tepat sasaran dan sesuai dengan kebutuhan jabatan.

Setiap pelatihan dilengkapi dengan kuesioner, tes pemahaman, serta evaluasi praktik untuk mengukur tingkat pemahaman peserta, penguasaan keterampilan, dan efektivitas penyampaian materi. Peserta dinyatakan lulus apabila memenuhi standar kompetensi yang mencakup aspek pengetahuan dan keterampilan. Peserta yang belum memenuhi standar kelulusan diwajibkan mengikuti pelatihan ulang atau pendampingan lanjutan sesuai kebutuhan.

The Company conducts regular training programs for employees and contractor partners to ensure that every individual understands appropriate safety procedures to protect themselves, their colleagues, and the operational environment. Training participants are determined based on a Training Needs Matrix prepared by the HSE Division in coordination with HR Training, ensuring that training implementation is targeted and aligned with job requirements.

Each training session is equipped with questionnaires, comprehension tests, and practical evaluations to measure participants' level of understanding, skill mastery, and the effectiveness of material delivery. Participants are declared competent upon meeting established standards covering both knowledge and skills aspects. Those who do not meet the required standards must undergo retraining or additional mentoring as necessary.





Selain itu, bagian HSE Training dan atasan langsung melakukan evaluasi perilaku (*behavior evaluation*) terhadap peserta, khususnya bagi pekerja yang menjalankan fungsi pengawasan seperti pemegang POP (Pengawas Operasional Pertama) dan POM (Pengawas Operasional Madya). Evaluasi ini bertujuan untuk menilai perubahan perilaku kerja, penerapan pengetahuan dan keterampilan K3 di lapangan, serta konsistensi peserta dalam menjalankan fungsi pengawasan setelah mengikuti pelatihan.

Umpan balik diberikan berdasarkan hasil pengamatan langsung terhadap perilaku kerja dan kinerja pengawasan. Peserta yang menunjukkan hasil evaluasi perilaku belum sesuai dengan standar akan mendapatkan pembinaan langsung dari atasan, berupa arahan, pendampingan, atau penguatan kompetensi lanjutan, guna memastikan bahwa pelatihan memberikan dampak nyata terhadap pelaksanaan pekerjaan di lapangan.

Selanjutnya, HSE Training melakukan evaluasi hasil (*Result Evaluation*) dengan menganalisis capaian pelatihan secara menyeluruh untuk menilai sejauh mana pelatihan memberikan dampak terhadap peningkatan kinerja keselamatan dan lingkungan. Analisis ini mencakup indikator seperti penurunan jumlah insiden dan *unsafe condition*, peningkatan kepatuhan terhadap prosedur K3, kualitas pelaporan hazard dan *near miss*, serta penguatan budaya keselamatan di area kerja.

Hasil evaluasi *behavior* dan *result* tersebut digunakan sebagai dasar pengambilan keputusan tindak lanjut, termasuk pembinaan lanjutan bagi peserta, penyesuaian materi atau metode pelatihan, serta penyempurnaan program pelatihan agar memberikan hasil nyata dan berkelanjutan terhadap keselamatan, kesehatan kerja, dan lingkungan.

Sepanjang tahun 2025, Perseroan telah menyelenggarakan 1.721 pelatihan KPLH dengan jumlah peserta sebanyak 31.954 orang. Rincian lengkap pelatihan dapat dilihat pada tabel berikut:

In addition, the HSE Training unit and direct supervisors conduct behavior evaluations for participants, particularly those performing supervisory roles such as holders of First-Line Operational Supervisor (POP) and Second-Level Mining Supervisory Competency (POM) certifications. This evaluation aims to assess changes in work behavior, the application of OHS knowledge and skills in the field, and the consistency of participants in performing supervisory functions after completing the training.

Feedback is provided based on direct observation of work behavior and supervisory performance. Participants whose behavioral evaluations do not meet standards receive direct coaching from their supervisors, including guidance, mentoring, or additional competency reinforcement, to ensure that training delivers tangible impact on field implementation.

Furthermore, HSE Training conducts a Result Evaluation by comprehensively analyzing training outcomes to assess the extent to which training contributes to improvements in safety and environmental performance. This analysis includes indicators such as reductions in incidents and unsafe conditions, improved compliance with OHS procedures, enhanced quality of hazard and near-miss reporting, and strengthened safety culture in work areas.

The results of behavior and result evaluations serve as the basis for follow-up decisions, including further coaching for participants, adjustments to training materials or methods, and refinement of training programs to ensure sustained and measurable improvements in occupational health, safety, and environmental performance.

Throughout 2025, the Company conducted 1,721 KPLH training sessions with a total of 31,954 participants. Detailed training information is presented in the following table:

| No. | Pelatihan<br>Training                                                       | Elemen<br>Element                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----|-----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Pelatihan Wajib Dasar (PWD)<br>Mandatory Basic Training<br>(PWD)            | a) Induksi Keselamatan<br>b) Identifikasi Bahaya<br>c) <i>Basic Life Support</i><br>d) <i>Basic Fire Prevention</i><br>e) <i>Basic Oil Spill Prevention</i><br>a) Safety Induction<br>b) Hazard Identification<br>c) Basic Life Support<br>d) Basic Fire Prevention<br>e) Basic Oil Spill Prevention                                                                                                                                                                                                                                                          |
| 2.  | Pelatihan Wajib Pengawas<br>(PWP)<br>Mandatory Supervisor<br>Training (PWP) | a) Inspeksi dan Observasi<br>b) Analisa Kerja Aman (AKA)<br>c) Penyelidikan Kecelakaan<br>d) Identifikasi Bahaya Pengendalian<br>Resiko (IBPR)<br>e) <i>Risk Management</i><br>f) Tanggung Jawab Tanggung Gugat<br>a) Inspection and Observation<br>b) Job Safety Analysis (JSA)<br>c) Accident Investigation<br>d) Hazard Identification and Risk Control<br>(IBPR)<br>e) Risk Management<br>f) Accountability and Liability<br>Responsibilities                                                                                                             |
| 3.  | Pelatihan <i>Fatality Prevention</i><br><i>Fatality Prevention Training</i> | a) Bekerja dengan Panas<br>b) Bekerja di Ketinggian<br>c) Bekerja di Ruang Terbatas<br>d) Keselamatan Kelistrikan<br>e) Peledakan<br>f) Penguncian, Pelabelan dan<br>Pengujian (LOTOTO)<br>g) Operator Siaga Umum/DDC<br>h) Kestabilan Lereng Tambang<br>i) Bekerja di Dekat Air<br>a) Working in Heat<br>b) Working at Height<br>c) Confined Space Entry<br>d) Electrical Safety<br>e) Blasting<br>f) Lock Out, Tag Out, and Try Out<br>(LOTOTO)<br>g) General Standby Operator/DDC<br>h) Mine Slope Stability<br>i) Working Near Water                      |
| 4.  | Pelatihan K3 Khusus<br>Specific OHS Training                                | a) Alat Pelindung Diri<br>b) K3 Kontruksi<br>c) Penyiapan Makanan<br>d) Izin Kerja Khusus<br>e) Keselamatan Jari dan Tangan<br>f) K3 Penanganan Bahaya Kimia<br>g) K3 Pertambangan<br>a) Personal Protective Equipment (PPE)<br>b) Construction OHS<br>c) Food Preparation Safety<br>d) Special Work Permit<br>e) Finger and Hand Safety<br>f) Chemical Hazard Handling OHS<br>g) Mining OHS                                                                                                                                                                  |
| 5.  | Pelatihan Sistem Manajemen<br>Management System<br>Training                 | a) <i>Awareness CSMS</i><br>b) <i>Awareness ISO 14001</i><br>c) <i>Awareness ISO 45001</i><br>d) <i>Awareness SMK Minerba</i><br>e) <i>Document Control &amp; Filling System</i><br>a) CSMS Awareness<br>b) ISO 14001 Awareness<br>c) ISO 45001 Awareness<br>d) SMK Minerba Awareness<br>e) Document Control & Filing System                                                                                                                                                                                                                                  |
| 6.  | Pelatihan Lingkungan Hidup<br>Environmental Training                        | a) Penanggungjawab Pengendalian<br>Pencemaran Air (PPPA)<br>b) Manajemen dan 3R Sampah<br>Domestik<br>c) Penanggungjawab Pengendalian<br>Pencemaran Udara (PPPU)<br>d) Penanggungjawab Pengendalian<br>Limbah Non B3<br>a) Water Pollution Control Officer<br>(PPPA)<br>b) Domestic Waste Management and<br>3R (Reduce, Reuse, Recycle)<br>c) Air Pollution Control Officer (PPPU)<br>d) Non-Hazardous Waste Control<br>Officer                                                                                                                               |
| 7.  | Pelatihan Tematik<br>Thematic Training                                      | a) Operator Siaga <i>Hauling</i><br>b) Evaluasi dan Peningkatan<br>Pemahaman Pengawas <i>Hauling</i><br>c) Pelatihan <i>EV Charging</i><br>d) Bimtek Gatrik<br>e) <i>Workshop</i> Pelatihan Berbasis<br>Kompetensi (PBK)<br>f) Pelatihan <i>EV Light Vehicle</i><br>a) <i>Hauling Standby Operator</i><br>b) Evaluation and Enhancement of<br><i>Hauling Supervisor Competency</i><br>c) <i>EV Charging Training</i><br>d) Electrical Technical Guidance<br>(Gatrik)<br>e) Competency-Based Training (CBT)<br>Workshop<br>f) <i>EV Light Vehicle Training</i> |



| No. | Pelatihan<br>Training                    | Elemen<br>Element                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8.  | Pelatihan Eksternal<br>External Training | a) Pengawas Operasional Pertama (POP)<br>b) Pengawas Operasional Madya (POM)<br>c) Pengawas Operasional Utama (POU)<br>d) Perencanaan Geoteknik Tambang Terbuka<br>e) Pelaksanaan Geoteknik Tambang Terbuka<br>f) Perencanaan Operasional Tambang Terbuka Jangka Pendek<br>g) Perencanaan Operasional Tambang Terbuka Jangka Panjang<br>h) Pilot Drone<br>i) <i>Open Mine Rescue</i><br>j) <i>Life Cycle Assessment</i><br>k) PLNB3<br>l) Keanekaragaman Hayati<br>m) Auditor Energi<br>n) <i>Commissioner</i><br>o) <i>Lead Auditor ISO 45001</i><br>p) <i>Lead Auditor ISO 14001</i><br>q) <i>Lead Auditor ISO 9001</i><br>r) <i>Integrated Internal Auditor ISO 9001, 14001, 45001</i><br>s) Ahli K3 Listrik<br>t) Implementasi SMK<br>u) <i>CSO ISPS Code</i><br>v) <i>ISM ISPS Code</i><br>w) <i>PFSO ISPS Code</i><br>x) TOT Level 3<br>y) TOT Level 4<br>z) Sertifikasi <i>Scaffolding Inspector</i> | a) First-Line Operational Supervisor (POP)<br>b) Second-Line Operational Supervisor (POM)<br>c) Main Operational Supervisor (POU)<br>d) Open Pit Geotechnical Planning<br>e) Open Pit Geotechnical Implementation<br>f) Short-Term Open Pit Operational Planning<br>g) Long-Term Open Pit Operational Planning<br>h) Drone Pilot<br>i) Open Mine Rescue<br>j) Life Cycle Assessment<br>k) Non-Hazardous Solid Waste Management (PLNB3)<br>l) Biodiversity<br>m) Energy Auditor<br>n) Commissioner<br>o) Lead Auditor ISO 45001<br>p) Lead Auditor ISO 14001<br>q) Lead Auditor ISO 9001<br>r) Integrated Internal Auditor ISO 9001, 14001, 45001<br>s) Electrical OHS Expert<br>t) SMK Implementation<br>u) CSO ISPS Code<br>v) ISM ISPS Code<br>w) PFSO ISPS Code<br>x) Training of Trainers (TOT) Level 3<br>y) Training of Trainers (TOT) Level 4<br>z) Scaffolding Inspector Certification |





Pelatihan Investigasi Kesehatan  
Occupational Health Investigation Training



Pelatihan dan Sertifikasi POP, POM, dan POU  
POP, POM, and POU Training and Certification



Pelatihan Operator Slaga  
Emergency Response Operator Training



Pelatihan Operasional Unit EV  
EV Unit Operational Training



Bimtek (Bimbingan Teknis) Penyusunan  
Kurikulum Pelatihan  
Technical Guidance (Bimtek) on Training  
Curriculum Development



Pelatihan Komisioner A2B (Alat-Alat Berat)  
Heavy Equipment (A2B ) Commissioner Training



## KECELAKAAN KERJA DAN PENYAKIT AKIBAT KERJA

### Workplace Accidents and Occupational Diseases

[GRI 403-9] [GRI 403-10] [GRI 12.14.10] [GRI 12.14.11]

Perseroan memonitor setiap kecelakaan kerja, frekuensi kecelakaan yang mengakibatkan hilangnya waktu kerja (*Lost-Time Injury Frequency Rate/LTIFR*), serta penyakit akibat kerja sebagai bagian dari evaluasi terhadap efektivitas SMKPLH. Pemantauan ini membantu Perseroan memahami pola risiko kecelakaan di lapangan dan memperkuat sistem pencegahan. Setiap kejadian yang dilaporkan selalu di investigasi secara mendalam agar penyebabnya dipahami dan tindakan korektif dapat dilakukan sehingga peristiwa serupa tidak terulang.

The Company monitors all workplace accidents, the Lost-Time Injury Frequency Rate (LTIFR), and occupational diseases as part of its evaluation of the effectiveness of the SMKPLH. This monitoring enables the Company to understand accident risk patterns in the field and to strengthen mitigation systems. Every reported incident is thoroughly investigated to ensure that its causes are fully understood and that corrective actions are implemented to prevent recurrence.

#### Jam Kerja Work Hours

|              | 2025              | 2024              | 2023              |               |
|--------------|-------------------|-------------------|-------------------|---------------|
| Karyawan     | 870.300           | 864.260           | 777.840           | Employees     |
| Pekerja Lain | 58.286.812        | 54.130.350        | 50.242.504        | Other Workers |
| <b>Total</b> | <b>59.157.112</b> | <b>54.994.610</b> | <b>51.020.344</b> | <b>Total</b>  |

#### Kecelakaan Kerja Tahun 2025

##### Workplace Accidents in 2025

[GRI 403-9] [GRI 12.14.10] [EM-CO-320a.1]

| Keterangan                                                                                                                                                                                                                                                                                         |               | Karyawan<br>Employees                                                                                                                                                                                                                                                                 | Pekerja Lain<br>Other Workers                                                                                                                                                                            | Description                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| Fatalitas sebagai akibat kecelakaan kerja                                                                                                                                                                                                                                                          | Jumlah Total  | 0                                                                                                                                                                                                                                                                                     | 0                                                                                                                                                                                                        | Fatalities as a result of workplace accidents    |
|                                                                                                                                                                                                                                                                                                    | Tingkat Grade | 0                                                                                                                                                                                                                                                                                     | 0                                                                                                                                                                                                        |                                                  |
| Kecelakaan kerja dengan konsekuensi tinggi <sup>1</sup>                                                                                                                                                                                                                                            | Jumlah Total  | 0                                                                                                                                                                                                                                                                                     | 0                                                                                                                                                                                                        | High-consequence workplace injuries <sup>1</sup> |
|                                                                                                                                                                                                                                                                                                    | Tingkat Grade | 0                                                                                                                                                                                                                                                                                     | 0                                                                                                                                                                                                        |                                                  |
| Kecelakaan kerja yang dapat dicatat                                                                                                                                                                                                                                                                | Jumlah Total  | 0                                                                                                                                                                                                                                                                                     | 4                                                                                                                                                                                                        | Recordable workplace injuries                    |
|                                                                                                                                                                                                                                                                                                    | Tingkat Grade | 0                                                                                                                                                                                                                                                                                     | 0,07                                                                                                                                                                                                     |                                                  |
| Jenis-jenis kecelakaan kerja utama                                                                                                                                                                                                                                                                 | Nihil<br>None |                                                                                                                                                                                                                                                                                       | 1. Tertimpa objek – 2 kejadian<br>2. Jatuh dari ketinggian – 1 kejadian<br>3. Unit rebah – 1 kejadian<br>1. Struck by object – 2 cases<br>2. Fall from height – 1 case<br>3. Equipment rollover – 1 case | Main types of workplace injuries                 |
| Catatan:                                                                                                                                                                                                                                                                                           |               | Notes:                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                          |                                                  |
| <ul style="list-style-type: none"> <li><sup>1</sup> Tidak termasuk fatalitas.</li> <li>Perhitungan berdasarkan 1.000.000 jam kerja.</li> <li>Metodologi yang digunakan adalah dengan pelaporan jam kerja bulanan sesuai dengan pelaporan pendataan jam kerja dari HR setiap Perusahaan.</li> </ul> |               | <ul style="list-style-type: none"> <li><sup>1</sup>Excludes fatalities.</li> <li>Calculations are based on 1,000,000 working hours.</li> <li>The methodology applied is based on monthly working hour reporting in accordance with HR working hour data from each company.</li> </ul> |                                                                                                                                                                                                          |                                                  |

**Lost-Time Injury Frequency Rate**

[EM-CO-320a.1]

|              | 2025        | 2024        | 2023        |               |
|--------------|-------------|-------------|-------------|---------------|
| Karyawan     | 0,00        | 0,00        | 0,00        | Employees     |
| Pekerja Lain | 0,07        | 0,03        | 0,06        | Other Workers |
| <b>Total</b> | <b>0,07</b> | <b>0,03</b> | <b>0,06</b> | <b>Total</b>  |

Sepanjang tahun 2025, Perseroan mencatat empat kecelakaan kerja yang secara umum berkaitan dengan eksposur risiko aktivitas operasional berisiko tinggi, khususnya pada pekerjaan yang melibatkan pengangkatan beban, pekerjaan di ketinggian, manuver alat berat, serta pekerjaan mekanikal dengan energi tersimpan. Evaluasi atas seluruh kejadian menunjukkan bahwa faktor penyebab utama tidak bersifat tunggal, melainkan merupakan kombinasi antara kecukupan pengendalian teknis, efektivitas prosedur kerja, disiplin penerapan standar keselamatan, serta faktor perilaku dan pengambilan keputusan di lapangan. Pendekatan ini menegaskan bahwa kecelakaan dipandang sebagai kegagalan sistem, bukan semata kesalahan individu.

Seluruh pekerja yang terdampak memperoleh penanganan medis dan rehabilitasi secara komprehensif sesuai standar kesehatan dan keselamatan kerja. Rata-rata durasi perawatan hingga pekerja dinyatakan layak kembali bekerja berada pada kisaran 4 hingga 12 minggu, tergantung pada tingkat keparahan cedera dan kebutuhan pemulihan medis. Perseroan memastikan bahwa selama masa pemulihan, pekerja mendapatkan perlindungan yang memadai serta dukungan berkelanjutan untuk menjamin keselamatan, kesehatan, dan keberlanjutan produktivitas jangka panjang.

Dari seluruh kejadian tersebut, Perseroan memperoleh pembelajaran strategis yang menjadi dasar penguatan sistem keselamatan secara menyeluruh. Pembelajaran utama mencakup pentingnya penguatan rekayasa pengendalian risiko (*engineering control*), kejelasan dan konsistensi prosedur kerja kritis, peningkatan manajemen risiko pekerjaan non-rutin, serta penguatan kepemimpinan keselamatan dan perilaku aman

Throughout 2025, the Company recorded four workplace accidents, generally associated with exposure to high-risk operational activities, particularly tasks involving load lifting, work at height, heavy equipment maneuvering, and mechanical work involving stored energy. Evaluation of all incidents indicated that the root causes were not singular in nature, but rather a combination of the adequacy of engineering controls, the effectiveness of work procedures, discipline in the implementation of safety standards, and behavioral and decision-making factors in the field. This approach affirms that accidents are viewed as system failures, not merely individual errors.

All affected workers received comprehensive medical treatment and rehabilitation in accordance with occupational health and safety standards. The average duration of treatment until workers were declared fit to return to work ranged from 4 to 12 weeks, depending on the severity of the injury and required medical recovery. The Company ensured that during the recovery period, workers received adequate protection and continuous support to safeguard their health, safety, and long-term productivity sustainability.

From these incidents, the Company derived strategic lessons that form the basis for strengthening the overall safety system. Key learnings include the importance of reinforcing engineering risk controls, ensuring clarity and consistency in critical work procedures, enhancing risk management for non-routine tasks, and strengthening safety leadership and safe behaviors in the field. These findings have been integrated into improvements in work



di lapangan. Temuan ini diintegrasikan ke dalam penyempurnaan standar kerja, peningkatan kompetensi pekerja, serta penguatan mekanisme pengawasan dan evaluasi risiko.

Melalui pendekatan ini, setiap kejadian kecelakaan tidak hanya ditangani sebagai peristiwa operasional, tetapi sebagai input strategis dalam siklus perbaikan berkelanjutan (*continuous improvement*). Hal ini mencerminkan komitmen Perseroan untuk secara konsisten menurunkan risiko residual, meningkatkan keandalan operasi, serta membangun sistem keselamatan yang tangguh dan berkelanjutan sebagai bagian integral dari kinerja lingkungan, sosial, dan tata kelola (ESG).

### PENYAKIT AKIBAT KERJA

Perseroan mengelola penyakit akibat kerja melalui sistem kesehatan dan keselamatan kerja yang berfokus pada pencegahan dan deteksi dini. Perseroan melakukan pemantauan kesehatan berkala bagi seluruh pekerja, termasuk pemeriksaan medis khusus bagi posisi yang memiliki potensi terpajan debu batu bara, kebisingan, getaran, maupun bahan kimia industri. Penyakit akibat kerja yang umum di industri pertambangan dan menjadi fokus pengendalian Perseroan meliputi pneumokoniosis atau gangguan pernapasan akibat paparan debu, gangguan pendengaran akibat bising (NIHL), *musculoskeletal disorders* akibat aktivitas fisik berulang atau getaran, serta iritasi kulit atau mata akibat kontak bahan kimia. Pengendalian risiko dilakukan melalui rekayasa teknis, prosedur kerja aman, dan penyediaan APD yang sesuai. Setiap dugaan penyakit akibat kerja dicatat, diselidiki, dan dilaporkan sesuai regulasi K3 yang berlaku, memastikan perlindungan kesehatan jangka panjang bagi seluruh pekerja.

standards, enhancement of worker competencies, and reinforcement of risk monitoring and evaluation mechanisms.

Through this approach, each accident is not treated solely as an operational event, but as strategic input within the continuous improvement cycle. This reflects the Company's commitment to consistently reducing residual risk, enhancing operational reliability, and building a resilient and sustainable safety system as an integral component of its Environmental, Social, and Governance (ESG) performance.

### OCCUPATIONAL DISEASES

The Company manages occupational diseases through an occupational health and safety system focused on prevention and early detection. Periodic health monitoring is conducted for all workers, including specialized medical examinations for positions with potential exposure to coal dust, noise, vibration, and industrial chemicals. Occupational diseases commonly associated with the mining industry and prioritized for control by the Company include pneumoconiosis or respiratory disorders resulting from dust exposure, noise-induced hearing loss (NIHL), musculoskeletal disorders caused by repetitive physical activities or vibration, and skin or eye irritation due to chemical exposure. Risk controls are implemented through engineering measures, safe work procedures, and the provision of proper Personal Protective Equipment (PPE). Every suspected occupational disease case is recorded, investigated, and reported in accordance with applicable occupational health and safety regulations, ensuring long-term health protection for all workers.



**Penyakit Akibat Kerja Tahun 2025**

Occupational Disease in 2025

[GRI 403-10] [GRI 12.14.11] [EM-CO-320a.1]

| Keterangan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |               | Karyawan<br>Employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Pekerja Lain<br>Other Workers | Description                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------------------|
| Fatalitas sebagai akibat penyakit akibat kerja                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Jumlah Total  | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                             | Fatalities as a result of occupational disease |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Tingkat Grade | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                             |                                                |
| Penyakit akibat kerja yang dapat dicatat <sup>1</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Jumlah Total  | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                             | Recordable occupational diseases <sup>1</sup>  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Tingkat Grade | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                             |                                                |
| Jenis-jenis penyakit akibat kerja yang utama                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |               | Nihil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Nihil                         | Main types of occupational diseases            |
| Catatan:<br>• <sup>1</sup> Standar SMKP mengacu pada ISO 45001:2018 dan ketentuan persyaratan implementasi Sistem Manajemen Keselamatan Pertambangan (SMKP) menurut Kepmen ESDM No 1827 tahun 2018.<br>• Metode pengumpulan data kesehatan karyawan melalui informasi laporan hasil <i>Medical Check Up</i> (MCU). Karyawan baru dan MCU berkala yang dilakukan setahun sekali sebagai persyaratan mendapatkan <i>ID Card</i> .<br>• <i>Health Monitoring</i> dilakukan secara berkala sebagai <i>follow-up</i> hasil identifikasi HRA. |               | Notes:<br>• <sup>1</sup> The SMKP standard refers to ISO 45001:2018 and the implementation requirements of the Mining Safety Management System (SMKP) in accordance with the Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018.<br>• Employee health data is collected through Medical Check-Up (MCU) reports. Medical examinations are conducted for new employees and periodically once a year as a requirement for obtaining an ID Card.<br>• Health Monitoring is conducted periodically as a follow-up to the results of the Health Risk Assessment (HRA). |                               |                                                |



# KONTRIBUSI TERHADAP PEMBERDAYAAN MASYARAKAT

## Contribution to Community Empowerment

Pemberdayaan masyarakat berbasis ekonomi riil, pengelolaan sumberdaya pascatambang, serta penguatan kelembagaan menjadi jembatan yang menghubungkan kekuatan sumber daya Perseroan dengan potensi komunitas untuk menciptakan kemandirian ekonomi masyarakat yang berkelanjutan.

Community empowerment based on the real economy, post-mining resource management, and institutional strengthening serves as a bridge connecting the Company's resource capabilities with community potential to create sustainable economic independence.







## KOMITMEN PENGEMBANGAN DAN PEMBERDAYAAN MASYARAKAT

### Commitment to Community Development and Empowerment

Pemanfaatan sumber daya alam lokal yang menunjang operasional Perseroan menghadirkan kewajiban besar bagi Perseroan untuk memastikan bahwa manfaat yang tercipta juga dirasakan secara adil oleh masyarakat sekitar. Komitmen ini diwujudkan melalui pelaksanaan program Pengembangan dan Pemberdayaan Masyarakat (PPM) yang mengacu pada Keputusan Menteri ESDM No. 1824 K/30/MEM/2018 dan Permen ESDM No. 25 tahun 2018.

Program PPM dirancang tidak hanya untuk memenuhi kewajiban regulasi, tetapi juga melampaui kepatuhan (*beyond compliance*) dengan menitikberatkan pada penguatan kapasitas masyarakat, penciptaan sumber penghidupan berkelanjutan serta penguatan kelembagaan ekonomi desa.

Program PPM disusun berdasarkan standar regional seperti *Blueprint* Program Pengembangan dan Pemberdayaan Masyarakat Provinsi Kalimantan Selatan dan standar internasional seperti ISO 26000 tentang tanggung jawab sosial perusahaan. Kerangka acuan program PPM memastikan setiap inisiatif program PPM selaras dengan praktik tanggung jawab sosial terbaik dan mendukung tujuan jangka panjang Perseroan dalam membangun fondasi ekonomi masyarakat yang tangguh dan dapat memberikan manfaat lintas generasi bagi komunitas sekitar.

The utilization of local natural resources that support the Company's operations brings a significant responsibility to ensure that the benefits generated are shared with surrounding communities. This commitment is realized through the implementation of the Community Development and Empowerment Program (CDE), which refers to the Decree of the Minister of Energy and Mineral Resources No. 1824 K/30/MEM/2018 and Ministerial Regulation No. 25 of 2018.

The CDE program is designed not only to fulfill regulatory obligations but also to go beyond compliance by focusing on strengthening community capacity, creating sustainable livelihoods, and enhancing village-level economic institutions.

The CDE program is developed based on regional standards such as the Community Development and Empowerment Blueprint of South Kalimantan Province and international standards such as ISO 26000 on social responsibility. This framework ensures that each PPM initiative aligns with best practices in social responsibility and supports the Company's long-term objective of building resilient community economies that generate intergenerational benefits.

## SINKRONISASI PILAR PPM

### Alignment of CDE Pillars

Program Pengembangan dan Pemberdayaan Masyarakat (PPM) Perseroan dilaksanakan berdasarkan delapan pilar utama sebagaimana diatur dalam Keputusan Menteri ESDM No. 1824 K/30/MEM/2018 yang meliputi: Pendidikan, Kesehatan, Ekonomi Riil, Kemandirian Ekonomi, Sosial dan Budaya, Lingkungan, Kelembagaan serta Infrastruktur.

Delapan pilar PPM tersebut diintegrasikan dengan Tujuan Pembangunan Berkelanjutan (TPB/SDGs) serta perspektif *Environment, Social, Governance* (ESG) sebagai upaya untuk memastikan bahwa dampak yang dihasilkan bersifat holistik dan berkelanjutan. Sinkronisasi ini memungkinkan Perseroan untuk menjawab tantangan sosial,

The Company's CDE program is implemented based on eight main pillars as stipulated in the Decree of the Minister of Energy and Mineral Resources No. 1824 K/30/MEM/2018, includes: Education, Health, Real Economy, Economic Self-reliance, Social and Culture, Environment, Institutional, and Infrastructure.

These eight pillars are integrated with the Sustainable Development Goals (SDGs) and the Environmental, Social, and Governance (ESG) perspective to ensure that the impacts generated are holistic and sustainable. This alignment enables the Company to address social, economic, and environmental challenges in an integrated manner.



ekonomi dan lingkungan secara terintegrasi. Berikut merupakan ilustrasi keterkaitan antara 8 pilar utama PPM dengan SDGs dan kerangka ESG:

The following illustrates the alignment between the eight main CDE pillars with the SDGs and the ESG framework:

### Delapan Pilar Program PPM

The Eight Pillars of the Community Development and Empowerment Program



### Prinsip ESG ESG Principles



#### Environmental

- Climate Change
- Greenhouse Gas Emissions
- Resource Depletion
- Deforestation

#### Social

- Working Conditions
- Local Communities
- Health and Safety
- Diversity

#### Governance

- Executive Pay
- Bribery and Corruption
- Board Diversity
- Fair Tax Strategy



Perseroan menjalankan tahapan pengembangan komunitas secara sistematis berdasarkan *roadmap* implementasi PPM berikut ini:

The Company implements community development stages in a systematic manner based on the following CDE implementation roadmap:

### Roadmap Pengembangan dan Pemberdayaan Masyarakat PT Borneo Indobara PT Borneo Indobara Community Development and Empowerment Roadmap



**2013-2017**

**TAHAP ORGANISASI**  
Organizational Phase

Meningkatkan inisiatif dan kesadaran akan nilai keberlanjutan di dalam Perusahaan, serta melakukan sosialisasi internal.  
Enhance initiatives and awareness of sustainability values within the Company, and to conduct internal dissemination.



**2018-2022**

**TAHAP PEMBANGUNAN KAPASITAS**  
Capacity Building Phase

Meningkatkan kapasitas internal Perusahaan terkait keberlanjutan agar memberikan manfaat bersama bagi seluruh pemangku kepentingan melalui pelatihan dan penguatan budaya keberlanjutan.  
Enhance the Company's internal capacity related to sustainability to provide mutual benefits for all stakeholders through training and strengthening a sustainability culture.



**2023-2027**

**INDEPENDENSI**  
Independence

Melaksanakan program secara mandiri oleh para pemangku kepentingan sesuai dengan rencana pelaksanaan yang disusun berdasarkan pemetaan sosial dan mengacu pada berbagai peraturan dan standar.  
Implement programs independently by stakeholders in accordance with implementation plans developed based on social mapping and in reference to various regulations and standards.



**>2028**

**KEBERLANJUTAN**  
Sustainability

Program dapat terus berjalan dengan lancar tanpa keterlibatan Perusahaan.  
Programs can continue to run smoothly without Company involvement.

*Roadmap* PPM tersebut disusun sebagai panduan strategis jangka panjang yang memastikan kesinambungan program. Tahapan *roadmap* ini juga mencerminkan pergeseran peran Perseroan dari inisiator, fasilitator hingga pendukung keberlanjutan dengan target akhir berupa kemandirian masyarakat tanpa ketergantungan pada Perseroan.

The CDE roadmap is designed as a long-term strategic guideline to ensure program continuity. It also reflects the Company's evolving role, from initiator to facilitator and ultimately to a sustainability enabler, with the final objective of achieving community independence without reliance on the Company.

## PERENCANAAN PROGRAM DAN MITIGASI RISIKO

### Program Planning and Risk Mitigation

[GRI 203-1] [GRI 203-2] [GRI 413-1] [GRI 12.8.4] [GRI 12.8.5] [GRI 12.9.2]

Perencanaan Program PPM dilakukan melalui proses yang sistematis, partisipatif dan terstruktur agar setiap kegiatan benar-benar menjawab kebutuhan

CDE program planning is conducted through a systematic, participatory, and structured process to ensure that each initiative effectively addresses All

masyarakat. Seluruh program PPM (100%) dikembangkan berdasarkan hasil pemetaan sosial (*social mapping*) dan pelibatan aktif masyarakat desa.

Dalam proses perencanaan, Perseroan mengidentifikasi berbagai risiko sosial berpotensi muncul, antara lain ketergantungan terhadap bantuan, keterbatasan kapasitas sumber daya manusia, serta tantangan tata kelola kelembagaan desa. Risiko-risiko tersebut dimitigasi melalui pendekatan pendampingan berkelanjutan, peningkatan kapasitas manajerial, penerapan skema berbagi biaya serta penyusunan *exit strategy* yang jelas pada setiap program ekonomi.

#### 1. Pemetaan Sosial (*Social Mapping*)

Perseroan melakukan pemetaan sosial untuk memperoleh gambaran komprehensif mengenai wilayah, sumber daya, demografi desa, serta mengidentifikasi potensi masalah dan kebutuhan aktual masyarakat lokal. Berdasarkan hasil pemetaan sosial selama periode pelaporan, Perseroan tidak mengidentifikasi kelompok rentan spesifik maupun hak kolektif atau individual yang memerlukan perlakuan khusus. [GRI 12.9.1] [GRI 12.10.1]

Proses Pemetaan Sosial dilakukan secara kolaboratif dengan melibatkan institusi akademik terkemuka, seperti Universitas Lambung Mangkurat, Prima Kelola Institut Pertanian Bogor, Lembaga Penyelidikan Ekonomi Masyarakat Fakultas Ekonomi dan Bisnis Universitas Indonesia, serta Universitas Gadjah Mada.

#### 2. Pelibatan Pemangku Kepentingan

Pemetaan pemangku kepentingan dilakukan untuk mengidentifikasi pihak-pihak yang perlu dilibatkan dalam perencanaan dan pelaksanaan program, yang secara umum terdiri dari:

- Pemerintah Desa dan Pemerintah Daerah setempat.
- Pihak-pihak yang dituakan atau dihormati (tokoh adat).
- Para tokoh masyarakat.

Pelibatan ini diwujudkan melalui konsultasi publik dan FGD (*Focus Group Discussion*) rutin di tingkat desa yang menjadi forum bagi Perseroan dan masyarakat untuk:

- Menyusun program yang akan dilaksanakan.
- Menetapkan target dan kriteria keberhasilan secara bersama-sama.

CDE programs (100%) are developed based on the results of social mapping and active involvement of village communities.

During the planning process, the Company identifies potential social risks, including dependency on assistance, limited human resource capacity, and challenges in village institutional governance. These risks are mitigated through continuous mentoring, capacity-building initiatives, the implementation of cost-sharing schemes, and the development of clear exit strategies for each economic program.

#### 1. Social Mapping (*Social Mapping*)

The Company conducts social mapping to obtain a comprehensive understanding of the area, resources, village demographics, and to identify potential issues and actual needs of local communities. Based on the results of social mapping during the reporting period, the Company did not identify specific vulnerable groups or collective and individual rights requiring special treatment. [GRI 12.9.1] [GRI 12.10.1]

The social mapping process is carried out collaboratively with leading academic institutions, including University of Lambung Mangkurat, Prima Kelola IPB University, the Institute for Economic and Social Research Faculty of Economics and Business University of Indonesia, and University of Gadjah Mada.

#### 2. Stakeholder Engagement

Stakeholder mapping is conducted to identify parties that need to be involved in program planning and implementation, generally consisting of:

- Village and local government authorities.
- Community elders or respected traditional Leaders.
- Community leaders.

This engagement is implemented through public consultations and regular Focus Group Discussions (FGDs) at the village level, serving as a platform for the Company and communities to:

- Design program initiatives.
- Jointly define targets and success criteria.



- Pembuatan MoU Desa (Perjanjian Kerja Sama).
- Mengembangkan program PPM ke skala yang lebih besar dan mencari solusi atas kendala yang dialami saat pelaksanaan program.

Aspek perlindungan hak sosial dan budaya masyarakat menjadi pertimbangan penting dalam perencanaan. Perseroan mengembangkan program dengan memperhatikan praktik adat, bahasa, dan nilai tradisional masyarakat setempat. Peran perempuan juga mendapat perhatian khusus untuk mendorong pelibatan inklusif dalam pemberdayaan.

### 3. Persetujuan Program dan Penganggaran

Berdasarkan hasil pemetaan sosial dan konsultasi publik, Perusahaan mengembangkan Rencana PPM Tahunan dan Rencana PPM 5 (lima) Tahunan. Seluruh rancangan program ini dikembangkan dengan mengacu pada:

- Rancangan Induk Program Pemberdayaan Masyarakat (RIPPM PT BIB).
- Rencana Pembangunan Jangka Menengah Daerah (RPJMD) dan Rencana Pembangunan Jangka Menengah Desa (RPJMDes).
- *Blueprint* PPM Perusahaan.

Proses persetujuan (melalui MoU Desa dan Rencana Tahunan) berfungsi untuk menjaga kesesuaian program dengan kebutuhan pembangunan daerah serta alokasi anggaran Perusahaan.

### 4. Identifikasi dan Mitigasi Risiko

[GRI 413-2] [GRI 12.9.3] [GRI 12.9.4]

Perseroan mengintegrasikan manajemen risiko ke dalam perencanaan PPM. Pengelolaan risiko lingkungan didukung oleh sistem Manajemen Lingkungan yang mengacu pada peraturan, ISO 14001, dokumen AMDAL, dan RKL-RPL. Di sisi lain, risiko sosial diidentifikasi melalui sistem pelaporan pelanggaran Perseroan. Perseroan juga telah mengidentifikasi beberapa potensi dampak operasional terhadap masyarakat sekitar berupa paparan debu, kebisingan, perubahan akses lahan, serta potensi kontaminasi terhadap sumber air. Keluhan terkait operasional dan pelaksanaan PPM dapat dilaporkan melalui mekanisme *whistleblowing*

- Preparation of Village MoUs (Memorandum of Understanding).
- Scale up CDE programs to a broader scope and identifying solutions to challenges encountered during implementation.

The protection of social and cultural rights is an important consideration in program planning. The Company develops programs by taking into account local customs, language, and traditional values. The role of women is also given special attention to promote inclusive participation in empowerment initiatives.

### 3. Program Approval and Budgeting

Based on the results of social mapping and public consultations, the Company develops Annual CDE Plans and Five-Year CDE Plans. All program designs are prepared with reference to:

- The Community Development Master Plan (RIPPM PT BIB).
- Regional Medium-Term Development Plans (RPJMD) and Village Medium-Term Development Plans (RPJMDes).
- The Company's CDE Blueprint

The approval process (through Village MoUs and Annual Plans) ensures alignment between program implementation, regional development needs, and the Company's budget allocation.

### 4. Risk Identification and Mitigation

[GRI 413-2] [GRI 12.9.3] [GRI 12.9.4]

The Company integrates risk management into PPM planning. Environmental risk management is supported by an Environmental Management System aligned with regulations, ISO 14001, Environmental Impact Analysis (AMDAL) documents, and RKL-RPL. Social risks are identified through the Company's whistleblowing system. The Company has identified potential operational impacts on surrounding communities, including dust exposure, noise, changes in land access, and potential contamination of water sources. Complaints related to operations and CDE implementation can be reported through the whistleblowing



system yang dijelaskan pada halaman 278. Selama tahun pelaporan, tidak terdapat keluhan yang diterima terkait pelaksanaan PPM maupun dampak lingkungan. Selain itu, Perseroan tidak melakukan pemukiman kembali secara tidak sukarela (*involuntary resettlement*) pada tahun 2025. [GRI 12.10.1]

## 5. Pengelolaan Tanah dan Sumber Daya

[GRI 12.10.2]

Potensi risiko sosial seperti pembebasan lahan, tumpang tindih kepemilikan, dan relokasi penduduk dikelola dengan mematuhi regulasi melalui pemberian kompensasi sesuai kesepakatan dan sertifikat kepemilikan, disertai sosialisasi serta konsultasi publik untuk memastikan transparansi dan penghormatan hak masyarakat. Dari total luas konsesi BIB, sekitar 19.754,97 hektar (82,1%) berada di kawasan hutan produksi yang telah memiliki IPPKH, dengan pemberian ganti rugi tanam tumbuh sesuai ketentuan, sementara 17,9% berada di kawasan APL yang dibebaskan berdasarkan peraturan dan prinsip FPIC. Pelaksanaan CSR/PPM dilakukan melalui pelibatan masyarakat guna memperkuat komunikasi dan meminimalkan risiko perselisihan, terbukti dari tidak adanya insiden pelanggaran hak masyarakat terkait pembebasan lahan, serta tidak ditemukannya keberadaan masyarakat adat di wilayah konsesi BIB.

## PENETAPAN PRIORITAS PELAKSANAAN PROGRAM

Program PPM Perseroan dilaksanakan dengan mempertimbangkan tingkat dampak yang dialami masyarakat akibat aktivitas operasional. Semakin besar potensi pengaruhnya terhadap kondisi sosial, ekonomi, dan lingkungan setempat, maka semakin tinggi prioritas program yang diberikan.

mechanism described on page 278. During the reporting year, no complaints were received regarding CDE implementation or environmental impacts. In addition, the Company did not carry out involuntary resettlement in 2025.

[GRI 12.10.1]

## 5. Land and Resource Management

[GRI 12.10.2]

Potential social risks such as land acquisition, overlapping ownership, and community relocation are managed in compliance with regulations through compensation based on mutual agreements and ownership certificates, supported by socialization and public consultations to ensure transparency and respect for community rights. Of the total BIB concession area, approximately 19,754.97 hectares (82.1%) are located within production forest areas that already have IPPKH permits, with compensation provided for crops in accordance with applicable regulations. The remaining 17.9% is located in Other Use Areas (APL), acquired in accordance with regulations and the principles of Free, Prior and Informed Consent (FPIC). CSR/CDE implementation involves community participation to strengthen communication and minimize the risk of disputes. This is reflected in the absence of any incidents of community rights violations related to land acquisition and the absence of indigenous communities within the BIB concession area.

## PROGRAM IMPLEMENTATION PRIORITIZATION

The Company's CDE programs are implemented by considering the level of impact experienced by communities as a result of operational activities. The greater the potential impact on social, economic, and environmental conditions, the higher the priority assigned to the program.

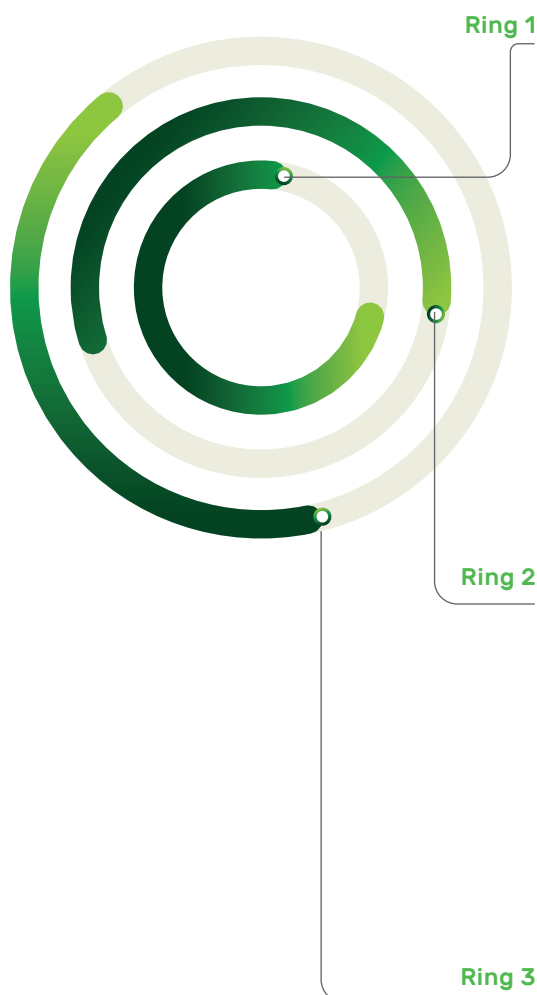


Berdasarkan kajian dampak yang tercantum dalam dokumen Analisis Dampak Lingkungan (AMDAL), wilayah sekitar perusahaan dikelompokkan ke dalam beberapa kategori atau “Ring” yang menjadi dasar penentuan prioritas pelaksanaan PPM.

Sebagian besar intervensi pemberdayaan Perseroan difokuskan pada wilayah Ring 1, sebagai area dengan intensitas dampak dan interaksi tertinggi terhadap operasional Perseroan. Pendekatan prioritas ini memastikan manfaat program PPM, dapat dirasakan langsung oleh masyarakat yang berada paling dekat dengan wilayah operasional tambang.

Based on the impact assessment outlined in the Environmental Impact Assessment (AMDAL) document, areas surrounding the Company are classified into several categories or “Rings,” which serve as the basis for determining CDE implementation priorities.

Most of the Company’s empowerment interventions are focused on Ring 1 areas, as these are the zones with the highest intensity of impact and interaction with the Company’s operations. This prioritization approach ensures that the benefits of PPM programs are directly experienced by communities located closest to the mining operational areas.



**DEFINISI:** Wilayah yang terkena dampak langsung dari kegiatan operasional pertambangan dan merupakan lokasi fasilitas utama Perseroan. Komunitas di Ring 1 menjadi prioritas utama PPM karena berada dalam zona yang paling terpengaruh.  
**DEFINITION:** Areas directly affected by mining operational activities and where the Company’s main facilities are located. Communities in Ring 1 are the primary priority of CDE as they are within the most impacted zone.

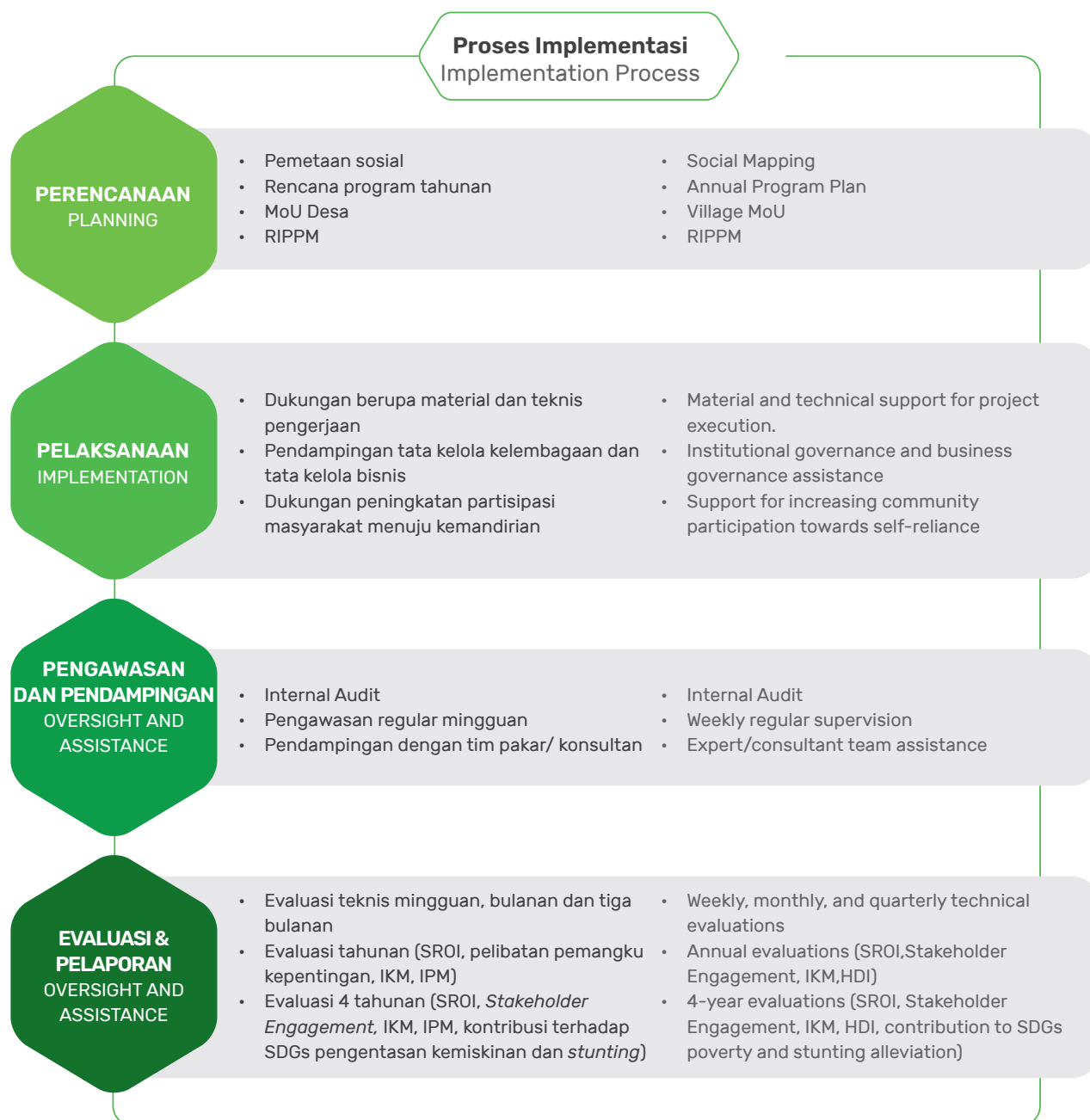
**CAKUPAN:** Jombang, Sumber Arum, Wonorejo, Sido Rejo, Sumber Makmur, Sumber Baru, Angsana, Karang Indah, Bunati, Mekarjaya, Banjarsari, Makmur, Sebamban Baru, Sebamban Lama, Tri Martani, Mustika, Girimulya, Mekar Mulya, Waringin Tunggal, Kuranji, Hatiif dan/ and Mangkalapi.  
**COVERAGE:** Jombang, Sumber Arum, Wonorejo, Sido Rejo, Sumber Makmur, Sumber Baru, Angsana, Karang Indah, Bunati, Mekarjaya, Banjarsari, Makmur, Sebamban Baru, Sebamban Lama, Tri Martani, Mustika, Girimulya, Mekar Mulya, Waringin Tunggal, Kuranji, Hatiif and Mangkalapi.

**DEFINISI:** Wilayah yang terkena dampak tidak langsung dari aktivitas operasional, dengan frekuensi interaksi masyarakat tingkat sedang terhadap Perseroan.  
**DEFINITION:** Areas indirectly affected by operational activities, with a moderate level of community interaction with the Company.

**CAKUPAN:** Desa-deso di luar Ring 1 yang masuk dalam Kecamatan Angsana, Sungai Loban, Satui, Kuranji, dan Teluk Kepayang.  
**COVERAGE:** Villages outside Ring 1 located within Angsana, Sungai Loban, Satui, Kuranji, and Teluk Kepayang districts.

**DEFINISI:** Wilayah yang tidak terkena dampak langsung dari aktivitas operasional, dengan frekuensi interaksi masyarakat yang rendah terhadap Perseroan.  
**DEFINITION:** Areas not directly affected by operational activities, with a low level of community interaction with the Company.

**CAKUPAN:** Desa/Kecamatan di luar Ring 1 dan Ring 2.  
**COVERAGE:** Villages/Districts outside Ring 1 and Ring 2



Pelaksanaan program PPM Perseroan dilakukan melalui siklus berkelanjutan yang mencakup perencanaan, pelaksanaan, pengawasan dan pendampingan, serta evaluasi dan pelaporan. Dalam siklus ini, Perseroan berperan sebagai koordinator dan fasilitator, sementara pemerintah desa, BUMDes, dan kelompok masyarakat berperan sebagai pelaksana utama program. Mitra akademik dan konsultan independen dilibatkan untuk memastikan kualitas pendampingan dan objektivitas evaluasi.

The implementation of the Company's PPM programs is carried out through a continuous cycle encompassing planning, implementation, monitoring and mentoring, as well as evaluation and reporting. Within this cycle, the Company acts as a coordinator and facilitator, while village governments, BUMDes, and community groups serve as the primary implementers of the programs. Academic partners and independent consultants are engaged to ensure the quality of mentoring and the objectivity of evaluations.



## PEMBERDAYAAN EKONOMI LOKAL YANG BERKELANJUTAN

Perseroan menerapkan program pemberdayaan ekonomi lokal yang berkelanjutan sebagai bagian dari komitmennya untuk menciptakan manfaat jangka panjang bagi masyarakat sekitar. Melalui pendekatan ini, Perseroan tidak hanya berfokus pada pemenuhan kewajiban sosial, tetapi juga pada penguatan kapasitas ekonomi masyarakat agar mereka mampu berkembang secara mandiri. Inisiatif yang dijalankan berupa rangkaian program yang dari hulu ke hilir, dari penyediaan input produksi, pendampingan teknis budidaya, pengolahan hasil, hingga akses pemasaran produk. Dengan demikian memberi dampak positif yang berkesinambungan dan memperkuat kesejahteraan sosial-ekonomi di wilayah operasional Perseroan.

Seluruh inisiatif ekonomi yang dikembangkan bersifat non-komersial bagi Perseroan, namun dirancang sebagai unit usaha berkelanjutan bagi masyarakat melalui skema BUMDes dan koperasi desa. Pendekatan ini memungkinkan terciptanya ekosistem ekonomi lokal yang mandiri dan mampu bertahan dalam jangka panjang.

## SUSTAINABLE LOCAL ECONOMIC EMPOWERMENT

The Company implements sustainable local economic empowerment programs as part of its commitment to creating long-term benefits for surrounding communities. Through this approach, the Company not only focuses on fulfilling social obligations but also on strengthening community economic capacity to enable independent growth. The initiatives are designed as an end-to-end value chain, ranging from the provision of production inputs, technical cultivation assistance, product processing, to market access. This integrated approach generates continuous positive impacts and strengthens socio-economic welfare within the Company's operational areas.

All economic initiatives developed are non-commercial for the Company, but are structured as sustainable business units for communities through BUMDes and village cooperatives. This approach enables the creation of a self-sustaining local economic ecosystem capable of long-term resilience.







### PENGELOLAAN LIMBAH DAN KONSUMEN WASTE AND CONSUMERS MANAGEMENT AND CONSUMERS

#### RUMAH KOMPOS, RUMPON IKAN, BUDIDAYA MAGGOT

- Pengolahan limbah peternakan menjadi kompos.
- Pemanfaatan limbah ban bekas untuk menjadi rumpun ikan.
- Pemanfaatan limbah sampah organik untuk budidaya maggot sebagai alternatif pakan unggas & ikan.

#### COMPOSTING FACILITIES, FISH AGGREGATING DEVICES, AND MAGGOT CULTIVATION

- Processing livestock waste into compost
- Utilizing used tire waste as fish aggregating devices (FADs)
- Utilizing organic waste for maggot cultivation as an alternative feed for poultry and fish



### PENYEDIAAN INPUT PENYEDIAAN INPUT

#### SENTRA RUMAH KOMPOS & PEMBIBITAN, *COMMUNITY LEARNING CENTER (CLC)*

Distribusi pupuk kompos dan pengembangan bibit di *nursery*, sekaligus berfungsi sebagai pusat pembelajaran masyarakat untuk demplot pertanian, perikanan, dan peternakan.

#### SENTRA RUMAH KOMPOS & PEMBIBITAN, *COMMUNITY LEARNING CENTER (CLC)*

Distribusi pupuk kompos dan pengembangan bibit di *nursery*, sekaligus berfungsi sebagai pusat pembelajaran masyarakat untuk demplot pertanian, perikanan, dan peternakan.



### PRODUKSI PRODUCTION

#### SENTRA PERIKANAN AIR TAWAR DAN AIR LAUT Pembibitan dan budidaya

#### SENTRA PERTANIAN

Jagung dan padi organik, hortikultur, dan *green house*

#### SENTRA PETERNAKAN UNGGAS DAN RUMINANSIA

Ayam pedaging dan petelur, bebek pedaging dan petelur, kambing, sapi, dan puyuh

#### SENTRA JAMUR

Jamur tiram dan jamur kuping

#### FRESHWATER AND MARINE FISHERIES CENTERS Hatchery and aquaculture

#### AGRICULTURAL CENTERS

Corn and organic rice, horticulture, and greenhouses

#### POULTRY AND RUMINANT LIVESTOCK CENTERS

Broiler and layer chickens, broiler and layer ducks, goats, cattle, and quail

#### MUSHROOM CENTERS

Oyster mushrooms and wood ear mushrooms



### PASKA PANEN POST HARVESTING

#### SENTRA INDUSTRI RUMAHAN

Pengelolaan hasil produk komoditas pertanian, perikanan, dan peternakan untuk diolah menjadi produk turunan

#### PABRIK PAKAN

Pakan ternak (unggas) dan pakan ikan

#### HOME INDUSTRY CENTERS

Processing agricultural, fisheries, and livestock commodities into value-added products

#### FEED MILL

Poultry feed and fish feed



### PEMASARAN/PENJUALAN MARKETING/SALES

#### KOPERASI DESA, BUMDES

Perwakilan dari setiap desa untuk memasarkan hasil produksinya

#### VILLAGE COOPERATIVE

Representatives from each village to market the production outputs of their respective villages



### PENGELOLAAN LIMBAH & KONSUMEN WASTE AND CONSUMER MANAGEMENT

#### PERUSAHAAN, MITRA KERJA & UMUM

Membuka pasar untuk konsumen hasil produksi

#### GENERAL PUBLIC

Consumers of the production outputs



## PILAR PROGRAM PPM

### CDE Program Pillars

[GRI 203-1] [OJK F.23] [OJK F.25]

Implementasi Program Pengembangan dan Pemberdayaan Masyarakat (PPM) pada tahun pelaporan disusun berdasarkan delapan pilar PPM sebagaimana ditetapkan dalam Keputusan Menteri ESDM No. 1824 K/30/MEM/2018. Seluruh inisiatif yang dilakukan dalam kerangka PPM bersifat pro bono tanpa motif komersial dan diarahkan sepenuhnya untuk mendukung peningkatan kesejahteraan masyarakat di wilayah Ring 1.

The implementation of the Community Development and Empowerment Program (CDE) during the reporting year is structured based on the eight CDE pillars as stipulated in the Decree of the Minister of Energy and Mineral Resources No. 1824 K/30/MEM/2018. All initiatives carried out within the CDE framework are pro bono in nature, without commercial motives, and are fully directed toward improving the welfare of communities in the Ring 1 area.

#### PILAR PILLAR

1

#### PENDIDIKAN EDUCATION



Perseroan berupaya meningkatkan kualitas pendidikan di desa Ring 1, melalui berbagai inisiatif yang mendukung perkembangan peserta didik sejak usia dini hingga jenjang pendidikan tinggi.

The Company strives to improve the quality of education in Ring 1 villages through various initiatives that support student development from early childhood to higher education.

##### 1) Beasiswa Pendidikan Tinggi (Beasiswa Institut Teknologi Sains Bandung/ITSB)

Perseroan memberikan dukungan pendidikan tinggi bagi siswa berprestasi dan juga yang termasuk ke dalam masyarakat pra sejahtera di wilayah Ring 1, melalui pemberian beasiswa yang mencakup bantuan biaya pendidikan 8 semester (4 tahun) dan pendampingan akademik. Program ini menjadi salah satu strategi jangka panjang untuk membangun SDM lokal yang kompetitif dan siap berkontribusi pada pembangunan daerah.

##### 1) Higher Education Scholarship (Bandung Institute of Technology and Science/ITSB Scholarship)

The Company provides higher education support for high-achieving students and those from underprivileged communities in Ring 1 through scholarships covering tuition assistance for 8 semesters (4 years) as well as academic mentoring. This program serves as a long-term strategy to develop competitive local human resources capable of contributing to regional development.

Pada tahun pelaporan, sebanyak 125 siswa dari desa-desa Ring 1 memperoleh Beasiswa ITSB, yang membantu mereka melanjutkan pendidikan ke perguruan tinggi.

During the reporting year, 125 students from Ring 1 villages received ITSB scholarships, enabling them to pursue higher education.

##### 2) Dukungan Sarana dan Prasarana Pendidikan dan Pengembangan Keterampilan

Perseroan menyediakan dukungan sarana prasarana pendidikan yang bertujuan untuk memperkuat kualitas proses pembelajaran pada pendidikan formal maupun non formal. Dukungan ini diberikan kepada pendidikan formal serta berbagai program pengembangan keterampilan (*life skill training*) sebagai upaya membangun fondasi sumber daya manusia. Pada tahun pelaporan, Perseroan mendistribusikan sarana edukasi berupa 3 unit laptop untuk mendukung kegiatan pembelajaran dan administrasi pendidikan. Selain itu dalam rangka penguatan pendidikan nonformal dan pemberdayaan ekonomi masyarakat, Perseroan memfasilitasi program keterampilan menjahit bagi kelompok ibu-ibu di 5 kecamatan,

##### 2) Educational Facilities and Skills Development Support

The Company provides educational infrastructure support aimed at strengthening the quality of learning in formal and non-formal education. This support extends to formal education as well as various life skill training programs to build a strong human resource foundation. During the reporting year, the Company distributed educational equipment, including 3 units of laptops, to support learning activities and educational administration. In addition, to strengthen non-formal education and community economic empowerment, the Company facilitated sewing skills training programs for women's groups across 5 districts with support in the form of 50 sewing machines, 1 industrial embroidery machine, and intensive mentoring for 1

dengan dukungan 50 unit mesin jahit, 1 unit mesin bordir industri, dan pendampingan intensif selama 1 tahun yang dilaksanakan bekerja sama dengan perusahaan garmen di Pulau Jawa.

Perseroan juga menyelenggarakan pelatihan mebel dan furnitur bagi kelompok pemuda yang bekerjasama dengan Balai Latihan Kerja (BLK) Kabupaten Tanah Bumbu selama 5 bulan, dengan dukungan 15 unit peralatan produksi, guna meningkatkan keterampilan teknis dan membuka peluang usaha berbasis kerajinan kayu.

Di bidang peningkatan kapasitas tenaga pendidik dan anak-anak muda, Perseroan melaksanakan pelatihan mengajar desain grafis di Kecamatan Angsana untuk Guru SMP dan SMA, pelatihan komputer di 4 desa serta pelatihan *home industry* (*cooking class*) bagi kelompok ibu-ibu PKK.

Secara keseluruhan, program dukungan sarana pendidikan formal dan nonformal ini telah menjangkau 225 orang penerima manfaat, serta berkontribusi pada peningkatan kognitif, keterampilan praktis dan antusiasme belajar masyarakat di desa Ring 1 wilayah operasional Perseroan.

### 3) Dukungan Sarana dan Prasarana Pendidikan Anak Berkebutuhan Khusus

Pada tahun 2025, Perseroan memperluas cakupan program pilar pendidikan melalui inisiatif pendidikan inklusif bagi anak berkebutuhan khusus di Kecamatan Angsana, yang menjangkau 50 anak penerima manfaat. Program ini dilakukan secara kolaboratif dengan melibatkan guru besar Universitas Lambung Mangkurat, sebagai mitra akademik utama dalam pendampingan dan penguatan kapasitas tenaga pendidik.

Pendampingan difokuskan pada peningkatan kompetensi guru melalui penyusunan modul pembelajaran adaptif serta penerapan pendekatan yang sesuai dengan ragam kebutuhan anak, termasuk aspek kognitif, sosial dan emosional. Selain itu, Perseroan juga menyelenggarakan edukasi bagi para orang tua agar mampu melanjutkan proses pembelajaran dan pendampingan secara konsisten di lingkungan rumah.

Sebagai bagian dari penguatan kepercayaan diri dan ruang ekspresi anak, Perseroan memfasilitasi wadah kreasi dan partisipasi publik bagi anak-anak berkebutuhan khusus melalui kerjasama dengan Forum Anak Daerah Kabupaten Tanah Bumbu dan Tzu Chi, sehingga mereka memiliki kesempatan untuk menampilkan potensi dan kemampuan secara inklusif di ruang sosial yang lebih luas.

year, implemented in collaboration with a garment company in Java.

The Company also organized furniture and woodworking training for youth groups in collaboration with the Vocational Training Center (BLK) of Tanah Bumbu Regency over a period of 5 months, supported by 15 units of production equipment, aimed at enhancing technical skills and creating opportunities for wood-based enterprises.

To strengthen the capacity of educators and youth groups, the Company conducted graphic design teaching training for junior and senior high school teachers in Angsana District, computer training in 4 villages, and home industry (*cooking class*) training for women's groups (PKK).

Overall, these formal and non-formal education support programs reached 225 beneficiaries and contributed to improving cognitive abilities, practical skills, and learning enthusiasm among communities in Ring 1 villages within the Company's operational areas.

### 3) Support for Educational Facilities for Children with Special Needs

In 2025, the Company expanded its education pillar programs through inclusive education initiatives for children with special needs in Angsana District, reaching 50 beneficiaries. This program was implemented collaboratively with senior lecturers from University of Lambung Mangkurat as the main academic partner in mentoring and strengthening educators' capacity.

The mentoring focused on enhancing teacher competencies through the development of adaptive learning modules and the application of approaches tailored to diverse student needs, including cognitive, social, and emotional aspects. In addition, the Company conducted educational sessions for parents to enable them to continue learning support consistently at home.

As part of strengthening children's confidence and providing platforms for expression, the Company facilitated creative and public participation spaces for children with special needs through collaboration with the Regional Forum of Tanah Bumbu Regency and Tzu Chi, enabling them to showcase their potential and abilities inclusively within broader social settings.



## PILAR PILLAR

## 2

## KESEHATAN HEALTH



Pilar Kesehatan menitikberatkan upaya peningkatan kualitas hidup, gizi, dan akses terhadap layanan kesehatan bagi masyarakat.

The Health Pillar focuses on improving quality of life, nutrition, and access to healthcare services for communities.

### 1) Pencegahan *Stunting* dan Peningkatan Gizi Komunitas

Program ini merupakan inisiatif Perseroan untuk meningkatkan kualitas gizi, kesehatan ibu dan anak, serta kesadaran masyarakat dalam upaya menekan angka *stunting*. Program dilaksanakan melalui intervensi berbasis pangan lokal dan edukasi mengenai gizi seimbang. Kader kesehatan dan orang tua juga mendapatkan edukasi intensif sehingga mampu menerapkan pola makan dan perawatan anak yang lebih baik.

### 1) *Stunting* Prevention and Community Nutrition Improvement

This program is an initiative by the Company to enhance nutritional quality, maternal and child health, and community awareness in reducing *stunting* rates. It is implemented through local food-based interventions and education on balanced nutrition. Health cadres and parents also receive intensive education to enable them to adopt better dietary practices and child care.

Melalui kolaborasi antara Perseroan, pemerintah, dan masyarakat, program ini menghasilkan dampak positif dalam menekan angka *stunting* di Ring 1. Pada periode 2025 tercatat tren penurunan angka *stunting* sebesar 42%, dari 168 anak yang terdeteksi *stunting* pada awal periode, turun menjadi 98 anak setelah pelaksanaan intervensi. Program pencegahan *stunting* dilaksanakan melalui intervensi pemberian usaha bagi keluarga pra sejahtera, edukasi gizi berbasis pangan lokal, serta penguatan kader kesehatan desa.

Through collaboration between the Company, government, and communities, the program has generated positive impacts in reducing *stunting* rates in Ring 1 areas. In 2025, a 42% reduction in *stunting* was recorded, decreasing from 168 identified cases at the beginning of the period to 98 cases after the intervention. The program includes livelihood support for underprivileged families, local food-based nutrition education, and strengthening of village health cadres.

### 2) Program Kesehatan Lansia

Perseroan memberikan pendampingan kesehatan bagi kelompok lansia untuk meningkatkan pemahaman mengenai pemeriksaan kesehatan dan pengelolaan kondisi kesehatan secara mandiri.

### 2) Elderly Health Program

The Company provides health assistance for elderly groups to improve awareness of health check-ups and self-management of health conditions.

Pada tahun pelaporan, 200 lansia menjadi penerima manfaat program dan menunjukkan peningkatan kesadaran terhadap pentingnya pemeriksaan berkala serta kemampuan dalam mengelola kesehatan mereka.

During the reporting year, 200 elderly individuals benefited from the program and demonstrated increased awareness of the importance of regular health check-ups as well as improved ability to manage their health.

Selain itu program lansia tidak hanya difokuskan pada peningkatan kesehatan, tetapi juga pada penguatan kemandirian ekonomi dan peran sosial mereka di komunitas. Perseroan memberikan pendampingan aktivitas ekonomi ringan yang sesuai dengan kapasitas lansia, disertai dengan penguatan kapasitas kader lansia di tingkat desa untuk memastikan keberlanjutan program.

In addition, the program not only focuses on improving health but also on strengthening economic self-reliance and social roles within the community. The Company supports light economic activities suitable for the elderly's capacity, along with capacity-building for village-level elderly cadres to ensure program sustainability.

### 3) Peningkatan Akses Air Bersih dan Sanitasi

Perseroan menjalankan program air bersih sebagai inisiatif berkelanjutan untuk menjawab kebutuhan dasar masyarakat di Desa-Desa Ring 1 yang secara

### 3) Improving Access to Clean Water and Sanitation

The Company implements clean water programs as a sustainable initiative to address the basic needs of communities in Ring 1 villages, which geographically



geografis, dan historis mengalami keterbatasan akses terhadap air bersih. Pada tahun 2025, Perseroan menambah penerima manfaat untuk sambungan rumah (SR) sebanyak 490 KK di 4 desa. Pengelolaan layanan air bersih ini dilakukan oleh KPSPAM (Kelompok Pengelola Sistem Penyediaan Air Minum) desa dan juga telah ditetapkan melalui SK desa masing-masing. Penambahan ini menjadikan total kumulatif dukungan Perseroan mencapai 3.834 KK di 17 desa.

Sebagai bagian dari pengembangan program air bersih, Perseroan menginisiasi program air minum sebagai bentuk peningkatan nilai yang mendorong kemandirian ekonomi desa. Program ini telah dikembangkan di 21 desa Ring 1, dengan menghasilkan air minum layak konsumsi berkualitas pH 8+ yang memenuhi standar kesehatan. Pengelolaan air minum dilakukan melalui BUMDes sebagai entitas usaha desa, sebagai unit usaha berkelanjutan yang mendukung perekonomian desa. Saat ini produk air minum ini sedang dalam proses perizinan Standar Nasional Indonesia (SNI), untuk memungkinkan distribusi yang lebih luas. Dukungan Perseroan atas program ini diwujudkan melalui pembangunan 3 unit *Water Treatment Plant* (WTP) induk sebagai pusat pengolahan air minum, serta 22 unit *Potable Water Refill* (PWR) sebagai distributor utama yang berada di masing-masing desa.

and historically experience limited access to clean water and sanitation. In 2025, the Company expanded clean water access by adding 490 household connections (SR) across 4 villages. The management of these clean water services is carried out by village-based KPSPAM (Community-Based Potable Water Supply Management Groups), which have been formally established through respective village decrees. This expansion brings the Company's cumulative support to 3,834 households across 17 villages.

As part of further program development, the Company initiated a potable water program to enhance value creation and promote village economic independence. This program has been implemented in 21 Ring 1 villages, producing drinking water suitable for consumption with pH 8+, meeting health standards. The potable water system is managed through BUMDes as a village-owned enterprise, functioning as a sustainable business unit that supports the local economy. Currently, the potable water product is undergoing certification under the Indonesian National Standard (SNI) to enable broader distribution. The Company's support for this initiative includes the construction of 3 main Water Treatment Plants (WTP) as central processing facilities and 22 Potable Water Refill (PWR) units as primary distribution points located in each village.

## PILAR PILLAR

3

## TINGKAT PENDAPATAN RIIL REAL INCOME LEVEL



Pilar Tingkat Pendapatan Riil mengembangkan kegiatan ekonomi yang relevan dengan profesi masyarakat, seperti perdagangan, perkebunan, pertanian, peternakan, perikanan, dan kewirausahaan. Tujuan utamanya adalah menciptakan mata pencaharian baru yang memiliki keunggulan bersaing dan dapat meningkatkan taraf ekonomi masyarakat sekitar tambang.

Tujuan tersebut dijalankan melalui pengembangan unit usaha yang dikelompokkan menjadi empat sentra utama, yaitu Sentra Peternakan, Sentra Perikanan, Sentra Pertanian, dan Sentra Industri Rumahan. Hasil produksi setiap sentra dimanfaatkan sebagai bahan baku maupun produk pangan untuk kebutuhan Perseroan dan pasar lokal.

### A. Sentra Peternakan

Perseroan mendorong pemanfaatan lahan tidur dan pekarangan masyarakat untuk kegiatan budidaya ternak yang produktif dan berkelanjutan. Sentra ini dirancang untuk membuka usaha berbasis rumah tangga, meningkatkan ketahanan pangan lokal, serta menciptakan sumber pendapatan tambahan bagi masyarakat melalui pendampingan teknis dan integrasi dengan rantai pasok pakan.

The Real Income Level Pillar focuses on developing economic activities aligned with community livelihoods, such as trade, plantations, agriculture, livestock, fisheries, and entrepreneurship. Its primary objective is to create new sources of livelihood with competitive advantages that can improve the economic conditions of communities surrounding the mining areas.

This objective is implemented through the development of business units grouped into four main clusters: Livestock Centers, Fisheries Centers, Agricultural Centers, and Home Industry Centers. The outputs from each cluster are utilized as raw materials or food products to meet the needs of the Company and local markets.

### A. Livestock Center

The Company promotes the utilization of idle land and residential yards for productive and sustainable livestock farming activities. This center is designed to develop home-based businesses, enhance local food security, and create additional sources of income for communities through technical assistance and integration with feed supply chains.



Program ini berfokus pada budidaya unggas yang mendorong peningkatan pendapatan masyarakat dan ketahanan pangan lokal.

This program focuses on poultry farming which encourages increased community income and local food security.

| Program                                             | Lokasi/KK Penerima<br>Location/Beneficiary Household                                                                                                                                                                                                                      | Dukungan Awal & Perkembangan<br>Initial Support & Development                                                                                                                                                                                                                                                                                                                                                                                 | Dampak Ekonomi<br>Economic Impact                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ayam Petelur<br>Layer Chickens                      | Desa Mangkalapi, Desa Sumber Arum (2 desa) dengan total kumulatif penerima manfaat 23 KK. Mangkalapi Village and Sumber Arum Village (2 villages) with a total of 23 beneficiary households.                                                                              | Dukungan awal berupa 1.500 ekor ayam petelur di Desa Mangkalapi, dan 1.000 ekor di Desa Sumber Arum. Kelompok peternak berhasil mengembangkan populasi ayam, hingga 10.500 ekor sejak program dijalankan.<br>Initial support included 1,500 layer chickens in Mangkalapi Village and 1,000 layer chickens in Sumber Arum Village. Farmer groups successfully expanded the population to 10,500 chickens cumulatively since the program began. | Produk telur dipasarkan di wilayah Ring 1 dan di luar Ring 1, yang menghasilkan nilai ekonomi serta mendukung pendapatan, kemandirian usaha kelompok peternak. Egg products are marketed within and beyond Ring 1 areas, generating economic value and supporting income as well as the business independence of farmer groups. |
| Bebek Pedaging & Petelur<br>Broiler and Layer Ducks | Desa Sebambar Lama, Sebambar Baru, Sumber Baru (3 desa) dengan total kumulatif penerima manfaat 65 KK. Sebambar Lama, Sebambar Baru, and Sumber Baru Villages (3 villages) with a total of 65 beneficiary households.                                                     | Dukungan awal berupa 2.000 ekor bebek, kemudian dikembangkan oleh kelompok peternak hingga mencapai total kumulatif 35.039 ekor sejak program dijalankan.<br>Initial support included 2,000 ducks, which were further developed by farmer groups to reach a cumulative population of 35,039 ducks since the program began.                                                                                                                    | Hasil produksi telah dipasarkan secara lokal maupun regional, sehingga memberikan sumber pendapatan yang stabil bagi masyarakat. Production outputs have been marketed locally and regionally, providing a stable source of income for the community.                                                                           |
| Burung Puyuh<br>Quail                               | Desa Wonorejo, Desa Sidorejo, Desa Banjarsari, Desa Sebambar Baru, Desa Mangkalapi (5 Desa) dengan total kumulatif penerima manfaat 35 KK. Wonorejo, Sidorejo, Banjarsari, Sebambar Baru, and Mangkalapi Villages (5 villages) with a total of 35 beneficiary households. | Dukungan awal berupa 5.000 bibit puyuh, pakan, dan kandang. Kelompok binaan mampu mengelola usaha secara mandiri hingga populasi meningkat secara kumulatif menjadi 47.101 ekor sejak program dijalankan.<br>Initial support included 5,000 quail chicks, feed, and cages. Assisted groups have managed the business independently, increasing the population cumulatively to 47,101 quails since the program began.                          | Anggota kelompok memperoleh tambahan penghasilan kotor Rp4.428.732 per bulan dari telur puyuh. Group members earn additional gross income of approximately Rp4,428,732 per month from quail egg production.                                                                                                                     |

**B. Sentra Perikanan**

Perseroan mengoptimalkan potensi perairan desa, termasuk kolam dan lahan tidak produktif menjadi sarana budidaya ikan air tawar yang bernilai ekonomi. Program ini tidak hanya membuka peluang usaha baru, tetapi juga meningkatkan ketersediaan protein bagi masyarakat serta mendukung program kesehatan yang memperkuat mata pencaharian alternatif. Selain itu, Perseroan juga bekerjasama dengan mitra kerja dalam pemanfaatan limbah ban bekas dari kegiatan transportasi *hauling* yang digunakan sebagai rumpon ikan.

Dalam program perikanan air tawar, Perseroan memfasilitasi kegiatan pemijahan dan budidaya ikan sebagai upaya menciptakan mata pencaharian berkelanjutan. Saat ini terdapat satu desa yang ditetapkan sebagai sentra pemijahan ikan, yaitu Desa Mekarmulya. Sementara itu, kegiatan budidaya ikan dilaksanakan di 13 desa (Desa Hatiif, Desa Kuranji, Desa Mekarmulya, Desa Mustika, Desa Sebamban Lama, Desa Sebamban Baru, Desa Mekarjaya, Desa Banjarsari, Desa Karang Indah, Desa Sumberbaru, Desa Wonorejo, Desa Sumber Arum, Desa Jombang), dengan total kumulatif panen pada tahun 2025 sekitar 221.272 kg.

Dalam program perikanan air laut, Perseroan mendampingi nelayan di 4 desa yang sudah berhasil membuat 967 buah rumpon ikan dari limbah ban bekas.

**B. Fisheries Center**

The Company optimizes the potential of village water resources, including ponds and unproductive land, into freshwater aquaculture facilities with economic value. This program not only creates new business opportunities but also enhances protein availability for communities and supports health programs that strengthen alternative livelihoods. In addition, the Company collaborates with partners to utilize used tire waste from hauling transportation activities as fish aggregating devices (FADs).

In the freshwater fisheries program, the Company facilitates fish breeding and cultivation activities to create sustainable livelihoods. Currently, one village has been designated as a fish hatchery center, namely Mekarmulya Village. Meanwhile, fish farming activities are carried out in 13 villages (Hatiif, Kuranji, Mekarmulya, Mustika, Sebamban Lama, Sebamban Baru, Mekarjaya, Banjarsari, Karang Indah, Sumberbaru, Wonorejo, Sumber Arum, and Jombang), with a total cumulative harvest in 2025 reaching approximately 221,272 kg.

For marine fisheries, the Company supports fishermen in 4 villages who have successfully produced 967 fish aggregating devices (FADs) using recycled tire waste.


**PROGRAM UNGGULAN SENTRA PETERNAKAN DAN PERIKANAN: KARIN FEED MILL**  
 Flagship Program of the Livestock and Fisheries Center: Karin Feed Mill

Pada tahun 2023, Perseroan menginisiasi pembangunan pabrik "Karin Feed Mill" sebagai bagian dari strategi penguatan ekosistem ekonomi lokal, terutama untuk mendukung sentra perikanan dan sentra peternakan.

Fasilitas ini memiliki kapasitas produksi hingga 50.000 kg/bulan dan dikelola oleh kelompok masyarakat melalui BUMDes. Karin Feed Mill dirancang untuk menyerap hasil pertanian lokal khususnya jagung serta hasil perikanan berupa ikan rucah sebagai bahan baku utama pakan. Perancangan tersebut menciptakan keterkaitan hulu-hilir antar sentra usaha desa. Keberadaan pabrik pakan ini tidak hanya mendukung pemenuhan kebutuhan pakan bagi sentra peternakan dan perikanan binaan Perseroan, tetapi juga berperan dalam menekan biaya produksi, mengurangi ketergantungan terhadap bahan baku dari luar wilayah, serta memperkuat kemandirian ekonomi desa secara berkelanjutan.

In 2023, the Company initiated the development of the "Karin Feed Mill" as part of its strategy to strengthen the local economic ecosystem, particularly to support the Fisheries and Livestock Centers.

This facility has a production capacity of up to 50,000 kg per month and is managed by community groups through BUMDes. Karin Feed Mill is designed to absorb local agricultural outputs, especially corn, as well as fisheries by-products such as trash fish as primary feed ingredients. This design creates upstream-to-downstream linkages among village business clusters. The presence of this feed mill not only supports the feed requirements of the Company's assisted livestock and fisheries centers but also contributes to reducing production costs, minimizing dependence on external raw materials, and strengthening sustainable village economic self-reliance.



Pakan diproduksi dengan Harga Pokok Produksi (HPP) yang jauh lebih murah, memungkinkan penjualan di bawah harga pasar. Pabrik ini telah memproduksi 201.130 kg pakan sejak 2023, menghasilkan omzet sekitar Rp1.180.375.000 pada tahun pelaporan (2025).

Program ini meraih *Gold Award* dalam ajang CSR & Pengembangan Desa Berkelanjutan (PDB) Awards 2025 yang diselenggarakan oleh Indonesian Social Sustainability Forum (ISSF).

The feed is produced at a significantly lower Cost of Goods Sold (HPP), enabling sales below market prices. The factory has produced 201,130 kg of feed since 2023, generating a turnover of approximately Rp1,180,375,000 in the reporting year (2025).

This program received a Gold Award at the 2025 CSR & Sustainable Village Development (PDB) Awards organized by the Indonesian Social Sustainability Forum (ISSF).

### C. Sentra Pertanian

Perseroan mengoptimalkan lahan tidur milik desa dan masyarakat sebagai bagian dari strategi peningkatan pendapatan riil melalui pengembangan ekonomi terpadu. Pada tahun 2025, dari total 97,16 ha lahan tidur yang berhasil dimanfaatkan di 22 desa sekitar 76,99 ha dialokasikan untuk kegiatan pertanian. Pemanfaatan lahan tersebut mencakup hortikultura, perkebunan jangka pendek serta penanaman komoditas jangka panjang seperti tanaman buah-buahan yang dirancang untuk memberikan manfaat ekonomi yang berkelanjutan. Selain itu, lahan seluas 30 ha dimanfaatkan untuk budidaya jagung sebagai komoditas pendukung pabrik pakan di 3 desa yakni Desa Mangkalapi, Desa Jombang dan Desa Kuranji. Melalui pendampingan teknis produktivitas jagung mencapai rata-rata 4-5 ton per ha.

Dukungan Perseroan meliputi:

- Pendampingan teknis
- Penyediaan benih unggul, pupuk, dan alat pertanian modern
- Dukungan akses pasar dan integrasi dengan industri pakan

### D. Sentra Industri Rumah

Sentra ini mendukung pengembangan usaha skala kecil dengan nilai ekonomi menjanjikan.

#### 1) Budidaya Jamur

Budidaya jamur dikembangkan di 10 desa dan menjangkau 243 KK penerima manfaat dengan total kumbung jamur sebanyak 50 unit. Perseroan memberikan pelatihan, penyediaan bibit dan kumbung, serta pendampingan teknis. Budidaya jamur menciptakan peluang usaha yang

### C. Agricultural Center

The Company optimizes idle land owned by villages and communities as part of its strategy to increase real income through integrated economic development. In 2025, out of a total of 97.16 hectares of idle land utilized across 22 villages, approximately 76.99 hectares were allocated for agricultural activities. Land utilization includes horticulture, short-term plantations, and long-term crops such as fruit cultivation, which are designed to generate sustainable economic benefits. In addition, 30 hectares are used for corn cultivation as a supporting commodity for the feed mill in three villages of Mangkalapi, Jombang, and Kuranji. Through technical assistance, corn productivity reached an average of 4-5 tons per hectare.

The Company's support includes:

- Technical assistance
- Provision of superior seeds, fertilizers, and modern agricultural equipment
- Market access support and integration with the feed industry

### D. Agricultural Center

This center supports the development of small-scale businesses with promising economic value.

#### 1) Mushroom Cultivation

Mushroom cultivation has been developed in 10 villages, reaching 243 beneficiary households, with a total of 50 mushroom houses (kumbung). The Company provides training, seed supply, mushroom cultivation sheds, and technical assistance. Mushroom cultivation creates business opportunities that with increasing market demand. This program has the potential to become a village-scale mushroom production center that supports



berkelanjutan dengan semakin meningkatnya permintaan pasar. Program ini berpotensi menjadi sentra produksi jamur skala desa yang dapat mendukung kemandirian ekonomi masyarakat dalam jangka panjang.

## 2) Rumah Jahit Angsana Benang Berseni

Program Rumah Jahit Benang Berseni merupakan inisiatif strategis perseroan dalam mendorong pemberdayaan ekonomi perempuan di wilayah Ring 1 melalui penguatan keterampilan dan kemandirian finansial. Program ini dirancang sebagai proses berjenjang yang mencakup pelatihan menjahit intensif selama 3 bulan dan dilanjutkan dengan pendampingan usaha selama 1 tahun guna memastikan keterampilan yang diperoleh dapat berkembang menjadi aktivitas ekonomi yang berkelanjutan.

Hingga saat ini, sebanyak 164 peserta telah mengikuti pelatihan intensif dan mampu menghasilkan produk tekstil dan seragam berkualitas yang memenuhi standar kebutuhan industri. Dalam tahap awal pengembangan usaha, hasil produksi peserta telah diserap melalui pesanan seragam Perseroan dan juga mitra kerja, sehingga memberikan akses pasar yang nyata sekaligus meningkatkan pendapatan peserta secara bertahap.

Selain peningkatan pendapatan, program ini membentuk jejaring wirausaha perempuan yang terorganisir dan semakin siap bersaing di industri kreatif dan tekstil. Pada tahap selanjutnya, Rumah Jahit akan dikembangkan menjadi industri konveksi skala lokal yang mampu membuka lapangan kerja baru serta memperluas rantai pasok berbasis pemberdayaan perempuan di wilayah tersebut.

## DAMPAK PENINGKATAN PENDAPATAN KOMUNITAS TAHUN 2025

Keberhasilan program PPM diukur tidak hanya dari kuantitas budidaya, tetapi juga dari peningkatan penerima manfaat dan kontribusinya terhadap peningkatan pendapatan riil masyarakat. Berikut adalah ringkasan dampak ekonomi yang berhasil dicapai oleh berbagai sentra usaha binaan Perseroan pada tahun 2025:

long-term community economic independence with increasing market demand. This program has the potential to become a village-scale mushroom production center that supports long-term community economic independence.

## 2) Angsana Benang Berseni

The Benang Berseni Sewing House program is a strategic initiative by the Company to promote women's economic empowerment in Ring 1 areas through skill development and financial independence. The program is designed as a phased process, starting with 3 months of intensive sewing training, followed by 1 year of business mentoring to ensure that acquired skills can be developed into sustainable economic activities.

To date, 164 participants have completed the intensive training and are capable of producing high-quality textile products and uniforms that meet industry standards. In the initial stage of business development, participants' products have been absorbed through uniform orders from the Company and its business partners, providing real market access while gradually increasing participants' income.

Beyond income improvement, this program has established an organized network of women entrepreneurs who are increasingly prepared to compete in the creative and textile industries. In the next phase, the Sewing House will be developed into a local-scale garment industry capable of creating new employment opportunities and expanding a women-based empowerment supply chain in the region.

## COMMUNITY INCOME IMPROVEMENT IMPACT IN 2025

The success of the Company's CDE programs is measured not only by the scale of production activities but also by the increase in beneficiaries and their contribution to improving real community income. The following summarizes the economic impacts achieved by the Company's fostered business centers in 2025:



### Ringkasan Dampak Ekonomi Program Sentra Usaha Tahun 2025 Summary of Economic Impact of Business Centers Programs in 2025

| Sentra Usaha<br>Business Center                 | Jenis Usaha<br>Type of Business                                   | Jumlah Budidaya<br>Number of Cultivation      |                            | Penerima Manfaat<br>Beneficiaries |                            |                        | % Peningkatan Total<br>Pendapatan<br>(2025 vs 2024)<br>% Increase in Total<br>Revenue<br>(2025 vs 2024) |
|-------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------|----------------------------|-----------------------------------|----------------------------|------------------------|---------------------------------------------------------------------------------------------------------|
|                                                 |                                                                   | Unit satuan<br>Unit                           | Aktual 2025<br>2025 Actual | Unit satuan<br>Unit               | Aktual 2025<br>2025 Actual | Status                 |                                                                                                         |
| Sentra Perikanan<br>Fiheries Center             | Ikan air tawar<br>Freshwater Fish                                 | # kolam bioflok<br>(unit)<br># biofloc pond   | 1.315                      | # KK                              | 409                        | Meningkat<br>Increased | 14%                                                                                                     |
|                                                 |                                                                   | # kolam tanah<br>(m²)<br># solid pond<br>(m2) | 9.852                      |                                   |                            |                        |                                                                                                         |
|                                                 | Pemijahan ikan<br>Pemijahan ikan                                  | # indukan<br>#breeders                        | 1.038                      | # KK<br>Household                 | 8                          | Sama<br>Same           | 6%                                                                                                      |
|                                                 | Rumpon<br>Rumpon                                                  | # unit                                        | 967                        | # KK<br>Household                 | 85                         | Sama<br>Same           | 3%                                                                                                      |
| Sentra Peternakan<br>Livestock Center           | Bebek petelur<br>Layer Duck                                       | # ekor<br># head                              | 2.274                      | # KK<br>Household                 | 19                         | Meningkat<br>Increased | 77%                                                                                                     |
|                                                 | Bebek pedaging<br>Broiler Ducks                                   | # ekor<br># head                              | 4.350                      | # KK<br>Household                 | 28                         | Meningkat<br>Increased | 4268%                                                                                                   |
|                                                 | Ayam petelur<br>Layer Eggs                                        | # ekor<br># head                              | 4.450                      | # KK<br>Household                 | 23                         | Sama<br>Same           | 38%                                                                                                     |
|                                                 | Ayam pedaging<br>Broiler Chicken                                  | # ekor<br># head                              | 2.365                      | # KK<br>Household                 | 26                         | Meningkat<br>Increased | 157%                                                                                                    |
| Sentra Industri Rumahan<br>Home industry center | Puyuh petelur<br>Quail Eggs                                       | # ekor<br># head                              | 15.955                     | # KK<br>Household                 | 22                         | Meningkat<br>Increased | 49%                                                                                                     |
|                                                 | Madu Kelulut<br>Kelulut Honey                                     | # log                                         | 1.606                      | # KK<br>Household                 | 170                        | Sama<br>Same           | 16%                                                                                                     |
|                                                 | Produksi Pakan (dari Pabrik Pakan)<br>Feed Production (Feed mill) | # kg                                          | 194.250                    | # KK<br>Household                 | 7                          | Meningkat<br>Increased | 193%                                                                                                    |
|                                                 | Rumah Kompos<br>Compost House                                     | # unit                                        | 4                          | # KK<br>Household                 | 25                         | Sama<br>Same           | 20%                                                                                                     |
|                                                 | Jamur Mushrooms                                                   | # unit kumbung<br># mushrooms houses          | 50                         | # KK<br>Household                 | 249                        | Meningkat<br>Increased | 286%                                                                                                    |
|                                                 | Jagung Pakan<br>Corn                                              | # Ha                                          | 30                         | # KK<br>Household                 | 43                         | Meningkat<br>Increased | -1%                                                                                                     |

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## 4

KEMANDIRIAN EKONOMI [GRI 12.3.6]  
ECONOMIC SELF-RELIANCE

Pilar Kemandirian Ekonomi memegang peranan penting dalam *roadmap* PPM Perseroan. Inisiatif yang dijalankan mendorong penguatan kelembagaan dan pengembangan kapasitas masyarakat untuk mengelola unit-unit usaha secara mandiri. Tahapan ini menjadi penentu keberlanjutan program yang telah diinisiasi pada Pilar Tingkat Pendapatan Riil.

**1) Pengembangan Pusat Pembelajaran Komunitas (Community Learning Center / CLC)**

CLC dikembangkan sebagai sarana transfer teknologi dan peningkatan keterampilan masyarakat agar pengetahuan teknis dapat diakses dan diaplikasikan secara berkelanjutan. CLC dikembangkan sebagai pusat penelitian teknologi tepat guna yang berpusat pada pengembangan pertanian terpadu dan ekonomi kreatif.

Fasilitas CLC dengan luasan 7 ha dilengkapi dengan lahan percontohan pertanian, peternakan, dan perikanan, sehingga masyarakat dapat belajar dan mempraktikkan teknik budidaya modern secara langsung.

**2) Penguatan Ekonomi Desa melalui BUMDes**

Sentra-sentra usaha yang terbentuk pada Pilar 3 telah berkembang menjadi unit bisnis yang dikelola melalui BUMDes. Melalui model ini, masyarakat tidak hanya menjadi pelaku produksi, tetapi juga terlibat dalam pengelolaan bisnis, perencanaan usaha, distribusi produksi, dan pengambilan keputusan ekonomi.

Model kelembagaan BUMDes menciptakan nilai ekonomi yang lebih besar serta memperluas akses pasar bagi produk lokal. Pendekatan ini memperkuat keberlanjutan kegiatan usaha serta membangun kemandirian ekonomi desa.

The Economic Self-Reliance Pillar plays a crucial role in the Company's CDE roadmap. The initiatives implemented aim to strengthen institutional capacity and enhance community capabilities to independently manage business units. This stage serves as a key determinant of the sustainability of programs initiated under the Real Income Level Pillar.

**1) Development of Community Learning Centers (CLC)**

The Community Learning Center (CLC) is developed as a platform for technology transfer and community skill enhancement, enabling technical knowledge to be accessed and applied sustainably. The CLC also functions as a center for appropriate technology research focused on integrated agriculture and creative economy development.

The CLC facility spans 7 hectares and is equipped with demonstration areas for agriculture, livestock, and fisheries, allowing communities to directly learn and practice modern cultivation techniques.

**2) Strengthening Village Economy through BUMDes**

Business clusters established under Pillar 3 have evolved into business units managed through BUMDes. Through this model, communities are not only engaged in production activities but also participate in business management, planning, distribution, and economic decision-making.

The BUMDes institutional model generates greater economic value and expands market access for local products. This approach strengthens business sustainability while fostering village-level economic self-reliance.



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5

SOSIAL DAN BUDAYA  
SOCIAL AND CULTURE



Program dalam pilar ini dikembangkan untuk memperkuat interaksi sosial serta menjaga identitas budaya daerah.

**1) Pengembangan Komunitas Seni, Budaya, dan Olahraga**

Perseroan mendorong pengembangan komunitas seni, olahraga, dan budaya yang aktif dan berkualitas sebagai upaya memperkuat kohesi sosial dan identitas lokal masyarakat di wilayah Ring 1. Kegiatan ini menumbuhkan kesadaran masyarakat akan pentingnya pelestarian adat dan kesenian lokal, sekaligus mendorong gaya hidup sehat melalui olahraga teratur.

**2) Pusat Pendidikan Keagamaan**

Perseroan juga berkomitmen mendukung penguatan kehidupan keagamaan sebagai bagian integral dari pembangunan sosial masyarakat. Dalam pelaksanaannya, Perseroan telah memfasilitasi pembangunan pesantren di Kecamatan Angsana sebagai pusat pendidikan keagamaan dan pembinaan yang berperan penting dalam pembangunan karakter dan pendidikan moral masyarakat. Selain itu, Perseroan secara berkelanjutan memberikan dukungan terhadap pelaksanaan MTQ dan juga kegiatan keagamaan lainnya seperti Natal dan Galungan.

**3) Masjid Apung**

Programs under this pillar are developed to strengthen social interaction and preserve regional cultural identity.

**1) Development of Arts, Culture, and Sports Communities**

The Company promotes the development of active and high-quality arts, sports, and cultural communities to strengthen social cohesion and local identity in Ring 1 areas. These initiatives foster public awareness of the importance of preserving local traditions and cultural heritage, while also encouraging healthy lifestyles through regular sports activities.

**2) Religious Education Centers**

The Company is also committed to supporting the strengthening of religious life as an integral part of community social development. In its implementation, the Company has facilitated the construction of an Islamic boarding school in Angsana District as a center for religious education and guidance, playing an important role in character building and moral development within the community. In addition, the Company continuously supports the implementation of MTQ (Musabaqah Tilawatil Qur'an) as well as other religious activities such as Christmas and Galungan.

**3) Floating Mosque**



**PROGRAM UNGGULAN PILAR SOSIAL BUDAYA: MASJID APUNG ZIYADATAUL ABRAR**  
FLAGSHIP PROGRAM OF SOCIAL AND CULTURE PILLAR : FLOATING MOSQUE ZIYADATAUL ABRAR

Masjid ini tidak hanya berfungsi sebagai sarana ibadah, tetapi juga menjadi berkembang menjadi pusat aktivitas sosial dan wisata religi serta menjadi ikon Kabupaten Tanah Bumbu. Keberadaan masjid ini juga mendorong pertumbuhan aktivitas ekonomi di sekitar masjid, khususnya melalui peningkatan peluang usaha bagi pelaku UMKM lokal, sehingga roda perekonomian setempat meningkat secara signifikan dan memberikan manfaat sosial yang berkelanjutan bagi masyarakat.

Atas kontribusinya dalam memperkuat fungsi sosial, budaya, serta mendukung pengembangan ekonomi lokal, program pembangunan Masjid Apung Ziyadataul Abrar dianugerahi *Silver Award* dalam CSR & PDB Awards 2025.

This mosque serves not only as a place of worship but has also evolved into a center for social activities and religious tourism, becoming an iconic landmark of Tanah Bumbu Regency. Its presence has stimulated economic activities in the surrounding area, particularly by increasing business opportunities for local MSMEs, thereby significantly boosting the local economy and delivering sustainable social benefits to the community.

In recognition of its contribution to strengthening social and cultural functions as well as supporting local economic development, the development of the Ziyadataul Abrar Floating Mosque received a Silver Award at the CSR & PDB Awards 2025.



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6

LINGKUNGAN  
ENVIRONMENT

Pilar Pengelolaan Lingkungan Hidup berfokus pada mitigasi dampak lingkungan dari kegiatan operasional Perusahaan, khususnya melalui implementasi konsep ekonomi sirkular dan pemanfaatan berkelanjutan lahan pascatambang.

The Environmental Management Pillar focuses on mitigating the environmental impacts of the Company's operations, particularly through the implementation of circular economy concepts and the sustainable utilization of post-mining land.

### 1) Sistem Pertanian Terpadu (*Integrated Farming System/IFS*)

Perseroan menerapkan pendekatan *Integrated Farming System* (IFS) dengan mengintegrasikan kegiatan peternakan, pertanian hortikultura, dan pengelolaan limbah organik sebagai bagian dari penerapan prinsip ekonomi sirkular dan *zero waste*. Limbah organik yang dihasilkan dari aktivitas hortikultura (daun, batang, sisa panen) diolah menjadi pupuk kompos yang berfungsi sebagai pupuk organik. Sementara itu, limbah ternak diproses melalui fermentasi atau *biodigester* untuk menghasilkan pupuk organik cair yang kaya akan unsur hara seperti nitrogen dan fosfor, sehingga siklus ini dapat mengurangi ketergantungan petani terhadap pupuk kimia, sekaligus meminimalisasi limbah.

Sebagai bagian dari penguatan sistem pengelolaan limbah berkelanjutan, Perseroan juga mengaktifkan kembali program budidaya maggot sebagai solusi pengolahan limbah organik bernilai tambah. Program ini dirancang untuk memperkuat rantai pengelolaan limbah sekaligus menghasilkan sumber pakan alternatif bagi kegiatan peternakan dan perikanan.

Pada tahun pelaporan, produksi kompos di desa Ring 1 mencapai Rp85.000/kg. Hasil produksi ini dimanfaatkan kembali dalam program PPM, digunakan oleh petani, dan dijual ke perusahaan yang membutuhkan pupuk kompos. Pendekatan ini mencerminkan komitmen perseroan dalam mengelola limbah secara bertanggungjawab, adaptif, dan berkelanjutan sejalan dengan tujuan peningkatan produktivitas pertanian dan perlindungan lingkungan.

### 1) Integrated Farming System (IFS)

The Company applies an Integrated Farming System (IFS) approach by integrating livestock farming, horticulture, and organic waste management as part of circular economy and zero waste principles. Organic waste generated from horticultural activities (leaves, stems, and harvest residues) is processed into compost, which functions as organic fertilizer. Meanwhile, livestock waste is processed through fermentation or biodigesters to produce liquid organic fertilizer rich in nutrients such as nitrogen and phosphorus. This cycle reduces dependence on chemical fertilizers while minimizing waste.

As part of strengthening sustainable waste management systems, the Company has also reactivated maggot cultivation programs as a value-added solution for organic waste processing. This initiative supports waste management while producing alternative feed sources for livestock and fisheries.

During the reporting year, compost production in Ring 1 villages reached Rp85,000/kg. The output is utilized within CDE programs, used by farmers, and sold to companies requiring organic compost. This approach reflects the Company's commitment to responsible, adaptive, and sustainable waste management, aligned with efforts to enhance agricultural productivity and environmental protection.

### 2) Inovasi Pemanfaatan Kolam Bekas Tambang (Program Andaru Mamulih Angsana)

### 2) Innovation in Utilizing Former Mining Ponds (Andaru Mamulih Angsana Program)



#### PROGRAM UNGGULAN PILAR LINGKUNGAN: ANDARU MAMULIH ANGSANA FLAGSIP PILLAR OF ENVIRONMENTAL PILLAR : ANDARU MAMULIH ANGSANA

Perseroan melaksanakan program Andaru Mamulih untuk memanfaatkan Void Andaru, yaitu kolam bekas tambang yang menampung air sebanyak 8.128.626 m<sup>3</sup>. Air ini diolah melalui Instalasi Pengolahan Air (IPA) sehingga memenuhi standar air bersih dan kemudian didistribusikan ke desa-desa sekitar melalui jaringan pipa sepanjang 24.460 meter.

Pemanfaatan air bekas tambang ini memberikan kontribusi ekologis melalui penurunan *Global Warming Potential* sebesar  $2,12 \times 10^{-2}$  kg CO<sub>2</sub>-eq/ton, penurunan potensi hujan asam sebesar  $5,45 \times 10^{-3}$  kg SO<sub>2</sub>-eq/ton, dan pengurangan *water footprint* sebesar  $2,42 \times 10^{-4}$  m<sup>3</sup>/ton. Selain manfaat lingkungan, program ini telah mendorong aktivitas ekonomi masyarakat, termasuk terbentuknya usaha pengolahan air minum melalui BUMDes.

Program Andaru Mamulih Angsana memperoleh *Gold Award* pada CSR & PDB Awards 2025.

The Company implements the Andaru Mamulih program to utilize Void Andaru, a former mining pit that stores 8,128,626 m<sup>3</sup> of water. This water is treated through a Water Treatment Plant (WTP) to meet clean water standards and is then distributed to surrounding villages through a pipeline network spanning 24,460 meters.

The utilization of former mining water provides ecological benefits, including a reduction in Global Warming Potential of  $2,12 \times 10^{-2}$  kg CO<sub>2</sub>-eq/ton, a decrease in acidification potential of  $5,45 \times 10^{-3}$  kg SO<sub>2</sub>-eq/ton, and a reduction in water footprint of  $2,42 \times 10^{-4}$  m<sup>3</sup>/ton. Beyond environmental benefits, this program has also stimulated community economic activities, including the establishment of potable water processing businesses managed through BUMDes.

The Andaru Mamulih Angsana program received a Gold Award at the CSR & PDB Awards 2025.



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7

KELEMBAGAAN KOMUNITAS  
COMMUNITY INSTITUTIONS



Program pada Pilar Kelembagaan Komunitas diarahkan untuk membangun struktur kelembagaan ekonomi desa yang mampu menjalankan pengembangan ekonomi secara mandiri dalam jangka panjang. Perseroan mendorong penguatan Badan Usaha Milik Desa (BUMDes) sekaligus menginisiasi pembentukan BUMDesma (BUMDes Bersama) dan koperasi bersama, sebagai wadah kolaborasi antar desa. Pendekatan ini bertujuan untuk meningkatkan skala usaha, memperluas jangkauan pasar, serta memperkuat daya tawar kelembagaan ekonomi masyarakat.

Dalam implementasinya, Perseroan memberikan pendampingan dan pelatihan tata kelola (*governance*), pengelolaan risiko (*risk management*), administrasi dan pelaporan keuangan kepada pengurus BUMDes, BUMDesma, koperasi bersama dan kelompok usaha binaan yang mengelola sentra-sentra usaha ekonomi. Penguatan kapasitas ini dilaksanakan melalui pelatihan teknis, pendampingan managerial, serta fasilitasi penyusunan standar operasional dan sistem pengelolaan usaha.

Pelatihan teknis mencakup tata kelola kelembagaan, kewirausahaan, pencatatan dan keuangan, pendampingan perizinan, serta berbagi pengetahuan dengan praktisi bisnis, baik ekspor maupun domestik, termasuk pemasaran. Melalui pendekatan tersebut, kelembagaan ekonomi desa diharapkan mampu mengelola unit usaha secara profesional, transparan, dan berkelanjutan sehingga menjadi fondasi utama kemandirian ekonomi masyarakat pascatambang.

Programs under the Community Institutional Pillar are directed at building village-level economic institutions capable of independently managing economic development in the long term. The Company promotes the strengthening of Village-Owned Enterprises (BUMDes) while also initiating the establishment of BUMDesma (Joint BUMDes) and joint cooperatives as platforms for inter-village collaboration. This approach aims to increase business scale, expand market reach, and strengthen the bargaining power of community economic institutions.

In its implementation, the Company provides mentoring and training in governance, risk management, administration, and financial reporting for the management of BUMDes, BUMDesma, joint cooperatives, and assisted business groups managing economic business centers. Capacity building is carried out through technical training, managerial mentoring, and facilitation in developing standard operating procedures and business management systems.

Technical training includes institutional governance, entrepreneurship, bookkeeping and finance, licensing assistance, and knowledge sharing with business practitioners, both domestic and export-oriented, including marketing aspects. Through this approach, village economic institutions are expected to manage business units in a professional, transparent, and sustainable manner, serving as a key foundation for post-mining community economic independence.

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8

INFRASTRUKTUR  
INFRASTRUCTURE



Pilar Pembangunan Infrastruktur diarahkan untuk menyediakan dan meningkatkan sarana infrastruktur dasar yang mendukung peningkatan kualitas hidup masyarakat sekaligus mendukung tumbuhnya aktivitas ekonomi yang produktif di komunitas tingkat desa. Aspek yang diutamakan pada pilar ini adalah pemerataan akses infrastruktur dasar dan efisiensi pemanfaatan energi, khususnya bagi kelompok masyarakat berpenghasilan rendah dan pelaku usaha kecil di wilayah Ring 1.

Dalam implementasinya, Perseroan mendorong peningkatan akses listrik berdaya 450 Watt bagi rumah tangga dan unit usaha masyarakat yang sebelumnya memiliki keterbatasan. Selain itu Perseroan juga mendukung pembangunan dan perbaikan konstruksi infrastruktur pendukung ekonomi, seperti bangunan sentra usaha dan fasilitas produksi agar dapat dimanfaatkan secara optimal oleh masyarakat. Melalui pendekatan ini, infrastruktur tidak hanya berfungsi sebagai pemenuhan kebutuhan dasar, tetapi juga sebagai pendorong (*enabler*) bagi peningkatan produktivitas, penciptaan lapangan kerja, dan penguatan kemandirian ekonomi desa.

The Infrastructure Development Pillar is aimed at providing and improving basic infrastructure that supports enhanced quality of life while fostering productive economic activities at the village level. Key priorities under this pillar include equitable access to basic infrastructure and efficient energy utilization, particularly for low-income households and small business actors in Ring 1 areas.

In its implementation, the Company promotes increased access to 450 Watt electricity for households and community business units that previously had limited access. In addition, the Company supports the construction and improvement of economic-supporting infrastructure, such as business centers and production facilities, to ensure optimal utilization by communities. Through this approach, infrastructure serves not only as a means of fulfilling basic needs but also as an enabler for improving productivity, creating employment opportunities, and strengthening village economic self-reliance.

## EVALUASI PROGRAM PPM

### CDE Evaluation Program

[GRI 413-1] [GRI 12.9.2]

Perseroan menerapkan mekanisme evaluasi untuk memastikan pelaksanaan Program Pengembangan dan Pemberdayaan Masyarakat (PPM) berjalan efektif dan memberikan kontribusi nyata bagi kesejahteraan masyarakat. Evaluasi dilakukan untuk menilai efisiensi pelaksanaan program, mengukur tingkat keberhasilan, serta merumuskan perbaikan agar dampak positif program terus meningkat dari waktu ke waktu.

Metode evaluasi yang digunakan meliputi Indeks Pembangunan Manusia (IPM), Indeks Pembangunan Desa (IPD), serta analisis *Social Return on Investment* (SROI) dan *Community Satisfaction Index* (CSI).

The Company implements evaluation mechanisms to ensure that the Community Development and Empowerment Program (CDE) is carried out effectively and delivers tangible contributions to community welfare. Evaluations are conducted to assess program efficiency, measure success levels, and identify improvements to continuously enhance positive impacts over time.

The evaluation methods applied include the Human Development Index (HDI), Village Development Index (VDI), as well as Social Return on Investment (SROI) analysis and the Community Satisfaction Index (CSI).

## INDEKS PEMBANGUNAN MANUSIA

Indeks Pembangunan Manusia (IPM) digunakan Perseroan untuk menilai kontribusi program PPM terhadap peningkatan kualitas hidup masyarakat di sekitar wilayah operasional. IPM merupakan indikator yang diakui secara global dan mengukur tiga dimensi utama kehidupan, yakni kesehatan, pendidikan, dan pengeluaran/standar hidup.

## HUMAN DEVELOPMENT INDEX

The Human Development Index (HDI) is used by the Company to assess the contribution of CDE programs to improving the quality of life of communities surrounding operational areas. HDI is a globally recognized indicator that measures three key dimensions of life: health, education, and expenditure/standard of living.

### Penjelasan Indikator IPM

#### HDI Indicator Explanation

| Dimensi<br>Dimension       | Indikator<br>Indicator                                                | Penjelasan Indikator<br>Indicator Explanation                                                                                                                                                                                           |
|----------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kesehatan<br>Health        | Angka Harapan Hidup (AHH)<br>Life Expectancy (AHH)                    | Rata-rata jumlah tahun yang diharapkan seseorang bisa hidup sejak lahir.<br>The average number of years a person is expected to live from birth.                                                                                        |
| Pendidikan<br>Education    | Rata-Rata Lama Sekolah (RLS)<br>Mean Years of Schooling (RLS)         | Jumlah tahun rata-rata yang telah diselesaikan oleh penduduk berusia 15 tahun ke atas dalam menempuh pendidikan formal.<br>The average number of years of formal education completed by individuals aged 15 years and above.            |
|                            | Harapan Lama Sekolah (HLS)<br>Expected Years of Schooling (HLS)       | Jumlah tahun sekolah yang diharapkan akan ditempuh oleh seorang anak pada usia tertentu di masa mendatang.<br>The number of years of schooling a child is expected to undertake at a certain age in the future.                         |
| Pengeluaran<br>Expenditure | Pengeluaran per kapita disesuaikan<br>Adjusted Per Capita Expenditure | Ditetapkan berdasarkan angka pengeluaran per kapita yang telah disesuaikan dengan Paritas Daya Beli ( <i>Purchasing Power Parity/PPP</i> ).<br>Determined based on per capita expenditure adjusted using Purchasing Power Parity (PPP). |



Penghitungan IPM dilakukan dalam rentang lima tahun sesuai dengan *Roadmap* PPM. Target IPM yang ditetapkan mengacu pada standar kabupaten dengan nilai 72,95. Pengukuran IPM lima tahun kedua telah dilaksanakan pada tahun 2023 dengan hasil sebagai berikut:

The HDI is calculated over a five-year period in accordance with the CDE Roadmap. The HDI target is aligned with the district standard of 72.95. The second five-year HDI measurement was conducted in 2023, with the following results:

| Kecamatan    | Indeks Kesehatan<br>Indeks Kesehatan | Indeks Pendidikan<br>Indeks Pendidikan | Indeks Pengeluaran<br>Indeks Pengeluaran | IPM   | Baseline IPM<br>Baseline IPM | Target | District     |
|--------------|--------------------------------------|----------------------------------------|------------------------------------------|-------|------------------------------|--------|--------------|
| Angsana      | 80,28                                | 57,00                                  | 73,10                                    | 70,12 | 71,50                        | 72,00  | Angsana      |
| Kusan Hulu   | 78,85                                | 74,68                                  | 55,59                                    | 69,71 | 66,92                        | 70,50  | Kusan Hulu   |
| Kuranji      | 76,38                                | 60,89                                  | 70,90                                    | 69,39 | 67,89                        | 70,50  | Kuranji      |
| Sungai Loban | 78,37                                | 52,35                                  | 67,79                                    | 66,17 | 65,10                        | 67,00  | Sungai Loban |
| Satui        | 82,64                                | 56,43                                  | 70,73                                    | 69,93 | 66,88                        | 70,50  | Satui        |
| Rata-Rata    | 79,30                                | 60,27                                  | 67,62                                    | 69,06 | 67,66                        | 70,10  | Average      |
| Kabupaten    | 80,82                                | 56,72                                  | 71,87                                    | 69,82 | 67,70                        | 70,10  | Regency      |

## INDEKS PEMBANGUNAN DESA

Indeks Pembangunan Desa (IPD) digunakan Perseroan sebagai instrumen strategis untuk menilai tingkat perkembangan desa secara komprehensif, meliputi aspek infrastruktur, layanan pendidikan dan kesehatan, aktivitas ekonomi, serta kesejahteraan sosial. Indikator ini membantu Perseroan memperoleh gambaran kondisi desa binaan sekaligus menjadi dasar dalam menentukan prioritas, bentuk dan intensitas pendampingan program CSR agar selaras dengan kebutuhan dan kapasitas masing-masing desa. Melalui pendekatan IPD, status desa dapat diklasifikasikan sebagai tertinggal, berkembang, atau mandiri, sehingga intervensi pembangunan dilakukan secara lebih terarah dan berbasis kebutuhan desa.

Pengukuran IPD di wilayah binaan terakhir dilakukan di tahun 2022 bekerja sama dengan Universitas Indonesia sebagai mitra akademik independen yang memastikan proses penilaian berjalan secara objektif dan berbasis metodologi ilmiah. Berdasarkan hasil pengukuran pada tahun 2022, terdapat 7 Desa Mandiri\* dari 19 Desa di wilayah Ring 1 Perseroan. Data IPD tersebut menjadi titik acuan perencanaan program Pengembangan dan Pemberdayaan Masyarakat (PPM) Perseroan. Ke depannya, Perseroan merencanakan pembaruan pengukuran IPD secara menyeluruh yang akan dilakukan bersamaan dengan penyusunan Rencana Induk Pengembangan dan Pemberdayaan Masyarakat

## VILLAGE DEVELOPMENT INDEX

The Village Development Index (VDI) is used by the Company as a strategic instrument to comprehensively assess the level of village development, covering aspects such as infrastructure, education and health services, economic activities, and social welfare. This indicator enables the Company to gain a clear understanding of the conditions of fostered villages and serves as a basis for determining the priorities, forms, and intensity of CSR program support in alignment with each village's needs and capacity. Through the VDI approach, village status can be classified as underdeveloped, developing, or self-sufficient, allowing development interventions to be more targeted and needs-based.

The latest VDI measurement in the Company's fostered areas was conducted in 2022 in collaboration with University of Indonesia as an independent academic partner, ensuring that the assessment process was objective and based on scientific methodology. Based on the 2022 results, 7 villages were classified as Self-sufficient Villages\* out of a total of 19 villages in the Company's Ring 1 area. These VDI data serve as a reference point for planning Community Development and Empowerment programs. These VDI data serve as a reference for the Company's Community Development and Empowerment Program (CDE). Going forward, the Company plans to update the VDI



(RIPPM) periode ke-3 (lima tahunan), sehingga perencanaan dan evaluasi program CSR dapat terus diselaraskan dengan dinamika perkembangan desa dan target keberlanjutan jangka panjang.

Dalam menjalankan program pengembangan dan pemberdayaan masyarakat (PPM), Perseroan berfokus pada peningkatan kapasitas masyarakat, penguatan kelembagaan desa, serta pengembangan ekonomi lokal. Program-program tersebut dilaksanakan secara sinergis dengan pemerintah daerah dan pemangku kepentingan lainnya untuk mendukung upaya pembangunan desa secara berkelanjutan.

Perkembangan pembangunan desa di wilayah Kabupaten Tanah Bumbu menunjukkan kemajuan yang positif. Berdasarkan informasi yang dipublikasikan oleh Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Tanah Bumbu<sup>1</sup>, pada tahun 2024 telah dilakukan pemekaran sebanyak 19 desa sebagai bagian dari upaya percepatan pemerataan pembangunan dan peningkatan kualitas pelayanan publik di tingkat desa. Selain itu, capaian Indeks Desa Membangun (IDM) tahun 2023 menunjukkan bahwa dari total 152 desa yang ada, sebanyak 77 desa berstatus Desa Maju dan 39 desa telah mencapai status Desa Mandiri. Sementara itu, sebanyak 36 desa berada pada status Berkembang. Jumlah desa tertinggal maupun sangat tertinggal telah berhasil ditekan hingga nol (0).

Meskipun pembaruan pengukuran IPD oleh Perseroan belum dilakukan pada periode pelaporan ini, pelaksanaan berbagai program PPM yang telah dijalankan menunjukkan indikasi kontribusi positif terhadap penguatan kapasitas masyarakat dan kemandirian desa di wilayah sekitar operasional. Hal ini tercermin dari meningkatnya kualitas infrastruktur desa, aksesibilitas layanan dasar, serta berkembangnya aktivitas ekonomi lokal yang sejalan dengan tujuan program PPM yang dijalankan Perseroan.

measurement comprehensively, to be conducted alongside the preparation of the third (five-year basis) Community Development and Empowerment Master Plan (RIPPM). This approach ensures that CSR program planning and evaluation remain aligned with evolving village dynamics and long-term sustainability targets.

In implementing Community Development and Empowerment Program (CDE) programs, the Company focuses on enhancing community capacity, strengthening village institutions, and developing local economies. These programs are carried out synergistically with local governments and other stakeholders to support sustainable village development.

Village development in Tanah Bumbu Regency has shown positive progress. Based on information published by the Tanah Bumbu Regency Office for Community and Village Empowerment<sup>1</sup>, in 2024 a total of 19 villages were established through administrative expansion as part of efforts to accelerate equitable development and improve public services at the village level. Furthermore, the 2023 Village Development Index (VDI) results indicate that out of 152 villages, 77 villages were classified as Advanced and 39 villages had achieved Self-Sufficient status, while 36 villages remained in the Developing category. Notably, the number of underdeveloped and severely underdeveloped villages has been reduced to zero (0).

Although the Company has not updated its VDI measurement during the reporting period, the implementation of various CDE programs indicates a positive contribution to strengthening community capacity and village independence in areas surrounding its operations. This is reflected in improved village infrastructure, enhanced access to basic services, and the growth of local economic activities in line with the objectives of the Company's CDE programs.

<sup>1</sup> <https://satudata.tanahbumbukab.go.id/infografis/transformasi-kemandirian-desa-di-kabupaten-tanah-bumbu-tahun-2024>



Melalui pembaruan pengukuran IPD dan penyusunan RIPPM periode berikutnya, Perseroan berkomitmen untuk memperkuat pendekatan berbasis data dalam perencanaan dan evaluasi program, sehingga dampak program PPM terhadap peningkatan kesejahteraan dan kemandirian desa dapat diukur secara lebih komprehensif dan berkelanjutan.

*\* Desa Mandiri adalah desa yang memiliki kemampuan sangat tinggi dalam memenuhi kebutuhan dasar, memiliki infrastruktur memadai, pelayanan publik baik, pemerintahan efektif, serta ketahanan sosial, ekonomi, dan lingkungan yang kuat. Index ini menunjukkan kemampuan desa dalam mensejahterakan dan meningkatkan kualitas hidup penduduknya secara berkelanjutan.*

Through the updated VDI measurement and the preparation of the next RIPPM period, the Company is committed to strengthening a data-driven approach in program planning and evaluation. This ensures that the impact of CDE programs on improving welfare and village self-reliance can be measured more comprehensively and sustainably.

*\* Self-Sufficient Village refers to a village with a very high capacity to meet basic needs, supported by adequate infrastructure, quality public services, effective governance, and strong social, economic, and environmental resilience. This index reflects a village's ability to sustainably improve the welfare and quality of life of its population.*

| Desa   Village | 2016 | 2018 | 2020 | 2021 | 2022 |
|----------------|------|------|------|------|------|
| Sebamban Baru  | 0,63 | 0,60 | 0,64 | 0,66 | 0,66 |
| Sebamban Lama  | 0,65 | 0,64 | 0,62 | 0,62 | 0,65 |
| Tri Martani    | 0,55 | 0,60 | 0,65 | 0,66 | 0,68 |
| Jombang        | 0,49 | 0,58 | 0,63 | 0,66 | 0,68 |
| Sumber Makmur  | 0,52 | 0,61 | 0,77 | 0,79 | 0,80 |
| Wonorejo       | 0,52 | 0,63 | 0,71 | 0,70 | 0,73 |
| Sumber Arum    | 0,45 | 0,57 | 0,60 | 0,62 | 0,62 |
| Sumber Baru    | 0,58 | 0,74 | 0,80 | 0,79 | 0,80 |
| Angsana        | 0,67 | 0,75 | 0,81 | 0,84 | 0,84 |
| Bunati         | 0,55 | 0,63 | 0,73 | 0,80 | 0,84 |
| Karang Indah   | 0,65 | 0,66 | 0,81 | 0,95 | 0,96 |
| Banjarsari     | 0,55 | 0,64 | 0,81 | 0,79 | 0,89 |
| Makmur         | 0,55 | 0,57 | 0,70 | 0,73 | 0,77 |
| Mekar Jaya     | 0,64 | 0,64 | 0,76 | 0,91 | 0,91 |
| Hati'if        | 0,55 | 0,54 | 0,63 | 0,62 | 0,61 |
| Mangkalapi     | 0,55 | 0,53 | 0,67 | 0,68 | 0,68 |
| Mustika        | 0,56 | 0,65 | 0,66 | 0,77 | 0,87 |
| Giri Mulya     | 0,58 | 0,61 | 0,70 | 0,75 | 0,92 |
| Kuranji        | 0,53 | 0,61 | 0,66 | 0,63 | 0,76 |

Indeks Warna:  
Colour Index:

|                     |                |            |           |             |
|---------------------|----------------|------------|-----------|-------------|
|                     |                |            |           |             |
| Very Underdeveloped | Underdeveloped | Developing | Developed | Independent |

## SROI DAN CSI

*Social Return on Investment* (SROI) digunakan Perseroan untuk menilai dampak sosial, ekonomi, dan lingkungan yang ditimbulkan oleh setiap program PPM. Melalui SROI, Perseroan dapat melihat nilai manfaat yang diterima masyarakat dibandingkan dengan investasi yang dikeluarkan, sehingga efektivitas program dapat terukur secara objektif. Hasil SROI ini

## SROI AND CSI

*Social Return on Investment* (SROI) is used by the Company to assess the social, economic, and environmental impacts generated by each CDE program. Through SROI, the Company evaluates the value of benefits received by communities relative to the investments made, enabling an objective measurement of program effectiveness. The results

menjadi acuan perbaikan dan penyusunan strategi program di tahun-tahun berikutnya.

Di sisi lain, *Community Satisfaction Index* (CSI) atau Indeks Kepuasan Masyarakat (IKM) digunakan untuk memahami persepsi masyarakat terhadap pelaksanaan program. CSI menggambarkan tingkat kepuasan atas kualitas, kemudahan akses, dan manfaat program. Melalui pengukuran CSI, Perseroan dapat mengetahui area yang masih memerlukan perbaikan dan memastikan program tetap selaras dengan kebutuhan masyarakat.

Skor SROI dan CSI untuk program-program PPM Tahun 2025 disajikan pada tabel berikut:

serve as a basis for program improvement and strategic planning in subsequent years.

On the other hand, the Community Satisfaction Index (CSI) is used to understand community perceptions of program implementation. CSI reflects the level of satisfaction with program quality, accessibility, and benefits. Through CSI measurement, the Company identifies areas requiring improvement and ensures that programs remain aligned with community needs.

The SROI and CSI scores for CDE programs in 2025 are presented in the following table:

| Nama Program<br>Program Name | Penjelasan Program<br>Program Description                                                                                                                                                                                                                                   | Tahun mulai Program<br>Year of Operation | Kontribusi terhadap SDGs<br>Contribution to SDGs                                                                                                                                                                                                                  | Penerima Manfaat<br>Beneficiaries                                                                                                                                      | SROI | CSI    |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------|
| Andaru Mamulih Angsana       | Peningkatan akses masyarakat terhadap air bersih melalui pemanfaatan Void (area bekas tambang) Andaru sebagai sumber air bersih.<br>Improvement of community access to clean water through the utilization of the Andaru Void (former mining area) as a clean water source. | 2019                                     | <br><br> | a. Desa Banjarsari = 890 KK<br>b. Desa Mekarjaya = 943 KK<br>a. Banjarsari village = 890 Household<br>b. Mekarjaya Village = 943 Household                             | 5,88 | 82,40% |
| UMKM Center                  | Wadah pengembangan produk turunan dari semua desa binaan.<br>A platform for developing value-added products from all fostered villages.                                                                                                                                     | 2020                                     | <br><br> | 189 KK Household                                                                                                                                                       | 2,19 | 91,47% |
| Peternakan Unggas            | Program Budidaya Unggas (Bebek, Puyuh dan Ayam)<br>Poultry cultivation program (ducks, quails, and chickens).                                                                                                                                                               | 2019                                     | <br><br> | 35 KK Household                                                                                                                                                        | 1,06 | 89,80% |
| Pabrik Pakan Feed Mill       | Program Sentra Pabrik Pakan, merupakan wadah/pabrik dari pembuatan pakan unggas dan ikan untuk mendukung peternakan unggas dan budidaya rumpon ikan.                                                                                                                        | 2021                                     | <br><br> | Pengelola Pabrik Pakan: 7 Orang<br>Feed Mill Management: 7 people<br><br>Kelompok Peternakan Unggas: 25 kelompok (binaan petani ikan, rucah, jagung, unggas, dan ikan) | 3,90 | 93,85% |



| Nama Program<br>Program Name | Penjelasan Program<br>Program Description                                                                                                                | Tahun mulai<br>Program<br>Year of Operation | Kontribusi<br>terhadap<br>SDGs<br>Contribution to<br>SDGs                                                                                                                                                                                             | Penerima<br>Manfaat<br>Beneficiaries                                                                           | SROI | CSI    |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------|--------|
|                              | Feed Mill Center Program, serving as a facility for producing poultry and fish feed to support livestock farming and fish aggregating (FDAs) activities. |                                             |                                                                                                                                                                                                                                                       | Poultry Farming Groups: 25 groups (including fish farmers, trash fish, corn farmers, poultry and fish farmers) |      |        |
| Rumpon Ikan                  | Program budidaya rumpon ikan di desa ring 1 PT BIB<br>Marine fish aggregating (rumpon) cultivation program in Ring 1 villages of PT BIB                  | 2022                                        |    | Kelompok Budidaya Ikan laut: 85 KK<br>Marine Fisheries Groups: 85 households                                   | 8,23 | 77,75% |
| Masjid Apung                 | Masjid Apung Ziyadataul Abrar<br>Floating Mosque Ziyadataul Abran                                                                                        | 2018                                        |                                                                                                                                                                      | Kabupaten Tanah Bumbu<br>Bumbu Regency                                                                         | 1,75 | 87,22% |

## REALISASI DANA PPM

### CDE Funds Realization

Pada tahun pelaporan, total alokasi dan komitmen dana PPM Perseroan tercatat sebesar Rp65.760.351.447, yang mencerminkan komitmen penuh Perseroan dalam mendukung pelaksanaan program CSR secara berkelanjutan. Perseroan menyajikan rincian realisasi dana PPM sesuai delapan pilar pengembangan untuk memastikan akuntabilitas dan transparansi penggunaan anggaran. Alokasi biaya PPM pada tahun pelaporan ditampilkan pada tabel berikut:

During the reporting year, the total allocation and commitment of the Company's CDE funds amounted to Rp65,760,351,447, reflecting the Company's strong commitment to supporting the sustainable implementation of CSR programs. The Company presents the detailed realization of CDE funds across the eight development pillars to ensure accountability and transparency in budget utilization. The allocation of CDE funds during the reporting year is presented in the following table:

| Pilar                   | Biaya (Rupiah)<br>Cost (Rupiah) | Pilar                  |
|-------------------------|---------------------------------|------------------------|
| Pendidikan              | 8.251.319.389                   | Education              |
| Kesehatan               | 24.666.126.884                  | Health                 |
| Tingkat Pendapatan Riil | 15.662.423.699                  | Real Income Level      |
| Kemandirian Ekonomi     | 3.054.130.880                   | Economic Self-Reliance |
| Sosial dan Budaya       | 1.146.333.750                   | Social and Culture     |
| Lingkungan              | -                               | Environmental          |
| Kelembagaan Komunitas   | 9.354.898.237                   | Community Institutions |
| Infrastruktur           | 3.625.118.608                   | Infrastructure         |
| <b>Jumlah</b>           | <b>65.760.351.447</b>           | <b>Total</b>           |



### Testimoni Masyarakat Community Testimonials



#### NENDI

Warga Desa Banjarsari &  
Driver WT Air Minum Andaru  
Resident of Banjarsari Village  
& Driver of Andaru Drinking  
Water Truck

### PROGRAM AIR MINUM Drinking Water Program

"Dulu untuk air minum kami beli dari luar, sekarang air dari kolam bekas tambang bisa kami nikmati dengan harga terjangkau dan kualitas bagus. Sebagai pengemudi *water truck*, saya juga bangga bisa ikut mendistribusikan air ini ke desa-desa. Selain itu bantu warga, penghasilan saya pun bertambah."

"Previously, we had to buy drinking water from outside. Now, we can enjoy water from the former mining pond at an affordable price with good quality. As a water truck driver, I am also proud to help distribute this water to villages. In addition to helping the community, my income has also increased."



#### ARNINGSIH

Binaan Penjahit Lokal  
Local Tailoring Program  
Beneficiary

### PROGRAM PELATIHAN MENJAHIT Sewing Training Program

"Dulu saya hanya ibu rumah tangga tanpa penghasilan. Setelah ikut pelatihan menjahit, kini saya bisa menerima pesanan seragam sekolah dan membantu ekonomi keluarga. Koperasi Bee Konveksi membuat kami para ibu lebih percaya diri dan mandiri."

"Previously, I was a housewife without income. After joining the sewing training, I can now take orders for school uniforms and help support my family's economy. The Bee Konveksi Cooperative has made us women more confident and independent."



Guru SLB Karang Indah  
Teacher - Karang Indah Special  
School (SLB)

### PROGRAM INKLUSI ANAK BERKEBUTUHAN KHUSUS Inclusive Education Program for Children with Disabilities

"Program pendidikan inklusi ini memberikan kesempatan bagi anak-anak disabilitas untuk belajar lebih terarah. Kami para guru juga mendapat tambahan keterampilan mengajar yang bermanfaat bagi sekolah."

"This inclusive education program provides opportunities for children with disabilities to learn in a more structured way. We, as teachers, have also gained additional teaching skills that are beneficial for our school."



Peserta pelatihan komputer  
Desa Girimulya  
Computer Training Program  
Girimulya Village

### PROGRAM PELATIHAN KOMPUTER Computer Training Program

"Alhamdulillah, saya saat ini sudah mendapatkan pekerjaan disalah satu perusahaan sehingga membantu perekonomian keluarga, terimakasih CSR PT BIB."

"Thank God, I have now found a job at a company, which helps my family's finances. Thank you to PT BIB's CSR."



# INTEGRASI ESG DALAM TATA KELOLA

## ESG Integration in Governance

Aspek lingkungan dan sosial menjadi kompas dalam struktur kepemimpinan Perseroan untuk memastikan setiap langkah pertumbuhan mengikuti prinsip tata kelola yang transparan dan akuntabel. Environmental and social aspects serve as guiding principles within the Company's leadership structure to ensure that every step of growth aligns with transparent and accountable governance practices.







## KOMITMEN PENERAPAN TATA KELOLA

### Commitment to Governance Implementation

Keberhasilan strategi keberlanjutan bergantung pada kualitas kepemimpinan dan sistem pengawasan yang diterapkan dalam perusahaan. Perseroan menyelaraskan prinsip *Good Corporate Governance* (GCG) yang ketat dengan target-target keberlanjutan untuk menciptakan sistem tata kelola yang melindungi kepentingan investor, karyawan, dan mitra bisnis.

Implementasi tata kelola dilaksanakan dengan standar kepatuhan tertinggi yang mengacu kepada berbagai regulasi seperti UU No. 40 Tahun 2007 tentang Perseroan Terbatas, pedoman tata kelola Otoritas Jasa Keuangan (OJK), hingga standar terbaik dalam Pedoman Umum Governansi Korporat Indonesia (PUGKI) 2021. Keseimbangan antara regulasi dan strategi ESG menciptakan iklim pertumbuhan jangka panjang yang memastikan kapasitas perusahaan untuk terus menghadirkan manfaat nyata bagi lingkungan dan masyarakat luas.

The success of the Company's sustainability strategy depends on the quality of leadership and oversight systems implemented across the organization. The Company aligns stringent Good Corporate Governance (GCG) principles with sustainability targets to establish a governance system that safeguards the interests of investors, employees, and business partners.

Governance implementation is carried out with the highest standards of compliance, referring to various regulations such as Law No. 40 of 2007 on Limited Liability Companies, governance guidelines issued by the Financial Services Authority (OJK), and best practices outlined in the 2021 the Indonesia Corporate Governance Manual (PUGKI). The balance between regulatory compliance and ESG strategy creates a foundation for long-term growth, ensuring the Company's capacity to continuously deliver tangible benefits to the environment and society.

## STRUKTUR TATA KELOLA

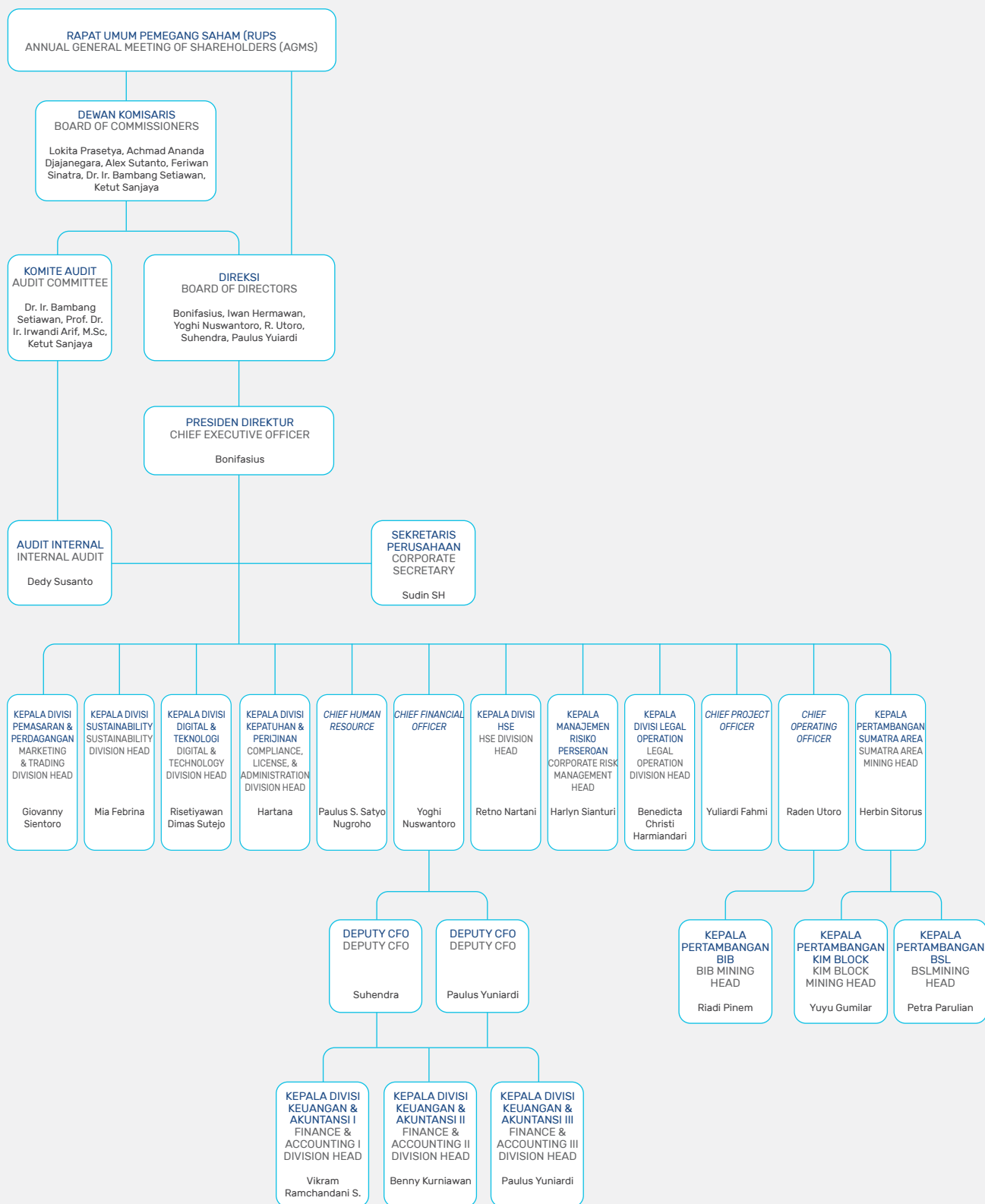
### Governance Structure

[GRI 2-9] [GRI 2-11]

Struktur tata kelola Perseroan disusun berdasarkan UU No. 40 Tahun 2007 tentang Perseroan Terbatas. Organ tata kelola terdiri dari Rapat Umum Pemegang Saham (RUPS) sebagai pemegang kewenangan tertinggi, Dewan Komisaris sebagai organ pengawasan, dan Direksi yang bertanggung jawab atas pengelolaan kegiatan operasional.

The Company's governance structure is established in accordance with Law No. 40 of 2007 on Limited Liability Companies. The governance organs consist of the General Meeting of Shareholders (GMS) as the highest decision-making authority, the Board of Commissioners as the supervisory body, and the Board of Directors responsible for managing the Company's operational activities.







## KOMPOSISI ORGAN TATA KELOLA

### Composition of Governance Bodies

#### RAPAT UMUM PEMEGANG SAHAM (RUPS)

RUPS memiliki wewenang eksklusif yang tidak diberikan kepada Dewan Direksi maupun Dewan Komisaris, termasuk hak untuk mengubah Anggaran Dasar, mengesahkan Laporan Tahunan dan Laporan Keuangan, menentukan penggunaan laba bersih, serta mengangkat dan memberhentikan anggota Direksi dan Dewan Komisaris. RUPS juga berwenang meminta pertanggungjawaban atas pengelolaan Perseroan, yang mencakup pelaksanaan program keberlanjutan dan pengelolaan dampak lingkungan.

#### DEWAN KOMISARIS

Dewan Komisaris bertanggung jawab memastikan pengelolaan Perseroan berjalan sesuai anggaran dasar serta ketentuan perundang-undangan. Selain itu, Dewan Komisaris bertugas memberikan nasihat strategis kepada Direksi, memantau efektivitas penerapan *Good Corporate Governance* (GCG), serta menyampaikan hasil pengawasan tersebut kepada RUPS sebagai bagian dari mekanisme akuntabilitas perusahaan.

#### DIREKSI

Direksi bertugas mengelola Perseroan dengan menjalankan kegiatan usaha sesuai tujuan perusahaan. Lingkup peran Direksi meliputi pengelolaan aset, pengambilan keputusan operasional, serta perwakilan Perseroan di dalam maupun di luar pengadilan. Dalam aspek keberlanjutan, Direksi mengoordinasikan pelaksanaan inisiatif ESG di seluruh lini operasi dan melaporkan kinerja keberlanjutan Perseroan kepada Dewan Komisaris dan RUPS.

#### GENERAL MEETING OF SHAREHOLDERS (GMS)

The GMS holds exclusive authority not granted to the Board of Directors or the Board of Commissioners, including the right to amend the Articles of Association, approve the Annual Report and Financial Statements, determine the use of net profit, and appoint or dismiss members of the Board of Directors and Board of Commissioners. The GMS is also authorized to request accountability for the management of the Company, including the implementation of sustainability programs and environmental impact management.

#### BOARD OF COMMISSIONERS

The Board of Commissioners is responsible for ensuring that the management of the Company is conducted in accordance with the Articles of Association and applicable laws and regulations. In addition, the Board of Commissioners provides strategic advice to the Board of Directors, monitors the effectiveness of Good Corporate Governance (GCG) implementation, and reports its supervisory results to the GMS as part of the Company's accountability mechanism.

#### BOARD OF DIRECTORS

The Board of Directors is responsible for managing the Company by conducting business activities in line with its objectives. Its roles include asset management, operational decision-making, and representing the Company inside and outside the court. In terms of sustainability, the Board of Directors coordinates the implementation of ESG initiatives across all operational lines and reports the Company's sustainability performance to the Board of Commissioners and the GMS.

## KOMPOSISI DEWAN KOMISARIS TAHUN 2025

Composition of the Board of Commissioners in 2025

[GRI 2-9]



**LOKITA PRASETYA**

Presiden Komisaris  
President Commissioner

**60**  
tahun  
years old

### Rangkap Jabatan Concurrent Positions

- Wakil Presiden Direktur PT Dian Swastatika Sentosa Tbk (sejak 2018) serta Komisaris dan Direktur di beberapa Entitas Anak PT Dian Swastatika Sentosa Tbk;
- Anggota Komisaris di beberapa Entitas Anak Perseroan (sejak 2022), antara lain:
  - PT Kuansing Inti Makmur
  - PT Borneo Indobara
  - PT Barasentosa Lestari
- Wakil Ketua Komite Tetap Kamar Dagang dan Industri Indonesia (KADIN) bidang Energi dan Sumber Daya Mineral (sejak 2021);
- Anggota Dewan Pengawas Himpunan Asli Kelistrikan (HAKIT) (sejak 2021);
- Wakil Ketua Umum Asosiasi Pembangkit Listrik Swasta Indonesia (APLSI) (sejak 2021);
- Anggota Pengurus Komite Ketenagalistrikan dan Energi Terbarukan Asosiasi Pengusaha Indonesia (APINDO) (sejak 2023).
- Vice President Director of PT Dian Swastatika Sentosa Tbk (since 2018), as well as Commissioner and Director in several subsidiaries of PT Dian Swastatika Sentosa Tbk;
- Member of the Board of Commissioners in several subsidiaries of the Company (since 2022), including:
  - PT Kuansing Inti Makmur
  - PT Borneo Indobara
  - PT Barasentosa Lestari
- Deputy of the Permanent Committee of the Indonesian Chamber of Commerce and Industry (KADIN) for Energy and Mineral Resources (since 2021);
- Member of the Supervisory Board of the Indonesian Electricity Society (HAKIT) (since 2021);
- Vice Chair of the Indonesian Private Power Producers Association (APLSI) (since 2021);
- Member of the Electricity and Renewable Energy Committee of the Indonesian Employers Association (APINDO) (since 2023).

|                                                                                |                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Bidang spesialisasi/kompetensi</b><br>Areas of Specialization/Competence    | Manajemen dan Pengelolaan Energi<br>Management and Energy                                                                                                                                                                                                                                                                                 |
| <b>Masa jabatan</b><br>Term of Office                                          | 2021-2026                                                                                                                                                                                                                                                                                                                                 |
| <b>Kelompok sosial yang kurang terwakili</b><br>Underrepresented Social Groups | -                                                                                                                                                                                                                                                                                                                                         |
| <b>Perwakilan pemangku kepentingan</b><br>Stakeholder Representation           | Pemegang saham<br>Shareholders                                                                                                                                                                                                                                                                                                            |
| <b>Independensi</b><br>Independence                                            | Memiliki hubungan afiliasi dengan Pemegang Saham Utama dan Pengendali, namun tidak memiliki afiliasi dengan anggota Direksi dan Dewan Komisaris Perseroan.<br>Has an affiliation with the Majority and Controlling Shareholders, but has no affiliation with members of the Board of Directors and Board of Commissioners of the Company. |



## ACHMAD ANANDA DJAJANEGARA

**Wakil Presiden Komisaris**  
Vice President Commissioner

**60**  
tahun  
years old

### Rangkap Jabatan

Concurrent Positions

- Direktur Utama PT ABM Investama Tbk (sejak 2009);
- Anggota Dewan Komisaris di beberapa Entitas Anak PT ABM Investama Tbk (sejak 2019).
- President Director, PT ABM Investama Tbk (since 2009);
- Member of the Board of Commissioners in several Subsidiaries of PT ABM Investama Tbk (since 2019).

### Bidang spesialisasi/kompetensi

Area of Expertise/Competence

Manajemen dan Pengelolaan Energi  
Management and Energy Management

### Masa jabatan

Term of Office

2024-2026

### Kelompok sosial yang kurang terwakili

Underrepresented Social Groups

-

### Perwakilan pemangku kepentingan

Stakeholder Representation

Pemegang saham  
Shareholders

### Independensi

Independence

Memiliki hubungan afiliasi dengan Pemegang Saham Utama, namun tidak memiliki afiliasi dengan Pemegang Saham Pengendali, anggota Direksi dan Dewan Komisaris Perseroan.  
Has an affiliation with the Majority shareholders, but has no affiliation with controlling shareholders, members of the Board of Directors and Board of Commissioners of the Company.



## ALEX SUSANTO

**Komisaris**  
Commissioner

**40**  
tahun  
years old

### Rangkap Jabatan

Concurrent Positions

- Direktur PT Dian Swastatika Sentosa Tbk (sejak 2021) serta Komisaris dan Direktur di beberapa Entitas Anak PT Dian Swastatika Sentosa Tbk di luar Perseroan;
- Anggota Komisaris di beberapa Entitas Anak Perseroan (sejak 2022), antara lain:
- Director of PT Dian Swastatika Sentosa Tbk (since 2021) and Commissioner and Director in several Subsidiaries of PT Dian Swastatika Sentosa Tbk di luar Perseroan;
- Commissioner in several the Company Subsidiaries (since 2022), including:
  - PT Tanjung Belit Bara Utama
  - PT Karya Cemerlang Persada
  - PT Bungo Bara Utama
  - PT Bara Harmonis Batang Asam
  - PT Berkat Nusantara Permai
  - PT Kuansing Inti Sejahtera
  - PT Bungo Bara Makmur
  - PT Dwikarya Sejati Utama
  - PT Duta Sarana Internusa
  - PT Unsoco

### Bidang spesialisasi/kompetensi

Area of Expertise/Competence

Manajemen dan Akuntansi  
Management and Energy Management

### Masa jabatan

Term of Office

2022-2026

### Kelompok sosial yang kurang terwakili

Underrepresented Social Groups

-

### Perwakilan pemangku kepentingan

Stakeholder Representation

-

### Independensi

Independence

Memiliki hubungan afiliasi dengan Pemegang Saham Utama dan Pengendali, namun tidak memiliki afiliasi dengan anggota Direksi dan Dewan Komisaris Perseroan.  
Has affiliation with the Majority and Controlling Shareholders, but has no affiliation with members of the Board of Commissioners and Board of Directors of The Company.



**FERIWAN SINATRA**

Komisaris  
Commissioner

**59**  
tahun  
years old

**Rangkap Jabatan**  
Concurrent Positions

- Direktur dan anggota Komite Investasi PT ABM Investama Tbk (sejak 2024);
- Anggota Dewan Komisaris dan anggota Direksi di beberapa Entitas Anak PT ABM Investama Tbk (sejak 2024);
- Anggota Dewan Komisaris di beberapa Entitas Anak Perseroan (sejak 2022), antara lain:
- Director and Member of the Investment Committee of PT ABM Investama Tbk (since 2024);
- Member of the Board of Commissioners and member of the Board of Directors in several subsidiaries of PT ABM Investama Tbk (since 2024);
- Member of the Board of Commissioners in several subsidiaries of the Company (since 2022), including:
  - PT Kuansing Inti Makmur dan Entitas Anak
  - PT Era Mitra Selaras dan Entitas Anak
  - PT Borneo Indobara
  - PT Roundhill Capital Indonesia
  - PT Trisula Kencana Sakti
  - PT Dwikarya Sejati Utama
  - PT Duta Sarana Internusa
  - PT Unsoco

**Bidang spesialisasi/kompetensi**  
Area of Expertise/Competence

Manajemen dan Pengelolaan Energi  
Management and Energy Management

**Masa jabatan**  
Term of Office

2024-2026

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Memiliki hubungan afiliasi dengan Pemegang Saham Utama, namun tidak memiliki afiliasi dengan Pemegang Saham Pengendali, anggota Direksi dan Dewan Komisaris Perseroan.  
Has an affiliation with the Majority shareholders, but has no affiliation with controlling shareholders, members of the Board of Directors and Board of Commissioners of the Company.

**DR.IR. BAMBANG SETIAWAN**

Komisaris Independen  
Independent Commissioner

**75**  
tahun  
years old

**Rangkap Jabatan**  
Concurrent Positions

- Komisaris Independen dan Ketua Komite Audit PT Archi Indonesia Tbk (sejak 2021);
- Ketua Komite Audit Perseroan (sejak Januari 2022).
- Independent commissioner and Chairman of the Audit Committee of PT Archi Indonesia Tbk (sejak 2021);
- Chairman of the Company Audit Committee (since January 2022).

**Bidang spesialisasi/kompetensi**  
Area of Expertise/Competence

Manajemen dan Pengelolaan Energi  
Management and Energy Management

**Masa jabatan**  
Term of Office

(2012-2016) (2016-2021) (2021-2026)

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.  
Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders.



## KETUT SANJAYA

**Komisaris Independen**  
Independent Commissioner

**74**  
tahun  
years old

### Rangkap Jabatan

Concurrent Positions

- Anggota Komite Audit PT Sinar Mas Agro Resources and Technology Tbk (sejak 2014);
- Komisaris Independen, Ketua Komite Audit, serta Ketua Komite Nominasi dan Remunerasi PT Smartfren Telecom Tbk (sejak 2021);
- Komisaris Independen PT Sinar Mas Multi Artha Tbk (sejak 2022);
- Komite Audit Perseroan (sejak 2023).
- Member of the Audit Committee of PT Sinar Mas Agro Resources and Technology Tbk (since 2014);
- Independent Commissioner, Chairman of the Audit Committee, and Chairman of the Nomination and Remuneration Committee of PT Smartfren Telecom Tbk (since 2021);
- Independent Commissioner of PT Sinar Mas Multi Artha Tbk (since 2022);
- Member of the Company's Audit Committee (since 2023).

### Bidang spesialisasi/kompetensi

Areas of Specialization

Manajemen dan Auditor Keuangan  
Management and Financial Audit

### Masa jabatan

Term of Office

(2012-2016) (2016-2021) (2021-2026)

### Kelompok sosial yang kurang terwakili

Underrepresented Social Groups

-

### Perwakilan pemangku kepentingan

Stakeholder Representation

-

### Independensi

Independence

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.  
Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders.

## KOMPOSISI DEWAN DIREKSI TAHUN 2025

Composition of the Board of Directors in 2025

[GRI 2-9]



**BONIFASIUS**

Presiden Direktur  
President Director

**61**  
tahun  
years old

**Rangkap Jabatan**  
Concurrent Positions

- Kepala Bidang Kehutanan Golden Energy and Resources Limited (sejak April 2015);
- Presiden Komisaris PT Era Mitra Selaras (sejak 2018);
- Presiden Komisaris PT Barasentosa Lestari Group (sejak 2019);
- Anggota Komisaris dan Direksi di beberapa Entitas Anak Golden Energy and Resources Limited, antara lain:
  - PT Marga Buana Bumi Mulia (sejak 2012)
  - PT Hutan Rindang Banua (sejak 2013)
- Head of Forestry at Golden Energy and Resources Limited (since April 2015);
- President Commissioner of PT Era Mitra Selaras (since 2018);
- President Commissioner of PT Barasentosa Lestari Group (since 2019);
- Member of the Board of Commissioners and Board of Directors in several subsidiaries of Golden Energy and Resources Limited, including:
  - PT Marga Buana Bumi Mulia (since 2012)
  - PT Hutan Rindang Banua (since 2013)

**Bidang spesialisasi/kompetensi**  
Area of Expertise/Competence

Manajemen dan Pengelolaan Energi  
Management and Energy Management

**Masa jabatan**  
Term of Office

(2017-2021) (2021-2026)

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.  
Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders.



**IWAN HERMAWAN**

Wakil Presiden Direktur  
Vice President Director

**64**  
tahun  
years old

**Rangkap Jabatan**  
Concurrent Positions

- Direktur PT Reswara Minergi Hartama (sejak 2021);
- Head of Business Development and Strategy PT Cipta Kridatama (sejak 2019).
- Director of PT Reswara Minergi Hartama (since 2021);
- Head of Business Development and Strategy PT Cipta Kridatama (since 2019).

**Bidang spesialisasi/kompetensi**  
Area of Expertise/Competence

Manajemen dan Pengelolaan Energi  
Management and Energy Management

**Masa jabatan**  
Term of Office

2025-2026

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Memiliki hubungan afiliasi dengan Pemegang Saham Utama, namun tidak memiliki afiliasi dengan Pemegang Saham Pengendalia, anggota Direksi dan Dewan Komisaris Perseroan.  
Has affiliation with the Majority Shareholders, but has no affiliation with Controlling Shareholders, members of the Board of Commissioners and Board of Directors of The Company.



## RADEN UTORO

**Direktur**  
Director

**66**  
tahun  
years old

|                                                                                |                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rangkap Jabatan</b><br>Concurrent Positions                                 | Direktur PT Borneo Indobara (sejak 2017)<br>Director of PT Borneo Indobara (since 2017)                                                                                                                                                                                                                 |
| <b>Bidang spesialisasi/kompetensi</b><br>Area of Expertise/Competence          | Manajemen dan Pengelolaan Energi<br>Management and Energy Management                                                                                                                                                                                                                                    |
| <b>Masa jabatan</b><br>Term of Office                                          | (2017-2021) (2021-2026)                                                                                                                                                                                                                                                                                 |
| <b>Kelompok sosial yang kurang terwakili</b><br>Underrepresented Social Groups | -                                                                                                                                                                                                                                                                                                       |
| <b>Perwakilan pemangku kepentingan</b><br>Stakeholder Representation           | -                                                                                                                                                                                                                                                                                                       |
| <b>Independensi</b><br>Independence                                            | Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.<br>Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders. |



## YOGHI NUSWANTORO

**Direktur**  
Director

**50**  
tahun  
years old

|                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rangkap Jabatan</b><br>Concurrent Positions                                 | Anggota Direksi di beberapa Entitas Anak Perseroan (sejak 2022), antara lain: <ul style="list-style-type: none"> <li>- GEMS Trading Resources Pte Ltd</li> <li>- Entitas Anak PT Kuansing Inti Makmur</li> <li>- PT Borneo Indobara</li> <li>- PT Roundhill Capital Indonesia</li> <li>- PT Trisula Kencana Sakti</li> <li>- PT Karya Mining Solutions (sejak 2023)</li> </ul> Member of the Board of Directors in several the Company's Subsidiaries (since 2022), including: <ul style="list-style-type: none"> <li>- GEMS Trading Resources Pte Ltd</li> <li>- Entitas Anak PT Kuansing Inti Makmur</li> <li>- PT Borneo Indobara</li> <li>- PT Roundhill Capital Indonesia</li> <li>- PT Trisula Kencana Sakti</li> <li>- PT Karya Mining Solutions (sejak 2023)</li> </ul> |
| <b>Bidang spesialisasi/kompetensi</b><br>Area of Expertise/Competence          | Manajemen dan Akuntansi<br>Management and Accounting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Masa jabatan</b><br>Term of Office                                          | 2022-2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Kelompok sosial yang kurang terwakili</b><br>Underrepresented Social Groups | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Perwakilan pemangku kepentingan</b><br>Stakeholder Representation           | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Independensi</b><br>Independence                                            | Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.<br>Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |



**SUHENDRA**Direktur  
Director**53**  
tahun  
years old**Rangkap Jabatan**  
Concurrent Positions

- Deputy CFO (sejak 2016);
- Presiden Direktur PT Roundhill Capital Indonesia (sejak 2022);
- Komisaris Utama PT Karya Mining Solutions (sejak 2023).
- Deputy CFO (since 2016);
- President Director of PT Roundhill Capital Indonesia (since 2022);
- President Commissioner of PT Karya Mining Solutions (since 2023).

**Bidang spesialisasi/kompetensi**  
Area of Expertise/CompetenceManajemen, Keuangan, dan Pengelolaan Energi  
Management, Finance, and Energy Management**Masa jabatan**  
Term of Office

(2018-2021) (2021-2026)

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan anggota Direksi, maupun Pemegang Saham Utama dan Pengendali Perseroan.  
Has no affiliation with members of the Board of Directors and Board of Commissioners of the Company, Majority Shareholders, and Controlling Shareholders.

**PAULUS YUNIARDI**Direktur  
Director**40**  
tahun  
years old**Rangkap Jabatan**  
Concurrent Positions

- Anggota Dewan Komisaris dan Direksi di beberapa Entitas Anak PT Dian Swastatika Sentosa Tbk (sejak 2020);
- Anggota Direksi di beberapa Entitas Anak Perseroan (sejak 2022), antara lain:
  - PT Kuansing Inti Makmur dan Entitas Anak
  - PT Borneo Indobara
  - PT Roundhill Capital Indonesia
  - PT Trisula Kencana Sakti
  - PT Barasentosa Lestari
  - PT Dwikarya Sejati Utama
  - PT Duta Sarana Internusa
  - PT Unsoco
  - PT Karya Mining Solutions (sejak 2023)
- Member of the Board of Commissioners and Board of Directors in several subsidiaries of PT Dian Swastatika Sentosa Tbk (since 2020);
- Member of the Board of Directors in several subsidiaries of the Company (since 2022), including:
  - PT Kuansing Inti Makmur and Subsidiary Entity
  - PT Borneo Indobara
  - PT Roundhill Capital Indonesia
  - PT Trisula Kencana Sakti
  - PT Barasentosa Lestari
  - PT Dwikarya Sejati Utama
  - PT Duta Sarana Internusa
  - PT Unsoco
  - PT Karya Mining Solutions (sejak 2023)

**Bidang spesialisasi/kompetensi**  
Area of Expertise/CompetenceManajemen, Keuangan, dan Akuntansi  
Management, Finance, and Accounting**Masa jabatan**  
Term of Office

2022-2026

**Kelompok sosial yang kurang terwakili**  
Underrepresented Social Groups

-

**Perwakilan pemangku kepentingan**  
Stakeholder Representation

-

**Independensi**  
Independence

Memiliki hubungan afiliasi dengan Pemegang Saham Utama dan Pengendali, namun tidak memiliki afiliasi dengan anggota Dewan Komisaris dan Direksi Perseroan.  
Has affiliation with the Majority and Controlling Shareholders, but has no affiliation with members of the Board of Commissioners and Board of Directors of The Company.



## PENGANGKATAN DEWAN KOMISARIS DAN DIREKSI

### Appointment of the Board of Commissioners and Board of Directors

[GRI 2-10]

Proses nominasi serta pengangkatan anggota Dewan Komisaris dan Direksi dijalankan oleh Dewan Komisaris dengan berpedoman pada Pasal 11 POJK No. 34/POJK.04/2014. Sampai tahun pelaporan, Perseroan belum membentuk Komite Nominasi dan Remunerasi karena fungsi tersebut masih dapat dijalankan secara efektif di tingkat Dewan Komisaris.

Tahapan nominasi dimulai melalui rapat internal yang membahas kelayakan calon berdasarkan kompetensi, integritas, serta keberagaman pengalaman, latar belakang, dan gender. Tingkat independensi juga menjadi pertimbangan utama, termasuk keterbukaan atas potensi benturan kepentingan. Calon yang memenuhi kriteria diajukan kepada para pemegang saham untuk mendapat persetujuan pada RUPS.

Proses nominasi adalah sebagai berikut:

- Pembahasan kelayakan calon dan independensi
- Penyampaian usulan kepada RUPS
- Pengangkatan dalam RUPS

The nomination and appointment process for members of the Board of Commissioners and Board of Directors is carried out by the Board of Commissioners in accordance with Article 11 of POJK No. 34/POJK.04/2014. As of the reporting year, the Company has not established a Nomination and Remuneration Committee, as these functions are still effectively performed at the Board of Commissioners level.

The nomination process begins with internal meetings to assess candidates based on competence, integrity, and diversity of experience, background, and gender. Independence is also a key consideration, including transparency regarding potential conflicts of interest. Candidates who meet the criteria are then proposed to shareholders for approval at the GMS.

The nomination process includes:

- Assessment of candidate eligibility and independence
- Submission of proposals to the GMS
- Appointment through the GMS

## EVALUASI KINERJA DEWAN KOMISARIS DAN DIREKSI

### Performance Evaluation of the Board of Commissioners and Board of Directors

[GRI 2-18]

Evaluasi kinerja Direksi dan Dewan Komisaris dilaksanakan dua kali dalam setahun melalui Penilaian Tengah Tahun (PTT) dan Penilaian Akhir Tahun (PAT). Direksi melakukan penilaian mandiri (*self-assessment*) untuk menilai pencapaian terhadap target yang telah ditetapkan dan meninjau efektivitas pengelolaan unit kerja di bawahnya. Evaluasi ini dilengkapi dengan mekanisme 360° *feedback*, yaitu penilaian komprehensif yang diberikan oleh sesama anggota Direksi dan unit pendukung berdasarkan pengamatan terhadap pelaksanaan tanggung jawab dan kepemimpinan.

The performance evaluation of the Board of Directors and the Board of Commissioners is conducted twice a year through the Mid-Year Evaluation (PTT) and the Year-End Evaluation (PAT). The Board of Directors performs a self-assessment to evaluate the achievement of established targets and to review the effectiveness of managing the units under its supervision. This evaluation is complemented by a 360° feedback mechanism, which provides a comprehensive assessment from fellow Directors and supporting units based on observations of responsibility execution and leadership performance.

Aspek keberlanjutan terintegrasi dalam penilaian Direksi melalui beberapa *Key Performance Indicator* (KPI), yaitu:

1. Kinerja Lingkungan (*Environmental Performance*)
2. Kinerja Keselamatan (*Safety Performance*);
3. Pelaksanaan Program CSR (*CSR Program Implementation*);
4. Kepatuhan terhadap Regulasi (*Government Compliance*); dan
5. Keterlibatan Pemangku Kepentingan (*Stakeholder Engagement*).

Kinerja Direksi dan Dewan Komisaris juga dinilai melalui Rapat Umum Pemegang Saham (RUPS). Evaluasi difokuskan pada pencapaian Direksi terhadap target yang telah disepakati serta efektivitas pengawasan yang dijalankan oleh Dewan Komisaris. Pemegang saham diberikan kesempatan untuk menelaah kedua aspek tersebut dan mengajukan pertanyaan berdasarkan laporan yang disampaikan.

Berdasarkan evaluasi tahun 2025, Direksi dan Dewan Komisaris dinyatakan telah melaksanakan tugas dengan baik sehingga tidak ada perubahan komposisi maupun praktik tata kelola yang diperlukan sebagai tindak lanjut evaluasi. Hasil tersebut menjadi pertimbangan dalam penetapan struktur remunerasi jangka pendek maupun jangka panjang bagi Dewan Komisaris dan Direksi.

## REMUNERASI

### Remuneration

[GRI 2-19] [GRI 2-20]

### KEBIJAKAN REMUNERASI

Kebijakan remunerasi untuk Dewan Komisaris dan Direksi ditetapkan oleh Direksi sesuai wewenang yang diberikan oleh Pemegang Saham dalam RUPS. Penetapan remunerasi mempertimbangkan beberapa aspek utama, yaitu:

1. Kondisi keuangan Perseroan;
2. Besaran remunerasi yang berlaku di industri sejenis;

Sustainability aspects are integrated into the evaluation of the Board of Directors through several Key Performance Indicators (KPIs), particularly:

1. Environmental Performance;
2. Safety Performance;
3. CSR Program Implementation;
4. Government Compliance;
5. Stakeholder Engagement

The performance of the Board of Directors and the Board of Commissioners is also evaluated through the General Meeting of Shareholders (GMS). The evaluation focuses on the Directors' achievement of agreed targets as well as the effectiveness of the supervisory role carried out by the Board of Commissioners. Shareholders are given the opportunity to review aspects and raise questions based on the reports presented.

Based on the 2025 evaluation, the Board of Directors and the Board of Commissioners were deemed to have performed their duties effectively. As a result, no changes in composition or governance practices were required as a follow-up to the evaluation. These results serve as a basis for determining short-term and long-term remuneration structures for the Board of Commissioners and the Board of Directors.

### REMUNERATION POLICY

The remuneration policy for the Board of Commissioners and the Board of Directors is determined by the Board of Directors in accordance with the authority granted by the Shareholders through the GMS. The determination of remuneration takes into account several key aspects, namely:

1. The Company's financial condition;
2. Remuneration levels prevailing in comparable industries;



3. Kesesuaian antara tugas, tanggung jawab, pengalaman, pengetahuan, dan keahlian yang diberikan kepada Perseroan; dan
4. Hasil penilaian kinerja.

Remunerasi didasarkan dari hasil pengukuran kinerja Dewan Komisaris dan Direksi, termasuk kinerja keberlanjutan yang mencakup aspek ekonomi, lingkungan dan sosial, yang dituangkan dalam KPI. Besaran remunerasi kemudian diajukan untuk memperoleh persetujuan pemegang saham melalui RUPS. Dewan Komisaris memberikan pertimbangan dalam proses tersebut sebagai bagian dari fungsinya terkait remunerasi, dan Direksi menetapkan besaran akhir sesuai keputusan RUPS.

## STRUKTUR DAN BESARAN REMUNERASI

Pada tahun pelaporan, total remunerasi Dewan Komisaris dan Direksi berjumlah US\$4,58 juta. Struktur kompensasi mencakup gaji pokok, bonus tahunan, insentif khusus, dan tunjangan lain yang diberikan sesuai lingkup tanggung jawab. Untuk Komisaris Independen, komponen remunerasi terdiri atas gaji pokok serta THR. Selain hak remunerasi tersebut, Dewan Komisaris dan Direksi dapat memperoleh penggantian atas biaya wajar yang dikeluarkan selama menjalankan tugas resmi. Perseroan tidak memiliki kebijakan pinjaman kepada anggota Dewan Komisaris maupun Direksi.

Penetapan remunerasi melibatkan persetujuan pemegang saham melalui proses pemungutan suara pada RUPS Tahunan. Dari hasil pemungutan suara, sebanyak 99,975% pemegang saham menyatakan setuju, 0,022% memberikan suara abstain, dan 0,003% menyatakan tidak setuju. Keputusan tersebut menjadi dasar penetapan remunerasi yang dilakukan oleh Direksi pada tahun pelaporan.

Sebagai bagian dari transparansi remunerasi, rasio kompensasi tahunan disajikan pada tabel berikut.

3. Alignment between duties, responsibilities, experience, knowledge, and expertise contributed to the Company; and
4. Performance evaluation results.

Remuneration is determined based on the performance assessment of the Board of Commissioners and the Board of Directors, including sustainability performance covering economic, environmental, and social aspects, as reflected in the KPIs. The proposed remuneration is then submitted for approval by shareholders through the GMS. The Board of Commissioners provides recommendations as part of its remuneration function, while the Board of Directors determines the final amount in accordance with the GMS resolution.

## REMUNERATION STRUCTURE AND AMOUNT

During the reporting year, the total remuneration of the Board of Commissioners and the Board of Directors amounted to USD4.58 million. The compensation structure includes base salary, annual bonuses, special incentives, and other benefits provided in accordance with the scope of responsibilities. For Independent Commissioners, remuneration components consist of base salary and religious holiday allowance (THR). In addition to remuneration entitlements, members of the Board of Commissioners and the Board of Directors may receive reimbursement for reasonable expenses incurred in the performance of their official duties. The Company does not have a policy of providing loans to members of the Board of Commissioners or the Board of Directors.

The determination of remuneration involves shareholder approval through a voting process at the Annual GMS. Based on the voting results, 99.975% of shareholders approved, 0.022% abstained, and 0.003% voted against. This decision serves as the basis for remuneration determination by the Board of Directors during the reporting year.

As part of remuneration transparency, the ratio of annual compensation is presented in the following table.



**Rasio Total Kompensasi Tahunan (Dalam Juta Dollar AS)**

Ratio of Total Annual Compensation (in Million Dollars)

[GRI 2-21]

| Uraian                                                         | 2025     | 2024   | 2023    | Description                                                                               |
|----------------------------------------------------------------|----------|--------|---------|-------------------------------------------------------------------------------------------|
| Total kompensasi tunai (Fixed Pay) Dewan Komisaris dan Direksi | 4,58     | 4,84   | 2,63    | Total cash compensation (Fixed Pay) for the Board of Commissioners and Board of Directors |
| Total kompensasi tunai (Fixed Pay) Karyawan Tetap              | 43,72    | 42,36  | 36,27   | Total cash compensation (Fixed Pay) for Permanent                                         |
| Rasio Total Kompensasi = A:B                                   | 1 : 9,55 | 1:8,76 | 1:13,79 | Ratio of Total Compensation = A:B                                                         |

**PENINGKATAN KAPASITAS BADAN TATA KELOLA**

Capacity Building of Governance Bodies

[GRI 2-17] [OJK E.2]

Perseroan mendukung peningkatan kompetensi badan tata kelola melalui rangkaian pelatihan yang berfokus pada isu *Environmental, Social, and Governance* (ESG). Inisiatif ini dirancang untuk membekali para anggota Dewan dengan wawasan yang relevan untuk mengambil keputusan strategis terkait perubahan iklim dan transisi energi, serta kemampuan memanfaatkan berbagai peluang inovasi demi keberlanjutan bisnis jangka panjang. Berikut adalah rangkaian kegiatan peningkatan kapasitas yang telah diikuti oleh badan tata kelola sepanjang tahun 2025:

The Company supports the enhancement of governance bodies' competencies through a series of training programs focused on Environmental, Social, and Governance (ESG) issues. These initiatives are designed to equip Board members with relevant insights to make strategic decisions related to climate change and energy transition, as well as the capability to leverage innovation opportunities for long-term business sustainability. The following are the capacity-building activities attended by governance bodies throughout 2025:

| Topik<br>Topics                                                                                                                  | Waktu<br>Time                         | Penyelenggara<br>Organizer                                                         | Peserta<br>Participant                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dialog: Arah Kebijakan Investasi dan Pasar Modal 2024-2029<br>Dialogue: Investment Policy and Capital Market Direction 2024-2029 | 8 Januari 2025<br>January 8, 2025     | Asosiasi Pengusaha Indonesia (APINDO)<br>Indonesian Employers Association (APINDO) | Lokita Prasetya                                                                                                                                                                                                        |
| Masa Depan Mineral dan Batu bara Indonesia<br>The Future of Indonesia's Minerals and Coal                                        | 3 Februari 2025<br>February 3, 2025   | PT Golden Energy Mines Tbk                                                         | Lokita Prasetya,<br>Achmad Ananda Djajanegara,<br>Alex Sutanto,<br>Feriwan Sinatra,<br>Dr. Ir. Bambang Setiawan,<br>Ketut Sanjaya,<br>Bonifasius,<br>Raden Utoro,<br>Yoghi Nuswantoro,<br>Suhendra,<br>Paulus Yuniardi |
| Mandiri Investment Forum (MIF) 2025                                                                                              | 11 Februari 2025<br>February 11, 2025 | PT Bank Mandiri (Persero) Tbk dan   and PT Mandiri Sekuritas                       | Lokita Prasetya                                                                                                                                                                                                        |



| Topik<br>Topics                                                                                                                                                                                                                                            | Waktu<br>Time                                 | Penyelenggara<br>Organizer                                                                                                                                                                                                                                  | Peserta<br>Participant |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <i>Indonesia Economy and Business Landscape and Outlook from the Point of View of the Private Sector</i>                                                                                                                                                   | 13 Februari 2025<br>February 13, 2025         | Indonesia Economic Summit                                                                                                                                                                                                                                   | Lokita Prasetya        |
| <i>Indonesia Economic Summit 2025</i>                                                                                                                                                                                                                      | 18-19 Februari 2025<br>February 18-19, 2025   | Indonesia Business Council                                                                                                                                                                                                                                  | Lokita Prasetya        |
| <i>Energy Transition Toward A Low-Carbon Economy</i>                                                                                                                                                                                                       | 19 Februari 2025<br>February 19, 2025         | PT PLN (Persero), University of Dundee dan Satuan Kerja Khusus Pelaksana Kegiatan Usaha Hulu Minyak dan Gas Bumi (SKK Migas)<br>PT PLN (Persero), University of Dundee, and the Special Task Force for Upstream Oil and Gas Business Activities (SKK Migas) | Lokita Prasetya        |
| <i>Bloomberg Technoz Economic Outlook Indonesia 2025</i>                                                                                                                                                                                                   | 20 Februari 2025<br>February 20, 2025         | Bloomberg Technoz                                                                                                                                                                                                                                           | Lokita Prasetya        |
| <i>Indonesia Green Energy Investment Dialogue 2025</i>                                                                                                                                                                                                     | 27 Februari 2025<br>February 27, 2025         | Kamar Dagang dan Industri (KADIN) dan Katadata Green<br>Indonesian Chamber of Commerce and Industry (KADIN) and Katadata Green                                                                                                                              | Lokita Prasetya        |
| <i>Mining Forum</i>                                                                                                                                                                                                                                        | 18 Maret 2025<br>March 18, 2025               | CNBC                                                                                                                                                                                                                                                        | Lokita Prasetya        |
| Sosialisasi dan Masukan Asosiasi Usaha terhadap Penerapan Tarif Perdagangan Baru Amerika Serikat terhadap Negara Mitra<br>Socialization and Input from Business Associations on the Implementation of New United States Trade Tariffs on Partner Countries | 7 April 2025<br>April 7, 2025                 | Kementerian Koordinator Bidang Perekonomian<br>Coordinating Ministry for Economic Affairs                                                                                                                                                                   | Lokita Prasetya        |
| <i>The Best Corporate Transparency &amp; Emission Reduction Award 2025</i>                                                                                                                                                                                 | 29 April 2025<br>April 29, 2025               | Investor Trust                                                                                                                                                                                                                                              | Lokita Prasetya        |
| <i>2025 Energy &amp; Mineral Forum</i>                                                                                                                                                                                                                     | 26 Mei 2025<br>May 26, 2025                   | Kementerian Energi dan Sumber Daya Mineral (ESDM)<br>Ministry of Energy and Mineral Resources (ESDM)                                                                                                                                                        | Lokita Prasetya        |
| <i>Human Capital Summit 2025</i>                                                                                                                                                                                                                           | 3 Juni 2025<br>June 3, 2025                   | Kementerian ESDM<br>Ministry of ESDM                                                                                                                                                                                                                        | Lokita Prasetya        |
| <i>Modernising Indonesia's Energy Sector for Sustainable Growth</i>                                                                                                                                                                                        | 28 Agustus 2025<br>August 28, 2025            | Financial Times                                                                                                                                                                                                                                             | Lokita Prasetya        |
| <i>Sustainability Action for the Future Economy (SAFE) 2025</i>                                                                                                                                                                                            | 10-11 September 2025<br>September 10-11, 2025 | Katadata Green                                                                                                                                                                                                                                              | Lokita Prasetya        |
| <i>The 11<sup>th</sup> Indonesia International Geothermal Convention &amp; Exhibition 2025</i>                                                                                                                                                             | 17-19 September 2025<br>September 17-19, 2025 | Asosiasi Panasbumi Indonesia (API)<br>Indonesian Geothermal Association (API)                                                                                                                                                                               | Lokita Prasetya        |
| <i>Indonesia International Sustainability Forum</i>                                                                                                                                                                                                        | 10-11 Oktober 2025<br>October 10-11, 2025     | Kementerian Investasi dan Hilirisasi/Badan Koordinasi Penanaman Modal dan KADIN<br>Ministry of Investment and Downstream Industry / Investment Coordinating Board (BKPM) and KADIN                                                                          | Lokita Prasetya        |

| Topik<br>Topics                                                                                                                                                         | Waktu<br>Time                               | Penyelenggara<br>Organizer                                                                               | Peserta<br>Participant   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------|
| Menjaga Integritas Laporan Keuangan dengan Etika Profesi<br>Maintaining the Integrity of Financial Statements through Professional Ethics                               | 14 November 2025<br>November 14, 2025       | Ikatan Akuntan Indonesia<br>Indonesian Institute of Accountants                                          | Alex Sutanto             |
| <i>Indonesian Accountants: Resilient, Sustainable, and Future Ready – Beyond Numbers, Building the Golden Future</i>                                                    | 3-4 Desember 2025<br>December 3-4, 2025     | Ikatan Akuntan Indonesia<br>Indonesian Institute of Accountants                                          | Alex Sutanto             |
| Seminar Nasional dan Pelantikan BPP PERHAPI 2024-2027<br>National Seminar and Inauguration of BPP PERHAPI 2024-2027                                                     | 23 Januari 2025<br>January 23, 2025         | Perhimpunan Ahli Pertambangan Indonesia (PERHAPI)<br>Perhimpunan Ahli Pertambangan Indonesia (PERHAPI)   | Dr. Ir. Bambang Setiawan |
| <i>Global, APAC, &amp; Indonesia Economic Outlook 2025</i>                                                                                                              | 5 Februari 2025<br>February 5, 2025         | Djakarta Mining Club                                                                                     | Dr. Ir. Bambang Setiawan |
| Sinergi Regulasi dan Energi Baru: Meningkatkan Keberlanjutan di Sektor Pertambangan<br>Regulatory Synergy and New Energy: Enhancing Sustainability in the Mining Sector | 11 Februari 2025<br>February 11, 2025       | Asosiasi Jasa Pertambangan Indonesia (ASPINDO)<br>The Association of Indonesian Mining Professionals     | Dr. Ir. Bambang Setiawan |
| <i>MGEI CEO Forum 2025</i>                                                                                                                                              | 20 Februari 2025<br>February 20, 2025       | Masyarakat Geologi Ekonomi Indonesia (MGEI)<br>Indonesian Society of Economic Geologists – KCM- MGEI     | Dr. Ir. Bambang Setiawan |
| Seminar Nasional BK3N Pertambangan 2025<br>National Seminar BK3N Mining 2025                                                                                            | 26 Februari 2025<br>February 26, 2025       | PERHAPI                                                                                                  | Dr. Ir. Bambang Setiawan |
| Diskusi tentang Royalti Nikel<br>Discussion on Nickel Royalties                                                                                                         | 12 Maret 2025<br>March 12, 2025             | PERHAPI                                                                                                  | Dr. Ir. Bambang Setiawan |
| <i>China Economic Outlook: Implications for Indonesia</i>                                                                                                               | 19 Maret 2025<br>March 19, 2025             | Djakarta Mining Club                                                                                     | Dr. Ir. Bambang Setiawan |
| <i>PYC International Energy Conference 2025</i>                                                                                                                         | 23 Agustus 2025<br>August 23, 2025          | PYC International Energy Conference                                                                      | Dr. Ir. Bambang Setiawan |
| <i>MGEI Business Forum 2025</i>                                                                                                                                         | 26 Agustus 2025<br>August 26, 2025          | MGEI                                                                                                     | Dr. Ir. Bambang Setiawan |
| Isu Strategis Industri Pertambangan: Tata Kelola, Kepatuhan, dan Risiko<br>Strategic Issues in the Mining Industry: Governance, Compliance, and Risk                    | 27 Agustus 2025<br>August 27, 2025          | Badan Pemeriksa Keuangan Republik Indonesia (BPK RI)<br>The Audit Board of the Republic of Indonesia     | Dr. Ir. Bambang Setiawan |
| <i>Sinar Mas Digital Day 2025 : Together We Go Far, Fast, Towards Infinite Future</i>                                                                                   | 4 Oktober 2025<br>October 4, 2025           | Sinar Mas                                                                                                | Ketut Sanjaya            |
| <i>21st IPOC Indonesian Palm Oil Conference 2025 and 2026 Price Outlook</i>                                                                                             | 12-14 November 2025<br>November 12-14, 2025 | Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)<br>Indonesian Palm Oil Association (IPOA)              | Ketut Sanjaya            |
| <i>CEO School - Management Inspiration Program</i>                                                                                                                      | 5 Februari 2025<br>February 5, 2025         | PERSOLKELLY Consulting dan PT Bursa Efek Indonesia<br>PERSOLKELLY Consulting dan PT Bursa Efek Indonesia | Bonifasius               |



| Topik<br>Topics                                                                                                                                                                                                                                                                                            | Waktu<br>Time                                     | Penyelenggara<br>Organizer                                                                                              | Peserta<br>Participant          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| Narasumber Podcast 'Bincang Emiten' tema: Transformasi dan Pertumbuhan Perjalanan PT Golden Energy Mines Tbk<br>Speaker at Podcast "Issuer's Discussion" theme: Transformation and Growth Journey of PT Golden Energy Mines Tbk                                                                            | 11 September 2025<br>September 11, 2025           | Asosiasi Emiten Indonesia<br>Indonesian Issuers Association                                                             | Bonifasius                      |
| Coaltrans Asia 2025                                                                                                                                                                                                                                                                                        | 21 - 23 September 2025<br>September 21 - 23, 2025 | Coaltrans dan   and Fastmarkets                                                                                         | Bonifasius, Paulus Yuniardi     |
| <i>Economic Outlook 2025</i>                                                                                                                                                                                                                                                                               | 25 Juni 2025<br>June 25, 2025                     | PT ABM Investama Tbk                                                                                                    | Iwan Hermawan                   |
| <i>Coal Industry Outlook 2025</i>                                                                                                                                                                                                                                                                          | 30 Juli 2025<br>July 30, 2025                     | PT ABM Investama Tbk                                                                                                    | Iwan Hermawan                   |
| <i>Minerba Convex</i>                                                                                                                                                                                                                                                                                      | 15 Oktober 2025<br>October 15, 2025               | Kementerian ESDM<br>Ministry of ESDM                                                                                    | Iwan Hermawan                   |
| <i>Big Alpha Business Summit 2025</i>                                                                                                                                                                                                                                                                      | 19 Desember 2025<br>December 19, 2025             | Big Alpha dan AEI                                                                                                       | Iwan Hermawan, Yoghi Nuswantoro |
| <i>Speaker Sharing Session Komatsu Kalimantan Timur Topik: Coal Industry Opportunities and Challenges in a Volatile Energy Landscape</i>                                                                                                                                                                   | 3 Desember 2025<br>December 3, 2025               |                                                                                                                         | Raden Utoro                     |
| <i>Workshop: Seminar Pajak Manajemen SPT Masa dan PPh pada Sistem Coretax</i><br>Workshop: Tax Seminar on Monthly Tax Return and Income Tax (PPh) Management in the Coretax System                                                                                                                         | 2 Februari 2025<br>February 2, 2025               | Ikatan Konsultan Pajak Indonesia (IKPI) Cabang Kota Tangerang<br>Indonesian Tax Consultant Association Tangerang Branch | Suhendra                        |
| <i>Key Speaker FGD Bank Indonesia Kalimantan Selatan, Topik: Arah &amp; Tracking Perkembangan Produksi Batu bara 2025</i><br>Key Speaker – Bank Indonesia South Kalimantan FGD<br>Topic: Direction & Tracking of Coal Production Development 2025                                                          | 13 Februari 2025<br>February 13, 2025             | ...                                                                                                                     | Suhendra                        |
| <i>Training of Trainers: Edukasi Pengisian SPT Tahunan PPh OP (F-1770) dan PPh Badan (F-1771) Khusus Wajib Pajak UMKM (WPOP) Tahun 2024 Secara Nasional</i><br>Training of Trainers: Annual Tax Return Filing Personal PPh (F-1770) and Entity PPh (F-1771) for MSME Taxpayers (WPOP) – FY 2024 (National) | 27 Februari 2025<br>February 27, 2025             | IKPI Pusat<br>IKPI Pusat                                                                                                | Suhendra                        |



| Topik<br>Topics                                                                                                                                                                                                                                                                                                                     | Waktu<br>Time                   | Penyelenggara<br>Organizer | Peserta<br>Participant |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|----------------------------|------------------------|
| Seminar: Panduan Menyusun Kertas Kerja bagi Konsultan Pajak dalam Rangka Pemberian Jasa Perpajakan yang Meliputi SPT Tahunan PPh Badan dan PPh Orang Pribadi ( <i>Tax Compliance</i> )<br>Seminar: Guidelines for Preparing Working Papers for Tax Consultants in Delivering Tax Services (Corporate and Individual Tax Compliance) | 18 Maret 2025<br>March 18, 2025 | IKPI Pusat                 | Suhendra               |
| Sosialisasi Pembinaan Profesi Konsultan Pajak dan Penyampaian Laporan Konsultan Pajak melalui SIKOP<br>Socialization on the Development of the Tax Consultant Profession and Submission of Tax Consultant Reports through SIKOP                                                                                                     | 11 April 2025<br>April 11, 2025 | IKPI Pusat                 | Suhendra               |
| PPL NTS IKPI: Tips & Cara Memulai Praktik sebagai Konsultan Profesional<br>PPL NTS IKPI: Tips and Strategies for Starting a Professional Consulting Practice                                                                                                                                                                        | 23 Mei 2025<br>May 23, 2025     | IKPI Pusat                 | Suhendra               |

## SISTEM PENGENDALIAN INTERNAL

### Internal Control System

Sistem pengendalian internal diterapkan untuk memastikan kegiatan usaha berjalan sesuai prosedur serta menjaga kepercayaan pemangku kepentingan. Sistem ini dijalankan melalui kolaborasi antara fungsi evaluasi operasional yang dilakukan oleh Satuan Kerja Audit Internal (SKAI) dan fungsi pengawasan independen yang dilaksanakan oleh Komite Audit.

Di tingkat pengawasan, Dewan Komisaris dibantu oleh Komite Audit yang bertanggung jawab menelaah validitas informasi keuangan, mengawasi efektivitas manajemen risiko, serta memberikan rekomendasi terkait penunjukan auditor eksternal.

Di tingkat operasional, fungsi pengendalian dijalankan oleh Satuan Kerja Audit Internal (SKAI) yang bertanggung jawab langsung kepada Presiden Direktur. SKAI berperan memberikan evaluasi objektif terhadap efisiensi operasional dan kepatuhan prosedur di seluruh unit kerja. Kedua unit ini beroperasi secara independen untuk menciptakan mekanisme *check and balance* yang memperkuat fondasi tata kelola Perseroan.

The internal control system is implemented to ensure that business activities are conducted in accordance with established procedures while maintaining stakeholder trust. This system operates through the collaboration between operational evaluation functions carried out by the Internal Audit Unit (SKAI) and independent oversight functions performed by the Audit Committee.

At the supervisory level, the Board of Commissioners is supported by the Audit Committee, which is responsible for reviewing the validity of financial information, overseeing the effectiveness of risk management, and providing recommendations regarding the appointment of external auditors.

At the operational level, the control function is carried out by the Internal Audit Unit (SKAI), which reports directly to the President Director. SKAI provides objective evaluations of operational efficiency and procedural compliance across all business units. Both units operate independently to establish a check and balance mechanism that strengthens the Company's governance framework.



## MANAJEMEN RISIKO

### Risk Management

[OJK E.3]

Fungsi manajemen risiko Perseroan dikelola oleh Departemen Manajemen Risiko yang berada di bawah koordinasi Direksi. Departemen tersebut bertugas mengidentifikasi, mengukur, memantau, dan mengendalikan risiko yang timbul dalam kegiatan operasional. Cakupan risiko yang dikelola tidak hanya terbatas pada aspek finansial dan operasional, tetapi juga terintegrasi dengan risiko aspek ekonomi, lingkungan hidup, dan sosial (ESG).

Direksi melakukan evaluasi berkala terhadap penerapan manajemen risiko, sementara Dewan Komisaris memantau laporan mengenai efektivitas pengendalian risiko sebagai bagian dari fungsi pengawasan. Hasil pemantauan dimanfaatkan oleh Direksi untuk memperbarui strategi pengelolaan risiko Perseroan.

The Company's risk management function is managed by the Risk Management Department under the coordination of the Board of Directors. This department is responsible for identifying, measuring, monitoring, and controlling risks arising from operational activities. The scope of risk management extends beyond financial and operational aspects, encompassing economic, environmental, and social (ESG) risks.

The Board of Directors conducts periodic evaluations of risk management implementation, while the Board of Commissioners monitors reports on the effectiveness of risk controls as part of its supervisory function. The results of this monitoring are utilized by the Board of Directors to continuously update and refine the Company's risk management strategies.

## WHISTLEBLOWING SYSTEM

[GRI 2-25] [GRI 2-26] [OJK F.24]

Perseroan menyediakan *Whistleblowing System* (WBS) sebagai sarana pelaporan dugaan pelanggaran hukum, *fraud*, korupsi, pelanggaran kode etik, pelanggaran K3, serta dampak negatif yang ditimbulkan oleh aktivitas operasional Perseroan. Mekanisme ini dapat diakses oleh seluruh pemangku kepentingan tanpa risiko intimidasi atau tindakan pembalasan karena Perseroan melindungi kerahasiaan identitas pelapor.

Pelaporan dapat dilakukan melalui beberapa media yang telah disediakan:

The Company provides a Whistleblowing System (WBS) as a reporting channel for suspected violations of law, fraud, corruption, breaches of the Code of Ethics, OHS violations, as well as negative impacts arising from the Company's operational activities. This mechanism is accessible to all stakeholders without risk of intimidation or retaliation, as the Company ensures the confidentiality of whistleblowers' identities.

Reports can be submitted through several available channels:



#### Email

whistleblower@goldenenergymines.com



#### Surat | Mail

Whistleblowing Team, PT Golden Energy Mines Tbk, Sinarmas Land Plaza Tower II, Lt. 6, Jl. MH Thamrin No. 51, Jakarta Pusat, 10350



#### Formulir online pada situs web Perseroan | Online Form on the Company Website

<https://www.goldenenergymines.com/corporate-governance/risk-and-compliance/whistle-blowing-system/>

Setiap laporan diterima oleh *Whistleblowing Team*, kemudian dilakukan verifikasi untuk menilai kelengkapan dan kesesuaian bukti. Laporan yang dinilai relevan akan diinvestigasi secara internal sesuai Pedoman Sistem Pelaporan Pelanggaran. Jika pelanggaran terbukti, sanksi diberikan sesuai ketentuan yang berlaku.

Dampak negatif yang teridentifikasi melalui mekanisme pelaporan ditangani melalui proses remediasi yang mencakup pemulihan dampak, perbaikan sistem dan prosedur terkait, penyelesaian dengan pihak terdampak, serta penerapan tindakan pencegahan agar kejadian serupa tidak terulang.

Perseroan melakukan sosialisasi dan pelatihan secara berkala untuk menjelaskan cara penggunaan WBS sekaligus mendorong partisipasi pelaporan yang lebih aktif. Selain itu, diadakan evaluasi dua arah yang memungkinkan para pemangku kepentingan memberikan masukan langsung terkait kendala yang dihadapi. Umpan balik yang diterima kemudian digunakan untuk menyempurnakan desain sistem agar semakin responsif dan mudah digunakan.

Sepanjang tahun pelaporan, Perseroan tidak menerima laporan terkait pelanggaran etika maupun pelanggaran hukum melalui *e-mail*, surat, atau formulir *online*. Perseroan juga tidak mendapatkan sanksi moneter maupun non-moneter akibat ketidakpatuhan terhadap hukum. [GRI 2-27]

Each report is received by the Whistleblowing Team, followed by a verification process to assess the completeness and relevance of the evidence. Reports deemed valid are investigated internally in accordance with the Whistleblowing System Guidelines. If a violation is proven, sanctions are imposed in line with applicable regulations.

Negative impacts identified through the reporting mechanism are addressed through a remediation process that includes impact recovery, improvements to related systems and procedures, resolution with affected parties, and the implementation of preventive measures to avoid recurrence.

The Company conducts regular socialization and training to explain the use of the WBS while encouraging more active participation in reporting. In addition, two-way evaluations are carried out, allowing stakeholders to provide direct feedback on challenges encountered. The feedback received is used to enhance the system design, making it more responsive and user-friendly.

Throughout the reporting year, the Company did not receive any reports related to ethical or legal violations through email, letters, or online forms. The Company also did not incur any monetary or non-monetary sanctions due to non-compliance with laws. [GRI 2-27]

## ANTIKORUPSI

### Anti-Corruption

[GRI 205-1] [GRI 12.20.2]

Perseroan menjunjung tinggi integritas operasional dengan menerapkan prinsip *zero tolerance* terhadap segala bentuk praktik korupsi, suap, dan gratifikasi. Prinsip tegas ini dituangkan dalam Kode Etik dan Kebijakan Antikorupsi yang berlaku bagi seluruh individu dalam perusahaan.

Perseroan berupaya menumbuhkan budaya antikorupsi dengan sosialisasi rutin agar setiap karyawan dan pemangku kepentingan memahami standar etika, prosedur pelaporan, serta konsekuensi

The Company upholds operational integrity by implementing a zero tolerance policy toward all forms of corruption, bribery, and gratification. This strict principle is formalized in the Code of Conduct and Anti-Corruption Policy applicable to all individuals within the Company.

The Company strives to foster an anti-corruption culture through regular socialization, ensuring that all employees and stakeholders understand ethical standards, reporting procedures, and the



hukum dari tindakan korupsi. Pelatihan antikorupsi juga dilakukan untuk meningkatkan kemampuan karyawan dalam mendeteksi dan mencegah potensi kecurangan. Sosialisasi dilakukan melalui situs internal, *e-mail* perusahaan, dan penandatanganan pakta integritas sehingga pesan yang disampaikan tidak hanya bersifat informatif tetapi juga melekat dalam keseharian kerja.

Sebagai bagian dari upaya pencegahan dan deteksi praktik korupsi, Perseroan melaksanakan audit internal secara berkala setiap dua tahun sekali. Audit ini dilakukan oleh tim Governance & Compliance pada Divisi Procurement dengan fokus pada penilaian kepatuhan terhadap kebijakan pengadaan, efektivitas pengendalian internal, serta identifikasi potensi risiko fraud dalam proses pengadaan barang dan jasa. Hasil audit didokumentasikan secara formal dan menjadi dasar bagi manajemen untuk melakukan tindak lanjut perbaikan terhadap temuan yang teridentifikasi.

Selain mekanisme pengawasan internal yang telah berjalan, Perseroan juga merencanakan langkah penguatan lebih lanjut melalui pelaksanaan audit eksternal serta pemanfaatan teknologi berbasis analitik data dan kecerdasan buatan (AI) untuk mendukung proses *fraud detection*. Audit eksternal direncanakan mulai dilaksanakan pada semester II tahun 2026 untuk memberikan perspektif independen dalam evaluasi efektivitas pengendalian anti korupsi. Sementara itu, pemanfaatan teknologi/AI dalam proses pemantauan transaksi dan identifikasi anomali direncanakan untuk mulai diimplementasikan secara bertahap pada akhir tahun 2026.

Langkah-langkah tersebut diharapkan dapat semakin memperkuat sistem pengendalian internal Perseroan dalam mencegah dan mendeteksi potensi praktik korupsi serta meningkatkan transparansi dan akuntabilitas dalam proses bisnis.

Upaya mitigasi risiko korupsi Perseroan difokuskan kepada edukasi antikorupsi yang dilaksanakan secara konsisten. Seluruh (100%) Dewan Komisaris, Direksi, karyawan, dan mitra bisnis telah mengikuti sosialisasi dan pelatihan antikorupsi. Efektivitas dari penerapan prinsip integritas dan program edukasi tercermin dari tidak adanya insiden korupsi atau

legal consequences of corrupt practices. Anti-corruption training is also conducted to enhance employees' ability to detect and prevent potential fraud. Socialization is carried out through internal platforms, corporate email, and the signing of integrity pacts, ensuring that the messages delivered are not only informative but also embedded in daily work practices.

As part of corruption prevention and detection efforts, the Company conducts internal audits on a biennial basis. These audits are carried out by the Governance & Compliance team within the Procurement Division, focusing on compliance with procurement policies, the effectiveness of internal controls, and the identification of potential fraud risks in goods and services procurement processes. Audit results are formally documented and serve as a basis for management to implement corrective actions on identified findings.

In addition to existing internal oversight mechanisms, the Company plans to further strengthen its approach through external audits and the utilization of data analytics and artificial intelligence (AI) technologies to support fraud detection processes. External audits are planned to commence in the second semester of 2026 to provide an independent perspective on the effectiveness of anti-corruption controls. Meanwhile, the use of AI-based technologies for transaction monitoring and anomaly detection is planned to be implemented gradually starting at the end of 2026.

These measures are expected to further strengthen the Company's internal control system in preventing and detecting potential corruption practices, while enhancing transparency and accountability in business processes.

The Company's corruption risk mitigation efforts are focused on consistent anti-corruption education. All (100%) members of the Board of Commissioners, Board of Directors, employees, and business partners have participated in anti-corruption socialization and training. The effectiveness of integrity principles and educational programs



*fraud* yang terkonfirmasi di lingkungan Perseroan sepanjang tahun pelaporan.

[GRI 205-3] [GRI 12.20.4]

is reflected in the absence of any confirmed incidents of corruption or fraud within the Company throughout the reporting year.

[GRI 205-3] [GRI 12.20.4]

### Komunikasi dan Pelatihan Antikorupsi Berdasarkan Kategori Karyawan

Anti-Corruption Communication and Training by Employee Category

[GRI 205-2] [GRI 12.20.3]

| Posisi             | Telah Dikomunikasikan Oleh Organisasi Mengenai Kebijakan dan Prosedur Antikorupsi<br>Has Communicated the Anti-Corruption Policies and Procedures |       | Telah Mengikuti Pelatihan Antikorupsi<br>Has Attended Anti Corruption Training |       | Position               |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------|-------|------------------------|
|                    | Jumlah Total                                                                                                                                      | %     | Jumlah Total                                                                   | %     |                        |
| Dewan Komisaris    | 6                                                                                                                                                 | 0,9%  | 6                                                                              | 0,9%  | Board of Commissioners |
| Direksi            | 6                                                                                                                                                 | 0,9%  | 6                                                                              | 0,9%  | Board of Directors     |
| Business Unit Head | 6                                                                                                                                                 | 0,9%  | 6                                                                              | 0,9%  | Business Unit Head     |
| Division Head      | 36                                                                                                                                                | 5,3%  | 36                                                                             | 5,3%  | Division Head          |
| Department Head    | 93                                                                                                                                                | 13,8% | 93                                                                             | 13,8% | Department Head        |
| Section Head       | 206                                                                                                                                               | 30,5% | 206                                                                            | 30,5% | Section Head           |
| Team Leader        | 242                                                                                                                                               | 36%   | 242                                                                            | 36%   | Team Leader            |
| Staf               | 31                                                                                                                                                | 4,6%  | 31                                                                             | 4,6%  | Staff                  |
| Non-Staf           | 48                                                                                                                                                | 7,1%  | 48                                                                             | 7,1%  | Non-Staff              |
| Total              | 674                                                                                                                                               | 100%  | 674                                                                            | 100%  | Total                  |

### Komunikasi dan Pelatihan Antikorupsi Berdasarkan Wilayah

Anti-Corruption Communication and Training by Region

[GRI 205-2] [GRI 12.20.3]

| Wilayah                  | Telah Dikomunikasikan Oleh Organisasi Mengenai Kebijakan dan Prosedur Antikorupsi<br>Has Communicated the Anti-Corruption Policies and Procedures |    | Telah Mengikuti Pelatihan Antikorupsi<br>Has Attended Anti Corruption Training |    | Area                   |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----|--------------------------------------------------------------------------------|----|------------------------|
|                          | Jumlah Total                                                                                                                                      | %  | Jumlah Total                                                                   | %  |                        |
| Kalimantan Selatan (BIB) | 423                                                                                                                                               | 80 | 423                                                                            | 80 | South Kalimantan (BIB) |
| Jambi (KIM)              | 58                                                                                                                                                | 11 | 58                                                                             | 11 | Jambi (KIM)            |
| Sumatera Selatan (BSL)   | 46                                                                                                                                                | 9  | 46                                                                             | 9  | South Sumatera (BSL)   |



### Mitra Bisnis yang Mendapat Komunikasi Antikorupsi

Business Partners Who Received Anti-Corruption Communication

[GRI 205-2] [GRI 12.20.3]

| Keterangan     | Jumlah<br>Total | Persentase (%)<br>Percentage (%) | Description       |
|----------------|-----------------|----------------------------------|-------------------|
| Penyedia Jasa  | 389             | 100%                             | Service Suppliers |
| Pemasok Barang | 283             | 100%                             | Goods Suppliers   |
| TOTAL          | 672             | 100%                             | TOTAL             |

Pada periode pelaporan, terdapat 0 (nol) kontrak mitra bisnis yang dihentikan atau tidak diperpanjang akibat pelanggaran terkait korupsi.

During the reporting period, there were 0 (zero) business partner contracts terminated or not renewed due to corruption-related violations.

## PENDEKATAN TERHADAP TRANSPARANSI KONTRAK

### Approach to Contract Transparency

[GRI 12.20.5]

Perseroan memegang Izin Usaha Pertambangan (IUP) yang diberikan oleh pemerintah. Izin ini mencakup dua tahap utama, yakni IUP Eksplorasi dan IUP Operasi Produksi, yang menjamin bahwa seluruh aktivitas pertambangan Perseroan dilaksanakan secara legal, bertanggung jawab, dan selaras dengan prinsip keberlanjutan serta kaidah teknik pertambangan yang baik (*Good Mining Practice*).

Data IUP Perseroan dapat diakses publik melalui platform Minerba One Data Indonesia (MODI) yang dikelola oleh Kementerian ESDM. Sistem ini memungkinkan publik mengakses status, lokasi, dan jenis komoditas IUP untuk mendukung keterbukaan informasi dan pengawasan sektor pertambangan. IUP Perseroan dapat diakses melalui tautan berikut: <https://minerbaone.esdm.go.id/publik/badan-usaha/>

The Company holds Mining Business Licenses (IUP) granted by the government. These licenses cover two main stages, namely the Exploration IUP and the Production Operation IUP, ensuring that all mining activities are conducted legally, responsibly, and in alignment with sustainability principles as well as Good Mining Practice standards.

The Company's IUP data is publicly accessible through the Minerba One Data Indonesia (MODI) platform managed by the Ministry of Energy and Mineral Resources. This system enables the public to access information on the status, location, and type of IUP commodities, thereby supporting transparency and oversight in the mining sector. The Company's IUP can be accessed through the following link: <https://minerbaone.esdm.go.id/publik/badan-usaha/>

## PIHAK YANG BERHAK ATAS MANFAAT ORGANISASI DALAM INDUSTRI PERTAMBANGAN

### Stakeholders Entitled to Organizational Benefits in the Mining Industry

[GRI 12.20.6]

Beberapa pemangku kepentingan berhak atas manfaat yang dihasilkan Perseroan, baik secara langsung maupun tidak langsung. Pihak-pihak tersebut meliputi:

1. Pemegang Saham dan Investor
  - Mendapatkan manfaat berupa keuntungan finansial, dividen, dan peningkatan nilai investasi.
  - Berhak atas transparansi laporan keuangan dan keberlanjutan operasional.
2. Karyawan dan Tenaga Kerja
  - Mendapatkan manfaat berupa gaji, tunjangan, jaminan keselamatan kerja, dan kesempatan pengembangan karier.
  - Berhak atas lingkungan kerja yang aman dan kepastian hukum terkait hubungan kerja.
3. Mitra Bisnis dan Pemasok
  - Mendapatkan manfaat berupa peluang bisnis, kontrak kerja sama, dan kepastian pembayaran.
  - Berhak atas perlakuan yang adil, transparansi dalam proses pengadaan, dan kepatuhan terhadap standar etika bisnis.
4. Pemerintah dan Regulator
  - Mendapatkan manfaat berupa pajak, royalti, serta kepatuhan terhadap regulasi lingkungan dan sosial.
  - Berhak atas kepatuhan terhadap hukum, standar keberlanjutan, dan kontribusi terhadap pembangunan nasional.
5. Masyarakat Lokal dan Masyarakat Adat
  - Mendapatkan manfaat dalam bentuk program pengembangan masyarakat, penciptaan lapangan kerja, dan investasi sosial.
  - Berhak atas keterlibatan dalam pengambilan keputusan yang mempengaruhi lingkungan dan kehidupan mereka.
6. Lembaga Keuangan dan Kreditor
  - Mendapatkan manfaat berupa pembayaran utang dan kepastian keberlanjutan keuangan perusahaan.
  - Berhak atas akses informasi terkait kinerja keuangan dan manajemen risiko perusahaan.

Several stakeholders are entitled to benefits generated by the Company, either directly and indirectly. These include:

1. Shareholders and Investors
  - Receive benefits in the form of financial returns, dividends, and increased investment value.
  - Entitled to transparency in financial reporting and operational sustainability.
2. Employees and Workforce
  - Receive benefits such as salaries, allowances, occupational safety protection, and career development opportunities.
  - Entitled to a safe working environment and legal certainty regarding employment relationships.
3. Business Partners and Suppliers
  - Receive benefits in the form of business opportunities, contractual agreements, and payment certainty.
  - Entitled to fair treatment, transparency in procurement processes, and adherence to business ethics standards.
4. Government and Regulators
  - Receive benefits in the form of taxes, royalties, and compliance with environmental and social regulations.
  - Entitled to legal compliance, adherence to sustainability standards, and contributions to national development.
5. Local Communities and Indigenous Peoples
  - Receive benefits through community development programs, job creation, and social investments.
  - Entitled to participation in decision-making processes that affect their environment and livelihoods.
6. Financial Institutions and Creditors
  - Receive benefits in the form of debt repayment and assurance of the Company's financial sustainability.
  - Entitled to access information related to the Company's financial performance and risk management.



Perseroan mengidentifikasi pihak yang berhak atas manfaat dalam hubungan bisnis, termasuk usaha bersama (*joint venture*) dan pemasok, melalui beberapa mekanisme berikut:

#### 1. Analisis Pemangku Kepentingan

Melakukan pemetaan pemangku kepentingan untuk mengidentifikasi pihak yang memiliki kepentingan terhadap operasional perusahaan dan mitra bisnis.

#### 2. Evaluasi Dampak dan Manfaat

Menganalisis dampak ekonomi, sosial, dan lingkungan dari hubungan bisnis terhadap mitra usaha bersama, pemasok, dan komunitas terkait.

#### 3. Kepatuhan terhadap Regulasi dan Standar Industri

Memastikan mitra bisnis memenuhi standar hukum, etika, dan lingkungan dalam operasionalnya.

#### 4. Pelibatan dan Konsultasi dengan Pemangku Kepentingan

Mengadakan dialog dengan mitra bisnis, komunitas lokal, dan pemerintah untuk memastikan semua pihak mendapatkan manfaat secara adil.

The Company identifies parties entitled to benefits within its business relationships, including joint ventures and suppliers, through the following mechanisms:

#### 1. Stakeholder Analysis

Conducting stakeholder mapping to identify parties with an interest in the Company's operations and business partnerships.

#### 2. Impact and Benefit Assessment

Analyzing the economic, social, and environmental impacts of business relationships on joint venture partners, suppliers, and related communities.

#### 3. Compliance with Regulations and Industry Standards

Ensuring that business partners adhere to legal, ethical, and environmental standards in their operations.

#### 4. Stakeholder Engagement and Consultation

Conducting dialogues with business partners, local communities, and government authorities to ensure that all parties receive fair and equitable benefits.

## BENTURAN KEPENTINGAN DAN KETERBUKAAN TRANSAKSI AFILIASI

### Conflict of Interest and Disclosure of Related Party Transactions

[GRI 2-15]

Perseroan menerapkan kebijakan ketat untuk mencegah dan memitigasi potensi benturan kepentingan yang dapat memengaruhi objektivitas pengambilan keputusan oleh badan tata kelola tertinggi. Pencegahan dilakukan melalui pemisahan peran dan larangan rangkap jabatan antara Dewan Komisaris dan Direksi sesuai Undang-Undang Perseroan Terbatas No. 40 Tahun 2007.

Pengendalian benturan kepentingan juga diatur melalui kebijakan internal seperti Piagam Direksi dan Piagam Komisaris yang memuat pedoman transparansi, ketentuan rangkap jabatan, serta batasan wewenang. Selain itu, Kebijakan Suksesi Dewan Komisaris dan Direksi mengharuskan pengungkapan apabila terdapat benturan kepentingan dalam usulan kandidat yang diajukan

The Company implements strict policies to prevent and mitigate potential conflicts of interest that may affect the objectivity of decision-making by its highest governance bodies. Prevention measures include the segregation of roles and prohibition of dual positions between the Board of Commissioners and the Board of Directors, in accordance with Law No. 40 of 2007 on Limited Liability Companies.

Conflict of interest controls are further governed through internal policies such as the Board Manual for the Board of Directors and the Board of Commissioners Charter, which outline guidelines on transparency, multiple positions, and authority limitations. In addition, the Succession Policy for the Board of Commissioners and Board of Directors requires disclosure in the event of any conflict of



pada RUPS. Proses mitigasi benturan kepentingan dijalankan oleh Komite Audit yang menganalisis potensi risiko dan memberikan rekomendasi kepada Dewan Komisaris untuk menentukan langkah pengelolaan risiko yang diperlukan.

Perseroan menaruh perhatian khusus pada pengelolaan transaksi afiliasi, yaitu transaksi bisnis dengan pihak yang memiliki keterkaitan tertentu dengan Perseroan sehingga memerlukan pengawasan tambahan untuk menjaga independensi keputusan. Perseroan menjalankan transaksi tersebut sesuai ketentuan POJK 42/2020 dengan penerapan prinsip kewajaran (*arm's length basis*). Pada tahun pelaporan, seluruh transaksi afiliasi telah melalui prosedur perbandingan sehingga seluruh transaksi berjalan secara normal dan bebas dari pengaruh kepentingan pihak terkait.

interest in proposed candidates at the GMS. The mitigation of conflict of interest is carried out by the Audit Committee, which analyzes potential risks and provides recommendations to the Board of Commissioners to determine the appropriate risk management measures.

The Company places particular emphasis on the management of related party transactions, defined as business transactions involving parties with specific relationships to the Company, thereby requiring additional oversight to maintain decision-making independence. The Company conducts such transactions in accordance with POJK No. 42/2020 by applying the arm's length basis principle. During the reporting year, all related party transactions underwent benchmarking procedures, ensuring that they were conducted under normal conditions and free from undue influence by related parties.

## KOMUNIKASI KEJADIAN LUAR BIASA

### Communication of Critical Incidents

[GRI 2-16]

Kejadian luar biasa merujuk pada peristiwa yang menimbulkan atau berpotensi menimbulkan dampak negatif kepada pemangku kepentingan. Jika situasi ini terjadi, Kepala Teknik Tambang atau unit terkait menyampaikan laporan kepada Manajemen sebelum diteruskan kepada Direksi melalui rapat internal. Sepanjang tahun pelaporan, tidak terdapat kejadian luar biasa yang dikomunikasikan kepada Direksi atau Dewan Komisaris.

Critical incidents refer to events that have caused or may potentially cause negative impacts on stakeholders. In such situations, the Head of Mining Engineering or the relevant unit reports the incident to Management before it is escalated to the Board of Directors through internal meetings. During the reporting year, there were no critical incidents communicated to the Board of Directors or the Board of Commissioners.

## KONTRIBUSI POLITIK

### Political Contributions

[GRI 415-1] [GRI 12.22.2]

Perseroan tidak memberikan dana kontribusi politik kepada pihak mana pun selama tahun pelaporan. Selain itu, Perseroan tidak terlibat dalam pengembangan kebijakan publik maupun kegiatan lobi, serta bukan merupakan anggota asosiasi yang berpartisipasi dalam kegiatan tersebut.

The Company did not make any political contributions to any parties during the reporting year. In addition, the Company was not involved in public policy development or lobbying activities and is not a member of any association engaged in such activities.



## PELIBATAN PEMANGKU KEPENTINGAN

### Stakeholder Engagement

[GRI 2-29] [OJK E.4]

Perseroan melibatkan pemangku kepentingan untuk memastikan bahwa aspirasi dan kebutuhan mereka menjadi pertimbangan dalam setiap pengambilan keputusan. Identifikasi pemangku kepentingan dilakukan dengan mempertimbangkan peran, kebutuhan, dan pengaruh pemangku kepentingan terhadap keberlangsungan kegiatan usaha. Perseroan berupaya menciptakan interaksi yang bermakna dengan pemangku kepentingan melalui pendekatan dialog dua arah yang inklusif untuk menyelaraskan ekspektasi serta membangun kolaborasi yang saling menguntungkan.

The Company engages stakeholders to ensure that their aspirations and needs are considered in every decision-making process. Stakeholder identification is carried out by considering their roles, needs, and influence on the sustainability of business operations. The Company strives to create meaningful interactions with stakeholders through an inclusive two-way dialogue approach to align expectations and build mutually beneficial collaboration.

Berikut adalah pemangku kepentingan yang dilibatkan dalam proses pengambilan keputusan di Perseroan:

The following stakeholders are involved in the Company's decision-making processes:

| Kelompok Pemangku Kepentingan<br>Stakeholders Group | Dasar Pemilihan<br>Basis for Selection                                                                                                                                    | Kebutuhan Pemangku Kepentingan<br>Stakeholder Needs                                                                                                                                                                                                                               | Respon Terhadap Pemangku Kepentingan<br>Response to Stakeholders                                                                                                                                                                                                                       | Metode Pelibatan<br>Engagement Methods                                                                                                                                                                                                                                                                                                   | Frekuensi Pelaksanaan<br>Implementation Frequency                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pemegang Saham<br>Shareholders                      | <ul style="list-style-type: none"> <li>Tanggung jawab</li> <li>Ketergantungan</li> <li>Pengaruh</li> <li>Responsibility</li> <li>Dependency</li> <li>Influence</li> </ul> | <ul style="list-style-type: none"> <li>Kondisi keuangan Perusahaan</li> <li>Akuntabilitas</li> <li>Kinerja sosial, lingkungan, dan tata kelola</li> <li>Company financial condition</li> <li>Accountability</li> <li>Social, environmental, and governance performance</li> </ul> | <ul style="list-style-type: none"> <li>Merumuskan strategi untuk meningkatkan kinerja Perseroan</li> <li>Menerapkan kegiatan bisnis yang berkelanjutan</li> <li>Formulating strategies to improve Company performance</li> <li>Implementing sustainable business activities</li> </ul> | <ul style="list-style-type: none"> <li>Melakukan pemutakhiran informasi kinerja keuangan</li> <li>Menyampaikan Laporan Tahunan dan Laporan Keberlanjutan</li> <li>Mengadakan pertemuan dengan para Pemegang Saham</li> <li>Memuat berbagai informasi pada kolom "Hubungan Investor" yang terdapat di <i>website</i> Perseroan</li> </ul> | <ul style="list-style-type: none"> <li>Pelaksanaan Rapat Umum Pemegang Saham setiap tahun dan sesuai kebutuhan</li> <li>Pelaporan setiap tahun atau sesuai kebutuhan</li> <li>Annual General Meeting of Shareholders conducted annually and as needed</li> <li>Reporting conducted annually or as required</li> </ul> |

| Kelompok Pemangku Kepentingan Stakeholders Group   | Dasar Pemilihan Basis for Selection                                                                                           | Kebutuhan Pemangku Kepentingan Stakeholder Needs                                                                                                                                                                                                                                                                  | Respon Terhadap Pemangku Kepentingan Response to Stakeholders                                                                                                                                                                                                                                                                                                                                                                                          | Metode Pelibatan Engagement Methods                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Frekuensi Pelaksanaan Implementation Frequency                                                                                                                                                                                                                                                                              |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pemerintah dan Regulator Government and Regulators | <ul style="list-style-type: none"> <li>Tanggung Jawab</li> <li>Pengaruh</li> <li>Responsibility</li> <li>Influence</li> </ul> | <ul style="list-style-type: none"> <li>Kepatuhan terhadap peraturan</li> <li>Penerimaan pajak</li> <li>Pemenuhan izin usaha pertambangan (IUP)</li> <li>Compliance</li> <li>Compliance with regulations</li> <li>Tax revenue</li> <li>Fulfillment of Mining Business License (IUP)</li> <li>Compliance</li> </ul> | <ul style="list-style-type: none"> <li>Mengikuti perkembangan peraturan dan terbaru, serta memastikan pemenuhan seluruh peraturan yang berlaku</li> <li>Membayar kewajiban kepada pihak yang berwenang secara teratur dan sesuai aturan</li> <li>Following the latest regulatory developments and ensuring compliance with all applicable regulations</li> <li>Paying obligations to the authorities regularly and according to regulations</li> </ul> | <ul style="list-style-type: none"> <li>Regular updates on financial performance information</li> <li>Submission of Annual Report and Sustainability Report</li> <li>Meetings with shareholders</li> <li>Disclosure through the "Investor Relations" section on the Company's website</li> <li>Menyampaikan laporan kinerja dan kepatuhan Perseroan</li> <li>Melakukan pembayaran dan pelaporan pajak</li> <li>Melakukan sertifikasi dan penilaian oleh pihak independen</li> <li>Submitting reports on the Company's performance and compliance</li> <li>Paying and reporting taxes</li> <li>Certification and assessment by independent parties</li> </ul> | <ul style="list-style-type: none"> <li>Pertemuan berkala atau sesuai kebutuhan</li> <li>Pelaporan setiap tahun atau sesuai kebutuhan</li> <li>Pembayaran Kewajiban sesuai waktunya</li> <li>Regular meetings or needed</li> <li>Annual reporting or as needed</li> <li>Payment of obligations in a timely manner</li> </ul> |



| Kelompok Pemangku Kepentingan<br>Stakeholders Group | Dasar Pemilihan<br>Basis for Selection                                                                                                                                    | Kebutuhan Pemangku Kepentingan<br>Stakeholder Needs                                                                                                                                                                                                                                                                        | Respon Terhadap Pemangku Kepentingan<br>Response to Stakeholders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Metode Pelibatan<br>Engagement Methods                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Frekuensi Pelaksanaan<br>Implementation Frequency |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Karyawan<br>Employee                                | <ul style="list-style-type: none"> <li>Tanggung Jawab</li> <li>Ketergantungan</li> <li>Pengaruh</li> <li>Responsibility</li> <li>Dependency</li> <li>Influence</li> </ul> | <ul style="list-style-type: none"> <li>Praktik kerja yang adil</li> <li>Pengembangan kompetensi dan karir</li> <li>Pemenuhan aspek kesehatan dan keselamatan kerja</li> <li>Fair employment practices</li> <li>Competency and career development</li> <li>Fulfillment of occupational health and safety aspects</li> </ul> | <ul style="list-style-type: none"> <li>Memenuhi Perjanjian Kerja Bersama (PKB) dan prosedur kerja terkait karyawan</li> <li>Melakukan kegiatan pelatihan dan pendidikan, serta promosi atau mutasi</li> <li>Menciptakan lingkungan kerja yang aman, dilengkapi dengan berbagai fasilitas dan peralatan kesehatan dan keselamatan kerja yang memadai</li> <li>Fulfilling the Collective Labor Agreement (CLA) and work procedures related to employees</li> <li>Conducting training and education activities, as well as promotions or transfers</li> <li>Creating a safe working environment, equipped with adequate occupational health and safety facilities and equipment</li> </ul> | <ul style="list-style-type: none"> <li>Menyampaikan informasi terbaru tentang Perseroan kepada seluruh karyawan</li> <li>Melaksanakan program pelatihan, termasuk pendidikan intensif bagi calon pemimpin yang potensial</li> <li>Mensosialisasikan dan menyediakan sarana dan prasarana kesehatan dan keselamatan kerja bagi seluruh karyawan Perseroan</li> <li>Menyiapkan <i>Whistleblowing System</i> sebagai sarana pelaporan terkait praktik tidak adil atau tidak sesuai dengan peraturan di lingkungan kerja</li> <li>Providing the latest information about the Company to all employees</li> <li>Implementing training programs, including intensive education for potential future leaders</li> <li>Disseminating and providing occupational health and safety facilities and infrastructure for all Company employees</li> <li>Preparing a <i>Whistleblowing System</i> as a means of reporting unfair practices or non-compliance with regulations in the workplace.</li> </ul> | Sepanjang tahun<br>Throughout the year            |



| Kelompok Pemangku Kepentingan<br>Stakeholders Group | Dasar Pemilihan<br>Basis for Selection                                                                                               | Kebutuhan Pemangku Kepentingan<br>Stakeholder Needs                                                                                                                                                                    | Respon Terhadap Pemangku Kepentingan<br>Response to Stakeholders                                                                                                                                                                                                                                                                                                                                                           | Metode Pelibatan<br>Engagement Methods                                                                                                                                                                                                                                                                                                                                                                  | Frekuensi Pelaksanaan<br>Implementation Frequency    |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| Mitra Usaha<br>Business Partners                    | <ul style="list-style-type: none"> <li>Tanggung Jawab</li> <li>Ketergantungan</li> <li>Responsibility</li> <li>Dependency</li> </ul> | <ul style="list-style-type: none"> <li>Pengadaan barang/jasa yang adil dan bertanggung jawab</li> <li>Kepastian hukum</li> <li>Fair and responsible procurement of goods/ services</li> <li>Legal certainty</li> </ul> | <ul style="list-style-type: none"> <li>Melakukan proses tender yang terbuka dan adil</li> <li>Melakukan kerja sama yang jujur serta sesuai dengan kesepakatan kedua pihak yang diatur dalam peraturan yang berlaku</li> <li>Conducting an open and fair tender process</li> <li>Engaging in honest partnership in accordance with the agreement between the two parties as stipulated in applicable regulations</li> </ul> | <ul style="list-style-type: none"> <li>Melakukan proses tender sesuai peraturan dan ketentuan yang berlaku di Perseroan</li> <li>Memenuhi kesepakatan dan seluruh kewajiban yang dimiliki masing-masing pihak</li> <li>Conducting tender processes in accordance with the Company's provisions and regulations</li> <li>Complying with the agreements and all obligations held by each party</li> </ul> | Sepanjang tahun<br>Throughout the year               |
| Pelanggan<br>Customers                              | <ul style="list-style-type: none"> <li>Tanggung Jawab</li> <li>Ketergantungan</li> <li>Responsibility</li> <li>Dependency</li> </ul> | <ul style="list-style-type: none"> <li>Kualitas barang/ jasa</li> <li>Kegiatan bisnis yang berkelanjutan</li> <li>Quality of goods/ services</li> <li>Sustainable business activities</li> </ul>                       | <ul style="list-style-type: none"> <li>Menerapkan mekanisme kontrol yang ketat terhadap kualitas produk/jasa</li> <li>Menyediakan berbagai informasi terkait produk/ jasa Perseroan kepada pelanggan secara jujur</li> <li>Mengelola kegiatan bisnis yang berkelanjutan</li> </ul>                                                                                                                                         | <ul style="list-style-type: none"> <li>Memutakhirkan informasi pada situs web Perseroan</li> <li>Menyampaikan Laporan Tahunan dan Laporan Keberlanjutan</li> <li>Mengadakan pertemuan dengan para pelanggan</li> <li>Updating information on the Company's website</li> <li>Submitting Annual Reports and Sustainability Reports</li> <li>Holding meetings with customers</li> </ul>                    | Tahunan atau sesuai kebutuhan<br>Annual or As needed |



**Kelompok Pemangku Kepentingan**  
Stakeholders Group

**Dasar Pemilihan**  
Basis for Selection

**Kebutuhan Pemangku Kepentingan**  
Stakeholder Needs

**Respon Terhadap Pemangku Kepentingan**  
Response to Stakeholders

**Metode Pelibatan**  
Engagement Methods

**Frekuensi Pelaksanaan**  
Implementation Frequency

- Implementing strict quality control mechanisms for products/ services
- Providing honest information about the Company's products/ services to customers
- Managing sustainable business activities

**Komunitas Lokal**  
Local Communities

- Tanggung Jawab
- *Proximity* (kedekatan lokasi)
- Responsibility
- Proximity

- Pemberdayaan ekonomi masyarakat
- Penanganan dampak sosial
- Penanganan dampak lingkungan
- Economic empowerment of the community
- Addressing social impacts
- Addressing Environmental impacts

- Melibatkan masyarakat lokal melalui kesempatan kerja dan program pemberdayaan bagi masyarakat lokal
- Melakukan kegiatan konservasi lingkungan
- Melakukan survei IPM untuk mengukur tingkat keberhasilan program Perseroan dalam pembangunan masyarakat

- Mengadakan pertemuan dengan masyarakat lokal terkait pembahasan program yang akan dilaksanakan
- Melakukan berbagai program pengembangan masyarakat dan konservasi terhadap lingkungan
- Melakukan berbagai inovasi dalam kegiatan operasional untuk mengurangi dampak lingkungan
- Menyediakan sarana pengaduan bagi masyarakat

Sesuai rencana pelaksanaan  
As needed

| Kelompok Pemangku Kepentingan Stakeholders Group | Dasar Pemilihan Basis for Selection | Kebutuhan Pemangku Kepentingan Stakeholder Needs                                                  | Respon Terhadap Pemangku Kepentingan Response to Stakeholders                                                                                                                                                                                                                                                                          | Metode Pelibatan Engagement Methods                                                                                                                                                                                                                                                                                                                                        | Frekuensi Pelaksanaan Implementation Frequency |
|--------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
|                                                  |                                     |                                                                                                   | <ul style="list-style-type: none"> <li>Involving local Communities through employment opportunities and empowerment programs for local communities</li> <li>Conducting environmental conservation activities</li> <li>Conducting HDI surveys to measure the success rate of the Company's programs in community development</li> </ul> | <ul style="list-style-type: none"> <li>Holding meetings with local communities regarding program discussions to be implemented</li> <li>Implementing various community development and environmental conservation programs</li> <li>Innovating in operational activities to reduce environmental impact</li> <li>Providing complaint channels for the community</li> </ul> |                                                |
| Media                                            | Pengaruh Influence                  | Perkembangan informasi terkait kinerja Perseroan Information updates on the Company's performance | Menyediakan informasi yang relevan, jujur, dan tepat waktu Providing relevant, honest, and timely information                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Melakukan pemutakhiran informasi secara berkala pada <i>website</i> Perseroan</li> <li>Melaksanakan siaran pers dan/atau <i>media gathering</i></li> <li>Regularly updating information on the Company's website</li> <li>Conducting press conferences and/or media gatherings</li> </ul>                                           | Sesuai kebutuhan Sesuai kebutuhan              |



# LAPORAN TASK FORCE ON CLIMATE- RELATED FINANCIAL DISCLOSURES (TCFD) Task Force on Climate-Related Financial Disclosures (TCFD) Report

Pengungkapan iklim sesuai TCFD merupakan dasar bagi Perseroan untuk memastikan transparansi, akuntabilitas, dan integrasi manajemen risiko iklim dalam strategi bisnis secara berkesinambungan. Climate disclosures in accordance with the TCFD serve as a foundation for the Company to ensure transparency, accountability, and the integration of climate risk management into its business strategy on an ongoing basis.







Task Force on Climate-related Financial Disclosures (TCFD) adalah kerangka internasional yang bertujuan meningkatkan transparansi perusahaan dalam mengidentifikasi, mengelola, dan mengungkapkan risiko maupun peluang terkait perubahan iklim. Penerapan TCFD dalam Perseroan meliputi empat pilar TCFD:

Task Force on Climate-related Financial Disclosures (TCFD) is an international framework aimed at enhancing corporate transparency in identifying, managing, and disclosing climate-related risks and opportunities. The Company's implementation of TCFD encompasses four key pillars:



- Governance: Memperkuat akuntabilitas dan pengawasan iklim**  
 Penerapan TCFD memastikan bahwa Dewan Komisaris dan Direksi memiliki peran jelas dalam mengarahkan strategi iklim, memantau risiko, dan mengevaluasi kinerja keberlanjutan. Hal ini meningkatkan akuntabilitas, memperjelas jalur pengambilan keputusan, serta memastikan bahwa isu iklim bukan hanya tanggung jawab operasional, tetapi menjadi prioritas tata kelola perusahaan.
- Strategy: Menjaga ketahanan bisnis jangka panjang**  
 Integrasi risiko dan peluang iklim ke dalam strategi Perseroan akan membantu dalam menavigasi dinamika pasar energi yang terus berubah, termasuk transisi menuju energi rendah karbon. Dengan demikian, Perseroan dapat mengembangkan strategi adaptif yang menjaga daya saing, memperkuat kepercayaan pemangku kepentingan, dan memastikan keberlanjutan usaha dalam skenario iklim yang berbeda.

- Governance: Strengthening accountability and climate oversight**  
 The implementation of TCFD ensures that the Board of Commissioners and the Board of Directors have clearly defined roles in directing climate strategy, monitoring risks, and evaluating sustainability performance. This enhances accountability, clarifies decision-making pathways, and ensures that climate issues are not solely operational concerns but are embedded as a priority within corporate governance.
- Strategy: Safeguarding long-term business resilience**  
 The integration of climate-related risks and opportunities into the Company's strategy supports its ability to navigate the evolving energy market, including the transition toward low-carbon energy. This enables the Company to develop adaptive strategies that maintain competitiveness, strengthen stakeholder trust, and ensure business sustainability across various climate scenarios.

- **Risk Management: Meningkatkan kemampuan mengidentifikasi dan memitigasi risiko**

Perseroan menerapkan proses uji tuntas yang sistematis dalam menilai risiko fisik (seperti cuaca ekstrem) maupun risiko transisi (seperti perubahan regulasi dan preferensi pasar). Dengan manajemen risiko yang lebih terstruktur, Perseroan dapat mengambil langkah mitigasi yang lebih cepat, tepat, dan efisien, sekaligus mengoptimalkan peluang yang muncul dari inovasi dan pergeseran pasar.

- **Metrics and Targets: Mengukur kinerja dan mempercepat aksi iklim**

Melalui metrik dan target yang terukur, misalnya data emisi GRK, efisiensi energi, atau target dekarbonisasi, Perseroan dapat memantau kemajuan dengan lebih objektif dan transparan. Hal ini mendorong peningkatan kinerja lingkungan, mendukung pengambilan keputusan berbasis data, dan memperkuat kepercayaan investor serta regulator terhadap Perseroan

Penerapan pilar-pilar ini menegaskan komitmen Perseroan untuk menjaga ketahanan bisnis sekaligus meningkatkan kontribusi terhadap keberlanjutan.

- **Risk Management: Enhancing the Company's ability to identify and mitigate risks**

The Company implements a systematic due diligence process to assess physical risks (such as extreme weather) and transition risks (such as regulatory changes and shifting market preferences). With a more structured risk management approach, the Company is able to take faster, more precise, and efficient mitigation actions, while also optimizing opportunities arising from innovation and market shifts.

- **Metrics and Targets: Measuring performance and accelerating climate action**

Through measurable metrics and targets, such as GHG emissions data, energy efficiency, and decarbonization targets, the Company is able to monitor progress more objectively and transparently. This supports improved environmental performance, data-driven decision-making, and strengthens investor and regulatory confidence in the Company.

The implementation of these pillars underscores the Company's commitment to maintaining business resilience while enhancing its contribution to sustainability.

## GOVERNANCE

### PENGAWASAN DEWAN TATA KELOLA TERHADAP RISIKO DAN PELUANG TERKAIT IKLIM

Dewan Direksi memiliki peran kunci dalam pengawasan risiko dan peluang terkait iklim. Sebagai pemegang otoritas tertinggi dalam kebijakan keberlanjutan, Dewan Direksi bertanggung jawab merumuskan, mengarahkan, dan memastikan bahwa strategi iklim Perseroan selaras dengan tujuan jangka panjang serta standar internasional. Dewan melakukan evaluasi dan pemantauan secara berkala terhadap pengelolaan risiko iklim, mitigasi dampak lingkungan, dan kualitas pelaporan keberlanjutan. Sepanjang tahun 2025, Dewan Direksi

### OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES BY GOVERNANCE BODIES

The Board of Directors plays a key role in overseeing climate-related risks and opportunities. As the highest authority in sustainability policy, the Board of Directors is responsible for formulating, directing, and ensuring that the Company's climate strategy aligns with long-term objectives and international standards. The Board conducts periodic evaluations and monitoring of climate risk management, environmental impact mitigation, and the quality of sustainability reporting. Throughout 2025, the Board Directors held 4 dedicated meetings to



telah mengadakan 4 (empat) pertemuan khusus untuk membahas strategi dan kinerja keberlanjutan, termasuk inisiatif pengelolaan risiko perubahan iklim dan pencapaian target dekarbonisasi. Melalui fungsi pengawasan ini, Dewan memastikan bahwa seluruh kebijakan dan langkah operasional Perseroan mampu merespons dinamika perubahan iklim secara efektif dan akuntabel.

### PERAN MANAJEMEN DALAM MENILAI DAN MENGELOLA RISIKO DAN PELUANG TERKAIT IKLIM

Manajemen menjalankan fungsi operasional dalam mengidentifikasi, menilai, dan mengelola risiko serta peluang terkait perubahan iklim melalui koordinasi antara Divisi Sustainability dan Departemen Manajemen Risiko. Kedua unit ini bekerja sama untuk menilai potensi risiko, termasuk dampak cuaca ekstrem terhadap operasi Perseroan, serta peluang transisi yang dapat mendukung kinerja keberlanjutan. Risiko iklim dipantau secara berkelanjutan dengan berbasis informasi ilmiah terbaru dari Institute of Risk Management, Global Risk Forum, serta pakar cuaca dan akademisi internasional. Divisi Sustainability melaporkan langsung kepada Direktur Utama, yang berperan dalam pengambilan keputusan strategis terkait dekarbonisasi dan target iklim. Manajemen juga rutin mengadakan pertemuan untuk mengevaluasi kemajuan program keberlanjutan dan efektivitas kebijakan iklim. Selain itu, kapasitas manajemen dan karyawan terus ditingkatkan melalui pelatihan GRK, webinar regulator, *benchmarking* industri, serta sesi berbagi pengetahuan bersama konsultan pihak ketiga, memastikan pemahaman menyeluruh mengenai mitigasi dan adaptasi perubahan iklim di seluruh fungsi Perseroan.

discuss sustainability strategies and performance, including climate risk management initiatives and the achievement of decarbonization targets. Through this oversight function, the Board ensures that all Company policies and operational measures effectively and accountably respond to the dynamics of climate change.

### MANAGEMENT'S ROLE IN ASSESSING AND MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES

Management performs the operational function of identifying, assessing, and managing climate-related risks and opportunities through coordination between the Sustainability Division and the Risk Management Department. These two units collaborate to evaluate potential risks, including the impact of extreme weather on the Company's operations, as well as transition opportunities that support sustainability performance. Climate risks are continuously monitored based on the latest scientific insights from the Institute of Risk Management, Global Risk Forum, as well as weather experts and international academics. The Sustainability Division reports directly to the President Director, who plays a key role in strategic decision-making related to decarbonization and climate targets. Management also regularly conducts meetings to evaluate the progress of sustainability programs and the effectiveness of climate-related policies. In addition, the capacity of management and employees is continuously enhanced through GHG training, regulatory webinars, industry benchmarking, and knowledge-sharing sessions with third-party consultants, ensuring a comprehensive understanding of climate change mitigation and adaptation across all Company functions.



## STRATEGY

### RISIKO DAN PELUANG TERKAIT IKLIM YANG TELAH DIIDENTIFIKASI OLEH PERUSAHAAN DALAM JANGKA PENDEK, MENENGAH, DAN PANJANG.

Perseroan telah mengidentifikasi risiko dan peluang iklim dalam tiga horizon waktu: jangka pendek (2025 hingga 2030), menengah (2031 hingga 2040), dan panjang (2040 hingga masa berlaku izin produksi), untuk mendukung strategi adaptasi terhadap transisi energi global.

### CLIMATE-RELATED RISKS AND OPPORTUNITIES IDENTIFIED BY THE COMPANY ACROSS SHORT, MEDIUM, AND LONG TERM

The Company has identified climate-related risks and opportunities across three time horizons: short-term (2025 to 2030), medium-term (2031 to 2040), and long-term (2040 to the end of the production permit period), to support its adaptation strategy in response to the global energy transition.

#### Risiko Risk

##### Jangka Pendek Short Term

Pemerintah dan lembaga internasional terus meningkatkan standar emisi dan regulasi lingkungan yang berpotensi membatasi operasi tambang serta meningkatkan beban kepatuhan Perseroan.  
Governments and international institutions continue to tighten emission standards and environmental regulations, potentially restricting mining operations and increasing compliance burdens.

Transisi menuju energi bersih dapat menekan permintaan batu bara dalam pasar ekspor maupun domestik, menyebabkan volatilitas harga yang lebih tinggi.  
Transition to clean energy may suppress coal demand in both export and domestic markets, leading to higher price volatility.

Peningkatan curah hujan dan suhu ekstrem dapat mempengaruhi produktivitas tambang, meningkatkan risiko kecelakaan kerja serta memperburuk kondisi infrastruktur tambang.  
Increased rainfall and extreme temperatures may affect mine productivity, increase workplace accident risks, and damage infrastructure.

##### Jangka Menengah Medium Term

Semakin banyak investor yang mengadopsi prinsip ESG (*Environmental, Social, and Governance*) dan menolak pendanaan bagi proyek yang dianggap memiliki dampak lingkungan negatif.  
Growing investors who adopt ESG (Environmental, Social, and Governance) principle and refusing to fund projects deemed to

Kenaikan investasi pada energi terbarukan seperti tenaga surya dan angin dapat mengurangi pangsa pasar batu bara dalam sektor ketenagalistrikan global.  
Growing investment in renewable energy such as solar and wind power that may reduce coal's share in the global power sector.

Untuk memenuhi standar lingkungan yang semakin ketat, Perseroan harus berinvestasi dalam teknologi rendah karbon dan inisiatif dekarbonisasi yang memerlukan biaya tinggi.  
Compliance with stricter environmental standards requires high-cost investment in low-carbon technologies and decarbonization initiatives.

##### Jangka Panjang Long Term

Dengan meningkatnya kebijakan *net zero* dan target emisi nol bersih global pada 2050-2060, permintaan batu bara diperkirakan akan mengalami penurunan signifikan.  
With global net zero targets in 2050-2060, coal demand is expected to decline significantly.

Pascaoperasi tambang, Perseroan harus mengalokasikan dana besar untuk rehabilitasi lahan dan pemulihan ekosistem guna memenuhi kewajiban lingkungan dan sosial.  
Post-mining operations, the Company must allocate substantial funds for land rehabilitation and ecosystem restoration to meet environmental and social obligations.

Kesadaran publik terhadap dampak lingkungan pertambangan semakin meningkat, yang dapat mempengaruhi citra Perseroan dan hubungan dengan komunitas lokal.  
Rising public awareness of environmental impacts of mining may affect the Company's reputation and relationships with local communities.



## PELUANG Opportunities

### Jangka Pendek Short Term

Implementasi teknologi digital dan sistem pemantauan *real-time* dapat mengurangi konsumsi energi dan emisi karbon dalam operasi tambang. Implementation of digital technologies and real-time monitoring systems to reduce energy consumption and carbon emissions in mining operations.

Pengembangan strategi perdagangan batu bara yang lebih fleksibel dan proses produksi yang ramah lingkungan dapat memperkuat ketahanan bisnis di tengah fluktuasi pasar. Development of more flexible coal trading strategies and environmentally friendly production processes to strengthen business resilience amid market fluctuations.

Penerapan sistem manajemen risiko iklim yang komprehensif dapat membantu Perseroan mengantisipasi dampak cuaca ekstrem dan meningkatkan ketahanan operasional. Adoption of comprehensive climate risk management systems to anticipate extreme weather impacts and enhance operational resilience.

### Jangka Menengah Medium Term

Pengembangan energi terbarukan seperti Pembangkit Listrik Tenaga Surya (PLTS) di area operasional dan penggunaan peralatan tambang berbasis teknologi hijau dapat mengurangi ketergantungan pada energi fosil dan meningkatkan efisiensi biaya energi. Development of renewable energy such as Solar Power Plant (PLTS) in operational areas and the use of green mining technologies to reduce dependence on fossil energy and improve energy cost efficiency.

Implementasi kendaraan listrik untuk operasional tambang dan penggunaan biofuel dapat membantu mengurangi emisi karbon secara signifikan. Implementation of electric vehicles in mining operations and the use of biofuels to significantly reduce carbon emissions.

Mengembangkan program daur ulang dan pemanfaatan limbah tambang dapat menciptakan sumber pendapatan baru serta mendukung ekonomi sirkular. Development of recycling programs and mine waste utilization to create new revenue streams and support a circular economy.

### Jangka Panjang Long Term

Perseroan dapat menyesuaikan strategi Perseroan dengan kebijakan *global net zero* dan menjaga keberlanjutan bisnis di era transisi energi. Alignment of Company strategies with global net zero policies to ensure business sustainability.

Bermitra dengan pemangku kepentingan global dalam proyek keberlanjutan dapat memperkuat posisi Perseroan dalam rantai pasok energi masa depan. Partnerships with global stakeholders in sustainability projects to strengthen the Company's position in the future energy supply chain.

Implementasi program reklamasi dan konservasi ekosistem dapat meningkatkan reputasi Perseroan sebagai perusahaan tambang yang bertanggung jawab. Implementation of reclamation and ecosystem conservation programs to enhance the Company's reputation as a responsible mining company.

Di sisi peluang, Perseroan mengidentifikasi potensi penguatan daya saing melalui efisiensi energi, penggunaan teknologi ramah lingkungan, praktik *Good Mining Practice*, serta percepatan inovasi untuk menurunkan jejak karbon.

On the opportunity side, the Company identifies potential to strengthen competitiveness through energy efficiency, the adoption of environmentally friendly technologies, the implementation of *Good Mining Practice*, and the acceleration of innovation to reduce its carbon footprint.

### DAMPAK RISIKO DAN PELUANG TERKAIT IKLIM TERHADAP BISNIS, STRATEGI, DAN PERENCANAAN KEUANGAN PERUSAHAAN

Risiko dan peluang iklim memiliki dampak signifikan terhadap keberlanjutan operasional dan arah strategis Perseroan. Risiko fisik seperti cuaca ekstrem dapat menurunkan kapasitas produksi dan memengaruhi kemampuan Perseroan dalam

### IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON BUSINESS, STRATEGY, AND FINANCIAL PLANNING

Climate-related risks and opportunities have a significant impact on the Company's operational sustainability and strategic direction. Physical risks, such as extreme weather extreme weather may reduce production capacity and affect

menjaga pasokan batu bara kepada pelanggan. Meski pada tahun 2025 dampak tersebut dapat dikelola tanpa mengganggu kinerja, potensi kerugian finansial tetap menjadi perhatian dalam perencanaan jangka panjang. Sebagai respons, Perseroan mengalokasikan investasi pada infrastruktur tahan cuaca, sistem keselamatan yang lebih kuat untuk mitigasi risiko cuaca ekstrem. Peluang terkait efisiensi energi dan teknologi ramah lingkungan turut memengaruhi strategi pengeluaran modal dan operasional, mendorong perusahaan untuk mengembangkan model bisnis yang lebih tahan terhadap perubahan regulasi global serta persyaratan dekarbonisasi. Integrasi faktor iklim ini membantu Perseroan memastikan ketahanan finansial sekaligus meningkatkan nilai jangka panjang bagi pemangku kepentingan.

### KETAHANAN STRATEGI PERSEROAN DENGAN MEMPERTIMBANGKAN SKENARIO TERKAIT IKLIM

Perseroan telah mulai mempersiapkan analisis skenario iklim untuk menilai ketahanan strategi dalam menghadapi berbagai kondisi iklim dan transisi energi, termasuk skenario pemanasan global 2°C atau lebih rendah. Analisis ini bertujuan memahami potensi dampak terhadap aset, rantai pasokan, volume produksi, dan pasar jangka panjang. Dengan pendekatan berbasis data, Perseroan mengevaluasi bagaimana perubahan regulasi, tekanan pasar terhadap energi rendah karbon, serta intensitas risiko fisik akibat cuaca ekstrem dapat memengaruhi kelangsungan operasional. Temuan awal dari proses ini memperkuat pentingnya investasi pada teknologi ramah lingkungan, peningkatan efisiensi energi, dan penguatan praktik *Good Mining Practice* serta sistem manajemen lingkungan ISO 14001:2015. Melalui upaya ini, Perseroan membangun strategi yang lebih tangguh, memastikan kelangsungan pasokan batu bara secara berkesinambungan, dan mempertahankan ketahanan bisnis dalam jangka pendek, menengah, dan panjang.

the Company's ability to maintain coal supply to customers. Although in 2025 these impacts were managed without disrupting performance, the potential for financial losses remains a key consideration in long-term planning. In response, the Company allocates investments toward climate-resilient infrastructure and enhanced safety systems to mitigate extreme weather risks. Opportunities related to energy efficiency and environmentally friendly technologies also influence capital and operational expenditure strategies, encouraging the Company to develop a business model that is more resilient to global regulatory changes and decarbonization requirements. The integration of climate factors enables the Company to maintain financial resilience while enhancing long-term value for stakeholders.

### RESILIENCE OF THE COMPANY'S STRATEGY CONSIDERING CLIMATE- RELATED SCENARIOS

The Company has begun preparing climate scenario analyses to assess the resilience of its strategy under various climate and energy transition conditions, including scenarios aligned with global warming of 2°C or lower. This analysis aims to understand potential impacts on assets, supply chains, production volumes, and long-term markets. Using a data-driven approach, the Company evaluates how regulatory changes, market pressure toward low-carbon energy, and the increasing intensity of physical risks from extreme weather may affect operational continuity. Preliminary findings highlight the importance of investing in environmentally friendly technologies, improving energy efficiency, and strengthening Good Mining Practice and environmental management systems in accordance with ISO 14001:2015. Through these efforts, the Company is building a more resilient strategy to ensure the continuity of coal supply and sustain business resilience across the short, medium, and long term.



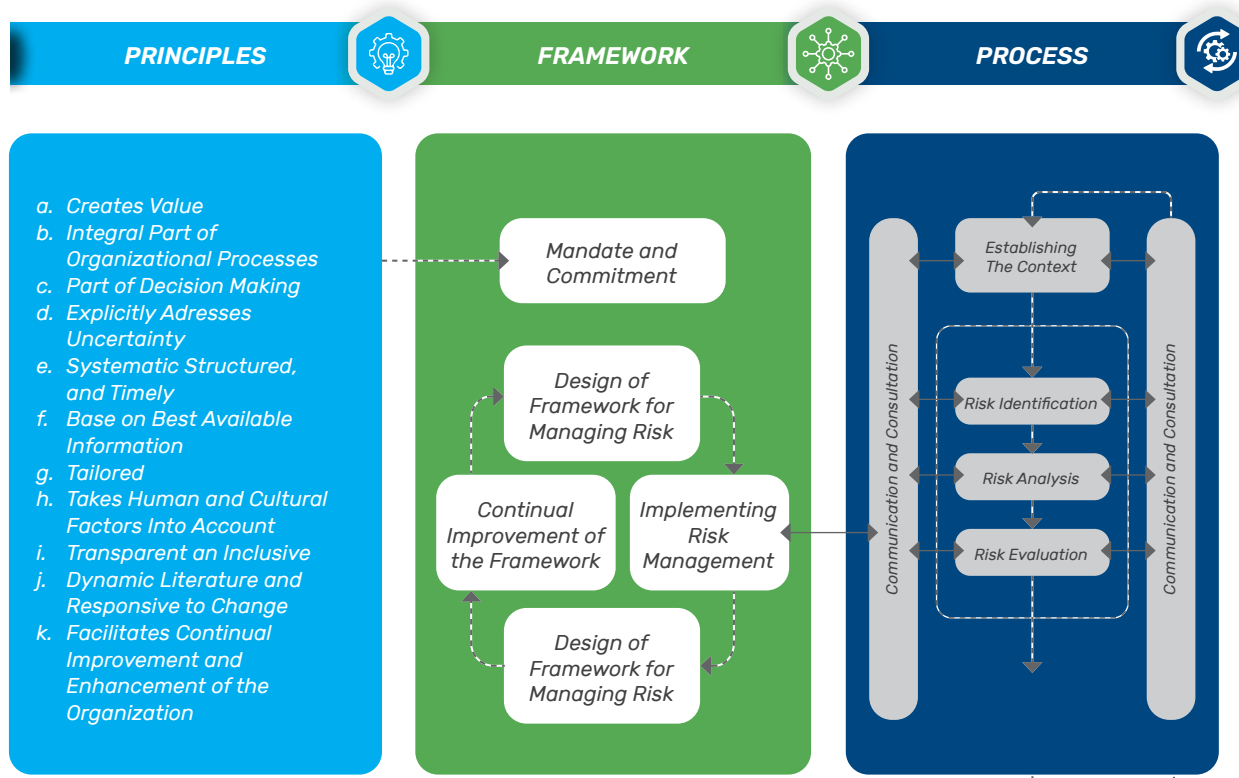
## RISK MANAGEMENT

### PROSES UNTUK MENGIDENTIFIKASI DAN MENILAI RISIKO TERKAIT IKLIM

Perseroan mengidentifikasi dan menilai risiko terkait iklim melalui proses manajemen risiko yang dilakukan secara berkala di seluruh fungsi operasional. Proses ini mencakup pemetaan risiko fisik (seperti curah hujan ekstrem, banjir, dll) serta risiko transisi (perubahan regulasi, tuntutan pasar, dan standar lingkungan). Setelah risiko teridentifikasi, Perseroan melakukan analisis mendalam untuk menilai kemungkinan kejadian dan tingkat dampaknya terhadap operasional maupun keuangan. Evaluasi dilakukan menggunakan *risk mapping*. Pada tahun 2025, hasil *risk mapping* menunjukkan tidak adanya dampak material atas cuaca ekstrem, namun perubahan pola cuaca tetap dipantau karena berpotensi menghambat penambangan, meningkatkan biaya, dan menimbulkan risiko keselamatan kerja. Proses penilaian ini memastikan bahwa setiap risiko dapat diprioritaskan sesuai tingkat urgensi dan relevansinya bagi kegiatan usaha.

### PROCESS FOR IDENTIFYING AND ASSESSING CLIMATE-RELATED RISKS

The Company identifies and assesses climate-related risks through a risk management process conducted periodically across all operational functions. This process includes mapping physical risks (such as extreme rainfall, flooding, etc.) and transition risks (such as regulatory changes, market demands, and environmental standards). Once risks are identified, the Company conducts in-depth analysis to evaluate the likelihood of occurrence and the level of impact on operations and financial performance. The evaluation is carried out using risk mapping. In 2025, the risk mapping results indicated no material impacts from extreme weather. However, changing weather patterns continue to be closely monitored due to their potential to disrupt mining activities, increase operational costs, and pose occupational safety risks. This assessment process ensures that each risk is prioritized based on its level of urgency and relevance to the Company's business activities.





## PROSES PERUSAHAAN DALAM MENGELOLA RISIKO TERKAIT IKLIM

Untuk mengelola risiko iklim secara efektif, Perseroan menerapkan strategi mitigasi dan adaptasi yang disusun secara sistematis. Pengelolaan risiko dilakukan melalui berbagai langkah, seperti investasi pada infrastruktur yang tahan terhadap kondisi cuaca, penerapan efisiensi energi, peningkatan sistem keselamatan, serta diversifikasi sumber daya. Selain itu, Perseroan menggunakan pendekatan berbasis skenario untuk menyiapkan rencana darurat dan langkah adaptasi apabila terjadi perubahan iklim ekstrem. Seluruh proses mitigasi ini dilengkapi dengan komunikasi yang intensif dengan pemangku kepentingan, pemantauan rutin terhadap efektivitas kebijakan, serta evaluasi berkala untuk memastikan kesiapan operasional dalam menghadapi kondisi iklim yang semakin dinamis.

Berikut adalah daftar risiko keberlanjutan yang telah diidentifikasi berikut langkah mitigasinya:

## COMPANY PROCESS FOR MANAGING CLIMATE-RELATED RISKS

To effectively manage climate-related risks, the Company implements systematic mitigation and adaptation strategies. Risk management is carried out through various measures, including investments in climate-resilient infrastructure, the implementation of energy efficiency initiatives, enhancement of safety systems, and resource diversification. In addition, the Company adopts a scenario-based approach to prepare contingency plans and adaptive measures in response to extreme climate conditions. These mitigation processes are supported by intensive communication with stakeholders, continuous monitoring of policy effectiveness, and periodic evaluations to ensure operational readiness in an increasingly dynamic climate environment.

The following is a list of identified sustainability risks along with their mitigation measures:

### Risiko Ekonomi Economic Risks

| Risiko<br>Risk                                          | Indikasi<br>Indication                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fluktuasi harga batu bara<br>Coal Price<br>Fluctuations | <p>Harga batu bara yang dijual oleh entitas anak ditentukan oleh berbagai faktor di luar kendali Perseroan, seperti harga batu bara dunia yang berfluktuasi secara signifikan mengikuti kapasitas produksi dan pola konsumsi batu bara dari industri-industri yang menggunakan batu bara sebagai bahan bakar utama.</p> <p>The price of coal sold by subsidiaries is influenced by factors beyond the Company's control, such as global coal prices that fluctuate significantly in line with production capacity and consumption patterns of industries that rely on coal as a primary fuel.</p> | <ul style="list-style-type: none"> <li>Melakukan pengkajian terhadap efisiensi rantai pasokan batu bara secara konsisten guna mengoptimalkan biaya operasional Perseroan.</li> <li>Mengkombinasikan strategi perdagangan batu bara produksi sendiri dengan batu bara dari pihak ketiga melalui penyesuaian metode penetapan harga maupun waktu penetapan dengan perkembangan global yang mempengaruhi pasar batu bara.</li> <li>Memonitor setiap hari pergerakan harga batu bara di pasar global dan memberikan saran kepada <i>Marketing</i> dan <i>Operation</i> untuk menyikapi dinamika yang terjadi untuk jangka pendek dan jangka panjang.</li> <li>Consistently assessing coal supply chain efficiency to optimize operational costs.</li> <li>Combining trading strategies between own-produced coal and third-party coal by adjusting pricing methods and timing in response to global market developments.</li> <li>Monitoring global coal price movements on a daily basis and provide recommendations to Marketing and Operations to address short-term and long-term market dynamics.</li> </ul> |



| Risiko<br>Risk                                                                                                                                | Indikasi<br>Indication                                                                                                                                                                                                                                                                                                        | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fluktuasi harga bahan bakar, bahan baku dan bahan pendukung penambangan.<br>Fluctuation in Fuel, Raw Material, and Supporting Material Prices | Bahan bakar merupakan bagian yang signifikan dari biaya operasional Perseroan sehingga fluktuasi dalam harga bahan bakar dapat mempengaruhi profitabilitas Perseroan.<br>Fuel represents a significant portion of the Company's operational costs; therefore, fluctuations in fuel prices may affect profitability.Perseroan. | <ul style="list-style-type: none"> <li>Melakukan efisiensi biaya operasi pada semua lini usaha, termasuk mengurangi ketergantungan terhadap bahan bakar minyak dan terus melakukan pengendalian biaya dengan meningkatkan efisiensi rantai pasokan batu bara yang secara berkala di evaluasi.</li> <li>Melakukan negosiasi ulang dengan pihak-pihak ketiga guna melakukan efisiensi saat terjadi gejolak iklim batu bara yang tidak mendukung.</li> <li>Memberikan saran proyeksi harga bahan bakar global pada saat penyusunan <i>budget</i> sesuai dengan hasil pengamatan pergerakan harga bahan bakar global.</li> <li>Implementing operational cost efficiency across all business lines, including reducing dependence on fuel and improving coal supply chain efficiency through periodic evaluation.</li> <li>Renegotiating with third parties to achieve cost efficiency during unfavorable coal market conditions.</li> <li>Providing global fuel price projections during budget preparation based on market trend analysis</li> </ul> |
| Perbedaan kuantitas dan kualitas produk batu bara.<br>Coal Product Quantity and Quality Variance                                              | Ketidaksesuaian kuantitas dan kualitas produk batu bara dengan permintaan pelanggan dapat menyebabkan pelanggaran kontrak kerja ataupun menimbulkan kerugian bagi Perseroan.<br>Mismatch between the quantity and quality of coal products and customer demand may lead to contract breaches or financial losses.             | <ul style="list-style-type: none"> <li>Melakukan uji <i>sampling</i> untuk mengukur kadar batu bara yang dihasilkan, serta memantau kualitas dan kuantitas produk secara langsung di <i>site</i> maupun melalui laporan yang dihasilkan.</li> <li>Melakukan koordinasi yang baik dengan pihak yang terkait produksi, distribusi, hingga penjualan.</li> <li>Pemasang dan menambah alat-alat <i>monitoring</i> dan pendeteksi kontaminan dalam rantai <i>processing plant</i> sampai ke kapal pembeli.</li> <li>Conducting sampling tests to measure coal quality and monitor product quantity and quality on-site and through reporting systems.</li> <li>Ensuring strong coordination across production, distribution, and sales functions.</li> <li>Installing and enhancing monitoring and contaminant detection equipment along the processing plant to the delivery stage.</li> </ul>                                                                                                                                                        |
| Perubahan peraturan perundang-undangan.<br>Changes in Laws and Regulations.                                                                   | Perubahan yang bersifat membatasi kegiatan usaha penambangan dapat berdampak negatif terhadap kondisi keuangan, hasil operasi, dan prospek usaha.<br>Regulatory changes that restrict mining activities may negatively impact financial performance, operations, and business prospects.                                      | <ul style="list-style-type: none"> <li>Mematuhi seluruh peraturan yang berlaku dan mengkaji peraturan baru yang mungkin akan berdampak negatif terhadap operasional Perseroan.</li> <li>Melalui Departemen Legal serta Departemen Kepatuhan, Perizinan dan Administrasi, Perseroan melakukan komunikasi aktif dengan konsultan hukum dan pemerintah terkait dalam menerapkan langkah-langkah yang sesuai untuk menjamin ketaatan dan kepatuhan terhadap peraturan perundang-undangan di bidang pertambangan.</li> <li>Ensuring compliance with all applicable regulations and continuously assessing new regulations that may affect operations.</li> <li>Through the Legal Department and Compliance, Licensing, and Administration Department, maintaining active communication with legal consultants and relevant government authorities to ensure regulatory compliance in the mining sector.</li> </ul>                                                                                                                                     |

| Risiko<br>Risk                                                                                        | Indikasi<br>Indication                                                                                                                                                                                                                                                                                                                                                                                                                                                | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perubahan kondisi ekonomi regional atau global.<br>Changes in Regional or Global Economic Conditions. | Krisis global dapat memengaruhi penurunan ketersediaan dana pinjaman, penurunan investasi secara langsung, kegagalan institusi keuangan global, penurunan nilai pada pasar saham global, dan penurunan permintaan terhadap beberapa komoditas.<br>Global crises may affect the availability of financing, reduce direct investment, cause failures of global financial institutions, decline global stock market values, and decrease demand for certain commodities. | <ul style="list-style-type: none"> <li>• Melakukan identifikasi dan penilaian risiko berdasarkan tujuan strategis utama, yaitu peningkatan produksi batu bara dan fokus pada bisnis batu bara.</li> <li>• Mengembangkan strategi pembinaan hubungan jangka panjang dan perolehan kontrak pasokan jangka panjang dari pelanggan guna mengurangi risiko ketidakpastian perekonomian regional maupun global.</li> <li>• Berfokus pada pembangunan aset berjangka panjang guna meningkatkan kemampuan bisnis perusahaan.</li> <li>• Melakukan pemantauan terhadap para pesaing di dalam negeri maupun di luar negeri melalui Departemen Pemasaran &amp; Perdagangan.</li> <li>• Melakukan pendekatan-pendekatan inovatif untuk mendapatkan harga yang terbaik yang ada di pasar global, serta</li> <li>• Melakukan <i>benchmarking</i> terhadap proses penambangan batu bara untuk memastikan proses yang dilakukan perusahaan berjalan efektif dan efisien.</li> <li>• Identifying and assessing risks based on key strategic objectives, particularly increasing coal production and focusing on the coal business.</li> <li>• Developing long-term relationship strategies and securing long-term supply contracts with customers to reduce economic uncertainty risks regionally and globally.</li> <li>• Focusing on long-term asset development to strengthen business capabilities.</li> <li>• Monitoring competitors domestically and internationally through the Marketing &amp; Trading Department.</li> <li>• Applying innovative approaches to obtain optimal pricing in global markets.</li> <li>• Conducting benchmarking of coal mining processes to ensure operational effectiveness and efficiency.</li> </ul> |
| Perubahan Teknologi.<br>Technological Changes.                                                        | Perseroan selalu mengedepankan penggunaan teknologi modern sejalan dengan revolusi industri 4.0 untuk mendukung operasional, kesehatan dan keselamatan kerja, serta pengambilan keputusan oleh manajemen.<br>The Company prioritizes the use of modern technologies in line with the Industry 4.0 revolution to support operations, occupational health and safety, and management decision-making.                                                                   | <p>Menerapkan pengimplementasian teknologi sebagai berikut:</p> <ul style="list-style-type: none"> <li>• Teknologi <i>digital trucking</i> radio untuk kegiatan pengangkutan batu bara.</li> <li>• Sistem iSAFE kepada seluruh karyawan dan mitra kerja untuk kegiatan pengelolaan kesehatan dan keselamatan kerja (K3).</li> <li>• <i>Slope Stability Radar</i> pada area pit pertambangan untuk memonitor pergerakan tanah yang dapat menyebabkan potensi longsor;</li> <li>• <i>Command Centre</i> sebagai ruangan pusat data informasi dan <i>live monitoring</i>.</li> <li>• Implementasi <i>Fleet Management System</i> yang bertujuan untuk memantau lokasi, perilaku, dan kondisi dari para pengemudi.</li> <li>• Pemasangan <i>Automatic Emergency Braking Sytem</i> (AEBS) pada unit <i>dump truck</i> untuk mengurangi resiko kecelakaan (tabrakan); serta</li> <li>• Penggunaan energi terbarukan (EBT) melalui pemasangan panel surya pada kegiatan pendukung operasional sejalan dengan strategi Perseroan atas tiga hal utama, yaitu <i>people, planet, dan profit</i>.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |


**Risiko**  
Risk

**Indikasi**  
Indication

**Mitigasi**  
Mitigation

Implementing digital trucking radio technology for coal hauling activities.

- Deploying the iSAFE system for employees and business partners to support OHS management.
- Utilizing Slope Stability Radar in mining pit areas to monitor potential landslides.
- Establishing a Command Centre for centralized data and real-time monitoring.
- Implementing a Fleet Management System to monitor driver location, behavior, and vehicle condition.
- Installing Automatic Emergency Braking System (AEBS) on dump trucks to reduce accident risks.
- Utilizing renewable energy through solar panel installations to support operations, aligned with the Company's strategy focusing on people, planet, and profit.

**Risiko Sosial**  
Social Risks

**Risiko**  
Risk

**Indikasi**  
Indication

**Mitigasi**  
Mitigation

Kesehatan dan Keselamatan Kerja (K3).  
Occupational Health and Safety (OHS).

Ketidakmampuan manajemen keselamatan kerja untuk mengantisipasi peningkatan kegiatan di wilayah operasi yang berdampak pada kecelakaan kerja.  
Inadequate safety management in anticipating increased operational activities may lead to workplace accidents.

- Menerapkan program K3 secara rutin dan memastikan terpenuhinya standar K3 bagi mitra usaha baru.
- Memastikan sistem dan organisasi yang mumpuni dalam melakukan pengawasan terhadap setiap aktivitas di wilayah operasional.
- Melakukan inspeksi dan pengujian sarana dan prasarana keselamatan secara rutin di seluruh wilayah operasional.
- Melakukan penyuluhan akan *safety* ke keluarga operator dan kepada masyarakat sekitar tambang untuk memastikan "karyawan selamat berangkat dari rumah dan selamat pulang ke rumah".
- Implementing OHS programs regularly and ensuring compliance with safety standards for new business partners.
- Establishing robust systems and organizational structures to oversee all operational activities.
- Conducting routine inspections and testing of safety facilities and infrastructure across all operational areas.
- Providing safety awareness programs for employees' families and surrounding communities to ensure that "employees leave home safely and return home safely."



| Risiko<br>Risk                                                                 | Indikasi<br>Indication                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Komunitas lokal di wilayah pertambangan.<br>Local Communities in Mining Areas. | Gejolak dan konflik sosial dapat menghambat kegiatan operasional Perseroan. Kegagalan untuk menyelesaikan permasalahan yang timbul dengan penduduk di sekitar area operasional entitas anak, seperti masalah pembebasan lahan, tumpang tindih lahan, dan relokasi penduduk, dapat mempengaruhi kegiatan operasional Perseroan yang berpotensi merusak citra Perseroan di mata masyarakat. Social unrest and conflicts may disrupt the Company's operations. Failure to resolve issues with communities surrounding operational areas, such as land acquisition disputes, overlapping land ownership, and resettlement, may hinder operations and damage the Company's reputation. | Melalui entitas anak, Perseroan membina komunikasi yang intensif dengan masyarakat sekitar wilayah pertambangan dengan program pengembangan masyarakat yang juga merupakan bagian dari tanggung jawab sosial sehingga mampu membina masyarakat untuk menjadi lebih mandiri. Perseroan juga mengupayakan agar kondisi saling menguntungkan ini akan mengurangi risiko terjadinya perselisihan dengan masyarakat di sekitar wilayah pertambangan.<br>Through its subsidiaries, the Company maintains intensive communication with local communities through community development programs as part of its social responsibility. These initiatives aim to empower communities to become more self-reliant, while fostering mutually beneficial relationships that help reduce the risk of disputes in mining areas. |

### Risiko Lingkungan Environmental Risks

| Risiko<br>Risk                                                                                       | Indikasi<br>Indication                                                                                                                                                                                                                                                             | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perubahan cuaca, kecelakaan, dan bencana alam.<br>Weather Changes, Accidents, and Natural Disasters. | Perubahan cuaca, kecelakaan, dan bencana alam dapat memberikan dampak negatif terhadap kinerja operasional Perseroan dan entitas anak.<br>Weather changes, accidents, and natural disasters may negatively impact the operational performance of the Company and its subsidiaries. | <ul style="list-style-type: none"> <li>Menetapkan standar keselamatan kerja yang baik dalam pelaksanaan kegiatan operasional penambangan.</li> <li>Menyesuaikan rencana penambangan dengan kondisi yang terjadi di lapangan.</li> <li>Melakukan investasi di prasarana, seperti saluran drainase dan konstruksi jalan yang bebas gangguan cuaca.</li> <li>Melakukan pengawasan rutin dalam prosedur keselamatan kerja di lapangan sehingga meminimalisasi adanya kecelakaan kerja akibat gangguan cuaca.</li> <li>Memenuhi kewajiban rehabilitasi lingkungan sesuai dengan rencana Kementerian Lingkungan Hidup RI.</li> </ul> |



| Risiko<br>Risk                                                                                                           | Indikasi<br>Indication                                                                                                                                                                                                                      | Mitigasi<br>Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perubahan kualitas lingkungan sekitar wilayah operasional.<br>Changes in Environmental Quality Around Operational Areas. | Kualitas lingkungan di sekitar wilayah operasional dapat berubah akibat berbagai kegiatan usaha yang dilaksanakan Perseroan.<br>Environmental quality in areas surrounding operations may be affected by the Company's business activities. | <ul style="list-style-type: none"> <li>Establishing strong occupational safety standards in mining operations.</li> <li>Adjusting mining plans according to on-site conditions.</li> <li>Investing in infrastructure such as drainage systems and weather-resilient road construction.</li> <li>Conducting routine supervision of safety procedures to minimize accidents caused by weather disruptions.</li> <li>Fulfilling environmental rehabilitation obligations in accordance with the Ministry of Environment regulations.</li> </ul>                                                                                                                   |
|                                                                                                                          |                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Mengupayakan efisiensi penggunaan energi dan air, serta mengendalikan limbah, effluen, dan emisi yang dihasilkan dari kegiatan operasional Perseroan.</li> <li>Melaksanakan program pengelolaan lahan, baik sebelum maupun sesudah aktivitas pertambangan, guna menjaga kualitas lingkungan hidup sekitar wilayah operasional.</li> <li>Improving efficiency in energy and water usage, and control waste, effluent, and emissions generated from operations.</li> <li>Implementing land management programs both before and after mining activities to maintain environmental quality in surrounding areas.</li> </ul> |

### PROSES IDENTIFIKASI, PENILAIAN, DAN PENGELOLAAN RISIKO TERKAIT IKLIM DIINTEGRASIKAN DALAM MANAJEMEN RISIKO PERUSAHAAN SECARA KESELURUHAN.

Perseroan mengintegrasikan prinsip keberlanjutan ke dalam sistem manajemen risiko untuk memastikan bahwa setiap keputusan bisnis mempertimbangkan dampak lingkungan, sosial, dan tata kelola secara menyeluruh. Melalui pendekatan yang selaras dengan prinsip-prinsip manajemen risiko internasional, Perseroan menerapkan kerangka kerja yang mencakup mandat dan komitmen, perancangan sistem pengelolaan risiko, pelaksanaan pengendalian risiko, serta perbaikan berkesinambungan. Departemen Manajemen Risiko bertanggung jawab langsung pada Direksi, yang diawasi oleh Dewan Komisaris. Pelaporan dilakukan secara berkala, demikian juga evaluasi dan peningkatan sistem.

### INTEGRATION OF CLIMATE-RELATED RISK IDENTIFICATION, ASSESSMENT, AND MANAGEMENT INTO ENTERPRISE RISK MANAGEMENT.

The Company integrates sustainability principles into its overall risk management system to ensure that every business decision considers environmental, social, and governance impacts comprehensively. Aligned with international risk management principles, the Company implements a framework that includes mandate and commitment, risk management system design, risk control implementation, and continuous improvement. The Risk Management Department reports directly to the Board of Directors and is overseen by the Board of Commissioners. Reporting is conducted periodically, along with regular evaluations and system enhancements to ensure the effectiveness and continuous improvement of the risk management framework.

Proses ini berjalan melalui tahapan yang sistematis, mulai dari penetapan konteks, identifikasi, analisis, evaluasi, hingga perlakuan risiko, yang didukung oleh komunikasi, konsultasi, pemantauan, dan tinjauan berkala. Dengan mengintegrasikan aspek keberlanjutan dalam seluruh langkah tersebut, Perseroan memastikan bahwa potensi risiko yang berkaitan dengan lingkungan, masyarakat, dan tata kelola tidak hanya terdeteksi lebih awal, tetapi juga dikelola secara efektif untuk mendukung operasi yang bertanggung jawab dan ketahanan jangka panjang perusahaan.

## METRICS AND TARGETS

### METRIK YANG DIGUNAKAN UNTUK MENILAI RISIKO DAN PELUANG TERKAIT IKLIM

Perseroan menggunakan serangkaian metrik kuantitatif untuk menilai risiko dan peluang iklim di seluruh operasi Perseroan. Metrik utama mencakup intensitas emisi Gas Rumah Kaca (GRK) Cakupan 1 dan Cakupan 2, yang dihitung dalam tonCO<sub>2</sub>e per ton batu bara yang diproduksi. Selain metrik emisi, Perseroan juga menggunakan indikator kualitas lingkungan untuk menilai peluang perbaikan dan risiko fisik, seperti persentase tingkat daur ulang (*recycling rate*), luas area reklamasi kumulatif, konsumsi air tanah, dan pelanggaran kualitas air. Metrik ini memungkinkan Perseroan untuk memantau kinerja lingkungan secara berkala, mengidentifikasi potensi risiko operasional akibat cuaca ekstrem atau perubahan pola iklim, serta mengukur efektivitas strategi mitigasi dan adaptasi yang diterapkan.

### MENGUNGKAPKAN EMISI GAS RUMAH KACA (GRK)

Pengungkapan emisi GRK Perseroan mencakup Cakupan 1 dan Cakupan 2, yang dilaporkan dalam bentuk intensitas emisi (tonCO<sub>2</sub>e/ton batu bara yang diproduksi). Pada tahun 2025, intensitas emisi di lokasi BIB tercatat sebesar 0,025 tonCO<sub>2</sub>e/ton, mencerminkan kinerja aktual perusahaan dalam mengelola jejak karbon operasional. Pengungkapan emisi ini menjadi dasar evaluasi efektivitas inisiatif efisiensi energi, penggunaan teknologi ramah lingkungan, serta program dekarbonisasi yang sedang direncanakan dan diterapkan oleh Perseroan.

This process is carried out through systematic stages, starting from context setting, identification, analysis, evaluation, to risk treatment, supported by communication, consultation, monitoring, and periodic review. By integrating sustainability aspects into each of these steps, the Company ensures that risks related to environmental, social, and governance factors are not only identified early but also effectively managed to support responsible operations and long-term business resilience.

### METRICS USED TO ASSESS CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Company utilizes a set of quantitative metrics to assess climate-related risks and opportunities across its operations. Key metrics include the intensity of Greenhouse Gas (GHG) emissions for Scope 1 and Scope 2, calculated in tons of CO<sub>2</sub>e per ton of coal produced. In addition to emissions metrics, the Company also applies environmental quality indicators to assess improvement opportunities and physical risks, such as recycling rate, cumulative reclamation area, groundwater consumption, and water quality violations. These metrics enable the Company to monitor environmental performance on a regular basis, identify potential operational risks arising from extreme weather or changing climate patterns, and measure the effectiveness of mitigation and adaptation strategies.

### DISCLOSURE OF GREENHOUSE GAS (GHG) EMISSIONS

The Company discloses its GHG emissions covering Scope 1 and Scope 2, reported in the form of emission intensity (tons of CO<sub>2</sub>e/ton of coal produced). In 2025, the emission intensity at the BIB site was recorded at 0.025 tons CO<sub>2</sub>e/ton, reflecting the Company's actual performance in managing its operational carbon footprint. This disclosure serves as a basis for evaluating the effectiveness of energy efficiency initiatives and the utilization of technology, environmentally friendly technologies, as well as decarbonization programs that are being planned and implemented by the Company.



| Fokus Focus                                                          | Metrik Metric                                                                                                                                                                                                                                              | Target 2030                    | Target 2040                    | Capaian 2025 2025 Achievement  |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Emisi Gas Rumah Kaca<br>Greenhouse Gas Emissions                     | Cakupan 1 dan Cakupan 2 intensitas emisi CO <sub>2</sub> di BIB<br><br>(tonCO <sub>2</sub> e/ ton batu bara yang diproduksi)<br><br>Scope 1 and Scope 2 CO <sub>2</sub> emission intensity at BIB<br><br>(tons CO <sub>2</sub> e per ton of coal produced) | 0,015 tonCO <sub>2</sub> e/ton | 0,010 tonCO <sub>2</sub> e/ton | 0,025 tonCO <sub>2</sub> e/ton |
| Peningkatan kualitas lingkungan<br>Environmental Quality Improvement | % <i>Recycling Rate</i> di BIB                                                                                                                                                                                                                             | 90,0%                          | 90,0%                          | 92,97%                         |
|                                                                      | % Recycling Rate at BIB                                                                                                                                                                                                                                    |                                |                                |                                |
|                                                                      | % <i>Cumulative reclaimed area</i> di BIB                                                                                                                                                                                                                  | 91,0%                          | 91,0%                          | 20,02%                         |
| Risiko Fisik<br>Physical Risk                                        | % <i>Cumulative reclaimed area</i> at BIB                                                                                                                                                                                                                  |                                |                                |                                |
|                                                                      | % <i>Ground water consumed</i> di BIB                                                                                                                                                                                                                      | 2,0%                           | 1,5%                           | 2,30%                          |
|                                                                      | % Ground water consumed at BIB                                                                                                                                                                                                                             |                                |                                |                                |
|                                                                      | % <i>Ground water consumed</i> BIB dan Mitra Kerja                                                                                                                                                                                                         | 2,0%                           | 1,5%                           | 2,67%                          |
|                                                                      | % Ground water consumed at BIB and contractors                                                                                                                                                                                                             |                                |                                |                                |
|                                                                      | % <i>Water Quality Breaching</i> di BIB                                                                                                                                                                                                                    | 0                              | 0                              | 0                              |
|                                                                      | % Water Quality Breaching at BIB                                                                                                                                                                                                                           |                                |                                |                                |

### TARGET UNTUK MENGELOLA RISIKO DAN PELUANG TERKAIT IKLIM DAN KINERJA TERHADAP TARGET

Perseroan menetapkan target pengurangan intensitas emisi GRK menjadi 0,015 tonCO<sub>2</sub>e/ton pada 2030 dan 0,010 tonCO<sub>2</sub>e/ton pada 2040, dengan capaian 0,025 tonCO<sub>2</sub>e/ton pada 2025 sebagai dasar peningkatan efisiensi dan dekarbonisasi.

Untuk peningkatan kualitas lingkungan, Perseroan menargetkan *recycling rate* 90% dan *reclaimed area* 91% pada tahun 2040, capaian 2025 masing-masing berada pada 92,97% dan 20,02%. Pencapaian *reclaimed area* ini sejalan dengan dokumen Rencana Reklamasi (RR) Perseroan. Pada

### TARGETS FOR MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES AND PERFORMANCE AGAINST TARGETS

The Company has set targets to reduce GHG emission intensity to 0.015 tons CO<sub>2</sub>e/ton by 2030 and 0.010 tons CO<sub>2</sub>e/ton by 2040, with an achievement of 0.025 tons CO<sub>2</sub>e/ton in 2025 serving as the baseline for improving efficiency and advancing decarbonization efforts.

To enhance environmental quality, the Company targets a recycling rate of 90% and a reclaimed area of 91%, while the 2025 achievements were 92,97% and 20,02%, respectively. The achievement of the reclaimed area is in line with the Company's Reclamation Plan (RR). From a physical risk



aspek risiko fisik, target konsumsi air tanah 2,0% (2030) dan 1,5% (2040) telah menunjukkan hasil baik dengan capaian 2,67% pada 2025 (mencakup konsumsi air tanah oleh BIB dan para mitra kerja), serta tidak ada pelanggaran kualitas air. Adapun pada tahun pelaporan, Perseroan (BIB) memperluas cakupan/lingkup pendataan dan pemantauan konsumsi air sampai ke mitra kerja.

Secara keseluruhan, target ini berfungsi sebagai panduan strategis untuk mengurangi risiko, meningkatkan efisiensi operasional, mematuhi regulasi, dan memanfaatkan peluang dari teknologi bersih dan praktik pertambangan yang lebih berkelanjutan. Pencapaian terhadap target dipantau secara berkala untuk memastikan keselarasan dengan strategi jangka panjang perusahaan dan komitmen terhadap keberlanjutan.

perspective, the groundwater consumption targets of 2.0% (2030) and 1.5% (2040) have shown positive progress, with an achievement of 2,67% in 2025 (including ground water consumption in BIB and contractors), and no violations of water quality standards. During the reporting year, the Company (BIB) also expanded the scope of data collection and monitoring of water consumption to include its contractors.

Overall, these targets serve as a strategic guideline to reduce risks, enhance operational efficiency, ensure regulatory compliance, and capture opportunities arising from clean technologies and more sustainable mining practices. Progress against these targets is monitored regularly to ensure alignment with the Company's long-term strategy and its commitment to sustainability.





# TENTANG LAPORAN KEBERLANJUTAN

## About the Sustainability Report

Laporan Keberlanjutan GEMS disusun untuk mencerminkan kinerja, komitmen, dan transparansi Perseroan kepada seluruh pemangku kepentingan.

The GEMS Sustainability Report is developed to showcase its performance, commitments, and transparency to all stakeholders.







Laporan Keberlanjutan ini disusun sebagai wujud komitmen Perseroan dalam menghadirkan informasi yang transparan, akurat, dan bertanggung jawab mengenai kinerja ekonomi, lingkungan, dan sosial sepanjang periode pelaporan. Melalui laporan ini, Perseroan menegaskan dedikasi untuk menjalankan praktik usaha yang berorientasi pada keberlanjutan, mematuhi regulasi yang berlaku, serta terus meningkatkan kontribusi positif bagi para pemangku kepentingan dan lingkungan tempat Perseroan beroperasi.

Perseroan menerbitkan laporan keberlanjutan setiap tahun, dan laporan tahun lalu diterbitkan pada bulan April 2025. Laporan ini menyatakan kinerja Perseroan untuk periode 1 Januari 2025 – 31 Desember 2025. Kinerja ekonomi yang disajikan dalam laporan ini bersumber dari Laporan Keuangan Tahunan yang telah diaudit untuk periode 1 Januari 2025 – 31 Desember 2025 yang dipublikasikan pada 9 Maret 2025. [GRI 2-3]

Perseroan melakukan penyajian kembali data emisi periode sebelumnya untuk memenuhi persyaratan penghitungan sesuai ISO 14064-1. Penyesuaian ini menyebabkan angka yang telah diungkapkan pada periode sebelumnya menjadi lebih kecil dibandingkan angka yang disajikan ini. Detail data penyajian kembali tahun 2024-2023 dapat dilihat pada halaman 110 – 115. [GRI 2-4]

Laporan ini disusun sesuai dengan standar yang berlaku secara nasional dan internasional, yaitu:

This Sustainability Report has been prepared as a manifestation of the Company's commitment to providing transparent, accurate, and accountable information regarding its economic, environmental, and social performance throughout the reporting period. Through this report, the Company reaffirms its dedication to conducting business practices oriented toward sustainability, complying with applicable regulations, and continuously enhancing its positive contributions to stakeholders and the environment in which it operates.

The Company publishes its Sustainability Report annually, and the previous report was issued in April 2025. This report presents the Company's performance for the period from January 1, 2025 to December 31, 2025. The economic performance presented in this report is derived from the audited Annual Financial Statements for the period from January 1, 2025 to December 31, 2025, which were published on March 9, 2025. [GRI 2-3]

The Company has restated emissions data for the previous reporting period to comply with calculation requirements under ISO 14064-1. This adjustment resulted in figures previously disclosed for the prior period being lower than those currently presented. Detailed information on the restatement of 2024-2023 data is provided on pages 110-115. [GRI 2-4]

This report has been prepared in accordance with prevailing national and international standards, particularly:

|  |                                                                                                                                                                         |                        |            |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------|
|  | <b>Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021</b><br>The Financial Service Authority Circular Letter (SEOJK) No. 16/SEOJK.04/202116/SEOJK.04/2021 | <b>Halaman</b><br>Page | <b>377</b> |
|  | <b>GRI Standards 2021</b><br>GRI Standards 2021                                                                                                                         | <b>Halaman</b><br>Page | <b>355</b> |
|  | <b>GRI Sektor Batu Bara</b><br>GRI Coal Sector                                                                                                                          | <b>Halaman</b><br>Page | <b>366</b> |
|  | <b>SASB Sektor Batu Bara</b><br>SASB Coal Sector                                                                                                                        | <b>Halaman</b><br>Page | <b>382</b> |



## ASSURANCE EKSTERNAL

### External Assurance

[GRI 2-5] [OJK G.1]

Untuk memastikan kualitas Laporan Keberlanjutan periode 1 Januari 2025 – 31 Januari 2025, Perseroan menetapkan langkah-langkah berikut:

In order to assure quality of the Sustainability Report for the period of January 1, 2025 – January 31, 2025, the Company implements the following steps:

01

Perseroan menggunakan jasa external assurance dari PT Sucofindo. Perseroan tidak memiliki hubungan kerja dengan PT Sucofindo kecuali dalam tugas *assurance* ini. Pemilihan dilakukan dengan mempertimbangkan independensi, pengalaman, kualitas dan kapabilitas PT Sucofindo. Proses pemilihan diawali dengan tender yang kemudian disahkan atas persetujuan Direksi yang diwakili oleh Divisi Sustainability. Standar yang digunakan dalam *assurance* adalah AA1000AS v3 yang diterbitkan oleh AccountAbility serta ISAE 3000 (Revised) yang diterbitkan oleh International Auditing and Assurance Standards Board. Laporan dari *assurer* disajikan pada halaman 322-323.

The Company engaged PT Sucofindo to provide external assurance services. The Company has no working relationship with PT Sucofindo other than for this assurance engagement. The selection was made based on PT Sucofindo's independence, experience, quality, and capability. The selection process began with a tender process and was subsequently approved by the Board of Directors, represented by the Sustainability Division. The assurance standards applied were AA1000AS v3 issued by AccountAbility and ISAE 3000 (Revised) issued by the International Auditing and Assurance Standards Board. The assurer's report is presented on page 322-323.

02

Perseroan menggunakan jasa pengecekan *in accordance* dari National Center for Corporate Reporting, untuk memastikan kesesuaian laporan dengan standar GRI maupun OJK.

The Company also engaged the National Center for Corporate Reporting to conduct an *in accordance* check to ensure the report's alignment with GRI Standards and OJK requirements.

03

Penetapan topik material dari laporan ini telah melalui persetujuan Direksi. Direksi bertanggung jawab dalam memeriksa dan menyetujui informasi dalam laporan keberlanjutan ini. Proses pemeriksaan dan persetujuan dilakukan secara bertingkat oleh Departemen/Divisi dan Direksi melalui proses berikut: [GRI 2-14]

The determination of the material topics in this report has been approved by the Board of Directors. The Board of Directors is responsible for reviewing and approving the information presented in this Sustainability Report. The review and approval process is carried out in stages by the relevant Departments/Divisions and the Board of Directors through the following process: [GRI 2-14]



Reviu dampak prioritas yang paling signifikan sebagai topik material.  
Review of the most significant priority impacts as material topics.



Reviu seluruh topik material sudah disajikan dengan lengkap dan tepat.  
Review to ensure that all material topics have been presented completely and appropriately.



Menyetujui seluruh penyajian topik material pada tahun pelaporan.  
Approval of the full presentation of material topics for the reporting year.



## PRINSIP PELAPORAN KEBERLANJUTAN

### Sustainability Reporting Principles

Dalam keseluruhan proses pelaporan, Kami menerapkan prinsip-prinsip keberlanjutan yang tertuang dalam GRI Standards 2021 sebagai berikut:

Throughout the reporting process, We applied the sustainability reporting principles set forth in the GRI Standards 2021 as follows:



## PROSES PENETAPAN ISI LAPORAN & ASPEK MATERIAL SERTA DAFTAR TOPIK MATERIAL

Process to Determine Report Content, Material Aspects and List of Material Topics

[GRI 3-1] [GRI 3-2] [GRI 3-3]

Untuk memastikan kualitas Laporan Keberlanjutan periode 1 Januari 2025 – 31 Januari 2025, Perseroan menetapkan langkah-langkah berikut:

To ensure quality of the Sustainability Report for the period of January 1, 2025 – January 31, 2025, the Company implements the following steps:



### Memahami konteks keberlanjutan Perseroan

Understanding the Company's sustainability context



### Mengidentifikasi dampak aktual (yang sudah terjadi) maupun dampak potensial (yang akan terjadi)

Identifying the actual impact (existing) and potential impact (future)



### Menilai signifikansi dampak

Assessing the significance of impacts



### Memprioritaskan dampak yang paling signifikan sebagai topik material

Prioritizing the most significant impacts as material topics

Perseroan juga melakukan *Focus Group Discussion* pada 4 Desember 2025 yang melibatkan berbagai divisi terkait dari Perseroan, para pakar, serta *National Center for Corporate Reporting*. Perseroan juga mempertimbangkan saran publik terkait perbaikan Laporan Berkelanjutan. Namun demikian, tidak terdapat tanggapan terhadap umpan balik Laporan Keberlanjutan tahun sebelumnya. [OJK G.3]

The Company also conducted a Focus Group Discussion on December 4, 2025, involving various relevant divisions of the Company, experts, and the National Center for Corporate Reporting. The Company also considered public suggestions for the improvement of the Sustainability Report. However, there were no responses received regarding feedback on the previous year's Sustainability Report. [OJK G.3]

Terdapat beberapa perubahan topik material dibandingkan dengan laporan tahun lalu, yaitu:

- GRI 304 digantikan oleh GRI 101, karena GRI 304 telah digantikan dengan standar yang baru, yang berlaku dalam laporan yang diterbitkan tahun 2026.

There were several changes to the material topics compared with the previous year's report, particularly:

- GRI 304 was replaced by GRI 101, as GRI 304 has been superseded by the new standard applicable to reports published in 2026.



## DAFTAR TOPIK MATERIAL

### List of Material Topics

| Topik<br>Topic                                            | Standar GRI<br>GRI Standard                   | GRI Sektor Spesifik<br>GRI Specific Sector                        | Alasan Mengapa Topik Material<br>Reason Why This Topic is Material                                                                                                                                                                                                                                      |
|-----------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kinerja ekonomi<br>Economic Performance                   | [201-1] [201-2]<br>[201-3] [201-4]            | [12.8.1] [12.8.2]<br>[12.21.2] [12.21.3]                          | Berdampak signifikan pada peningkatan ekonomi nasional, daerah, dan para pemangku kepentingan.<br>Has a significant impact on improving the national and regional economy, as well as on stakeholders.                                                                                                  |
| Keberadaan Pasar<br>Market Presence                       | [202-1] [202-2]                               | [12.8.3]<br>[12.19.2]<br>[12.19.3]                                | Berdampak signifikan pada sumber daya manusia, baik dalam kesejahteraan maupun karir karyawan.<br>Has a significant impact on human resources, both in employee welfare and career development.                                                                                                         |
| Dampak Ekonomi Tidak Langsung<br>Indirect Economic Impact | [203-1] [203-2]                               | [12.8.4] [12.8.5]                                                 | Berdampak signifikan pada peningkatan perekonomian daerah dan pemberdayaan masyarakat.<br>Has a significant impact on regional economic growth and community empowerment.                                                                                                                               |
| Praktik Pengadaan<br>Procurement Practices                | [204-1]                                       | [12.8.6]                                                          | Berdampak penting bagi pengembangan perekonomian lokal.<br>Has an important impact on the development of the local economy.                                                                                                                                                                             |
| Anti Korupsi<br>Anti-Corruption                           | [205-1] [205-2]<br>[205-3]                    | [12.20.1] [12.20.2]<br>[12.20.3] [12.20.4]<br>[12.20.5] [12.20.6] | Berdampak penting dan berpengaruh besar terhadap kepercayaan para pemegang saham, masyarakat dan pemangku kepentingan lainnya.<br>Has a significant impact and major influence on the trust of shareholders, the public, and other stakeholders.                                                        |
| Pajak<br>Tax                                              | [207-1] [207-2]<br>[207-3] [207-4]            | [12.21.1] [12.21.4]<br>[12.21.5] [12.21.6]<br>[12.21.7] [12.21.8] | Berdampak penting dan berpengaruh besar terhadap kepercayaan masyarakat dan pemangku kepentingan lainnya, serta kepatuhan pada pemerintah.<br>Has a significant impact and major influence on public and stakeholder trust, as well as on compliance with government requirements.                      |
| Material<br>Materials                                     | [301-1] [301-2]<br>[301-3]                    |                                                                   | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan, di samping penghematan secara ekonomi bagi Perseroan.<br>Has a significant impact on environmental sustainability and the preservation of the natural environment, in addition to generating economic savings for the Company. |
| Energi<br>Energy                                          | [302-1] [302-2]<br>[302-3] [302-4]<br>[302-5] | [12.1.2] [12.1.3] [12.1.4]                                        | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan, di samping penghematan secara ekonomi bagi Perseroan.<br>Has a significant impact on environmental sustainability and the preservation of the natural environment, in addition to generating economic savings for the Company. |



| Topik<br>Topic                                                                                     | Standar GRI<br>GRI Standard                                                                  | GRI Sektor Spesifik<br>GRI Specific Sector                                                                                     | Alasan Mengapa Topik Material<br>Reason Why This Topic is Material                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Air dan Efluen<br>Water and Effluent                                                               | [303-1] [303-2]<br>[303-3] [303-4]<br>[303-5]                                                | [12.7.1] [12.7.2] [12.7.3]<br>[12.7.4] [12.7.5] [12.7.6]                                                                       | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan<br>Has a significant impact on environmental sustainability and the preservation of the natural environment.                                                                                                                                               |
| Keanekaragaman Hayati<br>Biodiversity                                                              | [101-1] [101-2]<br>[101-3] [101-4]<br>[101-5] [101-6]<br>[101-7] [101-8]                     | [12.5.1] [12.5.2]<br>[12.5.3] [12.5.4]<br>[12.5.5] [12.5.6] [12.5.7]<br>[12.5.8]                                               | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan<br>Has a significant impact on environmental sustainability and the preservation of the natural environment.                                                                                                                                               |
| Emisi<br>Emission                                                                                  | [305-1] [305-2] [305-3]<br>[305-4] [305-5]<br>[305-6]<br>[305-7]                             | [12.1.1] [12.1.5] [12.1.6]<br>[12.1.7] [12.1.8] [12.4.1]<br>[12.4.2]                                                           | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan, di samping penghematan secara ekonomi bagi Perseroan.<br>Has a significant impact on environmental sustainability and the preservation of the natural environment, in addition to generating economic savings for the Company.                            |
| Limbah<br>Waste                                                                                    | [306-1] [306-2]<br>[306-3] [306-4]<br>[306-5]                                                | [12.6.1] [12.6.2] [12.6.3]<br>[12.6.4] [12.6.5] [12.6.6]<br>[12.13.2]                                                          | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan<br>Has a significant impact on environmental sustainability and the preservation of the natural environment.                                                                                                                                               |
| Penilaian Lingkungan Pemasok<br>Supplier Environmental Assessment                                  | [308-1] [308-2]                                                                              |                                                                                                                                | Berdampak signifikan pada keberlanjutan bumi dan kelestarian lingkungan, serta kepercayaan masyarakat terhadap Perseroan.<br>Has a significant impact on environmental sustainability and the preservation of the natural environment, as well as public trust in the Company.                                                     |
| Integritas Aset dan Pengelolaan Insiden Kritis<br>Asset Integrity and Critical Incident Management |                                                                                              | [12.13.1] [12.13.2]<br>[12.13.3] [12.13.4]                                                                                     | Berdampak signifikan pada lingkungan, kenyamanan kerja dan kepercayaan pemangku kepentingan.<br>Has a significant impact on the environment, workplace comfort, and stakeholder trust.                                                                                                                                             |
| Adaptasi, Ketahanan, dan Transisi Iklim<br>Climate Adaptation, Resilience, and Transition          |                                                                                              | [12.2.1] [12.2.2] [12.2.3]<br>[12.2.4]                                                                                         | Berdampak signifikan pada kelestarian lingkungan, penghematan ekonomi ( <i>eco-efficiency</i> ) bagi Perseroan.<br>Has a significant impact on environmental preservation and economic savings ( <i>eco-efficiency</i> ) for the Company.                                                                                          |
| Penutupan Tambang dan Rehabilitasi<br>Mine Closure and Rehabilitation                              |                                                                                              | [12.3.1] [12.3.2] [12.3.3]<br>[12.3.4] [12.3.5] [12.3.6]                                                                       | Berdampak signifikan pada kelestarian lingkungan. Berdampak signifikan bagi kesejahteraan dan peningkatan karier karyawan serta kesejahteraan masyarakat.<br>Has a significant impact on environmental preservation. It also has a significant impact on employee welfare and career development, as well as community well-being. |
| Kepegawaian<br>Employment                                                                          | [401-1] [401-2]<br>[401-3]                                                                   | [12.15.1] [12.15.2]<br>[12.15.3] [12.15.4]<br>[12.19.4]                                                                        | Berdampak penting pada kenyamanan dan kinerja karyawan.<br>Has a significant impact on employee comfort and performance.                                                                                                                                                                                                           |
| Kesehatan dan Keselamatan Kerja<br>Occupational Health and Safety                                  | [403-1] [403-2]<br>[403-3] [403-4]<br>[403-5] [403-6]<br>[403-7] [403-8]<br>[403-9] [403-10] | [12.14.1] [12.14.2]<br>[12.14.3] [12.14.4]<br>[12.14.5] [12.14.6]<br>[12.14.7] [12.14.8]<br>[12.14.9] [12.14.10]<br>[12.14.11] | Berdampak penting pada kenyamanan dan kinerja karyawan, serta kepercayaan masyarakat terhadap Perseroan<br>Has an important impact on employee comfort and performance, as well as public trust in the Company.                                                                                                                    |



| Topik<br>Topic                                                                                    | Standar GRI<br>GRI Standard | GRI Sektor Spesifik<br>GRI Specific Sector   | Alasan Mengapa Topik Material<br>Reason Why This Topic is Material                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pendidikan dan Pelatihan<br>Education and Training                                                | [404-1] [404-2]<br>[404-3]  | [12.15.6] [12.15.7]<br>[12.19.5]             | Berdampak penting pada kenyamanan dan kinerja karyawan serta kapasitas/keahlian karyawan.<br>Has a significant impact on employee comfort and performance, as well as employee capacity and expertise.                                           |
| Keberagaman dan Kesetaraan<br>Diversity and Equal Opportunity                                     | [405-1] [405-2]             | [12.19.6]<br>[12.19.7]                       | Berdampak penting pada kenyamanan dan kinerja karyawan serta penghormatan terhadap HAM.<br>Has a significant impact on employee comfort and performance, as well as respect for human rights.                                                    |
| Non diskriminasi<br>Non-Discrimination                                                            | [406-1]                     | [12.19.1] [12.19.8]                          | Berdampak penting pada kenyamanan dan kinerja karyawan serta penghormatan terhadap HAM.<br>Has a significant impact on employee comfort and performance, as well as respect for human rights.                                                    |
| Kebebasan Berserikat dan Perundingan Kolektif<br>Freedom of Association and Collective Bargaining | [407-1]                     | [12.18.1]<br>[12.18.2]                       | Berdampak penting pada kenyamanan dan kinerja karyawan serta penghormatan terhadap HAM.<br>Has a significant impact on employee comfort and performance, as well as respect for human rights.                                                    |
| Pekerja Anak<br>Child Labor                                                                       | [408-1]                     | [12.16.1] [12.16.2]                          | Berdampak penting pada pemerintah, topik material bagi OJK<br>Berdampak penting pada pemerintah, topik material bagi OJK                                                                                                                         |
| Kerja Paksa atau Wajib Kerja<br>Forced or Compulsory Labor                                        | [409-1]                     | [12.17.1] [12.17.2]                          | Berdampak penting pada pemerintah, topik material bagi OJK<br>Has a significant impact on government and is a material topic for OJK.                                                                                                            |
| Praktik-praktik Keamanan<br>Security Practices                                                    | [410-1]                     | [12.12.1]<br>[12.12.2]                       | Berdampak penting pada peningkatan layanan dan kepercayaan pelanggan.<br>Has a significant impact on service improvement and customer trust.                                                                                                     |
| Masyarakat lokal<br>Local Communities                                                             | [413-1] [413-2]             | [12.9.1]<br>[12.9.2]<br>[12.9.3]<br>[12.9.4] | Berdampak penting pada peningkatan kesejahteraan masyarakat dan pengembangan produk untuk masyarakat marginal.<br>Has a significant impact on improving community well-being and on product development for marginalized communities.            |
| Hak Tanah dan Sumber Daya<br>Land and Resource Rights                                             |                             | [12.10.1] [12.10.2]                          | Berdampak signifikan pada kehidupan dan penghidupan masyarakat.<br>Has a significant impact on community life and livelihoods.                                                                                                                   |
| Penilaian Sosial Pemasok<br>Supplier Social Assessment                                            | [414-1][414-2]              | [12.15.8] [12.15.9]<br>[12.16.3] [12.17.3]   | Berdampak penting pada penegakan dan penerapan konsep keberlanjutan oleh relasi bisnis/vendor Perseroan.<br>Has a significant impact on enforcing and implementing sustainability principles among the Company's business relations and vendors. |
| Kebijakan Publik<br>Public Policy                                                                 | [415-1]                     | [12.22.1]<br>[12.22.2]                       | Berdampak pada kepercayaan masyarakat dan independensi Perseroan.<br>Has a significant impact on public trust and the Company's independence.                                                                                                    |

## DAFTAR TOPIK TIDAK MATERIAL

### List of Non-Material Topics

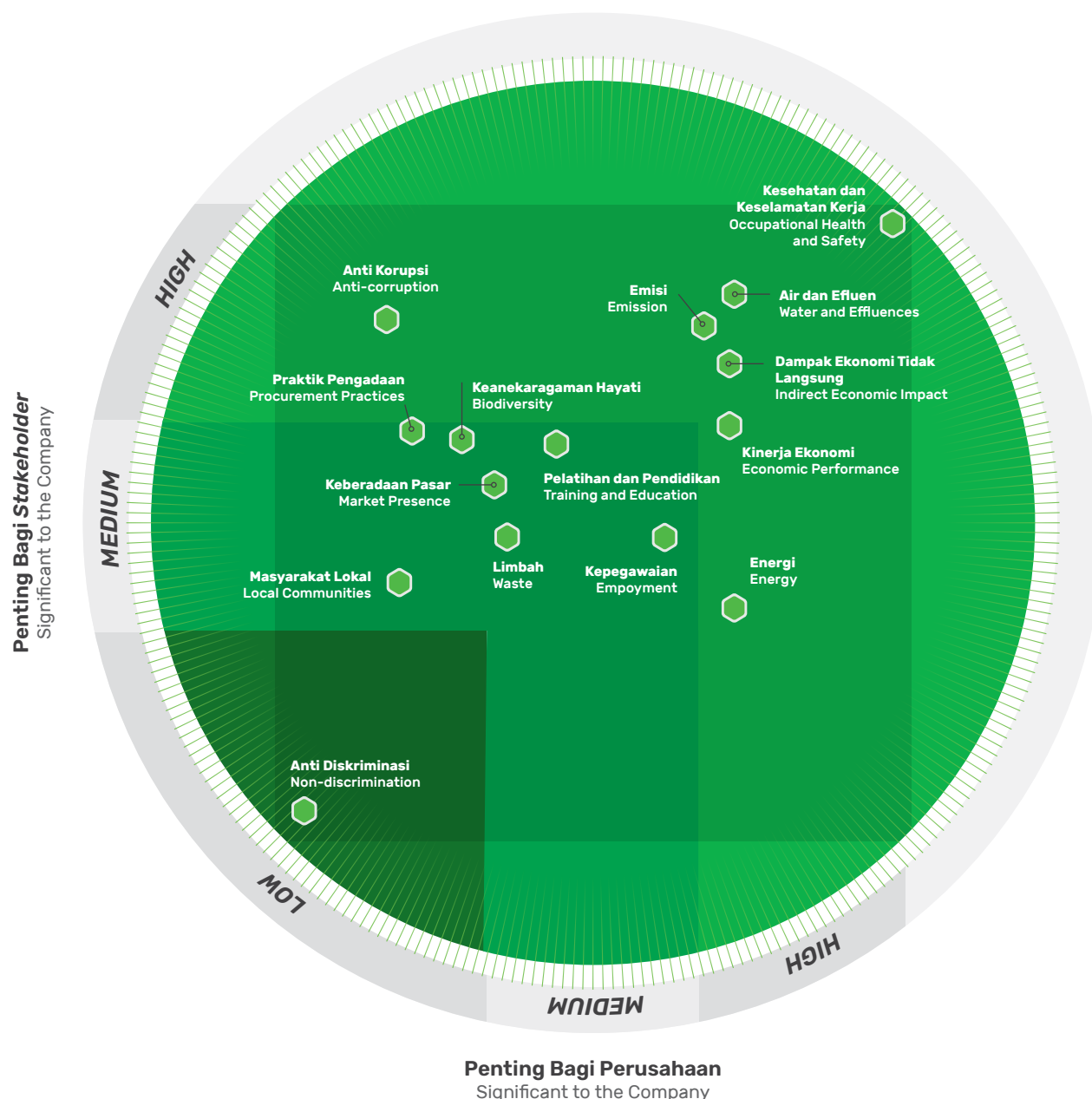
| Topik tidak material<br>Non-Material Topic                        | Standar GRI<br>GRI Standard   | GRI Sektor Spesifik<br>GRI Specific Sector       | Alasan<br>Reason                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------|-------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perilaku Anti-Persaingan<br>Anti-Competitive Behavior             | [206-1]                       |                                                  | Perseroan beroperasi dalam bisnis komoditas batubara yang diatur ketat oleh pemerintah, sehingga tidak terdapat potensi perilaku anti-kompetitif.<br>The Company operates in the coal commodity business, which is highly regulated by the government; therefore, there is no potential for anti-competitive behavior.                                         |
| Hubungan Tenaga Kerja/ Manajemen Labor/Management Relations       | [402-1]                       | [12.15.5] [12.3.2]                               | Dihapuskan oleh Lembaga Global Reporting Initiative (GRI), dan sedang proses perumusan standar baru.<br>This topic has been withdrawn by the Global Reporting Initiative (GRI) and is currently under development as a new standard.                                                                                                                           |
| Hak-Hak Masyarakat Adat<br>Rights of Indigenous Peoples           | [411-1]                       | [12.11.1]<br>[12.11.2]<br>[12.11.3]<br>[12.11.4] | Dalam wilayah operasional Perseroan dan sekitarnya, tidak terdapat masyarakat adat, dan Perseroan telah mengikuti peraturan perundang-undangan dalam pembukaan lahan.<br>There are no Indigenous Peoples within or surrounding the Company's operational areas, and the Company has complied with applicable laws and regulations in land clearing activities. |
| Penilaian Hak Asasi Manusia<br>Human Rights Assessment            | [412-1]<br>[412-2]<br>[412-3] |                                                  | Perseroan mematuhi setiap peraturan perundang-undangan di bidang ketenagakerjaan, dan tidak ada operasi Perseroan yang mengalami ancaman dalam bidang pelaksanaan hak asasi manusia.<br>The Company complies with all applicable labor regulations, and none of the Company's operations face risks related to human rights implementation.                    |
| Kesehatan dan Keselamatan Pelanggan<br>Customer Health and Safety | [416-1]<br>[416-2]            |                                                  | Produk dan layanan Perseroan bukan merupakan produk fisik yang dapat membahayakan pelanggan.<br>The Company's products and services are not physical consumer products that could endanger customers.                                                                                                                                                          |
| Pemasaran dan Pelabelan<br>Marketing and Labeling                 | [417-1]<br>[417-2]<br>[417-3] |                                                  | Perseroan berfokus pada penambangan dan penjualan batubara dalam jumlah besar ( <i>bulk commodity</i> ) yang tidak memerlukan aktivitas pemasaran konsumen ataupun pelabelan produk.<br>The Company focuses on coal mining and bulk coal sales, which do not require consumer marketing activities or product labeling.                                        |
| Privasi Pelanggan<br>Customer Privacy                             | [418-1]                       |                                                  | Perseroan tidak memiliki basis pelanggan yang banyak.<br>The Company does not have a large customer base.                                                                                                                                                                                                                                                      |

## TINGKAT MATERIALITAS

### Materiality Level

Grafik berikut menyajikan tingkat materialitas berbagai topik/isu yang diungkapkan dalam laporan. Visualisasi ini disusun berdasarkan hasil survei penilaian materialitas yang diperoleh melalui kuesioner yang didistribusikan kepada para pemangku kepentingan, baik pemangku kepentingan internal<sup>1</sup> maupun pemangku kepentingan eksternal<sup>2</sup>.

The following chart presents the materiality level of the various topics/issues disclosed in this report. This visualization is based on the results of the materiality assessment survey obtained through questionnaires distributed to internal stakeholders<sup>1</sup> and external stakeholders<sup>2</sup>.



Perseroan menyediakan sarana bagi pemangku kepentingan internal maupun eksternal untuk memberikan masukan atas laporan keberlanjutan ini dengan mengirimkan *form* masukan pada halaman 384. [OJK G.3].

The Company provides a channel for internal and external stakeholders to provide input on this sustainability report by submitting a feedback form on the page 384. [OJK G.3].

<sup>1</sup> Pemangku kepentingan internal adalah Pihak di dalam organisasi yang mempunyai hubungan langsung, yaitu karyawan, manajemen, pemilik/pemegang saham

<sup>1</sup> Internal stakeholders are parties within the organization who have a direct relationship with it, namely employees, management, and owners/shareholders.

<sup>2</sup> Pemangku kepentingan eksternal adalah Pihak di luar organisasi yang mempengaruhi atau dipengaruhi oleh perusahaan, baik memiliki hubungan langsung maupun tidak, tetapi semuanya penting untuk tujuan dan keberhasilan bisnis, yaitu supplier, vendor, konsumen, investor, pemerintah, masyarakat.

<sup>2</sup> External stakeholders are parties outside the organization that affect or are affected by the company, whether they have a direct relationship or not; however, all are vital to the company's business objectives and success, including suppliers, vendors, consumers, investors, the government, and the community.



IAC0552603SN



National Center for Corporate Reporting

**Laporan Kesesuaian dengan Standar GRI dan  
SEOJK 16/OJK.04/2021**  
**Statement of GRI Standards and SEOJK 16/OJK.04/2021  
in Accordance Check**

National Center for Corporate Reporting (NCCR) telah melakukan pengecekan kesesuaian dengan Standar GRI dan SEOJK 16 OJK.04/2021 atas Laporan Keberlanjutan PT Golden Energy Mines Tbk 2025 ("Laporan"). Pengecekan dilakukan untuk memberikan gambaran tentang sejauh mana Standar GRI dan SEOJK 16/OJK.04/2021 telah diterapkan dalam Laporan tersebut. Pengecekan ini bukan merupakan opini atas kinerja keberlanjutan maupun kualitas informasi yang dimuat dalam Laporan tersebut.

Kami menyimpulkan bahwa Laporan ini telah disusun sesuai dengan Standar GRI dan SEOJK 16/OJK.04/2021.

Jakarta, 30 Maret 2026

The National Center for Corporate Reporting has conducted a GRI Standards and SEOJK 16/OJK.04/2021 in Accordance Check on PT Golden Energy Mines Tbk Sustainability Report 2025 ("Report"). The check communicates the extent to which the GRI Standards and SEOJK 16/OJK.04/2021 have been applied in the Report. The check does not provide an opinion on the sustainability performance of the reporter or the quality of the information provided in the Report.

We conclude that this report has been prepared in accordance with GRI Standards and SEOJK 16/OJK.04/2021.

Jakarta, March 30, 2026

National Center for Corporate Reporting  
GRI Standards Aligning Service

**Andrew K. Twohig, BCom, BA (Hons), MA, CSRA**  
**Director**

## Independent Assurance Statement

### No. 0466/KSP-IV/2026

#### To the management and stakeholders of PT Golden Energy Mines Tbk.,

We were appointed by PT Golden Energy Mines Tbk. ('GEMS') to perform an assurance engagement on its Sustainability Report 2025 ('the Report'). The assurance engagement was carried out by our assurance team, which has extensive professional expertise, technical competence and relevant experience in sustainability reporting. The team comprised certified sustainability reporting specialists and certified sustainability reporting assurers to ensure a high level of proficiency and quality in the execution of the engagement.

#### Independence

We conducted the assurance engagement independently and objectively. We were not involved in the preparation of any key part of the Report, nor did we provide any services to GEMS during 2025 that could compromise our independence or create a conflict of interest in relation to this assurance engagement.

#### Assurance Standards, Levels, and Criteria

Our assurance procedures were performed in accordance with AA1000 Assurance Standards v3 (AA1000AS v3) issued by AccountAbility and International Standard on Assurance Engagements ISAE 3000 (Revised), 'Assurance Engagements other than Audits or Reviews of Historical Financial Information', issued by the International Auditing and Assurance Standards Board.

Through the design of our evidence-gathering procedures to achieve a moderate level of assurance in accordance with AA1000AS v3, readers may obtain a moderate level of confidence that the risk of material misstatement or error has been reduced to a low level, though not eliminated entirely. Moreover, GEMS' adherence to the AccountAbility Principles (AP) was evaluated in accordance with the criteria of AA1000AP (2018) on Inclusivity, Materiality, Responsiveness, and Impact. In addition, the Report, within the agreed scope, has been assessed according to the GRI Standards criteria.

#### Limitations

Our scope of work was confined to reviewing the accuracy and reliability of specified data and as well as conducting interviews with data providers, persons in charge of data collection and processing, as well as persons in charge of sustainability performance-related information.

#### Responsibility

GEMS is responsible for the preparation of the Report and all information and statements contained therein, including the establishment of sustainability management objectives,

performance management processes, data collection systems, and other related performance initiatives.

In conducting this engagement, our responsibility to the management of GEMS is limited to verifying the statements made regarding its sustainability performance, as defined within the agreed scope, and to providing our conclusion based on the work performed.

#### Methodology

To assess the accuracy of selected statements and specific data sets disclosed in the Report, as well as the systems and processes used to manage and report them, several procedures were applied during the assurance engagement.

These procedures included reviewing the Report, relevant internal policies, supporting documentation, management and information systems, as well as conducting interviews with the personnel responsible for sustainability management and reporting. The process also involved tracing data back to the original aggregated sources and performing more detailed verification on selected data samples.

#### Scope of Assurance

We provided a Type 2 (moderate level) assurance engagement under AA1000AS v3. This involved:

- 1) Assessment of GEMS' adherence to the AA1000AP (2018); and
- 2) Assessment of the accuracy and quality of the specified sustainability performance information contained within the Report, in relation to the agreed scope of GRI Standards:
  - 302. Energy
  - 305. Emissions
  - 306. Waste
  - 403. Occupational Health and Safety
  - 413. Local Communities

#### Conclusions

Conclusions in regard to adherence to the AA1000AP (2018) of Inclusivity, Materiality, Responsiveness, and Impact include the following findings:

#### Inclusivity

The company has shown its commitment to creating an inclusive work environment by promoting diversity, equal opportunities, and respect for all employees. To further strengthen this commitment, GEMS is advised to develop strategies for attracting and retaining a diverse workforce by implementing inclusive recruitment practices and ensuring equal opportunities for all candidates. Additionally, the company should review and

update its existing policies to enhance inclusivity and address any potential biases or discrimination within the organization. We also encourage GEMS to introduce initiatives that celebrate diversity and foster inclusivity, such as employee resource groups, mentorship programs, and cultural awareness activities.

To enhance its inclusivity practices, GEMS may consider formalizing and disclosing its stakeholder engagement outcomes and action plans more transparently. This will not only improve accountability but also demonstrate how stakeholder voices are integrated into strategic decision-making and service improvements.

### Materiality

Our assessment found that the company has a strong understanding of material aspects affecting both stakeholders and its business. GEMS has successfully identified key material issues relevant to its operations and incorporated them into its sustainability reporting process.

To further strengthen GEMS' approach to materiality, we recommend conducting a comprehensive risk assessment to identify emerging material risks that could impact the business in both short and long-term. Additionally, integrating materiality considerations into core business decision-making processes will help align sustainability goals with the company's overall strategy.

### Responsiveness

Our assessment found that GEMS has exhibited a strong level of responsiveness across various aspects of its operations. The company has demonstrated a commitment to addressing stakeholder concerns, engaging with the local community, and adapting to evolving market conditions. This proactive approach has contributed to maintaining a positive reputation and fostering strong relationships with stakeholders. However, to further enhance stakeholder engagement, GEMS should continue prioritizing trust-building efforts and strengthening its relationships with the community, investors, and other key stakeholders.

### Impact

The company has demonstrated a strong commitment to addressing stakeholder concerns and actively engaging with the local community. This proactive approach has contributed to GEMS' positive reputation and strengthened its relationships with stakeholders. To further enhance stakeholder engagement, the company should continue focusing on building trust and nurturing positive relationships with the community, investors, and other key stakeholders.

Conclusion on the accuracy and quality of the specified sustainability performance.

Based on our limited assurance engagement, we have not identified any indications that the data in the Report, within the agreed scope, has been materially misstated.

All key assurance findings are presented in this report, while detailed observations and follow-up recommendations have been provided separately to GEMS management.

Jakarta, April 2, 2026

**PT Sucofindo (Persero)**  
Engagement Leader



**Syaeful Bahrie**  
Certified Assurance Practitioner No. 10024117  
Certified Sustainability Reporting Assurer No. A-PK2I3-2501-008

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*Sucofindo is known for its high level of professionalism and competence, and its services are recognized not just in Indonesia, but also internationally. Sucofindo has a variety of technologies and equipment that helps them provide expertise and support their client's business objectives. Over the years, Sucofindo has gained a reputation for its reliability, integrity, and consistency with delivering quality services.*

## VERIFIKASI GAS RUMAH KACA

# OPINI PIHAK KETIGA



Lembar Opini No. GRK 0007-A/01.01.06-01

### SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

Graha Sucofindo B1 Floor - Jl. KH. Guru Amin Kav. 34 Jakarta 12780  
Phone : +62-21-7983666; Email : marketing.serco@sucofindo.co.id

#### PERNYATAAN PENJAMIN INDEPENDEN

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nama Organisasi                               | : PT Golden Energy Mines Tbk                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Alamat Organisasi                             | : Sinar Mas Land Plaza Tower II, Lantai 6, Jl. M.H. Thamrin No. 51                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Ruang Lingkup Sektor                          | : 01.01.16 Mining & Mineral Production                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Program/Mekanisme                             | : Voluntary Program                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Standar Verifikasi Laporan Inventarisasi GRK  | : SNI ISO 14064-3:2019 Spesifikasi dengan Panduan untuk Verifikasi dan Validasi Pernyataan Gas Rumah Kaca                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Kriteria Verifikasi Laporan Inventarisasi GRK | : SNI ISO 14064-1:2018 Spesifikasi dengan Panduan pada Tingkat Organisasi untuk Kuantifikasi dan Pelaporan Emisi dan Serapan Gas Rumah Kaca                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Periode Pelaporan & Pemantauan                | : 1 Januari 2025 – 31 Desember 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Ruang Lingkup Verifikasi                      | : <ul style="list-style-type: none"><li>- Batasan organisasi adalah pengendalian operasional</li><li>- Organisasi menjalankan kegiatan pertambangan batubara sekaligus sebagai pemilik konsesi pertambangan batubara</li><li>- Sumber emisi GRK organisasi meliputi emisi langsung dan tidak langsung. Emisi langsung adalah emisi dari pembakaran tidak bergerak, pembakaran bergerak, penggunaan produk, emisi fugitif tambang, emisi fugitif pelepasan refrigeran, emisi dari penggunaan lahan dan perubahan penggunaan lahan. Sumber emisi tidak langsung adalah emisi dari pembelian energi dan transportasi</li><li>- Tipe GRK adalah CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, dan HFCs</li></ul> |

Laporan verifikasi terhadap Laporan Inventarisasi GRK dari PT Golden Energy Mines Tbk, termasuk pernyataan kesimpulan dan opini verifikasi, merupakan tanggung jawab sepenuhnya dari Verifikator SUCOFINDO ICS. PT Golden Energy Mines Tbk bertanggung jawab atas penyajian klaim tingkat emisi GRK. Sedangkan entitas pelapor PT Golden Energy Mines Tbk bertanggung jawab atas penyajian klaim pernyataan emisi GRK dalam Laporan Inventarisasi & Kuantifikasi Gas Rumah Kaca Tingkat Organisasi.

Proses verifikasi dilaksanakan oleh SUCOFINDO ICS dengan menggunakan acuan standar ISO 14064-3: 2019, dengan **tingkat jaminan terbatas (*limited assurance*)**, ambang materialitas 5% dan kriteria verifikasi sesuai dengan ISO 14064-1:2018, pada periode pelaporan dari 01/01/2025 hingga 31/12/2025.

Data yang diperiksa selama verifikasi bersifat historis. Dalam proses verifikasi, verifikator mengidentifikasi beberapa aspek yang dapat ditingkatkan untuk mendukung kualitas, konsistensi, dan kelengkapan inventarisasi emisi GRK ke depan, khususnya terkait dengan konsistensi pencatatan data aktivitas konsumsi bahan bakar serta peluang perluasan cakupan kuantifikasi emisi tidak langsung dari aktivitas terkait bahan bakar (emisi siklus hidup hulu bahan bakar). Aspek-aspek tersebut tidak memengaruhi kewajaran penyajian pernyataan GRK secara keseluruhan, namun menjadi perhatian untuk peningkatan perbaikan sistem kendali data & informasi GRK. Rincian lebih lanjut atas catatan tersebut disajikan dalam Laporan Verifikasi.

Berdasarkan tinjauan verifikasi yang dilakukan SUCOFINDO ICS, tidak terdapat bukti bahwa pernyataan GRK mengandung kesalahan material, dan tidak terdapat bukti bahwa data serta informasi GRK disajikan secara tidak wajar.



Opini ini diterbitkan pada tanggal 23/04/2026

01-Rev.00



# VERIFIKASI GAS RUMAH KACA

## OPINI PIHAK KETIGA



Lembar Opini No. GRK 0007-A/01.01.06-01

### SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

Graha Sucofindo B1 Floor - Jl. KH. Guru Amin Kav. 34 Jakarta 12780  
Phone : +62-21-7983666; Email : marketing.serco@sucofindo.co.id

### PERNYATAAN PENJAMIN INDEPENDEN

Ringkasan tingkat emisi GRK terverifikasi selama periode pelaporan adalah sebagai berikut:

| EMISI (dalam ton)                                                    | Total tCO <sub>2</sub> e | tCO <sub>2</sub>  | tCH <sub>4</sub> | tN <sub>2</sub> O | tHFCs       |
|----------------------------------------------------------------------|--------------------------|-------------------|------------------|-------------------|-------------|
|                                                                      | GWP                      | 1                 | 27               | 273               | 771         |
| <b>Kategori 1: Emisi GRK langsung dalam ton</b>                      | <b>1.288.026,40</b>      | <b>828.005,77</b> | <b>12.789,82</b> | <b>289,41</b>     | <b>0,01</b> |
| 1.1. Emisi langsung dari pembakaran tidak bergerak                   | 26.880,60                | 26.752,02         | 1,58             | 0,32              |             |
| 1.2. Emisi langsung dari pembakaran bergerak                         | 620.336,39               | 540.201,27        | 44,94            | 289,09            |             |
| 1.3. Emisi langsung dari proses industri                             | 1.833,47                 | 1.833,47          |                  |                   |             |
| 1.4. Emisi langsung fugitive dari GRK dalam sistem antropogenik      | 379.756,94               |                   | 12.743,30        |                   | 0,01        |
| 1.5. Emisi langsung dari LULUCF                                      | 259.219,00               | 259.219,00        |                  |                   |             |
| <b>Emisi langsung dalam ton dari biomassa</b>                        | <b>239.465,31</b>        | <b>239.465,31</b> |                  |                   |             |
| <b>Emisi Tidak Langsung dalam ton</b>                                | <b>60.542,42</b>         |                   |                  |                   |             |
| <b>Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor</b> | <b>59.689,13</b>         |                   |                  |                   |             |
| 2.1. Emisi tidak langsung dari Listrik yang diimpor                  | 59.689,13                |                   |                  |                   |             |
| <b>Kategori 3: Emisi GRK tidak langsung dari transportasi</b>        | <b>853,29</b>            |                   |                  |                   |             |
| 3.5. Emisi dari perjalanan bisnis                                    | 853,29                   |                   |                  |                   |             |
| <b>Serapan langsung dalam ton</b>                                    | <b>13.819,07</b>         | <b>13.819,07</b>  |                  |                   |             |

| Emisi tidak langsung dari Listrik yang diimpor pendekatan berbasis pasar                                      |                      |                                          |                               |
|---------------------------------------------------------------------------------------------------------------|----------------------|------------------------------------------|-------------------------------|
| Operasi Borneo Indobara (Subsidiary PT Golden Energy Mines Tbk)                                               | Data Aktivitas (MWh) | Faktor Emisi (ton CO <sub>2</sub> e/MWh) | Emisi (ton CO <sub>2</sub> e) |
| Listrik energi terbarukan yang dibeli melalui instrumen kontraktual yang sesuai dengan ISO 14064-1 Lampiran E | 35.849,17            | 0,00                                     | 0,00                          |
| Sisa konsumsi listrik                                                                                         | 13.891,77            | 1,20                                     | 16.670,12                     |
| <b>Total</b>                                                                                                  |                      |                                          | <b>16.670,12</b>              |

Agus Permadi

Ketua Badan Pelaksana  
Chairman of Governing Board



Opini ini diterbitkan pada tanggal 23/04/2026

01-Rev.00



## TAUTAN SDGS DALAM STANDAR GRI

### Linking SDGs to GRI Standards

| No | Uraian<br>Description                                                                                                   | Target<br>Target                                                                                                                                                                                                           | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                       |
|----|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------------------|
| 1  | Tanpa Kemiskinan<br>No Poverty<br><br> | 1.1 Pada tahun 2030, memberantas kemiskinan ekstrem untuk semua orang di mana pun, yang saat ini diukur sebagai orang yang hidup dengan kurang dari \$1,25 per hari.                                                       | 207-1                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 207-2                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         | 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.                                                                                           | 207-3                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 207-4                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         | 1.2 Pada tahun 2030, mengurangi setidaknya setengah proporsi laki-laki, perempuan dan anak-anak dari segala usia yang hidup dalam kemiskinan dalam segala dimensinya menurut definisi nasional.                            | 202-1                                 | GRI 202: Kehadiran Pasar 2016<br>GRI 202: Market Presence 2016                         |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 203-2                                 | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 |
|    |                                                                                                                         | 1.2 By 2030, reduce at least by half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions.                                                     |                                       |                                                                                        |
|    |                                                                                                                         | 1.3 Menerapkan sistem dan langkah-langkah perlindungan sosial yang tepat secara nasional untuk semua, termasuk golongan terbawah, dan pada tahun 2030 mencapai cakupan yang substansial bagi masyarakat miskin dan rentan. | 207-1                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 207-2                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 207-3                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         |                                                                                                                                                                                                                            | 207-4                                 | GRI 207: Pajak 2019<br>GRI 207: Tax 2019                                               |
|    |                                                                                                                         | 1.3 Implement nationally appropriate social protection systems and measures for all, including the poorest and most vulnerable, and achieve substantial coverage of the poor and the vulnerable by 2030.                   |                                       |                                                                                        |

| No | Uraian<br>Description                                                                                                    | Target<br>Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                                                                                                        |
|----|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                          | <p>1.4 Pada tahun 2030, memastikan bahwa semua laki-laki dan perempuan, khususnya yang miskin dan rentan, memiliki hak yang sama atas sumber daya ekonomi, serta akses ke layanan dasar, kepemilikan dan kendali atas tanah dan bentuk kepemilikan lainnya, warisan, sumber daya alam, teknologi baru yang tepat dan layanan keuangan, termasuk keuangan mikro</p> <p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services, including microfinance.</p>                                                                   | <p>203-2</p> <p>413-2a</p>            | <p>GRI 203: Dampak Ekonomi Tidak Langsung 2016<br/>GRI 203: Indirect Economic Impacts 2016</p> <p>GRI 413: Komunitas Lokal 2016<br/>GRI 413: Local Communities 2016</p> |
| 2  | <p>Tanpa Kelaparan<br/>No Hunger</p>  | <p>2.3 Pada tahun 2030, melipatgandakan produktivitas pertanian dan pendapatan produsen pangan skala kecil, khususnya perempuan, masyarakat adat, keluarga petani, penggembala dan nelayan, termasuk melalui akses yang aman dan setara ke lahan, sumber daya dan input produktif lainnya, pengetahuan, layanan keuangan, pasar dan peluang untuk penambahan nilai dan pekerjaan non-pertanian</p> <p>2.3 By 2030, double the productivity of agriculture and income of small-scale food producers, especially women, indigenous communities, farming families, herders, and fishermen, including through safe and equal access to land, resources and other productive inputs, knowledge, financial services, markets, and opportunities for value addition and non-farm employment.</p> | 413-2a                                | <p>GRI 413: Komunitas Lokal 2016<br/>GRI 413: Local Communities 2016</p>                                                                                                |



| No | Uraian<br>Description                                                                                                                                  | Target<br>Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Pengungkapan<br>GRI<br>GRI Disclosure                   | Sumber<br>Source                                                                                                                                                                                                                                                                                                                                                                    |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3  | <p>Kehidupan Sehat dan Sejahtera<br/>Healthy and Prosperous Life</p>  | <p>3.2 Pada tahun 2030, mengakhiri kematian bayi baru lahir dan anak di bawah usia 5 tahun yang dapat dicegah, dengan semua negara bertujuan untuk mengurangi kematian neonatal setidaknya hingga 12 per 1.000 kelahiran hidup dan kematian di bawah 5 hingga setidaknya 25 per 1.000 kelahiran hidup</p> <p>3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least 12 per 1,000 live births and under-5 mortality to at least 25 per 1,000 live births.</p> <p>3.3 Pada tahun 2030, mengakhiri epidemi AIDS, tuberkulosis, malaria dan penyakit tropis terabaikan serta memerangi hepatitis, penyakit yang ditularkan melalui air dan penyakit menular lainnya</p> <p>3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases, and combat hepatitis, water-borne diseases, and other communicable diseases.</p> <p>3.4 Pada tahun 2030, mengurangi sepertiga kematian dini akibat penyakit tidak menular melalui pencegahan dan pengobatan serta meningkatkan kesehatan dan kesejahteraan mental</p> <p>3.4 By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> | <p>401-2a</p> <p>403-6b</p> <p>403-10</p> <p>403-10</p> | <p>GRI 401: Ketenagakerjaan 2016<br/>GRI 401: Employment 2016</p> <p>GRI 403: Kesehatan dan Keselamatan Kerja 2018<br/>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403: Kesehatan dan Keselamatan Kerja 2018<br/>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403: Kesehatan dan Keselamatan Kerja 2018<br/>GRI 403: Occupational Health and Safety 2018</p> |



| No | Uraian<br>Description                                                                                                                                                                                                                     | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                              |
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|    | 3.5 Memperkuat pencegahan dan pengobatan penyalahgunaan zat, termasuk penyalahgunaan obat narkotika dan penggunaan alkohol yang berbahaya                                                                                                 |                  | 403-6b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    | 3.5 Strengthen prevention and treatment of substance abuse, including harmful use of drugs and alcohol.                                                                                                                                   |                  |                                       |                                                                                               |
|    | 3.6 Pada tahun 2020, mengurangi separuh jumlah kematian dan cedera global akibat kecelakaan lalu lintas jalan                                                                                                                             |                  | 403-9a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    | 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.                                                                                                                                                  |                  | 403-9b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                                                                                                                                                                                                                                           |                  | 403-9c                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    | 3.7 Pada tahun 2030, memastikan akses universal terhadap layanan kesehatan seksual dan reproduksi, termasuk untuk keluarga berencana, informasi dan pendidikan, dan integrasi kesehatan reproduksi ke dalam strategi dan program nasional |                  | 403-6a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                                                                                                                                                                                                                                           |                  | 403-6b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    | 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs.         |                  |                                       |                                                                                               |



| No | Uraian<br>Description                                                                                                                                                                                                                               | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                                                                                                                            |
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|    | 3.8 Mencapai cakupan kesehatan universal, termasuk perlindungan risiko finansial, akses ke layanan perawatan kesehatan esensial berkualitas dan akses ke obat-obatan dan vaksin esensial yang aman, efektif, berkualitas dan terjangkau untuk semua |                  | 203-2<br><br>403-6a                   | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016<br><br>GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    | 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.                      |                  |                                       |                                                                                                                                                                                             |
|    | 3.9 Pada tahun 2030, secara substansial mengurangi jumlah kematian dan penyakit akibat bahan kimia berbahaya serta polusi dan kontaminasi udara, air dan tanah                                                                                      |                  | 305-1                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                                                                                                              |
|    | 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.                                                                                                 |                  |                                       |                                                                                                                                                                                             |
|    |                                                                                                                                                                                                                                                     |                  | 305-2                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                                                                                                              |
|    |                                                                                                                                                                                                                                                     |                  | 305-3                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                                                                                                              |
|    |                                                                                                                                                                                                                                                     |                  | 305-6a                                | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                                                                                                              |
|    |                                                                                                                                                                                                                                                     |                  | 305-7                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                                                                                                                              |
|    |                                                                                                                                                                                                                                                     |                  | 306-1                                 | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |
|    |                                                                                                                                                                                                                                                     |                  | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |
|    |                                                                                                                                                                                                                                                     |                  | 306-2b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |
|    |                                                                                                                                                                                                                                                     |                  | 306-2c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |
|    |                                                                                                                                                                                                                                                     |                  | 306-3a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |
|    |                                                                                                                                                                                                                                                     |                  | 306-3b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                                                                                                                                 |

| No | Uraian<br>Description                                                                                                              | Target<br>Target                                                                                                                                                                                                                                                                                                                                           | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                       |
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|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-3c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-4a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-4b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-4c                                | GRI 306: Limbah 2020w<br>GRI 306: Waste 2020                                           |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-4d                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-5a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-5b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-5c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 306-5d                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                            |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 403-9b                                | GRI 403: Kesehatan dan<br>Keselamatan Kerja 2018<br>GRI 403: Health and<br>Safety 2018 |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 403-9c                                | GRI 403: Kesehatan dan<br>Keselamatan Kerja 2018<br>GRI 403: Health and<br>Safety 2018 |
|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                            | 403-10                                | GRI 403: Kesehatan dan<br>Keselamatan Kerja 2018<br>GRI 403: Health and<br>Safety 2018 |
| 4  | Pendidikan Berkualitas<br>Quality Education<br> | 4.3 Pada tahun 2030, memastikan akses yang setara bagi semua perempuan dan laki-laki terhadap pendidikan teknis, kejuruan dan tersier yang terjangkau dan berkualitas, termasuk universitas<br><br>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including universities. | 404-1a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Education and Training 2016         |



| No | Uraian<br>Description                                                                                                                                                                                                                                                | Target<br>Target                                                                                | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                               |
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|    | 4.4 Pada tahun 2030, secara substansial meningkatkan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknis dan kejuruan, untuk pekerjaan, pekerjaan yang layak, dan kewirausahaan                                     |                                                                                                 | 404-1a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Education and Training 2016 |
|    | 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.                                                                           |                                                                                                 |                                       |                                                                                |
|    | 4.5 Pada tahun 2030, menghapuskan disparitas gender dalam pendidikan dan memastikan akses yang setara ke semua tingkat pendidikan dan pelatihan kejuruan bagi kelompok rentan, termasuk penyandang disabilitas, masyarakat adat, dan anak-anak dalam situasi rentan. |                                                                                                 | 404-1a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Education and Training 2016 |
|    | 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for vulnerable groups, including persons with disabilities, indigenous peoples, and children in vulnerable situations.             |                                                                                                 |                                       |                                                                                |
| 5  | Kesetaraan Gender<br>Gender Equality<br><br>                                                                                                                                      | 5.1 Mengakhiri segala bentuk diskriminasi terhadap semua perempuan dan anak perempuan dimanapun | 202-1                                 | GRI 202: Kehadiran Pasar 2016<br>GRI 202: Market Presence 2016                 |
|    |                                                                                                                                                                                                                                                                      | 5.1 End all forms of discrimination against all women and girls everywhere.                     | 401-1                                 | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                      |
|    |                                                                                                                                                                                                                                                                      |                                                                                                 | 404-1a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Education and Training 2016 |
|    |                                                                                                                                                                                                                                                                      |                                                                                                 | 401-3                                 | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                      |



| No | Uraian<br>Description                                                                                                                                                             | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                                   |
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|    |                                                                                                                                                                                   |                  | 404-3a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Education and Training 2016                     |
|    |                                                                                                                                                                                   |                  | 405-1                                 | GRI 405: Keberagaman dan Kesempatan Setara 2016<br>GRI 405: Diversity and Equal Opportunities 2016 |
|    |                                                                                                                                                                                   |                  | 405-2a                                | GRI 405: Keberagaman dan Kesempatan Setara 2016<br>GRI 405: Diversity and Equal Opportunities 2016 |
|    |                                                                                                                                                                                   |                  | 406-1                                 | GRI 406: Non-Diskriminasi 2016<br>GRI 406: Non-Discrimination 2016                                 |
|    | 5.2 Menghapuskan segala bentuk kekerasan terhadap semua perempuan dan anak perempuan di ruang publik dan privat, termasuk perdagangan dan seksual serta jenis eksploitasi lainnya |                  | 408-1a                                | GRI 408: Pekerja Anak 2016<br>GRI 408: Child Labor 2016                                            |
|    | 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.              |                  |                                       |                                                                                                    |
|    |                                                                                                                                                                                   |                  | 409-1a                                | GRI 409: Kerja Paksa 2016<br>GRI 409: Forced Labor 2016                                            |
|    |                                                                                                                                                                                   |                  | 414-1a                                | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016                 |
|    |                                                                                                                                                                                   |                  | 414-2                                 | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016                 |



| No | Uraian<br>Description                                                                                                                                                                                                                                                          | Target<br>Target                                                                                                                                                                                                                                                                                                     | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                                                                                                                                                         |
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|    | 5.4 Mengakui dan menghargai perawatan yang tidak dibayar dan pekerjaan rumah tangga melalui penyediaan layanan publik, kebijakan infrastruktur dan perlindungan sosial dan promosi tanggung jawab bersama dalam rumah tangga dan keluarga sebagaimana layaknya secara nasional |                                                                                                                                                                                                                                                                                                                      | 203-1<br><br>401-2<br><br>401-3       | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016<br><br>GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016<br><br>GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016 |
|    | 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.                        |                                                                                                                                                                                                                                                                                                                      |                                       |                                                                                                                                                                                                                          |
|    | 5.5 Menjamin partisipasi penuh dan efektif perempuan dan kesempatan yang sama untuk kepemimpinan di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi dan publik                                                                                            |                                                                                                                                                                                                                                                                                                                      | 2-9c<br><br>2-10                      | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosure 2021<br><br>GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosure 2021                                                                                   |
|    | 5.5 Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life                                                                                                            |                                                                                                                                                                                                                                                                                                                      | 405-1                                 | GRI 405: Keberagaman dan Kesempatan Setara 2016<br>GRI 405: Diversity and Equal Opportunities 2016                                                                                                                       |
| 6  | Air Bersih dan Sanitasi Layak<br>Clean Water and Sanitation<br><br>                                                                                                                         | 6.3 Pada tahun 2030, meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan dan meminimalkan pelepasan bahan kimia dan bahan berbahaya, mengurangi separuh proporsi air limbah yang tidak diolah dan secara substansial meningkatkan daur ulang dan penggunaan kembali yang aman secara global | 303-1a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018                                                                                                                                                         |
|    | 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.                  |                                                                                                                                                                                                                                                                                                                      |                                       |                                                                                                                                                                                                                          |

| No | Uraian<br>Description                                                                                                                                                                                                                                                         | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                 |
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|    |                                                                                                                                                                                                                                                                               |                  | 303-1c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                                                                                                                                               |                  | 303-2a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                                                                                                                                               |                  | 303-4                                 | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                                                                                                                                               |                  | 306-1                                 | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                      |
|    |                                                                                                                                                                                                                                                                               |                  | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                      |
|    |                                                                                                                                                                                                                                                                               |                  | 306-2b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                      |
|    |                                                                                                                                                                                                                                                                               |                  | 306-2c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                      |
|    | 6.4 Pada tahun 2030, secara substansial meningkatkan efisiensi penggunaan air di semua sektor dan memastikan pengambilan dan pasokan air tawar yang berkelanjutan untuk mengatasi kelangkaan air dan secara substansial mengurangi jumlah orang yang menderita kelangkaan air |                  | 303-1a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    | 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.                                |                  |                                       |                                                                  |
|    |                                                                                                                                                                                                                                                                               |                  | 303-1c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                                                                                                                                               |                  | 303-3c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                                                                                                                                               |                  | 303-5a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |



| No | Uraian<br>Description                                                                                                                     | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                  |
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|    |                                                                                                                                           |                  | 303-5b                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018  |
|    | 6.6 Pada tahun 2020, melindungi dan memulihkan ekosistem terkait air, termasuk pegunungan, hutan, lahan basah, sungai, akuifer, dan danau |                  | 304-1a                                | GRI 304: Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016 |
|    | 6.6 In 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.            |                  | 304-2                                 | GRI 304: Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016 |
|    |                                                                                                                                           |                  | 304-3a                                | GRI 304: Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016 |
|    |                                                                                                                                           |                  | 304-3b                                | GRI 304: Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016 |
|    |                                                                                                                                           |                  | 304-4a                                | GRI 304: Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016 |
|    |                                                                                                                                           |                  | 306-1a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                                                                                                                                           |                  | 306-3a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                                                                                                                                           |                  | 306-3b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                                                                                                                                           |                  | 306-3c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                                                                                                                                           |                  | 306-5a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |



| No | Uraian<br>Description                                                                                                                              | Target<br>Target                                                                                                                                                                                                                                                                                      | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                 |
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|    |                                                                                                                                                    | 6.a Pada tahun 2030, memperluas kerja sama internasional dan dukungan pembangunan kapasitas untuk negara-negara berkembang dalam kegiatan dan program terkait air dan sanitasi, termasuk pemanenan air, desalinasi, efisiensi air, pengolahan air limbah, teknologi daur ulang dan penggunaan kembali | 303-1a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                       | 303-1c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                    | 6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies.                   |                                       |                                                                  |
|    |                                                                                                                                                    | 6.b Mendukung dan memperkuat partisipasi masyarakat setempat dalam meningkatkan pengelolaan air dan sanitasi                                                                                                                                                                                          | 303-1a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
|    |                                                                                                                                                    | 6.b Support and strengthen the participation of local communities in improving water and sanitation management.                                                                                                                                                                                       | 303-1c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluent 2018 |
| 7  | Energi Bersih dan Terjangkau<br>Affordable and Clean Energy<br> | 7.2 Pada tahun 2030, tingkatkan secara substansial porsi energi terbarukan dalam bauran energi global                                                                                                                                                                                                 | 302-1                                 | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                       | 302-2                                 | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    | 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.                                                                                                                                                                                                           |                                       |                                                                  |
|    |                                                                                                                                                    | 7.3 Pada tahun 2030, menggandakan tingkat peningkatan global dalam efisiensi energi                                                                                                                                                                                                                   | 302-1                                 | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                       | 302-2a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    | 7.3 By 2030, double the global rate of improvement in energy efficiency.                                                                                                                                                                                                                              | 302-3a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                       | 302-4a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |
|    |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                       | 302-5a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                     |

**8 PEKERJAAN LAYAK  
DAN PERTUMBUHAN  
EKONOMI**

| No | Uraian<br>Description                                                                                                                                                                                                                                                                                             | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                      |
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|    | 8.4 Meningkatkan secara progresif, hingga tahun 2030, efisiensi sumber daya global dalam konsumsi dan produksi dan berupaya untuk memisahkan pertumbuhan ekonomi dari degradasi lingkungan, sesuai dengan Kerangka Program 10-Tahun untuk Konsumsi dan Produksi Berkelanjutan, dengan negara-negara maju memimpin |                  | 301-1a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016                                     |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 301-2a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016                                     |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 301-3                                 | GRI 301: Material 2016<br>GRI 301: Materials 2016                                     |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 302-1                                 | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                          |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 302-2a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                          |
|    | 8.4 Increase global resource efficiency in consumption and production progressively by 2030, and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs for Sustainable Consumption and Production, with developed countries taking the lead.  |                  | 302-3a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                          |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 302-4a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                          |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 302-5a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016                                          |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                           |
|    | 8.5 Pada tahun 2030, mencapai lapangan kerja penuh dan produktif serta pekerjaan yang layak bagi semua perempuan dan laki-laki, termasuk bagi kaum muda dan penyandang disabilitas, dan upah yang sama untuk pekerjaan yang bernilai sama                                                                         |                  | 2-7a                                  | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021                      |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 2-7b                                  | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021                      |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 2-8a                                  | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021                      |
|    | 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.                                                                                                                       |                  | 202-1                                 | GRI 202: Kehadiran Pasar 2016<br>GRI 202: Market Presence 2016                        |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 202-2a                                | GRI 202: Kehadiran Pasar 2016<br>GRI 202: Market Presence 2016                        |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 203-2                                 | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impact 2016 |
|    |                                                                                                                                                                                                                                                                                                                   |                  | 401-1                                 | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                             |



| No | Uraian<br>Description                                                                                                  | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                                 |
|----|------------------------------------------------------------------------------------------------------------------------|------------------|---------------------------------------|--------------------------------------------------------------------------------------------------|
|    |                                                                                                                        |                  | 401-2a                                | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                                        |
|    |                                                                                                                        |                  | 401-3                                 | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                                        |
|    |                                                                                                                        |                  | 404-1a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Training and Education 2016                   |
|    |                                                                                                                        |                  | 404-2                                 | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 404: Training and Education 2016                   |
|    |                                                                                                                        |                  | 404-3a                                | GRI 404: Pendidikan dan Pelatihan 2016<br>GRI 401: Employment 2016                               |
|    |                                                                                                                        |                  | 405-1                                 | GRI 405: Keberagaman dan Kesempatan Setara 2016<br>GRI 405: Diversity and Equal Opportunity 2016 |
|    |                                                                                                                        |                  | 405-2b                                | GRI 405: Keberagaman dan Kesempatan Setara 2016<br>GRI 405: Diversity and Equal Opportunity 2016 |
|    | 8.6 Pada tahun 2020, secara substansial mengurangi proporsi kaum muda yang tidak bekerja, berpendidikan atau pelatihan |                  | 401-1                                 | GRI 401: Ketenagakerjaan 2016<br>GRI 401: Employment 2016                                        |
|    | 8.6 In 2020, substantially reduce the proportion of youth not in employment, education, or training.                   |                  |                                       |                                                                                                  |

| No | Uraian<br>Description                                                                                                                                                                                                                                                                                                                              | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                              |
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|    | 8.7 Mengambil langkah-langkah segera dan efektif untuk memberantas kerja paksa, mengakhiri perbudakan modern dan perdagangan manusia dan menjamin pelarangan dan penghapusan bentuk-bentuk pekerjaan terburuk untuk anak, termasuk perekrutan dan penggunaan tentara anak-anak, dan pada tahun 2025 mengakhiri pekerja anak dalam segala bentuknya |                  | 408-1                                 | GRI 408: Pekerja Anak 2016<br>GRI 408: Child Labor 2016                                       |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 409-1                                 | GRI 409: Kerja Paksa 2016<br>GRI 409: Forced Labor 2016                                       |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 409-1b                                | GRI 409: Kerja Paksa 2016<br>GRI 409: Forced Labor 2016                                       |
|    | 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and by 2025 end child labor in all its forms.                                                    |                  |                                       |                                                                                               |
|    | 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja, termasuk pekerja migran, khususnya migran perempuan, dan pekerja tidak tetap                                                                                                                                                     |                  | 2-30                                  | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021                              |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 402-1                                 | GRI 402: Hubungan Buruh dan Manajemen 2016<br>GRI 402: Labor-Management Relations 2016        |
|    | 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, particularly female migrants, and those in precarious employment.                                                                                                                                                            |                  |                                       |                                                                                               |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 403-1a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 403-1b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 403-2a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                                                                                                                                                                                                                                                                                                                                                    |                  | 403-2b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |





| No | Uraian<br>Description | Target<br>Target | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                              |
|----|-----------------------|------------------|---------------------------------------|-----------------------------------------------------------------------------------------------|
|    |                       |                  | 403-2c                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-2d                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-3a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-4a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-4b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-5a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-7a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-8                                 | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-9                                 | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 403-10                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 |
|    |                       |                  | 406-1                                 | GRI 406: Non-Diskriminasi 2016<br>GRI 406: Non-Discrimination - 2016                          |

| No | Uraian<br>Description                                                                                                                                                   | Target<br>Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Pengungkapan<br>GRI<br>GRI Disclosure               | Sumber<br>Source                                                                                                                                                                                                                                                                                                                                    |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 407-1                                               | GRI 407: Kebebasan Berserikat dan Perundingan Bersama 2016<br>GRI 407: Freedom of Association and Collective Bargaining 2016                                                                                                                                                                                                                        |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 414-1a                                              | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016                                                                                                                                                                                                                                                                  |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 414-2                                               | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016                                                                                                                                                                                                                                                                  |
| 9  | Industri, Inovasi, dan Infrastruktur<br>Industry, Innovation, and Infrastructure<br> | <p>9.1 Mengembangkan infrastruktur yang berkualitas, andal, berkelanjutan, dan tangguh, termasuk infrastruktur regional dan lintas batas, untuk mendukung pembangunan ekonomi dan kesejahteraan manusia, dengan fokus pada akses yang terjangkau dan merata bagi semua</p> <p>9.1 Develop high-quality, reliable, sustainable, and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.</p> <p>9.4 Pada tahun 2030, meningkatkan infrastruktur dan retrofit industri agar berkelanjutan, dengan peningkatan efisiensi penggunaan sumber daya dan penerapan teknologi dan proses industri yang bersih dan ramah lingkungan, dengan semua negara mengambil tindakan sesuai dengan kemampuan masing-masing</p> <p>9.4 By 2030, improve and retrofit industries for sustainability, with increased resource efficiency and the adoption of clean and environmentally friendly industrial technologies and processes, with all countries taking action according to their respective capacities.</p> | <p>201-1</p> <p>203-1</p> <p>201-1</p> <p>203-1</p> | <p>GRI 201: Kinerja Ekonomi 2016<br/>GRI 201: Economic Performance 2016</p> <p>GRI 203: Dampak Ekonomi Tidak Langsung 2016<br/>GRI 203: Indirect Economic Impact 2016</p> <p>GRI 201: Kinerja Ekonomi 2016<br/>GRI 201: Economic Performance 2016</p> <p>GRI 203: Dampak Ekonomi Tidak Langsung 2016<br/>GRI 203: Indirect Economic Impact 2016</p> |



| No | Uraian<br>Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Target<br>Target                                                                                                                                                                                                                                                                                                                                                                                                                                                | Pengungkapan<br>GRI<br>GRI Disclosure                                          | Sumber<br>Source                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <p>9.5 Meningkatkan penelitian ilmiah, meningkatkan kemampuan teknologi sektor industri di semua negara, khususnya negara berkembang, termasuk, pada tahun 2030, mendorong inovasi dan secara substansial meningkatkan jumlah pekerja penelitian dan pengembangan per 1 juta orang dan belanja penelitian dan pengembangan publik dan swasta</p> <p>9.5 Enhance scientific research and technological capacity in the industrial sector in all countries, especially developing countries, including, by 2030, promoting innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 201-1                                                                          | GRI 201: Kinerja Ekonomi 2016<br>GRI 201: Economic Performance 2016                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 10 | <p>Berkurangnya Kesenjangan<br/>Reducing Inequalities</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>10.3 Menjamin kesempatan yang sama dan mengurangi ketidaksetaraan hasil, termasuk dengan menghapus undang-undang, kebijakan, dan praktik yang diskriminatif dan mempromosikan undang-undang, kebijakan yang sesuai dan tindakan dalam hal ini</p> <p>10.3 Ensure equal opportunities and reduce disparities, including by eliminating discriminatory laws, policies, and practices and promoting appropriate laws, policies, and actions in this regard.</p> | <p>2-7a</p> <p>2-7b</p> <p>401-1</p> <p>404-1a</p> <p>404-3a</p> <p>405-2a</p> | <p>GRI 2: Pengungkapan Umum 2021<br/>GRI 2: General Disclosures 2021</p> <p>GRI 2: Pengungkapan Umum 2021<br/>GRI 2: General Disclosures 2021</p> <p>GRI 401: Ketenagakerjaan 2016<br/>GRI 401: Employment - 2016</p> <p>GRI 404: Pendidikan dan Pelatihan 2016<br/>GRI 404: Education and Training 2016</p> <p>GRI 404: Pendidikan dan Pelatihan 2016<br/>GRI 404: Education and Training 2016</p> <p>GRI 405: Keberagaman dan Kesempatan Setara 2016<br/>GRI 405: Diversity and Equal Opportunity 2016</p> |

| No | Uraian<br>Description                                                                                                                                                 | Target<br>Target                                                                                                                                                                                                                                                                                                                                                         | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                                      |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------|
|    |                                                                                                                                                                       | 10.4 Mengadopsi kebijakan, terutama kebijakan fiskal, upah dan perlindungan sosial, dan secara bertahap mencapai kesetaraan yang lebih besar                                                                                                                                                                                                                             | 207-1<br>207-2                        | GRI 207: Pajak 2019<br>GRI 207: Tax 2019<br>GRI 207: Pajak 2019<br>GRI 207: Tax 2019  |
|    |                                                                                                                                                                       | 10.4 Adopt policies, particularly fiscal, wage and social protection policies, and gradually achieve greater equality.                                                                                                                                                                                                                                                   | 207-3<br>207-4                        | GRI 207: Pajak 2019<br>GRI 207: Tax 2019<br>GRI 207: Pajak 2019<br>GRI 207: Tax 2019  |
| 11 | Kota dan Pemukiman yang Berkelanjutan<br>Sustainable Cities and Communities<br><br> | 11.2 Pada tahun 2030, menyediakan akses ke sistem transportasi yang aman, terjangkau, dapat diakses, dan berkelanjutan untuk semua, meningkatkan keselamatan di jalan, terutama dengan memperluas transportasi umum, dengan perhatian khusus pada kebutuhan mereka yang berada dalam situasi rentan, perempuan, anak-anak, penyandang disabilitas, dan lanjut usia orang | 203-1                                 | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impact 2016 |
|    |                                                                                                                                                                       | 11.2 By 2030, provide access to safe, affordable, accessible, and sustainable transportation systems for all, improving road safety, especially by expanding public transportation, with special attention to the needs of vulnerable groups, women, children, persons with disabilities, and older persons.                                                             |                                       |                                                                                       |
|    |                                                                                                                                                                       | 11.6 Pada tahun 2030, mengurangi dampak buruk kota terhadap lingkungan per kapita, termasuk dengan memberikan perhatian khusus pada kualitas udara dan pengelolaan limbah perkotaan dan lainnya                                                                                                                                                                          | 306-1                                 | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                                           |
|    |                                                                                                                                                                       | 11.6 By 2030, reduce per capita negative impacts of cities on the environment, including by paying special attention to air quality and urban waste management and other issues                                                                                                                                                                                          |                                       |                                                                                       |



| No | Uraian<br>Description                                                                                | Target<br>Target                                                                                                                                                                                                   | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                  |
|----|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------|
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-2b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-2c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-3a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-4a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-4b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-4c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-4d                                | GRI 306: Limbah 2020<br>GRI 306: Waste – 2020     |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-5a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-5b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-5c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                                                                                                      |                                                                                                                                                                                                                    | 306-5d                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
| 12 | Konsumsi dan<br>Produksi<br>yang<br>Bertanggungjawab<br>Responsible<br>Consumption and<br>Production | 12.2 Pada tahun 2030, mencapai<br>pengelolaan yang berkelanjutan<br>dan penggunaan sumber daya<br>alam yang efisien.<br>12.2 By 2030, achieve sustainable<br>management and efficient use of<br>natural resources. | 301-1a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016 |
|    |                                                                                                      |                                                                                                                                                                                                                    | 301-2a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016 |
|    |                                                                                                      |                                                                                                                                                                                                                    | 301-3a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016 |
|    |                                                                                                      |                                                                                                                                                                                                                    | 302-1                                 | GRI 302: Energi 2016<br>GRI 302: Materials 2016   |
|    |                                                                                                      |                                                                                                                                                                                                                    | 302-2a                                | GRI 302: Energi 2016<br>GRI 302: energy 2016      |
|    |                                                                                                      |                                                                                                                                                                                                                    | 302-3a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016      |
|    |                                                                                                      |                                                                                                                                                                                                                    | 302-4a                                | GRI 302: Energi 2016<br>GRI 302: Energy 2016      |
|    |                                                                                                      |                                                                                                                                                                                                                    | 302-5a                                | GRI 302: Energi 2016<br>GRI 30e: Energy 2016      |





| No | Uraian<br>Description | Target<br>Target                                                                                                                                                                                                                                                                                                                          | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                                  |
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|    | 12.4                  | Pada tahun 2020, mencapai pengelolaan bahan kimia dan semua limbah yang berwawasan lingkungan sepanjang siklus hidupnya, sesuai dengan kerangka kerja internasional yang disepakati, dan secara signifikan mengurangi pelepasannya ke udara, air, dan tanah untuk meminimalkan dampak buruknya terhadap kesehatan manusia dan lingkungan. | 303-1a                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluents 2018 |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 303-1c                                | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluents 2018 |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 305-1                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                    |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 305-2                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                    |
|    | 12.4                  | In 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil to minimize their adverse impact on human health and the environment.                                       | 305-3                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                    |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 305-6a                                | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                    |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 305-7                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                    |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-1                                 | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste – 2020                     |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-2b                                | GRI 306: Limbah 2020<br>GRI 306: Waste – 2020                     |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-2c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-3a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-3b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-3c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-4a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-4b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-4c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-4d                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |
|    |                       |                                                                                                                                                                                                                                                                                                                                           | 306-5a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020                       |



| No | Uraian<br>Description | Target<br>Target                                                                                                                   | Pengungkapan<br>GRI<br>GRI Disclosure | Sumber<br>Source                                  |
|----|-----------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------|
|    | 12.5                  | Pada tahun 2030, secara substansial mengurangi timbunan sampah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali | 306-5b                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                       |                                                                                                                                    | 306-5c                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    | 12.5                  | By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.                                | 306-5d                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                       |                                                                                                                                    | 301-2a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016 |
|    |                       |                                                                                                                                    | 301-3a                                | GRI 301: Material 2016<br>GRI 301: Materials 2016 |
|    |                       |                                                                                                                                    | 306-1                                 | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
|    |                       |                                                                                                                                    | 306-2a                                | GRI 306: Limbah 2020<br>GRI 306: Waste 2020       |
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|    |                                              | 14.3             | Minimizing and addressing the impacts of ocean acidification, including through increased scientific cooperation at all levels.                                                                                                                             | 305-3<br>GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                              |
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| 15 | Ekosistem Darat<br>Terrestrial<br>Ecosystems | 15.1             | Pada tahun 2020, memastikan konservasi, pemulihan dan penggunaan berkelanjutan ekosistem darat dan air tawar darat serta jasanya, khususnya hutan, lahan basah, pegunungan dan lahan kering, sejalan dengan kewajiban berdasarkan perjanjian internasional. | 304-1a<br>GRI 304:<br>Keanekaragaman<br>Hayati 2016<br>GRI 304: Biodiversity<br>2016 |
|    |                                              | 15.1             | In 2020, ensuring the conservation, restoration, and sustainable use of terrestrial and inland freshwater ecosystems and their services, especially forests, wetlands, mountains, and drylands, in line with international agreements.                      |                                                                                      |
|    |                                              |                  |                                                                                                                                                                                                                                                             | 304-2<br>GRI 304:<br>Keanekaragaman<br>Hayati 2016<br>GRI 304: Biodiversity<br>2016  |
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|    | 15.2 Pada tahun 2020, mendorong implementasi pengelolaan berkelanjutan dari semua jenis hutan, menghentikan deforestasi, memulihkan hutan yang terdegradasi dan secara substansial meningkatkan aforestasi dan reboisasi secara global. |                                                                                                   | 305-1                                 | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                           |
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|    | 15.2 In 2020, promoting sustainable management implementation of all types of forests, ending deforestation, restoring degraded forests, and substantially increasing afforestation and reforestation globally.                         |                                                                                                   | 305-5a                                | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016                                           |
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|    | 15.5 Mengambil tindakan segera dan signifikan untuk mengurangi degradasi habitat alami, menghentikan hilangnya keanekaragaman hayati dan, pada tahun 2020, melindungi dan mencegah kepunahan spesies terancam.                          |                                                                                                   | 304-1a                                | GRI 304:<br>Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016                     |
|    |                                                                                                                                                                                                                                         |                                                                                                   | 304-2                                 | GRI 304:<br>Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016                     |
|    | 15.5 Taking immediate and significant action to reduce natural habitat degradation, halt biodiversity loss, and in 2020, protect and prevent the extinction of threatened species.                                                      |                                                                                                   | 304-3                                 | GRI 304:<br>Keanekaragaman Hayati 2016<br>GRI 304: Biodiversity 2016                     |
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| 16 | Perdamaian, Keadilan, dan Kelembagaan yang Tangguh<br>Peace, Justice, and Strong Institutions                                                                                                                                           | 16.1 Secara signifikan mengurangi segala bentuk kekerasan dan angka kematian terkait di mana pun. | 403-9a                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Health and Safety at Work 2018 |
|    |                                                                                                                                                                                                                                         | 16.1 Significantly reducing all forms of violence and related death rates everywhere.             | 403-9b                                | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Health and Safety at Work 2018 |
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|    | 16.2 Mengakhiri penyalahgunaan, eksploitasi, perdagangan, dan segala bentuk kekerasan dan peniksaan terhadap anak              |                  | 408-1                                 | GRI 408: Pekerja Anak 2016<br>GRI 408: Child Labor 2016                                  |
|    | 16.2 Ending abuse, exploitation, trafficking, and all forms of violence and torture against children.                          |                  |                                       |                                                                                          |
|    | 16.3 Memajukan supremasi hukum di tingkat nasional dan internasional dan menjamin akses yang sama terhadap keadilan bagi semua |                  | 2-23a                                 | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosure 2021                          |
|    | 16.3 Advancing national and international rule of law and ensuring equal access to justice for all.                            |                  |                                       |                                                                                          |
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Child Labor

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 Anak 2016  
 Child Labor 2016

408-1

 Operasi dan pemasok yang berisiko signifikan terhadap insiden  
 pekerja anak  
 Operations and suppliers at significant risk for incidents of child  
 labor

184, 188

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Forced Or Compulsory Labor

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409-1

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 2016

410-1

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 Security personnel trained in human right policies or procedures

176, 188

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 2016

413-1

 Operasi dengan keterlibatan masyarakat lokal, penilaian dampak,  
 dan program pengembangan  
 Operations with local community engagement, impact  
 assessments, and development programs

230, 251

413-2

 Operasi yang secara aktual dan yang berpotensi memiliki dampak  
 negatif signifikan terhadap masyarakat lokal  
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 on local communities

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Pendekatan organisasi terhadap pengembangan peraturan publik ataupun *lobbying* terkait perubahan iklim  
The organization's approach to public policy development and lobbying on climate change

12.2.4

74, 88, 90

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Closure and RehabilitationGRI 404: Pelatihan dan Pendidikan 2016  
Training and Education 2016

404-2 Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan  
Programs for upgrading employee skills and transition assistance programs

12.3.3

160, 184,  
187

Daftar *site* operasi yang:  
• Memiliki rencana penutupan dan rehabilitasi  
• Telah ditutup  
• Sedang dalam proses penutupan  
List the operational sites that:  
• Have closure and rehabilitation plans in place;  
• Have been closed;  
• Are undergoing closure activities.

12.3.4

160

Total nilai moneter ketentuan keuangan (*financial provisions*) untuk penutupan tambang dan rehabilitasi  
Total monetary value of financial provisions made by the organization for closure and rehabilitation

12.3.5

160

Ketentuan non-keuangan (*non-financial provisions*) yang dibuat oleh organisasi untuk mengelola transisi sosial ekonomi masyarakat setempat menuju ekonomi pasca tambang yang berkelanjutan  
Non-financial provisions made by the organization to manage the local community's socioeconomic transition to a sustainable post-mining economy

12.3.6

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**Biodiversity**

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## SEKTOR BATUBARA SASB

### SASB Coal Sectors

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## LEMBAR UMPAN BALIK

### Feedback Form

[OJK G.2]

PROFIL ANDA (Mohon diisi bila berkenan)  
YOUR PROFILE (Please fill in if you wish)

Nama  
Name : \_\_\_\_\_

Institusi/Perusahaan  
Institution/Company : \_\_\_\_\_

Email : \_\_\_\_\_

Telepon  
Phone : \_\_\_\_\_

Golongan Pemangku Kepentingan | Stakeholder Group

☐ Pemegang saham | investor | Shareholders | investors

☐ Serikat Pekerja | Labor Union

☐ Organisasi Masyarakat | NGO | Community Organization | NGOs

☐ Pelanggan | Customers

☐ Media

☐ Pemerintah | OJK | Government | OJK

☐ Pegawai | Employees

☐ Pemasok | Suppliers

☐ Organisasi Bisnis | Business Organizations

☐ Lain-lain | Others \_\_\_\_\_

#### Bagaimana penilaian Anda mengenai penulisan laporan ini:

How do you rate the presentation of this report:

**Tidak Setuju**  
Strongly Disagree

**Kurang Setuju**  
Disagree

**Tidak Tahu**  
Neutral

**Setuju**  
Agree

**Sangat Setuju**  
Strongly Agree

Laporan ini mudah dimengerti  
The report is easy to understand

Laporan ini bermanfaat  
The report is useful

Laporan ini sudah menggambarkan kinerja Perusahaan dalam membangun usaha berkelanjutan  
The report accurately portrays the Company's performance in building a sustainable business

#### Bagaimana penilaian Anda mengenai tingkat materialitas topik-topik di bawah ini:

How do you rate the materiality level of the following topics:

**Tidak penting**  
Not significant

**Kurang penting**  
Low Significance

**Biasa**  
Average

**Signifikan**  
Significant

**Sangat Signifikan**  
Highly Significant

Kinerja ekonomi  
Economic performance

Dampak ekonomi tidak langsung  
Indirect economic impacts

Kinerja usaha berkelanjutan  
Sustainable business performance

Ketenagakerjaan  
Employment

Pendidikan dan pelatihan  
Education and training

Anti-korupsi  
Anti-corruption

Kinerja lingkungan  
Environmental performance

Kinerja Sosial  
Social Performance

Mohon berikan saran, usul, atau komentar Anda atas Laporan ini:  
Please provide your suggestions, inputs, or comments on this Report:

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## KONTAK POIN

### Contact Point

Jika terdapat pertanyaan mengenai Laporan ini atau isi dari Laporan ini, pembaca dapat menghubungi:  
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