

2025

Laporan Keberlanjutan
Sustainability Report



Pertumbuhan Inklusif **Memperkuat Nilai Bersama**

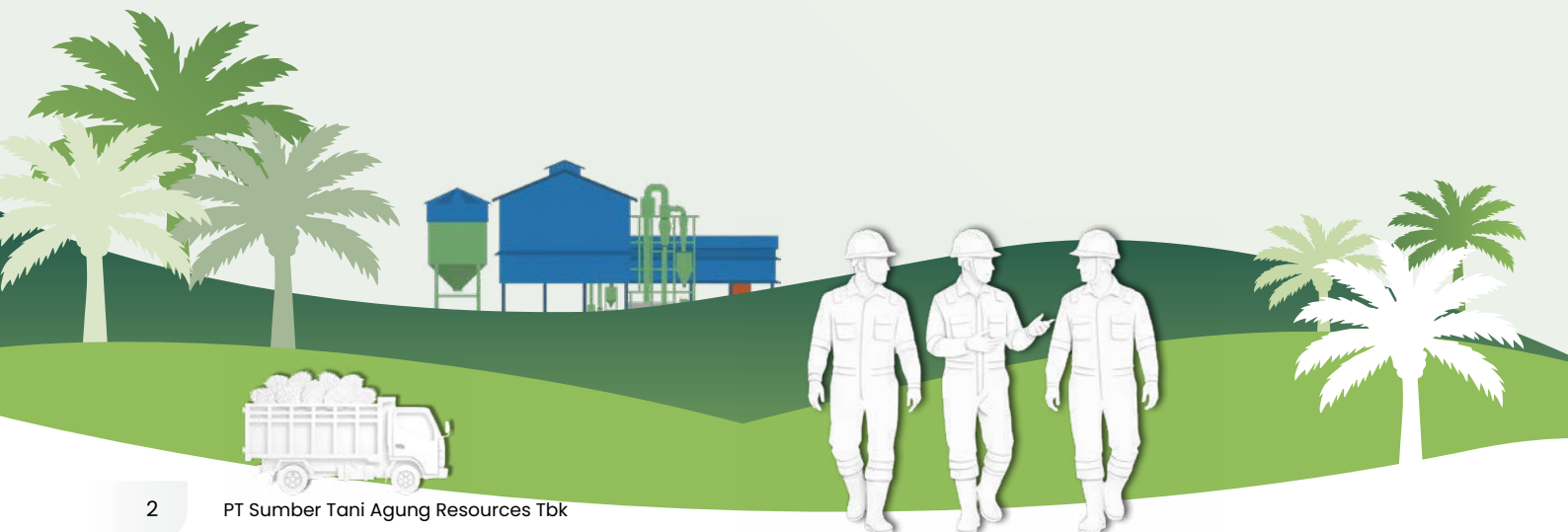
Inclusive Growth, Strengthening Shared Value





Penjelasan Tema

Theme Explanation





Pertumbuhan Inklusif, Memperkuat Nilai Bersama

Inclusive Growth, Strengthening Shared Value

PT Sumber Tani Agung Resources Tbk (selanjutnya disebut “Perseroan” atau “STA Resources”) merefleksikan arah strategis dalam mendorong pertumbuhan usaha yang tidak hanya berfokus pada kinerja finansial, tetapi juga memperluas manfaat bagi pemangku kepentingan secara berkelanjutan. Sepanjang 2025, Perseroan melanjutkan penguatan kinerja operasional, peningkatan produktivitas, serta efisiensi proses bisnis sebagai fondasi pertumbuhan yang sehat dan berdaya saing.

Di saat yang sama, STA Resources terus mengintegrasikan prinsip keberlanjutan melalui pengelolaan lingkungan yang bertanggung jawab, peningkatan praktik keselamatan dan kesejahteraan tenaga kerja, serta pelaksanaan program sosial yang mendukung pemberdayaan masyarakat sekitar operasional. Melalui kolaborasi dengan pemangku kepentingan, Perseroan berupaya memastikan bahwa setiap inisiatif pengembangan usaha dan hilirisasi memberikan dampak positif yang lebih luas.

PT Sumber Tani Agung Resources (hereinafter referred to as “the Company” or STA Resources” offers a strategic direction in driving business growth not solely focused on financial performance, but on delivering sustainable benefits to stakeholders. Throughout 2025, the Company strengthened its operational performance, enhanced productivity, and improved business process efficiency for healthy and competitive growth.

Through responsible environmental management, the enhancement of occupational safety and employee well-being practices, and the implementation of social programs that support the empowerment of communities surrounding its operations STA Resources is continuing to integrate sustainability principles. This includes collaboration with stakeholders, the Company ensures that every business development and downstream initiative delivers a broader positive impact.



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Pesan dari Direktur Utama [OJK D.1] [GRI 2-22]

Message from the President Director

Pemangku Kepentingan yang Terhormat, Dear Esteemed Stakeholders,

Industri kelapa sawit saat ini berada dalam lanskap global yang dinamis dan penuh tantangan. Perlambatan ekonomi, perkembangan kebijakan perdagangan internasional, serta potensi gangguan pada rantai pasok global turut memengaruhi aktivitas perdagangan dan permintaan komoditas secara keseluruhan.

Di tengah kondisi tersebut, kami memandang 2025 sebagai periode yang menghadirkan tantangan sekaligus membuka ruang bagi peluang strategis. Keberlanjutan menjadi prinsip penting yang kami pegang, tidak hanya sebagai landasan, tetapi juga sebagai bagian dari upaya membangun arah pertumbuhan yang berkelanjutan dan berimbang.

Komitmen dan Strategi Keberlanjutan

Selama lebih dari lima dekade, kami secara konsisten memperkuat ketahanan bisnis dalam merespons dinamika global yang terus berkembang. Berbagai siklus tantangan dan peluang telah mengokohkan arah pertumbuhan jangka panjang yang adaptif dan berkelanjutan. Merespons dinamika tersebut, Perseroan memandang perlunya penguatan kerangka kebijakan internal sebagai fondasi pengelolaan keberlanjutan jangka panjang. Oleh karena itu, pada 1 April 2025 kami memperbarui Kebijakan Keberlanjutan STA Resources guna memastikan kesesuaiannya dengan perkembangan, tantangan, dan kebutuhan masa kini.

Dalam rangka memastikan penerapan prinsip keberlanjutan berjalan secara efektif, kami membentuk Komite ESG yang bertanggung jawab menyusun dan mengimplementasikan strategi ESG, serta meninjau kinerja ESG secara berkala. Komite ini secara rutin menyelenggarakan pertemuan untuk membahas isu-isu ESG yang relevan, dengan frekuensi minimal dua kali dalam setahun. Di samping itu, Direktur Utama memiliki kewenangan untuk mendelegasikan pengelolaan keberlanjutan kepada fungsi-fungsi terkait.

The palm oil industry is currently a dynamic and increasingly challenging global landscape. With economic slowdowns, evolving international trade policies, and potential disruptions to global supply chains that continue to influence overall trading activities and commodity demand.

Amid these conditions, 2025 is seen as a period that presented challenges while also opening pathways to strategic opportunities. Sustainability remains a core principle, not only as a foundation, but also as an integral part of efforts to shape a balanced and sustainable growth trajectory.

Commitment and Sustainability Strategy

For more than five decades, STA Resources has strengthened its business resilience in responding to an ever-evolving global environment, where successive cycles of challenges and opportunities have reinforced an adaptive and sustainable long-term growth trajectory. In navigating these dynamics, we recognized the need to further strengthen its internal policy framework as a foundation for long-term sustainability management. Accordingly, on April 1, 2025, the STA Resources Sustainability Policy was updated to ensure its continued relevance to developments, challenges, and needs.

To ensure the effective implementation of sustainability principles, an ESG Committee is responsible for formulating and implementing ESG strategy, as well as periodically reviewing ESG performance. The Committee conducts meetings on a regular basis to discuss relevant ESG matters, with a minimum frequency of two meetings per year. In addition, the President Director has the authority to delegate sustainability management to relevant departments.



Mosfly Ang
Direktur Utama
President Director





Pada tahun 2025, kami mengukuhkan strategi yang menitikberatkan pada ekspansi hilirisasi dan peningkatan kapasitas operasional dengan mengintegrasikan prinsip keberlanjutan sebagai salah satu pilar pertumbuhan. Kami membangun kilang (*refinery*) untuk mengolah minyak sawit mentah (CPO) menjadi *refined bleached deodorized palm oil* (RBDPO) dengan kapasitas 2.000 ton per hari, serta dilengkapi infrastruktur penunjang berupa dermaga. Strategi ini memperkuat posisi kami sebagai perusahaan kelapa sawit terintegrasi yang berkomitmen mendorong terciptanya operasi hilir yang lebih hijau, berkontribusi pada mitigasi lingkungan dan sosial, serta membuka peluang nilai tambah melalui praktik usaha yang bertanggung jawab. [OJK E.5]

Sekilas Kinerja Keberlanjutan

Dengan mengintegrasikan prinsip keberlanjutan ke dalam operasi bisnis, sejumlah capaian penting berhasil diraih sepanjang tahun 2025. Pada aspek lingkungan, total konsumsi energi tercatat mencapai 3.812.708,59 GJ, di mana 94,16% di antaranya berasal dari sumber energi terbarukan. Selain itu, sebesar 73,87% limbah produksi berhasil digunakan kembali untuk mengurangi timbulan limbah. Kami juga menegaskan komitmen terhadap pendekatan tanpa deforestasi, tanpa gambut, tanpa eksploitasi (NDPE), serta upaya pencegahan kebakaran hutan dengan membentuk tim kesiapsiagaan tanggap darurat (TKTD) kebakaran.

Pada aspek sosial, kami membangun hubungan dengan karyawan dan masyarakat berlandaskan prinsip keadilan, keberagaman, kesetaraan, dan inklusi (*diversity, equity, and inclusion/DEI*), serta hubungan yang harmonis. Dalam penerapan prinsip DEI, jumlah karyawan perempuan di perusahaan mencapai 28,81% dan terdapat satu perempuan yang menduduki posisi Direksi. Sementara itu, dukungan terhadap upaya pengembangan kompetensi karyawan menunjukkan peningkatan, dengan total jam pelatihan mencapai 9.105 jam sepanjang tahun 2025. Dalam hubungan dengan masyarakat, program tanggung jawab sosial dan lingkungan (*corporate social responsibility/CSR*) dilakukan dengan mempertimbangkan hasil kajian *Social Impact Assessment* (SIA). Pada tahun 2025, kami berhasil mengintervensi program CSR yang mampu menjangkau 7.708 penerima manfaat dengan total dana yang disalurkan mencapai Rp1.882,75 juta.

In 2025, we reinforced a strategy focused on downstream expansion and the enhancement of operational capacity by integrating sustainability principles as a core pillar of growth. We developed a refinery to process crude palm oil (CPO) into refined bleached deodorized palm oil (RBDPO) with a capacity of 2,000 tons per day, supported by ancillary infrastructure, including a jetty. This strategy strengthened our position as an integrated palm oil company committed to advancing greener downstream operations, contributing to environmental and social mitigation, and unlocking added value through responsible business practices.

[OJK E.5]

Sustainability Performance at a Glance

By integrating sustainability principles into business operations, several key milestones were achieved in 2025. Environmentally, total energy consumption was recorded at 3,812,708.59 GJ, of which 94.16% came from renewable energy sources. In addition, 73.87% of production waste was reused, helping to reduce overall waste generation. Our commitment to the No Deforestation, No Peat, and No Exploitation (NDPE) approach was also reaffirmed, alongside forest fire prevention efforts through the establishment of a dedicated fire emergency response readiness team.

Socially, relationships with employees and communities continued to grow, grounded in the principles of fairness, diversity, equity, and inclusion (DEI), as well as harmonious engagement. In implementing DEI principles, female employees accounted for 28.81%, and one woman served on the Board of Directors. Support for employee competency development also increased, with total training hours reaching 9,105 hours throughout 2025. In engaging with communities, Corporate Social Responsibility (CSR) programs were implemented with due consideration of Social Impact Assessment (SIA) outcomes, CSR program interventions reaching 7,708 beneficiaries in 2025, and total funds disbursed amounting to Rp1,882.75 billion.

Dari sisi tata kelola, kami menerapkan Kode Etik STA Resources yang berlandaskan pada prinsip tata kelola yang baik guna memastikan aktivitas bisnis dijalankan secara etis, transparan, dan berintegritas. Penerapan tersebut didukung oleh sistem pelaporan pelanggaran yang dapat diakses oleh karyawan dan pemangku kepentingan untuk melaporkan dugaan pelanggaran kode etik. Pada tahun 2025, tidak terdapat laporan terkait insiden korupsi yang terbukti. Selain itu, kami aktif dalam keanggotaan asosiasi guna memperkuat penerapan praktik tata kelola yang baik.

Melangkah ke Depan

Komitmen kami terhadap keberlanjutan terus menunjukkan hasil nyata melalui berbagai capaian yang diraih secara konsisten. Melalui kinerja positif pada aspek ESG, kami berhasil memperoleh berbagai sertifikasi dan penghargaan, antara lain sertifikasi Indonesia Sustainable Palm Oil (ISPO), ISO 9001 Sistem Manajemen Mutu, ISO 14001 Sistem Manajemen Lingkungan, serta penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER).

Capaian sepanjang tahun 2025 merupakan hasil dari upaya kolektif dan kolaborasi dari berbagai pemangku kepentingan, yang kami pandang bukan sebagai tujuan akhir, melainkan sebagai fondasi penting untuk melanjutkan perjalanan keberlanjutan. Kami akan terus memperkuat integrasi prinsip keberlanjutan di seluruh rantai nilai untuk mendorong kinerja keberlanjutan dengan optimisme menuju masa depan.

Atas nama Direksi, saya mengucapkan terima kasih dan rasa hormat atas dedikasi, kepercayaan, dan kolaborasi yang terjalin dalam perjalanan keberlanjutan ini. Ke depan, capaian yang telah diraih diharapkan mampu menjadi dasar yang kuat dalam mengoptimalkan kinerja keberlanjutan, serta menghadirkan nilai jangka panjang yang seimbang dan inklusif bagi pemangku kepentingan.

From a governance perspective, the STA Resources Code of Conduct, grounded in the principles of good corporate governance, ensures that business activities were conducted ethically, transparently, and with integrity, supported by a whistleblowing system for reporting alleged Code violations. In 2025, there were no substantiated reports of corruption incidents and participation in industry associations further strengthened good governance practices.

Moving Forward

Our commitment to sustainability continues to deliver tangible results, with various certifications and recognitions that include Indonesia Sustainable Palm Oil (ISPO) certification, ISO 9001 Quality Management System, ISO 14001 Environmental Management System, as well as recognition under the Corporate Performance Rating Assessment Program in Environmental Management (PROPER).

These achievements were the result of collective efforts and collaboration among various stakeholders, viewed not as an end point, but as an essential foundation for advancing the sustainability journey. Integration of sustainability principles will continue across the entire value chain to drive sustainability performance with optimism toward the future.

The Board of Directors, extends its sincere appreciation and respect for the dedication, trust, and collaboration demonstrated throughout this sustainability journey. Going forward, the achievements attained are expected to serve as a strong foundation for further enhancing sustainability performance and delivering balanced, inclusive long-term value for all stakeholders.

Medan, 27 April 2026 | Medan, April 27, 2026

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



Mosfly Ang

Direktur Utama | President Director

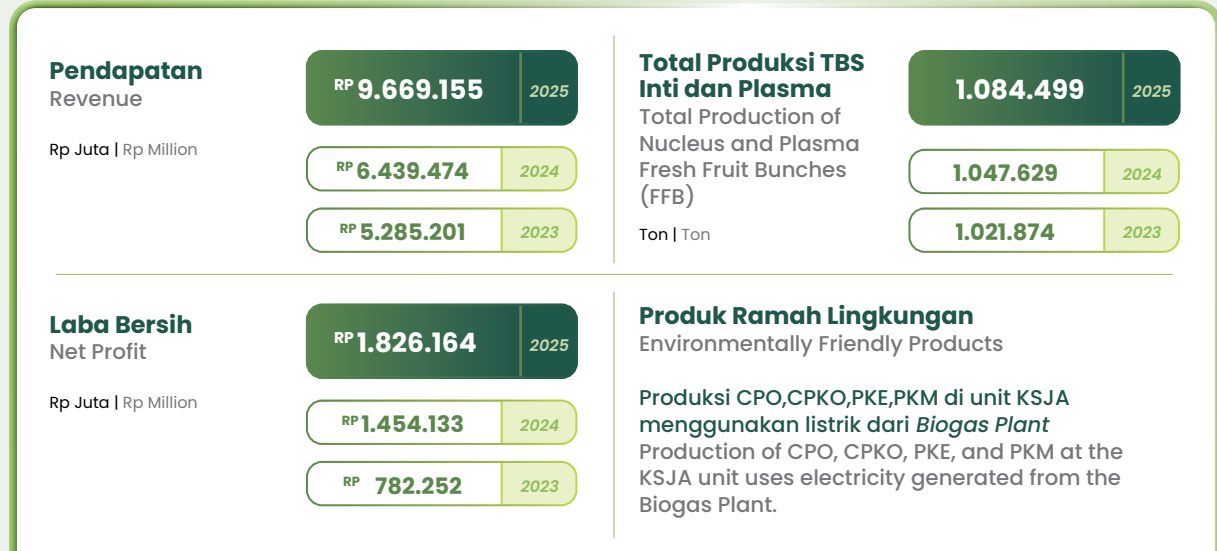


Ikhtisar Keberlanjutan

Sustainability Highlights

Kinerja Ekonomi [OJK B.1]

Economic Performance



100% Pemasok Lokal
Local Suppliers
[GRI 204-1]

Perseroan menerapkan komitmen *No Deforestation, No Peat, No Exploitation (NDPE)* melalui kajian Nilai Konservasi Tinggi (NKT) di seluruh wilayah operasional guna memastikan bahwa TBS dan CPO dihasikan dari area yang memenuhi prinsip keberlanjutan.

The Company upholds No Deforestation, No Peat, No Exploitation (NDPE) commitment through High Conservation Value (HCV) assessment across all operational areas to ensure that FFB and CPO are sourced from areas that meet sustainability principles.

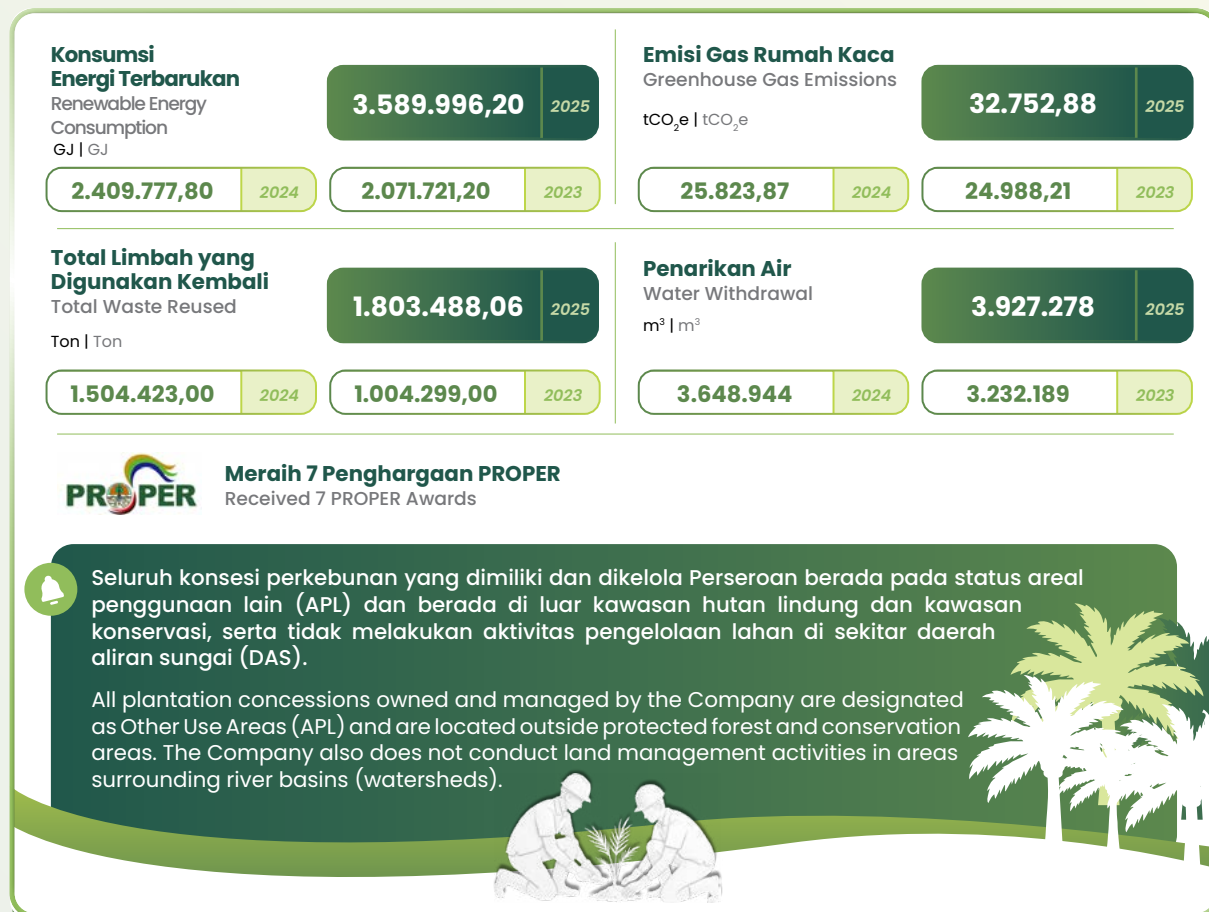


Kinerja Tata Kelola [OJK B.3]

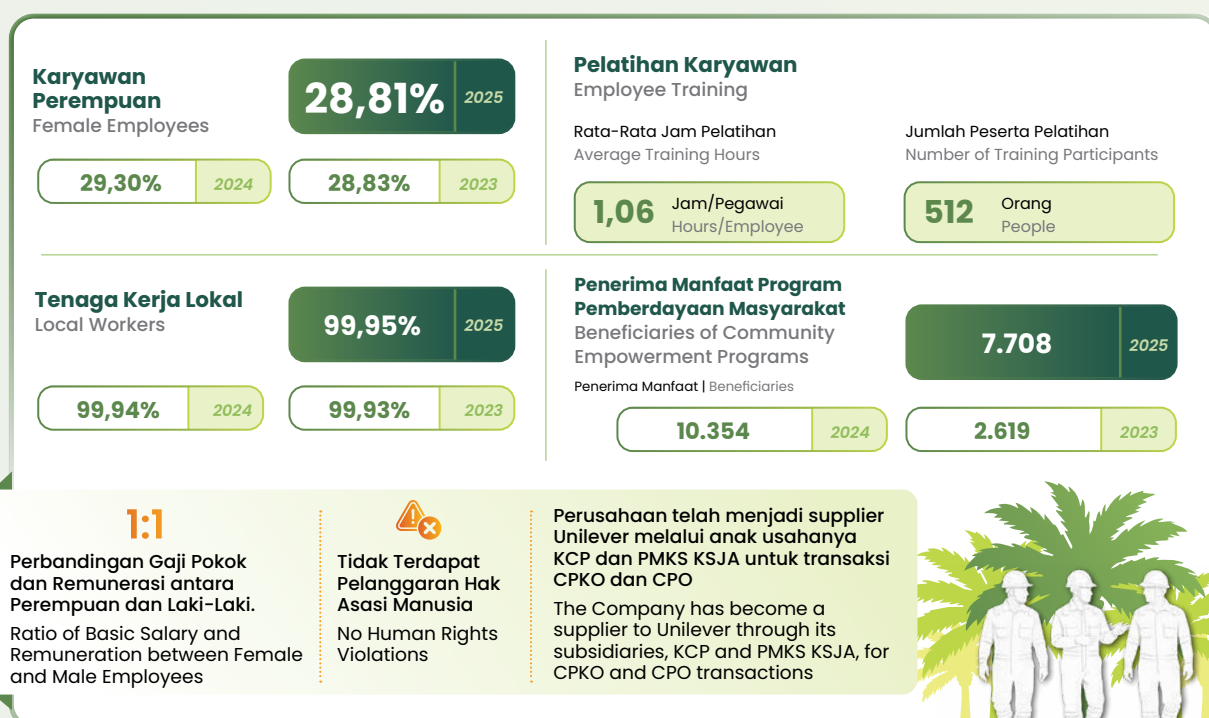
Governance Performance



Kinerja Lingkungan [OJK B.2] Environmental Performance



Kinerja Sosial [OJK B.3] Social Performance



Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan Awards



27 Mei 2025 | May 27, 2025

InvestorTrust Award

Best InvestorTrust Companies 2025 untuk Kategori Medium Cap
Best InvestorTrust Companies 2025 for Medium Cap Category



9 Juli 2025 | July 9, 2025

Medbun Award 2025

Kategori Sustainable Corporate Social Responsibility
Sustainable Corporate Social Responsibility Category



1 Oktober 2025 | October 1, 2025

CSR Merit Achievement Award

Kategori Extended Area Community Welfare Development
Extended Area Community Welfare Development Category



23 Oktober 2025 | October 23, 2025

ESG Gold Star Award

Segmen Medium Cap
Medium Cap Segment

Sertifikasi Certifications

Indonesian Sustainable Palm Oil

PT Sumber Tani Agung Resources Tbk

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Sumber Tani Agung

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
4 April 2017
April 4, 2017



PT Transpacific Agro Industry

Lembaga Sertifikasi
Certification Body
TÜV RHEINLAND INDONESIA

Tanggal Perolehan
Acquisition Date
27 Juli 2023
July 27, 2023



PT Madina Agrolestari

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
4 Desember 2019
December 4, 2019



PT Dipta Agro Lestari

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
4 Desember 2019
December 4, 2019



PT Sumatera Candi Kencana

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
14 Desember 2020
December 14, 2020



PT Hanuraba Sawit Kencana

Lembaga Sertifikasi
Certification Body
TSI SERTIFIKASI INTERNASIONAL

Tanggal Perolehan
Acquisition Date
21 Juli 2021
July 21, 2021



PT Jaya Selamat Abadiraya

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
7 Februari 2022
February 7, 2022



PT Putra Makmur Lestari

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
14 Februari 2022
February 14, 2022



PT Karyasukses Utamaprima

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA

Tanggal Perolehan
Acquisition Date
23 Maret 2022
March 23, 2022



PT Flora Nusa Perdana

Lembaga Sertifikasi
Certification Body
TÜV RHEINLAND INDONESIA

Tanggal Perolehan
Acquisition Date
22 Agustus 2022
August 22, 2022



PT Karya Serasi Jaya Abadi

Lembaga Sertifikasi
Certification Body
TÜV RHEINLAND INDONESIA

Tanggal Perolehan
Acquisition Date
14 Maret 2023
March 14, 2023





International Sustainability & Carbon Certification

PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
RINA

Tanggal Perolehan
Acquisition Date
9 September 2025
September 9, 2025



PT Karya Serasi Jaya Abadi

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Sumber Tani Agung

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Sumber Tani Agung Resources Tbk

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Madina Agrolestari

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Kalimantan Agro Sejahtera UB

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Kalimantan Agro Sejahtera SP

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



PT Transpacific Agro Industry

Lembaga Sertifikasi
Certification Body
MUTUAGUNG LESTARI

Tanggal Perolehan
Acquisition Date
2 Oktober 2025
October 2, 2025



Italian National Sustainability

PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
RINA

Tanggal Perolehan
Acquisition Date
9 September 2025
September 9, 2025



KOSHER

PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
SGS INDONESIA

Tanggal Perolehan
Acquisition Date
27 Agustus 2025
August 27, 2025



HALAL

PT Madina Agrolestari

Lembaga Sertifikasi
Certification Body
SURVEYOR INDONESIA

Tanggal Perolehan
Acquisition Date
9 September 2025
September 9, 2025



PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
LPH HIDAYATULLAH

Tanggal Perolehan
Acquisition Date
9 September 2025
September 9, 2025



ISO 9001:2015
Quality Management System

PT Sumber Tani Agung Resources Tbk

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA


Tanggal Perolehan
Acquisition Date
14 Oktober 2019
October 14, 2019



PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
ARS Assessment Private Limited

Tanggal Perolehan
Acquisition Date
12 Juli 2025
July 12, 2025



ISO 14001:2015
Environmental Management System

PT Sumber Tani Agung Resources Tbk

Lembaga Sertifikasi
Certification Body
TÜV NORD INDONESIA


Tanggal Perolehan
Acquisition Date
14 Oktober 2019
October 14, 2019



PT Sumber Tani Agung Oils & Fats

Lembaga Sertifikasi
Certification Body
ARS Assessment Private Limited

Tanggal Perolehan
Acquisition Date
12 Juli 2025
July 12, 2025




GMP+ PRODUCTION

PT Karya Serasi Jaya Abadi

Lembaga Sertifikasi
Certification Body
SUCOFINDO

Tanggal Perolehan
Acquisition Date
11 Februari 2022
February 11, 2022




GMP+ TRADE

PT Karya Serasi Jaya Abadi

Lembaga Sertifikasi
Certification Body
SUCOFINDO

Tanggal Perolehan
Acquisition Date
11 Februari 2022
February 11, 2022






01

Tentang STA Resources About STA Resources





Sekilas STA Resources

Company Overview of STA Resources

PT Sumber Tani Agung Resources Tbk atau “STA Resources”, yang didirikan pada tahun 1970, merupakan grup perusahaan yang bergerak di industri kelapa sawit dengan kantor pusat di Medan, Sumatera Utara. Kegiatan operasional Perseroan mencakup penanaman, pemeliharaan, dan pemanenan kelapa sawit, serta pengolahan tandan buah segar (TBS) menjadi produk utama seperti *crude palm oil* (CPO) dan *palm kernel* (PK) beserta turunannya. Sebagai bagian dari pengembangan strategis di sektor hilir, Perseroan juga mengoptimalkan CPO melalui fasilitas *refinery* untuk menghasilkan produk turunan seperti RBD *Palm Oil* (RBDPO), RBD *Palm Olein* (RBDPL), RBD *Palm Stearin* (RBDS), dan *Palm Fatty Acid Distillate* (PFAD), yang digunakan dalam industri pangan, oleokimia, serta berbagai produk konsumen.

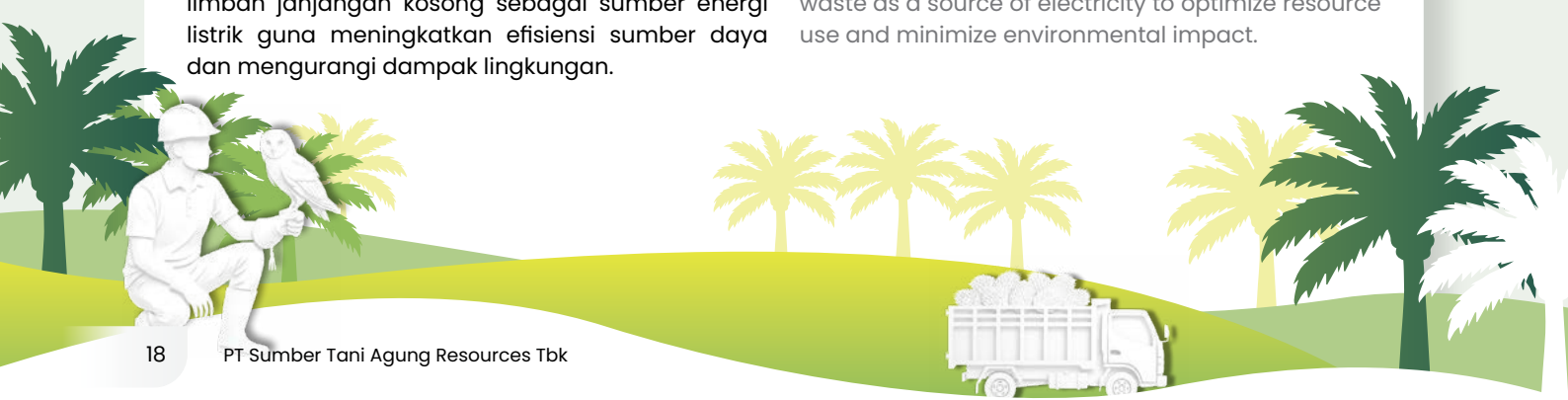
Sejalan dengan strategi penguatan rantai nilai, Perseroan secara bertahap mengembangkan hilirisasi industri kelapa sawit yang terintegrasi mulai dari kegiatan perkebunan hingga pengolahan lanjutan. Hilirisasi tersebut mencakup pengoperasian fasilitas produksi berupa pabrik kelapa sawit, pabrik pengolahan inti sawit, pabrik ekstraksi ampas inti sawit, serta *refinery* dan fraksinasi. Pembangunan *refinery* di kawasan Lubuk Gaung, Dumai, Riau dengan kapasitas pengolahan mencapai 2.000 ton per hari dirancang untuk mengolah CPO menjadi produk turunan bernilai tambah berupa *refined bleached deodorized palm oil* (RBDPO) dan produk turunan lainnya.

Guna mendukung efisiensi operasi dan distribusi, Perseroan juga mengembangkan infrastruktur penunjang berupa dermaga yang mampu menampung kapal hingga 50.000 DWT serta fasilitas tangki timbun dengan total kapasitas 64.000 ton. Pengembangan ini memperkuat efektivitas logistik sekaligus mendukung keberlanjutan hilirisasi. Sejalan dengan itu, Perseroan juga memanfaatkan limbah janjangan kosong sebagai sumber energi listrik guna meningkatkan efisiensi sumber daya dan mengurangi dampak lingkungan.

PT Sumber Tani Agung Resources Tbk, hereinafter referred to as “STA Resources,” is a corporate group operating in the palm oil industry, with its head office located in Medan, North Sumatra. The Company’s operational activities encompass the planting, maintenance, and harvesting of fresh fruit bunches (FFB) into key products such as crude palm oil (CPO) and palm kernel (PK), along with their derivatives. As part of its downstream strategy, the Company processes CPO through refinery facilities to produce value-added products, including refined, bleached, and deodorized palm oil (RBDPO), palm olein (RBDPL), palm stearin (RBDS), and palm fatty acid distillate (PFAD), serving the food, oleochemical, and consumer goods industries.

With a strategy to strengthen the value chain, the Company has progressively developed an integrated downstream palm oil industry, spanning plantation and advanced processing. This includes the operation of palm oil mills, palm kernel crushing plants, solvent extraction plants, refinery, and fractionation facilities. The construction of a refinery in the Lubuk Gaung industrial area, Dumai, Riau, with a processing capacity of up to 2,000 tons per day, is designed to process CPO into higher-value-added derivative products, such as in refined bleached deodorized palm oil (RBDPO) and other derivative products.

To support operational and distribution efficiency, the Company has also developed supporting infrastructure, including a jetty capable of accommodating vessels up to 50,000 DWT and storage tank facilities with a total capacity of 64,000 tons, enhances logistics efficiency while supporting the sustainability of downstream operations. In line with this, the Company utilized empty fruit bunches waste as a source of electricity to optimize resource use and minimize environmental impact.



Informasi Umum Perseroan General Information of the Company



Nama Perusahaan [GRI 2-1] [OJK C.2] Company Name

PT Sumber Tani Agung Resources Tbk



Modal Dasar Authorized Capital

Rp3.880.000.000.000



Tanggal dan Dasar Hukum Date of Establishment and Legal Basis

Akta Perseroan Terbatas No. 189 Tanggal 31 Juli 1993 | Deed of Establishment of Limited Liability Company No. 189 dated 31 July 1993



Alamat Kantor Pusat [GRI 2-1] [OJK C.2] Head Office Address

Office Tower Cambridge City Square Lt. 3
Jl. S. Parman No. 217
Medan 20151, Indonesia



Kode Saham Stock Code

STAA



Modal Disetor Issued and Paid-Up Capital

Rp1.090.337.260.000



Surel E-mail

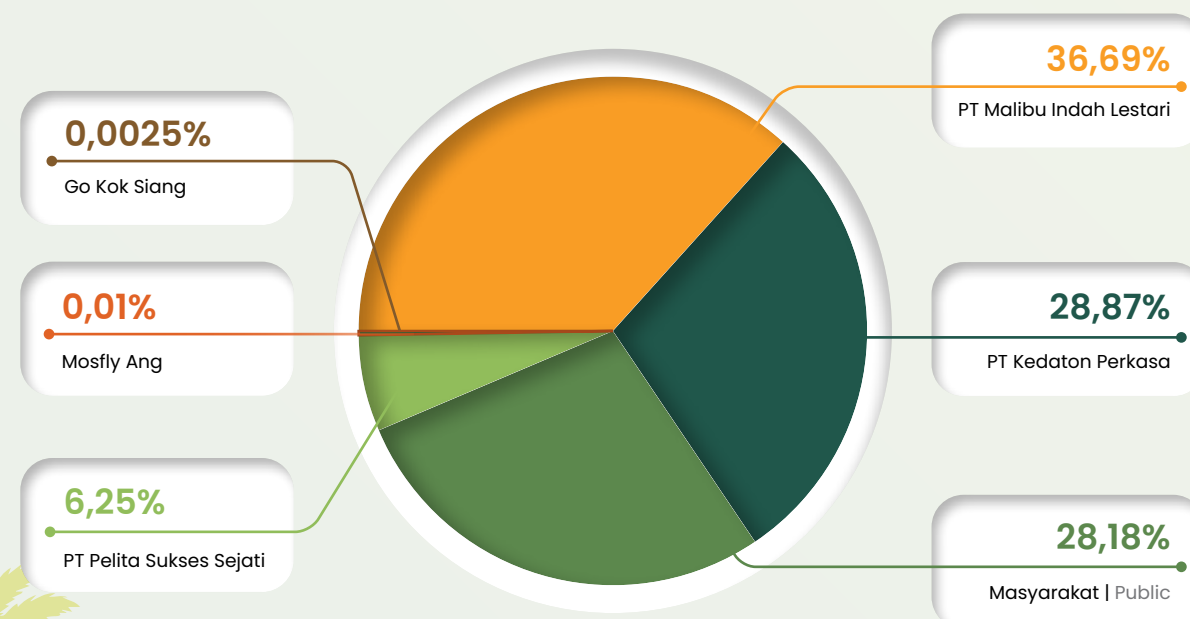
corporate.secretary@sta.co.id



Situs web Website

www.sta.co.id

Kepemilikan dan Jumlah Kepemilikan [GRI 2-1, 2-6] [OJK C.3] Shareholding Structure and Ownership Composition





Visi dan Misi Perseroan [GRI 2-23] [OJK C.1] Vision and Mission of the Company



Visi | Vision

**Menjadi perusahaan perkebunan
yang unggul dan berkelanjutan**

To become a leading and sustainable
plantation company



Misi | Mission

- Membangun tim yang profesional dan solid secara berkelanjutan;
- Terus meningkatkan mutu produk, lingkungan, kesehatan dan keselamatan kerja; dan
- Memberikan kontribusi yang positif kepada masyarakat dan lingkungan di sekitar perusahaan beroperasi.
- Build the professional and solid team sustainably;
- Continuously improve product quality, environment, health and safety; and
- Always contribute positively to the community and environment around the company operating domain.



Skala Perseroan [GRI 2-6] [OJK C.3] Company Scale

Jumlah Karyawan

Number of Employees



Orang | Employee

2025 10.327

2024 10.471

2023 11.012

Pendapatan

Revenue



Rp Juta | Rp Million

2025 9.669.155

2024 6.439.474

2023 5.285.201

Volume Produksi

Production Volume



Produksi TBS

FFB Production

Ton | Ton

2025 1.084.499

2024 1.047.629

2023 1.021.874

Produksi Minyak Kelapa Sawit

Palm Oil Production

Ton | Ton

2025 430.182

2024 389.765

2023 395.180

Jumlah Kapitalisasi

Total Capitalization



Total Aset

Total Assets

Rp Juta | Rp Million

2023



6.681.163

2024



8.083.501

2025



9.562.814

Total Liabilitas

Total Liabilities

Rp Juta | Rp Million

2023



1.877.485

2024



2.183.533

2025



2.560.432

Total Ekuitas

Total Equity

Rp Juta | Rp Million

2023



4.803.678

2024



5.899.968

2025



7.002.382



Keanggotaan Asosiasi Association Membership

Sebagai bentuk komitmen untuk berpartisipasi aktif dalam keterlibatan dengan para pemangku kepentingan, Perseroan secara konsisten mengambil peran dalam berbagai asosiasi di tingkat nasional dan regional. Keikutsertaan tersebut bertujuan untuk mendorong peningkatan standar serta memastikan kepatuhan di antara para produsen dan pemangku kepentingan terkait. Sepanjang periode pelaporan, Perseroan tercatat sebagai pengurus dan anggota dalam sejumlah asosiasi sebagaimana disajikan di bawah ini: **[GRI 2-28] [OJK C.5]**

As part of its commitment to actively participate in stakeholder engagement, the Company is active in various associations at both national and regional levels. Such participation aims to improve standards and ensure compliance among producers and relevant stakeholders. During the reporting period, the Company was recorded as serving as both an executive member and a member of several associations, as presented below: **[GRI 2-28] [OJK C.5]**

Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)

Indonesian Palm Oil Association (GAPKI)



Pengurus | Board Member

Asosiasi Pengusaha Indonesia (APINDO)

Indonesian Employers Association (APINDO)



Pengurus | Board Member

Kamar Dagang dan Industri Indonesia (KADIN)

Indonesian Chamber of Commerce and Industry (KADIN)



Anggota | Member

Asosiasi Emiten Indonesia (AEI)

Indonesia Public Listed Companies Association (AEI)



Anggota | Member

Roundtable Sustainable on Palm Oil (RSPO)

Roundtable Sustainable on Palm Oil (RSPO)



Anggota | Member

Operasi dan Produktivitas

Operations and Productivity

STA Resources mengelola perkebunan kelapa sawit seluas 49.304 ha yang terdiri atas kebun inti dan plasma. Perseroan menerapkan integrasi proses bisnis melalui pengelolaan 15 perkebunan kelapa sawit, 10 pabrik kelapa sawit, 1 pabrik pengolahan inti sawit, pabrik ekstraksi ampas inti sawit serta 1 pabrik *refinery*. Seluruh kegiatan operasional tersebut tersebar di empat provinsi, yaitu Sumatera Utara, Sumatera Selatan, Riau, Kalimantan Barat, Kalimantan Tengah, dan Singapura.

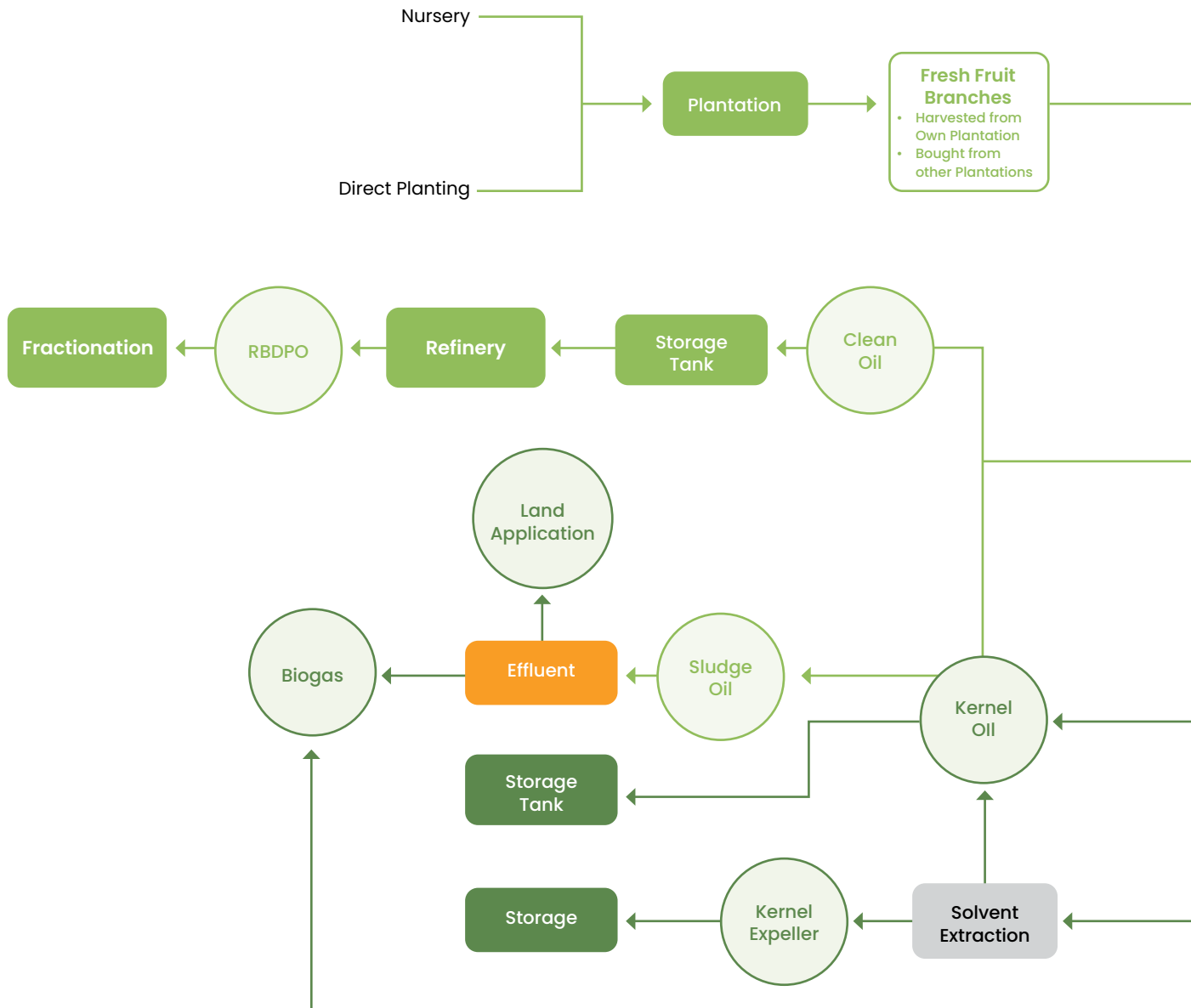
Kinerja operasional tersebut tecermin dari tingkat produktivitas pengolahan yang dicapai Perseroan sepanjang tahun 2025. Pada periode pelaporan, Perseroan mencatat tingkat ekstraksi minyak kelapa sawit sebesar 21,3% serta tingkat ekstraksi inti sawit sebesar 4,9%. Capaian ini menunjukkan efektivitas proses pengolahan tandan buah segar menjadi minyak sawit dan inti sawit, yang didukung oleh pengelolaan kebun yang optimal, konsistensi penerapan standar operasional pabrik, serta peningkatan efisiensi proses produksi.

STA Resources manages oil palm plantations covering a total area of 49,304 hectares, consisting of nucleus estates and plasma (smallholder) plantations. The Company's integrated business processes manage 15 palm oil estates, 10 palm oil mills, 1 kernel crushing plant, solvent extraction plant and 1 refinery with all located across four provinces, namely North Sumatra, South Sumatra, Riau, West Kalimantan, Central Kalimantan, and Singapore.

Operational performance is reflected in the level of processing productivity achieved throughout 2025, with the Company recording a crude palm oil (CPO) extraction rate of 21.3% and a palm kernel extraction rate of 4.9%. These achievements demonstrate the effectiveness of the fresh fruit bunch (FFB) processing process into palm oil and palm kernel, supported by optimal estate management, consistent implementation of mill standard operating procedures, and continuous improvements in production process efficiency.

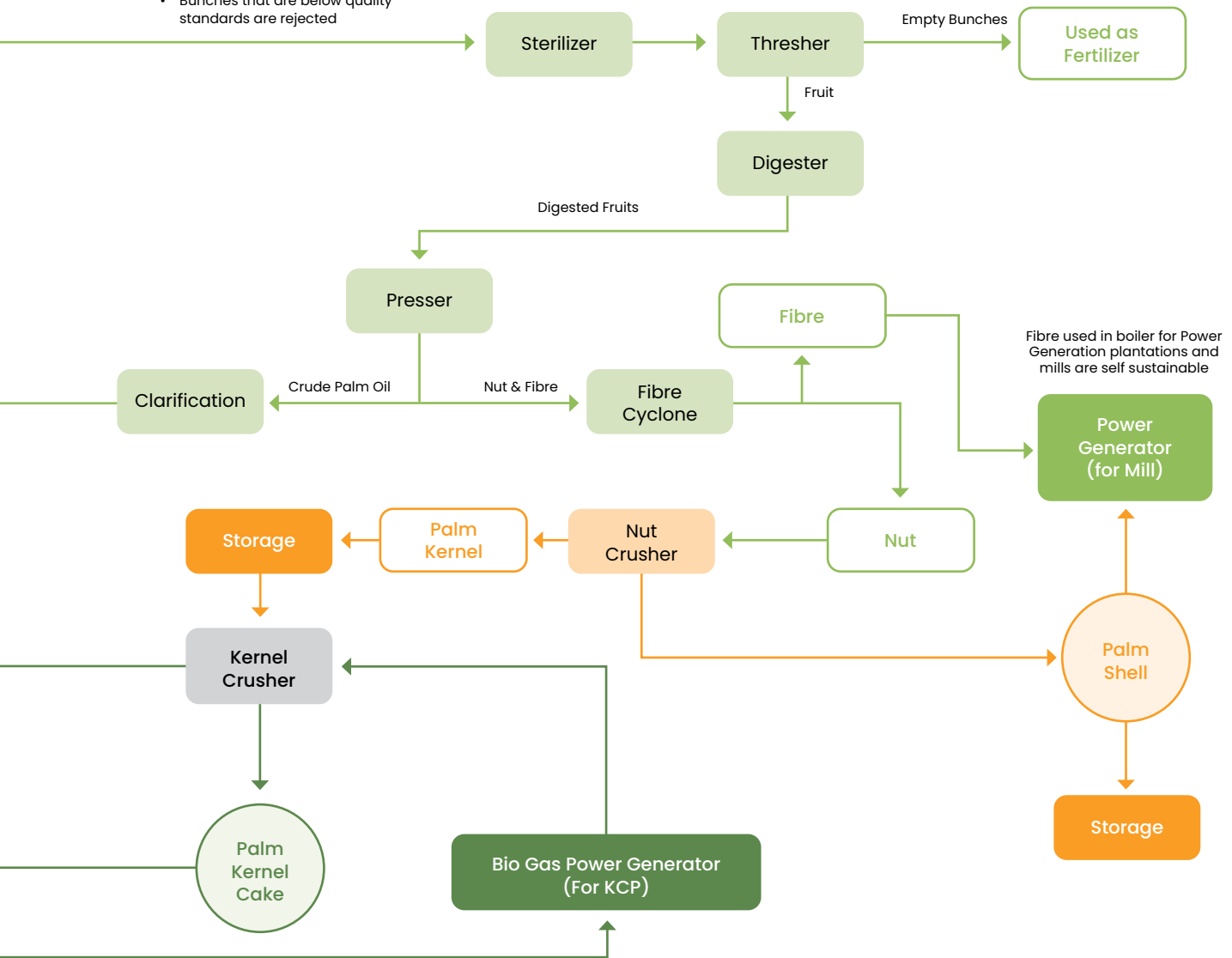


Alur Produksi Production Flow



Quality Assessment

- Bunches are evaluated by experienced quality assessors
- Bunches that are below quality standards are rejected





Produk [GRI 2-6] [C.4] Products

Perseroan menghasilkan beragam produk kelapa sawit dan turunannya yang mencerminkan integrasi proses bisnis dari hulu hingga hilir. Portofolio produk Perseroan meliputi minyak sawit mentah (*crude palm oil/CPO*), produk turunan hasil pemurnian seperti *palm fatty acid distillate (PFAD)*, *refined, bleached & deodorized palm oil (RBDPO)*, *RBD palm olein (RBDPL)*, dan *RBD palm stearin (RBDPS)*, serta produk berbasis inti sawit berupa *crude palm kernel oil (CPKO)*, *palm kernel expeller (PKE)*, *palm kernel meal (PKM)*, dan *palm kernel shell*. Seluruh produk tersebut diproduksi untuk memenuhi kebutuhan pasar industri domestik dan global dengan memperhatikan standar mutu, efisiensi proses, serta prinsip keberlanjutan.

The Company produces a diverse range of palm oil products and derivatives, reflecting the integration of its business processes from upstream to downstream, with a product portfolio that includes crude palm oil (CPO), downstream refined products such as palm fatty acid distillate (PFAD), refined, bleached & deodorized palm oil (RBDPO), RBD palm olein (RBDPL), and RBD palm stearin (RBDPS), as well as palm kernel-based products comprising crude palm kernel oil (CPKO), palm kernel expeller (PKE), palm kernel meal (PKM), and palm kernel shells. All products are manufactured to meet the needs of domestic and global industrial markets, with due regard to quality standards, process efficiency, and sustainability principles.



Crude Palm Oil

Minyak kelapa sawit mentah yang dihasilkan dari pengolahan daging buah sawit dan menjadi bahan baku utama industri minyak nabati. Produk ini memenuhi standar mutu internasional dan digunakan untuk berbagai aplikasi pangan maupun nonpangan.

Crude palm oil is produced from the processing of palm oil mesocarp and serves as the primary raw material for the vegetable oil industry. This product complies with international quality standards and is used for a wide range of food and non-food applications.



Palm Fatty Acid Distillate

Produk hasil penyulingan minyak sawit dengan kandungan asam lemak bebas tinggi. Produk ini banyak dimanfaatkan dalam industri oleokimia sabun, surfaktan, serta berbagai aplikasi industri hilir lainnya.

A palm oil refining by-product with a high free fatty acid content. This product is widely used in the oleochemical industry to manufacture soaps, surfactants, and other downstream industrial products.



Refined, Bleached & Deodorized Palm Oil

Minyak sawit yang telah dimurnikan sehingga memiliki warna jernih, rasa netral, dan stabilitas tinggi. Produk ini banyak digunakan sebagai bahan baku industri makanan global, seperti minyak goreng, margarin, dan produk pangan olahan.

Refined palm oil has a clear color, neutral taste, and high stability. This product is widely used as a raw material in the global food industry, including cooking oil, margarine, and processed food products.



Refined, Bleached & Deodorized Palm Olein

Fraksi cair dari RBD *Palm Oil* yang umum digunakan sebagai minyak goreng berkualitas. Karakteristiknya yang stabil dan tetap cair pada suhu ruang menjadikannya sesuai untuk kebutuhan konsumsi maupun industri makanan.

The liquid fraction of RBD palm oil is commonly used as a high-quality cooking oil. Its stability and liquid form at room temperature make it suitable for household use and food-industry applications.



Refined, Bleached & Deodorized Palm Stearin

Fraksi padat minyak sawit dengan titik leleh tinggi dan kestabilan lemak yang baik. Produk ini digunakan dalam industri margarin, *shortening*, sabun, lilin, serta berbagai aplikasi oleokimia.

The solid fraction of palm oil has a high melting point and good fat stability. This product is utilized in the margarine and shortening industries, as well as in the manufacture of soaps, candles, and various oleochemical applications.



Crude Palm Kernel Oil

Minyak inti sawit mentah yang diperoleh dari ekstraksi biji sawit dan kaya akan asam lemak jenuh. Produk ini dimanfaatkan sebagai bahan baku industri pangan, kosmetik, dan oleokimia.

Crude palm kernel oil is obtained from the extraction of palm kernels and is rich in saturated fatty acids. This product is used as a raw material in the food, cosmetics, and oleochemical industries.



Palm Kernel Expeller

Produk sampingan dari proses ekstraksi minyak inti sawit yang masih mengandung minyak residual. Produk ini banyak digunakan sebagai pakan ternak karena kandungan protein dan nutrisinya yang seimbang.

A by-product of the palm kernel oil extraction process that still contains residual oil. This product is widely used as animal feed due to its balanced protein and nutrient content.



Palm Kernel Meal

Bungkil inti sawit dengan kandungan minyak residual lebih rendah dan protein serta serat yang lebih terkonsentrasi. Produk ini dimanfaatkan sebagai pakan ternak yang efisien dan bernilai ekonomis.

Palm kernel cake has lower residual oil content and higher protein and fiber content. This product is used as an efficient and cost-effective animal feed.



Palm Kernel Shell

Produk sampingan pengolahan inti sawit dengan nilai kalor tinggi. Produk ini dimanfaatkan sebagai bahan bakar biomassa untuk pembangkit listrik dan *boiler* industri sebagai sumber energi terbarukan.

A by-product of palm kernel processing with high calorific value. This product is used as a biomass fuel for power generation and industrial boilers, serving as a renewable energy source.



Wilayah Operasional [GRI 2-1] Operational Areas



Sumatera Utara North Sumatra

- 1 Head Office Medan
- 2 PMKS, Kernel Crushing Plant, dan Solvent Extraction Plant PT KSJA, Binjai
- 3 Kebun PT PAL, Selat Beting
- 4 Kebun dan PMKS PT STA, Sungai Dua/Sabungan
- 5 Kebun PT STA, Batang Pane III
- 6 Kebun dan PMKS PT STAR, Bahal
- 7 Kebun dan PMKS PT KAS, Ujung Batu
- 8 PMKS PT KAS, Sibodak Papaso
- 9 Kebun dan PMKS PT MAL, Sikapas dan Kebun Batang Gadis
- 10 Kebun PT DAL, Batu Mundom
- 11 Kebun PT JSA, Kota Batu



Riau Riau

- 1 Refinery PT Sumber Tani Agung Oils & Fats di Lubuk Gaung, Dumai



Sumatera Selatan South Sumatra

- 1 Kebun dan PMKS PT TPAI, Upang Jaya
- 2 Kebun PT SCK, Kuala Puntian
- 3 Kebun PT HSK, Manggar Raya
- 4 Kebun PT SAL, Rimau Sungsang



Kalimantan Barat West Kalimantan

- 1 Kebun dan PMKS PT KSUP, Seret Ayon dan Kebun Tebas
- 2 Kebun PT PML, Lembah Bawang



Kalimantan Tengah Central Kalimantan

- 1 Kebun dan PMKS PT TPA, Gunung Mas/Tumbang Sepan
- 2 Kebun dan PMKS PT FNP, Bereng Malaka dan Kebun Sei Rungan



Singapura Singapore

- 1 Kantor Perdagangan Trading Office

Pencapaian Perseroan Company Achievements



Produksi Perkebunan Inti Nucleus Plantation Production

Keterangan Description	Satuan Unit	2025	2024	2023
Sumatera Utara North Sumatra				
Luas Area	Ha	16.670	17.113	17.107
TBS FFB	Ton	444.618	432.199	418.941
Minyak Sawit Mentah CPO	Ton	266.026	231.218	241.076
Sumatera Selatan South Sumatra				
Luas Area	Ha	9.265	9.265	9.252
TBS FFB	Ton	208.457	208.368	213.581
Minyak Sawit Mentah CPO	Ton	46.754	46.348	50.585
Kalimantan Tengah Central Kalimantan				
Luas Area	Ha	7.689	7.682	7.504
TBS FFB	Ton	203.593	188.769	180.682
Minyak Sawit Mentah CPO	Ton	76.002	68.666	64.671
Kalimantan Barat West Kalimantan				
Luas Area	Ha	6.075	5.740	5.741
TBS FFB	Ton	125.682	125.013	116.117
Minyak Sawit Mentah CPO	Ton	41.399	43.533	38.848
Total Luas Total Area	Ha	39.699	39.799	39.604
Total TBS Total TBS	Ton	982.349	954.348	929.321
Total Minyak Sawit Mentah Total CPO	Ton	430.182	389.765	395.180



Produksi Perkebunan Plasma Plasma Plantation Production

Keterangan Description	Satuan Unit	2025	2024	2023
Sumatera Utara North Sumatra				
Luas Area	Ha	1.742	1.742	1.742
TBS FFB	Ton	45.949	43.364	40.567
Sumatera Selatan South Sumatra				
Luas Area	Ha	717	717	717
TBS FFB	Ton	14.302	14.074	23.292
Kalimantan Tengah Central Kalimantan				
Luas Area	Ha	1.661	1.433	1.034
TBS FFB	Ton	23.472	18.343	13.446
Kalimantan Barat West Kalimantan				
Luas Area	Ha	1.056	1.056	1.056
TBS FFB	Ton	18.428	17.500	15.247
Total Luas Total Area	Ha	5.176	4.948	4.549
Total TBS Total FFB	Ton	102.150	93.281	92.553

Produksi TBS dan Pengolahan Kelapa Sawit FFB Production and Palm Oil Processing

Keterangan Description	Satuan Unit	2025	2024	2023
Produksi Tandan Buah Segar (TBS) Fresh Fruit Bunch (FFB) Production				
Inti Nucleus	Ton	982.349	954.348	929.321
Plasma Plasma	Ton	102.150	93.281	92.553
Pengolahan Kelapa Sawit Palm Oil Processing				
TBS yang Diolah FFB Processed	Ton	2.018.669	1.840.247	1.822.195
Produksi Minyak Kelapa Sawit Crude Palm Oil Production	Ton	430.182	389.765	395.180
Produksi Inti Kelapa Sawit Palm Kernel Production	Ton	99.609	87.126	87.771
Tingkat Ekstraksi Minyak Kelapa Sawit Crude Palm Oil Extraction Rate	%	21,3	21,2	21,7
Tingkat Ekstraksi Inti Sawit Crude Palm Kernel Extraction Rate	%	4,9	4,7	4,8



Penjualan Sales

Keterangan Description	Satuan Unit	2025	2024	2023
Volume Penjualan Minyak Sawit Palm Oil Sales Volume	Ton	290.437	381.632	403.779
Volume Penjualan Inti Kelapa Sawit Palm Kernel Sales Volume	Ton	35.869	30.013	33.913

Program Kemitraan Petani [OJK B.1] Smallholder Partnership Program

Mitra | Partner

Keterangan Description	Satuan Unit	2025	2024	2023
Kebun Perorangan Individual Smallholder Estates	#	82	87	59
Kebun Berbadan Hukum Incorporated Estates	#	23	27	26
Agen/Pengumpul Agents/Collectors	#	124	95	114

Tandan Buah Segar (TBS) | Fresh Fruit Bunch (FFB)

Keterangan Description	Satuan Unit	2025	2024	2023
Kebun Perorangan Individual Smallholder Estates	Ton	138.376	134.830	105.195
Kebun Berbadan Hukum Incorporated Estates	Ton	175.563	120.737	147.290
Agen/Pengumpul Agents/Collectors	Ton	676.769	608.375	603.562

Luas Kebun | Plantation Area

Keterangan Description	Satuan Unit	2025	2024	2023
Kebun Perorangan Individual Smallholder Estates	Ha	15.375	14.922	13.870
Kebun Berbadan Hukum Incorporated Estates	Ha	31.921	26.569	25.800
Agen/Pengumpul Agents/Collectors	Ha	47.800	42.700	43.200

Nilai Pengadaan | Procurement Value [GRI 204-1]

Keterangan Description	Satuan Unit	2025	2024	2023
Kebun Perorangan Individual Smallholder Estates	Rp Miliar Rp Billion	411	335	343
Kebun Berbadan Hukum Incorporated Estates	Rp Miliar Rp Billion	548	331	172
Agen/Pengumpul Agents/Collectors	Rp Miliar Rp Billion	2.064	1.594	1.370



Kinerja Ekonomi

Economic Performance

Perseroan menjalankan kegiatan usaha utama di bidang pengelolaan perkebunan kelapa sawit serta proses pengolahannya. Kelapa sawit merupakan komoditas strategis yang memiliki peran penting bagi perekonomian nasional maupun pasar global. Sebagai entitas usaha yang aktivitasnya bergantung pada pemanfaatan sumber daya alam, Perseroan berkomitmen untuk mengintegrasikan prinsip-prinsip keberlanjutan ke dalam seluruh kegiatan operasional guna memastikan penciptaan nilai jangka panjang yang bertanggung jawab.

Komitmen tersebut tercermin dalam kinerja ekonomi Perseroan selama periode pelaporan. Hingga akhir tahun 2025, Perseroan membukukan pendapatan penjualan sebesar Rp9.669.155 juta, meningkat sebesar 50,15% dibandingkan tahun sebelumnya. Nilai ekonomi yang dihasilkan dari kegiatan usaha tersebut sebagian telah didistribusikan kepada para pemangku kepentingan melalui pembayaran dividen, remunerasi karyawan, investasi kepada masyarakat, pembayaran pajak, serta bentuk distribusi lainnya sesuai dengan ketentuan yang berlaku. Selama periode pelaporan, Perseroan tidak menerima bantuan keuangan dari pemerintah dalam bentuk apa pun. [GRI 3-3, 201-4] [OJK F.2, F.3]

The Company's core business activities are in the management of palm oil plantations and palm oil processing as it is a strategic commodity that plays an important role in both the national economy and global markets. As a business entity whose operations depend on the utilization of natural resources, the Company is committed to integrating sustainability principles into all operational activities to ensure the responsible creation of long-term value.

This commitment is reflected in the Company's economic performance during the reporting period. As of the end of 2025, the Company had recorded sales revenue of Rp9,669,155 million, representing an increase of 50.15% compared to the previous year. The economic value generated from the Company's business activities has been partially distributed to stakeholders through dividend payments, employee remuneration, community investments, tax payments, and other forms of distribution in accordance with applicable regulations. During the reporting period, the Company did not receive any form of financial assistance from the government. [GRI 3-3, 201-4] [OJK F.2, F.3]

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan [GRI 201-1] [OJK B.1.F.2] Direct Economic Value Generated and Distributed

Keterangan Description	Satuan Unit	2025	2024	2023
Penjualan Sales	Rp Juta Rp Million	9.669.155	6.439.474	5.285.201
Penjualan dalam negeri Domestic Sales	Rp Juta Rp Million	6.310.448	6.140.349	5.187.965
Penjualan luar negeri Export Sales	Rp Juta Rp Million	3.358.707	299.125	97.236
Pendapatan keuangan Financial Income	Rp Juta Rp Million	56.546	45.533	61.749
Bagian laba entitas asosiasi Share of Profit of Associate Entities	Rp Juta Rp Million	7.400	7.335	4.699
Penjualan aset Asset Sales	Rp Juta Rp Million	11.620	4.266	16.237
Total nilai ekonomi yang dihasilkan Total Direct Economic Value Generated	Rp Juta Rp Million	9.744.721	6.496.608	5.367.886
Beban pokok penjualan Cost of Goods Sold	Rp Juta Rp Million	6.504.266	4.256.084	3.876.209
Beban penjualan dan pemasaran Selling and Marketing Expenses	Rp Juta Rp Million	682.208	266.805	237.609
Beban umum dan administrasi General and Administrative Expenses	Rp Juta Rp Million	63.261	43.456	38.081
Gaji dan remunerasi karyawan Salaries and Employee Remuneration	Rp Juta Rp Million	131.269	138.382	137.130

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan [GRI 201-1] [OJK B.1,F.2] Direct Economic Value Generated and Distributed

Keterangan Description	Satuan Unit	2025	2024	2023
Pembayaran ke pemegang saham Payment to Shareholders	Rp Juta Rp Million	714.180	369.805	629.010
Pembayaran ke pemerintah Payment to Government	Rp Juta Rp Million	506.895	377.003	225.008
Investasi program masyarakat Community Investment Programs	Rp Juta Rp Million	20.844	15.556	17.871
Total nilai ekonomi yang didistribusikan Total Direct Economic Value Distributed	Rp Juta Rp Million	8.622.923	5.467.091	5.160.918
Total nilai ekonomi yang ditahan Total Direct Economic Value Retained	Rp Juta Rp Million	1.121.798	1.029.517	206.968

Sejalan dengan penciptaan dan distribusi nilai ekonomi tersebut, Perseroan menetapkan target produksi, pendapatan, dan laba sebagai bagian dari perencanaan kinerja tahunan. Berdasarkan perbandingan antara target dan realisasi, kinerja Perseroan menunjukkan capaian yang solid, dengan realisasi pendapatan dan laba yang melampaui target yang ditetapkan. Sementara itu, realisasi produksi belum sepenuhnya mencapai target, namun tetap mencerminkan kinerja operasional yang terjaga di tengah dinamika kondisi usaha. Selain kinerja operasional dan keuangan utama, Perseroan juga memantau realisasi pembiayaan proyek yang sejalan dengan prinsip keberlanjutan. Pembiayaan tersebut diarahkan untuk mendukung kegiatan usaha yang mempertimbangkan aspek lingkungan, sosial, dan tata kelola sebagai bagian dari komitmen Perseroan terhadap pembangunan berkelanjutan.

In line with the generation and distribution of economic value, the Company sets production, revenue, and profit targets as part of its annual performance planning. Based on a comparison between targets and realizations, the Company demonstrated solid performance, with revenue and profit exceeding the established targets. Meanwhile, production realization did not fully meet the target but still reflected maintained operational performance amid dynamic business conditions. In addition to core operational and financial performance, the Company also monitors the realization of project financing in line with sustainability principles. Such financing is directed to support business activities that consider environmental, social, and governance aspects as part of the Company's commitment to sustainable development.

Perbandingan Target dan Kinerja Produksi, Pendapatan, dan Laba [OJK F.2] Comparison of Targets and Actual Performance for Production, Revenue, and Profit

Keterangan Description	Satuan Unit	2025		2024	
		Target Target	Realisasi Realization	Target Target	Realisasi Realization
Produksi Production	Ton	1.138.887	1.084.499	1.150.705	1.047.629
Pendapatan Revenue	Rp Juta Rp Million	8.863.833	9.669.155	5.793.954	6.439.474
Laba Profit	Rp Juta Rp Million	1.110.725	1.826.164	803.786	1.454.133

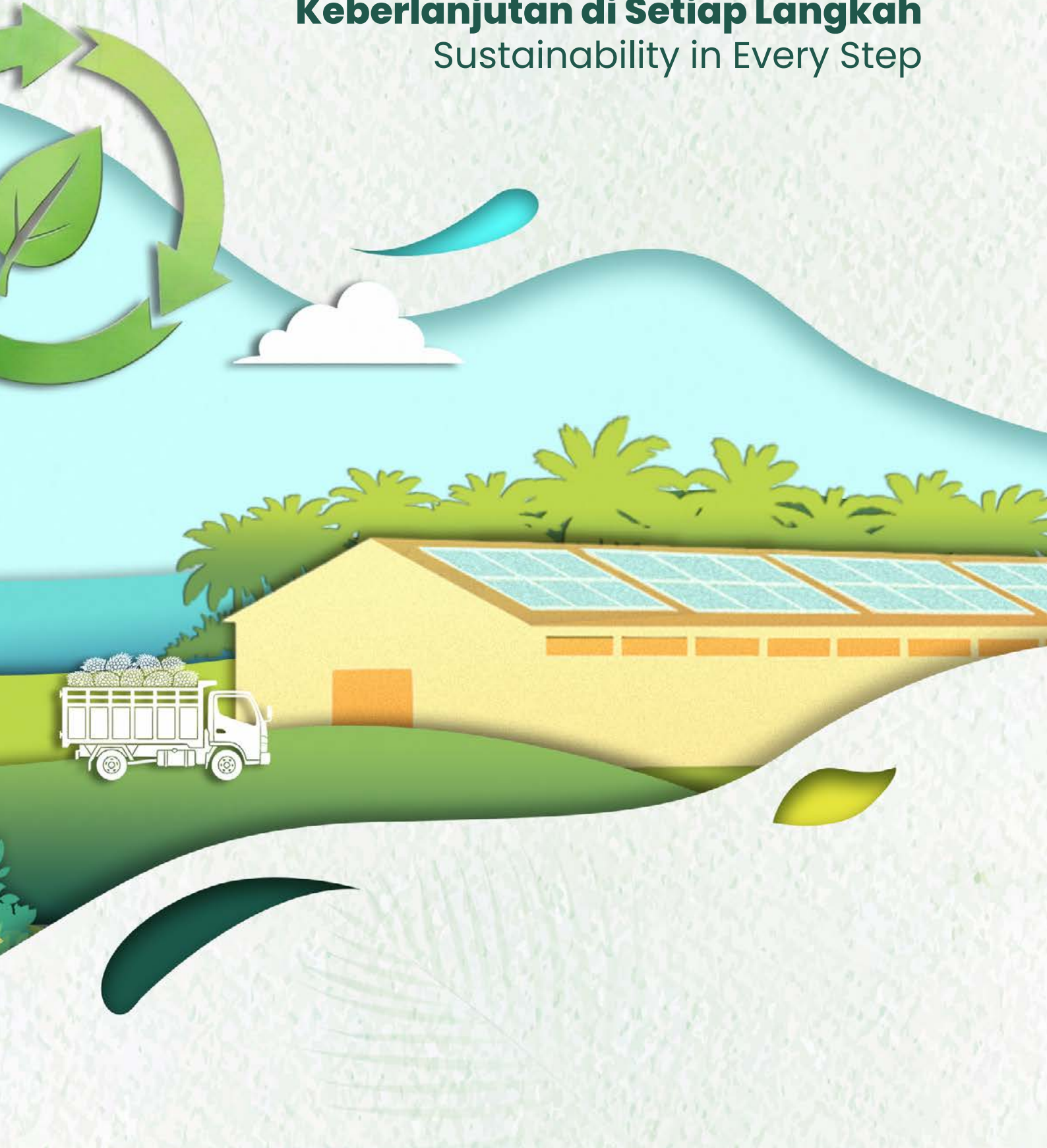
Perbandingan Target dan Realisasi Pembiayaan Proyek Keberlanjutan [OJK F.3] Comparison of Targets and Actual Realization of Sustainability Project Financing

Keterangan Description	Satuan Unit	2025		2024	
		Target Target	Realisasi Realization	Target Target	Realisasi Realization
Pembiayaan Proyek Keberlanjutan Sustainability Project Financing	Rp	2.376.036.400	2.393.795.293	5.493.600.000	5.493.600.000



02

Keberlanjutan di Setiap Langkah Sustainability in Every Step





Strategi Keberlanjutan [GRI 2-23, 2-24] [OJK A.1]

Sustainability Strategy

Keberlanjutan bisnis yang berlandaskan pada keseimbangan pengelolaan aspek lingkungan, sosial, dan tata kelola (*environmental, social and governance/ESG*) menjadi fokus utama Perseroan. Komitmen ini ditunjukkan melalui upaya menjaga kelestarian lingkungan serta peningkatan kesejahteraan karyawan, masyarakat, dan pemangku kepentingan lainnya. Untuk memastikan arah yang konsisten, Perseroan memperbarui kebijakan keberlanjutan sebagai acuan dalam menerapkan prinsip-prinsip ESG di seluruh operasi.

Perseroan telah membentuk Komite ESG sejak 2023. Komite ESG bertugas mendukung komitmen keberlanjutan melalui koordinasi dengan bidang kesehatan dan keselamatan, tanggung jawab sosial perusahaan, tata kelola perusahaan, dan masalah kebijakan publik yang relevan. Selain itu, Direktur Utama memiliki kewenangan untuk mendelegasikan pengelolaan keberlanjutan kepada setiap fungsi yang relevan di dalam Perseroan.

Pada periode pelaporan, Perseroan menyelesaikan analisis perubahan penggunaan lahan (*Land Use Change Analysis/LUCA*) yang telah dilaksanakan sejak tahun 2024. Hasil analisis tersebut kemudian akan ditindaklanjuti melalui penyusunan Rencana Pengelolaan dan Pemantauan Konservasi Tinggi (NKT) yang disusun berdasarkan temuan asesmen untuk memastikan perlindungan area bernilai ekologis penting serta menjaga keseimbangan antara kegiatan usaha dan pelestarian lingkungan.

Selain itu, Perseroan juga telah bergabung dalam asosiasi Roundtable on Sustainable Palm Oil (RSPO) sebagai wujud komitmen untuk menyelaraskan kegiatan usaha dengan standar keberlanjutan internasional. Keanggotaan ini diharapkan dapat mendorong peningkatan praktik perkebunan yang bertanggung jawab, memperkuat transparansi, serta mendukung perbaikan berkelanjutan dalam pengelolaan lingkungan dan sosial di seluruh wilayah operasional.

Komitmen dan Kebijakan Keberlanjutan

Perseroan mengintegrasikan Kebijakan Keberlanjutan STA Resources ke dalam seluruh kegiatan operasional. Kebijakan ini telah diperbarui dan ditandatangani oleh Chief Executive Officer pada tahun 2025 dengan menambahkan aspek perubahan iklim, ESG, dan antikorupsi, serta

The Company's business sustainability is centered on a balanced management of environmental, social, and governance (ESG), reflected in efforts to preserve the environment while enhancing the well-being of employees, communities, and other stakeholders. To ensure consistency, an updated sustainability policy is the guiding reference for the implementation of ESG principles across all operations.

An ESG Committee, established in 2023, is responsible for supporting the Company's sustainability commitment through coordination with Occupational Health and Safety (OHS), Corporate Social Responsibility (CSR), corporate governance, and relevant public policy matters. In addition, the Chief Executive Officer is authorized to delegate sustainability management to the Company's relevant functions.

In 2025, the Company completed the Land Use Change Analysis (LUCA) ongoing since 2024. The results of this analysis will be followed up through the development of a High Conservation Value (HCV) Management and Monitoring Plan, based on the assessment findings, to ensure the protection of areas with significant ecological value while maintaining a balance between business activities and environmental conservation.

In addition, the Company has joined the Roundtable on Sustainable Palm Oil (RSPO) to demonstrate its commitment to aligning business activities with international sustainability standards. Membership is expected to promote the adoption of responsible plantation practices, strengthen transparency, and support continuous improvement in environmental and social management across all operational areas.

Sustainability Commitment and Policy

The STA Resources Sustainability Policy is in place across all operational activities, updated and signed by the Chief Executive Officer in 2025 to incorporate climate change, ESG, and anti-corruption aspects, and serves as a strategic reference for the implementation

menjadi acuan strategis dalam penerapan praktik keberlanjutan. Adapun ruang lingkup Kebijakan Keberlanjutan STA Resources meliputi hal-hal sebagai berikut.

of sustainability practices. The Policy's scope includes the following:



Lingkungan Environment

● Pengelolaan Dampak Lingkungan Environmental Impact Management

Mengelola hama secara terpadu dan tidak menggunakan parakuat diklorida serta pestisida kelas IA dan IB, melarang pembakaran lahan secara terbuka, meminimalkan limbah dan mengoptimalkan pendekatan 3R (*reduce, reuse, recycle*), dan meningkatkan kapasitas karyawan terhadap pencegahan kebakaran.

Implementing integrated pest management practices without the use of paraquat dichloride and Class IA and IB pesticides, prohibiting open land burning, minimizing waste and optimizing the 3R approach (*reduce, reuse, recycle*), and enhancing employee capacity in fire prevention.

● Elemen Pengelolaan Areal Konservasi dan Keanekaragaman Hayati Conservation Area and Biodiversity Management Elements

Tidak melakukan deforestasi di kawasan bernilai tinggi dan area konservasi, menjaga keseimbangan ekosistem dan melindungi keanekaragaman hayati, dan konservasi air serta memantau kualitas air.

Avoiding deforestation in high-value and conservation areas, maintaining ecosystem balance and protecting biodiversity, as well as conserving water resources and monitoring water quality.

● Perubahan Iklim Climate Change

Mengadopsi berbagai strategi mitigasi dampak perubahan iklim, meningkatkan pemahaman terkait perubahan iklim, dan proaktif mencari peluang untuk mengurangi emisi gas rumah kaca (GRK).

Adopting a range of climate change impact mitigation strategies, enhancing climate change awareness, and proactively identifying opportunities to reduce greenhouse gas (GHG) emissions.



Sosial Social

● Penguatan Modal Manusia dan Sosial Human and Social Capital Strengthening

Berkomitmen terhadap pengembangan sosial, menjaga komunikasi secara harmonis dengan masyarakat dan pemerintah daerah, dan mengadakan program peningkatan ekonomi lokal.

Committing to social development, maintaining harmonious communication with local communities and regional governments, and implementing programs to support local economic development.

● Kesehatan dan Keselamatan Kerja Occupational Health and Safety

Berkomitmen terhadap kesehatan dan keselamatan kerja seluruh karyawan, melakukan penilaian secara menyeluruh terhadap risiko K3, dan mewajibkan seluruh pekerja mematuhi kebijakan perusahaan dan peraturan yang berlaku.

Committing to the occupational health and safety of all employees, conducting comprehensive assessments of OHS risks, and requiring all workers to comply with Company policies and applicable regulations.



Menghormati Hak Asasi Manusia dan Kebebasan Berekspresi

Respect for Human Rights and Freedom of Expression

Menghormati dan melindungi hak asasi manusia (HAM) karyawan serta memberi kebebasan karyawan untuk bergabung dengan serikat pekerja yang diinginkan.

Respecting and protecting the human rights of employees, and upholding employees' freedom to join labor unions of their choice.

Pekerjaan yang Bertanggung Jawab

Responsible Employment Practices

Tidak menoleransi segala bentuk diskriminasi dan pelecehan di lokasi operasional, memastikan tidak ada kerja paksa dan pekerja anak, meningkatkan kesetaraan gender, dan menghormati hak karyawan.

Maintaining zero tolerance for all forms of discrimination and harassment at operational sites, ensuring the absence of forced labor and child labor, promoting gender equality, and respecting employee rights.

Persetujuan Atas Dasar Informasi di Awal Tanpa Paksaan

Free, Prior, and Informed Consent (FPIC)

Menghormati hak masyarakat adat dan masyarakat sekitar, melakukan penyelesaian konflik dan perselisihan secara damai tanpa ada kekerasan, dan bekerja sama dengan para pemangku kepentingan.

Respecting the rights of Indigenous Peoples and surrounding communities, resolving conflicts and disputes peacefully without violence, and working collaboratively with stakeholders.



Tata Kelola

Governance

Tanggung Jawab Tata Kelola dan Ekonomi Keberlanjutan

Governance and Sustainable Economic Responsibility

Bertanggung jawab terhadap kepatuhan kebijakan keberlanjutan, menjadikan standar ESG sebagai pertimbangan dalam strategi manajemen risiko, dan mempertanggungjawabkan kinerja perusahaan secara transparan.

Being accountable for compliance with sustainability policies, incorporating ESG standards into risk management strategy considerations, and ensuring transparent accountability for the Company's performance.



Rantai Pasok

Supply Chain

Bahan Baku, Produk, dan Sumber Daya Lainnya

Raw Materials, Products, and Other Resources

Mendorong mitra rantai pasok untuk menerapkan praktik keberlanjutan, memastikan keselamatan produk, dan melindungi data pemasok dan pelanggan.

Encouraging supply chain partners to adopt sustainable practices, ensuring product safety, and protecting supplier and customer data.

Kemamputelusuran

Traceability

Meningkatkan kemamputelusuran bahan baku dan bekerja sama dengan mitra rantai pasok dalam menjaga kemamputelusuran dan transparansi.

Enhancing the traceability of raw materials and working collaboratively with supply chain partners to maintain traceability and transparency.

Perseroan melakukan langkah konkret dalam mengimplementasikan kebijakan keberlanjutan dengan berbagai strategi implementasi, di antaranya: **[OJK F.1]**

1. Menyosialisasikan Kebijakan Keberlanjutan STA Resources kepada semua pemangku kepentingan internal dan membuka akses informasi kepada pemangku kepentingan eksternal melalui situs web resmi Perseroan.
2. Menindaklanjuti integrasi dari Kebijakan Keberlanjutan STA Resources ke dalam pemantauan manajemen melalui sertifikasi ISO, ISPO, dan audit internal.
3. Menyelenggarakan survei pemantauan melalui kerja sama dengan pihak ketiga, termasuk partisipasi masyarakat untuk mengidentifikasi risiko potensial, seperti NKT/HCV dan kawasan hutan dengan karbon tinggi.
4. Memetakan kepentingan eksternal melalui komunikasi formal dan informal.
5. Mematuhi peraturan nasional dan penggunaan standar global yang diterima umum.

Selain itu, Perseroan menjunjung tinggi prinsip-prinsip hak asasi manusia, baik internasional maupun lokal, dengan mengacu pada beberapa aturan dan pedoman, antara lain:

1. Deklarasi Universal HAM Perserikatan Bangsa-Bangsa (PBB).
2. Konvensi ILO tentang Standar Ketenagakerjaan.
3. Tanpa Deforestasi, Tanpa Gambut, Tanpa Eksploitasi (NDPE).
4. Beberapa pedoman sukarela dari Organisasi Pangan dan Pertanian (FAO) tentang tata kelola dan kepemilikan yang bertanggung jawab.
5. Mendukung nilai-nilai HAM dan komitmen turunannya, seperti kebijakan tentang pelarangan pekerja anak, penerapan K3, pemberian kesempatan yang setara, penanganan keluhan, pelecehan seksual, kekerasan, dan tanggung jawab sosial perusahaan.

Concrete steps implement the sustainability policy through various strategies, including the following: **[OJK F.1]**

1. Socializing the STA Resources Sustainability Policy to all internal stakeholders and providing access to relevant information for external stakeholders through the Company's official website.
2. Following up on the integration of the STA Resources Sustainability Policy into management monitoring through ISO and ISPO certifications, as well as internal audits.
3. Conducting monitoring surveys in collaboration with third parties, including community participation, to identify potential risks such as HCV areas and high carbon stock forest areas.
4. Mapping external stakeholder interests through formal and informal communication.
5. Complying with national regulations and applying generally accepted global standards.

In addition, the Company upholds international and local human rights principles by referring to several rules and guidelines, including:

1. The Universal Declaration of Human Rights of the United Nations (UN).
2. International Labour Organization (ILO) Conventions on Labour Standards.
3. No Deforestation, No Peat, and No Exploitation (NDPE).
4. Selected voluntary guidelines issued by the Food and Agriculture Organization (FAO) on responsible governance and tenure.
5. Support for human rights values and related commitments, including policies on the prohibition of child labor, the implementation of OHS, equal opportunity, grievance handling, prevention of sexual harassment and violence, and corporate social responsibility.

Penilaian Materialitas **[GRI 3-1, 3-2]**

Materiality Assessment

Perseroan menerapkan pendekatan materialitas ganda (*double materiality assessment/DMA*) untuk memperdalam pemahaman mengenai implikasi lingkungan dan keuangan terhadap isu keberlanjutan. Dengan pendekatan ini, materialitas dinilai secara komprehensif dari dua perspektif, yaitu:

The company applies a double materiality assessment (DMA) approach to deepen its understanding of the environmental and financial implications of sustainability issues. With this approach, materiality is assessed comprehensively from two perspectives, namely:



Perspektif *Inside-Out* Inside-Out Perspective

Mengevaluasi dampak isu keberlanjutan terhadap lingkungan dan masyarakat di seluruh rantai nilai perusahaan, termasuk memahami kontribusi operasi dan aktivitas bisnis terhadap tantangan sosial dan lingkungan yang lebih luas.

Evaluates the impacts of sustainability issues on the environment and society across the Company's value chain, including how operations and business activities contribute to broader social and environmental challenges.



Perspektif *Outside-In* Outside-In Perspective

Menilai materialitas keuangan dengan menganalisis potensi risiko dan peluang yang timbul dari faktor-faktor terkait keberlanjutan yang berpotensi memengaruhi kinerja keuangan dan posisi strategis Perseroan.

Assesses financial materiality by analyzing potential risks and opportunities arising from sustainability-related factors that may affect the Company's financial performance and strategic positioning.

Perseroan telah memperbarui topik-topik material dan meninjaunya secara reguler untuk memastikan bahwa topik-topik material yang ditetapkan masih selaras dengan perubahan regulasi, tren industri, pandangan pemangku kepentingan, dan peristiwa kontemporer.

The Company has updated its material topics and reviews them on a regular basis to ensure alignment with regulatory developments, industry trends, stakeholder perspectives, and contemporary events.

1 Peninjauan dan Identifikasi Topik

Review and Topic Identification

Meninjau dan mengidentifikasi topik material berdasarkan hasil *benchmarking*, perkembangan terkini, dan keselarasan dengan standar.

Reviewing and identifying material topics based on benchmarking results, recent developments, and alignment with applicable standards.

1

2 Penentuan Topik yang Prioritas

Determination of Priority Topics

Menentukan tingkat kepentingan setiap topik yang prioritas dari hasil tinjauan dan identifikasi dan topik tersebut telah disetujui oleh Direktur Utama.

Determining the level of importance of each topic based on the review and identification results, with the prioritized topics approved by the Chief Executive Officer.

2

3 Penilaian oleh Pemangku Kepentingan

Stakeholder Assessment

Pemangku kepentingan melakukan penilaian terhadap topik-topik prioritas, kemudian memetakan topik tersebut berdasarkan signifikansi dampak.

Stakeholders assess the priority topics and map them based on the significance of their impacts.

3

4 Validasi dan Persetujuan

Validation and Approval

Seluruh informasi dan data pada laporan disajikan harus diperiksa dan memiliki kualitas serta materialitas dari informasi yang berasal dari pihak-pihak berwenang di Perseroan.

All information and data presented in the report are reviewed to ensure quality and materiality, including validation of information sourced from authorized parties within the Company.

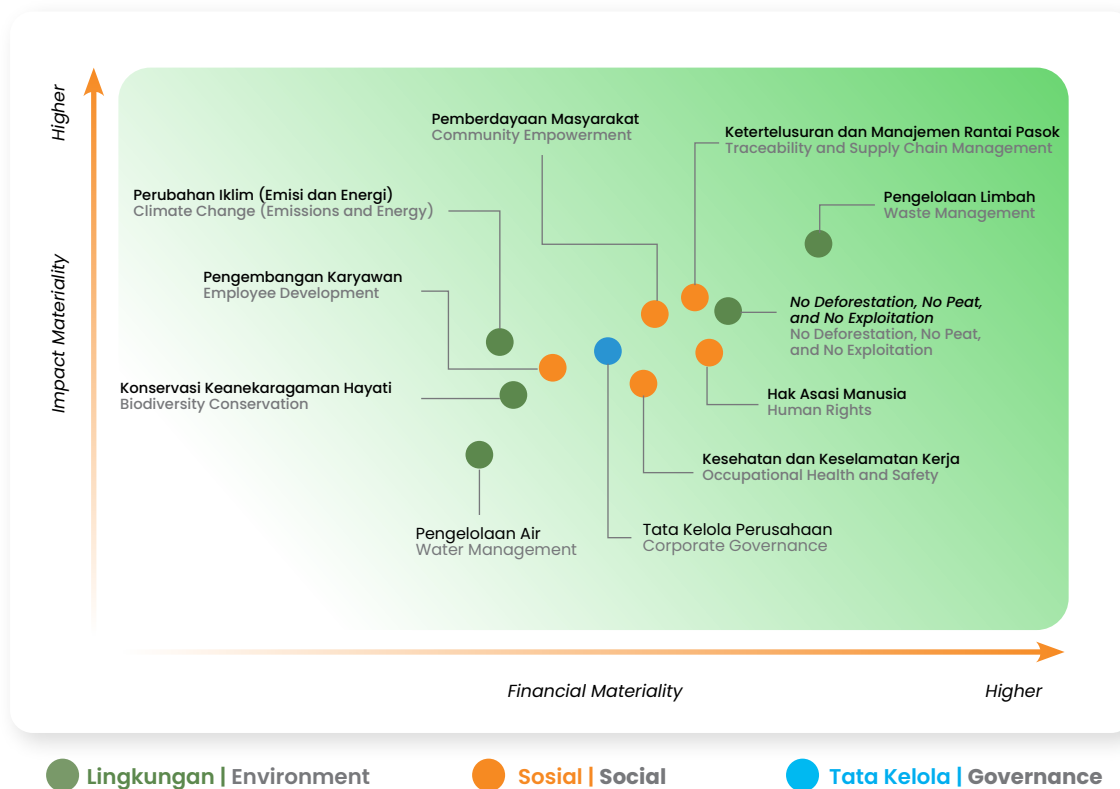
4

Matriks Materialitas Ganda

Melalui proses penilaian yang komprehensif, STA Resources telah mengidentifikasi 11 topik material yang menjadi fokus utama strategi keberlanjutan Perseroan.

Double Materiality Matrix

Through a comprehensive assessment process, STA Resources has identified 11 material topics that serve as the primary focus of the Company's sustainability strategy.



Keterlibatan Pemangku Kepentingan

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

Perseroan menempatkan keterlibatan pemangku kepentingan sebagai fondasi penting dalam menjaga keberlanjutan dampak positif jangka panjang di tengah dinamika dan tantangan yang terus berkembang. Dialog yang konstruktif dibangun secara aktif melalui berbagai pendekatan, mulai dari diskusi dan pertemuan tatap muka hingga survei kepuasan serta program pelatihan yang dirancang untuk memperkuat pemahaman dan kolaborasi.

Sebagai bagian dari proses tersebut, pemangku kepentingan yang terdampak secara langsung dan tidak langsung oleh aktivitas bisnis telah diidentifikasi dan ditinjau secara berkala guna memastikan keterlibatan yang relevan, inklusif, dan efektif.

Stakeholder Engagement

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

The Company places stakeholder engagement as a fundamental foundation in sustaining long-term positive impact amid evolving dynamics and ongoing challenges. Constructive dialogue is actively fostered through various approaches, ranging from discussions and face-to-face meetings to satisfaction surveys and training programs designed to strengthen understanding and collaboration.

As part of this process, stakeholders who are directly and indirectly affected by business activities have been identified and reviewed periodically to ensure engagement that is relevant, inclusive, and effective.



Pemangku Kepentingan Stakeholders

Metode Pelibatan Engagement Methods

Pemangku Kepentingan Internal | Internal Stakeholders



Karyawan
Employees

- *Town hall meeting* | Town hall meetings
- *Pelatihan* | Trainings
- *Survei pelibatan karyawan* | Employee engagement surveys
- *Pertemuan dengan serikat pekerja* | Meetings with labor unions

Pemangku Kepentingan Eksternal | External Stakeholders



Pelanggan
Customers

- *Survei kepuasan pelanggan* | Customer satisfaction surveys



Pemasok
Suppliers

- *Diskusi langsung* | Direct discussions
- *Survei pemasok* | Supplier surveys



Pemerintah
Government

- *Pertemuan langsung* | Direct meetings
- *Sosialisasi program CSR* | CSR program socialization



Masyarakat
Communities

- *Pelaksanaan program CSR* | Implementation of CSR programs
- *Sosialisasi* | Socializations
- *UMKM masyarakat dalam kegiatan perusahaan*
Involvement of local MSMEs in Company activities



Pemegang Saham dan Investor
Shareholders and Investors

- *Rapat Umum Pemegang Saham (RUPS)* | Annual General Meeting of Shareholders (GMS)
- *Publikasi laporan tahunan serta laporan keberlanjutan*
Publication of the annual report and sustainability report

Pertumbuhan Menyeluruh STA Resources STA Resources' Holistic Growth

Pertumbuhan Melalui Hilirisasi

Sejalan dengan strategi hilirisasi, Perseroan mengukuhkan langkah melalui pembangunan kilang (*refinery*) di kawasan Lubuk Gaung, Dumai, Riau. Kilang ini dirancang untuk memproses minyak sawit mentah (CPO) menjadi produk turunan siap pakai, yaitu RBD *palm oil* (RBDPO), RBD *palm olein* (RBDPL), RBD *palm stearin* (RBDPS), dan *palm fatty acid distillate* (PFAD), dengan kapasitas mencapai 2.000 ton per hari.

Growth Through Downstream Development

In line with its downstream strategy, the Company has strengthened initiatives through the development of a refinery located in Lubuk Gaung, Dumai, Riau, designed to process crude palm oil (CPO) into ready-to-use downstream products, namely RBD palm oil (RBDPO), RBD palm olein (RBDPL), RBD palm stearin (RBDPS), and palm fatty acid distillate (PFAD), with a capacity of up to 2,000 tons per day.

Tidak hanya itu, Perseroan juga membangun infrastruktur penunjang berupa dermaga berkapasitas kapal hingga 50.000 DWT dan tangki timbun dengan total kapasitas 64.000 ton untuk mendukung distribusi dan efisiensi logistik.

In addition, the Company developed supporting infrastructure in the form of a jetty with a capacity to accommodate vessels of up to 50,000 DWT, as well as storage tanks with a total capacity of 64,000 tons, to support distribution activities and enhance logistics efficiency.

Selain itu, melalui PT Karya Serasi Jaya Abadi (KSJA), Perseroan mengembangkan fasilitas energi terbarukan dengan membangun pembangkit listrik biogas. Pembangkit ini memiliki kapabilitas untuk mengelola limbah cair kelapa sawit dan menghasilkan biogas yang kemudian dimanfaatkan sebagai sumber energi operasional. **[GRI 3-3] [OJK F.26, F.28]**

Furthermore, through PT Karya Serasi Jaya Abadi (KSJA), the Company has renewable energy facilities from a biogas power plant, capable of processing palm oil mill effluent (POME) and generating biogas that is subsequently utilized as a source of operational energy. **[GRI 3-3] [OJK F.26, F.28]**

Pertumbuhan Melalui Inovasi Lainnya

Growth Through Other Innovations



Teknologi Crane Grabber
Crane Grabber
Technology

Perseroan menerapkan sistem mekanisme baru untuk memanen tandan buah segar (TBS) dengan menggunakan *crane grabber*. *Crane grabber* adalah sebuah teknologi modern yang dirancang untuk mempercepat proses pemuatan dan pemindahan TBS. Pemanfaatan alat ini dapat membantu meminimalkan waktu tunggu (*down time*), memperlancar proses logistik dari kebun ke pabrik minyak kelapa sawit (PMKS), serta menjaga kesegaran dan kualitas TBS yang akan diolah.

A new mechanized system for harvesting fresh fruit bunches (FFB) through the use of crane grabber technology is a modern solution designed to accelerate loading and handling processes, helping to minimize down time, streamline logistics from plantations to palm oil mills (POM), and preserve the freshness and quality of FFB prior to processing.



Pemupukan Berbasis Drone
Drone-Based Fertilization

Perseroan melakukan uji coba penggunaan *drone* untuk kegiatan pemupukan di salah satu lokasi kebun di Sumatera Selatan. Teknologi ini menjadi salah satu solusi terkini dalam pemupukan dan mendukung sistem pertanian presisi. Pemanfaatan teknologi ini untuk meningkatkan efektivitas distribusi pupuk secara akurat dan merata, serta meminimalkan potensi pemborosan dan ketidaksesuaian dosis pupuk di kebun. Selain itu, solusi ini dapat menghemat waktu, menekan biaya operasional, dan menjangkau area kebun dengan akses yang sulit. Perseroan akan berupaya memperluas adopsi teknologi ini seiring dengan evaluasi dan penyempurnaan sistem.

Pilot trials on the use of drones for fertilization activities at a plantation site in South Sumatra represents an advanced solution in fertilization practices and supports the implementation of precision agriculture systems. Its application enhances the accuracy and uniformity of fertilizer distribution, while minimizing the risk of wastage and improper dosage in the plantation. In addition, this solution helps reduce time requirements, lower operational costs, and reach plantation areas with limited accessibility. The Company plans to pursue the broader adoption of this technology through ongoing evaluation and system refinement.



IAM G2 – Infield Activity Monitoring

IAM G2 – Infield Activity Monitoring

IAM G2 – *Infield Activity Monitoring* adalah teknologi yang digunakan untuk memantau tanaman, mendukung optimasi panen, mengelola rantai pasok, memastikan kepatuhan terhadap regulasi dan standar keamanan pangan, serta mengoptimalkan penggunaan sumber daya. Teknologi ini memanfaatkan sensor, GPS, dan perangkat pemantauan lainnya untuk mengumpulkan data operasional.

IAM G2 – Infield Activity Monitoring monitors crops, supports harvest optimization, manages supply chains, to ensure compliance with regulations and food safety standards, and optimize resource utilization with technology that leverages sensors, GPS, and other monitoring devices to collect operational data.



IAM G2 – Cross Check Block

IAM G2 – Cross Check Block

IAM G2 – *Cross Check Block* berfungsi untuk membantu verifikasi dan perbandingan berbagai aktivitas yang dilakukan di lapangan dengan target dan standar yang ditetapkan, serta protokol dan persyaratan regulasi yang berlaku. Selain itu, IAM G2 – *Cross Check Block* juga berperan dalam memastikan keunggulan operasional, kepatuhan regulasi, dan jaminan kualitas di lokasi operasional.

IAM G2 – Cross Check Block functions support the verification and comparison of various field activities against established targets, standards, protocols, and applicable regulatory requirements. In addition, the system helps to ensure operational excellence, regulatory compliance, and quality assurance across operational sites.



Sensor Elektronik dan Internet of Things (IoT)

Electronic Sensors and Internet of Things (IoT)

Sensor elektronik dan *Internet of Things (IoT)* dapat meningkatkan efisiensi pemantauan kondisi lingkungan di lokasi operasi. Beberapa faktor yang dapat dipantau, di antaranya kelembaban tanah dan suhu, irigasi dan pengendalian hama, pengelolaan tanaman, dan meminimalkan kerugian hasil panen. Teknologi ini juga mengintegrasikan data produksi sehingga meningkatkan efisiensi rantai pasok serta mempercepat proses inventarisasi, distribusi, dan pemasaran.

Electronic sensors and Internet of Things (IoT) technology enhance the efficiency of environmental condition monitoring at operational sites. Key parameters include soil moisture and temperature, irrigation and pest control, crop management, and the reduction of harvest losses. This technology also integrates production data, thereby improving supply chain efficiency and accelerating inventory, distribution, and marketing processes.



Jembatan Timbang Mandiri (WB-SS)
Automated Weighbridge System (WB-SS)

Jembatan timbang digunakan untuk mengukur berat kendaraan yang membawa muatan dari lapangan atau pabrik ke lokasi penyimpanan atau pengiriman. Pemanfaatan teknologi ini untuk memantau jumlah muatan yang masuk atau keluar secara akurat sehingga meningkatkan proses inventarisasi dan persediaan, memastikan kepatuhan terhadap batasan berat yang ditetapkan, serta menjaga ketepatan dalam pengelolaan logistik dan distribusi hasil.

The weighbridge is used to measure the weight of vehicles transporting loads from plantations or mills to storage or shipment locations, enabling accurate monitoring of inbound and outbound cargo volumes, supporting inventory and stock management processes, ensuring compliance with established weight limits, and maintaining order and discipline in logistics and distribution management.



Enterprise Resources Planning (ERP)
Enterprise Resource Planning (ERP)

ERP mengintegrasikan fitur rancangan *Green Golden (G2)*, yaitu *Human Resources Management System (HRMS)* dan *Document Manager* untuk meningkatkan pengelolaan sumber daya manusia dan proses operasional. Sistem G2 otomatis disinkronkan dengan HRMS sehingga memungkinkan pelacakan yang efisien terhadap absensi karyawan, evaluasi kinerja, dan catatan pelatihan. Selain itu, pengintegrasian dengan *Document Manager* juga mempermudah akses ke dokumen penting seperti sertifikasi dan izin, serta kepatuhan terhadap standar regulasi.

The ERP system integrates the Green Golden (G2) platform, including the Human Resources Management System (HRMS) and Document Manager, to enhance human capital management and operational processes. The G2 system is automatically synchronized with HRMS, enabling efficient tracking of employee attendance, performance evaluations, and training records. In addition, integration with the Document Manager facilitates access to critical documents, such as certifications and permits, and supports compliance with regulatory standards.



Microsoft Power BI
Microsoft Power BI

Perseroan menggunakan *dashboard* Microsoft Power BI untuk menggabungkan, menganalisis, dan memvisualisasikan data dari berbagai sumber. Visualisasi *dashboard* Power BI dapat berupa diagram, grafik, dan tabel interaktif. Pemanfaatan aplikasi ini membantu Perseroan untuk memantau kinerja perusahaan, termasuk penjualan, keuangan, produksi, dan lainnya, serta memungkinkan Perseroan melakukan analisis mendalam secara cepat dan efisien.

Microsoft Power BI dashboards consolidate, analyze, and visualize data from multiple sources, including charts, graphs, and interactive tables. The application supports the Company in monitoring overall performance, including sales, finance, production, and other key areas and enables in-depth analysis to be conducted efficiently and in a timely manner.



Employee Self-Service (ESS)
Employee Self-Service (ESS)

ESS berfungsi untuk memudahkan karyawan untuk mengakses dan mengelola data mereka secara mandiri. Karyawan dapat mengajukan permintaan cuti atau izin, mengakses informasi kebijakan perusahaan, serta meninjau evaluasi kinerja melalui ESS. Dengan demikian, ESS menghilangkan ketergantungan pada proses manual atau pengajuan berbasis dokumen kertas yang lambat dan rentan terhadap kesalahan.

The ESS system enables employees to independently access and manage their personal data, submit leave or permit requests, access Company policy information, and review performance evaluations, reducing reliance on manual processes and paper-based submissions that are time-consuming and prone to error.

Kompas Tujuan Pembangunan Berkelanjutan

Sustainable Development Goals Compass

Kontribusi Perseroan terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB) diwujudkan melalui pengintegrasian prinsip keberlanjutan ke dalam praktik operasional. Berbagai inisiatif dijalankan secara aktif sehingga dampak positifnya dapat dirasakan secara berkelanjutan oleh seluruh pemangku kepentingan.

The integration of sustainability principles into operational practices is the Company's contribution to the achievement of the Sustainable Development Goals (SDGs). Various initiatives ensure that positive impacts are delivered sustainably and can be experienced by all stakeholders.

Mengakhiri kemiskinan dalam segala bentuk di mana pun

Ending poverty in all its forms everywhere



- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)
- Pengembangan kompetensi dan karier (hlm. 77)
Competency and career development programs (p. 77)

Menghilangkan kelaparan, mencapai ketahanan pangan dan gizi yang baik, serta meningkatkan pertanian berkelanjutan

Ending hunger, achieving food security and improved nutrition, and promoting sustainable agriculture



- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)
- Ketertelusuran rantai pasok (hlm. 101)
Supply chain traceability (p. 101)

Menjamin kehidupan yang sehat dan meningkatkan kesejahteraan seluruh penduduk semua usia

Ensuring healthy lives and promoting well-being for all at all ages



- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)
- Pengembangan kompetensi dan karier (hlm. 77)
Competency and career development programs (p. 77)

Menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hayat untuk semua

Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all



- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)
- Pengembangan kompetensi dan karier (hlm. 77)
Competency and career development programs (p. 77)

Mencapai kesetaraan gender dan memberdayakan kaum perempuan

Achieving gender equality and empowering all women and girls



- Ketenagakerjaan (hlm. 72)
Employment practices (p. 72)
- Pengembangan kompetensi dan karier (hlm. 90)
Competency and career development programs (p. 90)
- Kesejahteraan karyawan (hlm. 76)
Employee well-being (p. 76)

Menjamin ketersediaan serta pengelolaan air bersih dan sanitasi yang berkelanjutan untuk semua

Ensuring availability and sustainable management of clean water and sanitation for all



- Manajemen air dan air limbah (hlm. 63)
Water and wastewater management (p. 63)
- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)

Menjamin akses energi yang terjangkau, andal, berkelanjutan, dan modern untuk semua

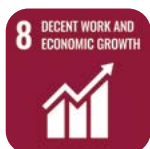
Ensuring access to affordable, reliable, sustainable, and modern energy for all



- Manajemen energi (hlm. 58)
Energy management (p. 58)

Meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh, serta pekerjaan yang layak untuk semua

Promoting inclusive and sustainable economic growth, productive employment, and decent work for all



- Kinerja ekonomi (hlm. 32)
Economic performance (p. 32)
- Ketenagakerjaan (hlm. 72)
Employment practices (p. 72)
- Kesejahteraan karyawan (hlm. 76)
Employee well-being (p. 76)
- Kesehatan dan keselamatan kerja (hlm. 81)
Occupational health and safety (p. 81)



Membangun infrastruktur yang tangguh, meningkatkan industri inklusif dan berkelanjutan, serta mendorong inovasi

Building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation



- Pertumbuhan melalui hilirisasi (hlm. 42)
Growth through downstream development (p. 42)
- Pertumbuhan melalui inovasi lainnya (hlm. 43)
Growth through other innovations (p. 43)
- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)

Mengurangi kesenjangan intra- dan antarnegara

Reducing inequality within and among countries



- Ketenagakerjaan (hlm. 72)
Employment (p. 72)
- Pengembangan kompetensi dan karier (hlm. 77)
Competency and career development (p. 77)
- Kesejahteraan karyawan (hlm. 76)
Employee well-being (p. 76)

Menjadikan kota dan permukiman inklusif, aman, tangguh, dan berkelanjutan

Making cities and human settlements inclusive, safe, resilient, and sustainable



- Manajemen energi (hlm. 58)
Energy management (p. 58)
- Pencegahan dan penanganan kebakaran (hlm. 53)
Fire prevention and response (p. 53)
- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)

Menjamin pola produksi dan konsumsi yang berkelanjutan

Ensuring sustainable consumption and production patterns



- Ketertelusuran rantai pasok (hlm. 101)
Supply chain traceability (p. 101)

Mengambil tindakan cepat untuk mengatasi perubahan iklim dan dampaknya

Taking urgent action to combat climate change and its impacts



- Manajemen emisi gas rumah kaca (hlm. 59)
Greenhouse gas emissions management (p. 59)

Melestarikan dan memanfaatkan secara berkelanjutan sumber daya kelautan dan samudra untuk pembangunan berkelanjutan

Conserving and sustainably using the oceans, seas, and marine resources for sustainable development



- Manajemen air dan air limbah (hlm. 63)
Water and wastewater management (p. 63)

Melindungi, merestorasi, dan meningkatkan pemanfaatan berkelanjutan ekosistem daratan, mengelola hutan secara lestari, menghentikan penggurunan, memulihkan degradasi lahan, serta menghentikan kehilangan keanekaragaman hayati

Protecting, restoring, and promoting the sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, restoring degraded land, and halting biodiversity loss



- Komitmen NDPE (hlm. 52)
NDPE commitment (p. 52)
- Pencegahan dan penanganan kebakaran (hlm. 53)
Fire prevention and response (p. 53)
- Perlindungan keanekaragaman hayati (hlm. 54)
Biodiversity protection (p. 54)

Menguatkan masyarakat yang inklusif dan damai untuk pembangunan berkelanjutan, menyediakan akses keadilan bagi semua, dan membangun lembaga yang efektif, akuntabel, dan inklusif di semua tingkatan

Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels



- Program pengembangan masyarakat (hlm. 90)
Community development programs (p. 90)

Menguatkan sarana pelaksanaan dan merevitalisasi kemitraan global untuk pembangunan berkelanjutan

Strengthening the means of implementation and revitalizing the global partnership for sustainable development

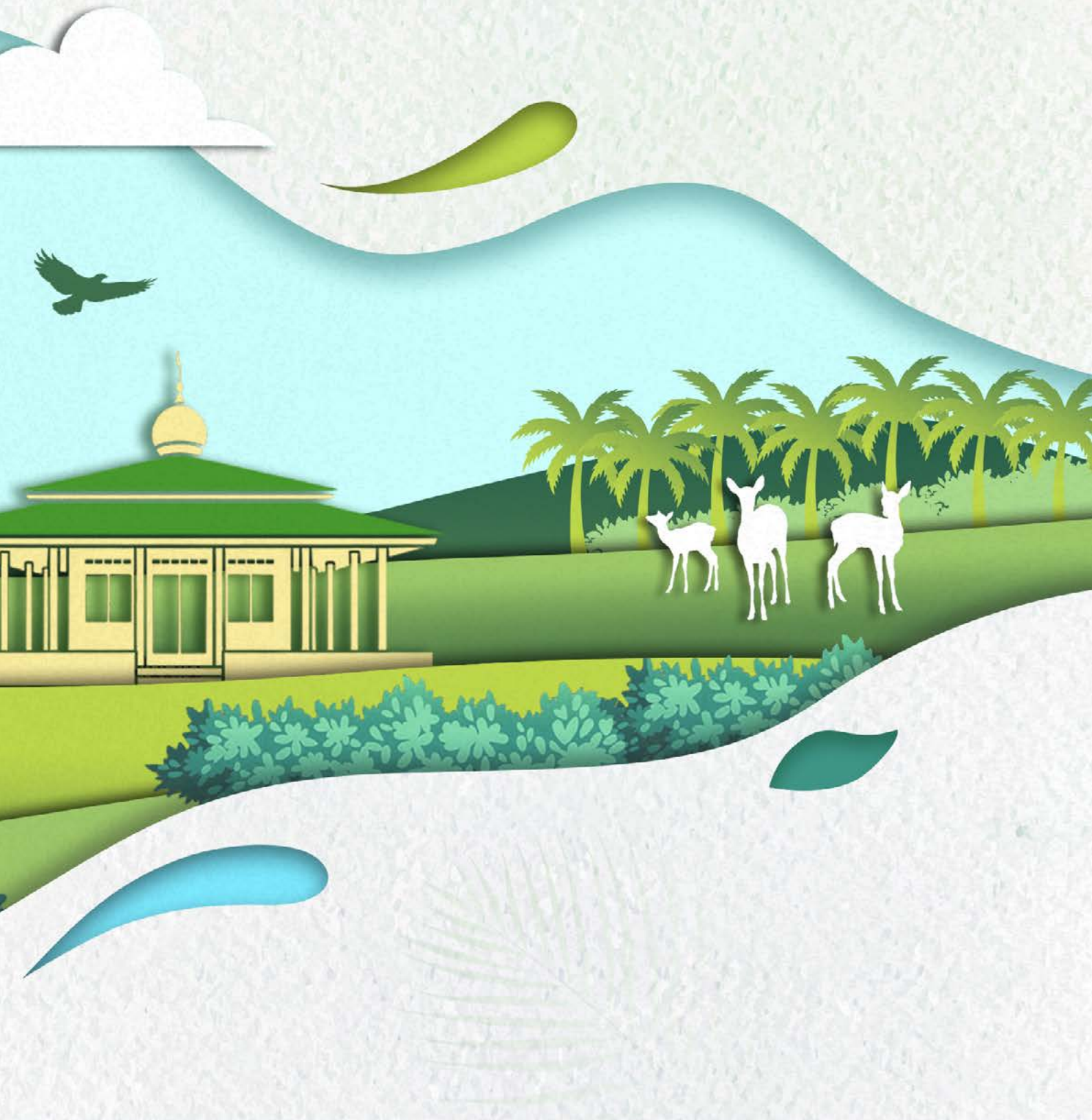


- Keterlibatan pemangku kepentingan (hlm. 41)
Stakeholder engagement (p. 41)



03

Aksi Lingkungan Berkelanjutan Sustainable Environmental Action





Konservasi Lahan dan Keanekaragaman Hayati

Land Conservation and Biodiversity

Pengelolaan lingkungan hidup dalam industri kelapa sawit saat ini menuntut perhatian serius terhadap konservasi lahan dan pelestarian keanekaragaman hayati. Hal ini diakibatkan ekspansi sawit terus menekan habitat hutan alami yang berdampak pada keseimbangan keanekaragaman hayati dan ekosistem. Untuk menjaga keberlanjutan lingkungan, Perseroan melakukan praktik pengelolaan lahan yang bijaksana, seperti mempertahankan kawasan dengan nilai konservasi tinggi (NKT) dan stok karbon tinggi (SKT).

Environmental management in the palm oil industry today requires serious attention to land conservation and biodiversity protection. This is driven by the continued expansion of palm oil plantations, which places increasing pressure on natural forest habitats, thereby affecting biodiversity and ecosystem balance. To safeguard environmental sustainability, the Company implements prudent land management practices include the protection of areas with High Conservation Value (HCV) and High Carbon Stock (HCS).



Perseroan Berkomitmen terhadap Prinsip Tanpa Deforestasi, Tanpa Gambut, Tanpa Eksploitasi (NDPE)

The Company's Commitment to the No Deforestation, No Peat, No Exploitation (NDPE) Principles



Membentuk Tim Kesiapsiagaan Tanggap Darurat (TKTD) Kebakaran

Establishment of the Fire Emergency Response Preparedness (ERP) Team



Sepanjang tahun 2025, Perseroan tidak melakukan kegiatan pembukaan lahan baru.

Throughout 2025, the Company did not engage in any new land clearing activities.

Komitmen Tanpa Deforestasi, Tanpa Gambut, Tanpa Eksploitasi (NDPE)

Perseroan berkomitmen untuk menjalankan kegiatan operasional yang bertanggung jawab dengan tidak terlibat dalam praktik deforestasi, pembukaan lahan gambut, maupun tindakan eksploitasi (*No Deforestation, No Peat and No Exploitation/NDPE*). Komitmen ini menjadi landasan utama dalam upaya perlindungan ekosistem hutan yang memiliki peran strategis dalam menjaga keseimbangan keanekaragaman hayati. Seluruh tahapan pengembangan perkebunan dipantau secara ketat untuk memastikan tidak terjadi kerusakan atau alih fungsi hutan primer menjadi area produksi.

Penerapan NDPE juga merefleksikan komitmen Perseroan terhadap tanggung jawab lingkungan dan sosial. Keberlanjutan dipandang sebagai upaya menyeluruh yang tidak hanya ditujukan demi menjaga kelestarian alam semata, tetapi juga mendorong manfaat sosial serta memperkuat hubungan yang konstruktif dengan para pemangku kepentingan.

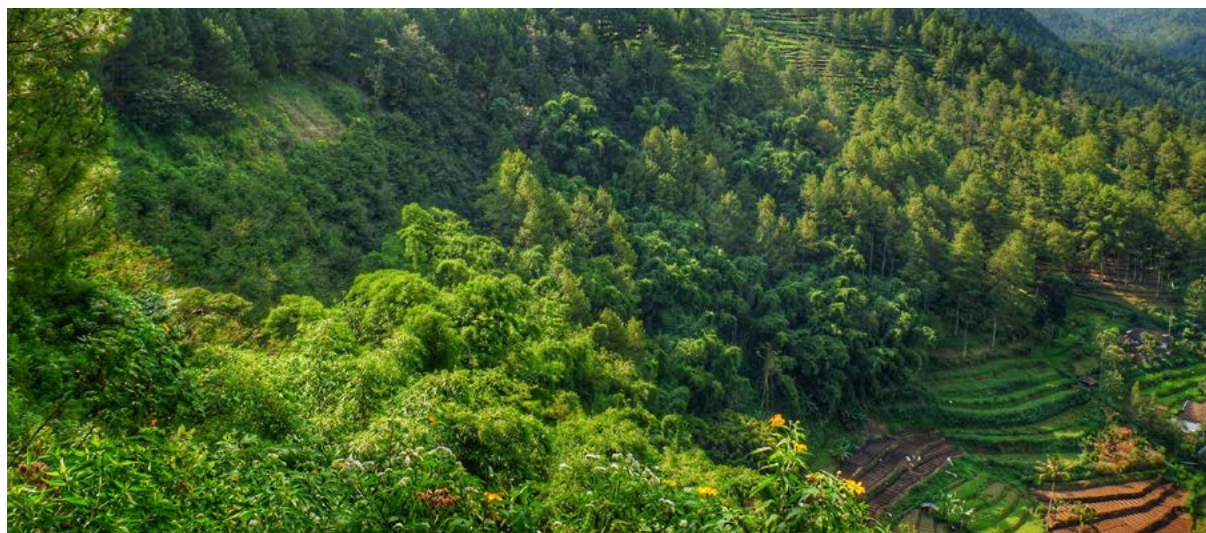
Commitment to No Deforestation, No Peat, No Exploitation (NDPE)

The Company conducts responsible operations, refraining from deforestation, peatland development, and any form of exploitation (*No Deforestation, No Peat, and No Exploitation/NDPE*). This commitment is the primary foundation for the protection of forest ecosystems, which play a strategic role in maintaining biodiversity balance. All stages of plantation development are subject to strict monitoring to ensure that there is no damage to, or conversion of, primary forests into production areas.

The implementation of NDPE also reflects the Company's commitment to environmental and social responsibility. Sustainability is viewed as a comprehensive effort that not only aims to preserve the natural environment, but also to promote social benefits and strengthen constructive relationships with stakeholders.

Guna mendukung komitmen tersebut, kajian nilai konservasi tinggi (NKT) telah dilakukan di seluruh wilayah operasional. Melalui langkah ini, Perseroan memastikan bahwa tandan buah segar (TBS) dan minyak kelapa sawit (*crude palm oil/CPO*) yang dihasilkan berasal dari kawasan yang dikelola sesuai dengan prinsip keberlanjutan. **[OJK A.1, F.5]**

To support this commitment, High Conservation Value (HCV) assessments have been conducted across all operational areas. Through this measure, the Company ensures that Fresh Fruit Bunches (FFB) and crude palm oil (CPO) originate from areas managed in accordance with sustainability principles. **[OJK A.1, F.5]**



Pencegahan dan Penanganan Kebakaran

Kebakaran lahan menjadi salah satu risiko lingkungan terbesar di industri kelapa sawit, terutama di tengah kondisi iklim yang makin tidak menentu dan meningkatnya periode cuaca kering setiap tahun. Pada 2025, pemerintah dan lembaga lingkungan mencatat kembali kenaikan jumlah titik panas (*hotspot*) dan insiden kebakaran di berbagai wilayah sentra sawit di Indonesia. Hingga triwulan II 2025, KLHK mengidentifikasi 142 titik panas dengan tingkat kerawanan tinggi. Meskipun angka ini lebih sedikit dibanding tahun sebelumnya, ancaman kebakaran masih sangat relevan bagi industri. Situasi ini menegaskan pentingnya sistem pencegahan kebakaran yang kuat, pengawasan jangka panjang, serta kolaborasi lintas pihak.

Sejalan dengan situasi ini, Perseroan mengembangkan sistem pencegahan dan penanganan kebakaran melalui pendekatan terintegrasi yang mencakup pencegahan, pendeteksian dini, dan respons cepat sesuai dengan Peraturan Menteri Pertanian Republik Indonesia No. 5 Tahun 2018 tentang Pembukaan dan/atau Pengelolaan Lahan Perkebunan Tanpa Membakar. Upaya pencegahan dilakukan melalui pemantauan area rawan kebakaran dan pemeliharaan infrastruktur mitigasi. Selain itu, Perseroan telah memiliki sistem peringatan dini yang mampu mendeteksi titik panas, baik di dalam maupun di sekitar wilayah konsesi Perseroan. Setiap

Fire Prevention and Management

Land and forest fires remain one of the most significant environmental risks in the palm oil industry, particularly amid increasingly unpredictable climate conditions and the rising frequency of dry seasons each year. In 2025, the government and environmental agencies once again recorded an increase in the number of hotspots and fire incidents across various palm oil production centers in Indonesia. As of the second quarter of 2025, the Ministry of Environment and Forestry (KLHK) had identified 142 hotspots with a high level of vulnerability. Although this figure is lower than in the previous year, the risk of fire remains highly relevant to the industry and underscores the importance of robust fire prevention systems, long-term monitoring, and multi-stakeholder collaboration.

In response, the Company has developed an integrated fire prevention and management system encompassing prevention, early detection, and rapid response, in accordance with the Regulation of the Minister of Agriculture of the Republic of Indonesia No. 5 of 2018 concerning Land Clearing and/or Plantation Land Management Without Burning. Preventive efforts are carried out through monitoring of fire-prone areas and maintenance of mitigation infrastructure. In addition, the Company has implemented an early warning system capable of detecting hotspots both within and around the Company's concession areas. Each operational unit is also equipped with watchtowers, firefighting



unit kerja juga dilengkapi dengan menara pantau, peralatan pemadam kebakaran, dan embung yang digunakan sebagai sumber air untuk menjaga ketersediaan air selama musim kemarau.

equipment, and water reservoirs (embung) to ensure water availability during the dry season.

Tim Kesiapsiagaan Tanggap Darurat (TKTD) Kebakaran Fire Emergency Response Preparedness (ERP) Team



Perseroan membentuk tim kesiapsiagaan tanggap darurat (TKTD) kebakaran yang dibekali pelatihan intensif melalui bimbingan dan arahan Manggala Agni. Kesiapan tim diperkuat melalui simulasi dan pelatihan rutin sehingga mereka dapat diterjunkan dengan cepat untuk melakukan pemadaman awal dan mencegah penyebaran api ke area yang lebih luas. Patroli terpadu, terutama pada musim kemarau, dilakukan guna memastikan potensi kebakaran terdeteksi sejak dini sebelum berkembang menjadi insiden berskala besar.

The Company has established a Fire Emergency Response Preparedness Team (TKTD), which is provided with intensive training under the guidance and supervision of Manggala Agni. Team readiness is strengthened through regular simulations and training programs, enabling rapid deployment for initial fire suppression and prevention of spreading to wider areas. Integrated patrols, particularly during the dry season, are conducted to ensure that potential fire risks are detected before developing into large-scale incidents.

Perlindungan Keanekaragaman Hayati

Perseroan menyadari bahwa kegiatan operasionalnya memberikan dampak terhadap tingkat keanekaragaman hayati di wilayah operasional. Mengacu pada Kebijakan Keberlanjutan STAA, Perseroan berkomitmen untuk tidak melakukan deforestasi, termasuk melakukan konversi di kawasan NKT, serta mengembangkan kawasan yang diklasifikasikan sebagai SKT, hutan primer, hutan lindung, area konservasi, suka margasatwa, lahan basah, dan lahan gambut. Di samping itu, Perseroan juga berkomitmen menjaga keseimbangan ekosistem dan melindungi keanekaragaman hayati dengan memastikan bahwa operasi Perseroan tidak menimbulkan ancaman bagi satwa dilindungi dan terancam punah. [GRI 3-3, 101-1, 101-2] [OJK F.9, F.10]

Biodiversity Protection

The Company recognizes that operational activities have an impact on biodiversity levels. Referring to the STAA Sustainability Policy, the Company is committed to refraining from deforestation, including the conversion of HCV areas, and from developing areas classified as HCS, primary forests, protected forests, conservation areas, wildlife sanctuaries, wetlands, and peatlands. In addition, the Company maintains ecosystem balance and biodiversity protection by ensuring that its operations do not pose a threat to protected and endangered species. [GRI 3-3, 101-1, 101-2] [OJK F.9, F.10]

Seluruh konsesi perkebunan yang dimiliki dan dikelola Perseroan berada pada status areal penggunaan lain (APL) dan berada di luar kawasan hutan lindung dan kawasan konservasi.

All plantation concessions owned and managed by the Company are classified as other use areas (APL) and are located outside protected forest areas and conservation areas.



Strategi dan Rencana Keanekaragaman Hayati [GRI 101-2, 101-4, 101-5, 101-6, 101-7]

Perseroan berupaya melestarikan ekosistem di kawasan hutan melalui konservasi proaktif bersama dengan pemangku kepentingan setempat, serta menerapkan program untuk meningkatkan dan memperkaya habitat spesies yang terancam punah. Pada tahun 2024, penilaian terhadap area NKT telah diselesaikan di seluruh unit usaha Perseroan. Sejalan dengan hasil tersebut, Perseroan juga telah menyelesaikan penyusunan dokumen pengelolaan dan pemantauan NKT sebagai dasar pelaksanaan upaya perlindungan dan pengelolaan kawasan bernilai konservasi tinggi secara berkelanjutan.

Selain itu, Perseroan berupaya meminimalkan dampak negatif terhadap keanekaragaman hayati dengan mengurangi penggunaan zat kimia berbahaya, menerapkan teknologi pengelolaan air yang lebih efisien, serta melakukan penghijauan pada area sempadan sungai guna menjaga kualitas dan kuantitas air serta mendukung kelestarian habitat di sekitarnya.

Biodiversity Strategy and Action Plan [GRI 101-2, 101-4, 101-5, 101-6, 101-7]

The Company seeks to preserve forest ecosystems through proactive conservation in collaboration with local stakeholders, as well as programs that enhance and enrich the habitats of endangered species. In 2024, assessments of HCV areas were completed across all of the Company has completed the preparation of High Conservation Value (HCV) management and monitoring documents as the basis for implementing the protection and sustainable management of high conservation value areas.

In addition, the Company strives to minimize negative impacts on biodiversity by reducing the use of hazardous chemicals, implementing more efficient water management technologies, and reforesting riverbank areas to maintain water quality and quantity and support the sustainability of surrounding habitats.

Uraian Description	Satuan Unit	2025
Jumlah lokasi yang berada di atau dekat dengan kawasan yang sensitif secara ekologis Number of locations located in or near ecologically sensitive areas	#	10
Jumlah total lokasi Total number of locations	#	15
Persentase lokasi yang berada di atau dekat dengan kawasan yang sensitif secara ekologis Percentage of locations located in or near ecologically sensitive areas	%	66,67%



Lokasi Perseroan yang Memiliki Dampak Keaneekaragaman Hayati [GRI 101-5, 101-6, 101-7, 101-8] Company Locations with Biodiversity Impacts

Keterangan Description		STAR	STA	MAL	DAL	HSK		
Lokasi Sites	Tempat Location	Desa Bahal Bahal Village	Desa Batang Pane 3 Batang Pane 3 Village	Desa Sikapas Sikapas Village	Desa Batu Mundom Batu Mundom Village	Desa Manggar Raya Manggar Raya Village		
	Ukuran (Ha) Size (Ha)	1.859,90	2.124	6.003,40	999,7	3.527,20		
	Aktivitas Activities	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation		
Kawasan yang sensitif secara ekologis berada di atau dekat dengan lokasi Ecologically sensitive areas in or near the sites	Apakah lokasi berada di atau dekat dengan kawasan yang sensitif secara ekologis Whether the site is in or near an ecologically sensitive area	Ya Yes	Ya Yes	Ya Yes	Ya Yes	Ya Yes		
	Jenis Type	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area		
Kondisi keanekaragaman hayati State of biodiversity	Ekosistem Hutan dan Dataran Rendah dan Riparian Lowland Forest and Riparian Ecosystems	Ukuran ekosistem (Ha) Ecosystem size (Ha)	24,1	2,1	46	205,7	0,2	
		Kondisi ekosistem Ecosystem condition	Tahun dasar Base year	2023	2023	2023	2023	2023
		Periode pelaporan Reporting periode	2025	2025	2025	2025	2025	
Layanan ekosistem Ecosystem services	Layanan ekosistem Ecosystem services	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone		
	Penerima manfaat Beneficiaries	5 Desa 5 Villages	4 Desa 4 Villages	2 Desa 2 Villages	1 Desa 1 Village	3 Desa 3 Villages		

Keterangan Description		SAL	FNP	TPA	KSUP	PML		
Lokasi Sites	Tempat Location	Desa Rimau Sungsang Rimau Sungsang Village	Desa Bereng Malaka Bereng Malaka Village	Desa Tumbang Sepan Tumbang Sepan Village	Desa Serat Ayon Serat Ayon Village	Desa Lembah Bawang Lembah Bawang Village		
	Ukuran (Ha) Size (Ha)	895,1	4.937,40	3.175,70	5.307,60	3.372,80		
	Aktivitas Activities	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation	Perkebunan Kelapa Sawit Palm Oil Plantation		
Kawasan yang sensitif secara ekologis berada di atau dekat dengan lokasi Ecologically sensitive areas in or near the sites	Apakah lokasi berada di atau dekat dengan kawasan yang sensitif secara ekologis Whether the site is in or near an ecologically sensitive area	Ya Yes	Ya Yes	Ya Yes	Ya Yes	Ya Yes		
	Jenis Type	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area	Area NKT HCV Area		
Kondisi keanekaragaman hayati State of biodiversity	Ekosistem Hutan dan Dataran Rendah dan Riparian Lowland Forest and Riparian Ecosystems	Ukuran ekosistem (Ha) Ecosystem size (Ha)	27,1	357,7	90	412,9	799	
		Kondisi ekosistem Ecosystem condition	Tahun dasar Base year	2023	2023	2023	2023	2023
		Periode pelaporan Reporting periode	2025	2025	2025	2025	2025	
Layanan ekosistem Ecosystem services	Layanan ekosistem Ecosystem services	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone	Sempadan sungai Riparian buffer zone		
	Penerima manfaat Beneficiaries	1 Desa 1 Village	5 Desa 5 Villages	4 Desa 4 Villages	4 Desa 4 Villages	4 Desa 4 Villages		

Di sisi lain, pemantauan keanekaragaman hayati dilakukan secara berkelanjutan, termasuk melalui pemasangan kamera perangkap untuk memantau keberadaan fauna di sekitar wilayah operasional. Perseroan juga menetapkan batas-batas area NKT dengan pemasangan rambu larangan dan peringatan, serta menerapkan perlindungan kawasan penyangga dengan tidak melakukan aktivitas pengelolaan lahan di sekitar daerah aliran sungai (DAS).

Hingga saat ini, Perseroan belum melakukan *offset* keanekaragaman hayati dan kegiatan restorasi dan rehabilitasi secara komprehensif, namun komitmen terhadap praktik berkelanjutan diperkuat melalui keanggotaan dalam RSPO sebagai bentuk kepatuhan terhadap standar pengelolaan perkebunan yang bertanggung jawab. Ke depan, Perseroan berencana melaksanakan *Recovery Plan* di luar area konsesi guna memberikan kontribusi positif terhadap pelestarian keanekaragaman hayati secara lebih luas.

Biodiversity monitoring is conducted on an ongoing basis, including through the installation of camera traps to monitor the presence of fauna in and around the Company's operational areas. The Company has also established boundaries for High Conservation Value (HCV) areas by installing prohibition and warning signage and has implemented buffer zone protection by refraining from land management activities in watershed areas.

To date, the Company has not implemented biodiversity offset as well as restoration and rehabilitation comprehensively, but its commitment to sustainable practices is reinforced through its membership in the RSPO as a form of compliance with responsible plantation management standards. Going forward, the Company plans to implement a Recovery Plan outside the concession area to make a positive contribution to the preservation of biodiversity more broadly.

Ketahanan Iklim

Climate Resilience

Industri kelapa sawit menghadapi tantangan besar akibat perubahan iklim, seperti fluktuasi cuaca, kekeringan, hujan ekstrem, dan tekanan terhadap ekosistem yang berpotensi memengaruhi produktivitas perusahaan. Risiko ini menjadi ancaman nyata bagi keberlanjutan produksi sawit, di antaranya kekeringan berkepanjangan dan defisit air di berbagai wilayah produksi yang dapat menurunkan hasil panen hingga 8–10% tiap tahun, serta berpotensi menimbulkan penurunan pendapatan industri kelapa sawit dalam skala nasional.

Perseroan berkomitmen mendukung kebijakan pemerintah dengan menetapkan target *net zero emission* pada tahun 2050 dan target pengurangan emisi gas rumah kaca (GRK) sebesar 30% pada tahun 2030, tertuang dalam Kebijakan Keberlanjutan STA Resources. Kinerja target akan dipantau dan dievaluasi secara berkala oleh Sustainability Department. Komitmen ini diwujudkan melalui implementasi berbagai program strategis yang dijalankan secara konsisten dan terukur. Beragam inisiatif yang telah diimplementasikan, antara lain penanaman *beneficial plant* untuk mendukung penyerapan emisi, pemanfaatan limbah cair untuk *land application*, serta penggunaan janjangan kosong sebagai sumber energi alternatif. [IDX E-06, E-07]

The palm oil industry faces significant challenges arising from climate change, including weather variability, drought, extreme rainfall, and ecosystem pressures may affect productivity. These risks pose tangible threats to the sustainability of palm oil production, including prolonged drought and water deficits across various production regions, which may reduce yields by up to 8–10% per year and potentially result in declining revenues for the palm oil industry at the national level.

The Company is supporting government policies by setting a net zero emission target by 2050 and a greenhouse gas (GHG) emission reduction target of 30% by 2030, as stipulated in the STA Resources Sustainability Policy. Performance against these targets will be monitored and evaluated periodically by the Sustainability Department. This commitment is implemented through a range of strategic programs executed in a consistent and measurable manner. Initiatives already implemented include, among others, the planting of beneficial plants to support emissions absorption, the utilization of liquid waste for land application, and the use of empty fruit bunches as an alternative energy source. [IDX E-06, E-07]



Komposisi Penggunaan Energi Terbarukan

Composition of Renewable Energy Use

94,16%

2,16% ↑

Dibandingkan tahun sebelumnya | Compared to the previous year

Intensitas Energi

Energy Intensity

0,39 GJ/Rp Juta
GJ/Rp Million

4,88% ↓

Dibandingkan tahun sebelumnya
Compared to the previous year

Intensitas Emisi GRK Cakupan 1 + 2

GHG Emissions Intensity by Scope 1 + 2

0,003 tCO₂e/Rp Juta
tCO₂e/Rp Million

15,00% ↓

Dibandingkan tahun sebelumnya
Compared to the previous year



Manajemen Energi

Sebagai respons terhadap meningkatnya risiko perubahan iklim, Perseroan menerapkan manajemen energi yang terintegrasi di seluruh rantai operasional. Aktivitas perkebunan dan pengolahan kelapa sawit memiliki ketergantungan tinggi terhadap energi, mulai dari pengangkutan bahan baku ke pabrik hingga produksi. Selain itu, energi juga digunakan untuk mendukung aktivitas operasional nonproduksi, seperti pengoperasian kendaraan transportasi karyawan, peralatan listrik di kantor, serta fasilitas tempat tinggal karyawan.

[GRI 3-3]

Dalam menjalankan operasinya, Perseroan mengandalkan berbagai sumber energi, termasuk bensin, solar, dan pemanasan. Selain itu, kebutuhan listrik di kantor dan tempat tinggal karyawan berasal dari pihak ketiga. Ketersediaan pasokan energi yang stabil menjadi faktor penting dalam menjaga keandalan proses produksi serta mendukung kelancaran aktivitas di seluruh wilayah operasional.

Energy Management

In response to the increasing risks of climate change, the Company implements integrated energy management across its entire operational chain. Palm oil plantation and processing activities are highly dependent on energy, from the transportation of raw materials to production. In addition, energy is also used to support non-production operational activities, such as the operation of employee transportation vehicles, electrical equipment in offices, and employee housing facilities. [GRI 3-3]

The Company relies on various energy sources, including gasoline, diesel fuel, and heating energy. In addition, electricity for offices and employee housing is supplied by third parties. Energy supply stability is a critical factor in maintaining the reliability of production processes and supporting the continuity of operations across all operational areas.

Konsumsi Energi [OJK B.2, F.6] [GRI 302-1, 302-2]

Energy Consumption

Keterangan Description	Satuan Unit	2025	2024	2023
Energi Tidak Terbarukan Non-Renewable Energy				
Bensin Gasoline	GJ	2.119,50	2.705,99	2.025,76
Solar Diesel Fuel	GJ	179.451,33	161.301,32	146.793,05
Pemanasan Heating	GJ	0	11.909,00	433.601,00
Listrik PLN PLN Electricity	GJ	41.141,56	28.925,88	32.707,89
Energi Terbarukan Renewable Energy				
Biogas Biogas	GJ	91.703,00	63.527,00	7.246,00
Cangkang dan Fiber Shells and Fiber	GJ	3.498.293,20	2.346.250,80	2.064.475,20
Total Konsumsi Energi Total Energy Consumption	GJ	3.812.708,59	2.614.619,99	2.686.848,90

Inisiatif Energi Terbarukan [GRI 302-4, 302-5] [OJK F.7, F.26] Renewable Energy Initiatives

Sejalan dengan komitmen meningkatkan efisiensi dan menurunkan intensitas emisi, Perseroan telah mengembangkan dan memanfaatkan sumber energi terbarukan dalam kegiatan operasional. Melalui anak usaha, PT Karya Serasi Jaya Abadi (KSJA), Perseroan telah membangun fasilitas pembangkit listrik berbasis biogas berkapasitas hingga 2 MW yang memanfaatkan pengolahan limbah cair kelapa sawit (*palm oil mill effluent/POME*) sebagai sumber energi terbarukan. Selain itu, pengoperasian panel surya dan pemanfaatan biomassa yang berasal dari cangkang dan fiber turut berkontribusi terhadap bauran bahan bakar alternatif Perseroan.

In line with the Company's commitment to improving efficiency and reducing emissions intensity, renewable energy sources are being developed and utilized. Through the Company's subsidiary, the PT Karya Serasi Jaya Abadi (KSJA), biogas-based power generation facilities with a capacity of up to 2 MW, utilizing palm oil mill effluent (POME) treatment as a renewable energy source have been constructed. In addition, solar panels and the utilization of biomass derived from shells and fiber contribute to the Company's alternative fuel mix.

Guna mengidentifikasi peluang untuk meningkatkan efisiensi energi dalam setiap siklus produksi, Perseroan melakukan perhitungan intensitas energi untuk memantau dan mengevaluasi efisiensi energi secara berkelanjutan. [GRI 302-3] [OJK F.6] [IDX E-03]

To identify opportunities for improving energy efficiency across each production cycle, the Company calculates energy intensity to monitor and evaluate energy efficiency on an ongoing basis. [GRI 302-3] [OJK F.6] [IDX E-03]



Manajemen Emisi Gas Rumah Kaca

Emisi gas rumah kaca (GRK), yang ditimbulkan dari penggunaan energi fosil, aktivitas perkebunan, dan pengelolaan limbah yang menghasilkan metana menjadi perhatian karena aktivitas operasional Perseroan berkontribusi signifikan terhadapnya. Seiring meningkatnya tekanan dari komunitas global untuk menekan laju perubahan iklim, manajemen emisi menjadi aspek penting untuk memastikan operasi yang berkelanjutan sekaligus mempertahankan daya saing industri sawit di pasar nasional dan internasional.

Greenhouse Gas Emissions Management

As the Company's operational activities contribute significantly, Greenhouse Gas (GHG) emissions arising from the use of fossil energy, plantation activities, and waste management that generates methane are a key concern. As global pressure intensifies to curb the pace of climate change, emissions management has become a critical aspect of ensuring sustainable operations while maintaining the competitiveness of the palm oil industry in both national and international markets.



Oleh sebab itu, isu perubahan iklim menjadi topik strategis yang secara rutin dibahas di tingkat manajemen. Fokus utama Perseroan adalah meminimalkan dampak operasional terhadap lingkungan melalui pengelolaan emisi GRK yang lebih terukur dan terarah. Salah satu langkah penting yang dilakukan oleh Perseroan adalah penyusunan dan pelaksanaan kajian alih guna lahan (*land use change analysis/LUCA*) untuk mendukung inventarisasi emisi GRK serta merumuskan strategi pengurangan emisi GRK. **[GRI 3-3]**

Perseroan telah menyelesaikan kajian LUCA yang memberikan gambaran komprehensif mengenai sumber-sumber emisi dari seluruh aktivitas operasional. Selain itu, kajian ini juga membantu dalam mengidentifikasi emisi Cakupan 1, yaitu emisi langsung yang bersumber dari penggunaan bahan bakar minyak seperti solar, bensin, cangkang dan fiber, serta emisi Cakupan 2, yaitu emisi tidak langsung yang berasal dari konsumsi listrik yang dibeli dari pihak ketiga. Hingga saat ini, Perseroan belum melakukan perhitungan emisi Cakupan 3, tetapi langkah inventarisasi yang telah dimulai menjadi fondasi penting dalam memperkuat pengelolaan emisi dan mendukung strategi mitigasi perubahan iklim pada masa depan. **[GRI 305-2]**

Climate change has become a strategic issue that is regularly discussed at the management level, with the primary focus being to minimize the environmental impacts of operations through more measurable and targeted GHG emissions management. One of the key measures is the preparation and implementation of a Land Use Change Analysis (LUCA) to support the GHG emissions inventory and the formulation of GHG emissions reduction strategies. **[GRI 3-3]**

The Company has completed the LUCA study, which provides a comprehensive overview of emission sources across all operational activities. In addition, the study assists in identifying Scope 1 emissions, namely direct emissions from the use of fuels such as diesel fuel, gasoline, shells, and fiber, as well as Scope 2 emissions, namely indirect emissions arising from electricity purchased from third parties. To date, the Company has not yet calculated Scope 3 emissions; however, the inventory process serves as an important foundation for strengthening emissions management and supporting future climate change mitigation strategies. **[GRI 305-2]**

Emisi Gas Rumah Kaca [GRI 305-1, 305-2.] [OJK B.2, F.11] [IDX E-01]
Greenhouse Gas Emissions

Keterangan Description	Satuan Unit	2025	2024	2023
Cakupan 1 Scope 1				
Bensin Gasoline	tCO ₂ e	190,73	243,50	182,29
Solar Diesel Fuel	tCO ₂ e	14.872,03	13.367,85	12.165,47
Cangkang dan Fiber Shells and Fiber	tCO ₂ e	6.947,61	4.659,65	4.100,05
Total Emisi Cakupan 1 Total Scope 1 Emissions	tCO₂e	22.010,37	18.271,00	16.447,81
Cakupan 2 Scope 2				
Listrik yang Dibeli Purchased Electricity	tCO ₂ e	10.742,52	7.552,87	8.540,39
Total Emisi Cakupan 2 (Scope 2) Total Scope 2 Emissions	tCO₂e	10.742,52	7.552,87	8.540,39
Total Emisi GRK (Cakupan 1 dan 2) Total GHG Emissions (Scope 1 and 2)	tCO₂e	32.752,88	25.823,87	24.988,20



Perseroan senantiasa memitigasi dampak aktivitas operasional terhadap lingkungan, termasuk emisi non-GRK seperti NOx, SOx, dan partikulat yang dihasilkan dari pembakaran biomassa berupa cangkang dan fiber di *boiler* pabrik. Sebagai bentuk pengendalian, Perseroan melaksanakan pemantauan kualitas udara secara rutin. Sepanjang tahun 2025, seluruh hasil pemantauan menunjukkan bahwa tingkat emisi tetap berada di bawah ambang batas baku mutu yang ditetapkan oleh regulasi.

The Company consistently mitigates the environmental impact of its operational activities, including non-GHG emissions such as NOx, SOx, and particulate matter generated from the combustion of biomass, specifically shells and fiber in the boilers. As a control measure, the Company conducts routine air quality monitoring. Throughout 2025, all monitoring results indicated that emission levels remained below the quality standards set by regulations.

Di sisi lain, Perseroan mengakui bahwa perhitungan terkait zat perusak ozon (*Ozone Depleting Substances/ODS*) belum dilaksanakan pada periode ini. Sebagai wujud komitmen terhadap peningkatan transparansi dan kualitas pelaporan keberlanjutan, Perseroan telah menetapkan target untuk melakukan pendataan tersebut dan mencantumkan angka emisi ODS dalam laporan keberlanjutan pada periode mendatang. [GRI 305-6, 305-7] [OJK B.2, F.11]

On the other hand, the Company acknowledges that calculations related to ozone-depleting substances (ODS) have not yet been carried out during this period. As a demonstration of its commitment to improving transparency and the quality of sustainability reporting, the Company has set a target to conduct such data collection and include ODS emission figures in future sustainability reports. [GRI 305-6, 305-7] [OJK B.2, F.11]

Pengurangan Emisi Gas Rumah Kaca [GRI 305-5] [OJK F.12] [IDX E-07]

Perseroan melakukan berbagai upaya untuk mengurangi emisi GRK dalam setiap aspek operasional. Salah satu sumber emisi terbesar dari aktivitas operasional Perseroan adalah perubahan tutupan lahan dari area bervegetasi alami menjadi perkebunan kelapa sawit. Melalui berbagai inisiatif yang berfokus pada penggunaan sumber daya yang lebih bersih dan menjaga area yang dilindungi, Perseroan berusaha mengurangi jejak karbon secara signifikan, di antaranya:

Greenhouse Gas Emissions Reduction [GRI 305-5] [OJK F.12] [IDX E-07]

The Company undertakes various initiatives to reduce GHG emissions across all aspects of its operations. One of the largest sources of emissions is land cover change from naturally vegetated areas to palm oil plantations. Through multiple initiatives focused on the use of cleaner resources and the protection of designated conservation areas, the Company seeks to significantly reduce its carbon footprint, including:



1. Memanfaatkan cangkang, fiber, dan janjangan kosong menjadi bahan bakar alternatif.
2. Memanfaatkan limbah cair kelapa sawit sebagai biogas.
3. Penanaman *beneficial plant* di area perkebunan.
4. Penggunaan limbah cair pada lahan aplikasi.
5. Menjaga area hutan yang ditetapkan menjadi area dengan nilai konservasi tinggi (NKT) dan stok karbon tinggi (SKT).
6. Menggunakan forklif dan motor listrik untuk menunjang aktivitas operasional.

1. Utilizing shells, fiber, and empty fruit bunches as alternative fuels.
2. Utilizing palm oil mill effluent as biogas.
3. Planting beneficial plants within plantation areas.
4. Applying liquid waste through land applications.
5. Conserving forest areas designated as High Conservation Value (HCV) and High Carbon Stock (HCS) areas.
6. Using electric forklifts and electric motorcycles to support operational activities.



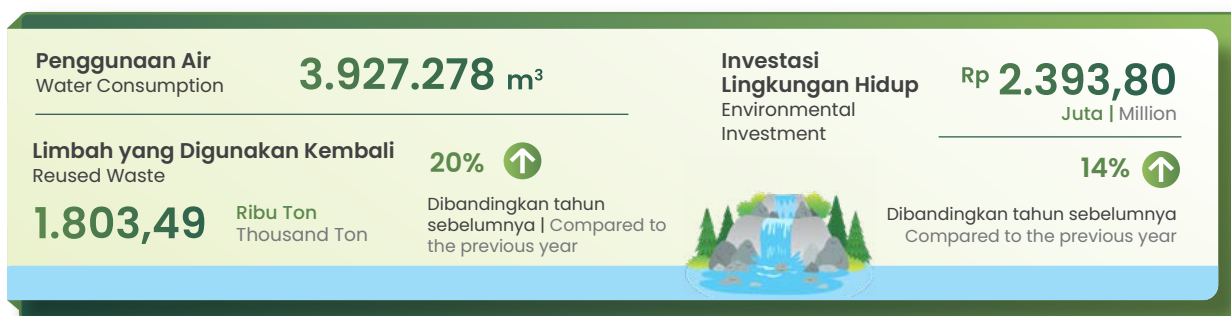
Program Pengurangan Emisi Emissions Reduction Programs

Keterangan Description	Satuan Unit	2025	2024	2023
Penanaman <i>beneficial plant</i> <i>Planting of beneficial plant</i>	m	1.275.441	1.219.797	855.027
Penggunaan limbah cair pada <i>land application</i> <i>Application of liquid waste through land application</i>	m ³	1.092.413	1.062.680	593.190
Penggunaan janjangan kosong <i>Utilization of empty fruit bunches</i>	kg	406.566	296.212	232.774.234

Pengelolaan Lingkungan Hidup Environmental Management

Pengelolaan lingkungan hidup menjadi aspek penting dalam industri kelapa sawit agar dampak terhadap lingkungan dapat diminimalkan. Pengolahan kelapa sawit menghasilkan limbah cair, yaitu POME, dalam volume besar yang jika tidak dikelola dengan benar dapat berisiko mencemari sungai dan ekosistem air. Selain itu, tekanan global terhadap lingkungan memperkuat urgensi bagi pelaku industri untuk secara konsisten menerapkan standar pengelolaan lingkungan.

Environmental management is a critical aspect of the palm oil industry in minimizing adverse environmental impacts. Palm oil processing generates large volumes of liquid waste, namely palm oil mill effluent (POME), which, if not properly managed, poses risks of pollution to rivers and aquatic ecosystems. In addition, increasing global environmental pressure underscores the urgency for industry players to consistently implement robust environmental management standards.



Manajemen Air dan Air Limbah [GRI 3-3, 303-1, 303-2]

Perseroan menyadari bahwa akses terhadap air bersih merupakan hak asasi manusia yang mendasar sehingga pemenuhannya harus dipastikan tidak hanya bagi karyawan, tetapi juga bagi masyarakat sekitar. Sebagai pelaku usaha, Perseroan memiliki tanggung jawab untuk mengelola sumber daya air secara bijaksana. Oleh karena itu, Perseroan menjalankan langkah-langkah yang sesuai dengan praktik terbaik dan kepatuhan hukum, dari penggunaan air yang bertanggung jawab hingga memastikan ketersediaan air bagi lingkungan dan masyarakat.

Sumber air utama yang digunakan Perseroan dalam kegiatan operasional berasal dari air permukaan dan air tanah. Berdasarkan kajian dari World Resources Institute (WRI), seluruh wilayah operasional Perseroan berada pada kategori *water stress* rendah hingga menengah. Meskipun berada pada tingkat risiko yang relatif aman, pengelolaan kuantitas dan kualitas air tetap dilakukan secara konsisten sesuai regulasi yang berlaku. Seluruh aktivitas pengambilan air juga telah dilengkapi dengan perizinan dari pemerintah setempat dan dilaporkan secara berkala kepada otoritas yang berwenang.

Pengambilan air permukaan dan air tanah dilakukan untuk memenuhi kebutuhan operasional Perseroan. Perseroan menggunakan alat *flow meter* yang dikalibrasi secara rutin untuk menghitung total pengambilan air yang dilakukan. [GRI 303-3]

Waste and Wastewater Management [GRI 3-3, 303-1, 303-2]

Access to clean water is a fundamental human right and its fulfillment must be ensured not only for employees but also for surrounding communities. The Company bears responsibility for managing water resources prudently, implementing measures aligned with best practices and regulatory compliance, ranging from responsible water use to ensuring water availability for the environment and local communities.

The primary water sources are surface water and groundwater. Based on assessments by the World Resources Institute (WRI), all of the Company's operational areas fall within the low to medium water stress category. Although the level of risk is relatively manageable, the management of both water quantity and quality is consistently carried out in accordance with applicable regulations. All water abstraction activities are duly permitted by the local government and are reported periodically to the relevant authorities.

Surface water and groundwater abstraction meet the Company's operational needs and flow meters are regularly calibrated to measure total water withdrawal. [GRI 303-3]

Kinerja Air [GRI 303-3, 303-5] [OJK F.8] [IDX E-04] Water Performance

Keterangan Description	Satuan Unit	2025	2024	2023
Sumber Air Water Sources	m³	3.927.278	3.648.945	3.232.189
Air Permukaan Surface Water	m ³	3.172.946	3.374.322	3.086.269
Air Tanah Groundwater	m ³	754.332	274.623	145.920
Penggunaan Air Water Consumption	m³	3.927.278	3.733.251	3.232.188



Kinerja Air [GRI 303-3, 303-5] [OJK F.8] [IDX E-04] Water Performance

Keterangan Description	Satuan Unit	2025	2024	2023
Proses Produksi Production Process	m ³	1.774.784	1.408.002	1.230.324
Proses Pembersihan Cleaning Process	m ³	377.269	410.363	581.376
Fasilitas Pendukung Supporting Facilities	m ³	1.775.224	1.914.886	1.420.488

Air limbah dikelola di instalasi pengolahan air limbah (IPAL) dan secara regular dilakukan secara regular melakukan pemantauan kualitas air limbah untuk memastikan kepatuhan terhadap standar baku mutu yang ditetapkan pemerintah. Pemantauan ini dilakukan setiap enam bulan sekali oleh laboratorium pihak ketiga yang terakreditasi. Dari hasil pemantauan selama tahun 2025, seluruh parameter air limbah yang diuji berhasil memenuhi standar baku mutu. [GRI 303-2]

Manajemen Limbah [GRI 3-3, 306-1, 306-2] [OJK F.14]

Kegiatan operasional Perseroan menghasilkan berbagai jenis limbah, baik limbah padat maupun cair, yang terbagi menjadi kategori limbah bahan berbahaya dan beracun (B3) dan limbah non-B3. Setiap kategori limbah dikelola dan dipisahkan berdasarkan sifat, komposisi, dan pengelolaan akhir, sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Limbah utama yang dihasilkan terdiri dari limbah perkebunan padat organik, seperti janjangan kosong, fiber, dan cangkang, serta limbah cair dari sisa produksi pabrik. Sementara itu, limbah B3 yang dihasilkan, di antaranya lampu *fluorescent* (TL), oli bekas, pelumas bekas, aku bekas, kain majun bekas, filter bekas, limbah medis, kemasan B3 bekas, toner bekas, dan kemasan pestisida yang membutuhkan perlakuan khusus dalam pengelolaannya.

Perseroan mengelola limbah domestik dan organik sesuai dengan standar pengelolaan limbah yang berlaku. Untuk limbah B3, pengelolaan dilakukan melalui kerja sama dengan pihak ketiga yang telah memiliki izin resmi dari Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan. Setiap limbah B3 yang dihasilkan dicatat secara cermat, mencakup jumlah yang masuk, karakteristik limbah, dan pemberian label yang sesuai, sebelum disimpan di tempat penyimpanan sementara (TPS) dan selanjutnya diserahkan ke pihak ketiga.

Guna mengurangi limbah padat yang dibuang ke *landfill*, Perseroan menerapkan pendekatan pengelolaan limbah yang berfokus pada prinsip 3R (*reduce, reuse, recycle*), serta melarang keras

Wastewater is treated at wastewater treatment plants (WWTP), and regular monitoring of wastewater quality ensures compliance with government effluent standards, carried out every six months by accredited third-party laboratories. Based on monitoring results throughout 2025, all tested wastewater parameters met the applicable quality standards. [GRI 303-2]

Waste Management [GRI 3-3, 306-1, 306-2] [OJK F.14]

The Company's operational activities generate various types of waste, both solid and liquid, which are classified into hazardous and toxic waste (B3) and non-hazardous waste. Each category is managed and segregated according to its characteristics, composition, and final treatment method, in compliance with prevailing laws and regulations.

The main waste generated consists of organic solid plantation waste, such as empty fruit bunches, fiber, and shells, as well as liquid waste from mill processing residues. Meanwhile, hazardous waste (B3) includes, among others, fluorescent lamps (TL), used oil, used lubricants, used batteries, used cleaning cloths (rags), used filters, medical waste, used B3 packaging, used toner cartridges, and pesticide packaging, all of which require special handling in their management.

The Company manages domestic and organic waste in accordance with applicable waste management standards. Hazardous waste (B3) is managed in cooperation with third parties that hold official licenses from the Ministry of Environment and Environmental Control Agency. Each hazardous waste generated is meticulously recorded, including the quantities received, waste characteristics, and appropriate labeling, before being stored in temporary storage facilities (TPS) and subsequently handed over to licensed third parties.

To reduce the volume of solid waste disposed of in landfills, the Company applies a waste management approach based on the 3R principles (*reduce, reuse, recycle*) and strictly prohibits uncontrolled waste

adanya pembakaran sampah yang tidak terkontrol. Berbagai limbah produksi dimanfaatkan kembali, misalnya janjangan kosong dan limbah cair yang digunakan sebagai pupuk di perkebunan kelapa sawit yang telah memiliki PMKS, serta cangkang dan fiber yang dimanfaatkan sebagai sumber energi di pabrik. Di sisi lain, besi bekas dimanfaatkan menjadi bahan dalam pembuatan rambu-rambu di sekitar perusahaan dan ban bekas sebagai pagar halaman perumahan karyawan. **[OJK F.5]**

Selain itu, Perseroan juga berupaya mengurangi dan mengeliminasi penggunaan pestisida dan bahan kimia dalam perawatan tanaman sawit, termasuk tidak menggunakan bahan kimia yang mengandung Parakuat diklorida. Pengendalian hama dilakukan melalui penerapan *integrated pest management* dengan mengembangkan tanaman inang predator untuk menarik musuh alami sehingga keseimbangan ekosistem tetap terjaga.

burning. Various production wastes are reused, such as empty fruit bunches and liquid waste applied as fertilizer in palm oil plantations that hold Palm Oil Mill Certificates (PMKS), as well as shells and fiber utilized as energy sources at the mills. In addition, scrap metal is repurposed for signage within the Company's premises, and used tires are reused as fencing for employee housing areas.

[OJK F.5]

Furthermore, the Company seeks to reduce and eliminate the use of pesticides and chemicals in oil palm cultivation, including refraining from using chemicals containing paraquat dichloride. Pest control is implemented through Integrated Pest Management (IPM) by developing host plants for predators to attract natural enemies, thereby maintaining ecosystem balance.

Kinerja Limbah [GRI 306-3, 306-4, 306-5] [IDX E-05] [OJK F.13]
Waste Production

Keterangan Description	Satuan Unit	2025	2024	2023
Produksi Production				
POME POME				
Dihasilkan Generated	Ton Ton	1.113.498,82	986.288,00	782.019,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	-	-	-
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	-
Digunakan Kembali Reused	Ton Ton	864.242,50	1.062.680,00	593.190,00
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	-	-	-
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	872.504,92	720.295,00	304.336,00
Jangkos Empty Fruit Bunches (EFB)				
Dihasilkan Generated	Ton Ton	693.116,04	368.730,00	347.261,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	76.677,60	47.005,00	96.716,00
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	35.079,00
Digunakan Kembali Reused	Ton Ton	441.869,52	239.480,00	233.136,00
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	38.934,16	56.731,00	-
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	-	-	-
Fiber Fiber				
Dihasilkan Generated	Ton Ton	444.855,75	116.507,00	157.042,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	5.576,32	6.951,00	9.899,00
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	1.235,00
Digunakan Kembali Reused	Ton Ton	439.472,25	160.335,00	155.629,00
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	-	-	-
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	-	-	-
Cangkang Shells				
Dihasilkan Generated	Ton Ton	181.532,20	83.425,00	89.713,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	110.826,24	73.744,00	76.599,00
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	3.594,00
Digunakan Kembali Reused	Ton Ton	57.903,78	41.928,00	22.344,00



Kinerja Limbah [GRI 306-3, 306-4, 306-5] [IDX E-05] [OJK F.13] Waste Production

Keterangan Description	Satuan Unit	2025	2024	2023
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	-	-	-
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	-	-	-
Nonproduksi Non-production				
Dihasilkan Generated	Ton Ton	8.433,00	5.190,00	5.796,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	-	-	-
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	-
Digunakan Kembali Reused	Ton Ton	-	-	-
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	-	-	-
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	-	-	-
Berbahaya Hazardous				
Dihasilkan Generated	Ton Ton	49,65	42,00	38,00
Dijual ke Pihak Eksternal Sold to External Parties	Ton Ton	-	-	-
Dijual ke Pihak Internal Sold to Internal Parties	Ton Ton	-	-	-
Digunakan Kembali Reused	Ton Ton	-	-	-
Dialihkan ke Pihak Ketiga Diverted to Third Parties	Ton Ton	49,65	42,00	38,00
Dikirim ke Pembuangan Akhir Disposed to Final Disposal	Ton Ton	-	-	-
Total Limbah Dihasilkan Total Waste Generated	Ton Ton	2.441.485,46	1.560.182,00	1.381.869,00
Total Limbah Dijual ke Pihak Eksternal Total Waste Sold to External Parties	Ton Ton	193.080,15	127.700,00	183.214,00
Total Limbah Dijual ke Pihak Internal Total Waste Sold to Internal Parties	Ton Ton	-	-	39.908,00
Total Limbah Digunakan Kembali Total Waste Reused	Ton Ton	1.803.488,06	1.504.423,00	1.004.299,00
Total Limbah Dialihkan ke Pihak Ketiga Total Waste Diverted to Third Parties	Ton Ton	38.983,81	56.773,00	38,00
Total Limbah Dikirim ke Pembuangan Akhir Total Waste Disposed to Final Disposal	Ton Ton	872.504,92	720.295,00	304.336,00

Perseroan juga memiliki prosedur pengelolaan, pemantauan dan pemanfaatan limbah untuk menangani tumpahan apabila terjadi di wilayah operasional. Melalui pengelolaan yang komprehensif, tidak terjadi tumpahan yang diakibatkan oleh aktivitas operasional pada tahun 2025. [OJK F.15]

The Company also has procedures for waste management, monitoring, and utilization to address potential spills should they occur within operational areas. Through comprehensive management, no spills resulting from operational activities occurred in 2025. [OJK F.15]

Manajemen Hama dan Penyakit Terpadu

Pengendalian hama pada tanaman sawit menjadi perhatian serius bagi Perseroan karena serangan hama dapat menghambat produktivitas tanaman sawit. Perseroan menerapkan pengendalian hama terpadu (PHT) yang memadukan praktik pengendalian hayati dengan mempertimbangkan aspek ekonomi serta aspek ekologi dan sosial. Pengendalian hayati dilakukan dengan memanfaatkan musuh alami dari predator, parasitoid, maupun entomopatogen yang secara alami akan menekan populasi hama sehingga terjadi keseimbangan dan tidak mencemari lingkungan.

Integrated Pest and Disease Management

Pest control in palm oil plantations is a critical concern for the Company, as infestations can hinder plantation productivity. Integrated Pest Management (IPM) combines biological control practices while considering economic, ecological, and social aspects. Biological control utilizes natural enemies such as predators, parasitoids, and entomopathogens, which naturally suppress pest populations, thereby maintaining ecological balance and preventing environmental contamination.

Hewan Pengendali Hama Alami Natural Pest Control Animals



Pemanfaatan hewan pengendali hama, khususnya burung hantu jenis Serak Jawa (*Tyto alba*), dilakukan untuk menghadapi serangan hama. *Tyto alba* merupakan predator alami tikus, salah satu hama utama bagi perkebunan kelapa sawit. Guna memastikan keberadaan populasi *Tyto alba* di wilayah operasional, Perseroan menyediakan sarang buatan (gupon) yang ditempatkan di seluruh area perkebunan. Penyediaan sarang ini turut memungkinkan pemantauan populasi secara berkala oleh tim teknis dan ahli ekologi di lapangan.

Natural pest control animals, particularly barn owls (*Tyto alba*), are employed to address pest infestations. Barn owls are a natural predator of rodents, which are among the main pests in palm oil plantations. To ensure their presence within operational areas, the Company provides artificial nesting boxes (gupon) installed throughout plantation areas. The provision of these nests also enables periodic monitoring of populations by technical teams and field ecologists.

Tanaman Pengendali Hama Alami Natural Pest Control Plants

Perseroan memanfaatkan tanaman refugia sebagai penyedia sumber makanan, tempat berlindung, serta lokasi perkembangbiakan serangga menguntungkan. Tanaman ini membantu menciptakan habitat mikro yang mendukung keberlangsungan siklus berbagai spesies predator. Perseroan memanfaatkan berbagai tanaman refugia, di antaranya *Turnera subulata*, *Antigonon leptopus*, dan *Cassia cobanensis*.

The Company utilizes various refugia plants, including *Turnera subulata*, *Antigonon leptopus*, and *Cassia cobanensis*, as sources of food, shelter, and breeding sites for beneficial insects. These plants help create microhabitats that support the life cycles of various predator species.





Investasi Lingkungan Hidup [OJK.F.4]

Kegiatan operasional Perseroan sangat mengandalkan sumber daya alam sehingga pengelolaannya dilakukan dengan pendekatan yang berkelanjutan dan bertanggung jawab. Perseroan berkomitmen menjalankan praktik tanggung jawab lingkungan dengan praktik terbaik di industrinya, serta secara aktif mengurangi dampak, baik nyata maupun potensial, yang mungkin timbul dari seluruh aktivitas operasional.

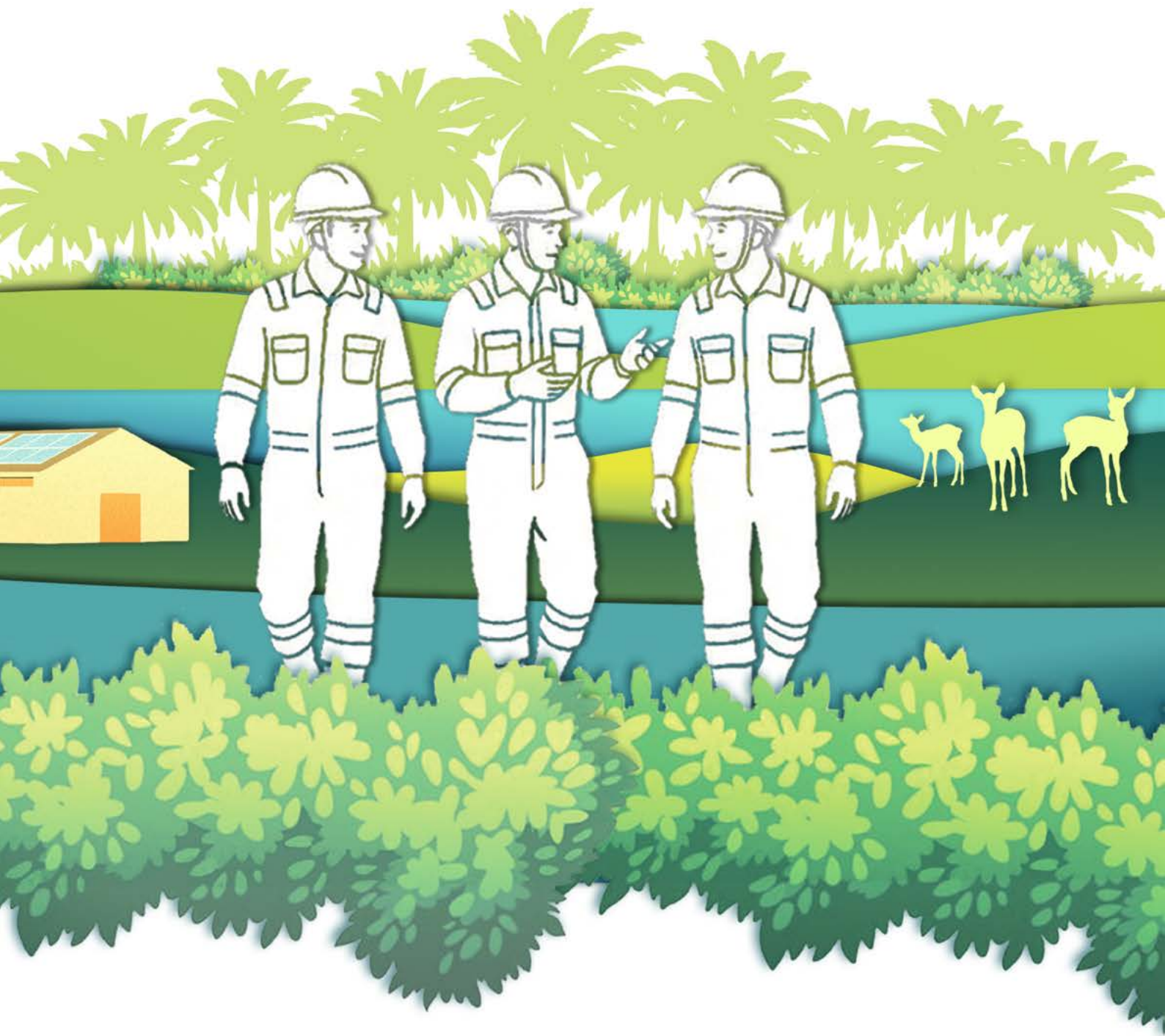
Pada tahun 2025, Perseroan terus memperkuat upaya keberlanjutan dengan mengalokasikan investasi pada program lingkungan hidup. Langkah ini diambil untuk menjaga keberlanjutan jangka panjang sekaligus mendukung kinerja operasional dan tanggung jawab lingkungan di tengah dinamika iklim dan regulasi lingkungan global.

Environmental Investment [OJK.F.4]

The Company's operational activities are highly dependent on natural resources, managed sustainably and responsibly. The Company is committed to implementing environmental responsibility practices in line with industry best practices and to actively reducing both actual and potential impacts arising from all operational activities.

In 2025, the Company continued to strengthen its sustainability efforts by allocating investments to environmental programs, safeguarding long-term sustainability while supporting operational performance and environmental responsibility amid evolving climate dynamics and global environmental regulations.

Kegiatan Activity	Satuan Unit	2025	2024	2023
Biaya Pengujian Lingkungan Environmental Test Costs	Rp Juta Rp Million	1.915,56	1.839,44	1.374,99
Biaya Pengangkutan Limbah B3 Hazardous Waste (B3) Transportation Costs	Rp Juta Rp Million	478,24	257,58	406,66





04

Komunitas Berdayadan Berkelanjutan Empowered and Sustainable Communities



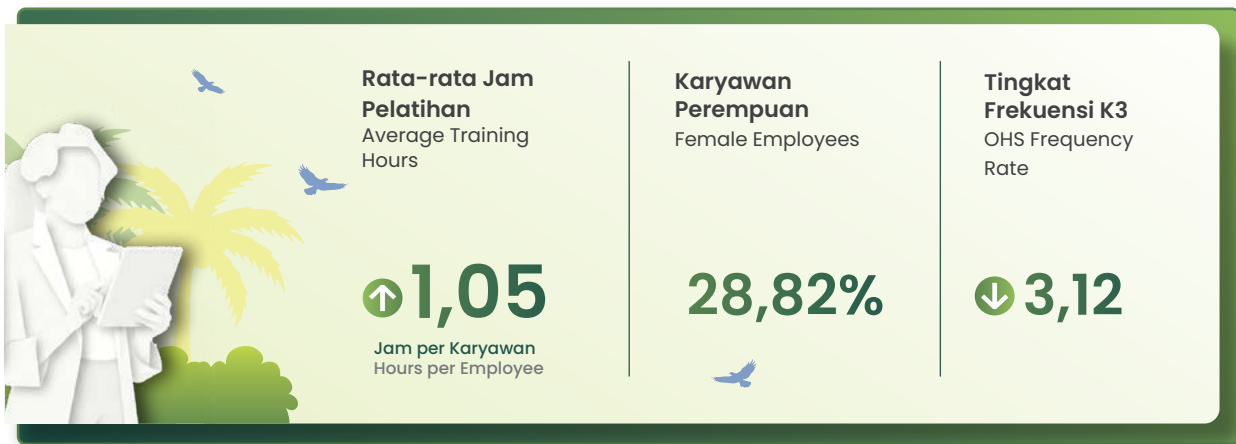


Pengembangan Sumber Daya Manusia

Human Capital Development

Perseroan memandang sumber daya manusia sebagai elemen utama yang mendorong keberlangsungan dan pertumbuhan usaha. Karyawan tidak hanya menjadi bagian dari proses operasional, tetapi juga memegang peran strategis dalam mewujudkan visi dan misi perusahaan. Oleh sebab itu, pengelolaan ketenagakerjaan dan pengembangan karyawan dilaksanakan melalui praktik yang bertanggung jawab dengan mengedepankan kepatuhan terhadap seluruh peraturan perundang-undangan yang berlaku.

The Company regards human capital as a key driver of business sustainability and growth. Employees are not only integral to operational processes but also play a strategic role in realizing the Company's vision and mission. Accordingly, workforce management and employee development are carried out through responsible practices, with strict adherence to all applicable laws and regulations.



Ketenagakerjaan [GRI 405-1]

Praktik ketenagakerjaan dijalankan dengan berlandaskan prinsip keadilan, kesetaraan, serta hubungan kerja yang harmonis antara karyawan dan Perseroan. Berbagai strategi dan kebijakan ketenagakerjaan diterapkan untuk memastikan terciptanya lingkungan kerja yang aman, inklusif, dan saling menghormati bagi seluruh karyawan.

[GRI 3-3]

Sebagai bagian dari upaya tersebut, prinsip keberagaman, kesetaraan, dan inklusi (*diversity, equity, and inclusion/DEI*) menjadi salah satu pilar utama dalam pengelolaan sumber daya manusia guna mendukung kinerja dan daya saing Perseroan. Pemenuhan kebutuhan tenaga kerja dilakukan melalui proses rekrutmen yang adil dan berbasis kompetensi, dengan tahapan seleksi yang objektif tanpa membedakan jenis kelamin, agama, ras, etnis, golongan, maupun usia. Pendekatan ini diterapkan untuk memastikan Perseroan memperoleh tenaga kerja yang kompeten, terampil, sehat, dan memenuhi ketentuan batas usia minimal, yaitu 18 tahun. [OJK F.18] [IDX S-08]

Employment [GRI 405-1]

Employment practices are carried out based on the principles of fairness, equality, and harmonious working relationships between employees and the Company. Various employment strategies and policies are implemented to ensure the creation of a safe, inclusive, and mutually respectful work environment for all employees. [GRI 3-3]

As part of these efforts, the principles of diversity, equity, and inclusion (DEI) serve as one of the main pillars in human capital management to support the Company's performance and competitiveness. Workforce needs are fulfilled through a fair and competency-based recruitment process, with objective selection stages that do not discriminate based on gender, religion, race, ethnicity, social group, or age. This approach is implemented to ensure that the Company recruits a competent, skilled, and healthy workforce, while complying with the minimum age requirement of 18 years. [OJK F.18] [IDX S-08]

Pengelolaan data karyawan dilakukan secara terintegrasi melalui sistem *enterprise resource planning* (ERP) yang dikembangkan oleh *Green Golden* (G2). Melalui sistem ini, data karyawan dapat dikelola dan dipantau berdasarkan status ketenagakerjaan, wilayah kerja, gender, usia, jabatan, serta kategori lainnya dengan perhitungan berbasis jumlah individu. Selama periode pelaporan, tidak terdapat kelompok pekerja lain selain karyawan yang bekerja di Perseroan. [GRI 2-7, 2-8]

Employee data is managed in an integrated manner through an enterprise resource planning (ERP) system developed by Green Golden (G2). Through this system, employee data can be administered and monitored based on employment status, work location, gender, age, position, and other categories, using headcount-based calculations. During the reporting period, there were no categories of workers other than employees engaged by the Company. [GRI 2-7, 2-8]

Pada tahun 2025, Perseroan melakukan penyesuaian hubungan kerja bagi pekerja buruh harian dengan mengalihkan statusnya menjadi karyawan dengan Perjanjian Kerja Waktu Tertentu (PKWT), sehingga jumlah karyawan kontrak meningkat secara signifikan. Penyesuaian ini dilakukan untuk memastikan pengelolaan tenaga kerja yang lebih terstruktur serta selaras dengan ketentuan ketenagakerjaan yang berlaku, dengan rencana bahwa mulai tahun 2026 karyawan PKWT tersebut akan bertransisi menjadi karyawan tetap. Sebagai perbandingan, pada tahun 2024 sebagian buruh harian yang telah bekerja selama 21 hari kerja dalam tiga bulan atau lebih dicatat sebagai karyawan tetap sesuai dengan ketentuan Undang-Undang Ketenagakerjaan

In 2025, the Company adjusted the employment status of daily workers by converting them into employees under Fixed-Term Employment Agreements (PKWT), resulting in a significant increase in the number of contract employees. This adjustment was made to ensure more structured workforce management and alignment with applicable labor regulations, with a plan for these PKWT employees to transition into permanent employees starting in 2026. As a comparison, in 2024 some daily workers who had worked for 21 working days over a period of three months or more were recorded as permanent employees in accordance with the provisions of the Labor Law.

Karyawan Berdasarkan Status Pekerjaan [IDX S-04] [OJK C.3] Employees by Employment Status

Keterangan Description	Satuan Unit	2025	2024	2023
Karyawan Tetap Permanent Employees	Orang People	4.390	10.280	10.922
Karyawan Kontrak Contract Employees	Orang People	5.937	191	90
Total Karyawan Total Employees	Orang People	10.327	10.471	11.012
Persentase Karyawan Tetap Percentage of Permanent Employees	%	42,51	98,18	99,18

Karyawan Berdasarkan Wilayah Kerja [GRI 2-7] [OJK C.3] Employees by Work Location

Keterangan Description	Jenis Kelamin Gender	Satuan Unit	2025	2024	2023
Kantor Pusat Medan Medan Head Office	Laki-laki Male	Orang People	173	165	158
	Perempuan Female	Orang People	75	75	70
Kantor Jakarta Jakarta Office	Laki-laki Male	Orang People	5	4	4
	Perempuan Female	Orang People	-	-	-
Kantor Singapura Singapore Office	Laki-laki Male	Orang People	2	2	2
	Perempuan Female	Orang People	1	1	1



Karyawan Berdasarkan Wilayah Kerja [GRI 2-7] [OJK C.3] Employees by Work Location

Keterangan Description	Jenis Kelamin Gender	Satuan Unit	2025	2024	2023
Kebun Region Sumatera Utara North Sumatra Region Plantation	Laki-laki Male	Orang People	2.394	2.448	2.525
	Perempuan Female	Orang People	1.244	1.318	1.275
Kantor Region Sumatera Selatan South Sumatra Region Office	Laki-laki Male	Orang People	1.438	1.572	1.735
	Perempuan Female	Orang People	562	640	671
Kantor Region Kalimantan Barat West Kalimantan Region Office	Laki-laki Male	Orang People	904	906	1.033
	Perempuan Female	Orang People	463	432	470
Kantor Region Kalimantan Tengah Central Kalimantan Regional Office	Laki-laki Male	Orang People	1.168	1.167	1.367
	Perempuan Female	Orang People	564	543	606
PMKS/KCP Region Sumatera Utara North Sumatra Region Palm Oil Mill/Kernel Crushing Plant	Laki-laki Male	Orang People	761	737	730
	Perempuan Female	Orang People	41	41	39
PMKS/KCP Region Sumatera Selatan South Sumatra Region Palm Oil Mill/Kernel Crushing Plant	Laki-laki Male	Orang People	113	113	113
	Perempuan Female	Orang People	4	5	5
PMKS/KCP Region Kalimantan Barat West Kalimantan Region Palm Oil Mill/ Kernel Crushing Plant	Laki-laki Male	Orang People	94	101	99
	Perempuan Female	Orang People	4	4	4
PMKS/KCP Region Kalimantan Tengah Central Kalimantan Region Palm Oil Mill/ Kernel Crushing Plant	Laki-laki Male	Orang People	168	170	97
	Perempuan Female	Orang People	12	11	8
STAOF Tanjung Penyembal Riau STAOF Tanjung Penyembal Riau	Laki-laki Male	Orang People	122	15	-
	Perempuan Female	Orang People	15	1	-

Karyawan Berdasarkan Usia [GRI 2-7, 405-1] [IDX S-02] Employees by Age

Keterangan Description	Jenis Kelamin Gender	Satuan Unit	2025	2024	2023
18–25 Tahun 18–25 Years	Laki-laki Male	Orang People	1.266	1.234	1.506
	Perempuan Female	Orang People	398	419	462
26–35 Tahun 26–35 Years	Laki-laki Male	Orang People	2.659	2.780	2.916
	Perempuan Female	Orang People	1.097	1.146	1.188
36–45 Tahun 36–45 Years	Laki-laki Male	Orang People	2.148	2.154	2.241
	Perempuan Female	Orang People	1.024	1.061	1.048
46–55 Tahun 46–55 Years	Laki-laki Male	Orang People	1.052	1.024	1.001
	Perempuan Female	Orang People	400	404	419
>56 Tahun >56 Years	Laki-laki Male	Orang People	226	211	199
	Perempuan Female	Orang People	57	38	32

Karyawan Berdasarkan Kelompok Jabatan [GRI 2-7, 405-1] Employees by Position Level

Keterangan Description	Jenis Kelamin Gender	Satuan Unit	2025	2024	2023
Staf dan Operator Staff and Operator	Laki-laki Male	Orang People	6.789	6.773	7.550
	Perempuan Female	Orang People	2.896	2.988	3.132
Supervisor Supervisor	Laki-laki Male	Orang People	476	542	234
	Perempuan Female	Orang People	75	76	13
Manager Manager	Laki-laki Male	Orang People	60	61	51
	Perempuan Female	Orang People	2	2	3
General Manager General Manager	Laki-laki Male	Orang People	16	18	19
	Perempuan Female	Orang People	1	1	-
Direksi Director	Laki-laki Male	Orang People	4	3	3
	Perempuan Female	Orang People	1	1	1
Komisaris Commissioner	Laki-laki Male	Orang People	7	6	6
	Perempuan Female	Orang People	-	-	-

Karyawan Berdasarkan Status Jabatan dan Jenis Kelamin [IDX S-01] Employees by Position Level and Gender

Level Jabatan Position Level	Satuan Units	2025				2024				2023			
		Laki-Laki Male		Perempuan Female		Laki-Laki Male		Perempuan Female		Laki-Laki Male		Perempuan Female	
		Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan Percentage of Employees (%)
Entry-level	Orang People	6771	65,57	2.890	27,98	6.773	64,68	2.988	28,54	7.550	68,56	3.132	28,44
Mid-level	Orang People	489	4,74	83	0,80	542	5,18	76	0,73	234	2,12	13	0,12
Senior-level	Orang People	80	0,77	2	0,02	78	0,74	3	0,03	70	0,64	3	0,03
Executive-level	Orang People	11	0,11	1	0,01	10	1,00	1	0,01	9	0,08	1	0,01
Total Karyawan Total Employees	Orang People	7.351	71,18	2.976	28,82	7.403	70,70	3.068	29,30	7.863	71,40	3.149	28,60

*Direksi/pegawai selevel direktur dilaporkan sebagai executive-level | *Directors/employees at director level are reported as executive-level

Level Jabatan yang Dimiliki oleh Karyawan Laki-laki dan Perempuan Berdasarkan Kelompok Usia pada Tahun 2025 [IDX S-01] Position Levels Held by Male and Female Employees by Age Group in 2025

Rentang Usia (tahun) Age Range (Years)	Satuan Unit	2025							
		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	Orang People	1.245	394	21	4	0	0	0	0
25-35	Orang People	2.445	1.059	208	40	3	0	0	0
35-45	Orang People	1.960	998	153	23	37	1	0	0
45-55	Orang People	935	384	88	15	26	1	2	0
>55	Orang People	186	55	19	1	14	0	9	1



Tingkat Pergantian Karyawan [IDX S-03] Employee Turnover Rate

Keterangan Description	Satuan Unit	2025		2024	
		Jumlah Karyawan Number of Employees	Persentase Karyawan (%) Percentage of Employees (%)	Jumlah Karyawan Number of Employees	Persentase Karyawan (%) Percentage of Employees (%)
Jumlah Karyawan Resign/ Pemutusan Hubungan Kerja Number of Employees Resigned/ Employment Terminated	Orang People	1.745	16,77	648	6,19
Jumlah Karyawan Baru/Pengganti Number of New/Replacement Employees	Orang People	1.694	16,28	490	4,69

Hubungan Industrial [GRI 2-30, 406-1, 407-1]

Dalam rangka menjaga keseimbangan antara hak dan kewajiban setiap individu, Perseroan mendukung kebebasan berserikat bagi seluruh karyawan serta mendukung hak karyawan untuk membentuk dan bergabung dengan serikat pekerja secara sukarela. Keberadaan serikat pekerja menjadi salah satu saluran bagi karyawan untuk menyampaikan aspirasi dan harapan mereka.

Pertemuan dengan pengurus serikat pekerja diadakan secara rutin guna membahas berbagai isu ketenagakerjaan dan upaya peningkatan kesejahteraan karyawan. Perseroan telah memiliki perjanjian kerja bersama (PKB) sebagai hasil kesepakatan antara manajemen dan perwakilan karyawan melalui forum perundingan bersama. PKB senantiasa diperbarui setiap kali masa berlakunya berakhir melalui proses pembahasan antara Pimpinan Unit dan Pengurus Serikat Pekerja, guna memastikan ketentuan yang disepakati tetap relevan dan selaras dengan kebutuhan serta kepentingan kedua belah pihak. [GRI 2-30]

Industrial Relations [GRI 2-30, 406-1, 407-1]

To maintain a balanced relationship between the rights and obligations of each individual, the Company upholds freedom of association for all employees and supports their right to voluntarily establish and join labor unions. The presence of labor unions serves as a channel for employees to express their aspirations and expectations.

Meetings with union representatives are held regularly to discuss various employment-related matters and initiatives to enhance employee welfare. The Company has established a Collective Labor Agreement (CLA) as a result of negotiations between management and employee representatives through a bipartite forum. The CLA is renewed upon expiration through discussions between Unit Management and Union Representatives to ensure that the agreed provisions remain relevant and aligned with the needs and interests of both parties. [GRI 2-30]

100%

Karyawan didukung dalam kebebasan berserikat serta tercakup dalam perjanjian kerja bersama (PKB) of employees are supported in exercising their freedom of association and are covered under the Collective Labor Agreement (CLA).



Kesejahteraan Karyawan [GRI 401-2, 401-3, 405-2] [OJK F.18]

Kesejahteraan karyawan didukung melalui lingkungan kerja yang aman, pengembangan kompetensi secara berkelanjutan, serta sistem remunerasi dan tunjangan yang kompetitif. Setiap karyawan memperoleh hak yang setara dan adil sesuai dengan prosedur remunerasi karyawan. Remunerasi tersebut mencakup gaji pokok, tunjangan, fasilitas, serta bentuk imbalan lainnya. Melalui praktik tersebut, Perseroan mencegah terjadinya praktik diskriminatif di lingkungan kerja.

Employee Welfare [GRI 401-2, 401-3, 405-2] [OJK F.18]

Employee welfare is supported through a safe work environment, continuous competency development, and a competitive remuneration and benefits system. All employees are entitled to equal and fair rights in accordance with established remuneration procedures. The remuneration comprises base salary, allowances, facilities, and other forms of benefits. Through this practice, the Company prevents discriminatory practices within the workplace.

Perseroan secara rutin meninjau skala upah setiap tahun dengan mempertimbangkan tingkat inflasi tahunan, penyesuaian upah minimum yang ditetapkan pemerintah, serta kondisi daya beli masyarakat. Selain faktor tersebut, capaian *key performance indicator* (KPI) tahunan juga menjadi dasar dalam menentukan besaran kenaikan upah maupun bonus tahunan yang diberikan kepada karyawan. [GRI 3-3, 405-2]

The Company conducts an annual review of its salary scale by considering factors such as the annual inflation rate, adjustments to government-mandated minimum wages, and prevailing purchasing power conditions. In addition to these factors, the achievement of annual key performance indicators (KPIs) serves as the basis for determining salary increases and the allocation of annual bonuses to employees. [GRI 3-3, 405-2]

Manfaat Benefit	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract Employee
Gaji Salary	✓	✓
Natura Beras Rice Allowance	✓	-
Cuti Tahunan Annual Leave	✓	✓
THR Religious Holiday Allowance	✓	✓
Bonus Tahunan Annual Bonus	✓	Bonus diberikan apabila bekerja 1 tahun atau lebih Bonus provided if employed for 1 year or more
Perumahan Housing	✓	Diberikan pemondokan Dormitory provided
Air Bersih dan Listrik Clean Water and Electricity	✓	✓
BPJS Ketenagakerjaan Employment Insurance	✓	✓
BPJS Kesehatan Health Insurance	✓	✓
Cuti Melahirkan Maternity Leave	✓	✓

Dalam upaya mewujudkan kesetaraan di lingkungan kerja, Perseroan memastikan tidak terdapat perbedaan rasio upah dan remunerasi antara karyawan perempuan dan laki-laki. Perbandingan gaji pokok dan remunerasi antara karyawan perempuan dan laki-laki ditetapkan sebesar 1:1. Perseroan juga memastikan bahwa imbal jasa terendah yang diberikan kepada karyawan setidaknya setara atau lebih tinggi dibandingkan upah minimum yang ditetapkan oleh pemerintah daerah di masing-masing wilayah operasional. [GRI 405-2] [OJK F.20]

In its efforts to promote workplace equality, the Company ensures that there is no disparity in wage and remuneration ratios between female and male employees. The ratio of base salary and overall remuneration between female and male employees is set at 1:1. The Company also ensures that the lowest compensation provided to employees is at least equal to or higher than the minimum wage established by the respective regional governments in each operational area. [GRI 405-2] [OJK F.20]

Selain itu, Perseroan memberikan hak cuti melahirkan kepada karyawan perempuan dan laki-laki. Karyawan perempuan memperoleh hak cuti melahirkan selama tiga bulan kalender dan karyawan laki-laki diberikan cuti untuk mendampingi kelahiran anak selama dua hari. Sepanjang 2025, tercatat 156 karyawan mengambil cuti melahirkan dan 50% kembali bekerja setelah masa cuti berakhir.

In addition, the Company provides parental leave entitlements to both female and male employees. Female employees are entitled to three calendar months of maternity leave, while male employees are granted two days of paternity leave to accompany the birth of their child. Throughout 2025, a total of 156 employees took parental leave, and 50% returned to work upon completion of their leave period.

Pengembangan Kompetensi dan Karier [GRI 3-3, 404-1, 404-2] [OJK F.22]

Pengembangan kompetensi karyawan merupakan elemen penting dalam mendukung kinerja dan keberlanjutan organisasi. Oleh sebab itu, pemberian kesempatan untuk mengembangkan diri dan

Competency and Career Development [GRI 3-3, 404-1, 404-2] [OJK F.22]

Employee competency development is a critical element in supporting organizational performance and sustainability. Accordingly, providing opportunities for self-development and capability



meningkatkan kompetensi menjadi bagian penting dalam pengelolaan SDM. Dalam pelaksanaannya, Perseroan menjunjung tinggi prinsip kesetaraan sehingga seluruh karyawan memiliki akses yang sama terhadap program pelatihan dan pengembangan. Sejalan dengan hal tersebut, karyawan didorong untuk berperan aktif dalam meningkatkan kompetensi melalui pelatihan yang relevan dengan tugas dan tanggung jawab masing-masing.

Setiap tahun, Training Centre menyusun kalender pendidikan dan pelatihan yang kemudian didistribusikan ke seluruh unit kerja sehingga karyawan dapat merencanakan dan memilih pelatihan sesuai kebutuhan serta jadwal yang tersedia. Program pembelajaran dilakukan secara tatap muka maupun daring guna meningkatkan fleksibilitas serta menyesuaikan dengan kondisi karyawan di lapangan. Selain program internal, karyawan juga diberikan kesempatan untuk mengajukan permohonan kepada atasan guna mengikuti seminar publik, pelatihan, maupun lokakarya yang diselenggarakan oleh pihak eksternal. [GRI 3-3] [OJK F.22]

enhancement forms an integral part of human capital management. In its implementation, the Company upholds the principle of equality to ensure that all employees have equal access to training and development programs. In line with this commitment, employees are encouraged to actively enhance their competencies through training relevant to their respective roles and responsibilities.

Each year, the Training Centre prepares an education and training calendar, which is then distributed to all work units to enable employees to plan and select training programs in accordance with their needs and available schedules. Learning programs are conducted through both in-person and online formats to increase flexibility and accommodate employees' field conditions. In addition to internal programs, employees are also provided the opportunity to seek approval from their supervisors to participate in public seminars, training sessions, and workshops organized by external parties. [GRI 3-3] [OJK F.22]

Pelatihan dan Jumlah Peserta pada 2025
Training Programs and Number of Participants in 2025

Nama Pelatihan Training Program Name	Jumlah Peserta (orang) Number of Participants (people)
<i>Excellent Operational Fan di PMKS</i>	38
Perencanaan & Implementasi Pengendalian Gulma secara Manual/Biologis	28
Perencanaan & Implementasi Pengendalian Penyakit Tanaman Kelapa Sawit	19
<i>Inspection & Maintenance Valve & Sistem Trap</i>	49
Sertifikasi Operator Genset Kelas I	1
Kepelabuhan tipe B	1
Pengetahuan & Penggunaan Genset di PMKS & Kebun	40
Teknis Kelapa Sawit dan Field Trip 2025	2
Pengetahuan & Penggunaan Turbin di PMKS	33
<i>Inhouse Training Refresh Penguasaan & SOP & WI Panen Kelapa Sawit</i>	103
Sertifikasi <i>International Maritim Organization (IMO)</i>	1
<i>Preventive Maintenance</i>	21
<i>Inhouse Training Refresh Penguasaan SOP & WI Pengendalian Gulma Secara Chemist batch II</i>	18
<i>Bearing Maintenance & Technology</i>	20
Pertemuan Teknis Kelapa Sawit 2025	2
Ahli K3 Listrik	1
Penanggungjawab Pengendalian Pencemaran Air	2
Sertifikasi Operator Tenaga Produksi	1
Penanggungjawab Pengendalian Pencemaran Udara	1
Petugas penanggulangan kebakaran kelas D	1
Pemahaman & Pengatahuan tentang RSPO serta Implementasinya di Lapangan	29

Pelatihan dan Jumlah Peserta pada 2025 Training Programs and Number of Participants in 2025

Nama Pelatihan Training Program Name	Jumlah Peserta (orang) Number of Participants (people)
Penanganan & Pengendalian kebakaran hutan dan lahan	29
Nutrition Satellite Symposium in Conjunction with PIPOC 2025	2
PIPOC 2025 - MPOB International Palm Oil	3
Sistem Pompa dan Instalasi Perpipaan di PMKS	12
Pelaksana Utama Pembangunan & Pemasangan Distribusi Tegangan Rendah	1
Sertifikasi <i>Welding, Inspectur</i>	1
Job Training Asisten PMKS	17
Job Training Asisten Agronomi	16
Advanced training untuk Director, Commissioner, Komite ESG dan Corporate Secretary	10
Pelatihan <i>Fraud Audit & Investigation</i>	1
Transformasi Digital untuk Efisiensi Perkebunan & Pengelolaan Kelapa Sawit	1
<i>IFRS S2 Governance: The Strategic Role of ESG Committees</i>	1
Pelatihan Sertifikasi QIA	1
Seminar <i>Palm Monitoring Technology by Using AI</i>	5
Pelatihan Internasional <i>Ship & Port Facility Security (ISPS) Code</i>	1

Jumlah Jam Pelatihan Berdasarkan Jenis Kelamin [GRI 404-1] [OJK F.22] Total Training Hours by Gender

Keterangan Description	Satuan Unit	2025	2024	2023
Laki-laki Male	Jam Hours	9.105	16.028	11.375
Perempuan Female	Jam Hours	726	179	46

Jumlah Jam Pelatihan Berdasarkan Level Jabatan [GRI 404-1] [OJK F.22] Total Training Hours by Position Level

Keterangan Description	Satuan Unit	2025	2024	2023
Direksi dan Komisaris Director and Commissioner	Jam Hours	356	35	83,5
General Manager General Manager	Jam Hours	175	49	101
Manager Manager	Jam Hours	150	88	212
Supervisor (Asisten, KTU, dan Askep) Supervisor (Assistants, KTU, and Askep)	Jam Hours	7.106	1.115	553
Staf dan Operator Staff and Operator	Jam Hours	2.044	14.920	10.471

Pelatihan dan Pengembangan Karyawan [IDX S-05] Employee Training and Development

Keterangan Description	Satuan Unit	2025	2024
Rata-Rata Jam Pelatihan per Karyawan Average Training Hours per Employee	Jam/Karyawan Hours/ Employee	1,06	0,65
Jumlah Karyawan yang Ikut Serta dalam Program Pelatihan Number of Employees Participating in Training Programs	Orang People	512	231
Persentase Jumlah Karyawan yang Ikut Serta dalam Pelatihan (%) Percentage of Employees Participating in Training (%)	%	4,93	2,21



Hak Asasi Manusia [GRI 408-1, 409-1] [IDX S-07, S-08, S-09, S-10] [OJK F.19]

Penghormatan terhadap hak asasi manusia (HAM) menjadi landasan penting dalam seluruh aktivitas operasional. Setiap karyawan diperlakukan dengan menjunjung tinggi martabat, kesetaraan, dan rasa saling menghormati sebagai bagian dari praktik bisnis yang bertanggung jawab. Dalam pelaksanaannya, Perseroan mengacu pada Kebijakan Hak Asasi Manusia STA Resources yang diterbitkan pada 1 Juli 2021, yang memuat prinsip nondiskriminasi, kesetaraan kesempatan, serta perlindungan terhadap hak-hak tenaga kerja. Kebijakan tersebut disusun dengan berlandaskan pada Deklarasi Universal Hak Asasi Manusia Perserikatan Bangsa-Bangsa dan Konvensi Organisasi Perburuhan Internasional (ILO) mengenai standar ketenagakerjaan.

Perseroan secara tegas melarang segala bentuk pekerja anak dalam seluruh kegiatan operasional sebagaimana diatur dalam Memorandum No. 0068/HRD/2019 tentang Kepatuhan terhadap Undang-Undang Ketenagakerjaan terkait Pekerja Anak. Perseroan memastikan seluruh area kerja terbebas dari keterlibatan anak-anak dalam aktivitas yang berpotensi membahayakan, baik secara langsung maupun tidak langsung. Pengawasan dan penerapan kebijakan tersebut dilaksanakan oleh Departemen Human Resources Development (HRD) bersama Manajemen Operasional, termasuk melalui penyediaan fasilitas penitipan anak bagi karyawan yang membutuhkan. Upaya pemenuhan kepatuhan dilakukan melalui sosialisasi secara rutin, inspeksi berkala, serta langkah-langkah pencegahan untuk memastikan kebijakan larangan pekerja anak diterapkan secara konsisten di seluruh unit operasional.

Penerapan kebijakan HAM dikoordinasikan oleh Departemen Kepatuhan & Keberlanjutan, yang bertanggung jawab untuk melakukan pemantauan dan evaluasi atas kepatuhan terhadap prinsip-prinsip HAM dalam kegiatan operasional maupun rantai pasok Perseroan.

Selain itu, penerapan ini diperkuat dengan Kode Etik STA Resources yang memuat larangan terhadap praktik kerja paksa dan pekerja anak. Dalam rantai pasok, Perseroan mewajibkan seluruh pemasok untuk menandatangani kode etik sebagai bentuk kepatuhan terhadap prinsip ketenagakerjaan yang adil dan bertanggung jawab. Sepanjang periode pelaporan, tidak terdapat kejadian pelanggaran hak asasi manusia di lingkungan Perseroan.

Human Rights [GRI 408-1, 409-1] [IDX S-07, S-08, S-09, S-10] [OJK F.19]

Respect for human rights forms a fundamental basis of all operational activities. Every employee is treated with dignity, equality, and mutual respect as part of responsible business practices. In its implementation, the Company refers to the STA Resources Human Rights Policy issued on July 1, 2021, which encompasses principles of non-discrimination, equal opportunity, and the protection of labor rights. The policy is developed in alignment with the Universal Declaration of Human Rights of the United Nations and the International Labour Organization (ILO) Conventions concerning labor standards.

The Company strictly prohibits all forms of child labor across its operational activities, as stipulated in Memorandum No. 0068/HRD/2019 concerning compliance with labor regulations related to child labor. The Company ensures that all work areas are free from the involvement of children in activities that may pose direct or indirect risks. Oversight and implementation of this policy are carried out by the Human Resources Development (HRD) Department in collaboration with Operational Management, including the provision of childcare facilities for employees who require them. Compliance efforts are reinforced through regular socialization, periodic inspections, and preventive measures to ensure the consistent enforcement of the child labor prohibition policy across all operational units.

The implementation of the Human Rights Policy is coordinated by the Compliance & Sustainability Department, which is responsible for monitoring and evaluating adherence to human rights principles across the Company's operational activities and supply chain.

In addition, this implementation is reinforced by the STA Resources Code of Conduct, which includes prohibitions against forced labor and child labor practices. Within the supply chain, the Company requires all suppliers to sign the Code of Conduct as a commitment to upholding fair and responsible labor principles. Throughout the reporting period, there were no reported incidents of human rights violations within the Company's operations.

Pencegahan dan Penanganan Kekerasan Seksual di Tempat Kerja Prevention and Handling of Sexual Harassment in the Workplace



Perseroan melarang segala bentuk kekerasan seksual dengan menetapkan kebijakan dan prosedur pencegahan dan mekanisme pelaporan indikasi kekerasan seksual. Kebijakan ini diatur dalam P-STA-HO-HRD-19 tentang Pencegahan dan Penanganan Kekerasan Seksual di Tempat Kerja. Proses penanganan mencakup pelaporan, investigasi, pendampingan korban, serta tindakan korektif apabila pelanggaran terbukti. Seluruh pelaporan akan ditindaklanjuti dan diverifikasi oleh Departemen Sumber Daya Manusia (HRD).

The Company strictly prohibits all forms of sexual harassment by establishing policies, preventive measures, and reporting mechanisms for indications of sexual misconduct. This policy is stipulated in P-STA-HO-HRD-19 concerning the Prevention and Handling of Sexual Harassment in the Workplace. The handling process includes reporting, investigation, victim assistance, and corrective actions where violations are substantiated. All reports are followed up and verified by the Human Resources (HRD) Department.

Pelibatan Karyawan

Sistem penilaian kinerja diterapkan secara terstruktur untuk membantu karyawan mengevaluasi capaian terhadap target yang telah ditetapkan selaras dengan tujuan organisasi. Evaluasi kinerja dilakukan berdasarkan KPI tiap-tiap karyawan guna memastikan proses penilaian berlangsung secara objektif dan transparan. [GRI 404-3]

Kesempatan yang setara juga diberikan kepada seluruh karyawan untuk mengembangkan karier tanpa adanya diskriminasi. Prinsip ini tercermin dalam kebijakan promosi jabatan yang didasarkan pada hasil penilaian kinerja dengan tetap mempertimbangkan kebutuhan dan prioritas organisasi. Melalui pendekatan yang berorientasi pada kinerja dan pengembangan individu, Perseroan berupaya menciptakan lingkungan kerja yang inklusif, mendukung pertumbuhan profesional karyawan, serta memperkuat kapasitas organisasi dalam mencapai tujuan jangka panjang.

Kesehatan dan Keselamatan Kerja Sistem Manajemen K3 [GRI 3-3, 403-1, 403-8] [OJK F.21] [IDX S-11]

Kesehatan dan keselamatan kerja (K3) ditempatkan sebagai prioritas utama dalam melindungi setiap individu yang berada di lingkungan kerja. Pemenuhan aspek K3 merupakan tanggung jawab bersama seluruh pihak, baik karyawan, tenaga kerja alih daya, maupun pengunjung area operasional, khususnya di area pabrik. Dengan komitmen untuk menciptakan lingkungan kerja yang aman dan menekan risiko kecelakaan kerja hingga mencapai kondisi nihil kecelakaan (*zero accident*), aspek K3 secara aktif diintegrasikan ke dalam setiap proses produksi dan kegiatan operasional.

Employee Engagement

A structured performance appraisal system is implemented to support employees in evaluating their achievements against established targets aligned with organizational objectives. Performance evaluations are conducted based on each employee's KPIs to ensure that the assessment process is carried out objectively and transparently [GRI 404-3]

Equal opportunities are provided to all employees to develop their careers without discrimination. This principle is reflected in the Company's promotion policies, which are based on performance appraisal results while taking into account organizational needs and priorities. Through a performance- and individual development-oriented approach, the Company strives to foster an inclusive work environment, support employees' professional growth, and strengthen organizational capacity to achieve long-term objectives.

Occupational Health and Safety OHS Management System [GRI 3-3, 403-1, 403-8] [OJK F.21] [IDX S-11]

Occupational health and safety (OHS) is positioned as a top priority in safeguarding every individual within the workplace. Compliance with OHS aspects is a shared responsibility among all parties, including employees, outsourced workers, and visitors to operational areas, particularly in factory environments. With a commitment to creating a safe work environment and minimizing the risk of workplace accidents to achieve zero accidents, OHS considerations are actively integrated into every production process and operational activity.



Jumlah Karyawan yang Mendapat Penilaian Kerja [404-3]

Number of Employees Receiving Performance Evaluations

43,99%

Staf dan Operator

Staff and Operator

Orang People **3.903** 2025

3.560 2024

3.752 2023

Supervisor (Asisten, KTU, Askep)

Supervisor (Asisten, KTU, Askep)

Orang People **556** 2025

414 2024

249 2023

Manager

Manager

Orang People **62** 2025

63 2024

55 2023

General Manager

General Manager

Orang People **17** 2025

18 2024

19 2023

Direksi

Director

Orang People **5** 2025

4 2024

4 2023

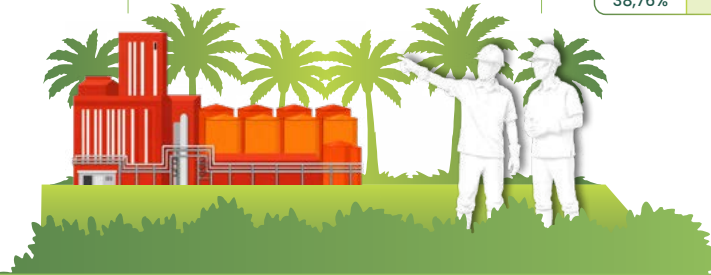
Total Karyawan Mendapatkan Evaluasi

Total Employees Receiving Performance evaluations

Orang People **4.543** 2025
43,74%

4.059 2024
38,76%

4.059 2023
37,04%



Sebagai fondasi dalam membangun tempat kerja yang aman dan nyaman, Perseroan menyusun standar K3 yang mengacu pada peraturan perundang-undangan yang berlaku. Standar tersebut diintegrasikan ke dalam budaya kerja perusahaan agar setiap karyawan menjadikan K3 sebagai pertimbangan utama dalam pengambilan keputusan dan pelaksanaan pekerjaan sehari-hari. Melalui pendekatan ini, Perseroan berupaya menumbuhkan kesadaran kolektif akan pentingnya menjaga keselamatan diri sendiri dan rekan kerja.

Guna memastikan perlindungan K3 diterapkan secara konsisten dan berkelanjutan, Perseroan menyusun dan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) yang mengacu pada Peraturan Pemerintah Nomor 50 Tahun 2012. Penerapan SMK3 memungkinkan pengelolaan seluruh aspek K3 dilakukan secara sistematis, terencana, dan terukur.

As a foundation for establishing a safe and secure workplace, the Company develops OHS standards in accordance with applicable laws and regulations. These standards are embedded into the Company's work culture, ensuring that every employee places OHS as a primary consideration in decision-making and the execution of daily tasks. Through this approach, the Company seeks to cultivate collective awareness of the importance of maintaining personal and coworker safety.

To ensure that OHS protection is implemented consistently and sustainably, the Company has established and implemented an Occupational Health and Safety Management System (SMK3) in accordance with Government Regulation No. 50 of 2012. The implementation of SMK3 enables all OHS aspects to be managed systematically, in a planned manner, and in a measurable way.

100%

Seluruh karyawan Perseroan serta tenaga kerja kontraktor atau alih daya (100%) telah tercakup dalam SMK3 sehingga setiap individu memiliki tingkat perlindungan yang setara di lingkungan kerja.

All Company employees, as well as contractor and outsourced workers (100%), are covered under the SMK3, ensuring that every individual receives an equal level of protection in the workplace.



Sistem Manajemen Kontraktor

Pendekatan pengelolaan K3 terhadap kontraktor dimulai sejak tahap pemilihan melalui proses tender. Pada tahap ini, Perseroan melakukan penilaian dan evaluasi terhadap aspek kesehatan, keselamatan kerja, dan lingkungan (K3L) dari calon kontraktor. Selama fase pelaksanaan pekerjaan, inspeksi dan audit K3 dilaksanakan secara rutin disertai peninjauan berkala atas kinerja K3L kontraktor. Setelah proyek selesai, evaluasi pascaprojek dilakukan untuk menilai kinerja K3L sejak awal hingga akhir pelaksanaan. Melalui pendekatan menyeluruh ini, Perseroan berupaya memastikan seluruh pihak yang terlibat bekerja dalam lingkungan yang aman dan sesuai dengan standar keselamatan yang ditetapkan sehingga tujuan perlindungan tenaga kerja dapat tercapai secara optimal.

Identifikasi Bahaya dan Penilaian Risiko

[GRI 403-2, 403-7]

Sebagai bagian dari upaya pencegahan risiko sejak dini, Perseroan menerapkan metode *Hazard Identification, Risk Assessment and Control* (HIRAC) untuk mengidentifikasi potensi bahaya, menilai tingkat risiko, serta menetapkan langkah pengendalian yang sesuai di setiap area operasional. Penerapan metode ini mengacu pada Undang-Undang No. 1 Tahun 1970 tentang Keselamatan dan Kesehatan Kerja dan berperan penting dalam meningkatkan efektivitas pengelolaan risiko K3 sehingga potensi bahaya dapat dikendalikan sebelum menimbulkan dampak terhadap kesehatan dan keselamatan pekerja.

Dalam mengendalikan potensi bahaya yang teridentifikasi, Perseroan menerapkan hierarki pengendalian risiko yang mencakup eliminasi, substitusi, pengendalian teknis, pengendalian administratif, serta penggunaan alat pelindung diri (APD). Pendekatan ini dilakukan dengan memprioritaskan pengendalian pada tingkat tertinggi untuk menghilangkan atau mengurangi sumber bahaya sejak awal, sebelum beralih ke langkah pengendalian berikutnya apabila risiko belum dapat sepenuhnya dieliminasi. Penggunaan alat pelindung diri ditempatkan sebagai lapisan perlindungan terakhir dan diterapkan apabila risiko

Contractor Management System

The Company's OHS management approach for contractors begins at the selection stage through the tender process. At this stage, the Company conducts assessments and evaluations of occupational health, safety, and environmental (HSE) aspects of prospective contractors. During the project execution phase, routine OHS inspections and audits are carried out, accompanied by periodic reviews of contractors' HSE performance. Upon project completion, a post-project evaluation is conducted to assess HSE performance from commencement through completion. Through this comprehensive approach, the Company seeks to ensure that all parties involved operate in a safe working environment and in accordance with established safety standards, thereby optimizing workforce protection objectives.

Hazard Identification and Risk Assessment

[GRI 403-2, 403-7]

As part of its proactive risk prevention efforts, the Company implements the Hazard Identification, Risk Assessment, and Control (HIRAC) method to identify potential hazards, assess risk levels, and establish appropriate control measures across all operational areas. The application of this method refers to Law No. 1 of 1970 concerning Occupational Safety and Health and plays a critical role in enhancing the effectiveness of OHS risk management, ensuring that potential hazards are controlled before causing adverse impacts on workers' health and safety.

In controlling identified potential hazards, the Company applies the hierarchy of risk controls, which includes elimination, substitution, engineering controls, administrative controls, and the use of personal protective equipment (PPE). This approach prioritizes controls at the highest level to eliminate or reduce hazards at their source before proceeding to subsequent control measures if the risk cannot be fully eliminated. The use of personal protective equipment is positioned as the final layer of protection and is implemented when residual risks remain after all other control measures have been undertaken, thereby ensuring that occupational



masih tersisa setelah seluruh upaya pengendalian lainnya dilakukan sehingga perlindungan terhadap keselamatan dan kesehatan kerja dapat berjalan secara efektif dan berkelanjutan.

health and safety protection is carried out effectively and sustainably.



Karyawan yang menjalankan pekerjaan berisiko dibekali dengan alat pelindung diri (APD) yang sesuai dengan kebutuhan tugasnya. Penyediaan tersebut mencakup masker respirator bagi pekerja penyemprotan untuk mencegah terhirupnya pestisida atau bahan kimia, masker bagi pekerjaan yang berpotensi terpapar debu, serta *ear plug* atau *ear muff* bagi pekerja yang berada di area dengan tingkat kebisingan tinggi. Sebagai bagian dari upaya pencegahan dan mitigasi kecelakaan kerja serta penyakit akibat kerja, alat pelindung diri (APD) yang disediakan telah memenuhi standar SNI dan K3.

Employees performing high-risk tasks are equipped with personal protective equipment (PPE) appropriate to the nature of their duties. This includes respirator masks for spraying personnel to prevent the inhalation of pesticides or chemicals, dust masks for roles with potential dust exposure, and ear plugs or ear muffs for those working in high-noise environments. As part of the Company's efforts to prevent and mitigate occupational accidents and work-related illnesses, all PPE provided complies with Indonesian National Standards (SNI) and OHS requirements.

Selain itu, Perseroan berupaya menekan dan mencegah terjadinya kecelakaan kerja serta penyakit akibat kerja yang dilakukan melalui langkah-langkah berikut:

In addition, the Company strives to minimize and prevent workplace accidents and work-related illnesses through the following measures:

1. Menciptakan tempat kerja yang aman, sehat, dan bebas dari pencemaran lingkungan sehingga dapat mengurangi dan/atau bebas dari kecelakaan kerja.
Creating a safe, healthy, and pollution-free workplace to reduce and/or eliminate workplace accidents.
2. Meningkatkan produktivitas, efisiensi, dan kualitas pekerja.
Improving worker productivity, efficiency, and quality.
3. Mengurangi atau bahkan menihilkan risiko sehingga terbebas dari kecelakaan kerja (*zero accident*) dan penyakit akibat kerja.
Reducing or eliminating risks to achieve a zero-accident workplace and prevent occupational diseases.
4. Meningkatkan kualitas pengawasan di lapangan dengan menerapkan program akuntabilitas K3L.
Enhancing on-site supervision quality by implementing the OHS accountability program.
5. Menyediakan anggaran yang memadai untuk implementasi sistem manajemen keamanan, keselamatan, kesehatan, dan lingkungan hidup (K3L).
Allocating adequate budget resources for implementing safety, health, and environmental management systems (K3L).
6. Menyediakan media konsultasi dan partisipasi bagi pekerja dan perwakilan pekerja.
Providing consultation and participation platforms for workers and worker representatives.



Pelaporan Insiden

Guna memastikan penerapan K3 berjalan secara responsif, Perseroan menyediakan mekanisme pelaporan yang memungkinkan karyawan menyampaikan kondisi kerja yang berbahaya atau berisiko kepada atasan masing-masing dan diteruskan kepada Sekretariat Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3). Karyawan juga diberikan hak untuk meninggalkan lokasi kerja apabila terdapat kondisi yang diyakini dapat membahayakan keselamatan atau kesehatan. Setiap laporan risiko maupun insiden K3 yang diterima P2K3 menjadi dasar bagi proses investigasi dan identifikasi risiko, yang selanjutnya digunakan untuk evaluasi dan perbaikan berkelanjutan sistem manajemen K3.

Apabila terjadi insiden, P2K3 melakukan investigasi dengan melibatkan pihak-pihak terkait sesuai dengan tingkat potensi risiko yang mengacu pada prosedur investigasi kecelakaan kerja. Berdasarkan hasil investigasi tersebut, P2K3 menetapkan penanggung jawab tindak lanjut beserta target penyelesaiannya. Setiap tindakan perbaikan wajib didukung dengan bukti pelaksanaan. Sebagai upaya mencegah terulangnya insiden serupa, Perseroan melaksanakan berbagai langkah perbaikan melalui sosialisasi kepada pekerja terkait, pelaksanaan kembali pelatihan pada bidang kerja yang relevan, penyesuaian prosedur kerja, serta penetapan kebijakan baru untuk menghilangkan sumber bahaya.

Incident Reporting

To ensure that OHS implementation is responsive and effective, the Company provides a reporting mechanism that enables employees to report hazardous or high-risk working conditions to their respective supervisors, which are then escalated to the Secretariat of the Occupational Health and Safety Committee (OHS Committee). Employees are also granted the right to leave the workplace if they encounter conditions reasonably believed to endanger their safety or health. All risk reports and OHS incidents received by OHS Committee serve as the basis for investigation and risk identification processes, which are subsequently used for evaluation and continuous improvement of the OHS management system.

In the event of an incident, OHS Committee conducts an investigation involving relevant parties in accordance with the level of potential risk, referring to established workplace accident investigation procedures. Based on the investigation findings, OHS Committee assigns responsible parties for follow-up actions along with completion targets. All corrective actions must be supported by documented evidence of implementation. To prevent the recurrence of similar incidents, the Company implements various improvement measures, including awareness sessions for relevant employees, retraining in applicable work areas, revisions to work procedures, and the establishment of new policies to eliminate hazard sources.



Fasilitas Kesehatan Karyawan [GRI 403-3, 403-6]

Berbagai langkah diterapkan untuk melindungi dan meningkatkan kesehatan karyawan yang berkaitan dengan kondisi lingkungan kerja melalui penyediaan layanan kesehatan. Keberadaan layanan kesehatan kerja tidak hanya membantu karyawan mengenali potensi risiko kecelakaan kerja dan penyakit akibat kerja, tetapi juga mendukung upaya pengendalian risiko melalui penerapan langkah-langkah pencegahan yang tepat. Sistem pelayanan kesehatan yang diterapkan Perseroan berorientasi pada pendekatan promotif dan preventif sesuai dengan prinsip *Higiene Perusahaan, Ergonomi, dan Kesehatan* (Hiperkes).

Perseroan memastikan bahwa seluruh karyawan memperoleh akses terhadap layanan kesehatan dasar maupun lanjutan termasuk layanan kesehatan yang tidak secara langsung berkaitan dengan pekerjaan. Penyediaan layanan tersebut didukung melalui kerja sama dengan rumah sakit serta penyedia asuransi kesehatan. Melalui kerja sama ini, Perseroan memberikan asuransi kesehatan tambahan bagi karyawan dan keluarga sebagai bentuk perlindungan ekstra di luar ketentuan wajib pemerintah. Di setiap lokasi operasional juga tersedia pos kesehatan yang dilengkapi tenaga medis, seperti perawat dan bidan dengan layanan meliputi pertolongan pertama pada kecelakaan, rekomendasi pemeriksaan kesehatan, serta layanan persalinan bagi karyawan dan keluarga.

Selaras dengan upaya pemeliharaan kesehatan preventif, Perseroan secara rutin menyelenggarakan *medical check-up* (MCU) tahunan bagi seluruh karyawan. Khusus bagi karyawan yang bertugas di area dengan tingkat risiko tinggi, Perseroan memberikan prosedur pemeriksaan kesehatan tambahan guna memastikan kondisi fisik mereka tetap terjaga dengan optimal.

Selain layanan kesehatan yang bersifat wajib, Perseroan juga menyelenggarakan berbagai program dan layanan kesehatan sukarela yang bertujuan untuk meningkatkan kesadaran kesehatan karyawan secara proaktif. Salah satu inisiatif yang dilakukan adalah penyelenggaraan seminar atau sesi diskusi kesehatan yang dipandu oleh dokter spesialis sesuai dengan bidang keahliannya. Melalui kegiatan ini, karyawan memperoleh kesempatan untuk menambah pengetahuan dan pemahaman mengenai isu-isu kesehatan yang relevan sehingga dapat mendukung upaya menjaga kesejahteraan pribadi sekaligus menciptakan lingkungan kerja yang sehat.

Employee Health Facilities [GRI 403-3, 403-6]

Various measures are implemented to protect and enhance employee health in relation to workplace environmental conditions through the provision of health services. Occupational health services not only assist employees in identifying potential workplace accident and work-related illness risks, but also support risk control efforts through the implementation of appropriate preventive measures. The Company's health service system adopts a promotive and preventive approach in accordance with the principles of Industrial Hygiene, Ergonomics, and Health.

The Company ensures that all employees have access to both basic and advanced healthcare services, including services not directly related to work activities. These services are supported through partnerships with hospitals and health insurance providers. In addition, the Company provides supplementary health insurance coverage for employees and their families as an added layer of protection beyond mandatory government requirements. Each operational site is also equipped with a health post staffed by medical personnel, such as nurses and midwives, offering services that include first aid for workplace incidents, health examination recommendations, and maternity services for employees and their families.

In line with its preventive healthcare efforts, the Company regularly conducts annual medical check-up (MCU) for all employees. Specifically for employees working in high-risk areas, the Company provides additional health screening procedures to ensure their physical condition remains in optimal condition.

In addition to mandatory healthcare services, the Company also organizes various voluntary health programs and services aimed at proactively enhancing employee health awareness. One such initiative includes seminars or health discussion sessions led by specialist physicians in their respective fields of expertise. Through these activities, employees gain additional knowledge and understanding of relevant health issues, thereby supporting personal well-being while fostering a healthy work environment.

Komunikasi dan Konsultasi K3 [GRI 403-4, 403-5]

Pengelolaan aspek keselamatan dan kesehatan kerja dikoordinasikan dan menjadi tanggung jawab Divisi Keselamatan dan Kesehatan Kerja. Dalam pelaksanaan fungsi tersebut, Perseroan membentuk P2K3 sebagai wadah khusus yang berperan mengoordinasikan seluruh kegiatan dan program K3 di seluruh unit operasional. Keberadaan P2K3 memiliki peran penting dalam memastikan penerapan standar K3 dilakukan secara konsisten, tepat, dan efektif di setiap lingkungan kerja Perseroan.

Komunikasi dan Konsultasi K3 [GRI 403-4, 403-5]

The management of occupational health and safety aspects is coordinated and overseen by the Occupational Health and Safety Division. In carrying out this function, the Company has established the OHS Committee as a dedicated forum responsible for coordinating all OHS activities and programs across operational units. The presence of OHS Committee plays a critical role in ensuring that OHS standards are implemented consistently, appropriately, and effectively throughout the Company's work environments.

1. Mendorong peningkatan sosialisasi, inspeksi, dan pelatihan K3.
Promoting OHS awareness, inspections, and training.
2. Membantu penyusunan kegiatan K3.
Assisting in the planning of OHS activities.
3. Mengumpulkan data terkait K3.
Collecting OHS-related data.
4. Memberikan pemahaman kepada karyawan terkait:
 - Kondisi bahaya dan perilaku bahaya yang dapat menimbulkan gangguan keselamatan dan kesehatan kerja;
 - Tahapan dalam pengendalian bahaya yang dapat menimbulkan gangguan keselamatan dan kesehatan kerja; dan
 - Manfaat dan cara menggunakan alat pelindung diri.*Providing employees with knowledge on:*
 - Hazardous conditions and behaviors that may pose safety and health risks;
 - Steps in hazard control to mitigate safety and health risks; and
 - The benefits and proper use of personal protective equipment (PPE).



Perseroan mendorong keterlibatan aktif seluruh karyawan dalam proses komunikasi, konsultasi, dan partisipasi terkait pengembangan serta penerapan SMK3. Salah satu bentuk keterlibatan tersebut diwujudkan melalui penyelenggaraan rapat K3 secara berkala, yang menjadi ruang bagi karyawan untuk menyampaikan aspirasi, memberikan masukan, serta mendiskusikan berbagai isu yang berkaitan dengan K3. Pelibatan karyawan bertujuan agar kebijakan dan praktik K3 tidak hanya memenuhi ketentuan peraturan perundang-undangan, tetapi juga mencerminkan kebutuhan, pengalaman, dan kepentingan para pemangku kepentingan internal Perseroan.

The Company encourages the active involvement of all employees in communication, consultation, and participation processes related to the development and implementation of the SMK3. One form of such engagement is the regular OHS meetings, which provide a forum for employees to express their views, offer input, and discuss various OHS-related matters. Employee involvement is intended to ensure that OHS policies and practices not only comply with applicable laws and regulations, but also reflect the needs, experiences, and interests of the Company's internal stakeholders.

Sebagai bagian dari upaya peningkatan pemahaman dan kompetensi K3, Perseroan menyelenggarakan pelatihan umum K3 yang bersifat wajib bagi seluruh karyawan secara rutin. Divisi Keselamatan dan Kesehatan Kerja bertanggung jawab dalam menyusun kurikulum pelatihan serta memastikan ketersediaan pelatih internal maupun

As part of its efforts to enhance OHS understanding and competencies, the Company conducts mandatory general OHS training for all employees on a regular basis. The Occupational Health and Safety Division is responsible for developing the training curriculum and ensuring the availability of both internal and external trainers accredited in



eksternal yang memiliki akreditasi di bidang K3. Bagi karyawan baru, pelatihan K3 diberikan sejak masa orientasi dan dilanjutkan sepanjang tahun pertama masa kerja. Sementara itu, karyawan dengan masa kerja lebih lama memiliki kesempatan untuk mengikuti pelatihan K3 yang lebih spesifik sesuai dengan bidang kerja dan keahlian masing-masing. Perseroan menyediakan pelatihan khusus di berbagai bidang, antara lain mekanik, kelistrikan, kimia, konstruksi, pertolongan pertama, transportasi, kebakaran lahan, penggunaan alat pemadam api ringan (APAR), serta penanganan dan pelaporan kondisi darurat.

Kinerja K3 [403-9, 403-10]

Dalam pelaporan kecelakaan kerja, Perseroan mengelompokkan insiden kecelakaan ke dalam beberapa kategori sebagaimana disajikan sebagai berikut:

the OHS field. For new employees, OHS training is provided during the orientation period and continues throughout the first year of employment. Employees with longer tenure are given the opportunity to participate in more specialized OHS training programs tailored to their respective roles and areas of expertise. The Company provides specialized training across various areas, including mechanics, electrical systems, chemicals, construction, first aid, transportation, land fire prevention, the use of fire extinguishers, as well as emergency response and reporting procedures.

OHS Performance [403-9, 403-10]

In reporting workplace accidents, the Company classifies incident cases into several categories, as presented below:

1. **Fatality (kematian | fatality)**

Kejadian kecelakaan kerja yang menyebabkan kematian dan kehilangan organ tubuh (*lost organ*), cacat tetap (*disability*), serta kebakaran yang menyebabkan kematian (*fire cause fatality*).
Workplace accidents result in death, loss of organs (*lost organs*), permanent disability, and fire-related fatalities (*fire cause fatality*).

2. **Major (kecelakaan berat | severe accidents)**

Kejadian kecelakaan kerja yang menyebabkan kehilangan hari kerja (*lost time injury*) >2 hari.
Workplace accidents that result in lost time injury (LTI) of more than two days.

3. **Minor (kecelakaan ringan | minor accidents)**

Kejadian kecelakaan kerja yang menyebabkan kehilangan hari kerja (*lost time injury*) <2 hari.
Workplace accidents that result in lost time injury (LTI) of fewer than two days.

4. **First Aid/P3K**

Kejadian kecelakaan kerja yang membutuhkan pertolongan pertama pada kecelakaan (P3K) dan bisa langsung bekerja kembali.
Workplace accidents requiring first aid, allowing employees to return to work immediately.



Kecelakaan Kerja Karyawan [GRI 404-1] [OJK F.22]

Employee Workplace Accidents

Keterangan Description	Satuan Unit	2025	2024*	2023*
Kematian Fatality	n Kasus n Cases	1	1	2
Kecelakaan Berat Major Accident	n Kasus n Cases	1	-	-
Kecelakaan Sedang Medium Accident	n Kasus n Cases	89	98	236
Kecelakaan Ringan Minor Accident	n Kasus n Cases	660	785	497
First Aid First Aid	n Kasus n Cases	881	78	34
Frequency Rate Frequency Rate	Rate	3,12	3,41	6,08
Severity Rate Severity Rate	Rate	30,55	30,85	3,01
Jumlah Jam Kerja Total Working Hours	Jam Hours	20.072.458	1.930.400	2.202.400

*Penyajian data kembali menyesuaikan metodologi perhitungan dan kategorisasi kecelakaan
Data presentation has been restated to align with the revised accident calculation methodology and categorization

Jumlah Kecelakaan Kerja [IDX S-06] Jumlah Kecelakaan Kerja

Keterangan Description	Satuan Unit	2025
Frekuensi Kecelakaan Kerja dari Total Karyawan Workplace Accident Frequency of Total Employees	Kecelakaan Kerja Workplace Accidents	0,17
Persentase Kecelakaan Kerja Serius yang Berakibat Cedera Serius dan Fatal dari Total Karyawan Percentage of Serious and Fatal Workplace Accidents of Total Employees	%	0,01

Perseroan terus berupaya meningkatkan penerapan keselamatan dan kesehatan kerja (K3) guna menciptakan lingkungan kerja yang lebih aman di seluruh kegiatan operasional. Selama periode pelaporan, tercatat satu insiden keselamatan kerja yang mengakibatkan *fatality* dan melibatkan penggunaan alat berat. Insiden tersebut segera ditindaklanjuti melalui investigasi internal untuk mengidentifikasi faktor penyebab serta menyusun langkah perbaikan. Sebagai tindak lanjut, Perseroan melakukan penguatan kepatuhan terhadap penggunaan peralatan sesuai fungsinya, peningkatan sosialisasi prosedur operasional, serta penguatan pelaksanaan pemeliharaan unit secara rutin. Upaya ini merupakan bagian dari komitmen Perseroan untuk terus memperkuat budaya keselamatan kerja dan mencegah kejadian serupa di masa mendatang.

The Company continues to enhance the implementation of occupational health and safety (OHS) practices to create a safer working environment across all operational activities. During the reporting period, one workplace safety incident resulting in a fatality was recorded, involving the use of heavy equipment. The incident was promptly followed up through an internal investigation to identify the contributing factors and to formulate corrective actions. As part of the follow-up measures, the Company strengthened compliance with the proper use of equipment according to its designated function, enhanced the socialization of operational procedures, and reinforced the implementation of routine unit maintenance. These efforts form part of the Company's commitment to continuously strengthen the safety culture and prevent similar incidents in the future.

Strategi Pengembangan Masyarakat Community Development Strategy

Masyarakat yang tinggal di sekitar wilayah operasional merupakan bagian penting dari ekosistem usaha sekaligus pemangku kepentingan utama yang secara langsung merasakan dampak kegiatan operasional. Menyadari hal tersebut, Perseroan menjalankan tanggung jawab sosial dan lingkungan (*corporate social responsibility/CSR*) dengan menempatkan pemberdayaan masyarakat sebagai salah satu fokus utama. Berbagai program dan inisiatif dilaksanakan untuk mendorong peningkatan kualitas hidup masyarakat sekitar, khususnya dalam aspek pendidikan, kesehatan, dan penguatan ekonomi lokal. [GRI 3-3] [OJK F.23]

Communities residing around the operational areas are an integral part of the business ecosystem and key stakeholders who are directly affected by operational activities. In recognition of this, the Company implements corporate social responsibility (CSR) by placing community empowerment as one of its primary focuses. Various programs and initiatives have been carried out to enhance the quality of life of surrounding communities, particularly in the aspects of education, healthcare, and local economic development. [GRI 3-3] [OJK F.23]





Program Pengembangan Masyarakat

[GRI 3-3, 413-1, 413-2] [OJK F.23, F.25] [IDX S-12]

Perseroan melibatkan masyarakat secara aktif dalam proses pengembangan program masyarakat. Pendekatan ini memberikan ruang bagi masyarakat untuk menyampaikan aspirasi dan kebutuhan mereka sehingga program yang dijalankan dapat memberikan manfaat yang relevan dan tepat sasaran. Upaya ini sekaligus memperkuat hubungan yang harmonis antara Perseroan dan masyarakat setempat.

Sebagai dasar perencanaan program yang lebih terarah, Perseroan telah menyelesaikan *Social Impact Assessment* (SIA) pada tahun 2024 bekerja sama konsultan independen. Kajian ini bertujuan untuk memastikan bahwa setiap keputusan bisnis tidak hanya mempertimbangkan aspek ekonomi, tetapi juga memahami dan mengelola potensi dampak sosial terhadap masyarakat sekitar termasuk pada aspek ekonomi lokal, kesehatan, pendidikan, dan kehidupan sosial. Kemudian, hasil SIA digunakan sebagai acuan utama dalam merancang dan mengimplementasikan program CSR.

Community Development Program

[GRI 3-3, 413-1, 413-2] [OJK F.23, F.25] [IDX S-12]

The Company actively engages local communities in the development of its community programs. This approach provides space for communities to express their aspirations and needs, ensuring that the programs implemented deliver relevant and targeted benefits. It also helps strengthen a harmonious relationship between the Company and the surrounding communities.

As a foundation for more targeted program planning, the Company completed a Social Impact Assessment (SIA) in 2024 in collaboration with an independent consultant. This assessment aims to ensure that business decisions not only consider economic aspects but also understand and manage potential social impacts on surrounding communities, including local economic conditions, health, education, and social well-being. The SIA results are then used as the primary reference in designing and implementing CSR programs.

Zona Prioritas Program CSR
CSR Program Priority Areas



Ring 1
Wilayah yang berbatasan langsung dengan unit operasional
Areas directly adjacent to operational units

Ring 2
Radius 0,5–20 km dari lokasi operasional, baik kebun maupun pabrik kelapa sawit (PKS)
Radius of 0.5–20 km from operational locations, including both plantations and palm oil mills (PKS)

Sejak 2023, ±200 Desa terlibat Program CSR
Since 2023, ±200 villages have participated in CSR programs

Program CSR yang dilaksanakan mencakup kegiatan pendidikan dan pelatihan masyarakat, pemberian beasiswa dan santunan bagi anak yatim, peningkatan layanan kesehatan, serta bantuan sosial bagi masyarakat kurang mampu. Selain itu, Perseroan turut mendukung pembangunan infrastruktur melalui perbaikan fasilitas umum, seperti sekolah, rumah ibadah, jalan, dan jembatan, serta membantu pendirian kantor instansi pemerintah setempat guna meningkatkan akses dan pelayanan bagi masyarakat.

The CSR programs implemented include community education and training initiatives, the provision of scholarships and support for orphans, improvements in healthcare services, as well as social assistance for underprivileged communities. In addition, the Company supports infrastructure development through the improvement of public facilities, such as schools, places of worship, roads, and bridges, and contributes to the establishment of local government offices to enhance community access and public services.

Program, Penerima Manfaat, dan Investasi Program Pemberdayaan Masyarakat Programs, Beneficiaries, and Investments in Community Empowerment Initiatives

Keterangan Description	Satuan Unit	2025	2024	2023
Program Program				
Bantuan Pendidikan Educational Assistance	Sekolah School	29	21	12
Perbaikan Jalan Road Improvement	Jalan Road	26	15	6
Perbaikan Jembatan Bridge Repair	Jembatan Bridge	9	6	4
Pemeliharaan Parit Drainage Maintenance	Parit Drainage	4	5	1
Keagamaan Religious Activities	Rumah Ibadah Place of Worship	70	227	228
Penyediaan Akses Air Bersih Provision of Clean Water Access	Lokasi Location	1	1	1
Pengadaan Bibit Tanaman Procurement of Plant Seedlings	Bibit Plant Seedlings	7.245	-	2.300
Bantuan Sembako Basic Necessities Assistance	Orang People	17	30	43
Peningkatan Fasilitas Desa Village Facility Improvement	Unit Units	13	27	13
Penerima Manfaat Beneficiaries				
Bantuan Pendidikan Educational Assistance	Orang People	323	10.043	23
Perbaikan Jalan Road Improvement	Orang People	26	15	6
Perbaikan Jembatan Bridge Repair	Orang People	9	6	4
Pemeliharaan Parit Drainage Maintenance	Orang People	4	5	1
Keagamaan Religious Activities	Orang People	70	227	228
Penyediaan Akses Air Bersih Provision of Clean Water Access	Orang People	1	1	1
Pengadaan Bibit Tanaman Procurement of Plant Seedlings	Orang People	7.245	-	2.300
Bantuan Sembako Basic Necessities Assistance	Orang People	17	30	43
Peningkatan Fasilitas Desa Village Facility Improvement	Orang People	13	27	13
Investasi Investment				
Bantuan Pendidikan Educational Assistance	Rp	359.714.172	231.821.973	209.047.000
Perbaikan Jalan Road Improvement	Rp	303.082.991	700.950.500	215.802.055
Perbaikan Jembatan Bridge Repair	Rp	181.499.746	164.000.803	176.643.200
Pemeliharaan Parit Drainage Maintenance	Rp	103.253.632	79.017.328	10.750.000
Keagamaan Religious Activities	Rp	257.607.588	195.384.168	215.614.263
Penyediaan Akses Air Bersih Provision of Clean Water Access	Rp	1.207.906	5.130.663	31.270.800
Pengadaan Bibit Tanaman Procurement of Plant Seedlings	Rp	194.366.265	-	8.000.000
Bantuan Sembako Basic Necessities Assistance	Rp	303.962.029	288.203.985	395.185.262
Peningkatan Fasilitas Desa Village Facility Improvement	Rp	178.060.544	495.939.122	238.896.440



Bantuan Pendidikan Educational Assistance



Bantuan Pendidikan ke
Educational Assistance to

29

**Sekolah
Schools**

Perseroan menjalankan program bantuan pendidikan dilaksanakan di 29 sekolah. Program ini mencakup pemberian beasiswa kepada anak-anak karyawan berprestasi, penyediaan pendidikan gratis bagi anak karyawan dan masyarakat melalui sekolah-sekolah di bawah naungan yayasan Perseroan, serta Program Beasiswa Jaminan Kerja bagi anak karyawan berprestasi yang melanjutkan pendidikan ke perguruan tinggi. Melalui upaya ini, Perseroan berupaya membuka akses pendidikan yang lebih inklusif sekaligus mendukung terciptanya generasi yang kompeten dan berdaya saing sehingga dapat berkontribusi pada peningkatan kesejahteraan masyarakat di sekitar wilayah operasional. Pelaksanaan program pendidikan tersebut dikoordinasikan melalui Yayasan Suito Widjaja Peduli yang berperan sebagai mitra Perseroan dalam mewujudkan pendidikan yang layak dan berkelanjutan.

The Company implemented educational assistance programs across 29 schools. These initiatives included the provision of scholarships for high-achieving employees' children, free education for employees' children and surrounding communities through schools managed under the Company's foundation, as well as a Job Guarantee Scholarship Program for outstanding employees' children pursuing higher education. Through these efforts, the Company sought to expand inclusive access to education while supporting the development of a competent and competitive generation capable of contributing to improved community welfare in areas surrounding its operations. The implementation of these education programs was coordinated through the Suito Widjaja Peduli Foundation, which serves as the Company's partner in advancing accessible and sustainable education.

1. Yayasan Suito Widjaja Peduli memberikan beasiswa kepada anak-anak karyawan tingkat SD, SMP, dan SMA yang berprestasi juara 1, 2, dan 3 di kelasnya. Jumlah beasiswa tahun 2025 yang didistribusikan:
1. The Suito Widjaja Peduli Foundation provided scholarships to employees' children at the elementary, junior high, and senior high school levels who achieved 1st, 2nd, and 3rd rank in their classes. The total number of scholarships distributed in 2025 was:

Tingkat Pendidikan Education Level	Jumlah Siswa Number of Students	Jumlah Beasiswa per Bulan Monthly Scholarship Amount	Jumlah Beasiswa per Tahun Annual Scholarship Amount
SD Elementary	296	Rp53.280.000	Rp639.360.000
SMP Junior High	119	Rp28.560.000	Rp342.720.000
SMA Senior High	92	Rp27.600.000	Rp331.200.000
Jumlah Total	507	Rp109.440.000	Rp1.313.280.000

2. Anak karyawan dan masyarakat sekitar yang menuntut ilmu (sekolah gratis) di sekolah-sekolah di bawah Yayasan Suito Widjaja Peduli per Desember 2025:
2. Employees' children and surrounding community members receiving education (free schooling) at schools under the Suito Widjaja Peduli Foundation as of December 2025:

Sekolah School	Lokasi Sekolah School Location	Jumlah Murid Number of Students
SD STA-1	Ujung Batu (Sosa-Palasa)	310
SD STA-2	Batang Pane III (G. Tua-Paluta)	151
SD STA-3	Bereng Malaka (G. Mas)	107
TK/PAUD Teratai-1	Langga Payung (Labusel)	30
TK/PAUD Teratai-2	Tumbang Sepan (G. Mas)	42
TK/PAUD Teratai-3	Batang Pane III (G. Tua-Paluta)	34
Total		674

3. Program Beasiswa Jaminan Kerja bagi anak karyawan berprestasi yang kuliah di perguruan tinggi dengan beasiswa 100% ditambah dengan uang saku bulanan, yang ditanggung oleh Yayasan Suito Widjaja Peduli per Desember 2025:
3. Job Guarantee Scholarship Program for high-achieving employees' children pursuing higher education, providing 100% tuition coverage along with a monthly allowance, funded by the Suito Widjaja Peduli Foundation as of December 2025:

Nama Perguruan Tinggi University Name	Lokasi Perguruan Tinggi University Location	Jumlah Mahasiswa Number of Students	Jumlah Uang Kuliah dan Uang Saku Yang Dibayar Tahun 2025 Tuition Fees and Stipend Paid in 2025 (Rp)
Institut Teknologi Sawit Indonesia (ITSi)	Medan	3	Rp 136.400.000
Politeknik Citra Widya Edukasi (CWE)	Bekasi	11	Rp 410.520.000
Total			Rp 546.920.000



Perbaikan Infrastruktur Infrastructure Improvement



Ketersediaan infrastruktur yang memadai merupakan faktor penting dalam mendukung aktivitas ekonomi dan meningkatkan kualitas hidup masyarakat. Oleh sebab itu, Perseroan melakukan perbaikan 26 ruas jalan dan 9 jembatan di wilayah operasional guna memperkuat konektivitas, mendukung distribusi hasil pertanian, serta meningkatkan keamanan dan kenyamanan akses masyarakat. Program ini dilaksanakan secara bertahap dengan melibatkan tenaga kerja lokal sehingga tidak hanya mendukung efisiensi operasional, tetapi juga memberikan manfaat sosial dan ekonomi bagi masyarakat sekitar.

The availability of adequate infrastructure is a key factor in supporting economic activities and improving community quality of life. Therefore, the Company carried out improvements on 26 road segments and 9 bridges within its operational areas to enhance connectivity, support the distribution of agricultural products, and improve the safety and comfort of community access. This program was implemented in phases with the involvement of local labor, thereby not only supporting operational efficiency but also generating social and economic benefits for surrounding communities.



Perbaikan
Improvement of

26

Ruas Jalan
Road Segments

9

Jembatan
Bridges

Pemeliharaan Parit Drainage Maintenance



Pengelolaan sistem drainase yang baik merupakan elemen penting dalam menjaga keseimbangan lingkungan sekaligus melindungi masyarakat dari risiko bencana. Perseroan melaksanakan kegiatan pemeliharaan 4 parit di wilayah operasional. Program ini bertujuan untuk menjaga kelancaran aliran air, mencegah erosi, serta mengurangi potensi banjir yang dapat berdampak pada aktivitas pertanian dan kehidupan masyarakat sekitar sekaligus mendukung keberlanjutan lingkungan dalam jangka panjang.

Effective drainage management is a critical element in maintaining environmental balance while protecting communities from disaster risks. The Company carried out maintenance activities on 4 drainage channels within its operational areas. This program aims to ensure smooth water flow, prevent erosion, and reduce flood risks that may affect agricultural activities and the livelihoods of surrounding communities, while supporting long-term environmental sustainability.



Pemeliharaan
Maintenance of

4

Parit
Drainage Channels

Keagamaan Religious Activities



Perseroan menyelenggarakan berbagai kegiatan keagamaan yang melibatkan karyawan dan masyarakat di sekitar wilayah operasional. Inisiatif ini bertujuan untuk menumbuhkan nilai kebersamaan, toleransi, dan saling menghormati di tengah keberagaman. Pada periode pelaporan, kegiatan tersebut dilaksanakan di 70 rumah ibadah guna memperkuat kohesi sosial, menciptakan lingkungan kerja yang inklusif, serta membangun hubungan yang lebih erat dengan masyarakat sekitar.

The Company organized various religious activities involving employees and communities surrounding its operational areas. These initiatives aimed to foster a sense of togetherness, tolerance, and mutual respect amid diversity. During the reporting period, these activities were carried out across 70 places of worship to strengthen social cohesion, create a more inclusive working environment, and build closer relationships with surrounding communities.



Pelaksanaan Kegiatan Keagamaan di
Implementation of Religious Activities at

70

Rumah Ibadah
Places of Worship

Penyediaan Air Bersih Provision of Clean Water



Masyarakat di wilayah Penyabungan menghadapi keterbatasan akses air untuk kebutuhan sehari-hari karena aliran air menuju tempat mandi warga tidak mengalir secara optimal. Kondisi ini berdampak pada terbatasnya ketersediaan air yang dapat dimanfaatkan oleh masyarakat. Menanggapi permasalahan tersebut, Perseroan melakukan pembukaan jalur air untuk memperlancar aliran air menuju area pemandian warga. Melalui inisiatif ini, aliran air menjadi lebih deras sehingga membantu meningkatkan ketersediaan air dan memberikan manfaat bagi masyarakat setempat dalam memenuhi kebutuhan sehari-hari.

Communities in the Penyabungan area faced limited access to water for daily needs due to suboptimal water flow to public bathing facilities. This condition resulted in restricted water availability for community use. In response, the Company developed a water channel to improve the flow of water to these facilities. Through this initiative, water flow became stronger, helping to increase water availability and support the daily needs of the surrounding communities.



**Penyediaan Air Bersih
di Wilayah Penyabungan**
Provision of Clean Water in the
Penyabungan Area



Bantuan Sembako Basic Necessities Assistance



Bantuan Sembako di Basic Necessities Assistance in

17

Desa
Villages

Guna mendukung kesejahteraan dan ketahanan pangan masyarakat, Perseroan melaksanakan program bantuan sembako. Program ini dilaksanakan di berbagai wilayah sekitar operasional dengan sasaran utama masyarakat prasejahtera yang membutuhkan dukungan pemenuhan kebutuhan dasar. Bantuan disalurkan dalam bentuk paket sembako yang terdiri dari bahan pangan pokok, seperti beras, minyak goreng, mie instan, gula, dan teh, serta didistribusikan secara berkala untuk membantu menjaga keberlangsungan kebutuhan sehari-hari penerima manfaat.

To support community welfare and food security, the Company implemented a basic necessities assistance program. This initiative was carried out across various areas surrounding its operations, primarily targeting underprivileged communities in need of support for fulfilling basic needs. Assistance was provided in the form of essential food packages, including staples such as rice, cooking oil, instant noodles, sugar, and tea, and was distributed regularly to help sustain the daily needs of beneficiaries.

Pengadaan Bibit Tanaman Procurement of Plant Seedlings



Kegiatan Penanaman Jagung Serentak 1 Juta Ha di Seluruh Indonesia merupakan program strategis Polri dan Kementerian Pertanian untuk mewujudkan Swasembada Pangan tahun 2025 yang bekerja sama dengan GAPKI, Perhutani, Inhutani, Swasta, dan Swadaya Petani yang dilaksanakan serentak di seluruh Indonesia pada 21 Januari 2025. Kegiatan ini dipimpin langsung oleh Kementerian Pertanian dan Kapolri, melibatkan jajaran Polda, Polres, hingga Polsek di seluruh Indonesia.



Beberapa unit Perusahaan turut andil dalam mendukung dan mensukseskan Program Ketahanan Pangan Nasional di lahan ketahanan pangan penanaman jagung yang telah ditetapkan di berbagai daerah, termasuk sentra penanaman di Kecamatan Rungan, Kabupaten Gunung Mas, Provinsi Kalimantan Tengah; di Kecamatan Ujung Batu, Kabupaten Rokan Hulu, Provinsi Riau; di Kecamatan Muara Batang Gadis, Kabupaten Mandailing Natal, Provinsi Sumatera Utara; di Kecamatan Silangkitang, Kabupaten Labuhanbatu Selatan, Provinsi Sumatera Utara; di Kebun Bahal, Kabupaten Padang Lawas Utara; Kabupaten Gunung Mas, Provinsi Kalimantan Tengah. Jenis bibit yang digunakan adalah benih jagung hibrida yang merupakan jenis bibit unggul yang dirancang untuk produktivitas tinggi, tahan penyakit, dengan pertumbuhan cepat.

Program ini bertujuan untuk mencapai kemandirian pangan nasional, memperkuat ketahanan pangan nasional, menyediakan pakan ternak, meningkatkan ekonomi masyarakat pedesaan, meningkatkan produksi jagung nasional melalui pemanfaatan lahan kering dan perkebunan di berbagai wilayah, sekaligus mengurangi ketergantungan impor. Melalui penanaman jagung serentak ini, diharapkan kesejahteraan Petani Lokal di Indonesia dapat meningkat.

The Simultaneous Corn Planting Program covering 1 million hectares across Indonesia is a strategic initiative led by the Indonesian National Police (Polri) and the Ministry of Agriculture to achieve national food self-sufficiency by 2025. The program is implemented in collaboration with GAPKI, Perhutani, Inhutani, private sector partners, and independent farmers, and was carried out simultaneously across Indonesia on January 21, 2025. The initiative is led directly by the Ministry of Agriculture and the Chief of the Indonesian National Police, involving regional police units at the provincial, district, and sub-district levels nationwide.

Several Company units have actively contributed to supporting and advancing the National Food Security Program through designated corn planting areas across various regions. These include key planting centers in Rungan District, Gunung Mas Regency, Central Kalimantan Province; Ujung Batu District, Rokan Hulu Regency, Riau Province; Muara Batang Gadis District, Mandailing Natal Regency, North Sumatra Province; Silangkitang District, South Labuhanbatu Regency, North Sumatra Province; Bahal Estate, North Padang Lawas Regency; and Gunung Mas Regency, Central Kalimantan Province. The program utilizes hybrid corn seeds, which are superior seed varieties designed for high productivity, disease resistance, and rapid growth.

This program aims to achieve national food independence, strengthen food security, provide livestock feed, enhance rural economic development, increase national corn production through the utilization of dry land and plantation areas, and reduce reliance on imports. Through this simultaneous corn planting initiative, it is expected that the welfare of local farmers across Indonesia will improve.



Peningkatan Fasilitas Desa Village Facility Enhancement



Pengembangan dan peningkatan fasilitas masyarakat merupakan bagian dari komitmen Perseroan dalam mendukung kualitas hidup masyarakat di sekitar wilayah operasional. Perseroan melaksanakan berbagai program peningkatan fasilitas publik, di antaranya dukungan pengadaan sistem keamanan melalui pemasangan CCTV di Alun-Alun Aek Kanopan serta pembangunan sumur bor di Alun-Alun Kota, Kecamatan Aek Kanopan untuk mendukung akses air bagi masyarakat.

Perseroan juga memberikan dukungan terhadap pembangunan dan peningkatan fasilitas pemerintahan serta fasilitas sosial masyarakat, seperti renovasi Kantor Kapolsek Tebas, pembangunan Mushola Kantor Camat Kecamatan Tebas di Kabupaten Sambas, pembangunan Kantor Camat Banyuasin II, serta pembangunan pagar kantor di Desa Manggar Raya. Selain itu, Perseroan turut mendukung pembangunan gerbang wakaf pemakaman umum di Desa Sionggoton, Kecamatan Simangambat, Kabupaten Padang Lawas Utara.

Di samping itu, Perseroan memberikan bantuan sosial kepada masyarakat yang membutuhkan, termasuk bantuan bagi korban kebakaran rumah Kepala Desa Sungai Jior di Kecamatan Sosa Julu. Perseroan juga mendukung peningkatan layanan publik melalui penyediaan fasilitas internet untuk Puskesmas Talaken serta penyediaan fasilitas ponton penyeberangan yang dimanfaatkan masyarakat Desa Upang Jaya dan sekitarnya untuk mengakses Kota Palembang melalui jalur darat.

Selain dukungan terhadap fasilitas dan layanan masyarakat, Perseroan turut berkontribusi dalam penguatan kelembagaan sosial melalui pembentukan pengurus Lembaga Perlindungan Anak Kabupaten Padang Lawas Utara periode 2025–2027.

The development and improvement of community facilities are part of the Company's commitment to supporting the quality of life of communities surrounding its operational areas. The Company implemented various public facility enhancement programs, including support for security systems through the installation of CCTV at Aek Kanopan Town Square, as well as the construction of a bore well at the city square in Aek Kanopan Subdistrict to improve community access to water.

The Company also supported the development and improvement of government and social facilities, such as the renovation of the Tebas Police Sector Office, the construction of a prayer room at the Tebas Subdistrict Office in Sambas Regency, the construction of the Banyuasin II Subdistrict Office, and the installation of an office perimeter fence in Manggar Raya Village. In addition, the Company contributed to the construction of a waqf gate at the public cemetery in Sionggoton Village, Simangambat Subdistrict, North Padang Lawas Regency.

Furthermore, the Company provided social assistance to communities in need, including support for victims of a house fire belonging to the Head of Sungai Jior Village in Sosa Julu Subdistrict. The Company also supported the improvement of public services through the provision of internet facilities for Talaken Community Health Center and the installation of a ferry pontoon facility used by residents of Upang Jaya Village and surrounding areas to access Palembang via land routes.

In addition to supporting community facilities and services, the Company contributed to strengthening social institutions through the establishment of the Child Protection Agency management board of North Padang Lawas Regency for the 2025–2027 period.

Peningkatan Fasilitas Desa Village Facility Enhancement



Kegiatan Peningkatan Fasilitas Desa Village Facility Enhancement Activities



- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Bantuan untuk Pengadaan CCTV di Alun – Alun Aek Kanopan, Kecamatan Aek Kanopan. 2. Bantuan Pembangunan Sumur Bor di Alun – Alun Kota, Kecamatan Aek Kanopan. 3. Bantuan Kebakaran Rumah Kepala Desa Sungai Jior, Kecamatan Sosa Julu. 4. Bantuan renovasi Kantor Kapolsek Tebas. 5. Bantuan untuk Pembangunan Mushola Kantor Camat Kec.Tebas, Kab.Sambas. 6. Pemberian Bantuan Pembangunan Kantor Camat Banyuasin II. 7. Pembangunan Pagar Kantor, Desa Manggar Raya. 8. Bantuan Gerbang Wakaf (Pemakaman) Umum Desa Sionggoton, Kec. Simangambat, Kab. Padang Lawas Utara. 9. Pembentukan Pengurus Lembaga Perlindungan Anak Kabupaten Padang Lawas Utara Periode 2025 – 2027. 10. Bantuan Untuk Fasilitas Internet Puskesmas Talaken. 11. Bantuan Fasilitas Ponton Penyebrangan Perusahaan yang digunakan masyarakat untuk menyebrang dari Desa Upang Jaya dan sekitarnya ke Kota Palembang via Darat. | <ol style="list-style-type: none"> 1. Assistance for the procurement of CCTV at Aek Kanopan Town Square, Aek Kanopan District. 2. Assistance for the construction of a bore well at the City Square, Aek Kanopan District. 3. Assistance following a house fire affecting the Village Head of Sungai Jior, Sosa Julu District. 4. Assistance for the renovation of the Tebas Sector Police Office. 5. Assistance for the construction of a prayer room (mushola) at the Tebas Subdistrict Office, Sambas Regency. 6. Assistance for the construction of the Banyuasin II Subdistrict Office. 7. Construction of an office fence in Manggar Raya Village. 8. Assistance for the construction of a waqf gate at the public cemetery in Sionggoton Village, Simangambat District, North Padang Lawas Regency. 9. Establishment of the management board of the Child Protection Institution of North Padang Lawas Regency for the 2025–2027 period. 10. Assistance for internet facilities at Talaken Community Health Center (Puskesmas). 11. Assistance for a company-owned pontoon crossing facility used by the community to cross from Upang Jaya Village and surrounding areas to Palembang City by land. |
|---|--|



Sebagai bagian dari komitmen terhadap keterbukaan dan akuntabilitas, Perseroan juga menetapkan mekanisme pengaduan yang dapat diakses oleh seluruh pemangku kepentingan. Masyarakat dapat menyampaikan keluhan atau permasalahan secara formal melalui surat maupun saluran komunikasi yang disediakan. Setiap pengaduan yang diterima akan diverifikasi dan ditindaklanjuti sesuai dengan prosedur yang berlaku, termasuk penyusunan rencana tindak lanjut (*action plan*) serta koordinasi dengan unit terkait guna memastikan solusi yang diberikan mengakomodasi kepentingan masyarakat. Apabila ditemukan dampak negatif atau indikasi pelanggaran, Perseroan akan melakukan perbaikan sesuai dengan standar operasional prosedur penanganan keluhan. Hingga akhir periode pelaporan, tidak terdapat laporan pengaduan terkait permasalahan lingkungan hidup maupun pelanggaran hak-hak masyarakat setempat termasuk masyarakat tradisional di wilayah operasional Perseroan. [GRI 2-25, 413-2] [OJK F.16, F.24]

As part of its commitment to transparency and accountability, the Company has established a grievance mechanism accessible to all stakeholders. Communities may submit complaints or concerns formally through written correspondence or available communication channels. All complaints received are verified and followed up in accordance with applicable procedures, including the preparation of action plans and coordination with relevant units to ensure that the solutions provided address community interests. In cases where negative impacts or indications of violations are identified, the Company undertakes corrective actions in line with its standard operating procedures for grievance handling. As of the end of the reporting period, there were no reported grievances related to environmental issues or violations of the rights of local communities, including indigenous peoples, within the Company's operational areas. [GRI 2-25, 413-2] [OJK F.16, F.24]

Keluhan Masyarakat [GRI 413-2] [OJK F.16, F.24] Community Grievances

Keterangan Description	Satuan Unit	2025	2024	2023
Keluhan yang Diterima Complaints Received	Keluhan Complaints	-	1	-
Keluhan yang Masih Dalam Penanganan Complaints Under Resolution	Keluhan Complaints	-	1	-
Keluhan yang Telah Diselesaikan Complaints Resolved	Keluhan Complaints	-	-	1

Pengadaan Berkelanjutan Sustainable Procurement

Pengadaan berkelanjutan menjadi salah satu komitmen Perseroan dalam menjalankan praktik usaha yang bertanggung jawab, beretika, dan berwawasan lingkungan. Perseroan memastikan bahwa seluruh proses pengadaan barang dan jasa, khususnya yang terkait dengan kegiatan operasional perkebunan dan pengolahan kelapa sawit dilaksanakan dengan memperhatikan aspek ESG. [GRI 3-3]

Sustainable procurement represents one of the Company's key commitments in conducting responsible, ethical, and environmentally conscious business practices. The Company ensures that all procurement processes for goods and services, particularly those related to plantation operations and palm oil processing are carried out with due consideration of ESG aspects. [GRI 3-3]



Ketertelusuran Rantai Pasok

Bahan baku diperoleh melalui kerja sama dengan berbagai pihak dalam rantai pasok termasuk perusahaan perkebunan, kebun perorangan, serta agen yang berperan dalam pengumpulan tandan buah segar (TBS) dari petani kecil dengan luas kebun kurang dari 25 hektar. Keberlanjutan pasokan bahan baku menjadi faktor penting dalam menjaga kelangsungan proses pengolahan sehingga perhatian diberikan pada penguatan hubungan jangka panjang dengan para pemasok. Sebagai bagian dari upaya tersebut, Perseroan secara rutin menyelenggarakan pertemuan dengan para pemasok sebagai sarana berbagi informasi dan menyelaraskan peningkatan pengelolaan TBS secara berkelanjutan. **[GRI 2-6] [OJK C.4]**

Melalui pertemuan rutin tersebut, Perseroan dan pemasok membangun komunikasi yang terbuka untuk membahas isu-isu terkini, mengevaluasi kinerja, serta merumuskan langkah perbaikan yang diperlukan. Pendekatan ini bertujuan untuk memastikan ketersediaan bahan baku yang memadai, menjaga konsistensi kualitas TBS, serta meningkatkan efisiensi dan keandalan rantai pasok. Perseroan juga berkomitmen untuk memastikan kepatuhan di seluruh rantai pasok dalam setiap kegiatan usahanya. Sepanjang tahun 2025, tidak terdapat perubahan signifikan terkait struktur rantai pasok Perseroan. **[GRI 2-6] [OJK C.6]**

Sejalan dengan komitmen terhadap transparansi dan praktik bisnis yang bertanggung jawab, Perseroan terus memperkuat ketertelusuran di seluruh rantai pasok. Upaya ini diimplementasikan melalui sosialisasi langsung kepada seluruh pihak dalam rantai pasok termasuk agen dan petani. Perseroan juga menerapkan sistem ketertelusuran yang memungkinkan identifikasi asal TBS hingga ke tingkat petani termasuk TBS yang dipasok melalui agen. Selain itu, evaluasi terhadap pemasok TBS dilakukan dengan mempertimbangkan kinerja ESG sebagai bagian dari pengelolaan risiko dan kepatuhan rantai pasok. Inisiatif tersebut sejalan

Supply Chain Traceability

Raw materials are sourced through partnerships with various stakeholders across the supply chain, including plantation companies, independent smallholders, and agents responsible for collecting fresh fruit bunches (FFB) from smallholder farmers with landholdings of less than 25 hectares. The sustainability of raw material supply is a critical factor in maintaining the continuity of processing operations; therefore, the Company places strong emphasis on strengthening long-term relationships with its suppliers. As part of this effort, the Company regularly conducts meetings with suppliers to facilitate information sharing and align initiatives aimed at improving the sustainable management of FFB. **[GRI 2-6] [OJK C.4]**

Through these regular meetings, the Company and its suppliers maintain open communication to discuss current issues, evaluate performance, and formulate necessary improvement measures. This approach is intended to ensure adequate raw material availability, maintain consistent FFB quality, and enhance overall supply chain efficiency and reliability. The Company is also committed to ensuring compliance across its supply chain in all business activities. Throughout 2025, there were no significant changes to the structure of the Company's supply chain. **[GRI 2-6] [OJK C.6]**

In line with its commitment to transparency and responsible business practices, the Company continues to strengthen traceability across its supply chain. These efforts are implemented through direct socialization with all parties within the supply chain, including agents and farmers. The Company has also established a traceability system that enables the identification of FFB origins down to the farmer level, including FFB supplied through intermediaries. In addition, evaluations of FFB suppliers incorporate ESG performance considerations as part of the Company's supply chain risk management and compliance framework.



dengan pemenuhan ketentuan European Union Deforestation Regulation (EUDR) serta mendukung integrasi prinsip keberlanjutan secara menyeluruh dalam rantai pasok. Pada periode pelaporan, Perseroan mencatat *traceability to plantation* sebesar 83%.

Dalam menjaga kualitas pasokan, Perseroan menerapkan berbagai upaya pengelolaan TBS yang berfokus pada praktik pertanian yang baik. Upaya tersebut meliputi penerapan teknik perawatan tanaman, tata cara pemupukan yang efektif sesuai dengan jenis dan umur tanaman, serta praktik panen yang bertanggung jawab untuk menjaga mutu TBS sekaligus kelestarian tanaman. Perseroan juga menekankan pentingnya pengenalan dan pengelolaan TBS berdasarkan jenis serta asal daerah tanamannya guna mendukung konsistensi kualitas bahan baku. **[OJK C.4]**

These initiatives are aligned with the requirements of the European Union Deforestation Regulation (EUDR) and support the comprehensive integration of sustainability principles across the supply chain. During the reporting period, the Company recorded 83% traceability to plantation.

To safeguard supply quality, the Company implements various FFB management measures focused on good agricultural practices. These efforts include the application of proper crop maintenance techniques, effective fertilization practices tailored to the type and age of the plants, and responsible harvesting practices to preserve both FFB quality and crop sustainability. The Company also emphasizes the importance of identifying and managing FFB based on its type and plantation origin to support consistent raw material quality. **[OJK C.4]**

Volume Pembelian Purchase Volume

Keterangan Description	Satuan Unit	2025	2024	2023
CPO dari Pihak Luar CPO from Third Parties	Ton	70.437	-	-
CPO dari Pihak Afiliasi CPO from Affiliates	Ton	180.755	4.421	-
PK dari Pihak Luar PK from Third Parties	Ton	65.360	51.281	28.943
PK dari Afiliasi PK from Affiliates	Ton	54.860	51.680	50.245
RBD <i>Palm Olein</i> dari Pihak Luar RBD <i>Palm Olein</i> from Third Parties	Ton	2.630	-	-
<i>Palm Kernel Expeller</i> dari Pihak Luar <i>Palm Kernel Expeller</i> from Third Parties	Ton	52.114	6.300	1.000

Kepuasan Pelanggan **[OJK F.30]**

Kepuasan pelanggan menjadi bagian penting dalam pencapaian keunggulan operasional. Seluruh proses penyediaan produk dan layanan diarahkan untuk memastikan pelanggan menerima komoditas dengan mutu yang andal sesuai dengan kebutuhan serta harapan mereka.

Sejalan dengan hal tersebut, Perseroan memastikan ketersediaan informasi serta layanan yang dibutuhkan pelanggan guna memudahkan interaksi dengan produk maupun layanan yang disediakan. Perseroan menyediakan ruang yang terbuka bagi penyampaian masukan, saran, dan kritik.

Setiap umpan balik diperlakukan sebagai sumber pembelajaran yang digunakan untuk mengevaluasi dan menyempurnakan kualitas produk serta layanan secara berkelanjutan. Meskipun tingkat kepuasan pelanggan secara umum berada pada kategori sangat puas dan puas, terdapat penilaian di bawah tingkat kepuasan terutama disebabkan oleh antrean truk yang panjang di pabrik serta keterbatasan armada dari pihak transportir.

Customer Satisfaction **[OJK F.30]**

Customer satisfaction is a critical component in achieving operational excellence. All product and service delivery processes are designed to ensure that customers receive commodities of reliable quality that align with their specific needs and expectations.

In line with this commitment, the Company ensures the availability of information and services required by customers to facilitate seamless interaction with its products and services. The Company also provides open channels for customers to submit feedback, suggestions, and concerns.

All feedback is treated as a valuable source of insight and is used to continuously evaluate and enhance the quality of products and services. Although overall customer satisfaction levels were generally categorized as very satisfied and satisfied, certain ratings fell below the satisfaction level, primarily due to long truck queues at the mills and limited fleet capacity from transport providers.

Sebagai tindak lanjut, penanganan keluhan pelanggan dilakukan sesuai SOP Penanganan Keluhan Pelanggan (P-STA-HO-MKT-04) yang mengatur proses penerimaan, verifikasi, dan penyelesaian keluhan secara terstruktur. Sepanjang tahun 2025, tidak terdapat sanksi atau denda terkait kualitas dan keamanan produk serta penarikan produk (*product recall*), namun klaim mutu tetap dilakukan untuk produk yang berada di luar spesifikasi (*outspec*) dan ditangani sesuai prosedur yang berlaku. [OJK F.17, F.27, F.29, F.30]

As a follow-up measure, customer complaints are addressed in accordance with the Customer Complaint Handling SOP (P-STA-HO-MKT-04), which governs the structured process of receiving, verifying, and resolving complaints. Throughout 2025, there were no sanctions or penalties related to product quality and safety, nor were there any product recalls. However, quality claims were processed for products classified as out-of-specification (*outspec*) and were managed in accordance with the applicable procedures. [OJK F.17, F.27, F.29, F.30]





05

Tata Kelola dan Etika Bisnis Governance and Business Ethics





Tata Kelola Keberlanjutan

Sustainability Governance

Perseroan mengintegrasikan prinsip keberlanjutan ke dalam tata kelola perusahaan sebagai bagian dari arah strategis dan pelaksanaan kegiatan usaha. Pencapaian kinerja jangka panjang tidak hanya dipandang pada pertumbuhan ekonomi, tetapi juga pada pengelolaan yang seimbang terhadap aspek sosial dan lingkungan yang melekat dalam proses pengambilan keputusan dan pengawasan. Dalam kerangka tersebut, tata kelola keberlanjutan berfungsi sebagai sistem yang mengarahkan kebijakan, memastikan akuntabilitas, serta memantau implementasi komitmen keberlanjutan sehingga seluruh aktivitas bisnis dijalankan secara etis, transparan, dan berorientasi pada penciptaan nilai berkelanjutan bagi para pemangku kepentingan.

The Company integrates sustainability principles into its corporate governance as part of its strategic direction and business operations. Long-term performance is not measured solely by economic growth, but also by the balanced management of social and environmental aspects embedded in decision-making and oversight processes. Within this framework, sustainability governance functions as a system that guides policy, ensures accountability, and monitors the implementation of sustainability commitments, thereby ensuring that all business activities are conducted ethically, transparently, and with a focus on creating long-term value for stakeholders.

Struktur Tata Kelola Keberlanjutan [GRI 2-9] [OJK E.1]

Struktur tata kelola Perseroan terdiri atas tiga organ utama, yaitu Rapat Umum Pemegang Saham (RUPS) sebagai forum pengambilan keputusan tertinggi, Dewan Komisaris, dan Direksi sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Anggaran Dasar Perseroan. Dalam sistem tata kelola Perseroan, terdapat pemisahan jelas fungsi antara Direksi dan Dewan Komisaris yang tercantum dalam Kebijakan Pemisahan Organ dan Fungsi Direksi dan Dewan Komisaris. [IDX G-03]

Sustainability Governance Structure [GRI 2-9] [OJK E.1]

The Company's governance structure comprises three primary organs, namely the General Meeting of Shareholders (GMS) as the highest decision-making forum, the Board of Commissioners, and the Board of Directors, in accordance with Law No. 40 of 2007 on Limited Liability Companies and the Company's Articles of Association. Within the Company's governance system, there is a clear separation of functions between the Board of Directors and the Board of Commissioners, as stipulated in the Policy on the Separation of Roles and Functions of the Board of Directors and the Board of Commissioners. [IDX G-03]

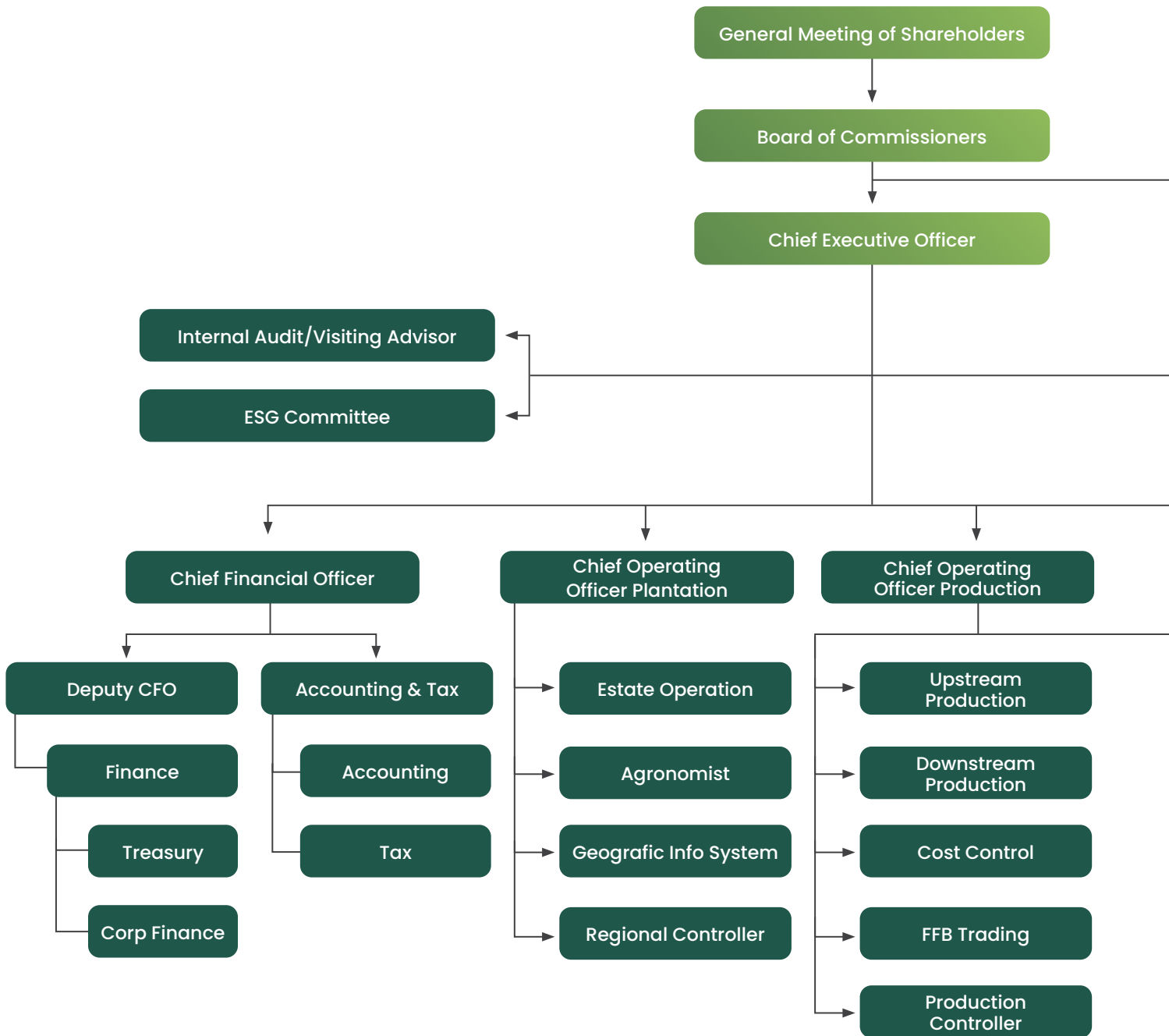
Komposisi Tata Kelola Tertinggi dalam Perseroan [GRI 2-9]

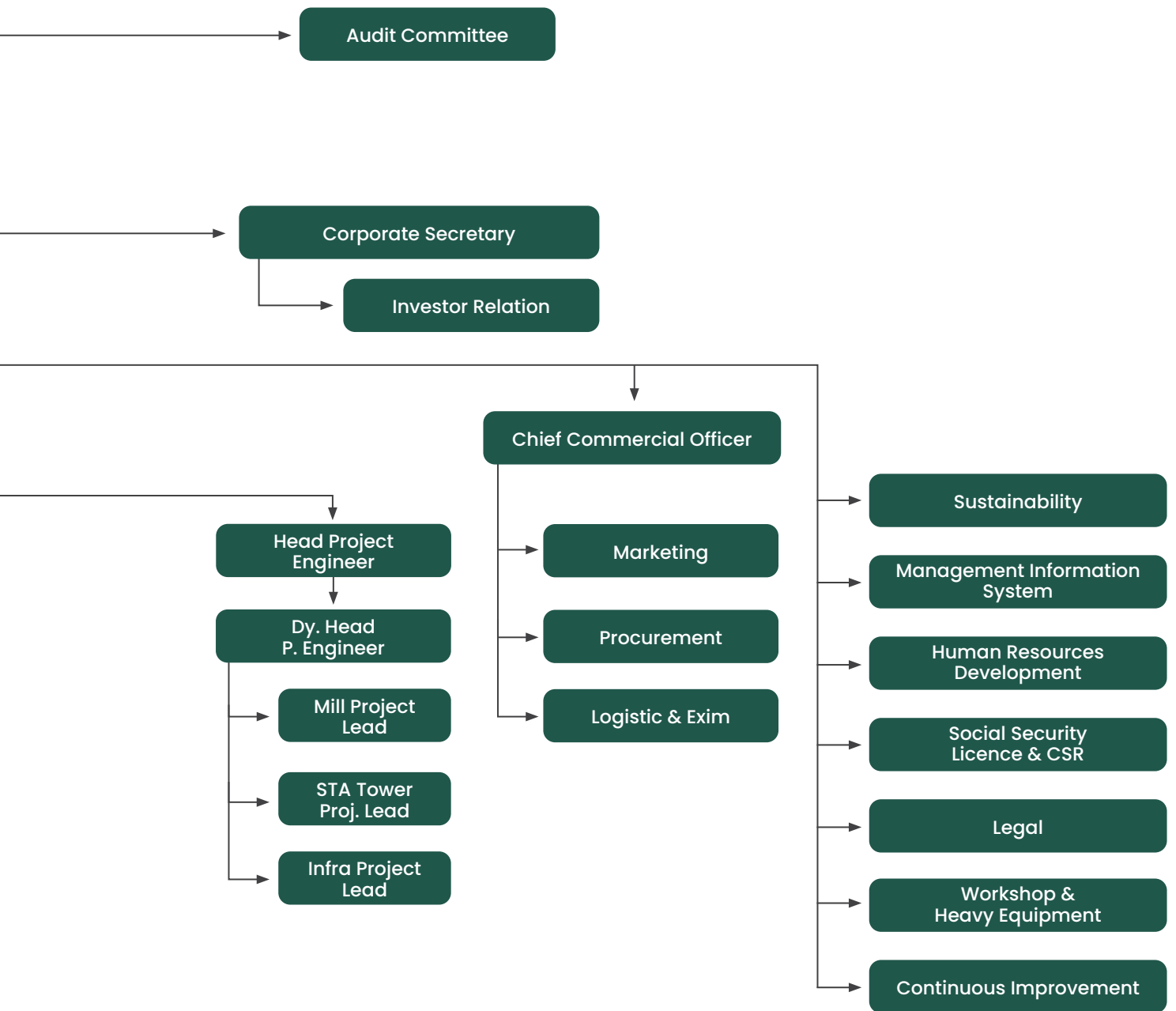
Composition of the Highest Governance Bodies within the Company

Nama Name	Jabatan Position
Mosfly Ang	Direktur Utama Chief Executive Officer
Lim Chi Yin	Direktur Director
Go Kok Siang	Direktur Director
Bie Jan Jusri	Direktur Director
Suwandi Widjaja	Komisaris Utama President Commissioner
Riswan Wijaya	Wakil Komisaris Utama Vice President Commissioner
Robby Sumargo	Komisaris Independen Independent Commissioner
Rudi Ngadiman	Komisaris Independen Independent Commissioner
Tan Keng Tong	Komisaris Commissioner
Lele Tanjung	Komisaris Commissioner
Julian C. Hill	Komisaris Independen Independent Commissioner



Struktur Tata Kelola Keberlanjutan Sustainability Governance Structure







Rapat Umum Pemegang Saham [GRI 2-11]

Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi yang hak dan kewenangannya tidak diberikan kepada Dewan Komisaris dan Direksi, dengan batasan yang ditentukan dalam peraturan perundang-undangan dan Anggaran Dasar Perseroan. RUPS berfungsi sebagai forum tertinggi bagi pemegang saham untuk mengambil keputusan penting yang berkaitan dengan investasi, tindakan korporasi, serta keputusan strategis. RUPS terdiri dari RUPS Tahunan (RUPST) yang diselenggarakan setiap tahun dan RUPS Luar Biasa (RUPSLB) yang dilaksanakan sewaktu-waktu sesuai kebutuhan.

Perseroan juga memiliki Kebijakan Perlakuan Adil Terhadap Pemegang Saham dengan berpedoman pada prinsip kesetaraan, transparansi, dan adil. Kebijakan ini bertujuan untuk menegakkan aspek keterbukaan dengan menyediakan informasi yang jelas, akurat, tepat waktu, dapat dipercaya dan diperbandingkan, dan mudah diakses. [IDX G-08]

Dewan Komisaris

Dewan Komisaris memegang peran penting dalam fungsi pengawasan atas kegiatan usaha perusahaan agar sesuai dengan prinsip tata kelola perusahaan yang baik. Dalam menjalankan fungsi pengawasan, Dewan Komisaris mengawasi penerapan kebijakan perusahaan, memastikan kepatuhan terhadap peraturan yang berlaku, serta mengevaluasi kinerja Direksi.

Direksi

Direksi bertanggung jawab dalam menetapkan dan melaksanakan strategi perusahaan, serta memastikan bahwa seluruh aktivitas perusahaan selaras dengan visi dan misi Perseroan termasuk pengambilan keputusan yang mempertimbangkan dampak ekonomi, lingkungan, dan sosial.

Dalam penyusunan strategi dan kebijakan yang berkaitan dengan Tujuan Pembangunan Berkelanjutan (TPB), Direksi melakukan evaluasi secara berkala dengan mempertimbangkan perkembangan terkini serta rencana jangka panjang. Selain itu, pengelolaan dampak dan peluang keberlanjutan dilakukan melalui pemberian arahan kepada seluruh unit kerja agar melaksanakan aktivitas yang sejalan dengan kebijakan Perseroan. Arahan tersebut ditujukan untuk memastikan pencapaian visi, misi, dan target pada masing-masing unit kerja sekaligus mendukung kontribusi Perseroan terhadap pencapaian TPB secara konsisten dan berkelanjutan. [GRI 2-12] [OJK E.3]

General Meeting of Shareholders [GRI 2-11]

The General Meeting of Shareholders (GMS) is the highest governing body, holding authority not delegated to the Board of Commissioners or the Board of Directors, within the limits stipulated by prevailing laws and regulations and the Company's Articles of Association. GMS serves as the highest forum for shareholders to make significant decisions relating to investments, corporate actions, and strategic matters. GMS consists of the Annual GMS (AGMS), which is held annually, and the Extraordinary GMS (EGMS), which may be held at any time as deemed necessary.

The Company also has a Fair Treatment Policy for Shareholders, guided by the principles of equality, transparency, and fairness. This policy aims to uphold transparency by providing information that is clear, accurate, timely, reliable, comparable, and easily accessible. [IDX G-08]

Board of Commissioners

The Board of Commissioners plays a vital role in overseeing the Company's business activities to ensure alignment with the principles of good corporate governance. In carrying out its oversight function, the Board of Commissioners supervises the implementation of corporate policies, ensures compliance with applicable laws and regulations, and evaluates the performance of the Board of Directors.

Board of Directors

The Board of Directors is responsible for formulating and executing the Company's strategy, and for ensuring that all corporate activities are aligned with the Company's vision and mission, including decision-making processes that take into account economic, environmental, and social impacts.

In developing strategies and policies related to the Sustainable Development Goals (SDGs), the Board of Directors conducts periodic evaluations by considering current developments and long-term plans. In addition, the management of sustainability-related impacts and opportunities is carried out through directives issued to all business units to ensure that their activities are aligned with the Company's policies. These directives are intended to ensure the achievement of the vision, mission, and targets of each business unit, while consistently and sustainably supporting the Company's contribution to the achievement of the SDGs. [GRI 2-12] [OJK E.3]

Selanjutnya, seluruh unit kerja dilibatkan secara aktif dan bertanggung jawab terhadap pelaksanaan tugas serta pencapaian target yang berkaitan dengan aspek ekonomi, lingkungan, dan sosial. Evaluasi atas pencapaian target tersebut dilakukan secara periodik melalui forum *Executive Board Meeting*. Mekanisme ini mencerminkan upaya Perseroan dalam memastikan bahwa aspek keberlanjutan terintegrasi ke dalam setiap kegiatan operasional secara efektif, terukur, dan selaras dengan kerangka tata kelola perusahaan. [GRI 2-13] [OJK E.3]

Keberagaman dalam Komposisi Badan Tata Kelola [GRI 2-9] [IDX G-01]

Keberagaman dalam komposisi badan tata kelola tertinggi dikelola dengan mempertimbangkan latar belakang, pendidikan, pengetahuan, pengalaman, serta keahlian guna mendukung kualitas pengambilan keputusan dan efektivitas pengawasan. Keterlibatan Direksi perempuan yang telah berlanjut hingga tahun 2025 mencerminkan konsistensi Perseroan dalam menerapkan prinsip tata kelola yang inklusif. Hingga periode pelaporan, struktur Direksi belum mencakup Direksi Independen.

Perseroan juga memastikan kepatuhan terhadap ketentuan mengenai persentase minimal Komisaris Independen, yaitu 30%. Saat ini, Dewan Komisaris terdiri atas 7 anggota meliputi Presiden Komisaris, Wakil Presiden Komisaris, dan 5 Komisaris, dengan 3 di antaranya atau 43% merupakan Komisaris Independen. Hingga periode pelaporan, belum terdapat perwakilan perempuan dalam jajaran Dewan Komisaris.

Keberagaman Manajemen dan Independensi [IDX G-02] Management Diversity and Independence

Keterangan Description	Satuan Unit	Laki-laki Male	Perempuan Female	Jumlah Pihak Independen Number of Independent Members
Komisaris Board of Commissioners	Orang Person	7	0	3
Direksi Board of Directors	Orang Person	4	1	0

Selain komposisi dan keberagaman struktur manajemen, efektivitas tata kelola juga tecermin dari tingkat partisipasi aktif Direksi dan Dewan Komisaris dalam forum rapat dewan. Sepanjang periode pelaporan, rata-rata kehadiran Direksi sebesar 99% dan kehadiran Dewan Komisaris sebesar 58,57% pada rapat dewan. Tingkat kehadiran ini menunjukkan efektivitas pelaksanaan rapat dewan sebagai forum utama dalam memastikan tata kelola berjalan secara akuntabel.

Furthermore, all business units are actively involved and held accountable for the execution of their responsibilities and the achievement of targets related to economic, environmental, and social aspects. Performance against these targets is evaluated periodically through the Executive Board Meeting forum. This mechanism reflects the Company's commitment to ensuring that sustainability considerations are effectively integrated into all operational activities in a measurable manner and in alignment with the corporate governance framework. [GRI 2-13] [OJK E.3]

Diversity in the Composition of the Highest Governance Bodies [GRI 2-9] [IDX G-01]

Diversity within the composition of the highest governance bodies is managed by considering background, education, knowledge, experience, and expertise to support the quality of decision-making and the effectiveness of oversight. The continued presence of a female Director through 2025 reflects the Company's consistent commitment to implementing inclusive governance principles. As of the reporting period, the Board of Directors does not include an Independent Director.

The Company also ensures compliance with the regulatory requirement regarding the minimum proportion of Independent Commissioners, which is set at 30%. Currently, the Board of Commissioners consists of 7 members, comprising the President Commissioner, Vice President Commissioner, and 5 Commissioners, of whom 3 members, or 43%, serve as Independent Commissioners. As of the reporting period, there is no female representation on the Board of Commissioners.

In addition to the composition and diversity of the management structure, governance effectiveness is also reflected in the active participation of the Board of Directors and the Board of Commissioners in board meetings. Throughout the reporting period, the average attendance rate of the Board of Directors reached 99%, while the Board of Commissioners recorded an attendance rate of 58,57% in board meetings. This level of attendance demonstrates the effectiveness of board meetings as the primary forum for ensuring accountable governance practices.



Kehadiran Direksi dan Dewan Komisaris ke Rapat Dewan [IDX G-02]

Attendance of the Board of Directors and Board of Commissioners in Board Meetings

Keterangan Description	Jumlah Rapat Dewan Number of Board Meetings	Rata-rata Persentase Kehadiran Direksi/ Komisaris dalam Rapat Dewan Average Attendance Percentage of Directors/ Commissioners in Board Meetings
Jumlah kehadiran direksi ke rapat dewan Number of directors' attendances in board meetings	20	99%
Jumlah kehadiran komisaris ke rapat dewan Number of commissioners' attendances in board meetings	20	58,57%

Nominasi dan Remunerasi Badan Tata Kelola [GRI 2-10]

Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi dilaksanakan melalui Rapat Umum Pemegang Saham (RUPS). Setiap calon wajib memenuhi persyaratan formal, persyaratan materiil, serta ketentuan lain sesuai dengan hukum dan peraturan yang berlaku termasuk regulasi di bidang pasar modal. Ketentuan tersebut juga diterapkan dalam proses pemilihan ulang anggota Dewan Komisaris dan Direksi. [IDX G-06]

Penilaian atas kinerja Dewan Komisaris dan Direksi dilakukan setiap tahun melalui mekanisme RUPS. Evaluasi ini bertujuan untuk memastikan bahwa tiap-tiap anggota telah menjalankan fungsi dan tanggung jawabnya secara efektif sesuai dengan tujuan Perseroan. Selain evaluasi melalui RUPS, Dewan Komisaris dan Direksi juga melaksanakan penilaian mandiri atas kinerja masing-masing sebagai bagian dari upaya menjaga akuntabilitas dan transparansi. Selama periode pelaporan, Perseroan tidak melibatkan pihak eksternal dalam proses evaluasi kinerja Dewan Komisaris maupun Direksi. [GRI 2-18] [IDX G-04]

Dalam mendukung implementasi strategi Perseroan, Dewan Komisaris dan Direksi memiliki *key performance indicator* (KPI) tahunan yang selaras dengan implementasi rencana strategis termasuk target dan sasaran keberlanjutan. Selain itu, Dewan Komisaris dan Direksi bertanggung jawab terhadap pengembangan kinerja secara berkelanjutan. Evaluasi mandiri atas pencapaian KPI tersebut dilakukan pada akhir periode pelaporan sebagai bagian dari proses penilaian kinerja. [GRI 2-18] [IDX G-04]

Anggota Dewan Komisaris menerima honorarium secara bulanan, sedangkan anggota Direksi memperoleh kompensasi dalam bentuk gaji pokok, bonus kinerja, tunjangan, fasilitas, serta opsi saham manajemen. Seluruh anggota Dewan Komisaris

Nomination and Remuneration of the Governance Bodies [GRI 2-10]

The appointment and dismissal of members of the Board of Commissioners and the Board of Directors are conducted through the General Meeting of Shareholders (GMS). Each candidate is required to meet formal and substantive requirements, as well as other applicable provisions in accordance with prevailing laws and regulations, including capital market regulations. These requirements also apply to the reappointment process of members of the Board of Commissioners and the Board of Directors. [IDX G-06]

The performance of the Board of Commissioners and the Board of Directors is evaluated annually through the GMS mechanism. This evaluation is intended to ensure that each member has effectively carried out their functions and responsibilities in alignment with the Company's objectives. In addition to the evaluation conducted through the GMS, the Board of Commissioners and the Board of Directors also perform self-assessments of their respective performance as part of efforts to maintain accountability and transparency. During the reporting period, the Company did not engage any external parties in the performance evaluation process of either the Board of Commissioners or the Board of Directors. [GRI 2-18] [IDX G-04]

In supporting the implementation of the Company's strategy, the Board of Commissioners and the Board of Directors are assigned annual key performance indicators (KPIs) that are aligned with the execution of the strategic plan, including sustainability targets and objectives. In addition, both the Board of Commissioners and the Board of Directors are responsible for driving continuous performance improvement. A self-assessment of the achievement of these KPIs is conducted at the end of the reporting period as part of the overall performance evaluation process. [GRI 2-18] [IDX G-04]

Members of the Board of Commissioners receive a monthly honorarium, while members of the Board of Directors are entitled to compensation in the form of base salary, performance bonuses, allowances, facilities, and management stock options. All members

dan Direksi juga memperoleh perlindungan melalui asuransi tanggung gugat. Besaran remunerasi yang diberikan ditetapkan oleh pemegang saham melalui RUPS berdasarkan rekomendasi Komite Nominasi dan Remunerasi. [GRI 2-19, 2-20]

of the Board of Commissioners and the Board of Directors are also covered by directors' and officers' liability insurance. The amount of remuneration is determined by shareholders through the GMS, based on the recommendation of the Nomination and Remuneration Committee. [GRI 2-19, 2-20]

Penetapan komponen remunerasi tetap, seperti honorarium, tunjangan, dan fasilitas, dilakukan dengan mempertimbangkan berbagai faktor yang relevan, antara lain skala usaha, tingkat inflasi, kondisi dan kemampuan keuangan perusahaan, serta faktor lain yang berdampak signifikan terhadap kinerja keuangan dan operasional. Dalam proses tersebut, Perseroan memastikan kepatuhan terhadap kebijakan internal dan peraturan perundang-undangan yang berlaku. Pada tahun 2025, rasio kompensasi tahunan individu dengan bayaran tertinggi dibandingkan dengan rata-rata total kompensasi tahunan seluruh karyawan tercatat sebesar 1:20. [GRI 2-19, 2-20, 2-21]

The determination of fixed remuneration components, such as honoraria, allowances, and facilities, is carried out by considering various relevant factors, including the scale of the business, inflation rates, the Company's financial condition and capacity, as well as other factors that may have a significant impact on financial and operational performance. In this process, the Company ensures compliance with internal policies and applicable laws and regulations. In 2025, the ratio of the annual compensation of the highest-paid individual to the average total annual compensation of all employees was recorded at 1:20. [GRI 2-19, 2-20, 2-21]

Pengembangan Kompetensi Badan Tata Kelola [GRI 2-17] [OJK E.2, F.22] [IDX G-05]

Peningkatan kapasitas Dewan Komisaris dan Direksi menjadi salah satu faktor penting dalam mendukung kinerja dan keberlanjutan Perseroan. Pengembangan kompetensi tidak hanya diarahkan pada pemahaman dinamika industri, tetapi juga mencakup pembaruan pengetahuan terkait regulasi serta faktor strategis lainnya yang relevan dengan kegiatan usaha. Dalam konteks tersebut, Perseroan secara aktif memfasilitasi dan mendorong kegiatan pengembangan kompetensi bagi Dewan Komisaris dan Direksi.

Competency Development of the Governance Bodies [GRI 2-17] [OJK E.2, F.22] [IDX G-05]

Enhancing the capacity of the Board of Commissioners and the Board of Directors is a key factor in supporting the Company's performance and sustainability. Competency development is not only focused on understanding industry dynamics, but also encompasses updates on regulatory developments and other strategic factors relevant to the Company's business activities. In this context, the Company actively facilitates and encourages competency development programs for members of the Board of Commissioners and the Board of Directors.

Perseroan memastikan bahwa seluruh organ tata kelola yang berperan dalam pengelolaan keberlanjutan memiliki kompetensi, keterampilan, dan pengetahuan yang memadai. Upaya pengembangan dilakukan melalui partisipasi dalam berbagai pelatihan, seminar, pembelajaran mandiri, maupun keterlibatan dalam proyek-proyek yang berorientasi pada keberlanjutan. Keterlibatan tersebut mencerminkan komitmen Perseroan untuk terus memperkuat pemahaman terhadap isu-isu keberlanjutan yang relevan dengan operasi dan strategi bisnis. [GRI 2-17] [OJK E.2]

The Company ensures that all governance bodies involved in sustainability management possess adequate competencies, skills, and knowledge. Development efforts are carried out through participation in various training programs, seminars, self-directed learning, as well as involvement in sustainability-oriented projects. This engagement reflects the Company's commitment to continuously strengthening its understanding of sustainability issues that are relevant to its operations and business strategy. [GRI 2-17] [OJK E.2]

Pelatihan dan Pengembangan Kompetensi tentang Pembangunan Berkelanjutan [OJK E.2] Competency Training on Sustainable Development

Nama Name	Jabatan Position	Topik Pelatihan Training Topic	Penyelenggara Organizer	Tanggal Date
Rudi Ngadiman	Komisaris Independen Independent Commissioners	Smart Energy Week 2025 and Sustainability Management Week	Smart Energy Week	17 September 2025 September 17, 2025
		Strategi Efektif Mengelola Ketaatan Menuju Proper Biru	Inti Institute	16 Desember 2025 December 16, 2025
Lim Chi Yin	Direktur Director	Navigating Sustainability Reporting Standards	Asosiasi Emiten Indonesia	20 Maret 2025 March 20, 2025



Etika Bisnis Business Ethics

Etika bisnis merupakan landasan utama dalam menjalankan kegiatan usaha secara bertanggung jawab, transparan, dan berintegritas. Perseroan meyakini bahwa penerapan standar etika yang konsisten tidak hanya mendukung kepatuhan terhadap peraturan perundang-undangan, tetapi juga memperkuat kepercayaan pemangku kepentingan serta keberlanjutan usaha jangka panjang.

Kode Etik [GRI 2-23, 2-26, 2-27]

Perseroan menetapkan kode etik sebagai acuan bagi seluruh organ dalam menjalankan aktivitas usaha. Pedoman ini diformalkan melalui Kode Etik STA Resources sebagai rujukan utama dalam berinteraksi dengan pemangku kepentingan internal maupun eksternal. Keberadaan kode etik ini mendukung pembentukan budaya perusahaan yang profesional, berintegritas, dan selaras dengan prinsip GCG.

Business ethics serve as the fundamental foundation for conducting business activities in a responsible, transparent, and ethical manner. The Company believes that the consistent application of ethical standards not only ensures compliance with applicable laws and regulations, but also strengthens stakeholder trust and supports long-term business sustainability.

Code of Conduct [GRI 2-23, 2-26, 2-27]

The Company has established a code of conduct as a guideline for all governing bodies in carrying out business activities. This guideline is formalized through the Code of Conduct of STA Resources, which serves as the primary reference in engaging with both internal and external stakeholders. The existence of this code of conduct supports the development of a professional and integrity-driven corporate culture aligned with the GCG principles.



Penerapan Kode Etik STA Resources tidak hanya berkontribusi pada terciptanya lingkungan kerja yang sehat, tetapi juga memperkuat kepercayaan dan reputasi Perseroan. Pedoman tersebut memandu seluruh organ Perseroan dalam merespons berbagai situasi bisnis yang kompleks dengan tetap menjunjung tinggi integritas dan profesionalisme. Dalam memastikan pemahaman yang merata, Perseroan melakukan sosialisasi kode etik melalui berbagai forum internal, termasuk rapat dan komunikasi rutin.

Sejalan dengan komitmen kepatuhan, Perseroan terus berupaya memenuhi serta melampaui standar hukum dan regulasi yang berlaku, baik di tingkat lokal maupun global. Sepanjang periode pelaporan, tidak terdapat kasus ketidakpatuhan yang signifikan yang mengakibatkan sanksi denda maupun sanksi nonmoneter terhadap Perseroan.

Kebijakan Antikorupsi [GRI 3-3, 205-1, 205-2]

Dalam menjalankan kegiatan usaha, Perseroan menempatkan integritas sebagai fondasi utama dengan menegaskan penerapan praktik bisnis yang bebas dari korupsi. Penciptaan lingkungan usaha yang bersih dan bertanggung jawab dilakukan dengan mengacu pada prinsip-prinsip GCG. Komitmen antikorupsi tertuang dalam Kode Etik STA Resources yang mengatur bahwa seluruh individu diwajibkan untuk mematuhi larangan terhadap praktik pencucian uang, korupsi, penggelapan aset Perseroan, serta berbagai tindakan melawan hukum lainnya sebagaimana diatur dalam ketentuan peraturan perundang-undangan yang berlaku.

Sebagai bagian dari upaya pencegahan risiko korupsi, Perseroan secara sistematis melakukan asesmen terhadap unit-unit operasional yang memiliki potensi risiko gratifikasi. Langkah pencegahan tersebut dilengkapi dengan pelaksanaan sosialisasi dan pelatihan terkait kebijakan antikorupsi kepada seluruh karyawan dan mitra bisnis. Melalui kegiatan ini, Perseroan berupaya meningkatkan kesadaran akan pentingnya kepatuhan terhadap peraturan serta nilai-nilai etika yang diterapkan dalam menjalankan kegiatan usaha.

Dalam proses sosialisasi, karyawan dan mitra bisnis diberikan pemahaman mengenai dampak negatif praktik korupsi terhadap keberlangsungan perusahaan maupun masyarakat secara luas. Perseroan juga menyampaikan kebijakan dan prosedur yang berlaku dalam pencegahan serta penanganan tindak korupsi, termasuk mekanisme

The implementation of the Code of Conduct of STA Resources not only contributes to the creation of a healthy work environment, but also strengthens the Company's trust and reputation. The guideline directs all Company organs in responding to complex business situations while upholding integrity and professionalism. To ensure consistent understanding across the organization, the Company disseminates the code of conduct through various internal forums, including meetings and routine communications.

In line with its commitment to compliance, the Company continuously strives to meet and exceed applicable legal and regulatory standards, both at the local and global levels. Throughout the reporting period, there were no significant cases of non-compliance resulting in monetary fines or non-monetary sanctions imposed on the Company.

Anti-Corruption Policy [GRI 3-3, 205-1, 205-2]

In conducting its business activities, the Company places integrity as its fundamental foundation by affirming the implementation of business practices that are free from corruption. The creation of a clean and accountable business environment is guided by the GCG principles. The Company's anti-corruption commitment is set forth in the Code of Conduct of STA Resources, which stipulates that all individuals are required to comply with prohibitions against money laundering, corruption, misappropriation of Company assets, and other unlawful acts as regulated under applicable laws and regulations.

As part of its efforts to mitigate corruption risks, the Company systematically conducts assessments of operational units with potential exposure to gratuity-related risks. These preventive measures are complemented by the implementation of socialization programs and training on anti-corruption policies for all employees and business partners. Through these initiatives, the Company seeks to enhance awareness of the importance of regulatory compliance and adherence to ethical values in the conduct of its business activities.

As part of the socialization process, employees and business partners are provided with an understanding of the adverse impacts of corrupt practices on the sustainability of the Company and the wider community. The Company also communicates applicable policies and procedures for the prevention and handling of corruption,



pelaporan atas dugaan pelanggaran yang dapat dimanfaatkan oleh seluruh pihak terkait. Selain sosialisasi, Perseroan menyelenggarakan pelatihan khusus yang bertujuan memperdalam pemahaman karyawan terhadap prinsip-prinsip antikorupsi dan langkah penanganannya.

Kegiatan sosialisasi dan pelatihan antikorupsi dilaksanakan melalui berbagai saluran komunikasi internal, termasuk surat elektronik, papan pengumuman, serta media internal lainnya, untuk memperluas jangkauan dan mempermudah akses terhadap materi sosialisasi.

Konflik Kepentingan [GRI 2-15]

Dalam menjalankan kegiatan usaha, Perseroan menjalin berbagai bentuk interaksi dan hubungan dengan para pemangku kepentingan. Seiring dengan dinamika relasi dan interaksi yang terjalin, potensi risiko konflik kepentingan dapat muncul dan perlu dikelola secara cermat. Untuk mengelola risiko tersebut, setiap karyawan diwajibkan menandatangani pakta integritas serta mematuhi kode etik. Melalui langkah ini, Perseroan berupaya mengelola konflik kepentingan sehingga setiap keputusan bisnis dapat diambil secara objektif tanpa pengaruh, tekanan, maupun dominasi dari pihak manapun. [IDX G-07, G-09]

Apabila dalam pelaksanaannya terjadi konflik kepentingan, hal tersebut akan diungkapkan secara terbuka dan ditindaklanjuti melalui langkah-langkah responsif guna memitigasi potensi dampak yang timbul. Dengan mekanisme tersebut, Perseroan menjaga objektivitas, independensi, serta integritas dalam seluruh proses pengambilan keputusan, sekaligus memperkuat transparansi dalam tata kelola perusahaan.

Sistem Pelaporan Pelanggaran

Perseroan memiliki sistem pelaporan pelanggaran (*whistleblowing system/WBS*) yang selaras dengan Pedoman Kode Etik STA Resources. Sistem ini memberikan akses bagi karyawan, pemasok, kontraktor, maupun pihak lain yang terlibat dalam kegiatan operasional untuk melaporkan dugaan pelanggaran, seperti penipuan, korupsi, pelanggaran kode etik, maupun pelanggaran hukum lainnya. Keberadaan WBS mendukung upaya pencegahan dan deteksi dini terhadap potensi pelanggaran yang dapat merugikan Perseroan. Mekanisme pelaporan pelanggaran dapat diakses melalui situs resmi Perseroan dengan tahapan sebagai berikut: [GRI 2-26]

including reporting mechanisms that may be utilized by all relevant parties to raise concerns regarding suspected violations. In addition to socialization initiatives, the Company conducts dedicated training programs aimed at strengthening employees' understanding of anti-corruption principles and the appropriate measures for addressing potential violations.

Anti-corruption socialization and training initiatives are delivered through various internal communication channels, including electronic mail, bulletin boards, and other internal media platforms, in order to broaden outreach and facilitate easy access to the socialization materials.

Conflict of Interest [GRI 2-15]

In conducting its business activities, the Company engages in various forms of interaction and relationships with its stakeholders. In line with the dynamics of these relationships and interactions, potential conflicts of interest may arise and must be managed carefully. To mitigate such risks, all employees are required to sign an integrity pact and comply with the code of conduct. Through these measures, the Company seeks to effectively manage conflicts of interest to ensure that business decisions are made objectively, free from undue influence, pressure, or domination by any party. [IDX G-07, G-09]

In the event that a conflict of interest arises, it will be disclosed transparently and followed by responsive measures to mitigate any potential impacts. Through this mechanism, the Company maintains objectivity, independence, and integrity in all decision-making processes, while reinforcing transparency within its corporate governance framework.

Whistleblowing System

The Company has established a whistleblowing system (WBS) aligned with the Code of Conduct of STA Resources. This system provides access for employees, suppliers, contractors, and other parties involved in operational activities to report suspected violations, including fraud, corruption, breaches of the code of conduct, and other legal violations. The WBS supports efforts to prevent and detect potential misconduct at an early stage that may adversely affect the Company. The whistleblowing mechanism can be accessed through the Company's official website, with the following procedures: [GRI 2-26]

- 1

Membuka situs web Perseroan www.sta.co.id

Visit the Company's official website at www.sta.co.id


- 2

Mengisi nama dan alamat surel

Fill in the name and email address


- 3

Mengisi informasi pelanggaran dengan singkat, padat, dan jelas

Provide a brief, clear, and concise report of the violation


- 4

Klik *submit*

Click the submit button



Dalam pelaksanaannya, Perseroan menjamin kerahasiaan identitas pelapor guna melindungi mereka dari risiko pembalasan sehingga mendorong keberanian dan rasa aman dalam menyampaikan laporan. Setiap laporan yang diterima akan dikelola oleh Sekretaris Perusahaan melalui alamat surel corporate.secretary@sta.co.id dan selanjutnya diteruskan kepada unit terkait untuk penelaahan awal. Apabila hasil penelaahan menunjukkan indikasi pelanggaran yang dapat dipertanggungjawabkan, Perseroan menugaskan Internal Auditor untuk melaksanakan pemeriksaan secara menyeluruh. Seluruh pihak yang terbukti terlibat dalam pelanggaran akan ditindak sesuai dengan ketentuan hukum dan peraturan perundang-undangan yang berlaku. **[GRI 2-16]**

Sepanjang tahun 2025, Perseroan tidak menerima laporan terkait insiden korupsi, baik yang terbukti dan mengakibatkan pemberhentian atau sanksi terhadap karyawan, penghentian atau tidak diperpanjangnya kerja sama dengan mitra bisnis, maupun pengaduan yang diajukan oleh publik terhadap Perseroan dan karyawan. **[GRI 2-16, 205-3]**

In its implementation, the Company guarantees the confidentiality of the whistleblower's identity to protect them from the risk of retaliation, thereby fostering the confidence and security needed to submit reports. Each report received is managed by the Corporate Secretary through the email address corporate.secretary@sta.co.id and subsequently forwarded to the relevant unit for preliminary review. If the review indicates substantiated evidence of a violation, the Company assigns the Internal Auditor to conduct a comprehensive investigation. Any parties proven to be involved in misconduct will be subject to sanctions in accordance with applicable laws and regulations. **[GRI 2-16]**

Throughout 2025, the Company did not receive any reports related to corruption incidents, whether substantiated cases resulting in employee termination or disciplinary sanctions, termination or non-renewal of contracts with business partners, or public complaints filed against the Company or its employees. **[GRI 2-16, 205-3]**



06

Tentang Laporan Keberlanjutan About the Sustainability Report





Tentang Laporan Keberlanjutan

About the Sustainability Report



Siklus Pelaporan [GRI 2-3]

Reporting Cycle

Diterbitkan setiap tahun.
Published annually.



Periode Pelaporan [GRI 2-3]

Reporting Period

1 Januari - 31 Desember 2025, sesuai dengan tahun buku Laporan Keuangan Tahunan STA Resources 2025.

January 1-December 31, 2025, in line with the fiscal year of STA Resources' 2025 Annual Financial Statements.



Ruang Lingkup Data dan Informasi [GRI 2-2, 3-1]

Scope of Data and Information

PT Sumber Tani Agung Resources Tbk dan Entitas Anak.
PT Sumber Tani Agung Resources Tbk and its Subsidiaries.



Standar Pelaporan [OJK 6.4]

Reporting Standards

- Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.
- Standar Global Reporting Initiative (GRI) 2021 dengan opsi "in accordance".
- Sistem Pelaporan IDX.
- Tujuan Pembangunan Berkelanjutan (TPB).
- Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, and Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies.
- Global Reporting Initiative (GRI) Standards 2021 with the "in accordance".
- IDX Reporting System.
- Sustainable Development Goals (SDGs).



Prinsip Pelaporan

Reporting Principles

Memastikan kualitas isi laporan dengan menerapkan prinsip keseimbangan, keterbandingan, akurasi, kejelasan, dan keandalan.

Ensuring the quality of the report's content by applying the principles of balance, comparability, accuracy, clarity, and reliability.



Penyajian Kembali Informasi [GRI 2-4]

Restatement of Information

Perseroan memberikan catatan “*disajikan kembali” pada data yang diperbaiki di dalam laporan ini.

The Company provides a “*there is a restatement” note for any data that has been restated in this report.



Perubahan Signifikan [OJK C.6]

Significant Changes

Tidak terdapat perubahan yang bersifat signifikan.

There is no significant change.



Penjaminan Eksternal [GRI 2-5, 2-14, 3-2] [OJK G.1]

External Assurance

Laporan ini belum melewati tahap verifikasi secara tertulis oleh pihak eksternal independen. Namun, tim internal Perseroan telah melakukan validasi terkait keabsahan dan validitasnya sehingga Perseroan menjamin kebenaran atas keseluruhan isi laporan dan seluruh topik material. Selain itu, laporan ini juga telah disetujui oleh Dewan Komisaris dan Direksi.

This report has not undergone formal written verification by an independent external party. However, the Company’s internal team has conducted validation to ensure the accuracy and validity, therefore, the Company attests to the correctness of the entire report and all material topics. In addition, this report has been approved by the Board of Commissioners and the Board of Directors.



Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya [OJK G.3]

Response to Feedback on the Previous Year’s Sustainability Report

Tidak terdapat masukan atau saran dari pemangku kepentingan terhadap Laporan Keberlanjutan periode sebelumnya.

There is no feedback or input from stakeholders regarding the previous period’ Sustainability Report.



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Feedback Sheet

Dalam Laporan Keberlanjutan tahun 2025, PT Sumber Tani Agung Resources Tbk menyampaikan pencapaian ekonomi dan komitmen lingkungan, sosial, dan tata kelola (ESG) perusahaan. Masukan terkait kritik dan saran dari pemangku kepentingan sangat kami harapkan demi meningkatkan transparansi dan kinerja keberlanjutan perusahaan.

In 2025 Sustainability Report, PT Sumber Tani Agung Resources Tbk outlines the company's economic achievements and its environmental, social, and governance (ESG) commitments. We welcome feedback, including criticism and suggestions, from our stakeholders to help improve the company's transparency and sustainability performance.

Laporan ini dapat dengan mudah dipahami ?

This report can be easily understood?

Setuju | Agree

Netral | Neutral

Tidak Setuju | Disagree

Apa topik material yang paling penting menurut anda?

What are the most essential material topics in your opinion?

(1: sangat penting sampai 4: tidak penting)

(1: extremely significant to 4: not significant)

Pengelolaan air | Water management

Pengelolaan limbah | Waste management

Kesehatan dan Keselamatan Kerja | Occupational Health and Safety

Perubahan Iklim | Climate Change

Konservasi Keanekaragaman Hayati | Biodiversity Conservation

Ketertelusuran dan Pengelolaan Rantai Pasok

Traceability and Supply Chain Management

Hak Asasi Manusia | Human Rights

Pemberdayaan Masyarakat | Community Development

Pengembangan Karyawan | Employee Development

Tata Kelola Perusahaan | Corporate Governance

Tanpa Deforestasi, Tanpa Gambut, Tanpa Eksploitasi (NDPE)

No Deforestation, No Peat and No Exploitation (NDPE)

Kritik/saran/masukan Anda mengenai laporan ini

Your criticisms/suggestions/feedback regarding this report

Profil Anda

Your Profile

Nama Lengkap | Full Name :

Jabatan | Position :

Institusi | Institution :

Peran pemangku kepentingan
Stakeholder Role

- | | | |
|--|--|--|
| <input type="checkbox"/> Pemegang Saham
Shareholder | <input type="checkbox"/> Investor Investor | <input type="checkbox"/> Pemerintah Government |
| <input type="checkbox"/> Pemasok Supplier | <input type="checkbox"/> Karyawan Employee | <input type="checkbox"/> Pelanggan Customer |

Lembar umpan balik dapat dikirimkan kepada

Feedback sheet can be sent to

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Corporate Secretary



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2025

Laporan Keberlanjutan Sustainability Report



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