



BERTUMBUH DENGAN TANGGUNG JAWAB MENJAGA MASA DEPAN

Growing Responsibly. Sustaining the Future

Laporan Keberlanjutan
Sustainability Report

2025



BERTUMBUH DENGAN TANGGUNG JAWAB, MENJAGA MASA DEPAN

Responsible Grow, Preserve the Future

2025

PT Indonesia Fibreboard Industry Tbk ("IFI") memandang bahwa pertumbuhan usaha harus berjalan seiring dengan tanggung jawab terhadap lingkungan, masyarakat, dan para pemangku kepentingan. Oleh karena itu, Perseroan terus mengintegrasikan prinsip keberlanjutan dalam pengelolaan bisnis sebagai bagian dari upaya membangun fondasi usaha yang tangguh dan berdaya saing.

Pendekatan ini menegaskan komitmen Perseroan untuk memastikan bahwa setiap langkah pengembangan usaha dilakukan secara bertanggung jawab, sehingga tidak hanya mendukung kinerja perusahaan, tetapi juga berkontribusi pada keberlanjutan lingkungan dan penciptaan nilai jangka panjang bagi generasi mendatang.

PT Indonesia Fibreboard Industry Tbk ("IFI") views business growth as inseparable from its responsibility toward the environment, society, and stakeholders. Accordingly, the Company continues to integrate sustainability principles into its business management as part of its efforts to build a resilient and competitive business foundation.

This approach emphasises the Company's commitment to ensuring that every step of business development is carried out responsibly, thereby not only supporting company performance but also contributing to environmental sustainability and the creation of long-term value for future generations.



01



SEKILAS TENTANG PERSEROAN Company at a Glance

Visi, Misi, dan Nilai Inti
Vision, Mission, and Core Values

Riwayat Singkat
Brief History

Identitas Perseroan
Company Identity

Skala Usaha
Business Scale

Inisiatif Eksternal dan Sertifikasi
External Initiatives and Certifications

14

16

17

18

19

20

02



MENANAMKAN KEBERLANJUTAN DALAM BISNIS Embedding Sustainability into the Business

22

Pendekatan Keberlanjutan
Sustainability Approach

24

Kontribusi terhadap Tujuan Pembangunan
Berkelanjutan (TPB)
Contribution to Sustainable Development Goals
(SDGs)

26

Inovasi dan Pengembangan Produk Ramah
Lingkungan
Innovation and Development of Environmentally
Friendly Products

26

Menerapkan Ekonomi Berkelanjutan
Implementing Sustainable Economy

27

Dukungan Perseroan terhadap Pemasok Lokal
The Company's Support to Local Suppliers

30

03



MENJAGA LINGKUNGAN, MENGGERAKAN PERUBAHAN Protecting the Environment and Driving Change

32

Energi
Energy

34

Emisi dan Iklim
Emissions and Climate

37

Pengelolaan Limbah
Waste Management

39

Pengelolaan Air
Water Management

42

Pengelolaan Material yang Bertanggung Jawab
Responsible Material Management

44

Menjaga Keanekaragaman Hayati
Preserving Biodiversity

46

Pengelolaan Lingkungan Hidup
Environmental Management

46

04



BERTUMBUH BERSAMA KARYAWAN DAN KOMUNITAS Growing with Employees and Communities

Praktik Ketenagakerjaan
Labor Practices

50

Kesejahteraan Karyawan
Employee Welfare

55

Lingkungan Kerja yang Layak dan Aman
Safe and Healthy Working Environment

57

Pengembangan Karyawan
Employee Development

61

Penilaian Kinerja
Performance Assessment

63

Masyarakat Sekitar
Local Community Engagement

63

Tanggung Jawab Sosial dan Lingkungan
Social and Environmental Responsibility

65

05



MEMPERKUAT TATA KELOLA BERKELANJUTAN Strengthening Sustainable Governance

68

Membangun Budaya Keberlanjutan
Fostering Sustainability Culture

70

Tanggung Jawab Terhadap Aspek Keberlanjutan
Accountability for Sustainability Impacts

71

Manajemen Risiko
Risk Management

73

Tantangan, Perkembangan, dan Pengaruh Penerapan
Keberlanjutan
Sustainability Challenges, Developments, and Impact
of Implementation

74

Kode Etik
Code of Ethics

75

Antikorupsi
Anti-Corruption

76

Hubungan dengan Pemangku Kepentingan
Stakeholders Engagement

77

Menjaga Keamanan Produk
Product Safety and Security

79

Survey Kepuasan Pelanggan
Customer Satisfactory Survey

80

06



TENTANG LAPORAN About this Report

82

Tanggapan Umpan Balik Laporan
Feedback On Report

85

Lembar Umpan Balik
Feedback Form

86

Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa
Keuangan Nomor 51/POJK.03/2017
Disclosure Index In Accordance With Financial
Services Authority Regulation No. 51/POJK.03/2017

88

Indeks Konten GRI
GRI Content Index

92

Indeks ESG IDX
IDX ESG Index

96



Penjelasan Direksi [OJK D.1]

Board of Directors' Message [OJK D.1]



Dalam merespons isu perubahan iklim, Perseroan menetapkan kebijakan pengelolaan emisi gas rumah kaca (GRK) yang sejalan dengan komitmen penurunan emisi nasional sebagaimana tercantum dalam *Nationally Determined Contribution (NDC)*.

In responding to climate change issues, the Company has established a greenhouse gas (GHG) emissions management policy aligned with the national emissions reduction commitment as set out in the Nationally Determined Contribution (NDC).

Para Pemangku Kepentingan yang Terhormat,

Atas nama Direksi, kami menyampaikan Laporan Keberlanjutan PT Indonesia Fibreboard Industry Tbk untuk tahun pelaporan 2025 sebagai bentuk pertanggungjawaban Perseroan kepada para pemangku kepentingan. Laporan ini disusun sebagai pemenuhan kewajiban Perseroan sebagai perusahaan terbuka sekaligus wujud komitmen dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB) serta penerapan prinsip Lingkungan, Sosial, dan Tata Kelola (LST) dalam kegiatan usaha Perseroan. Melalui laporan ini, Perseroan menyajikan kinerja, kebijakan, dan inisiatif keberlanjutan yang telah dilaksanakan sepanjang tahun pelaporan sebagai bagian dari upaya menciptakan nilai jangka panjang.

KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Perseroan mengidentifikasi perubahan iklim, keterbatasan sumber daya, serta meningkatnya ekspektasi terhadap praktik usaha berkelanjutan sebagai tantangan utama dalam menjalankan strategi keberlanjutan. Tantangan

Dear Valued Stakeholders,

On behalf of the Board of Directors, we present the Sustainability Report of PT Indonesia Fibreboard Industry Tbk for the 2025 reporting year as part of the Company's accountability to its stakeholders. This Report has been prepared in compliance with the Company's obligations as a publicly listed entity and reflects our commitment to supporting the Sustainable Development Goals (SDGs) and integrating Environmental, Social, and Governance (ESG) principles into our business operations. Through this Report, the Company presents its sustainability performance, policies, and initiatives implemented throughout the reporting year as part of our continued efforts to create long-term value.

POLICY RESPONSE TO SUSTAINABILITY STRATEGY CHALLENGES

The Company identifies climate change, resource constraints, and rising expectations for sustainable business practices as key challenges in the implementation of its sustainability strategy. These challenges require

tersebut memerlukan kebijakan dan langkah pengelolaan yang terintegrasi agar risiko terhadap operasional dan keberlangsungan usaha dapat dikendalikan secara efektif.

Dalam merespons isu perubahan iklim, Perseroan menetapkan kebijakan pengelolaan emisi gas rumah kaca (GRK) yang sejalan dengan komitmen penurunan emisi nasional sebagaimana tercantum dalam *Nationally Determined Contribution* (NDC). Implementasi kebijakan ini diwujudkan melalui penggunaan teknologi *Circulating Fluid Bed* (CFB) pada fasilitas pembangkit listrik yang mampu meningkatkan efisiensi pembakaran. Perseroan juga melakukan pengendalian konsumsi energi melalui pengaturan dan optimalisasi proses produksi guna menurunkan intensitas energi dan emisi di area operasional, serta secara bertahap memanfaatkan biomassa dari limbah kayu, serat sawit, dan janjang kosong sebagai sumber energi alternatif.

Disisilain, terbatasnya ketersediaan bahan baku mendorong Perseroan untuk menerapkan kebijakan diversifikasi sumber bahan baku dengan mengembangkan alternatif yang tetap memenuhi persyaratan mutu. Perubahan jarak dan lokasi pasokan turut berdampak pada biaya distribusi, sehingga Perseroan menyesuaikan kebijakan logistik dengan memanfaatkan jalur transportasi sungai sebagai upaya meningkatkan efisiensi pengangkutan dan mengendalikan biaya operasional.

PENCAPAIAN KINERJA KEBERLANJUTAN

Tahun 2025 menjadi periode penting bagi Perseroan dalam memperkuat penerapan keberlanjutan di seluruh lini usaha. Berbagai capaian yang diraih sepanjang tahun menunjukkan bahwa aspek ekonomi, lingkungan, dan sosial telah dikelola secara terpadu sebagai bagian dari strategi bisnis jangka panjang.

Pada aspek ekonomi, Perseroan berfokus pada upaya menjaga keberlangsungan operasional dan stabilitas rantai pasok di tengah dinamika industri. Sepanjang tahun 2025, Perseroan

integrated policies and management measures to ensure that risks to operations and business continuity are effectively mitigated and managed.

In responding to climate change issues, the Company has established a greenhouse gas (GHG) emissions management policy aligned with the national emissions reduction commitment as set out in the *Nationally Determined Contribution* (NDC). The implementation of this policy is reflected in the utilization of *Circulating Fluidized Bed* (CFB) technology at the Company's power generation facilities, which enhances combustion efficiency. The Company also manages energy consumption through the regulation and optimization of production processes to reduce energy intensity and emissions within its operational areas. In addition, the Company progressively utilizes biomass derived from wood waste, palm fiber, and empty fruit bunches as alternative energy sources.

On the other hand, limited availability of raw materials has prompted the Company to implement a raw material diversification policy by developing alternative sources that continue to meet established quality standards. Changes in the distance and location of supply sources have also affected distribution costs. In response, the Company has adjusted its logistics policy by utilizing river transportation routes to enhance transportation efficiency and maintain control over operational costs.

SUSTAINABILITY PERFORMANCE ACCOMPLISHMENTS

The year 2025 marked a significant period for the Company in strengthening the implementation of sustainability practices across all business lines. The achievements attained throughout the year demonstrate that economic, environmental, and social aspects have been managed in an integrated manner as part of the Company's long-term business strategy.

In the economic aspect, the Company focused on maintaining operational continuity and supply chain stability amid industry dynamics. Throughout 2025, the Company



tetap menjalankan kegiatan usaha secara efisien dengan mengedepankan pengendalian biaya dan optimalisasi proses produksi. Pada tahun pelaporan, Perseroan mencatatkan laba tahun berjalan sebesar Rp183.451 juta.

Pada aspek lingkungan, Perseroan terus mendorong efisiensi penggunaan sumber daya dan pengurangan emisi dari aktivitas operasional. Sepanjang tahun 2025, konsumsi batu bara berhasil ditekan sebesar 10,64% melalui pemanfaatan limbah produksi MDF sebagai bahan bakar alternatif untuk boiler. Sejalan dengan upaya tersebut, intensitas emisi tercatat sebesar 2,24 ton CO₂e/m³, atau menurun sebesar 10,4% dibandingkan tahun 2024 yang sebesar 2,50 ton CO₂e/m³. Perseroan juga memperluas inisiatif pengurangan emisi melalui penggunaan *forklift* listrik serta motor listrik sebagai sarana mobilitas karyawan di area pabrik.

Di bidang sosial, Perseroan menempatkan pengembangan kualitas sumber daya manusia sebagai prioritas utama. Seluruh karyawan diberikan akses yang setara terhadap program pelatihan, peningkatan kompetensi, serta penilaian kinerja secara berkala. Selain itu, keterlibatan Perseroan dengan masyarakat terus diperkuat melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang mencakup bidang sosial, keagamaan, pendidikan, dan lingkungan, dengan total realisasi anggaran sebesar Rp840.76 juta sepanjang tahun 2025.

STRATEGI PENCAPAIAN TARGET

Sebagai bagian dari upaya pencapaian target kinerja, Perseroan secara berkelanjutan melakukan analisis terhadap dinamika eksternal untuk menangkap potensi pasar dan peluang pengembangan usaha. Strategi tersebut dilaksanakan dengan tetap memperhatikan penguatan efisiensi operasional, pengelolaan profitabilitas yang berkelanjutan, serta integrasi aspek Lingkungan, Sosial, dan Tata Kelola (LST) dalam seluruh aktivitas bisnis.

continued to conduct its business activities efficiently by prioritizing cost control and optimizing production processes. In the reporting year, the Company recorded profit for the year amounting to Rp183,451 million.

As for the environmental aspect, the Company continued to promote resource efficiency and reduce emissions from its operational activities. Throughout 2025, coal consumption was reduced by 10.64% through the utilization of MDF production waste as an alternative fuel for boilers. In line with this effort, emissions intensity was recorded at 2.24 tons CO₂e/m³, representing a 10.4% decrease compared to 2024, which stood at 2.50 tons CO₂e/m³. The Company also expanded its emissions reduction initiatives through the use of electric forklifts and electric motorcycles to support employee mobility within the plant area.

In the social aspect, the Company places the development of human capital quality as a key priority. All employees are provided with equal access to training programs, competency development initiatives, and periodic performance assessments. In addition, the Company continues to strengthen its engagement with local communities through the implementation of Company Social and Environmental Responsibility (CSER) programs covering social, religious, educational, and environmental initiatives, with a total budget realization of Rp840,76 million in 2025.

STRATEGY FOR ACHIEVING PERFORMANCE TARGETS

As part of its efforts to achieve performance targets, the Company continuously analyzes external dynamics to capture market potential and business development opportunities. The strategy is implemented while reinforcing operational efficiency, maintaining sustainable profitability management, and integrating Environmental, Social, and Governance (ESG) considerations across all business activities.

Dalam mendukung strategi perluasan pasar, Perseroan memanfaatkan keunggulan produk kayu yang telah tersertifikasi Sistem Verifikasi Legalitas Kayu (SVLK). Sertifikasi ini memiliki kesetaraan dengan lisensi *Forest Law Enforcement, Governance, and Trade* (FLEGT) di Uni Eropa, sehingga menjadi faktor pendukung dalam meningkatkan daya saing dan membuka akses yang lebih luas ke pasar internasional, khususnya kawasan Eropa.

APRESIASI

Kami menyampaikan apresiasi dan terima kasih kepada seluruh pemangku kepentingan atas kepercayaan, kerja sama, serta dukungan yang diberikan kepada Perseroan sepanjang tahun 2025. Dukungan tersebut menjadi landasan penting dalam memperkuat komitmen Perseroan terhadap penerapan praktik bisnis yang berkelanjutan. Melalui laporan ini, Perseroan berharap dapat menyajikan informasi secara transparan sekaligus menggambarkan upaya dan langkah nyata yang telah dilakukan dalam menciptakan nilai tambah serta dampak positif bagi masyarakat, lingkungan, dan keberlanjutan usaha di masa mendatang.

In supporting its market expansion strategy, the Company leverages the competitive advantage of its wood-based products, which are certified under the Sistem Verifikasi Legalitas Kayu (SVLK). This certification is recognized as equivalent to the Forest Law Enforcement, Governance, and Trade (FLEGT) licensing scheme in the European Union, thereby strengthening the Company's competitiveness and expanding access to international markets, particularly within Europe.

ACKNOWLEDGMENT

We extend our sincere appreciation and gratitude to all stakeholders for their trust, collaboration, and support provided to the Company throughout 2025. Such support has served as an essential foundation in strengthening the Company's commitment to implementing sustainable business practices. Through this Report, the Company seeks to present transparent information while outlining the concrete efforts and initiatives undertaken to create added value and generate positive impacts for society, the environment, and the sustainability of the business in the years ahead.

Atas Nama Direksi,
On behalf of the Board of Directors,

Heffy Hartono

Direktur Utama
President Director



**SURAT PERNYATAAN
ANGGOTA DIREKSI DAN
ANGGOTA DEWAN KOMISARIS
TENTANG TANGGUNG JAWAB ATAS
LAPORAN KEBERLANJUTAN 2025
PT INDONESIA FIBREBOARD INDUSTRY TBK**

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

Demikian pernyataan ini dibuat dengan sebenarnya.

**STATEMENT OF
MEMBER BOARD OF DIRECTORS AND
MEMBER BOARD OF COMMISSIONERS
REGARDING THE RESPONSIBILITY FOR
SUSTAINABILITY REPORT 2025
PT INDONESIA FIBREBOARD INDUSTRY TBK**

We, the undersigned, hereby declare that all information in the Sustainability Report of PT Indonesia Fibreboard Industry Tbk for the financial year 2025 has been presented in its entirety, and that we assume full responsibility for the accuracy of the contents of this Sustainability Report.

This statement is duly made in all integrity.

Jakarta, 1 April 2026 | April 1, 2026

Heffy Hartono
Direktur Utama | President Director

Surja Hartono
Komisaris Utama | President Commissioner

Ang Andri Pribadi
Direktur | Director

Kensuke Shuto
Komisaris | Commissioner

Setiawan Tjutju
Direktur | Director

Vera
Komisaris Independen | Independent Commissioner

Hideaki Okubo
Direktur | Director

PT Indonesia Fibreboard Industry Tbk
ADR Tower 19th floor. Jl. Pantai Indah Kapuk Boulevard, Kamal Muara, Penjaringan, Jakarta Utara 14470, Indonesia
☎ +6221 3951 8899 | 🌐 www.pt-ifi.com

A member of ADR Group



Cooling Wheel





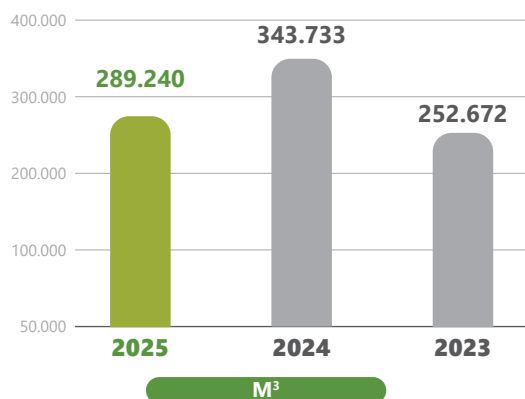
Ikhtisar Keberlanjutan

Sustainability Performance Overview

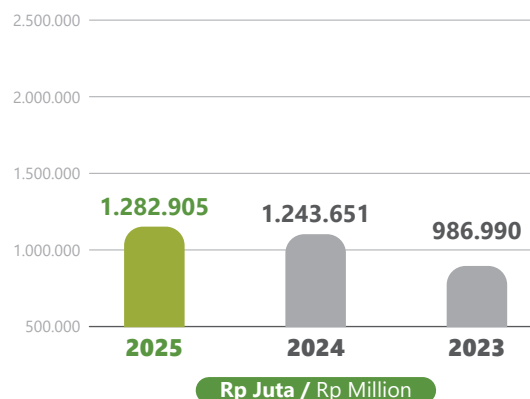
ASPEK EKONOMI [OJK B.1] Economy Aspects



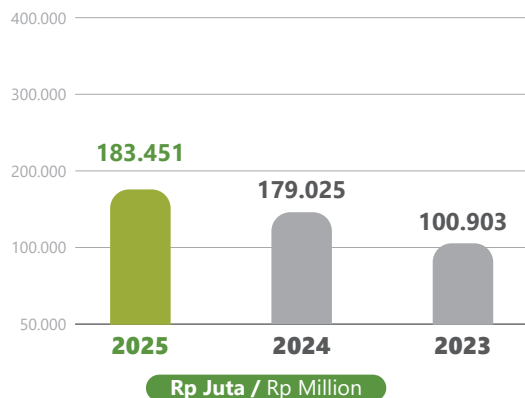
Kuantitas Produksi
Production Quantity



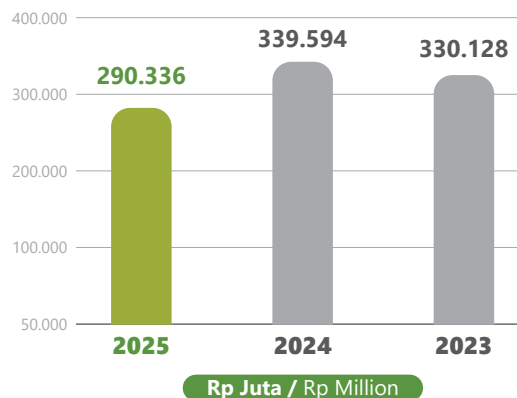
Penjualan Bersih
Net Sales



Laba Tahun Berjalan
Current Year Profit



Nilai Pasokan Pelibatan Pihak Lokal
Local Suppliers Value



ASPEK LINGKUNGAN [OJK B.2] Environment Aspects



Intensitas penggunaan energi
Energy consumption intensity

	2025	2024	2023	
Intensitas penggunaan energi	10,87	9,99	10,80	GJ/m³



Intensitas emisi GRK
GHG Emissions Intensity

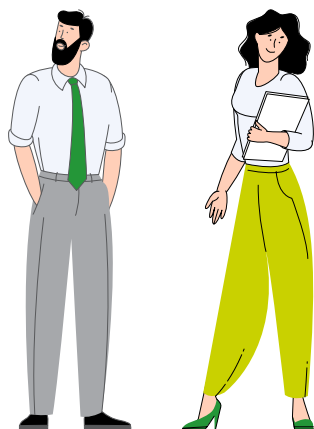
	2025	2024	2023	
Intensitas emisi GRK	2,24	2,50	2,65	Ton CO ₂ eq/m³

	2025	2024	2023	
 Intensitas Pemakaian Air Water Consumption Intensity	0,00652	0,00523	0,00682	Megaliter/m ³
 Total limbah padat yang dihasilkan Total solid waste generated	78.298	95.432	76.937	Ton
 Total efluen yang dihasilkan Total effluent generated	40	42	35	Megaliter

ASPEK SOSIAL [OJK B.3] Social Aspects



Persentase jumlah karyawan tahun 2025 berdasarkan gender
 Percentage of employees in 2025 by gender



♂ 90% **♀ 10%**



Rata-rata jam pelatihan
 Average training hours

2025 **71,15**

2024 **45,32**

2023 **83,11**

Jam/orang
 hour/pax



Jam kerja tanpa kecelakaan
 Zero accident working hours



Zero Fatality

Pada Tahun 2025/ In 2025



01

Sekilas tentang Perseroan

Company at A Glance





16 **Visi, Misi, dan Nilai Inti**
Vision, Mission, and Core Values

17 **Riwayat Singkat**
Brief History

18 **Identitas Perseroan**
Company Identity

19 **Skala Usaha**
Business Scale

20 **Inisiatif Eksternal dan Sertifikasi**
External Initiatives and Certifications





01



Sekilas tentang Perseroan

Company at A Glance

VISI, MISI, DAN NILAI INTI

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

VISION, MISSION, AND CORE VALUES

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



VISI Vision

Menjadi Perusahaan kelas dunia dalam bidang industri panel kayu

To become a world-class Company in the wood panel industry.



MISI Mission

Selalu berkembang untuk menciptakan panel kayu berkualitas tinggi yang akan bermanfaat bagi masyarakat, kemitraan dan bumi untuk masa depan yang lebih baik

Continuous improvement to produce best quality wood panel which will be benefit for society, partnership and earth for a better future.

Nilai Inti Core Values:

Berkembang bersama pemangku kepentingan
Growing together with Stakeholders



Berjuang menjadi yang terbaik
Striving for the best

Saling menghargai sesama tim
Respecting each other as a member of the teams



Tanggap terhadap perubahan
Responsive to changes

RIWAYAT SINGKAT

PT Indonesia Fibreboard Industry Tbk (“Perseroan”) didirikan pada 24 September 2007 dan mulai beroperasi secara komersial pada 2012 sebagai produsen *Medium Density Fibreboard* (MDF) dan produk kayu olahan lainnya. Seiring perkembangannya, Perseroan memperluas kapasitas produksi, menambah lini produk seperti *Plywood*, *High Moisture Resistant* (HMR), dan *Veneer*, serta membangun berbagai fasilitas pendukung di kawasan pabrik di Sumatra Selatan untuk memperkuat daya saing sekaligus memperluas jangkauan pasar, termasuk ke pasar ekspor.

Pada 2019, Perseroan resmi tercatat sebagai perusahaan publik di Bursa Efek Indonesia, yang memperkuat struktur pendanaan dan memberikan landasan lebih kokoh bagi rencana ekspansi jangka panjang. Fase ini menjadi salah satu tonggak penting transformasi Perseroan dari perusahaan manufaktur berbasis lokal menjadi entitas yang berorientasi regional dan global.

Sejalan dengan perkembangan Perseroan sebagai perusahaan terbuka, struktur penanaman modal Perseroan mengalami perubahan dari Penanaman Modal Asing menjadi Penanaman Modal Dalam Negeri sebagaimana ditetapkan dalam Rapat Umum Pemegang Saham Tahunan tahun 2024. Perubahan status ini mencerminkan penguatan kepemilikan domestik serta memberikan fleksibilitas yang lebih besar dalam pengambilan keputusan strategis, sekaligus mendukung penerapan tata kelola perusahaan yang efektif dan berkelanjutan.

Pada saat yang sama, Perseroan memperkuat inisiatif keberlanjutan sebagai bagian integral dari strategi bisnis, khususnya terkait mitigasi perubahan iklim dan efisiensi sumber daya. Upaya tersebut mencakup penerapan teknologi boiler *Circulating Fluid Bed* (CFB) yang lebih efisien dalam pembakaran, optimalisasi penggunaan energi di area produksi, pemanfaatan biomassa dari limbah produksi sebagai bahan bakar boiler, serta penggunaan peralatan berbasis listrik untuk mendukung penurunan emisi gas rumah kaca. Inisiatif ini mencerminkan komitmen Perseroan dalam mengurangi dampak lingkungan sekaligus mendukung agenda transisi menuju operasional rendah karbon.

BRIEF HISTORY

PT Indonesia Fibreboard Industry Tbk (the “Company”) was established on 24 September 2007 and commenced commercial operations in 2012 as a manufacturer of Medium Density Fibreboard (MDF) and other engineered wood products. Over time, the Company expanded its production capacity, diversified its product lines to include Plywood, High Moisture Resistant (HMR) boards, and Veneer, and developed supporting facilities within its industrial complex in South Sumatra to strengthen competitiveness and broaden market reach, including export markets.

In 2019, the Company was officially listed on the Indonesia Stock Exchange, strengthening its capital structure and providing a more solid foundation for long-term expansion plans. This milestone marked a significant phase in the Company’s transformation from a locally based manufacturing company into a regionally and globally oriented entity.

In line with the Company’s development as a publicly listed entity, its investment structure changed from Foreign Direct Investment (FDI) status to Domestic Investment (DI) status, as approved at the 2024 Annual General Meeting of Shareholders. This change in status reflects strengthened domestic ownership and provides greater flexibility in strategic decision-making, while further supporting the implementation of effective and sustainable Company governance practices.

At the same time, the Company strengthened its sustainability initiatives as an integral part of its business strategy, particularly in relation to climate change mitigation and resource efficiency. These efforts include the adoption of Circulating Fluidized Bed (CFB) boiler technology to enhance combustion efficiency, optimization of energy use within production areas, utilization of biomass derived from production waste as boiler fuel, and the deployment of electric-based equipment to support the reduction of greenhouse gas (GHG) emissions. These initiatives reflect the Company’s commitment to minimizing environmental impacts while supporting the transition toward lower-carbon operations.



IDENTITAS PERSEROAN

COMPANY IDENTITY

	Nama Perseroan [GRI 2-1] Company Name	PT Indonesia Fibreboard Industry Tbk	
	Bidang Usaha [GRI 2-6] Business Activities	Industri Medium Density Fibreboard (MDF) dan produk kayu olahan lainnya	Medium Density Fibreboard Industry and other wood processed products
	Alamat Kantor Pusat [OJK C.2] Head Office Address	Wisma ADR, 3 rd floor Jl. Pluit Raya I No. 1, Penjaringan, Jakarta Utara 14440, Indonesia Telepon +6221 661 5555 Fax (021) 661 9301 Terhitung sejak Januari 2026, Kantor Pusat berpindah ke: ADR Tower, 19 th Floor Jl. Pantai Indah Kapuk Boulevard, Kamal Muara, Penjaringan Jakarta Utara 14470, Indonesia Telepon (021) 3951 8899	Wisma ADR, 3 rd floor Jl. Pluit Raya I No. 1, Penjaringan, North Jakarta 14440, Indonesia Telephone +6221 661 5555 Fax (021) 661 9301 Effective January, 2026, Head Office is moved to: ADR Tower, 19 th Floor Jl. Pantai Indah Kapuk Boulevard, Kamal Muara, Penjaringan North Jakarta 14470, Indonesia Telephone (021) 3951 8899
	Alamat surat elektronik (e-mail) dan situs web Email address and website	Email corporate.secretary@pt-ifi.com Situs Web www.pt-ifi.com	Email corporate.secretary@pt-ifi.com Website www.pt-ifi.com
	Alamat Pabrik [OJK C.2][GRI 2-1] Factory address	Desa Mendis Jaya KM. 121, Bayung Lencir, Musi Banyuasin, Sumatra Selatan 30756, Indonesia Telepon (021) 3951 8899 Ext.9	Desa Mendis Jaya KM. 121, Bayung Lencir, Musi Banyuasin, South Sumatra 30756, Indonesia Telephone (021) 3951 8899 Ext.9
	Negara Tempat Operasi Country of Operation	Indonesia	
	Sifat Kepemilikan dan Badan Hukum Ownership Status and Legal Form	Perusahaan Terbuka	Publicly Listed Company
	Jenis Produk [OJK C.4] Product Portfolio	• Medium Density Fibreboard (MDF) • High Moisture Resistant (HMR-MDF) • High Density Fibreboard (HDF) • Low Density Fibreboard (LDF) • MDF Splitter	• MDF Laminated Paper • Veneer • Plywood • Plywood MDF
	Pasar yang Dilayani [OJK C.4] [GRI 2-6] Markets Served	Dalam Negeri Luar Negeri, mencakup: Amerika Serikat, Pantai Gading, Afrika Selatan, Mesir, Irak, Yordania, Kuwait, Lebanon, Arab Saudi, Uni Emirat Arab (UAE), Yemen, Australia, China, India, Jepang, Malaysia, Myanmar, Filipina, Singapura, Korea Selatan, Taiwan, Vietnam, Hongkong, Denmark	Domestic International, including: United States of America, Ivory Coast, South Africa, Egypt, Iraq, Jordan, Kuwait, Lebanon, Saudi Arabia, United Arab Emirates, Yemen, Australia, China, India, Japan, Malaysia, Myanmar, Philippines, Singapore, South Korea, Taiwan, Vietnam, Hong Kong, Denmark
	Kepemilikan Saham Shareholding Composition	PT Adrindo Intiperkasa: 51% SMB Kenzai Co., Ltd: 25% Heffy Hartono: 5,98% Publik: 18,02%	PT Adrindo Intiperkasa: 51% SMB Kenzai Co., Ltd: 25% Heffy Hartono: 5.98% Public: 18.02%

SKALA USAHA [OJK C.3][GRI 2-1]

BUSINESS SCALE [OJK C.3][GRI 2-1]

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Karyawan Total Employees	Orang People	687	660	625
Jumlah Pendapatan Total Revenues	Rp Juta Rp Million	1.282.905	1.243.651	986.990
Total Kapitalisasi Total Capitalization				
• Total Liabilitas (Total Liabilities)	Rp Juta Rp Million	320.993	447.463	673.472
• Total Aset (Total Assets)	Rp Juta Rp Million	1.705.951	1.753.405	1.894.388
• Total Ekuitas (Total Equity)	Rp Juta Rp Million	1.384.958	1.305.942	1.220.916
Jumlah Pabrik Total Factory		1	1	1

KEANGGOTAAN PADA ASOSIASI

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

Sebagai wujud keterlibatan aktif dalam memantau perkembangan isu terkini, Perseroan menjadi anggota dalam asosiasi berikut:

ASSOCIATION MEMBERSHIP

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

As part of its active engagement in monitoring emerging issues and industry developments, the Company holds membership in the following association:

Asosiasi Association	Peran IFII Role of IFII
 Indonesia Company Secretary Association (ICSA)	Anggota Member



INISIATIF EKSTERNAL DAN SERTIFIKASI

EXTERNAL INITIATIVES AND CERTIFICATIONS

No Num.	Keterangan Description	Periode Berlaku Effective Period
1	ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	26 Mei 2025-24 Mei 2028 May 26, 2025 - May 24, 2028
2	Sistem Verifikasi Legalitas Kayu (SVLK) Timber Legality Verification System (SVLK)	21 Desember 2021-20 Desember 2027 December 21, 2021 - December 20, 2027
3	California Air Resources Board (CARB) California Air Resources Board (CARB)	10 Oktober 2025 - 10 Oktober 2026 October 10, 2025 - October 10, 2026
4	United States Environmental Protection Agency (US EPA) 40 CFR Part 770 TSCA Title V United States Environmental Protection Agency (US EPA) 40 CFR Part 770 TSCA Title V	10 Oktober 2025 - 10 Oktober 2026 October 10, 2025 - October 10, 2026
5	Japanese Industrial Standards (JIS) Japanese Industrial Standards (JIS)	2 September 2024-23 September 2027 September 2, 2024 - September 23, 2027
6	Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Occupational Health and Safety (OHS) Management System	6 Agustus 2024 - 6 Agustus 2027 August 6, 2024 - August 6, 2027

Piagam Penghargaan atas Bantuan dana kegiatan PORPROV XV dan PEPARPROV V Sumatra Selatan di Kabupaten Musi Banyuasin.

Certificate of Appreciation for the Financial Support of the XV South Sumatra Provincial Sports Week (PORPROV) and the V Provincial Paralympic Games (PEPARPROV) in Musi Banyuasin Regency.



Perseroan menerima Piagam Penghargaan sebagai bentuk apresiasi atas kontribusi dana yang diberikan dalam penyelenggaraan PORPROV XV dan PEPARPROV V di Kabupaten Musi Banyuasin, Sumatra Selatan. Dukungan ini menunjukkan komitmen Perseroan dalam mendukung pengembangan olahraga di tingkat regional serta memfasilitasi penyelenggaraan kegiatan yang mendorong partisipasi dan prestasi atlet lokal.

The Company received a Certificate of Appreciation in recognition of its financial support for the XV South Sumatra Provincial Sports Week (PORPROV) and the V Provincial Paralympic Games (PEPARPROV) in Musi Banyuasin Regency, South Sumatra. This support reflects the Company's commitment to promoting regional sports development and facilitating events that encourage participation and achievement among local athletes.



Dalam menjalankan proses produksi, Perseroan memegang teguh komitmen untuk tidak hanya mencapai standar kualitas, melainkan juga menjaga kelestarian lingkungan hidup. Sebagai wujud nyata dari komitmen tersebut, Perseroan telah mengimplementasikan Sistem Pengendalian Mutu ISO 9001:2015.

In carrying out its production processes, the Company upholds a strong commitment not only to achieving quality standards but also to safeguarding environmental sustainability. As a tangible manifestation of this commitment, the Company has implemented the ISO 9001:2015 Quality Management System.



02

Menanamkan Keberlanjutan dalam Bisnis

Embedding Sustainability into The Business





24 Pendekatan Keberlanjutan
Sustainability Approach

26 Kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB)
Contribution to Sustainable Development Goals (SDGs)

26 Inovasi dan Pengembangan Produk Ramah Lingkungan
Innovation and Development of Environmentally Friendly Products

27 Menerapkan Ekonomi Berkelanjutan
Implementing Sustainable Economy

30 Dukungan Perseroan terhadap Pemasok Lokal
The Company's Support to Local Suppliers



02

Menanamkan Keberlanjutan dalam Bisnis

[OJK A.1]

Embedding Sustainability into The Business [OJK A.1]

PENDEKATAN KEBERLANJUTAN

Perseroan senantiasa berdedikasi untuk menghadirkan produk bermutu tinggi dengan mengintegrasikan aspek Lingkungan, Sosial, dan Tata Kelola (LST) secara menyeluruh dalam setiap lini operasionalnya. Perseroan secara konsisten menerapkan praktik operasional yang berwawasan lingkungan sebagai bentuk dukungan terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Dalam menjalankan proses produksi, Perseroan memegang teguh komitmen untuk tidak hanya mencapai standar kualitas, melainkan juga menjaga kelestarian lingkungan hidup. Sebagai wujud nyata dari komitmen tersebut, Perseroan telah mengimplementasikan Sistem Pengendalian Mutu ISO 9001:2015. Keunggulan kualitas ini juga tercermin pada produk *Medium Density Fibreboard* (MDF) Perseroan yang telah memenuhi standar emisi global yang sangat ketat, yakni *Japanese Industrial Standards* (JIS). Selain itu, produk Perseroan juga telah mengantongi sertifikasi dari *United States Environmental Protection Agency* (US EPA) 40 CFR Part 770 TCSA Title VI serta *California Air Resources Board* (CARB). Hal ini membuktikan keseriusan Perseroan dalam menyeimbangkan kualitas produk unggulan dengan tanggung jawab terhadap lingkungan.

Sebagai bagian dari strategi keberlanjutan, Perseroan membangun kolaborasi strategis dengan pemasok lokal untuk memenuhi kebutuhan bahan baku. Langkah ini diambil tidak hanya untuk memberikan kontribusi ekonomi positif bagi masyarakat sekitar, tetapi juga untuk menjamin bahwa material yang digunakan selaras

SUSTAINABILITY APPROACH

The Company remains committed to delivering high-quality products by comprehensively integrating Environmental, Social, and Governance (ESG) considerations across all operational lines. The Company consistently implements environmentally responsible operational practices as part of its commitment to supporting the achievement of the Sustainable Development Goals (SDGs).

In carrying out its production processes, the Company upholds a strong commitment not only to achieving quality standards but also to safeguarding environmental sustainability. As a tangible manifestation of this commitment, the Company has implemented the ISO 9001:2015 Quality Management System. This commitment to quality is further reflected in the Company's Medium Density Fibreboard (MDF) products, which comply with stringent global emissions standards, including the Japanese Industrial Standards (JIS). In addition, the Company's products have obtained certification under the United States Environmental Protection Agency (US EPA) 40 CFR Part 770 TSCA Title VI as well as the California Air Resources Board (CARB) standards. These certifications demonstrate the Company's seriousness in balancing superior product quality with environmental responsibility.

As part of its sustainability strategy, the Company establishes strategic collaborations with local suppliers to fulfill its raw material requirements. This initiative is undertaken not only to generate positive economic contributions to surrounding communities but also to ensure that the materials used are aligned with sustainability principles.



dengan prinsip keberlanjutan. Perseroan menerapkan kebijakan ketat dengan hanya menerima pasokan kayu dari pemasok yang telah menerapkan Sistem Verifikasi dan Legalitas Kayu (SVLK). Hal ini memastikan bahwa seluruh bahan baku kayu bersumber dari asal-usul yang legal dan dikelola secara ramah lingkungan.

Guna mendukung efisiensi sumber daya alam, Perseroan mengoptimalkan pemanfaatan limbah kayu karet dari petani sebagai bahan baku utama produksi. Selain itu, demi menjamin keberlangsungan ketersediaan pasokan kayu di masa depan, Perseroan aktif menjalankan program penanaman kembali (*replanting*). Program ini dilaksanakan baik di area bekas panen maupun lahan potensial lainnya dengan melibatkan partisipasi aktif masyarakat melalui skema kerja sama.

The Company implements a strict procurement policy by accepting wood supplies exclusively from suppliers that have adopted the Timber Legality Verification System (SVLK). This approach ensures that all wood raw materials are sourced from legally verified origins and managed in an environmentally responsible manner.

To support natural resource efficiency, the Company optimizes the utilization of rubberwood waste sourced from local farmers as its primary production raw material. In addition, to ensure the long-term availability of wood supply, the Company actively implements replanting programs. These programs are carried out both in harvested areas and other potential sites, with active community participation through collaborative partnership schemes.



Kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Contribution to Sustainable Development Goals (SDGs)

Pilar Keberlanjutan Sustainability Pillar	SDGs yang Relevan Relevant SDGs	Kontribusi Contribution	Dalam Laporan Ini In This Report
Lingkungan Environment	  	1. Mengurangi limbah hasil proses bisnis Perseroan secara rutin. Regularly reducing waste generated from the Company's business processes. 2. Mengurangi emisi GRK dan meningkatkan efisiensi energi. Reducing greenhouse gas (GHG) emissions and improving energy efficiency. 3. Menggunakan biomassa sebagai bahan bakar untuk Boiler. Utilizing biomass as an alternative fuel for boiler operations.	Menjaga Lingkungan, Menggerakkan Perubahan Protecting the Environment, Driving Change
Sosial Social	    	1. Bantuan beasiswa bagi siswa yang berprestasi dan kurang mampu. Providing scholarships for underprivileged and high-achieving students. 2. Mempromosikan perempuan untuk menduduki posisi Manager. Promoting women in managerial positions. 3. Menjamin proses rekrutmen adil tanpa diskriminasi wilayah asal. Ensuring fair recruitment processes without discrimination based on region of origin. 4. Menerapkan sistem manajemen K3 untuk melindungi karyawan dan menciptakan lingkungan kerja yang aman dan sehat. Implementing Occupational Health and Safety (OHS) management systems to protect employees and foster a safe and healthy work environment. 5. Kesempatan kerja bagi masyarakat lokal. Creating employment opportunities for local communities.	Bertumbuh Bersama Karyawan dan Komunitas Growing with Employees and Communities
Ekonomi Economic	 	1. Pelaksanaan kerja sama dengan pemasok lokal. Collaborating with local suppliers. 2. Membangun infrastruktur jalan baru dari jalan raya utama menuju area pabrik. Developing new road infrastructure connecting the main road to the factory area.	Menanamkan Keberlanjutan dalam Bisnis Embedding Sustainability into the Business

INOVASI DAN PENGEMBANGAN PRODUK RAMAH LINGKUNGAN [OJK F.26]

Sebagai wujud nyata komitmen terhadap lingkungan, Perseroan secara berkala memproduksi *Medium Density Fibreboard* (MDF) dengan kadar emisi rendah yang mengacu pada standar *Japanese Industrial Standards* (JIS). Penerapan teknik produksi khusus yang didukung oleh

INNOVATION AND DEVELOPMENT OF ENVIRONMENTALLY FRIENDLY PRODUCTS [OJK F.26]

As a tangible demonstration of its environmental commitment, the Company regularly produces low-emission *Medium Density Fibreboard* (MDF) in accordance with the *Japanese Industrial Standards* (JIS). The application of specialized production techniques,

sertifikasi relevan memastikan setiap produk tidak hanya memenuhi spesifikasi kualitas tinggi, tetapi juga aman bagi lingkungan. Pengawasan ketat dilakukan pada setiap tahapan proses untuk menjamin standar mutu tersebut terjaga secara berkelanjutan.

MENERAPKAN EKONOMI BERKELANJUTAN [OJK C.6]

Stabilitas rantai pasokan tanpa perubahan signifikan berhasil dipertahankan oleh Perseroan sepanjang tahun 2025. Strategi komprehensif diterapkan secara konsisten untuk menjaga nilai ekonomi perusahaan, meliputi penjagaan integritas rantai pasok, peningkatan efisiensi produksi, serta pengelolaan biaya secara optimal. Upaya-upaya strategis tersebut diarahkan untuk memastikan terciptanya pertumbuhan ekonomi yang berkelanjutan, yang berdampak pada penyediaan lapangan kerja, pembukaan peluang bagi wirausaha, peningkatan kontribusi pajak kepada pemerintah, serta mendukung pemerataan distribusi nilai ekonomi. [OJK C.6]

Fokus kegiatan produksi Perseroan pada tahun 2025 terkonsentrasi pada berbagai jenis kayu olahan berkualitas tinggi. Portofolio produk aktif Perseroan meliputi papan serat berkepadatan sedang/*Medium Density Fibreboard* (MDF), *High Moisture Resistant*-MDF (HMR-MDF), papan serat berkepadatan tinggi/*High Density Fibreboard* (HDF), papan serat berkepadatan rendah/*Low Density Fibreboard* (LDF), serta *MDF Splitter*. Penjualan produk *Veneer* masih tercatat pada tahun ini dengan memanfaatkan ketersediaan bahan baku log hingga habis.

supported by relevant certifications, ensures that each product not only meets high-quality specifications but is also environmentally safe. Strict oversight is implemented at every stage of the production process to ensure that these quality standards are consistently maintained.

IMPLEMENTING SUSTAINABLE ECONOMY [OJK C.6]

Supply chain stability without significant disruption was successfully maintained by the Company throughout 2025. A comprehensive strategy was consistently implemented to preserve the Company's economic value, including safeguarding supply chain integrity, enhancing production efficiency, and optimizing cost management. These strategic efforts were directed toward ensuring sustainable economic growth, contributing to job creation, expanding opportunities for entrepreneurship, increasing tax contributions to the government, and supporting a more equitable distribution of economy. [OJK C.6]

In 2025, the Company's production activities were focused on various types of high-quality engineered wood products. The Company's active product portfolio includes Medium Density Fibreboard (MDF), High Moisture Resistant MDF (HMR-MDF), High Density Fibreboard (HDF), Low Density Fibreboard (LDF), and MDF Splitter. Sales of Veneer products were still recorded during the year by utilizing the remaining availability of log raw materials until depletion.





Realisasi Hasil Produksi (m³)

Production Realization (m³)

Uraian Description	2025		2024	2023
	Target	Realisasi Realization	Realisasi Realization	Realisasi Realization
Produksi fibreboard jenis <i>High Density Fibreboard</i> (HDF) High Density Fibreboard (HDF) production	1.178	749	1.422	1.834
Produksi fibreboard jenis <i>Medium Density Fibreboard</i> (MDF) Medium Density Fibreboard (MDF) production	322.773	244.235	297.196	221.752
Produksi fibreboard jenis <i>Low Density Fibreboard</i> (LDF) Low Density Fibreboard (LDF) production	120	116	288	163
Produksi fibreboard jenis <i>High Moisture Resistance</i> (HMR) High Moisture Resistance (HMR) fibreboard production	43.843	35.591	41.902	27.366
Produksi <i>Plywood</i> Plywood production	0	0	0	1.488
Produksi <i>Plywood</i> MDF MDF Plywood Production	0	0	0	0
Produksi <i>Veneer</i> Veneer Production	5.189	8.549	2.925	69

Realisasi produksi Perseroan sepanjang tahun 2025 tercatat mencapai volume total sebanyak 289.240 m³. Kinerja operasional tersebut menghasilkan nilai penjualan sebesar Rp1.282.905 juta pada akhir periode pelaporan. Komposisi distribusi penjualan menunjukkan bahwa pasar ekspor tetap menjadi kontributor utama pendapatan Perseroan. Kawasan Timur Tengah mendominasi struktur penjualan dengan proporsi sebesar 63%, diikuti oleh pasar Jepang yang memberikan kontribusi sebesar 21% terhadap total penjualan. Penyerapan pasar domestik melengkapi kinerja penjualan Perseroan dengan kontribusi sebesar 15%, sementara sisa produksi didistribusikan ke berbagai negara tujuan ekspor lainnya.

Realisasi hasil produksi Perseroan di tahun 2025 tidak mencapai target yang ditetapkan. Faktor utama yang menyebabkan tidak tercapainya target adalah turunnya pasokan bahan baku kayu dari supplier yang terkendala karena musim hujan berkepanjangan yang masih terjadi sampai bulan Juli 2025. Selama tahun 2025 mesin MDF line 1 dan MDF line 2 stop produksi total masing-masing selama 82 hari karena minimnya pasokan bahan baku kayu.

The Company's production realization throughout 2025 reached a total volume of 289,240 m³. This operational performance generated sales revenue of Rp.1,282,905 million at the end of the reporting period. The composition of sales distribution indicates that export markets remained the primary contributor to the Company's revenue. The Middle East region dominated the sales structure with a proportion of 63%, followed by the Japanese market, which contributed 21% to total sales. Domestic market absorption complemented the Company's overall sales performance with a contribution of 15%, while the remaining production was distributed to various other export destination countries.

The Company production realization in 2025 did not meet the established target. The primary factor contributing to this shortfall was the decline in raw material supply, particularly wood, from suppliers due to prolonged rainy conditions that persisted until July 2025. Throughout 2025, MDF Line 1 and MDF Line 2 experienced total production downtime of 82 days each as a result of limited wood raw material supply.

Nilai Penjualan berdasarkan Produk Utama

Sales by Primary Products

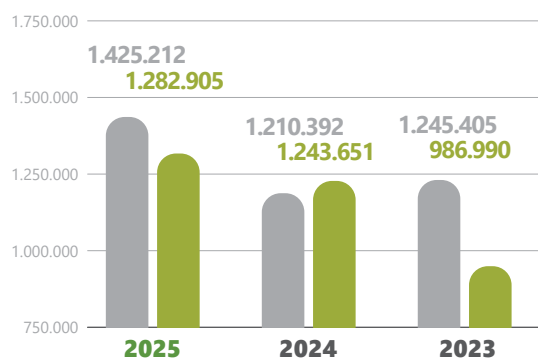
Uraian Description	Nilai Penjualan (Rp juta) Sales (Rp million)		
	2025	2024	2023
Jepang Japan	273.520	280.999	331.377
Regular	185.898	245.405	220.234
Timur Tengah Middle East	809.381	708.615	421.285
Lain-lain Others	14.106	8.632	14.094
Jumlah Total	1.282.905	1.243.651	986.990

Perbandingan Target dan Realisasi Kinerja Keuangan Perseroan (Rp juta) [OJK F.2, F.3]

Comparison of Target and Realization of the Company's Financial Performance (Rp million) [OJK F.2, F.3]

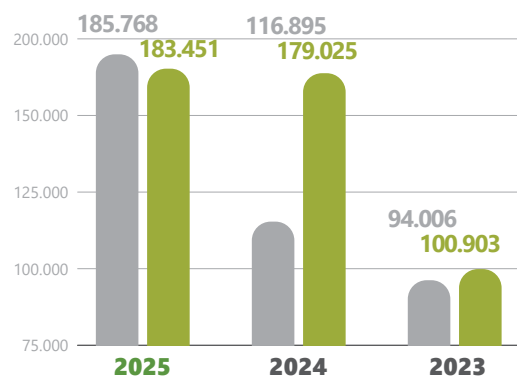
Penjualan

Sales



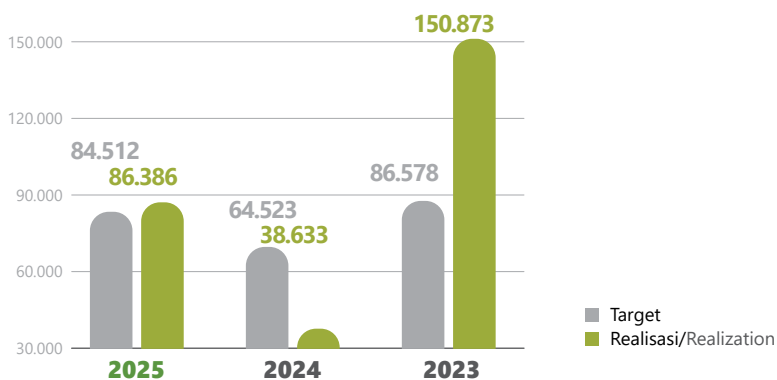
Laba (Rugi) Tahun Berjalan

Profit (Loss) for the Running Year



Belanja Modal

Capital Expenditure (CapEx)





DUKUNGAN PERSEROAN TERHADAP PEMASOK LOKAL
[GRI 2-6]

Pemenuhan kebutuhan bahan baku kayu dilakukan dengan mengutamakan sumber dari pemasok lokal. Perseroan juga membuka kesempatan bagi mitra lokal untuk menyediakan barang dan jasa pendukung lainnya, termasuk jasa kontraktor dan konsultasi teknis. Pelibatan masyarakat sekitar menjadi bagian penting dalam kegiatan operasional perusahaan. Hal ini diwujudkan melalui pemberian lapangan kerja, khususnya dalam mendukung proses produksi, pengadaan kayu, pengangkutan bahan baku ke pabrik, serta aktivitas operasional lainnya. Pengelompokan pemasok dilakukan berdasarkan asal wilayah untuk menjaga kelancaran dan keberlanjutan pasokan. Kelompok pemasok tersebut terbagi menjadi tiga, yaitu:

1. Pemasok lokal yang berasal dari Sumatra Selatan/ Jambi.
2. Pemasok nasional yang berasal dari wilayah lainnya di Indonesia.
3. Pemasok internasional yang berasal dari luar negeri.

THE COMPANY’S SUPPORT TO LOCAL SUPPLIERS
[GRI 2-6]

The fulfillment of wood raw material requirements prioritizes sourcing from local suppliers. The Company also provides opportunities for local partners to supply supporting goods and services, including contractor services and technical consultancy. Community involvement constitutes an integral part of the Company’s operational activities. This is realized through employment generation, particularly in supporting production processes, wood procurement, transportation of raw materials to the plant, and other operational activities. Suppliers are categorized based on geographic origin to ensure the continuity and sustainability of supply. The supplier groups are classified as follows:

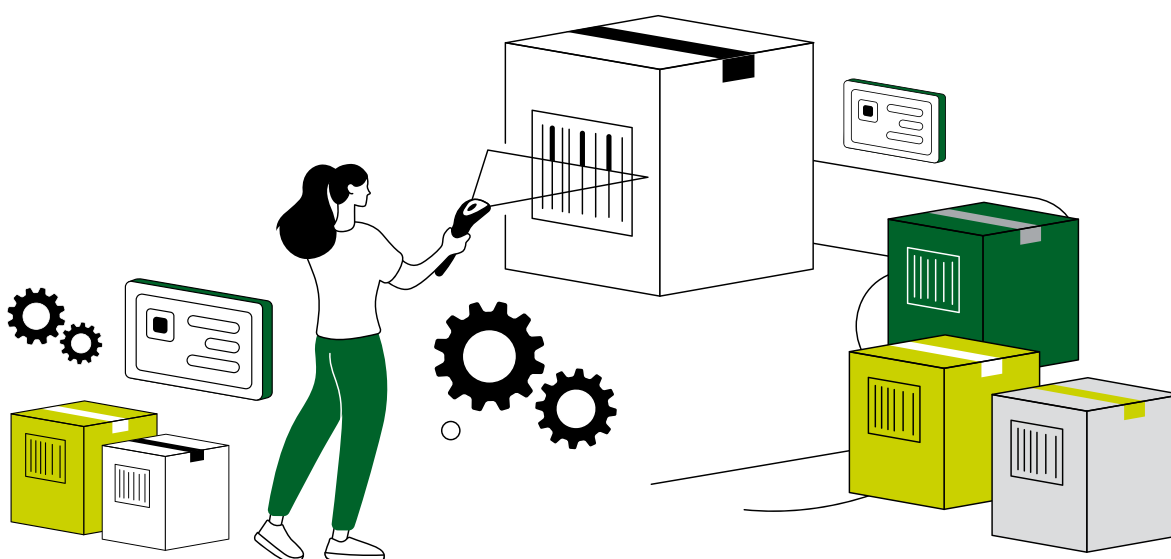
1. Local suppliers originating from South Sumatra and Jambi.
2. National suppliers originating from other regions within Indonesia.
3. International suppliers originating from overseas.

Jumlah Pemasok dan Nilai Transaksi Tahun 2025 [OJK B.1][GRI 204-1]

Total Suppliers and Transaction Value in 2025 [OJK B.1][GRI 204-1]

Jenis Pemasok Types of Suppliers	Pengadaan Barang Procurement of Goods					
	Jumlah Pemasok Number of Suppliers			Nilai Pengadaan (Rp juta) Procurement Value (Rp million)		
	2025	2024	2023	2025	2024	2023
Lokal Local	115	119	143	254.638	303.747	258.492
Nasional National	261	259	305	165.953	147.378	124.873
Internasional International	47	52	56	113.064	157.000	107.170
Jumlah Total	423	430	504	533.655	608.125	490.535

Jenis Pemasok Types of Suppliers	Pengadaan Jasa Procurement of Services					
	Jumlah Pemasok Number of Suppliers			Nilai Pengadaan (Rp juta) Procurement Value (Rp million)		
	2025	2024	2023	2025	2024	2023
Lokal Local	58	53	22	35.698	35.847	71.637
Nasional National	128	117	63	30.252	22.348	52.285
Internasional International	20	20	5	29.734	36.830	26.288
Jumlah Total	206	190	90	95.684	95.025	150.210



03

Menjaga Lingkungan, Menggerakkan Perubahan

Protecting the Environment
and Driving Change





34 **Energi**
Energy

37 **Emisi dan Iklim**
Emissions and Climate

39 **Pengelolaan Limbah**
Waste Management

42 **Pengelolaan Air**
Water Management

44 **Pengelolaan Material yang Bertanggung Jawab**
Responsible Material Management

46 **Menjaga Keanekaragaman Hayati**
Preserving Biodiversity

46 **Pengelolaan Lingkungan Hidup**
Environmental Management

03

Menjaga Lingkungan, Menggerakkan Perubahan

Protecting the Environment and Driving Change

ENERGI [OJK F.6]

Kebutuhan listrik di area pabrik dipenuhi melalui pengoperasian pembangkit listrik (*power plant*) mandiri. Pembangkit ini memanfaatkan kombinasi bahan bakar batu bara dan biomassa, yang terdiri dari limbah kayu, cangkang, serta serat sawit. Distribusi energi listrik tersebut mencakup pengoperasian mesin produksi, fasilitas pendukung, pencahayaan gedung, kantor operasional, hingga penerangan jalan umum di lingkungan perusahaan. Bahan bakar solar digunakan secara khusus untuk mendukung operasional kendaraan alat berat, kendaraan operasional, dan generator set (genset). Suplai listrik untuk kegiatan operasional di kantor pusat Perseroan diperoleh dari jaringan PLN.

Total konsumsi energi Perseroan pada tahun 2025 tercatat sebesar 3.144.955 GJ, atau mengalami penurunan sebesar 0,88% dibandingkan tahun sebelumnya yang tercatat sebesar 3.432.893 GJ. Penurunan konsumsi energi ini disebabkan oleh penurunan jumlah volume hasil produksi perseroan.

Upaya transisi energi diwujudkan secara nyata melalui pemanfaatan biomassa pada *boiler* unit pembangkit (PWP). Porsi penggunaan biomassa pada periode ini tercatat mencapai 10,64% dari total konsumsi bahan bakar. Pencapaian ini mencerminkan langkah bertahap dan progresif Perseroan dalam mengurangi ketergantungan terhadap bahan bakar fosil. Total konsumsi biomassa Perseroan secara keseluruhan mencatatkan angka 83.641 ton, atau hampir sama dengan pencapaian tahun sebelumnya sebesar 10,68%. [OJK F.7][GRI 302-4]

ENERGY [OJK F.6]

Electricity requirements within the plant area are fulfilled through the operation of an independent power plant. This facility utilizes a combination of coal and biomass fuels, consisting of wood waste, palm kernel shells, and palm fiber. The generated electricity is distributed to support production machinery, auxiliary facilities, building lighting, operational offices, and public street lighting within the Company's premises. Diesel fuel is specifically used to support the operation of heavy equipment, operational vehicles, and generator sets (gensets). Electricity supply for activities at the Company's head office is sourced from the national grid operated by PLN.

The Company's total energy consumption in 2025 amounted to 3,144,955 GJ, representing a decrease of 0.88% compared to the previous year, which recorded 3,432,893 GJ. The decrease in energy consumption was primarily attributable to a decline in the Company's production volume.

Energy transition efforts were tangibly realized through the utilization of biomass in the power plant boiler unit (PWP). During the reporting period, biomass accounted for 10.64% of total fuel consumption. This achievement reflects the Company's gradual and progressive steps in reducing dependence on fossil fuels. Total biomass consumption recorded by the Company amounted to 83,641 tons, remaining relatively stable compared to the previous year's achievement of 10.68%. [OJK F.7] [GRI 302-4]

Perseroan tetap memegang teguh komitmen untuk menjalankan berbagai inisiatif efisiensi energi di seluruh lini operasional, langkah-langkah yang dilakukan yaitu:

1. Merealisasikan rencana penggunaan *steam extract* dari turbin *Power Plant* sebagai sumber pasokan uap (*steam*) bagi pabrik MDF. Hingga tahun 2025, inisiatif ini telah memasuki tahap perancangan tata letak (*design layout*) produksi dan proses penawaran harga.
2. Program pemanfaatan air limbah hasil pengolahan UF-RO dilanjutkan sebagai air umpan (*make-up water*) untuk *cooling tower*. Pengembangan sistem ini dilakukan secara berkelanjutan untuk mencapai tingkat efisiensi yang lebih tinggi dalam penggunaan air pendukung energi.
3. Penghematan listrik diterapkan di seluruh area pabrik sesuai beban kebutuhan operasional. Pemantauan intensif dilakukan pada konsumsi listrik di area mesin, khususnya pada area *Refinery* dan *Chipper*, untuk menganalisis peluang penghematan energi secara lebih spesifik di setiap lini.
4. Program substitusi bahan bakar *boiler* menggunakan limbah produksi terus disempurnakan. Jenis limbah yang dimanfaatkan mencakup cangkang dan tandan kosong kelapa sawit, *dust sander*, *waste fibre*, kulit kayu, limbah potongan, serta serbuk gergaji. Pemanfaatan limbah ini mampu mensubstitusi penggunaan batu bara hingga mencapai 10,64%.

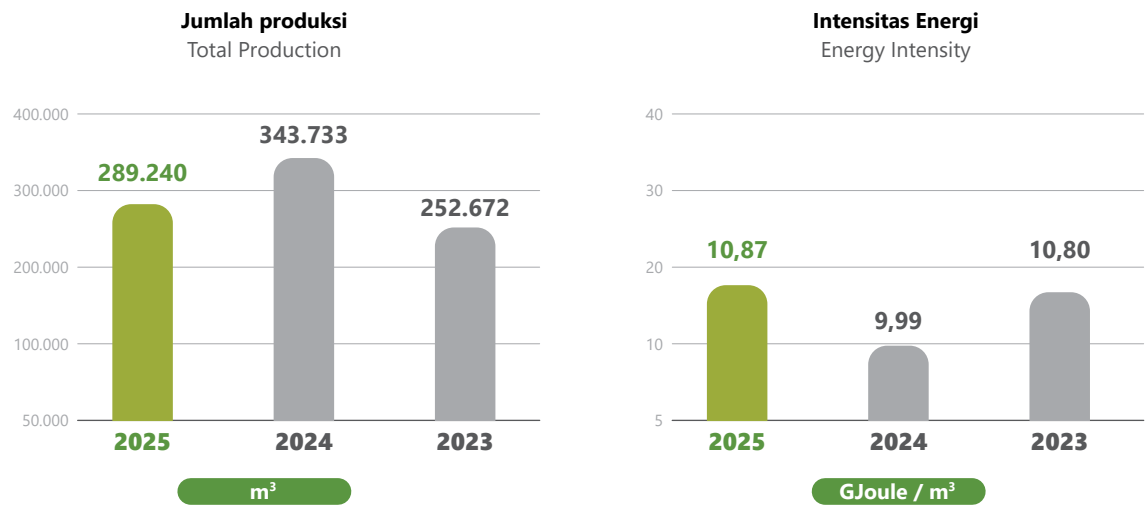
The Company remains firmly committed to implementing various energy efficiency initiatives across all operational lines. The measures undertaken include:

1. Implementation of a steam extraction plan from the Power Plant turbine to serve as a steam supply source for the MDF plant. As of 2025, this initiative has progressed to the production design layout stage and the pricing proposal process.
2. Continuation of the UF-RO treated wastewater reuse program as make-up water for the cooling tower. The system is being continuously developed to achieve higher levels of efficiency in water utilization supporting energy operations.
3. Electricity conservation measures implemented across all plant areas in accordance with operational load requirements. Intensive monitoring is conducted on electricity consumption in machinery areas, particularly within the Refinery and Chipper sections, to identify more specific energy-saving opportunities at each operational line.
4. Ongoing enhancement of the boiler fuel substitution program utilizing production waste. The waste types used include palm kernel shells, empty fruit bunches, dust sander, waste fiber, bark, trimming waste, and sawdust. The utilization of these waste materials has enabled coal substitution of up to 10.64%.

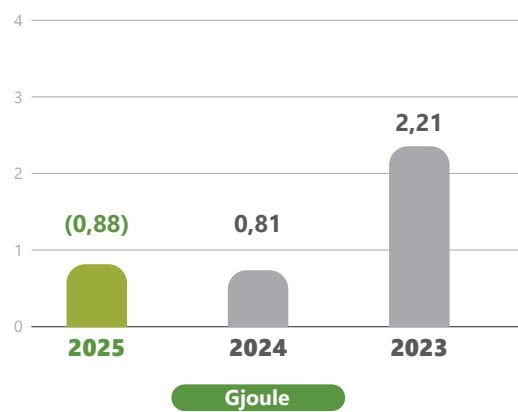
Konsumsi Energi [OJK F.6][GRI 302-1][E-03] Energy Consumption [OJK F.6][GRI 302-1][E-03]

Sumber Energi Energy Sources	Satuan Unit	2025	2024	2023
Listrik PLN Electricity from PLN	GJoule	87	92	96
Solar Diesel	GJoule	26.265	29.573	27.660
Gasolin Gasoline	GJoule	392	364	341
Batubara Coal	GJoule	2.337.606	2.518.236	1.997.156
Energi Terbarukan (biomasa) Renewable energy from biomass	GJoule	780.605	886.863	704.141
Jumlah Total	GJoule	3.144.955	3.435.128	2.729.394

Intensitas Penggunaan Energi [OJK F.6][GRI 302-3]
Energy Consumption Intensity



Pengurangan Konsumsi Energi
Energy Consumption Reduction



Pemanfaatan Bahan Bakar Biomassa dari Limbah Produksi MDF

Biomass Fuel Utilization from MDF Production Waste for Boiler Operation

Line	Material	Unit	Tahun		
			2025	2024	2023
Biomassa PWP Line #1 Biomass PWP Line #1	Cangkang/Tandan kosong kelapa sawit Palm Kernel Shells/ Empty Palm Fruit Bunch	ton	-	268	32
	Dust Sander #1	ton	1.034	2.735	3.332
	Fibre, Kulit Kayu, Limbah Potongan, Serbuk Gergaji Fibre, Bark, Cutting Waste, Sawmill Residue	ton	10.385	7.078	4.911
	Sub Total	ton	11.419	10.081	8.275
Biomassa PWP Line #2 Biomass PWP Line #2	Dust Sander #2	ton	6.352	9.662	5.383
	Sub Total	ton	6.352	9.662	5.383
Total Konsumsi Biomass PWP* Total Biomass Consumption – PWP*		ton	17.771	19.743	13.658
Total Konsumsi Batubara PWP Total Coal Consumption – PWP		ton	166.951	181.862	141.599
Persentase Pemakaian Biomassa PWP terhadap Pemakaian Batubara*** Percentage of Biomass Usage to Coal Usage – PWP***		%	10,64%	10,86%	9,65%
Biomassa EP MDF Line #1 Biomass EP MDF Line #1	Fibre, Kulit Kayu, Limbah Potongan, Serbuk Gergaji Fibre, Bark, Cutting Waste, Sawmill Residue	ton	26.348	30.106	25.251
	Fibre, Kulit Kayu, Limbah Potongan, Serbuk Gergaji Fibre, Bark, Cutting Waste, Sawmill Residue	ton	39.522	45.428	37.876
Total Konsumsi Biomassaa EP** MDF Total Biomass Consumption – EP** MDF		ton	65.870	75.534	63.127
Total Konsumsi Biomassa Grand Total Biomass Consumption		ton	83.641	95.277	76.785

Catatan | Note:

* PWP : Power Plant

** EP : Energy Plant

*** Persentase terhadap konsumsi bahan bakar pembangkit PWP
Percentage of fuel consumption in PWP

EMISI DAN IKLIM [OJK F.11, F.12][E-01]

Pada tahun 2025, Perseroan melakukan perhitungan emisi GRK yang bersumber dari penggunaan bahan bakar solar, biosolar, serta batu bara. Perhitungan tersebut mengacu pada pedoman *GHG Protocol Standard for Corporations*. Perseroan terus mengembangkan cakupan perhitungan emisi, termasuk emisi Cakupan 2 yang berasal dari konsumsi listrik hasil pembelian dari PLN.

Total emisi GRK yang dihasilkan Perseroan tercatat sebesar 648.122,07 ton CO₂eq, menurun 25% dibandingkan tahun sebelumnya sebesar 859.027,17 ton CO₂eq. Penurunan tersebut disebabkan oleh turunnya pemakaian bahan bakar batubara.

EMISSIONS AND CLIMATE [OJK F.11, F.12][E-01]

In 2025, the Company calculated its GHG emissions arising from the use of diesel fuel, biodiesel, and coal. The calculation was conducted in accordance with the GHG Protocol Company Standard. The Company continues to expand the scope of its emissions accounting, including Scope 2 emissions associated with purchased electricity from the national grid operated by PLN.

The Company's total GHG emissions recorded up to 648,122.07 tons of CO₂e, representing a 25% decrease compared to the previous year's total of 859,027.17 tons of CO₂e. The reduction was primarily attributable to lower coal consumption.

Sumber emisi GRK terbesar Perseroan berasal dari aktivitas pembakaran tidak bergerak (*stationary combustion*) yang berkontribusi sekitar 78,60% terhadap total emisi GRK. Kontribusi tersebut terutama berasal dari penggunaan bahan bakar batu bara. Emisi *fugitive* menyumbang sekitar 21,09% dari total emisi, sedangkan pembakaran bergerak (*mobile combustion*) memberikan kontribusi relatif kecil sebesar sekitar 0,31%. Emisi Cakupan 2 yang berasal dari konsumsi listrik hasil pembelian dari PLN tercatat sangat terbatas, yakni 0,003% dari total emisi GRK Perseroan.

Sebagai bagian dari strategi pengendalian emisi, Perseroan telah melaksanakan transisi penggunaan bahan bakar menuju biomassa pada dua unit *Boiler Stoker* yang telah beroperasi sebelumnya. Optimalisasi pemanfaatan biomassa akan terus dilanjutkan pada tahun-tahun mendatang sebagai upaya menekan dominasi emisi yang bersumber dari pembakaran bahan bakar fosil.

The Company's largest source of GHG emissions originates from stationary combustion activities, contributing approximately 78.60% of total GHG emissions. This contribution is primarily attributable to coal consumption. Fugitive emissions accounted for approximately 21.09% of total emissions, while mobile combustion contributed a relatively minor share of approximately 0.31%. Scope 2 emissions arising from purchased electricity supplied by the national grid operated by PLN were recorded at a very limited level, representing only 0.003% of the Company's total GHG emissions.

As part of its emissions control strategy, the Company has implemented a fuel transition toward biomass utilization in two previously operating Stoker Boiler units. The optimization of biomass utilization will continue in the coming years as part of efforts to reduce the dominance of emissions originating from fossil fuel combustion.

Emisi GRK yang Dihasilkan (Ton CO₂eq) [OJK F.11][GRI 305-1, 305-2, 305-4, 305-5][E-02]
GHG Emissions (Ton CO₂eq) [OJK F.11][GRI 305-1, 305-2, 305-4, 305-5][E-02]

Emisi Cakupan-1 Scope-1	2025	2024	2023
Mobile combustion	2.003,08	2.276,96	2.126,57
Stationary combustion	509.417,92	559.831,41	439.016,82
Sub total	511.421,00	562.108,37	441.143,39
Fugitive emissions	136.680,00	296.896,50	227.897,00
Sub total	136.680,00	296.896,50	227.897,00
Total	648.101,00	859.004,87	669.040,39
Emisi Cakupan-2 Scope-2			
Listrik yang dibeli Purchased electricity	21,07	22,30	23,23
Total	21,07	22,30	23,23
Total Emisi GRK (Cakupan-1 + Cakupan-2)	648.122,07	859.027,17	669.063,62
Intensitas emisi GRK (Ton CO₂eq/ m³) GHG Emission Intensity	2,24	2,50	2,65

Catatan | note:

Gas-gas yang termasuk dalam penghitungan adalah CO₂, CH₄, dan N₂O

Gases included in the calculation are CO₂, CH₄, and N₂O

Tahun dasar perhitungan emisi adalah 2022, emisi GRK pada tahun dasar adalah 632.930,72 Ton CO₂eq

The base year for emissions calculation is 2022, with baseline GHG emissions recorded at 632,930.72 tons of CO₂eq

Pendekatan konsolidasi emisi adalah berdasarkan besaran operasional perusahaan

The Company applies an operational control approach for emissions consolidation

Standar, metodologi, asumsi, dan/atau perangkat kalkulasi yang digunakan sesuai dengan Intergovernmental Panel on Climate Change (IPCC) dan GHG Protocol Standard for Corporation

The standards, methodologies, assumptions, and/or calculation tools used align with the Intergovernmental Panel on Climate Change (IPCC) guidelines and the GHG Protocol Standard for Corporations

Perseroan menjalankan berbagai inisiatif pengurangan emisi sepanjang proses produksi sebagai bagian dari komitmen keberlanjutan. Limbah produksi MDF, antara lain cangkang atau tandan kosong kelapa sawit, *dust sander*, *waste fibre*, kulit kayu, limbah potongan, serta serbuk gergaji, dimanfaatkan sebagai bahan bakar alternatif untuk *Boiler*, sehingga berkontribusi terhadap penurunan penggunaan bahan bakar fosil. Upaya tersebut diperkuat melalui penggunaan *forklift* listrik di area pabrik serta penggunaan sepeda motor listrik sebagai sarana mobilisasi karyawan. [OJK F.12]

Perseroan memahami bahwa proses pembakaran pada kegiatan produksi berpotensi menghasilkan gas buang yang berdampak terhadap kualitas udara. Potensi tersebut dikelola melalui penerapan langkah-langkah pengendalian yang bertujuan menekan dampak negatif terhadap lingkungan serta kesehatan karyawan.

Pemantauan emisi gas buang dilaksanakan secara berkala setiap enam bulan oleh laboratorium eksternal yang telah terakreditasi oleh Komite Akreditasi Nasional (KAN). Kegiatan pemantauan tersebut bertujuan memastikan emisi gas buang tetap berada dalam ambang batas yang dipersyaratkan sekaligus berfungsi sebagai langkah pencegahan terhadap potensi terbentuknya emisi berbahaya akibat proses pembakaran yang tidak optimal.

PENGELOLAAN LIMBAH [OJK F.14, F.15][GRI 306-1]

Perseroan memahami bahwa kegiatan operasional berpotensi menghasilkan limbah yang dapat berdampak negatif terhadap lingkungan serta masyarakat sekitar apabila tidak dikelola secara memadai. Kesadaran tersebut mendorong penerapan sistem pengelolaan limbah secara menyeluruh, mencakup penyimpanan pada tempat pembuangan sementara, pemanfaatan, pengolahan, penimbunan, serta kerja sama pengelolaan limbah bersama pihak ketiga.

Upaya pengurangan limbah dilakukan secara berkelanjutan terhadap limbah bahan berbahaya dan beracun (B3) maupun limbah non-B3. Seluruh aktivitas pengelolaan limbah dilaksanakan sesuai ketentuan peraturan perundang-undangan yang berlaku. Perseroan menjalin kerja sama dengan pihak ketiga berizin guna memastikan pengelolaan limbah dilakukan secara aman dan bertanggung jawab. Sepanjang tahun 2025, tidak

The Company implements various emissions reduction initiatives throughout its production processes as part of its sustainability commitment. MDF production waste, including palm kernel shells or empty fruit bunches, sanding dust, waste fiber, bark, trimming waste, and sawdust, is utilized as an alternative fuel for boilers, thereby contributing to the reduction of fossil fuel consumption. These efforts are further strengthened through the use of electric forklifts within the plant area, as well as electric motorcycles to support employee mobility. [OJK F.12]

The Company recognizes that combustion processes within its production activities have the potential to generate exhaust gases that may affect air quality. This potential impact is managed through the implementation of control measures aimed at minimizing adverse effects on the environment and employee health.

Exhaust gas emissions monitoring is conducted on a semiannual basis by an external laboratory accredited by the National Accreditation Committee (KAN). This monitoring activity aims to ensure that exhaust emissions remain within the prescribed regulatory thresholds and serves as a preventive measure against the potential formation of hazardous emissions resulting from suboptimal combustion processes.

WASTE MANAGEMENT [OJK F.14, F.15][GRI 306-1]

The Company recognizes that its operational activities have the potential to generate waste that may adversely impact the environment and surrounding communities if not properly managed. This awareness has driven the implementation of a comprehensive waste management system, encompassing temporary storage, reuse, treatment, disposal, and collaboration with third parties for waste management.

Waste reduction efforts are continuously undertaken for both hazardous and toxic waste (B3) and non-hazardous waste. All waste management activities are carried out in accordance with applicable laws and regulations. The Company collaborates with licensed third-party service providers to ensure that waste is managed in a safe and responsible manner. Throughout 2025, there were no reported incidents of waste spills, reflecting

terdapat laporan kejadian tumpahan limbah, yang mencerminkan efektivitas sistem pengelolaan limbah yang diterapkan Perseroan.

the effectiveness of the Company's waste management system.

Pengelolaan Limbah [OJK F.13][GRI 306-3, 306-4, 306-5] Waste Management

Deskripsi Description	Satuan Unit	2025	2024	2023
Digunakan kembali Reuse	Ton	78.061	95.009	76.785
Daur ulang Recycle	Ton	0	0	0
Diserahkan ke pihak ketiga Handed over to a third party	Ton	237	423	152
Jumlah Total	Ton	78.298	95.432	76.937

Limbah B3 yang Dihasilkan [OJK F.13][GRI 306-3] Hazardous Waste Generated

Jenis Limbah Type of waste	Satuan Unit	2025	2024	2023
Oli bekas Oil used	Ton	6,66	7,20	6,84
Drum oli kosong Empty Oil Drum	Ton	0,63	0,75	0,55
Drum kosong 200 L Empty Oil Drum 200 L	Ton	0,78	0,60	0,25
Limbah laboratorium Laboratory Waste	Ton	0,28	0,18	0,20
Kain majun bekas Used cleaning rags	Ton	0,60	0,75	0,60
Limbah medis infeksius Infectious medical waste	Ton	0,01	0,01	0,01
Filter oli Oil filter	Ton	0,38	0,44	0,49
Aki Bekas Used batteries	Ton	1,37	2,46	1,97
Lampu TL bekas Used fluorescent lamps	Ton	0,00	0,02	0,01

Sebagai bagian dari dukungan terhadap penerapan konsep ekonomi sirkular, Perseroan secara berkelanjutan mengembangkan inisiatif pemanfaatan kembali limbah sekaligus menekan jumlah limbah yang dihasilkan. Limbah kayu yang berasal dari seluruh proses produksi dimanfaatkan kembali sebagai bahan bakar. Pengelolaan limbah hasil pembakaran *Boiler* juga telah dilaksanakan secara terintegrasi, mencakup limbah *fly ash* serta limbah kayu dari kegiatan produksi. Limbah *fly ash* dimanfaatkan sebagai bahan baku pembuatan *paving block*, sedangkan limbah kayu digunakan kembali sebagai bahan bakar *Boiler*, sehingga mendukung optimalisasi sumber daya dan pengurangan timbulan limbah. [GRI 306-2]

As part of its support for the implementation of circular economy principles, the Company continuously develops initiatives aimed at maximizing waste reuse while reducing the overall volume of waste generated. Wood waste derived from all production processes is reutilized as fuel. The management of waste generated from boiler combustion has also been implemented in an integrated manner, covering both fly ash and wood waste from production activities. Fly ash is utilized as a raw material for the production of paving blocks, while wood waste is reused as boiler fuel, thereby supporting resource optimization and the reduction of waste generation. [GRI 306-2]

Pengelolaan Limbah B3

Hazardous Waste Management



- 1** Limbah hasil kegiatan harian meliputi oli bekas, kain majun terkontaminasi, oil filter bekas, lampu TL bekas, limbah medis infeksius, drum oli bekas, dan sisa buangan laboratorium. Limbah B3 ini kemudian disimpan di Tempat Pembuangan Sementara Limbah Bahan Berbahaya dan Beracun (TPS LB3) dengan masa simpan maksimal 90 hari.

Waste generated from daily activities includes used oil, contaminated cleaning rags, used oil filters, used fluorescent lamps, infectious medical waste, used oil drums, and laboratory waste residues. This hazardous and toxic (B3) waste is then stored in the Temporary Hazardous Waste Storage Facility (TPS LB3) for a maximum storage period of 90 days.

- 2** Limbah B3 hasil kegiatan harian dikirim ke pihak ketiga berizin dengan periode pengiriman per triwulan disertakan *festronik* sebagai bukti sah pengiriman limbah.

Hazardous waste from daily activities is sent to licensed third parties on a quarterly basis, accompanied by Festronik as official documentation of waste shipment.

- 3** Limbah B3 yang dihasilkan baik dimanfaatkan ataupun diserahkan kepada pihak ketiga berizin akan dilaporkan secara periodik per triwulan ke Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Perseroan juga harus mengisi logbook harian dan neraca pengelolaan limbah B3 melalui akun SIMPEL atau SPEED disertai dengan Tanda Terima Elektronik (TTE) sebagai bukti pelaporan yang telah dilakukan.

Hazardous and toxic (B3) waste, whether utilized or handed over to licensed third parties, is reported quarterly to the Ministry of Environment and Forestry (KLHK). The Company is also required to maintain a daily logbook and B3 waste management balance through the SIMPEL or SPEED system, accompanied by an Electronic Receipt (TTE) as proof of reporting.

Pengelolaan Limbah Non-B3

Hazardous Waste Management



- 1** Pemanfaatan serbuk dan limbah potongan kayu serta lembaran veneer sisa produksi untuk dimanfaatkan sebagai bahan bakar *Boiler*.

Utilization of sawdust, wood offcuts, and leftover veneer sheets from production as fuel for boilers.

- 2** Menyediakan tempat sampah berdasarkan kegiatan yang dilakukan per area kerja dan diberi identitas berdasarkan jenis sampah yang dihasilkan. Tempat sampah dengan warna hitam khusus untuk sampah logam/besi, tempat sampah berwarna merah khusus untuk sampah B3, dan tempat sampah berwarna kuning untuk sampah domestik (ATK, bungkus makanan/minuman, plastik, dan sebagainya).

Providing waste bins based on workplace activities, with clear identification according to the type of waste generated. Black bins are designated for metal/iron waste, red bins for hazardous waste, and yellow bins for domestic waste (stationery, food/beverage packaging, plastic, etc.).

- 3** Pemilahan sampah besi, yang masih bisa digunakan akan dikumpulkan dan diserahkan kepada pengepul untuk dijual.

Sorting of metal waste: reusable metal waste is collected and handed over to collectors for resale.

- 4** Sampah domestik dikumpulkan dan dibuang ke Tempat Pembuangan Akhir (TPA) melalui Dinas Lingkungan Hidup (DLH) Kabupaten MUBA UPTD Kecamatan Bayung Lencir dengan periode pengangkutan dua kali seminggu.

Domestic waste is collected and disposed of at the Final Disposal Site (TPA) through the Environmental Agency (DLH) of MUBA Regency, UPTD Bayung Lencir District, with a transportation schedule of twice a week.

- 5** Limbah hasil pembakaran *Boiler* berupa *fly ash* dimanfaatkan sebagai bahan baku pembuatan *paving block*.

Fly ash waste from boiler combustion is utilized as a raw material for paving block manufacturing.

PENGELOLAAN AIR [OJK F.8][GRI 303-1]

Perseroan memanfaatkan air bersih yang bersumber dari Sungai Lalan untuk mendukung kegiatan operasional kantor dan pabrik. Pemanfaatan air permukaan tersebut telah memperoleh izin resmi sesuai ketentuan yang berlaku. Pada tahun 2025, volume pemakaian air tercatat sebesar 1.829 megaliter, meningkat 1,8% dibandingkan tahun 2024 yang mencapai 1.797 megaliter. Kenaikan pemakaian air tersebut sejalan dengan program perawatan fasilitas *Water Treatment Plant* (WTP) yang telah beroperasi sejak tahun 2011.

Pengelolaan air berkelanjutan diterapkan melalui pemanfaatan kolam penampungan untuk mengelola limpasan air dari Sungai Lalan sebelum digunakan sebagai sumber air baku. Pendekatan tersebut memungkinkan optimalisasi pemanfaatan air permukaan sekaligus membantu mengendalikan pengambilan air secara langsung dari badan sungai. Air yang tertampung dimanfaatkan sebagai bahan baku pengolahan karena karakteristik kualitas air yang relatif stabil, termasuk tingkat pH yang lebih tinggi. Kondisi tersebut berkontribusi terhadap pengurangan kebutuhan bahan kimia pada proses pengolahan di *Water Treatment Plant* (WTP) serta meningkatkan efisiensi operasional pengelolaan air.

Pemanfaatan air juga dilakukan melalui penggunaan kembali limbah air hasil proses *Reverse Osmosis* (RO) sebagai *make-up water* untuk *cooling tower* pada *Power Plant*. Inisiatif tersebut berkontribusi terhadap pengurangan pemakaian air bersih sekaligus meningkatkan efisiensi operasional sistem pendinginan.

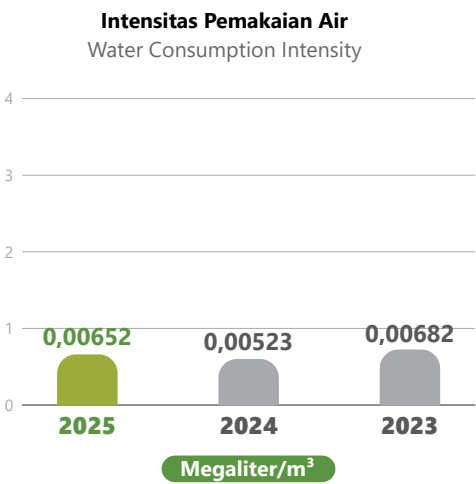
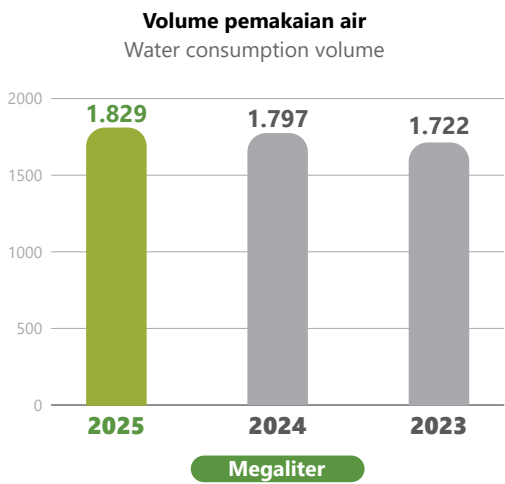
WATER MANAGEMENT [OJK F.8][GRI 303-1]

The Company utilizes clean water sourced from the Lalan River to support its office and plant operations. The use of this surface water has obtained the required permits in accordance with applicable regulations. In 2025, total water withdrawal amounted to 1,829 megaliters, representing an increase of 1.8% compared to 1,797 megaliters in 2024. The increase in water usage was in line with the maintenance program for the Water Treatment Plant (WTP), which has been in operation since 2011.

Sustainable water management is implemented through the utilization of retention ponds to manage runoff from the Lalan River prior to its use as a raw water source. This approach enables the optimization of surface water utilization while helping to control direct abstraction from the river. The collected water is used as feedwater for treatment due to its relatively stable quality characteristics, including a higher pH level. These conditions contribute to a reduced need for chemical inputs in the Water Treatment Plant (WTP) process and enhance overall operational efficiency in water management.

Water utilization is further optimized through the reuse of wastewater generated from the Reverse Osmosis (RO) process as make-up water for the cooling tower at the Power Plant. This initiative contributes to reduce freshwater consumption while enhance the operational efficiency of the cooling system.

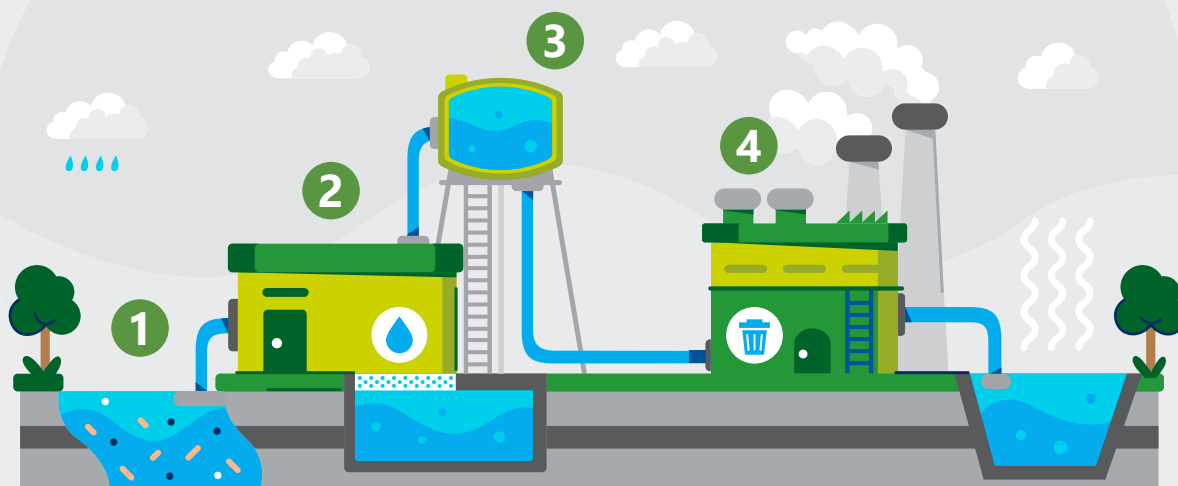
Pemakaian Air Permukaan [GRI 303-3][E-04]
Water Consumption [GRI 303-3][E-04]



Pengelolaan air limbah menjadi salah satu prioritas Perseroan sebagai bagian dari komitmen terhadap perlindungan lingkungan. Instalasi Pengolahan Air Limbah (IPAL) dioperasikan untuk memastikan air limbah yang dihasilkan dari kegiatan operasional telah melalui tahapan pengolahan dan pengujian sesuai ketentuan yang berlaku, sehingga memenuhi baku mutu sebelum dilepaskan ke lingkungan. [GRI 303-2]

Wastewater management remains one of the Company's key priorities as part of its commitment to environmental protection. The Wastewater Treatment Plant (WWTP) is operated to ensure that wastewater generated from operational activities undergoes the required treatment and testing processes in accordance with applicable regulations, thereby meeting prescribed quality standards prior to discharge into the environment. [GRI 303-2]

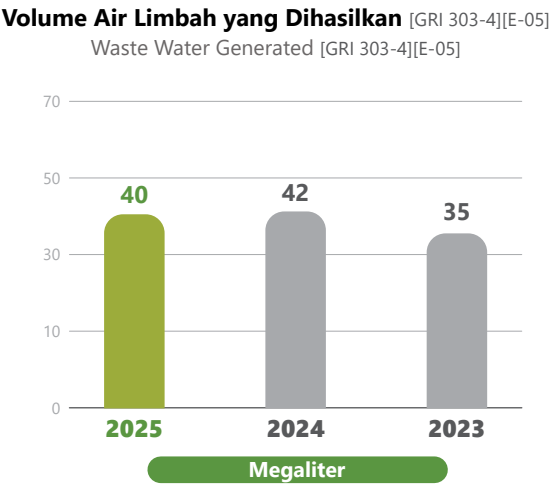
Proses Pengolahan Air Limbah Wastewater Management Process



- 1. Limbah cair (efluen) yang dihasilkan dari proses produksi disalurkan ke kolam penampungan dan inlet.**
Wastewater (effluent) generated from the production process is channeled to the holding pond and inlet.
- 2. Proses pengolahan aerob di bak aerasi I, II, III, dan IV.**
Aerobic treatment process in aeration basins I, II, III, and IV.
- 3. Filtrasi biologis di bak biofilter dan pengendapan di bak sedimentasi.**
Biological filtration in biofilter tanks and sedimentation in sedimentation tanks.
- 4. Hasil pengendapan dialirkan melalui bak outlet melalui saluran drainase.**
The sedimentation results are channeled through the outlet basin through the drainage channel.

Perseroan melaksanakan pencatatan debit, pH harian, serta karakteristik visual air limbah pada berbagai tahapan pengolahan, mencakup *inlet*, aerasi I–IV, sedimentasi, *biofilter*, hingga *outlet*. Kegiatan pemantauan tersebut dilakukan setiap hari sebagai upaya mendeteksi potensi perubahan kualitas air limbah pada setiap tahap pengolahan sekaligus menjaga kinerja Instalasi Pengolahan Air Limbah (IPAL) tetap optimal. Pengujian lanjutan terhadap kualitas air limbah dilaksanakan secara berkala setiap bulan melalui kerja sama dengan laboratorium eksternal yang telah terakreditasi oleh Komite Akreditasi Nasional (KAN) guna memastikan kesesuaian terhadap baku mutu yang dipersyaratkan. Sepanjang tahun 2025, total efluen yang dihasilkan Perseroan tercatat sebesar 40 megaliter.

The Company conducts routine recording of discharge flow rate, daily pH levels, and visual characteristics of wastewater at various treatment stages, including the inlet, Aeration I–IV, sedimentation, biofilter, and outlet. This monitoring is carried out on a daily basis to detect potential changes in wastewater quality at each treatment stage and to maintain optimal performance of the Wastewater Treatment Plant (WWTP). Further wastewater quality testing is conducted on a monthly basis in collaboration with an external laboratory accredited by the National Accreditation Committee (KAN) to ensure compliance with the prescribed regulatory standards. Throughout 2025, the total effluent discharged by the Company amounted to 40 megaliters.



PENGELOLAAN MATERIAL YANG BERTANGGUNG JAWAB [OJK F.5][GRI 301-1]

Perseroan menyadari bahwa penggunaan material pada proses produksi memiliki dampak signifikan terhadap lingkungan, kesehatan manusia, serta keberlanjutan sumber daya alam. Kesadaran tersebut mendorong penerapan strategi pengelolaan material yang bertanggung jawab sebagai upaya meminimalkan risiko sekaligus meningkatkan efisiensi produksi.

Penggunaan material operasional seperti batu bara, lem, wax, dan kayu berpotensi menimbulkan dampak terhadap lingkungan dan kesehatan apabila tidak dikelola dengan baik. Praktik pengadaan kayu yang tidak berkelanjutan juga berisiko memicu deforestasi serta mengancam

RESPONSIBLE MATERIAL MANAGEMENT

The Company recognizes that material usage in its production processes has significant implications for the environment, human health, and the sustainability of natural resources. This awareness has driven the implementation of a responsible materials management strategy aimed at minimizing risks while enhancing production efficiency.

The use of operational materials such as coal, adhesives, wax, and wood carries potential environmental and health risks if not properly managed. Unsustainable wood procurement practices may also trigger deforestation and threaten the balance of forest ecosystems. To mitigate

keseimbangan ekosistem hutan. Kebijakan pengadaan material yang legal dan ramah lingkungan diterapkan untuk menekan dampak negatif terhadap lingkungan dan kesehatan manusia.

Legalitas bahan baku dijaga melalui kewajiban kepatuhan seluruh pemasok kayu terhadap Sistem Verifikasi Legalitas Kayu (SVLK). Penerapan sistem tersebut tidak hanya mendukung pemenuhan persyaratan ekspor Perseroan, tetapi juga mencerminkan komitmen terhadap keberlanjutan serta pengelolaan sumber daya alam yang bertanggung jawab.

these risks, the Company implements a procurement policy that emphasizes legally sourced and environmentally responsible materials, thereby minimizing adverse impacts on the environment and human health.

The legality of raw materials is safeguarded through the mandatory compliance of all wood suppliers with the Timber Legality Verification System (SVLK). The implementation of this system not only supports the fulfillment of the Company's export requirements but also reflects its commitment to sustainability and responsible natural resource management.

Bahan yang Digunakan [GRI 301-1] Materials Used

Bahan Material	Satuan Unit	2025	2024	2023
Material terbarukan Renewable Material				
Kayu Karet Rubber Wood	Ton	417.262	516.516	377.957
Kayu Racuk Timber Trees	Ton	104.544	113.393	113.535
Material tidak terbarukan Non-renewable material				
Lem Glue	Ton	24.949	32.997	26.247
Wax Wax	Ton	747	958	601

Perseroan mengurangi penggunaan material baru melalui penerapan daur ulang dan pemanfaatan kembali limbah produksi, yang dilaksanakan melalui inisiatif sebagai berikut: [OJK F.5]

1. Sisa penggunaan bahan baku kayu dari proses produksi MDF dimanfaatkan kembali melalui pengolahan menjadi pupuk.
2. Sisa penggunaan bahan baku kayu dari proses produksi veneer diolah menjadi serpihan (*chip*) untuk dimanfaatkan sebagai bahan bakar *Boiler*.
3. Residu pembakaran batu bara berupa *fly ash* dari operasional *Boiler* diolah kembali sebagai bahan baku pembuatan *paving block*.

The Company reduces the use of virgin materials through recycling and the reutilization of production waste, implemented through the following initiatives: [OJK F.5]

1. Residual wood raw materials from the MDF production process are reused and processed into fertilizer.
2. Residual wood raw materials from the veneer production process are processed into chips for use as boiler fuel.
3. Coal combustion residue in the form of fly ash generated from boiler operations is further processed as a raw material for the production of paving blocks.

MENJAGA KEANEKARAGAMAN HAYATI

[OJK F.9, F.10]

Perseroan menyadari pentingnya menjaga dan melestarikan keanekaragaman hayati di sekitar wilayah operasional. Lokasi operasional Perseroan tidak berada secara langsung pada kawasan dengan tingkat keanekaragaman hayati tinggi. Komitmen tetap dijalankan untuk memastikan kegiatan operasional tidak menimbulkan dampak signifikan terhadap keanekaragaman hayati di sekitarnya.

Upaya perlindungan ekosistem lokal dilakukan melalui penanaman pohon di sekitar area operasional sebagai bagian dari pengembangan Ruang Terbuka Hijau (RTH). Perlindungan terhadap spesies fauna yang berada di sekitar area operasional juga menjadi perhatian Perseroan. Satwa seperti tupai, burung, biawak, monyet, serta spesies lainnya dibiarkan hidup secara alami tanpa gangguan aktivitas operasional. Dukungan terhadap pemulihan ekosistem lokal diwujudkan melalui penyediaan lahan seluas kurang lebih 0,5 hektare untuk kegiatan reboisasi. Program tersebut bertujuan memulihkan keseimbangan ekosistem sekaligus meningkatkan kualitas lingkungan di sekitar area operasional.

PENGELOLAAN LINGKUNGAN HIDUP

[OJK F.4, F.16, F.24]

Dukungan terhadap pengelolaan lingkungan diwujudkan Perseroan melalui penyediaan anggaran yang dialokasikan secara khusus untuk berbagai kegiatan pengelolaan lingkungan. Alokasi tersebut mencerminkan keseriusan Perseroan dalam menjalankan tanggung jawab lingkungan secara terintegrasi. Pada periode pelaporan, total dana sebesar Rp359.217.040 telah direalisasikan untuk mendukung pelaksanaan pengelolaan lingkungan hidup. Realisasi tersebut digunakan antara lain untuk kegiatan pengelolaan limbah, pengujian kualitas lingkungan oleh laboratorium, serta pengadaan pohon sebagai bagian dari upaya pelestarian lingkungan.

PRESERVING BIODIVERSITY

[OJK F.9, F.10]

The Company recognizes the importance of preserving and protecting biodiversity in the vicinity of its operational areas. The Company's operational sites are not directly located within areas of high biodiversity value. Nevertheless, the Company remains committed to ensuring that its operational activities do not cause significant impacts on surrounding biodiversity.

Efforts to protect the local ecosystem are undertaken through tree planting activities in the vicinity of operational areas as part of the development of Green Open Spaces. Protection of fauna species surrounding the operational sites also remains a priority for the Company. Wildlife such as squirrels, birds, monitor lizards, monkeys, and other species are allowed to live naturally without interference from operational activities. Support for local ecosystem restoration is further demonstrated through the allocation of approximately 0.5 hectares of land for reforestation activities. This program aims to restore ecological balance while enhancing environmental quality in areas surrounding the Company's operations.

ENVIRONMENTAL MANAGEMENT

[OJK F.4, F.16, F.24]

The Company demonstrates its support for environmental management through the allocation of a dedicated budget for various environmental initiatives. This allocation reflects the Company's commitment to carrying out its environmental responsibilities in an integrated manner. During the reporting period, a total of Rp.359,217,040 was realized to support environmental management activities. The funds were utilized, among others, for waste management activities, environmental quality testing conducted by accredited laboratories, and the procurement of trees as part of environmental preservation efforts.

Realisasi Biaya Pengelolaan Lingkungan Hidup (Rp)

Realization of Environmental Management Costs (Rp)

Deskripsi Description	2025	2024	2023
Pengelolaan Limbah Cair Waste Water Management	45.107.010	3.153.450	44.485.662
Pengelolaan Limbah B3 Hazardous Waste Management	86.704.180	85.161.566	80.466.872
Pemeriksaan Laboratorium Limbah Cair, Udara, dan Limbah B3 Laboratory Test of Waste Water Quality, Air Quality, and Hazardous Waste	214.610.850	281.336.475	246.247.350
Pembelian Pohon Purchasing Tree	12.795.000	16.925.000	33.325.000
Jumlah Total	359.217.040	386.576.491	404.524.884

Menjaga hubungan yang harmonis dengan masyarakat sekitar dan seluruh pemangku kepentingan menjadi prioritas utama bagi Perseroan. Landasan hubungan ini dibangun melalui penerapan pengelolaan lingkungan yang bertanggung jawab dalam setiap aktivitas bisnis. Wujud nyata dari tanggung jawab tersebut direalisasikan melalui penyediaan mekanisme penanganan pengaduan lingkungan hidup yang terbuka dan transparan.

Maintaining harmonious relationships with surrounding communities and all stakeholders remains a key priority for the Company. This relationship is grounded in the implementation of responsible environmental management across all business activities. As a tangible manifestation of this responsibility, the Company provides an open and transparent environmental grievance mechanism to address environmental-related concerns.

Langkah-langkah dalam penanganan pengaduan lingkungan hidup

Steps in Handling Environmental Complaints



Masyarakat menyampaikan pengaduan atau temuan terkait masalah lingkungan melalui Divisi External Relations and Security (ERS) Perseroan.

The public may submit complaints or findings related to environmental issues through the Company's External Relations and Security (ERS) Division.



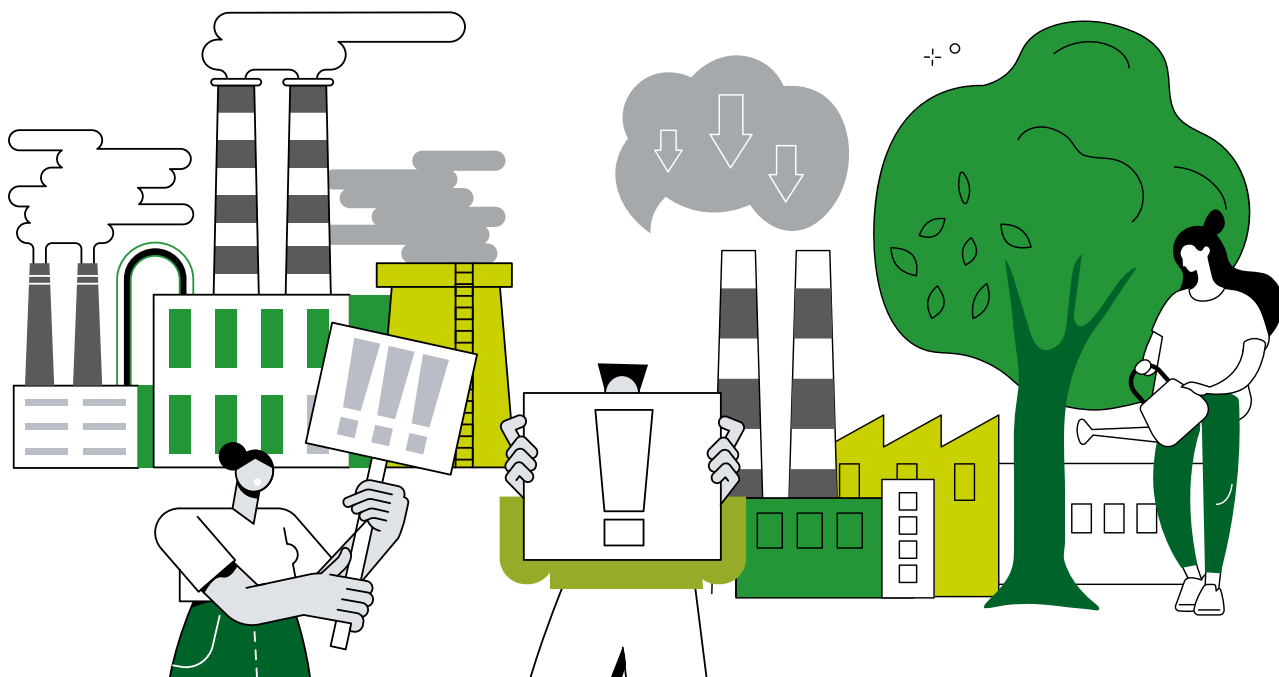
Divisi ERS menyampaikan pengaduan atau temuan tersebut kepada Divisi SHE dan perwakilan manajemen melalui rapat khusus.

The ERS Division forwards the complaint or findings to the Safety, Health, and Environment (SHE) Division and management representatives through a dedicated meeting.



Perseroan akan mengadakan pertemuan antara pihak Perseroan yang diwakili oleh Divisi ERS, Divisi SHE, dan perwakilan manajemen dengan perwakilan masyarakat yang menyampaikan pengaduan terkait. Perseroan juga akan mengundang kepala daerah atau perangkat desa serta Dinas Lingkungan Hidup Kabupaten/Provinsi untuk melakukan penyampaian konfirmatif dan bersama-sama mencari solusi terbaik untuk kedua belah pihak.

The Company facilitates a meeting involving representatives from the ERS Division, the SHE Division, and management, along with representatives of the community submitting the complaint. Additionally, the Company invites local government officials, village representatives, and the Regional or Provincial Environmental Agency to participate in confirmatory discussions and jointly seek the best solution for all parties involved.



Penyediaan akses bagi masyarakat untuk menyampaikan aspirasi atau keluhan difasilitasi oleh Perseroan melalui beberapa mekanisme, antara lain:

Layanan terpusat, penyampaian pengaduan masyarakat dapat dilakukan melalui layanan yang tersedia di Pos Utama.

Jalur pemerintah desa, koordinasi pengaduan dapat disalurkan melalui perangkat desa setempat, meliputi Kepala Desa, Sekretaris Desa, Kepala Dusun, hingga Ketua RT.

Kunjungan langsung, masyarakat dapat melakukan kunjungan langsung ke kantor Perseroan.

Selama tahun 2025, Perseroan tidak menerima pengaduan yang berkaitan dengan aspek lingkungan. Namun demikian, Perseroan tetap menyediakan sarana penyampaian pengaduan, saran, dan masukan terkait aspek lingkungan yang dapat diakses oleh masyarakat serta pemangku kepentingan lainnya:

Access for communities to submit aspirations or complaints is facilitated by the Company through several mechanisms, including:

Centralized service channel, community complaints may be submitted through the service desk available at the Main Post.

Village government channel, complaints may be coordinated and conveyed through local village authorities, including the Village Head, Village Secretary, Hamlet Head, and Neighborhood Head (RT).

Direct visit, community members may submit complaints directly by visiting the Company’s office.

Throughout 2025, the Company did not receive any complaints related to environmental aspects. Nevertheless, the Company continues to provide accessible channels for submitting complaints, suggestions, and feedback concerning environmental matters, which are available to communities and other stakeholders.



Penggunaan material operasional seperti batu bara, lem, wax, dan kayu berpotensi menimbulkan dampak terhadap lingkungan dan kesehatan apabila tidak dikelola dengan baik. Praktik pengadaan kayu yang tidak berkelanjutan juga berisiko memicu deforestasi serta mengancam keseimbangan ekosistem hutan.

The use of operational materials such as coal, adhesives, wax, and wood carries potential environmental and health risks if not properly managed. Unsustainable wood procurement practices may also trigger deforestation and threaten the balance of forest ecosystems.



04

Bertumbuh Bersama Karyawan dan Komunitas

Growing with Employees and
Communities





52	Praktik Ketenagakerjaan Labor Practices
55	Kesejahteraan Karyawan Employee Welfare
57	Lingkungan Kerja yang Layak dan Aman Safe and Healthy Working Environment
61	Pengembangan Karyawan Employee Development
63	Penilaian Kinerja Performance Assessment
63	Masyarakat Sekitar Local Community Engagement
65	Tanggung Jawab Sosial dan Lingkungan Social and Environmental Responsibility



04

Bertumbuh Bersama Karyawan dan Komunitas

Growing with Employees and Communities

PRAKTIK KETENAGAKERJAAN

Perseroan menempatkan karyawan sebagai sumber daya strategis yang berkontribusi signifikan terhadap keberlangsungan usaha serta efektivitas operasional. Penerapan prinsip tersebut diwujudkan melalui komitmen untuk memberikan perlindungan dan pemenuhan hak-hak karyawan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Pekerja Paksa dan Pekerja Anak [OJK F.19][S-10]

Perseroan berkomitmen untuk memastikan seluruh kegiatan ketenagakerjaan bebas dari praktik kerja paksa serta pelibatan tenaga kerja anak. Komitmen tersebut dituangkan secara jelas pada kebijakan internal Perseroan, sebagaimana tercantum dalam Peraturan Perseroan Bab III Pasal 6 ayat (1) terkait ketentuan tenaga kerja di bawah umur dan Bab III Pasal 9 ayat (4) mengenai larangan praktik tenaga kerja paksa.

Kesetaraan dan Keberagaman [OJK F.18][S-01, S-08]

Perseroan menerapkan prinsip kesetaraan kesempatan kerja pada seluruh tahapan rekrutmen tanpa membedakan latar belakang daerah atau wilayah asal calon karyawan. Proses seleksi dilaksanakan sesuai dengan ketentuan Standar Operasional Prosedur (SOP) No. HRG-SOP-7-02 (5). Penilaian kandidat didasarkan pada kompetensi individu serta kesesuaian terhadap kualifikasi jabatan yang dibutuhkan. Penerapan prinsip tersebut mendukung pelaksanaan rekrutmen yang transparan, objektif, dan bebas dari praktik diskriminasi.

LABOR PRACTICES

The Company regards its employees as strategic resources who contribute significantly to business continuity and operational effectiveness. This principle is implemented through a commitment to ensuring the protection and fulfillment of employees' rights in accordance with applicable laws and regulations.

Forced Labor and Child Labor [OJK F.19][S-10]

The Company is committed to ensure that all employment practices are free from forced labor and child labor. This commitment is clearly articulated in the Company's internal policies, as stipulated in the Company Regulation Chapter III Article 6 paragraph (1) concerning the employment of underage workers and Chapter III Article 9 paragraph (4) regarding the prohibition of forced labor practices.

Equity and Diversity [OJK F.18][S-01, S-08]

The Company upholds the principle of equal employment opportunity across all stages of the recruitment process, without discrimination based on the regional or geographic background of prospective employees. The selection process is conducted in accordance with Standard Operating Procedure (SOP) No. HRG-SOP-7-02 (5). Candidates are assessed based on individual competencies and their alignment with the qualifications required for the respective position. The implementation of this principle ensures that recruitment is conducted in a transparent, objective, and non-discriminatory manner.

Jumlah Karyawan Berdasarkan Kelompok Usia [GRI 2-7][S-02]
Number of Employees by Age Group [GRI 2-7][S-02]

Deskripsi Description	Satuan Unit	2025		2024		2023	
Kategori Category		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
<30 tahun <30 years old	Orang People	277	44	275	46	285	39
31-40 tahun 31-40 years old	Orang People	200	20	189	13	161	12
41-50 tahun 41-50 years old	Orang People	120	3	116	4	107	4
>50 tahun >50 years old	Orang People	23	0	17	0	21	0
Subtotal Subtotal	Orang People	620	67	597	63	574	55
Total Total	Orang People	687		660		629	

Jumlah Karyawan Berdasarkan Pendidikan [GRI 2-7]
Number of Employees by Education [GRI 2-7]

Deskripsi Description	Satuan Unit	2025		2024		2023	
Kategori Category		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pascasarjana Post-graduate degree	Orang People	2	3	2	3	2	3
Sarjana Bachelor's degree	Orang People	138	37	134	34	143	31
Diploma Diploma	Orang People	146	8	139	7	125	6
SMA Senior High School	Orang People	311	19	299	19	280	15
<SMA <Senior High School	Orang People	23	0	23	0	24	0
Subtotal Subtotal	Orang People	620	67	597	63	574	55
Total Total	Orang People	687		660		629	

Jumlah Karyawan Berdasarkan Jabatan

Number of Employees by Title

Deskripsi Description	Satuan Unit	2025		2024		2023	
Kategori Category		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
General Manager General Manager	Orang People	5	0	5	0	5	0
Manager Manager	Orang People	2	2	21	3	10	3
Staf Staff	Orang People	594	65	571	60	559	52
Subtotal Subtotal	Orang People	620	67	597	63	574	55
Total Total	Orang People	687		660		629	

Jumlah Karyawan Berdasarkan Status Karyawan

Number of Employees by Employment Status

Deskripsi Description	Satuan Unit	2025		2024		2023	
Kategori Category		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	Orang People	618	66	591	63	556	54
Karyawan Kontrak Contractual Employees	Orang People	2	1	6	0	8	1
Subtotal Subtotal	Orang People	620	67	597	63	574	55
Total Total	Orang People	687		660		629	

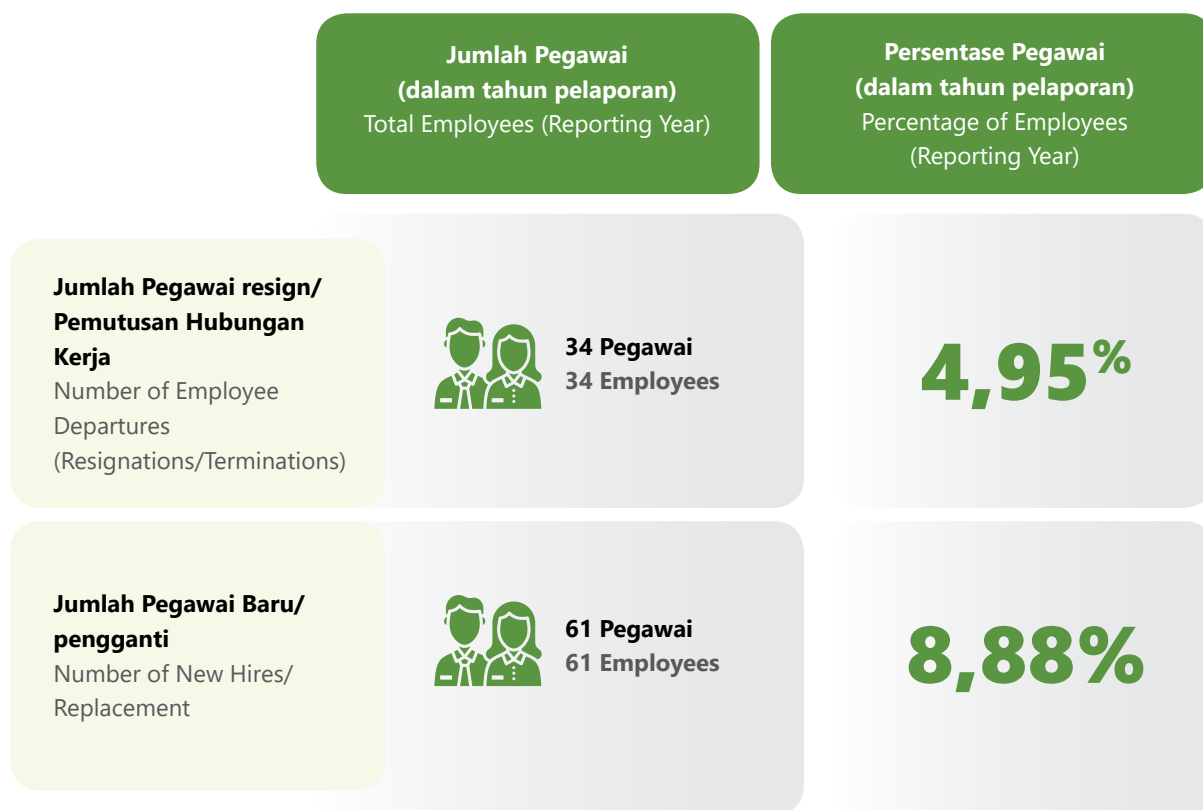
Jumlah Level Pegawai yang Dimiliki oleh Laki-laki dan Perempuan Berdasarkan Kelompok Umur

Number of Employees by Employment Level, Gender, and Age Group

Rentang Usia (tahun) Age Range (years old)	Level Jabatan Employment Level							
	Entry-level		Mid-level		Senior-level		Executive-level	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
18-25	79	14	5	1	0	0	0	0
25-35	187	27	106	12	9	2	0	0
35-45	64	0	60	5	30	4	0	0
45-55	20	0	20	0	35	2	3	0
>55	0	0	0	0	0	0	2	0

Tingkat Pergantian Pegawai [S-03]

Employee Turnover Rate [S-03]



Pekerja Lain Bukan Karyawan Perseroan [GRI 2-8]

Perseroan menyadari peran pekerja lain dalam mendukung kelancaran operasional perusahaan. Pekerja lain tersebut merupakan tenaga kerja *outsourcing* yang dipekerjakan berdasarkan perjanjian kerja sama antara Perseroan dan perusahaan penyedia jasa tenaga kerja. Laporan ini belum memuat jumlah pekerja lain secara terperinci, mengingat penggunaan tenaga kerja *outsourcing* bersifat dinamis dan menyesuaikan kebutuhan operasional Perseroan.

KESEJAHTERAAN KARYAWAN

Perseroan berupaya meningkatkan kesejahteraan karyawan melalui penerapan kebijakan dan pelaksanaan program yang mencakup penyediaan fasilitas kesehatan, perlindungan jaminan sosial, serta pengembangan karier yang dilaksanakan secara adil dan inklusif.

Other Workers (Non-Employees) [GRI 2-8]

The Company recognizes the role of other workers in supporting the continuity of its operational activities. These workers comprise outsourced personnel engaged under cooperation agreements between the Company and external manpower service providers. This Report does not yet disclose the detailed number of such workers, as the engagement of outsourced personnel is dynamic and adjusted in accordance with the Company's operational requirements.

EMPLOYEE WELFARE

The Company strives to enhance employee welfare through the implementation of policies and programs that encompass the provision of healthcare facilities, social security protection, and career development opportunities carried out in a fair and inclusive manner.

Sebagai bentuk dukungan terhadap kesehatan karyawan, Perseroan menyelenggarakan pemeriksaan kesehatan (*medical check-up*) secara berkala setiap tahun. Perlindungan sosial juga diberikan melalui kepesertaan karyawan pada program BPJS Kesehatan dan BPJS Ketenagakerjaan. Aspek kesejahteraan finansial didukung melalui pemberian Tunjangan Hari Raya (THR). Remunerasi bagi karyawan pada tingkat terendah ditetapkan setara dengan Upah Minimum Regional (UMR) dan menerapkan rasio 1:1 terhadap UMR. [OJK F.20][GRI 401-2]

Perseroan memberikan perhatian terhadap keberlanjutan perlindungan finansial karyawan setelah berakhirnya masa kerja melalui keikutsertaan pada program Jaminan Hari Tua dan Jaminan Pensiun yang diselenggarakan oleh BPJS Ketenagakerjaan. Perseroan secara rutin memenuhi kewajiban pembayaran iuran sebesar 3,70% bagi program Jaminan Hari Tua dan 2% bagi program Jaminan Pensiun, yang dihitung berdasarkan total remunerasi karyawan. Pelaksanaan kebijakan tersebut telah dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. [GRI 201-3]

Perseroan juga berupaya menciptakan lingkungan kerja yang sehat serta mendukung keseimbangan kehidupan kerja. Upaya tersebut diwujudkan melalui penyelenggaraan berbagai kegiatan kebersamaan, seperti *class meeting* dan olahraga bersama, termasuk pertandingan olahraga antardepartemen, yang bertujuan mempererat hubungan kerja antar karyawan sekaligus meningkatkan kebugaran fisik. Perseroan secara berkala juga menyelenggarakan kegiatan sosial dan perayaan, antara lain perlombaan Hari Kemerdekaan 17 Agustus, perayaan ulang tahun perusahaan dan grup, kegiatan buka puasa bersama, perayaan Idul Fitri, ibadah serta perayaan Natal bagi karyawan Nasrani, serta kegiatan *gathering* karyawan.

Sejalan dengan upaya pengembangan kompetensi dan karier tersebut, Perseroan juga menyediakan mekanisme mobilitas internal melalui program rotasi antardivisi. Program ini memberikan kesempatan yang setara bagi karyawan untuk mengajukan perpindahan ke unit kerja lain apabila tersedia posisi yang sesuai, disertai masa penyesuaian selama 6 (enam) bulan. Selama periode tersebut, kinerja karyawan dievaluasi sebagai dasar penetapan kesesuaian terhadap peran baru. Karyawan yang memenuhi kriteria akan diangkat secara resmi melalui

As part of its commitment to employee health, the Company conducts annual medical check-ups on a regular basis. Social protection is provided through employee participation in the national social security programs administered by BPJS Kesehatan and BPJS Ketenagakerjaan. Financial welfare is further supported through the provision of Religious Holiday Allowance (THR). Remuneration for employees at the lowest grade is set at a level equivalent to the applicable Regional Minimum Wage (UMR), applying a 1:1 ratio to the UMR. [OJK F.20][GRI 401-2]

The Company also places emphasis on sustaining employees' financial protection after the end of employment through participation in the Old-Age Security (Jaminan Hari Tua) and Pension Security (Jaminan Pensiun) programs administered by BPJS Ketenagakerjaan. The Company routinely fulfills its contribution obligations amounting to 3.70% for the Old-Age Security program and 2% for the Pension Security program, calculated based on total employee remuneration. The implementation of these policies is carried out in accordance with prevailing laws and regulations. [GRI 201-3]

In addition, the Company seeks to create a healthy work environment and promote work-life balance. These efforts are realized through various engagement activities, such as class meetings and group sports activities, including inter-departmental sports competitions, aimed at strengthening collegial relationships while enhancing physical well-being. The Company also periodically organizes social and celebratory events, including Indonesia's Independence Day competitions on 17 August, company and group anniversary celebrations, iftar gatherings, Eid al-Fitr celebrations, Christmas worship and celebrations for Christian employees, and employee gatherings.

In line with its commitment to competency and career development, the Company provides an internal mobility mechanism through an inter-division rotation program. This program offers equal opportunities for employees to apply for transfers to other units when suitable positions are available, accompanied by a 6 (six) month adjustment period. During this period, employee performance is evaluated as the basis for determining suitability for the new role. Employees who meet the required criteria are formally appointed through the issuance of an

penerbitan surat pengangkatan. Kebijakan ini dirancang untuk mengoptimalkan potensi karyawan sekaligus mendukung terciptanya lingkungan kerja yang inklusif dan berorientasi pada pengembangan karier jangka panjang.

LINGKUNGAN KERJA YANG LAYAK DAN AMAN [OJK F.21][S-11]

Perseroan menempatkan keselamatan dan kesehatan kerja sebagai prioritas dalam pelaksanaan seluruh kegiatan operasional, sebagaimana diatur dalam Kebijakan Mutu, Lingkungan, serta Keselamatan dan Kesehatan Kerja (K3). Komitmen ini ditujukan untuk menciptakan lingkungan kerja yang aman, layak, dan kondusif guna mendukung produktivitas serta kesejahteraan karyawan.

Upaya tersebut dilaksanakan melalui penyediaan berbagai fasilitas penunjang, antara lain hunian karyawan, sarana ibadah, fasilitas olahraga, pos layanan kesehatan, serta kantin, yang didukung dengan lingkungan kerja yang tertata dan nyaman. Selain itu, Perseroan juga menerapkan berbagai strategi, termasuk memastikan penerapan budaya 5S berjalan secara konsisten di seluruh bagian operasional. Pada tahun 2025, Perseroan melakukan pengembangan fasilitas penunjang melalui pembangunan musala sebagai sarana pendukung kegiatan kerohanian karyawan serta renovasi ruang makan guna meningkatkan kenyamanan karyawan. [GRI 403-6]

Sebagai bagian dari penguatan pengelolaan keselamatan dan kesehatan kerja, Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) pada seluruh kegiatan operasional yang melibatkan seluruh karyawan (100%). Berdasarkan PP No. 50 Tahun 2012, Perseroan telah menerapkan SMK3 kategori tingkat awal dengan 64 kriteria. [GRI 403-1, 403-8]

Perseroan melaksanakan proses Identifikasi Bahaya dan Penilaian Risiko (IBPR) sebagai bagian dari upaya pencegahan dalam pengelolaan keselamatan dan kesehatan kerja. Proses tersebut dilakukan melalui penerapan metode analisis berbasis matriks untuk mengidentifikasi potensi bahaya yang bersumber dari material, peralatan, prosedur kerja, maupun faktor manusia. Pelaksanaan identifikasi bahaya dan penilaian risiko melibatkan Head of Department serta tenaga ahli K3 yang kompeten, dengan menggunakan pendekatan *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC). [GRI 403-2]

official appointment letter. This policy is designed to optimize employee potential while fostering an inclusive work environment oriented toward long-term career development.

SAFE AND HEALTHY WORKING ENVIRONMENT [OJK F.21][S-11]

As outlined in its Quality, Environmental, and Occupational Health and Safety (OHS) Policy, the Company prioritizes occupational health and safety (OHS) in the execution of all operational activities. This commitment aims to enhance employee productivity and well-being by establishing a work environment that is safe, respectable, and conducive.

These efforts are implemented through the provision of supporting facilities, including employee housing, places of worship, sports facilities, health service posts, and canteen facilities, complemented by a well-organized and comfortable working environment. In addition, the Company implements various strategies, including ensuring the consistent application of the "5S culture" across all operational areas. In 2025, the Company further enhanced its supporting facilities through the construction of a musala to support employees' religious activities and the renovation of the dining area to improve employee comfort. [GRI 403-6]

As part of strengthening its occupational health and safety management, the Company implements the Occupational Health and Safety Management System (SMK3) across all operational activities, covering 100% of employees. In accordance with Government Regulation (PP) No. 50 of 2012, the Company has implemented SMK3 at the initial level category, comprising 64 criteria. [GRI 403-1, 403-8]

The Company conducts Hazard Identification and Risk Assessment (HIRA) as a preventive measure in managing occupational health and safety risks. This process is carried out through a matrix-based analytical approach to identify potential hazards arising from materials, equipment, work procedures, and human factors. The hazard identification and risk assessment process involves Heads of Department and competent OHS professionals, utilizing the Hazard Identification, Risk Assessment, and Determining Control (HIRADC) methodology. [GRI 403-2]



Perseroan secara rutin memantau dan mengevaluasi kinerja keselamatan dan kesehatan kerja (K3). Alat Pelindung Diri (APD) disediakan bagi karyawan untuk meminimalkan risiko kecelakaan selama pelaksanaan tugas. Setiap departemen operasional melakukan pemantauan kinerja keselamatan berdasarkan Indikator Kinerja Utama (KPI) yang ditetapkan, dengan pelaporan bulanan secara berkala.

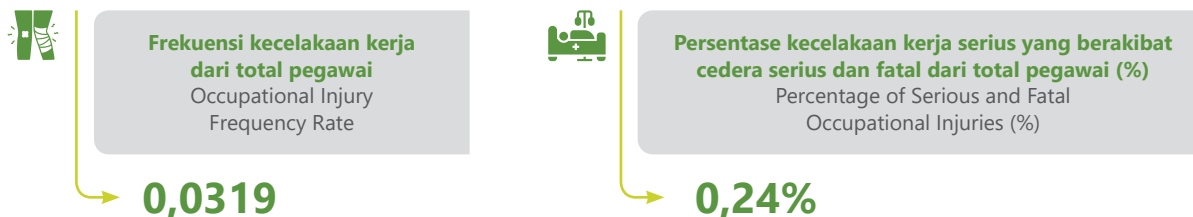
Perseroan menyediakan layanan kesehatan bagi karyawan melalui Pos P3K dan fasilitas ambulans sebagai respons awal terhadap kondisi darurat, termasuk penanganan kecelakaan kerja yang selanjutnya dapat dirujuk ke rumah sakit. Upaya pemeliharaan kesehatan juga dilakukan melalui kegiatan donor darah, serta pemeriksaan kesehatan berkala baik secara internal maupun eksternal guna mendukung kesehatan dan keselamatan karyawan secara berkelanjutan. [GRI 403-4]

The Company regularly monitors and evaluates its occupational health and safety (OHS) performance. Personal Protective Equipment (PPE) is provided to employees to minimize the risk of accidents during the execution of their duties. Each operational department monitors safety performance based on established Key Performance Indicators (KPIs), with regular monthly reporting.

The Company provides health services for employees through a First Aid Post and ambulance facilities as an initial response to emergency situations, including workplace accidents that may subsequently require referral to a hospital. Health maintenance efforts are also carried out through blood donation activities and periodic medical check-ups conducted both internally and externally to support the sustained health and safety of employees.

[GRI 403-4]

Jumlah Kecelakaan Kerja [S-06] Total Number of Occupational Injuries [S-06]



Jumlah Kecelakaan Kerja Berdasarkan Kategori Total Number of Occupational Injuries by Category

	2025	2024	2023
 Non Lost Time Injury (NLTI) Non Lost Time Injury (NLTI)	0	0	1
 Ringan Minor	9	5	9
 Sementara Tidak Mampu Bekerja (STMB) Lost Time Injury (LTI)	15	15	15
 Berat Serious	2	9	8
 Fatal/Meninggal Fatalities	0	0	0

Severity Rate, Tingkat Kekerapan, dan Jam Kerja [GRI 403-9] Severity Rate, Frequency Rate, and Working Hours [GRI 403-9]

Kategori Category	Satuan Unit	2025	2024	2023
Severity	Per 1.000.000 jam kerja orang Per 1,000,000 working hours person	106,05	314,48	130,04
Frequency Rate	Per 1.000.000 jam kerja orang Per 1,000,000 working hours person	14,51	16,08	19,24
Loss Time Injury (LTI)	Hari kerja Working days	194	567	223
Jam kerja tanpa kecelakaan Working hours without occupational injuries	Jam kerja Working hours	1.791.676	1.802.953	1.714.854

Perseroan menyelenggarakan pelatihan keselamatan dan kesehatan kerja (K3) secara berkala guna meningkatkan kesadaran karyawan terhadap penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Selain itu, Perseroan aktif melakukan kampanye, bimbingan, pengawasan langsung dengan melibatkan karyawan, penyelenggaraan pelatihan, penilaian, serta audit keselamatan kerja untuk membangun budaya K3 yang kuat di lingkungan operasional.

The Company conducts occupational health and safety (OHS) training on a regular basis to enhance employee awareness regarding the implementation of the Occupational Health and Safety Management System (SMK3). In addition, the Company actively carries out campaigns, guidance, direct supervision involving employees, training programs, assessments, and safety audits to foster a strong OHS culture within its operational environment.

Sebagai bagian dari penguatan budaya keselamatan dan kesehatan kerja, Perseroan juga melaksanakan program promosi kesehatan bagi karyawan. Program tersebut mencakup penerapan Perilaku Hidup Bersih dan Sehat (PHBS), penyampaian imbauan kebersihan lingkungan kerja, serta edukasi konsumsi makanan sehat seperti buah dan sayur. Kegiatan “Jum’at Bersih” dilaksanakan secara rutin di masing-masing area kerja sebagai upaya menjaga kebersihan lingkungan. Perseroan juga melakukan kegiatan fogging secara berkala guna mencegah penyebaran penyakit demam berdarah.

Selain diterapkan kepada karyawan, komitmen keselamatan dan kesehatan kerja juga diberlakukan bagi kontraktor dan mitra bisnis yang beroperasi di lingkungan Perseroan. Kontraktor dan mitra bisnis diwajibkan menerapkan prinsip K3 melalui penyediaan Alat Pelindung Diri (APD) yang sesuai bagi tenaga kerjanya. Seluruh kontraktor dan mitra bisnis juga berkewajiban mematuhi peraturan perundang-undangan serta persyaratan K3 yang berlaku di Perseroan guna mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja.

Selama tahun 2025, Perseroan secara berkelanjutan mengimplementasikan berbagai langkah untuk memperkuat penerapan kesehatan dan keselamatan kerja (K3) bagi karyawan, antara lain: [GRI 403-3, 403-5, 403-7]

1. *Safety Induction* bagi karyawan baru, tenaga kerja borongan, dan tamu.
2. Penyediaan dan penggantian APD sesuai jenis pekerjaan.
3. *Safety Talk* bulanan di setiap departemen.
4. *Safety Patrol* untuk memastikan kepatuhan terhadap standar K3.
5. Inspeksi lingkungan dan pemeriksaan APAR & *Hydrant* bulanan.
6. Pemeriksaan mingguan terhadap pompa pemadam kebakaran *portable*.
7. Pemeriksaan mingguan terhadap pompa *hydrant* berbasis mesin diesel.
8. Pemasangan *sign board* himbauan K3 di area kerja.
9. Uji kelayakan mesin dan alat berat secara berkala oleh PJK3.
10. Pengukuran lingkungan kerja, termasuk kebisingan, getaran, pencahayaan, ISBB, ergonomi, dan faktor psikologi kerja oleh PJK3.
11. Memberikan pelatihan atau *training* terkait dengan K3 setiap 6 bulan sekali.

The Company also runs employee health promotion initiatives as part of enhancing its culture of health and safety. Promoting Clean and Healthy Living Behavior (PHBS), raising awareness of workplace hygiene, and educating people about healthy eating practices like eating more fruits and vegetables are some of these activities. Every work area regularly participates in a “Clean Friday” program to keep the workplace tidy. Additionally, the Company periodically engages in fogging operations to stop dengue fever from spreading.

Beyond employees, the Company’s OHS commitment extends to contractors and business partners operating within its premises. Contractors and business partners are required to implement OHS principles by providing appropriate Personal Protective Equipment (PPE) for their workers. All contractors and business partners are also obligated to comply with applicable laws and regulations as well as the Company’s OHS requirements to prevent workplace accidents and occupational diseases.

Throughout 2025, the Company continuously implemented various measures to strengthen OHS practices for employees, including: [GRI 403-3, 403-5, 403-7]

1. Safety induction for new employees, temporary workers, and visitors.
2. Provision and replacement of PPE according to job type.
3. Monthly Safety Talks in each department.
4. Safety Patrols to ensure compliance with OHS standards.
5. Monthly workplace inspections and fire extinguisher (APAR) & hydrant checks.
6. Weekly inspections of portable fire pumps
7. Weekly inspections of diesel-powered hydrant pumps.
8. Installation of OHS advisory signboards in work areas.
9. Periodic feasibility testing of machinery and heavy equipment by authorized OHS service providers (PJK3).
10. Workplace environment measurements, including noise, vibration, lighting, heat stress index (ISBB), ergonomics, and psychosocial factors, conducted by authorized OHS service providers (PJK3).
11. OHS training programs conducted every six months.

PENGEMBANGAN KARYAWAN

[OJK F.22][GRI 404-2][S-05]

Program Pelatihan dan Pengembangan

Perseroan menyadari bahwa pencapaian perusahaan bergantung pada kualitas Sumber Daya Manusia (SDM). Oleh karena itu, Perseroan berkomitmen mengembangkan kompetensi karyawan melalui program pelatihan dan pengembangan yang dirancang secara tepat sasaran. Upaya ini bertujuan memperluas wawasan dan kemampuan karyawan sesuai peran masing-masing, memfasilitasi kemajuan karir, serta mendukung kinerja yang berkelanjutan. Selain pelatihan K3, Perseroan juga menggelar pelatihan kompetensi teknis melalui metode tatap muka maupun daring.

EMPLOYEE DEVELOPMENT

[OJK F.22][GRI 404-2][S-05]

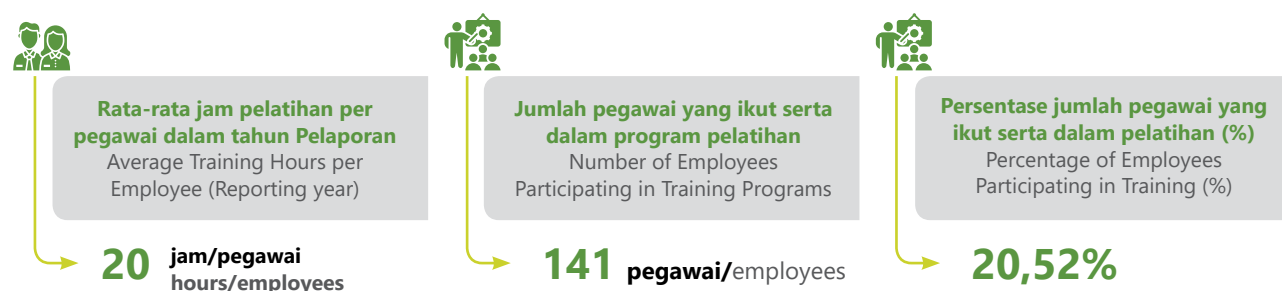
Training and Development Programs

The Company recognizes that its performance achievements depend on the quality of its human capital. Accordingly, the Company is committed to enhancing employee competencies through targeted training and development programs. These initiatives aim to broaden employees' knowledge and capabilities in accordance with their respective roles, facilitate career advancement, and support sustainable performance. In addition to occupational health and safety (OHS) training, the Company also conducts technical competency training delivered through both in-person and online methods.

Rata-Rata Jam Pelatihan [GRI 404-1]
Average Training Hours [GRI 404-1]

Deskripsi Description	Satuan Unit	2025		2024		2023	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Direktur Director	Jam/orang Hours/person	20,22	17,60	8,00	0	4,00	0
Manajer Manager	Jam/orang Hours/person	21,33	12,00	24,00	8,00	42,18	16,00
Staff Staff	Jam/orang Hours/person	41,55	29,60	4,25	1,07	10,47	10,46
Subtotal Subtotal	Jam/orang Hours/person	20,22	17,60	36,25	9,07	56,65	26,46
Total Total	Jam/orang Hours/person	71,15		45,32		83,11	

Pelatihan dan Pengembangan Pegawai
Employee Training and Development



Pengembangan Kompetensi Keberlanjutan

[OJK E.2]

Perseroan menyadari bahwa penerapan prinsip keberlanjutan dalam operasional memerlukan pemahaman komprehensif untuk membentuk budaya keberlanjutan di seluruh karyawan. Sebagai upaya tersebut, Perseroan menyelenggarakan rapat koordinasi rutin yang melibatkan para kepala divisi dan kepala bagian dalam membahas isu keberlanjutan. Lebih lanjut, Perseroan mendorong karyawan mengikuti pelatihan serta kegiatan pengembangan kompetensi di bidang Lingkungan, Sosial, dan Tata Kelola (LST).

Sustainability Competency Development

[OJK E.2]

The Company recognizes that the implementation of sustainability principles within its operations requires a comprehensive understanding to foster a sustainability-oriented culture among all employees. To this end, the Company conducts regular coordination meetings involving division heads and department heads to discuss sustainability-related issues. Furthermore, the Company encourages employees to participate in training programs and competency development initiatives in the areas of Environmental, Social, and Governance (ESG).

Pelatihan dan Jumlah Peserta Tahun 2025 [OJK F.22][GRI 404-2]

Training and Number of Participants in 2025 [OJK F.22][GRI 404-2]

Jumlah Karyawan Number of Employees	Departemen Department	Nama Pelatihan Training Program	Pelaksana Organizer	Kompetensi Competency
18	Production	Inhouse Training Greenhouse Gases (GHG) Awareness Anf Calculation	PT Karisman Primalulang	Safety & Health Environment
58	Production	Inhouse Training 7QC Kaizen	PQM Consultant	Self Competency
2	Total Quality Assurance	JIS QCMS Maintaining & Improving Competence Course	JQA Japan	TQA
12	Warehouse Finished Goods & Shipping	Inhouse Training Inventory & Management	PQM Consultant	PPIC
1	SHE Supervisor	Sertifikasi Penanggung Jawab Operasional Pengelolaan Air Limbah (Popal) Certification of the Operational Person in Charge for Wastewater Management (POPAL)	PT Alva Mitra Sertama	Safety & Health Environment
1	Power Plant Foreman	Sertifikasi Penanggung Jawab Pengendalian Pencemaran Udara (PPPU) Air Pollution Control Person in Charge (PPPU)	PT Alva Mitra Sertama	Safety & Health Environment
17	Production	Inhouse Training Sertifikasi Kebakaran Kelas D Inhouse Training for Class D Fire Safety Certification	PT Bina Wahyu Ramadhani	Safety & Health Environment
22	Production	Pelatihan Awareness Sistem Manajemen Lingkungan (SML) ISO 14001:2015 Environmental Management System (EMS) Awareness Training - ISO 14001:2015	PT Bersama Berjaya Lestari	System & Process Certification
2	Maintenance Engineering	Machine Precision Alignment And Condition Monitoring With Vibration, Acoustic, Power Analysis With Motor And Drive Analysis	PT Wibon Kreasi Mandiri	Maintenance Engineering
2	Maintenance Engineering	Pelatihan Trouble Shooting VSD and Soft Starter Problems Training on Trouble Shooting VSD and Soft Starter Problems	Training Center PT MCB Jambi	Engineering
1	Total Quality Assurance	Training QC Employee JIS A 1460	PT Mutu Agung Lestari	TQA
1	Warehouse Finished Goods & Shipping	Training Loading Master	PT Hai Institute	PPIC
4	Wood Supply	Surveilan Pemegang Ganis 2025 2025 Surveillance for Ganis Certificate Holders	LSP Hutan Lestari Mandiri Profesi	Forestry

PENILAIAN KINERJA [GRI 404-3]

Perseroan memandang penilaian kinerja secara berkala sebagai bagian penting dari pengelolaan sumber daya manusia yang berkelanjutan. Oleh sebab itu, Perseroan melaksanakan penilaian kinerja karyawan setiap tahun bagi karyawan yang telah memiliki masa kerja selama 1 tahun.

1. Proses Penilaian Kinerja Karyawan Tetap

Penilaian kinerja karyawan tetap dilaksanakan pada akhir tahun untuk periode kerja satu tahun. Pada pelaksanaannya, atasan langsung melakukan pengisian formulir penilaian kinerja sesuai dengan unit kerja masing-masing. Formulir yang telah diisi selanjutnya disampaikan kepada HRD Pusat untuk menjalani tahapan evaluasi lanjutan.

2. Proses Penilaian Kinerja Karyawan Kontrak

Penilaian kinerja karyawan kontrak dilaksanakan pada akhir masa kontrak kerja. Atasan langsung bertanggung jawab melakukan pengisian formulir penilaian kinerja sesuai ketentuan yang berlaku. Formulir yang telah dilengkapi selanjutnya disampaikan kepada *General Manager Plant* untuk diproses lebih lanjut berdasarkan kebijakan Perseroan.

3. Evaluasi Kemampuan dan Kompetensi

Selain penilaian kinerja rutin, Perseroan melaksanakan evaluasi atas kemampuan dan kompetensi karyawan. Hasil evaluasi tersebut digunakan sebagai dasar pertimbangan dalam pengambilan keputusan strategis, termasuk promosi, demosi, rotasi, maupun pengembangan karyawan lebih lanjut.

MASYARAKAT SEKITAR

Perseroan menempatkan hubungan yang harmonis dengan masyarakat di sekitar wilayah operasional sebagai aspek penting dalam mendukung keberlanjutan usaha. Fasilitas produksi Perseroan berlokasi di Desa Mendis Jaya, Sumatra Selatan, yang sebelumnya merupakan kawasan perkebunan karet rakyat dan dikenal sebagai salah satu daerah penghasil karet. Melalui pelaksanaan kegiatan operasional, Perseroan berupaya memberikan kontribusi positif bagi masyarakat setempat melalui

PERFORMANCE ASSESSMENT [GRI 404-3]

The Company views periodic performance evaluation as an essential component of sustainable human capital management. Accordingly, the Company conducts annual performance assessments for employees who have completed at least one year of service.

1. Performance Evaluation Process for Permanent Employees

Performance evaluations for permanent employees are conducted at the end of each year, covering a one-year performance period. In practice, direct supervisors complete the performance appraisal form in accordance with their respective work units. The completed forms are subsequently submitted to the Company's Central Human Resources Department (HRD) for further evaluation.

2. Performance Evaluation Process for Contract Employees

Performance evaluations for contract employees are conducted at the end of their contract period. Direct supervisors are responsible for completing the performance appraisal form in accordance with the applicable procedures. The completed forms are then submitted to the Plant General Manager for further processing based on the Company's policies.

3. Competency and Capability Evaluation

In addition to routine performance assessments, the Company conducts evaluations of employee capabilities and competencies. The results of these evaluations serve as a basis for strategic decision-making, including promotions, demotions, rotations, and further employee development initiatives.

LOCAL COMMUNITY ENGAGEMENT

The Company considers harmonious relationships with communities surrounding its operational areas as a key aspect in supporting business sustainability. The Company's production facilities are located in Mendis Jaya Village, South Sumatra, an area that was previously characterized by smallholder rubber plantations and recognized as one of the region's rubber-producing areas. Through the implementation of its operational activities, the Company seeks to contribute positively to the local

penguatan kemitraan, penyediaan kesempatan kerja, serta pengelolaan dan mitigasi potensi dampak negatif yang dapat timbul.

Kemitraan dengan Masyarakat Lokal

Perseroan mengembangkan kerja sama dengan masyarakat di sekitar wilayah operasional, terutama terkait pemenuhan kebutuhan bahan baku. Dukungan kepada masyarakat juga diwujudkan melalui pengelolaan dan penyerapan limbah kayu yang dihasilkan. Perubahan pola tanam dari karet dan kayu racuk ke kelapa sawit memengaruhi ketersediaan bahan baku serta dinamika hubungan antara Perseroan dan masyarakat. Perseroan tetap melaksanakan berbagai program dan inisiatif sebagai bagian dari komitmen berkelanjutan terhadap pemberdayaan masyarakat lokal.

Salah satu program yang dilaksanakan adalah pemilahan dan pemanfaatan sampah domestik yang masih memiliki nilai ekonomi sebelum disalurkan ke tempat pemrosesan akhir (TPA). Jenis sampah tertentu, seperti plastik berupa botol minuman, logam, dan kayu, dimanfaatkan oleh masyarakat sekitar melalui kegiatan pengumpulan dan penjualan kepada pengepul. Pelaksanaan kegiatan ini telah memberikan manfaat ekonomi bagi 10 ibu rumah tangga yang sebelumnya tidak memiliki sumber penghasilan, sehingga memperoleh tambahan pendapatan bagi keluarga. Program tersebut berkontribusi pada pengurangan timbulan limbah sekaligus mendukung peningkatan kesejahteraan masyarakat melalui pemberdayaan ekonomi berbasis lingkungan.

Dampak Operasional dan Upaya Mitigasi

[OJK F.23][GRI 2-25]

Perseroan menyadari bahwa kegiatan operasional berpotensi menimbulkan dampak terhadap masyarakat di sekitar wilayah operasional. Dampak yang teridentifikasi antara lain:

1. Intensitas lalu lintas kendaraan operasional yang cukup tinggi, sehingga meningkatkan risiko kecelakaan serta kontribusi terhadap kondisi jalan yang tidak rata.
2. Timbulnya debu akibat pergerakan alat berat dan kendaraan operasional di area sekitar pabrik.

community by strengthening partnerships, creating employment opportunities, and managing as well as mitigating potential adverse impacts that may arise.

Partnership with Local Communities

The Company develops collaborative partnerships with communities surrounding its operational areas, particularly in relation to the fulfillment of raw material requirements. Support for the community is also realized through the management and absorption of wood waste generated from operations. Changes in cultivation patterns—from rubber and racuk wood to oil palm—have influenced raw material availability as well as the dynamics of the relationship between the Company and the local community. Nevertheless, the Company continues to implement various programs and initiatives as part of its ongoing commitment to local community empowerment.

One of the initiatives implemented is the segregation and utilization of domestic waste with economic value prior to its delivery to the final disposal site (TPA). Certain types of waste, such as plastic beverage bottles, metals, and wood, are collected and sold to recyclers by members of the surrounding community. This activity has provided economic benefits to 10 housewives who previously had no source of income, enabling them to generate additional household earnings. The program contributes to waste reduction while simultaneously supporting community welfare through environmentally based economic empowerment.

Operational Impacts and Mitigation Measures

[OJK F.23][GRI 2-25]

The Company acknowledges that its operational activities have the potential to generate impacts on communities surrounding its operational areas. The identified impacts include:

1. The relatively high intensity of operational vehicle traffic, which may increase the risk of accidents and contribute to uneven road conditions.
2. Dust generation resulting from the movement of heavy equipment and operational vehicles in areas surrounding the plant.

Sebagai bentuk tanggung jawab, Perseroan melaksanakan sejumlah langkah mitigasi sebagai berikut:

1. Pemasangan rambu-rambu lalu lintas di area sekitar operasional guna meningkatkan kewaspadaan pengguna jalan.
2. Pelaksanaan perawatan jalan secara berkala untuk menjaga kualitas infrastruktur dan menekan risiko kecelakaan.
3. Penyediaan area berjualan yang aman di sekitar gerbang pabrik bagi masyarakat setempat.
4. Pembangunan jalur khusus operasional perusahaan agar aktivitas logistik tidak mengganggu lalu lintas warga.
5. Penyediaan jalur alternatif bagi masyarakat untuk mengurangi potensi konflik lalu lintas.
6. Penambahan fasilitas penerangan jalan guna meningkatkan keselamatan pada malam hari.

Sebagai bagian dari kontribusi terhadap pembangunan ekonomi lokal, Perseroan menyediakan ruang usaha yang aman bagi masyarakat setempat melalui keterlibatan dalam berbagai kegiatan operasional, antara lain pengadaan kayu, proses pengangkutan bahan baku ke pabrik, serta pekerjaan pendukung lainnya. Upaya tersebut memberikan manfaat ekonomi bagi masyarakat sekitar sekaligus memperkuat hubungan antara Perseroan dan komunitas lokal.

TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN [OJK F.25][GRI 413-1][S-12]

Perseroan terus berupaya memberikan kontribusi nyata bagi masyarakat melalui berbagai program tanggung jawab sosial atau *Company Social Responsibility* (CSR). Selama tahun 2025, fokus kegiatan diarahkan pada beberapa aspek yaitu Sosial, Keagamaan, Pendidikan, dan Lingkungan. Program-program ini dirancang untuk mendukung peningkatan kesejahteraan masyarakat dan memperkuat hubungan dengan komunitas lokal. Komitmen tersebut juga tercermin dari apresiasi yang diterima Perseroan berupa piagam penghargaan dari Pemerintah Kabupaten Musi Banyuasin atas kontribusi dalam mendukung pembangunan *venue* Pekan Olahraga Provinsi (PORPROV) XV tingkat Provinsi Sumatra Selatan.

The Company has carried out the following mitigating actions as part of its obligation:

1. Installation of traffic signage in operational areas to enhance road user awareness.
2. Periodic road maintenance to preserve infrastructure quality and reduce accident risks.
3. Provision of designated and safe vending areas near the factory gate for local community members.
4. Development of a dedicated operational route to ensure that logistics activities do not disrupt community traffic.
5. Provision of alternative access routes for the community to minimize potential traffic conflicts.
6. Installation of additional street lighting facilities to enhance safety during nighttime.

As part of its contribution to local economic development, the Company provides safe business opportunities for local community members through their involvement in various operational activities, including timber procurement, transportation of raw materials to the plant, and other supporting services. These efforts generate economic benefits for surrounding communities while strengthening the relationship between the Company and the local community.

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY [OJK F.25][GRI 413-1][S-12]

The Company continues to deliver tangible contributions to the community through various Company Social Responsibility (CSR) programs. Throughout 2025, initiatives were focused on four key areas: Social, Religious, Education, and Environment. These programs are designed to enhance community welfare while strengthening relationships with local communities. This commitment is also reflected in the recognition received by the Company in the form of a certificate of appreciation from the Musi Banyuasin Regional Government for its contribution to supporting the development of the venue for the XV South Sumatra Provincial Sports Week (PORPROV).

Bidang Sosial

Pada bidang sosial, Perseroan melaksanakan berbagai program sepanjang tahun 2025, antara lain:

- Bantuan perayaan HUT ke 18 Desa Mendis Jaya;
- Bantuan perbaikan akses jalan Desa Wonorejo menggunakan alat berat greder selama 3 (tiga) hari;
- Bantuan perbaikan akses jalan Dusun Kampung Sawah Desa Mendis Jaya menggunakan alat berat grader selama 3 (tiga) hari;
- Bantuan dana kegiatan santunan anak yatim piatu Yayasan Marhammah Desa Mendis Jaya;
- Bantuan dana dalam rangka HUT RI ke 80 tahun 2025 Desa Mendis Jaya;
- Bantuan dana dalam rangka HUT RI ke 80 tahun 2025 Kecamatan Bayung Lencir;
- Bantuan dana dalam rangka HUT RI ke 80 tahun 2025 Desa Mendis;
- Bantuan dana kegiatan PORPROV XV dan PERPARPROV V Sumatra Selatan di Kabupaten Musi Banyuasin
- Bantuan dana perbaikan jalan yang berada di RT. 06, 07, dan 10 RW. 01 Kelurahan Bayung Lencir Indah; dan
- Bantuan biaya penimbunan jalan trans Cha Cha.

Bidang Keagamaan

Pada bidang keagamaan, Perseroan memberikan dukungan berupa:

- Bantuan dana pembuatan ogoh-ogoh dalam rangka hari raya Nyepi tahun Saka 1947 Desa Mendis;
- Bantuan kegiatan bulan Ramadhan santunan anak yatim Desa Mendis;
- Bantuan dana renovasi Musala Al-Hasanah RT 02 RW 02 Kelurahan Bayung Lencir Indah;
- Bantuan 3 ekor sapi qurban dan spanduk kegiatan untuk 3 Dusun dalam rangka Hari Raya Idul Adha Desa Mendis Jaya;
- Bantuan 1 ekor sapi qurban dan spanduk kegiatan dalam rangka hari raya Idul Adha Kelurahan Bayung Lencir Indah;
- Bantuan 1 ekor sapi qurban dan spanduk kegiatan dalam rangka hari raya Idul Adha kelurahan Bayung Lencir;

Social Initiatives

In the social domain, the Company implemented various programs throughout 2025, including:

- Financial support for the 18th Anniversary Celebration of Mendis Jaya Village;
- Assistance for road access improvements in Wonorejo Village using a grader for three (3) days;
- Assistance for road access improvements in Kampung Sawah Hamlet, Mendis Jaya Village, using a grader for three (3) days;
- Financial assistance for an orphan support program organized by the Marhammah Foundation in Mendis Jaya Village;
- Financial support for Indonesia's 80th Independence Day Celebration (2025) in Mendis Jaya Village;
- Financial support for Indonesia's 80th Independence Day Celebration (2025) in Bayung Lencir Subdistrict;
- Financial support for Indonesia's 80th Independence Day Celebration (2025) in Mendis Village;
- Financial support for the XV South Sumatra Provincial Sports Week (PORPROV) and V Paralympic Provincial Sports Week (PERPARPROV) in Musi Banyuasin Regency;
- Financial assistance for road improvements in RT 06, 07, and 10, RW 01, Bayung Lencir Indah Urban Village; and
- Financial assistance for landfilling works on the Trans Cha Cha road.

Religious Initiatives

The Company offered assistance in the area of religion in the following ways:

- Financial assistance for the construction of ogoh-ogoh in celebration of Nyepi, Saka Year 1947, in Mendis Village;
- Financial assistance for Ramadan orphan support activities in Mendis Village;
- Financial support for the renovation of Al-Hasanah Musholla, RT 02 RW 02, Bayung Lencir Indah;
- Donation of three sacrificial cows and event banners for three hamlets during Eid al-Adha in Mendis Jaya Village;
- Donation of one sacrificial cow and event banners for Eid al-Adha in Bayung Lencir Indah;
- Donation of one sacrificial cow and event banners for Eid al-Adha in Bayung Lencir;

- Bantuan dana pembangunan Musala Jami'ul Khoir RT.05 Dusun III Desa Mendis Jaya;
- Bantuan dana pembangunan Musala Al Falah RT 04 Dusun I Desa Mendis; dan
- Bantuan dana perayaan kegiatan Isra Mi'raj Desa Mendis.

- Financial assistance for the construction of Jami'ul Khoir Musholla, RT 05 Dusun III, Mendis Jaya Village;
- Financial assistance for the construction of Al-Falah Musholla, RT 04 Dusun I, Mendis Village; and
- Financial support for Isra Mi'raj celebrations in Mendis Village.

Bidang Pendidikan

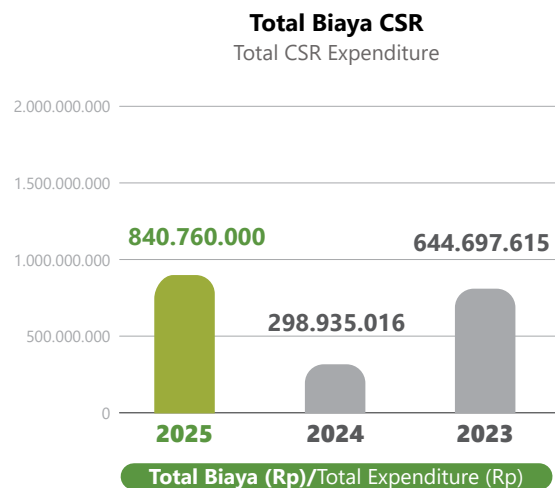
Pada bidang pendidikan, Perseroan telah melaksanakan program berikut:

- Bantuan Insentif Guru Non PNS PAUD Kuncup Harapan Desa Mendis Jaya (10 kali);
- Bantuan dana pembelian seragam dan alat *drum band* SDN Mendis Jaya; dan
- Bantuan beasiswa bagi siswa yang berprestasi dan kurang mampu SDN Mendis Jaya dengan total siswa sebanyak 108 siswa.

Education Initiatives

The following initiatives were carried out by the corporation in the field of education:

- Incentive support for non-civil servant teachers at PAUD Kuncup Harapan, Mendis Jaya Village (10 disbursements);
- Financial assistance for the purchase of uniforms and drum band equipment for SDN Mendis Jaya; and
- Scholarships for performing and underprivileged students at SDN Mendis Jaya, benefiting a total of 108 students.



Untuk mendukung keberlanjutan lingkungan, Perseroan juga melaksanakan program CSR yang berfokus pada pelestarian dan pengelolaan sumber daya alam. Perseroan melibatkan partisipasi masyarakat dalam melaksanakan kegiatan CSR yang berfokus pada lingkungan. Beberapa program yang dilakukan sepanjang tahun 2025 meliputi:

- Kerja sama penyiraman jalan Desa Mendis Jaya dengan Sekdes Mendis Jaya.

To support environmental sustainability, the Company also implements CSR programs focused on the preservation and management of natural resources. Community participation is actively encouraged in the implementation of environmental-focused CSR activities. Throughout 2025, initiatives includes:

- Collaboration in road watering activities in Mendis Jaya Village in coordination with the Village Secretary.

05



Memperkuat Tata Kelola Keberlanjutan

Strengthening Sustainable
Governance





70	Membangun Budaya Keberlanjutan Fostering Sustainability Culture
71	Tanggung Jawab Terhadap Aspek Keberlanjutan Accountability for Sustainability Impacts
73	Manajemen Risiko Risk Management
74	Tantangan, Perkembangan, dan Pengaruh Penerapan Keberlanjutan Sustainability Challenges, Developments, and Impact of Implementation
75	Kode Etik Code of Ethics
76	Antikorupsi Anti-Corruption
77	Hubungan dengan Pemangku Kepentingan Stakeholders Engagement
79	Menjaga Keamanan Produk Product Safety and Security
80	Survey Kepuasan Pelanggan Customer Satisfactory Survey

05

Memperkuat Tata Kelola Keberlanjutan

Strengthening Sustainable Governance

MEMBANGUN BUDAYA KEBERLANJUTAN

[OJK F.1]

Perseroan menjalankan komitmen kuat untuk menyelaraskan prinsip keberlanjutan pada seluruh aktivitas operasional dan bisnisnya. Seluruh pemangku kepentingan, mulai dari karyawan, masyarakat, pelanggan, hingga mitra bisnis dilibatkan secara menyeluruh dalam proses ini. Dampak lingkungan dikelola secara bertanggung jawab, penghormatan terhadap Hak Asasi Manusia (HAM) ditegakkan, serta isu sosial dan ketenagakerjaan ditangani secara serius. Perseroan juga berupaya memberikan kontribusi positif kepada komunitas sekitar dan memenuhi harapan pelanggan serta pemangku kepentingan lainnya. Komitmen ini mendukung visi perusahaan dalam menciptakan nilai sosial dan lingkungan yang berkelanjutan. [S-09]

Sebagai bagian dari upaya membangun budaya keberlanjutan, Perseroan telah mengimplementasikan sejumlah langkah strategis berikut:

1. Penerapan pemadaman listrik selama jam istirahat atau usai pemakaian guna meminimalisir konsumsi energi berlebih.
2. Pengurangan penggunaan plastik di area pabrik sebagai tindakan nyata mencegah limbah plastik yang merusak lingkungan.
3. Penggantian lampu halogen dengan LED hemat energi serta tahan lama.
4. Penggantian keran air yang rusak atau berpotensi bocor demi pencegahan pemborosan air dan optimalisasi efisiensi sumber daya.

FOSTERING SUSTAINABILITY CULTURE

[OJK F.1]

The Company maintains a strong commitment to aligning sustainability principles across all of its operational and business activities. All stakeholders ranging from employees and communities to customers and business partners are comprehensively involved in this process. Environmental impacts are managed responsibly, respect for Human Rights is upheld, and social as well as labor-related issues are addressed with due diligence. The Company also strives to contribute positively to surrounding communities while meeting the expectations of customers and other stakeholders. This commitment supports the Company's vision of creating sustainable social and environmental value. [S-09]

The Company has taken the following strategic actions in an attempt to promote a culture that is focused on sustainability:

1. Implementation of electricity shutdown practices during break hours or after use to minimize excessive energy consumption;
2. Reduction of plastic usage within the plant area as a concrete measure to prevent environmentally harmful plastic waste;
3. Replacement of halogen lamps with energy-efficient and durable LED lighting;
4. Replacement of damaged or leak-prone water faucets to prevent water wastage and optimize resource efficiency.

TANGGUNG JAWAB TERHADAP ASPEK KEBERLANJUTAN [OJK E.1][GRI 2-9, 2-11]

Perseroan secara konsisten menerapkan prinsip *Good Company Governance* (GCG) pada setiap aktivitas operasionalnya. Penerapan prinsip tersebut diarahkan untuk mengoptimalkan kinerja, memperkuat akuntabilitas, serta meminimalkan potensi konflik kepentingan. Komitmen ini tercermin melalui kepatuhan penuh terhadap kebijakan internal maupun ketentuan eksternal yang berlaku di lingkungan Perseroan. Sepanjang tahun 2025, Perseroan tidak tercatat menerima sanksi ataupun tindakan hukum dari otoritas regulator, yang menunjukkan tingkat integritas dan kepatuhan tata kelola yang kuat.

[GRI 2-15, 2-27][G-09]

Perseroan menjalankan tata kelola sesuai ketentuan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Struktur tata kelola terdiri atas tiga organ utama:

- **Rapat Umum Pemegang Saham (RUPS):** Sebagai lembaga tertinggi yang mengambil keputusan strategis perusahaan.
- **Dewan Komisaris:** Bertugas mengawasi pelaksanaan pengelolaan perusahaan.
- **Direksi:** Bertanggung jawab atas pengelolaan operasional sehari-hari perusahaan.

Untuk memperkuat pelaksanaan fungsi pengawasan dan pengelolaan, Perseroan didukung oleh organ-organ sebagai berikut:

- **Organ pendukung Dewan Komisaris:** Komite Audit serta Komite Nominasi dan Remunerasi.
- **Organ pendukung Direksi:** Sekretaris Perusahaan dan Unit Audit Internal.

Setiap organ tersebut memegang peran krusial dalam penerapan prinsip tata kelola yang baik, dengan menempatkan transparansi, akuntabilitas, pertanggungjawaban, independensi, dan kewajaran sebagai landasan utama.

ACCOUNTABILITY FOR SUSTAINABILITY IMPACTS [OJK E.1][GRI 2-9, 2-11]

The Company consistently applies the principles of Good Company Governance (GCG) across all of its operational activities. The implementation of these principles is directed toward optimizing performance, strengthening accountability, and minimizing potential conflicts of interest. This commitment is reflected through full compliance with internal policies as well as applicable external regulations within the Company's operating environment. Throughout 2025, the Company did not record any sanctions or legal actions imposed by regulatory authorities, demonstrating a strong level of governance integrity and regulatory compliance. [GRI 2-15, 2-27][G-09]

The Company's governance framework is implemented in accordance with Law No. 40 of 2007 concerning Perseroan Terbatas (Limited Liability Companies). The governance structure comprises three main organs:

- **General Meeting of Shareholders (GMS):** The highest authority responsible for making strategic Company decisions.
- **Board of Commissioners:** Responsible for supervising the management of the Company.
- **Board of Directors:** Responsible for the day-to-day operational management of the Company.

To strengthen the execution of supervisory and management functions, the Company is supported by the following governance organs:

- **Supporting organs of the Board of Commissioners:** Audit Committee and Nomination and Remuneration Committee.
- **Supporting organs of the Board of Directors:** Company Secretary and Internal Audit Unit.

Each organ plays a crucial role in implementing sound governance principles, with transparency, accountability, responsibility, independence, and fairness serving as the fundamental pillars.

Sejalan dengan penguatan tata kelola, Perseroan juga mendorong pemahaman yang komprehensif terkait keberlanjutan di seluruh tingkatan organisasi. Upaya ini dilakukan melalui pelaksanaan rapat koordinasi secara berkala yang melibatkan kepala divisi dan kepala bagian untuk membahas isu-isu keberlanjutan, serta mendorong partisipasi karyawan dalam pelatihan dan pengembangan kompetensi yang relevan. Selain itu, anggota Direksi dan Dewan Komisaris mengikuti program pelatihan dan pengembangan sebagaimana diatur dalam pedoman masing-masing, guna memastikan pembaruan pengetahuan terkait perkembangan industri, praktik tata kelola, dan keberlanjutan usaha Perseroan. [G-05]

Perseroan juga menjaga keberagaman dan independensi pada susunan Dewan Komisaris dan Direksi guna memastikan kualitas pengawasan dan pengambilan keputusan yang objektif. Selain komposisi yang seimbang, efektivitas organ-organ tersebut juga tercermin dari tingkat kehadiran anggota dalam rapat-rapat dewan sepanjang tahun pelaporan, yang menjadi salah satu indikator penting pelaksanaan fungsi tata kelola yang optimal.

The Company also encourages a thorough grasp of sustainability at all organizational levels in keeping with efforts to increase governance. This is accomplished by promoting staff involvement in pertinent training and competency development initiatives and by holding frequent coordination meetings with division and department leaders to address sustainability-related topics. In accordance with their specific rules, members of the Board of Directors and Board of Commissioners also take part in training and development initiatives, guaranteeing ongoing updates on business sustainability, governance procedures, and industry advancements. [G-05]

In order to guarantee impartial oversight and decision-making, the corporation also maintains independence and diversity in the makeup of the Board of Directors and the Board of Commissioners. The success of these organs is demonstrated not only by their balanced composition but also by the attendance rate of members at board meetings during the reporting year, which is a crucial sign of the best possible governance implementation.

Keberagaman Manajemen dan Independensi [G-01]

Board Diversity and Independence [G-01]

Tipe Manajemen Perusahaan Company Management Type	Jumlah Total	Laki-laki Male	Perempuan Female	Pihak Independen Independent Party
Komisaris Board of Commissioner	3	2	1	1
Direksi Board of Directors	4	4	0	0



Informasi rinci mengenai RUPS, Dewan Komisaris, Direksi, fungsi-fungsi tata kelola, proses nominasi dan seleksi, serta kebijakan dan rasio remunerasi Direksi dan Dewan Komisaris tercantum dalam Laporan Tahunan PT Indonesia Fibreboard Industry Tbk 2025 yang dapat diakses melalui situs web:

Detailed information regarding the General Meeting of Shareholders (GMS), the Board of Commissioners, the Board of Directors, governance functions, nomination and selection processes, as well as the remuneration policies and ratios of the Board of Directors and Board of Commissioners, is presented in the 2025 Annual Report of PT Indonesia Fibreboard Industry Tbk, which is accessible through the Company's website:



https://www.pt-ifi.com/p_laporan-tahunan/

MANAJEMEN RISIKO [OJK E.3][GRI 2-12, 2-13, 2-14]

Perseroan secara tegas mengelola dampak, risiko, tantangan, dan kewajiban di bidang Lingkungan, Sosial, serta Tata Kelola (LST). Pelaksanaan program keberlanjutan menjadi wewenang bersama para pimpinan divisi berdasarkan area tanggung jawabnya. Kinerja pengelolaan LST dirangkum dalam laporan triwulanan yang diserahkan kepada Direksi dan Dewan Komisaris. Laporan ini menjadi acuan utama menyusun, menyetujui, dan merevisi strategi keberlanjutan.

Perseroan secara rutin melaksanakan identifikasi risiko pada seluruh aktivitas bisnis, khususnya risiko yang berkaitan dengan keberlanjutan. Risiko yang teridentifikasi kemudian dinilai, dipantau, dan dikendalikan oleh masing-masing Kepala Divisi. Evaluasi terhadap efektivitas pengelolaan risiko yang dijalankan oleh pimpinan divisi dilakukan secara aktif oleh Dewan Komisaris dan Direksi.

RISK MANAGEMENT [OJK E.3][GRI 2-12, 2-13, 2-14]

The Company rigorously manages impacts, risks, challenges, and obligations related to Environmental, Social, and Governance (ESG) aspects. The implementation of sustainability programs is a shared responsibility among division heads in accordance with their respective areas of accountability. ESG management performance is consolidated into quarterly reports submitted to the Board of Directors and the Board of Commissioners. These reports serve as a primary reference for formulating, approving, and revising the Company's sustainability strategy.

The Company regularly conducts risk identification across all business activities, particularly those related to sustainability. Identified risks are subsequently assessed, monitored, and controlled by the respective Division Leads. The effectiveness of risk management implemented at the divisional level is actively evaluated by the Board of Commissioners and the Board of Directors.



Risiko Aspek Lingkungan Hidup Environmental Risks

Perseroan menghadapi risiko berkaitan dengan dampak lingkungan dari aktivitas pengolahan kayu.
The Company is exposed to risks related to the effects its wood processing operations have on the environment.



Risiko Aspek Sosial Social Risks

Perseroan menghadapi risiko terkait kesehatan, keselamatan, dan keamanan serta *human capital*.
The Company faces risks related to occupational health, safety and security, as well as human capital management.



Risiko Tata Kelola Governance Risks

Perseroan mengendalikan risiko terkait penerapan tata kelola perusahaan yang baik (GCG) dengan mengawasi setiap proses bisnis baik operasional maupun fungsional.
The Company oversees all business processes, including functional and operational, in order to mitigate risks associated with the application of Good Company Governance (GCG).



Risiko Aspek Ekonomi Economic Risks

Perseroan menghadapi ketidakpastian kondisi global yang mengakibatkan penurunan permintaan atau orderan atas produk. Hal ini berdampak pada penurunan margin laba Perseroan.
The Company faces uncertainties in global market conditions that may lead to a decline in product demand or order volumes. Such conditions may adversely affect the Company's profit margins.

TANTANGAN, PERKEMBANGAN, DAN PENGARUH PENERAPAN KEBERLANJUTAN [OJK E.5]

Perseroan menyadari kompleksitas tantangan dalam menerapkan prinsip keberlanjutan pada operasionalnya. Tantangan utama muncul pada keberlanjutan pengadaan bahan baku. Saat berdiri di Desa Mendis, pasokan karet melimpah karena wilayah tersebut pusat produksi karet utama. Produktivitas pohon karet lokal menurun seiring waktu, sementara pohon karet dan kayu racuk memerlukan masa pertumbuhan yang relatif panjang. Perseroan mengantisipasi hal ini melalui pencarian area sumber baru guna menjamin kelanjutan pasokan, walaupun jarak pengambilan bahan baku semakin meningkat.

Perubahan preferensi masyarakat lokal dalam kegiatan budidaya tanaman menjadi salah satu tantangan tersendiri bagi Perseroan. Peran pabrik yang sebelumnya turut membantu pengelolaan dan pemasaran kayu kini menghadapi kondisi masyarakat lebih memilih menanam kelapa sawit karena dinilai memberikan manfaat ekonomi yang lebih tinggi dibandingkan pohon karet. Perseroan menanggapi dinamika tersebut melalui berbagai strategi dan pendekatan yang intensif kepada komunitas sekitar guna mendorong kembali minat penanaman pohon karet.

Variabilitas kondisi cuaca turut menjadi sumber tantangan yang signifikan bagi operasional Perseroan. Pada periode musim hujan, kerusakan infrastruktur jalan kerap mengganggu kelancaran distribusi bahan baku kayu. Perseroan merespons situasi ini melalui pembangunan akses jalan baru dari jalur utama menuju fasilitas pabrik guna menjaga keandalan rantai pasok darat. Di saat yang sama, Perseroan memperkuat kerja sama dengan pemasok yang memanfaatkan jalur transportasi sungai serta melakukan pemeliharaan berkala terhadap jalan utama yang menjadi koridor distribusi bahan baku.

Fenomena tersebut sejalan dengan dinamika kondisi cuaca global yang dalam beberapa tahun terakhir menunjukkan peningkatan kejadian cuaca ekstrem, seperti curah hujan yang lebih tinggi dan perubahan pola musim. Kondisi ini berkaitan dengan perubahan iklim yang dipicu oleh peningkatan konsentrasi gas rumah kaca di atmosfer, sehingga variabilitas cuaca diperkirakan masih akan terjadi di masa mendatang. Menyikapi hal tersebut, Perseroan

SUSTAINABILITY CHALLENGES, DEVELOPMENTS, AND IMPACT OF IMPLEMENTATION [OJK E.5]

The Company recognizes the complexity of challenges in implementing sustainability principles within its operations. One of the primary challenges relates to the sustainability of raw material procurement. When the Company commenced operations in Mendis Village, rubber supply was abundant, as the area was a major rubber-producing region. Over time, however, the productivity of local rubber trees has declined, while rubber and racuk wood require relatively long growth cycles. The Company anticipates this condition by identifying and securing new sourcing areas to ensure supply continuity, although this has resulted in increasing transportation distances.

Shifts in local community cultivation preferences have also posed challenges. Previously, the factory played a role in supporting the management and marketing of timber. Currently, however, communities increasingly prefer cultivating oil palm, which is perceived to provide higher economic returns than rubber trees. In response to this dynamic, the Company has undertaken various strategies and intensive engagement approaches with surrounding communities to encourage renewed interest in rubber cultivation.

Another major operating difficulty is weather variability. Road infrastructure damage frequently interferes with the efficient delivery of raw materials for wood during the rainy season. In order to preserve the dependability of its land-based supply chain, Company has responded by building new access roads from the major route to the plant location. Concurrently, the Company has improved cooperation with suppliers who use river transportation routes and periodically maintained major roadways that act as routes for the distribution of raw materials.

This phenomenon aligns with the dynamics of global weather conditions, which in recent years have shown an increase in extreme weather events, such as higher rainfall and shifting seasonal patterns. These conditions are linked to climate change driven by rising concentrations of greenhouse gases in the atmosphere, indicating that weather variability is likely to persist in the future. In response, the Company continues to strengthen

terus memperkuat ketahanan operasional melalui pengelolaan rantai pasok yang lebih adaptif, termasuk optimalisasi alternatif jalur distribusi serta peningkatan pemeliharaan infrastruktur pendukung guna menjaga kelancaran kegiatan operasional.

Sejalan dengan upaya penanganan tantangan tersebut, Perseroan juga menghadapi agenda global terkait penurunan emisi gas rumah kaca (GRK). Pengendalian emisi operasional dilakukan antara lain melalui pemanfaatan biomassa, seperti sampah kayu, cangkang, dan serat sawit, serta limbah janjang kosong (jangkos) sebagai bahan bakar alternatif pada *Boiler Power Plant*. Di tengah berkurangnya produksi dari sejumlah negara akibat keterbatasan bahan baku, Indonesia memiliki peluang besar untuk meningkatkan ekspor kayu lapis, yang membuka ruang bagi Perseroan memperluas pasar internasional sambil tetap menjaga keberlanjutan melalui identifikasi risiko dan pengelolaan yang seimbang atas aspek produksi, Lingkungan, Sosial, dan Tata Kelola (LST).

KODE ETIK [G-07]

Perseroan menjunjung tinggi integritas dan etika bisnis sebagai bagian dari penerapan Tata Kelola Perusahaan yang Baik. Komitmen tersebut diwujudkan melalui Kode Etik yang berlaku bagi seluruh karyawan, Direksi, dan Dewan Komisaris sebagai pedoman perilaku dalam menjalankan tugas, tanggung jawab, dan kewenangan secara profesional.

Kode Etik Perseroan mencakup Etika Usaha dan Etika Kerja. Etika Usaha mengatur standar perilaku Perseroan dalam berinteraksi dengan pemangku kepentingan, termasuk pelanggan, pemasok, pemegang saham, regulator, masyarakat, dan media, serta komitmen terhadap keterbukaan informasi dan perlindungan lingkungan. Etika Kerja mengatur perilaku internal karyawan, antara lain kepatuhan terhadap hukum, pencegahan benturan kepentingan, larangan gratifikasi dan suap, anti pencucian uang, perlindungan data dan aset Perseroan, serta penerapan integritas keuangan.

operational resilience through more adaptive supply chain management, including optimizing alternative distribution routes and enhancing maintenance of supporting infrastructure to ensure smooth operational activities.

In parallel with addressing these challenges, the Company is also navigating the global agenda of greenhouse gas (GHG) emissions reduction. Operational emission control measures include the utilization of biomass—such as wood waste, palm shells, palm fiber, and empty fruit bunch (EFB) waste—as alternative fuels for the Power Plant boilers. Amid reduced production in certain countries due to raw material constraints, Indonesia holds significant potential to increase plywood exports, presenting opportunities for the Company to expand its international market presence while maintaining sustainability through balanced risk identification and management across production, Environmental, Social, and Governance (ESG) aspects.

CODE OF ETHICS [G-07]

Integrity and Company ethics are fundamental to the Company's use of Good Company Governance (GCG). The Company Code of Conduct, which serves as a guide for professional behavior in the performance of their duties, responsibilities, and authorities, embodies this commitment and is applicable to all employees, members of the Board of Directors, and members of the Board of Commissioners.

The Company's Code of Conduct encompasses both Business Ethics and Work Ethics. Business Ethics sets out the standards of conduct in the Company's interactions with stakeholders, including customers, suppliers, shareholders, regulators, communities, and the media, as well as commitments to transparency and environmental protection. Work Ethics governs internal employee conduct, including compliance with laws and regulations, prevention of conflicts of interest, prohibition of gratuities and bribery, anti-money laundering practices, protection of Company data and assets, and adherence to financial integrity principles.

Penerapan Kode Etik menjadi tanggung jawab seluruh jajaran organisasi dan ditinjau secara berkala agar tetap sejalan dengan ketentuan peraturan perundang-undangan yang berlaku. Kode Etik Perseroan dapat diakses melalui situs web resmi Perseroan. Sosialisasi Kode Etik dilaksanakan secara berkelanjutan kepada seluruh karyawan melalui penyampaian materi dan distribusi tautan akses, sebagai upaya meningkatkan pemahaman dan kepatuhan terhadap prinsip-prinsip etika yang berlaku.

ANTIKORUPSI [GRI 2-26, 205-2][G-07]

Perseroan secara konsisten menegakkan prinsip integritas dan kejujuran pada seluruh lini operasionalnya. Untuk memperkuat komitmen antikorupsi, Perseroan menerapkan sanksi tegas terhadap pelanggaran oleh karyawan, pemasok, maupun mitra bisnis yang dapat menodai reputasi atau menimbulkan implikasi material, sebagaimana diatur dalam peraturan perundang-undangan yang berlaku.

Perseroan menyediakan saluran pengaduan melalui email info.pengaduan@pt-ifi.com bagi seluruh pemangku kepentingan guna melaporkan indikasi pelanggaran atau kecurangan. Proses investigasi dilaksanakan segera pasca pengaduan untuk mengungkap penyebab serta pola pelanggaran. Temuan investigasi menjadi dasar penetapan langkah penyelesaian yang tepat. Seluruh tindak lanjut pengaduan menjadi wewenang Tim Tata Kelola, yang melaporkannya secara berkala kepada manajemen untuk evaluasi.

Selama tahun 2025, Perseroan telah melaksanakan sejumlah inisiatif pencegahan korupsi, walaupun pelatihan khusus antikorupsi belum diselenggarakan. Sosialisasi dilakukan melalui *Internal Office Memo* (IOM) yang memuat informasi mengenai larangan penerimaan gratifikasi, disertai pemasangan banner di area pabrik sebagai pengingat terhadap larangan pungutan liar.

All organizational levels are responsible for implementing the Code of Conduct, which is periodically reviewed to make sure it complies with current laws and regulations. The Company's official website provides access to its code of conduct. Through the provision of materials and access connections, the Code is continuously socialized for all employees with the goal of improving comprehension and adherence to the relevant ethical concepts.

ANTI-CORRUPTION [GRI 2-26, 205-2][G-07]

The Company consistently upholds the principles of integrity and honesty across all operational lines. To strengthen its anti-corruption commitment, the Company enforces strict sanctions against violations committed by employees, suppliers, or business partners that may damage its reputation or give rise to material implications, in accordance with applicable laws and regulations.

The Company provides a reporting channel through the email address info.pengaduan@pt-ifi.com, enabling any stakeholders to report suspected violations or fraudulent activities. Investigations are conducted promptly upon receipt of a complaint to identify the root causes and patterns of misconduct. The findings of such investigations serve as the basis for determining appropriate corrective actions. All follow-up actions fall under the authority of the Governance Team, which reports periodically to management for evaluation.

Although there were no specific anti-corruption training sessions held in 2025, the Company carried out a number of anti-corruption prevention efforts. Internal Office Memos (IOMs) stating that gratuities are prohibited were used to raise awareness. Banners were also placed across the plant area to serve as a reminder against unlawful levies.



Informasi lebih lanjut mengenai standar etika dan kebijakan antikorupsi dapat ditemukan dalam Laporan Tahunan PT Indonesia Fibreboard Industry Tbk Tahun 2025.
Detailed information on standard of ethics and anti-corruption policy could conveniently be accessed within PT Indonesia Fibreboard Industry Tbk 2025 Annual Report.

HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4][GRI 2-29]

Perseroan menyadari bahwa hubungan harmonis dan produktif dengan pemangku kepentingan menjadi fondasi krusial bagi keberlangsungan bisnis. Perseroan secara proaktif melibatkan pemangku kepentingan pada seluruh aktivitas operasional dan strategis. Langkah tersebut memastikan pemenuhan optimal terhadap kebutuhan serta harapan masing-masing pemangku kepentingan. Pemetaan pemangku kepentingan telah dilakukan berdasarkan tingkat keterkaitan dan pengaruhnya terhadap keberlangsungan bisnis.

STAKEHOLDERS ENGAGEMENT

[OJK E.4][GRI 2-29]

The Company recognizes that maintaining harmonious and productive relationships with stakeholders is a crucial foundation for business continuity. The Company proactively engages stakeholders across all operational and strategic activities to ensure the optimal fulfillment of their respective needs and expectations. Stakeholder mapping has been conducted based on the level of relevance and influence each stakeholder group has on the sustainability of the Company's business.

Pemangku Kepentingan Stakeholder	Pendekatan, Metode dan Frekuensi Pelibatan Approach, Methods, and Frequently of Involvement	Topik Utama Main Topic	Respons Perseroan Company's Response
Pemegang Saham Shareholders	Rapat Umum Pemegang Saham (RUPS) minimal 1 kali dalam setahun General Meeting of Shareholders (GMS) at least once a year	Dividen dan kinerja Perseroan Dividend and Company performance	Pembagian dividen dan penyampaian laporan keuangan Paying out dividends and publishing of financial report
Pemasok Lokal Local Suppliers	Diskusi dengan pemasok secara berkala Regular discussion with the suppliers	- Keberlanjutan ketersediaan pasokan kayu dari perkebunan masyarakat sekitar Sustainability of wood supply from surrounding community plantations - Pembayaran tepat waktu Timely payment	- Menjangkau pemasok lokal ke wilayah yang lebih luas Reaching out local suppliers over a wider area - Kontrak kerja yang jelas dengan termin pembayaran Establishing clear contracts and payment terms
Karyawan Employees	Employee gathering setiap setahun sekali Annual employees gathering	- Remunerasi dan kesejahteraan karyawan Employees remuneration and welfare - Kesehatan, Keamanan, dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS) - Pengembangan diri Personal Development	- Pemberian remunerasi sesuai dengan peraturan dan prestasi kerja Providing remuneration in accordance with the regulations and work performance - Adanya asuransi Kesehatan Organizing OHS trainings - Pelatihan K3 Organizing OHS trainings - Tempat kerja yang nyaman dan aman Establishing comfortable and safe workplace - Kesempatan pengembangan diri melalui pelatihan dan penilaian kerja Creating opportunities for personal development through training and performance assesment

Pemangku Kepentingan Stakeholder	Pendekatan, Metode dan Frekuensi Pelibatan Approach, Methods, and Frequently of Involvement	Topik Utama Main Topic	Respons Perseroan Company's Response
		Kebebasan berserikat Freedom of association	Adanya aturan hubungan kerja yang diatur dalam Peraturan Perusahaan (PP) yang telah disahkan oleh Menteri Ketenagakerjaan There is an employment regulation as governed by a Company Regulation (PP) that has been legalized by the Minister of Manpower
Pelanggan Customers	Pertemuan pelanggan secara berkala Periodic customer meetings	- Produk yang berkualitas Quality products - Layanan pelanggan Customer service	- Produk bersertifikat sesuai dengan spesifikasi yang ditetapkan Providing certified products in line with the specifications - Adanya layanan purna jual dan saluran pengaduan Ensuring the availability of after-sales service and complaint channels
Pemerintah Government	- Pertemuan sesuai dengan kebutuhan Meeting as required - Hadir dalam sosialisasi apabila ada peraturan baru maupun perubahan peraturan Participations in information dissemination sessions of new regulations or changes to existing regulations	- Legalitas kayu Timber legality - Ketaatan pada peraturan Compliance with the regulations - Pembayaran dan pelaporan pajak Payment and reporting of taxes - Tanggung Jawab Sosial (TJSL) Company Social Responsibility (CSR) - Ketaatan pada peraturan ketenagakerjaan Compliance with labor regulations	- Kayu dipastikan memiliki Sistem Verifikasi dan Legalitas Kayu Ensuring that the used woods are parts of the Timber Legality Assurance System - Divisi Kepatuhan dan Company Affair memastikan kepatuhan terhadap peraturan terkait lingkungan Ensuring compliance with the environmental regulations by the Compliance and Company Affair Division - Membayar dan melaporkan pajak tepat waktu Paying and reporting taxes on time - Melaksanakan kegiatan TJSL Implementing CSR activities - Divisi Kepatuhan dan Company Affair memastikan kepatuhan terhadap peraturan ketenagakerjaan Ensuring compliance with the labor regulations by the Compliance and Company Affair Division

Pemangku Kepentingan Stakeholder	Pendekatan, Metode dan Frekuensi Pelibatan Approach, Methods, and Frequently of Involvement	Topik Utama Main Topic	Respons Perseroan Company's Response
Masyarakat Community	Melakukan pertemuan sesuai dengan kebutuhan Meeting as required	- Bantuan sosial Social assistance - Keikutsertaan sebagai calon karyawan lokal Opportunities as prospective local employees - Kesempatan membuka usaha di sekitar pabrik Business opportunities around the factory premises	- Memberikan bantuan melalui Program Tanggung Jawab Sosial Providing assistance through the Company Social Responsibility - Memberikan kesempatan kerja yang sama Providing equal employment opportunities - Memberikan pelatihan Providing various trainings
Bank	Memberikan pinjaman kepada IFI Loan provision for IFI	Ekspansi usaha Perseroan Business expansion	Membangun fasilitas tambahan produksi MDF line kedua Building an additional facility for the production of MDF second line

MENJAGA KEAMANAN PRODUK

[OJK F.27, F.28, F.29][GRI 416-1]

Perseroan menetapkan tanggung jawab produk sebagai prinsip fundamental yang mencakup keseluruhan proses produksi, kegiatan pemasaran, serta pengelolaan limbah yang terbentuk selama operasional berlangsung. Langkah ini bertujuan memastikan setiap tahapan produksi berjalan tanpa menimbulkan dampak merugikan terhadap lingkungan maupun masyarakat. Produk MDF dan HDF sebagai lini utama Perseroan diproduksi melalui pemanfaatan bahan baku *Fibreboard* sebesar 80–90%, berasal dari log atau kayu yang direduksi menjadi partikel halus sebelum dicampurkan perekat berbasis Urea Formalin. Penggunaan formalin telah disesuaikan sepenuhnya dengan persyaratan teknis yang mengacu pada standar internasional, termasuk US EPA (Amerika), CARB (Amerika), serta JIS (Jepang).

Tim Produksi dan Quality Control memegang tanggung jawab atas pengawasan menyeluruh terhadap proses manufaktur, mencakup tahapan awal hingga produk akhir. Pemantauan dilakukan sejak verifikasi kesesuaian bahan baku terhadap spesifikasi pesanan konsumen, pengendalian proses produksi berdasarkan parameter standar, hingga pemeriksaan serta pengujian kualitas sebelum produk dinyatakan siap dipasarkan. Pada akhir periode pelaporan, Perseroan mencatat bahwa sebesar 98,96% dari total *output* produksi memenuhi kriteria

PRODUCT SAFETY AND SECURITY

[OJK F.27, F.28, F.29][GRI 416-1]

The Company establishes product responsibility as a fundamental principle encompassing the entire production process, marketing activities, and the management of waste generated during operations. This approach aims to ensure that each stage of production is carried out without causing adverse impacts on the environment or surrounding communities. MDF and HDF, as the Company's primary product lines, are manufactured using 80–90% fibreboard raw materials derived from logs or wood that are processed into fine particles before being blended with urea formaldehyde-based adhesive. The use of formaldehyde has been fully adjusted to meet technical requirements in accordance with international standards, including those of the US Environmental Protection Agency (US EPA), the California Air Resources Board (CARB), and the Japanese Industrial Standards (JIS).

The Production and Quality Control teams are responsible for comprehensive oversight of the manufacturing process, covering all stages from raw material verification to final product release. Monitoring begins with verifying raw material compliance with customer specifications, continues through process control based on standard parameters, and concludes with inspection and quality testing before products are approved for market distribution. At the end of the reporting period, 98.96% of total production output met the criteria for sale, while

kelayakan untuk dijual, sementara 1,04% lainnya tidak memenuhi standar sebagai produk akhir dan telah melalui proses evaluasi kualitas. Produk yang tidak memenuhi kriteria tersebut kemudian dialokasikan kembali sebagai material pendukung kegiatan produksi maupun pengiriman, antara lain sebagai alas atau *cover packing*.

Perseroan memastikan seluruh produk yang dikirimkan ke pasar domestik maupun internasional memenuhi spesifikasi mutu yang ditetapkan serta diterima pelanggan dalam kondisi optimal. Sepanjang tahun 2025, Perseroan mencatatkan dua retur produk. Seluruh retur tersebut telah ditindaklanjuti melalui mekanisme penanganan keluhan pelanggan yang berlaku, termasuk proses evaluasi penyebab, perbaikan kualitas, serta langkah pencegahan agar kejadian serupa tidak terulang di masa mendatang.

Perseroan menyediakan mekanisme bagi pelanggan untuk menyampaikan masukan maupun keluhan terkait produk melalui Divisi Marketing, baik melalui saluran email maupun WhatsApp. Sepanjang tahun 2025, Perseroan menerima sebanyak 40 laporan pengaduan yang seluruhnya telah ditindaklanjuti dan diselesaikan hingga status *case closed*. Setiap bentuk umpan balik tersebut digunakan sebagai dasar evaluasi guna meningkatkan kualitas produk serta layanan pada periode berikutnya. [OJK F.17]

SURVEY KEPUASAN PELANGGAN [OJK F.30]

Pada tahun 2025, Perseroan melaksanakan survei kepuasan pelanggan terhadap produknya. Hasil survei tersebut memberikan gambaran komprehensif mengenai tingkat kepuasan pelanggan sekaligus menjadi dasar evaluasi strategis bagi Perseroan ke depan.

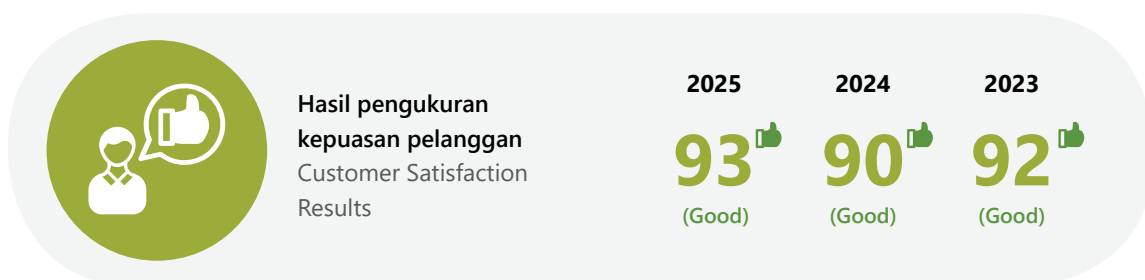
the remaining 1.04% did not meet final product standards and underwent quality evaluation. Products that did not meet these criteria were subsequently reallocated for supporting production or logistics activities, such as base or cover packing materials.

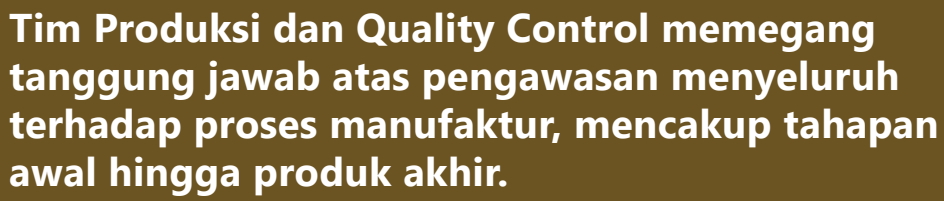
The Company ensures that all products delivered to domestic and international markets meet established quality specifications and are received by customers in optimal condition. Throughout 2025, the Company recorded no product recall incidents, and all customer orders were fulfilled in accordance with agreed delivery schedules with satisfactory performance levels. During 2025, the Company recorded two product returns. All returns were addressed through the applicable customer complaint handling mechanism, including root cause evaluation, quality improvement measures, and preventive actions to avoid recurrence in the future.

Customers can use the Company's email or WhatsApp channels to lodge complaint or feedback to the Marketing Division. 40 complaint complaints were received by the Company office in 2025, all of which were investigated and closed. Every feedback instance serves as the foundation for ongoing assessment to improve service performance and product quality in later periods. [OJK F.17]

CUSTOMER SATISFACTORY SURVEY [OJK F.30]

In 2025, the Company conducted a customer satisfaction survey regarding its products. The survey results provided a comprehensive overview of customer satisfaction levels and served as a strategic reference for future evaluation and improvement initiatives.





A photograph of a warehouse interior. A yellow forklift is in the foreground, carrying a pallet of several large cardboard boxes. The operator is visible in the driver's seat. To the left, there are tall stacks of similar boxes. The warehouse has a high ceiling with exposed steel beams and several hanging lights. The floor is a smooth, light-colored concrete.

06

Tentang Laporan

About This Report





85 **Tanggapan Umpan Balik Laporan**
Feedback On Report

86 **Lembar Umpan Balik**
Feedback Form

88 **Daftar Pengungkapan Sesuai Peraturan
Otoritas Jasa Keuangan Nomor 51/
Pojk.03/2017**
Disclosure Index In Accordance With Financial
Services Authority Regulation No. 51/
Pojk.03/2017

92 **Indeks Konten GRI**
GRI Content Index

96 **Indeks ESG IDX**
IDX ESG Index



06

Tentang Laporan

[OJK G.1][GRI 2-2, 2-3, 2-4, 2-5]

About This Report

[OJK G.1][GRI 2-2, 2-3, 2-4, 2-5]

PT Indonesia Fibreboard Industry Tbk menerbitkan Laporan Keberlanjutan Tahun 2025 sebagai bagian dari upaya pengungkapan informasi yang terbuka dan bertanggung jawab kepada para pemangku kepentingan. Proses penyusunan laporan ini didasarkan pada beberapa ketentuan, yaitu:

- Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017;
- Surat Edaran OJK No. 16/SEOJK.04/2021;
- Standar Global Reporting Initiative (GRI) tahun 2021, dengan pendekatan “merujuk pada Standar GRI”.

Laporan Keberlanjutan ini disajikan sebagai bagian pendukung Laporan Tahunan 2025, sehingga kedua laporan tersebut memberikan gambaran yang komprehensif dan terintegrasi. Cakupan periode pelaporan meliputi 1 Januari sampai dengan 31 Desember 2025. Sejumlah informasi pada laporan disajikan kembali sebagai akibat adanya penyesuaian metode penghitungan dan batasan dibandingkan dengan periode sebelumnya. Penyesuaian tersebut tidak berdampak terhadap kinerja maupun kegiatan operasional Perseroan pada tahun buku berjalan.

Laporan Keberlanjutan Tahun 2025 belum melalui proses verifikasi (*assurance*) oleh pihak independen. Namun demikian, data keuangan yang disajikan dalam laporan ini telah melalui proses audit oleh Kantor Akuntan Publik (KAP). Seluruh informasi yang diungkapkan telah disetujui serta diverifikasi oleh tim internal perusahaan, termasuk oleh manajemen puncak. Laporan ini hanya mencakup entitas utama, karena sepanjang tahun 2025 Perseroan tidak memiliki anak perusahaan.

PT Indonesia Fibreboard Industry Tbk has issued its 2025 Sustainability Report as part of its commitment to transparent and accountable disclosure to stakeholders. The preparation of this Report is based on the following frameworks and regulations:

- Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017;
- OJK Circular Letter No. 16/SEOJK.04/2021;
- Global Reporting Initiative (GRI) Standards 2021, with a “with reference to the GRI Standards” approach.

This Sustainability Report is presented as a complementary component of the 2025 Annual Report, ensuring that both reports provide a comprehensive and integrated overview. The reporting period covers 1 January to 31 December 2025. Certain information has been restated due to adjustments in calculation methods and reporting boundaries compared to the previous period. These adjustments do not affect the Company’s performance or operational activities during the current financial year.

The 2025 Sustainability Report has not undergone independent external assurance. However, the financial data presented in this Report has been audited by a Public Accounting Firm (KAP). All disclosed information has been reviewed and verified internally, including by senior management. This Report covers only the main entity, as the Company did not have any subsidiaries during 2025.

TANGGAPAN UMPAN BALIK LAPORAN

[OJK G.3]

Perseroan menerima masukan dan tanggapan atas Laporan Keberlanjutan yang diterbitkan, melalui:

FEEDBACK ON REPORT

[OJK G.3]

The Company welcomes feedback and responses regarding the published Sustainability Report through the following channels:



PT Indonesia Fibreboard Industry Tbk

ADR Tower, Lantai 19/19th floor
Jl. Pantai Indah Kapuk Boulevard, Kamal Muara, Penjaringan,
Jakarta Utara/North Jakarta 14470, Indonesia



Telepon : (021) 3951 8899

Telephone : (021) 3951 8899



Email : corporate.secretary@pt-ifi.com

Email : corporate.secretary@pt-ifi.com

Perseroan tidak menerima masukan atas laporan yang diterbitkan pada periode sebelumnya. Meskipun demikian, Perseroan tetap membuka ruang dan menghargai setiap kritik maupun saran yang disampaikan oleh seluruh pemangku kepentingan.

The Company did not receive any feedback on the Sustainability Report issued in the previous reporting period. Nevertheless, the Company remains open to and appreciates any comments, suggestions, or constructive feedback submitted by all stakeholders.

LEMBAR UMPAN BALIK [G.2]

Laporan Keberlanjutan 2025 PT Indonesia Fibreboard Industry Tbk menyajikan capaian dan kinerja Perseroan dalam aspek ekonomi, sosial, dan lingkungan. Kami sangat menghargai segala bentuk masukan, kritik, maupun saran dari Bapak/Ibu/Saudara terhadap laporan ini.

Profil Anda

Nama

Name :

Institusi

Company :

E-mail

E-mail :

Nomor Kontak

Contact Number :

Kelompok pemangku kepentingan:

Stakeholder Group:

- | | |
|--|---|
| ☐ Pemegang Saham/Investor
Shareholders / Investors | ☐ Pemasok Lokal
Local Suppliers |
| ☐ Pemerintah
Government | ☐ Karyawan
Employee |
| ☐ Pelanggan
Customer | ☐ Bank
Bank |
| ☐ Masyarakat
Public | ☐ Lainnya
Others |

FEEDBACK FORM [G.2]

The 2025 Sustainability Report of PT Indonesia Fibreboard Industry Tbk presents the Company's achievements and performance across economic, social, and environmental aspects. We highly appreciate any feedback, comments, or suggestions from our valued stakeholders regarding this Report.

Your Profile

Mohon pilih jawaban yang paling sesuai dengan memberi tanda ✓

Please select the most appropriate answer by marking ✓ on the box

1. Laporan ini mudah dimengerti.

The report is easy to understand.

☐ Setuju | Agree ☐ Netral | Neutral ☐ Tidak Setuju | Disagree

2. Laporan ini sudah menggambarkan informasi aspek material Perseroan, baik dari sisi positif dan negatif.

This Report adequately reflects the Company's material aspects, both positive and negative.

☐ Setuju | Agree ☐ Netral | Neutral ☐ Tidak Setuju | Disagree

3. Mohon dapat memberikan saran/usul/komentar anda atas laporan ini

Please provide your suggestions/comments on this Report:

.....

.....

.....

.....

.....

Mohon lembar umpan balik ini dapat dikirimkan kembali kepada:

Please send this feedback sheet back to:



PT Indonesia Fibreboard Industry Tbk

ADR Tower, Lantai 19/19th floor

Jl. Pantai Indah Kapuk Boulevard, Kamal Muara, Penjaringan,
Jakarta Utara/North Jakarta 14470, Indonesia



Telepon : (021) 3951 8899

Telephone : (021) 3951 8899



Email : corporate.secretary@pt-ifi.com

Email : corporate.secretary@pt-ifi.com

Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 [OJK G.4]

Disclosure Index In Accordance With Financial Services Authority
Regulation No. 51/POJK.03/2017

No Indeks Index No.	Nama Indeks Disclosure Item	Halaman Page
	Strategi Keberlanjutan Sustainability Strategy	
A.1	Penjelasan Strategi Keberlanjutan Explanation of Sustainability Strategy	24
	Ikhtisar Kinerja Aspek Keberlanjutan Sustainability Performance Overview	
B.1	Aspek Ekonomi Economic Aspect	12
B.2	Aspek Lingkungan Hidup Environmental Aspect	12
B.3	Aspek Kinerja Sosial Social Performance Aspect	13
	Profil Perusahaan Company Profile	
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Sustainability Values	16
C.2	Alamat Perusahaan Company Address	18
C.3	Skala Usaha Business Scale	19
C.4	Produk, Layanan, dan Kegiatan Usaha Yang Dijalankan Products, Services, and Business Activities	18
C.5	Keanggotaan Pada Asosiasi Membership in Associations	19
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes to Issuer/Public Company	27
	Penjelasan Direksi Board of Directors' Statement	
D.1	Penjelasan Direksi Board of Directors' Statement	6
	Tata Kelola Keberlanjutan Sustainability Governance	
E.1	Penanggung jawab Penerapan Keuangan berkelanjutan Responsible Party for Sustainable Finance Implementation	71
E.2	Pengembangan Kompetensi Terkait Keuangan berkelanjutan Competency Development Related to Sustainable Finance	62
E.3	Penilaian Risiko Atas Penerapan Keuangan berkelanjutan Risk Assessment of Sustainable Finance Implementation	73

No Indeks Index No.	Nama Indeks Disclosure Item	Halaman Page
E.4	Hubungan Dengan Pemangku Kepentingan Stakeholder Engagement	77
E.5	Permasalahan Terhadap Penerapan Keuangan berkelanjutan Issues in Sustainable Finance Implementation	74
	Kinerja Keberlanjutan Sustainability performance	
F.1	Kegiatan Membangun Budaya Keberlanjutan Activities to Build Sustainability Culture	70
	Kinerja Ekonomi Economic Performance	
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Targets and performance (Production, Portfolio, Financing/Investment Targets, Revenue and Profit/Loss)	29
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Targets and Performance for Sustainable Finance Instruments/Projects	29
	Kinerja Lingkungan Hidup Environmental Performance	
	Aspek Umum General Aspect	
F.4	Biaya Lingkungan Hidup Environmental Expenditure	46
	Aspek Material Materials Aspects	
F.5	Penggunaan Material Yang Ramah Lingkungan Use of Environmentally Friendly Materials	44
	Aspek Energi Energy Aspect	
F.6	Jumlah dan Intensitas Energi Yang Digunakan Total and Intensity of Energy Consumption	34
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Efficiency Energy and Renewable Energy Effort to achieve Efficiency	34
	Aspek Air Water Aspect	
F.8	Penggunaan Air Water consumption	42

No Indeks Index No.	Nama Indeks Disclosure Item	Halaman Page
	Aspek Keanekaagaman Hayati Biodiversity Aspect	
F.9	Dampak Dari Wilayah Operasional Yang Dekat atau Berada Di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Operational Areas Near or Within Conservation/Biodiversity Areas	46
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	46
	Aspek Emisi Emissions Aspect	
F.11	Jumlah dan Intensitas Emisi Yang Dihasilkan Berdasarkan Jenisnya Total and Intensity of Emissions by Type	37-38
F.12	Upaya dan Pencapaian Pengurangan Emisi Yang Dilakukan Emission Reduction Initiatives and Achievements	37-38
	Aspek Limbah dan Efluen Waste and Effluent Aspect	
F.13	Jumlah Limbah dan Efluen Yang Dihasilkan Berdasarkan Jenis Waste and Effluent Generated by Type	40
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanisms	39
F.15	Tumpahan Yang Terjadi (Jika Ada) Spills (if any)	39
	Aspek Pengaduan Terkait Lingkungan Hidup Environmental Complaints	
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup Yang Diterima Dan Diselesaikan Environmental Complaints Received and Resolved	46
	Kinerja Sosial Social Performance	
F.17	Komitmen LJK, Emiten, atau Perusahaan Publik Untuk Memberikan Layanan Atas Produk dan/atau Jasa Yang Setara Kepada Konsumen Commitment to Equal Product and/or Service Access for Consumers	80
	Aspek Ketenagakerjaan Employment Aspect	
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	52
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	52
F.20	Upah Minimum Regional Regional Minimum Wage	56

No Indeks Index No.	Nama Indeks Disclosure Item	Halaman Page
F.21	Lingkungan Bekerja Yang Layak Dan Aman Decent and Safe Working Environment	57
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Training and Development	61
	Aspek Masyarakat Community Aspect	
F.23	Dampak Operasi Terhadap Masyarakat Sekitar Operational Impacts on Local Communities	64
F.24	Pengaduan Masyarakat Community Complaints	46
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Social and Environmental Responsibility (TJSL/CSR)	65
	Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Sustainable Product/Service Responsibility	
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan berkelanjutan Innovation and Development of Sustainable Products/Services	26
F.27	Produk/Jasa Yang Sudah Dievaluasi Keamanannya Bagi Pelanggan Products/Services Evaluated for Customer Safety	79
F.28	Dampak Produk/Jasa Product/Service Impact	79
F.29	Jumlah Produk Yang Ditarik Kembali Product Recalls	79
F.30	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Financial Products and/or Services	80
	Lain-lain Others	
G.1	Verifikasi Tertulis Dari Pihak Independen, Jika Ada Independent Verification (if any)	84
G.2	Lembar Umpan Balik Feedback Form	86
G.3	Tanggapan Terhadap Umpan Balik Laporan Tahun Sebelumnya Response to Previous Year Feedback	85
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik Disclosure Index per Financial Services Authority Regulation Number 51/POJK.03/2017 about Sustainability Financial Implementation for Financial Services Organization, Emitent, and Public Company	88

INDEKS KONTEN GRI

GRI Content Index

Pernyataan penggunaan Statement of Use	PT Indonesia Fibreboard Industry Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari – 31 Desember 2025 dengan merujuk kepada Standar GRI. PT Indonesia Fibreboard Industry Tbk has reported the information cited in this GRI Content Index for the period 1 January – 31 December 2025 with reference to the GRI Standards.
GRI 1 yang digunakan GRI 1 Used	GRI 1: Landasan 2021 GRI 1: Foundation 2021

Standar GRI GRI Standard		Pengungkapan Disclosure	Lokasi Location
Pengungkapan Umum General Disclosure			
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Rincian Organisasi Organizational Details	18
	2-2	Entitas yang dimasukkan dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	84
	2-3	Periode, frekuensi, dan titik kontak pelaporan Reporting period, frequency, and contact point	84
	2-4	Penyajian kembali informasi Restatements of information	84
	2-5	Penjaminan eksternal External assurance	84
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain, and other business relationships	18, 30
	2-7	Tenaga kerja Employees	53-54
	2-8	Pekerja yang bukan pekerja langsung Non-employees worker	55
	2-9	Struktur dan komposisi tata kelola Governance structure and composition	71
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body	71
	2-12	Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak Role of the highest governance body in overseeing the management of impacts	73
	2-13	Delegasi tanggung jawab untuk mengelola dampak <i>Delegation of responsibility for managing impacts</i>	73
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	73
	2-15	Konflik kepentingan Conflicts of interest	71
	2-23	Komitmen kebijakan Policy commitments	16

Standar GRI GRI Standard		Pengungkapan Disclosure	Lokasi Location
	2-25	Proses untuk memperbaiki dampak negatif Processes to remediate negative impacts	64
	2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah Mechanisms for seeking advice and raising concerns	76
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	71
	2-28	Keanggotaan asosiasi Membership associations	19
	2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	77
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-2	Implikasi finansial akibat perubahan iklim Financial implications and other risks and opportunities due to climate change	74
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	56
GRI 203: Dampak Ekonomi Tidak Langsung GRI 203: Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	74
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	31
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruptio	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	76
GRI 301: Material 2016 GRI 301: Materials 2016	301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	44
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	35
	302-3	Intensitas energi Energy intensity	36
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	34
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluent 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	42
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	43
	303-3	Pengambilan air Water withdrawal	42
	303-4	Pembuangan air Water discharge	44

Standar GRI GRI Standard		Pengungkapan Disclosure	Lokasi Location
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Cakupan-1) langsung Direct (Scope 1) GHG emissions	38
	305-2	Emisi energi GRK (Cakupan-2) tidak langsung Energy indirect (Scope 2) GHG emissions	38
	305-4	Intensitas emisi GRK GHG emissions intensity	38
	305-5	Pengurangan Emisi GRK Reduction of GHG emissions	38
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Timbulan limbah dan dampak yang signifikan terkait limbah Waste generation and significant waste-related impacts	39
	306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	40
	306-3	Timbulan limbah Waste generated	40
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	40
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	40
GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	401-2	Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	56
GRI 403: Kesehatan dan Keselamatan Kerja GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	57
	403-2	Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	57
	403-3	Layanan kesehatan kerja Occupational health services	60
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja Worker participation, consultation, and communication on occupational health and safety	58

Standar GRI GRI Standard		Pengungkapan Disclosure	Lokasi Location
	403-5	Pelatihan pekerja mengenai kesehatan dan keselamatan kerja Worker training on occupational health and safety	60
	403-6	Peningkatan kualitas kesehatan kerja Promotion occupational health quality	57
	403-7	Pencegahan dan mitigasi dampak-dampak kesehatan dan keselamatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	60
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	57
	403-9	Kecelakaan kerja Occupational injuries	59
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	61
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	61
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir Percentage of employees receiving regular performance and career development reviews	63
GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	65
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories	79

Indeks ESG IDX

IDX ESG Index

KODE Code	Nama Indeks Index Name	HALAMAN PAGE(s)
	Lingkungan Environmental	
E-01	Laporan Emisi Gas Rumah Kaca Greenhouse Gas Emissions Report	37
E-02	Intensitas Emisi Gas Rumah Kaca Greenhouse Gas Emission Intensity	38
E-03	Konsumsi Energi Listrik Electricity Consumption	35
E-04	Konsumsi Air Water Consumption	42
E-05	Limbah yang Dihasilkan Waste Generated	44
	Sosial Social	
S-01	Kesetaraan Gender Gender Equality	52
S-02	Pegawai Berdasarkan Gender dan Kelompok Umur Employees by Gender and Age Group	53
S-03	Tingkat Pergantian Pegawai Employee Turnover Rate	55
S-05	Pelatihan dan Pengembangan Pegawai Employee Training and Development	61

KODE Code	Nama Indeks Index Name	HALAMAN PAGE(s)
S-06	Jumlah Kecelakaan Kerja Number of Occupational Accidents	59
S-08	Kebijakan Pelecehan Seksual dan/atau Non-Diskriminasi Sexual Harassment and/or Non-Discrimination Policy	52
S-09	Kebijakan Mengenai Hak Asasi Manusia Human Rights Policy	70
S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa Child and/or Forced Labor Policy	52
S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak Diberikan kepada Seluruh Karyawan Occupational Health and Safety and Decent Work Environment Policy	57
S-12	Tanggung Jawab Sosial Masyarakat Community Social Responsibility	65
	Tata Kelola Governance	
G-01	Keberagaman Manajemen dan Independensi Management Diversity and Independence	72
G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris Board of Directors and Commissioners Training Policy	72
G-07	Kode Etik dan/atau Anti-Korupsi Code of Conduct and/or Anti-Corruption Policy	76
G-09	Pencegahan Konflik Kepentingan Conflict of Interest Prevention Policy	71



PT Indonesia Fibreboard Industry Tbk

MEMBER OF ADR



KANTOR PUSAT
HEAD OFFICE

ADR Tower, Lantai 19,
Jl. Pantai Indah Kapuk Boulevard, Kamal Muara,
Penjaringan, Jakarta Utara 14470, Indonesia

 (021) 3951 8899  www.pt-ifi.com

PABRIK
PLANT

Desa Mendis Jaya KM. 121,
Bayung Lencir, Musi Banyuasin,
Sumatra Selatan 30756, Indonesia

 (021) 3951 8899 Ext.9