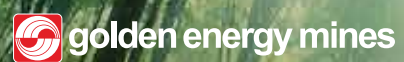


STRENGTHENING OUR COMMITMENT

To A Low-Carbon Future



2025
Ringkasan Laporan Keberlanjutan
Sustainability Report Summary

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2025
Ringkasan Laporan Keberlanjutan
Sustainability Report Summary

STRENGTHENING OUR COMMITMENT

TO A LOW-CARBON FUTURE

GEMS memasuki tahun 2025 dengan keyakinan dan komitmen yang semakin kuat untuk mewujudkan masa depan rendah karbon. Tema laporan tahun ini, “Memperkuat Komitmen Menuju Masa Depan Rendah Karbon”, merupakan bagian dari identitas GEMS sebagai perusahaan energi yang bertanggung jawab. Melalui inovasi teknologi dan penerapan kebijakan lingkungan yang terarah, GEMS membuktikan bahwa proses bisnis pertambangan dapat berkontribusi nyata terhadap pengurangan emisi dan efisiensi energi.

GEMS enters 2025 with stronger conviction and commitment to advancing a low-carbon future. This year’s report theme, “Strengthening Our Commitment to A Low-Carbon Future,” reflects GEMS’ identity as a responsible energy company. Through technological innovation and the implementation of targeted environmental policies, GEMS demonstrates that mining business processes can make tangible contributions to emissions reduction and energy efficiency.

EKONOMI ECONOMIC



54,95

Juta Ton
million tons

PRODUKSI BATU BARA
Coal production



54,16

Juta Ton
million tons

VOLUME PENJUALAN
Sales volume



USD 2.414,05

Juta
Million

PENDAPATAN
Revenue



USD 260

Juta
Million

LABA BERSIH
Net income



644

pemasok (99.9%)
suppliers (99.9%)

JUMLAH PEMASOK
LOKAL
Number of local
suppliers

KINERJA KEBERLANJUTAN TAHUN 2025

Sustainability Performance in 2025

LINGKUNGAN ENVIRONMENTAL



1.837.444 GJ
REDUKSI KONSUMSI ENERGI
Energy consumption reduction



108.008,82 tonCO₂eq
REDUKSI EMISI
Emissions reduction



74.142,28 kWh
ENERGI BERSIH DARI
PANEL SURYA
Clean energy from solar
panel



35.849 MWh
PENGUNAAN REC
(RENEWABLE ENERGY
CERTIFICATES) DARI PLN
REC (Renewable Energy
Certificates) utilization from PLN



3,56 (Baik-Sangat Baik)
(Good-Very Good)
INDEKS BIODIVERSITAS
Biodiversity index



8.148,13 Ha
RESTORASI LAHAN
KUMULATIF
Restorasi lahan kumulatif



10.121 m²
KONSERVASI TERUMBU
KARANG KUMULATIF
Cumulative land restoration



4 Ha
TAMAN KONSERVASI
ANGGREK
Cumulative coral reefs
conservation



6.334,63 ton (93%)
TOTAL LIMBAH YANG DIDAUUR ULANG
Total waste recycled

SOSIAL SOCIAL



674 Orang
People
JUMLAH KARYAWAN
Number of employees



17,29 Jam
Hours
RATA-RATA JAM PELATIHAN
Average training hours



59.157.112 Jam
Hours
JAM KERJA AMAN
Safe working hours



Rp**65.760.351.447**
DANA PPM
CDE Funds



1.114 KK atau setara
3.342 penerima manfaat
1,114 households, equivalent
to 3,342 beneficiaries
PENERIMA MANFAAT PPM
CDE beneficiaries



69,06
INDEKS PENGEMBANGAN
MASYARAKAT LOKAL
Local Community
Development Index

KONTRIBUSI EKONOMI

Economic Contribution



Tantangan transisi energi dan volatilitas harga batu bara tidak menghambat GEMS dalam menjaga keberlanjutan operasional dan kontribusinya terhadap perekonomian nasional. Pada tahun pelaporan, Perseroan mencatat realisasi produksi sebesar 54,95 juta ton dan volume penjualan sebesar 54,16 juta ton, masing-masing meningkat sebesar 8% dan 4% dibandingkan capaian tahun sebelumnya. Performa tersebut berkontribusi terhadap perolehan pendapatan sebesar USD 2.414,05 juta.

GEMS continued to sustain operational resilience and its contribution to the national economy despite challenges arising from the energy transition and coal price volatility. During the reporting year, the Company recorded production realization of 54.95 million tons and sales volume of 54.16 million tons, representing increases of 8% and 4%, respectively, compared to the previous year's achievements. This performance contributed to revenue of USD2,414.05 million.



Perseroan secara konsisten memenuhi kewajiban *Domestic Market Obligation* (DMO) dengan menyalurkan 35% dari total volume penjualan batu bara untuk kebutuhan dalam negeri. Realisasi DMO Perseroan yang melampaui batas minimum sebesar 25% merupakan peran Perseroan dalam mendukung ketahanan energi nasional dan memastikan ketersediaan pasokan bagi pembangkit listrik serta industri strategis nasional.

The Company consistently fulfilled its Domestic Market Obligation (DMO) by allocating 35% of total coal sales volume for domestic demand. The Company's DMO realization, which exceeded the minimum threshold of 25%, reflects its role in supporting national energy security and ensuring supply availability for power plants and strategic national industries.



Perseroan mendukung perekonomian daerah di sekitar wilayah operasional dengan memprioritaskan penggunaan pemasok lokal. Pada tahun 2025, sebanyak 644 pemasok atau 99,9% dari total pemasok Perseroan merupakan pemasok lokal. Dari jumlah tersebut, 14% atau sekitar US\$205 juta dialokasikan kepada pemasok di tingkat provinsi dan kabupaten lokasi operasional.

The Company supports regional economies surrounding operational areas by prioritizing the use of local suppliers. In 2025, a total of 644 suppliers, or 99.9% of the Company's total suppliers, were local suppliers. Of this amount, 14% or approximately USD205 million was allocated to suppliers at the provincial and regency levels within operational areas.



Kinerja ekonomi yang kuat memberikan landasan bagi Perseroan untuk berinvestasi secara signifikan dalam pencapaian tujuan keberlanjutan lingkungan dan sosial, termasuk alokasi dana TJSL sebesar USD 5,73 juta serta dana PPM sebesar Rp 65,76 miliar.

Strong economic performance provides the foundation for the Company to invest significantly in achieving environmental and social sustainability objectives, including the allocation of CSR funds amounting to USD5.73 million and CDE funds amounting to Rp65.76 billion.

PENGELOLAAN LINGKUNGAN

Environmental Management



GEMS melalui entitas anak PT BIB memprioritaskan pengurangan emisi dan efisiensi energi dalam setiap kegiatan operasional, mulai dari area tambang hingga pelabuhan. Upaya dekarbonisasi difokuskan pada pengurangan ketergantungan terhadap bahan bakar fosil dan elektrifikasi operasional secara bertahap.

GEMS, through its subsidiary PT BIB, prioritizes emissions reduction and energy efficiency across all operational activities, from mining areas to port facilities. Decarbonization efforts are focused on reducing dependence on fossil fuels and gradually electrifying operations.



Total konsumsi energi BIB pada tahun 2025 adalah 11.298.620 GJ, turun dari 12.299.182 GJ pada tahun 2024. Perseroan berhasil melakukan reduksi konsumsi energi sebesar 1.837.444 GJ melalui berbagai inisiatif efisiensi.

BIB's total energy consumption in 2025 amounted to 11,298,620 GJ, decreasing from 12,299,182 GJ in 2024. The Company successfully achieved an energy consumption reduction of 1,837,444 GJ through various efficiency initiatives.

Berikut adalah berbagai strategi dekarbonisasi utama GEMS:

The following are GEMS' primary decarbonization strategies:



31 truk hauler hauling trucks

Pemanfaatan 31 unit truk hauler bertenaga listrik menggunakan baterai untuk kegiatan pengangkutan batu bara. Utilization of 31 battery-powered electric hauling trucks for coal transportation activities.



Peralihan dari Genset ke Listrik PLN Berbasis Energi Terbarukan

Transition from Generators to Renewable Energy-Based PLN Electricity

Fasilitas penghancuran batu bara di Pelabuhan Bunati telah beralih dari genset ke listrik PLN sejak tahun 2019. Pada tahun 2023, BIB beralih ke listrik PLN berbasis energi terbarukan di area tersebut. Peralihan ini berhasil menurunkan emisi cakupan 2 sebesar 36,22 ribu tonCO₂ pada tahun 2025 dan penghematan biaya hingga 79%. Coal crushing facilities at Bunati Port have transitioned from generators to PLN electricity since 2019. In 2023, BIB further transitioned to renewable energy-based PLN electricity in the area. This transition successfully reduced Scope 2 emissions by 36.22 thousand tonsCO₂ in 2025 and generated cost savings of up to 79%.



BIOFUEL B40

Penggunaan biofuel B40 yang menghasilkan emisi lebih rendah dibandingkan petrodiesel konvensional. Utilization of B40 biofuel, which produces lower emissions compared to conventional petrodiesel.



Renewable Energy Certificate (RECs)

Pembelian Renewable Energy Certificates (RECs) dari PLN yang berkontribusi terhadap pengimbangan emisi (*carbon offset*) sebesar 43.019,01 tCO₂e. Purchase of Renewable Energy Certificates (RECs) from PLN, contributing to a carbon offset of 43,019.01 tCO₂e.



Panel Surya Solar Panel

Penggunaan panel surya menghasilkan 74.142,28 kWh energi bersih. Utilization of solar panels generating 74,142.28 kWh of clean energy.

Inisiatif elektrifikasi dan efisiensi energi BIB berhasil menurunkan konsumsi bahan bakar fosil sebesar 58.479.926 kiloliter. Akan tetapi, terjadi peningkatan intensitas emisi sebesar 0,00176 tonCO₂eq/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.

BIB's electrification and energy efficiency initiatives successfully reduced fossil fuel consumption by 58,479,926 kiloliters. However, there was an increase in emissions intensity of 0.00176 tonsCO₂eq/ton of coal (or 7.5% compared to the previous year). This increase was primarily driven by the expansion of emissions calculation scope, particularly the recognition of direct emissions arising from Land Use, Land-Use Change and Forestry (LULUCF) in 2025.



Meskipun demikian, Perseroan berhasil meningkatkan total reduksi emisinya secara signifikan menjadi 108.008,82 ton CO₂eq pada tahun 2025, naik lebih dari dua kali lipat dibandingkan capaian tahun 2024 sebesar 45.838,48 ton CO₂eq.



Selain pengelolaan energi dan emisi, Perseroan memperhatikan kelestarian ekosistem terkait ketersediaan dan kualitas air. 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 kualitas air limbah secara *real-time*.



Perseroan juga telah menerapkan program daur ulang dan pemanfaatan kembali untuk mengurangi timbulan limbah B3 dan non-B3 di BIB. Sepanjang tahun pelaporan, Perseroan berhasil mengalihkan sebesar 93% dari total timbulan limbah dari pembuangan akhir, yang terdiri dari 3.218,98 ton limbah B3 dan 3.115,65 ton limbah non-B3.

Nevertheless, the Company significantly increased total emissions reduction to 108,008.82 tons CO₂eq in 2025, more than doubling the 2024 achievement of 45,838.48 tons CO₂eq.

In addition to energy and emissions management, the Company also places strong emphasis on ecosystem preservation related to water availability and quality. BIB implements an integrated water management system covering monitoring, treatment, and strict wastewater quality control. Sedimentation ponds are equipped with the SPARING system (Continuous and Online Wastewater Quality Monitoring System) to monitor wastewater quality parameters in real time.

The Company has also implemented recycling and reuse programs to reduce hazardous and non-hazardous waste generation at BIB. Throughout the reporting year, the Company successfully diverted 93% of total waste generated from final disposal, consisting of 3,218.98 tons of hazardous waste and 3,115.65 tons of non-hazardous waste.

SERTIFIKASI DAN PENGHARGAAN LINGKUNGAN CERTIFICATION AND ENVIRONMENTAL AWARDS



**PROPER HIJAU
GREEN PROPER**



Penyelenggara
Organizer
Kementerian Lingkungan Hidup
Ministry of Environment



**ISO 14001:2015 ENVIRONMENTAL
MANAGEMENT SYSTEMS**



Penyelenggara
Organizer
PT Superintending Company of Indonesia
(Sucofindo)

KEANEKARAGAMAN HAYATI Biodiversity

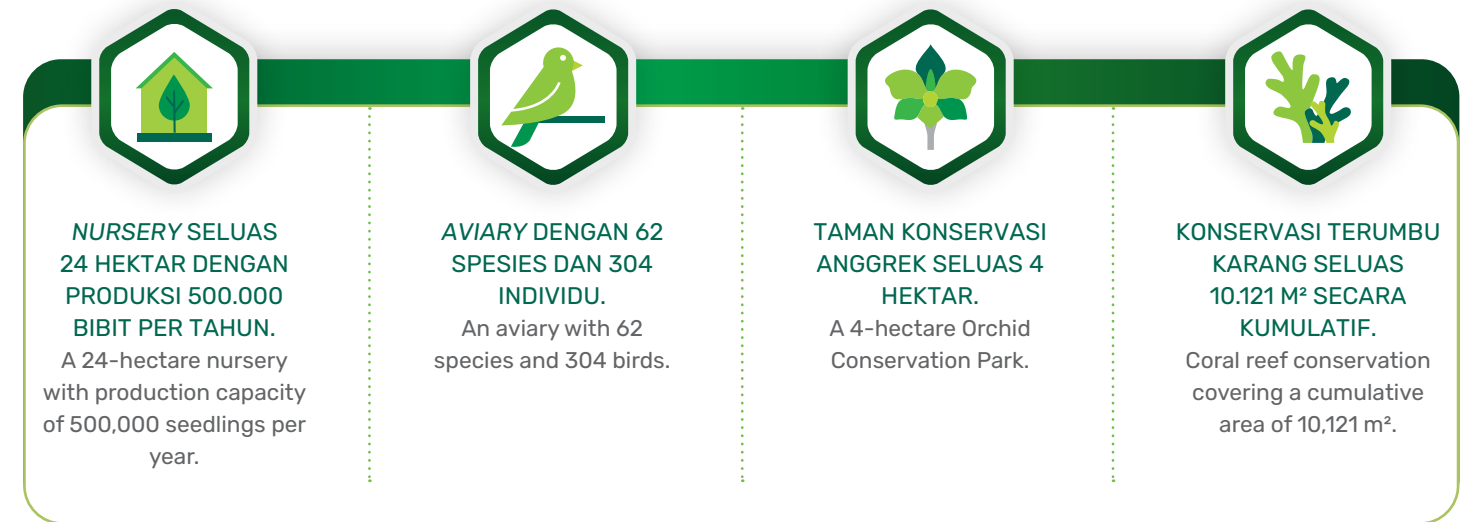


Perseroan melaksanakan berbagai program konservasi untuk mengelola keanekaragaman hayati di sekitar wilayah operasional secara bertanggung jawab. Selama periode pelaporan, rasio kumulatif lahan yang dikonservasi atau direhabilitasi dibandingkan dengan lahan terganggu mencapai 93,02% dengan total luas lahan kumulatif 8.148,13 ha.

Program konservasi Perseroan juga meliputi:

The Company implements various conservation programs to responsibly manage biodiversity in areas surrounding its operational sites. During the reporting period, the cumulative ratio of conserved or rehabilitated area compared to disturbed area reached 93.02%, with a total cumulative area of 8,148.13 ha.

The Company's conservation programs also include:



INSAN GEMS

GEMS Personnel



Pada tahun 2025, GEMS mempekerjakan 674 karyawan di seluruh entitas Perseroan, meningkat 0,16% dibandingkan tahun sebelumnya. Perseroan mengembangkan potensi setiap insan GEMS melalui program pelatihan yang diikuti oleh 438 karyawan dengan rata-rata jam pelatihan setiap pekerja mencapai 17,29 jam.

In 2025, GEMS employed 674 employees across all Company entities, representing an increase of 0.16% compared to the previous year. The Company develops the potential of every GEMS personnel through training programs attended by 438 employees, with average training hours per employee reaching 17.29 hours.

Perseroan juga menempatkan kesehatan dan keselamatan kerja sebagai prioritas utama dalam kegiatan operasional. Perseroan melakukan digitalisasi pengawasan keselamatan kerja melalui berbagai teknologi mutakhir seperti sensor pendeteksi kelelahan dan CCTV berbasis AI untuk memantau perilaku pengemudi. Pada tahun 2025, GEMS berhasil mempertahankan *zero fatality* dengan mencatatkan 59.157.112 jam kerja aman. Pencapaian Perseroan dalam membangun lingkungan kerja yang aman mendapat pengakuan melalui penghargaan K3 yang diterima sebagai berikut:

The Company also places occupational health and safety as a top priority in operational activities. The Company has digitalized occupational safety monitoring through various advanced technologies such as fatigue detection sensors and AI-based CCTV systems to monitor driver behavior. In 2025, GEMS successfully maintained zero fatality while recording 59,157,112 safe working hours. The Company's achievement in establishing a safe working environment received recognition through the following OHS awards:

PENGHARGAAN SERTIFIKASI K3 2025

OHS Awards and Certifications in 2025



PENGHARGAAN KECELAKAAN NIHIL
ZERO ACCIDENT AWARD

Pemberi Penghargaan
Awardee

Dinas Tenaga Kerja Provinsi Kalimantan Selatan
Manpower Office of South Kalimantan Province



**PENGHARGAAN PROGRAM PENCEGAHAN
DAN PENANGGULANGAN HIV/AIDS DI TEMPAT
KERJA KATEGORI GOLD**
WORKPLACE HIV & AIDS PREVENTION AND
CONTROL PROGRAM AWARD, GOLD CATEGORY

Pemberi Penghargaan
Awardee

Dinas Tenaga Kerja Provinsi Kalimantan Selatan
Manpower Office of South Kalimantan Province



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

Pemberi Penghargaan
Awardee

PT Superintending Company of Indonesia (Sucofindo)



**PEMBERDAYAAN
MASYARAKAT**

Community Empowerment

GEMS memberikan dampak positif yang nyata bagi masyarakat di sekitar wilayah operasi melalui Program Pengembangan dan Pemberdayaan Masyarakat (PPM). Sepanjang tahun pelaporan, Perseroan mengalokasikan dana sebesar Rp65.760.351.447 untuk pelaksanaan Program PPM. Program ini menjangkau dan memperkuat kemandirian ekonomi sebanyak 1.114 KK atau setara dengan 3.342 penerima manfaat.

GEMS delivers tangible positive impacts to communities surrounding its operational areas through the Community Development and Empowerment Program (CDE). Throughout the reporting year, the Company allocated Rp65,760,351,447 for the implementation of the CDE Program. This program reached and strengthened the economic self-reliance of 1,114 households, equivalent to 3,342 beneficiaries.

Program PPM GEMS dijalankan berdasarkan delapan pilar utama:

GEMS' CDE Program is implemented based on eight main pillars:



PENDIDIKAN
Education

Beasiswa, Pelatihan Vokasi, dan Peningkatan Kapasitas Tenaga Pendidik.
Scholarships, Vocational Training, and Capacity Building for Educators.



KESEHATAN
Health

Layanan Kesehatan Masyarakat, Sanitasi, dan Air Bersih.
Community Health Services, Sanitation, and Clean Water.



**TINGKAT
PENDAPATAN RIIL**
Real Income Level

Pengembangan Kegiatan Ekonomi yang Relevan dengan Profesi Masyarakat.
Development of Economic Activities Relevant to Community Professions.



**KEMANDIRIAN
EKONOMI**
Economic
Self-Reliance

Pengembangan Kapasitas Masyarakat untuk Mengelola Unit-Unit Usaha secara Mandiri.
Capacity Building for Communities to Independently Manage Business Units.



**SOSIAL DAN
BUDAYA**
Social and Culture

Penguatan Interaksi Sosial dan Pelestarian Identitas Budaya Daerah.
Strengthening Social Interaction and Preserving Regional Cultural Identity.



LINGKUNGAN
Environment

Implementasi Konsep Ekonomi Sirkular Dalam Pemanfaatan Lahan Pascatambang.
Implementation of Circular Economy Concepts In Post-Mining Land Utilization



**KELEMBAGAAN
KOMUNITAS**
Community
Institutions

Pembangunan Struktur Kelembagaan Ekonomi Desa yang Mampu Menjalankan Pengembangan Ekonomi Secara Mandiri dalam Jangka Panjang.
Development of Village Economic Institutional Structures Capable of Independently Carrying Out Long-Term Economic Development.



INFRASTRUKTUR
Infrastructure

Pembangunan Infrastruktur Pendukung Perekonomian.
Development of Economic-Supporting Infrastructure.

PROGRAM UNGGULAN
FLAGSHIP PROGRAM



KARIN FEED MILL

Karin Feed Mill dikembangkan sebagai pabrik pakan yang memanfaatkan bahan baku jagung dan ikan rucah dari masyarakat. Fasilitas ini dikelola oleh BUMDes untuk memasok kebutuhan pakan sentra peternakan dan perikanan masyarakat.

Karin Feed Mill was developed as a feed mill utilizing corn and trash fish raw materials sourced from the community. This facility is managed by BUMDes to supply feed needs for community livestock and fisheries centers.



MASJID APUNG ZIYADATAUL ABRAR
ZIYADATAUL ABRAR FLOATING MOSQUE

Masjid Apung Ziyadataul Abrar menjadi ikon wisata religi dan pusat kegiatan sosial masyarakat di Kabupaten Tanah Bumbu. Keberadaannya turut membuka peluang usaha bagi UMKM lokal di sekitar masjid.

Ziyadataul Abrar Floating Mosque serves as an icon of religious tourism and a center for community social activities in Tanah Bumbu Regency. Its presence has also opened business opportunities for local MSMEs around the mosque.



ANDARU PORTABLE WATER

Andaru Mamulih mengolah air dari kolam bekas tambang menjadi air bersih bagi masyarakat sekitar. Air diolah melalui Instalasi Pengolahan Air (IPA) hingga memenuhi standar air bersih, lalu disalurkan ke desa sekitar melalui jaringan pipa sepanjang 24.460 meter.

Andaru Mamulih processes water from ex-mine ponds into clean water for surrounding communities. The water is treated through a Water Treatment Plant (WTP) until it meets clean water standards, and then distributed to surrounding villages through a 24,460-meter pipeline network.

Keberhasilan GEMS dalam menciptakan dampak nyata bagi masyarakat mendapatkan pengakuan melalui berbagai penghargaan CSR berikut:

GEMS's success in creating tangible impacts to society received recognition through the following CSR awards:



PENGHARGAAN CSR
CSR Awards



PENYELENGGARA
Organizer

Platinum Trophy Top CSR Award 2025	Top Business
Top CSR Awards 2025 # Star 5	Top Business
Top Leader on CSR Commitment 2025	Top Business
Top CSR Awards 2025 # Star 4	Top Business
Top Leader on CSR Commitment 2025	Top Business



PENGHARGAAN CSR
CSR Awards



PENYELENGGARA
Organizer



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

Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia
Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia



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

Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia
Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia



CSR dan Pengembangan Desa Berkelanjutan Awards, Kategori Silver, Melalui Program "Masjid Apung Ziyadataul Abrar"
CSR and Sustainable Village Development Awards, Silver Category, For the "Zidayatul Abrar Floating Mosque" Program

Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia
Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia



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"

Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia
Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia



CSR dan Pengembangan Desa Berkelanjutan Awards, Kategori Gold, Melalui Program "Pengembangan Desa Melalui Pertanian Terpadu"
CSR and Sustainable Village Development Awards, Gold Category, For the "Pengembangan Desa Melalui Pertanian Terpadu" Program

Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia
Minister of Villages, Development of Disadvantaged Regions, and Transmigration of the Republic of Indonesia



Penghargaan Subroto 2025, Kategori PPM Terinovatif, Melalui Program "Karin Feed Mill - Pabrik Pakan Karin"
2025 Subroto Award, Most Innovative Community Development and Empowerment (CDE) Category, For the "Karin Feed Mill" Program

Menteri Energi dan Sumber Daya Mineral
Minister of Energy and Mineral Resources



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, through "Peningkatan SDM Dan Inklusivitas" Program

Corporate Forum for CSR Development (CFCD)



Indonesia CSR Awards & Indonesia Sustainable Development Awards (ICA-ISDA) 2025, Kategori Platinum, Melalui Program "Andaru Potable Water"
Indonesia CSR Awards & Indonesia Sustainable Development Awards (ICA-ISDA) 2025, Platinum Category, through "Andaru Potabel Water" Program

Corporate Forum for CSR Development (CFCD)



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

Corporate Forum for CSR Development (CFCD)

INTEGRASI ESG DALAM
TATA KELOLA

ESG Integration in Governance

GEMS mengintegrasikan prinsip-prinsip *Environmental, Social, and Governance* (ESG) ke dalam seluruh aspek tata kelola Perseroan. Struktur tata kelola yang kuat menjadi dasar bagi implementasi strategi keberlanjutan yang efektif dan bertanggung jawab. Penerapan tata kelola berbasis ESG dijalankan melalui beberapa mekanisme utama berikut:

GEMS integrates Environmental, Social, and Governance (ESG) principles into all aspects of the Company's governance. A robust governance structure serves as the foundation for the effective and responsible implementation of sustainability strategies. ESG-based governance is implemented through the following key mechanisms:



Divisi Sustainability berada langsung di bawah Presiden Direktur dan mengoordinasikan agenda keberlanjutan di seluruh fungsi operasional.
The Sustainability Division reports directly to the President Director and coordinates the sustainability agenda across all operational functions.



Whistleblowing System disediakan sebagai kanal pelaporan pelanggaran dengan perlindungan terhadap kerahasiaan pelapor.
The Whistleblowing System is provided as a channel for reporting violations with protection for the confidentiality of whistleblowers.



Direksi mengarahkan pelaksanaan inisiatif ESG, sementara Dewan Komisaris menjalankan fungsi pengawasan melalui penelaahan berkala.
The Board of Directors directs the implementation of ESG initiatives, while the Board of Commissioners performs its supervisory function through periodic reviews.



Kebijakan antikorupsi dan kode etik diterapkan untuk menjaga integritas di seluruh lini operasional.
Anti-corruption policies and the Code of Conduct are implemented to uphold integrity across all operational lines.



Manajemen risiko mencakup risiko ekonomi, lingkungan, sosial, serta risiko transisi dan fisik terkait perubahan iklim.
Risk management covers economic, environmental, social, as well as climate-related transition and physical risks.



Pelibatan pemangku kepentingan dilakukan secara berkala sebagai masukan dalam pengambilan keputusan dan pengelolaan dampak keberlanjutan.
Stakeholder engagement is conducted periodically as input for decision-making and sustainability impact management.

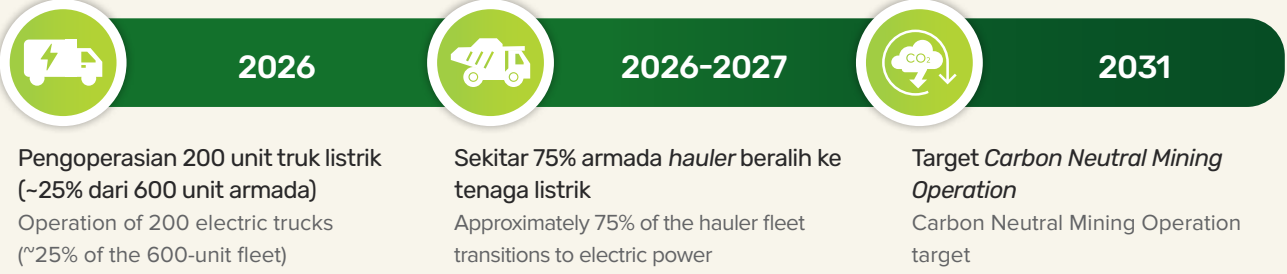
STRATEGI DAN TARGET KE DEPAN

Future Strategies and Targets

Perseroan mengintegrasikan strategi keberlanjutan ke dalam seluruh aspek bisnis untuk mendukung agenda *Net Zero Emission* Indonesia pada tahun 2060.

The Company integrates sustainability strategies into all aspects of its business to support Indonesia's Net Zero Emission agenda by 2060.

ELEKTRIFIKASI DAN TRANSISI ENERGI
ELECTRIFICATION AND ENERGY TRANSITION



LINGKUNGAN
ENVIRONMENT

- | | |
|---|---|
| <ul style="list-style-type: none">• Pencapaian <i>recycling rate</i> 90% dan <i>reclaimed area</i> 91% pada tahun 2040• Target konsumsi air tanah 2,0% pada tahun 2030 dan 1,5% pada tahun 2040• Perluasan program restorasi lahan dan konservasi keanekaragaman hayati• Target penurunan hingga 0,010 ton CO₂e/ton batu bara pada tahun 2040 | <ul style="list-style-type: none">• Achievement of a 90% recycling rate and 91% reclaimed area by 2040• Groundwater consumption target of 2.0% by 2030 and 1.5% by 2040• Expansion of land restoration and biodiversity conservation programs• Reduction target of up to 0.010 tons CO₂e/tons of coal by 2040 |
|---|---|

SOSIAL DAN K3
SOCIAL AND OHS

- | | |
|--|---|
| <ul style="list-style-type: none">• Target <i>zero accident</i> melalui digitalisasi sistem K3 operasional• Peningkatan kapasitas dan kompetensi tenaga kerja lokal | <ul style="list-style-type: none">• Zero accident target through digitalization of operational OHS systems• Enhancement of local workforce capacity and competencies |
|--|---|

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 menghadapi dinamika pasar energi global. GEMS menempatkan diri sebagai perusahaan pertambangan yang berorientasi masa depan dengan menerapkan pengelolaan rantai pasok yang bertanggung jawab, komitmen ketat terhadap regulasi lingkungan, serta peningkatan transparansi pelaporan keberlanjutan.

In managing climate-related risks, the Company maps transition and physical risks related to climate change, applies scenario analysis, and manages its portfolio and investments to remain resilient in facing the dynamics of the global energy market. GEMS positions itself as a future-oriented mining company by implementing responsible supply chain management, maintaining strict commitment to environmental regulations, and enhancing sustainability reporting transparency.

Informasi lebih lanjut mengenai kinerja dan target Perseroan dapat diakses melalui Laporan Keberlanjutan GEMS 2025 yang lengkap.

Further information regarding the Company's performance and targets can be accessed in the GEMS 2025 Sustainability Report.

WILAYAH KONSESI DAN PERIZINAN TAMBANG

Concession and Mining Permit Area



TOTAL VOLUME PENJUALAN BATU BARA

Total Coal Sales Volume

