ITM | OUR WAY IN ENERGY

Driving **Transformation** for **Sustainable Future**

Mendorong Transformasi Untuk Masa Depan yang Berkelanjutan



2025

Laporan Keberlanjutan

Sustainability Report

PT Indo Tambangraya Megah Tbk



Pernyataan

Disclaimer

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Pencapaian Keberlanjutan 2025

Sustainability Achievements in 2025

Pencapaian
Achievement

TOP CSR Award 2025 - Platinum
by Topbusiness

ESG Leadership Awards 2025
by Bumi Global Karbon Foundation

Subroto Award 2025
by ESDM

Asia Sustainability Reporting Rating (ASRRAT) 2025 - Platinum
by the NCCR (National Center for Corporate Reporting)

ESG Rating

Sustainalytics
31.8
Per Maret | As of March 2025

Corporate Sustainability Assessment (CSA)
52
Per Oktober | As of October 2025

FTSE Russell
3.9
Per Desember | As of December 2025

Informasi lebih lanjut terkait dengan penghargaan lainnya yang diterima ITM tersedia dan dapat diakses pada website https://www.itmg.co.id/
Further information regarding other awards received by ITM is available and can be accessed on the website https://www.itmg.co.id/

Kinerja Keberlanjutan Kami

Our Sustainability Performance

Aspek Ekonomi
Economic Aspect

Produksi Batubara Siap Dipasarkan Juta Ton
Finished Coal Production Million Tons
2025
21.2 ↑ 5%
2024 : 19.7 2023 : 17.2

Cadangan Batubara Juta Ton
Coal Reserves Million Tons
2025
381.9 ↑ 7.7%
2024 : 354.7 2023 : 281.2

Pendapatan Bersih Juta USD
Net Revenues USD Million
2025
1,881 ↓ 18%
2024 : 2,304 2023 : 2,374

Laba Bersih Juta USD
Net Profit USD Million
2025
195 ↓ 48%
2024 : 376 2023 : 500

Pelibatan Pihak Lokal (Mitra Kerja)
Local Engagement (Business Partner)
2025
472 ↓ 11.4%
2024 : 533 2023 : 308

Produk Ramah Lingkungan
Environmentally-friendly Products

Akumulasi Energi Surya
Accumulated Solar Energy

Dikontrakkan MWp
Contracted
2025
122.2 ↑ 85.4%
2024 : 65.9 2023 : 23.1

Dioperasikan MWp
Operated
2025
63.7 ↑ 393.8%
2024 : 12.9 2023 : 6.9

Pendapatan Bersih dari Energi Surya yang Dioperasikan
Net Revenue from Operated Solar Energy

Ribu USD
Thousands USD
1,135

% dari pendapatan Perusahaan
% of the Company's Revenue
0.1%

Aspek Pengelolaan Lingkungan
Environmental Management Aspect

Intensitas Penggunaan Energi GJ/Ton
Energy Use Intensity GJ/Tons

2025

0.10 ↓ 33.3%

2024 : 0.15 2023 : 0.17

Intensitas Emisi GRK Cakupan 1 & 2 Ton CO_2eq/Ton
Scope 1 & 2 GHG Emission Intensity Tons CO_2eq/Tons

2025

0.06 0%

2024 : 0.06 2023 : 0.06

Intensitas Penggunaan Air ML/Ton
Water Use Intensity ML/Tons

2025

0.000 19 ↓ 17.39%

2024 : 0.00023 2023 : 0.00022

Keterangan: Sejak tahun 2020, ITM melengkapi perhitungan energi dan emisi dengan pendekatan kendali operasional melalui penggunaan biofuel dan pembangkit listrik tenaga surya.
Note: Since 2020, ITM has complemented its energy and emissions with an operational control approach through use of biofuels and solar power plant.

Pengurangan Limbah Non-B3 Ton
Non-Hazardous Waste Reduction Tons

2025

2,151.3 ↓ 51.68%

2024: 4,452.3 2023: 5,697.3

Pengelolaan Limbah secara 3R
3R Waste Management

2025

65% ↑ 27.5%

2024 : 51% 2023 : 38%

Penanaman Pohon di Area Terganggu Pohon
Tree Planting in Disturbed Areas Tree

2025

766,144 ↑ 22.4%

2024 : 625,806 2023 : 546,485

Pelestarian Keanekaragaman Hayati melalui Revegetasi Lahan, Rehabilitasi DAS, dan Restorasi Pesisir
Biodiversity Preservation through Land Revegetation, Watershed Rehabilitation, and Coastal Restoration

Luas Lahan Revegetasi ha
Revegetation Land Area

2025

468 ↓ 6.6%

2024 : 501 2023 : 420

Aspek Sosial
Social Aspect

Pengelolaan dan Pengembangan Sumber Daya Manusia
Human Capital Management and Development

Rasio Tenaga Kerja Lokal (Kalimantan)
Local Manpower Ratio (Kalimantan)

2025

56% ↓ 6.7%

2024 : 60% 2023 : 62%

Rata-rata Jam Pelatihan Setiap Pekerja Jam/Pekerja
Average Hours of Training per Employee Hours/Employee

2025

32 ↑ 88%

2024 : 17 2023 : 29

Pengembangan dan Pemberdayaan Masyarakat (PPM)
Community Development and Empowerment

Jumlah Desa Dampingan
Total Fostered Villages

2025

53 0%

2024 : 53 2023 : 53

Penyerapan Dana PPM Rp Miliar
PPM Budget Utilization Rp Billion

2025

28.1 ↑ 14.69%

2024 : 24.5 2023 : 20.8

Jumlah Kegiatan PPM
Number of PPM Activities

2025

189 ↑ 25.2%

2024 : 151 2023 : 126

Aspek Tata Kelola
Governance Aspect

Denda Pelanggaran Hukum
Fines for Violation of Laws

2025

Nihil Zero

2024 : **Nihil** | Zero 2023 : **Nihil** | Zero

Informasi lebih lanjut terkait dengan penghargaan lainnya yang diterima ITM tersedia dan dapat diakses pada *website* https://www.itmg.co.id/
Further information regarding other awards received by ITM is available and can be accessed on the website https://www.itmg.co.id/

Strategi Keberlanjutan dan Transformasi Bisnis [2-23, 2-24]

Sustainability Strategy and Business Transformation

Nilai inti perusahaan "Banpu Heart" menjadi landasan bagi seluruh karyawan dalam melaksanakan tanggung jawabnya. Untuk mengimplementasikan tanggung jawab keberlanjutan secara terarah, ITM juga telah menetapkan Kebijakan Keberlanjutan yang memuat komitmen serta langkah-langkah strategis dalam mencapai tujuan keberlanjutan.

The Company's core values, "Banpu Heart," serve as the guiding principles for all employees in carrying out their daily responsibilities. To ensure a structured implementation of sustainability responsibilities, ITM has also established a Sustainability Policy that outlines its commitments and strategic actions to achieve its sustainability objectives.

Pada 2025, ITM menetapkan Lima Pilar *Sustainability Development* (SD) dalam materialitas yang menjadi fokus utama pengelolaan keberlanjutan Perusahaan.

In 2025, ITM identified Five Pillars of Sustainability Development (SD) as the primary focus of the Company's sustainability management.



Kebijakan-kebijakan yang menguraikan komitmen dan strategi ITM terhadap tanggung jawab lingkungan, sosial, dan tata kelola, termasuk kebijakan terkait pemenuhan hak asasi manusia dapat dilihat selengkapnya di situs perusahaan pada tautan https://itmg.co.id/id/governance/policy-and-documentation/published-policy.

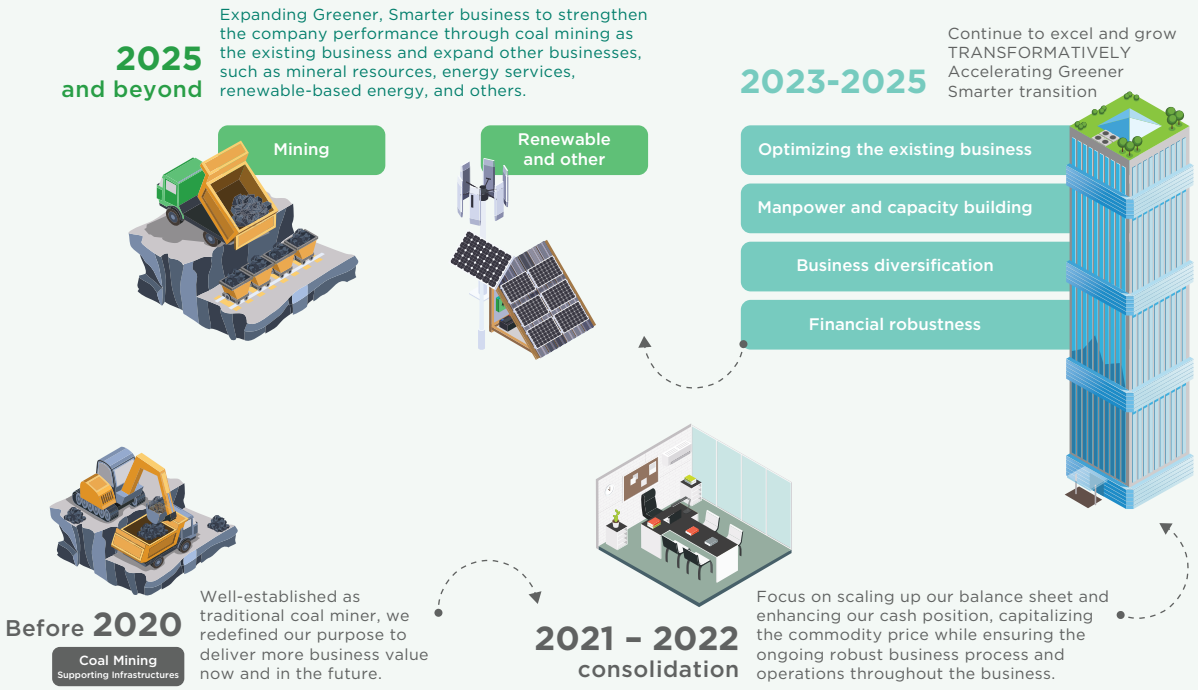
Policies outlining ITM's commitment and strategy to environmental, social, and governance responsibilities, including policies regarding the fulfillment of human rights are available on the company's website at the link https://itmg.co.id/id/governance/policy-and-documentation/published-policy.

Perjalanan Transformasi ITM

Perjalanan transformasi ITM menunjukkan langkah nyata perusahaan dalam menavigasi perubahan global, khususnya terkait transisi energi dan peningkatan praktik keberlanjutan.

ITM Transformation Journey

ITM's transformation journey demonstrates the company's concrete steps in navigating global changes, particularly those related to energy transition and improved sustainability practices.



Memasuki 2025, ITM melanjutkan fase penting dari strategi pertumbuhan transformasional 2023–2025 dan mulai memperkuat arah menuju portofolio energi bersih dan terbarukan. Pada tahap ini, Perusahaan memperluas bisnis yang lebih hijau dan cerdas (*greener and smarter business*) untuk memperkuat kinerja perusahaan, dengan tetap mengoptimalkan pertambangan batubara sebagai bisnis eksisting sekaligus mengembangkan lini usaha lainnya, seperti sumber daya mineral, jasa energi, energi berbasis terbarukan, dan sektor potensial lainnya. Meskipun tengah mempercepat diversifikasi bisnis, ITM tetap menjaga keberlangsungan bisnis inti di sektor batubara guna menopang ketahanan energi nasional. Pada 2025, peningkatan produksi dan efisiensi logistik didukung oleh PT Graha Panca Karsa (GPK) dan PT Tepian Indah Sukses (TIS), serta penyelesaian pengembangan Pelabuhan Bunyut yang kini memiliki kapasitas logistik hingga 15 juta ton per tahun.

Entering 2025, ITM continued an important phase of its 2023–2025 transformational growth strategy and began to strengthen its direction toward a clean and renewable energy portfolio. At this stage, the Company is expanding its greener and smarter business to strengthen its performance, while continuing to optimize coal mining as its existing business and developing other lines of business, such as mineral resources, energy services, renewable energy, and other potential sectors. While accelerating business diversification, ITM continues to maintain the sustainability of its core business in the coal sector to support national energy security. In 2025, increased production and logistics efficiency were supported by PT Graha Panca Karsa (GPK) and PT Tepian Indah Sukses (TIS), as well as the completion of the Bunyut Port development, which now has a logistics capacity of up to 15 million tons per year.

Melalui PT ITM Bhinneka Power (IBP), perusahaan memperluas pengembangan Pembangkit Listrik Tenaga Surya (PLTS) dan mulai menjajaki potensi pembangkit tenaga air (*hydropower*). Hingga 2025, IBP telah mencatat total kontrak proyek energi surya sebesar 122,2 MWp termasuk proyek internal di Bunyut yang memperkuat kemandirian energi operasional. Selain itu, ITM mendukung reklamasi tambang yang berfungsi memulihkan ekosistem dan meningkatkan penyerapan karbon.

Through PT ITM Bhinneka Power (IBP), the company is expanding the development of solar power plants (PLTS) and beginning to explore the potential of hydropower plants. In 2025, IBP recorded a total of 122.2 MWp in solar energy project contracts, including an internal project in Bunyut that strengthens operational energy independence. In addition, ITM supports mine reclamation efforts that aim to restore ecosystems and increase carbon sequestration.

Peta Jalan LST

Pada 2025, ITM menyusun Peta Jalan LST sebagai panduan strategis untuk mengintegrasikan aspek Lingkungan, Sosial, dan Tata Kelola ke dalam arah pertumbuhan bisnis Perusahaan secara bertahap dan terukur. *Roadmap* ini dibagi dalam tiga fase, yaitu *Building Foundation* (2025-2026), *Scaling Impact* (2027-2028), dan *Optimization* (2029-2030).

ESG Roadmap

In 2025, ITM developed the ESG Roadmap as a strategic guide to integrate Environmental, Social, and Governance aspects into the Company's business growth direction in a phased and measurable manner. The roadmap is divided into three phases, namely Building Foundation (2025–2026), Scaling Impact (2027–2028), and Optimization (2029–2030).

	Building Foundation 2025-2026	**Scaling Impact** 2027-2028	**Optimization** 2029-2030
Lingkungan Environmental	• Menetapkan komitmen dekarbonisasi 2030 serta menilai risiko dan peluang terkait perubahan iklim melalui analisis skenario guna memperkuat ketahanan jangka panjang • Mempertahankan progres pascatambang dengan rencana yang mempertimbangkan pengelolaan sumber daya alam • Establish 2030 decarbonization commitments and assess climate-related risks/opportunities using scenario analysis to strengthen long-term resilience • Maintain post-mining progress with plans considering natural resource management	• Mendorong penurunan emisi yang selaras dengan arah kebijakan iklim nasional serta memperkuat ketahanan bisnis terhadap risiko terkait perubahan iklim • Mengembangkan nilai tambah dalam proses pascatambang yang berkaitan dengan pengelolaan sumber daya alam, termasuk air dan keanekaragaman hayati • Drive emissions reduction in alignment with national climate policy directions and climate-related business resiliency • Developing added value in post-mining processes related to the management of natural resources, including water and biodiversity	• Memperluas penurunan emisi dengan menerapkan hirarki mitigasi: penghindaran, pengurangan, penghilangan, dan perimbangan, serta mengoptimalkan portofolio bisnis yang selaras dengan prinsip keberlanjutan • Meningkatkan pengembangan nilai tambah dalam proses pascatambang yang berkaitan dengan pengelolaan sumber daya alam, termasuk air dan keanekaragaman hayati • Expand emissions reduction to include the mitigation hierarchy: avoid, reduce, remove, and offset, and optimize sustainable aligned business portfolio • Enhancing the development of value-added activities in post-mining processes related to the management of natural resources, including water and biodiversity
Sosial Social	• Mengimplementasikan Transformasi Keselamatan • Menyelaraskan *Human Rights Due Diligence* (HRDD) ke dalam strategi bisnis • Memfokuskan pada program pengembangan sumber daya manusia • Mendorong program unggulan pengembangan masyarakat dengan penyelarasan yang lebih kuat terhadap fase akhir operasional tambang (*mine closure phase*) • Implement Safety Transformation • Streamline Human Rights Due Diligence (HRDD) into business strategy • Focus on people development programs • Promote community development flagship programs with enhanced alignment to end-of-mine operations (mine closure phase)	• Memperkuat Transformasi Keselamatan di seluruh lokasi operasional • Memperluas penerapan HRDD di seluruh rantai nilai • Mendorong peningkatan dan alih keterampilan talenta untuk mendukung dinamika bisnis (termasuk *just transition*) • Mengimplementasikan program masyarakat berbasis *Creating Shared Value* (CSV) • Strengthen Safety Transformation across all sites • Expand HRDD across value chain • Advance talent upskilling/reskilling for business dynamics (including just transition) • Implement community programs based on Creating Shared Value (CSV)	• Meningkatkan *Safety Maturity Level* • Meningkatkan implementasi HRDD secara berkelanjutan • Mengoptimalkan program pengembangan sumber daya manusia • Meningkatkan kompetensi rantai nilai untuk peluang kolaborasi sosial-ekonomi pascatambang • Enhance Safety Maturity Level • Continuously improve HRDD implementation • Leverage people development programs • Enhance value chain competencies for post-mining socio-economic collaboration opportunities
Tata Kelola Governance	• Mengintegrasikan persyaratan dan penilaian LST dalam pengelolaan pemasok • Memperkuat kewajiban kepatuhan di seluruh fungsi • Memperkuat mekanisme pengaduan dan praktik etika bisnis • Memperkuat komunikasi LST internal dan mengembangkan rencana strategi komunikasi LST eksternal • Integrate ESG requirements and assessments in supplier management • Solidify compliance obligations across all functions • Strengthen grievance mechanisms and business ethics practices • Strengthen internal ESG communication and develop plans for external ESG communication strategy	• Mendorong dan memfasilitasi pertumbuhan rantai nilai yang berkelanjutan • Meningkatkan sistem pemenuhan kewajiban kepatuhan • Meningkatkan secara berkelanjutan mekanisme pengaduan dan praktik etika bisnis • Memperkuat secara berkelanjutan komunikasi LST internal serta memulai komunikasi LST eksternal • Foster and enable sustainable value chain growth • Enhance compliance obligation systems • Continuously improve grievance mechanisms and business ethics practices • Continuously strengthen internal ESG communication and initiate external ESG communication	• Mengakselerasi praktik berkelanjutan di seluruh rantai nilai • Menjaga secara konsisten penerapan kewajiban kepatuhan • Mendorong budaya etika bisnis di seluruh rantai nilai • Mematangkan komunikasi LST internal dan membangun komunikasi LST eksternal • Catalyze sustainable practices across value chain • Persistently maintain compliance obligation practices • Foster business ethics culture across value chain • Mature internal ESG communication and establish external ESG communication



Sambutan Direktur Utama [2-22]

Message from President Director



Mulianto
Direktur Utama
President Director

Para Pemangku Kepentingan yang Terhormat,

ITM menutup tahun 2025 dengan penuh keyakinan sekaligus kehati-hatian di tengah dinamika global yang semakin kompleks. Mengusung tema "*Driving Transformation for Sustainable Future*", Laporan Keberlanjutan ini mencerminkan komitmen Perusahaan untuk terus mendorong percepatan transformasi usaha secara bertanggung jawab, sekaligus memperkuat fondasi bisnis. Tahun 2025 kembali menjadi periode yang penuh tantangan, sekaligus peluang untuk menegaskan arah perjalanan ITM di tengah tekanan dekarbonisasi global, ketidakpastian geopolitik, serta perubahan regulasi yang semakin dinamis.

Sejalan dengan semangat perubahan, ITM memandang bahwa proses transisi bukan sekadar perubahan portofolio bisnis, melainkan sebuah perjalanan strategis yang perlu dikelola secara terukur, konsisten, dan berlandaskan tata kelola yang kuat. Oleh karena itu, ITM senantiasa menjaga keseimbangan antara ketahanan bisnis, tanggung jawab lingkungan, dan kontribusi sosial sebagai bagian dari upaya menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

Dear Valued Stakeholders,

ITM concluded 2025 with confidence and prudence, amid an increasingly complex global landscape. Under the theme "Driving Transformation for Sustainable Future," this Sustainability Report reflects the Company's commitment to continuously accelerate its business transformation in a responsible manner while strengthening its business fundamentals. The year 2025 once again proved to be a period of both challenges and opportunities to reaffirm ITM's strategic direction amid global decarbonization pressures, geopolitical uncertainty, and an increasingly dynamic regulatory environment.

In line with this spirit of change, ITM views the transition process not merely as a shift in business portfolio, but as a strategic journey that must be managed in a measurable and consistent manner based on strong governance. Accordingly, ITM continuously maintains a balance between business resilience, environmental responsibility, and social contribution as part of its efforts to create long-term value for all stakeholders.

Kebijakan untuk Merespon Tantangan

Sektor batubara, termasuk ITM, masih menghadapi tantangan besar dalam mendukung target pembatasan kenaikan suhu global hingga 1,5°C sesuai Perjanjian Paris, di tengah meningkatnya tekanan dekarbonisasi serta kompleksitas dan biaya transisi energi. Di sisi lain, keterbatasan infrastruktur dan kesiapan teknologi di wilayah operasional juga menjadi faktor yang perlu dikelola secara cermat untuk memastikan proses transisi energi dapat berjalan secara andal, adil, dan berkelanjutan, khususnya bagi Indonesia yang masih membutuhkan batubara sebagai penopang ketahanan energi nasional.

Merespons tantangan tersebut, ITM mulai menyusun peta jalan LST dan melanjutkan langkah transformasi melalui pendekatan *Next Generation of Mining*: *Responsible Transition* sebagai sebuah nilai keberlanjutan. Pendekatan ini menegaskan komitmen Perusahaan untuk selalu taat akan peraturan dan terus meningkatkan kualitas dan efisiensi pengelolaan operasi batubara yang sejalan dengan aspek lingkungan, sosial, dan tata kelola (LST), sekaligus mulai membangun fondasi bisnis masa depan melalui adaptasi teknologi, digitalisasi proses, serta penjajakan peluang pada mineral kritis dan energi bersih.

Sepanjang 2025, ITM melanjutkan penguatan integrasi LST ke dalam strategi bisnis dan tata kelola perusahaan. Isu-isu keberlanjutan yang material terus diinternalisasikan ke dalam perencanaan jangka pendek, menengah, dan panjang, serta menjadi bagian yang tidak terpisahkan dari proses pengambilan keputusan manajemen.

Lebih lanjut, komitmen manajemen ITM terhadap keberlanjutan tercermin melalui pengawasan aktif Direksi, mulai dari penetapan arah strategis yang jelas, pembentukan komite-komite pendukung, hingga integrasi target keberlanjutan ke dalam *annual plan, balanced scorecard*, dan *key performance indicator* (KPI) manajemen. Salah satu upaya yang dilakukan yaitu ITM melaksanakan forum "*Strategy Week*", sebagai wadah dalam menentukan arah dan prioritas Perusahaan yang diselaraskan dan dikomunikasikan secara konsisten di seluruh lini organisasi.

Penerapan Kinerja Keberlanjutan

ITM mencatat berbagai pencapaian kinerja penting dalam aspek produksi, kinerja ekonomi, serta penerapan praktik keberlanjutan yang mencakup aspek LST. Dari sisi produksi batubara dan kinerja ekonomi, PT Graha Panca Karsa (GPK) dan PT Tepian Indah Sukses (TIS) sebagai anak usaha ITM berkontribusi pada peningkatan produksi batubara sebesar 12,7% atau setara masing-masing 2,2 juta ton dan 0,5 juta ton, sehingga pada akhir 2025, produksi batubara tercatat sebesar 21,2 juta ton. Sejalan dengan capaian tersebut, ITM membukukan pendapatan bersih dan laba bersih sebesar USD 1.881 juta dan USD 195 juta.

Policies to Respond to Challenges

The coal sector, including ITM, continues to face significant challenges in supporting the target of limiting the global temperature increase to 1.5°C in line with the Paris Agreement, amid increasing decarbonization pressure as well as the complexity and cost of the energy transition. On the other hand, limitations in infrastructure and technological readiness in operational areas also remain key factors that must be managed prudently to ensure that the energy transition can proceed in a reliable, fair, and sustainable manner, particularly for Indonesia, which still relies on coal to support national energy security.

In response to these challenges, ITM began developing its ESG roadmap and continuing its transformation journey through the Next Generation of Mining: Responsible Transition approach as a core sustainability value. This approach reaffirms the Company's commitment to continuously comply with regulations and improve the quality and efficiency of coal mining operations in line with environmental, social, and governance (ESG) aspects, while at the same time laying the foundation for future business through technology adaptation, process digitalization, and the exploration of opportunities in critical minerals and clean energy.

Throughout 2025, ITM further strengthened the integration of ESG into its business strategy and corporate governance. Material sustainability issues continued to be internalized into short-, medium-, and long-term planning and became an integral part of management's decision-making process.

Furthermore, ITM management's commitment to sustainability is reflected in the active oversight of the Board of Directors, starting from the establishment of a clear strategic direction, the formation of supporting committees, to the integration of sustainability targets into the annual plan, balanced scorecard, and management key performance indicators (KPIs). One of the initiatives undertaken was the implementation of the "Strategy Week" forum, as a platform to define the Company's direction and priorities and to communicate them consistently across all levels of the organization.

Sustainability Performance Implementations

ITM recorded solid achievements in production, economic performance, and the implementation of sustainability practices across ESG aspects. In coal production and economic performance, PT Graha Panca Karsa (GPK) and PT Tepian Indah Sukses (TIS), as ITM's subsidiaries, contributed to an increase in coal production by 12.7% or equivalent to 2.2 million tons and 0.5 million tons, respectively. As a result, by the end of 2025, total coal production reached 21.2 million tons. In line with these achievements, ITM recorded net revenue and net profit of USD 1,881 million and USD 195 million, respectively.

Pada kinerja lingkungan, ITM melanjutkan implementasi strategi dekarbonisasi melalui peningkatan efisiensi energi, substitusi energi, penggunaan teknologi lebih ramah lingkungan, serta percepatan reklamasi dan rehabilitasi lahan pascatambang. Sepanjang 2025, ITM berhasil mencatat intensitas penggunaan energi sebesar 0,1 GJ/Ton, menurun sebesar 33,3% dibandingkan tahun sebelumnya. Di sisi pengelolaan keanekaragaman hayati, pada tahun 2025, Perusahaan telah mengembalikan 476 ha rehabilitasi daerah aliran sungai, sehingga total kumulatif mencapai 25.109 ha. Selain itu, pada Juni 2025, ITM secara resmi menyerahkan Pusat Persemaian Mentawir kepada Pemerintah. Fasilitas ini merupakan pusat persemaian terbesar di Indonesia dengan kapasitas 15 juta bibit per tahun dan berperan strategis dalam mendukung upaya restorasi hutan, termasuk untuk kawasan Ibu Kota Nusantara (IKN).

In environmental performance, ITM continued to implement its decarbonization strategy through improvements in energy efficiency, energy substitution, the adoption of more environmentally friendly technologies, and the acceleration of post-mining land reclamation and rehabilitation. Throughout 2025, ITM successfully reduced its energy use intensity by 0.1 GJ/Ton, a decrease of 33.3% from previous year. In biodiversity management, in 2025 the Company had restored 476 hectares of watershed rehabilitation, bringing the cumulative total to 25,109 hectares. In addition, in June 2025, ITM officially handed over the Mentawir Nursery Centre to the Government. This facility is the largest nursery center in Indonesia, with a capacity of 15 million seedlings per year, and plays a strategic role in supporting forest restoration efforts, including for the Nusantara Capital City (IKN) area.

Kinerja sosial menunjukkan perkuatan pengembangan sumber daya manusia melalui penerapan sistem penilaian kinerja berbasis meritokrasi, didukung oleh penetapan KPI yang mencakup aspek LST serta pemberian imbal balik yang adil sesuai capaian kinerja tiap karyawan. Di sisi lain, ITM juga secara konsisten melaksanakan pemberdayaan masyarakat melalui berbagai program unggulan. Sepanjang 2025, ITM merealisasikan investasi sosial sebesar Rp29,5 miliar, dengan jumlah penerima manfaat mencapai 46.615 orang. Untuk mengukur efektivitas dan nilai manfaat dari investasi tersebut, Perusahaan menerapkan pendekatan *Social Return on Investment* (SROI), yaitu metode yang menilai nilai sosial, ekonomi, dan lingkungan yang dihasilkan dari setiap investasi program. Melalui pendekatan ini, ITM mencatat capaian nilai SROI sebesar 3,34.

Social performance shows the strengthening of human resource development through the implementation of a meritocracy-based performance appraisal system, supported by the establishment of KPIs that cover LST aspects and the provision of fair rewards in accordance with the performance achievements of each employee. On the other hand, ITM also consistently empowers the community through various flagship programs. Throughout 2025, ITM realized social investments amounting to Rp29.5 billion, with a total of 46,615 beneficiaries. To measure the effectiveness and value of these investments, the Company applies the Social Return on Investment (SROI) approach, a method that assesses the social, economic, and environmental value generated from each program investment. Through this approach, ITM recorded an SROI value of 3.34.

Pada 2025, Indonesian Institute for Corporate Directorship melakukan penilaian menggunakan *ASEAN Corporate Governance Scorecard* (ACGS), di mana ITM meraih skor keseluruhan sebesar 105,91. Capaian tersebut menempatkan Perusahaan pada predikat "*Leadership in Corporate Governance*" atau Level 5 (>100), yang menegaskan bahwa standar tata kelola Perusahaan telah selaras dengan praktik terbaik internasional.

In 2025, the Indonesian Institute for Corporate Directorship conducted an assessment using the ASEAN Corporate Governance Scorecard (ACGS), in which ITM achieved an overall score of 105.91. This achievement placed the Company in the "Leadership in Corporate Governance" category, or Level 5 (>100), reaffirming that the company's governance standards are aligned with international best practices.

Kinerja keberlanjutan ITM juga ditandai dengan berbagai pengakuan eksternal, antara lain Indonesia ESG Leadership Award 2025, penghargaan "*Best Overall*" pada IICD Corporate Governance Award 2025 kategori *Big Cap*, serta Peringkat Platinum Asia Sustainability Reporting Rating (ASRRAT). Selain itu, ITM juga memperoleh *Sustainalytics ESG Risk Rating* yang menempatkan Perusahaan sebagai perusahaan batubara peringkat pertama di Indonesia dan global dengan skor 31,8. Semua prestasi ini menjadi semangat bagi ITM untuk terus meningkatkan kinerja di masa depan.

ITM's sustainability performance was also marked by various external recognitions, including the Indonesia ESG Leadership Award 2025, the "Best Overall" award at the IICD Corporate Governance Award 2025 in the Big Cap category, and a Platinum rating from the Asia Sustainability Reporting Rating (ASRRAT). In addition, ITM obtained a Sustainalytics ESG Risk Rating of 31.8 that placed the Company as the top-ranked coal company in Indonesia and globally. All of these achievements encourage ITM to continue improving its performance in the future.

Strategi Pencapaian Target

Tahun 2025 menjadi periode penguatan konsistensi penerapan prinsip keberlanjutan dalam strategi bisnis ITM, seiring dengan keikutsertaan Perusahaan dalam United Nations Global Compact Network Indonesia. Di tengah situasi eksternal yang terus berkembang dan dinamika lanskap energi global, langkah ini semakin menegaskan arah Perusahaan dalam menyelaraskan strategi, budaya, dan praktik operasional dengan prinsip-prinsip keberlanjutan global sebagai bagian dari upaya menciptakan nilai jangka panjang.

Strategy to Achieve Targets

The year 2025 marked a period of strengthened consistency in the implementation of sustainability principles within ITM's business strategy, in line with the Company's participation in the United Nations Global Compact Network Indonesia. Amid evolving external conditions and the dynamic global energy landscape, this step further underscores the Company's direction in aligning its strategy, culture, and operational practices with global sustainability principles as part of its efforts to create long-term value.

Sebagai bagian dari strategi diversifikasi dalam periode transisi, ITM melalui anak usahanya, IBP, terus memperluas peluang dan prospek usaha pada portofolio energi surya di Indonesia.

As part of its diversification strategy during the transition period, ITM, through its subsidiary IBP, continued to expand business opportunities and prospects in Indonesia's solar energy portfolio.

Hingga tahun 2025, cakupan proyek energi terbarukan berbasis tenaga surya telah menjangkau 14 provinsi dan akan terus diperkuat seiring dengan meningkatnya permintaan solusi energi bersih dari segmen komersial dan industri. Sejumlah proyek strategis telah berhasil direalisasikan, antara lain untuk pelanggan seperti Sinar Sosro, McDonald's, dan Semen Jawa.

Capaian tersebut mendukung pertumbuhan yang signifikan pada kapasitas terkontrak energi terbarukan berbasis tenaga surya. Per akhir 2025, kapasitas terkontrak mencapai 122,2 MWp, naik hampir dua kali lipat dibandingkan 2024. Tren ini mencerminkan efektivitas strategi Perusahaan dalam memanfaatkan peluang pasar sekaligus memperkuat kontribusi portofolio energi terbarukan dalam mendukung agenda transisi energi dan dekarbonisasi secara bertahap.

Di sisi lain, seiring dengan meningkatnya harapan pemangku kepentingan, situasi eksternal ekonomi, sosial, dan lingkungan hidup, serta semakin ketatnya regulasi, Perusahaan terus memperkuat pengelolaan risiko lingkungan dan kepatuhan melalui operasional yang lebih bersih dan efisien. Investasi pada teknologi ramah lingkungan dan pengelolaan sumber daya alam yang bertanggung jawab menjadi bagian dari upaya menjaga daya saing, serta ketahanan energi.

Harapan dan Apresiasi

Ke depan, ITM akan meneruskan transisi energi sebagai salah satu arah strategis utama. Transformasi ini dijalankan secara bertahap dan bertanggung jawab, dengan tetap menyeimbangkan kebutuhan penyediaan energi yang andal dan terjangkau dengan upaya perlindungan lingkungan, pemberdayaan masyarakat, serta peningkatan nilai bagi semua pemangku kepentingan. Prinsip keamanan dan keadilan energi, khususnya bagi negara berkembang seperti Indonesia, menjadi landasan penting dalam menangkap peluang dan menjaga prospek usaha jangka panjang.

Untuk mencapai harapan tersebut, maka kami mengajak seluruh pemangku kepentingan untuk saling mendukung. Apresiasi dan terima kasih kami sampaikan atas kolaborasi dan kepercayaan yang terus diberikan kepada ITM selama ini. Kami akan terus melangkah sebagai perusahaan yang bertanggung jawab dalam mewujudkan masa depan yang berkelanjutan dan melaksanakan transformasi yang konsisten dan terukur, serta memberikan dukungan dan kontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB).

As of 2025, the coverage of solar-based renewable energy projects had reached 14 provinces and will continue to be strengthened in line with the increasing demand for clean energy solutions from the commercial and industrial segments. Several strategic projects have been successfully implemented, including for customers such as Sinar Sosro, McDonald's, and Semen Jawa.

These achievements supported significant growth in contracted solar renewable energy capacity. By the end of 2025, contracted capacity had reached 122.2 MWp, nearly doubling compared to 2024. This trend reflects the effectiveness of the Company's strategy in capturing market opportunities while strengthening the contribution of its renewable energy portfolio in supporting the gradual energy transition and decarbonization agenda.

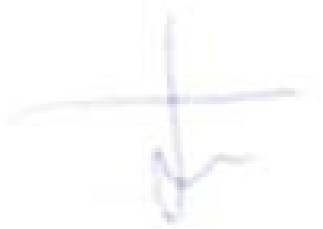
At the same time, in response to rising stakeholder expectations, evolving economic, social, and environmental conditions, and increasingly stringent regulations, the Company continues to strengthen environmental risk management and compliance through cleaner and more efficient operations. Investments in environmentally friendly technologies and responsible natural resource management form an integral part of efforts to maintain competitiveness and energy resilience.

Outlook and Appreciation

Looking ahead, ITM will continue to pursue the energy transition as one of its main strategic directions. This transformation is being carried out in a gradual and responsible manner, while continuing to balance the need to provide reliable and affordable energy with efforts to protect the environment. The principles of energy security and energy equity, particularly for developing countries such as Indonesia, serve as an important foundation in capturing opportunities and safeguarding long-term business prospects.

To achieve these aspirations, we invite all stakeholders to continue supporting one another. We extend our sincere appreciation and gratitude for the collaboration and trust that have been consistently given to ITM. We will continue to move forward as a responsible company in realizing a sustainable future and in carrying out a consistent and well-measured transformation and also provide support and contribution for Sustainable Development Goals (SDGs).

Jakarta, 10 Maret 2026 | March 10, 2026
Atas Nama Direksi | On Behalf of the Board of Directors



Mulianto
Direktur Utama
President Director

01

Tentang ITM dan Laporan Keberlanjutan

About ITM
and the Sustainability Report







Sekilas ITM [2-1]

ITM at a Glance

Nama Perusahaan
Company Name

PT Indo Tambangraya Megah Tbk

Tahun Berdiri
Establishment

1987

Bidang Usaha
Line of Business

Pertambangan batubara dan penjualan batubara melalui anak usaha
Coal mining and sales through subsidiaries

Kantor Pusat
Head Office

Pondok Indah Office Tower 3, Lantai 3 Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang, Jakarta, Indonesia 12310
Pondok Indah Office Tower 3, 3rd Floor Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang, Jakarta, Indonesia 12310

Bentuk Legal
Legal Form

Perusahaan Terbuka
Public Company

Landasan Hukum
Legal Basis

Akta Pendirian No. 13 tanggal 2 September 1987 oleh Notaris Benny Kristianto S.H., dengan persetujuan No. C2-640.HT.01.01.TH'89 oleh Kementerian Kehakiman Republik Indonesia pada 20 Januari 1989.
Deed of Establishment No. 13 dated 2 September 1987 by Notary Benny Kristianto S.H., with approval No. C2-640.HT.01.01. TH'89 by Ministry of Justice of Republic of Indonesia on 20 January 1989.

Tahun Pencatatan
Stock Listing Year

2007, pada Bursa Efek Indonesia
2007, on the Indonesia Stock Exchange

Kode Saham
Ticker Code

ITMG



Visi, Misi, dan Nilai Perusahaan

Vision, Mission, and Corporate Values

Visi
Vision

Menjadi perusahaan Indonesia di bidang energi yang berintikan inovasi, teknologi, inklusi, dan keberlanjutan

To become an Indonesian energy company at the heart of innovation, technology, inclusion, and sustainability

Misi
Mission

- Menjadi bagian dari pengembangan energi bangsa
- Menciptakan nilai berkelanjutan bagi pemangku kepentingan melalui pengembangan portofolio usaha yang sejalan dengan kebutuhan energi masa depan
- Mengembangkan nilai-nilai Perusahaan dan kemampuan organisasi guna mendorong transformasi usaha dan penciptaan keunggulan kompetitif
- Menjadi Perusahaan terpercaya dan terkemuka yang menerapkan cara-cara berkelanjutan dalam mengelola aspek Lingkungan, Sosial, dan Tata Kelola

- To become part of the nation's energy development
- To create sustainable value for all stakeholders by developing business portfolio aligned with future energy needs
- To foster Corporate values and organizational capabilities to drive business transformation and competitive advantages creation
- To be a trusted and leading Company that practices sustainable ways in managing Environmental, Social, and Governance aspects

Nilai-Nilai Inti Perusahaan

Corporate Core Values

BanpuHeart

Passionate
Berjuang Demi Masa Depan
Striving for the Future

- **Mengejar Kesuksesan** — Pursue for Success
- **Gesit dan Siap Berubah** — Be Agile and Change
- **Peduli dan Berbagi** — Care and Share
- **Mampu Berbuat Lebih** — Can Do More

Innovative
Ide-ide Baru, Solusi-solusi Baru
New Ideas, New Solutions

- **Mendahului Tren** — Lead the Trend
- **Belajar Cepat, Bertindak** — Learn Fast and Take Action
- **Menciptakan Ide dan Mewujudkannya** — Ideate and Get Real

Committed
Sukses (Keberhasilan) adalah
Satu-satunya Pilihan
Success is the Only Option

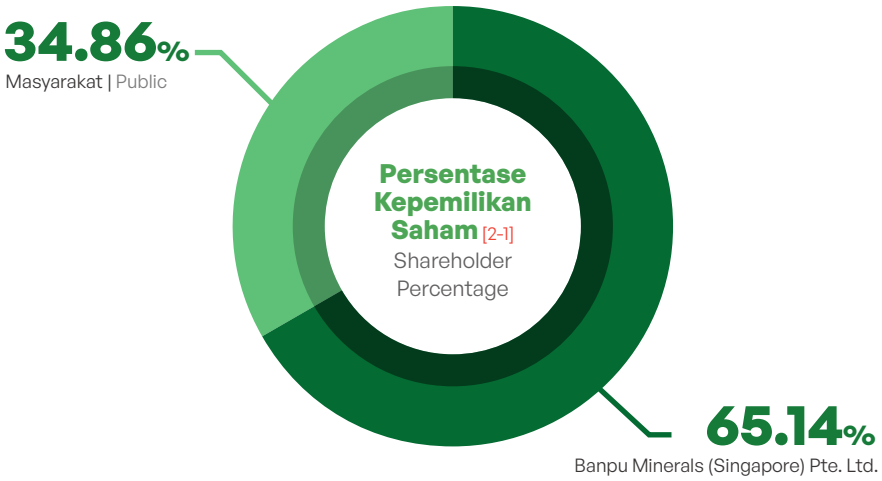
- **Teguh Memegang Integritas dan Etika** — Adhere to Integrity and Ethics
- **Berpartisipasi dalam Pembangunan Berkelanjutan** — Engage to Sustainability Development
- **Bersinergi dan Membina Jejaring** — Synergize and Network

Skala Usaha [2-6]
Business Scale

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Pekerja | Total Employees	Orang | People	1,661	2,105	2,265
Jumlah Penjualan Batubara | Total Sales of Coal	Juta Ton | Million Tons	24.7	24.0	20.9
Jumlah Cakupan Operasi | Total Scope of Operations				
Konsesi Pertambangan | Mining Concession	Area | Area	8*	9	9
Fasilitas Pelabuhan | Port Facility	Pelabuhan | Port	4	4	4
Produksi dan Cadangan Batubara | Coal Production and Reserves				
Cadangan Batubara[1] | Coal Reserves[1]	Juta Ton | Million Tons	381.9	354.7	281.2
Produksi Batubara | Coal Production				
Produksi Tambang | Run of Mine	Juta Ton | Million Tons	21.2	20.2	16.9
Produksi Siap Dipasarkan | Finished Coal		21.2	19.7	17.2
Neraca | Balance Sheet				
Jumlah Aset | Total Assets	Ribu USD | Thousand USD	2,406,063	2,406,544	2,187,847
Jumlah Liabilitas | Total Liabilities		497,732	472,734	399,307
Jumlah Ekuitas | Total Equity		1,908,331	1,933,810	1,788,540

Keterangan | Note:
*Area konsesi TDM telah diserahterimakan kepada pemerintah bulan Juni 2025.
*The TDM concession area was handed over to the government in June 2025.
[1]Estimasi Cadangan Berdasarkan Standar Pelaporan Batubara Internasional (JORC Code)
[1]Estimated Reserves based on International Coal Reporting Standards (JORC Code)

Tidak ada perubahan kepemilikan saham
There is no change in share ownership



Wilayah Kerja dan Entitas Anak

[2-1, 2-2]

Berbasis di Jakarta sebagai kantor pusat dan didukung oleh kantor cabang di Balikpapan, ITM menjalankan seluruh kegiatan operasionalnya di wilayah Kalimantan, Indonesia. Seluruh aktivitas penambangan perusahaan berfokus di dalam negeri tanpa memiliki operasi di luar Indonesia. Kegiatan penambangan dan distribusi batubara dikelola secara terpadu melalui anak perusahaan ITM, yang memastikan rantai pasok berjalan efisien dan sesuai dengan prinsip keberlanjutan. Hingga 2025, ITM mengoperasikan delapan Wilayah Izin Usaha Pertambangan (WIUP) dengan total luas mencapai 83.277 hektar.

Rincian lebih lanjut mengenai struktur kepemilikan dan profil anak perusahaan dapat ditemukan pada situs resmi www.itmg.co.id atau melalui Laporan Tahunan ITM 2025.

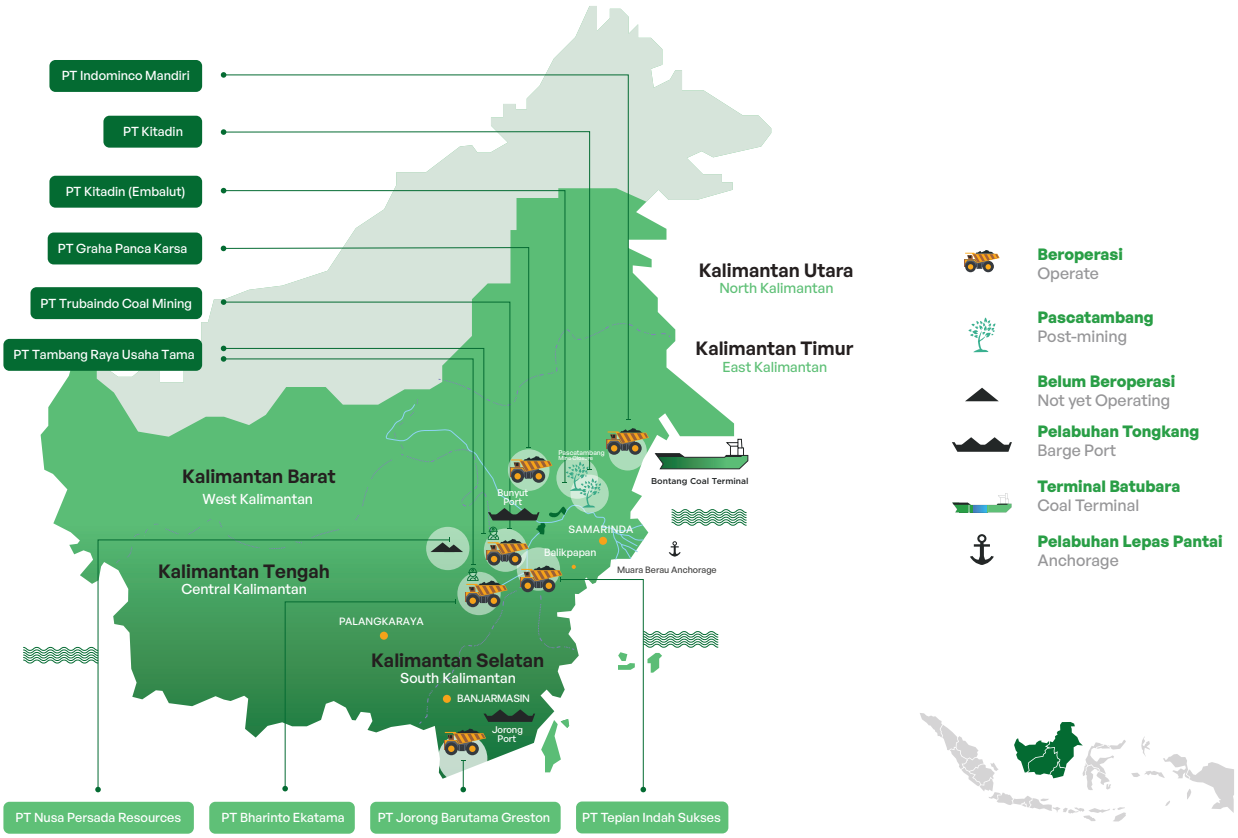
Working Areas and Subsidiaries

[2-1, 2-2]

Headquartered in Jakarta and supported by a branch office in Balikpapan, ITM conducts all of its operational activities in the Kalimantan region of Indonesia. All of the company's mining activities are focused domestically, with no operations outside of Indonesia. Coal mining and distribution activities are managed in an integrated manner through ITM's subsidiaries, ensuring that the supply chain runs efficiently and in accordance with sustainability principles. By 2025, ITM operated eight Mining Business Permit Areas (WIUP) with a total area of 83,277 hectares.

Further details on the ownership structure and subsidiary profiles can be found on the official website www.itmg.co.id or in the ITM 2025 Annual Report.





Pangsa Pasar [2-6]

Selama 2025, ITM memasarkan batubara ke pasar domestik maupun internasional dengan jangkauan 12 negara tujuan ekspor. Total volume penjualan tercatat sekitar 24,7 juta ton, atau 93,9% dari target penjualan tahunan. Pendapatan bersih perusahaan mencapai USD 1.881 juta, sedangkan laba bersih turun sebesar 48% dibandingkan tahun sebelumnya menjadi USD 195 juta. Produk batubara ITM memiliki kadar sulfur antara 0,1% hingga 2,0% dengan nilai kalori 3.800–6.500 kcal/kg (arb), yang disesuaikan dengan kebutuhan pasar dan standar pelanggan internasional.

ITM juga mengembangkan lini usaha hilir yang berfokus pada pembangkit listrik dan energi terbarukan melalui anak usaha PT ITM Bhinneka Power.

Market Share [2-6]

During 2025, ITM continued to market coal to domestic and international markets, with exports reaching 12 countries. Total sales volume was recorded at around 24.7 million tons, or 93.9% of the annual sales target. The company's net revenue reached USD 1,881 million, while net profit fell by 48% compared to the previous year to USD 195 million. ITM's coal products have a sulfur content of between 0.1% and 2.0% with a calorific value of 3,800–6,500 kcal/kg (arb), which is adjusted to market needs and international customer standards.

ITM has also developed downstream business lines focusing on power generation and renewable energy through its subsidiary, PT ITM Bhinneka Power.

Pemasaran Produk Batubara ITM
ITM Coal Marketing Network



Sepanjang 2025, tidak terdapat laporan atau kasus ketidakpatuhan terkait penyampaian informasi maupun pelabelan produk, sejalan dengan karakteristik produk batubara yang dipasarkan kepada pengguna industri. [417-1, 417-2, 417-3]

Throughout 2025, there were no reports or cases of non-compliance related to product information disclosure or labeling, in line with the characteristics of coal products marketed to industrial users. [417-1, 417-2, 417-3]

Keanggotaan Asosiasi dan Inisiatif Eksternal [2-28]

Association Membership and External Initiatives [2-28]

1

Asosiasi Pertambangan Indonesia
Indonesian Mining Association
Anggota | Member

2

Forum Rehabilitasi Lahan Bekas Tambang
Former Mining Land Rehabilitation Forum
Anggota | Member

3

Asosiasi Profesi Keselamatan Pertambangan Indonesia
Indonesian Mining Safety Professional Association
Anggota | Member

4

Ikatan Akuntan Indonesia
Indonesian Institute of Accountants
Anggota | Member

5

Kamar Dagang & Industri Indonesia
Indonesian Chamber of Commerce and Industry
Anggota | Member

6

Asosiasi Emiten Indonesia
Indonesian Issuers Association
Anggota | Member

7

Indonesian Corporate Secretary Association
Indonesian Corporate Secretary Association
Anggota | Member

8

Indonesian Corporate Counsel Association
Indonesian Corporate Counsel Association
Anggota | Member

9

Forum Komunikasi Pengelola Lingkungan Pertambangan Indonesia
Indonesian Mining Environment Management Communication Forum
Anggota | Member

10

Asosiasi Pertambangan Batubara Indonesia (APBI)
Indonesian Coal Mining Association (ICMA)
Anggota | Member

11

UN Global Compact
UN Global Compact
Anggota | Participant

Keandalan Operasi Tambang ITM

ITM Mine Operational Excellence



Penerapan Manajemen Mutu

Penerapan kontrak jangka panjang membantu ITM mempertahankan kerja sama dengan pelanggan utama sekaligus memperluas basis pasar melalui penambahan lebih dari 2 juta ton volume penjualan dari produk atau pelanggan baru. Keunggulan perusahaan dalam *coal blending* juga memberikan fleksibilitas tinggi untuk menyesuaikan spesifikasi batubara dengan kebutuhan berbagai negara tujuan, sehingga mampu menjaga kualitas, efisiensi, dan nilai jual produk yang optimal di pasar global. Sepanjang 2025, tidak terdapat produk yang ditarik kembali, mencerminkan keberhasilan penerapan standarisasi penuh (100%) pada aspek mutu dan keselamatan.

Quality Management Implementation

The implementation of long-term contracts has helped ITM maintain cooperation with key customers while expanding its market base by adding more than 2 million tons of sales volume from new products or customers. The company's excellence in coal blending also provides high flexibility to adjust coal specifications to the needs of various destination countries, thereby maintaining optimal product quality, efficiency, and selling value in the global market. Throughout 2025, there were no product recalls, reflecting the successful implementation of full (100%) standardization in terms of quality and safety.

Sertifikasi
Certifications

Sertifikasi Certifications	**Anak Perusahaan** Subsidiaries
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018 Occupational Health and Safety Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
ISO/IEC 27001:2013 Sistem Manajemen Keamanan Informasi ISO/IEC 27001:2013 Information Security Management System	PT Indo Tambangraya Megah (ITM)

Pengelolaan Rantai Pasokan [2-6]

Kinerja ITM pada 2025 didukung oleh peran strategis anak perusahaan yang mengelola rantai pasokan secara efisien untuk memenuhi permintaan pasar sesuai spesifikasi dan jadwal pengiriman yang ditetapkan.

Sepanjang 2025, PT Graha Panca Karsa (GPK) dan PT Tepian Indah Sukses (TIS) melanjutkan operasi komersial yang dimulai pada tahun sebelumnya dan berkontribusi terhadap peningkatan produksi batubara ITM sebesar 12,7% atau setara 2,7 juta ton.

Supply Chain Management [2-6]

ITM's performance in 2025 is supported by the strategic role of its subsidiaries, which manage the supply chain efficiently to meet market demand in accordance with specification and fixed delivery schedules.

Throughout 2025, PT Graha Panca Karsa (GPK) and PT Tepian Indah Sukses (TIS) continued the commercial operations that had began in the previous year and contributed to an increase in ITM's coal production of 12.7% or the equivalent of 2.7 million tons.

Rantai Pasokan Penghasil Energi Terintegrasi
Integrated Energy Producer Supply Chain

Pertambangan Mining	**Layanan Energi** Energy Services	**Energi Terbarukan dan Lainnya** Renewable Energy & Others
Anak Usaha/ Subsidiaries		
PT Indominco Mandiri PT Trubaindo Coal Mining PT Bharinto Ekatama PT Kitadin PT Jorong Barutama Greston PT Graha Panca Karsa PT Nusa Persada Resources PT Tepian Indah Sukses	PT Tambang Raya Usaha Tama PT Energi Batubara Perkasa PT ITM Indonesia PT Gas Emas PT ITM Batubara Utama PT Sentral Mutiara Energy	PT ITM Bhinneka Power PT Cahaya Power Indonesia PT ITM Energi Utama PT IBP Hydro Power PT Centra Multi Suryanesia Aset

Keterangan | Notes:
PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT ITM Bhinneka Power (IBP), PT Sentral Mutiara Energy, dan PT Nusa Persada Resources (NPR) belum beroperasi dan berproduksi. PT Tambang Raya Usaha Tama (TRUST) beroperasi di dalam WIUP anak perusahaan lainnya.
PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT ITM Bhinneka Power (IBP), PT Sentral Mutiara Energy, and PT Nusa Persada Resources (NPR) are not yet operating and producing. PT Tambang Raya Usaha Tama (TRUST) operates within the WIUP of other subsidiaries.

Fungsi Operasi ITM menerapkan *Contractor Management System* (CMS) untuk mengevaluasi kinerja dan kepatuhan para vendor. Melalui CMS, perusahaan menilai aspek *Health, Safety & Environment* (HSE) yang berpedoman pada regulasi mandatory dari otoritas terkait, selain meninjau tingkat pencapaian produksi. Sistem ini juga memastikan setiap kontraktor yang bekerja sama dengan ITM memiliki izin operasional yang sesuai dengan lingkup pekerjaannya dan masih berlaku. Selain CMS, ITM juga melakukan pemantauan penerapan Sistem Manajemen Keselamatan Pertambangan (SMKP) oleh seluruh kontraktor.

ITM's Operations function implements a Contractor Management System (CMS) to conduct comprehensive evaluations of vendor performance and compliance. Through CMS, the company assesses Health, Safety & Environment (HSE) aspects based on mandatory regulations from relevant authorities, in addition to reviewing production achievement levels. This system also ensures that every contractor working with ITM has an operational permit that is appropriate for the scope of their work and is still valid. In addition to CMS, ITM also monitors the implementation of the Mining Safety Management System (MSMS) by all contractors.

Jumlah Pemasok dan Nilai Pengadaan Barang dan Jasa [204-1][CSS-12.8.6]
Number of Suppliers and Procurement Value of Goods and Services

Kategori Category	**Jumlah Vendor dan Kontraktor** Number of Vendors and Contractors	**Nilai Pengadaan Barang dan Jasa (USD)** Value of Procurement of Goods and Services (USD)	**Persentase Nilai Pengadaan (%)** Procurement Value Percentage (%)
Kalimantan	472	122,095,475.40	90.13
Nasional National	106	9,543,851.18	7.05
Internasional International	16	3,828,670.70	2.82
Jumlah | Total	**594**	**135,467,997.28**	**100**

Sistem Manajemen Aset

ITM menerapkan sistem manajemen aset terintegrasi di seluruh unit operasi. Sistem ini dirancang untuk memastikan aset dikelola secara sistematis sepanjang siklus hidupnya, sekaligus mendukung efisiensi operasional, keselamatan kerja, serta pengendalian dampak lingkungan yang terkait dengan aktivitas operasional perusahaan.

Pengelolaan aset berada di bawah koordinasi Asset Management Department – Corporate Services Division, bekerja sama dengan unit operasi dan fungsi pendukung lainnya. Pendekatan ini memungkinkan penerapan tata kelola aset yang konsisten, transparan, dan selaras dengan kebijakan internal perusahaan serta ketentuan peraturan yang berlaku.

ITM memiliki kerangka kerja manajemen aset yang terdokumentasi, mencakup proses pencatatan dan registrasi aset, pemeliharaan, audit dan pengendalian aset, pengelolaan persediaan dan aset bergerak, pengendalian konsumsi bahan bakar, serta perlindungan aset melalui asuransi. Proses-proses tersebut didukung oleh sistem informasi manajemen aset (Maximo) yang berfungsi sebagai basis data utama untuk memastikan keandalan informasi, keterlacakan transaksi, dan penguatan pengendalian internal.

Asset Management System

ITM implements an integrated asset management system across all operating units. This system is designed to ensure that assets are managed systematically throughout their life cycle, while supporting operational efficiency, work safety, and control of the environmental impact associated with the company's operational activities.

Asset management is coordinated by the Asset Management Department – Corporate Services Division, in collaboration with operating units and other support functions. This approach enables the implementation of consistent, transparent asset governance that is aligned with the company's internal policies and applicable regulations.

ITM has a documented asset management framework, covering asset recording and registration processes, maintenance, asset audit and control, inventory and movable asset management, fuel consumption control, and asset protection through insurance. These processes are supported by Maximo, an asset management information system that serves as the main database to ensure information reliability, transaction traceability, and strengthened internal controls.

Tentang Laporan Keberlanjutan

About the Sustainability Report



Penyusunan Laporan Keberlanjutan ini mengacu pada:

- Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik;
- Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik;
- Standar Global Reporting Initiative (GRI) 2021, dengan kesesuaian: *in accordance with* the GRI Standards;
- Standar Global Reporting Initiative (GRI) 12: Sektor Batubara, dengan kesesuaian berdasarkan topik material;
- Adopsi awal Standar Keberlanjutan International Financial Reporting Standards (IFRS).

The preparation of this Sustainability Report refers to:

- Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies;
- Financial Services Authority Circular Letter (SEOJK) No. 16/POJK.04/2021 section Technical Guidelines for Preparing Sustainability Report for Issuers and Public Companies;
- 2021 Global Reporting Initiative (GRI) Standards, with option: in accordance with the GRI Standards;
- Global Reporting Initiative (GRI) 12 Standard: Coal Sector, in accordance with material topics.
- Early adoption of International Financial Reporting Standards (IFRS) Sustainability Standards.

Laporan Keberlanjutan ITM 2025 memuat seluruh data dan informasi terkait kinerja lingkungan, sosial, tata kelola, serta ekonomi yang dicakup selama periode 1 Januari hingga 31 Desember 2025, dengan lingkup pelaporan yang konsisten dengan Laporan Keuangan Tahun 2025. Pengungkapan pada laporan keuangan telah diverifikasi oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan, anggota PricewaterhouseCoopers (PwC). Sementara itu, data teknis mencakup aspek energi, emisi, limbah, air, serta kesehatan dan keselamatan kerja, telah diverifikasi oleh Bureau Veritas (BV) yang berbasis di Jakarta, Indonesia. Seluruh proses penjaminan dilakukan oleh pihak ketiga independen yang dipastikan tidak memiliki konflik kepentingan dalam pelaksanaan maupun penunjukan, dengan persetujuan resmi dari Direksi ITM. [2-3, 2-5]

Laporan ini merupakan lanjutan dari Laporan Keberlanjutan Tahun 2024 yang diterbitkan pada 7 Maret 2025. Dalam laporan tahun 2025, dilakukan *restatement* data emisi. Selain perubahan tersebut, tidak terdapat pergeseran signifikan dalam struktur kegiatan bisnis sepanjang tahun pelaporan. [2-4, 2-6]

Informasi keuangan pada aspek ekonomi bersumber dari laporan keuangan konsolidasi seluruh anak perusahaan, sehingga entitas yang dilaporkan dalam Laporan Keberlanjutan ini tetap konsisten dengan laporan keuangan untuk periode yang sama. Penyusunan laporan juga mempertimbangkan masukan dari pemegang saham, baik mayoritas maupun minoritas, sebagai bagian dari komitmen ITM terhadap transparansi dan akuntabilitas. [2-2]

Tanggapan Umpan Balik

ITM menyampaikan apresiasi kepada seluruh pemangku kepentingan yang telah memberikan tanggapan dan masukan terhadap Laporan Keberlanjutan Tahun 2024. Sebagian besar masukan berfokus pada peningkatan kinerja LST dan percepatan transisi bisnis menuju energi terbarukan. Menindaklanjuti hal tersebut, ITM menghadirkan Laporan Keberlanjutan Tahun 2025 dengan informasi yang lebih komprehensif, mencakup penguatan strategi keberlanjutan dan tata kelola yang lebih transparan. Selain memperhatikan pandangan pemangku kepentingan, perusahaan juga mempertimbangkan rekomendasi dari pihak assuror atas laporan tahun sebelumnya sebagai dasar peningkatan kualitas pengungkapan.

The 2025 ITM Sustainability Report contains all data and information related to environmental, social, governance, and economic performance covered during the period from January 1 to December 31, 2025, with a reporting scope consistent with the 2025 Financial Statements. The disclosures in the financial statements have been verified by Tanudiredja, Wibisana, Rintis & Rekan Public Accounting Firm, a member of PricewaterhouseCoopers (PwC). Meanwhile, technical data covering energy, emissions, waste, water, and occupational health and safety aspects have been verified by Bureau Veritas (BV) based in Jakarta, Indonesia. The entire assurance process was carried out by an independent third party that was confirmed to have no conflicts of interest in its implementation or appointment, with the official approval of the ITM Board of Directors. [2-3, 2-5]

This report is a continuation of the 2024 Sustainability Report published on March 7th, 2025. In the 2025 report, data restatement was made on emission. Apart from these changes, there were no significant changes in the structure of business activities throughout the reporting year. [2-4, 2-6]

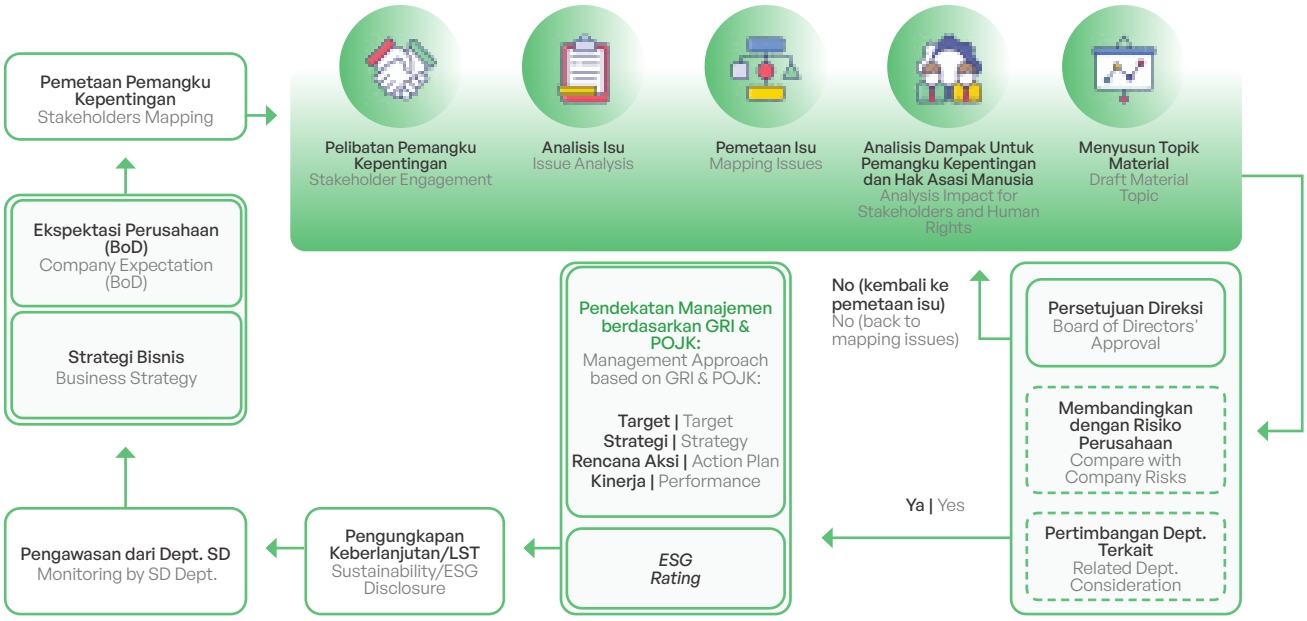
Financial information on economic aspects is sourced from the consolidated financial statements of all subsidiaries, so that the entities reported in this Sustainability Report remain consistent with the financial statements for the same period. The preparation of the report also takes into account input from both majority and minority shareholders as part of ITM's commitment to transparency and accountability. [2-2]

Response to Feedback

ITM expresses its appreciation to all stakeholders who have provided feedback and input on the 2024 Sustainability Report. Most of the input focused on improving ESG performance and accelerating the business transition to renewable energy. Following up on this, ITM presents the 2025 Sustainability Report with more comprehensive information, covering the strengthening of sustainability strategies and more transparent governance. In addition to considering the views of stakeholders, the company also takes into account recommendations from the assuror on the previous year's report as a basis for improving the quality of disclosure.

Penentuan Isi Laporan dan Topik Material
Defining Report Contents and Material Topics

Alur Penentuan Topik Material
Workflow of Determining Material Topics



Keterlibatan Pemangku Kepentingan dan Pemetaan Topik Material [3-1, 3-2]

Penentuan topik material dilakukan melalui kegiatan Survei Materialitas yang mencakup metode FGD dan wawancara, baik secara daring maupun tatap muka, di empat lokasi yaitu Jakarta, Samarinda, Bontang, dan Palangkaraya. Kegiatan ini melibatkan 138 responden dari berbagai kelompok pemangku kepentingan strategis, seperti karyawan, investor, lembaga keuangan, pelanggan, pemerintah, kontraktor/vendor, media, masyarakat, LSM, akademisi, dan asosiasi. ITM memperoleh pemahaman lebih mendalam mengenai isu-isu keberlanjutan yang relevan serta mengidentifikasi dampak positif maupun negatif dari kegiatan operasional yang dirasakan oleh para pemangku kepentingan, yang menjadi dasar dalam penetapan prioritas topik material perusahaan.

ITM menetapkan 18 topik material yang mencerminkan prioritas kolektif para pemangku kepentingan. Tidak terdapat perubahan topik material dari tahun sebelumnya karena masih dinilai relevan dengan konteks bisnis dan tantangan keberlanjutan ITM. Salah satu penyempurnaan dilakukan pada topik Etika Bisnis dengan menambahkan aspek transparansi, sebagai respons terhadap masukan pemangku kepentingan terkait transparansi dan konsistensi pengungkapan informasi publik. Dengan demikian, topik tersebut kini diadopsi dengan nama baru, yaitu “Etika Bisnis dan Transparansi”. [2-14]

Untuk memastikan fokus strategis dan efektivitas implementasi, ITM mengidentifikasi 8 topik material utama berdasarkan tingkat pengaruhnya terhadap pemangku kepentingan serta signifikansi dampak ekonomi, lingkungan, dan sosial yang ditimbulkan. Namun demikian, informasi yang disampaikan dalam Laporan ini mencakup keseluruhan 18 topik material.

Stakeholder Engagement and Material Topic Mapping [3-1, 3-2]

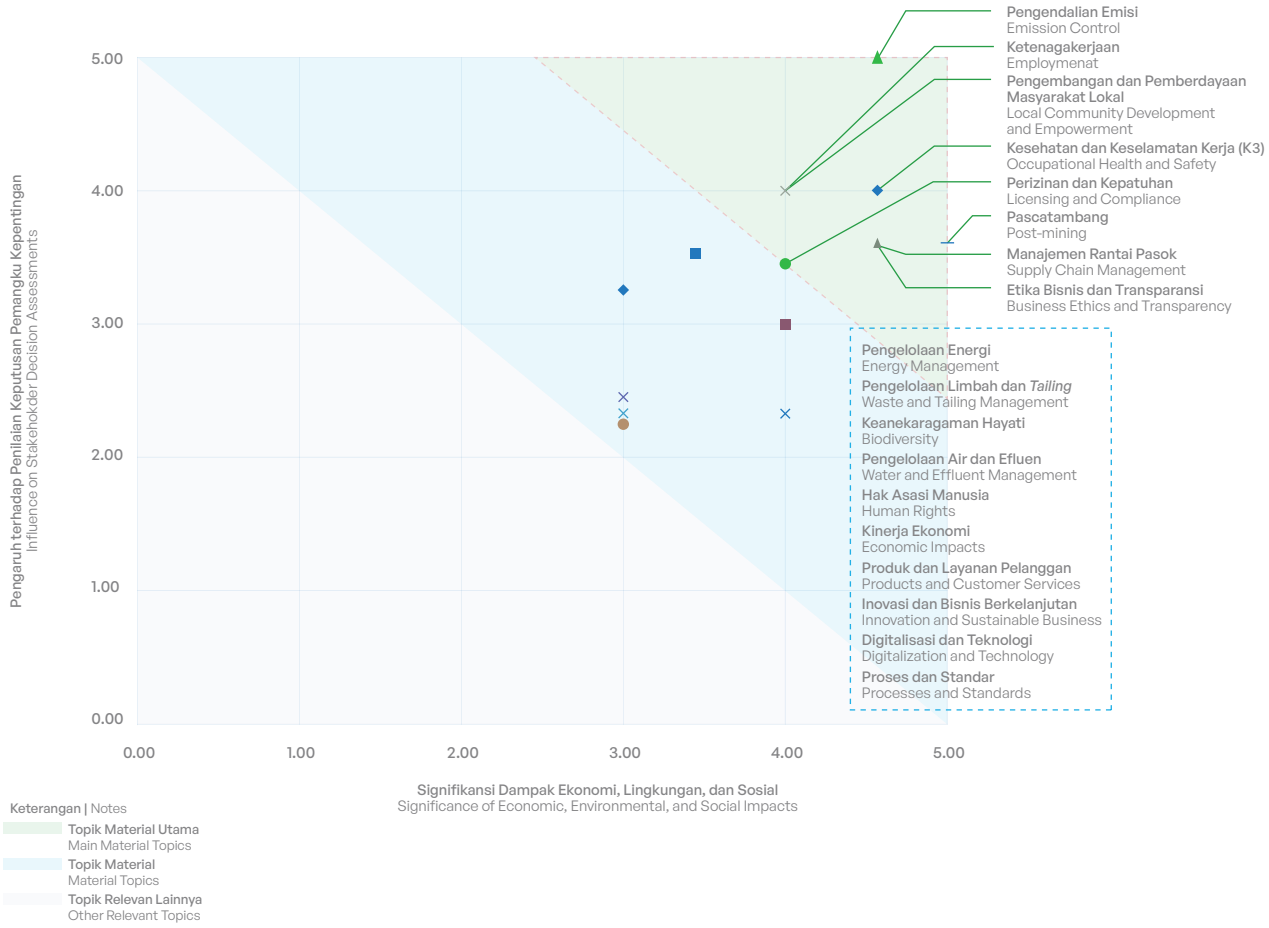
The material topics were determined through a Materiality Survey that included focus group discussions and interviews, both online and face-to-face, in four locations, namely Jakarta, Samarinda, Bontang, and Palangkaraya. This activity involved 138 respondents from various strategic stakeholder groups, such as employees, investors, financial institutions, customers, government, contractors/vendors, media, community, NGOs, academics, and associations. ITM gained a deeper understanding of relevant sustainability issues and identified the positive and negative impacts of operational activities as perceived by stakeholders, which formed the basis for determining the company's material topic priorities.

ITM has identified 18 material topics that reflect the collective priorities of stakeholders. There were no changes to the material topics from the previous year as they were still considered relevant to ITM's business context and sustainability challenges. However, a change was made to the topic of Business Ethics by adding the aspect of transparency, in response to stakeholder feedback regarding transparency and consistency in public information disclosure. Thus, the topic has now been changed to “Business Ethics and Transparency”. [2-14]

To ensure strategic focus and effective implementation, ITM has identified 8 main material topics based on their level of influence on stakeholders and the significance of their economic, environmental, and social impacts. Nevertheless, the information presented in this Report covers all 18 material topics.

Topik Material Utama 2025 Main Material Topic 2025	**Isu Utama** Key Issues	**Pemangku Kepentingan** Stakeholders
Pengendalian Emisi Emissions Control	• Reduksi emisi • Dekarbonisasi • Perubahan iklim • Pemantauan emisi GRK dan non-GRK • Kredit carbon • Emissions reduction • Decarbonization • Climate change • Monitoring of GHG and non-GHG emissions • Carbon credits	• Investor • Pemerintah • Bank • Kontraktor • Vendor • Asosiasi • Investors • Government • Banks • Contractors • Vendor • Association
Pascatambang Post-mining	• Pemanfaatan void pascatambang • Pembinaan masyarakat pascatambang • Capaian reklamasi • Utilization of post-mining voids • Post-mining community development • Reclamation achievements	• Pemerintah • Akademisi dan LSM • Media • Asosiasi • Government • Academics and NGOs • Media • Associations
Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	• Kelayakan alat tambang • Implementasi sistem K3 • Ketersediaan ahli K3 lingkungan kerja dan petugas P3K tersertifikasi • Suitability of mining equipment • Implementation of the OSH system • Availability of certified OSH experts and first aid officers	• Pemerintah • Vendor • Kontraktor • Karyawan • Government • Vendor • Contractor • Employees
Ketenagakerjaan Employment	• Pelatihan pengembangan tenaga kerja • Peningkatan kompetensi dan karier • Penyerapan tenaga kerja lokal • Workforce development training • Competency and career development • Local labor absorption	• Pemerintah • Karyawan • Kontraktor • Government • Employees • Contractors
Pengembangan dan Pemberdayaan Masyarakat Lokal Local Community Development and Empowerment	• Penyerapan tenaga kerja lokal • Integrasi Program PPM dengan program Pemerintah • Pemberdayaan masyarakat pascatambang • Pendampingan program pemberdayaan masyarakat • Perbaikan sarana infrastruktur masyarakat • Dukungan program pendidikan dan pelatihan • Kondisi sosial masyarakat lokal • Local labor absorption • Integration of PPM Programs with Government Programs • Empowerment of post-mining communities • Assistance for community empowerment programs • Improvement of community infrastructure facilities • Support for education and training programs • Local community social conditions	• Pemerintah • Masyarakat • Media • Akademisi dan LSM • Vendor • Media • Government • Community • Media • Academics and NGOs • Vendors • Media
Manajemen Rantai Pasok Supply Chain Management	• Efisiensi proses kontrak • Keandalan waktu pengiriman • Intensitas sosialisasi keberlanjutan dan kebijakan perusahaan • Contract process efficiency • Delivery time reliability • Intensity of sustainability and company policy dissemination	• Vendor • Pelanggan • Vendor • Customers
Etika Bisnis dan Transparansi Business Ethics and Transparency	• Pelibatan media secara langsung • Direct media involvement	• Media • Media
Perizinan dan Kepatuhan Licensing and Compliance	• Kepatuhan pada regulasi perizinan dan pelaporan pada Pemerintah • Compliance with licensing regulations and reporting to the Government	• Pemerintah • Investor • Government • Investors

Matriks Materialitas
Materiality Matrix



Pendekatan Manajemen terhadap Topik Material [3-3]

Management Approach for Material Topics [3-3]

Topik Material Pengendalian Emisi
Material Topic Emission Control

Strategi
1. Pembelian REC untuk emisi GRK cakupan 2 dari penggunaan listrik PLN di site IMM.
2. Reaktivasi pengoperasian PLTS IMM.
3. Studi penggunaan 1 DE (*Diesel Electric*) Tugboat untuk rantai nilai pengangkutan Batubara melalui perairan.
4. Perluasan perhitungan cakupan emisi GRK (Limbah dan AFOLU).
5. Melakukan studi *Tier* 2 dan 3 emisi fugitif (Metan Tambang Batubara).
6. Melakukan pembaharuan regulasi terkait dengan perubahan iklim dan pengembangan kapasitas hutan.

Strategy
1. Purchase of Renewable Energy Certificates (RECs) for scope 2 GHG emission of PLN electricity usage at the IMM site.
2. Reactivate the operation of the IMM solar power plant.
3. Study the use of 1 DE (Diesel Electric) Tugboat for the coal transportation value chain through water.
4. Expand the scope of GHG calculations (Waste and AFOLU).
5. Conduct a Tier 2 and 3 study of fugitive emissions (Coal Mine Methane).
6. Update regulations related to climate change and capacity building.

Capaian 2025
1. Menyelesaikan strategi dan peta jalan dekarbonisasi iklim 2026- 2030.
2. Pembelian sertifikat SDE terbarukan.
3. Melanjutkan uji coba penerapan truk listrik.
4. Mendorong upaya efisiensi pada proses pengapalan (*barging*) produk.
5. Melakukan kajian ekonomi dan kelayakan inisiatif pengurangan GRK.
6. Mengajukan akuisisi lahan-lahan hutan yang memiliki potensi sebagai perimbangan emisi melalui potensi nilai serapan karbon.

2025 Achievement
1. Finalizing the 2026-2030 climate decarbonization strategy and roadmap.
2. Purchasing renewable SDE certificates.
3. Continuing trials of electric trucks.
4. Promoting efficiency efforts in the shipping (barging) of products.
5. Conducting economic and feasibility studies of GHG reduction initiatives.
6. Proposing the acquisition of forest land that has the potential to offset emissions through its carbon sequestration potential.

Target Selanjutnya
1. Pengurangan emisi GRK di tahun 2026 (-6% dari tahun dasar 2023).
2. Mengimplementasikan inisiatif efisiensi energi sebagai bagian dari program keunggulan operasi.
3. Mengimplementasikan pembelian REC (*Renewable Energy Certificate*).

Next Target
1. Reduction of GHG emissions in 2026 (-6% from the 2023 base year).
2. Implement energy efficiency initiatives as part of the operational excellence program.
3. Implement the purchase of RECs.

Topik Material Pascatambang
Material Topic Post-mining

Strategi
1. Menerapkan perencanaan pascatambang terintegrasi sesuai Studi Kelayakan dan Izin Lingkungan.
2. Reklamasi hutan sebagai prioritas utama.
3. Memperbarui Rencana Pascatambang secara berkala dengan melibatkan masyarakat dan pemangku kepentingan guna memastikan keselarasan dan efektivitas program transisi sosial.

Strategy
1. Implement integrated mine closure planning in line with the Feasibility Study and Environmental Permit.
2. Forest reclamation as main priorities.
3. Periodically update the Mine Closure Plan by involving communities and stakeholders to ensure alignment and effectiveness of social transition programs.

Capaian 2025
1. Kegiatan pascatambang PT Kitadin Embalut sepanjang 2025 telah mencapai 91,4%.
2. Telah dilakukan kegiatan reklamasi (103%) dan penutupan void (94%) sepanjang tahun 2025 di seluruh anak usaha ITM.
3. Dokumen Rencana Pascatambang PT Indominco Mandiri telah disetujui oleh Pemerintah Republik Indonesia.

2025 Achievement
1. PT Kitadin Embalut's post-mining activities throughout 2025 have reached 91.4%.
2. Reclamation activities (103%) and void closure (94%) have been carried out throughout 2025 in all subsidiaries of ITM.
3. The Post-mining Plan document of PT Indominco Mandiri has been approved by the Government of the Republic of Indonesia.

Target Selanjutnya
1. Pelaksanaan Rencana Pascatambang 98% pada tahun 2026 di *site* Kitadin Embalut.
2. Evaluasi pelaksanaan Pascatambang mencapai 100% sesuai dokumen Rencana Pascatambang.

Next Target
1. Implementation of the Post-mining Plan reaches 98% in 2026 at the Kitadin Embalut site.
2. Evaluation of the Post-mining implementation achieves 100% compliance with the approved Post-mining Plan document.

Topik Material Kesehatan dan Keselamatan Kerja (K3)
Material Topic Occupational Health and Safety (OHS)

Strategi
1. Penguatan Transformasi Keselamatan Pertambangan menuju terbangunnya budaya keselamatan tangguh.
2. Mengembangkan dan menetapkan standar K3L untuk bisnis baru.
3. Mengelola kesehatan kerja untuk mendukung kelayakan kerja.
4. Mengembangkan Prediksi dan Analitik BIG Data.

Strategy
1. Strengthen Mining Safety Transformation towards resilient safety culture.
2. Developing and establishing HSE standards for new business ventures.
3. Managing occupational health to support fitness for work.
4. Develop BIG Data Predictive Safety and Analytic

Capaian 2025
1. Peningkatan implementasi SMKP di semua lokasi tambang.
2. Tersusunnya Peta Jalan Transformasi Keselamatan Pertambangan.
3. Peningkatan Kesadaran Keselamatan melalui program kampanye Keselamatan (Sehat, Taat, dan Selamat).
4. Peningkatan angka pelaporan Bahaya dan SHEAP.

2025 Achievement
1. Improving the implementation of MSMS at all mining locations.
2. Developing a Mining Safety Transformation Road Map.
3. Increasing Safety Awareness through the Safety (Healthy, Compliant, and Safe) campaign program.
4. Increasing the number of Hazard and SHEAP reports.

Target Selanjutnya
1. Implementasi Peta Jalan Keselamatan Pertambangan dengan fokus pada 16 inisiatif.
2. Penerapan SMKP : 70%.
3. Tingkat Penerapan Keselamatan Pertambangan di tingkat terencana.
4. Perbaikan Standar Kelayakan Kerja.

Next Target
1. Implementation of the Mining Safety Roadmap, focusing on 16 initiatives.
2. Implementation of MSMS: 70%.
3. Level of Mining Safety Implementation at the planned level.
4. Improvement of Fit to Work Standards.



Topik Material Ketenagakerjaan
Material Topic Employment

Strategi
1. ITM dan lima anak usaha yang memiliki Serikat Pekerja aktif, secara rutin melakukan pembaharuan Perjanjian Kerja Bersama (PKB) dan lima anak usaha yang tidak memiliki Serikat Pekerja Aktif secara rutin melakukan pembaharuan Peraturan Perusahaan (PP) untuk memastikan perlindungan yang adil bagi seluruh Karyawan.
2. ITM menyelenggarakan forum Hubungan Industrial bersama Serikat Pekerja/perwakilan karyawan.
3. Perusahaan mematuhi regulasi ketenagakerjaan, termasuk pemberian benefit dan remunerasi berbasis meritokrasi.

Strategy
1. ITM and five subsidiaries with active Labor Unions regularly renew their Collective Labor Agreements (CLA), while five subsidiaries without active Labor Unions regularly update their Company Regulations (CR) to ensure fair protection for all employees.
2. ITM conduct regular Industrial Relations forums with labor unions/ employee representatives.
3. The Company fully complies with labor regulations, including the provision of benefits and merit-based remuneration.

Capaian 2025
1. Pada tahun 2025 diperbaharui 2 PKB dan 4 PP serta perpanjangan 1 PKB, yaitu:
   a. PKB PT JBG, PT TRUST periode 2025-2027.
   b. PP PT KITADIN, PT ITM, PT NPR dan PT TIS periode 2025-2027.
   c. PKB PT IMM periode 2025-2026.
2. Pembaharuan LKS Bipartit PT IMM dan PT BEK.

2025 Achievement
1. In 2025, 2 CLAs and 4 CRs were renewed and 1 CLA was extended, namely:
   a. CLA of PT JBG, PT TRUST for the period 2025-2027.
   b. CR of PT KITADIN, PT ITM, PT NPR and PT TIS for the period 2025-2027.
   c. CLA of PT IMM for the period 2025-2026.
2. Renewal of the Bipartite LKS of PT IMM and PT BEK.

Target Selanjutnya
1. Pada tahun 2026 akan diperbaharui 3 PKB dan 1 PP yaitu :
   a. PKB PT TCM, PT BEK dan PT IMM periode 2026-2028.
   b. PP PT GPK periode 2026-2028.
2. Pembaharuan Lembaga Kerja sama (LKS) Bipartit PT JBG, PT TRUST dan PT TCM.

Next Target
1. In 2026, 3 CLA and 1 CRs will be renewed, namely:
   a. CLA PT TCM, PT BEK and PT IMM for the period 2026-2028.
   b. CR PT GPK for the period 2026-2028.
2. Renewal of the Bipartite Collective Labor Agreements (LKS) for PT JBG, PT TRUST, and PT TCM.

Topik Material Pengembangan dan Pemberdayaan Masyarakat Lokal
Material Topic Local Community Development and Empowerment

Strategi
1. Peningkatan efektivitas perencanaan & pelaksanaan program Pengembangan dan Pemberdayaan Masyarakat secara terpadu.
2. Penguatan sinergi dan kemitraan pengelolaan program Pengembangan dan Pemberdayaan Masyarakat.
3. Pengukuran kinerja program dan penilaian dampak program pengembangan dan pemberdayaan masyarakat.
4. Pemantapan pembinaan hubungan pemangku kepentingan dan reputasi perusahaan melalui rekognisi program PPM melalui sinergi rekognisi kontribusi program pengembangan & pembinaan.
5. Pengembangan inisiatif integrasi potensi bisnis komunitas yang relevan dengan *Sustainable Suppy Chain.*

Strategy
1. Improving the effectiveness of planning and implementation of integrated Community Development and Empowerment programs.
2. Strengthening synergy and partnerships in managing Community Development and Empowerment programs.
3. Measuring program performance and assessing the impact of community development and empowerment programs.
4. Strengthening stakeholder relationships and corporate reputation through recognition of the Community Empowerment Program (PPM) through synergy and recognition of contributions to the development & training program.
5. Developing initiatives to integrate relevant community business potential with the Sustainable Supply Chain.

Capaian 2025
1. Implementasi digitalisasi pengelolaan PPM melalui 212 kegiatan di seluruh site, penguatan sistem pemantauan dan evaluasi, serta pengembangan pengukuran kematangan program unggulan.
2. Evaluasi menunjukkan kinerja dan dampak program yang positif. Penilaian 9 program melalui IKM menunjukkan tingkat kepuasan penerima manfaat umumnya pada kategori baik (memuaskan). Evaluasi 7 program melalui SROI juga menunjukkan nilai manfaat sosial yang optimal, terutama pada dimensi well-being dan sosial yang selaras dengan kerangka Sustainability Compass di site IMM, TCM, JBG, dan EMB. Selain itu, Sustainable Livelihood Impact Assessment (SLIA) pada 6 program di JBG, EMB, dan IMM menunjukkan adanya peningkatan aset penghidupan penerima manfaat yang cukup signifikan dibandingkan sebelum mengikuti program.
3. Perolehan berbagai penghargaan, termasuk PPM Terinovatif (Subroto Award – Kementerian ESDM), apresiasi PROKLIM dari Kementerian Lingkungan, serta sejumlah penghargaan ISDA 2025 dan CFCD atas program pemberdayaan ekonomi, lingkungan, dan sosial budaya.

2025 Achievement
1. Implementation of digitalization in PPM management through 212 activities across all sites, strengthening the monitoring and evaluation system, and developing a maturity measurement framework for flagship programs.
2. The evaluation indicates positive performance and impacts of the programs. The assessment of 9 programs through the CSI shows that the level of beneficiary satisfaction generally falls within the good (satisfactory) category. The evaluation of seven programs using the SROI approach also demonstrates optimal social value, particularly in the well-being and social dimensions, which are aligned with the Sustainability Compass framework at the IMM, TCM, JBG, and EMB sites. In addition, the Sustainable Livelihood Impact Assessment (SLIA) conducted for 6 programs at JBG, EMB, and IMM indicates a significant improvement in beneficiaries' livelihood assets compared to the period prior to their participation in the programs.
3. Receiving multiple awards, including the Most Innovative CDE Program (Subroto Award – Ministry of Energy and Mineral Resources), recognition under PROKLIM by the Ministry of Environment, as well as several ISDA 2025 and CFCD awards for economic, environmental, and socio-cultural empowerment programs.

Target Selanjutnya
1. Indeks Kepuasan Masyarakat (IKM) dengan range skor 76,61 - 88,30.
2. Evaluasi *Social Return on Investment* (SROI) untuk 10 program unggulan pemberdayaan masyarakat dengan hasil rasio minimum 1:1.

Next Target
1. Community Satisfaction Index (CSI) with a score range of 76.61–88.30.
2. Evaluation of the Social Return on Investment (SROI) for 10 flagship community empowerment programs, achieving a minimum ratio of 1:1.

Topik Material Manajemen Rantai Pasok
Material Topic Supply Chain Management

Strategi
1. Meningkatkan keselamatan operasi dari pengelolaan kontraktor.
2. Meningkatkan standarisasi dan kualifikasi kontraktor.
3. Memperbaiki pemilihan dan kualifikasi kontraktor.

Strategy
1. Improve safety operational of contractor management.
2. Enhance contractor standardization and qualification.
3. Improve contractor selection and qualification.

Capaian 2025
1. Mempertahankan persentase pemasok lokal di kisaran yang sama dengan 2024.
2. Meningkatkan kualitas performa pemasok lokal.
3. Mengintegrasikan hasil CMS HSE ke dalam evaluasi unjuk kinerja CMS.

2025 Achievement
1. Maintain the percentage of local suppliers at the same level as in 2024.
2. Improve the performance quality of local suppliers.
3. Integrate CMS HSE results into CMS performance evaluations.

Target Selanjutnya
1. Pengimplementasian manajemen kontraktor melalui pengawasan secara rutin setiap minggu.
2. 100% kontraktor inti dievaluasi menggunakan kriteria standar ITM setiap kuartal.
3. 100% kontraktor yang melakukan pelanggaran menerima konsekuensi sesuai kontrak.
4. 100% kontraktor baru lulus pra-kualifikasi sebelum beroperasi.

Next Target
1. Implementation of contractor management through routine (weekly) supervision.
2. 100% of core contractors evaluated using ITM standard criteria quarterly.
3. 100% of contractors with violations receive consequences as per contract.
4. 100% of new contractors pass pre-qualification prior to operations.

Topik Material Etika Bisnis dan Transparansi
Material Topic Business Ethics and Transparency

Strategi
1. Kepatuhan pasar modal yang proaktif.
2. Membangun budaya kepemimpinan tata kelola.
3. Menciptakan nilai bersama melalui komunikasi yang efektif.
4. Membangun tata kelola terintegrasi.
5. Membangun budaya kesadaran etika.

Strategy
1. Proactive capital market compliance.
2. Embedding a culture of governance leadership.
3. Creating shared value through effective communication.
4. Establishing integrated governance.
5. Building an ethical awareness culture.

Capaian 2025
1. Kepatuhan 100% terhadap peraturan pasar modal.
2. Skor ACGS pada level Leadership.
3. Pembentukan Komite Sustainable Development and Governance pada level komisaris untuk pengawasan yang lebih fokus dengan adanya expert independent member.
4. Peluncuran WhatsApp ITM *Governance Channel* yang dapat menjangkau seluruh karyawan.
5. Integrasi *grievance mechanism* dan *whistleblowing* dalam platform voisitmg.com
6. Telah dilakukan satu kali *microlearning* anti-korupsi dengan persentase partisipasi sebanyak 17% karyawan ITM dan anak usaha. Tingkat pemahaman dari peserta akan materi sebesar 68%.

2025 Achievement
1. 100% compliance with capital market regulations.
2. ACGS score at the Leadership level.
3. Establishment of a Sustainable Development and Governance Committee at the commissioner level for more focused supervision with the addition of independent expert members.
4. Launch of the ITM Governance WhatsApp Channel, which can reach all employees.
5. Integration of the grievance mechanism and whistleblowing system into the voisitmg.com platform.
6. One anti-corruption microlearning session was conducted, with a participation rate of 17% of ITM employees and its subsidiaries. The participants' level of understanding of the material reached 68%.

Target Selanjutnya
1. Pembaruan *CG Tools* (TC): Target penyelesaian 100% pada tahun 2026.
2. Survey pemahaman atas aspek-aspek GCG :70% tingkat pemahaman.
3. Program Pembelajaran Mikro: Tingkat partisipasi karyawan 25%.
4. Sosialisasi GCG: 25% Mitra Bisnis.

Next Target
1. Revamp of CG Tools (TC): 100% completion targeted in 2026.
2. Survey on Understanding of GCG Aspects: 70% comprehension rate.
3. Microlearning Program: 25% employee participation rate.
4. GCG Socialization: 25% coverage of Business Partners.



Topik Material Perizinan dan Kepatuhan
Material Topic Licensing and Compliance

Strategi
1. Meninjau dan mengevaluasi tata kelola kepatuhan (Kerangka Kerja, Pedoman, Prosedur).
2. Memperkuat ketertiban izin dan kepatuhan melalui pembaruan peraturan, pemantauan kewajiban, evaluasi risiko, aplikasi dan sarana digital, serta pelaporan rutin kepada pemangku kepentingan terkait untuk memastikan kesesuaian dengan peraturan dan pengawasan yang menyeluruh.

Strategy
1. Review and Evaluate Compliance governance (Framework, Manual, Procedure).
2. Strengthen permit and compliance assurance through regulation updates, obligation monitoring, risk evaluation, digital application and tools, and regular reporting to relevant stakeholders to ensure regulatory adherence and comprehensive oversight.

Capaian 2025
1. Sosialisasi & Implementasi Sistem Kepatuhan
   a. Sosialisasi sistem *monitoring* pelaporan ke 9 entitas operasional dan pemetaan kewajiban utama berbasis COL.
   b. Implementasi sistem pelaporan otomatis di seluruh unit bisnis batubara.
2. Peningkatan Manajemen Kepatuhan
   a. Penguatan proses identifikasi hingga evaluasi kepatuhan dengan target 100% untuk perizinan utama dan ≥75% untuk kewajiban teknis/pendukung pada 2025.
   b. Mitigasi risiko melalui pelatihan dan monitoring berkala, termasuk 12 laporan kepatuhan tahunan serta laporan triwulanan kepada BoD, SDGNCC, dan Banpu.
3. Penguatan Komunikasi & Kolaborasi
   a. Kolaborasi lintas fungsi (HSE, Legal, ER, dll.) melalui 12 sesi komunikasi kepatuhan.
   b. Pelaksanaan workshop kepatuhan (min. 2 di site dan total 6 dalam setahun) untuk membahas isu dan regulasi baru.

2025 Achievement
1. Compliance System Dissemination & Implementation
   a. Dissemination of the reporting monitoring system across 9 operational entities and mapping of key obligations based on COL.
   b. Implementation of an automated reporting system across all coal business units.
2. Enhancement of Compliance Management
   a. Strengthened identification, analysis, monitoring, and evaluation processes, targeting 100% compliance for key licenses and ≥75% for technical/supporting obligations in 2025.
   b. Risk mitigation through regular training and monitoring, including 12 annual compliance reports and quarterly reporting to the BoD, SDGNCC, and Banpu.
3. Strengthening Communication & Collaboration
   a. Cross-functional collaboration (HSE, Legal, External Relations, etc.) through 12 compliance communication sessions.
   b. Conducted compliance workshops (at least 2 at site level and 6 in total annually) to address issues and new regulations.

Target Selanjutnya
1. Sosialisasi & Implementasi
   - Sosialisasi sistem *monitoring* kepatuhan ke 9 entitas operasional berbasis COL dan kewajiban utama.
   - Penguatan tata kelola melalui perencanaan tahunan, pemantauan regulasi, integrasi digital (E-PLIS dan aplikasi regulasi), pelaporan proaktif, dan penyelarasan dengan Banpu.
2. Peningkatan Manajemen Kepatuhan
   - Penguatan proses identifikasi hingga evaluasi kepatuhan atas perizinan dan kewajiban utama/teknis melalui pengawasan terstruktur dan perbaikan berkelanjutan.
   - Mitigasi risiko melalui pelatihan dan *monitoring* evaluasi berkala, termasuk pelaporan rutin.
3. Komunikasi & Kolaborasi
   - Kolaborasi lintas fungsi (HSE, Legal, ER, Operation, dll.).
   - Workshop kepatuhan rutin tiap semester, *online* dan *offline*, untuk membahas isu dan solusi.

Next Target
1. Socialization & Implementation
   - Socialization of the compliance monitoring system across 9 operational entities based on COL and key compliance obligations.
   - Strengthening governance through structured annual planning, continuous regulatory monitoring, digital integration (E-PLIS and regulatory monitoring applications), proactive reporting, and alignment with Banpu.
2. Enhancement of Compliance Management
   - Strengthening identification, monitoring, and evaluation processes for licenses and key/technical obligations through structured oversight and continuous improvement.
   - Risk mitigation through regular training and monitoring evaluations, including periodic reporting.
3. Communication & Collaboration
   - Cross-functional collaboration (HSE, Legal, External Relations, Operations, etc.).
   - Regular semi-annual compliance workshops, conducted both online and offline, to address challenges and solutions.

Topik Material Pengelolaan Energi
Material Topic Energy Management

Strategi
1. Melakukan identifikasi area-area potensi untuk penghematan energi.
2. Menyusun inisiatif-inisiatif penghematan energi sebagai bagian dari valuasi PROPER.
3. Mengadakan *capacity building.*

Strategy
1. Identify potential areas for energy savings.
2. Develop energy saving initiatives as part of PROPER valuation.
3. Conduct capacity building.

Capaian 2025
1. Menyelesaikan strategi dan peta jalan pengelolaan energi tahun 2026-2030.
2. Peningkatan efisiensi sarana produksi dan perkapalan (*barging*).
3. Meningkatkan energi efisiensi melalui *operational excellence*.

2025 Achievement
1. Finalize the energy management strategy and roadmap for 2026-2030.
2. Improve the efficiency of production and shipping facilities (barging).
3. Improve energy efficiency through operational excellence.

Target Selanjutnya
1. Penghematan energi di area operasi dan pelabuhan.
2. Intensitas konsumsi energi ≤ 0,041 (GJ/Ton FC).

Next Target
1. Energy saving in operational areas and ports.
2. Energy consumption Intensity ≤ 0.041 (GJ/Ton FC).

Topik Material Keanekaragaman Hayati
Material Topic Biodiversity

Strategi
Penguatan studi keanekaragaman hayati dan inisiatif (*Ethnobotany, Arboretum, Community Dev, Economic Values*).

Strategy
Strengthen Biodiversity Study and Initiatives (Ethnobotany, Arboretum, Community Dev, Economic Values).

Capaian 2025
Melanjutkan kerja sama studi keanekaragaman hayati kawasan pratambang di area GPK.

2025 Achievement
Continuing cooperation on biodiversity studies in the pre-mining area in the GPK area.

Target Selanjutnya
1. Presentasi tumbuh lebih dari 80%.
2. Komposisi jenis lokal lebih dari 20%.
3. Indeks kehati lebih dari 1,0.

Next Target
1. Growth rate exceeds 80%.
2. Composition of local species exceeds 20%.
3. Biodiversity index exceeds 1.0.

Topik Material Pengelolaan Air dan Efluen
Material Topic Water and Effluent Management

Strategi
1. Menurunkan inisiatif 5R untuk air
2. Pemastian pemenuhan standar efluen

Strategy
1. Deploy 5R initiatives for water
2. Fulfilling effluent standard

Capaian 2025
1. Meningkatkan efisiensi penggunaan material pengolah air dengan tetap konsisten memenuhi baku mutu.
2. Mendorong peningkatan penggunaan kembali air.
3. Mengimplementasikan inisiatif dari Strategi Pengelolaan Air di level perusahaan.

2025 Achievement
1. Improving the efficiency of water treatment material usage while consistently meeting quality standards.
2. Encouraging increased water reuse.
3. Implementing initiatives from the Water Management Strategy at the company level.

Target Selanjutnya
1. Intensitas konsumsi air ≤ 2,25 m^3/ton FC.
2. Kualitas air limbah tambang: 100% memenuhi baku mutu.

Next Target
1. Water consumption intensity ≤ 2.25 m^3/tons FC.
2. Mine wastewater quality: 100% meet compliance standard.

Topik Material Digitalisasi dan Teknologi
Material Topic Digitalization and Technology

Strategi
Strategi digitalisasi dan teknologi ITM berfokus pada penguatan infrastruktur inti, penyediaan wawasan operasional secara *real time*, serta mendorong adopsi analitik lanjutan, otomasi, dan AI di seluruh perusahaan. Prioritas strategis utama meliputi:
1. Perluasan integrasi data melalui ITM One Data;
2. Percepatan adopsi AI pada aspek operasional, keuangan, dan keselamatan;
3. Peningkatan pengalaman pengguna dan produktivitas melalui modernisasi platform dan asisten cerdas;
4. Penguatan ketahanan siber melalui intelijen ancaman proaktif dan peningkatan kesadaran di seluruh perusahaan;
5. Pengembangan otomasi dan inovasi digital dalam operasi pertambangan, logistik, dan pemantauan keberlanjutan.

Strategy
ITM's digitalization and technology strategy focuses on strengthening core infrastructure, enabling real-time operational insight, and driving enterprise-wide adoption of advanced analytics, automation, and AI. Key strategic priorities include:
1. Expanding integrated data through ITM One Data
2. Accelerating AI adoption across operational, financial, and safety domains;
3. Elevating user experience and productivity through platform modernization and intelligent assistants;
4. Strengthening cybersecurity resilience with proactive threat intelligence and enterprise-wide awareness;
5. Advancing automation and digital innovation in mining operations, logistics, and sustainability monitoring.

Capaian 2025

Infrastruktur & Teknologi Dasar:
1. Fiber Optic Melak Hauling telah selesai dibangun untuk bagian 1 dan 3 sepanjang 68 km.
2. Modernisasi infrastruktur server untuk mendukung upgrade GIS dan berbagai inisiatif digital.
3. SD-WAN Refreshment dengan fitur Secure Service Edge.

Data, IoT, dan Kecerdasan Buatan:
1. Pengembangan Agen Kecerdasan Buatan Internal – Maria AI
2. ITM One Data Fase 2 telah menerapkan arsitektur data:
   Jalur Cepat (mendekati waktu sebenarnya): untuk pengolahan data sensor operasional secara mendekati waktu nyata.
   Jalur Lambat (Terjadwal): untuk konsolidasi dan pemrosesan data non-waktu nyata secara terjadwal.
3. Implementasi Sistem Pemantauan Kendaraan Otomatis (AVMS) berbasis kecerdasan buatan visual di Gate Kajuk dan Lempenang, Melak, guna meningkatkan akurasi pemantauan dan efisiensi operasional.

Aplikasi Digital:
1. Rekayasa ulang SLez: otomatisasi proses instruksi pengapalan, perhitungan waktu sandar dan bongkar muat (*laytime*), serta pelaporan operasional, dengan tujuan mengurangi potensi biaya keterlambatan kapal (*demurrage*).
2. Sistem Manajemen Logistik Tongkang: solusi digital terintegrasi menyeluruh yang mencakup perencanaan, pelaksanaan, pemantauan, serta analitik waktu nyata guna meningkatkan efisiensi dan transparansi transportasi batubara.
3. *Invoice Management System* (IMS): penyempurnaan fitur dan penguatan tingkat pemanfaatan; efektif sejak 1 Desember 2025, sistem ini ditetapkan sebagai saluran utama pengajuan dan pengelolaan tagihan vendor.

2025 Achievement

Infrastructure & Core Technology:
1. Fiber Optic Melak Hauling completed for sections 1 and 3, spanning 68 km.
2. Server infrastructure modernization to support GIS upgrades and digital initiatives.
3. SD-WAN refresh with Secure Service Edge.

Data, IoT, and Artificial Intelligence:
1. Development of Internal Artificial Intelligence Agents – Maria AI
2. ITM One Data Phase 2 has implemented a data architecture:
   Fast Track (near real-time): for processing operational sensor data in near real-time.
   Slow Lane (Scheduled): for scheduled consolidation and processing of non-real-time data.
3. Implementation of an Artificial Intelligence-based Automated Vehicle Monitoring System (AVMS) at the Kajuk and Lempenang Gates in Melak to improve monitoring accuracy and operational efficiency.

Digital Applications:
1. SLez re-engineering: automation of shipping instruction processes, laytime calculations, and operational reporting, with the aim of reducing potential ship delay costs (demurrage).
2. Barge Logistics Management System: a comprehensive integrated digital solution that includes planning, execution, monitoring, and real-time analytics to improve the efficiency and transparency of coal transportation.
3. Invoice Management System (IMS): feature enhancements and utilization improvements; effective since December 1, 2025, this system is designated as the primary channel for vendor invoice submission and management.

Target Selanjutnya

1. Kepatuhan Aset dan Lisensi Perangkat Lunak.
2. Skor Kematangan Keamanan Siber: 2,6.
3. Insiden Keamanan Siber Mayor: 0.

Next Target

1. Software Asset and License Compliance.
2. Cybersecurity Maturity Score 2.6.
3. Major Security Breach: 0.

Topik Material Hak Asasi Manusia (HAM)
Material Topic Human Rights

Strategi

1. Mengintegrasikan uji tuntas HAM dalam pengelolaan risiko perusahaan.
2. Memperkuat kebijakan dan mekanisme pengaduan HAM.

Strategy

1. Integrate human rights due diligence into corporate risk management.
2. Strengthen human rights policies and grievance mechanisms.

Capaian 2025

1. Pembentukan Satuan Tugas Pencegahan dan Penanganan Kekerasan Seksual (SATGAS PPKS).
2. Pembekalan SATGAS PPKS PT ITM dan PT JBG.

2025 Achievement

1. Establishment of the Task Force for the Prevention and Handling of Sexual Violence (SATGAS PPKS).
2. Provisioning of the SATGAS PPKS PT ITM and PT JBG.

Target Selanjutnya

1. Pembekalan Satuan Tugas (SATGAS) PPKS PT TCM, PT BEK, PT GPK, PT TRUST dan PT IMM.
2. 50% karyawan ITM menyelasaikan training wajib terkait HAM .

Next Target

1. Briefing for the Task Force (SATGAS) on the PPKS at PT TCM, PT BEK, PT GPK, PT TRUST, and PT IMM.
2. 50% of ITM employees complete mandatory Human Rights training.

Topik Material Kinerja Ekonomi
Material Topic Economic Performance

Strategi
1. Mendorong pertumbuhan berkelanjutan melalui diversifikasi usaha.
2. Menjaga stabilitas keuangan dan tata kelola yang kuat.
3. Penetapan RKAB 2024-2026 yang berisi production plan semua site.

Strategy
1. Promote sustainable growth through business diversification.
2. Maintain financial stability and strong governance.
3. Establishment of the 2024-2026 RKAB which contains production plans at all sites.

Capaian 2025
1. Meningkatkan porsi pendapatan non batubara (mineral strategis, energi terbarukan, solusi berbasis alam, pelabuhan, dan logistik) untuk kinerja ekonomi yang berkelanjutan.
2. Mengamankan 100% ketersediaan sumber pendanaan (internal dan eksternal) untuk mendukung pertumbuhan anorganik dan organik.
3. Meningkatkan produksi dan penjualan batubara.

2025 Achievement
1. Increased the proportion of non-coal revenue (strategic minerals, renewable energy, nature-based solutions, ports, and logistics) to support sustainable economic performance.
2. Secured 100% availability of internal and external funding sources to support both organic and inorganic growth.
3. Increased production and sales of coal.

Target Selanjutnya
1. Meningkatkan kontribusi bisnis non-batubara terhadap total pendapatan.
2. Mengamankan 100% ketersediaan sumber pendanaan (internal dan eksternal) untuk mendukung pertumbuhan anorganik dan organik.

Next Target
1. Increase the contribution of non-coal businesses to total revenue.
2. Secure 100% availability of funding sources (both internal and external) to support both inorganic and organic growth.

Topik Material Pengelolaan Limbah dan Tailing
Material Topic Waste and Tailing Management

Strategi
1. Menurunkan eksekusi peta jalan pengelolaan limbah.
2. Mengembangkan inisiatif 5R untuk Sampah Non-B3 berdasarkan peta jalan.
3. Pengelolaan sampah berbasis pelibatan dan pengembangan masyarakat.

Strategy
1. Deploy execution of waste management roadmap.
2. Develop 5R initiatives for Non-hazardous waste in accordance with the roadmap.
3. Waste management based on community engagement and development.

Capaian 2025
1. Mendorong upaya-upaya 3R (*Reuse, Reduce, Recycle*) sampah sebagai prioritas pengelolaan limbah.
2. Peningkatan kapasitas sumber daya manusia dalam pengelolaan sampah yang lebih optimal.
3. Melakukan kajian rencana penerapan ekonomi sirkuler.
4. Mengimplementasikan inisiatif yang sudah tertuang dalam kerangka kerja dan peta jalan pengelolaan sampah yang telah disusun di tahun 2024.

2025 Achievement
1. Promoted the implementation of 3R (Reduce, Reuse, Recycle) initiatives as a key priority in waste management.
2. Enhanced human resource capacity to support more optimal and sustainable waste management practices.
3. Conducting a study on the planned implementation of a circular economy.
4. Implemented initiatives outlined in the waste management framework and roadmap developed in 2024.

Target Selanjutnya
1. Intensitas pengelolaan 3R limbah non-B3 ≤ 44,40 gr/TFC (44,37%).
2. Intensitas limbah non-B3 yang ditujukan untuk pembuangan ≤ 101 gr/ton FC.

Next Target
1. Non-Hazardous Waste 3R Management intensity ≤ 44.40 gr/TFC (44.37%).
2. Non-Hazardous waste directed to disposal intensity ≤ 101 gr/tons FC.



Topik Material Produk dan Layanan Pelanggan
Material Topic Products and Customer Services

Strategi
1. Menjaga konsistensi kualitas produk sesuai kontrak dan memastikan produk serta layanan selaras dengan kebutuhan pasar.
2. Mengoptimalkan perencanaan pengiriman dan rantai pasok melalui penguatan sinergi antarstakeholder untuk meningkatkan fleksibilitas yang terstruktur dan berkelanjutan.
3. Memperkuat kemitraan strategis dengan pelanggan melalui kolaborasi aktif, berbagi insight teknis, pembaruan informasi pasar, serta penciptaan nilai tambah.
4. Mendorong perbaikan berkelanjutan berbasis data dengan memanfaatkan hasil CSI, evaluasi *non-conformance*, dan umpan balik pelanggan.

Strategy
1. Maintaining product quality consistency in accordance with contracts and ensuring that products and services are aligned with market needs.
2. Optimizing delivery planning and supply chains by strengthening synergies between stakeholders to improve structured and sustainable flexibility.
3. Strengthen strategic partnerships with customers through active collaboration, sharing technical insights, updating market information, and creating added value.
4. Encourage continuous improvement based on data by utilizing CSI results, non-conformance evaluations, and customer feedback.

Capaian 2025
1. Terdapat 9 keluhan minor terkait produk dan kontaminasi material asing.
2. Rasio kontrak penjualan jangka panjang batubara ITM pada tahun 2025 berada di kisaran 74%.
3. Nol surat peringatan terkait aktivitas penjualan.
4. Nol gangguan akibat izin dan kepatuhan lainnya dalam aktivitas penjualan.

2025 Achievement
1. There were 9 minor complaints related to products and foreign material contamination.
2. The ratio of ITM coal long-term sales contracts in 2025 is around 74%.
3. Zero warning letters related to sales activities.
4. Zero disruptions due to permits and other compliance issues in sales activities.

Target Selanjutnya
1. Penjualan Batubara 30,94 juta ton.
2. Indeks Kepuasan pelanggan >80.
3. Biaya *demurrage* 0,5 USD/ton.
4. Pengaduan konsumen maksimal 12 kasus per tahun.

Next Target
1. Coal sales 30.94 million tons.
2. Customer satisfaction index >80.
3. Demurrage cost 0.5 USD/tons.
4. Maximum customer complaints 12 cases per year.

Topik Material Proses dan Standar
Material Topic Processes and Standards

Strategi
1. Standardisasi *Quality Management System* (QMS) sesuai dengan standar ISO untuk memastikan bahwa setiap perubahan dalam kegiatan bisnis atau operasional selaras dengan pemetaan proses bisnis.
2. Mengawasi manajemen proses bisnis, sistem manajemen, pengendalian dokumen, evaluasi kinerja, serta strategi peningkatan mutu di seluruh ITM dan entitas anak perusahaannya.
3. Mendorong perbaikan berkelanjutan, serta memastikan promosi dan pelatihan yang konsisten terkait sistem manajemen dan proses bisnis.
4. Memanfaatkan teknologi digital untuk meningkatkan efisiensi.

Strategy
1. Standardization of the Quality Management System (QMS) in accordance with ISO standards to ensure that any changes in business or operational activities are aligned with business process mapping.
2. Supervising business process management, management systems, document control, performance evaluation, and quality improvement strategies across ITM and its subsidiaries.
3. Encouraging continuous improvement, as well as ensuring consistent promotion and training related to management systems and business processes.
4. Utilizing digital technology to enhance efficiency.

Capaian 2025
1. Penyelesaian Model Operasi serta peningkatan proses bisnis tingkat strategis untuk ITM dan Klaster Melak.
2. Penyelesaian pengembangan proses bisnis untuk ITM dan entitas anak, meliputi Bisnis Pelabuhan dan Logistik, TCM & BEK, Sekretaris Perusahaan dan Hukum, Penjualan dan Perdagangan Batubara, Teknologi Informasi, Manajemen Kontraktor, Bisnis Mineral (Tahap 1), Audit Internal, Manajemen Asset (AM), FSP, Keuangan dan Akuntansi, *Digitalization and Innovation* (D&I), serta *Management System and Business Process* (MSBP).
3. Penyelesaian pengembangan dan sosialisasi Navigasi TIMES yang selaras dengan persyaratan Lingkungan, Sosial, dan Tata Kelola (LST), serta peningkatan TIMES QAR 1.0 (Tata Kelola dan Sistem).
4. Keberhasilan sertifikasi Auditor Utama ITM dan fasilitasi Audit Pengawasan ISO 27001:2022, pelaksanaan Konvensi ITM Novation 2025 tingkat lokasi operasi, serta perolehan Juara Umum dengan jumlah Penghargaan Platinum terbanyak pada Banpu Global Innovation Award 2025.

2025 Achievement
1. Completion of the Operating Model and high-level business process enhancement for ITM and the Melak Cluster.
2. Completion of business process development for ITM and its subsidiaries, including the Port and Logistics Business, TCM & BEK, Corporate Secretary and Legal, Coal Sales and Trading, Information Technology, Contractor Management, Mineral Business (Phase 1), Internal Audit, Asset Management (AM), FSP, Finance and Accounting, Digitalization and Innovation (D&I), as well as Management System and Business Process (MSBP).
3. Completion of the development and communication of TIMES navigation aligned with ESG requirements, as well as enhancement of TIMES QAR 1.0 (Governance and System).
4. Successful certification of ITM Lead Auditors and facilitation of the ISO 27001:2022 surveillance audit, successful execution of the annual flagship event ITMNovation Convention 2025 at the site level, and achievement of Overall Winner with the highest number of Platinum Rewards at the 2025 Banpu Global Innovation Award.

Target Selanjutnya
1. Pengembangan 13 Area Proses Bisnis (pengembangan, rekayasa ulang, perbaikan dan optimasi, serta otomatisasi), meliputi *Hauling, Barging, Short-Term Supply Chain Optimization* (SSO), Perencanaan Tambang, Mine to Market (M2M), Manajemen Rantai Pasok (SCM), Coal Sales Trading (CST), Penutupan Tambang, HSEC, Melak, *Procure to Pay* (P2P), *Command and Control Center* (CCC), serta pengelolaan batubara pihak ketiga.
2. Pembentukan dan sosialisasi Manual ITM *Integrated Management System* (TIMES) untuk 6 elemen (misalnya: LST, GRK, Energi, OHS, Penutupan Tambang, dan Kepatuhan).
3. Standardisasi 14 ITM TIMES QMS yang selaras dengan roadmap implementasi (misalnya: QMS Melak, AM, IBU, *Forestry and Environmental Management* (FEM), *Technical Development Strategic* (TDS), CST, HSEC, *Integrated Mine Planning*, IT, Finance, SCM, HR, D&I, MSBP).
4. Implementasi ITM *Integrated Management System Quality Management Review* (TIMES QAR) menggunakan peningkatan TIMES QAR 1.0 untuk 7 area dari CS, HSEC, dan D&I.
5. Sertifikasi ISO 9001 untuk ITM QMS Jakarta dengan ruang lingkup Proses Bisnis dan Sistem Manajemen.

Next Target
1. Development of 13 Business Process Areas (development, re-engineering, improvement and optimization, and automation), including Hauling, Barging, Short -Term Supply Chain Optimization (SSO), Mine Planning, mine to market/pit to port (M2M), Supply Chain Management (SCM), Coal Sales Trading (CST), Mine Closure, HSEC, Melak, Procure to Pay (P2P), command and control center (CCC), and third-party coal management.
2. ITM Integrated Management System (TIMES) Manual establishment and communication for 6 Element (e.g. ESG, GHG, Energy, OHS, Mine Closure, and Compliance).
3. Standardization of 14 ITM TIMES QMS aligned with the implementation roadmap (such as QMS Melak, AM, IBU, Forestry and Environmental Management (FEM), Technical Development Strategic (TDS), CST, HSEC, Integrated Mine Planning, IT, Finance, SCM, HR, D&I, MSBP).
4. ITM Integrated Management System Quality Management Review (TIMES QAR) Implementation using TIMES QAR enhancement 1.0 for 7 areas from CS, HSEC and D&I.
5. Certified of ISO 9001 of ITM QMS Jakarta for Subject of Business Process and Management System.

Topik Material Inovasi dan Bisnis Berkelanjutan
Material Topic Innovation and Sustainable Business

Strategi
1. Berfokus pada peningkatan kapasitas panel surya di klaster C&I serta memperluas kapabilitas inti bisnis surya ke pembangkit listrik tenaga surya skala utilitas, baik melalui skema IPP PLN maupun pasar *captive*.
2. Melaksanakan kegiatan operasional dan pemeliharaan preventif, termasuk pembersihan rutin dan manajemen aset untuk solar PV rooftop, guna memaksimalkan produksi listrik dan profitabilitas.
3. Mengembangkan *s-curve* baru dengan profitabilitas tinggi pada bisnis prospektif seperti pusat data, solusi *power* ke Pusat Data, dan infrastruktur hijau.
4. Meningkatkan valuasi perusahaan melalui strategi *capital recycling* dan optimalisasi *multiplier* valuasi dengan memanfaatkan instrumen keuangan.

Strategy
1. Focusing on scaling up solar rooftop capacity growth in the C&I cluster and expanding core capabilities in the solar business into utility-scale solar power plants, both for PLN IPP schemes and the captive market.
2. Performing operational and preventive maintenance activities, including routine cleaning and asset management for solar PV rooftops, to maximize power generation and profitability.
3. Pursuing new s-curve opportunities with high profitability in prospective businesses such as data centers, power to DC solutions, and green infrastructure.
4. Enhancing company valuation through capital recycling strategies and valuation multipliers using financial instruments.

Capaian 2025
1. Akumulasi kapasitas terkontrak sebesar 122,2 MWp untuk portofolio bisnis solar di Indonesia.
2. Peserta tender PLN IPP sebagai konsorsium untuk 2 proyek yang terdiri dari Sumbawa dan Betun & Timor dengan total kapasitas 20,6 MWp serta BESS 5 MWp.

2025 Achievement
1. Accumulated contracted capacity 122.2 MWp for solar business portfolio in Indonesia.
2. PLN IPP Tender Participant as a consortium for 2 projects consisting of Sumbawa and Betun & Timor totaling capacity 20.6 MWp with BESS 5 MWp.

Target Selanjutnya
Panel Surya Atap & Pembangkit Listrik Tenaga Surya
1. Melanjutkan pengembangan ekspansi *solar rooftop* di klaster C&I dengan target lebih dari 200 MWp dalam 5 tahun ke depan.
2. Berpartisipasi dalam tender IPP solar power plant PLN sebagai vendor yang terdaftar dan memenuhi kualifikasi.
3. Mengeksplorasi *captive power* bersama mitra potensial untuk mengembangkan pembangkit listrik tenaga surya skala utilitas.

Studi Kelayakan Bisnis Prospektif Baru (Infrastruktur Hijau & Pusat Data)

1. Mengeksplorasi dan mengembangkan peluang investasi Pusat Data dengan kemitraan investasi jangka panjang dan model bisnis berkelanjutan.
2. Mengembangkan model bisnis baru, yaitu pusat data, *power* ke Pusat Data, infrastruktur hijau, serta mengoperasikan proyek energi terbarukan.
3. Mencari *startups* dengan potensi tinggi, profitabilitas besar, dan valuasi yang cepat berkembang.

Next Target
Solar Rooftop & Solar power plants
1. Continue developing the solar rooftop expansion in C&I cluster targeting more than 200 MWp in next 5 years.
2. Participating in PLN's IPP solar power plant tenders as a registered and qualified vendor.
3. Explore captive power with potential partner for developing utility-scale solar power plants.

Feasibility study of new prospective business (Green Infrastructure & Data Center)
1. Explore and develop on the data center (DC) investment opportunities with the long-term investment partnership and sustainable business model.
2. Develop the new business model i.e. data center, power to DC, Green infrastructure and operating renewable power projects
3. Seek for high potential startups with high profitability and fast-scaling valuation.



Dukungan Prioritas dan Kontribusi terhadap TPB

Sebagai bagian dari komitmen perusahaan terhadap pembangunan berkelanjutan, ITM secara aktif mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) dengan mengintegrasikan prinsip-prinsip keberlanjutan ke dalam strategi, kebijakan, dan kegiatan operasional. Untuk mendukung TPB, ITM juga mewujudkan kontribusi secara bertanggung jawab melalui pengelolaan dampak ekonomi, sosial, dan lingkungan serta melalui kemitraan dengan para pemangku kepentingan untuk menciptakan nilai jangka panjang.

Priority Support and Contribution to the SDGs

As part of the Company's commitment to sustainable development, ITM actively supports the achievement of the Sustainable Development Goals (SDGs) by integrating sustainability principles into its strategies, policies, and operational activities. In supporting the SDGs, ITM also delivers responsible contributions through the management of economic, social, and environmental impacts, as well as through partnerships with stakeholders to create long-term value.



Program ITM ITM Program	**Penurunan emisi Gas Rumah Kaca (GRK) dengan mengimplementasikan inisiatif efisiensi energi sebagai bagian dari program keunggulan operasi.** Reduction of Greenhouse Gas (GHG) emissions through the implementation of energy efficiency initiatives as part of the operational excellence program.
TPB SDGs	**13. Penanganan Perubahan Iklim** **Tujuan: Mengambil tindakan cepat untuk mengatasi perubahan iklim dan dampaknya.** 13. Climate Action Goal: Take urgent action to combat climate change and its impacts.
Target ITM ITM Target	**Pengurangan emisi GRK di tahun 2026 (-6% dari tahun dasar 2023).** GHG emission reduction by 2026 (-6% from the 2023 baseline).
Target & Indikator TPB SDGs Target & Indicators	**13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi dan perencanaan nasional** 13.2 Integrate climate change measures into national policies, strategies, and planning.
Indikator TPB SDGs Indicators	**13.2.1* Terwujudnya penyelenggaraan inventarisasi gas rumah kaca (GRK), serta monitoring, pelaporan dan verifikasi emisi GRK yang dilaporkan dalam dokumen Biennial Update Report (BUR) dan National Communications** **13.2.2* Jumlah emisi gas rumah kaca (GRK) per tahun** **13.2.2.(a) Potensi Penurunan emisi gas rumah kaca (GRK)** **13.2.2.(b) Potensi Penurunan intensitas emisi gas rumah kaca (GRK)** 13.2.1* Implementation of greenhouse gas (GHG) inventory, including monitoring, reporting, and verification of GHG emissions reported in the Biennial Update Report (BUR) and National Communications 13.2.2* Total annual greenhouse gas (GHG) emissions 13.2.2.(a) Potential reduction of greenhouse gas (GHG) emissions 13.2.2.(b) Potential reduction of greenhouse gas (GHG) emission intensity
Target Nasional National Target	**Penurunan emisi GRK sebesar 31,89% dengan upaya domestik, serta hingga 43,20% dengan dukungan internasional pada tahun 2030 (*Enhanced Nationally Determined Contribution* (ENDC), 2025).** GHG emission reduction of 31.89% through domestic efforts, and up to 43.20% with international support by 2030 (Enhanced Nationally Determined Contribution (ENDC), 2025).

Informasi lain terkait Laporan dapat menghubungi: [2-3]

Other information related to the Report, please contact: [2-3]

Corporate Secretary
PT Indo Tambangraya Megah TBK
Email: corsecitm@banpuindo.co.id

Pelibatan Pemangku Kepentingan [2-29]

ITM melibatkan para pemangku kepentingan berdasarkan standar AA1000 *Stakeholder Engagement Standard* (SES). Pendekatan ini membantu perusahaan mengidentifikasi dan memahami isu-isu material bagi para pemangku kepentingan utama.

Stakeholder Engagement [2-29]

ITM engages stakeholders based on the AA1000 Stakeholder Engagement Standard (SES). This approach helps the company identify and understand material issues that are considered important by key stakeholders.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Stakeholder Group	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Pemegang Saham atau Investor Shareholders or Investors	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Dependency	• *Analyst Meeting* • Rapat Umum Pemegang Saham (RUPS) • Paparan Publik • Analyst Meeting • General Meeting of Shareholders (GMS) • Public Expose	• RUPS diadakan minimal setahun sekali • Public Expose diadakan setahun sekali • *Analyst Meeting* diadakan 4 kali dalam setahun • GMS is held at least once a year • Public Expose is held once a year • Analyst Meeting is held 4 times a year	• Pertumbuhan pendapatan • Keamanan dan tingkat pengembalian investasi • Revenue growth • Security and rate of return on investment
Pelanggan Customers	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Representation	• Manajemen Keluhan Pelanggan • Customer Complaint Management	Minimal setahun sekali At least once a year	• Konsistensi kualitas produk • Pengiriman tepat waktu • Ketersediaan produk • Product quality consistency • On-time delivery • Product availability
Pekerja Employees	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Serikat Pekerja • Forum Komunikasi Manajemen & Pekerja • Labor union • Management & Employee Communication Forum	Triwulan Quarterly	• Perlakuan adil dan setara dalam karier dan remunerasi • Tempat kerja yang aman dan sehat • Fair and equal treatment in career and remuneration • Safe and healthy workplace
Pemerintah Government	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Rapat-Rapat • Kunjungan Site • Sosialisasi Peraturan Baru • Meetings • Site Visits • Dissemination of New Regulations	Minimal dua kali setahun At least twice a year	• Hubungan yang konstruktif dengan regulator • Kepatuhan pada peraturan dan perundangan • Constructive relationship with regulators • Compliance with rules and regulations
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• Pengaruh • Proksimitas • Ketergantungan • Influence • Proximity • Dependency	• Pertemuan Reguler • Sosialisasi Kebijakan • *Corporate Governance Day* • Regular Meetings • Policy Dissemination • Corporate Governance Day	Minimal setahun sekali At least once a year	• Proses pengadaan yang wajar dan transparan • Pembayaran tepat waktu • Intensitas sosialiasi kebijakan • Fair and transparent procurement process • Timely payment • Intensity of policy dissemination

Kelompok Pemangku Kepentingan Stakeholder Group	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Media Media	Pengaruh Influence	• Siaran Pers • Pertemuan Media • Jumpa Pers • Press Release • Media Gatherings • Press Conference	Minimal setahun sekali At least once a year	• Akurasi pelaporan • Penyampaian informasi tepat waktu • Pelibatan media secara langsung • Accuracy of reporting • Timely delivery of information • Direct engagement with the media
Masyarakat dan Komunitas Society and Community	• Pengaruh • Proksimitas • Influence • Proximity	• Forum Konsultatif Masyarakat • Program Pengembangan dan Pemberdayaan Masyarakat • Community Consultative Forum • Community Development and Empowerment Programs	Minimal setahun sekali At least once a year	• Kontribusi pada aspek ekonomi, sosial dan lingkungan untuk mempercepat kemandirian • Ketersediaan lapangan kerja • Pembinaan masyarakat pascatambang • Contribution to economic, social and environmental aspects to accelerate independence • Availability of job opportunities • Post-mining community development
LSM NGO	• Pengaruh • Proksimitas • Influence • Proximity	Pertemuan Reguler Regular Meetings	Minimal setahun sekali At least once a year	Kinerja keberlanjutan dan kepatuhan pada aspek tata kelola, lingkungan dan sosial. Sustainability performance and compliance with governance, environmental and social aspects.
Akademisi Academics	Pengaruh Influence	Pertemuan Regular Regular Meetings	Minimal setahun sekali At least once a year	Kerja sama pada studi dan pengembangan terkait keberlanjutan Collaboration on studies and development related to sustainability
Lembaga Keuangan Financial Institution	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Dependency	• *Analyst Meeting* • Laporan Tahunan dan Laporan Keberlanjutan • Tinjauan Tahunan dan Survei Materialitas • Analyst Meeting • Annual Report and Sustainability Report • Annual Review and Materiality Survey	Setiap kuartal dan tahunan Quarterly and annual basis	• Kinerja operasional dan pertumbuhan bisnis • Kepatuhan terhadap Hukum dan Peraturan • Perubahan iklim dan rencana transisi • Operational performance and business growth • Compliance with Law and Regulation • Climate change and transition plan
Asosiasi Association	Pengaruh Influence	Pertemuan Regular Regular Meetings	Minimal setahun sekali At least once a year	Pengungkapan realisasi dan capaian kinerja LST Disclosure of ESG Performance Realization and Achievements

02

Menapaki Jalur yang Lebih Hijau dalam Operasi Pertambangan

Shaping a Greener Path in Mining Operations





Sistem Manajemen Lingkungan

Environmental Management System

Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja dan Lingkungan (SMK3L) pada tahun 2025 yang mengacu pada ISO 45001, ISO 14001, Sistem Manajemen K3 (SMK3), dan Sistem Manajemen Keselamatan Pertambangan (SMKP). Sistem ini dikelola oleh Departemen HSEC dengan dukungan Departemen Sustainability Development (SD), sementara Direktur Environment, Social and Governance (ESG) memastikan pengawasan tata kelola dan efektivitas penerapannya. Untuk menjaga kinerja dan kepatuhan, perusahaan melakukan audit internal dan eksternal setiap tahunnya serta menindaklanjuti temuan melalui tindakan korektif dan inovasi ramah lingkungan.

The implementation of the Occupational Health, Safety, and Environmental Management System (SMK3L) in 2025 refers to ISO 45001, ISO 14001, the Occupational Health and Safety Management System (SMK3), and the Mining Safety Management System (MSMS). This system is managed by the HSEC Department with support from the Sustainability Development (SD) Department, while the Director of Environment, Social, and Governance (ESG) ensures governance oversight and the effectiveness of its implementation. To maintain performance and compliance, the company conducts internal and external audits annually and follows up on findings through corrective actions and environmentally friendly innovations.

Kinerja pengelolaan lingkungan ITM pada 2025 tercermin dalam hasil Program PROPER.

ITM's environmental management performance in 2025 is reflected in the results of the PROPER Program.



Pencapaian PROPER PROPER Achievement			
Hijau | Green	**Biru** | Blue	**Biru** | Blue	**Hijau** | Green
Site			
IMM	TCM	BEK	JBG

Keterangan | Notes:
KTD tidak disertakan dalam penilaian PROPER sejak memasuki tahap pascatambang sesuai arahan Kementerian Lingkungan Hidup
KTD was not included in the PROPER assessment post-mining due to accordance to the Ministry of Environment and Forestry

Komitmen lingkungan juga diperkuat melalui visi misi, Kebijakan Lingkungan, RKAB, dan KPI termasuk efisiensi sumber daya dan pengendalian dampak lingkungan. Hingga akhir periode pelaporan, biaya lingkungan perusahaan mencapai USD 82,8 juta yang mencakup berbagai program pengelolaan dan pemantauan lingkungan. [2-25]

Environmental commitment is further reinforced through the Company's vision and mission, Environmental Policy, RKAB, and KPIs, including resource efficiency, environmental impact control. As of the end of the reporting period, the Company's environmental expenditures amounted to USD 82.8 million covering various environmental management and monitoring programs. [2-25]

Sepanjang 2025, ITM tidak menerima pengaduan lingkungan yang signifikan dan tidak dikenakan sanksi atas pengelolaan lingkungan. Perusahaan juga meningkatkan pemahaman internal melalui forum rutin seperti HSEC *monthly meeting* serta menyelenggarakan 10 program pelatihan lingkungan yang diikuti 98 karyawan.

Throughout 2025, ITM received no significant environmental complaints and was not subject to any environmental management sanctions. The Company also strengthened internal awareness through regular forums such as HSEC monthly meetings and conducted 10 environmental training programs attended by 98 employees.

Sistem Manajemen Lingkungan dalam SMK3L
Environmental Management System in SMK3L

Misi Mission	Target	Strategi Strategy
• Mencegah, meminimalkan, dan mengelola dampak terhadap lingkungan. • Mengupayakan pelestarian sumber daya alam melalui pengelolaan yang berkelanjutan. • Prevent, minimize and manage impacts on the environment. • Strive for the preservation of natural resources through sustainable management.	• Pemenuhan 100% standar baku mutu kualitas air limbah. • Pemenuhan standar baku mutu emisi udara. • 100% limbah B3 terkelola sesuai peraturan. • Pengelolaan dan pemanfaatan sumber daya secara efisien. • Konservasi dan perlindungan lingkungan. • Konservasi keanekaragaman hayati. • Intensitas emisi GRK turun sebesar 5,58% pada 2025 dari tahun dasar 2019. • Intensitas konsumsi air sebesar 0,19 m^3/ton FC • 100% compliance with wastewater quality standards. • Compliance with air emission quality standards. • 100% of hazardous waste managed in accordance with regulations. • Efficient management and utilization of resources. • Environmental conservation and protection. • Biodiversity conservation. • GHG emission intensity decreased by 5.58% in 2025 compared to the 2019 baseline year. • Water consumption intensity of 0.19 m3/tons FC.	• Penguatan dan peningkatan kapasitas SDM. • Pemantauan kualitas lingkungan secara berkesinambungan. • Peningkatan kualitas dan validitas data lingkungan. • Evaluasi kinerja hasil pemantauan kualitas lingkungan. • Pelaksanaan pengelolaan lingkungan melalui pendekatan keberlanjutan. • Pemantauan pelaksanaan pengelolaan melalui *Quality Assurance Review* (QAR), *Data Assurance,* dan eksternal seperti *surveillance audit* rutin tahunan. • HR capacity strengthening and enhancement. • Continuous monitoring of environmental quality. • Increasing quality and validity of environmental data. • Performance evaluation of environmental quality monitoring results. • Implementation of environmental management through a sustainability approach. • Monitoring the implementation of management through internal audits such as Quality Assurance Review (QAR), Data Assurance, and externally such as annual surveillance audits.

Kebijakan Lingkungan ITM dapat dilihat pada | ITM's Environmental Policy can be found at
https://www.itmg.co.id/files/download/investor/ITM%20Environmental%20Policy.pdf

Material pada Proses Produksi

Materials in the Production Process

Selama 2025, ITM menghasilkan 21,2 juta ton batubara dan mulai meningkatkan penggunaan material terbarukan di operasional, termasuk biosolar B40, Pembangkit Listrik Tenaga Surya (PLTS), serta kendaraan listrik untuk mendukung transportasi. Informasi rinci mengenai konsumsi biosolar B40 dan jumlah kendaraan listrik tersedia pada sub-bab Pengelolaan Energi, Reduksi Emisi Gas Rumah Kaca, serta Pengelolaan Air dan Efluen. [301-1]

Dalam kegiatan produksinya, ITM masih mengandalkan proses pertambangan batubara tanpa menggunakan material daur ulang sebagai bagian dari proses utama. Namun, beberapa material pendukung berbasis daur ulang tetap dimanfaatkan, seperti limbah organik untuk kompos dan oli bekas yang digunakan kembali sebagai campuran bahan peledak (ANFO). Rincian lebih lanjut mengenai pemanfaatan material daur ulang tercantum pada sub-bab Pengelolaan Limbah. [301-2]

Produk batubara ITM tidak menggunakan kemasan, sehingga tidak terdapat material kemasan yang perlu dipulihkan kembali. Sepanjang periode pelaporan, perusahaan juga tidak melakukan *reclaim* terhadap limbah seperti *tailing* atau abu batubara. ITM telah menghentikan operasional pembangkit Listrik tenaga uap (PLTU) sehingga mulai 2025 tidak menghasilkan limbah abu dasar dan abu terbang. Selain itu, perusahaan saat ini tidak melakukan proses pencucian batubara, sehingga tidak terdapat residu atau endapan batubara (*coal residue*) yang terbentuk maupun terakumulasi di *processing pond*. [301-3]

During 2025, ITM produced 21.2 million tons of coal and began increasing the use of renewable materials in its operations, including B40 biodiesel, solar power plants (PLTS), and electric vehicles to support transportation activities. Detailed information on B40 biodiesel consumption and the number of electric vehicles is provided in the subsections on Energy Management, Greenhouse Gas Emissions Reduction, and Water and Effluent Management. [301-1]

In its production activities, ITM continues to rely on conventional coal mining processes and does not use recycled materials as part of its core production process. However, several recycled supporting materials are utilized, including organic waste for composting and used oil reused as a component of explosives (ANFO). Further details on the use of recycled materials are presented in the Waste Management subsection. [301-2]

ITM's coal products do not use packaging; therefore, there are no packaging materials to be recovered. Throughout the reporting period, the Company did not reclaim waste such as tailings or coal ash. ITM has discontinued the operation of its coal-fired power plant, and accordingly, as of 2025, no bottom ash or fly ash waste is generated. In addition, the Company currently does not conduct coal washing processes; therefore, no coal residue is formed or accumulated in processing ponds. [301-3]

Pengelolaan Energi dan Reduksi Emisi Gas Rumah Kaca

Energy Management and Greenhouse Gas Emission Reduction

Highlight 2025 | 2025 Highlights

Penggunaan Energi
Energy Consumption

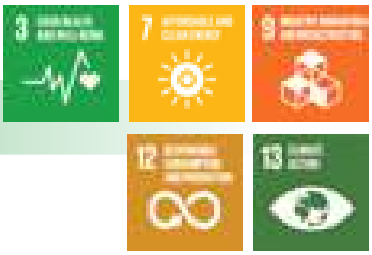
2,046,336 GJ

Intensitas Energi di Dalam Perusahaan |
Energy Intensity within the Company

0.10 GJ/Ton

Intensitas Emisi GRK Cakupan 1 & 2 |
GHG Emission Intensity Scope 1 & 2

0.06 Ton CO_2eq/Ton | Ton Produksi
Ton CO_2eq/Ton | Production Ton



Pendekatan Manajemen [3-3][CSS-12.1.1]
Management Approach

Topik Material: Pengelolaan Energi dan Pengendalian Emisi
Material Topic: Energy Management and Emission Control

Kebijakan | Policy
- Kebijakan Lingkungan | Environmental Policy

Strategi | Strategy
- Penggunaan energi yang efisien, pengurangan konsumsi energi melalui inisiatif konservasi, dan pemanfaatan energi baru terbarukan.
- Penurunan beban emisi, emisi gas rumah kaca dan peningkatan serapan karbon dalam mendukung aksi pencegahan perubahan iklim.
- Efficient use of energy, reducing energy consumption through conservation initiatives, and using new and renewable energy.
- Reducing the emission load, greenhouse gas emissions, and increasing carbon stock in supporting actions to prevent climate change.

Dampak dan Pengelolaan | Impact and Management

Aktivitas operasional dan produksi ITM membutuhkan energi yang secara langsung menentukan besaran emisi yang dihasilkan. Emisi tersebut berpotensi berkontribusi pada perubahan iklim, yang pada akhirnya dapat memengaruhi keberlanjutan lingkungan dan sosial.
ITM's operational and production activities require energy, which directly determines the level of emissions generated. These emissions may contribute to climate change, which in turn can affect environmental and social sustainability.

Sumber Daya dan Evaluasi | Resources and Evaluation

ITM melaporkan kinerja energi dan emisi gas rumah kaca kepada instansi berwenang, seperti KLHK sebagai bagian dari kewajiban pelaporan dan evaluasi berkelanjutan. Perusahaan juga menyusun rencana strategis tahunan untuk meningkatkan efektivitas pengelolaan lingkungan, yang dijalankan oleh Departemen Mine Operation dengan dukungan Departemen HSEC.
ITM reports its energy performance and greenhouse gas emissions to relevant authorities, such as the Ministry of Environment and Forestry (KLHK), as part of its mandatory reporting and ongoing evaluation processes. The Company also prepares annual strategic plans to enhance the effectiveness of environmental management, which are implemented by the Mine Operation Department with support from the HSEC Department.

Penggunaan Energi dan Efisiensi Energi

Komitmen terhadap efisiensi energi, pengurangan konsumsi melalui program konservasi, serta pemanfaatan energi baru dan terbarukan diatur dalam Kebijakan Lingkungan Perusahaan dan diimplementasikan melalui *Management Standard* (MS) Energi 2022. ITM menggunakan energi surya untuk mengurangi emisi GRK. *Biodiesel* B40 dimanfaatkan untuk kendaraan operasional, pembangkit listrik internal, dan transportasi tongkang dengan total penggunaan 56.433.400 liter pada 2025. Sejumlah kecil bensin digunakan untuk peralatan pendukung seperti pemotong rumput dan kendaraan sebesar 49.971 liter. Seluruh pemanfaatan energi ini memenuhi Peraturan Menteri Energi dan Sumber Daya Mineral Republik Indonesia (Permen ESDM) No. 12 Tahun 2015. [103-1, 302-1][CSS-12.1.2]

Perusahaan mengoptimalkan energi terbarukan melalui PLTS berkapasitas 2,2 MWp di Melak yang seluruh produksinya digunakan untuk kebutuhan internal dengan total *output* mencapai 1.312 MWh. [103-2]

Penghitungan energi mengacu pada *Energy Statistic Manual* IEA 2015 dan protokol GRK untuk *stationary combustion* dengan konversi ke gigajoule. Metode yang sama digunakan untuk perhitungan intensitas dan pengurangan konsumsi energi. Total energi yang digunakan pada 2025 mencapai 2.046.336 GJ yang menunjukkan penurunan 32,28% dari tahun sebelumnya sebagai hasil dari diversifikasi energi terbarukan. Audit energi internal dan eksternal dilakukan secara rutin dan diverifikasi oleh lembaga independen bersertifikasi. Beberapa penyesuaian data dilakukan berdasarkan audit pihak ketiga termasuk klasifikasi energi yang digunakan mitra kerja sebagai energi dari luar organisasi sehingga memengaruhi nilai intensitas energi. ITM tidak memanfaatkan atau memperjualbelikan energi berupa panas maupun pendingin, serta tidak melakukan penjualan atas listrik yang dihasilkan sendiri ke pihak lain. [103-2, 103-3, 302-1, 302-2][CSS-12.1.2, CSS-12.1.3]

Energy Use and Energy Efficiency

The commitment to energy efficiency, consumption reduction through conservation initiatives, and the utilization of new and renewable energy is stipulated in the Company's Environmental Policy and implemented through the Energy Management Standard (MS) 2022. ITM utilizes solar energy to reduce greenhouse gas (GHG) emissions. In addition, B40 biodiesel is used for operational vehicles, internal power generation, and barge transportation, with a total consumption of 56,433,400 liters in 2025. A small amount of gasoline is used for supporting equipment, such as grass cutters and auxiliary vehicles, totaling 49,971 liters. All energy utilization complies with the provisions of Ministry of Energy and Mineral Resources Regulation (Permen ESDM) No. 12 of 2015. [103-1, 302-1][CSS-12.1.2]

The Company optimizes the use of renewable energy through a 2.2 MWp solar power plant (PLTS) in Melak, with all electricity generated utilized for internal operations and total output reaching 1,312 MWh. [103-2]

Energy calculations are based on the IEA Energy Statistics Manual 2015 and the GHG Protocol for stationary combustion, with conversion into gigajoules. The same methodology is applied to the calculation of energy intensity and energy consumption reductions. Total energy consumption in 2025 amounted to 2,046,336 GJ, representing a 32.28% decrease compared to the previous year, driven by diversification toward renewable energy sources. Internal and external energy audits are conducted regularly and verified by certified independent institutions. Certain data adjustments were made based on third-party audits, including the reclassification of energy used by business partners as energy outside the organization's boundary, which affected energy intensity values. ITM does not utilize or trade energy in the form of heating or cooling, nor does it sell any self-generated electricity to external parties. [103-2, 103-3, 302-1, 302-2][CSS-12.1.2, CSS-12.1.3]

Penggunaan Energi Berdasarkan Sumber* [103-2, 103-4, 302-1, 302-2]
Energy Consumption by Source*

Uraian Description	Satuan Unit	2025	2024	2023
Energi Terbarukan | Renewable Energy				
Kegiatan Penambangan dan Penunjang | Mining and Supporting Activities				
Minyak Nabati**** | Palm Oil****	GJ	744,068	943,328	774,902
Pembangkit Listrik Tenaga Surya | Solar Power Plants		4,913	15,259	14,292
Pembangkit Listrik Tenaga Kinetik | Kinetic Power Plant		0	0	407
Jumlah Energi Terbarukan Total Renewable energy	**GJ**	**748,981**	**958,775**	**789,600**

Uraian Description	Satuan Unit	2025	2024	2023
Energi Tidak Terbarukan | Non-renewable Energy				
Kegiatan Penambangan dan Penunjang | Mining and Supporting Activities				
Diesel	GJ	1,193,997	1,664,173	1,735,909
Batubara | Coal		0	369,179	504,593
Kegiatan Penunjang | Supporting Activities				
Listrik dari PLN | Electricity from PLN	GJ	102,140	28,516	7,108
Bensin | Gasoline		1,219	1,342	1,556
Jumlah Energi Tidak Terbarukan Total Non-renewable Energy	**GJ**	**1,297,356**	**2,063,210**	**2,249,167**
Intensitas Penggunaan Energi [302-3] [CSS-12.1.4] Energy Use Intensity				
Jumlah Penggunaan Energi | Total Energy Use	GJ	2,046,336	3,021,985	3,038,767
Jumlah Produksi** | Total Production**	Juta Ton | Million Tons	21.2	19.7	17.2
Pendapatan Bersih | Net Revenue	USD Juta | Million USD	1,881	2,304	2,374
Intensitas Penggunaan Energi*** | Energy Use Intensity	GJ/Ton	0.10	0.15	0.17
	GJ/USD	0.0011	0.0013	0.0013

Keterangan | Notes:
*Data penggunaan energi mencakup IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, TIS, ITM Head Office Jakarta, ITM Balikpapan Office, dan ITM Samarinda Office
**Jumlah produksi menggunakan nilai Finished Coal
***Termasuk konsumsi bahan bakar dan listrik di dalam organisasi
****Minyak Nabati untuk campuran B40
*Energy use data includes IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, TIS, ITM Head Office Jakarta, ITM Balikpapan Office, and ITM Samarinda Office
**Total production uses the value of Finished Coal
***Include fuel and electricity consumption within organization only
****Palm Oil for the B40 blend

Penggunaan Energi di Luar Perusahaan Berdasarkan Sumber [103-3, 103-4, 302-2][CSS-12.1.3]
Energy Consumption Outside Organization by Source

Uraian Description	Satuan Unit	2025	2024
Energi Terbarukan | Renewable Energy			
Kegiatan Penambangan dan Penunjang | Mining and Supporting Activities			
Minyak Nabati | Palm Oil	GJ	3,837,726	3,327,866
Pembangkit Listrik Tenaga Surya | Solar Power Plants		129	168
Pembangkit Listrik Tenaga Kinetik | Kinetic Power Plant		0	0
Jumlah Energi Terbarukan | Total Renewable Energy	**GJ**	**3,837,856**	**3,328,034**
Energi Tidak Terbarukan | Non-renewable Energy			
Kegiatan Penambangan dan Penunjang | Mining and Supporting Activities			
Diesel	GJ	6,139,468	6,656,604
Batubara | Coal		0	0
Kegiatan Penunjang | Supporting Activities			
Listrik dari PLN | Electricity from PLN	GJ	42	0
Bensin | Gasoline		1,650	145
Jumlah Energi Tidak Terbarukan | Total Non-renewable Energy	**GJ**	**6,141,160**	**6,656,749**
Intensitas Penggunaan Energi | Energy Use Intensity			
Jumlah Penggunaan Energi | Total Energy Use	GJ	9,979,016	9,984,638
Jumlah Produksi | Total Production	Juta Ton | Million Tons	21.2	19.7
Intensitas Penggunaan Energi | Energy Use Intensity	GJ/Ton	0.47	0.51

Penghitungan intensitas energi untuk produk dan jasa yang dijual mencakup seluruh penggunaan bahan bakar dan listrik. Nilai ini terdiri atas intensitas konsumsi bahan bakar di dalam

The calculation of energy intensity for products and services sold covers the entire use of fuel and electricity. This figure comprises fuel consumption intensity within the organization

organisasi sebesar 0,10 GJ/ton FC serta intensitas konsumsi listrik sebesar 0,02 GJ/ton FC. Dibanding tahun 2024, kebutuhan energi produk dan jasa yang dijual pada tahun 2025 menurun sebesar 32,28%. Pengurangan ini merupakan hasil dari berbagai inisiatif seperti pembelian listrik dari pihak ketiga dan perubahan struktur operasional perusahaan. Perhitungan pengurangan energi dilakukan dengan menggunakan tahun dasar 2019, yang dipilih karena ketentuan perusahaan untuk memastikan akurasi dan konsistensi pengukuran. [103-5, 302-5]

Pada 2025, ITM mendorong efisiensi energi melalui investasi pada inovasi dan pengembangan teknologi yang mendukung pengurangan konsumsi energi. Inisiatif ini mencakup pengembangan solusi operasional yang lebih efisien, optimalisasi peralatan, serta penerapan teknologi rendah energi untuk meningkatkan kinerja energi sekaligus mendukung target pengurangan emisi perusahaan. Selain itu, ITM juga memperkuat kapasitas internal melalui pelatihan efisiensi energi bagi karyawan, yaitu pelatihan auditor energi yang diikuti oleh 5 karyawan.

Penggunaan energi di ITM juga menimbulkan dampak lingkungan dan sosial yang dikelola secara bertahap. Konsumsi bahan bakar (*fuel*) untuk genset dan alat berat meningkatkan beban emisi gas rumah kaca, sementara pemanfaatan PLTS membantu menurunkan sebagian emisi tersebut dengan mengurangi ketergantungan pada genset diesel. Di sisi lain, penggunaan listrik dari PLN dilakukan melalui kerja sama dengan penyedia energi resmi guna memastikan pasokan yang lebih stabil serta mendukung pengurangan penggunaan pembangkit mandiri berbasis bahan bakar fosil.

Pengungkapan terkait energi yang dijual dan penggunaan instrumen kontraktual energi tidak relevan bagi ITM, karena seluruh energi digunakan untuk kebutuhan operasional internal dan tidak diperjualbelikan. [103-2]

Pengurangan Emisi Gas Rumah Kaca (GRK)

Timbulan emisi GRK dari kegiatan operasional ITM meliputi karbon dioksida (CO_2), metana (CH_4), dinitrogen oksida (N_2O), dan hidrofluorokarbon (HFC), yang dinyatakan dalam satuan ton CO_2eq. Perusahaan menghitung emisi GRK dengan menggunakan pendekatan kontrol operasional dan metode yang disesuaikan dengan sumber emisi. Perhitungan emisi cakupan 2 dilakukan menggunakan pendekatan *location-based* yang merujuk pada emisi *grid* yang ditetapkan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM) No. 163.K/HK.02/MEM.S/2021. ITM menetapkan tahun dasar 2019 sebagai tolok ukur berdasarkan proses pengelolaan terintegrasi. Penghitungan faktor emisi merujuk pada IPCC AR5. Hingga akhir 2025, tidak ada perubahan bisnis atau proses lainnya yang signifikan yang memicu penghitungan ulang emisi dari tahun dasar, serta ITM belum melakukan perhitungan karbon kredit. [102-10, 305-1]

Guna mendukung aksi reduksi emisi, ITM melakukan beberapa inisiatif, yaitu implementasi pembangunan dan pemanfaatan Pembangkit Listrik Tenaga Surya (PLTS) atap

of 0.10 GJ/tons FC and electricity consumption intensity of 0.02 GJ/tons FC. Compared to 2024, the energy demand of products and services sold in 2025 decreased by 32.28%. This reduction resulted from various initiatives, including the procurement of electricity from third parties and changes in the Company's operational structure. Energy reduction calculations use 2019 as the base year, selected in accordance with Company policy to ensure measurement accuracy and consistency. [103-5, 302-5]

In 2025, ITM continued to promote energy efficiency through investments in innovation and technology development to reduce energy consumption. These initiatives include the development of more efficient operational solutions, equipment optimization, and the adoption of low-energy technologies to enhance energy performance while supporting the Company's emission reduction targets. In addition, ITM strengthened internal capacity through energy efficiency training for employees, namely energy auditor training, attended by 5 employees.

Energy use at ITM also gives rise to environmental and social impacts that are managed progressively. Fuel consumption for generators and heavy equipment increases the greenhouse gas emissions burden, while the utilization of solar PV (PLTS) helps reduce part of these emissions by decreasing reliance on diesel generators. Meanwhile, electricity sourced from PLN is obtained through cooperation with an authorized energy provider to ensure a more stable supply and to support the reduction of self-generated fossil fuel–based power generation.

Disclosure regarding energy sold and the use of contractual energy instruments is not relevant to ITM, as all energy is utilized solely for internal operational purposes and is not sold to third parties. [103-2]

Reduction of Greenhouse Gas (GHG) Emissions

GHG emissions from ITM's operational activities include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbon (HFC), expressed in tons CO_2eq. The company calculates GHG emissions using an operational control approach and methods tailored to the emission source. Scope 2 emissions are calculated using a location-based approach that refers to grid emissions as stipulated by the Ministry of Energy and Mineral Resources (ESDM) No. 163.K/HK.02/MEM.S/2021. ITM has set 2019 as the base year for comparison based on its integrated management process. The calculation of emission factors refers to IPCC AR5. Until the end of 2025, there will be no significant changes in business or other processes that would trigger a recalculation of emissions from the base year, and ITM has not yet conducted carbon credit calculations. [102-10, 305-1]

To support emission reduction efforts, ITM implemented several initiatives, the construction and utilization of rooftop Solar Power Plants (PLTS) at three Depo Bangunan outlets

di tiga gerai Depo Bangunan oleh PT Cahaya Power Indonesia (CPI) yang merupakan bagian dari ITM. Inisiatif tersebut berhasil mengurangi emisi sebesar sekitar 13.868 ton CO_2eq di tahun 2025 melalui produksi energi bersih dari sistem tenaga surya 694,96 kWp.

by PT Cahaya Power Indonesia (CPI), part of ITM. These initiatives successfully reduced emissions by approximately 13,868 tons CO_2eq in 2025 through clean energy production from a 694.96 kWp solar energy system.

Metode Perhitungan Berdasarkan Sumber Emisi [305-1][CSS-12.1.5]
Calculation Method Based on Emission Sources

Sumber Emisi Emission Sources	Metode Perhitungan Calculation Method
Bahan Bakar Biosolar, Solar, dan Bensin untuk Kendaraan Bergerak Biodiesel, Diesel Fuel, and Gasoline for Operational Vehicles	Sistem perhitungan beban emisi mengacu Permen LH No. 12 Tahun 2012 Emission load calculation system refers to Minister of Environment Regulation No. 12 of 2012
Emisi GRK GHG Emission	Protokol GRK GHG Protocol
Pembangkit Listrik Tenaga Uap Coal-fired Power Plant	Sistem Flue Gas Desulfurization (FGD) mengendalikan dan memantau emisi secara rutin. Sementara pemantauan menyeluruh ditunjang oleh Operation Monitoring and Controlling System (microSCADA) The Flue Gas Desulfurization (FGD) system controls and monitors emissions regularly. While the overall monitoring is supported by Operation Monitoring and Controlling System (microSCADA)
Pembangkit Listrik Tenaga Diesel Diesel Power Plant	Sistem pemantauan emisi pembangkit Monitoring system for generators emissions
Refrigerator dan Peralatan Air Conditioner Refrigerator and Air Conditioner	Konversi bobot penggunaan bahan pendingin menggunakan referensi IPCC AR5 The conversion of the weight of the use of refrigerants uses the IPCC AR5 reference
Pembangkit Listrik PLN PLN Power Plant	Sistem perhitungan berdasarkan emisi grid yang ditetapkan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM) No. 163.K/HK.02/MEM.S/2021 Calculation system based on grid emissions established by the Ministry of Energy and Mineral Resources (EMR) No. 163.K/HK.02/MEM.S/2021
Bahan Peledak Explosive Material	Sistem perhitungan melalui konversi penggunaan jumlah material ammonium nitrat The calculation system through the conversion of the use of ammonium nitrate material
Emisi fugitif dari Batubara Terungkap Fugitive Emission from Coal Expose	Sistem perhitungan dengan mengonversi tingkat emisi gas metana dari batubara yang dihasilkan Calculation system by converting the level of methane gas emissions from the coal produced
Emisi CO_2 Biogenik Biogenic CO_2 Emissions	Mengacu pada ISO 14064 Referring to ISO 14064

Total emisi GRK cakupan 1, 2, dan 3 pada 2025 tercatat sebesar 39.529.875 ton CO_2eq, meningkat 4,12% dibandingkan 37.963.893 ton CO_2eq pada tahun sebelumnya. Perubahan ini dipengaruhi oleh operasi tambang perusahaan. Sejak 2023, ITM juga telah memisahkan perhitungan emisi antara kegiatan yang berasal dari ITM dan dari mitra kerja untuk menghasilkan data yang lebih akurat dan transparan. Adapun pengurangan emisi cakupan 3 mitra kerja dari 2024 ke 2025 sebesar 28.116 ton CO_2eq. [102-9, 305-5][CSS-12.2.3]

Total scope 1, 2, and 3 GHG emissions in 2025 were recorded at 39,529,452 tons CO_2eq, representing a 4.12% increase compared to 37,963,893 tons CO_2eq in the previous year. This change was influenced by mining operations 2023, ITM has also separated the calculation of emissions between activities originating from ITM and those from its contractors to produce more accurate and transparent data. The reduction in Scope 3 emissions from contractors from 2024 to 2025 amounted to 28,116 tons CO_2eq. [102-9, 305-5][CSS-12.2.3]

Pengurangan Emisi GRK Absolut per Tahun ton CO_2eq [302-4, 305-5][CSS-12.2.3]
Absolute GHG Emission Reduction per Year tons CO_2eq

Baseline	2025	2024	2023
2019	50,844.76	66,815.04	55,267.64

Keterangan | Notes:
- Jenis gas yang termasuk pada perhitungan pengurangan emisi GRK: CO_2, CH_4, N_2O, HFC, dan PFC
- Cakupan emisi GRK di mana pengurangan terjadi: Cakupan 1 dan 2
- Pengurangan emisi GRK dari PLTS dan Biogenik
- Types of gases included in the GHG emission reduction calculation: CO_2, CH_4, N_2O, HFCs, and PFCs
- GHG emission scopes where reductions occurred: Scope 1 and Scope 2
- GHG emission reduction from Solar Power Plants and Biogenic Sources

Emisi GRK dari ITM Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM by Source

Uraian Description	Satuan Unit	2025	2024	2023
Emisi GRK Cakupan 1 | Scope 1 GHG Emissions				
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) | GHG Emissions from Mining and Support Activities (Scope 1)				
Solar | Diesel Fuel	Ton CO_2eq	136,044	189,204	102,821*****
Minyak Nabati | Palm Oil		24,867	32,177	13,096*****
Emisi GRK dari Kegiatan Pertambangan (Cakupan 1) | GHG Emissions from Mining Activities (Scope 1)				
Batubara | Coal	Ton CO_2eq	0	26,837	36,932
Bahan Peledak | Explosive Materials		7,531	7,007	6,342
Emisi GRK Fugitif | Fugitive GHG Emission		974,878	835,161	696,534
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) | GHG Emission from Support Activities (Scope 1)				
Bensin | Gasoline	Ton CO_2eq	866	702	814
Refrigerant | Refrigerant		77	67	12*****
Emisi Biogenik* | Biogenic Emission*		49,532	62,629	27,652*****
Emisi Limbah** | Waste Emission**		0	-	-
Emisi Venting Fuel Storage** Venting Fuel Storage Emission**		0	-	-
Emisi Pemanfaatan Hutan dan Penggunaan Lahan (FOLU)** | Forest and Land Use Emission**		0	-	-
Emisi Wastewater Treatment Plant** Wastewater Treatment Plant Emission**		0	-	-
Jumlah Emisi GRK Cakupan 1 Total GHG Emissions for Scope 1	**Ton CO_2eq**	**1,144,263**	**1,091,155**	**856,550*****
Emisi GRK Cakupan 2 | Scope 2 GHG Emission				
Listrik PLN | Electricity Purchased	Ton CO_2eq	32,402	9,113	2,389*****
Jumlah Emisi GRK Cakupan 2 Total GHG Emissions for Scope 2	**Ton CO_2eq**	**32,402**	**9,113**	**2,389*****
Emisi GRK Cakupan 3 | Scope 3 GHG Emission				
Batubara terjual*** | Coal sales***	Ton CO_2eq	37,455,416	35,937,945	32,470,779*****
Perjalanan Bisnis**** | Business Trip****		842	611	1,004
Penyedia Jasa | Services		896,952	925,068	851,192*****
Jumlah Emisi GRK Cakupan 3 Total GHG Emissions for Scope 3	**Ton CO_2eq**	**38,353,210**	**36,863,624**	**33,322,976*****

Keterangan | Notes:
- Dengan pendekatan operasional, data emisi mencakup PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office, ITM Samarinda Office, dan PT ITM Banpu Power (IBP).
- Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
- Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC AR5.

*Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2025 adalah 40%.
**Emisi GRK belum dihitung
***Volume batubara yang berasal dari tambang sendiri yang dijual
****Emisi dari perjalanan bisnis tahun 2025 berdasarkan penerbangan yang dilakukan oleh karyawan
*****Penyajian kembali

- Under the operational approach, emissions data includes PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office, ITM Samarinda Office, and PT ITM Banpu Power (IBP).
- The types of greenhouse gases calculated in the calculation of greenhouse gas emissions are CO2, CH4, N2O, and HFC.
- Global Warming Potential (GWP) value used refers to IPCC AR5.

*Biogenic emissions in the form of fatty acid methyl ester (FAME) from renewable sources. Biogenic emissions are excluded from total GHG emissions but are included in the table to show potential GHG emissions if hydrocarbons were used. The average FAME concentration used in 2025 is 40%.
**GHG emission not yet calculated
***Volume of coal from own mines sold
****Emissions from business travel in 2025 are only based on flights by employees.
*****Restatement

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Jenisnya [102-5, 102-6, 102-7, 305-1] [CSS-12.1.5]
GHG Emissions from ITM and Business Partners by Type

Uraian Description	Satuan Unit	2025	2024	2023
Emisi GRK Cakupan 1 Scope 1 GHG Emissions				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	203,251	238,663	227,274*
Metana (CH_4) Methane (CH_4)		956,111	833,219*	702,087
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		67,505	91,190	92,859*
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		76	67	15
Jumlah Emisi GRK Cakupan 1 Total GHG Emissions for Scope 1	**Ton CO_2eq**	**1,226,943**	**1,163,139**	**1,022,235**
Emisi GRK Cakupan 2 Scope 2 GHG Emissions				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	32,402	9,113	2,389
Metana (CH_4) Methane (CH_4)		-	-	-
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		-	-	-
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		-	-	-
Jumlah Emisi GRK Cakupan 2 Total GHG Emissions for Scope 2	**Ton CO_2eq**	**32,402**	**9,113**	**2,389**
Emisi GRK Cakupan 3 Scope 3 GHG Emissions				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	37,901,775	35,678,985	32,883,643
Metana (CH_4) Methane (CH_4)		139,261	111,381	121,167
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		559,689	147,580	493,119
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		5,571	-	10,332
Jumlah Emisi GRK Cakupan 1, 2, dan 3 Total GHG Emissions for Scope 1,2, and 3	**Ton CO_2eq**	**39,865,641**	**37,110,199**	**34,532,886**

*Penyajian kembali | *Restatement

Emisi GRK Cakupan 1, 2, dan 3 [102-5, 102-6, 102-7]
Scope 1, 2, and 3 GHG Emissions

Emisi GRK Cakupan 1, 2, dan 3 Scope 1, 2, and 3 GHG emissions	**Tahun dasar** Base year 2019		**2025**		**2024**		**2023**	
	Emisi Emissions ($mtCO_2e$)	**Emisi Biogenik CO_2** Biogenic CO2 Emissions (metric tons)	**Emisi** Emissions ($mtCO_2e$)	**Emisi Biogenik CO_2** Biogenic CO_2 emissions (metric tons)	**Emisi** Emissions ($mtCO_2e$)	**Emisi Biogenik CO_2** Biogenic CO_2 emissions (metric tons)	**Emisi** Emissions ($mtCO_2e$)	**Emisi Biogenik CO_2** Biogenic CO_2 emissions (metric tons)
Emisi GRK Cakupan 1 Scope 1 GHG emissions	1,952,662	226,857	1,144,263	49,532	1,091,155	62,629	968,500	51,298
Emisi GRK Cakupan 2 Scope 2 GHG emissions								
Berbasis lokasi Location-based	2,615	0	32,402	0	9,113	0	2,389	0
Berbasis pasar Market-based	0	0	0	0	0	0	0	0
Emisi GRK Cakupan 3 Scope 3 GHG emissions								
Kategori 3: Aktivitas terkait bahan bakar dan energi (tidak termasuk emisi GRK Cakupan 1 atau Cakupan 2) Category 3: Fuel- and energy-related activities (exclude Scope 1 or Scope 2 GHG emissions)	0	0	896,952	253,671	925,068	219,233	851,192	185,286
Kategori 4: Transportasi dan distribusi hulu Category 4: Upstream transportation and distribution	0	0	0	0	0	0	0	0
Kategori 6: Perjalanan dinas Category 6: Business travel	0	0	842	0	611	0	1,004	0
Kategori 11: Penggunaan produk yang dijual Category 11: Use of sold products	N/A	N/A	37,455,416	0	35,937,945	0	32,470,779	0

Keterangan | Notes:
- Perhitungan emisi dilakukan dengan pendekatan *location-based*, belum menggunakan metode *market-based.*
- ITM belum menghitung emisi cakupan 3 untuk Kategori 1 (Barang dan jasa yang dibeli), Kategori 2 (Barang modal), kategori 4 (Transportasi dan distribusi hulu), Kategori 5 (Limbah yang dihasilkan dari kegiatan operasional), Kategori 7 (Perjalanan karyawan), Kategori 8 (Aset sewaan hulu), Kategori 9 (Transportasi dan distribusi hilir), Kategori 10 (Pengolahan produk yang dijual), Kategori 12 (Perawatan akhir masa pakai produk yang dijual), Kategori 13 (Aset sewaan hilir), Kategori 14 (Waralaba), dan Kategori 15 (Investasi).
- Emissions are calculated using the location-based approach and have not yet applied the market-based method.
- ITM has not calculated Scope 3 emissions for Category 1 (Purchased goods and services), Category 2 (Capital goods), Category 4 (Upstream transportation and distribution), Category 5 (Waste generated from operational activities), Category 7 (Employee travel), Category 8 (Upstream leased assets), Category 9 (Downstream transportation and distribution), Category 10 (Processing of products sold), Category 12 (End-of-life care of sold products), Category 13 (Downstream leased assets), Category 14 (Franchises), and Category 15 (Investments).

Emisi GRK Cakupan 1 dan 2 Berdasarkan Jenis Gas [102-5, 102-6]
Scope 1 and 2 GHG Emissions By Gas

Emisi GRK Cakupan 1 dan 2 berdasarkan jenis gas Scope 1 and 2 GHG emissions by gas		2025		2024		2023	
		Emisi Emissions (metric tons)	Emisi Emissions ($mtCO_2e$)	Emisi Emissions (metric tons)	Emisi Emissions ($mtCO_2e$)	Emisi Emissions (metric tons)	Emisi Emissions ($mtCO_2e$)
Emisi GRK Cakupan 1 Scope 1 GHG emissions	CO_2	203,251	203,251	238,663	238,663	227,274	227,274
	CH_4	31,870	956,111	27,774	833,219	23,403	702,087
	N_2O	255	67,505	344	91,190	350	92,859
	HFCs	0.07	76	0.05	67	0.01	15.31
	PFCs	0	0	0	0	0	0
	SF6	0	0	0	0	0	0
	NF_3	0	0	0	0	0	0
Total emisi GRK Cakupan 1 Total Scope 1 GHG emissions			1,226,943		1,163,139		1,022,235
Emisi GRK Cakupan 2 (pendekatan location-based) Scope 2 GHG emissions (location- based)	CO_2	32,402	32,402	9,113	9,113	2,389	2,389
	CH_4	0	0	0	0	0	0
	N_2O	0	0	0	0	0	0
Total emisi GRK Cakupan 2 (pendekatan location-based) Total Scope 2 GHG emissions (location- based)			32,402		9,113		2,389
Total Emisi GRK Cakupan 1 dan Cakupan 2 Total Scope 1 and 2 GHG emissions	CO_2		1,259,345		1,172,252		1,024,624

Keterangan | Notes:
Perhitungan emisi dilakukan dengan pendekatan *location-based*, belum menggunakan metode *market-based*
Emissions are calculated using the location-based approach and have not yet applied the market-based method.

Target Pengurangan Emisi GRK [102-4]
GHG Emissions Reduction Targets

Cakupan emisi Emission scope	Tahun target Target year	Target emisi Target emissions (%)	Target emisi Target emissions ($mtCO_2e$)	Progres Progress (%)	Progres Progress ($mtCO_2e$)	Tahun dasar Base year	Tahun dasar emisi Base year emissions ($mtCO_2e$)	Cakupan gas Gases covered
Target Cakupan 1 dan 2* Scope 1 and 2 target*	2025	-5	2,073,028	8.92	2,376,820	2019	2,182,134	CO_2, CH_4, N_2O, HFC

*Keterangan | Notes:
- Mencakup emisi kontraktor dan biogenik | Includes contractor and biogenic emissions
- Persentase emisi yang termasuk dalam masing-masing Cakupan: 100% | Percentage of emissions included within each Scope: 100%

Intensitas Emisi GRK [102-8, 305-4][CSS-12.1.8]
GHG Emission Intensity

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Produksi | Total Production	Juta Ton | Million Tons	21.2	19.7	17.2
Pendapatan Bersih | Net Revenue	USD Juta | Million USD	1,881	2,304	2,374
Intensitas Emisi GRK Cakupan 1 & 2 Scope 1 & 2 GHG Emission Intensity	Ton CO_2eq / Ton Produksi Ton CO_2eq / Production Tons	0.06	0.06	0.06
	Ton CO_2eq/ USD	0.0006	0.0005	0.0004
Intensitas Emisi GRK Cakupan 3 Scope 3 GHG Emission Intensity	Ton CO_2eq / Ton Produksi Ton CO_2eq / Production Tons	1.81	1.88	1.93
	Ton CO_2eq/ USD	0.020	0.016	0.014

Pengendalian dan Reduksi Emisi *Ozone Depleting Substances* (ODS) dan Emisi Udara Lainnya

ITM terus memperkuat upaya perlindungan lapisan ozon dan pengendalian perubahan iklim, salah satunya melalui penggunaan refrigeran R410a yang lebih ramah lingkungan dan tidak mengandung *Ozone Depleting Substances* (ODS). Sejak 2023, ITM telah sepenuhnya menghentikan pemakaian HCFC-22 dan memastikan bahwa proses operasional, produk, serta layanan yang disediakan bebas dari bahan perusak ozon. [305-6, 305-7]

ITM melakukan pemantauan dan perhitungan beban emisi udara untuk parameter NOx, SOx, CO, dan partikulat. Perhitungan emisi dari sumber tidak bergerak dilakukan dengan dua pendekatan. Untuk unit yang sudah menjalani pengukuran langsung, perhitungan mengacu pada hasil uji laboratorium. Sementara itu, untuk unit yang belum diukur, beban emisi diestimasi menggunakan data sekunder berupa rata-rata hasil uji laboratorium dari sumber sejenis yang telah diukur sebelumnya. Untuk sumber bergerak, estimasi beban emisi dilakukan dengan menggunakan data sekunder konsentrasi sulfur. Pada 2025, total beban emisi konvensional mencapai 557,72 ton yang merupakan penurunan sebesar 10,49% dibandingkan tahun sebelumnya, yang disebabkan oleh pengalihan sumber listrik dari genset internal ke pembelian listrik PLN. [305-7]

Control and Reduction of Ozone Depleting Substances (ODS) Emissions and Other Emissions

ITM continues to strengthen its efforts to protect the ozone layer and control climate change, including through the use of R410a refrigerant, which is more environmentally friendly and does not contain Ozone-Depleting Substances (ODS). Since 2023, ITM has fully discontinued the use of HCFC-22 and ensures that its operational processes, products, and services are free from ozone-depleting substances. [305-6, 305-7]

ITM monitors and calculates air emission loads for NOx, SOx, CO, and particulate matter. Emissions from stationary sources are calculated using two approaches. For units that have undergone direct measurement, calculations are based on laboratory test results. For units that have not yet been measured, emission loads are estimated using secondary data in the form of average laboratory test results from comparable sources that have previously been measured. For mobile sources, emission load estimates are calculated using secondary data on sulfur concentration. In 2025, total conventional air emission loads amounted to 557.72 tons, representing an increase of 10.49% compared to the previous year, driven by transfer of electricity supply from internal generators to purchased electricity from PLN. [305-7]

Jumlah Beban Emisi Konvensional (Ton)
Total Conventional Emission Loads

Jenis Emisi Emission Type	2025	2024	2023
NOx	420.78	428.09	296.41
SOx	43.49	39.64	27.68
CO	71.68	107.18	54.06
Particulate Matter (PM)	21.77	48.14	46.86
Persistent Organic Pollutants (POP)	N/A	N/A	N/A
Volatile Organic Compounds (VOC)	N/A	N/A	N/A
Hazardous Air Pollutants (HAP)	N/A	N/A	N/A

Keterangan | Notes:
ITM tidak mengungkapkan polutan organik yang persisten (POP) sebagai emisi udara yang signifikan karena tidak relevan dengan karakteristik bisnis Perusahaan. Perhitungan di atas hanya untuk beban emisi dari genset. Saat ini untuk genset dgn kapasitas 150 KVA ke atas yang teridentifikasi dan sudah dihitung beban emisinya.
ITM does not disclose persistent organic pollutants (POPs) as significant air emissions as they are not relevant to the characteristics of the Company's business. The above calculation is only for the emission load from the generators. New approach to conventional emission load calculation, currently for identified generators with a capacity of 150 KVA and above, the emission load is calculated.

ITM juga berupaya untuk mengurangi emisi udara non-GRK penerapan berbagai inisiatif pengendalian emisi. Upaya yang dilakukan untuk mengurangi emisi udara non-GRK meliputi:

1. Uji coba penerapan truk listrik dalam pengangkutan batubara.
2. Penerapan kendaraan listrik untuk operasional harian, termasuk penggunaan kendaraan listrik bagi pimpinan ITM.
3. Pemastian penerapan perawatan kendaraan berkala.

ITM also strives to reduce non-GHG air emissions by implementing various emission control initiatives. Efforts to reduce non-GHG air emissions include:

1. Pilot testing of electric trucks for coal transportation.
2. Deployment of electric vehicles for daily operations, including the use of electric vehicles by ITM's management.
3. Ensuring the implementation of regular vehicle maintenance programs.

Keanekaragaman Hayati dan Rehabilitasi Pascatambang

Biodiversity and Post-mining Rehabilitation

Highlight 2025 | 2025 Highlights

Serah Terima Rehabilitasi DAS seluas
Total area of watershed rehabilitation handover

2,717.84 ha

Akumulasi Penanaman pada Lahan Reklamasi seluas
Area of Accumulated Planting on Reclamation Land

6,259 ha

Penanaman Bibit Mangrove (Jumlah Bibit)
Mangrove Planting (Number of seedlings)

10,000 bibit

Pendekatan Manajemen [3-3][CSS-12.3.1, CSS-12.5.1]
Management Approach

Topik Material: Keanekaragaman Hayati dan Pascatambang
Material Topic: Biodiversity and Post-mining

Kebijakan | Policy

- ITM-P-HSE-9.2-002 Kebijakan Lingkungan | ITM-P-HSE-9.2-002 Environmental Policy
- Manual K3L tentang Pedoman Pengelolaan K3L | HSE Manual on HSE Management Guidelines

Dampak dan Pengelolaan: Impact and Management:

Aktivitas pertambangan, terutama pada fase pembukaan lahan, memiliki potensi menimbulkan perubahan bentang alam yang dapat mengurangi fungsi ekosistem dan menurunkan keanekaragaman hayati. Untuk meminimalkan dampak tersebut, ITM menerapkan mitigasi keanekaragaman hayati berdasarkan hirarki mitigasi, menjalankan berbagai program konservasi, dan melakukan rehabilitasi area terdampak.

Mining activities, particularly during the land clearing phase, have the potential to alter landscape characteristics, which may reduce ecosystem functions and biodiversity levels. To mitigate these impacts, ITM applies biodiversity management measures in accordance with the mitigation hierarchy, implements various conservation programs, and undertakes rehabilitation of affected areas.

Sumber Daya dan Evaluasi: Resources and Evaluation:

ITM melakukan penilaian dan evaluasi keanekaragaman hayati secara berkala serta melaporkan hasil pengelolaannya kepada Kementerian Lingkungan Hidup dan Kehutanan. Penilaian tahun 2025 menunjukkan indeks keanekaragaman hayati berada pada kisaran 0,5 - 2,7. Masukan dari pihak berwenang melalui komunikasi rutin dan FGD dimanfaatkan untuk memperbaiki kebijakan dan prosedur operasional. Sepanjang periode pelaporan, ITM mengelola area reklamasi sesuai dengan persyaratan dokumen lingkungan, dengan Departemen Mine Rehabilitation bertanggung jawab atas pelaksanaan, pemantauan, dan pelaporan program keanekaragaman hayati serta kinerja pascatambang.
ITM conducts periodic biodiversity assessments and evaluations and reports the results of its biodiversity management efforts to the Ministry of Environment and Forestry. The 2025 assessment indicates that the biodiversity index ranged between 0.5 and 2.7. Input from relevant authorities, obtained through regular communications and focused group discussions (FGDs), is incorporated to enhance internal policies and operational procedures. Throughout the reporting period, ITM managed reclamation areas in accordance with the requirements set out in the approved environmental documents. The Mine Rehabilitation Department is responsible for the implementation, monitoring, and reporting of biodiversity programs as well as post-mining performance.

Kebijakan dan Pengelolaan Keanekaragaman Hayati

Kebijakan Menghentikan dan Mengembalikan Keanekaragaman Hayati Hilang [101-1]

Kebijakan keanekaragaman hayati merupakan bagian dari Kebijakan Lingkungan Perusahaan dan diterapkan secara menyeluruh di seluruh entitas ITM, termasuk anak usaha dan mitra kerja.

Penetapan tujuan dan target pengelolaan keanekaragaman hayati didasarkan pada kajian ilmiah yang relevan serta mengacu pada dokumen AMDAL dan rencana penutupan tambangsebagai tahun dasar. Untuk memantau dan mengevaluasi pencapaiannya, ITM menggunakan parameter indeks keanekaragaman hayati atau *Shannon Diversity Index*, yang merefleksikan kesehatan dan keseimbangan ekosistem.

Pengelolaan Dampak Keanekaragaman Hayati [101-2]

Upaya pelestarian dan perlindungan keanekaragaman hayati dilaksanakan berdasarkan kajian dasar dan penilaian risiko biodiversitas, dengan memastikan pemanfaatan lahan dilakukan secara efisien serta mengacu pada penerapan hierarki mitigasi yang mencakup minimalisasi, pemulihan, penyeimbangan, dan tindakan konservasi tambahan.

ITM menerapkan pengendalian emisi, melakukan penyesuaian desain tambang untuk mengurangi gangguan area, serta melaksanakan penyelamatan flora pada lokasi yang akan dibuka sebelum kegiatan *land clearing* dilakukan. Selanjutnya, upaya pemulihan dan rehabilitasi ekosistem terdampak (*restore/rehabilitate*) diwujudkan melalui penyusunan rencana reklamasi dan rancangan teknis reklamasi yang telah dikaji dan disetujui oleh pemerintah. Program ini mencakup penataan lahan, pengendalian erosi dan sedimentasi, serta kegiatan revegetasi. Pelaksanaannya melibatkan masyarakat lokal dalam pengadaan bibit dan kegiatan penanaman, didukung kerja sama dengan universitas setempat untuk mengkaji praktik terbaik reklamasi, serta kolaborasi dengan BRIN dalam pemodelan revegetasi guna meningkatkan keberhasilan pemulihan ekosistem.

ITM juga melaksanakan rehabilitasi daerah aliran sungai untuk mengompensasi dampak penggunaan lahan hutan. Selain itu, tindakan transformatif juga dilakukan melalui pengembangan anggrek hitam, tanaman endemik Kalimantan yang berstatus terancam punah menurut IUCN *Red List*, dengan teknik kultur jaringan sebagai upaya konservasi jangka panjang dan peningkatan keanekaragaman hayati.

Proses kepatuhan terhadap regulasi *access and benefit-sharing* (ABS) tidak relevan bagi ITM, karena sumber daya yang dimanfaatkan berupa komoditas pertambangan dan bukan sumber daya genetik yang dapat diakses masyarakat. Selain itu, akses publik ke area konsesi dibatasi sesuai karakteristik operasional, sehingga tidak terdapat skema pemberian akses maupun pembagian manfaat sebagaimana diatur dalam kerangka ABS. [101-3]

Biodiversity Policy and Management

Policy to Halt and Reverse Biodiversity Loss [101-1]

The biodiversity policy forms part of the Company's Environmental Policy and applies across all ITM entities, including subsidiaries and business partners.

The Company's biodiversity objectives and targets are established based on relevant scientific studies and refer to the Environmental Impact Assessment (AMDAL) documents and the mine closure plan as the base year. To monitor and evaluate progress, the Company applies biodiversity index parameters or the Shannon Diversity Index, which reflects ecosystem health and balance.

Biodiversity Impact Management [101-2]

Biodiversity conservation and protection efforts are implemented based on baseline studies and biodiversity risk assessments, ensuring efficient land use while applying the mitigation hierarchy, covering minimization, restoration, offsetting, and additional conservation measures.

ITM implements emission controls, adjusts mine design to reduce area disturbance, and conducts flora rescue activities prior to land clearing. Ecosystem restoration and rehabilitation are carried out through the preparation of reclamation plans and technical reclamation designs reviewed and approved by the Government. The program includes land contouring, erosion and sedimentation control, and revegetation. Its implementation involves local communities in seedling procurement and planting activities, collaboration with local universities to assess reclamation best practices, and cooperation with the National Research and Innovation Agency (BRIN) to develop revegetation modeling aimed at improving ecosystem recovery outcomes.

ITM conducts watershed rehabilitation to compensate for forest land use impacts. In addition, transformative actions are undertaken through the development of black orchid propagation, an endemic Kalimantan species listed as endangered under the IUCN Red List, using tissue culture techniques to support long term conservation and biodiversity enhancement.

The process of ensuring compliance with access and benefit-sharing (ABS) regulations is not applicable to ITM, as the resources utilized consist of mining commodities rather than genetic resources that can be accessed by the public. In addition, public access to concession areas is restricted in line with operational characteristics, and therefore no access provision or benefit-sharing scheme exists as stipulated under the ABS framework. [101-3]

Rencana Pengelolaan Keanekaragaman Hayati [101-2, 101-4]

Rencana Pengelolaan Keanekaragaman Hayati disusun berdasarkan hasil penilaian dampak yang mengacu pada GRI 101 dan akan terus disempurnakan melalui *dependency and impact assessment* untuk memastikan pengelolaan biodiversitas dilakukan secara komprehensif dan adaptif. Implementasinya selaras dengan upaya penanganan perubahan iklim, antara lain melalui program reklamasi yang berkontribusi pada penyerapan karbon sebagai bagian dari penyeimbangan emisi.

Seluruh site operasional diidentifikasi memiliki potensi dampak signifikan terhadap keanekaragaman hayati karena berlokasi di kawasan hutan dan menggunakan metode pertambangan terbuka. Penilaian risiko mempertimbangkan faktor perubahan iklim, perubahan tata guna lahan dan laut, pemanfaatan sumber daya alam, serta pencemaran. Hasil kajian menunjukkan bahwa perubahan tata guna lahan menjadi faktor dengan dampak paling signifikan. Proses penilaian dilakukan secara internal sebagai bagian dari sistem manajemen lingkungan perusahaan.

Biodiversity Management Plan [101-2, 101-4]

The Biodiversity Management Plan is developed based on impact assessment results in accordance with GRI 101 and will continue to be refined through dependency and impact assessments to ensure comprehensive and adaptive biodiversity management. Its implementation is aligns with climate change mitigation efforts, including reclamation programs that contribute to carbon sequestration as part of emission balancing initiatives.

All operational sites are identified as having potentially significant impacts on biodiversity, as they are located within forest areas and apply open pit mining methods. Risk assessments consider factors such as climate change, land and sea use change, natural resource exploitation, and pollution. The assessment results indicate that land use change represents the most significant impact factor. The evaluation process is conducted internally as part of the Company's environmental management system.



Lokasi Keanekaragaman Hayati Terdampak [101-5, 101-6, 101-7, 101-8]
Location of Impacted Biodiversity Areas

Situs Sites				**Penyebab langsung dari hilangnya keanekaragaman hayati** Direct drivers of biodiversity loss						
				Perubahan penggunaan lahan dan laut Land and sea use change						
				Konversi ekosistem alami Natural ecosystem conversion				Konversi dari satu ekosistem yang telah dimanfaatkan atau dimodifikasi secara intensif ke ekosistem lainnya Conversion from one intensively used or modified ecosystem to another		
Lokasi Location	**Luas (ha)** Size (ha)	**Kegiatan** Activities	Luas ekosistem yang dikonversi (ha) Size of ecosystem converted (ha)	Tanggal batas atau tanggal referensi Cut-off date or reference date	Jenis ekosistem sebelum konversi Ecosystem type before conversion	Jenis ekosistem setelah konversi Ecosystem type after conversion	Luas ekosistem yang dikonversi (ha) Size of ecosystem converted (ha)	Jenis ekosistem sebelum konversi Ecosystem type before conversion	Jenis ekosistem setelah konversi Ecosystem type after conversion
BEK	Kalimantan Timur, Kalimantan Tengah East Kalimantan, Central Kalimantan	17,311	Operasional tambang Mining operation	1,283.31	**31 Desember 2025** December 31, 2025	Hutan tropis–subtropis Tropical–subtropical forests	Area tambang Mining area	-	-	-
EMB	Kalimantan Timur East Kalimantan	2,973		-		-		1,283.31	Ekosistem dengan penggunaan lahan intensif Intensive land-use ecosystems	Area tambang Mining area
GPK	Kalimantan Timur East Kalimantan	5,060		1,283.31		Hutan tropis–subtropis Tropical–subtropical forests		-	-	-
IMM	Kalimantan Timur East Kalimantan	24,121		1,283.31		Hutan tropis–subtropis Tropical–subtropical forests		-	-	-
JBG	Kalimantan Selatan South Kalimantan	4,883		1,283.31		Hutan tanaman Plantation forests		-	-	-
NPR	Kalimantan Tengah Central Kalimantan	4,291		1,283.31		Hutan tropis–subtropis Tropical–subtropical forests		-	-	-
TCM	Kalimantan Timur East Kalimantan	22,573		1,283.31		Hutan tropis–subtropis Tropical–subtropical forests		-	-	-
TIS	Kalimantan Timur East Kalimantan	2,065		1,283.31		Hutan tropis–subtropis Tropical–subtropical forests		-	-	-

Perlindungan Keanekaragaman Hayati

ITM memprioritaskan pengelolaan dan mitigasi dampak penambangan terhadap ekosistem dan keanekaragaman hayati. Pembukaan lahan dan reklamasi dilaksanakan sesuai dokumen AMDAL, dengan target mencapai No Net Loss pada akhir penutupan tambang.

Sebagai bagian dari inisiatif reklamasi, PT Indominco Mandiri mengembangkan proyek Arboretum 30 Gemilang dan Arboretum Kanahuang. Kawasan arboretum ini tidak hanya berfungsi sebagai area restorasi ekologis pascatambang, tetapi

Biodiversity Protection

ITM prioritizes the management and mitigation of mining impacts on ecosystems and biodiversity. Land clearing and reclamation are carried out in accordance with the AMDAL document, with a target of achieving No Net Loss by the end of mine closure.

As part of its reclamation initiatives, PT Indominco Mandiri has developed the Arboretum 30 Gemilang and Arboretum Kanahuang projects. These arboretum areas function not only as post-mining ecological restoration sites but also as

juga sebagai kawasan konservasi keanekaragaman hayati yang dirancang untuk memberikan nilai lingkungan dan sosial jangka panjang. Proyek ini mendukung penelitian ilmiah, pendidikan lingkungan, pengembangan pariwisata, serta kegiatan rekreasi berbasis masyarakat, sehingga mengintegrasikan pemulihan ekologis dengan manfaat sosial-ekonomi.

biodiversity conservation areas designed to provide long-term environmental and social value. The projects support scientific research, environmental education, tourism development, and community-based recreational activities, thereby integrating ecological restoration with socio-economic benefits.

Beberapa Upaya Pengelolaan Lahan Terganggu [101-6, 101-7][CSS-12.5.3]
Some Disturbed Land Management Efforts

Aktivitas Tambang Mine Activities	Pembukaan Lahan Land Clearing	Penggalian Batuan Penutup Excavation of Overburden
Risiko dan Dampak Lingkungan Environmental Risk and Impact	**Peningkatan laju erosi, peningkatan sedimentasi, dan penurunan tingkat kesuburan tanah.** Increased erosion rate, Increased sedimentation and decreased soil fertility.	**Perubahan bentang alam, peningkatan laju erosi, dan peningkatan sedimentasi.** Changes in landscape, increased erosion rates and increased sedimentation.
Mitigasi Mitigation	1. Penempatan tanah pucuk pada tempat yang aman dari erosi. 2. Penanaman tanaman penutup (*cover crop*) untuk mengendalikan penggerusan tanah pucuk akibat air larian dan menjaga kesuburan tanah. 3. Sempadan sungai yang merupakan Sub-sub DAS sebagai kawasan konservasi. 4. Penerapan metode penambangan gali timbun ke belakang atau *in pit dump*. 1. Placement of topsoil stock in a safe place from erosion. 2. Plant cover crops to control the drift of topsoil by runoff and maintain soil fertility. 3. Riparian zones which are the Sub-sub watershed become a conservation area. 4. Apply a mining method of backfilling or in pit dump.	1. Pelaksanaan reklamasi dengan memperhatikan aspek keamanan dan kestabilan timbunan serta revegetasi lahan sesuai dengan rencana reklamasi. 2. Penyiraman jalan pada tapak tambang, jalan angkut, lokasi pengoperasian fasilitas, sarana dan prasarana tambang. 3. Penerapan aturan kecepatan rendah khususnya untuk kendaraan angkut batubara (maksimum 40 km/jam). 4. Implementasi reklamasi dan revegetasi lahan sesuai dengan rencana. 1. Carry out reclamation by considering the security and stability aspects of embankment and land revegetation in accordance with the reclamation plan. 2. Watering the road on the mine site, hauling road, operating location of facilities, mining facilities and infrastructure. 3. Applying low speed rules especially for coal hauling vehicles (maximum 40 km/hour). 4. Implementation of land reclamation and revegetation according to plan.

Beberapa Dampak Lahan Terganggu Terhadap Keanekaragaman Hayati [101-6, 101-7][CSS-12.5.3]
Several Impacts of Disturbed Land on Biodiversity

Jenis Species	**Status IUCN** IUCN Status	**Dampak** Impact	**Jangkauan Wilayah** Extent of areas impacted	**Durasi Dampak** Duration of Impacts	**Reversibilitas** Reversibility
Famili *Dipterocarpaceae* Family Dipterocarpaceae	**Terancam Punah (EN)** Endangered (EN)	**Berkurangnya individu *famili Dipterocarpaceae* akibat konversi lahan hutan menjadi pertambangan** Declining number of individuals of *Dipterocarpaceae* family due to conversion of forest land to mining	**Pada wilayah pembukaan lahan** In the land clearing area	**Selama kegiatan penambangan berlangsung sampai kegiatan reklamasi dilakukan** During mining activities until reclamation activities are carried out	**Dapat dipulihkan sampai dengan kegiatan penanaman kembali individu-individu spesies dari famili tersebut** Can be restored up to replanting species individuals of the family
Orang Utan dan Beruang Madu Orang Utan and Sun Bear	**Terancam Punah (CE) dan Rentan (VU)** Critically Endangered (CE) dan Vulnerable (VU)	**Berkurangnya habitat dan sumber pakan akibat konversi lahan hutan menjadi pertambangan** Reduced habitat and food sources due to conversion of forest land to mining	**Pada wilayah pembukaan lahan** In the land clearing area	**Selama kegiatan penambangan berlangsung sampai kegiatan reklamasi dilakukan** During mining activities until reclamation activities are carried out	**Dapat dipulihkan sampai dengan kegiatan penanaman kembali jenis-jenis pohon yang dapat mengembalikan habitat dan sebagai sumber pakan untuk kedua spesies tersebut** Can be restored through replanting of tree species that can restore habitat and provide food sources for both species

Untuk setiap lokasi operasional, perusahaan telah memperoleh Izin Pinjam Pakai Kawasan Hutan (IPPKH) dari Kementerian Lingkungan Hidup dan Kehutanan, yang memastikan bahwa seluruh kegiatan dilakukan di lahan berizin dan sesuai peruntukannya sebagaimana tercantum dalam Lampiran. ITM juga tidak memiliki, menyewa, ataupun mengelola lahan di bawah tanah maupun di bawah permukaan. [101-5][CSS-12.5.2]

For each operational site, the Company has obtained a Forest Area Borrow-to-Use Permit (IPPKH) from the Ministry of Environment and Forestry, ensuring that all activities are conducted on permitted land and in accordance with their designated land-use classifications, as detailed in the Appendix. ITM does not own, lease, or manage land located underground or below the surface. [101-5][CSS-12.5.2]

Area konservasi di BEK
Conservation area in BEK

26.29 ha

Area konservasi di JBG (hutan galam)
Conservation area in JBG (galam forest area)

99.46 ha

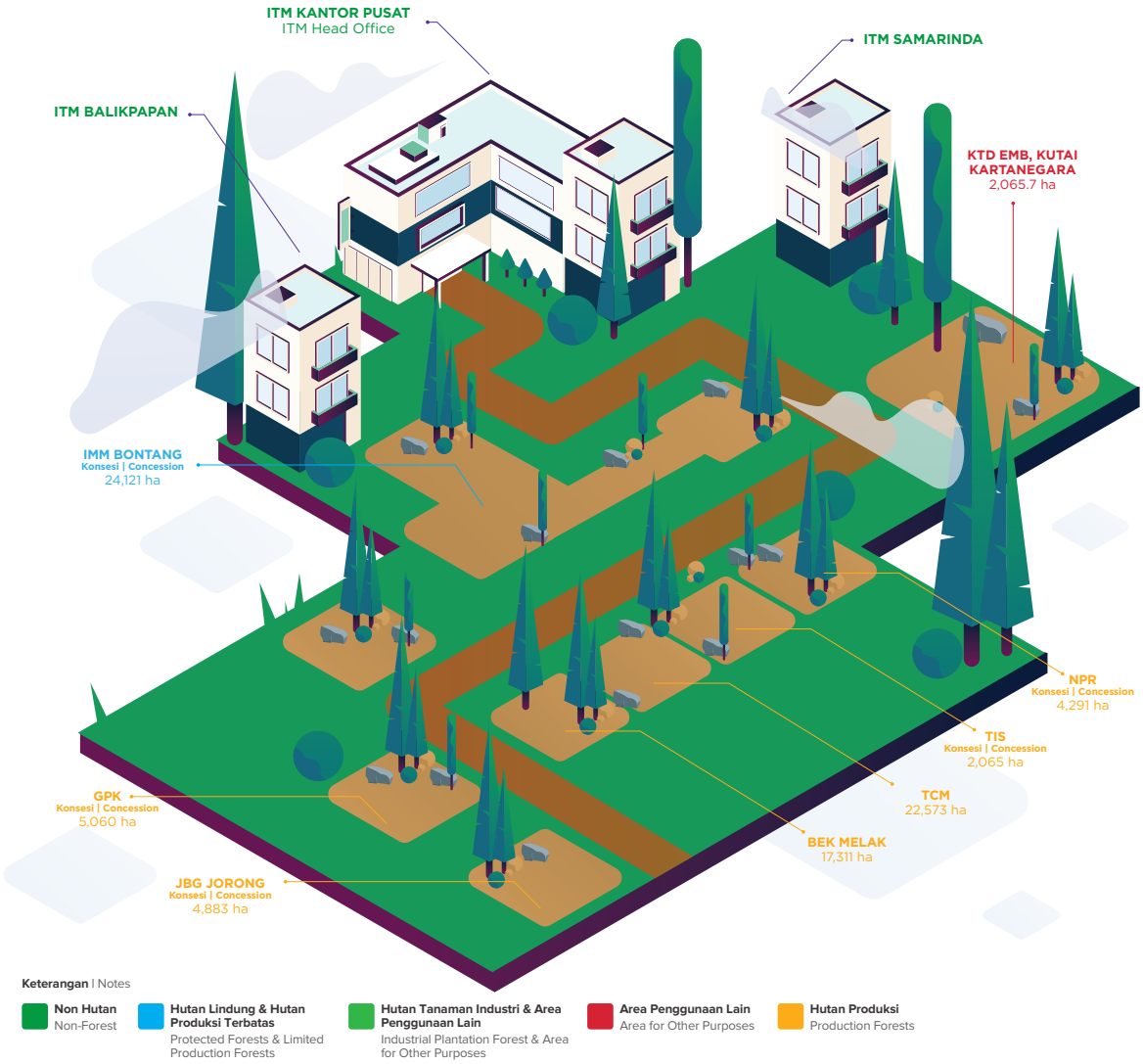
Luas konsesi IMM yang berupa hutan lindung 4.322,11 ha atau 17,92% dari total 24.121 ha
IMM concession area in the form of protected forest 4,322.11 ha or 17.92% of the total 24,121 ha

Persentase kawasan hutan lindung dibandingkan dengan keseluruhan total luas konsesi pertambangan 5,04%
Percentage of protected forest areas to the total area of mining concessions 5.04%

Selama 2025, ITM melaksanakan pengukuran cadangan karbon pada tegakan hutan arboretum yang berlokasi di Arboretum 30 Gemilang dan Arboretum Kanahuang. Pengukuran tersebut menghasilkan estimasi cadangan karbon sebesar 523,07 ton CO_2eq/ha. Dalam upaya meningkatkan keanekaragaman hayati, ITM juga menjalankan program adopsi pohon di IMM dan EMB, yang melibatkan berbagai pemangku kepentingan mulai dari pemerintah dan tokoh masyarakat hingga akademisi dan karyawan. Sepanjang 2025, jumlah pohon yang ditanam melalui program ini mencapai 160 pohon. [101-2][CSS-12.5.4]

During 2025, ITM conducted carbon stock measurements on forest stands within the arboretums located at Arboretum 30 Gemilang and Arboretum Kanahuang. These measurements resulted in an estimated carbon stock of 523.07 tons CO_2eq per hectare. To enhance biodiversity, ITM also implemented a tree adoption program at IMM and EMB, involving various stakeholders, including government representatives, community leaders, academics, and employees. Throughout 2025, a total of 160 trees were planted under this program. [101-2][CSS-12.5.4]

Wilayah Operasi yang Berada atau Berdekatan dengan Kawasan Dilindungi dan Area Konservasi [101-5] [CSS-12.5.2]
Operating Sites Located in or Adjacent to Protected Areas and Conservation Areas



Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [101-5, 101-2][CSS-12.5.4]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operating Area	**Wilayah Dilindungi dan Luasan** Total Protected Land Area	**Posisi Wilayah Operasi terhadap Wilayah Dilindungi dan Jenis Operasi** Position of Operation Area to Protected Area and Type of Operation	**Kegiatan 2025** 2025 Activities	**Nilai Keanekaragaman Hayati** Biodiversity Value
IMM Bontang	Hutan lindung. Luas 4.322,11 ha Protected forest. Area 4,322.11 ha Arboretum 30 Gemilang: 65 ha Arboretum Kanahuang: 5 ha	Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi. There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	1. Melakukan pengambilan cabutan anakan alam untuk jenis Bayur dan Laban sebanyak 34,944 bibit. 2. Melakukan budidaya melon premium dan sudah sampai tahap pemanenan di tahun 2025 dengan kualitas Tingkat kemanisan tinggi (brix 12). 3. Konservasi anggrek hitam dengan kultur jaringan sebanyak 26 tanaman. 4. *Good Mining Practice Tour* di sepanjang 2025 diintegrasikan dengan program adopsi pohon. 5. Program pengoleksian biji tanaman buah lokal dari karyawan yang dikembangkan di persemaian dan penanaman bibitnya di area revegetasi. 1. Collected naturally regenerated seedlings of Bayur and Laban species, totaling 34,944 seedlings. 2. Cultivated premium melon, reaching the harvesting stage in 2025 with high sweetness quality (brix level of 12). 3. Conserved black orchids through tissue culture, totaling 26 plants. 4. Conducted Good Mining Practice Tours throughout 2025, integrated with a tree adoption program. 5. Implemented a local fruit seed collection program involving employees, with seeds developed in nurseries and seedlings planted in revegetation areas.	3.62
BEK Melak	Area konservasi pada hutan produksi. Luas 24,44 ha. Conservation area in production forest. Area 24.44 ha.	Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi. There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	Pembangunan Arboretum HIMBA TAKA dengan luas 26,29 ha. Tahapan pembangunan arboretum yang dilaksanakan antara lain: Tahap I: - Pembuatan jalur akses arboretum - Pemasangan kamera trap untuk pemantauan kawasan - Pemantauan arboretum selama beberapa bulan - Observasi burung - Observasi satwa liar lainnya Tahap II: - Pembuatan plot vegetasi - Identifikasi pohon - Pemasangan label pohon - Pengambilan kamera trap yang telah dipasang sebelumnya - Identifikasi pohon dan tanaman bawah Tahap III: - Penyiapan material - Distribusi material di dalam Kawasan Konservasi Multifungsi (KKMF) - Pembangunan shelter - Pemasangan plang informasi - Penataan jalur arboretum Development of the HIMBA TAKA Arboretum covering an area of 26.29 ha, implemented through the following stages: Phase I: - Construction of arboretum access trails. - Installation of camera traps for area monitoring. - Arboretum monitoring over several months. - Bird observation. - Observation of other wildlife. Phase II: - Establishment of vegetation plots. - Tree identification. - Installation of tree labels. - Retrieval of previously installed camera traps. - Identification of trees and understory vegetation. Phase III: - Preparation of materials. - Distribution of materials within the Multifunctional Conservation Area (KKMF). - Construction of shelters. - Installation of information boards. - Arrangement of arboretum pathways.	3.57

Wilayah Operasi Operating Area	**Wilayah Dilindungi dan Luasan** Total Protected Land Area	**Posisi Wilayah Operasi terhadap Wilayah Dilindungi dan Jenis Operasi** Position of Operation Area to Protected Area and Type of Operation	**Kegiatan 2025** 2025 Activities	**Nilai Keanekaragaman Hayati** Biodiversity Value
JBG Jorong	Area konservasi ekowisata Hutan Galam. Luas 99,46 ha Ecotourism conservation area Galam Forest. Area 99.46 Ha.	**Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi.** There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	**1. Perbanyakan bibit Shorea balangeran dengan teknik cabutan anakan alam pada Hutan Galam sebanyak 10,000 batang.** **2. Kunjungan Dinas Kehutanan Provinsi Kalimantan Selatan dalam rangka "Identifikasi Kawasan Berpotensi untuk dijadikan Kawasan Ekosistem Esensial" pada Hutan Galam dan sekitarnya.** **3. Pemberian bantuan kotak lebah sebanyak 37 kotak untuk peternak lebah desa Asri Mulya Trans 500 Kecamatan Jorong. Kotak lebah ditempat di area Reklamasi UC 2014 sampai 2018.** 1. Propagation of Shorea balangeran seedlings using natural regeneration extraction techniques in Galam Forest, totaling 10,000 seedlings. 2. Visit by the South Kalimantan Provincial Forestry Agency for the purpose of "Identification of Areas with Potential to Be Designated as Essential Ecosystem Areas" in Galam Forest and surrounding areas. 3. Provision of 37 beehive boxes to beekeepers in Asri Mulya Trans 500 Village, Jorong Subdistrict. The beehive boxes were placed in the UC reclamation area from 2014 to 2018.	0.5 – 2.2
KTD Embalut	Hutan Pendidikan. Luas 80 ha Education Forest. Area 80 ha	**Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi.** There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	**A. Pengayaan dan Perawatan Tanaman Lokal di Area Hutan Pendidikan** **- Melaksanakan kegiatan penyulaman pohon buah lokal di area kebun buah lokal sebanyak 335 pohon, meliputi jenis kalangkala, ramania, mundar, ihau, asam putar, matoa, kuini, dan durian.** **- Melaksanakan kegiatan penyulaman pohon lokal di area hutan pendidikan sebanyak 2,940 pohon, meliputi jenis ulin, meranti, blangeran, kapur, bungur, medang, nyatoh, gaharu, sungkai, dan jenis lokal lainnya.** **- Melaksanakan perawatan rutin Hutan Pendidikan seluas 80 ha.** **- Melaksanakan monitoring dan evaluasi kondisi vegetasi di kawasan Hutan Pendidikan.** **- Melaksanakan program perawatan rutin (penyulaman) bersama di kawasan Hutan Pendidikan** **B. Penyediaan dan Pemeliharaan Infrastruktur Pendukung** **- Melaksanakan perawatan jalan dan akses menuju kawasan Hutan Pendidikan.** **- Melaksanakan pembuatan dan pemasangan papan informasi kawasan Hutan Pendidikan.** A. Enrichment and Maintenance of Local Vegetation in the Educational Forest Area - Conducted enrichment planting of 335 local fruit trees in the local fruit garden area, including kalangkala, ramania, mundar, ihau, asam putar, matoa, kuini, and durian. - Conducted enrichment planting of 2,940 local tree species in the Educational Forest area, including ulin, meranti, balangeran, kapur, bungur, medang, nyatoh, gaharu, sungkai, and other local species. - Performed routine maintenance of the 80-hectare Educational Forest. - Conducted monitoring and evaluation of vegetation conditions in the Educational Forest area. - Implemented joint routine maintenance (enrichment) programs in the Educational Forest area. B. Provision and Maintenance of Supporting Infrastructure - Maintained roads and access routes to the Educational Forest area. - Constructed and installed information boards within the Educational Forest area.	2.59

ITM menjalin kolaborasi dengan Badan Riset dan Inovasi Nasional (BRIN) dalam pelaksanaan Studi Diversitas Tumbuhan Buah Lokal Kalimantan sebagai strategi pelestarian berkelanjutan di kawasan hutan konsesi PT BEK dan wilayah sekitarnya yang telah dimulai pada akhir 2022 hingga tengah tahun 2025. Hasil penelitian ini telah menghasilkan Buku Diversitas Buah Lokal Kalimantan yang akan dipublikasikan di tahun mendatang. [101-2]

Kegiatan Reklamasi dan Pascatambang

ITM melaksanakan reklamasi agar fungsi dan manfaat lahan dapat kembali meningkat. Pada 2025, kegiatan reklamasi mencakup luas 475,82 ha, atau 1,08% lebih dari target 470,74 ha. Secara kumulatif, total area yang telah direklamasi mencapai 16.915 ha, sementara 1.283 ha telah dibuka untuk operasi penambangan, sehingga hingga akhir 2025 terdapat 31.062 ha lahan yang digunakan untuk kegiatan pertambangan. [101-2]

Dalam pengelolaan lahan terganggu, ITM juga melakukan revegetasi dengan menanam 766.144 batang pohon, termasuk jenis lokal dan tanaman bernilai ekonomi. Selain itu, perusahaan menimbun material pada area void sehingga mengurangi luas void sebesar 222,4 ha atau 94%. Area bekas tambang yang telah tertutup kemudian direvegetasi untuk pemulihan lanjutan.

ITM collaborates with the National Research and Innovation Agency (BRIN) in conducting the Study on the Diversity of Local Fruit Plant Species in Kalimantan as a sustainable conservation strategy within the forest concession area of PT BEK and its surrounding areas. The study was conducted from late 2022 through mid-2025. The results of this research have been compiled into the Book of Kalimantan Local Fruit Diversity, which is scheduled for publication in the coming year. [101-2]

Mine Closure and Reclamation Activities

ITM is carrying out reclamation to restore the function and benefits of the land. In 2025, reclamation activities covered an area of 475.82 ha, which was 1.08% more than the target of 470.74 ha. Cumulatively, the total area that has been reclaimed reached 16,915 hectares, while 1,283 hectares have been opened for mining operations, thus there was a total of 31,062 hectares of land used for mining activities by the end of 2025. [101-2]

In managing disturbed land, ITM also conducted revegetation by planting 766,144 trees, including local species and economically valuable plants. In addition, the Company backfilled material into void areas, reducing the total void area by 222.4 hectares, or 94%. Post-mining areas that had been backfilled were subsequently revegetated to support further ecological recovery.

Realisasi Kegiatan Reklamasi di Lokasi Tambang [101-2][CSS-12.5.4]
Realization of Reclamation and Revegetation at Mine Sites

Parameter	Unit	Akumulasi	2025	2024	2023
Lahan Terganggu | Disturbed Area	ha	31,062	1,283.31	863.75	691.07
Lahan Reklamasi | Reclamation Area		16,907	475.82	551.28	630.40
Lahan Revegetasi | Revegetation Area		6,259	468.16	501.58	420.47
Jumlah Pohon | Number of Trees	**Pohon** | Trees	**3,253,705**	**766,144**	**625,806**	**546,485**

ITM secara rutin memperbarui rencana penutupan tambang untuk memastikan kesesuaian dengan perkembangan teknis dan regulasi. ITM juga memastikan tersedianya pendanaan yang memadai untuk mendukung seluruh proses penutupan dan rehabilitasi secara berkelanjutan. Rencana pascatambang telah diterapkan di 100% wilayah operasional ITM. Sepanjang 2025, reklamasi pascatambang berhasil diselesaikan di PT Kitadin Site Embalut. Sampai akhir periode pelaporan, pengeluaran untuk kegiatan pascatambang tercatat sebesar Rp55,9 miliar. [CSS-12.3.4, CSS-12.3.5]

Pengelolaan Transisi Sosial Menuju Fase Pascatambang

ITM terus memastikan bahwa keberadaan dan penutupan tambang tidak menimbulkan ketergantungan jangka panjang bagi masyarakat. Pada 2025, ITM memperkuat kesiapan menuju fase pasca-tambang melalui penyusunan studi baseline sosial dan pengkinian rencana penutupan tambang yang telah mulai disiapkan sejak tahap awal pengembangan.

ITM regularly updates its mine closure plan to ensure alignment with technical developments and regulatory requirements. ITM also ensures the availability of adequate funding to support the entire mine closure and rehabilitation process sustainably. Post-mining plans have been implemented across 100% of ITM's operational areas. Throughout 2025, post-mining reclamation was successfully completed at PT Kitadin Embalut Site. As of the end of the reporting period, expenditures related to post-mining activities amounted to Rp55.9 billion. [CSS-12.3.4, CSS-12.3.5]

Managing Social Transition Toward the Post-Mining Phase

ITM ensures that its presence and mine closure do not create long-term dependency within local communities. In 2025, ITM strengthened its readiness for the post-mining phase through the preparation of a social baseline study and updating its mine closure plan, which has been developed since the early stages of development.

Selama masa operasi, ITM menjalankan berbagai program pengembangan kapasitas masyarakat serta berkolaborasi dengan inisiatif diversifikasi ekonomi lokal untuk mendorong kemandirian masyarakat.

Perencanaan Penutupan Tambang

ITM memastikan bahwa perencanaan penutupan tambang disusun sejak tahap studi kelayakan, dengan menyertakan *mine closure plan* yang mencakup aspek teknis, lingkungan, dan sosial-ekonomi. Rencana ini ditinjau dan diperbarui secara berkala bersama pemangku kepentingan lokal setiap kali terjadi perubahan izin, ekspansi, atau sesuai dengan pembaruan AMDAL terbaru yang berlaku.

Rencana penutupan dilengkapi dengan target kinerja terukur yang mencakup desain tambang, hubungan ketenagakerjaan, pengembangan sosial-ekonomi, rehabilitasi, penataan lanskap pasca-tambang, pemanfaatan lahan pasca-operasi, dan konservasi keanekaragaman hayati. ITM juga melakukan *review* rutin atas estimasi biaya penutupan, serta meninjau liabilitas jangka panjang setiap tahun.

Perlindungan Keanekaragaman Hayati di Luar Lokasi Tambang

Rehabilitasi Daerah Aliran Sungai (DAS)

Rehabilitasi DAS di luar area tambang ITM dilaksanakan pada lokasi-lokasi yang ditetapkan pemerintah, dengan kewajiban penanaman di empat provinsi: Kalimantan Timur, Kalimantan Selatan, DI Yogyakarta, dan Jawa Tengah. Kegiatan ini mengikuti Keputusan Menhut No. 2628/Menhut-V/RHL/2012 tanggal 14 Mei 2012 dan Keputusan MenLHK No. SK.8671/MenLHK-PDASHL/KTA/ DAS.1/12/218 tanggal 18 Desember 2018. ITM memperoleh penetapan lokasi rehabilitasi seluas 51.093,94 ha sebagai bagian dari kewajiban pemegang Persetujuan Penggunaan Kawasan Hutan. Pelaksanaannya berlangsung selama tiga tahun, mencakup tahap penanaman (P0), pemeliharaan tahun berjalan, pemeliharaan pertama di tahun kedua, pemeliharaan kedua di tahun ketiga, dan penilaian akhir sebelum hasil diserahkan kepada pengelola kawasan.

Hingga akhir 2025, ITM telah menyerahkan hasil penanaman rehabilitasi DAS seluas 27.601,74 ha kepada pemerintah. Pemilihan jenis tanaman diprioritaskan pada spesies lokal, endemik, dan *Multi-Purpose Tree Species* (MPTS) untuk mendukung fungsi kawasan hutan di masa mendatang. Pelaksanaan program ini juga melibatkan 37 kontraktor lokal sebagai bentuk dukungan terhadap perekonomian daerah. [101-2]

During the operational phase, ITM implemented various community capacity-building programs and collaborated with local economic diversification initiatives to promote community self-reliance.

Mine Closure Planning

ITM ensures that mine closure planning is initiated at the feasibility study stage through the development of a mine closure plan covering technical, environmental, and socio-economic aspects. The plan is reviewed and updated periodically in consultation with local stakeholders whenever there are changes in permits, expansions, or in accordance with the latest applicable AMDAL update.

The mine closure plan includes measurable performance targets covering mine design, labor relations, socio-economic development, rehabilitation, post-mining landform and landscape management, post-operation land use, and biodiversity conservation. ITM also conducts regular reviews of closure cost estimates and annually assesses long-term liabilities.

Protection of Biodiversity Outside the Mine Site

Watershed Rehabilitation

Watershed rehabilitation outside ITM's mining areas is implemented at government-designated locations, with planting obligations across four provinces: East Kalimantan, South Kalimantan, the Special Region of Yogyakarta, and Central Java. These activities comply with the Minister of Forestry Decree No. 2628/Menhut-V/RHL/2012 dated May 14, 2012, and the Minister of Environment and Forestry Decree No. SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/2018 dated December 18, 2018. ITM has been allocated a total watershed rehabilitation area of 51,093.94 hectares as part of the obligations associated with Forest Area Use Approval (Persetujuan Penggunaan Kawasan Hutan). The implementation takes place over three years, covering the planting stage (P0), current year maintenance, maintenance I in the second year, maintenance II in the third year, and a final assessment before the results are submitted to the area manager.

As of the end of 2025, ITM has handed over 27,601.74 ha of watershed rehabilitation planting results to the government. Plant species selection prioritizes local and endemic species, as well as Multi-Purpose Tree Species (MPTS), to support the long-term ecological function of forest areas. The implementation of this program also involved 37 local contractors as part of ITM's support for regional economic development. [101-2]

Realisasi Kegiatan Rehabilitasi DAS (ha)
Realization of Watershed Rehabilitation Activities (ha)

Kinerja Rehabilitasi DAS Watershed Rehabilitation Performance	Akumulasi Accumulation
Kewajiban Penanaman DAS hingga 2026 | Watershed Planting Obligation until 2026	48,457.45
Penanaman (P0) | Planting (P0)	47,594.53
Pemeliharaan Tahun Pertama (P1) | First year maintenance (P1)	42,434.85
Pemeliharaan Tahun Kedua (P2) | Second year maintenance (P2)	39,304.65
Lahan DAS yang Telah Diserahterimakan | Watershed land that has been handed over	27,601.74

Pelestarian Daerah Pesisir

Upaya pelestarian pesisir dilakukan ITM melalui anak usaha IMM di Kecamatan Bontang Lestari, Kota Bontang, serta Kecamatan Marang Kayu, Kabupaten Kutai Kartanegara. Kegiatan yang dijalankan meliputi penanaman mangrove dan transplantasi terumbu karang untuk mengatasi abrasi tinggi dan kondisi pulau karang yang tenggelam saat pasang. Program ini melibatkan masyarakat melalui budidaya biota laut dan pelatihan pengelolaan mangrove sesuai regulasi, guna meningkatkan keberhasilan penanaman.

Coastal Area Conservation

Coastal conservation efforts are undertaken by ITM through its subsidiary, IMM, in Bontang Lestari District, Bontang City, and Marang Kayu District, Kutai Kartanegara Regency. The activities include mangrove planting and coral reef transplantation to address severe coastal erosion and the submergence of coral islands during high tides. The program involves local communities through marine biota cultivation and training on mangrove management in accordance with applicable regulations, aimed at improving planting success.

Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Results of the Coastal Conservation Area	2025	2024	2023	Akumulasi Accumulation
Penanaman Bibit Mangrove (Jumlah Bibit) Mangrove Planting (Number of seedlings)	10,000	20,000	50,000	120,000
Luas Area Penanaman Mangrove (ha) Mangrove Planting Area (ha)	1	2	5	12
Transplantasi Terumbu Karang (Unit Kubah Beton) Coral Reef Transplantation (Concrete Dome Unit)	0	0	800	1,440
Tingkat Kerapatan Terumbu Karang Coral Reef Density Level	0	0	75%	0%

Keterangan \| Notes:
Akumulasi realisasi kegiatan sejak tahun 2010
Accumulated realization of coastal conservation area activities carried out since 2010

Nilai Keanekaragaman Plankton di Daerah Pesisir
Plankton Diversity Index (H') in Coastal Areas

Uraian Description	2025				2024				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Individual Amount per Liter	N/A	24	N/A	40	N/A	108	N/A	4	N/A	14	N/A	19,375
Indeks Keanekaragaman Hayati (H') Diversity Index	N/A	0.64	N/A	0.61	N/A	2.07	N/A	0	N/A	2.41	N/A	2.32

Nilai Keanekaragaman Benthos di Daerah Pesisir
Benthos Diversity Index (H') in Coastal Areas

Uraian Description	2025				2024				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Individual Amount per Liter	N/A	407 (Ind/m^2)	N/A	592 (Ind/m^2)	N/A	740	N/A	740	N/A	4	N/A	286
Indeks Keanekaragaman Hayati (H') Diversity Index	N/A	1.49	N/A	1.42	N/A	1.68	N/A	0	N/A	1.95	N/A	1.95

Penilaian Risiko Kenanekaragaman Hayati

ITM melakukan penilaian risiko keanekaragaman hayati melalui penyusunan matriks *dependency and impact assessment* dengan pendekatan spesifik lokasi, sehingga setiap *site* melaporkan risiko dan dampaknya secara kontekstual. Penilaian risiko dilakukan mencakup seluruh operasional Perusahaan.

Dalam penilaian tersebut, ITM mempertimbangkan risiko terkait ketergantungan terhadap layanan ekosistem, antara lain ketersediaan air, regulasi iklim, pengaturan dan pemurnian air, serta perlindungan terhadap banjir dan badai.

Hasil penilaian menunjukkan potensi perubahan atau degradasi lahan dan perairan yang signifikan dengan konsekuensi penting terhadap biodiversitas, meskipun masih terdapat peluang pemulihan melalui pengelolaan tambahan dan investasi yang memadai.

Biodiversity Risk Assessment

ITM conducts biodiversity risk assessments through the development of a dependency and impact assessment matrix using a site specific approach, whereby each site contextually reports risks and impacts in a contextual manner. The risk assessment covers all Company operations.

In the assessment, ITM considers dependency related risks on ecosystem services, including water supply, climate regulation, water regulation and purification, and protection against floods and storms.

The results indicate the potential for significant land and water degradation with material consequences for biodiversity, although recovery remains possible through management measures and adequate investment.



Pengelolaan Air dan Efluen

Water and Effluent Management

Highlight 2025 | 2025 Highlights

Intensitas Penggunaan Air | Intensity of Water Use

0.00019 ML/Ton | ML/Tons

Pendekatan Manajemen [3-3][CSS-12.7.1]
Management Approach

Topik Material: Pengelolaan Air dan Efluen
Material Topic: Water and Effluent Management

Kebijakan | Policy
- Prosedur No. ITM-P-HSE-9.2-002 Kebijakan Lingkungan
- Procedure No. ITM-P-HSE-9.2-002 Environmental Policy

Strategi | Strategy
- Kepatuhan terhadap baku mutu kualitas air limbah
- Konservasi air melalui pencegahan atas kehilangan air dan daur ulang air
- Compliance with quality standards for waste water quality
- Water conservation through prevention of water loss and water recycling

Dampak dan Pengelolaan | Impact and Management

ITM menyadari potensi risiko dari pembuangan air limbah tambang, seperti pengasaman dan pencemaran logam berat. Karena itu, perusahaan memastikan seluruh air yang dilepas ke lingkungan telah melalui proses pengolahan sesuai standar dan ketentuan yang berlaku.
ITM acknowledges the potential risks associated with the discharge of mine wastewater, such as acidification and heavy metal contamination. Accordingly, the Company ensures that all water released into the environment has undergone treatment in compliance with applicable standards and regulations.

Sumber Daya dan Evaluasi | Resources and Evaluation

Pengelolaan air berada di bawah tanggung jawab Departemen Operation, sementara pemantauan efluen dilakukan oleh Departemen HSE. Aspek pengawasan berada pada Direktur Operasional serta Direktur Lingkungan, Sosial, dan Tata Kelola (LST), yang mengelola isu dan risiko terkait kelangkaan air. Evaluasi dilakukan setiap tahun melalui pelaporan berkala kepada otoritas, dan masukan dari proses tersebut, termasuk hasil diskusi kelompok terfokus (FGD), digunakan untuk memperbaiki kebijakan dan prosedur pengelolaan air. ITM juga menetapkan target tahunan rasio konsumsi air sebesar 0,00209 ML/Ton FC, dengan mempertimbangkan kebutuhan masyarakat dan peraturan yang berlaku, terutama di wilayah operasi yang berdekatan dengan area bertekanan air. [303-1]
Water management is the responsibility of the Operations Department, while effluent monitoring is carried out by the HSE Department. Oversight is provided by the Director of Operations and the Director of Environmental, Social, and Governance (ESG), who manage issues and risks related to water scarcity. Evaluations are conducted annually through periodic reporting to authorities, and input from this process, including the results of focus group discussions (FGDs), is used to improve water management policies and procedures. ITM also sets an annual water consumption ratio target of 0.00209 ML/Ton FC, taking into account community needs and applicable regulations, especially in operating areas adjacent to water-stressed areas. [303-1]

Penggunaan Air

ITM memanfaatkan air tanah dan air permukaan untuk kebutuhan domestik maupun operasional, serta menggunakan air permukaan. Air hujan dimanfaatkan untuk kegiatan tambang seperti pencucian kendaraan, penyiraman jalan, dan penyemprotan di stockpile. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

Pencatatan pengambilan air dilakukan menggunakan data primer dari alat ukur, sedangkan volume air buangan dihitung melalui konversi tinggi muka air yang melimpah pada v-notch. Sepanjang 2025, penggunaan air tanah mencapai 323 ML, meningkat 56% dari tahun sebelumnya akibat meningkatnya kebutuhan operasional. Total penggunaan air mencapai 4.093 ML, turun 8,29% dibanding tahun sebelumnya, dengan intensitas 0,00019 ML/Ton FC. Berdasarkan *Aqueduct Risk Atlas*, seluruh wilayah operasi ITM di Kalimantan berada di luar area stres air, sehingga tidak ada pengambilan air dari wilayah berisiko tinggi. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

Pada 2025, ITM meningkatkan efisiensi penggunaan air melalui berbagai program pengurangan konsumsi air, yaitu:
1. Menutup *power plant* yang mengurangi penggunaan air laut.
2. Penggunaan air daur ulang untuk pencucian unit.

Water Use

ITM utilizes groundwater and surface water for both domestic and operational needs. Rainwater is utilized for mining activities such as vehicle washing, road watering, and stockpile spraying. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

Water withdrawal is recorded using primary data from measuring devices, while wastewater volume is calculated by converting the water level overflowing the v-notch. Throughout 2025, groundwater use reached 323 ML, an increase of 56% from the previous year due to increased operational needs. Total water usage reached 4,093 ML, down 8.29% from the previous year, with an intensity of 0.00019 ML/Tons FC. Based on the Aqueduct Risk Atlas, all ITM operating areas in Kalimantan are outside of water-stressed areas, so there is no water withdrawal from high-risk areas. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

In 2025, ITM continued to improve water-use efficiency through various water consumption reduction programs, including:
1. Shutting down the power plant, resulting in reduced seawater usage.
2. Use of recycled water for unit washing.

Penggunaan Air Berdasarkan Sumber (ML) [303-3, 303-4, 303-5][CSS-12.7.4, CSS-12.7.5, CSS-12.7.6]
Water Use by Source (ML)

Uraian Description	2025	2024	2023
Pengambilan Air | Water Withdrawal			
Air Hujan | Rainwater	288,316	263,701	245,242
Air tawar (≤1.000 mg/L Total Padatan Terlarut) | Freshwater (≤1,000 mg/L Total Dissolved Solids)	288,316	263,701	245,242
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Air Permukaan | Surface Water	1,966	2,528	1,505
Air tawar (≤1.000 mg/L Total Padatan Terlarut)| Freshwater (≤1,000 mg/L Total Dissolved Solids)	1,939	2,502	1,483
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	27	26	22
Air Tanah | Ground Water	323	206	282
Air tawar (≤1.000 mg/L Total Padatan Terlarut) | Freshwater (≤1,000 mg/L Total Dissolved Solids)	323	206	282
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Air Laut | Sea Water	-	944	1,138
Air tawar (≤1.000 mg/L Total Padatan Terlarut) | Freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	-	944	1,138
Air yang Dihasilkan dari Pihak Ketiga | Municipal Water	-	-	4
Air tawar (≤1.000 mg/L Total Padatan Terlarut) | Freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	4
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Jumlah Pengambilan Air | Total Water Withdrawal	**290,605**	**267,380**	**248,171**
Pembuangan Air | Water Discharge			
Air Permukaan | Surface Water	371,291	207,701	284,946
Air Laut | Sea Water	33	939	2,537
Jumlah Pembuangan Air | Total Water Discharge	**371,324**	**208,640**	**287,483**
Jumlah Penggunaan Air | Total Water Use	**4,093**	**4,463**	**3,804**

Keterangan | Notes:
- Penghitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan pemantauan meteran air terpasang.
- Tidak ada pengambilan air dari wilayah yang mengalami langka air.
- Calculation of water usage is carried out through the management of sediment ponds and monitoring of installed water meters.
- No water withdrawal from water stress areas

Intensitas Penggunaan Air
Water Use Intensity

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Produksi | Total Production	**Juta Ton** | Million Tons	**21.2**	**19.7**	**17.2**
Pendapatan Bersih | Net Revenue	USD Juta | Million USD	1,881	2,304	2,374
Intensitas Penggunaan Air | Water Use Intensity	ML/Ton | ML/Tons	0.00019	0.00023	0.00022
	ML/USD	0.0000022	0.0000019	0.0000016

Pengelolaan Efluen

Effluent Management

ITM mengoptimalkan pemanfaatan Instalasi Pengolahan Air Limbah (IPAL) dan kolam pengendapan untuk memastikan air limbah diolah sebelum dilepas ke badan air atau digunakan kembali. Pada 2025, Perusahaan belum menetapkan target pengelolaan efluen.

Air limbah yang dihasilkan telah melalui proses pengolahan sesuai baku mutu. Kolam dengan potensi pencemaran tertinggi dipantau secara *real-time* menggunakan teknologi digital, sedangkan kolam lainnya diuji secara manual oleh laboratorium terakreditasi. Total 371.324 ML efluen yang telah diolah disalurkan ke badan air, dan kualitas sungai di sekitar wilayah operasi anak perusahaan dipantau secara rutin untuk memastikan dampak lingkungan tetap terkendali. [303-1, 303-2, 303-4][CSS-12.7.2, CSS12.7.3, CSS-12.7.5]

Sepanjang 2025, tidak terdapat insiden atau keluhan lingkungan yang berkaitan dengan efluen.

ITM optimizes the use of wastewater treatment plants (WWTPs) and sedimentation ponds to ensure that effluent is treated before being discharged into water bodies or reused. In 2025, the Company had not yet established targets for effluent management.

All generated wastewater has undergone treatment in accordance with applicable quality standards. Ponds with the highest pollution potential are monitored in real time using digital technology, while other ponds are tested manually by accredited laboratories. A total of 371,324 ML of treated effluent was discharged into water bodies, and river water quality around the operational areas of subsidiaries is monitored regularly to ensure that environmental impacts remain under control. [303-1, 303-2, 303-4][CSS-12.7.2, CSS12.7.3, CSS-12.7.5]

Throughout 2025, there were no environmental incidents or complaints related to effluent.

Badan Air Tujuan Pelepasan Efluen
Effluent Discharge Destination Water Bodies

Anak Perusahaan Subsidiaries	Badan Air Water Bodies	Jumlah Fasilitas Pengolahan Air Limbah Total Wastewater Treatment Facilities
IMM	**Sungai Santan, Sungai Kare, Sungai Palakan, Laut Tanjung Merangas, Laut Bontang** Santan River, Kare River, Palakan River, Tanjung Merangas Sea, Bontang Sea	17
KTD-EMB*	**Sungai Mahakam, Sungai Separi, Sungai Embalut** Mahakam River, Separi River, Embalut River	0
BEK	**Sungai Biangan, Sungai Tenaik** Biangan River, Tenaik River	6
TCM	**Sungai Lawa, Sungai Separi, Sungai Mahakam, Sungai Bengkirai (Anak Sungai Lawa), Sungai Begai, Sungai Jutung, Sungai Tunau, Sungai Biangan** Lawa River, Separi River, Mahakam River, Bengkirai River (Tributary of Lawa River), Begai River, Jutung River, Tunau River, Biangan River	32
JBG	**Sungai Katal-katal, Sungai Nahya, Galam Swamp, Sungai Asam-asam** Katal-katal River, Nahya River, Galam Swamp, Asam-asam River	11
GPK dan TIS** GPK and TIS	-	-

Keterangan | Notes:
*KTD-EMB dalam tahap pascatambang telah menutup kolam pengelolaan air limbah yang berasal dari tambang.
**Fasilitas kolam pengolah air limbah GPK dan TIS dalam proses konsktruksi dan uji coba penggunaan. Belum ada air limbah yang dibuang.
*KTD-EMB, which is in the post-mining stage, has closed the wastewater management ponds originating from mining activities.
**The wastewater treatment pond facilities at GPK and TIS are currently under construction and undergoing commissioning trials. No wastewater has been discharged to date.

Pembuangan Air Tahun 2025 (ML) [303-4]
Water Discharge 2025 (ML)

Pembuangan Air Berdasarkan Tujuan Pembuangan Water Discharge by Destination	Semua Wilayah All Areas
Air permukaan | Surface water	371,291
Air laut | Seawater	33
Total pembuangan air | Total water discharge	**371,324**
Pembuangan air berdasarkan air tawar dan air lainnya | Water discharge by freshwater and other water	
Air tawar (≤1.000 mg/L Total Padatan Terlarut) | Freshwater (≤1,000 mg/L Total Dissolved Solids)	337,652
Air lainnya (>1.000 mg/L Total Padatan Terlarut) | Other water (>1,000 mg/L Total Dissolved Solids)	33,672

Keterangan | Notes:
ITM tidak beroperasi di wilayah yang mengalami langka air.
ITM does not operate at the water-stressed area.

ITM menilai keberadaan zat prioritas yang berpotensi menimbulkan kerusakan permanen pada badan air, ekosistem, atau kesehatan manusia, termasuk Besi (Fe), Mangan (Mn), *Total Suspended Solid* (TSS), dan pH. Perusahaan memastikan seluruh parameter tersebut memenuhi baku mutu sesuai ketentuan Peraturan Gubernur Provinsi Kalimantan Selatan No. 36 tahun 2008 dan Peraturan Daerah Kalimantan Timur No. 02/2011. [303-4]

ITM assesses the presence of priority substances that have the potential to cause permanent damage to water bodies, ecosystems, or human health, Including Iron (Fe), Manganese (Mn), Total Suspended Solids (TSS), and pH. The Company ensures that all of these parameters meet applicable water quality standards in accordance with South Kalimantan Regional Regulation No. 36/2008 and East Kalimantan Regional Regulation No. 02/2011. [303-4]

Rata-rata Hasil Pengukuran Kualitas Olahan Efluen 2025
Average Results of Effluent Treatment Quality Measurement 2025

Parameter	Satuan Unit	Baku Mutu* Quality Standard*	Site/Anak Perusahaan Site/Subsidiary														
			IMM			JBG			TCM			BEK			KTD-EMB		
			Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest
pH	mg/L	6.0-9.0	7.45	8.19	6.43	7.21	7.95	6.20	7.36	8.70	6.10	7.30	8.20	6.10	0.00	0.00	0.00
TSS		</=300	48.69	233.00	2.00	8.73	44.82	2.30	7.75	191.00	5.00	68.21	213.00	3.00	0.00	0.00	0.00
Fe		</= 7.0	0.63	6.14	0.02	0.45	4.75	0.02	0.28	3.20	0.01	0.88	7.00	0.30	0.00	0.00	0.00
Mn		</= 4.0	0.46	3.36	0.00	0.26	3.47	0.03	0.08	1.20	0.00	0.47	4.00	0.18	0.00	0.00	0.00
Cd**		</=0.05	N/A	N/A	N/A	0.01	0.01	0.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Keterangan | Notes:
N/A: Parameter Cd tidak dipersyaratkan pada Peraturan Daerah Kalimantan Timur No.02/2011
*Berdasarkan Peraturan Daerah Kalimantan Timur No.02/2011 dan Peraturan Gubernur Kalimantan Selatan No. 36/2000
**Berdasarkan Peraturan Daerah Kalimantan Selatan No.04/2008
N/A: The Cd parameter is not required in the East Kalimantan Regional Regulation No. 02/2011
*Based on East Kalimantan Regional Regulation No.02/2011 and Governor of South Kalimantan No.36/2000
**Based on South Kalimantan Regional Regulation No.04/2008

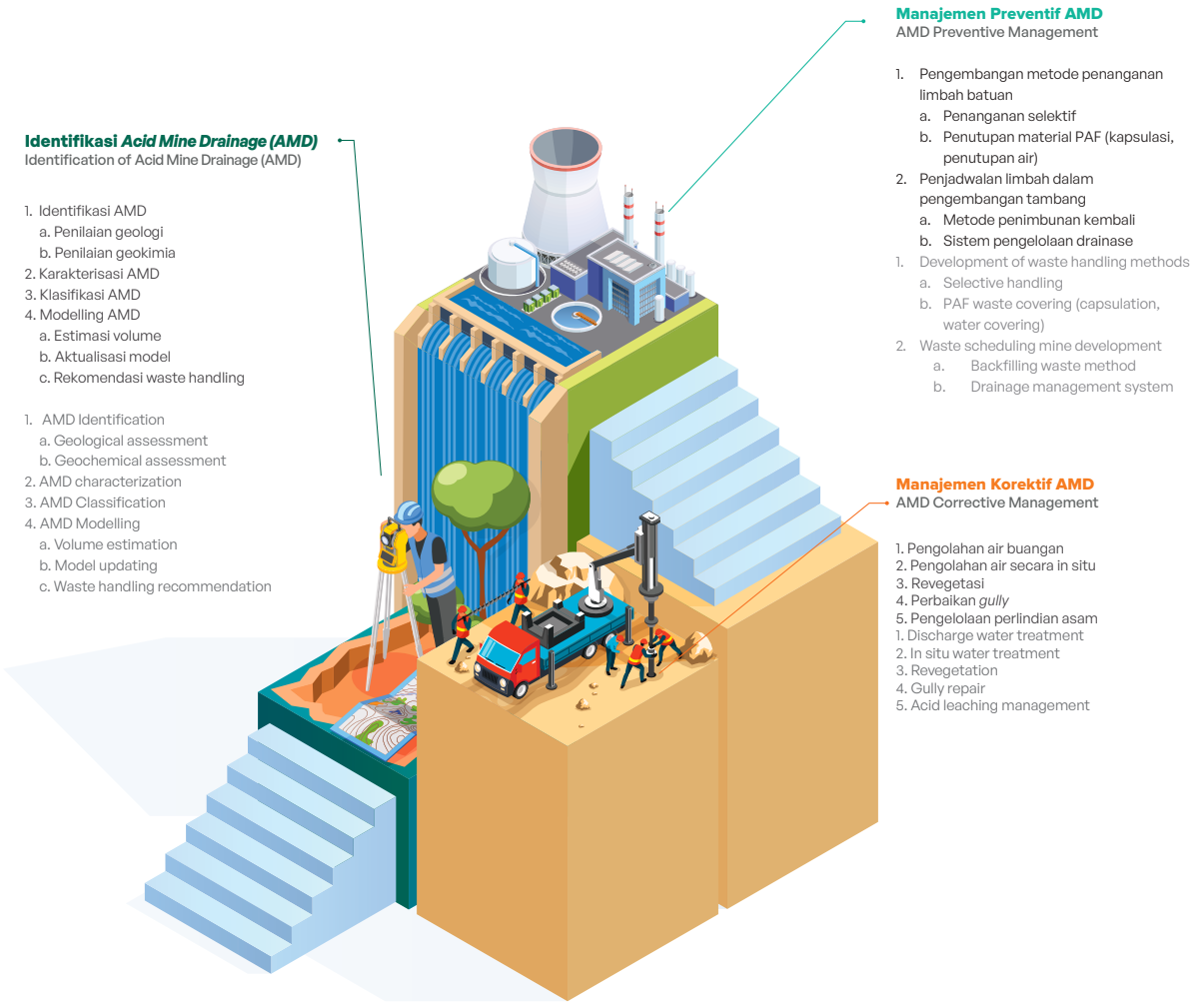
ITM melakukan pemantauan rutin terhadap kualitas air sungai dan menghitung nilai keanekaragaman hayati untuk memastikan bahwa efluen terolah tidak mengganggu habitat perairan. Hasil pengukuran plankton menunjukkan bahwa kondisi ekosistem tetap stabil dan tidak terpengaruh oleh pelepasan efluen. [303-1][CSS-12.7.2]

ITM conducts routine monitoring of river water quality and calculates biodiversity indices to ensure that treated effluent does not disrupt aquatic habitats. Plankton measurement results indicate that ecosystem conditions remain stable and are not affected by effluent discharge. [303-1][CSS-12.7.2]

ITM menambah pompa air guna mempercepat pengeluaran air dari pit. Hingga akhir 2025, terdapat 66 kolam endapan berkapasitas 7.080 ML sebagai pengendali dan pengolah limpasan air hujan sebelum dialirkan ke saluran drainase. Untuk pengelolaan Air Asam Tambang (AAT), ITM menerapkan strategi berbasis praktik terbaik sesuai Banpu AMD *Management Handbook* yang mencakup tiga tahap pengelolaan untuk mencegah dan mengurangi dampak AAT. [303-1, 303-2][CSS-12.7.2, CSS-12.7.3][CSS-12.7.2]

ITM has added water pumps to accelerate dewatering from mining pits. As of the end of 2025, there were 66 sedimentation ponds with a total capacity of 7,080 ML serving to control and treat stormwater runoff before it is discharged into drainage channels. For the management of Acid Mine Drainage (AMD), ITM applies a strategy based on best-practices as outlined in the Banpu AMD Management Handbook, which comprises three management stages to prevent and mitigate AMD impacts. [303-1, 303-2][CSS-12.7.2, CSS-12.7.3][CSS-12.7.2]

Pengelolaan *Acid Mine Drainage* (AMD)
Acid Mine Drainage (AMD) Management



ITM melakukan evaluasi risiko *acid mine drainage* (AMD) sejak fase eksplorasi, sedangkan rencana pengelolaan AMD untuk tahap operasional dan penutucpan tambang dikembangkan pada fase kelayakan. Kegiatan pertambangan hanya dapat dilanjutkan apabila perencanaan penutupan yang disusun pada fase kelayakan tersebut menunjukkan bahwa risiko AMD dapat dikelola secara teknis dan ekonomis.

ITM conducts acid mine drainage (AMD) risk assessments starting from the exploration phase, while AMD management plans for the operational and mine closure stages are developed during the feasibility phase. Mining activities may only proceed if the mine closure planning prepared at the feasibility stage demonstrates that AMD risks can be managed both technically and economically.

Pengelolaan Risiko Air

Water Risk Management

ITM mengelola risiko dan ketergantungan terkait kuantitas dan kualitas air melalui proses penilaian risiko yang terintegrasi dengan sistem manajemen operasional dan lingkungan Perusahaan. Penilaian ini mempertimbangkan kebutuhan air untuk mendukung kegiatan operasional, ketergantungan terhadap sumber air tertentu, serta potensi variabilitas ketersediaan air akibat faktor musiman, termasuk periode kemarau di wilayah operasi. Cakupan penilaian risiko terkait air saat ini difokuskan pada kegiatan operasional Perusahaan (*own operations*).

ITM juga menilai risiko dampak terkait air yang dapat timbul dari aktivitas operasional, termasuk potensi pencemaran, perubahan kualitas badan air penerima, serta dampak pengelolaan air limbah terhadap lingkungan sekitar. Evaluasi ini mencakup pengendalian air limpasan, pengelolaan efluen, serta kepatuhan terhadap baku mutu kualitas air yang berlaku, dengan pemantauan kualitas air dilakukan secara reguler pada titik pemantauan yang telah ditetapkan.

Perusahaan melakukan penilaian terhadap ketersediaan air di masa depan guna memastikan keberlanjutan operasional jangka menengah dan panjang. Penilaian tersebut mempertimbangkan proyeksi kebutuhan air, kapasitas sumber air yang tersedia, serta potensi perubahan pola curah hujan dan kondisi hidrologi di area operasi.

Dalam konteks sosial, ITM menilai potensi dampak pengelolaan air terhadap pemangku kepentingan lokal, termasuk masyarakat sekitar, pengguna air lainnya, serta sektor ekonomi setempat.

ITM juga mempertimbangkan potensi perubahan regulasi di masa depan yang berkaitan dengan pengelolaan air, seperti penyesuaian tarif air, pembatasan pengambilan air, serta persyaratan perizinan dan ketentuan lingkungan di tingkat lokal maupun nasional. Pemantauan terhadap perkembangan regulasi dilakukan secara rutin untuk memastikan kesiapan Perusahaan dalam menyesuaikan kebijakan dan praktik operasional.

ITM manages risks and dependencies related to water quantity and quality through a risk assessment process that is integrated with the Company's operational and environmental management systems. This assessment considers water requirements to support operational activities, dependence on specific water sources, and potential variability in water availability due to seasonal factors, including dry periods in the operating area. The current scope of water-related risk assessment is focused on the Company's own operations.

ITM also assesses water-related impact risks arising from operational activities, including potential pollution, changes in the quality of receiving water bodies, and the environmental impacts of wastewater management. This evaluation covers stormwater runoff control, effluent management, and compliance with applicable water quality standards, with water quality monitoring conducted regularly at designated monitoring points.

The Company also assesses future water availability to ensure medium- and long-term operational sustainability. This assessment considers projected water demand, the capacity of available water sources, and potential changes in rainfall patterns and hydrological conditions in the operating areas.

In social context, ITM evaluates the potential impacts of water management on local stakeholders, including surrounding communities, other water users, and local economic sector.

ITM also considers potential future regulatory changes related to water management, such as adjustments to water tariffs, restrictions on water withdrawal, and permit and environmental requirements at both local and national levels. Regulatory developments are monitored regularly to ensure the Company's readiness to adjust policies and operational practices accordingly.

Risiko Kelangkaan Air

ITM secara berkala melakukan penilaian terhadap potensi risiko kelangkaan air yang dapat memengaruhi keberlanjutan operasional Perusahaan. Berdasarkan hasil penilaian tersebut, risiko kelangkaan air terhadap kegiatan operasional tidak signifikan, dengan mempertimbangkan karakteristik wilayah kerja, sumber air yang digunakan, serta kebutuhan air untuk mendukung proses operasional utama.

Water Scarcity Risks

ITM periodically assesses potential water scarcity risks that could affect the sustainability of its operations. Based on the assessment results, water scarcity risk to operational activities is assessed as insignificant, taking into account the characteristics of the operating areas, the water sources used, and water requirements for key operational processes.

Isu kelangkaan air telah diintegrasikan ke dalam proses penilaian risiko Perusahaan dan menjadi bagian dari pertimbangan dalam perumusan strategi bisnis dan perencanaan operasional. Evaluasi risiko dilakukan secara triwulan melalui mekanisme manajemen risiko yang terstruktur, dengan mempertimbangkan perubahan kondisi lingkungan, proyeksi kebutuhan air, serta perkembangan regulasi dan ekspektasi pemangku kepentingan.

Perusahaan mengakui bahwa risiko kelangkaan air dalam konteks operasional dan wilayah kerja saat ini berada pada tingkat rendah, berdasarkan hasil penilaian internal dan pemantauan kondisi setempat. Penilaian ini menjadi dasar bagi Perusahaan dalam menetapkan langkah pengelolaan air yang proporsional dan berbasis risiko.

ITM melaporkan metrik air yang dikontekstualisasikan, antara lain informasi mengenai ketersediaan air di wilayah operasi, tingkat stres air lokal, serta indikator relevan lainnya, seperti tingkat curah hujan, tingkat evaporasi, kebutuhan air, konsumsi air, dan luas tutupan lahan. Penggunaan metrik kontekstual ini membantu Perusahaan dalam memahami keterkaitan antara penggunaan air, kondisi lingkungan setempat, dan potensi risiko operasional.

Melalui penerapan berbagai upaya pengelolaan air tersebut, sepanjang tahun pelaporan tidak terdapat insiden terkait air yang berdampak terhadap operasional maupun lingkungan.

Water scarcity issues have been integrated into the Company's risk assessment process and are considered in business strategy formulation and operational planning. Risk evaluations are conducted quarterly through a structured risk management mechanism, taking into account changes in environmental conditions, projected water demand, as well as regulatory developments and stakeholder expectations.

The Company recognizes that water scarcity risk in the context of its current operations and operating areas is at a low level, based on internal assessments and ongoing monitoring of local conditions. This assessment forms the basis for establishing proportionate and risk-based water management measures.

ITM reports contextualized water metrics, including information on water availability in operating areas, local water stress levels, and other relevant indicators such as rainfall levels, evaporation rates, water demand, water consumption, and land cover area. The use of contextual metrics helps the Company better understand the relationship between water use, local environmental conditions, and potential operational risks.

Through the implementation of these water management measures, there were no water-related incidents affecting operations or the environment during the reporting year.



Pengelolaan Limbah

Waste Management

Highlight 2025 | 2025 Highlights

Pengelolaan Limbah secara 3R | 3R Waste Management

65%

Intensitas Limbah B3 | Hazardous Waste Intensity

0.14 Kg/Ton Produksi
Kg/Tons Production

Pendekatan Manajemen [3-3][CSS-12.6.1]
Management Approach

Topik Material: Pengelolaan Limbah dan Tailing
Material Topic: Waste and Tailing Management

Kebijakan | Policy
- Kebijakan Lingkungan ITM-P-DIR-2025-007
- Prosedur No. ITM-MS-HSE-12.5.3-001
- Procedure No. ITM-MS-HSE-12.5.3-001
- Environmental Policy ITM-P-DIR-2025-007

Strategi | Strategy
- Kepatuhan terhadap baku mutu kualitas air limbah
- Konservasi air melalui pencegahan atas kehilangan air dan daur ulang air
- Compliance with quality standards for waste water quality
- Water conservation through prevention of water loss and water recycling

Dampak dan Pengelolaan | Impact and Management

ITM memastikan seluruh limbah ditangani sesuai ketentuan sebagai bentuk tanggung jawab lingkungan, mengingat limbah dan polusi yang tidak terkendali dapat mengancam kesehatan serta keberlanjutan ekosistem dan berdampak tidak langsung pada hak asasi manusia. Selain itu, pengelolaan limbah yang tidak optimal dapat meningkatkan biaya operasional perusahaan serta menimbulkan kebutuhan remediasi lingkungan yang lebih besar.
ITM ensures that all waste is managed in accordance with applicable regulations as part of its environmental responsibility, recognizing that uncontrolled waste and pollution can threaten human health and ecosystem sustainability and may indirectly affect human rights. In addition, inadequate waste management can increase the Company's operating costs and lead to greater environmental remediation needs.

Sumber Daya dan Evaluasi | Resources and Evaluation

Tanggung jawab pengelolaan dan pemantauan limbah berada pada Departemen General Services (GS) dan HSEC. Evaluasi tahun 2025 menunjukkan adanya penurunan timbulan limbah B3 dan non-B3. Masukan dari pihak otoritas yang diperoleh melalui laporan maupun diskusi kelompok terarah (FGD) dimanfaatkan untuk menyempurnakan serta menetapkan kebijakan dan prosedur pengelolaan limbah operasional.
Responsibility for waste management and monitoring lies with the General Services (GS) and HSEC Departments. The 2025 evaluation indicates a decrease in the generation of both hazardous (B3) and non-hazardous waste. Feedback from authorities obtained through reporting and focused group discussions (FGDs) is used to refine and establish policies and procedures for operational waste management.

Dampak Aktual dan Potensial dari Timbulan Limbah [306-1]
Actual and Potential Impacts of Generated Waste

Dampak Internal dan Eksternal Impacts	**Limbah B3** Hazardous Waste	**Limbah Non-B3** Non-Hazardous Waste
Aktual Actual	-	Pembentukan material air asam tambang dari material batuan pembentuk asam The material formation of acid mine drainage from acid-forming rock material
Potensial Potential	Pencemaran material hidrokarbon Hydrocarbon material pollution	Pencemaran tanah dan air akibat timbulan plastik, kertas bekas dan limbah cair domestik Land and water pollution due to plastic, waste paper and domestic wastewater generation

Jenis limbah yang dihasilkan dari seluruh kegiatan operasional ITM mencakup limbah padat dan cair berupa limbah non-B3 serta limbah bahan berbahaya dan beracun (B3). Limbah non-B3 umumnya berasal dari kantin, perkantoran, dan *mess* karyawan, sedangkan limbah B3 terutama berupa oli bekas dari kegiatan perawatan unit operasi. Sebagian limbah non-B3 dikelola secara mandiri, sementara jenis lainnya ditangani melalui kerja sama dengan pihak ketiga berizin. Pengelolaan limbah mengikuti prinsip 3R (*reduce, reuse, recycle*), mulai dari penyimpanan, pemindahan, hingga pembuangan akhir, serta dicatat dan dipantau melalui *Performance Reporting System* (PRS). [306-1, 306-2][CSS-12.6.2, CSS-12.6.3]

Pada 2025, total timbulan limbah non-B3 mencapai 2.151 ton turun 51,68% dari tahun sebelumnya karena penutupan PLTU yang dilakukan secara bertahap mulai dari akhir 2024. Sementara itu, timbulan limbah B3 sebesar 2.991 ton, menurun 0,95% dengan adanya pemeliharaan aset yang mengefisiensikan jumlah limbah yang perlu dibuang. Adapun intensitas limbah B3 tahun 2025 tercatat sebesar 0,14 kg/ton FC.

ITM memperkuat pengelolaan limbah dengan menerapkan rencana aksi untuk mengurangi timbulan limbah serta menetapkan target kuantitatif pengurangan limbah B3 sebesar 3.153 ton dan pengelolaan limbah non-B3 secara 3R sebesar 819,2 ton, atau sebesar 39,67 gr/ton FC. Target-target tersebut dievaluasi secara tahunan. Program ini mencakup berbagai jenis limbah, yaitu padat, cair, B3, non-B3, mineral, dan industri, dengan fokus pada pencegahan limbah dari sumbernya dan peningkatan efisiensi proses operasional.

Pada 2025 ITM menyediakan pelatihan atau sosialisasi pengurangan limbah bagi karyawan, yaitu pelatihan pengelolaan limbah, penanganan limbah, dan pembuatan kompos, yang diikuti oleh 30 karyawan dan memperluas program daur ulang di berbagai anak usaha guna menekan volume limbah yang dikirim ke *landfill*.

The types of waste generated from all ITM operational activities include solid and liquid waste in the form of non-hazardous (non-B3) waste as well as hazardous and toxic (B3) waste. Non-hazardous waste generally comes from cafeterias, offices, and employee dormitories, while hazardous waste primarily consists of used oil from operational unit maintenance activities. Some non-hazardous waste is managed internally, while other types are handled through collaboration with licensed third parties. Waste management follows the 3R principles (reduce, reuse, recycle), covering storage, transfer, and final disposal, and is recorded and monitored through the Performance Reporting System (PRS).[306-1, 306-2][CSS-12.6.2, CSS-12.6.3]

In 2025, total non-hazardous waste generation reached 2,151 tons down 51.68% from the previous year due to the gradual closure of coal-fired power plants starting at the end of 2024. Meanwhile, hazardous waste generation amounted to 2,991 tons, a decrease of 0.95% due to asset maintenance that streamlined the amount of waste that needed to be disposed of. The intensity of hazardous waste in 2025 was recorded at 0.14 kg/tons FC.

ITM strengthens waste management by implementing an action plan to reduce waste generation and setting quantitative targets for reducing hazardous waste by 3,153 tons and managing non-hazardous waste through the 3Rs by 819.2 tons, or 39.67 gr/tons FC. These targets are evaluated annually. This program covers various types of waste, namely solid, liquid, hazardous, non-hazardous, mineral, and industrial waste, with a focus on waste prevention at the source and improving the efficiency of operational processes.

In 2025 ITM provided training or awareness programs on waste reduction for employees, namely training on waste management, waste handling, and composting, attended by 30 employees, and expanded recycling programs across subsidiaries to reduce the volume of waste sent to landfills.

Jumlah Timbulan Limbah Padat Non-B3 Dihasilkan (Ton) [306-3][CSS-12.6.4]
Total Volume of Non-Hazardous Solid Waste Generated (Tons)

Jenis Limbah Padat Non-B3 Type of Non-Hazardous Solid Waste		2025	2024	2023
Organik Organic	Domestik | Domestic	506.13	1,135.02	903.5
	Kertas | Paper	121.30	109.09	149.0
	Lainnya | Others	125.02	79.45	17.0
Non-organik Non-Organic	Kaca | Glass	4.77	0.59	0.5
	Plastik | Plastic	55.76	90.34	118.8
	Ban Bekas | Used Tire	942.93	1,367.43	1,325.4
	Lainnya | Others	5.43	40.24	53.4
Logam Metal		389.94	257.24	13.4
Abu Dasar dan Abu Terbang PLTU** Fly Ash and Bottom Ash		0	1,372.74	3,115.8
Jumlah | Total		**2,151.28**	**4,452.30**	**5,697.3**

Keterangan | Notes:
*Limbah Non-B3 terdaftar berdasarkan PP No.22 Tahun 2021 Lampiran XIV
**Tidak ada yang dihasilkan di 2025
*Non-hazardous waste listed based on Government Regulation No. 22 of 2021, Appendix XIV
**No output was generated in 2025

Jumlah Timbulan Limbah Non-B3 Berdasarkan Komposisi (dalam Ton Metrik) [306-3]
Non Hazardous Waste by Composition (in Metric Tons)

Komposisi Limbah Waste composition	Limbah Dihasilkan Waste Generated		Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted from Disposal		Dibuang dengan metode lain Other disposal method	
	2025	2024	2025	2024	2025	2024
Domestik | Domestic	506.13	1,135.02	104.89	263.39	403.29	871.63
Kertas | Paper	121.3	109.24	37.88	58.36	86.47	50.88
Kaca | Glass	4.77	0.59	0.00	0.03	4.77	0.56
Plastik | Plastic	55.76	90.34	18.69	43.94	33.89	46.4
Ban bekas | Used tires	942.93	1,367.43	349.62	665.62	593.82	701.91
Limbah lainnya | Other waste	130.45	119.69	8.41	2.34	122.05	117.35
Logam | Metal	389.94	257.24	37.25	171.91	352.87	86.05
Abu terbang | Fly ash	0	75.57	553.82	0	0	0
Abu dasar | Bottom ash	0	1,297.17	6,303.98	0	0	0
Jumlah limbah | Total waste	**2,151.28**	**4,452.30**	**7,414.52**	**1,205.60**	**1,597.16**	**1,874.78**

Limbah B3 yang dihasilkan ITM disimpan terlebih dahulu di Tempat Penyimpanan Sementara (TPS) berizin sebelum diserahkan kepada pihak ketiga yang memiliki izin pengelolaan. ITM tidak menerima limbah B3 dari luar perusahaan maupun impor, serta tidak melakukan pembakaran (insinerasi) untuk pemulihan energi atau metode pembuangan lainnya. Informasi lengkap mengenai volume dan pengelolaan limbah B3 disajikan pada Lampiran laporan ini. [306-4, 306-5][CSS-12.6.5, CSS-12.6.6]

The hazardous waste generated by ITM is first stored at a licensed Temporary Storage Facility (TPS) before being handed over to third parties with authorized waste management permits. ITM does not accept hazardous waste from outside the company or imported waste, nor does it conduct incineration for energy recovery or other disposal methods. Complete information on the volume and management of hazardous waste is presented in the Appendix of this report. [306-4, 306-5][CSS-12.6.5, CSS-12.6.6]

Pengelolaan Limbah B3 ITM 2025 (Ton)
Hazardous Waste Management in 2025 (Tons)



Keterangan | Notes:
*Limbah yang diserahkan ke pihak ketiga termasuk sisa limbah tahun 2024 yang disimpan di TPS berizin
*Waste handed over to the licensed third parties includes the remaining waste of 2024 stored in the licensed TPS

Jumlah Timbulan Limbah B3 (Ton) [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste Generated (Ton)

Komposisi Limbah Waste Composition	ITM & Kontraktor ITM & Contractors		
	2025	2024	2023
Oli bekas | Used Oil	2,470.09	2,529.90	2,585.2
Gemuk bekas | Used Grease	0.67	0.54	3.2
Filter oli | Oil Filter	194.54	146.69	144.9
Baterai bekas (kecil) | Used Battery (Small)	0.81	1.86	0.8
Baterai bekas (besar) | Used Battery (Large)	68.79	73.25	40.1
Perlengkapan tulis | Stationery	0.16	0.27	0.0
Limbah medis | Clinical Waste	0.23	0.38	0.3
Bahan terkontaminasi | Contaminated Matter	198.27	197.09	148.4
Laboratorium | Laboratory	-	0.00	1.8
Lampu *fluorescent* | Fluorescent Lamp	0.01		
Lainnya | Others	57.26	69.61	60.9
Jumlah limbah | Total waste	**2,990.82**	**3,019.59**	**2,985.7**

Limbah B3 Berdasarkan Komposisi (dalam metrik ton) [306-3]
Hazardous Waste by Composition (in metric tons)

Komposisi Limbah Waste Composition	Limbah Dihasilkan Waste Generated		Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted from Disposal		Limbah yang Dikirim ke Pembuangan Akhir Waste Directed to Disposal	
	2025	2024	2025	2024	2025	2024
Oli bekas | Used Oil	2,470.09	2,529.90	2,167.12	1,194.00	352.88	688.57
Gemuk bekas | Used Grease	0.67	0.54	0.57	0.54	-	0

Komposisi Limbah Waste Composition	**Limbah Dihasilkan** Waste Generated		**Limbah yang Dialihkan dari Pembuangan Akhir** Waste Diverted from Disposal		**Limbah yang Dikirim ke Pembuangan Akhir** Waste Directed to Disposal	
	2025	**2024**	**2025**	**2024**	**2025**	**2024**
Filter oli | Oil Filter	194.54	146.69	210.29	144.08	-	0
Baterai bekas (kecil) | Used Battery (Small)	0.81	1.86	0.92	2.1	-	0
Baterai bekas (besar) | Used Battery (Large)	68.78	73.25	73.51	72.44	-	0
Perlengkapan tulis | Stationary	0.16	0.27	0.16	0.27	-	0
Limbah medis | Clinical Waste	0.23	0.38	6.71	0.37	-	0
Bahan terkontaminasi | Contaminated Matter	198.27	197.09	195.86	193.66	-	0
Laboratorium | Laboratory	-	0	-	0	-	0
Lampu *fluorescent* | Fluorenscent Lamp	0.01		0.01	0	0	0
Lainnya | Others	57.26	69.61	56.88	50.11	-	0
Jumlah limbah | Total waste	**2,990.82**	**3,019.59**	**2,712.05**	**1,657.58**	**352.88**	**688.57**

ITM menggunakan oli bekas sebagai campuran dalam kegiatan peledakan (ANFO) sesuai ketentuan SK Kementerian LH No. 07.14.03/2014 dan SK KLH No. 232/2013. Data limbah pada tabel di bawah berasal dari pengukuran langsung untuk pengelolaan *on-site*, mencakup limbah yang dialihkan dari pembuangan akhir, catatan pengiriman limbah ke pihak ketiga untuk pengelolaan *off-site*, serta hasil audit data limbah.

ITM utilizes used oil as a component in blasting activities (ANFO) in accordance with the provisions of the Ministry of Environment Decree No. 07.14.03/2014 and the Ministry of Environment and Forestry Decree No. 232/2013. The waste data in the table below are based on direct measurements for on-site management, including waste diverted from final disposal, records of waste sent to third parties for off-site management, and results from waste data audits.

Pengelolaan Limbah 3R (Ton) [306-2, 306-4][CSS-12.6.3]
3R Waste Management (Ton)

Bentuk Pengelolaan Type of Management		**2025**	**2024**	**2023**
On-site				
Limbah Organik: Sisa Makanan Organic Waste: Food Leftovers	Diolah menjadi kompos Processed into compost	81.24	33.09	38.7
Limbah B3: Oli Bekas Hazardous Waste: Used Oil	Dimanfaatkan sebagai campuran bahan peledak ANFO Used as a mixture of ANFO explosives.	352.88	688.57	760.3
Limbah Non-B3 Non-Hazardous Waste	Pengelolaan dengan 3R 3R management	424.36	839.4	437.0
Off-site				
Limbah B3 Lain Other Hazardous Waste	Didaur ulang oleh pihak ketiga Recycled by third parties	2,500.60	2,214.79	2,043.0
Jumlah Limbah yang Dikelola 3R Total Waste Managed with 3Rs		**3,359.08**	**3,775.8**	**3,279.0**
Jumlah Limbah B3 dan Non-B3 Dihasilkan Total Hazardous and Non-Hazardous Waste Generated		5,142.11	7,471.9	8,682.9
Persentase Pengelolaan 3R oleh Anak Usaha ITM dan Pihak Ketiga Percentage of 3R Management by ITM Subsidiaries and Third Parties		65%	51%	38%

Keterangan | Notes:
- *On-Site* menunjukkan pembuangan akhir yang berada di dalam kendali ITM, *Off-site* menunjukkan pembuangan akhir yang berada di luar kendali ITM.
- Terjadinya perbedaan antara berat limbah yang dialihkan dari pembuangan akhir di tempat dan di luar disebabkan ITM tidak memiliki izin untuk mengelola limbah B3 secara keseluruhan, kecuali pada pemanfaatan oli bekas untuk bahan campuran kegiatan peledakan (ANFO).
- On-Site indicates final disposal within ITM's control, Off-site indicates final disposal outside ITM's control.
- The difference between the weight of waste diverted from on-site and off-site final disposal is due to the fact that ITM does not have a license to manage hazardous waste in its entirety, except for the utilization of used oil for blasting mixtures (ANFO).

Limbah yang Dialihkan Dari Pembuangan Akhir Berdasarkan Pengerjaan Pemulihan (dalam metrik ton) [306-4]
Waste Diverted from Disposal by Recovery Operation (in metric tons)

	Onsite		Offsite		Total	
	2025	2024	2025	2024	2025	2024
Limbah B3 | Hazardous waste						
Persiapan untuk penggunaan ulang Preparation for reuse	0	0	67.23	86.59	67.23	86.59
Daur ulang	Recycling	0	0	2,500.60	2,128.19	2,500.6	2,128.19
Pengerjaan pemulihan lainnya Other recovery operations	0	0	0	0	0	0
Jumlah | Total	**0**	**0**	**2,567.83**	**2,214.78**	**2,567.83**	**2,214.78**
Limbah Non-B3 | Non-hazardous waste						
Persiapan untuk penggunaan ulang Preparation for reuse	356.64	794.49	17.25	129.50	373.89	923.99
Daur ulang	Recycling	145.57	78.03	27.46	77.07	173.03	155.10
Pengerjaan pemulihan lainnya Other recovery operations	0	0	0	0	0	0
Jumlah | Total	**502.21**	**872.51**	**44.71**	**206.57**	**546.92**	**1,079.09**
Limbah yang dicegah | Waste prevented						
Limbah yang dicegah	Waste prevented	502.21	872.51	2,612.54	2,421.35	3,114.75	3,293.86

Limbah yang Dikirimkan ke Pembuangan Akhir Menurut Pengerjaan Pembuangan (dalam metrik ton) [306-5]
Waste Directed to Disposal by Disposal Operation (in metric tons)

	Onsite		Offsite		Total	
	2025	2024	2025	2024	2025	2024
Limbah B3 | Hazardous waste						
Insinerasi (dengan perolehan energi) Incineration (with energy recovery)	0	0	0	0	0	0
Insinerasi (tanpa perolehan energi) Incineration (without energy recovery)	0	0	144.21	131.36	144.21	131.36
Penimbunan di TPA	Landfilling	0	0	0	0	0	0
Pengerjaan pembuangan lainnya Other disposal operations	352.88	688.57	0	0	0	688.57
Jumlah | Total	**352.88**	**688.57**	**144.21**	**131.36**	**144.21**	**819.92**
Limbah Non-B3 | Non-hazardous waste						
Insinerasi (dengan perolehan energi) Incineration (with energy recovery)	0	0	0	0	0	0
Insinerasi (tanpa perolehan energi) Incineration (without energy recovery)	0	0	0	0	0	0
Penimbunan di TPA	Landfilling	1,453.55	1,874.78	143.04	123.65	1,596.59	1,998.43
Pengerjaan pembuangan lainnya Other disposal operations	0	0	0	0	0	0
Jumlah | Total	**1,453.55**	**1,874.78**	**143.04**	**123.65**	**1,596.59**	**1,998.43**

ITM juga mencatat volume batuan penutup (*overburden*) yang dihasilkan dari aktivitas penambangan. Sebagian besar material tersebut digunakan untuk menutup lubang bekas tambang, sedangkan sisanya ditempatkan di area luar tambang. [CSS-12.6.4, 12.6.5, 12.6.6]

ITM also records the volume of overburden generated from mining activities. Most of this material is used to backfill former mine pits, while the remainder is placed in off-mine areas. [CSS-12.6.4, 12.6.5, 12.6.6]

Overburden
Jenis Limbah | Type of Waste

2025	2024	2023
221,191,368	214,133,919	217,125,767

Intensitas Limbah
Waste Intensity

Uraian Description	Satuan Unit	2025	2024	2023
Intensitas Limbah B3 Hazardous Waste Intensity	Kg/Ton Produksi Kg /Tons Production	0.14	0.15	0.17
	Kg/USD	0.00159	0.00131	0.00126
Intensitas Limbah Non-B3 Non-Hazardous Waste Intensity	Kg/Ton Produksi Kg /Tons Production	0.10	0.23	0.33
	Kg/USD	0.0011	0.0019	0.0024

ITM memastikan pengelolaan batuan penutup dilakukan secara optimal sehingga seluruh material dapat dimanfaatkan dengan baik. Penempatan batuan penutup diatur agar memenuhi standar lingkungan, dengan pemisahan yang jelas antara material yang digunakan kembali di dalam lubang tambang (*in dump pit*) dan material yang ditempatkan di luar area tambang (*out dump pit*). [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

ITM ensures that overburden management is carried out optimally so that all material can be effectively utilized. The placement of overburden is managed to meet environmental standards, with a clear separation between material reused within mine pits (in dump pit) and material placed outside the mining area (out dump pit). [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

Pencegahan Tumpahan [306-3][CSS-12.3.2]

Spill Prevention

ITM meminimalkan risiko tumpahan dengan mengelola penggunaan bahan kimia, cairan, dan minyak secara hati-hati. Melalui upaya tersebut, selama 2025 tidak terjadi insiden tumpahan yang mencemari lingkungan.

ITM minimizes spill risks by carefully managing the use of chemicals, liquids, and oils. Through these efforts, no spill incidents causing environmental contamination occurred in 2025.

Kasus Tumpahan Minyak
Oil Spill Cases

Keterangan | Notes:
Berdasarkan standar internal (tidak lebih dari 200 liter)
Based on internal standards (no more than 200 liters)

2025

Nihil Zero

2024 : Nihil Zero

2023 : Nihil Zero

03

Memperkuat Kepedulian terhadap Insan Perusahaan

Strengthening
Our Care for People




TCM
TCM

Kesehatan dan Keselamatan Kerja (K3)

Occupational Health and Safety (OHS)

Transformasi ITM menuju praktik bisnis yang *greener* dan *smarter* didukung oleh penguatan aspek sosial; terutama keselamatan pekerja, pengembangan kompetensi, dan peningkatan kapasitas masyarakat sekitar.

ITM's transformation toward greener and smarter business practices is supported by strengthening social aspects, particularly worker safety, competency development, and the enhancement of local community capacity.



Pendekatan Manajemen [3-3][CSS-12.14.1]
Management Approach

Topik Material: Kesehatan dan Keselamatan Kerja (K3)
Material Topic: Occupational Health and Safety (OHS)

Kebijakan | Policy [403-1][CSS-12.14.2]

- Sistem Manajemen Keselamatan Pertambangan Minerba (SMKP Minerba)
- Sistem Manajemen K3 & Lingkungan (SMK3L)
- Pengembangan Budaya K3
- Kebijakan K3 & Lingkungan Revisi 4 Tahun 2023
- Mineral Mining Safety Management System (MSMS for Mineral, Energy, and Coal)
- OHS & Environmental Management System (HSEMS)
- Development of OHS Culture
- OHS & Environment Policy Revision 4 of 2023

Dampak dan Pengelolaan | Impact and Management

Perusahaan menempatkan kesehatan dan keselamatan kerja (K3) sebagai prioritas utama dalam seluruh kegiatan operasional untuk mencegah kecelakaan kerja dan penyakit akibat kerja, serta mendukung keberlanjutan usaha jangka panjang. ITM memastikan lingkungan kerja yang aman, nyaman, dan produktif dengan menerapkan ISO 45001:2018 Sistem Manajemen K3 terintegrasi dan pengendalian prosedur yang sistematis.
The Company places occupational health and safety (OHS) as a top priority in all operational activities to prevent work-related accidents and occupational diseases, while supporting long-term business sustainability. ITM ensures a safe, comfortable, and productive working environment by implementing an integrated ISO 45001:2018 Occupational Health and Safety Management System and systematic procedural controls.

ITM menyelenggarakan pelatihan K3 secara rutin bagi karyawan dan kontraktor, mencakup induksi K3, pelatihan berbasis risiko pekerjaan, kampanye keselamatan, dan simulasi keadaan darurat.
ITM routinely conducts OHS training for employees and contractors, including OHS induction, job-risk-based training, safety campaigns, and emergency simulations.

Sumber Daya dan Evaluasi | Resources and Evaluation

Pengelolaan K3 berada di bawah tanggung jawab Direktorat Environment, Social and Governance (ESG) melalui Departemen HSEC. Evaluasi pengelolaan K3 dilakukan melalui pelaksanaan audit internal sesuai persyaratan SMKP, *quality assurance review* aspek HSE oleh kantor pusat, serta audit eksternal dari lembaga bersertifikasi minimal sekali dalam setahun sesuai persyaratan ISO.
OHS management falls under the responsibility of the Environment, Social, and Governance (ESG) Directorate through the HSEC Department. Evaluation of OHS management is conducted through internal audits in accordance with MSMS requirements, quality assurance reviews of HSE aspects by the head office, and external audits by certified institutions at least once a year in compliance with ISO requirements.

Perusahaan menetapkan target kinerja K3 terukur yang dipantau secara berkala dan menjadi bagian dari indikator kinerja manajemen. ITM juga memiliki Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) dan Komite Keselamatan Pertambangan (KKP) sebagai Komite K3 ITM yang ada di tingkat manajemen. KKP dipimpin oleh Kepala Teknik Tambang dan terdiri dari anggota pekerja yang mewakili setiap departemen. KKP memastikan komunikasi budaya K3 dan penerapannya sesuai peraturan yang berlaku. Manajemen melakukan pertemuan dengan P2K3 dan KKP secara rutin setiap bulan.
The company sets measurable OHS performance targets which are monitored regularly and incorporated into management performance indicators. ITM also has the Occupational Health & Safety Committee (P2K3) and Mining Safety Committee (KKP) as ITM's OHS committees at the management level. The KKP is chaired by the Head of Mining Engineering and includes employee representatives from each department. The KKP ensures communication of OHS culture and its implementation in compliance with applicable regulations. Management holds regular monthly meetings with P2K3 and KKP.

Pada tahun 2025, hasil evaluasi menunjukkan beberapa entitas anak usaha berhasil mempertahankan kinerja K3 yang baik, namun dengan sangat menyesal kami juga menyampaikan bahwa di entitas lain telah terjadi kejadian kecelakaan berakibat mati dan cedera berat. [403-4][CSS-12.14.5]
In 2025, evaluation results showed that several subsidiaries successfully maintained strong OHS performance. However, we regret to report that fatal accidents and serious injuries have occurred in other entities.

Sistem Manajemen K3

ITM menerapkan Sistem Manajemen K3 untuk melindungi seluruh tenaga kerja, baik karyawan maupun nonkaryawan, termasuk kontraktor, mitra, dan pengunjung. Sistem ini mengacu pada SMKP sesuai Peraturan Menteri ESDM No. 26/2018 dan Keputusan Menteri ESDM No. 1827 K/30/MEM/2018, serta SMK3 berdasarkan Peraturan Pemerintah No. 50/2012. Selain regulasi nasional, ITM juga mengadopsi standar ISO Internasional sebagai penguatan praktik K3. [2-30, 403-1]

Pada 2025, seluruh tenaga kerja dalam operasi ITM yang terdiri dari 1.661 karyawan dan 17.453 pekerja nonkaryawan telah tercakup dalam sistem manajemen K3. Efektivitas penerapannya dipastikan melalui audit internal berkala yang mencakup 100% seluruh karyawan dan pekerja yang bukan karyawan dalam cakupan perusahaan.

Occupational Health and Safety Management System

ITM implements an OHS Management System to protect all personnel, including employees and non-employees such as contractors, partners, and visitors. This system refers to the MSMS in accordance with the MEMR Regulation No. 26/2018 and the MEMR Decree No. 1827 K/30/MEM/2018, as well as OHSMS based on Government Regulation No. 50/2012. In addition to national regulations, ITM also adopts international ISO standards to strengthen OHS practices. [2-30, 403-1]

In 2025, the entire workforce in ITM operations, consisting of 1,661 employees and 17,453 non-employee workers, was fully covered under the OHS management system. The effectiveness of its implementation is ensured through periodic internal audits, covering 100% of employees and non-employee workers within the company's scope.

Selain melakukan audit internal, ITM memastikan keandalan Sistem Manajemen K3 melalui audit eksternal yang bertujuan memverifikasi kesesuaian sistem dengan standar dan peraturan yang berlaku. Selama 2025, sebanyak 954 karyawan dan 7.092 pekerja nonkaryawan atau 42% dari total tenaga kerja telah tercakup dalam sistem K3 yang diaudit atau disertifikasi oleh lembaga independen. [403-8]

Perusahaan juga memasukkan ketentuan keselamatan kerja ke dalam Perjanjian Kerja Bersama (PKB) dan Peraturan Perusahaan (PP) sehingga seluruh pekerja, baik karyawan maupun nonkaryawan, memperoleh perlindungan yang memadai. Pada periode pelaporan, PKB dan PP mencakup 100% karyawan. [403-8][CSS-12.14.9]

In addition to internal audits, ITM ensures the reliability of the OHS Management System through external audits aimed at verifying compliance with applicable standards and regulations. During 2025, a total of 954 employees and 7,092 non-employee workers, or 42% of the total workforce, were included in the OHS system audited or certified by independent institutions. [403-8]

The company also incorporates occupational safety provisions into Collective Labor Agreements (CLA) and Company Regulations (CR) to ensure adequate protection for all workers, both employees and non-employees. During the reporting period, the CLA and CR cover 100% of employees. [403-8][CSS-12.14.9]

Sistem Manajemen K3 dalam SMK3L [403-1][CSS-12.14.2]
OHS Management System within SMK3L

Misi Manajemen K3 OHS Management Mission	**Target Manajemen K3** OHS Management Target	**Strategi 3 Pilar** 3 Pillars Strategy
Nihil kecelakaan yang berakibat hilangnya hari kerja Zero lost-time injury	**Tingkat Kekerapan Kecelakaan Kerja: 0** **Jumlah Kekerapan Kecelakaan Kerja Tercatat: 0.17** Injury Frequency Rate: 0 Total Recordable Injury Frequency Rate: 0.17	**Pilar Organisasi & Sistem** Organizational & System Pillar **Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE *Management System, Contractor Management System*, dan *Online Incident Report*.** Ensuring the implementation of the OHS & Environmental Management System (SMK3L) through OHS policies, HSE Management System, Contractor Management System, and the Online Incident Reporting system.
Nihil terulangnya kecelakaan Zero recurring accident	**Tingkat Keparahan Kecelakaan Kerja: 0** **Injury Severity Rate: 0**	**Pilar Manusia & Perilaku** Human & Behavioral Pillar **Mengembangkan SDM dengan kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan *GoSafe* dan *Safety Health Environmental Accountability Program*** Developing human resources with OHS competence, awareness, and leadership, supported by the GoSafe reporting system and the Safety, Health, and Environmental Accountability Program (SHEAP).
Nihil pelanggaran persyaratan dan pemenuhan standar K3 & KO Zero non-compliance with OHS requirements and standards	**Program Akuntabilitas Keselamatan Kesehatan dan Lingkungan (SHEAP) 67%** Safety, Health, and Environmental Accountability Program (SHEAP): 67%	**Pilar Kompetensi Pekerja** Worker Competency Pillar **Memastikan kompetensi setiap pekerja telah memadai dan sesuai standar yang ditetapkan Perusahaan dan Pemerintah** Ensuring that every worker has adequate competencies in accordance with company and government standards.
Mencegah gangguan kesehatan dan nihil penyakit akibat kerja Preventing health disorders and zero occupational diseases	**Pelaporan Bahaya di Tempat Kerja (GoSafe): ≥ 21.995 laporan dan tindak lanjut ≥ 70%** Workplace Hazard Reporting (GoSafe): ≥ 21.995 reports with ≥ 70% follow-up	
Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan Compliance with mining operational safety aspects, including facilities, infrastructure, installations, and equipment	**CMS-K3L: ≥ 77% dan tindak lanjut ≥ 65%** CMS - K3L: ≥ 77% and follow-up ≥ 65%	

Identifikasi dan Pengelolaan Risiko K3

Pemetaan dan identifikasi terhadap pekerjaan berisiko tinggi dilakukan untuk meminimalkan potensi kecelakaan dan menetapkan prioritas pengelolaan risiko. Proses identifikasi bahaya dilakukan melalui HIRADC (*Hazard Identification, Risk Assessment, and Determining Control*). Adapun langkah mitigasi diintegrasikan dalam Sistem Manajemen K3, PKB, serta prosedur investigasi dan pelaporan insiden K3. [403-2, 403-9][CSS-12.14.3]

OHS Risk Identification and Management

High-risk tasks are mapped and identified to minimize potential accidents and establish risk management priorities. Hazard identification is conducted through HIRADC (Hazard Identification, Risk Assessment, and Determining Controls). Mitigation measures are integrated into the OHS Management System, CLA, and procedures for incident investigation and reporting.[403-2, 403-9][CSS-12.14.3]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2, 403-7, 403-9][CSS-12.14.3, CSS-12.14.8]
Types of High-Risk Work and Their Management

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Transportasi Produk Batubara dari Tambang Menuju Pelabuhan Coal Product Transportation from Mine to Port
Uraian Kegiatan dan Risiko Description of Activities and Risks	**Pekerjaan pengisian produk dan transportasi produk sejauh 100 Km dari tambang menuju pelabuhan Batubara menimbulkan kelelahan pengendara, kejenuhan dan terburu-buru.** The loading and transportation of coal products over a distance of 100 km from the mine to the coal port can cause driver fatigue, boredom, and rushing.
Mitigasi dan Pencapaian 2025 Mitigation and Achievement 2025	Mitigasi: 1. Sosialisasi batas kecepatan 2. Melakukan inspeksi batas kecepatan 3. Uji kelelahan kepada setiap pengendara pada jam-jam tertentu 4. Penyediaan fasilitas istirahat 5. Pemasangan GPS pada unit-unit transportasi produk batubara untuk memantau batas kecepatan 6. Pemasangan CCTV pada beberapa area yang berbahaya di jalan tambang Pencapaian: 85% Mitigation Measures: 1. Awareness campaigns on speed limits 2. Speed limit inspections 3. Fatigue testing for each driver at designated times 4. Provision of rest facilities 5. Installation of GPS on coal transport units to monitor speed limits 6. Installation of CCTV in hazardous areas along the mine road Achievements: 85%

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Peledakan Blasting
Uraian Kegiatan dan Risiko Description of Activities and Risks	Risiko berupa: 1. Keterpaparan bahan kimia 2. Insiden pada saat transportasi bahan peledak 3. Risiko dari *flying rock* dan *air blast* 4. Paparan debu dari aktivitas peledakan 5. *Premature blast* dari kegiatan pembongkaran ammonium nitrat, pencampuran dengan penggunaan ANFO *mixer*, pengangkutan bahan peledak ke tambang, pengisian bahan peledak, perangkaian bahan peledak, dan pelaksanaan peledakan. Risks include: 1. Exposure to chemicals 2. Incidents during explosive material transportation 3. Risks from flying rocks and air blasts 4. Dust exposure from blasting activities 5. Premature blasts during ammonium nitrate handling, mixing with ANFO mixers, transport of explosives to the mine, loading of explosives, assembly of explosive charges, and execution of blasting.
Mitigasi dan Pencapaian 2025 Mitigation and Achievement 2025	Mitigasi: 1. Memeriksa lokasi peledakan dan kegiatan lainya disekitar lokasi peledakan 2. Melakukan sterilisasi lokasi peledakan dengan jarak aman 300 – 500 meter dari unit dan manusia. 3. Memasang tanda dilarang masuk dan waktu kegiatan peledakan Pencapaian: 100% Mitigation Measures: 1. Inspect the blasting site and surrounding activities 2. Sterilize the blasting area with a safe distance of 300–500 meters from equipment and personnel 3. Install “No Entry” signs and indicate blasting activity times Achievements: 100%

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Pemakaian Radioaktif dalam Kegiatan *Well Logging* Use of Radioactive Materials in Well Logging Activities
Uraian Kegiatan dan Risiko Description of Activities and Risks	Risiko paparan dan kontaminasi radioaktif selama: 1. Pengangkutan material radioaktif dari bunker ke lokasi pengeboran 2. Pemanfaatan dan penggunaan sumber radioaktif untuk *well logging* 3. Penyimpanan yang berpotensi menimbulkan dampak radiasi Risks of exposure and contamination during: 1. Transportation of radioactive materials from the bunker to the drilling site 2. Utilization and handling of radioactive sources for well logging 3. Storage, which may potentially cause radiation impact
Mitigasi dan Pencapaian 2025 Mitigation and Achievement 2025	Mitigasi: 1. Proteksi radiasi (Faktor Jarak, Waktu dan Pelindung) 2. Monitor perorangan (film *badge* dan Dosimeter saku) 3. Kontainer penyimpanan sumber radiasi yang terbuat dari pb. 4. Pengangkutan sumber radiasi wajib menggunakan roda 4 5. Karyawan yang menangani sumber radiasi wajib memiliki sertifikasi 6. Melakukan pengukuran radiasi 7. Pengecekan kesehatan rutin sebelum dan sesudah kegiatan penggunaan sumber radiasi Pencapaian: 100% Mitigation Measures: 1. Radiation protection (Distance, Time, and Shielding factors) 2. Personal monitoring (film badges and pocket dosimeters) 3. Storage containers for radioactive sources made of lead (Pb) 4. Transportation of radioactive sources must use four-wheeled vehicles 5. Employees handling radioactive sources must be certified 6. Radiation measurements are conducted 7. Routine health checks before and after handling radioactive sources Achievements: 100%

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Mengoperasikan *Single Dump Truck* (SDT) dan Sejenisnya Operating Single Dump Trucks (SDT) and Similar Vehicles
Uraian Kegiatan dan Risiko Description of Activities and Risks	Risiko berupa: 1. Tabrakan dengan unit lain 2. Unit terbakar Risks include: 1. Collisions with other units 2. Vehicle fire
Mitigasi dan Pencapaian 2025 Mitigation and Achievement 2025	Mitigasi: 1. Pengecekan dan Pemeriksaan Hariah P2H SDT 2. Pekerja harus dalam keadaan sehat (*fit to work*) 3. Pengaturan lalu lintas jalan tambang Pencapaian: 100% Mitigation Measures: 1. Daily P2H (Pre-Operational Check) inspections of SDTs 2. Workers must be in good health (fit to work) 3. Traffic management on mining roads Achievements: 100%

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Mengoperasikan Pompa Tambang Operating Mine Pumps
Uraian Kegiatan dan Risiko Description of Activities and Risks	Risiko berupa: 1. Tangan terpotong terkena bagian berputar Risks include: 1. Hand injury from contact with rotating parts
Mitigasi dan Pencapaian 2025 Mitigation and Achievement 2025	Mitigasi: 1. *Job Safety and Environmental Analysis* (JSEA) mengoperasikan pompa tambang 2. Pelindung bagian berputar pada pompa 3. Pekerja harus dalam keadaan sehat (*fit to work*) 4. Safety talk mingguan 5. Pelaksanaan observasi keselamatan kerja dan inspeksi di tempat oleh pengawas Pencapaian: 100% Mitigation Measures: 1. Job Safety and Environmental Analysis (JSEA) for operating mine pumps 2. Guards on rotating parts of the pump 3. Workers must be in good health (fit to work) 4. Weekly safety talks 5. Job safety observations and on-the-spot inspections by supervisors Achievements: 100%

Perusahaan memberikan hak kepada pekerja untuk menghentikan aktivitas kerja apabila ditemukan potensi bahaya dan melaporkannya kepada pengawas yang bertugas. Pengawas wajib memastikan keselamatan terpenuhi dan memiliki otoritas untuk menghentikan pekerjaan ketika risiko dianggap membahayakan. Tidak ada sanksi yang dikenakan kepada pekerja yang meninggalkan pekerjaan karena alasan keselamatan. [403-2, 403-9][CSS-12.14.3]

The company grants workers the right to stop work activities if a potential hazard is identified and to report it to the responsible supervisor. Supervisors are required to ensure safety is met and have the authority to halt work when a risk is deemed dangerous. No sanctions are imposed on workers who leave work for safety reasons. [403-2, 403-9][CSS-12.14.3]

Selain itu, ITM terus meningkatkan efektivitas penilaian risiko dan pelaksanaan perbaikan. Seluruh insiden signifikan termasuk kasus fatal dilaporkan dan diinvestigasi secara transparan. Tindakan korektif dilakukan secara proaktif untuk memastikan risiko serupa tidak terjadi kembali. [403-2][CSS-12.14.3]

In addition, ITM continuously enhances the effectiveness of risk assessments and the implementation of corrective actions. All significant incidents, including fatal cases, are reported and investigated transparently. Corrective measures are proactively implemented to ensure similar risks do not recur. [403-2][CSS-12.14.3]

Meningkatkan Budaya K3

ITM mengimplementasikan strategi keselamatan kerja berbasis tiga pilar, yakni Organisasi dan Sistem, Karyawan dan Kompetensi, serta Perilaku.

Strengthening OHS Culture

ITM implements a work safety strategy based on three pillars: Organization and Systems, Employees and Competence, and Behavior.



Pilar Organisasi dan Sistem Organization and System Pillar	**Pilar Manusia dan Kompetensi** People and Competence Pillar	**Pilar Perilaku** Behavior Pillar
Perencanaan dan penerapan aktivitas K3 telah terintegrasi di dalam organisasi dan dilakukan melalui Sistem Manajemen Keselamatan dan Kesehatan Kerja Lingkungan (SMK3L) yang di dalamnya mencakup kebijakan K3, HSE *Management System, Contractor Management System,* dan *Online Incident Report.* Planning and implementation of OHS activities are fully integrated within the organization through the Occupational Health, Safety, and Environmental Management System (SMK3L), which includes OHS policies, the HSE Management System, Contractor Management System, and Online Incident Reporting.	**Mengembangkan kompetensi, kepedulian, dan kepemimpinan K3 karyawan dengan memberikan pelatihan, sosialisasi, dan kampanye secara terus-menerus dengan melibatkan semua karyawan. Perusahaan melengkapi dengan sistem pelaporan AWAS (Amati, Waspadai, dan Segera Laporkan) dan *Safety Health Environmental Accountability Program.*** The company develops employees OHS competence, awareness, and leadership by providing continuous training, awareness programs, and safety campaigns involving all employees. This is supported by the AWAS reporting system (Observe, Alert, and Report Immediately) and the Safety, Health, and Environmental Accountability Program.	**Menerapkan program yang memotivasi karyawan untuk berperilaku aman walaupun tanpa pengawasan dari atasan dan juga melaporkan setiap kegiatan dan kondisi tidak aman.** ITM also implements programs that motivate employees to act safely even without direct supervision and to report any unsafe activities or conditions.

ITM memastikan keterlibatan pekerja dalam penerapan K3 melalui mekanisme pelaporan diri, kegiatan *safety talk, toolbox meeting*, dan pelatihan berkala. Aplikasi Go-Safe digunakan sebagai sarana pelaporan yang memungkinkan identifikasi cepat terhadap tindakan dan kondisi tidak aman, serta terhubung langsung dengan pengawas. Perusahaan juga menyediakan layanan kesehatan termasuk perawatan non-pekerjaan.

ITM ensures employee involvement in OHS implementation through self-reporting mechanisms, safety talks, toolbox meetings, and periodic training. The Go-Safe application is used as a reporting tool that enables rapid identification of unsafe actions and conditions and connects directly to supervisors. The company also provides healthcare services, including non-work-related care.

Pada tahun pelaporan, 214 karyawan dan pekerja nonkaryawan berpartisipasi dalam 21 program pelatihan K3 yang diselenggarakan ITM.

During the reporting year, 214 employees and non-employee workers participated in 21 OHS training programs organized by ITM.

Beberapa Pelatihan K3 untuk Karyawan dan Pekerja Lainnya [403-5][CSS-12.14.6]
Selected OHS Training for Employees and Other Workers

Tema Kegiatan | Activity Theme				
Implementasi SMKP MSMS Implementation	**Dasar Keselamatan** Basic Safety	**Internal Audit SMKP** MSMS Internal Audit	**Diklat Investigasi Kecelakaan Tambang** Mine Accident Investigation Training	**Pertolongan Pertama Gawat Darurat (PPGD)** Emergency First Aid (PPGD)
48	39	32	21	19
Peserta | Participants	**Peserta |** Participants	**Peserta |** Participants	**Peserta |** Participants	**Peserta |** Participants

Selain pelatihan K3, ITM menerapkan sejumlah program tambahan guna menanamkan budaya keselamatan dan meningkatkan kesehatan pekerja serta kontraktor, seperti: [403-4, 403-6][CSS-12.14.5, CSS-12.14.7]

1. Pengawasan dan audit keselamatan seperti internal audit SMKP dan CMS-HSE, baik untuk anak usaha ITM maupun kontraktor.
2. Kampanye Keselamatan dan Kesadaran untuk meningkatkan kesadaran dan pemahaman pekerja.
3. Evaluasi dan pembelajaran dari insiden yang sudah terjadi.
4. Pelaksanaan bulan K3 secara serempak di ITM dan seluruh anak usahanya.

In addition to OHS training, ITM implements several additional programs to instill a safety culture and improve the health of employees and contractors, including: [403-4, 403-6][CSS-12.14.5, CSS-12.14.7]

1. Safety supervision and audits, such as internal MSMS and CMS-HSE audits, for both ITM subsidiaries and contractors
2. Safety and awareness campaigns to enhance workers' understanding and consciousness
3. Evaluation and learning from past incidents
4. Simultaneous observance of OHS Month across ITM and all subsidiaries

Pada 2025, Perusahaan menetapkan 11 *Golden Rules* yang wajib dipahami dan dipatuhi oleh seluruh karyawan ITM Grup termasuk mitra kerja, bertujuan untuk:

1. Mencegah fatalitas/LTI dengan meningkatkan kewaspadaan terhadap risiko kritis.
2. Membangun akuntabilitas dan kepemilikan, yaitu pola pikir "keselamatan adalah tanggung jawab bersama".
3. Mendorong kesadaran penuh sebelum memulai pekerjaan: pahami pekerjaannya, pahami risikonya, dan pahami mitigasinya.

Pelanggaran terhadap *Golden Rules* ini akan dikenakan sanksi berupa:

1. Pelanggaran Pertama
   Bagi Karyawan dan Mitra Kerja: Surat peringatan pertama dan terakhir.
2. Pelanggaran Kedua
   - Bagi Karyawan: Bersifat mendesak yang dapat langsung dikenakan PHK.
   - Bagi Mitra Kerja: Pencabutan izin kerja (*mine permit*).

In 2025, the Company established 11 Golden Rules that must be understood and strictly complied with by all employees across the ITM Group, including business partners and contractors. These rules are intended to:

1. Prevent fatality/LTI by enhancing vigilance toward critical risks.
2. Strengthen accountability and ownership by fostering the mindset that "safety is a shared responsibility."
3. Promote full mindfulness prior to commencing any task—understand the work, understand the risks, and understand the mitigation measures.

Any violation of the Golden Rules will result in the following sanctions:

1. First Violation
   For Employees and Business Partners: Issuance of a first and final written warning.
2. Second Violation
   - For Employees: Classified as a serious offense that may result in immediate termination of employment.
   - For Business Partners: Revocation of work authorization (mine permit).

11 Golden Rules

1. Prinsip Dasar
   Pastikan seluruh pekerjaan berbahaya/ berisiko memiliki izin kerja yang sah.
2. Pengawasan Pekerjaan
   Pengawas di area berisiko tinggi wajib melakukan pengawasan langsung dan melapor bila terjadi insiden.
3. Layak Bekerja
   Bekerja hanya saat *fit to work* dan gunakan unit yang sudah lulus *commissioning* serta Pengecekan dan Pemeriksaan Harian (P2H).
4. Keselamatan Berkendara
   Wajib memiliki SIMPER, gunakan sabuk pengaman, patuhi batas kecepatan, parkir di area yang ditentukan, dan hindari penggunaan HP.
5. Pekerjaan Pengangkatan
   Harus memiliki Surat Izin Operator (SIO), perhatikan beban *Safe Working Load* (SWL) dan radius aman alat berat.
6. Kestabilan Lereng
   Jaga jarak aman dari dinding galian dan waspadai pergerakan alat berat.
7. Isolasi Energi (*Lock Out Tag Out*/ LOTO)
   Pasang personal LOTO, jangan lepaskan atau pindahkan, serta jangan operasikan alat saat perawatan.
8. Pekerjaan Kelistrikan
   Harus diawasi oleh pekerja kompeten dan semua peralatan listrik wajib inspeksi berkala.
9. Pekerjaan di Ketinggian
   Gunakan Alat Pelindung Diri (APD) dan alat keselamatan lengkap.
10. Pekerjaan Panas
    Hindari *hot work* dengan bahan mudah terbakar yang berisiko kebakaran.
11. Pekerjaan di Dekat Air
    Gunakan pelampung dan peralatan standar yang layak.

1. Fundamental Principles
   Ensure that all hazardous/high-risk work activities have a valid work permit.
2. Job Supervision
   Supervisors in high-risk areas must conduct direct supervision and report any incidents.
3. Fit to Work
   Work only when declared fit to work and operate equipment that has passed commissioning as well as Daily Inspection and Pre-Operational Checks (P2H).
4. Driving Safety
   Hold a valid SIMPER, wear a seat belt, comply with speed limits, park only in designated areas, and refrain from using mobile phones.
5. Lifting Work
   Possess a valid Operator License (SIO), observe the Safe Working Load (SWL), and maintain a safe operating radius for heavy equipment.
6. Slope Stability
   Maintain a safe distance from excavation walls and remain alert to heavy equipment movements.
7. Energy Isolation (Lock Out Tag Out / LOTO)
   Install personal LOTO devices, do not remove or relocate them, and do not operate equipment under maintenance.
8. Electrical Work
   Must be supervised by a competent worker, and all electrical equipment must undergo periodic inspections.
9. Working at Height
   Use appropriate Personal Protective Equipment (PPE) and complete fall protection equipment.
10. Hot Work
    Avoid performing hot work in the presence of flammable materials that may pose a fire risk.
11. Working Near Water
    Wear a life vest and utilize appropriate standard safety equipment.

Kesehatan Kerja

Untuk mendukung kesehatan seluruh pekerja, ITM menyediakan fasilitas kesehatan di setiap area operasi, lengkap dengan pemeriksaan rutin. Layanan ini juga terbuka bagi karyawan mitra kerja yang tidak memiliki fasilitas kesehatan sendiri, serta masyarakat sekitar. Perusahaan memastikan kualitas layanan melalui evaluasi berkala terhadap kelayakan fasilitas dan sumber daya. Selain itu, edukasi terkait pencegahan Penyakit Menular Seksual (PMS) turut diberikan oleh anak usaha. Seluruh fasilitas kesehatan diawasi oleh dokter dan tenaga medis tersertifikasi, dan klinik ITM telah memiliki izin resmi untuk memberikan layanan medis dasar, termasuk penerbitan resep. [403-3, 403-8][CSS-12.14.4]

Occupational Health

To support the health of all workers, ITM provides healthcare facilities at each operational site, complete with routine medical examinations. These services are also available to partner employees who do not have their own healthcare facilities, as well as to local communities. The company ensures service quality through periodic evaluations of facility adequacy and resources. In addition, education on the prevention of sexually transmitted disease (STD) is provided by subsidiaries. All healthcare facilities are supervised by certified doctors and medical personnel, and ITM clinics are officially licensed to provide basic medical services, including issuing prescriptions. [403-3, 403-8][CSS-12.14.4]

Pada 2025, tercatat 6.317 kunjungan karyawan dan 33.071 kunjungan mitra kerja ke klinik site. Infeksi Saluran Pernapasan Akut (ISPA) menjadi keluhan paling umum sehingga perusahaan melakukan langkah mitigasi sebagai berikut. [403-10][CSS-12.14.11]

1. Melakukan analisis dari hasil kunjungan klinik dan pemeriksaan kesehatan.
2. Memberikan konsultasi secara daring maupun luring untuk memantau kondisi kesehatan.
3. Menyajikan informasi kesehatan dan mengadakan seminar kesehatan (*health talk*) terkait tren kesehatan untuk meningkatkan kesadaran karyawan.

ITM menjaga kerahasiaan rekam medis karyawan sesuai ketentuan perundang-undangan, dengan akses yang dibatasi hanya bagi tenaga kesehatan yang ditunjuk atau dokter pengawas fasilitas kesehatan. Selain itu, perusahaan turut mendukung peningkatan kualitas kesehatan masyarakat melalui penguatan sarana kesehatan di sekitar area operasi, antara lain dengan menyediakan peralatan medis bagi rumah sakit, puskesmas, dan posyandu, serta menyelenggarakan penyuluhan dan pemeriksaan kesehatan bagi masyarakat.

Kinerja K3

Dengan penyesalan mendalam, kami menyampaikan bahwa pada 2025 ITM mengalami total 8 kecelakaan kerja dengan 3 kecelakaan fatal, 4 kecelakaan berakibat cedera berat dan 1 kecelakaan berakibat cedera ringan. Secara keseluruhan, 18.196 hari kerja hilang akibat insiden tersebut. Sebagai respons, ITM melakukan tindakan strategis dan upaya kampanye Transformasi Keselamatan mencakup 18 inisiatif rencana kerja untuk mencegah kejadian serupa guna mendorong peningkatan kesadaran dan budaya keselamatan di lingkungan kerja. [403-9]

In 2025, there were 6,317 employee visits and 33,071 partner visits to site clinics. Acute Respiratory Infection (ARI) is the most common complaint, prompting the company to implement the following mitigation measures. [403-10][CSS-12.14.11]

1. Conducting analysis of clinic visit results and medical check-up findings.
2. Providing both online and offline consultations to monitor health conditions.
3. Delivering health information and organizing health seminars (health talks) related to health trends to raise employee awareness.

ITM maintains the confidentiality of employees' medical records in accordance with applicable laws, with access limited only to designated healthcare personnel or supervising doctors at the facilities. Furthermore, the company supports community health improvement by strengthening medical facilities near operational areas, including providing medical equipment to hospitals, community health centers (puskesmas), and integrated health posts (posyandu), as well as conducting health education and check-ups for the local population.

OHS Performance

With deep regret, we report that in 2025 ITM recorded a total of 8 occupational accidents, comprising 3 fatal accidents, 4 accidents resulting in serious injuries, and 1 accident resulting in a minor injury. Overall, 18,196 workdays were lost due to these incidents. In response, ITM implemented strategic measures and a Safety Transformation campaign, including 18 work plan initiatives to prevent similar incidents and promote safety awareness and culture in the workplace. [403-9]

Jumlah Kecelakaan Kerja berdasarkan Jenis Cedera Tahun 2025 [403-10]
Number of Work Accidents by Type of Injury in 2025

Jenis Cedera Injury Type	Karyawan Employees	Kontraktor Contractors	Jumlah Cedera Total Injuries
Luka dalam | Deep wounds	0	2	2
Patah tulang | Bone fractures	0	2	2
Luka gores | Scratches	0	4	4
Luka bakar | Burn injuries	0	1	1
Amputasi | Amputation	1	2	3
Keracunan | Poisoning	0	2	2
Iritasi | Irritation	0	1	1
Kekurangan oksigen | Hypoxia	0	1	1
Jumlah cedera tercatat | Number of injuries recorded	**1**	**16**	**17**

Keterangan | Notes:
Tidak ada pekerja yang tidak disertakan dalam pengungkapan ini.
Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1827 K/30/MEM/2018 serta Standar GRI
All employees are included in this disclosure.
Disclosure of Work Accident Rates and Numbers Based on the Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1827 K/30/MEM/2018 and GRI Standards

Tingkat dan Jumlah Kecelakaan Kerja [403-9][CSS-12.14.10]
Rate and Number of Injury

Tingkat Kecelakaan Kerja Injury Rate	2025			2024			2023		
	Karyawan Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner
Cedera ringan Minor injury	0	1	1	0	1	1	0	0	0
Cedera berat Major injury	0	4	4	0	6	6	1	2	3
Fatalitas Fatality	0	3	3	1	2	3	0	1	1*
Konsekuensi tinggi (tidak termasuk fatalitas) High consequence (excluding fatalities)	0	2	2	0	0	0	0	1**	1
Insiden Keselamatan Proses Process safety event	0	3	3	1	3	4	2	2	4
Jumlah jam kerja Total working hours	2,892,467	52,798,218	55,690,685	3,010,930	49,739,416	52,750,346	2,528,807	42,292,119	44,820,926
Tingkat konsekuensi tinggi: (tidak termasuk fatalitas) High consequence rate (excluding fatalities)	0	0.04	0.04	0	0	0	0	0.02	0.02
Tingkat Frekuensi Cedera Tercatat Total (TRIFR) Total recordable Injury Frequency Rate (TRIFR)	0.35	0.32	0.35	1.00	0.36	0.40	0.40	0.31	0.31
Tingkat frekuensi cedera kehilangan waktu kerja (LTIFR) Lost time Injury frequency rate (LTIFR)	0	0.15	0.16	0.33	0.18	0.19	0.40	0.07	0.09
Tingkat keparahan cedera (ISR) Injury severity rate (ISR)	0	344.63	358.41	1,992.74	245.82	345.53	1.19	149.5	141.1
Tingkat fatalitas Fatality rate	0	0.06	0.06	0.33	0.04	0.06	0	0.02	0.02

Keterangan | Notes:
Tidak ada pekerja yang tidak disertakan dalam pengungkapan ini.
***Terjadi 1 insiden fatal non tambang**
Data kecelakaan kerja mencakup IMM, TCM, BEK, KTD-EMB, JBG, GPK, NPR, ITM Balikpapan Office, IBP dan ITM Samarinda Office. ITM Samarinda Office.
***Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1827 K/30/MEM/2018 serta Standar GRI**
***IFR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.**
****Kategori tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas) ditentukan berdasarkan ILO dan ISO 45001. Perhitungan hari kerja yang hilang berdasarkan Standar GRI menggunakan 1 000.000 jam kerja**
No workers are excluded from this disclosure.
*1 non mining fatal incident occurred
Data on work accidents includes IMM, TCM, BEK, KTD-EMB, JBG, GPK, NPR, ITM Balikpapan Office, IBP dan ITM Samarinda Office. ITM Samarinda Office.
*Disclosure of Level and Number of Workplace Accidents Based on Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1827 K/30/MEM/2018 and GRI Standard [403-9.g].
*IFR (based on regulation) = LTIFR (based on ISO 45000). Work accident rate is calculated based on 1,000,000 working hours.
**Category of work accident rate with high consequences (excluding fatalities) is determined based on the Decree of ILO and ISO 45001.
Calculation of working days lost based on GRI Standard using 1,000,000 working hours.

Statistik Kesehatan Kerja ITM [403-9, 403-10][CSS-12.14.10, CSS-12.14.11]
Occupational Health Statistics of ITM

Tingkat Kesehatan Kerja[1] | Injury Rate[1]	2025	2024	2023
Rasio Kelayakan Kerja | Employability Ratio	89%	89%	85%
Angka Kesakitan Kasar | Crude Morbidity Rate	0.1	1.5	1.5
Tingkat Kekerapan Kesakitan | Morbidity Frequency Rate	511	497	509
Tingkat Keparahan Penyakit | Spell Severity Rate	2.0	1.9	1.7
Tingkat Keparahan Penyakit berdasarkan Absensi | Absence Severity Rate	253	310	340
Penyakit Akibat Kerja (PAK) | Occupational Illness	0	0	0
Tingkat Kematian Akibat Pak | Fatality Rate Due to Occupational Illness	0	0	0

Keterangan | Notes:
Tidak ada pekerja yang tidak disertakan dalam pengungkapan ini. | There were no workers excluded from this disclosure.
[1]Mengacu pada Keputusan Direktur Jenderal MINERBA 185K/37.04/DJB/2019 dan ketentuan GRI
[1]Refers to the Decree of the Director General of Mineral and Coal No. 185K/37.04/DJB/2019 and the provisions of GRI.

Pada 2025, tidak ditemukan kasus penyakit akibat kerja di lingkungan ITM. Meski demikian, beberapa jenis pekerjaan seperti proses pembentukan atau penghancuran batubara dan kegiatan penumpukan di Pelabuhan tetap diidentifikasi sebagai aktivitas dengan potensi risiko PAK. Sistem Manajemen Kesehatan yang diterapkan telah memberikan perlindungan penuh bagi seluruh pekerja. Cakupan perlindungan ini diverifikasi melalui audit SMK3, baik internal maupun eksternal, yang dilakukan di Kantor Pusat Jakarta dan *site* di Kalimantan Timur, Kalimantan Selatan, serta Kalimantan Tengah. Selain itu, site di Kalimantan Timur juga diaudit secara eksternal oleh SGS. [403-10]

In 2025, there were no cases of occupational illnes found in the ITM environment. However, several types of work, such as coalification or crushing processes and stockpiling activities at the port, were still identified as activities with potential occupational disease risks. The Health Management System that was implemented provided full protection for all workers. The scope of this protection is verified through OHSMS audits, both internal and external, conducted at the Jakarta Head Office and sites in East Kalimantan, South Kalimantan, and Central Kalimantan. In addition, an external audit by SGS is conducted at the site in East Kalimantan. [403-10]

Pekerja terlindungi oleh Sistem Manajemen Kesehatan [403-8]
Workers covered by the Health Management System

Deskripsi Description	Jakarta		Kalimatan Timur East Kalimantan		Kalimantan Selatan South Kalimantan		Kalimantan Tengah Middle Kalimantan	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Karyawan | Employees	354	100	1,114	100	83	100	0	0
Pekerja nonkaryawan | Non-employee workers	14	100	41	100	25	100	0	0
Kontraktor | Contractors	122	100	16,975	100	326	100	0	0
Jumlah | Total	**490**	**100**	**18,130**	**100**	**434**	**100**	**0**	**0**

Keterangan | Notes:
1. Kantor Pusat ITM Jakarta tidak memiliki kontraktor. Data pekerja nonkaryawan yang dilindungi SMK3 dan telah diaudit di wilayah Kalimantan Timur dan Kalimantan Selatan termasuk dalam data kontraktor.
2. Pekerja TRUST dihitung sebagai kontraktor (pekerja bukan karyawan)
3. Karyawan yang telah diaudit SMK3 di Kalimantan Tengah berasal dari NPR yang belum beroperasi sehingga tidak memiliki pekerja non karyawan maupun kontraktor.
4. Tidak ada jenis pekerja lainnya yang tidak disertakan dalam pengungkapan ini.
1. ITM Jakarta Head Office does not have contractors. Data on non-employee workers protected by OHSMS and audited in East Kalimantan and South Kalimantan are included in contractor data.
2. TRUST workers are counted as contractors (non-employee workers).
3. Employees who have been audited by OHSMS in Central Kalimantan are from NPR, which is not yet operational and therefore has no non-employee workers or contractors.
4. No other types of workers are excluded from this disclosure.

Perusahaan memastikan bahwa kontraktor dan subkontraktor yang beroperasi di area kerja perusahaan memperoleh perlindungan kesehatan dan keselamatan kerja yang setara dengan karyawan. Pengelolaan K3 kontraktor merupakan bagian integral dari sistem manajemen K3 perusahaan dan menjadi persyaratan utama dalam pelaksanaan kegiatan operasional.

Kinerja keselamatan kontraktor dipantau secara berkala dan digunakan sebagai dasar evaluasi selama masa kerja sama. Kewajiban penerapan K3 bagi kontraktor diatur dalam kebijakan K3 perusahaan dan dituangkan dalam persyaratan kontraktual. Untuk mendukung implementasi di lapangan, ITM mewajibkan pelatihan keselamatan kerja bagi kontraktor, meliputi AK3 umum, POP (Pengawas Operasional Pratama), POM (Pengawas Operasional Madya), pelatihan investigasi, JSA (*Job Safety Analysis*), dan implementasi SMKP.

The company ensures that contractors and subcontractors operating in the company's work area receive the same occupational health and safety protection as employees. Contractor OHS management is an integral part of the company's OHS management system and is a key requirement in the implementation of operational activities.

Contractor safety performance is monitored regularly and used as a basis for evaluation during the period of cooperation. The obligation to implement OHS for contractors is regulated in the company's OHS policy and outlined in contractual requirements. To support implementation in the field, ITM requires occupational safety training for contractors, including General AK3 (General Occupational Safety and Health Expert), POP (First-Level Operational Supervisor), POM (Intermediate Operational Supervisor), investigation training, JSA (Job Safety Analysis), and implementation of the MSMS (Mining Safety Management System).

Evaluasi Kontraktor Melalui CMS-HSE

Untuk menjaga standar keselamatan di sepanjang rantai pasok, ITM menerapkan *Contractor Management System – Health Safety and Environment* (CMS-HSE) sebagai sistem penilaian K3 bagi seluruh kontraktor. Penilaian dilakukan secara rutin tiap tahun melalui kolaborasi antara fungsi-fungsi, dan hasilnya digunakan dalam pengambilan keputusan terkait kinerja dan kontrak. [403-7][CSS-12.14.8]

Pada 2025, sebanyak 28 kontraktor dari site TCM telah dievaluasi. Dengan pertimbangan ketersediaan auditor CMS, penilaian kinerja kontraktor untuk site selain TCM mengalami kemunduran jadwal dan akan dilaksanakan pada triwulan pertama tahun 2026, Hasil evaluasi menunjukkan bahwa sejumlah 3 kontraktor menerima peringkat emas, sementara 1 kontraktor masuk dalam kategori merah. Mereka yang berada pada kategori risiko tinggi ini akan melalui evaluasi manajemen dan dapat menerima sanksi mulai dari peringatan hingga penghentian kontrak.

Contractor Evaluation Through CMS-HSE

To maintain safety standards throughout the supply chain, ITM implements the Contractor Management System – Health Safety and Environment (CMS-HSE) as an occupational health and safety assessment system for all contractors. Assessments are conducted annually through collaboration between functions, and the results are used in decision-making related to performance and contracts. [403-7][CSS-12.14.8]

In 2025, a total of 28 contractors from the TCM site were evaluated. Due to the availability of CMS auditors, the performance assessment of contractors for sites other than TCM has been delayed and will be carried out in the first quarter of 2026. The evaluation results show that 3 contractors received a gold rating, while 1 contractor was placed in the red categories. Those in the high-risk category will undergo a management evaluation and may receive sanctions ranging from warnings to contract termination.

Hasil Penilaian CMS-HSE
CMS-HSE Assessment Results

Emas | Gold	**Hijau** | Green	**Biru** | Blue	**Merah** | Red	**Hitam** | Black
3	11	13	1	0
11%	39%	46%	4%	0%
Jumlah | Total	**Jumlah** | Total	**Jumlah** | Total	**Jumlah** | Total	**Jumlah** | Total

Program Tanggap Darurat

Sebagai upaya menjaga kesiapsiagaan, ITM mengembangkan program tanggap darurat yang memungkinkan perusahaan merespons situasi kritis dengan cepat. Struktur tanggap darurat mencakup Tim Tanggap Darurat (ERT) dan Tim Manajemen Darurat (EMT) di tingkat site hingga Tim Manajemen Insiden yang dipimpin oleh Direktur. EMT bertanggung jawab mengoordinasikan sumber daya perusahaan dalam mitigasi, investigasi, dan pemulihan, dengan mengacu pada pedoman berupa Standar Manajemen Keberlangsungan Usaha.

ITM juga menilai berbagai potensi risiko, seperti kebakaran pada fasilitas dan peralatan. Untuk mempermudah pelaporan, kanal komunikasi melalui telepon dan radio disediakan di setiap lokasi dan terhubung langsung ke ERT. Proses penanganan selanjutnya mengikuti prosedur tanggap darurat yang berlaku di tiap lokasi kerja.

Pada 2025, Perusahaan bersama pihak independen melaksanakan simulasi situasi krisis guna menguji efektivitas implementasi program tanggap darurat. Simulasi ini mencakup penetapan dan pengujian alur respons krisis, kejelasan peran dan tanggung jawab setiap individu, mekanisme pengambilan keputusan, serta efektivitas komunikasi dan koordinasi antar unit kerja dalam menghadapi kondisi darurat.

Emergency Response Program

In an effort to maintain preparedness, ITM has developed an emergency response program that enables the company to respond quickly to critical situations. The emergency response structure includes an Emergency Response Team (ERT) and Emergency Management Team (EMT) at the site level, as well as an Incident Management Team led by the Director. The EMT is responsible for coordinating company resources in mitigation, investigation, and recovery, with reference to the Business Continuity Management Standard guidelines.

ITM also assesses various potential risks, such as fires in facilities and equipment. To facilitate reporting, communication channels via telephone and radio are provided at each location and are directly connected to the ERT. The subsequent handling process follows the emergency response procedures applicable at each work site.

In 2025, the Company, in collaboration with an independent party, conducted a crisis simulation to test the effectiveness of the implementation of its emergency response program. The simulation included establishing and testing crisis response procedures, clarifying the roles and responsibilities of each individual, decision-making mechanisms, as well as the effectiveness of communication and coordination among work units in responding to emergency situations.

Tumbuh Bersama Pekerja dan Masyarakat

Harmony with Employees and the Community

Highlight 2025 | 2025 Highlights

Realisasi Jam Pelatihan/Pekerja
Realized Training Hours/Workers

32

SROI

3.34

Realisasi Biaya Pemberdayaan Masyarakat
Realized Cost of Community Empowerment

28,094 Rp juta | million

Hasil Survei Keterlibatan Karyawan
Employee Engagement Survey Results

80%

Hasil Survei Penerapan Banpu Heart
Banpu Heart Implementation Survey Results

82%

Pendekatan Manajemen [3-3][CSS-12.9.1, CSS-12.12.1, CSS-152.15.1]
Management Approach

Topik Material: Ketenagakerjaan, Pengembangan dan Pemberdayaan Masyarakat Lokal, Hak Asasi Manusia, Proses dan Standar
Material Topic: Employment, Local Community Development and Empowerment, Human Rights, Processes and Standards

Kebijakan | Policy

- Kebijakan Pengembangan Masyarakat No: ITM-P-CD-001
- Kebijakan Sumber Daya Manusia No: ITM-POL-HR-01 (REV.01)
- Community Development Policy No: ITM-P-CD-001
- Human Resources Policy No: ITM-POL-HR-01 (REV.01)

Dampak dan Pengelolaan: Impact and Management:

ITM menempatkan penghormatan terhadap hak asasi manusia sebagai fondasi dalam menjalankan seluruh aktivitas bisnisnya. Prinsip-prinsip HAM diterapkan secara menyeluruh di sepanjang rantai nilai operasional, mencakup pekerja, masyarakat, dan pemasok. Untuk menjaga konsistensi penerapan, perusahaan secara rutin melakukan evaluasi atas praktik bisnis agar tetap selaras dengan standar HAM internasional.

ITM places respect for human rights as the foundation of all its business activities. Human rights principles are applied comprehensively throughout the operational value chain, covering employees, communities, and suppliers. To maintain consistency in implementation, the company regularly evaluates its business practices to ensure they remain in line with international human rights standards.

Sumber Daya dan Evaluasi: Resources and Evaluation:

Divisi Human Resources bertanggung jawab atas perencanaan dan pemantauan pelatihan karyawan serta memastikan kesempatan yang setara bagi seluruh karyawan untuk mengikuti pelatihan teknis dan nonteknis, termasuk program pengembangan seperti *Individual Development Plan* (IDP). Pada 2025, pelatihan diikuti oleh 3.308 peserta dengan total realisasi 52.924 jam pelatihan. Perusahaan juga menjaga tingkat turnover karyawan pada 2,05% yang dipantau secara berkala sebagai bagian dari indikator kinerja manajemen.
The Human Resources Division is responsible for planning and monitoring employee training and ensuring equal opportunities for all employees to participate in technical and non-technical training, including development programs such as Individual Development Plans (IDPs). In 2025, 3,308 participants participated in training, with a total of 52,924 training hours completed. The company also maintains an employee turnover rate of 2.05%, which is monitored regularly as part of management performance indicators.

Dalam mendukung pencapaian strategi perusahaan, ITM menerapkan Strategi *Human Resources* yang selaras dengan nilai-nilai Banpu Heart. Pengelolaan ketenagakerjaan dilakukan melalui pendekatan terintegrasi yang mencakup penguatan model operasional HR, budaya perusahaan, analisis matriks HR, serta kesiapan pemimpin pada posisi strategis. Untuk memastikan kompetensi karyawan sesuai dengan kebutuhan bisnis, Divisi Human Resources menyusun program pengembangan yang terstruktur dan sistematis, didukung oleh alokasi anggaran khusus yang dikelola secara terpusat.
In supporting the achievement of the company's strategy, ITM implements a Human Resources Strategy that is aligned with Banpu Heart values. Employment management is carried out through an integrated approach that includes strengthening the HR operational model, corporate culture, HR matrix analysis, and the readiness of leaders in strategic positions. To ensure employee competencies are in line with business needs, the Human Resources Division has developed a structured and systematic development program, supported by a special budget allocation that is centrally managed.

Kinerja Program Pemberdayaan Masyarakat (PPM) merupakan tanggung jawab Departemen Community Engagement and Development. ITM menetapkan target tahunan PPM dengan tingkat pelaksanaan mencapai 100% di seluruh WIUP dan realisasi anggaran sebesar Rp28,09 miliar. Dampak program diukur melalui indeks kepuasan masyarakat dengan hasil "memuaskan", serta nilai *Social Return on Investment* (SROI) sebesar 3,34. Sepanjang 2025, sebanyak 189 program unggulan PPM telah dilaksanakan.
The performance of the Community Empowerment Program (PPM) is the responsibility of the Community Engagement and Development Department. ITM sets annual PPM targets with an implementation rate of 100% across all WIUPs and a budget realization of Rp28.09 billion. The impact of the program is measured through a community satisfaction index with a "satisfactory" result, as well as a Social Return on Investment (SROI) value of 3.34. Throughout 2025, a total of 189 PPM flagship programs have been implemented.

Sebagai upaya memperkuat budaya kerja, ITM secara aktif menanamkan nilai-nilai Banpu Heart melalui pelaksanaan program dan sosialisasi yang melibatkan semua jenjang organisasi. Program seperti *Banpu Heart Bootcamp, Banpu Heart Leadership* Program, dan pelatihan terkait nilai perusahaan telah dijalankan sepanjang 2025. Komitmen karyawan terhadap perusahaan dipantau melalui survei keterlibatan dan survei Banpu Heart yang dilakukan setiap tahun di seluruh grup Banpu, termasuk ITM dan anak perusahaannya. Dalam survei keterlibatan karyawan, perusahaan mengukur beberapa aspek utama, antara lain kepuasan kerja, makna dan tujuan kerja, kebahagiaan dan keterlibatan, dan tingkat stres kerja.

To strengthen organizational culture, ITM actively instills Banpu Heart values through programs and awareness initiatives involving all organizational levels. Programs such as the Banpu Heart Bootcamp, Banpu Heart Leadership Program, and company value-related training were conducted throughout 2025. Employee commitment to the company is monitored through engagement surveys and the annual Banpu Heart survey, conducted across the entire Banpu Group, including ITM and its subsidiaries. In the employee engagement survey, the company measures several key aspects, including job satisfaction, meaning and purpose of work, happiness and engagement, and the level of work-related stress.

Hasil Survei Keterlibatan Karyawan
Employee Engagement Survey Results



Hasil Survei Penerapan Banpu Heart
Banpu Heart Implementation Survey Results



ITM memperkuat Banpu Heart sebagai budaya kerja melalui program internalisasi seperti Banpu Heart *Bootcamp*, Banpu Heart *Leadership Program*, Banpu Heart *Culture Leader*, dan pelatihan tata nilai perusahaan yang melibatkan seluruh jenjang organisasi sepanjang 2025. Komitmen karyawan dipantau melalui survei keterlibatan dan survei Banpu Heart tahunan yang mengukur kepuasan kerja, makna dan tujuan kerja, kebahagiaan dan keterlibatan, serta tingkat stres kerja. Selain itu, survei HR dan *Voice of Customer* dilakukan untuk memperoleh umpan balik karyawan terkait pengelolaan dan layanan SDM.

ITM is reinforcing Banpu Heart as a work culture through internalization programs such as the Banpu Heart Bootcamp, the Banpu Heart Leadership Program, the Banpu Heart Culture Leader initiative, and corporate values training involving all levels of the organization through 2025. Employee commitment is monitored through annual engagement surveys and Banpu Heart surveys that measure job satisfaction, the meaning and purpose of work, happiness and engagement, as well as work-related stress levels. Additionally, HR and Voice of Customer surveys are conducted to gather employee feedback regarding HR management and services.

Dukungan terhadap HAM

ITM terus berupaya menciptakan lingkungan kerja yang aman, inklusif, serta bebas dari segala bentuk diskriminasi, pelecehan, dan kekerasan berbasis gender. Komitmen ini diwujudkan melalui kebijakan resmi perusahaan yang menerapkan prinsip nol toleransi terhadap pelecehan seksual, perundungan, dan diskriminasi. Sebagai bagian dari implementasi kebijakan tersebut, pada tahun 2025 Perusahaan membentuk Satuan Tugas Pencegahan dan Penanganan Kekerasan Seksual (SATGAS PPKS). Satgas ini berperan sebagai mekanisme internal yang bertanggung jawab untuk mencegah, menerima laporan, menangani, dan menindaklanjuti dugaan kasus pelecehan dan kekerasan seksual di lingkungan kerja secara profesional dan objektif.

Keberagaman dan Kesetaraan

ITM memprioritaskan terciptanya lingkungan kerja inklusif yang membuka ruang bagi semua individu untuk berkembang secara setara. Divisi Human Resources memastikan seluruh proses pengelolaan SDM berlangsung adil dan mendukung keberagaman, sebagai wujud komitmen terhadap HAM yang tercantum dalam Kebijakan Keberlanjutan. Dalam praktiknya, ITM memperkuat upaya pencegahan pekerja anak dan kerja paksa sepanjang 2025 melalui seleksi tenaga kerja yang ketat dan pengawasan rantai pasok. Tidak ada kasus pelanggaran yang ditemukan. Perusahaan terus meningkatkan sosialisasi dan pelatihan kepada seluruh pihak terkait untuk memastikan standar perlindungan hak pekerja dapat diterapkan secara menyeluruh. [406-1, 408-1, 409-1][CSS-12.16.2, CSS-12.17.2, CSS-12.19.8]

Perusahaan tidak mengumpulkan maupun mengungkapkan data karyawan berdasarkan ras atau etnis. Informasi tersebut termasuk dalam kategori data sensitif dan tidak diwajibkan untuk dikumpulkan atau dipublikasikan dalam konteks ketenagakerjaan di Indonesia. Oleh karena itu, pengungkapan komposisi tenaga kerja berdasarkan ras atau etnis tidak tersedia dan tidak dilakukan oleh perusahaan.

Support for Human Rights

ITM continuously strives to create a safe, inclusive work environment free from all forms of discrimination, harassment, and gender-based violence. This commitment is formalized through official company policies enforcing a zero-tolerance principle against sexual harassment, bullying, and discrimination. As part of policy implementation, In 2025 company established the Task Force for the Prevention and Handling of Sexual Violence (SATGAS PPKS). This task force serves as an internal mechanism responsible for preventing, receiving reports, handling, and following up on alleged cases of sexual harassment and violence in the workplace professionally and objectively.

Diversity and Equality

ITM prioritizes creating an inclusive work environment that provides equal opportunities for all individuals to grow. The Human Resources Division ensures that all HR management processes are fair and support diversity, reflecting the company's commitment to human rights as outlined in the Sustainability Policy. In practice, ITM strengthened efforts to prevent child labor and forced labor throughout 2025 through strict workforce selection and supply chain supervision. No violations were identified. The Company continues to enhance socialization and training for all relevant parties to ensure that labor rights protection standards are implemented comprehensively. [406-1, 408-1, 409-1][CSS-12.16.2, CSS-12.17.2, CSS-12.19.8]

The Company does not collect or disclose employee data based on race or ethnicity. This information is considered sensitive data and is not required to be collected or published in the employment context in Indonesia. Therefore, disclosure of workforce composition by race or ethnicity is not available and is not performed by the company.

Inisiatif Keberagaman di 2025

Sepanjang 2025, ITM melakukan berbagai program untuk mendukung program keberagaman dan inklusivitas, di antaranya belajar bahasa isyarat, magang, dan membuka kunjungan ke kantor ITM Jakarta bagi sekolah luar biasa dengan aktivitas berupa *sharing* persiapan karir dan *office tour*, serta mentorship dan bimbingan juga diberikan kepada karyawan disabilitas. Selain itu, Perusahaan menyerap 936 pekerja dari tenaga lokal (*point of hire:* Kalimantan) yang setara dengan 56,35% dari total pekerja, serta mempekerjakan 1 pekerja disabilitas yang ditempatkan pada HR Department.

Diversity Initiatives in 2025

Throughout 2025, ITM implemented various initiatives to support diversity and inclusion programs, including sign language learning sessions, internship opportunities, and office visits to ITM's Jakarta headquarters for special needs schools, featuring career preparation sharing sessions and office tours. Furthermore, mentorship and guidance were provided to employees with disabilities. In addition, the Company hired 936 local workers (point of hire: Kalimantan), representing 56.35% of the total workforce, and employed 1 employee with a disability in the HR Department.

Jumlah dan Persentase Karyawan Berdasar Gender, Penyandang Disabilitas, dan Pekerja Lokal [405-1]

Number and Percentage of Employees by Gender, Disability Status, and Local Employment

Uraian | Description		2025	
		Jumlah | Total	%
Gender	Pria | Male	1,386	83.44
	Wanita | Female	275	16.56
	Jumlah | Total	1,661	100.00
Penyandang Disabilitas | Persons with Disabilities		1	0.06
Pekerja Lokal | Local Employees		936	56.35

Keberagaman Berdasarkan Level Jabatan [405-1]

Diversity Based on Position Level

Level Jabatan Position Level	2025			
	Laki-laki | Male		**Perempuan** | Female	
	Jumlah Pekerja Total Employees	%	**Jumlah Pekerja** Total Employees	%
Entry-level	871	62.84	143	52.00
Mid-level	475	34.27	126	45.82
Senior-level	35	2.53	6	2.18
Executive-level	5	0.36	0	0.00
Jumlah | Total	**1,386**	**100**	**275**	**100**

Keberagaman Berdasarkan Level Jabatan dan Usia [405-1]

Diversity Based on Position Level and Age Range

	Entry-level		**Mid-level**		**Senior-level**		**Executive-level**		**Jumlah Pekerja** Total Employees
Rentang Usia Age Range	**Laki-laki** Male	**Perempuan** Female	**Laki-laki** Male	**Perempuan** Female	**Laki-laki** Male	**Perempuan** Female	**Laki-laki** Male	**Perempuan** Female	
18-25	16	16	3	1	0	0	0	0	36
25-35	164	58	81	37	0	0	0	0	340
35-45	340	49	227	69	3	3	1	0	692
45-55	350	20	148	18	18	2	7	0	563
>55	1	0	16	1	10	1	1	0	30

Dalam komposisi Dewan Komisaris, keberagaman gender ditunjukkan oleh keterwakilan 2 perempuan dari 10 anggota (20%). Selain itu, 3 anggota lainnya (30%) berperan sebagai Komisaris Independen yang memastikan objektivitas dan representasi pemegang saham minoritas serta pemangku kepentingan lain. [405-1][CSS-12.9.6]

In the composition of the Board of Commissioners, gender diversity is reflected by the representation of 2 women out of 10 members (20%). In addition, 3 other members (30%) serve as Independent Commissioners, ensuring objectivity and representation of minority shareholders and other stakeholders. [405-1][CSS-12.9.6]

Keragaman Anggota Direksi dan Dewan Komisaris [405-1]
Diversity of the Board of Directors and Board of Commissioners

Kelompok Usia Age Group	Direksi Board of Directors		Dewan Komisaris Board of Commissioners	
	Pria Male	Wanita Female	Pria Male	Wanita Female
<30 tahun <30 years	0	0	0	0
30-50 tahun 30-50 years	4	0	2	0
>50 tahun >50 years	5	0	6	2
Jumlah | Total	**9**	**0**	**8**	**2**

Pelaporan data tenaga kerja ITM menggunakan metode *headcount* per Desember 2025, mencakup seluruh pekerja di kantor pusat Jakarta, kantor Balikpapan, serta area operasi anak perusahaan. Total pekerja pada 2025 mencapai 1.661 orang, terdiri dari 1.386 laki-laki dan 275 perempuan. Dominasi tenaga kerja laki-laki sebesar 83,44% mencerminkan karakteristik industri pertambangan, namun perusahaan tetap berkomitmen menyediakan peluang karier yang inklusif bagi perempuan. [405-1][CSS-12.9.6]

ITM's workforce data is reported using a headcount method as of December 2025, covering all employees at the Jakarta Head Office, Balikpapan Office, and operational areas of subsidiaries. The total workforce in 2025 was 1,661, consisting of 1,386 men and 275 women. The predominance of male employees, at 83.44%, reflects the characteristics of the mining industry; however, the company remains committed to providing inclusive career opportunities for women. [405-1][CSS-12.9.6]

Jumlah Pekerja ITM Berdasarkan Status Kepegawaian dan Gender [2-7, 2-8]
Number of ITM Employees by Employment Status and Gender

Status Kepegawaian Employment Status	2025		2024		2023	
	Pria | Male	**Wanita** | Female	**Pria** | Male	**Wanita** | Female	**Pria** | Male	**Wanita** | Female
Pekerja Tetap Permanent Employees	1,264	254	1,617	260	1,635	248
Pekerja Tidak Tetap Non-Permanent Employees	122	21	197	31	354	28
Alih Daya Outsourcing	421	67	1,016	105	627	5
Jumlah | Total	**1,807**	**342**	**2,830**	**396**	**2,616**	**281**
	2,149		**3,226**		**3,323**	

*Alih daya ITM bekerja sebagai tenaga di berbagai bidang
*ITM outsourced workers are employed across various functions

Sepanjang 2025, sebanyak 34 pekerja atau 2,05% dari total karyawan meninggalkan ITM karena alasan pensiun, kebutuhan pribadi, maupun karier. Sementara itu, dari 45 pekerja yang mengisi posisi baru, 43 orang atau 95,6% merupakan tenaga kerja lokal sesuai domisili KTP. Saat ini

Throughout 2025, 34 employees, or 2.05% of the total workforce, left ITM due to retirement, personal reasons, or career moves. Meanwhile, of the 45 employees filling new positions, 43 people, or 95.6%, were local workers based on their ID card domicile. Currently, ITM employs 60 foreign

terdapat sebanyak 60 pekerja asing di ITM. Dari sisi tingkat manajemen, mayoritas karyawan baru direkrut pada posisi non-manajemen, yaitu sebanyak 31 orang atau 69%. Perekrutan pada manajemen menengah tercatat sebanyak 9 orang atau 29%, sementara manajemen puncak sebanyak 1 orang atau 2%, sesuai dengan kebutuhan organisasi dan strategi pengembangan talenta internal. Terdapat pekerja asing yang baru dipekerjakan sebanyak 2 orang. Hingga saat ini, belum ada tenaga kerja lokal yang menduduki posisi manajemen senior, yaitu yang berasal dari Kalimantan, termasuk di tingkat Direktur. [202-2, 401-1][CSS-12.8.3][CSS-12.15.2]

workers. At the management level, the majority of new hires filled non-management positions, totaling 31 employees, or 69%. Middle management recruitment was recorded at 9 employees, or 29%, while senior management recruitment was 1 employees, or 2%, in line with organizational needs and internal talent development strategy. Number of newly hired foreign workers was 2 people. To date, no local employees from Kalimantan have filled senior management positions, including at the Director level. [202-2, 401-1][CSS-12.8.3][CSS-12.15.2]

ITM memantau proporsi perempuan pada posisi penghasil pendapatan (*revenue-generating positions*), seperti fungsi pemasaran, penjualan, dan pengelolaan hubungan pelanggan. Pada tahun pelaporan, perempuan mencakup sekitar 40% dari total karyawan di posisi tersebut. Data ini digunakan untuk mengevaluasi keterwakilan perempuan dalam fungsi strategis yang berkontribusi langsung terhadap kinerja keuangan perusahaan, serta sebagai dasar penyusunan program pengembangan talenta dan kepemimpinan yang lebih inklusif.

ITM monitors the proportion of women in revenue-generating positions, such as marketing, sales, and customer relationship management functions. In the reporting year, women accounted for approximately 40% of employees in these roles. This data is used to evaluate women's representation in strategic functions that directly contribute to the company's financial performance and serves as a basis for designing more inclusive talent and leadership development programs.

Selain itu, ITM juga menilai keterwakilan perempuan dalam posisi berbasis sains, teknologi, teknik, dan matematika (*STEM-related positions*), yang mencakup fungsi teknik, operasional, teknologi informasi, serta peran teknis lainnya. Pada tahun pelaporan, perempuan mewakili sekitar 46% dari total karyawan pada posisi STEM. Mengingat karakteristik industri yang masih didominasi tenaga kerja laki-laki, Perusahaan terus mendorong peningkatan partisipasi perempuan di bidang STEM melalui kebijakan rekrutmen yang inklusif, program pengembangan kompetensi teknis, serta penyediaan lingkungan kerja yang aman dan mendukung.

ITM also assesses women's representation in STEM-related positions (science, technology, engineering, and mathematics), which include engineering, operations, IT, and other technical roles. In the reporting year, women represented approximately 46% of employees in STEM positions. Given the male-dominated nature of the industry, the company continues to promote increased female participation in STEM through inclusive recruitment policies, technical competency development programs, and the provision of a safe and supportive work environment.

Kebebasan Berserikat

ITM menjamin hak pekerja untuk berserikat dan berkumpul dalam hubungan industrial yang terbuka dan harmonis, sejalan dengan regulasi nasional dan konvensi International Labour Organization (ILO). Serikat pekerja turut dilibatkan secara aktif dalam penyusunan Peraturan Perusahaan dan Perjanjian Kerja Bersama (PKB), yang menjadi dasar perlindungan hak dan kewajiban seluruh pekerja. PKB berlaku untuk seluruh (100%) karyawan ITM serta tenaga kerja lain yang bekerja di area wilayah izin usaha pertambangan (WIUP). Pada 2025, tidak ditemukan perubahan kebijakan maupun risiko pelanggaran terkait kebebasan berserikat. ITM terus memelihara komunikasi dengan perwakilan pekerja untuk memastikan hubungan industrial tetap kondusif. [2-30, 407-1] [CSS-12.18.2]

Freedom of Association

ITM guarantees workers' rights to organize and associate within an open and harmonious industrial relations framework, in line with national regulations and International Labor Organization (ILO) conventions. Labor unions are actively involved in drafting the Company Regulations and Collective Labor Agreements (CLA), which serve as the basis for protecting the rights and obligations of all employees. The CLA applies to all (100%) ITM employees as well as other workers working within the Mining Business License (WIUP) area. In 2025, no policy changes or risks of violations regarding freedom of association were identified. ITM maintains ongoing communication with worker representatives to ensure industrial relations remain conducive. [2-30, 407-1] [CSS-12.18.2]

Serikat Pekerja ITM dan Anak Usaha
Labor Union ITM and it's Subsidiaries

ITM dan Anak Usaha ITM and Subsidiaries	Serikat Pekerja Labor Union	Peraturan Perusahaan (PP)/ Perjanjian Kerja Bersama (PKB) Company Regulations (CR)/ Collective Labor Agreements (CLA)
	Serikat Pekerja Kimia, Energi, Pertambangan Serikat Pekerja Seluruh Indonesia PT Jorong Barutama Greston (SP KEP SPSI PT JBG) Chemical, Energy, and Mining Workers Union of the All-Indonesia Workers Union – PT Jorong Barutama Greston (SP KEP SPSI PT JBG)	PKB CLA
IMM	**1. Serikat Pekerja Indominco Mandiri (SPIM)** **2. Serikat Buruh Sejahtera Indonesia (SBSI)** 1. Indominco Mandiri Labor Union 2. Serikat Buruh Sejahtera Indonesia	
JBG TCM	**1. Serikat Pekerja Trubaindo Coal Mining (SPEKTRO)** **2. Serikat Pekerja Tambang PT Trubaindo Coal Mining (Sejati)** 1. Trubaindo Coal Mining Labor Union 2. Mining Workers Union of PT Trubaindo Coal Mining	
BEK	**Serikat Pekerja Bharinto Ekatama (SPARTA)** Bharinto Ekatama Workers Union	
TRUST	**PUK Serikat Pekerja Kimia, Energi, Pertambangan Serikat Pekerja Seluruh Indonesia PT Tambang Raya Usaha Tama (PUK-SPKEP SPSI PT TRUST)** Plant Unit Committee of the Chemical, Energy, and Mining Workers Union of the All-Indonesia Workers Union – PT Tambang Raya Usaha Tama (PUK-SPKEP SPSI PT TRUST)	
ITM	**Serikat Pekerja Karyawan ITM (Sekawan) (Non Aktif)** ITM Employee Labor Union (Non Active)	PP CR
GPK	**Serikat Pekerja Tambang Graha (SEJATRA)** Tambang Graha Labor Union	
KTD	-	

Remunerasi

ITM secara rutin meninjau kebijakan remunerasi, kompensasi, dan tunjangan untuk memastikan seluruh ketentuan tetap relevan dengan peraturan dan pasar. Seluruh karyawan menerima upah sesuai peraturan pemerintah yang berlaku, dengan upah terendah tercatat 1,3% lebih tinggi dari upah minimum di masing-masing wilayah. Penentuan besaran gaji dan tunjangan mengikuti struktur jabatan, capaian kinerja, dan peraturan internal, dengan tetap menjunjung prinsip kesetaraan tanpa diskriminasi berdasarkan gender, ras, etnis, agama, umur, latar belakang budaya, atau status disabilitas pekerja. [202-1, 405-2][CSS-12.19.2, CSS-12.19.7]

ITM secara internal melakukan evaluasi struktur remunerasi untuk memastikan tidak terdapat praktik diskriminatif antara karyawan perempuan dan laki-laki pada tingkat jabatan yang sama. Evaluasi mencakup peninjauan gaji pokok dan tunjangan tetap berdasarkan level jabatan, fungsi kerja, dan masa kerja. Rasio upah karyawan pemula terhadap UMR di Jakarta mencapai 191% untuk pria dan wanita. Sementara itu, di daerah site, rasio upah terhadap UMR lebih tinggi, yakni 258% untuk pria dan wanita. Perusahaan menegaskan bahwa tidak terdapat kebijakan atau praktik yang secara sistematis membedakan tingkat upah berdasarkan gender. Setiap perbedaan remunerasi didasarkan pada faktor objektif, seperti tanggung jawab jabatan, pengalaman, kinerja, serta dinamika pasar tenaga kerja. [202-1][CSS-12.8.3, CSS-12.19.2]

Remuneration

ITM regularly reviews its remuneration, compensation, and benefits policies to ensure all provisions remain relevant to regulations and market conditions. All employees receive wages in accordance with applicable government regulations, with the minimum wage recorded at 1.3% above the regional minimum wage. Salary and benefits determination follows job structure, performance achievement, and internal policies, while upholding the principle of equality without discrimination based on gender, race, ethnicity, religion, age, cultural background, or employee disability status. [202-1, 405-2][CSS-12.19.2, CSS-12.19.7]

ITM internally evaluates its remuneration structure to ensure no discriminatory practices exist between female and male employees at the same job level. The evaluation includes reviewing base salaries and fixed allowances based on job level, function, and tenure. The ratio of entry-level wages to the minimum wage in Jakarta is 191% for both men and women. In operational site areas, the ratio is higher at 258% for both men and women. The company emphasizes that there are no policies or practices systematically setting different wages based on gender. Any differences in remuneration are based on objective factors such as job responsibilities, experience, performance, and labor market dynamics. [202-1][CSS-12.8.3, CSS-12.19.2]

Selain itu, pekerja ITM menerima berbagai manfaat tambahan melalui program BPJS Ketenagakerjaan yang meliputi Jaminan Kecelakaan Kerja, Jaminan Kematian Kerja, Jaminan Hari Tua, Jaminan Pensiun, dan Jaminan Kehilangan Pekerjaan. Terdapat juga fasilitas lain seperti layanan kesehatan, transportasi, asuransi jiwa, dan tunjangan relokasi. Manfaat tersebut diberikan secara setara kepada pekerja tetap maupun tidak tetap tanpa pembedaan lokasi kerja. [401-2][CSS-12.15.3]

In addition, ITM employees receive various additional benefits through the BPJS Employment program, including Work Accident Insurance, Death Insurance, Old Age Security, Pension Insurance, and Unemployment Insurance. Other facilities include healthcare services, transportation, life insurance, and relocation allowances. These benefits are provided equally to permanent and non-permanent employees, regardless of work location. [401-2][CSS-12.15.3]

Hak Cuti

ITM memberikan hak cuti tahunan kepada seluruh karyawan sebanyak 12 hari. Selain itu, Perusahaan menerapkan ketentuan PKB yang memberikan 90 hari cuti melahirkan bagi karyawan perempuan dan tiga hari bagi karyawan laki-laki yang mendampingi istri melahirkan. Pada 2025, hak ini dimanfaatkan oleh 14 perempuan dan 13 laki-laki, dengan seluruhnya kembali bekerja pada jabatan/fungsi masing-masing setelah cuti selesai. Perusahaan juga menyediakan hak istirahat panjang bagi karyawan dengan masa kerja enam tahun dan kelipatannya sejumlah 42 hari. [401-3][CSS-12.19.4]

Leave Entitlements

ITM grants all employees 12 days of annual leave. In addition, the company implements CLA provisions granting 90 days of maternity leave for female employees and three days of paternity leave for male employees accompanying their spouses. In 2025, this entitlement was utilized by 14 female and 13 male employees, all of whom returned to their respective positions/functions after leave completion. The company also provides extended leave for employees with six years of service and multiples thereof, totaling 42 days. [401-3][CSS-12.19.4]

Cuti Kelahiran Anak [401-3]
Parental Leave

Gender	Hak Cuti Melahirkan/Cuti Istri Melahirkan Maternity/Paternity Leave	Total Karyawan yang Mengambil Cuti Total Employees Who Took Leave	Total Karyawan yang Kembali Bekerja Total Employees Who Returned to Work	Tingkat Kembali Bekerja* Return-to-Work Rate*	Tingkat Karyawan Dipertahankan Employee Retention Rate
Perempuan | Female	14	14	14	100%	100%
Laki-laki | Male	13	13	13	100%	100%

Keterangan | Notes:
*Persentase karyawan yang kembali bekerja setelah cuti melahirkan berakhir yang masih dipekerjakan 12 bulan setelah kembali bekerja
*Percentage of employees who returned to work after maternity leave and were still employed 12 months after returning.

ITM mendukung kesehatan fisik, mental, dan kesejahteraan karyawan sebagai bagian dari pengelolaan sumber daya manusia yang berkelanjutan. Perusahaan menyediakan berbagai program dukungan kesehatan mental dan pengelolaan stres di tempat kerja, termasuk peluncuran program *Employee Assistance Program* (EAP) pada 2025 yang berfokus pada kesehatan mental karyawan. Program ini bekerja sama dengan konsultan EAP Naluri bertujuan untuk memberikan layanan konsultasi yang berkaitan dengan kesejahteraan karyawan (*wellbeing*) termasuk didalamnya kesehatan mental. Beberapa kegiatan yang sudah dilakukan di antaranya edukasi terkait kesehatan mental, manajemen stres, dan lainnya.

ITM supports employees' physical, mental, and overall well-being as part of sustainable human resource management. The Company provides various programs for mental health support and stress management in the workplace, including the launch of the Employee Assistance Program (EAP) in 2025, which focuses on employee mental health. This program is conducted in collaboration with EAP consultant Naluri and aims to provide consultation services related to employee well-being, including mental health. Activities already implemented include education on mental health, stress management, and related topics.

ITM menetapkan jam kerja normal maksimal 8 jam per hari untuk 5 hari kerja atau 40 jam per minggu, serta ketentuan lembur maksimal 4 jam per hari dan 18 jam per minggu bagi karyawan level foreman ke bawah. Sebagai bagian dari strategi pengelolaan sumber daya manusia, Perusahaan juga menerapkan kebijakan dan pengaturan kerja yang fleksibel. Pengaturan ini diterapkan dengan mempertimbangkan karakteristik pekerjaan, kebutuhan operasional, dan keselamatan kerja. Bentuk pengaturan yang tersedia antara lain penyesuaian jam kerja dan pengaturan kerja hibrida atau kerja jarak jauh untuk fungsi tertentu.

ITM sets normal working hours at a maximum of 8 hours per day for 5 working days, or 40 hours per week, and overtime is limited to a maximum of 4 hours per day and 18 hours per week for employees at foreman level and below. As part of the human resource management strategy, the Company also implements flexible work arrangements. These arrangements are applied considering job characteristics, operational needs, and workplace safety. Options include adjusted working hours and hybrid or remote work arrangements for certain functions.

Persiapan Masa Pensiun

Untuk mendukung transisi pekerja menuju masa pensiun, ITM menyediakan program persiapan kepada pekerja yang akan mencapai usia 55 tahun yang mencakup pelatihan prakondisi, kewirausahaan, jaminan hari tua dan lainnya. Selain itu, ITM membiayai penuh (100%) kontribusi dalam program Dana Pensiun Lembaga Keuangan (DPLK) PPUKP. Pemberian manfaat mengikuti ketentuan Peraturan Menteri Tenaga Kerja (PTMK), yaitu dua kali PMTK bagi pensiun normal dan tiga kali PMTK untuk pekerja dari tambang yang ditutup. Sampai dengan akhir tahun 2025, ITM mengalokasikan USD 30,82 juta atau 60,82% dari total liabilitas untuk imbalan pensiun dan manfaat jangka panjang. ITM juga memiliki Program Pensiun Iuran Pasti (PPIP) sebagai program sukarela, yang diikuti oleh 86 karyawan pada tahun 2025. [201-3, 404-2][CSS-12.3.3]

Pengelolaan Sumber Daya terkait Pascatambang

Sebagai bagian dari manajemen transisi tutup tambang, ITM menetapkan pemberian kompensasi sebesar tiga kali PMTK dan menyampaikan rencana penghentian operasi paling lambat tiga tahun sebelumnya. Selain itu, kebijakan perusahaan memungkinkan pemindahan karyawan ke unit operasional lain berdasarkan kesesuaian kompetensi dan kebutuhan bisnis, serta menyediakan pelatihan kewirausahaan. Seluruh kebijakan ini tertuang dalam PKB. [402-1, 404-2][CSS-12.3.2, CSS-12.3.3]

Pelatihan dan Pengembangan Kompetensi Karyawan

Perusahaan menetapkan standar kompetensi serta menyediakan berbagai pelatihan yang memastikan kemampuan karyawan selaras dengan kebutuhan bisnis. Kesempatan pengembangan diberikan secara adil melalui pelatihan teknis dan non-teknis, termasuk implementasi Rencana Pengembangan Pribadi (IDP) penilaian kompetensi untuk meningkatkan aspek kemampuan teknis dan kepemimpinan, serta pengembangan keahlian non-teknis sejalan dengan Banpu Heart. Karyawan terpilih juga dapat mengikuti program pelatihan di tingkat perusahaan Banpu. [404-2][CSS-12.3.3]

Unit-unit kerja ITM memiliki fungsi pelatihan sendiri yang menyusun program berbasis kompetensi inti, fungsional, dan kepemimpinan, masing-masing dengan lima jenjang. Selain itu, terdapat program pengembangan kepemimpinan terstruktur yang dikelola langsung oleh tim pelatihan di tingkat korporasi. Seluruh program pelatihan di ITM dirancang untuk memaksimalkan potensi karyawan dan mendukung transformasi bisnis, dengan fokus pada pengembangan kompetensi inti dan kepemimpinan, internalisasi budaya perusahaan, inovasi dan bisnis, serta kompetensi teknis dan sertifikasi.

Retirement Preparation

To support employees in their transition to retirement, ITM provides a preparation program for those who will reach the age of 55, which includes pre-retirement training, entrepreneurship training, old age security, and others. Additionally, ITM fully funds (100%) contributions to the Financial Institution Pension Fund (DPLK) PPUKP. Benefits are provided in accordance with the Ministry of Manpower regulations (PMTK), two times PMTK for normal retirement and three times PMTK for employees from closed mining operations. By the end of 2025, ITM allocated USD 30.82 million, representing 60.82% of total liabilities for pension and long-term benefits. ITM also offers a voluntary Defined Contribution Pension Program (PPIP), which was joined by 86 employees in 2025. [201-3, 404-2][CSS-12.3.3]

Post-Mining Workforce Management

As part of mine closure transition management, ITM provides compensation of three times PMTK and communicates operational cessation plans at least three years in advance. Company policy also allows transferring employees to other operational units according to competencies and business needs, and provides entrepreneurship training. All policies are documented in the CLA. [402-1, 404-2][CSS-12.3.2, CSS-12.3.3]

Employee Training and Competency Development

The Company sets competency standards and provides various training programs to ensure employees' skills align with business needs. Development opportunities are provided fairly through technical and non-technical training, including the implementation of Individual Development Plans (IDP), competency assessments to enhance technical and leadership skills, and non-technical skills development aligned with Banpu Heart values. Selected employees may also participate in training programs at the Banpu corporate level. [404-2][CSS-12.3.3]

ITM's work units have dedicated training functions that develop programs based on core, functional, and leadership competencies, each with five levels. Additionally, structured leadership development programs are directly managed by the corporate training team. All ITM training programs are designed to maximize employee potential and support business transformation, focusing on core and leadership competencies, internalization of company culture, innovation and business skills, as well as technical competencies and certifications.

ITM memberikan pengakuan yang setara bagi seluruh karyawan, dengan penghargaan lebih bagi mereka yang menunjukkan kinerja terbaik. Proses kalibrasi yang dilakukan dari tingkat daerah hingga pusat memastikan penilaian berlangsung objektif dan konsisten. Penilaian kinerja dilakukan secara berkala dengan frekuensi 2 kali dalam setahun. Seluruh karyawan telah melalui penilaian kinerja pada 2025, dan mereka yang dikategorikan sebagai *high potential* dan *high performer* diikutsertakan dalam program pengembangan khusus untuk mempersiapkan pemimpin masa depan perusahaan. Pendekatan meritokrasi diterapkan dalam pemberian reward maupun sanksi, sejalan dengan kompetensi dan tingkat kontribusi masing-masing individu. [404-3]

ITM provides equal recognition to all employees, with additional rewards granted to those who demonstrate outstanding performance. A calibration process conducted from site level to corporate level ensures that evaluations are carried out objectively and consistently. Performance assessments are conducted periodically, twice a year. In 2025, all employees underwent performance evaluations, and those identified as high potential and high performers were enrolled in dedicated development programs designed to prepare the Company's future leaders. A merit-based approach is applied in the allocation of rewards as well as disciplinary measures, aligned with each individual's competence and level of contribution. [404-3]



Jumlah Pekerja yang telah mengikuti Penilaian Kinerja Tahun 2025 [404-3]
Number of Employees who have attended Performance Assessment in 2025

1,378
(83.75%)
Pria | Male

271
(16.43%)
Wanita | Female

Kinerja Pelatihan Karyawan

Pada 2025, total 52.924 jam pelatihan telah diberikan kepada 3.308 peserta melalui program pelatihan internal dan eksternal. ITM juga menyediakan beasiswa bagi 2 karyawan sebagai bagian dari dukungan terhadap pengembangan pendidikan mereka.

Employee Training Performance

In 2025, a total of 52,924 training hours were delivered to 3,308 participants through internal and external training programs. ITM also provides scholarships for 2 employees as part of support for their educational development.

Rata-rata Jam Pelatihan Pekerja Berdasarkan Gender dan Jabatan [404-1][CSS-12.15.6]
Average Training Hours per Employee by Gender and Position

Uraian Description	**Jumlah Pekerja Peserta Pelatihan** Total Employees Receiving Training	**Jumlah Jam Pelatihan** Training Hour	**Jumlah Pekerja ITM** Total ITM Employees	**Rata-rata jam Pelatihan Per Pekerja** Average Training Hours per Employee
Jumlah | Total	**3,308**	**52,924**	**1,661**	**32**
Berdasarkan Gender| Based on Gender				
Laki-laki | Male	2,776	44,063	1.386	16
Perempuan | Female	532	8,861	275	17
Berdasarkan Posisi/Jabatan | Based on Position/Job				
Executives	10	192	9	19
Strategy Leader	46	749	37	16
Senior Operation Leader	163	2,803	111	17
Operational Leader	686	11,761	326	17
First Line Leader	983	20,016	528	20
Foreman Below	1.420	17,403	650	12

Uraian Description	Jumlah Pekerja Peserta Pelatihan Total Employees Receiving Training	Jumlah Jam Pelatihan Training Hour	Jumlah Pekerja ITM Total ITM Employees	Rata-rata jam Pelatihan Per Pekerja Average Training Hours per Employee
Berdasarkan Usia | Based on Age				
18-25	43	729	36	17
26-35	731	13,329	340	18
36-45	1.391	22,290	692	16
46-55	1.105	15,871	563	14
>55	38	705	30	19
Berdasarkan Kewarganegaraan | Based on Nationality				
Local	3,225	51,062	1,601	16
Expat	83	1,862	60	22
Berdasarkan Jenis Pelatihan | Based on Type of Training				
Softskill	3,200	51,280	-	16
Teknis | Technical	108	1,644	-	15

INDONESIA CAMPUS

Saat ini ITM membangun Indonesia Campus yang merupakan penggerak strategis perusahaan, sebagai hub terintegrasi untuk pembelajaran dan pengembangan talenta yang menghubungkan strategi, pelaksanaan pembelajaran, sistem, dan pengetahuan. Inisiatif ini dirancang untuk mempercepat pembangunan kapabilitas dan mendukung transformasi perusahaan secara menyeluruh. Indonesia Campus mengembangkan karyawan melalui suatu kerangka kerja yang disebut sebagai 5 pilar program pembelajaran, yaitu program transformasi, mandatori, kepemimpinan, akselerasi, dan fungsional. Selama tahun 2025, sejumlah 3.308 peserta ikut serta dalam pelatihan yang diselenggarakan oleh perusahaan yang melingkupi 5 pilar program perusahaan dengan rincian sebagai berikut:

- 17 peserta mengikuti program transformasi, seperti pelatihan Micromine, dll.
- 867 peserta mengikuti program mandatori, seperti Sertifikasi Juru Ukur Tambang, dll.
- 295 peserta mengikuti program kepemimpinan, seperti Mine Leader Development Program, dll.
- 108 peserta mengikuti program akselerasi, seperti Supervisory Development Program, dll.
- 2021 peserta mengikuti program fungsional, seperti Effective Communication & Negotiation Skill, dll.

Program-program tersebut di atas telah terlaksana sejumlah 52.924 jam pelatihan bagi 1.661 pekerja ITM, serta rata-rata jam pelatihan per pekerja mencapai 32 jam. Realisasi dana pengembangan SDM mencapai USD 544.288,40.

Currently, ITM is developing the Indonesia Campus, a strategic driver of the Company, serving as an integrated hub for learning and talent development that connects strategy, learning execution, systems, and knowledge. This initiative is designed to accelerate capability building and support the Company's comprehensive transformation. Indonesia Campus develops employees through a framework referred to as the 5 pillars of learning programs: transformation, mandatory, leadership, acceleration, and functional programs. Throughout 2025, a total of 3,308 participants took part in training programs organized by the company under these 5 pillars, with the following details:

- 17 participants attended transformation programs, such as Micromine training, etc.
- 867 participants attended mandatory programs, such as Mining Surveyor Certification, etc.
- 295 participants attended leadership programs, such as the Mine Leader Development Program, etc.
- 108 participants attended acceleration programs, such as the Supervisory Development Program, etc.
- 2,021 participants attended functional programs, such as Effective Communication & Negotiation Skills, etc.

These programs accumulated a total of 52,924 training hours for 1,661 ITM employees, with an average of 32 training hours per employee. The total investment in human resources development amounted to USD 544,288.40.

Program Pelatihan dan Pengembangan Karyawan Tahun 2025

Pada 2025, Perusahaan melaksanakan berbagai program pelatihan dan pengembangan untuk memperkuat kompetensi teknis dan kepemimpinan karyawan serta mendukung pencapaian target bisnis secara berkelanjutan, di antaranya:

Employee Training and Development Programs in 2025

In 2025, the Company implemented various training and development programs to strengthen employees' technical and leadership competencies and to support the sustainable achievement of business targets, including the following:

Jenis Program Program Type	Program Kepemimpinan ITM ITM Leadership Program	Program Pengembangan Pimpinan Tambang - *Elevating The Pulse* Mine Leader Development Program - Elevating The Pulse	Program Kepemimpinan Banpu Heart Banpu Heart Leadership Program	Direktori - Program Pengembangan Eksekutif - Tata Kelola Perusahaan Directorship - Executive Development Program - Company Governance
Tujuan Utama Main Objective	Meningkatkan kemampuan kepemimpinan strategis dan operasional Enhance strategic and operational leadership capabilities	Meningkatkan kemampuan kepemimpinan di tambang Improve leadership skills in mining operations	Memperkuat nilai kepemimpinan berbasis budaya Banpu Strengthen leadership values based on Banpu culture	Memahami tata kelola perusahaan Understand corporate governance
Sasaran Peserta Target Participants	Manajer, calon leader, dan supervisor tingkat menengah Managers, aspiring leaders, and mid-level supervisors	Leader / Supervisor tambang (Operational Leader / First Line Leader) Mine leaders / supervisors (Operational Leader / First Line Leader)	Manajer & calon leader Managers & aspiring leaders	Direksi & eksekutif senior Board of Directors & senior executives
Jumlah Peserta (Orang) Number of Participants	60	8	70	22
% dari Total FTE % of Total FTE	28.8	12.3	68.5	28.5
Total Jam Pelatihan Total Training Hours	600	256	1,424	592
Dampak Utama terhadap Bisnis Key Business Impact	Kepemimpinan lebih efektif, pengambilan keputusan lebih tepat, kinerja tim meningkat More effective leadership, better decision-making, improved team performance	Operasional tambang lebih efisien dan aman More efficient and safer mining operations	Budaya kerja harmonis, kepemimpinan konsisten Harmonious work culture, consistent leadership	Kepatuhan dan pengambilan keputusan strategis lebih baik Better compliance and strategic decision-making

Daftar lengkap program pelatihan dan pengembangan karyawan di 2025 dapat dilihat pada Lampiran.

Sepanjang 2025, ITM juga memberikan program pengembangan kompetensi bagi karyawan, Direksi, dan Dewan Komisaris untuk mendukung pencapaian kinerja keberlanjutan Perusahaan, dengan total partisipasi mencapai 683 orang. Adapun tema pelatihan yang dilaksanakan antara lain:

1. Pelatihan mengemudi defensif
2. Pelatihan kepatuhan dan manajemen risiko, serta pemanfaatan E-PLIS
3. Metodologi identifikasi risiko, penyusunan rekomendasi dan penilaian dalam transaksi aset
4. Penilaian dan pengelolaan risiko dan peluang LST.

Daftar lengkap program pengembangan kompetensi keberlanjutan di 2025 dapat dilihat pada Lampiran.

Pelibatan dan Pengembangan Masyarakat

Sebagai bentuk komitmen terhadap pemberdayaan masyarakat di sekitar wilayah operasi, ITM merancang dan menerapkan berbagai program Pembangunan dan Pemberdayaan Masyarakat (PPM). Seluruh program disusun berdasarkan pedoman Kementerian ESDM No. 1824K/30/MEM/2018 dan dikembangkan melalui delapan pilar utama yakni: pendidikan, kesehatan, pendapatan riil dan kesempatan kerja, kemandirian ekonomi, sosial budaya,

The complete list of employee training and development programs in 2025 can be found in Appendix.

Throughout 2025, ITM also provided competency development programs for employees, the Board of Directors, and the Board of Commissioners to support the achievement of the Company's sustainability performance, with a total of 683 participants. The competency development sessions covered themes such as:

1. Defensive Driving Training
2. Training Compliance & Risk Management and E-PLIS Utilization
3. Risk Identification then Recommendation and Appraisal Methodology for Asset Transaction
4. Assessing and Managing ESG Risk & Opportunities

The complete list of competency development programs in 2025 can be found in Appendix.

Community Engagement and Development

As part of its commitment to empowering communities around its operational areas, ITM designs and implements various Community Development and Empowerment Programs (PPM). All programs are developed based on the guidelines of the Ministry of Energy and Mineral Resources No. 1824K/30/MEM/2018 and structured around eight main pillars: education, health, real income and employment opportunities, economic independence, socio-cultural

pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan, pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM, dan pembangunan infrastruktur yang menunjang PPM. Delapan pilar tersebut kemudian diterjemahkan ke dalam rangkaian kegiatan yang saling mendukung dan berkelanjutan, sehingga mampu memberikan dampak positif jangka panjang bagi komunitas. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

development, opportunities for local community participation in sustainable environmental management, community institutional development to support PPM Independence, and Infrastructure Development Supporting PPM. These eight pillars are translated into a series of interconnected and sustainable activities, aimed at generating long-term positive impacts for the community. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

Dalam menetapkan prioritas program pengembangan dan pemberdayaan masyarakat, ITM mengacu pada pedoman yang berlaku yakni menyelaraskan atau proses sinkronisasi terhadap hasil kajian pemetaan sosial, dokumen internal di antaranya termasuk namun tidak terbatas AMDAL dan/atau lainnya yang relevan, serta konsultasi publik dari tingkat Desa hingga lingkup pemerintahan daerah dan regional, untuk selanjutnya memperoleh persetujuan dari Kementerian ESDM. Pelibatan masyarakat menjadi unsur penting dalam proses ini, yang diantaranya melalui Forum Konsultatif Masyarakat (FKM) baik yang difasilitasi stakeholder di tingkat Desa ataupun diinisiasi Perusahaan terhadap desa dampingan. FKM berfungsi sebagai media konsultasi dan dialog, sehingga perusahaan dapat memahami aspirasi, isu strategis, dan risiko sosial yang perlu dikelola, termasuk penyerapan tenaga kerja lokal, peningkatan kualitas hidup, dan pencegahan pencemaran lingkungan. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

In setting priorities for community development and empowerment programs, ITM follows applicable guidelines by aligning or synchronizing with resuts of social mapping studies, internal documents (including but not limited to AMDAL and other relevant documents), and public consultations from the village level up to local and regional government authorities, with final approval obtained from the Ministry of Energy and Mineral Resources. Community involvement is a key element in this process, facilitated through Community Consultative Forums (FKM) organized either by local stakeholders at the village level or initiated by the Company in partnered villages. FKMs serve as a consultation and dialogue platform, enabling the Company to understand community aspirations, strategic issues, and social risks that need to be managed, including local manpower absorption, quality of life improvement, and environmental pollution prevention. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

Masukan dari proses konsultatif tersebut menjadi dasar penyusunan rencana induk program tahunan. Sementara itu, untuk memastikan program PPM selaras dengan rencana pembangunan wilayah di tingkat provinsi dan kabupaten, ITM menggunakan pendekatan *Thematic–Holistic–Integrative–Spatial* (THIS) dalam perencanaan jangka panjang. Melalui pendekatan ini, ITM memastikan bahwa kontribusi perusahaan terhadap masyarakat terlaksana secara terarah, relevan, dan berkelanjutan. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

Feedback from these consultative processes forms the basis for developing the annual master plan of programs. To ensure that PPM programs align with provincial and regency development plans, ITM employs a Thematic–Holistic–Integrative–Spatial (THIS) approach in long-term planning. This approach ensures that the Company's contributions to the community are targeted, relevant, and sustainable. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

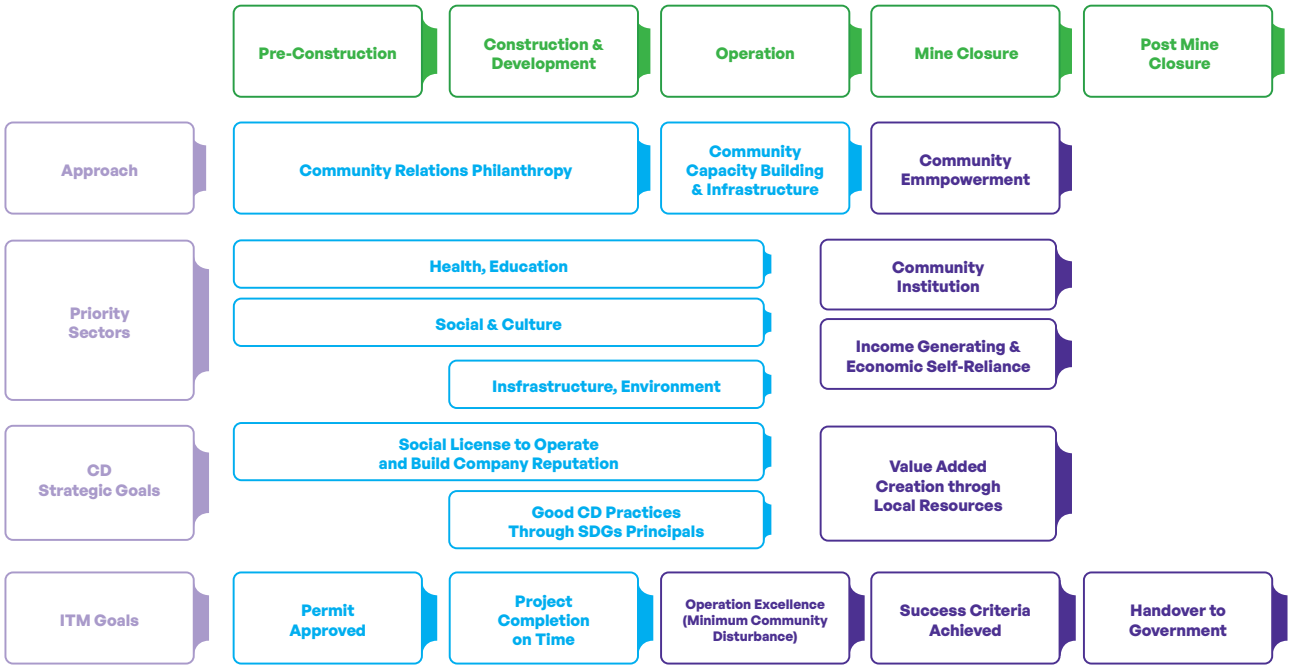
ITM menetapkan target pengembangan masyarakat yang jelas dan terukur, yang disusun berdasarkan hasil konsultasi masyarakat, pemetaan kebutuhan lokal, serta prioritas pembangunan daerah. Target tersebut mencakup SROI dan IKM.

ITM establishes clear and measurable community development targets, based on community consultation results, local needs mapping, and development priorities of the region. The targets encompass both SROI and the CSI.

Pencapaian target pengembangan masyarakat dipantau secara berkala melalui indikator kinerja utama KPI yang mencakup *output* dan *outcome* program. Evaluasi tersebut dilakukan melalui kombinasi keterlibatan dengan konsultan eksternal dan penilaian mandiri internal untuk memastikan keselarasan dengan strategi keberlanjutan Perusahaan. Hasil pemantauan dan evaluasi tersebut dilaporkan secara transparan kepada masyarakat melalui forum komunitas, serta diungkapkan kepada pemangku kepentingan lainnya melalui Laporan Keberlanjutan dan Laporan Tahunan.

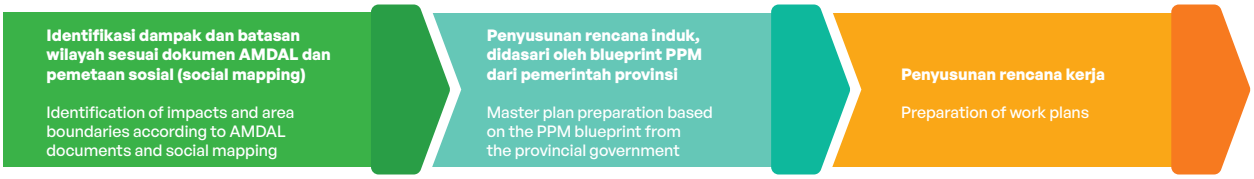
Achievement of community development targets is monitored regularly through Key Performance Indicators (KPIs) covering both program outputs and outcomes. The evaluation was conducted through a combination of engagement with external consultants and internal self-assessment to ensure alignment with the Company's sustainability strategy. The results of monitoring and evaluation are transparently communicated to the community through community forums and disclosed to other stakeholders through the Sustainability Report and Annual Report.

Model Rencana Terpadu Pengembangan dan Pemberdayaan Masyarakat ITM
Integrated Planning Model of ITM Community Development



Selain mengacu pada format PPM sesuai Kepmen ESDM, ITM menggunakan acuan PROPER, ISO 26000:2010, dan AA1000 SES untuk menyusun peta jalan pengembangan masyarakat. Pendekatan ini memungkinkan perusahaan merancang program PPM yang komprehensif dan tepat sasaran melalui sejumlah tahapan perencanaan. [413-1][CSS-12.9.2]

In addition to following the PPM format in accordance with the Minister of EMR Decree, ITM uses references such as PROPER, ISO 26000:2010, and AA1000 SES to develop its community development roadmap. This approach enables the Company to design comprehensive and targeted PPM programs through a structured series of planning stages. [413-1][CSS-12.9.2]



Pada 2025, Perusahaan mengalokasikan biaya PPM sebesar Rp29.555 miliar. Realisasi anggaran mencapai 95% terkonsolidasi atau sejumlah Rp28.094 juta dengan catatan secara proyeksi tetap dioptimumkan mencapai 100% sebagaimana periode sebelumnya, mempertimbangkan terdapat kegiatan akan *carry forward* teknis implementasinya di awal tahun 2026.

In 2025, the Company allocated Rp29,555 billion for PPM. The realized budget reached 95% consolidated, totaling Rp28,094 million, with projections optimized to reach 100% as in previous periods, considering that certain activities will carry forward for technical implementation in early 2026.

Realisasi Anggaran PPM (Rp Juta)
CDE Budget Realization (Rp million)

Bidang Program Sector of Program	2025		Realisasi Realization 2024	Realisasi Realization 2023
	Anggaran Budget	Realisasi Realization		
Pendidikan | Education	5,879	5,666	4,983	4,390
Kesehatan | Health	3,912	3,401	3,104	2,935
Tingkat Pendapatan Riil atau Pekerjaan Real Income Level or Employment	4,868	4,353	3,641	3,666

Bidang Program Sector of Program	2025		Realisasi Realization 2024	Realisasi Realization 2023
	Anggaran Budget	Realisasi Realization		
Kemandirian Ekonomi | Economic Independence	3,430	3,415	2,892	2,156
Sosial dan Budaya | Social and Cultural	4,134	4,465	3,885	4,536
Sosialisasi pengelolaan lingkungan yang berkelanjutan kepada masyarakat sekitar tambang Dissemination of sustainable environmental management to communities around the mine	1,934	1,435	1,580	1,126
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions to support PPM independence	1,216	1,153	1,045	769
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure development supporting PPM	4,193	4,202	3,372	1,291
Jumlah | Total	**29,555**	**28,094**	**24,504**	**20,869**

Sepanjang tahun, ITM menjalankan 189 kegiatan PPM di 100% WIUP yang beroperasi. Seluruh kegiatan tersebut melibatkan masyarakat lokal dan tersebar di 14 Kecamatan, termasuk 53 desa dalam area operasional perusahaan. [413-1][CSS-12.9.2]

Throughout the year, ITM implemented 189 PPM activities across 100% of operational WIUPs. All activities involved local communities and were spread across 14 district, including 53 villages within the Company's operational areas. [413-1][CSS-12.9.2]

Lokasi Pelibatan dan Pengembangan Masyarakat [413-1][CSS-12.9.2]
Community Engagement and Development Locations

Site (Anak Perusahaan) Site (Subsidiary)	Lokasi Kegiatan Activity Location	Penerima Manfaat Beneficiaries	
		Jumlah Desa Total Villages	Jumlah Kecamatan Total Districts
Indominco Mandiri	Kalimantan Timur: Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang East Kalimantan: East Kutai Regency, Kutai Kartanegara Regency, and Bontang City	10 Desa & 1 Kelurahan 10 Villages & 1 Sub-District	3 Kecamatan 3 Districts
Kitadin Embalut	Kalimantan Timur: Kabupaten Kutai Kartanegara East Kalimantan: Kutai Kartanegara Regency	4 Desa 4 Villages	1 Kecamatan 1 District
Trubaindo Coal Mining	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency	20 Desa 20 Villages	4 Kecamatan 4 Districts
Jorong Barutama Greston	Kalimantan Selatan: Kabupaten Tanah Laut South Kalimantan: Tanah Laut Regency	6 Desa 6 Villages	1 Kecamatan 1 District
Bharinto Ekatama	Kalimantan Timur & Kalimantan Tengah: Kabupaten Kutai Barat dan Kabupaten Barito Utara East Kalimantan & Central Kalimantan: West Kutai Regency and North Barito Regency	6 Desa 6 Villages	2 Kecamatan 2 District
Tepian Indah Sukses	Kabupaten Kutai Barat West Kutai Regency	2 Desa 2 Villages	1 Kecamatan 1 District
Nusa Persada Resources	Kalimantan Tengah: Kabupaten Barito Utara Central Kalimantan: North Barito Regency	3 Desa 3 Villages	1 Kecamatan 1 District
Graha Panca Karsa	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency	1 Desa 1 Villages	1 Kecamatan 1 District

Untuk mendukung kemandirian masyarakat pada masa pascatambang, ITM merumuskan 212 agenda pemberdayaan masyarakat yang dituangkan dalam Rencana Induk PPM serta Rencana Penutupan Tambang di setiap site.

To support community independence during the post-mining phase, ITM formulated 212 community empowerment agendas, which are incorporated into the PPM Master Plan and the Mine Closure Plan at each site.

Jumlah Kegiatan PPM di Seluruh Wilayah Operasi [203-1, 203-2][CSS-12.8.4, CSS-12.8.5]
Number of PPM Activities Across All Operational Areas

Bidang Program Area of Program	2025	Persentase (%) Percentage
Pendidikan | Education	39	18
Kesehatan | Health	32	15
Tingkat Pendapatan Riil atau Pekerjaan | Real Income Level or Employment	31	15
Kemandirian Ekonomi | Economic Independence	23	11
Sosial dan Budaya | Social and Culture	36	17
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Providing opportunities for local communities to participate in sustainable management of the living environment of the community around the mine	24	11
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions in supporting the independence of PPM	13	6
Pembangunan infrastruktur yang menunjang PPM | Infrastructure development that supports PPM	14	7
Jumlah | Total	**212**	**100**

ITM melaksanakan PPM dengan mempertimbangkan strategi bisnis dan diwujudkan menjadi Empat Pilar Strategis CSR.

ITM implements PPM programs in alignment with its business strategy, which is realized through four strategic CSR pillars.

Pilar Pillar	Inisiatif Initiative	Lokasi Location	Kegiatan dan Jumlah Penerima Manfaat Activities and Number of Beneficiaries [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5]
Lestari Bersama ITM ITM for Environment	Dukungan Kegiatan Pelestarian dan Perlindungan Lingkungan Support for Environmental Conservation and Protection Activities	Seluruh anak usaha All subsidiaries	• Pelestarian tanaman lokal dan mangrove melalui program pembibitan. • Edukasi dan kampanye keberlanjutan lingkungan. • Edukasi dan pengembangan pengelolaan sampah di wilayah binaan. • Penanaman pohon di sekitar wilayah binaan. • Preservation of local plants and mangroves through a nursery program. • Education and environmental sustainability campaigns. • Education and development of waste management in assisted areas.
Belajar Bersama ITM ITM for Education	Dukungan Akses, Sarana dan Prasarana Pendidikan Bagi Masyarakat Support for Access, Educational Facilities and Infrastructure for the Community	Seluruh anak usaha All subsidiaries	• Bantuan beasiswa untuk siswa di wilayah binaan. • Bantuan sarana dan fasilitas pendidikan. • Volunteering mengajar di komunitas. • Pengembangan pusat belajar komunitas, pelatihan keahlian masyarakat. • Scholarship assistance for students in assisted areas. • Assistance for educational facilities and infrastructure. • Volunteering teaching in the community. • Development of community learning centers and community skills training.

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** Activities and Number of Beneficiaries [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5]
Berdaya Bersama ITM ITM for Empowerment	**Pemberdayan Masyarakat melalui Penguatan Ekonomi dan Peningkatan Akses Pelayanan Kesehatan** Community Empowerment through Strengthening the Economy and Increasing Access to Health Services	Seluruh anak usaha All subsidiaries	• Peningkatan pendapatan masyarakat melalui aktivitas pertanian (tanaman pangan dan hortikultura), perikanan air tawar, dan peternakan (sapi dan ayam). • Mendukung kemandirian ekonomi masyarakat melalui UMKM dan pengembangan BUMDES di setiap wilayah. • Pengembangan penyediaan air bersih yang dilaksanakan oleh seluruh anak usaha. • Dukungan kegiatan stunting melalui posyandu untuk bayi, ibu hamil, balita dan lansia diseluruh anak usaha ITM. • Pengobatan dan konsultasi kesehatan gratis yang diselenggarakan diseluruh anak usaha ITM. • Pembangunan/penyediaan sarana prasarana kesehatan yang dilaksanakan oleh seluruh anak usaha ITM. • Increasing community income through agricultural activities (food crops and horticulture), freshwater fisheries, and livestock (cattle and chickens). • Supporting community economic independence through MSMEs and BUMDES development in each area. • Development of clean water supply implemented by all subsidiaries. • Support for stunting activities through integrated health posts for babies, pregnant women, toddlers, and the elderly in all ITM subsidiaries. • Free medical treatment and health consultations organized in all ITM subsidiaries. • Development/provision of health facilities implemented by all ITM subsidiaries.
Patuh Bersama ITM ITM for Compliance	**Pemberdayaan masyarakat sekitar hutan melalui program pemenuhan kewajiban sebagai pemegang IPPKH (penanaman dalam rangka Rehabilitasi DAS)** Empowerment of communities around the forest through a program to fulfil obligations as IPPKH holders (planting for Watershed Rehabilitation)	**Provinsi Kalimantan Selatan, Kalimantan Timur, DI Yogyakarta dan Jawa Tengah.** Provinces of South Kalimantan, East Kalimantan, Special Region of Yogyakarta and Central Java.	• Penanaman dalam rangka Rehabilitasi DAS. • Pelibatan kontraktor lokal dalam kegiatan Rehabilitasi DAS. • Tree planting as part of Watershed Rehabilitation. • Involvement of local contractors in Watershed Rehabilitation activities.

Untuk mengoptimalkan keberhasilan PPM, ITM meningkatkan kompetensi karyawan yang terlibat, memperbaiki proses bisnis dan dokumentasi, serta menyediakan pedoman dan standar pelaksanaan. Dampak program dievaluasi melalui pemantauan dan penilaian yang terukur.

Potensi Dampak Negatif Kegiatan Operasional [413-2][CSS-12.z9.3]

Perusahaan memahami bahwa operasi pertambangan dapat memberi dampak negatif pada lingkungan dan komunitas di sekitarnya. Jika tidak dijalankan dengan standar yang tepat, kegiatan tambang dapat menimbulkan pencemaran, gangguan ekosistem, debu, dan kebisingan. Dengan pemahaman tersebut, ITM berkomitmen menjalankan operasi sesuai ketentuan dan praktik pertambangan terbaik untuk meminimalkan risiko sosial dan lingkungan.

To optimize the success of PPM, ITM enhances the competence of employees involved, improves business processes and documentation, and provides implementation guidelines and standards. The impact of programs is evaluated through measurable monitoring and assessment.

Potential Negative Impacts of Operational Activities [413-2][CSS-12.9.3]

The Company recognizes that mining operations can have negative impacts on the surrounding environment and communities. If not managed according to proper standards, mining activities may cause pollution, ecosystem disruption, dust, and noise. With this understanding, ITM is committed to conducting operations in compliance with regulations and best mining practices to minimize social and environmental risks.

Jumlah Wilayah Terdampak Number of Affected Areas	**Bentuk Dampak** Form of Impact	**Pengelolaan Dampak** Impact Management	**Investasi Sosial** Social Investment
TRUBAINDO COAL MINING			
Kecamatan Melak (Desa Muara Bunyut) Melak District (Muara Bunyut Village)	**Penurunan kualitas udara akibat aktivitas crushing, blending dan pengapalan batubara.** Decline in air quality due to crushing, blending, and coal shipping activities.	**1. Melakukan pengambilan sampel udara serta melakukan analisis sesuai dengan baku mutu udara ambien.** **2. Melakukan penyiraman secara rutin untuk mengurangi debu.** 1. Take air samples and conduct analysis according to ambient air quality standards. 2. Conduct regular water spraying to reduce dust.	**1. Meningkatkan penyadar tahuan masyarakat tentang Perilaku Hidup Bersih & Sehat (PHBS) termasuk namun tidak terbatas mengadakan pengobatan gratis untuk masyarakat desa terdampak.** **2. Turut andil mensukseskan program stunting pemerintah, sebagai upaya perbaikan gizi dan meningkatkan imunitas.** 1. Increase community awareness of Clean & Healthy Lifestyle Behavior (PHBS), including providing free medical treatment. 2. Participate in government stunting programs to improve nutrition and immunity.
Kecamatan Muara Lawa (Desa Muara Begai dan Desa Lotaq) Muara Lawa District (Muara Begai and Lotaq Villages)	**Penurunan kualitas air permukaan akibat aktivitas penggalian batubara.** Decline in surface water quality due to coal mining activities.	**Melakukan pengelolaan *settling pond* (memantau debit air, pH, kadar TSS, besi, dan mangan secara periodik).** Manage settling ponds (monitor water flow, pH, TSS, iron, and manganese periodically).	**1. Dukungan pengembangan sarana air bersih di desa terdampak.** **2. Melakukan sosialisasi PHBS secara rutin.** **3. Dukungan pembangunan jamban sehat untuk desa terdampak** 1. Support clean water facility development in affected villages. 2. Conduct PHBS socialization dissemination regularly. 3. Support construction of healthy toilets in affected villages.
BHARINTO EKATAMA			
Kecamatan Damai (Desa Besiq dan Desa Bermai) Damai District (Besiq and Bermai Villages) **Kecamatan Teweh Timur (Desa Benangin 1, 2, dan 5)** Teweh Timur District (Benangin 1, 2, 5 Villages) **Kecamatan Melak (Desa Muara Bunyut)** Melak District (Muara Bunyut Village)	**Persepsi negatif masyarakat terhadap kegiatan penambangan yang dilakukan.** Negative community perception of mining activities.	**1. Meningkatkan koordinasi baik secara berkala dengan masyarakat terdampak langsung di sekitar wilayah pertambangan.** **2. Memantau forum-forum komunikasi masyarakat yang ada.** **3. Melakukan survei dan analisa berkala terhadap persepsi berkala melalui pemetaan pemangku kepentingan.** **4. Menjajaki peluang dukungan dan keterlibatan unsur karyawan pada acara/kegiatan masyarakat.** 1. Improve coordination regularly with directly affected communities. 2. Monitor community communication forums. 3. Conduct periodic surveys and analysis of perceptions through stakeholder mapping. 4. Explore employee involvement in community events.	**1. Mengoptimalkan forum koordinasi berkala di tingkat Desa untuk mendapatkan isu dan masukan dari masyarakat.** **2. Berkomunikasi aktif dalam kegiatan forum-forum *CSR* terkait.** **3. Melakukan studi persepsi secara berkala dan studi IKM setiap tahunnya.** **4. Mendesain program pemberdayaan masyarakat dengan pendekatan pelibatan pemangku kepentingan.** 1. Optimize village-level coordination periodic forums to gather community issues and feedback. 2. Actively communicate in related CSR forums. 3. Conduct perception studies periodically and annual IKM studies. 4. Design community empowerment programs with stakeholder engagement.
Kecamatan Damai (Desa Besiq dan Desa Bermai) Damai District (Besiq and Bermai Villages) **Kecamatan Teweh Timur (Desa Benangin 1, 2, dan 5)** Teweh Timur District (Benangin 1, 2, and 5 Villages)	**Penurunan keanekaragaman flora darat akibat aktivitas pembersihan lahan.** Decline in terrestrial flora biodiversity due to land clearing activities	**1. Mengidentifikasi dan melakukan analisis terhadap kondisi revegetasi.** **2. Penanaman tanaman endemik saat proses revegetasi.** 1. Identify and analyze revegetation conditions. 2. Plant endemic tree species during revegetation.	**Melakukan kegiatan keanekaragaman hayati di wilayah masyarakat, dengan fokus penanaman pohon endemik, yang kemudian akan dikembangkan menjadi *nursery* untuk suplai bibit pada kegiatan revegetasi.** Conduct biodiversity activities in community areas, focus on endemic tree planting for nursery development to supply seedlings for revegetation.

Jumlah Wilayah Terdampak Number of Affected Areas	Bentuk Dampak Form of Impact	Pengelolaan Dampak Impact Management	Investasi Sosial Social Investment
INDOMINCO MANDIRI			
Kecamatan Marangkayu (Desa Santan Ilir dan Desa Santan Tengah) Marangkayu District (Santan Ilir and Santan Tengah Villages) **Kecamatan Bontang Selatan (Kelurahan Bontang Lestari)** Bontang Selatan District (Bontang Lestari Subdistrict)	**Penurunan kualitas udara akibat pengangkutan dan penimbunan batubara di stockyard.** Decline in air quality due to coal transport and stockyard storage.	**1. Pengangkutan batubara dengan kendaraan yang lolos uji emisi.** **2. Melakukan penyiraman secara berkala.** **3. Melakukan pengerasan jalan.** 1. Transport coal with emission-tested vehicles. 2. Conduct regular water spraying. 3. Road paving.	**1. Penghijauan wilayah sekitar *stockyard, bufferzone*, dan desa terdampak dengan tanaman yang dapat mengurangi debu.** **2. Melakukan pengobatan gratis secara rutin dua kali setahun.** 1. Green areas around stockyards, buffer zones, and affected villages with dust-reducing plants. 2. Conduct free medical treatment twice a year.
Kecamatan Teluk Pandan (Desa Danau Redan, Desa Suka Damai, Desa Suka Rahmat, Desam Martadinata, Desa Bukit Pandan Jaya, Desa Teluk Pandan, dan Desa Kandolo) Teluk Pandan District (Danau Redan, Suka Damai, Suka Rahmat, Martadinata, Bukit Pandan Jaya, Teluk Pandan, and Kandolo Villages) **Kecamatan Marangkayu (Desa Santan Ulu, Desa Santan Ilir, dan Desa Santan Tengah)** Marangkayu District (Santan Ulu, Santan Ilir, and Santan Tengah Villages) **Kecamatan Bontang Selatan (Kelurahan Bontang Lestari)** Bontang Selatan District (Bontang Lestari Subdistrict)	**Peningkatan kesempatan kerja, peluang kerja, dan peluang berusaha.** Increasing employment, work, and business opportunities.	**1. Memberikan informasi penerimaan tenaga kerja secara transparan kepada masyarakat.** **2. Memprioritaskan penerimaan tenaga kerja lokal.** **3. Bekerja sama dengan pemerintah desa dan instansi pemerintahan terkait lainnya.** 1. Provide transparent recruitment information to the community. 2. Prioritize local workforce recruitment. 3. Collaborate with village governments and relevant agencies.	**1. Peningkatan kapasitas dan kapabilitas SDM di desa Ring-1 melalui pelatihan keahlian.** **2. Bekerja sama dengan kontraktor, melalui Forum *CSR* Kontraktor, untuk memberikan informasi penerimaan tenaga kerja melalui 1 pintu** **3. Memprioritaskan BUMDES dalam pengerjaan proyek infrastruktur PPM di masing-masing desa.** 1. Increase capacity and capability of Ring-1 village human resources through skills training. 2. Collaborate with contractors via CSR Forum for unified recruitment information. 3. Prioritize BUMDES in PPM infrastructure projects in each village.
JORONG BARUTAMA GRESTON			
Kecamatan Jorong (Desa Jorong dan Desa Karang Rejo) Jorong District (Jorong and Karang Rejo Villages)	**Penurunan kualitas udara akibat pemuatan dan pengangkutan batubara.** Decline in air quality due to coal loading and transport.	**Melakukan kegiatan pemantauan kualitas udara di Desa Jorong dan Karang Rejo, yang bermukim di sekitar *underpass* JBG.** Conduct air quality monitoring activities in Jorong and Karang Rejo Villages, where residents live around the JBG underpass.	**1. Melakukan kegiatan pengobatan massal** **2. Melakukan penyuluhan kesehatan** **3. Memberikan dukungan fasilitas kesehatan di desa terdampak** 1. Conduct mass medical treatment. 2. Conduct health education. 3. Provide health facilities support
Kecamatan Jorong (Desa Jorong) Jorong District (Jorong Village)	**Kegiatan reklamasi dan revegetasi di area bukaan tambang.** Land degradation and reduced vegetation.	**Melakukan kegiatan penataan lahan, revegetasi, dan pemeliharaan tanaman.** Land management, revegetation, and plant maintenance.	**1. Pelibatan masyarakat sebagai mitra penyedia pupuk pada aktivitas revegetasi, melalui pengembangan program pupuk Bokhasi/ kompos.** **2. Pelibatan masyrakat sebagai tenaga kerja pada proses revegetasi dari penyiapan bibit, perawatan, dan penanaman.** 1. Involve communities as fertilizer providers through Bokhasi/compost programs. 2. Involve communities as manpower in revegetation from seed preparation, maintenance, to planting
TEPIAN INDAH SUKSES			
Kecamatan Bentian Besar (Desa Suakong) Bentian Besar District (Suakong Village)	**1. Getaran yang disebabkan oleh kegiatan penggalian dan penimbunan tanah tertutup pada tahap operasi.** **2. Sikap dan persepsi negatif masyarakat akibat kegiatan pembebasan lahan dan penerimaan tenaga kerja** 1. Vibrations from excavation and soil stockpiling during operation stage. 2. Negative community attitudes and perceptions due to land acquisition and workforce recruitment.	**1. Melakukan pengambilan sampling tingkat getaran dengan pihak ketiga dan kemudian dianalisis berdasarkan baku mutu yang ada.** **2. Melakukan pertemuan intensif dengan masyarakat dan tokoh-tokoh kunci di masyarakat.** 1. Take vibration level samples with a third party and analyze according to standards. 2. Conduct intensive meetings with community members and key figures.	**1. Melaksanakan kegiatan *CSR* dalam bentuk tali asih, sesuai dengan proposal yang diajukan oleh masyarakat terdampak** **2. Menghadiri undangan kegiatan di desa.** **3. Secara rutin berkala melakukan kunjungan ke kantor desa maupun lembaga masyarakat lainnya.** 1. Conduct CSR activities in the form of assistance per submitted proposals from affected community. 2. Attend community events. 3. Conduct routine visits to village offices and community institutions.

Upaya pengurangan dampak lingkungan dilakukan ITM melalui pengelolaan emisi, limbah, dan air yang lebih baik. ITM juga memperluas kontribusinya terhadap masyarakat sekitar dan telah menyusun rencana pascatambang (RPT) untuk memastikan pemanfaatan area bekas tambang secara berkelanjutan.

Environmental impact mitigation efforts at ITM include better management of emissions, waste, and water. ITM also expands its contributions to local communities and has developed a Post-Mining Plan to ensure sustainable use of former mining areas.

Program Unggulan Pemberdayaan Masyarakat Tahun 2025 [413-1] [CSS-12.9.2]
Flagship Community Empowerment Programs in 2025

Site	BEK
Program	Pemuda Mandiri Besiq
Latar Belakang & Tujuan Program Background & Program Objectives	Kampung Besiq menghadapi terbatasnya peluang kerja dan sumber pendapatan bagi pemuda, yang berdampak pada rendahnya kemandirian ekonomi serta minimnya usaha produktif berbasis potensi lokal. Sementara itu, Desa Besiq memiliki potensi pengembangan peternakan ayam petelur yang didukung ketersediaan lahan dan bahan baku pakan, namun belum optimal dimanfaatkan akibat keterbatasan modal, kapasitas teknis, serta akses pendampingan dan pasar. Program Ayam Petelur Pemuda Mandiri Besiq dilaksanakan oleh PT BEK sebagai bagian dari program Community Development. Program ini bertujuan untuk: 1. Mendorong pemberdayaan dan kemandirian ekonomi pemuda, 2. Mengembangkan usaha peternakan ayam petelur yang berkelanjutan, 3. Menciptakan model usaha berbasis komunitas yang dapat berkembang dan direplikasi di wilayah lain. Kampung Besiq faces limited employment opportunities and income sources for youth, resulting in low economic self-reliance and a lack of productive, locally based enterprises. Meanwhile, Besiq Village holds significant potential for layer chicken farming, supported by availability of land and local feed resources; however, this potential remains underutilized due to constraints in initial capital, technical capacity, and access to mentoring and markets. The Besiq Youth Independent Layer Chicken Program is implemented by PT BEK as part of its Community Development initiatives. The program aims to: 1. Promote youth empowerment and economic independence; 2. Develop a sustainable layer chicken farming business; and 3. Create a community-based business model that can grow and be replicated in other areas.
Input 2023-2025	Total dana 2023-2024 (Rp691.250.000) | Total Funding 2023–2024 (Rp691,250,000) Tahun | Year 2023 1. Bantuan 600 DOC ayam petelur dari PT BEK. 2. Pengembangan mandiri oleh pelaku usaha sebanyak 400 DOC. 1. Assistance of 600 layer chicken day-old chicks (DOC) from PT BEK. 2. Independent development by business operators of 400 DOC. Tahun | Year 2024 1. Bantuan 1,000 DOC ayam petelur dari PT BEK. 2. Pengembangan mandiri sebanyak 500 DOC. 1. Assistance of 1,000 layer chicken DOC from PT BEK. 2. Independent development of 500 DOC. Tahun | Year 2025 1. Pendampingan teknis budidaya ayam petelur (manajemen kandang, pakan, dan kesehatan), 2. Pendampingan pengelolaan usaha untuk meningkatkan efisiensi dan produktivitas, 3. Dukungan penguatan akses pasar terutamanya pasar lokal dan lainnya. 1. Technical assistance for layer chicken farming (cage management, feed, and health). 2. Business management assistance to improve efficiency and productivity. 3. Support to strengthen market access, especially local markets and others.
Aktivitas Activity	1. Pengembangan dan pemeliharaan peternakan ayam petelur secara bertahap di Kampung Besiq. 2. Pemeliharaan DOC hingga fase produksi telur, termasuk: • Pengelolaan kandang baterai, • Penyediaan pakan dan air minum, • Pengendalian kesehatan dan kematian ayam. 3. Monitoring dan pendampingan rutin oleh PT BEK untuk memastikan produktivitas dan keberlanjutan usaha. 4. Distribusi dan pemasaran telur ke pasar lokal yang telah terbentuk. 1. Gradual development and maintenance of layer chicken farming in Kampung Besiq. 2. Rearing of day-old chicks (DOC) until the egg production phase, including: • Battery cage management, • Provision of feed and drinking water, • Control of poultry health and mortality 3. Regular monitoring and mentoring by PT BEK to ensure productivity and business sustainability. 4. Distribution and marketing of eggs to established local markets
Output (Luaran)	1. Terbentuk 1 kelompok peternak ayam petelur di kampung besik. 2. Terdapat 2.000 ayam petelur. 1. One layer chicken farmer group established in Kampung Besiq. 2. A total of 2,000 layer chickens in operation.

Outcome (Hasil)	1. Peningkatan kapasitas dan kemandirian pemuda Pemuda Kampung Besiq memiliki kemampuan teknis dan manajerial dalam mengelola usaha peternakan ayam petelur secara berkelanjutan, mulai dari budidaya hingga pemasaran hasil produksi. 2. Terbangunnya usaha produktif berbasis komunitas Usaha peternakan ayam petelur beroperasi secara rutin dan menghasilkan telur sebagai sumber pendapatan tetap bagi kelompok pemuda, sehingga membuka peluang kerja lokal dan mengurangi ketergantungan pada pekerjaan informal. 3. Meningkatnya ketahanan ekonomi lokal Produksi telur lokal mampu memenuhi sebagian kebutuhan pasar sekitar Kampung Besiq, menciptakan perputaran ekonomi desa serta memperkuat akses pemuda terhadap pasar lokal. 1. Improved Youth Capacity and Independence Besiq Village youth have developed the technical and managerial capabilities to sustainably manage a layer chicken farming business, from cultivation to product marketing. 2. Establishment of a Community-Based Productive Business The layer chicken farming business operates regularly and produces eggs as a stable source of income for youth groups, creating local employment opportunities and reducing dependence on informal work. 3. Enhanced Local Economic Resilience Local egg production is able to meet part of the market demand around Kampung Besiq, generating village-level economic circulation and strengthening youth access to local markets.
Dampak Impact (NEWS)	N – *Nature* (Lingkungan) 1. Pemanfaatan lahan secara produktif dan terkendali untuk kegiatan peternakan. 2. Potensi pemanfaatan limbah ternak (kotoran ayam) sebagai pupuk organik untuk pertanian lokal. 3. Mendorong praktik budidaya yang memperhatikan kebersihan kandang dan kesehatan lingkungan sekitar. E – *Economy* (Ekonomi) 1. Peningkatan pendapatan pemuda melalui usaha peternakan ayam petelur yang berkelanjutan. 2. Terciptanya lapangan kerja lokal berbasis potensi desa. 3. Penguatan ekonomi desa melalui rantai pasok dan pasar telur lokal. W – *Wellbeing* (Kesejahteraan) 1. Meningkatnya kesejahteraan pemuda dan keluarganya melalui sumber penghasilan yang stabil. 2. Meningkatkan rasa percaya diri, motivasi, dan peran pemuda dalam pembangunan ekonomi desa. 3. Akses masyarakat terhadap sumber protein hewani (telur) yang lebih terjangkau. S– *Society* (Sosial) 1. Menguatnya kelembagaan kelompok pemuda dan kerja sama antaranggota. 2. Terbentuknya model usaha kolektif yang mendorong partisipasi, gotong royong, dan kepemimpinan pemuda. 3. Menjadi contoh (role model) usaha produktif berbasis komunitas yang dapat direplikasi di wilayah lain. N – Nature (Environment) 1. Productive and controlled use of land for livestock activities. 2. Potential utilization of livestock waste (chicken manure) as organic fertilizer for local agriculture. 3. Encouraging farming practices that prioritize cage cleanliness and the health of the surrounding environment. E – Economy 1. Increased youth income through sustainable layer chicken farming. 2. Creation of local employment opportunities based on village potential. 3. Strengthening the village economy through the local egg supply chain and markets. W – Wellbeing 1. Improved well-being of youth and their families through stable sources of income. 2. Increased self-confidence, motivation, and the role of youth in village economic development. 3. Improved community access to affordable sources of animal protein (eggs). S – Society 1. Strengthened youth group institutions and cooperation among members. 2. Establishment of a collective business model that promotes participation, mutual cooperation, and youth leadership. 3. Serving as a role model for community-based productive enterprises that can be replicated in other areas.

Site	GPK
Program	Peningkatan level akreditasi sekolah Improvement in school accreditation level
Latar Belakang & Tujuan Program Background & Program Objectives	Program PPM PT GPK disusun berdasarkan hasil pemetaan sosial yang mengidentifikasi kebutuhan mendesak sektor pendidikan di Kampung Tukul, khususnya pada jenjang SD dan SMP, dengan kondisi infrastruktur dan fasilitas pembelajaran yang belum memadai sehingga memengaruhi efektivitas proses belajar serta pencapaian standar nasional dan akreditasi. Melalui periode 2023–2025, PT GPK mendukung peningkatan akreditasi sekolah melalui penguatan sarana prasarana, instalasi listrik ruang kelas, pelatihan metode pengajaran bagi guru SMP, serta kegiatan pembentukan karakter siswa. PT GPK's Community Development Program was formulated based on social mapping results that identified urgent needs in the education sector in Kampung Tukul, particularly at the elementary and junior high school levels, with inadequate infrastructure and learning facilities affecting the effectiveness of the learning process as well as the achievement of national standards and accreditation. In the 2023–2025 program period, PT GPK supported improvements in school accreditation by strengthening educational infrastructure, installing classroom electrical systems, providing teaching methodology training for junior high school teachers, and conducting character-building activities for students.
Input 2023-2025	1. 2 sekolah mendapatkan bantuan meubelair sejumlah 135 unit senilai Rp415.719.420. 2. Pemasangan listrik di SD dan SMP di semua ruangan. (Kwh dan Instalasi) senilai Rp23.218.100. 3. Pelatihan guru SMP "Metode pengajaran Mendalam" sejumlah 17 guru, senilai Rp4.725.000. 4. Pendidikan karakter melalui kegiatan persami (untuk 30 siswa SMP), senilai Rp19.218.100 1. 2 schools received 135 units of educational furniture assistance worth Rp415,719,420. 2. Installation of electrical systems (kWh and wiring) in all classrooms of SD and SMP, valued at Rp23,218,100. 3. SMP teacher training on "Deep Learning Teaching Methods" for 17 teachers, valued at Rp4,725,000. 4. Character education through Persami activities for 30 SMP students, valued at Rp19,218,100.
Aktivitas Activity	1. Bantuan infrastruktur pendidikan untuk SD dan SMP di Kampung Tukul. 2. Pelatihan guru. 3. Pendidikan karakter untuk murid melalu kegiatan persami. 1. Educational infrastructure assistance for elementary school (SD) and junior high school (SMP) in Kampung Tukul. 2. Teacher training. 3. Student character education through weekend camping activities.

Output (Luaran)	1. Meningkatkan kualitas infrastruktur penunjang kegiatan belajar menngajar di 2 sekolah. 2. 17 guru mendapatkan pelatihan. 3. 30 Jumlah peserta persami. 1. Improving the quality of infrastructure supporting teaching and learning activities in two schools. 2. 17 teachers received training. 3. 30 students participated in weekend camping activities
Outcome (Hasil)	1. Meningkatnya kesiapan dua sekolah (SD dan SMP) di Kampung Tukul dalam memenuhi standar nasional pendidikan, khususnya pada aspek sarana dan prasarana penunjang kegiatan belajar mengajar. 2. Meningkatnya kompetensi guru dan kualitas proses pembelajaran, sehingga berdampak pada peningkatan mutu layanan pendidikan di sekolah sasaran. 3. Meningkatnya nilai dan/atau level akreditasi sekolah sebagai hasil dari perbaikan infrastruktur pendidikan, peningkatan kapasitas pendidik, dan penguatan lingkungan belajar yang kondusif. 1. Improved readiness of two schools (SD and SMP) in Kampung Tukul to meet national education standards, particularly in terms of facilities and infrastructure supporting teaching and learning activities. 2. Improved teacher competencies and learning process quality, contributing to better education service quality in target schools. 3. Increased school accreditation scores and/or levels as a result of improved educational infrastructure, enhanced educator capacity, and a more conducive learning environment.
Dampak Impact (NEWS)	1. N – *Nature* (Lingkungan): Lingkungan sekolah yang lebih tertata dan layak mendukung penggunaan ruang dan fasilitas secara lebih efisien, serta mendorong budaya peduli lingkungan di lingkungan pendidikan. 2. E – *Economy* (Ekonomi): Peningkatan kualitas dan akreditasi sekolah berkontribusi pada peningkatan kualitas sumber daya manusia lokal, yang dalam jangka panjang memperkuat daya saing ekonomi masyarakat sekitar. 3. W – *Wellbeing* (Kesejahteraan): Terciptanya lingkungan belajar yang aman, nyaman, dan kondusif meningkatkan kesejahteraan siswa dan guru, serta mendukung perkembangan karakter dan kualitas pembelajaran. 4. S– *Society* (Sosial): Meningkatnya kepercayaan masyarakat terhadap layanan pendidikan lokal serta penguatan peran sekolah sebagai institusi sosial dalam mendukung pembangunan pendidikan berkelanjutan di Kampung Tukul. 1. N – Nature (Environment): A more organized and adequate school environment supports more efficient use of space and facilities and encourages environmental awareness within educational settings. 2. E – Economy: Improved school quality and accreditation contribute to the development of higher-quality local human resources, which in the long term strengthens the economic competitiveness of surrounding communities. 3. W – Wellbeing: The creation of a safe, comfortable, and conducive learning environment enhances the well-being of students and teachers and supports character development and learning quality. 4. S – Society: Increased community trust in local education services and strengthened school roles as social institutions in supporting sustainable educational development in Kampung Tukul.

Site	IMM
Program	PKBM Damai Mandiri: "Transformation-Hub Kemandirian Pascatambang Desa Suka Damai PKBM Damai Mandiri: “Post-Mining Independence Transformation Hub of Suka Damai Village”
Latar Belakang & Tujuan Program Background & Program Objectives	PKBM di Desa Suka Damai diinisiasi oleh PT Indominco Mandiri bersama Pemerintah Desa sebagai respons atas tingginya angka buta aksara yang pada 2009 mencapai 25%. Berawal dari kelompok belajar keaksaraan, kolaborasi resmi melalui program community development dimulai pada 2013 dan berhasil menurunkan angka buta huruf hingga hampir 0% pada 2024. The Community Learning Center (PKBM) in Suka Damai Village was initiated by PT Indominco Mandiri in collaboration with the Village Government in response to the high illiteracy rate, which reached 25% in 2009. Initially established through literacy learning groups, formal collaboration under the Company’s community development program began in 2013 and successfully reduced the illiteracy rate to nearly 0% by 2024.
Input 2023-2025	Total anggaran 2022-2025: Rp268.250.000 Total budget 2022-2025: Rp268,250,000
Aktivitas Activity	2025: 1. Inisiasi pengurusan legalitas yayasan (transformasi pusat kegiatan belajar masyarakat). 2. Pendampingan UMKM dan peningkatan akses pasar untuk penjualan produk. 1. Initiation of the foundation’s legal registration process (community learning center transformation). 2. MSME mentoring and expansion of market access for product sales.
Output (Luaran)	1. Peserta PKBM: Paket A: Putra: 49 orang dan Putri: 55 orang Paket B: Putra: 78 orang dan Putri: 42 orang Paket C: Putra: 12 orang, Putri: 22 orang 2. 1 unit bank sampah dan fasilitas pengolahan sampah 3. 1 gedung PKBM yang lengkap dengan fasilitas penunjang keahlian. 4. 30 usaha mikro baru terbentuk. 1. PKBM Participants: Paket A: 49 male participants and 55 female participants Paket B: 78 male participants and 42 female participants Paket C: 12 male participants and 22 female participants 2. 1 waste bank unit and waste processing facility established. 3. 1 PKBM building constructed, fully equipped with supporting vocational facilities. 4. 30 new micro-enterprises established.

Outcome (Hasil)	1. Lulusan Warga Belajar: 594 orang Perempuan: 464 orang (72%) Laki-laki: 121 orang (28%) 2. 3 PKBM aktif dan jejaring sosial terbangun 3. 1 bank sampah induk dan 7 bank sampah unit yang aktif 4. Total 5 kelas pembelajaran, yang terdiri dari: Paket A: 2 kelas Paket B: 2 kelas Paket C: 1 kelas 5. 30 usaha mikro memiliki pendapatan baru 1. Total Learner Graduates: 594 individuals Female: 464 individuals (72%) Male: 121 individuals (28%) 2. 3 active PKBM centers with established social networks. 3. 1 central waste bank and seven active unit-level waste banks. 4. A total of five learning classes, consisting of: Paket A: 2 classes Paket B: 2 classes Paket C: 1 class 5. 30 micro-enterprises recorded new income generation.
Dampak Impact (NEWS)	N – *Nature* (Lingkungan) 1. PKBM menjadi pusat perubahan perilaku lingkungan melalui program literasi di Sekolah Adiwiyata. 2. Sampah terkelola lewat program bank sampah. E – *Economy* (Ekonomi) 1. PKBM menjadi inkubator usaha sosial. 2. Peningkatan sumber pendapatan informal melalui UMKM untuk warga belajar. 3. Peningkatan pendapatan melalui pelatihan vokasi untuk warga belajar. W – *Wellbeing* (Kesejahteraan) 1. Penurunan angka buta huruf. 2. Peningkatan angka lulusan pendidikan formal. 3. Peningkatan peluang kelompok rentan untuk pendidikan yang berkualitas. 4. Peningkatan jumlah masyarakat yang bekerja pada sektor formal 5. Lingkungan sehat. S– *Society* (Sosial) 1. Budaya belajar tumbuh. 2. Kolaborasi PKBM, sekolah, dan desa meningkat. 3. Muncul model kelembagaan baru. N – Nature (Environment) 1. PKBM becomes a center for environmental behavior change through literacy programs in Adiwiyata Schools. 2. Waste is managed through the waste bank program. E – Economy 1. PKBM becomes a social enterprise incubator. 2. Increased informal income sources through MSMEs for learning community members. 3. Increased income through vocational training for learning community members. W – Wellbeing 1. Reduction in illiteracy rates. 2. Increase in formal education graduation rates. 3. Increased opportunities for vulnerable groups to access quality education. 4. Increase in the number of people employed in the formal sector 5. Healthy environment. S – Society 1. A culture of learning grows. 2. Increased collaboration among PKBM, schools, and villages. 3. Emergence of a new institutional model.

Site	EMB
Program	Pengembangan Keramba Ikan Air Tawar di Desa Embalut Development of Freshwater Fish Floating Net Cage in Embalut Village
Latar Belakang & Tujuan Program Background & Program Objectives	PT Kitadin Site Embalut (EMB) memasuki fase penutupan tambang yang direncanakan berakhir pada Februari 2027 sesuai dokumen RPT yang telah disetujui. Selain reklamasi berupa pengembangan lahan pertanian produktif, EMB menjalankan program PPM di luar area reklamasi, termasuk program budidaya ikan air tawar sistem keramba di bantaran Sungai Mahakam yang telah berlangsung sejak masa operasional dan berlanjut hingga fase mine closure. Berlokasi di sekitar pelabuhan perusahaan yang juga menjadi ruang ekonomi masyarakat, program ini dirancang untuk mencegah potensi kerentanan sosial dan lingkungan melalui pendekatan pemberdayaan yang terarah. Pengembangan keramba dipilih karena sesuai dengan karakter wilayah perairan, bernilai ekonomi, dikelola secara kelompok, serta didukung kebijakan pemerintah desa. PT Kitadin Site Embalut (EMB) is currently entering its mine closure phase, which is scheduled to conclude in February 2027 in accordance with the approved Mine Closure Plan (RPT). In addition to reclamation programs that convert former mining areas into productive agricultural land, EMB implements Community Development programs beyond reclamation areas, including a floating net cage aquaculture program along the Mahakam River that has been conducted since the operational phase, up to mine closure. Located near the Company's port area, which also serves as a livelihood space for local communities, the program is designed to mitigate potential social and environmental vulnerabilities through a structured empowerment approach. Freshwater fish farming using floating net cages was selected due to its suitability to the riverine environment, economic value, group-based management model, and supported by village government policies.
Input 2023-2025	Total anggaran selama tahun 2022-2024 sebesar Rp33.240.000. Total budget for 2022-2024 is Rp33,240,000.
Aktivitas Activity	2025: 1. Monitoring dan evaluasi program dengan metode SLIA 1. Program monitoring and evaluation using the SLIA method

Output (Luaran)	1. Total panen 2022-2025: 3.960 kg 2. Unit Keramba: 35 unit 1. Total harvest 2022–2025: 3,960 kg 2. Floating net cage: 35 units
Outcome (Hasil)	2022: pendapatan kelompok sebesar Rp62.640.000/tahun 2023: pendapatan kelompok sebesar Rp91.800.000/tahun 2024: pendapatan kelompok sebesar Rp129.600.000/tahun 2025: pendapatan kelompok sebesar Rp189.000.000/tahun 2022: group income of Rp62,640,000/year 2023: group income of Rp91,800,000/year 2024: group income of Rp129,600,000/year 2025: group income of Rp189,000,000/year
Dampak Impact (NEWS)	N – *Nature* (Lingkungan) 1. Indikator kualitas sungai E – *Economy* (Ekonomi) 1. Sumber pendapatan kelompok 2. Perputaran ekonomi lokal (pakan, transport, jual beli ikan) 3. Pengembangan usaha turunan (rumah makan) di sekitar W – *Wellbeing* (Kesejahteraan) 1. Kelompok lebih solid 2. Rasa memiliki untuk memelihara bantaran sungai 3. Mengurangi potensi aktivitas ilegal S– *Society* (Sosial) 1. Terbentuk kebijakan spesifik dari desa yang mengatur program agar berkelanjutan 2. Relasi lebih kuat antara perusahaan dengan masyarakat 3. Meningkatkan SLO, terutama untuk keberlanjutan bisnis perusahaan kedepannya N – Nature (Environment) 1. River water quality indicators E – Economy 1. Group income sources 2. Local economic circulation (feed, transportation, fish trading) 3. Development of downstream businesses (restaurants) in surrounding areas W – Wellbeing 1. Stronger group cohesion 2. Increased sense of belonging in maintaining riverbanks 3. Reduced potential for illegal activities S – Society 1. Establishment of specific village policies regulating the program to ensure sustainability 2. Stronger relationships between the company and the community 3. Improved Social License to Operate (SLO), particularly for the company's long-term business sustainability

Site	JBG
Program	Inovasi Pupuk Organik Bokashi untuk Pemberdayaan Masyarakat Transmigrasi Desa Karang Rejo Innovation of Bokashi Organic Fertilizer for Empowering the Transmigration Community of Karang Rejo Village
Latar Belakang & Tujuan Program Background & Program Objectives	Program Inovasi Pengembangan Pupuk Organik Bokashi di Desa Karang Rejo merupakan inisiatif jangka panjang pemberdayaan ekonomi oleh PT Jorong Barutama Greston (JBG), anak usaha ITM. Program ini mendukung pilar PPM Kemandirian Ekonomi sekaligus berkontribusi pada SDG 12 tentang Konsumsi dan Produksi yang Bertanggung Jawab melalui pengurangan dan pemanfaatan kembali limbah. Inisiatif ini meningkatkan kesadaran pengelolaan limbah ternak, kapasitas produksi pupuk organik, kemandirian masyarakat, serta membuka peluang kerja baru, sekaligus menciptakan nilai bersama (*Creating Shared Value*) dengan mengintegrasikan kebutuhan sosial ke dalam strategi bisnis. Selama tujuh tahun terakhir, pupuk Bokashi telah mendukung pembibitan sekitar satu juta tanaman dan revegetasi 500 ribu pohon di lahan reklamasi. The Bokashi Organic Fertilizer Development Innovation Program in Karang Rejo Village is a long-term economic empowerment initiative implemented by PT Jorong Barutama Greston (JBG), a subsidiary of ITM. The program supports the Community Development pillar on Economic Independence and contributes to SDG 12 on Responsible Consumption and Production through waste reduction and reuse practices. It enhances community awareness in managing livestock waste, strengthens local capacity to produce organic fertilizer, increases self-reliance, and creates new employment opportunities, while generating Creating Shared Value by integrating social needs into the Company's business strategy. Over the past seven years, Bokashi fertilizer has supported the cultivation of approximately one million seedlings and the revegetation of 500,000 trees on reclaimed land.
Input 2023-2025	Total anggaran CD 2018-2025: Rp267.507.101 Total CD Budget 2018–2025: Rp267,507,101
Aktivitas Activity	1. Pembentukan dan penguatan kelompok tani 2. Pembangunan gudang dan fasilitas workshop 3. Pengadaan mesin pencacah 4. Pelatihan pembuatan pupuk organik, pengemasan, penyimpanan, dan pemasaran 5. Pendampingan, pengawasan, dan pengecekan kualitas hasil dengan uji laboratorium 6. Aplikasi bokashi sebagai pupuk tanaman 7. Pelatihan kepada kelompok tani Dusun Banjar Arum 1. Formation and strengthening of farmer groups 2. Construction of warehouse and workshop facilities 3. Procurement of shredding machines 4. Training on organic fertilizer production, packaging, storage, and marketing 5. Assistance, supervision, and quality control through laboratory testing 6. Application of bokashi as plant fertilizer 7. Training for farmer groups in Banjar Arum Hamlet

Output (Luaran)	1. Terbentuknya 1 kelompok petani yang memproduksi pupuk organik bokashi secara kontinyu dengan total produksi 2.861 ton (2017-2025) 2. Terbangunnya gudang dan fasilitas workshop 3. Tersedianya fasilitas penunjang produksi pupuk organik bokashi 4. Pelatihan pembuatan pupuk bokashi 5. Partisipasi Program Kampung Iklim (Proklim) 1. Establishment of 1 farmer group that continuously produces bokashi organic fertilizer with total production of 2,861 tons (2017–2025) 2. Construction of warehouse and workshop facilities 3. Availability of supporting facilities for bokashi organic fertilizer production 4. Training on bokashi fertilizer production 5. Participation in the Climate Village Program (ProKlim)
Outcome (Hasil)	1. Peningkatan pendapatan kelompok tani >Rp3,5 miliar (2010 – 2025) 2. Rata-rata pendapatan anggota kelompok tani ± Rp3 Juta per bulan 3. Permasalahan mengenai limbah kotoran sapi di Desa Karang Rejo dapat terselesaikan 4. Pemanfaatan pupuk organik bokashi pada lahan reklamasi JBG 1. Increase in farmer group income of more than Rp3.5 billion (2010–2025) 2. Average income of farmer group members approximately Rp3 million per month 3. Cattle manure waste issues in Karang Rejo Village resolved 4. Utilization of bokashi organic fertilizer on JBG reclamation land
Dampak Impact (NEWS)	N – *Nature* (Lingkungan) 1. Peningkatan kesejahteraan peternak dari 7 kelompok ternak sapi di 4 desa binaan 2. Diversifikasi ekonomi lokal dan penguatan ekonomi desa berbasis sumber daya lokal 3. peluang usaha baru berbasis produksi dan pemasaran pupuk Bokashi E – *Economy* (Ekonomi) 1. Pertanian ramah lingkungan dan rendah emisi, 2. Mengurangi volume limbah rumah tangga dan pertanian 3. Desa Karang Rejo mendapatkan pengakuan Desa Program kampung Iklim (Proklim) Kategori Utama oleh Kementerian Lingkungan Hidup W – *Wellbeing* (Kesejahteraan) 1. Penguatan ikatan sosial dan rasa kebersamaan dalam komunitas transmigrasi. 2. Memperoleh pengetahuan baru, keterampilan teknis, dan rasa pencapaian 3. Membantu mengurangi paparan bahan kimia berbahaya bagi petani dan lingkungan S– *Society* (Sosial) 1. Memperkuat kapasitas dan kemandirian masyarakat transmigrasi 2. Pelatihan dan pendampingan mendorong partisipasi aktif petani, kelompok tani, dan rumah tangga, serta memperkuat kohesi sosial dan kerja sama komunitas 3. membuka peluang pelibatan perempuan dan generasi muda dalam proses produksi dan distribusi Bokashi N – Nature (Environment) 1. Improved welfare of livestock farmers from 7 cattle farmer groups in 4 assisted villages 2. Local economic diversification and strengthening of village-based economy using local resources 3. New business opportunities based on the production and marketing of bokashi fertilizer E – Economy 1. Environmentally friendly and low-emission agriculture 2. Reduction in the volume of household and agricultural waste 3. Karang Rejo Village received recognition as a Climate Village Program (ProKlim) – Main Category by the Ministry of Environment W – Wellbeing 1. Strengthening social bonds and a sense of togetherness within the transmigration community 2. Gaining new knowledge, technical skills, and a sense of achievement 3. Helping reduce exposure to harmful chemicals for farmers and the environment S – Society 1. Strengthening the capacity and self-reliance of the transmigration community 2. Training and mentoring that encourage active participation of farmers, farmer groups, and households, and strengthen social cohesion and community cooperation 3. Opening opportunities for the involvement of women and youth in the production and distribution of bokashi
Site	TCM
Program	Pelestarian Wastra Sarut: Dari Warisan Budaya Menuju Masa Depan yang Berkelanjutan Preserving Sarut Wastra: From Cultural Heritage to a Sustainable Future
Latar Belakang & Tujuan Program Background & Program Objectives	Sarut merupakan warisan budaya Suku Dayak Benuaq di Kutai Barat yang memiliki nilai adat dan identitas kuat, namun keberlanjutannya menghadapi tantangan berupa lemahnya regenerasi perajin, pergeseran akibat modernisasi, serta keterbatasan akses pasar dan nilai ekonomi. Merespons hal tersebut, PT Trubaindo Coal Mining menginisiasi Program PPM berbasis budaya yang memposisikan Sarut sebagai aset sosial dan ekonomi berkelanjutan dalam konteks transisi pascatambang, selaras dengan agenda pembangunan daerah, ekonomi hijau, serta prinsip inklusi dan kolaborasi multipihak. Sarut is a cultural heritage of the Dayak Benuaq Tribe in West Kutai with strong traditional and identity values; however, its sustainability faces challenges including lack of artisan regeneration, shifts driven by modernization, and limited market access and economic value. In response, PT Trubaindo Coal Mining initiated a culture-based Community Development Program that positions Sarut as a sustainable social and economic asset in the post-mining transition, aligned with regional development priorities, green economy, as well as principles of inclusion and multi-stakeholder collaboration.
Input 2023-2025	Rp450.000.000 (2020 – 2025) Rp450,000,000 (2020 - 2025)

Aktivitas Activity	Dalam pemberdayaan ini serangkaian aktivitas strategis telah dilaksanakan, antara lain: 1. Pemetaan dan revitalisasi kelembagaan perajin Sarut (2019) dan pembentukan 22 kelompok perajin di 17 desa ring 1 dan 2 TCM (2020). 2. Pelatihan keterampilan dasar dan diversifikasi produk, mengembangkan Sarut tidak hanya sebagai kain adat, tetapi juga menjadi syal, outer, baju, sarung bantal, taplak, dan aksesori. 3. Transformasi digital dan pemasaran global, termasuk penggunaan QR Code pada setiap produk untuk menampilkan cerita perajin dan makna motif. 4. Festival Sarut dan partisipasi pameran (2022–2025) sebagai sarana promosi, jejaring, dan penguatan identitas budaya. 5. Inovasi hijau (Green & Sustainable Innovation) melalui penggunaan benang ramah lingkungan untuk mengurangi risiko pencemaran pewarna kimia. 6. Integrasi Sarut ke dalam pendidikan lokal (muatan lokal SD–SMP) sebagai strategi pewarisan budaya lintas generasi (2023). 7. Perlindungan Hak Kekayaan Intelektual, dengan pematenan 10 motif Sarut (2025). 8. Kemitraan multipihak dengan pemerintah desa, KP2L Kecamatan Damai, Pemerintah Kabupaten Kutai Barat, akademisi, dan komunitas adat. In this empowerment initiative, a series of strategic activities have been implemented, including: 1. Mapping and revitalization of Sarut artisan institutions (2019) and the establishment of 22 artisan groups across 17 villages in the Ring 1 and Ring 2 of TCM (2020).. 2. Basic skills training and product diversification, developing Sarut not only as ceremonial cloth but also develop it into scarves, outerwear, apparel, sarongs, cushion covers, table runners, and accessories. 3. Digital transformation and global marketing, including the use of QR codes on each product to display artisan stories and the meaning of motifs. 4. Sarut Festival and participation in exhibitions (2022–2025) as platforms for promotion, networking, and strengthening cultural identity. 5. Green and sustainable innovation through the use of environmentally friendly yarns to reduce the risk of chemical dye pollution. 6. Integration of Sarut into local education curricula (elementary–junior high schools) as a cross-generational cultural transmission strategy (2023). 7. Intellectual Property Rights protection by patenting 10 Sarut motifs (2025). 8. Multi-stakeholder partnerships with village governments, KP2L of Damai District, the West Kutai Regency Government, academics, and customary communities.
Output (Luaran)	Sebagai hasil langsung dari implementasi PPM, program telah menghasilkan keluaran konkret, antara lain: 1. Terbentuknya 22 kelompok perajin Sarut yang lebih terorganisir dan berkelanjutan. 2. Peningkatan kapasitas teknis perajin, termasuk kemampuan diversifikasi produk. 3. Diversifikasi produk Sarut ke sektor fashion dan interior. 4. Digitalisasi narasi budaya melalui QR Code pada produk. 5. Terselenggaranya Festival Sarut dan partisipasi dalam pameran nasional–internasional (termasuk Finlandia). 6. 10 motif Sarut dipatenkan, memperkuat perlindungan warisan budaya. 7. Integrasi Sarut sebagai muatan lokal dalam kurikulum sekolah. As direct outcomes of the PPM implementation, the program has delivered tangible results, including: 1. The establishment of 22 more organized and sustainable Sarut artisan groups. 2. Improved technical capacity of artisans, including product diversification skills. 3. Diversification of Sarut products into the fashion and interior sectors. 4. Digitalization of cultural narratives through QR codes embedded in products. 5. Implementation of the Sarut Festival and participation in national and international exhibitions (including Finland). 6. Patent registration of 10 Sarut motifs, strengthening cultural heritage protection. 7. Integration of Sarut as local content in school curricula.
Outcome (Hasil)	1. Terjadi regenerasi perajin dan transfer pengetahuan lintas generasi. 2. Penguatan kohesi sosial dan integrasi antar generasi dalam komunitas adat. 3. Peningkatan peran perempuan dalam ekonomi kreatif berbasis budaya. 4. Peningkatan akses pasar dan nilai ekonomi Sarut, tidak lagi terbatas pada upacara adat. 5. Terbentuknya ekosistem ekonomi kreatif berbasis budaya yang lebih resilien. 6. Penguatan kelembagaan perajin dan kemitraan multipihak yang lebih terstruktur. 7. Pengakuan formal terhadap motif Sarut melalui perlindungan HKI. 1. Regeneration of artisans and cross-generational knowledge transfer. 2. Strengthened social cohesion and intergenerational integration within customary communities. 3. Increased role of women in culture-based creative economies. 4. Improved market access and economic value of Sarut, no longer limited to customary ceremonies. 5. Formation of a more resilient culture-based creative economy ecosystem. 6. Strengthened artisan institutions and more structured multi-stakeholder partnerships. 7. Formal recognition of Sarut motifs through intellectual property protection.
Dampak Impact (NEWS)	N – *Nature* (Lingkungan) 1. Pengurangan risiko pencemaran akibat penggunaan pewarna kimia melalui inovasi bahan ramah lingkungan. 2. Penguatan model produksi yang lebih berkelanjutan dan selaras dengan prinsip ekonomi hijau. 1. Reduced pollution risks from chemical dyes through environmentally friendly material innovation. 2. Strengthening of more sustainable production models aligned with green economy principles. E – *Economy* (Ekonomi) 1. Sarut bertransformasi menjadi sumber mata pencaharian berkelanjutan, mendukung diversifikasi ekonomi daerah pascatambang. 2. Peningkatan pendapatan perajin dan perluasan jaringan pasar nasional–internasional. 1. Transformation of Sarut into a sustainable livelihood, supporting economic diversification of post-mining region. 2. Increased artisan income and expanded national and international market networks. W – *Wellbeing* (Kesejahteraan) 1. Sarut diakui sebagai warisan budaya yang dilindungi, memperkuat kebanggaan lokal dan daya tarik budaya daerah. 1. Recognition of Sarut as a protected cultural heritage, boosting local pride and regional cultural attractiveness. S– *Society* (Sosial) 1. Terjaganya keberlanjutan warisan budaya Sarut sebagai identitas lokal yang hidup. 2. Peningkatan kapasitas dan kemandirian komunitas perajin. 3. Minimalisasi potensi konflik sosial melalui integrasi lintas generasi dan inklusi kelompok rentan. 1. Preservation of Sarut cultural heritage as a living local identity. 2. Improved capacity and self-reliance of artisan communities. 3. Minimizing social conflict potential through intergenerational integration and inclusion of vulnerable groups.

Komunikasi, Pengaduan dan Survei Kepuasan Masyarakat

ITM mengembangkan komunikasi yang aktif melalui Forum Komunikasi Masyarakat (FKM), yang diadakan setidaknya sekali setiap tahun untuk melibatkan komunitas dalam penyusunan dan evaluasi program PPM. Forum ini merepresentasikan berbagai kelompok masyarakat, termasuk tokoh agama, pemuda, kader PKK, dan aparat desa. ITM juga memperkuat dampak PPM melalui sinergi dengan kontraktor dan kolaborasi dengan pemerintah daerah. Untuk menerima masukan lebih luas, ITM mengoperasikan kanal *Voice of Stakeholders* (VoiS). Sepanjang 2025, tidak terdapat keluhan atau pengaduan yang signifikan dari masyarakat. Survei kepuasan masyarakat menunjukkan indeks kepuasan sebesar 88%.

Community Communication, Complaints, and Satisfaction Survey

ITM actively engages with local communities through the Community Consultative Forum (FKM), held at least once a year to involve community members in the planning and evaluation of PPM programs. The forum represents a wide range of community groups, including religious leaders, youth, PKK cadres, and village officials. ITM further enhances the impact of PPM through collaboration with contractors and coordination with local government authorities. To garner broader feedback, ITM operates the Voice of Stakeholders (VoiS) channel. Throughout 2025, no significant complaints or grievances were filed by the community. The community satisfaction survey indicated a Satisfaction Index of 88%.

Indeks Kepuasan Masyarakat
Community Satisfaction Index



Praktik HAM dan Masyarakat Lokal

ITM melaksanakan penilaian risiko HAM secara berkala untuk mengidentifikasi potensi dan dampak aktual HAM di seluruh kegiatan operasional dan rantai nilainya. Penilaian ini mencakup isu-isu utama seperti keselamatan dan kesehatan kerja, praktik ketenagakerjaan yang adil, pencegahan kerja paksa dan pekerja anak, non-diskriminasi dan kesetaraan gender, kebebasan berserikat, keamanan, serta dampak terhadap masyarakat sekitar.

Kelompok yang menjadi fokus penilaian meliputi karyawan, kontraktor dan subkontraktor, masyarakat sekitar wilayah operasi, serta pemasok utama. Berdasarkan hasil penilaian, perusahaan mengidentifikasi 6 risiko utama di seluruh tujuh lokasi tambang (IMM, JBG, BEK, TCM, NPR, GPK, dan TIS) dengan risiko HAM yang teridentifikasi, khususnya terkait keselamatan kerja dan kondisi kerja pihak ketiga. Seluruh risiko tersebut telah ditindaklanjuti melalui langkah mitigasi, antara lain penguatan kebijakan dan prosedur ketenagakerjaan, penerapan standar keselamatan kerja, peningkatan pengawasan terhadap kontraktor, pelatihan HAM, serta penguatan mekanisme pengaduan yang aman dan mudah diakses. Apabila ditemukan dampak aktual terhadap HAM, perusahaan menjalankan mekanisme remediasi melalui proses investigasi yang adil dan pemulihan hak pihak terdampak sesuai dengan tingkat dampak yang terjadi. Efektivitas mitigasi dan remediasi dievaluasi secara berkala sebagai bagian dari perbaikan berkelanjutan dan penguatan tata kelola HAM perusahaan.

ITM menjunjung tinggi nilai-nilai budaya lokal, khususnya masyarakat Dayak yang merupakan masyarakat adat di Kalimantan, yang merupakan area pertambangan ITM beroperasi. Salah satu wujud komitmen tersebut adalah dengan

Human Rights and Local Communities

ITM conducts regular human rights risk assessments to identify potential and actual human rights impacts across all operational activities and its value chain. These assessments cover key issues such as occupational health and safety, fair labor practices, prevention of forced labor and child labor, non-discrimination and gender equality, freedom of association, security, and impacts on surrounding communities.

The groups that become the assessment focus include employees, contractors and subcontractors, communities surrounding operational areas, and key suppliers. Based on the assessment results, the company identified 6 salient risks across all seven mining sites (IMM, JBG, BEK, TCM, NPR, GPK, TIS) with human rights risks, particularly related to occupational safety and working conditions of third parties. All identified risks have been addressed through mitigation measures, including strengthening labor policies and procedures, implementing occupational safety standards, increasing supervision over contractors, human rights training, and strengthening accessible and safe grievance mechanisms. If actual human rights impacts are found, the company implements remediation mechanisms through fair investigation processes and restoration of the affected parties' rights according to the level of impact. The effectiveness of mitigation and remediation is evaluated regularly as part of continuous improvement and strengthening of the company's human rights governance.

ITM upholds local cultural values, particularly the Dayak communities, which are indigenous peoples in Kalimantan, where ITM operates. One form of commitment is attention to the Dayak, especially the Dayak Bentian Besar who live

memberikan perhatian kepada masyarakat Dayak, khususnya suku Dayak Bentian Besar yang tinggal di sekitar area operasional anak perusahaan, Trubaindo Coal Mining. Pembangunan Rumah Adat Lamin Bentian Besar merupakan upaya ITM dalam mendukung pelestarian budaya Dayak dan menjadikan kawasan ini sebagai destinasi wisata yang menarik. Perusahaan memastikan program pemberdayaan berjalan sesuai analisis kebutuhan berbasis pemetaan potensi dan kondisi masyarakat, serta mengidentifikasi kelompok rentan termasuk namun tidak terbatas seperti anak-anak, kaum disabilitas, dan/atau orang lanjut lansia. Perusahaan juga menganalisis risiko pada pengelolaan program. Adapun terhadap beberapa lokasi unit usaha berdekatan dengan permukiman masyarakat lokal dan/atau entitas adat tertentu, ITM turut aktif mendukung pelestarian budaya dan meningkatkan perbaikan kualitas hidup mereka. Selama periode pelaporan, tidak teridentifikasi secara khusus komunitas adat terpencil dan tidak ada kejadian atau pelanggaran hak masyarakat adat. [411-1][CSS-12.11.2]

around the operational area of the subsidiary, Trubaindo Coal Mining. The construction of the Lamin Bentian Besar Traditional House is an effort by ITM to support the preservation of Dayak culture and make the area an attractive tourist destination. The company ensures that empowerment programs are carried out according to needs analysis based on potential and community conditions, and identifies vulnerable groups including, but not limited to, children, persons with disabilities, and/or the elderly. The company also analyzes risks in program management. Regarding certain business unit locations near local settlements and/or specific indigenous entities, ITM actively supports cultural preservation and improvement of their quality of life. During the reporting period, no remote indigenous communities were specifically identified, and there were no incidents or violations of indigenous peoples' rights. [411-1][CSS-12.11.2]

ITM menaruh perhatian besar pada pelestarian budaya lokal, terutama masyarakat adat Dayak di sekitar area pertambangan. Dukungan ini tercermin melalui program untuk komunitas Dayak Bentian Besar, termasuk pembangunan Rumah Adat Lamin sebagai upaya menjaga warisan budaya serta membuka peluang pariwisata. Program pemberdayaan disusun berdasarkan pemetaan kebutuhan masyarakat dan identifikasi kelompok rentan, serta analisis risiko pada setiap kegiatan. Sepanjang 2025, tidak ditemukan komunitas adat terpencil maupun pelanggaran terhadap hak masyarakat adat. [411-1][CSS-12.11.2]

ITM pays great attention to the preservation of local culture, especially the Dayak indigenous communities around mining areas. This support is reflected in programs for the Dayak Bentian Besar community, including the construction of the Traditional Lamin House as an effort to preserve cultural heritage and open tourism opportunities. Empowerment programs are developed based on community needs mapping and identification of vulnerable groups, as well as risk analysis in each activity. During 2025, no remote indigenous communities were found, nor were there violations of indigenous peoples' rights. [411-1][CSS-12.11.2]

Aktivitas pengamanan Perusahaan dilaksanakan dengan penuh tanggung jawab, harmonis, adil, dan menjunjung tinggi prinsip-prinsip hak asasi manusia. Perusahaan berkolaborasi dengan kepolisian setempat dalam aktivitas pengamanan, serta memberikan pelatihan berkelanjutan bagi seluruh personel keamanan seperti seperti pelatihan *Voluntary Principles on Security and Human Rights* (VPSHR). Seluruh (100%) personel-personel keamanan telah mengikuti pelatihan HAM dan de-eskalasi konflik sehingga semua petugas keamanan memiliki pengetahuan, kemampuan, dan keterampilan dalam melaksanakan tugas keamanan serta meningkatkan kedisiplinan. [410-1][CSS-12.12.2]

Company security activities are conducted responsibly, harmoniously, fairly, and uphold human rights principles. The company collaborates with local police in security activities and provides continuous training for all security personnel such as Voluntary Principles on Security and Human Rights (VPSHR) training. All (100%) security personnel have completed human rights and conflict de-escalation training so that all security officers have the knowledge, ability, and skills to carry out security duties and improve discipline. [410-1][CSS-12.12.2]

Kegiatan pengamanan perusahaan dilaksanakan dengan mematuhi prinsip-prinsip HAM. Seluruh pimpinan dan perwakilan personel keamanan kantor Jakarta, Balikpapan, site PT IMM, PT KTD-EMB, PT JBG, cluster Melak (PT BEK, PT TCM, PT GPK, PT NPR, PT TIS) telah mengikuti pelatihan HAM dan penanganan konflik sehingga memiliki kapasitas yang memadai dalam menjalankan tugasnya. [410-1][CSS-12.12.2]

Company security activities are conducted in accordance with human rights principles. All security personnel at the Jakarta head office, Balikpapan, site of PT IMM, PT KTD-EMB, PT JBG, cluster Melak (PT BEK, PT TCM, PT GPK, PT NPR, PT TIS) have completed human rights and conflict handling training so that they have adequate capacity to perform their duties. [410-1][CSS-12.12.2]

Pendekatan Perusahaan pada Masyarakat Terdampak

ITM berkomitmen menghormati hak masyarakat dan meminimalkan dampak sosial dari pengembangan proyek atau perluasan operasi yang berpotensi menimbulkan pemindahan fisik dan/atau ekonomi.

Company Approach to Affected Communities

ITM is committed to respecting the rights of communities and minimizing social impacts from project development or expansion that may result in physical and/or economic displacement.

Perusahaan secara konsisten mengupayakan penghindaran dan minimalisasi pemindahan melalui optimalisasi desain proyek, pemanfaatan lahan eksisting, dan kajian alternatif lokasi. Setiap rencana pengadaan lahan dievaluasi secara menyeluruh dengan mempertimbangkan aspek sosial, lingkungan, dan budaya. Apabila pemindahan tidak dapat dihindari, ITM menerapkan pengungkapan dini dan transparan mengenai kriteria kelayakan terdampak, hak, serta bentuk kompensasi melalui konsultasi publik dan mekanisme komunikasi yang mudah diakses.

Penetapan kompensasi dilakukan secara adil dan wajar berdasarkan penilaian independen, serta dilaksanakan secara transparan dengan melibatkan pemilik lahan dan pemangku kepentingan terkait. Untuk pemindahan fisik, ITM menyusun dan melaksanakan rencana pemukiman kembali yang komprehensif, mencakup relokasi, hunian pengganti yang layak, akses terhadap fasilitas dasar, dan dukungan sosial guna memastikan standar hidup masyarakat terdampak setara atau lebih baik dibandingkan sebelum relokasi. Sementara itu, untuk pemindahan ekonomi, perusahaan menjalankan program pemulihan dan peningkatan mata pencaharian melalui pelatihan keterampilan, dukungan usaha produktif, akses kerja, serta pendampingan berkelanjutan.

ITM menyediakan mekanisme pengaduan yang responsif, transparan, dan bebas intimidasi bagi masyarakat terdampak, serta melakukan audit dan evaluasi berkala terhadap pelaksanaan program pemukiman kembali dan pemulihan mata pencaharian. Hasil evaluasi digunakan sebagai dasar perbaikan berkelanjutan untuk memastikan pemulihan jangka panjang yang bertanggung jawab, menghormati hak asasi manusia, dan mendukung pembangunan sosial yang inklusif di wilayah operasional perusahaan.

Konsultasi Masyarakat

Perusahaan menerapkan kerangka konsultasi masyarakat di seluruh unit sebagai bagian dari pengelolaan dampak sosial yang bertanggung jawab dan penerapan tata kelola yang baik. Proses ini dilakukan melalui keterlibatan dua arah yang mencakup penyampaian informasi, dialog terbuka, serta pencatatan dan tindak lanjut atas aspirasi masyarakat, guna memahami kondisi sosial lokal dan mengelola ekspektasi secara transparan.

Untuk aset produksi yang beroperasi, ITM melaksanakan konsultasi rutin guna membahas isu operasional, lingkungan, dan sosial, yang hasilnya menjadi dasar penyusunan dan penyesuaian program pengelolaan lingkungan dan sosial. Sementara itu, untuk proyek pengembangan atau perluasan operasi, konsultasi dilakukan sejak tahap perencanaan dan pra-konstruksi agar masukan masyarakat dapat dipertimbangkan secara bermakna dalam perencanaan proyek.

The company consistently seeks to avoid and minimize displacement through project design optimization, use of existing land, and alternative location assessments. Every land acquisition plan is thoroughly evaluated by considering social, environmental, and cultural aspects. If displacement cannot be avoided, ITM implements early and transparent disclosure regarding eligibility criteria for affected parties, rights, and forms of compensation through public consultation and easily accessible communication mechanisms.

Compensation determination is carried out fairly and reasonably based on independent assessment and is implemented transparently involving landowners and related stakeholders. For physical displacement, ITM develops and implements a comprehensive resettlement plan, including relocation, adequate replacement housing, access to basic facilities, and social support to ensure affected communities have living standards equal to or better than before relocation. For economic displacement, the company implements livelihood recovery and enhancement programs through skills training, support for productive businesses, access to employment, and ongoing mentoring.

ITM provides responsive, transparent, and intimidation-free grievance mechanisms for affected communities, and conducts regular audits and evaluations of the resettlement and livelihood recovery program implementation. Evaluation results are used as a basis for continuous improvement to ensure long-term remediation that is responsible, respects human rights, and supports inclusive social development in the company's operational areas.

Community Consultation

The Company implements a community consultation framework across all operations as part of its commitment to responsible social impact management and good corporate governance. The process is conducted through two-way engagement that includes information disclosure, open dialogue, and documentation and follow-up of community feedback, enabling the Company to understand local social conditions and manage expectations transparently.

For operational assets, ITM conducts regular consultations to discuss operational, environmental, and social issues, the results of which become the basis for preparing and adjusting environmental and social management programs. For development or expansion projects, consultations are conducted from the planning and pre-construction stages so that community input can be meaningfully considered in project planning.

Masukan masyarakat terdampak diintegrasikan ke dalam pengambilan keputusan operasional dan perencanaan proyek, khususnya terkait pengelolaan dampak lingkungan dan sosial, pengadaan lahan, pemukiman kembali, serta program pengembangan masyarakat. Hasil konsultasi menjadi dasar penyesuaian desain proyek, penetapan prioritas program, dan penyusunan langkah mitigasi dampak.

Sebagai bagian dari kerangka kerja tersebut, ITM menyediakan mekanisme pengaduan yang mudah diakses, transparan, dan bebas dari intimidasi bagi masyarakat terdampak. Setiap pengaduan dicatat, diverifikasi, dan ditindaklanjuti secara tepat waktu sesuai prosedur yang berlaku. Perusahaan juga melakukan pelaporan dan pemberian umpan balik kepada masyarakat serta pemangku kepentingan lainnya melalui forum komunitas, pertemuan rutin, dan laporan publik, guna membangun hubungan jangka panjang yang dilandasi kepercayaan dan partisipasi aktif.

Penilaian Sosial Pemasok dan Evaluasi

Sebagai bagian dari penguatan praktik keberlanjutan di sepanjang rantai pasok, ITM melakukan penilaian sosial terhadap pemasok, baik melalui evaluasi kinerja bagi pemasok yang sudah bekerja sama maupun verifikasi dokumen bagi pemasok baru. Penilaian ini mencakup aspek-aspek keselamatan dan kesehatan kerja, termasuk kepatuhan terhadap standar CSMS, serta pemenuhan ketentuan ketenagakerjaan seperti penyediaan pelatihan bagi pekerja. Pada 2025, sebanyak 33 atau 100% pemasok baru telah menjalani proses penilaian ini. [414-1]

ITM juga menilai kinerja pemasok secara rutin untuk memastikan bahwa potensi dampak sosial negatif dapat dikendalikan. Evaluasi dilakukan oleh Departemen Procurement berdasarkan SOP yang berlaku. Hasil penilaian tahun 2025 menunjukkan bahwa seluruh pemasok telah dievaluasi dan tidak ada temuan ketidakpatuhan yang memerlukan pemberian sanksi. [414-2]

Community feedback is integrated into operational decision-making and project planning, particularly regarding environmental and social impact management, land acquisition, resettlement, and community development programs. Consultation results form the basis for project design adjustments, program priority setting, and mitigation measures.

As part of this framework, ITM provides grievance mechanisms that are easily accessible, transparent, and free from intimidation for affected communities. Each complaint is recorded, verified, and followed up appropriately according to applicable procedures. The company also conducts reporting and feedback to the community and other stakeholders through community forums, routine meetings, and public reports, to build long-term relationships based on trust and active participation.

Supplier Social Assessment and Evaluation

As part of strengthening sustainability practices along the supply chain, ITM conducts social assessments of suppliers, both through performance evaluations for existing suppliers and document verification for new suppliers. These assessments include occupational health and safety aspects, compliance with CSMS standards, and fulfillment of labor requirements such as providing training for workers. In 2025, as many as 33 or 100% of new suppliers underwent this assessment process. [414-1]

ITM also regularly evaluates supplier performance to ensure potential negative social impacts are managed. Evaluations are conducted by the Procurement Department according to applicable SOPs. The 2025 evaluation results show that all suppliers were assessed, and no non-compliance requiring sanctions was identified. [414-2]

04

Mewujudkan Akuntabilitas melalui Tata Kelola yang Beretika

Achieving Accountability through Ethical Governance

Melalui penerapan tata kelola yang beretika, ITM memastikan akuntabilitas dan seluruh proses bisnis dijalankan secara transparan, berintegritas, serta selaras dengan prinsip keberlanjutan.

Through the implementation of ethical governance, ITM ensures accountability and that all business processes are carried out transparently, with integrity, and in line with the principles of sustainability.





Struktur Tata Kelola [2-9]

Governance Structure

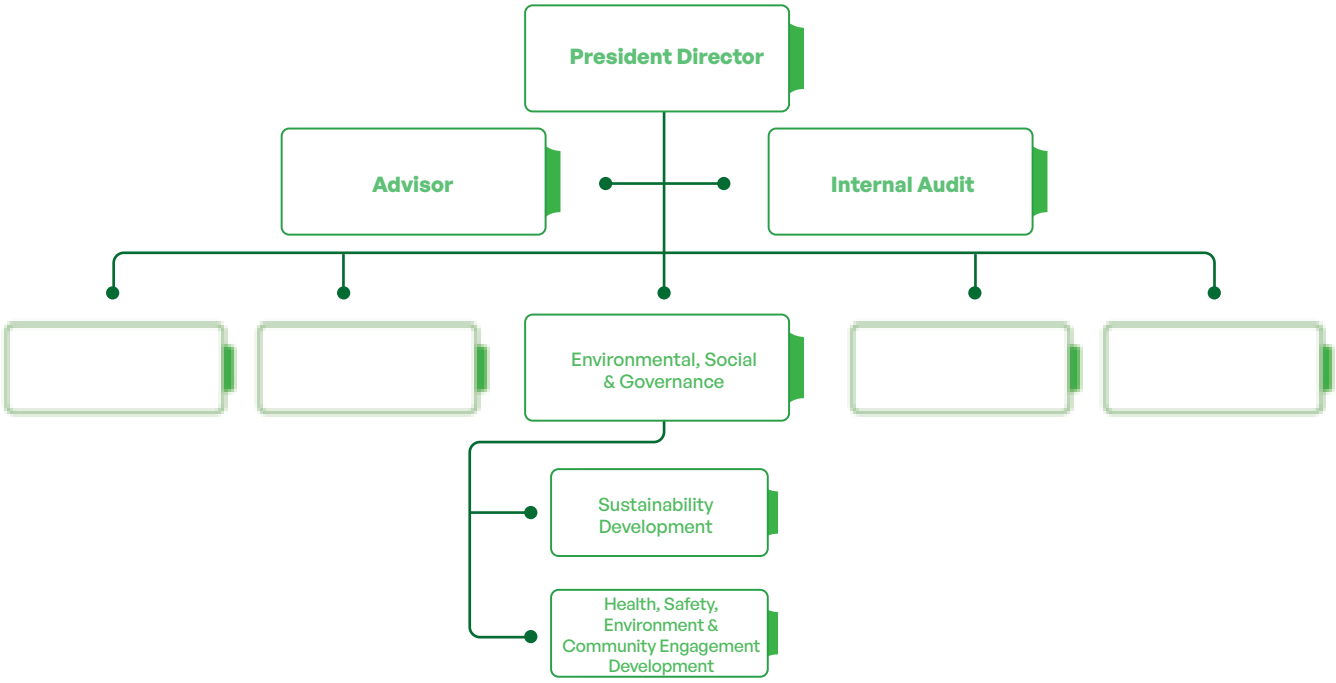
Rapat Umum Pemegang Saham (RUPS) berfungsi sebagai organ tertinggi, diikuti oleh peran Direksi sebagai pengelola kegiatan operasional dan Dewan Komisaris sebagai pengawas independen. Direksi, di bawah kepemimpinan Direktur Utama, bertanggung jawab dalam mengintegrasikan prinsip lingkungan, sosial, dan tata kelola (LST) ke dalam strategi dan aktivitas bisnis perusahaan. Tanggung jawab pengelolaan kinerja LST dijalankan oleh Direktorat Environmental, Social & Governance (ESG). Direksi juga memastikan keandalan dan kelengkapan informasi dalam Laporan Keberlanjutan melalui proses peninjauan, termasuk validasi terhadap topik material yang relevan bagi perusahaan dan pemangku kepentingan. [2-9, 2-13, 2-14]

The General Meeting of Shareholders (GMS) serves as the highest governing body, followed by the Board of Directors as the manager of operational activities and the Board of Commissioners as independent supervisors. The Board of Directors, under the leadership of the President Director, is responsible for integrating environmental, social, and governance (ESG) principles into the company's business strategies and activities. ESG performance management responsibilities are carried out by the Environmental, Social & Governance (ESG) Directorate. The Board of Directors also ensures the reliability and completeness of information in the Sustainability Report through a review process, including validation of topics that are material to the company and its stakeholders. [2-9, 2-13, 2-14]

Direktorat Environmental, Social & Governance (ESG) mencakup dua fungsi utama, yaitu Sustainability Development serta Health, Safety, Environment & Community Engagement Development (HSEC). Dalam menjalankan perannya, Direktorat ini menjalin kolaborasi dengan berbagai divisi untuk memastikan tercapainya visi dan misi ITM. Sepanjang 2025, penerapan tata kelola perusahaan berjalan efektif dan efisien, yang tercermin dari tidak adanya sanksi hukum material yang diterima dari otoritas terkait. Rincian lebih lanjut mengenai struktur dan praktik tata kelola ITM disajikan dalam Laporan Tahunan 2025. [2-9, 2-13, 2-14, 2-27]

The Environmental, Social & Governance (ESG) Directorate covers two main functions, namely Sustainability Development and Health, Safety, Environment & Community Engagement Development (HSEC). In carrying out its role, this Directorate collaborates with various divisions to ensure the achievement of ITM's vision and mission. Throughout 2025, corporate governance was implemented effectively and efficiently, as reflected in the absence of any material legal sanctions imposed by the relevant authorities. Further details on ITM's governance structure and practices are presented in the 2025 Annual Report. [2-9, 2-13, 2-14, 2-27]

Struktur Organisasi Tata Kelola Keberlanjutan
Sustainability Governance Organizational Structure



Fungsi Direktorat Environmental, Social & Governance [2-13]
Functions of the Environmental, Social & Governance Directorate

Sustainability Development	Tujuan Utama: • **Menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja, dalam setiap proses perencanaan, penerapan, hingga evaluasi program, untuk mempertimbangkan aspek ekonomi, lingkungan dan sosial sehingga dapat berkontribusi terhadap TPB.** • **Menumbuhkan dan meningkatkan kesadaran pekerja mengenai keberlanjutan melalui kegiatan sosialisasi.** • **Memastikan terjalinnya hubungan yang harmonis dengan pemangku kepentingan.** Main Objectives: • Align strategic sustainability objectives in each work unit, in every process from planning and implementation to program evaluation, to consider economic, environmental, and social aspects so as to contribute to the SDGs. • Foster and raise employee awareness of the importance of a culture of sustainability. • Ensure harmonious relationships with stakeholders.	Ringkasan inisiatif 2025: 1. **Melaksanakan penyusunan Peta Jalan LST 2026-2030 untuk 8 Topik Materialitas Utama.** 2. **Melekatkan risiko LST ke dalam risiko korporasi (*enterprise*), khususnya untuk 8 Topik Materialitas Utama.** 3. **Membuat mitigasi terhadap risiko HAM yang paling menonjol dan mengintegrasikannya dalam level operasional.** 4. **Memulai pelaksanaan *in-house training* Basic Sustainability kepada karyawan untuk meningkatkan *Sustainability awareness*.** 5. **Memasukkan persyaratan LST dalam penilaian kinerja vendor/ pemasok untuk penerapan Rantai Pasok yang lebih baik.** Summary of 2025 Initiatives: 1. Developing the ESG Roadmap 2026–2030 for the 8 Main Topics of Materiality. 2. Integrating ESG risks into corporate (enterprise) risk, particularly for the 8 Main Topics of Materiality. 3. Developing mitigation measures for salient risks of Human Rights and integrating them into the operational level. 4. Initiating in-house Basic Sustainability training for employees to enhance sustainability awareness. 5. Including ESG requirements in vendor/supplier performance evaluations to support the implementation of a better Supply Chain.
Health, Safety, Environment, & Community Engagement Development	Tujuan Utama: • **Mengelola tiga aspek tanggung jawab sosial perusahaan sesuai ISO 26000, yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC).** • **Mengelola standardisasi dan dampak, mengevaluasi kinerja di bidang HSEC.** Main Objectives: • Manage the three aspects of social responsibility in accordance with ISO 26000, namely Occupational Health and Safety, Environmental Preservation, and Community Development (HSEC). • Manage standardization and impact, evaluate performance in the field of HSEC.	Ringkasan inisiatif 2025: 1. **Membuat *Waste Management Strategy and Roadmap Development*.** 2. **Konservasi kawasan berupa penetapan Kawasan Konservasi Multifungsi Himba Taka di PT Bharinto Ekatama.** Summary of 2025 Initiatives: 1. Developing a Waste Management Strategy and Roadmap. 2. Area conservation through the designation of the Himba Taka Multifunctional Conservation Area at PT Bharinto Ekatama.

Tata Kelola Keberlanjutan [2-13]

Sejak 2024, ITM telah membentuk Komite Keberlanjutan yang dipimpin oleh Direktur Utama. Komite ini terdiri dari Steering Committee yang terdiri dari seluruh BoD dan Working Committee yang diisi oleh Function Head. Komite ini bertanggung jawab melakukan peninjauan terhadap ekspektasi pemangku kepentingan, melaksanakan pemantauan dan evaluasi terhadap pelaksanaan program, serta memastikan kebijakan dan rencana keberlanjutan dijalankan secara konsisten di seluruh lini bisnis perusahaan.

Tata kelola keberlanjutan dijalankan melalui tiga proses utama yang saling terintegrasi, meliputi rapat Komite Pembangunan Berkelanjutan dan Tata Kelola Perusahaan yang Baik (SDGC), rapat Komite Keberlanjutan, serta implementasi oleh Fungsi SD dan unit bisnis terkait. Ketiga proses ini berperan dalam memastikan pengelolaan risiko, sistem, materialitas, serta pengembangan kapasitas dan kapabilitas pada aspek LST dilakukan secara terarah dan berkelanjutan.

SDGC memegang peran penting dalam melakukan pengawasan risiko dan menelaah manfaat maupun dampak aktivitas perusahaan terhadap modal alam, manusia, dan sosial. Komite ini juga memberikan arahan strategis bagi manajemen dalam mengantisipasi risiko serta mengoptimalkan peluang terkait keberlanjutan. SDGC bertanggung jawab kepada Dewan Komisaris. Sepanjang

Sustainability Governance [2-13]

Since 2024, ITM has established a Sustainability Committee led by the President Director. The Committee consists of a Steering Committee comprising all members of the Board of Directors and a Working Committee composed of Function Heads. The Committee is responsible for reviewing stakeholder expectations, monitoring and evaluating program implementation, and ensuring that sustainability policies and plans are implemented consistently across all lines of the company's business.

Sustainability governance is carried out through three main integrated processes, including the Sustainable Development and GCG Committee (SDGC), the Sustainability Committee meetings, and implementation by the SD Function and related business units. These three processes play a role in ensuring that risk management, systems, materiality, and capacity and capability development in ESG aspects are carried out in a focused and sustainable manner.

The SDGC plays an important role in monitoring risks and reviewing the benefits and impacts of the company's activities on natural, human, and social capital. This committee also provides strategic direction for management in anticipating risks and optimizing opportunities related to sustainability. SDGC is accountable to the Board of Commissioners. Throughout the reporting period, ITM held 6 meetings of the

periode pelaporan, ITM menyelenggarakan 6 kali rapat Direksi dan SDGC, yang membahas, di antaranya kinerja kepatuhan, pascatambang, pengembangan usaha, serta pelibatan masyarakat. [2-16][2-26]

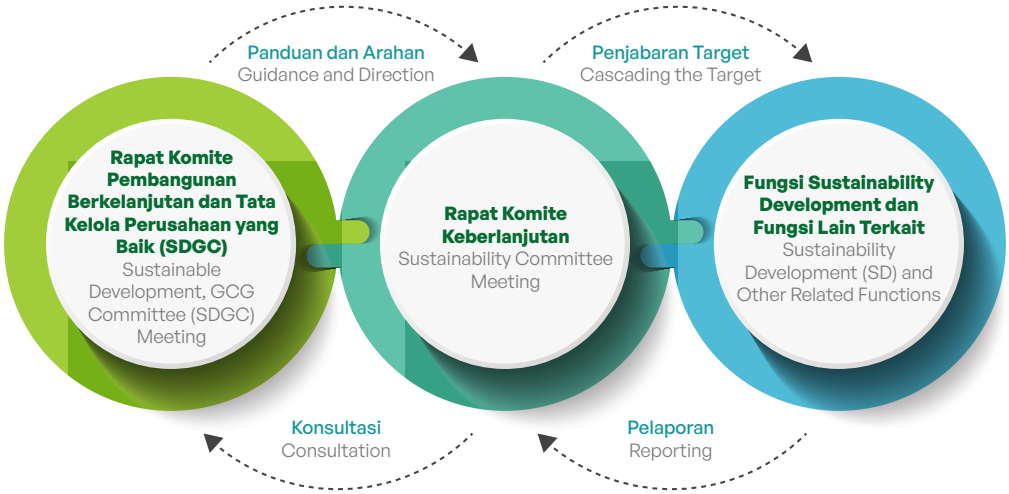
Pengembangan strategi, evaluasi kinerja, serta penetapan dan pemantauan target LST merupakan fokus peran dari Komite Keberlanjutan. Adapun pelaksanaan harian dijalankan oleh Fungsi Sustainability Development (SD) dan unit bisnis terkait melalui kolaborasi dengan berbagai pemangku kepentingan, identifikasi, serta penilaian isu-isu material LST, dan integrasi prinsip keberlanjutan ke dalam proses operasional maupun rantai pasok. Selain itu, fungsi ini juga memastikan terwujudnya transparansi, keseimbangan informasi, serta data komparatif melalui berbagai bentuk publikasi dan komunikasi publik.

Komite Keberlanjutan dibentuk pada 2024, berfungsi sebagai forum koordinasi yang menjembatani komunikasi dan diskusi strategis dalam menetapkan arah keberlanjutan ITM, termasuk pengelolaan aspek LST. Komite ini dipimpin oleh Direktur Utama, dengan dukungan Direksi sebagai Steering Committee, sementara seluruh Head of Function berperan sebagai anggota dan Sustainability Development Head bertindak sebagai sekretaris. Rapat Komite Keberlanjutan diselenggarakan dua kali dalam setahun untuk membahas kinerja dan capaian program, mengevaluasi hasil pelaksanaan kegiatan, serta memberikan persetujuan atas rencana dan inisiatif keberlanjutan ke depan. Komite Keberlanjutan bertanggung jawab kepada Direksi dan secara reguler berkonsultasi kepada SDGC. [2-16, 2-26]

Board of Directors and SDGC, which discussed, among other things, compliance performance, post-mining, business development, and community engagement. [2-16][2-26]

Strategy development, performance evaluation, and the setting and monitoring of ESG targets are the focus of the Sustainability Committee's role. Daily implementation is carried out by the Sustainability Development (SD) Function and related business units through collaboration with various stakeholders, identification and assessment of material ESG issues, and integration of sustainability principles into operational processes and supply chains. In addition, this function also ensures transparency, balance of information, and comparative data through various forms of publication and public communication.

The Sustainability Committee was established in 2024 to serve as a coordination forum that bridges communication and strategic discussions in determining the direction of ITM's sustainability, including the management of ESG aspects. This committee is led by the President Director, with the support of the Board of Directors as the Steering Committee, while all Heads of Function serve as members and the Head of Sustainability Development acts as secretary. The Sustainability Committee meets twice a year to discuss program performance and achievements, evaluate the results of activities, and approve future sustainability plans and initiatives. The Sustainability Committee reports to the Board of Directors and regularly consults with the SDGC. [2-16, 2-26]



Panduan dan Arahan Strategis
Memberikan panduan dan arahan kepada manajemen untuk memprioritaskan berbagai opsi strategis serta merespons berbagai risiko dan peluang.

Strategic Guidance and Direction
Provide guidance and direction to management to prioritize strategic options and to response variety of risk and opportunity.

Tinjauan Risiko dan Materialitas
Melakukan pengawasan terhadap risiko, baik pada kondisi saat ini maupun di masa depan, serta meninjau tingkat materialitas.

Risk and Materiality Review
Oversee risk, both for the present times and the future as well as review materiality level

Penetapan Tujuan dan Target
Menetapkan tujuan jangka panjang yang terukur serta target tahunan dan mengembangkan KPI. Target tahunan dan KPI merupakan bagian integral dari mekanisme GRC kami.

Goal & Target Setting
Establish measurable long-term goals and annual targets and deploy KPI. Annual targets and KPIs are an integral part of our GRC mechanism.

Pemantauan Kinerja
Memantau kinerja terhadap tujuan dan target yang telah ditetapkan.

Performance Monitoring
Monitor performance against goals and targets.

Integrasi dalam Operasional Sehari-hari
Mengintegrasikan faktor ESG ke dalam proses bisnis serta menerjemahkan tujuan ESG ke dalam rencana aksi dan program kerja.

Day-to-day integration
Embed ESG factors into business process and ESG goals into action plan and work programs.

Keterlibatan Pemangku Kepentingan
Memastikan inklusivitas pemangku kepentingan serta menganalisis ekspektasi mereka, misalnya melalui saluran whistleblowing.

Stakeholders Engagement
Ensure stakeholder inclusiveness and analyze stakeholder expectations, for example whistleblowing channel.

Penanggung jawab tertinggi atas pelaksanaan keberlanjutan di ITM adalah Direktur Utama, yang memiliki indikator kinerja utama (KPI) terkait aspek LST. KPI tersebut telah memperoleh persetujuan Dewan Komisaris dan mencakup 30% dari total KPI. Sementara itu, penetapan KPI Direktur dilakukan selaras dengan KPI Direktur Utama. Setiap tahun, Dewan Komisaris melakukan evaluasi terhadap kinerja Direksi, termasuk Direktur Utama, sedangkan penilaian terhadap eksekutif senior dilaksanakan oleh Direktur Utama.

The ultimate responsibility for sustainability performance lies with the President Director, who has key performance indicators (KPIs) for ESG aspects. These KPIs have been approved by the Board of Commissioners and comprise 30% of the total KPIs. Meanwhile, the Director's KPIs are set in line with the President Director's KPIs. Each year, the Board of Commissioners evaluates the performance of the Board of Directors, including the President Director, while the assessment of senior executives is carried out by the President Director.

Target Komponen KPI Direksi atas Kinerja LST
Components of ESG-related KPIs of the Board of Directors

80	100%	100%	0
Skor Keterlibatan Karyawan Employee Engagement Score	**Roadmap Dekarbonisasi** Decarbonization Roadmap	**Kemajuan Implementasi Proyek Inisiatif Digital** Progress Implementation of Digital Initiatives Project	**Fatalitas** Fatalitas

ITM menyediakan berbagai kanal komunikasi untuk menampung masukan, saran, maupun keluhan dari pemangku kepentingan terkait kebijakan dan praktik bisnis perusahaan. Saluran tersebut mencakup layanan pelanggan, email, serta platform daring lainnya. Penjelasan lebih rinci mengenai mekanisme ini terdapat pada bab Pelibatan Pemangku Kepentingan. [2-26]

ITM provides various communication channels to accommodate input, suggestions, and complaints from stakeholders regarding the company's policies and business practices. These channels include customer service, email, and other online platforms. A more detailed explanation of this mechanism can be found in the Stakeholder Engagement chapter. [2-26]

Pada tahun 2025, ITM melaksanakan pelatihan bagi Dewan Komisaris dan Direksi guna meningkatkan kapasitas dan pengetahuan terkait pembangunan berkelanjutan. Beberapa pelatihan yang telah diikuti antara lain: [2-17]

1. Directorship - Executive Development Program - Company's Governances
2. Capability Building
3. ITM Coal Supply Chain

Throughout 2025, ITM conducted training for the Board of Commissioners and Directors to improve their capacity and knowledge related to sustainable development. Some of the training courses that have been attended include: [2-17]

1. Directorship - Executive Development Program - Company's Governances
2. Capability Building
3. ITM Coal Supply Chain

Rincian lebih lanjut terkait tata kelola perusahaan dijabarkan dalam Laporan Tahunan 2025 yang merupakan satu kesatuan yang saling melengkapi atas informasi kinerja ITM sepanjang 2025:

1. Masa jabatan Direksi dan Dewan Komisaris sebagai badan tata kelola tertinggi [2-9]
2. Komposisi badan tata kelola tertinggi [2-9]
3. Nominasi dan pemilihan badan tata kelola tertinggi [2-10]
4. Ketua badan tata kelola tertinggi [2-11]
5. Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Perusahaan [2-12]
6. Konflik kepentingan [2-15]
7. Evaluasi kinerja badan tata kelola tertinggi [2-18]
8. Kebijakan remunerasi [2-19]
9. Proses penetapan remunerasi [2-20]
10. Rasio kompensasi total tahunan [2-21]

Further details regarding corporate governance are outlined in the 2025 Annual Report, which is an integral part of the information on ITM's performance throughout 2025:

1. Term of office of the Board of Directors and Board of Commissioners as the highest governance body [2-9]
2. Composition of the highest governance body [2-9]
3. Nomination and election of the highest governance body [2-10]
4. Chair of the highest governance body [2-11]
5. Role of the highest governance body in overseeing the management of the Company's impact [2-12]
6. Conflicts of interest [2-15]
7. Evaluation of the performance of the highest governance body [2-18]
8. Remuneration policy [2-19]
9. Remuneration determination process [2-20]
10. Annual total compensation ratio [2-21]

Pengelolaan Risiko Keberlanjutan

Sustainability Risk Management



ITM menerapkan pengelolaan risiko, termasuk risiko keberlanjutan, berdasarkan Kebijakan dan Manual Manajemen Risiko yang berlaku di seluruh unit bisnis dan fungsi pendukung. Dokumen tersebut telah disesuaikan dengan Manual Manajemen Risiko Banpu Group dan standar internasional ISO 31000:2018.

Sebagai bagian dari komitmen tata kelola, ITM mengadopsi *Three Lines Model* dalam struktur pengelolaan risiko. Lini pertama dijalankan oleh seluruh unit bisnis dan fungsi operasional sebagai pemilik risiko. Lini kedua dijalankan oleh fungsi Risk Management yang bertanggung jawab menyusun kerangka kerja, memfasilitasi proses identifikasi serta pemantauan risiko, termasuk risiko keberlanjutan, serta memastikan konsistensi penerapan ERM di seluruh perusahaan. Lini ketiga dijalankan oleh Internal Audit yang memberikan penilaian independen atas kecukupan dan efektivitas pengendalian internal serta manajemen risiko. Melalui mekanisme ini, ITM memastikan bahwa risiko yang berpotensi memengaruhi kinerja ekonomi, lingkungan, maupun sosial dapat teridentifikasi, dianalisis, dan dimitigasi secara efektif.

ITM implements risk management, including sustainability risk, based on the Risk Management Policy and Manual applicable across all business units and support functions. These documents have been aligned with the Banpu Group Risk Management Manual and the international standard ISO 31000:2018.

As part of its governance commitment, ITM adopts the Three Lines Model within its risk management structure. The first line is implemented by all business units and operational functions as risk owners. The second line is carried out by the Risk Management function, which is responsible for establishing the framework, facilitating risk identification and monitoring processes including sustainability risks, and ensuring consistent implementation of Enterprise Risk Management (ERM) across the Company. The third line is performed by Internal Audit, which provides independent assurance on the adequacy and effectiveness of internal controls as well as risk management. Through this mechanism, ITM ensures that risks potentially affecting its economic, environmental, and social performance are effectively identified, analyzed, and mitigated.

Di awal, penentuan *risk appetite* dilakukan secara konsolidasi pada tingkat perusahaan dan ditetapkan sekali dalam satu siklus peninjauan strategis. Dalam penerapannya, *risk appetite* ITM saat ini juga mengacu pada kerangka risk appetite Banpu sebagai perusahaan induk. Selanjutnya profil risiko disusun, ditinjau dan diperbarui setiap tahun, disertai proses pengukuran tingkat risiko berdasarkan kemungkinan dan dampaknya. Hasil evaluasi ini menjadi dasar dalam menentukan prioritas dan strategi pengendalian risiko. Risiko dikategorikan ke dalam empat tingkat, yaitu rendah, sedang, tinggi, dan sangat tinggi. Evaluasi atas risiko prioritas serta efektivitas proses manajemen risiko dilakukan setiap tahun bersama koordinator manajemen risiko di setiap unit bisnis.

Perusahaan memastikan efektivitas penerapan sistem manajemen risiko melalui proses audit yang dilakukan oleh Audit Internal dengan pendekatan audit berbasis risiko, yaitu penetapan fokus audit berdasarkan risiko prioritas yang terdaftar dalam *risk register*. Dengan demikian, audit manajemen risiko tidak dilakukan sebagai siklus audit tersendiri, melainkan terintegrasi dalam audit atas proses dan fungsi yang memiliki eksposur risiko tinggi. Pada periode pelaporan, Audit Internal telah melakukan audit atas area-area prioritas tersebut. Saat ini, belum terdapat audit eksternal khusus terkait manajemen risiko.

ITM menempatkan pembangunan budaya risiko yang kuat dan efektif sebagai bagian penting dari tata kelola perusahaan yang baik. Melalui budaya risiko yang terinternalisasi di seluruh lini organisasi, ITM memastikan setiap pengambilan keputusan dilakukan dengan mempertimbangkan keseimbangan antara peluang dan risiko secara bertanggung jawab. Untuk mencapai hal tersebut, ITM menerapkan berbagai strategi yang berfokus pada peningkatan kesadaran, kompetensi, dan akuntabilitas seluruh insan perusahaan terhadap pengelolaan risiko, antara lain melalui pendidikan dan pelatihan manajemen risiko yang diberikan kepada karyawan pada level *Head and Risk Coordinator* di seluruh unit bisnis dan fungsi. ITM juga memperluas jangkauan edukasi melalui *email blast* berisi informasi dan pembaruan terkait manajemen risiko, yang ditujukan untuk seluruh tingkat organisasi sebagai upaya memperkuat kesadaran risiko, termasuk bagi Direksi dan Komisaris.

Risiko dan Peluang LST

Dalam mengelola risiko dan peluang keberlanjutan, ITM menerapkan pendekatan terintegrasi yang mengacu pada standar internasional antara lain GRI, TCFD, IFRS, dan ISO 26000. Selain itu, pemetaan dilakukan dengan mempertimbangkan hasil penilaian materialitas Banpu dan internal ITM, serta identifikasi risiko lingkungan, sosial, dan tata kelola sebagaimana terdapat dalam *risk register* yang dikembangkan oleh setiap unit bisnis dan fungsi terkait.

At the outset, the determination of risk appetite is conducted on a consolidated basis at the corporate level and established once within each strategic review cycle. In its implementation, ITM's current risk appetite also refers to the risk appetite framework of Banpu as the parent company. Subsequently, the risk profile is prepared, reviewed, and updated annually, accompanied by a risk assessment process based on likelihood and impact. The results of this evaluation serve as the basis for determining risk control priorities and strategies. Risks are categorized into four levels: low, moderate, high, and very high. Evaluation of priority risks and the effectiveness of the risk management process is conducted annually together with risk management coordinators in each business unit.

The Company ensures the effectiveness of its risk management system implementation through audit processes conducted by Internal Audit using a risk based audit approach, whereby audit focus is determined based on priority risks listed in the risk register. Accordingly, risk management audits are not performed as a separate audit cycle, but are integrated into audits of processes and functions with high risk exposure. During the reporting period, Internal Audit conducted audits on these priority areas. Currently, there has been no specific external audit dedicated to risk management.

ITM places the development of a strong and effective risk culture as an integral part of good corporate governance. Through a risk culture embedded across all levels of the organization, ITM ensures that every decision making process considers a responsible balance between opportunities and risks. To achieve this, ITM implements various strategies focused on enhancing awareness, competence, and accountability of all personnel in risk management, including risk management education and training provided to employees at the Head level and Risk Coordinators across all Business Units and functions. ITM also expands its outreach through email blasts containing information and updates on risk management, addressed to all organizational levels as part of efforts to strengthen risk awareness, including among the Board of Directors and the Board of Commissioners.

ESG Risks and Opportunities

ITM implements an integrated approach that refers to international standards, including GRI, TCFD, IFRS, and ISO 26000, for ESG risk and opportunity management. In addition, mapping is carried out by considering the results of Banpu's materiality assessment and ITM's internal assessment, as well as the identification of ESG risks as contained in the Risk Register developed by each business unit and related functions.

Risiko Lingkungan, Sosial, dan Tata Kelola (LST)
Environmental, Social, and Governance (ESG) Risks

Aspek Ekonomi Economic Aspect	**Risiko** Risk	**Tingkatan Risiko** Risk Level	**Dampak Operasional** Operational Impact	**Dampak Keuangan** Financial Impact	**Mitigasi/ Pengelolaan Risiko** Mitigation/Risk Management
Kinerja Ekonomi Economic Performance	**Perubahan harga komoditas** Changes in commodity prices	**Tinggi** High	**Perubahan perilaku pelanggan** Changes in customer behavior	**Harga jual dan margin laba** Selling prices and profit margins	**1. Pemantauan harga pasar dan mengkaji rencana dan kontrak penjualan serta mempersiapkan analisis peluang permintaan pasar.** **2. Melakukan strategi lindung nilai sebagai instrumen finansial menghadapi tekanan pelemahan harga.** **3. Memelihara kualitas produk guna menjaga harga jual kepada pelanggan.** **4. Mengelola fleksibilitas portofolio penjualan batubara terhadap situasi harga yang akan datang.** **5. Membangun komunikasi yang erat dengan pelanggan terutama terkait rencana perubahan kualitas dan pengiriman.** 1. Monitoring market prices and reviewing sales plans and contracts, as well as preparing analysis of market demand opportunities. 2. Implementing hedging strategies as financial instruments to address downward price pressures. 3. Maintaining product quality to preserve selling prices to customers. 4. Managing the flexibility of the coal sales portfolio in response to future price conditions. 5. Building close communication with customers, particularly regarding planned changes in quality and delivery.
Strategis dalam Ketegangan Geopolitik Strategic in Geopolitical Tension	**Perubahan peraturan dan kebijakan sebagai *respons* terhadap perang tarif perdagangan** Changes in regulations and policies in response to the trade tariff war	**Sedang** Medium	**Potensi penundaan kontrak penjualan batubara dari konsumen, menunggu kepastian tarif.** Potential delays in coal sales contracts from consumers, awaiting tariff certainty	**Potensi terganggunya *cash flow* akibat meningkatnya biaya terkait ekspor impor, nilai tukar, dan suku bunga.** Potential delays in coal sales contracts from consumers, awaiting tariff certainty.	**1. Memantau undang-undang dan peraturan di Indonesia, khususnya yang menanggapi kebijakan Presiden Trump. Hal ini mencakup peraturan keuangan terkait ekspor-impor, aliran dana, valuta asing (FX), dan suku bunga.** **2. Berinteraksi secara aktif dengan pemerintah dan asosiasi untuk mengantisipasi perubahan regulasi dalam lingkungan bisnis terkait.** 1. Monitor laws and regulations in indonesia, particularly those retaliating against President Trump's policies. This includes financial regulations related to export import, fund flow, foreign exchange (FX), and interest rates. 2. Actively engage with governments and association to anticipate regulatory changes in related business environment.
Produk dan Layanan Pelanggan Products and Customer Service	**Ketidaksesuaian kuantitas dan kualitas batubara** Discrepancies in coal quantity and quality	**Tinggi** High	**Keluhan dari pelanggan** Customer complaints	**Tingginya biaya *demurrage* dan perkapalan** High demurrage and shipping costs	**1. Meningkatkan tingkat keyakinan perencanaan tambang terutama dari proses perizinan dan lisensi, serta kesiapan area.** **2. Mengembangkan rencana kuantitas produksi FC yang andal.** **3. Menyiapkan rencana alternatif untuk mencari pemasok lain yang dapat memenuhi permintaan perusahaan.** 1. Increasing the level of confidence in mine planning, especially from the licensing and permit process, as well as area readiness. 2. Developing reliable FC production quantity plans. 3. Preparing alternative plans to find other suppliers who can meet the company's demand.

Aspek Lingkungan Environmental Aspect	**Risiko** Risk	**Tingkatan Risiko** Risk Level	**Dampak Operasional** Operational Impact	**Dampak Keuangan** Financial Impact	**Mitigasi/ Pengelolaan Risiko** Mitigation/Risk Management
1. Pengelolaan Energi 2. Keanekaragaman Hayati 3. Pengelolaan Air dan Efluen 4. Pengelolaan Limbah dan *Tailing* 1. Energy Management 2. Biodiversity 3. Water and Effluent Management 4. Waste and Tailings Management	Ketidakcukupan sistem manajemen dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan, seperti pencemaran air, kekeringan, polusi udara, dan lain-lain Inadequate management systems to anticipate the impact of increased operational activities on the environment, such as water pollution, drought, and air pollution	Tinggi High	Reputasi buruk perusahaan dan berkurangnya kepercayaan dari pemangku kepentingan Poor company reputation and reduced stakeholder trust.	Denda atau sanksi dari pemerintah	1. Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan. 2. Melakukan koordinasi dan kolaborasi dengan semua pihak terkait dengan kajian geohidrologi, untuk memastikan bahwa proses pertambangan tidak berdampak buruk pada sumber air bawah tanah dan kondisi air di permukaan. 3. Melakukan penilaian dampak lingkungan yang komprehensif sebelum memulai operasi tambang untuk mengidentifikasi dan mengurangi risiko terhadap keanekaragaman hayati. 1. Ensuring that the Environmental Management System is implemented in all aspects of operations. 2. Coordinating and collaborating with all parties involved in geohydrological studies to ensure that mining processes do not adversely affect groundwater sources and surface water conditions. 3. Conducting a comprehensive environmental impact assessment before commencing mining operations to reduce biodiversity risks.
Pengendalian Emisi Emissions Control	Ketidaksiapan dalam mengelola kewajiban Emisi dan Energi serta dampak dari perubahan iklim terkait Gas Rumah Kaca (GRK) Unpreparedness in managing emissions and energy obligations and the impact of climate change related to greenhouse gases (GHG)	Sedang Medium	Terhambatnya aktivitas operasional akibat cuaca ekstrem Operational activities hampered by extreme weather	Penambahan biaya untuk harga karbon/ pajak karbon sesuai regulasi pemerintah, serta penambahan biaya untuk program pengurangan emisi Additional costs for carbon pricing/ carbon tax in accordance with government regulations, as well as additional costs for emissions reduction programs	1. Menetapkan target emisi GRK dalam KPI operasional dan melaksanakan program Dekarbonisasi. 2. Memperbaiki metode dan perhitungan prakiraan; meninjau praktik sistem drainase; mengevaluasi dan memantau kinerja pengelolaan air. 3. Menerapkan perbaikan berbasis proses rendah karbon dalam rantai nilai. 4. Menerapkan program Dekarbonisasi dan Solusi Berbasis Alam (NBS). 1. Setting GHG emission targets in operational KPIs and implementing decarbonization programs. 2. Improving forecasting methods and calculations; reviewing drainage system practices; evaluating and monitoring water management performance. 3. Implementing low-carbon process-based improvements in the value chain. 4. Implementing decarbonization programs and Nature-Based Solutions (NBS).
Pascatambang Post-mining	Pemenuhan kriteria sukses program tutup tambang Fulfillment of criteria for successful mine closure programs	Sedang Medium	Reputasi buruk dan dampak negatif pada investor, mitra bisnis, dan masyarakat Bad reputation and negative impact on investors, business partners, and the community	Adanya biaya tambahan untuk untuk memenuhi kewajiban penutupan tambang Additional costs to fulfill mine closure obligations	1. Menyusun rencana penutupan tambang yang detail dan mencakup semua aspek serta melibatkan pemerintah, masyarakat lokal, dan pemangku kepentingan. 2. Melakukan monitoring dan evaluasi secara berkala untuk memastikan bahwa langkah-langkah mitigasi yang diambil efekti. 3. Menyediakan jaminan keuangan yang cukup untuk menutupi biaya penutupan tambang dan pemulihan lingkungan. 1. Develop a detailed mine closure plan that covers all aspects and involves stakeholders. 2. Conduct regular monitoring and evaluation to ensure that mitigation measures are effective. 3. Provide sufficient financial guarantees to cover mine closure and environmental restoration costs.

Aspek Sosial Social Aspect	**Risiko** Risk	**Tingkatan Risiko** Risk Level	**Dampak Operasional** Operational Impact	**Dampak Keuangan** Financial Impact	**Mitigasi/ Pengelolaan Risiko** Mitigation/Risk Management
Sosial dan Komunitas Social and Community 	**Keluhan dan protes dari masyarakat terhadap kegiatan operasional pertambangan serta program pengembangan msayarakat yang belum terukur** Complaints and protests from the community regarding mining operations and community development programs that have not been measured	**Tinggi** High	**Menghambat jalannya aktivitas operasional** Hinder the progress of operational activities	**Kompensasi yang harus diberikan kepada masyarakat sekitar** Compensation that must be given to the surrounding community	**1. Merealisasikan program Pengembangan Pemberdayaan Masyarakat (PPM) yang mengacu pada TPB dan peraturan pemerintah.** **2. Merumuskan rencana induk PPM berdasarkan pemetaan sosial dan kebijakan *Community Development* (CD) yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM.** **3. Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya.** 1. Implementing the Community Empowerment Development Program (PPM) that refer to TPB and government regulations. 2. Formulating a PPM master plan based on social mapping and Community Development (CD) policies. 3. Improving communication strategies in building a good reputation and relationships with local communities and other stakeholders.
Kesehatan dan Keselamatan Kerja Occupational Health and Safety 	**Potensi kejadian terkait keselamatan di area tambang khususnya di wilayah fasilitas bersama** Potential safety incidents in mining areas, especially in shared facilities	**Kritis** Critical	**Berhenti beroperasi karena kejadian kecelakaan** Operations halted due to accidents	**Hilangnya waktu kerja karena terhentinya operasional** Loss of working time due to operational stoppages	**1. Memperkuat penerapan budaya keselamatan dan memastikan prosedur kerja mengenai tanggung jawab dari aspek keselamatan dan lingkungan.** **2. Memastikan kembali mengenai pemeliharaan dan perbaikan jalan hauling.** **3. Mengawasi *fatigue control* dan melakukan pelaporan, serta memperkuat *safety patrol* di area-area berpotensi kejadian.** **4. Melakukan pemetaan terkait fasilitas yang digunakan bersama dan memastikan penanggung jawab serta *monitoring* di tiap-tiap area.** 1. Strengthen the implementation of a safety culture and ensure work procedures regarding safety and environmental responsibilities. 2. Re-confirm maintenance and repair of haul roads. 3. Monitor fatigue control and reporting, and strengthen safety patrols in areas with potential incidents. 4. Map shared facilities and ensure accountability and monitoring in each area.
Ketenagakerjaan Employment 	**Hubungan sengketa antara manajemen dan Serikat Pekerja** Disputes between management and labor unions	**Sedang** Medium	**Potensi adanya protes dan mogok kerja dari karyawan operasional** Potential for protests and strikes by operational employees	**Hilangnya waktu kerja karena terhentinya operasional** Loss of working hours due to operational stoppages	**1. Menyusun Perjanjian Kerja Bersama serta melakukan review dan pengkinian secara berkala sesuai dengan kondisi dan aturan yang berlaku.** **2. Membuat meeting rutin yang dilakukan secara periodik (kuartal) antara manajemen dan perwakilan Serikat pekerja untuk membahas permasalahan dan kesepakatan antara Perusahaan dan pekerja.** 1. Drafting collective bargaining agreements and conducting periodic reviews and updates. 2. Holding periodic (quarterly) meetings between management and labor union representatives.
Pengembangan dan Pemberdayaan Masyarakat Lokal Local Community Development and Empowerment 	**Implementasi program Pengembangan Pemberdayaan Masyarakat yang tidak tepat** Inappropriate implementation of Community Empowerment Development programs	**Sedang** Medium	**Menghambat jalannya aktivitas operasional** Hindered operational activities	**Biaya yang tidak tepat guna untuk program pengembangan pemberdayaan masyarakat** Inappropriate costs for community empowerment development programs	**1. Merealisasikan program Pengembangan Pemberdayaan Masyarakat (PPM) yang mengacu pada TPB dan peraturan pemerintah.** **2. Merumuskan rencana induk PPM berdasarkan pemetaan sosial dan kebijakan *Community Development* (CD) yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM.** **3. Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya.** 1. Implementing the Community Empowerment Development Program (PPM) that refer to the SDGs and government regulations. 2. Formulating a PPM master plan based on social mapping and Community Development (CD) policies. 3. Improving communication strategies in building a good reputation and relationships with local communities and other stakeholders.

Hak Asasi Manusia Human Rights	Kondisi kerja yang tidak memadai melanggar hak asasi manusia karyawan. Inadequate working conditions violate the human rights of employees.	Sedang Medium	Penurunan produktivitas dari karyawan Decreased employee productivity	Berkurangnya laba Reduced profits	1. Meningkatkan kondisi kerja dengan menilai dan meningkatkan keselamatan di tempat kerja secara berkala. 2. Menjaga komunikasi terbuka dengan karyawan dan pemangku kepentingan tentang rencana dan kemajuan keselamatan. 3. Menegakkan kebijakan antidiskriminasi dan antipelecehan yang ketat untuk memastikan tempat kerja yang saling menghormati dan inklusif. 1. Improve working conditions by assessing and improving workplace safety. 2. Maintain open communication with employees and stakeholders about safety plans and progress. 3. Enforce anti-discrimination and anti-harassment policies to ensure an inclusive workplace.
Manajemen Rantai Pasok Supply Chain Management	Tidak dapat memastikan kelancaran rantai pasokan Inability to ensure smooth supply chain operations	Sedang Medium	Sedikitnya sisa stok material penting Limited stock of essential materials	Meningkatnya biaya untuk mendapatkan material penting Increased costs for procuring essential materials	1. Meninjau pasar global dan melakukan pengamatan pengadaan untuk kategori pasar utama, seperti permintaan dan pasokan, tren biaya pengiriman, serta persaingan antar vendor. 2. Mencari peluang untuk rantai pasokan alternatif, misal merek dan jenis, untuk memastikan kesiapan pasar. 1. Review the global market and conduct procurement observations for key market categories, such as demand and supply, shipping cost trends, and competition between vendors. 2. Seeking opportunities for alternative supply chains, e.g., brands and types, to ensure market readiness.

Aspek Tata Kelola Governance Aspect	**Risiko** Risk	**Tingkatan Risiko** Risk Level	**Dampak Operasional** Operational Impact	**Dampak Keuangan** Financial Impact	**Mitigasi/ Pengelolaan Risiko** Mitigation/Risk Management
Keamanan Siber dan Digitalisasi Cybersecurity and Digitalization	Aktivitas mencurigakan yang dapat mengakses sistem dan jaringan Perusahaan sehingga berpotensi untuk melakukan pencurian data Suspicious activities that can access the Company's systems and networks, potentially leading to data theft	Tinggi High	Potensi pencurian data dan terganggunya akses ke jaringan Potential for data theft and disruption of network access	Denda atau sanksi dari pemerintah jika tidak menerapkan undang-undang Pelindungan Data Pribadi (PDP) Fines or sanctions from the government for not implementing the Personal Data Protection (PDP) law	1. Membangun sistem dan tata kelola keamanan siber dan memastikan pengkinian versi dari setiap perangkat keamanan yang digunakan. 2. Menjalankan dan evaluasi secara berkala terhadap pengimplementasian ISO27001. 3. Melakukan uji keamanan secara berkala yang dilakukan untuk mengevaluasi tingkat keamanan. 1. Build cybersecurity systems and governance and ensure that every security device used is updated to the latest version. 2. Implement and periodically evaluate the implementation of ISO27001. 3. Conduct periodic security tests to evaluate the level of security.
Perizinan dan Kepatuhan Licensing and Compliance	Potensi sanksi atas ketidakpatuhan terhadap peraturan Potential penalties for non-compliance with regulations	Tinggi High	Kesulitan mendapatkan perpanjangan atau perizinan berikutnya yang berdampak pada operasional Difficulty in obtaining extensions or subsequent licenses, impacting operations	Denda atau sanksi dari pemerintah Fines or penalties from the government	1. Evaluasi kesesuaian rencana pertambangan dengan kewajiban AMDAL. 2. Implementasi standardisasi proses rehabilitasi tambang, manajemen void, pengelolaan air tambang, dan peraturan lain yang dipersyaratkan. 3. Membuat sistem untuk monitoring pemenuhan peraturan. 1. Evaluation of the compliance of mining plans with AMDAL requirements. 2. Implementation of standardized mine rehabilitation processes, void management, mine water management, and other required regulations. 3. Establishment of a system to monitor regulatory compliance.
Etika Bisnis (Anti Korupsi dan Fraud) Business Ethics (Anti-Corruption and Fraud)	Aktivitas korupsi dan fraud yang dilakukan oleh pihak internal yang menyebabkan kerugian Perusahaan Corruption and fraud committed by internal parties, resulting in losses to the Company	Sedang Medium	Adanya benturan kepentingan pada aktivitas bisnis Conflict of interest in business activities	Kerugian akibat aktivitas korupsi atau fraud Losses due to corruption or fraud	1. Perusahaan memiliki Kebijakan/Pedoman/ Prosedur terkait Aktivitas Korupsi: Kode Etik, Kebijakan dan Prosedur Anti-Penyuapan dan Korupsi , SOP tentang Pencegahan Benturan Kepentingan & Menjaga Informasi Rahasia. 2. Perusahaan memiliki saluran kontrol pelaporan yaitu *Transparency Center* untuk pihak karyawan saja, serta *Voice of Stakeholders* (voisitmg.com) yang mencakup *grievance mechanism* dan *whistleblowing*. 1. The Company has Policies/Guidelines/Procedures related to Corruption Activities: Code of Ethics, Anti-Bribery and Corruption Policies and Procedures, SOPs on Conflict of Interest Prevention & Maintaining Confidential Information. 2. The Company has established reporting control channels, namely the Transparency Center for employees only, as well as Voice of Stakeholders (voisitmg.com), which covers the grievance mechanism and whistleblowing system.

Risiko yang Berkembang
Emerging Risks

Jenis Risiko Risk Type	Deskripsi Risiko Risk Description	Dampak Impact	Mitigasi Mitigation
Risiko Transisi Energi dan Kebijakan Harga Karbon Energy Transition and Carbon Pricing Policy Risk	Percepatan kebijakan transisi energi, implementasi carbon pricing, dan penguatan standar emisi global dapat menurunkan permintaan batubara serta meningkatkan biaya kepatuhan operasional. The acceleration of energy transition policies, implementation of carbon pricing, and strengthening of global emission standards may reduce coal demand and increase operational compliance costs.	Biaya operasional meningkat akibat kebijakan harga karbon, penurunan permintaan jangka panjang dari negara importir, dan akses pendanaan semakin ketat seiring kebijakan pembatasan investasi berbasis batubara. Increased operational costs due to carbon pricing policies, long-term decline in demand from importing countries, and tighter access to financing in line with coal-based investment restrictions.	Pemantauan kebijakan energi dan carbon pricing; studi analisis skenario iklim (TCFD); efisiensi energi dan pengurangan emisi; eksplorasi opsi diversifikasi energi rendah karbon. Monitoring energy and carbon pricing policies; conducting climate scenario analysis studies (TCFD); energy efficiency and emission reduction initiatives; and exploring low-carbon energy diversification options.
Risiko Regulasi LST yang Semakin Ketat Increasingly Stringent ESG Regulatory Risk	Pemerintah dan regulator global semakin memperketat kewajiban pelaporan LST, termasuk *mandatory climate-related financial disclosures*. Governments and global regulators are increasingly tightening ESG reporting obligations, including mandatory climate-related financial disclosures.	Peningkatan beban kepatuhan dan kebutuhan data LST yang lebih detail; risiko penalti atau temuan audit jika tidak memenuhi standar; serta potensi risiko reputasi apabila kesenjangan pengelolaan tailing atau pengungkapan iklim ditemukan oleh pemangku kepentingan. Increased compliance burden and more detailed ESG data requirements; risk of penalties or audit findings if standards are not met; and potential reputational risk if gaps in tailings management or climate disclosures are identified by stakeholders.	Penguatan sistem pelaporan LST; *benchmarking* terhadap standar global seperti TCFD dan IFRS; audit kepatuhan berkala; peningkatan kompetensi internal terkait pelaporan LST; serta kolaborasi aktif dengan pihak eksternal untuk validasi standar pengelolaan *tailing*. Strengthening ESG reporting systems; benchmarking against global standards such as TCFD and IFRS; conducting periodic compliance audits; enhancing internal competencies in ESG reporting; and actively collaborating with external parties to validate tailings management standards.
Risiko Kemajuan Teknologi dan Disrupsi Digital – AI dan Automation Technological Advancement and Digital Disruption Risk – AI and Automation	Percepatan adopsi teknologi digital seperti AI, otomasi peralatan tambang, *predictive analytics*, dan sistem operasi otonom berpotensi menimbulkan kesenjangan keterampilan, ketergantungan pada infrastruktur digital, serta meningkatnya risiko keamanan siber. Accelerated adoption of digital technologies such as AI, mining equipment automation, predictive analytics, and autonomous operating systems may create skill gaps, dependency on digital infrastructure, and increased cybersecurity risks.	Risiko inefisiensi operasional akibat ketidakmampuan mengadopsi teknologi baru; meningkatnya frekuensi ancaman siber terhadap sistem kritikal tambang; serta potensi penurunan produktivitas dan peningkatan *downtime* yang berdampak pada keandalan operasi. Risk of operational inefficiencies due to inability to adopt new technologies; increased frequency of cyber threats to critical mining systems; and potential decline in productivity and increased downtime affecting operational reliability.	Pengembangan *digital roadmap* dan prioritas implementasi teknologi berbasis nilai; peningkatan kompetensi melalui program *upskilling* dan *reskilling* SDM; penguatan kerangka keamanan siber; serta penerapan proyek percontohan otomasi dan AI pada area risiko tinggi untuk memastikan kesiapan organisasi. Developing a digital roadmap and value-based technology implementation priorities; enhancing competencies through upskilling and reskilling programs; strengthening cybersecurity frameworks; and implementing automation and AI pilot projects in high-risk areas to ensure organizational readiness.

Dalam mendukung pengelolaan risiko yang efektif, ITM memastikan tersedianya media komunikasi dua arah antara Direksi dan pekerja sebagai wadah untuk menyampaikan aspirasi, keluhan, laporan pelanggaran etika, serta pengaduan dari pemangku kepentingan. Upaya ini menjadi bagian dari komitmen perusahaan dalam menerapkan tata kelola yang bertanggung jawab, transparan, dan partisipatif. Mekanisme komunikasi tersebut dapat dilakukan secara langsung maupun tidak langsung. [2-12, 2-16]

Secara langsung, komunikasi difasilitasi melalui berbagai forum rutin seperti *town hall meeting*, *gathering*, rapat atau pertemuan RUPS, *public expose*, *analyst meeting*, *Corporate Governance Day*, dan *Quarterly Communication Day*. Sepanjang 2025, sejumlah isu kritis disampaikan kepada Direksi, mencakup kesehatan dan keselamatan kerja, lingkungan, keamanan siber dan pengelolaan kategori bahan peledak. Sementara itu, komunikasi tidak langsung dapat disalurkan melalui platform *Voice of Stakeholders* (voisitmg.com).

In supporting effective risk management, ITM ensures the availability of two-way communication channels between the Board of Directors and employees as a forum for conveying aspirations, complaints, reports of ethical violations, and complaints from stakeholders. This effort is part of the company's commitment to implementing responsible, transparent, and participatory governance. These communication mechanisms can be carried out directly or indirectly. [2-12, 2-16]

Direct communication is facilitated through various regular forums such as town hall meetings, gatherings, meetings or general meetings of shareholders, public exposes, analyst meetings, Corporate Governance Day, and Quarterly Communication Day. Throughout 2025, a number of critical issues were conveyed to the Board of Directors, including occupational health and safety, the environment, cyber security, and managing explosive categories. Meanwhile, indirect communication is channeled through the Voice of Stakeholders platform (www.voisitmg.com).

Pendekatan Tata Kelola terhadap Isu Perubahan Iklim

Tantangan perubahan iklim direspons oleh ITM melalui penerapan tata kelola yang beretika dan pengambilan keputusan strategis yang memperhatikan keberlanjutan. Dalam hal ini, Direksi memegang tanggung jawab penting untuk memastikan kinerja perusahaan tetap sejalan dengan arah strategis yang mempertimbangkan isu-isu iklim di seluruh aktivitas operasional. Adapun Dewan Komisaris, melalui SDGC, menjalankan fungsi pengawasan dengan menelaah serta memberikan rekomendasi atas pengelolaan risiko reputasi, isu sosial, dan aspek pembangunan berkelanjutan. Pengungkapan terkait pengelolaan emisi dan risiko perubahan iklim ini disusun dengan mengacu pada GRI 102: Perubahan Iklim 2025 serta IFRS S2 *Climate-related Disclosures*.

Manajemen secara aktif mengelola risiko dan peluang iklim melalui pemantauan emisi karbon, efisiensi sumber daya, dan pengembangan energi terbarukan dengan memperhatikan prinsip keadilan dan hak asasi manusia. Perusahaan memiliki Kelompok Kerja Dekarbonisasi yang anggotanya terdiri dari beberapa fungsi terkait seperti dari *Operation*, *Business Development*, *Finance* dan fungsi lainnya serta melakukan pertemuan setiap triwulan dalam setahun untuk membahas kemajuan dan evaluasi terkait kinerja program penurunan emisi di perusahaan. [102-3]

Manajemen Risiko Perubahan Iklim

Dalam menghadapi potensi dampak negatif perubahan iklim, ITM menjalankan serangkaian proses manajemen risiko yang mencakup:

1. **Konteks dan Lingkungan Risiko**
   - Komunikasi & Konsultasi: Membangun komunikasi dan konsultasi yang efektif di antara para pemangku kepentingan dalam upaya aksi iklim.
   - Menetapkan Konteks: Memahami konteks yang lebih luas, mencakup analisis berbagai faktor, seperti perubahan pola cuaca, peningkatan permukaan air laut, dan dinamika sosio-ekonomi.
2. **Penilaian Risiko**
   - Identifikasi Risiko: Proses identifikasi dilakukan secara sistematis dengan mengenali berbagai ancaman yang ditimbulkan oleh perubahan iklim.
   - Analisis Risiko: Analisis menyeluruh dilakukan untuk memahami dinamika spesifik dari setiap risiko iklim.
   - Evaluasi Risiko: Evaluasi untuk menilai signifikansi setiap risiko yang teridentifikasi dalam konteks perubahan iklim.
3. **Penanganan Risiko**
   Tahap pengelolaan risiko mencakup pemilihan dan implementasi strategi untuk mengurangi dampak risiko yang terkait dengan perubahan iklim. Pendekatan ini meliputi upaya mitigasi dan pengurangan emisi gas rumah kaca, penerapan strategi adaptasi untuk memperkuat ketahanan, serta perencanaan pendanaan dan pengalokasian sumber daya.

Corporate Governance Approach to Climate Change Issues

The challenge of climate change has become a major concern for ITM. The Board of Directors is responsible for ensuring that the company's performance remains in line with its strategic direction, which takes climate issues into account in all operational activities. The Board of Commissioners, through the SDGC, performs a supervisory function by reviewing and providing recommendations on the management of reputational risks, social issues, and environmental aspects, including the negative impacts of extreme climate change. The disclosure related to emissions management and climate change risks is prepared in line with GRI 102: Climate Change 2025 and IFRS S2 Climate-related Disclosures.

Management actively manages climate risks and opportunities through carbon emission monitoring, resource efficiency, and renewable energy development while upholding just transition and human rights principles. The company has a Decarbonization Working Group whose members consist of several related functions, including Operations, Business Development, Finance, and other functions and conduct quarterly meetings to discuss progress and evaluate the performance of the company's emission reduction program. [102-3]

Climate Change Risk Management

In addressing the potential negative impacts of climate change, ITM implements a series of risk management processes that include:

1. **Context and Risk Environment**
   - Communication & Consultation: Establishing effective communication and consultation among stakeholders in climate action efforts.
   - Setting the Context: Understanding the broader context, including analysis of various factors, such as changing weather patterns, rising sea levels, and socio-economic dynamics.
2. **Risk Assessment**
   - Risk Identification: The identification process is carried out systematically by recognizing the various threats posed by climate change.
   - Risk Analysis: A comprehensive analysis is conducted to understand the specific dynamics of each climate risk.
   - Risk Evaluation: An evaluation to assess the significance of each identified risk in the context of climate change.
3. **Risk Management**
   The risk management stage involves selecting and implementing strategies to reduce the impact of risks associated with climate change. This approach includes mitigation efforts and reducing greenhouse gas emissions, implementing adaptation strategies to strengthen resilience, and planning funding and resource allocation.

4. Pemantauan dan Peninjauan

Pemantauan dan evaluasi rutin terhadap profil risiko untuk memastikan bahwa strategi yang diterapkan tetap relevan dan mampu beradaptasi. Kegiatan ini mencakup evaluasi ulang terhadap rencana mitigasi risiko, penilaian efektivitas langkah-langkah aksi iklim yang sedang berlangsung, serta identifikasi risiko baru yang muncul akibat perubahan pola iklim yang dinamis.

Sebagai bagian dari sistem manajemen risiko, ITM menyusun Daftar Risiko Perubahan Iklim yang berisi hasil identifikasi dan penilaian risiko terkait iklim dari seluruh unit bisnis. Daftar ini menjadi alat strategis untuk memusatkan informasi dan mendukung proses pengambilan keputusan yang lebih efektif dan responsif terhadap perubahan iklim.

Untuk memastikan pengelolaan yang komprehensif, ITM menggabungkan proses identifikasi, evaluasi, dan mitigasi risiko iklim antara lain dengan:

- Secara rutin memantau perkembangan instrumen hukum dan peraturan terkait iklim (karbonisasi dan emisi GRK).
- Menetapkan target GRK dalam KPI operasional ITM.
- Memperbaiki metode perkiraan dan perhitungan untuk prediksi cuaca.
- Implementasi program dekarbonisasi dan solusi berbasis sumber daya alam.
- Mengalokasikan biaya tambahan untuk mengimplementasikan peningkatan berbasis proses rendah karbon dalam rantai nilai.
- Mengalokasikan belanja modal untuk mengembangkan bisnis yang lebih hijau dan rendah karbon.

Strategi

ITM secara sistematis memetakan risiko dan peluang terkait perubahan iklim untuk memastikan ketahanan bisnis jangka panjang. Dalam prosesnya, ITM juga mengelola dampak negatif dari perubahan iklim yaitu risiko transisi dan risiko fisik. Pemetaan risiko dan peluang dilakukan dengan mempertimbangkan tiga jangka waktu, meliputi:

- Jangka pendek: lima tahun pertama (tahun 2026 - 2030).
- Jangka menengah: titik tengah antara tahun 2030 hingga nol emisi bersih pada tahun 2060, yaitu tahun 2040.
- Jangka panjang: mencapai emisi nol bersih pada tahun 2060 yang dapat direalisasikan dengan adanya kebijakan yang mendukung.

4. Monitoring and Review

Regular monitoring and evaluation of the risk profile to ensure that the strategies implemented remain relevant and adaptable. These activities include re-evaluating risk mitigation plans, assessing the effectiveness of ongoing climate action measures, and identifying new risks arising from dynamic climate patterns.

As part of its risk management system, ITM has developed a Climate Change Risk Register containing the results of climate related risk identification and assessment across all business units. This register serves as a strategic tool to centralize information and support more effective and responsive decision making in addressing climate change.

To ensure comprehensive management, ITM integrates the identification, evaluation, and mitigation of climate related risks through, among others:

- Regularly monitoring developments in climate related legal and regulatory instruments, including carbonization and GHG emissions.
- Establishing GHG reduction targets within ITM's operational KPIs.
- Enhancing forecasting and calculation methodologies for weather prediction.
- Implementing decarbonization programs and nature based solutions.
- Allocating additional costs to implement low carbon process improvements across the value chain.
- Allocating capital expenditure to develop greener and lower carbon businesses.

Strategy

ITM systematically maps climate related risks and opportunities to ensure long term business resilience. In this process, ITM also manages the adverse impacts of climate change, namely transition risks and physical risks. The mapping of risks and opportunities is conducted by considering three time horizons, comprising:

- Short term: the first five years (2026-2030).
- Medium term: the midpoint between 2030 and net zero emissions in 2060, which is 2040.
- Long term: achieving net zero emissions in 2060, which can be realized with supporting policies.

Rencana Transisi untuk Perubahan Iklim [102-1]
Transition Plan for Climate Change

	2025-2026	2027-2028	2029-2030
Manajemen Risiko Transisi Iklim Climate Transition Risk Management	• **Menetapkan komitmen dekarbonisasi hingga 2030** • **Menilai risiko/peluang transisi iklim melalui analisis skenario** • Establish 2030 decarbonization commitments and • Assess climate transition risks/ opportunities using scenario analysis	• **Mendorong pengurangan emisi yang selaras dengan arah kebijakan iklim nasional** • **Mengupayakan pertumbuhan bisnis yang tangguh terhadap perubahan iklim** • Drive emissions reduction in alignment with national climate policy directions • Pursuing growth in climate-resilience business	• **Memperluas upaya pengurangan emisi dengan menerapkan seluruh hirarki mitigasi** • **Mengoptimalkan portofolio bisnis yang selaras dengan prinsip keberlanjutan** • Expand emissions reduction to include all mitigation hierarchy • Optimize sustainable aligned business portfolio
Manajemen Risiko Fisik Iklim Climate Physical Risk Management	• **Menilai risiko/peluang fisik terkait perubahan iklim melalui analisis skenario** • Assess climate physical risks/ opportunities using scenario analysis	• **Integrasi risiko/peluang fisik terkait perubahan iklim ke dalam Enterprise Risk Management dan ESG risk register** • Integration of climate physical risk/ opportunities into Enterprise Risk Management and ESG risk register	• **Pemantauan dan peningkatan manajemen risiko LST** • Monitoring continuous improvement of ESG risk management

Pemetaan Risiko Iklim
Climate Risk Mapping

Jenis Risiko Risk Type	**Peristiwa Risiko** Risk Event	**Dampak** Impact	**Jangka Waktu** Timeframe	**Respon** Response
Risiko Transisi Transition Risk				
Kebijakan dan Hukum Policy and Law	**Peraturan lingkungan hidup yang lebih ketat terkait dengan pertambangan batubara, mendorong adaptasi terhadap perubahan iklim, misalnya kebijakan pasar karbon dan mekanisme penetapan harga karbon.** Stricter environmental regulations related to coal mining, encouraging adaptation to climate change, such as carbon market policies and carbon pricing mechanisms.	**1. Dampak Operasional Peningkatan upaya adaptasi terhadap perubahan iklim, seperti teknologi atau inovasi untuk mengurangi emisi GRK.** **2. Dampak Finansial Penetapan harga karbon, baik melalui pajak langsung, skema perdagangan emisi, atau mekanisme penghindaran kebocoran karbon dapat menciptakan biaya tambahan melalui rantai nilai.** 1. Operational Impact Increased efforts to adapt to climate change, such as technologies or innovations to reduce GHG emissions. 2. Financial Impact Carbon pricing, whether through direct taxation, emissions trading schemes, or carbon leakage avoidance mechanisms, may create additional costs throughout the value chain.	**Jangka menengah hingga panjang** Medium to long term	**1. Memantau secara proaktif perubahan hukum dan peraturan terkait dan meningkatkan saluran penjualan.** **2. Menetapkan target emisi GRK dalam KPI operasional dan menetapkan tata kelola data untuk mendukung kewajiban pelaporan dan pengungkapan.** 1. Proactively monitor changes in laws and regulations and improve sales channels. 2. Set GHG emission targets in operational KPIs and establish data governance to support reporting obligations.
Pasar Market	**Meningkatnya permintaan akan energi terbarukan.** Increased demand for renewable energy.	**1. Dampak Operasional Peningkatan upaya pemenuhan energi terbarukan.** **2. Dampak Finansial Pendapatan bisnis energi terbarukan tahun 2025 sebesar USD 1,1 juta Penambahan CAPEX 2025 terhadap energi terbarukan sebesar USD 5,7 juta.** 1. Operational Impact Increased efforts to meet renewable energy needs. 2. Financial Impact Renewable energy business revenue in 2025 will be USD 1.1 million Additional CAPEX in 2025 for renewable energy will be USD 5.7 million.	**Jangka menengah hingga panjang** Medium to long term	**Mempelajari dan menjajaki peluang diversifikasi bisnis ke energi yang lebih ramah lingkungan.** Studying and exploring opportunities for business diversification into more environmentally friendly energy.
Reputasi Reputation	**Perubahan persepsi pemangku kepentingan terhadap perusahaan tambang batubara sebagai kontributor industri tinggi karbon.** Changes in stakeholder perceptions of coal mining companies as contributors to high-carbon industries.	**1. Dampak Operasional Penghentian kemitraan dengan lembaga keuangan karena mereka mengurangi porsi dalam bekerja sama dengan perusahaan ekstraksi sumber daya alam, Kurangnya kepercayaan dari pemegang saham dan pasar** **2. Dampak Finansial Penurunan *funding* dan *investment*, meningkatkan biaya keuangan atau divestasi penjualan Perusahaan** 1. Operational Impact Termination of partnerships with financial institutions due to their reduced involvement in cooperation with natural resource extraction companies, lack of trust from shareholders and the market 2. Financial Impact Decrease in funding and investment, increased financial costs or divestment of company sales	**Jangka pendek hingga menengah** Short to medium term	**1. Menjelajahi berbagai sumber pendanaan.** **2. Meninjau kebijakan bank dan lembaga lain yang terkait dengan perubahan iklim dan perkembangan pembatasan yang berlaku.** 1. Explore various funding sources. 2. Review bank and other institution policies related to climate change and applicable restrictions.
Teknologi Technology	**Peningkatan permintaan dan adopsi terhadap teknologi dan energi alternatif untuk mensubstitusi batubara.** Increased demand and adoption of alternative technologies and energy sources to substitute coal.	**1. Dampak Operasional Volume penjualan yang dikontrak lebih rendah, harga diskon yang tinggi untuk batubara di luar spesifikasi** **2. Dampak Finansial Peningkatan CAPEX** 1. Operational Impact Lower contracted sales volumes, high discount prices for coal outside specifications 2. Financial Impact Increased CAPEX	**Jangka menengah hingga panjang** Medium to long term	**Memadukan fleksibilitas untuk optimalisasi nilai agar sesuai dengan permintaan.** Combining flexibility for value optimization to match demand.

Jenis Risiko Risk Type	**Peristiwa Risiko** Risk Event	**Dampak** Impact	**Jangka Waktu** Timeframe	**Respon** Response
Finansial [201-2] Financial [201-2]	**Perubahan peraturan terkait pertambangan batubara** Changes in regulations related to coal mining	**1. Dampak Operasional** **Dampak terhadap realisasi tujuan strategis tahun berjalan.** **2. Dampak Finansial** **Dampak terhadap laba (EBIT) atau rencana biaya. Estimasi kerugian akibat risiko berkisar USD 20-30 juta.** 1. Operational Impact Impact on the realization of strategic objectives for the current year. 2. Financial Impact Impact on profit (EBIT) or cost plans. Estimated losses due to risk range from USD 20-30 million.	Jangka menengah hingga panjang Medium to long term	**1. Proaktif dalam melakukan monitoring perubahan peraturan dan hukum yang berdampak pada bisnis perusahaan.** **2. Meningkatkan kanal penjualan batubara.** **3. Mengelola faktor biaya yang dapat dikontrol antara lain jarak OB dan batubara, stripping ratio level, konsumsi bahan bakar, serta optimalisasi pemanfaatan armada tongkang.** 1. Proactive in monitoring regulatory and legal changes that impact the company's business. 2. Increase coal sales channels. 3. Manage controllable cost factors, including OB and coal distance, stripping ratio level, fuel consumption, and optimization of barge fleet utilization.
Risiko Fisik **Physical Risk**				
Akut Acute	**Mengacu pada hal-hal yang didorong oleh peristiwa, termasuk peningkatan keparahan peristiwa cuaca ekstrem, yaitu hujan ekstrem dan pola hujan yang tidak dapat diprediksi** Increased severity of extreme weather events, such as extreme rainfall and unpredictable rainfall patterns	**1. Dampak Operasional** **Banjir dan longsoran pada pit yang dapat mengganggu operasional sehingga menurunkan produksi dan kehilangan kesempatan untuk mendapatkan batubara tepat waktu sesuai rencana.** **2. Dampak Finansial** **Peningkatan biaya operasional.** 1. Operational Impact Flooding and landslides in pits that can disrupt operations, thereby reducing production and losing the opportunity to obtain coal on time . 2. Financial Impact Increased operational costs.	Jangka pendek hingga menengah Short to medium term	**Memperbaiki metode dan perhitungan forecast hujan, meninjau praktik sistem drainase, mengevaluasi dan memantau kinerja pengelolaan air.** Improve rainfall forecast methods and calculations, review drainage system practices, evaluate and monitor water management performance.
	Polusi udara yang lebih tinggi dari emisi udara dari kegiatan operasi (debu) Higher air pollution from air emissions from operational activities (dust)	**1. Dampak Operasional** **Upaya tambahan untuk mengatasi polusi debu dan keluhan masyarakat sekitar.** **2. Dampak Finansial** **Biaya tambahan untuk instalasi semprotan air dan penyewaan truk air, dampak terhadap biaya sosial dari keluhan atau reputasi masyarakat.** 1. Operational Impact Additional efforts to address dust pollution and complaints from the surrounding community. 2. Financial Impact Additional costs for installing water spray systems and renting water trucks, impact on social costs from complaints or community reputation.	Jangka pendek hingga menengah Short to medium term	**1. Mengelola batubara yang berpotensi tinggi mengalami pembakaran spontan.** **2. Menggunakan aplikasi atau sistem untuk mengukur kondisi debu di area tambang dan masyarakat.** 1. Managing coal that has a high potential for spontaneous combustion. 2. Using applications or systems to measure dust conditions in mining areas and communities.
Kronis Chronic	**Pergeseran jangka panjang dalam pola iklim, pola dan durasi musim kemarau yang lebih panjang menyebabkan kekurangan air dan kebakaran hutan.** Long-term shifts in climate patterns, longer dry seasons and longer durations of droughts are causing water shortages and forest fires.	**1. Dampak Operasional** **Mengganggu proses rantai pasokan karena rendahnya permukaan air sungai. Kekurangan air untuk memitigasi kebakaran batubara dan kebakaran hutan.** **2. Dampak Finansial** **Biaya tambahan untuk mengatasi kelangkaan air, Meningkatnya premi asuransi akibat bencana alam yang disebabkan oleh perubahan iklim.** 1. Operational Impact Disruption of supply chain processes due to low river water levels. Water shortages to mitigate coal fires and forest fires. 2. Financial Impact Additional costs to address water scarcity, increased insurance premiums due to natural disasters caused by extreme weather.	Jangka menengah hingga panjang Medium to long term	**1. Memantau ketinggian air di sungai dan menyiapkan prediksi serta menyesuaikan jadwal kapal.** **2. Memantau sistem drainase, kolam pengendapan dan pasokan air serta kondisi waduk.** 1. Monitor river water levels and prepare forecasts and adjust ship schedules. 2. Monitor drainage systems, settling ponds and water supplies, and reservoir conditions.

Salah satu peluang utama yang telah diidentifikasi adalah pengembangan portofolio energi terbarukan dan layanan energi rendah karbon. ITM mulai mengembangkan proyek *solar photovoltaic* (PV) di area operasional dan wilayah sekitar tambang, dengan potensi akumulatif mencapai 300 MWp dalam 5 tahun ke depan. Inisiatif ini berpotensi menurunkan biaya operasional listrik (untuk 300 MWp) mencapai Rp75 miliar/tahun.

Selain itu, ITM juga mengembangkan inovasi efisiensi energi dan digitalisasi operasional untuk menekan konsumsi bahan bakar dan meningkatkan produktivitas. Implementasi PLTS mengurangi penggunaan bahan bakar sebesar 132.732 liter di site TCM pada tahun 2025.

Metrik dan Target

ITM menetapkan target ambisius menuju netralitas karbon di seluruh kegiatan operasional. Perusahaan menargetkan pengurangan intensitas emisi 6% di tahun 2026 dari tahun dasar 2023, dengan strategi meliputi peningkatan pemanfaatan energi terbarukan serta pengembangan infrastruktur transportasi bebas emisi.

One of the key opportunities identified is the development of a renewable energy portfolio and low-carbon energy services. ITM has begun developing solar photovoltaic (PV) projects in its operational areas and surrounding regions, with a cumulatively reaching 300 MWp within the next five years. This initiative has the potential reduction in electricity operating costs (for 300 MWp) is estimated to reach Rp75 billion/year.

In addition, ITM is also developing energy efficiency and operational digitization innovations to reduce fuel consumption and increase productivity. The implementation of the Solar Power Plant (PLTS) reduced fuel consumption by 132,732 liters at the TCM site in 2025.

Metrics and Targets

ITM has set ambitious targets for carbon neutrality across all operational activities. The Company targets a 6% reduction in emissions intensity in 2026 from the 2023 baseline year, with strategies including increased use of renewable energy and the development of emission-free transportation infrastructure.



Etika Bisnis

Business Ethics

Pendekatan Manajemen [3-3][CSS-12.20.1]
Management Approach

Topik Material: Etika Bisnis dan Transparansi
Material Topic: Business Ethics and Transparency

Kebijakan | Policy
- Kebijakan Tata Kelola | GCG Policy
- Aturan Perilaku | Code of Conduct

Dampak dan Pengelolaan | Impact and Management

Integritas dan transparansi merupakan pondasi bagi ITM dalam membangun tata kelola perusahaan yang bertanggung jawab.
Integrity and transparency are the foundations for ITM in establishing responsible corporate governance.

Sumber Daya dan Evaluasi | Resources and Evaluation

Departemen Corporate Secretary menjalankan fungsi pengawasan terhadap kebijakan etika bisnis dan antikorupsi. Evaluasi rutin terhadap sistem pelaporan pelanggaran dilakukan setiap tahun, dan hasilnya dibahas secara transparan dalam rapat Komite SDGC. Evaluasi 2025 menunjukkan bahwa penerapan prinsip etika di seluruh entitas ITM telah berjalan selaras dengan nilai-nilai perusahaan.
The Corporate Secretary Department oversees business ethics and anti-corruption policies. Routine evaluations of the violation reporting system are conducted annually, and the results are discussed transparently at SDGC meetings. The 2025 evaluation shows that the implementation of ethical principles across all ITM entities is in line with the company's values.

Antisuap dan Antikorupsi

ITM menegakkan integritas di seluruh lini usaha dengan menerapkan prinsip *zero tolerance* terhadap segala bentuk suap dan korupsi. Setiap insan ITM diwajibkan menjauhi praktik yang dapat menimbulkan konflik kepentingan atau pelanggaran etika bisnis. Komitmen ini diwujudkan melalui Kebijakan dan Pedoman Antisuap dan Antikorupsi yang berlaku bagi seluruh karyawan dan dapat diakses secara terbuka di www.itmg.co.id. [205-2][CSS-12.20.3]

Dalam penerapannya, ITM memiliki sistem pengawasan internal untuk mendeteksi indikasi korupsi serta menilai aktivitas yang berpotensi menimbulkan pelanggaran melalui audit internal dan evaluasi kinerja yang dilakukan oleh Departemen Audit Internal. Selain itu, tim ERSM secara rutin melaksanakan *corruption risk assessment* setiap tahun untuk departemen yang memiliki risiko tinggi.

Anti-bribery and Anti-corruption

ITM upholds integrity across all lines of business by applying a zero tolerance policy towards all forms of bribery and corruption. Every ITM employee is required to refrain from practices that could give rise to conflicts of interest or violations of business ethics. This commitment is manifested through the Anti-Bribery and Anti-Corruption Policy and Guidelines that apply to all employees and are publicly accessible at www.itmg.co.id. [205-2][CSS-12.20.3]

In practice, ITM has an internal monitoring system to detect indications of corruption and assess activities that could potentially lead to violations through internal audits and performance evaluations conducted by the Internal Audit Department. In addition, the ERSM team regularly conducts annual corruption risk assessments for departments that are at high risk.

ITM memiliki platform *Transparency Center* sebagai sistem pelaporan pemberian atau penerimaan hadiah maupun jamuan dengan pihak ketiga, termasuk potensi konflik kepentingan pun terus dikuatkan. Platform tersebut dikelola oleh Departemen Sekretaris Perusahaan di bawah pengawasan senior management, dan hasil pelaksanaannya dilaporkan kepada Komite Pembangunan Berkelanjutan dan Tata Kelola Perusahaan yang Baik (SDGC).

Selama 2025, ITM menyelenggarakan delapan program sosialisasi dan pelatihan antikorupsi melalui kegiatan induksi, sosialisasi langsung, forum kontraktor, email, *microlearning* dan CG Day untuk memperkuat penerapan prinsip integritas dan etika bisnis di seluruh lini usaha. Kegiatan-kegiatan di atas melibatkan 137 karyawan ITM dan 174 mitra usaha. Adapun aktivitas WhatsApp *microlearning* terkait antikorupsi dilakukan kepada 1.048 karyawan. [205-2][CSS-12.20.3]

ITM secara bertahap melakukan pemetaan terhadap aktivitas yang memiliki potensi kerawanan terhadap perilaku korupsi. Proses ini dilaksanakan secara kolaboratif oleh tim Corporate Secretary, Internal Audit, Risk Management, dan departemen terkait. Sejumlah langkah pencegahan telah diterapkan berdasarkan prinsip kehati-hatian, antara lain melalui seleksi mitra usaha yang ketat, pelaksanaan uji tuntas terhadap calon mitra bisnis, serta penandatanganan perjanjian komitmen integritas. [205-1, 205-3][CSS-12.20.2, CSS-12.20.4]

Sepanjang tahun 2025, ITM tidak menerima sanksi, denda, atau bentuk penalti lainnya yang berkaitan dengan kasus korupsi. Tidak terdapat pula karyawan yang dikenakan tindakan disiplin atau pemberhentian karena pelanggaran kebijakan antikorupsi. Perusahaan juga menegaskan posisinya untuk tidak terlibat dalam kegiatan politik maupun memberikan kontribusi politik dalam bentuk apa pun. [205-2, 415-1] [CSS-12.22.2]

Sistem Pelaporan Pelanggaran

ITM menerapkan sistem pengaduan keluh kesah (*grievance mechanism*) dan pelaporan pelanggaran (*whistleblowing system*) yang aman dan transparan, berdasarkan nilai-nilai inti perusahaan dan prinsip-prinsip Tata Kelola Perusahaan yang Baik. [2-16]

Platform yang digunakan sebagai saluran untuk hal tersebut dapat ditemukan pada *website* voisitmg.co.id. Pada saluran ini pemangku kepentingan dapat memberikan keluh kesah terkait dengan isu ketenagakerjaan, pelayanan, bisnis dan hak asasi manusia dan lainnya atau pengaduan atas pelanggaran kode etik yang dilakukan oleh karyawan ITM dan anak usaha termasuk direksi dan komisaris. Pada platform itu pula terdapat saluran untuk melaporkan kejadian pelecehan dan kekerasan seksual di tempat kerja. Saluran ini melayani selama 24 jam dan dapat diakses oleh seluruh pemangku kepentingan ITM dan anak usaha (masyarakat, pemerintah, mitra bisnis dan lainnya). [2-16]

ITM has a Transparency Center platform as a system for reporting the giving or receiving of gifts or hospitality with third parties, including potential conflicts of interest, which continues to be strengthened. The platform is managed by the Corporate Secretary Department under the supervision of senior management, and the results of its implementation are reported to the Sustainable Development, GCG Committee (SDGC).

During 2025, ITM organized eight anti-corruption dissemination and training programs through induction activities, direct dissemination, contractor forums, emails, microlearning, and CG Day to strengthen the application of integrity and business ethics principles across all lines of business. The above activities involved 137 ITM employees and 174 business partners. WhatsApp microlearning activities related to anti-corruption were conducted for 1,048 employees. [205-2][CSS-12.20.3]

ITM is gradually mapping activities that have the potential for corruption. This process is carried out collaboratively by the Corporate Secretary, Internal Audit, Risk Management, and related departments. A number of preventive measures have been implemented based on the principle of prudence, including through strict selection of business partners, due diligence on prospective business partners, and the signing of integrity commitment agreements. [205-1, 205-3][CSS-12.20.2, CSS-12.20.4]

Throughout 2025, ITM did not receive any sanctions, fines, or other forms of penalties related to corruption cases. No employees were subject to disciplinary action or dismissal for violating anti-corruption policies. The company also affirmed its position of not engaging in political activities or making political contributions in any form. [205-2, 415-1] [CSS-12.22.2]

Violation Reporting System

ITM implements a secure and transparent grievance mechanism and whistleblowing system, based on the company's core values and the principles of Good Corporate Governance. [2-16]

The platform used as a channel for this can be found on the website voisitmg.co.id. Through this channel, stakeholders can submit grievances related to employment, service, business, human rights, and other issues, or complaints about violations of the code of ethics committed by ITM employees and subsidiaries, including directors and commissioners. The platform also provides a channel for reporting incidents of sexual harassment and violence in the workplace. This channel is available 24 hours a day and is accessible to all ITM and subsidiary stakeholders (the public, government, business partners, and others). [2-16]

Selama 2025, ITM menerima empat pengaduan dugaan pelanggaran melalui IWBC dan dua laporan keluh kesah. Setiap laporan ditindaklanjuti sesuai dengan prosedur internal yang dijelaskan pada *website* perusahaan www.itmg.co.id. Bila ditemukan isu kritis seperti pelanggaran etika atau konflik kepentingan, manajemen melakukan penelaahan dan tindakan korektif untuk menjaga integritas serta transparansi perusahaan.

Informasi lebih lengkap mengenai platform-platform tersebut di atas dapat dilihat pada *Corporate Governance Communication Pack* yang dapat diunduh pada *website* ITM melalui tautan ini https://www.itmg.co.id/id/governance/corporate-governance-communication-pack/communication-pack.

During 2025, ITM received four reports of alleged violations through the IWBC and two grievances. Each report was followed up in accordance with internal procedures as described on the company website www.itmg.co.id. If critical issues such as ethical violations or conflicts of interest were found, management conducted reviews and corrective actions to maintain the integrity and transparency of the company.

More detailed information about the above platforms can be found in the Corporate Governance Communication Pack, which can be downloaded from the ITM website via this link: https://www.itmg.co.id/id/governance/corporate-governance-communication-pack/communication-pack.

Informasi lebih lengkap mengenai *Whistleblowing System* dapat dilihat pada Laporan Tahunan 2025 ITM pada Bab Sistem Pelaporan Pelanggaran.
More detailed information about the Whistleblowing System can be found in the ITM 2025 Annual Report in the Violation Reporting System chapter.

Persaingan Usaha yang Sehat

ITM senantiasa menjaga praktik persaingan usaha yang sehat dengan menetapkan harga sesuai pedoman nasional dan internasional. Kebijakan antipersaingan ini ditegaskan dalam Kode Etik Perusahaan yang wajib dipatuhi oleh seluruh pekerja. Dalam proses pengadaan, Perusahaan mewajibkan peserta tender untuk menyerahkan deklarasi integritas sebagai jaminan bahwa tidak ada keterlibatan dalam praktik antipersaingan atau korupsi. Melalui penerapan sistem *e-procurement*, ITM mengedepankan nilai etika bisnis berupa kejujuran, keterbukaan, efisiensi, efektivitas, dan akuntabilitas. Sepanjang 2025, perusahaan tidak menerima tuduhan maupun menghadapi kasus hukum yang berkaitan dengan praktik persaingan tidak sehat, *anti-trust*, atau monopoli. [206-1]

Fair Competition

ITM consistently maintains fair business competition practices by setting prices in accordance with national and international guidelines. This anti-competition policy is emphasized in the Company Code of Ethics, which all employees are required to comply with. In the procurement process, the Company requires tender participants to submit a declaration of integrity as a guarantee that they are not involved in anti-competition practices or corruption. Through the implementation of an e-procurement system, ITM promotes business ethics values such as honesty, transparency, efficiency, effectiveness, and accountability. Throughout 2025, the company did not receive any allegations or face any legal cases related to unfair competition, anti-trust, or monopoly practices. [206-1]

Digitalisasi, Teknologi, dan Inovasi Keberlanjutan

Digitalization, Technology, and Sustainability Innovations

Pendekatan Manajemen [3-3]
Management Approach

Topik Material: Digitalisasi dan Teknologi, Inovasi dan Bisnis Berkelanjutan
Material Topic: Digitalization and Technology, Innovation and Sustainable Business

Kebijakan | Policy
- Kebijakan Keamanan Siber dan Perlindungan Data Pribadi
  Cybersecurity and Personal Data Protection Policy
- Standar Manajemen Program Penyewaan Komputer
  Computer Rental Program Management Standard
- Pertumbuhan Berkelanjutan melalui inovasi
  Sustainable Growth through innovation

Dampak dan Pengelolaan | Impact and Management

Digitalisasi dan inovasi merupakan salah satu pendorong utama transformasi bisnis menuju masa depan energi berkelanjutan perusahaan.
Digitalization and innovation are among the key drivers of business transformation towards the company's sustainable energy future.

Sumber Daya dan Evaluasi | Resources and Evaluation

Tanggung jawab pengelolaan digitalisasi dan teknologi berada di bawah tanggung jawab Departemen Teknologi Informasi (IT), sementara transformasi digital dan inovasi menjadi tanggung jawab Departemen Digital Center of Excellence (DCOE) serta Management Systems and Business Processes (MSBP). Evaluasi tahunan dilakukan melalui sesi kolaboratif antar-departemen untuk menilai kemajuan inisiatif dan merumuskan langkah perbaikan. Hasil evaluasi tahun 2025 bahwa sinergi perlu ditingkatkan dan diarahkan secara lebih terfokus pada penguatan fondasi data yang siap AI (AI–data ready), sekaligus pengembangan kapabilitas AI pada insan ITM guna mendukung transformasi digital berkelanjutan.
Responsibility for managing digitalization and technology falls under the Information Technology (IT) Department, while digital transformation and innovation are the responsibility of the Digital Center of Excellence (DCOE) and Management Systems and Business Processes (MSBP) Departments. Annual evaluations are conducted through collaborative inter-departmental sessions to assess the progress of initiatives and formulate improvement measures. The results of the 2025 evaluation that synergy needs to be strengthened and directed more strategically toward reinforcing an AI data ready foundation, while simultaneously developing AI capabilities among ITM personnel to support sustainable digital transformation.

Digitalisasi pada Proses Bisnis

Transformasi digital menjadi landasan penting bagi ITM dalam memperkuat daya saing dan kesiapan menuju penyedia solusi energi masa depan.

Inisiatif pada Digitalisasi Pertambangan
Initiatives on Mining Digitalization



Invoice Management System

Digitalisasi proses penagihan untuk meningkatkan akurasi, transparansi, dan kecepatan verifikasi serta pembayaran. Sistem ini mengurangi proses manual, memperkuat kontrol internal, dan memperbaiki kualitas rekonsiliasi data.
Digitalization of the billing process to improve accuracy, transparency, and the speed of verification and payments. This system reduces manual processes, strengthens internal controls, and improves the quality of data reconciliation.



Melak – Coal Inventory Management

Optimalisasi pencatatan dan pemantauan stok batubara melalui digitalisasi proses inventori. Memberikan visibilitas stok yang lebih akurat, mengurangi potensi selisih, dan meningkatkan efektivitas perencanaan produksi serta logistik.
Optimization of coal stock recording and monitoring through the digitalization of inventory processes. Provides more accurate stock visibility, reduces potential discrepancies, and improves the effectiveness of production and logistics planning.

Transformasi digital terus dipercepat melalui kolaborasi antara DCoE dan berbagai fungsi menggunakan metodologi *Design Thinking* dan *SCRUM*. Sepanjang 2025, terdapat beberapa inovasi yang dikembangkan senilai USD 5,1 juta. ITM juga memperkuat fondasi teknologi melalui integrasi platform data menyeluruh, penguatan keamanan siber, adopsi teknologi dan infrastruktur, standardisasi kerangka kerja ITM Application, dan implementasi teknologi Industri 4.0. Dalam aspek pengembangan SDM, *Digital Capability Center* (DCC) berperan sebagai motor peningkatan kompetensi digital dengan menyelenggarakan 26 program pelatihan yang diikuti oleh 886 peserta sepanjang tahun.

Keamanan Digital

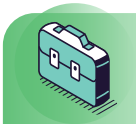
ITM memastikan bahwa tata kelola digitalisasi dan keamanan informasi berada di bawah struktur pengawasan yang kuat dan selaras dengan standar Internasional ISO 27001. Direksi ITM memiliki tanggung jawab utama dalam mengawasi strategi digitalisasi, keamanan informasi, serta efektivitas pengelolaan risiko siber. Pengawasan ini merupakan bagian integral dari tata kelola risiko perusahaan.

ITM telah menetapkan Chief Information Security Officer (CISO) sebagai pimpinan fungsi keamanan informasi dan siber. Selain itu, ITM menerapkan mekanisme *cyber security governance* dan proses evaluasi risiko teknologi yang dilakukan oleh unit Internal Audit, IT *Governance*, dan CISO Office.

Selama tahun pelaporan, peningkatan sistem TI dilakukan melalui penerapan ISO 20000 Sistem Manajemen Layanan TI guna memperkuat pengelolaan layanan dan kinerja teknologi informasi di seluruh unit bisnis. Selain audit eksternal, perusahaan juga melakukan audit internal keamanan sistem di lingkungan perusahaan setiap satu kali setahun oleh tim audit internal ISO yang terdiri dari tim IT dan MSBP. Perusahaan juga memiliki Kebijakan Keamanan Siber dan Perlindungan Data Pribadi yang dapat diakses melalui situs ITM.

Digitalization of Business Processes

Digital transformation is an important foundation for ITM in strengthening its competitiveness and readiness to become a future energy solution provider.



Melak – Safety Initiative

Penguatan standar keselamatan kerja melalui sistem pemantauan dan pelaporan yang lebih terstruktur. Inisiatif ini meningkatkan identifikasi risiko, kepatuhan SOP, dan respons terhadap insiden, mendukung budaya K3 yang lebih kuat.
Strengthening occupational safety standards through a more structured monitoring and reporting system. This initiative enhances risk identification, SOP compliance, and incident response, supporting a stronger safety culture.



HSEC SIGAP Enhancement

Penyempurnaan sistem SIGAP untuk meningkatkan pengelolaan aspek kesehatan, keselamatan, lingkungan, dan komunitas. Memperkuat kualitas pelaporan, investigasi, dan analisis risiko melalui mekanisme digital yang lebih responsif.
Enhancement of the SIGAP system to improve the management of health, safety, environmental, and community aspects. Strengthens reporting quality, investigation, and risk analysis through more responsive digital mechanisms.

Digital transformation continues to accelerate through collaboration between DCoE and various functions using the Design Thinking and SCRUM methodologies. Throughout 2025, there were several innovations worth USD 5.1 million. ITM will also strengthen its technological foundation through comprehensive data platform integration, enhanced cyber security, technology and infrastructure adoption, ITM Application framework standardization, and Industry 4.0 technology implementation. In terms of human resource development, the Digital Capability Center (DCC) acts as a driver for improving digital competencies by organizing 26 training programs attended by 886 participants throughout the year.

Digital Security

ITM ensures that digitalization governance and information security are under a strong supervisory structure and are in line with the International ISO 27001 standard. The ITM Board of Directors has primary responsibility for overseeing the digitalization strategy, information security, and the effectiveness of cyber risk management. This oversight is an integral part of corporate risk management.

ITM has appointed a Chief Information Security Officer (CISO) to lead information and cyber security functions. In addition, ITM implements a cyber security Governance mechanism and a technology risk evaluation process carried out by the Internal Audit, IT Governance, and CISO Office units.

During the reporting year, IT system improvements were made through the implementation of the ISO 20000 IT Service Management System to strengthen service management and information technology performance across all business units. In addition to external audits, the company also conducts internal system security audits within the company environment annually by the internal ISO audit team, comprising representatives from the IT and MSBP functions. The company also has a Cybersecurity and Personal Data Protection Policy that can be accessed through the ITM website.

Keamanan Sistem IT

ITM terus berupaya memperkuat infrastruktur teknologi informasi dan pengelolaan data digital. Sepanjang 2025, tidak ada kejadian kebocoran data maupun laporan pengaduan dari pemangku kepentingan, menunjukkan efektivitas sistem perlindungan yang diterapkan. [418-1]

Kami melatih setiap karyawan untuk bertanggungjawab atas keamanan IT di seluruh lingkungan perusahaan dengan memahami bentuk-bentuk ancaman, tindakan pencegahan, serta proses eskalasi insiden. Jika ditemukan insiden, karyawan dapat melaporkan kepada IT *helpdesk* dengan kategori keamanan. Selanjutnya akan dilakukan proses investigasi dan penyelesaian insiden dengan proses sesuai dengan SOP Incident Response Handling. Persyaratan keamanan informasi ini juga diberlakukan kepada mitra kerja ITM. Selama 2025, tidak terdapat insiden kebocoran data ataupun pengaduan dari pemangku kepentingan.

Inovasi Ramah Lingkungan

ITM menempatkan inovasi sebagai pendorong dalam mewujudkan transisi menuju energi yang lebih bersih dan berkelanjutan. Berbagai inovasi ramah lingkungan dikembangkan sebagai rencana dari adaptasi perubahan iklim, antara lain: [102-2]

1. Proyek *Green Habit*, yang dijalankan oleh karyawan dari PT IMM untuk mengelola sampah domestik / organik.
2. Proyek Arboretum 30 Gemilang, inisiatif yang dijalankan oleh PT IMM dalam mengintegrasikan prinsip keberlanjutan ke dalam operasional perusahaan, khususnya dalam pengelolaan lingkungan hidup. Hingga Maret 2025, PT IMM telah melaksanakan kegiatan reklamasi secara progresif dengan total luasan mencapai 9.503 hektare sebagai wujud tanggung jawab perusahaan terhadap pemulihan lahan pascatambang.
3. Proyek Enviro Tangguh, yang dijalankan oleh karyawan dari Jorong Barutama Greston untuk meningkatkan kualitas tanah melalui pemanfaatan material organik berbasis pemantauan digital di sekitar void.

Di lingkungan seluruh perusahaan, inovasi dikelola melalui Divisi Management System & Business Process (MSBP), yang berfungsi menghimpun, menilai, dan mengkoordinasikan ide-ide dari berbagai departemen. Salah satu wadah utama pengembangan inovasi adalah ITMnovation, sebuah kompetisi internal yang terbuka bagi seluruh karyawan dan anak perusahaan, baik secara individu maupun kelompok.

Selama 2025, tercatat 29 proyek inovasi kelompok yang selesai dijalankan, meningkat sekitar 6,9 % dibanding 2024 dan sebanyak 266 ide individu melalui IdeaBlast yang selesai dijalankan, meningkat sebesar 68 % dibanding 2024. Tingkat partisipasi karyawan dalam kegiatan inovasi meningkat 11,3% menjadi 32,5%, dibandingkan 2024. Dari seluruh ide tersebut, terdapat tujuh proyek bertemakan inovasi ramah lingkungan telah memberikan kontribusi nyata terhadap pengurangan emisi sebesar 173,343 ton CO_2eq^*.

IT System Security

ITM continues to strengthen its information technology infrastructure and digital data management. Throughout 2025, there were no data breaches or complaints from stakeholders, demonstrating the effectiveness of the protection system in place. [418-1]

We train every employee to be responsible for IT security throughout the company environment by understanding the types of threats, preventive measures, and incident escalation processes. If an incident is discovered, employees can report it to the IT helpdesk under the security category. An investigation and incident resolution process will then be carried out in accordance with the Incident Response Handling SOP. These information security requirements also apply to ITM's partners. During 2025, there were no data breaches or complaints from stakeholders.

Environmentally Friendly Innovation

ITM positions innovation as a driving force in realizing the transition toward cleaner and more sustainable energy. Throughout 2025, various environmentally friendly innovations were developed as part of the climate change adaptation plan, including: [102-2]

1. The Green Habit Project, run by employees of PT IMM to manage domestic/organic waste.
2. The Arboretum 30 Gemilang Project, an initiative run by PT IMM to integrate sustainability principles into company operations, particularly in environmental management. By March 2025, PT IMM had progressively carried out reclamation activities covering a total area of 9,503 hectares as part of the company's responsibility for post-mining land restoration.
3. The Enviro Tangguh Project, carried out by employees of Jorong Barutama Greston to improve soil quality through the use of digitally monitored organic materials around voids.

Throughout the company, innovation is managed through the Management System & Business Process (MSBP) Division, which collects, assesses, and coordinates ideas from various departments. One of the main platforms for innovation development is ITMnovation, an internal competition open to all employees and subsidiaries, both individually and in groups.

During 2025, there were 29 completed group innovation projects, an increase of approximately 6.9% compared to 2024, and 266 individual ideas through IdeaBlast were completed, an increase of 68% compared to 2024. Employee participation in innovation activities increased by 11.3% to 32.5% compared to 2024. Of all these ideas, seven projects themed around environmentally friendly innovation have made a real contribution to reducing emissions by 173,343 tons CO_2eq^*.

*: berdasarkan perhitungan dan pandangan dari masing-masing tim proyek
*: based on calculation & view from each project team

Kinerja Ekonomi dan Manajemen Rantai Pasok

Economic Performance and Supply Chain Management

Pendekatan Manajemen [3-3][CSS-12.8.1]
Management Approach

Topik Material: Kinerja Ekonomi dan Manajemen Rantai Pasok
Material Topic: Economic Performance and Supply Chain Management

Kebijakan | Policy
Kode Etik Pemasok | Supplier Code of Conduct

Dampak dan Pengelolaan | Impact and Management

ITM menempatkan efektivitas pengelolaan rantai pasok dan kinerja ekonomi sebagai dua faktor penting dalam membangun bisnis yang berkelanjutan.
ITM places supply chain management effectiveness and economic performance as two important factors in building a sustainable business.

Sumber Daya dan Evaluasi | Resources and Evaluation

Tanggung jawab atas pengelolaan rantai pasok dan kinerja ekonomi dijalankan secara kolaboratif oleh Departemen Operasional, Departemen Keuangan, Departemen Penjualan, dan Departemen Logistik. Penilaian kinerja ekonomi dilaksanakan secara berkala melalui evaluasi laporan keuangan dan operasional, serta pengukuran pencapaian terhadap indikator kinerja utama (KPI) yang telah ditetapkan oleh Direksi dan Dewan Komisaris. Di tahun 2025, hasil evaluasi menunjukkan Perusahaan berhasil mencapai target produksi serta meningkatkan pendapatan non batubara yang berasal dari energi terbarukan dan mineral strategis.
Responsibility for supply chain management and economic performance is carried out collaboratively by the Operations Department, Finance Department, Sales Department, and Logistics Department. Economic performance is assessed periodically through the evaluation of financial and operational reports, as well as the measurement of achievements against key performance indicators (KPIs) set by the Board of Directors and Board of Commissioners. In 2025, the evaluation results showed the Company successfully achieved its coal production targets while increasing non-coal revenue derived from renewable energy and strategic minerals.

Menghadapi tantangan harga batubara global yang menurun, ITM tetap dapat mencatatkan kinerja ekonomi yang optimal melalui peningkatan efisiensi dan disiplin finansial. Produksi perusahaan tidak hanya memenuhi, tetapi juga melampaui target yang ditetapkan. Capaian ini merupakan hasil dari pengelolaan biaya yang efisien dan disiplin dalam manajemen kas.

Facing the challenge of declining global coal prices, ITM was still able to record optimal economic performance through improved efficiency and financial discipline. The Company's production not only met but also exceeded the targets set. This achievement was the result of efficient cost management and disciplined cash management.

ITM mengedepankan kualitas produk melalui teknologi *blending*, yang memastikan nilai kalori batubara sesuai dengan kebutuhan pelanggan. Pendekatan ini menjadi keunggulan kompetitif karena memungkinkan perusahaan menjangkau pasar yang lebih luas, termasuk segmen premium dan menyesuaikan diri dengan perubahan permintaan pasar global.

ITM prioritizes product quality through blending technology, which ensures that the calorific value of coal meets customer requirements. This approach provides a competitive advantage by enabling the company to reach a wider market, including the premium segment, and adapt to changes in global market demand.

Setiap tahun, ITM berusaha memenuhi kewajiban penjualan batubara untuk pasar domestik (DMO) melalui entitas anak perusahaan. Pada tahun 2025, total volume penjualan batubara ke pasar domestik mencapai 5,5 juta ton.

Each year, ITM strives to fulfill its Domestic Market Obligation (DMO) for coal sales to the domestic market through its subsidiary entities. In 2025, the total volume of coal sales to the domestic market reached 5.5 million tons.

Target dan Realisasi Produksi dan Penjualan Batubara (Juta Ton)
Target and Realization of Coal Production and Sales (Million Tons)

Uraian Description	2025		
	Target Target	Realisasi Realization	Persentase (%) Percentage
Produksi | Production	20.8 - 21.9	21.2	101.9
Penjualan | Sales	26.3-27.4	24.7	93.9

Realisasi Penjualan Batubara
Coal Sales Realization

Pelanggan Customer	2025		2024		2023	
	Juta Ton Million Tons	%	Juta Ton Million Tons	%	Juta Ton Million Tons	%
Domestik | Domestic	5.5	22.3	5.6	23.3	5.1	24.3
Ekspor | Export	19.2	77.7	18.4	76.7	15.8	75.7
Jumlah | Total	**24.7**	**100.0**	**24.0**	**100.0**	**20.9**	**100.0**

ITM terus menjaga kontribusi ekonomi yang bertanggung jawab di tengah fluktuasi pasar energi. Pada tahun 2025, Perusahaan membukukan pendapatan bersih sebesar USD 1.881 juta, menurun 18% dari tahun sebelumnya dan laba bersih sebesar USD 195 juta menurun 48% dari tahun sebelumnya. Meskipun terjadi penurunan dibandingkan tahun sebelumnya, ITM tetap berkomitmen memberikan nilai tambah bagi perekonomian nasional. Kontribusi tersebut tercermin melalui pembayaran pajak dan Penerimaan Negara Bukan Pajak (PNBP) sebesar USD 338 juta, termasuk di dalamnya sebesar USD 248 juta. Adapun sebagian besar pendapatan ITM masih berasal dari penjualan batubara, diikuti oleh pendapatan lain seperti bunga bank dan deposito. Hingga akhir tahun pelaporan, ITM tidak menerima dukungan finansial dari pemerintah. [201-1, 201-4][CSS-12.8.2, CSS-12.2.2, 12.21.3]

ITM continues to maintain responsible economic contributions amid fluctuations in the energy market. In 2025, the Company recorded net revenue of USD 1,881 million, representing an 18% decrease compared to the previous year, and net profit of USD 195 million, decreasing by 48% compared to the previous year. Despite the decrease from the prior year, ITM remains committed to delivering added value to the national economy. This contribution is reflected in tax payments and Non-Tax State Revenue (PNBP) amounting to USD 338 million, including USD 248 million in PNBP. The majority of ITM's revenue continues to be derived from coal sales, followed by other income such as interest from bank accounts and time deposits. As of the end of the reporting year, ITM did not receive any financial assistance from the government. [207-1, 207-2, 207-3, 207-4][CSS-12.21.4, CSS-12.21.5, CSS-12.21.6, CSS-12.21.7]

Departemen Keuangan bertanggung jawab atas pengelolaan dan pelaporan pajak, dengan dukungan Fungsi Finance (termasuk Tax Departement) dan Enterprise Risk and Strategy Management dalam memantau risiko serta memastikan kepatuhan. Setiap potensi risiko pajak dimasukkan dalam daftar risiko korporasi dan dievaluasi melalui rapat yang dilaksanakan secara kuartal. ITM menjalin kerja sama dengan konsultan pajak dan otoritas terkait untuk memastikan proses perpajakan yang akurat dan transparan. Selama 2025, tidak ditemukan kasus pelanggaran pajak di lingkungan perusahaan. [207-1, 207-2, 207-3, 207-4][CSS-12.21.4, CSS-12.21.5, CSS-12.21.6, CSS-12.21.7]

The Finance Department is responsible for tax management and reporting, with support from the Finance Function (including the Tax Department) and Enterprise Risk and Strategy Management in monitoring risks and ensuring compliance. Any potential tax risks are included in the corporate risk register and evaluated through quarterly meetings. ITM works closely with tax consultants and relevant authorities to ensure accurate and transparent taxation processes. During 2025, there were no cases of tax violations within the company. [207-1, 207-2, 207-3, 207-4][CSS-12.21.4, CSS-12.21.5, CSS-12.21.6, CSS-12.21.7]

ITM menempatkan perhatian serius pada potensi dampak perubahan iklim terhadap kondisi keuangan perusahaan. Sebagai bentuk antisipasi, strategi internal disusun untuk menyesuaikan volume produksi berdasarkan kondisi cuaca yang dinamis. Hingga akhir 2025, tidak tercatat adanya gangguan pada proses produksi maupun distribusi batubara akibat dampak fisik perubahan iklim. [201-2]

ITM pays serious attention to the potential impact of climate change on the company's financial condition. As a form of anticipation, an internal strategy has been developed to adjust production volume based on dynamic weather conditions. Until the end of 2025, there have been no recorded disruptions to the coal production and distribution processes due to the physical impacts of climate change. [201-2]

Laporan keuangan ITM telah diaudit oleh akuntan publik independen. Data keuangan lengkap perusahaan dapat dilihat melalui situs resmi www.itmg.co.id.

ITM's financial statements have been audited by an independent public accountant. Complete financial data of the company can be viewed on the official website www.itmg.co.id.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1][12.21.2]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	2025	2024	2023
Pendapatan Bersih | Net Revenues	1,881,107	2,304,497	2,374,315
Pendapatan Bunga Bank dan Deposito | Income from Bank Interest and Deposits	40,111	41,228	34,517
Pendapatan/(Pengeluaran) Selisih Kurs | Foreign Exchange Income/(Expenses)	(1,463)	(11,012)	201
Pendapatan/(Pengeluaran) Lain-lain | Other Income/(Expenses)	(18,409)	(18,827)	3,930
Nilai Ekonomi yang Dihasilkan | Economic Value Generated	1,901,346	2,315,886	2,412,963
Nilai Ekonomi yang Didistribusikan | Economic Value Distributed			
Biaya Operasional | Operational Costs	1,122,384	1,149,343	1,051,813
Gaji Pekerja dan Benefit Lainnya | Employees Salaries and Other Benefits			
Pekerja Operasional | Operational Employees	40,466	45,579	41,267
Pekerja Administrasi dan Penjualan | Administrative and Sales Staff	25,169	24,273	22,396
Jumlah Gaji Pekerja dan Manfaat Lain | Total Employee Salaries and Other Benefits	65,635	69,852	63,663
Pembayaran kepada Penyandang Dana | Payments to Providers of Capital			
Dividen kepada Pemegang Saham | Dividend to Shareholders	203,167	215,992	673,907
Bunga Pinjaman kepada Bank | Loan Interest to the Bank	3,753	3,229	1,380
Pengeluaran untuk Pemerintah (Pajak, Royalti dan Lainnya) | Payment to Government (Taxes, Royalties and Others)	337,812	423,300	543,397
Pengeluaran untuk Masyarakat | Community Investments	1,682	1,548	3,671
Nilai Ekonomi yang Didistribusikan | Economic Value Distributed	1,734,433	1,863,264	2,337,831
Nilai Ekonomi yang Ditahan | Economic Value Retained	166,913	452,622	75,132
Nilai Ekonomi yang Ditahan Sebelum Dividen | Economic Value Retained Excluding Dividend	370,080	668,614	749,039

Keterangan | Notes:
Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Informasi keuangan tidak dapat disajikan berdasarkan negara karena ITM hanya beroperasi di Indonesia.
Audited Consolidated Profit and Loss Statements. Economic performance cover all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Financial information is not presented by country because ITM only operates in Indonesia.

Pengelolaan Rantai Pasok yang Bertanggung Jawab

ITM menerapkan Kode Etik Pemasok untuk memastikan seluruh mitra bisnis beroperasi sesuai dengan nilai keberlanjutan.

Direksi dan manajemen eksekutif mengawasi penerapan standar keberlanjutan di seluruh rantai pasok, mencakup etika bisnis, lingkungan, dan keselamatan kerja. ITM meninjau praktik pembelian dan pengadaan untuk memastikan pemasok mematuhi persyaratan LST. Pemasok yang belum memenuhi standar, diwajibkan melakukan perbaikan atau dapat dikeluarkan dari daftar mitra. Untuk mendukung hal ini, ITM secara rutin memberikan pelatihan kepada tim pembelian dan pemangku kepentingan internal guna memperkuat pemahaman atas penerapan dan pengawasan standar LST.

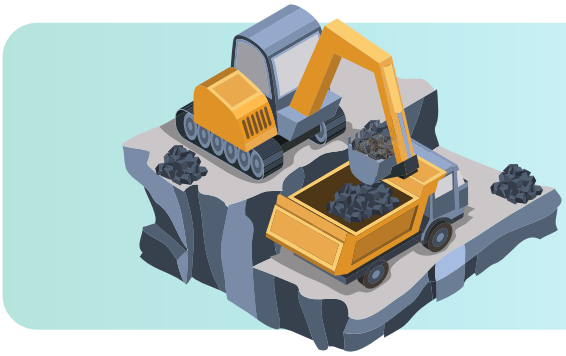
ITM memperkuat kapasitas pemasok melalui program pengembangan berupa sosialisasi dan dialog berkelanjutan untuk menanamkan pemahaman tentang hak asasi manusia, kesehatan dan keselamatan kerja, serta memastikan tidak ada praktik kerja paksa dan pekerja anak di seluruh rantai pasok. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9]

Responsible Supply Chain Management

ITM implements a Supplier Code of Conduct to ensure that all business partners operate in accordance with sustainability values.

The Board of Directors and executive management oversee the implementation of sustainability standards throughout the supply chain, covering business ethics, the environment, and occupational safety. ITM reviews purchasing and procurement practices to ensure that suppliers comply with ESG requirements. Suppliers that do not meet the standards are required to make improvements or may be removed from the list of partners. To support this, ITM regularly provides training to the purchasing team and internal stakeholders to strengthen their understanding of the implementation and monitoring of ESG standards.

ITM strengthens supplier capacity through development programs in the form of ongoing outreach and dialogue to instill an understanding of human rights, occupational health and safety, and to ensure that there are no practices of forced labor or child labor throughout the supply chain. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9]



100%

Pemasok telah dinilai berdasarkan kriteria sosial dan lingkungan
Suppliers have been assessed based on social and environmental criteria

Pada tahun pelaporan, ITM memiliki 594 pemasok Tier-1, yaitu pemasok yang memiliki hubungan langsung dengan kegiatan operasional utama perusahaan. Dari jumlah tersebut, 10 pemasok dikategorikan sebagai signifikan, berdasarkan kontribusi nilai pembelian, keterkaitan strategis, serta dampak potensial terhadap kinerja operasional dan keberlanjutan. Pemasok signifikan tersebut mewakili sekitar 80% dari total nilai belanja pemasok Tier-1.

ITM telah melakukan asesmen terhadap 8 pemasok, baik melalui *desk assessment* maupun *on-site assessment*, dari total 10 pemasok yang ditetapkan. Dari keseluruhan pemasok signifikan yang teridentifikasi, sekitar 80% telah menjalani proses asesmen. Hasil evaluasi menunjukkan tidak ada pemasok yang memiliki potensi atau dampak negatif signifikan terhadap aspek LST.

In the reporting year, ITM had 594 Tier-1 suppliers, which are those that have a direct relationship with the company's main operational activities. Of these, 10 suppliers were categorized as significant, based on their contribution to purchase value, strategic relevance, and potential impact on operational performance and sustainability. These significant suppliers represent approximately 80% of the total value of Tier-1 supplier purchases.

ITM has assessed 8 suppliers, both through desk assessments and on-site assessments, out of a total of 10 designated suppliers. Of all the significant suppliers identified, approximately 80% have undergone the assessment process. The evaluation results show that there are no suppliers that have significant negative potential or impact on ESG aspects.

Produk dan Layanan Pelanggan

Products and Customer Services

Pendekatan Manajemen [3-3]
Management Approach

Topik Material: Produk dan Layanan Pelanggan
Material Topic: Products and Customer Services

Kebijakan | Policy
- Kebijakan Produk | Product Policy
- Kebijakan Layanan Pelanggan | Customer Service Policy

Dampak dan Pengelolaan | Impact and Management

ITM memahami bahwa ketersediaan produk yang terjaga dan layanan pengiriman yang tepat waktu merupakan faktor penting dalam mempertahankan kepercayaan pelanggan.
ITM understands that maintaining product availability and timely delivery services are important factors in retaining customer trust.

Sumber Daya dan Evaluasi | Resources and Evaluation

Tanggung jawab pengelolaan produk dan layanan pelanggan berada pada Departemen Operation serta Coal Sales & Trading (CST). Evaluasi kinerja layanan dilakukan secara berkala setiap dua tahun melalui survei kepuasan pelanggan. Berdasarkan survei yang dilaksanakan pada tahun 2025, *Customer Satisfaction Index* (CSI) ITM tercatat sebesar 89,91%.
Responsibility for product management and customer service lies with the Operations Department and Coal Sales & Trading (CST). Service performance evaluations are conducted periodically every two years through customer satisfaction surveys. Based on a survey conducted in 2025, ITM's Customer Satisfaction Index (CSI) was recorded at 89.91%.

Manajemen Keberlangsungan Usaha

Perusahaan menerapkan sistem Manajemen Keberlangsungan Usaha melalui penerapan Rencana Keberlangsungan Bisnis (*Business Continuity Plan*) untuk meminimalkan potensi dampak negatif serta mengelola situasi darurat atau krisis yang mungkin terjadi dalam kegiatan operasional, baik di tingkat perusahaan maupun anak usaha.

Penjaminan Mutu dan Kepuasan Pelanggan

ITM berupaya menjaga kepercayaan pelanggan melalui produk dan layanan berkualitas tinggi. Seluruh (100%) produk batubara yang dihasilkan telah melewati proses kontrol mutu yang ketat, memastikan kesesuaian dengan standar dan kebutuhan pelanggan. Pada tahun 2025, tidak ada produk yang ditarik kembali, dan tidak ada insiden ketidakpatuhan yang berkaitan dengan dampak kesehatan atau keselamatan pelanggan. Untuk mendukung peningkatan berkelanjutan, ITM melakukan survei kepuasan pelanggan. [416-1, 416-2, 417-1, 417-2, 417-3]

Business Continuity Management

The company implements a Business Continuity Management system through the application of a Business Continuity Plan to minimize potential negative impacts and manage emergency or crisis situations that may arise in operational activities, both at the company and subsidiary levels.

Quality Assurance and Customer Satisfaction

ITM strives to maintain customer trust through high-quality products and services. All (100%) of the coal products produced have undergone a rigorous quality control process, ensuring compliance with standards and customer requirements. By 2025, there were no product recalls and no incidents of non-compliance related to customer health or safety impacts. To support continuous improvement, ITM conducts customer satisfaction surveys. [416-1, 416-2, 417-1, 417-2, 417-3]

★★★★★

Survei Kepuasan Pelanggan 2025
2025 Customer Satisfaction Survey

89.91%

Perizinan dan Kepatuhan

Licensing and Compliance



Pendekatan Manajemen [3-3]
Management Approach

Topik Material: Perizinan dan Kepatuhan
Material Topic: Licensing and Compliance

Kebijakan | Policy
1. Kebijakan Kepatuhan - ITM-P-CRM-001 | Compliance Policy - ITM-P-CRM-001
2. Standar Manajemen Kepatuhan - ITM-MS-CRM-001 | Compliance Management Standard - ITM-MS-CRM-001

Dampak dan Pengelolaan | Impact and Management

Perusahaan meyakini kepatuhan terhadap regulasi dan perizinan merupakan bagian tak terpisahkan dari tata kelola yang baik. Pemenuhan kewajiban hukum secara konsisten menjadi dasar dalam membangun kepercayaan pemangku kepentingan dan memastikan keberlanjutan usaha.
The company believes that compliance with regulations and licensing is an integral part of good governance. Consistent fulfillment of legal obligations is the basis for building stakeholder trust and ensuring business sustainability.

Sumber Daya dan Evaluasi | Resources and Evaluation

Fungsi External Relations bertanggung jawab atas pengelolaan perizinan dengan dukungan dari Corporate Secretary dan Legal, sementara Fungsi Compliance memastikan seluruh proses operasional berjalan sesuai dengan ketentuan hukum yang berlaku. Fungsi ini juga berkoordinasi dengan Internal Audit dan fungsi operasional lainnya untuk memperkuat sistem pengawasan.
The External Relations function is responsible for managing licensing with support from the Corporate Secretary and Legal, while the Compliance function ensures that all operational processes run in accordance with applicable laws. This function also coordinates with Internal Audit and other operational functions to strengthen the monitoring system.

Evaluasi kepatuhan dilakukan triwulanan setiap tahun dan pertemuan rutin dua mingguan sebagai bentuk monitoring dan tindak lanjut terhadap perubahan regulasi. Adapun hasil evaluasi tahun 2025 yaitu 100% kepatuhan perizinan utama dan ≥75% kewajiban teknis.
Compliance evaluations are conducted quarterly each year and biweekly meetings are held as a form of monitoring and follow-up on regulatory changes. Based on the 2025 evaluation, the Company achieved 100% compliance in primary licensing requirements and ≥75% fulfillment of technical obligations.

Kepatuhan Sosioekonomi

Sebagai bagian dari komitmen terhadap penerapan prinsip LST, ITM menjadikan tata kelola yang baik sebagai landasan utama dalam menjalankan bisnis yang patuh dan bertanggung jawab sosial. Melalui penguatan fungsi kepatuhan dan integrasi nilai-nilai etika dalam setiap proses bisnis, Perusahaan memastikan pengelolaan operasional berjalan secara transparan dan sesuai regulasi. ITM juga mengembangkan sistem pemantauan untuk memastikan seluruh perizinan dan kewajiban terpenuhi tepat waktu. Analisis mendalam terhadap perubahan regulasi menjadi dasar bagi ITM dalam mengantisipasi risiko hukum dan menjaga keberlangsungan bisnis secara berkelanjutan.

Socioeconomic Compliance

As part of its commitment to implementing ESG principles, ITM has made good governance a key foundation for conducting business in a compliant and socially responsible manner. By strengthening compliance functions and integrating ethical values into every business process, the Company ensures that operations are managed transparently and in accordance with regulations. ITM has also developed a monitoring system to ensure that all licensing and obligations are fulfilled in a timely manner. In-depth analysis of regulatory changes forms the basis for ITM in anticipating legal risks and maintaining business sustainability.

Lampiran

Appendix





Jumlah Kecelakaan Kerja [403-2, 403-9][CSS-12.14.3, CSS-12.13.10]
Number of Work-related Injuries

ITM dan Anak Usaha ITM and Subsidiaries	2025			2024			2023		
	Fatal	Berat Major	Ringan Minor	Fatal	Berat Major	Ringan Minor	Fatal	Berat Major	Ringan Minor
PT Bharinto Ekatama	2	0	0	2	2	0	2	2	0
PT Kitadin Embalut	0	0	0	0	0	0	0	0	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Coal Mining	0	1	0	0	0	0	0	2	0
PT Jorong Barutama Greston	0	0	0	0	0	0	0	0	0
PT Trubaindo Coal Mining	1	1	0	0	1	0	0	0	0
PT. Graha Panca Karsa	0	1	1	0	1	1	0	0	0
PT. Nusa Persada Resources	0	0	0	0	0	0	0	0	0
PT. Tepian Indah Sukses	0	1	0	0	0	0	N/A	N/A	N/A
PT Indo Tambangraya Megah – Samarinda Office	0	0	0	0	0	0	0	0	0
PT Indo Tambangraya Megah – Balikpapan Office	0	0	0	0	0	0	0	0	0
Jumlah | Total	**3**	**4**	**1**	**2**	**4**	**1**	**0**	**3**	**0**

Keterangan | Notes:
TRUST merupakan kontraktor dari WIUP TCM dan WIUP BEK
TRUST is a contractor from WIUP TCM and WIUP BEK

Injury Rate dan Lost Day Rate [403-2, 403-9][CSS-12.14.3, CSS-12.14.10]
Injury Rate and Lost Day Rate

ITM dan Anak Usaha ITM and Subsidiaries	2025		2024		2023	
	Injury Rate	*Lost day Rate*	*Injury Rate*	*Lost day Rate*	*Injury Rate*	*Lost day Rate*
PT Bharinto Ekatama	0.1	580.66	0.29	595.92	0.06	7.34
PT Kitadin Embalut	0	0	0	0	0.0	0.0
PT Kitadin Tandung Mayang*	0	0	0	0	0	0
PT Indominco Coal Mining	0.07	0.5	0.18	552.18	0.15	14.98
PT Jorong Barutama Greston	0	0	0	0	0.0	0.0
PT Trubaindo Coal Mining	0.15	452.4	0	0	0.0	0.0
PT. Graha Panca Karsa	1.18	8.26	1.46	11.71	0.0	0.0
PT. Nusa Persada Resources	0	0	0	0	0.0	0.0
PT. Tepian Indah Sukses	1.09	81.49	0	0	NA	NA
PT Indo Tambangraya Megah – Samarinda Office	0	0	0	0	0.0	0.0
PT. Indo Tambangraya Megah – Balikpapan Office	0	0	0	0	0.0	0.0
Jumlah | Total	**0.14**	**326.73**	**0.19**	**345.33**	**0.07**	**7.18**

Keterangan | Notes:
TRUST merupakan kontraktor dari WIUP TCM dan WIUP BEK
* PT Kitadin Tandung Mayang tidak beroperasi dan telah menyelesaikan tahap pascatambang serta telah menyerahkan lahan pinjam pakai kawasan hutan ke pemerintah pada November 2022
TRUST is a contractor from WIUP TCM and WIUP BEK
*PT Kitadin Tandung Mayang is not operating and has completed the post-mining stage and has handed over the borrow-to-use forest area to the government on November 2022

Jumlah Pekerja Berdasarkan Kewarganegaraan dan Gender [2-7]

Number of Employees Based on Citizenship and Gender

ITM dan Anak Usaha ITM and Subsidiaries	2025				2024				2023			
	WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Indo Tambangraya Megah	137	44	20	5	123	35	24	2	111	33	25	1
PT Indominco Mandiri	409	71	2	0	447	69	4	0	467	69	4	0
PT Trubaindo Coal Mining	264	32	6	0	274	34	5	0	296	37	7	0
PT Bharinto Ekatama	274	84	10	0	271	86	8	0	260	80	6	0
PT Kitadin	14	4	0	0	14	4	0	0	14	4	0	0
PT Jorong Barutama Greston	73	7	1	0	96	11	2	0	101	10	3	0
PT Tambang Raya Usaha Tama	69	7	9	0	460	31	11	1	626	28	13	1
PT Gas Emas	0	0	0	0	0	0	0	0	0	0	0	0
PT Nusa Persada Resources	25	3	1	0	13	2	0	0	9	2	0	0
PT ITM Bhinneka Power	13	0	3	1	12	0	3	1	8	0	3	1
PT Tepian Indah Sukses	8	2	0	0	7	2	0	0	4	2	0	0
PT Energi Batubara Perkasa	3	3	0	0	3	3	1	0	2	2	1	0
PT Graha Panca Karsa	28	6	2	0	21	7	2	0	19	4	0	0
PT Cahaya Power Indonesia	15	6	0	0	13	3	0	0	10	2	0	0
	1,332	**269**	**54**	**6**	**1,754**	**287**	**60**	**4**	**1,927**	**273**	**62**	**3**
Jumlah | Total	**1,601**		**60**		**2,041**		**64**		**2,200**		**65**	
	1,661				**2,105**				**2,265**			

Jumlah Pekerja Berdasarkan Status Kepegawaian dan Lokasi Penempatan [2-7]
Number of Employee Based on Employment Status and Placement Location

Entitas Entity	2025		2024		2023	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	168	38	147	37	132	38
PT Indominco Mandiri	473	9	508	12	533	7
PT Trubaindo Coal Mining	288	14	303	10	328	12
PT Bharinto Ekatama	333	35	320	45	308	38
PT Kitadin	18	0	18	0	18	0
PT Jorong Barutama Greston	80	1	106	3	111	3
PT Tambang Raya Usaha Tama	70	15	412	91	402	266
PT Gas Emas	0	0	0	0	0	0
PT Nusa Persada Resources	21	8	9	6	9	2
PT ITM Bhinneka Power	13	4	11	5	7	5
PT Tepian Indah Sukses	9	1	7	2	4	2
PT Energi Batubara Perkasa	6	0	6	1	4	1
PT Graha Panca Karsa	26	10	20	10	18	5
PT Cahaya Power Indonesia	13	8	10	6	9	3
Jumlah | Total	**1,518**	**143**	**1,877**	**228**	**1,883**	**382**
	1,661		**2,105**		**2,265**	

Jumlah Pekerja Alih Daya ITM Berdasarkan Area Operasi dan Gender [2-7]
Number of ITM Outsourced Employees based on Area of Operation and Gender

Area Operasi Area of Operation	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
TCM	61	12	262	20	43	7
BEK	77	16	203	39	88	33
GPK	0	0	0	0	21	2
NPR	0	0	0	0	10	1
IMM	33	2	33	2	33	2
JKT	21	3	22	5	27	11
BPN	21	6	26	7	11	5
TRUST	414	5	470	32	169	6
KTD	0	0	0	0	19	0
Jumlah | Total	**627**	**44**	**1,016**	**105**	**421**	**67**
	671		**1,121**		**488**	

Jumlah Pekerja Berdasarkan lokasi Point of Hire [2-7, 401-1]
Number of Employees based on Point of Hire location

Wilayah Area	2025	2024	2023
Kalimantan Timur East Kalimantan	854	1,149	1,282
Kalimantan Selatan South Kalimantan	82	109	114
Kalimantan Tengah Central Kalimantan	0	4	8
Luar Kalimantan Outside Kalimantan	725	843	861
Jumlah | Total	**1,661**	**2,105**	**2,265**

Jumlah Pekerja Berdasarkan Tingkat Pendidikan [2-7]
Number of Employees based on Level of Education

Pendidikan Education	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	33	2	37	2	42	2
SMP Junior High School	53	0	69	0	79	1
SMA Senior High School	533	28	838	35	1,018	37
D3 Diploma	137	31	166	36	165	35
S1 Bachelor Degree	566	190	640	199	624	180
S2 Master Degree	64	24	62	19	57	21
S3 Doctorate	0	0	2	0	4	0
Lainnya Others	0	0	0	0	0	0
Jumlah | Total	**1,386**	**275**	**1,814**	**291**	**1,989**	**276**
	1,661		**2,105**		**2,265**	

Jumlah Pekerja tahun 2025 Berdasarkan Masa Kerja [2-7]
Number of Employees Based on Working Period

Entitas Entity	0-5	6-11	12-17	18-23	24-29	30-Up	Jumlah Total
PT Indo Tambangraya Megah	64	33	70	30	7	2	206
PT Indominco Mandiri	16	54	138	77	161	36	482
PT Trubaindo Coal Mining	15	37	93	153	2	2	302
PT Bharinto Ekatama	121	84	83	70	6	4	368
PT Kitadin	1	1	10	1	2	3	18
PT Jorong Barutama Greston	3	5	9	51	13	0	81
PT Tambang Raya Usaha Tama	34	23	13	9	5	1	85
PT Nusa Persada Resources	15	7	3	4	0	0	29
PT ITM Bhinneka Power	13	4	0	0	0	0	17
PT Tepian Indah Sukses	1	3	2	4	0	0	10
PT Energi Batubara Perkasa	4	2	0	0	0	0	6
PT Graha Panca Karsa	17	3	10	6	0	0	36
PT Cahaya Power Indonesia	21	0	0	0	0	0	21
Jumlah | Total	**325**	**256**	**431**	**405**	**196**	**48**	**1,661**

Jumlah Pekerja Berdasarkan Usia dan Gender [2-7]
Number of Employees Based on Age and Gender

Kelompok Usia Age Group	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	19	17	14	14	41	21
26 - 35	245	95	365	104	500	120
36 - 45	571	121	746	128	839	104
46 - 55	523	40	647	43	586	29
56 and Up	28	2	42	2	23	2
Jumlah | Total	**1,386**	**275**	**1,814**	**291**	**1,989**	**276**
	1,661		**2,105**		**2,265**	

Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia dan Gender [401-1][CSS-12.15.2]
New Employee Recruitment by Age Group and Gender

Kelompok Usia Age Group	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	7	3	21	15	17	13
26 - 35	21	7	86	18	87	18
36 - 45	5	2	80	10	41	4
46 - 55	0	0	46	4	9	0
56 and Up	0	0	20	1	11	1
Jumlah | Total	**33**	**12**	**253**	**48**	**165**	**36**
	45		**301**		**201**	

Rekrutmen Karyawan Baru Berdasarkan Gender dan Wilayah [401-1] [CSS-12.15.2]
New Employee Recruitment by Gender and Region

Area Operasi Operation Area	2025		2024		2023	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
BEK - JKT OFFICE	2	1	18	11	14	11
BEK - MELAK SITE	3	0	37	11	20	8
CPI - JKT OFFICE	4	3	7	2	6	2
EBP - JKT OFFICE	1	0	1	2	0	0
GPK - JKT OFFICE	0	0	1	0	2	0
GPK - MELAK SITE	2	0	8	2	2	2
IBP - JKT OFFICE	2	0	6	0	5	0
IMM - BONTANG SITE	2	2	50	5	6	1
ITM - BPN OFFICE	0	1	7	1	3	0
ITM - JKT OFFICE	11	5	25	2	13	0
JBG - JORONG SITE	0	0	3	0	4	0
KTD - EMBALUT SITE	0	0	4	0	1	0
NPR - MELAK SITE	2	0	8	0	3	1
TCM - MELAK SITE	4	0	14	1	5	1
TIS - MELAK SITE	0	0	5	0	3	2
TRUST - MELAK SITE	0	0	54	9	75	8
TCM - JKT OFFICE	0	0	0	0	2	0
IMM - JKT OFFICE	0	0	4	1	1	0
JBG - JKT OFFICE	0	0	0	1	0	0
KTD - JKT OFFICE	0	0	1	0	0	0
Jumlah | Total	**33**	**12**	**253**	**48**	**165**	**36**
	45		**301**		**201**	

Perputaran Pekerja Sukarela [401-1][CSS-12.15.2]
Voluntary Employee Turnover

Deskripsi Description	%
Tingkat Perputaran Pekerja Sukarela tahun 2025 (YTD) Voluntary Employee Turnover Rate in 2025 (YTD)	2.05

Perputaran Pekerja Sukarela berdasarkan Gender di Tahun 2025 [401-1][CSS-12.15.2]
Voluntary Employee Turnover by Gender in 2025

Alasan Reason	**Pria** Male	**Wanita** Female	**Jumlah** Total
Pensiun Dini Early Retirement	11	1	12
Pribadi (Sekolah, Keluarga, Kesehatan) Personal (School, Family, Health)	4	5	9
Pekerjaan dan Pengembangan Karier Job & Career Development	2	0	2
Fasilitas dan Tunjangan/Kesejahteraan Facility & Benefit/Welfare	0	0	0
Tidak Diketahui Unknown	4	0	4
Kompensasi/Remunerasi Compensation/Remuneration	1	0	1
Lokasi Kerja Work Location	2	0	2
Meninggal Dunia Passed Away	4	0	4
Jumlah | Total	**28**	**6**	**34**

Perputaran Pekerja Sukarela berdasarkan Kelompok Usia di Tahun 2025 [401-1][CSS-12.15.2]
Voluntary Employee Turnover by Age Group in 2025

Kelompok Usia Age	**2025**
18-25 tahun/years	0
26-35 tahun/years	13
36-45 tahun/years	11
46-55 tahun/years	10

Perputaran Pekerja Sukarela berdasarkan Wilayah di Tahun 2025 [401-1][CSS-12.15.2]
Voluntary Employee Turnover by Region in 2025

Wilayah Region	**2025**
Kalimantan	14
Luar Kalimantan Outside Kalimantan	20

Jam Pelatihan Tahun 2025 Berdasarkan Gender
Training Hours based on Gender in 2025

Entitas Entity	**Jam Pelatihan** Training Hours		**Jumlah Pekerja yang Memperoleh Pelatihan** Total Employees Receiving Training		**Rata-rata Jam Pelatihan Per Pekerja** Average Training Hours per Employee	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female
PT. Bharinto Ekatama	8,370	2,984	339	110	25	27
PT. Cahaya Power Indonesia	559	58	26	8	22	7
PT. Energi Batubara Perkasa	44	132	5	9	9	15
PT. Graha Panca Karsa	2,183	176	59	13	37	14
PT. Indo Tambangraya Megah	3,476	1,628	204	94	17	17
PT. Indominco Mandiri	14,402	1,549	1,091	152	13	10
PT. ITM Bhinneka Power	854	38	44	3	19	13
PT. Jorong Barutama Greston	1,480	132	162	15	9	9
PT. Kitadin	236	149	29	16	8	9
PT. Nusa Persada Resources	592	24	31	1	19	24
PT. Tambang Raya Usaha Tama	6,073	965	471	63	13	15
PT. Tepian Indah Sukses	488	296	14	9	35	33
PT. Trubaindo Coal Mining	5,306	730	301	39	18	19
Jumlah | Total	**44,063**	**8,861**	**2,776**	**532**	**243**	**212**

Remunerasi
Remuneration

Rasio Remunerasi Pria dan Wanita Ratio of Male and Female Remuneration	**Satuan** Unit	**2025**		**2024**		**2023**	
	Perempuan : Laki-laki Female : Male	**HQ**	**Site**	**HQ**	**Site**	**HQ**	**Site**
Rasio remunerasi pria dan wanita – berdasarkan level | Ratio of male to female remuneration – by rank							
Strategic Leader (Executive)	Perempuan : Laki-laki Female : Male	0	0	0	0	0	0
Strategic Leader		1:0.99	0	1:1.11	0	1:0.9	1:0.8
Senior Operational Leader		1:1.02	1:0.96	1:1.02	1:1.1	1:1.2	1:1.1
Operational Leader		1:0.95	1:1.36	1:0.95	1:1.06	1:1.1	1:1
First Line Leader		1:1.01	1:1.17	1:0.85	1:1.11	1:1.2	1:1.1
Foreman Below		1:.156	1:1.44	1:1.23	1:1.27	1:0.9	1:1

Kinerja Keanekaragaman Hayati [101-5][CSS-12.5.2]
Biodiversity Performance

Uraian Description	2025		2024		2023	
	Beroperasi (a) Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)
Unit bisnis terkait dengan kawasan lindung | Business units related to protected areas						
Berada dalam wilayah Inside the area	-	-	-	-	-	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	IMM	-	IMM	-	IMM	-
Unit bisnis terkait dengan kawasan hutan belantara keanekaragaman hayati yang tinggi | Business unit related to a high biodiversity values						
Berada dalam wilayah Inside the area	BEK	NPR	BEK	NPR	BEK	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	-	-	-	-	-	-
Jumlah unit usaha | Total business units						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	8	-	8	-	8	-
Diidentifikasi sebagai potensi dampak yang tinggi Identified as high impact potential	3	-	3	-	3	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	8	-	8	-	8	-
Perlu rencana pengelolaan keanekaragaman hayati Require a biodiversity management plan	8	-	8	-	8	-
Menerapkan rencana pengelolaan keanekaragaman hayati Implement a biodiversity management plan	8	-	8	-	8	-
Luas (hektar) | Area (hectare)						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	83,277	-	80,669	-	80,669	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	83,277	-	80,669	-	80,669	-
Memiliki rencana pengelolaan keanekaragaman hayati Have a biodiversity management plan	83,277	-	80,669	-	80,669	-
Area offset keanekaragaman hayati Biodiversity offset area	-	-	-	-	-	-

Uraian Description	2025		2024		2023	
	Beroperasi (a) Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)
Proporsi unit usaha | Business unit proportion						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	100%	-	100%	-	100%	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	100%	-	100%	-	100%	-
Memiliki rencana pengelolaan keanekaragaman hayati[(c)] Have a biodiversity management plan[(c)]	100%	-	100%	-	100%	-

(a) Unit bisnis yang saat ini beroperasi
(b) Dalam pengembangan dan konstruksi proyek, termasuk tambang dengan status perawatan & pemeliharaan
(c) Untuk unit(-unit) bisnis yang diidentifikasi sebagai potensi dampak keanekaragaman hayati yang tinggi saja
(a) Business units currently operating
(b) Under project development and construction, including mines with care & maintenance status
(c) For business unit(s) identified as potential high biodiversity impact only

Jenis dan Nomor Izin Wilayah Operasi
Type and Operating Area Permit Number

Wilayah Operasi Operational Area	**Jenis dan Nomor Izin** Permit Type and Number
PT Jorong Barutama Greston	SK. 406/Menhut-II/2010 Jo. SK. 671/Menlhk/Setjen/PLA.0/9/2019 SK. 637/Menhut-II/2011 jo. SK 1080/MENLHK/setjen/PLA.0/11/2021
PT Indominco Mandiri	SK. 549/Menhut-II/2013 jo.SK. 566/MENLHK/Setjen/PLA.0/9/2019 SK. 420/Menhut-II/2013 SK. 538/Menhut-II/2010 jo. SK. 281/ Menlhk/Setjen/PLA.0/5/2021 SK. 565/Menhut-II/2010 jo.SK. 169/Menlhk/Setjen/PLA.0/4/2021 SK. 174/Menhut-II/2009 jo. SK.656/Menlhk/Setjen/PLA.0/9/2019
PT Bharinto Ekatama	SK. 621/Menhut-II/2010 jo.SK. 384/Menlhk/Setjen/PLA.0/6/2021 SK. 946/Menhut-II/2013 jo. SK 539/2020 jo. SK.216/2021 SK.704/Menlhk/Setjen/PLA.0/9/2019
PT Trubaindo Coal Mining	SK. 300/Menhut-II/2013 SK. 945/Menhut-II/2013
PT Graha Panca Karsa	SK 695/Menhut-II/2014
PT Nusa Persada Resources	SK.100/MENLHK/SETJEN/PLA.O/2/2020
PT Tepian Indah Sukses	SK.1260/MENLHK/SETJEN/PLA.0/12/2022

Jumlah Limbah B3 yang Dihasilkan (Ton) [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste Generated (Tons)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractors				
	2025				
	Timbulan Waste Generated	Off site	On site		
		Dikirim ke Pihak Ketiga* Sent to Third Party*	Disimpan di TPS B3 Store in Permitted Temporary Storage	Dimanfaatkan Kembali Reuse	
Oli bekas Used Oil	2,470.1	2,167.1	12.0	352.9	
Gemuk bekas Used Grease	0.7	0.6	0.1	0.0	
Filter oli Oil Filter	194.5	210.3	8.1	0.0	
Baterai bekas (kecil) Used Battery (Small)	0.8	0.9	0.0	0.0	
Baterai bekas (besar) Used Battery (Large)	68.8	73.5	0.4	0.0	
Perlengkapan tulis Stationary	0.2	0.2	0.0	0.0	
Limbah medis Clinical Waste	0.2	6.7	0.02	0.0	
Bahan terkontaminasi Contaminated Matter	198.3	195.9	4.3	0.0	
Laboratory	0.0	0.0	0.0	0.0	
Lainnya Others	57.3	56.9	1.8	0.0	
Jumlah | Total	**2,990.8**	**2,712.1**	**26.6**	**352.9**	

Jumlah Spesies Flora Berdasarkan Daftar Merah IUCN* [101-7][CSS-12.5.5]
Number of Flora Species Based on IUCN Red List

No	Kategori IUCN IUCN Category	Jumlah Spesies Number of Species
1	Terancam punah kritis Critically endangered	1
2	Terancam punah Endangered	0
3	Rentan Vulnerable	1
4	Hampir terancam Near threatened	12
5	Risiko rendah Least concern	1

*Jumlah spesies flora berdasarkan daftar Merah IUCN dengan habitat di wilayah yang terkena dampak operasi organisasi.
*Number of flora species based on IUCN Red list with habitats in areas affected by the operations of the organization.

ITM & Kontraktor ITM & Contractors								
	2024				2023			
	Timbulan Waste Generated	Off site	On site		Timbulan Waste Generated	Off site	On site	
		Dikirim ke Pihak Ketiga* Sent to Third Party*	Disimpan di TPS B3 Store in permitted temporary storage	Dimanfaatkan Kembali Reuse		Dikirim ke Pihak Ketiga* Sent to Third Party*	Disimpan di TPS B3 Store in permitted temporary storage	Dimanfaatkan Kembali Reuse
	2,529.9	1,882.6	78.1	688.6	2,585.2	1,818.2	110.5	760.3
	0.5	0.5	-	0.0	3.2	3.2	-	0.0
	146.7	144.1	43.3	0.0	144.9	126.2	43.6	0.0
	1.9	2.1	0.1	0.0	0.8	0.6	0.2	0.0
	73.3	72.4	5.8	0.0	40.1	38.4	5.2	0.0
	0.3	0.3	-	0.0	0.0	0.02	0.0	0.0
	0.4	0.4	0.0	0.0	0.3	0.3	0.0	0.0
	197.1	193.7	13.3	0.0	148.4	148.1	10.2	0.0
	0.0	0.1	0.0	0.0	1.8	1.8	-	0.0
	69.6	50.0	1.4	0.0	60.8	59.3	1.812	0.0
	3,019.6	**2,346.2**	**142.1**	**688.6**	**2,985.6**	**2,196.2**	**171.6**	**760.3**

Jumlah Spesies Fauna Berdasarkan Daftar Merah IUCN* [101-7][CSS-12.5.5]

Number of Fauna Species Based on IUCN Red List

No	Kategori IUCN IUCN Category	Jumlah Spesies Number of Species
1	Terancam punah kritis Critically endangered	-
2	Terancam punah Endangered	1
3	Rentan Vulnerable	3
4	Hampir terancam Near threatened	1
5	Risiko rendah Least concern	6

*Jumlah spesies fauna berdasarkan daftar Merah IUCN dengan habitat di wilayah yang terkena dampak operasi organisasi.
*Number of fauna species based on IUCN Red list with habitats in areas affected by the operations of the organization.

Beberapa Pelatihan Lingkungan di 2025
Several environmental training programs in 2025

No	Tema Pelatihan Training Theme	Jumlah Peserta Number of Participants
1	Pengelolaan limbah, sampah & pembuatan kompos Waste management, waste handling & compost production	30
2	Inventarisasi awal emisi GRK cakupan 3 Preliminary GHG scope 3 inventory	22
3	Gas Rumah Kaca (GRK) dan perubahan iklim Greenhouse Gas (GHG) and climate change	17
4	Teknik sampling tanah dan interpretasi data hasil analisis tanah Soil sampling techniques and interpretation of soil analysis data	8
5	Air asam tambang Acid mine drainage	6

Program Pelatihan dan Pengembangan Karyawan Tahun 2025
Employee Training and Development Programs in 2025

No	Jenis Program Program Type	Tujuan Utama Main Objective	Sasaran Peserta Target Participants	Jumlah Peserta (Orang) Number of Participants	% dari Total FTE % of Total FTE	Total Jam Pelatihan Total Training Hours	Dampak Utama terhadap Bisnis Key Business Impact
1	Program Kepemimpinan ITM ITM Leadership Program	Meningkatkan kemampuan kepemimpinan strategis dan operasional Enhance strategic and operational leadership capabilities	Manajer, calon leader, dan supervisor tingkat menengah Managers, aspiring leaders, and mid-level supervisors	60	28.8	600	Kepemimpinan lebih efektif, pengambilan keputusan lebih tepat, kinerja tim meningkat More effective leadership, better decision-making, improved team performance
2	Program Pengembangan Pemimpin Tambang - Meningkatkan Semangat dan Kinerja Mine Leader Development Program - Elevating The Pulse	Meningkatkan kemampuan kepemimpinan di tambang Improve leadership skills in mining operations	Leader / Supervisor tambang (Operational Leader / First Line Leader) Mine leaders / supervisors (Operational Leader / First Line Leader)	8	12.3	256	Operasional tambang lebih efisien dan aman More efficient and safer mining operations
3	Program Kepemimpinan Banpu Heart Banpu Heart Leadership Program	Memperkuat nilai kepemimpinan berbasis budaya Banpu Strengthen leadership values based on Banpu culture	Manajer & calon leader Managers & aspiring leaders	70	68.5	1424	Budaya kerja harmonis, kepemimpinan konsisten Harmonious work culture, consistent leadership
4	Program Pengembangan Eksekutif Direksi – Tata Kelola Perusahaan Directorship Executive Development Program – Company Governance	Memahami tata kelola perusahaan Understand corporate governance	Direksi & eksekutif senior Board of Directors & senior executives	22	28.5	592	Kepatuhan dan pengambilan keputusan strategis lebih baik Better compliance and strategic decision-making
5	Sesi Satu Lawan Satu One on One Sessions	Meningkatkan efektivitas coaching & mentoring Improve coaching & mentoring effectiveness	Manager / coach / mentor (Senior Operation Leader / Operational Leader) Managers / coaches / mentors (Senior Operation Leader / Operational Leader)	19	2.3	47.5	Performa tim meningkat, masalah diselesaikan lebih cepat Enhanced team performance, faster problem resolution

No	**Jenis Program** Program Type	**Tujuan Utama** Main Objective	**Sasaran Peserta** Target Participants	**Jumlah Peserta (Orang)** Number of Participants	**% dari Total FTE** % of Total FTE	**Total Jam Pelatihan** Total Training Hours	**Dampak Utama terhadap Bisnis** Key Business Impact
6	**Perubahan Dimulai dari Saya** Change Starts with Me	**Mengembangkan mindset perubahan pribadi** Develop personal change mindset	**Semua level karyawan** All employee levels	14	10.8	224	**Adaptasi organisasi lebih cepat terhadap perubahan** Faster organizational adaptation to change
7	**Pengembangan Kemampuan** Capability Building	**Meningkatkan keterampilan teknis** Enhance technical skills	**Karyawan operasional / profesional** Operational / professional employees	41	31.5	656	**Produktivitas meningkat, kesalahan berkurang** Increased productivity, fewer errors
8	**Penyelarasan Budaya Perusahaan – Pemahaman atas Sepuluh Perilaku Banpu Heart** Corporate Culture Alignment - Decoding Ten Behaviors of Banpu Heart	**Menanamkan perilaku inti Banpu Heart** Embed Banpu Heart core behaviors	**Semua level karyawan** All employee levels	13	5.0	104	**Budaya perusahaan kuat, kolaborasi lebih baik** Stronger corporate culture, better collaboration
9	**Pelatihan Intensif Banpu Heart** Banpu Heart Bootcamp	**Memahami budaya perusahaan secara intensif** Deep understanding of company culture	**Semua level karyawan** All employee levels	15	80.8	1680	**Komitmen karyawan meningkat, kultur organisasi solid** Higher employee commitment, solid organizational culture
10	**Program Persiapan Purna Tugas Sukses Mulia** Sukses Mulia Awareness Retirement Program	**Persiapan masa pensiun** Prepare for retirement	**Karyawan mendekati pensiun** Employees approaching retirement	7	10.8	224	**Transisi pensiun lancar, kesejahteraan karyawan meningkat** Smooth retirement transition, improved employee well-being
11	**Visualisasi Datamu dengan Tampilan Visual Excel** Visualizing Your Data with Excel Dashboard	**Membuat dashboard analisis data** Develop analytical dashboards	**Analis / staff data** Analysts / data staff	8	0.8	16	**Keputusan bisnis lebih cepat dan data-driven** Faster, data-driven business decisions
12	**Tahap Menengah Excel** Ms. Excel Intermediate	**Meningkatkan kemampuan Excel** Improve Excel proficiency	**Staff administrasi / analis** Administrative staff / analysts	29	22.3	464	**Efisiensi kerja meningkat, data lebih akurat** Increased work efficiency, more accurate data
13	**Power BI** Power BI	**Analisis dan reporting data** Strengthen data analysis and reporting	**Staff analis & manajemen** Analysts & management	15	23.1	480	**Insight bisnis lebih cepat, keputusan lebih tepat** Faster business insights, more precise decisions
14	**Presentasi Bisnis dengan Kecerdasan Buatan** Business Presentation with AI	**Presentasi bisnis efektif** Improve business presentation skills	**Karyawan & manajer** Employees & managers	14	10.8	224	**Komunikasi ide lebih jelas, pitching lebih sukses** Clearer idea communication, more successful pitching
15	**Microsoft AI untuk Pemimpin Bisnis (AI-3017)** Microsoft AI for Business Leaders (AI-3017)	**Penerapan AI dalam bisnis** Apply AI in business processes	**Business leader / manager** Business leaders / managers	30	5.8	120	**Inovasi lebih cepat, pengambilan keputusan berbasis data** Faster innovation, data-driven decision-making

No	Jenis Program Program Type	Tujuan Utama Main Objective	Sasaran Peserta Target Participants	Jumlah Peserta (Orang) Number of Participants	% dari Total FTE % of Total FTE	Total Jam Pelatihan Total Training Hours	Dampak Utama terhadap Bisnis Key Business Impact
16	**Robotic Process Automation (RPA) UiPath**	**Otomatisasi proses** Automate operational processes	**Staff operasional / IT** Operational / IT staff	8	12.3	256	**Efisiensi proses meningkat, biaya operasional berkurang** Increased process efficiency, lower operational costs
17	**Pendekatan Terintegrasi *Agile, Design Thinking*, dan *Scrum*** Integrated Agile, Design Thinking, and Scrum	**Menguasai metodologi proyek** Strengthen project management skills	**Project manager / tim proyek** Project managers / project teams	23	8.8	184	**Proyek lebih cepat, inovasi produk lebih relevan** Faster project completion, more relevant product innovation
18	**DevSecOps Foundation** DevSecOps Foundation	**Keamanan & integrasi DevOps** Enhance DevOps security & integration	**IT developer / engineer**	3	2.3	48	**Pengembangan software lebih aman dan cepat** Safer and faster software development
19	**Penguatan Kapabilitas Tools PMO (INOC dan MS Planner)** PMO Tools Capability Building (INOC and Ms. Planner)	**Menguasai tools manajemen proyek** Learn project management tools	**PMO / project leader**	11	2.1	44	**Proyek lebih terorganisir, risiko berkurang** Better project organization, reduced risk
20	**Rangkaian Analisis Tingkat Tinggi** Advanced Analytic Series	**Analisis data lanjutan** Strengthen advanced analytics capabilities	**Analis data / business intelligence** Data analysts / business intelligence	21	24.2	504	**Strategi bisnis lebih tepat dan kompetitif** More accurate and competitive business strategies
21	**Permodelan Dasar Keuangan** Basic Financial Modeling	**Membuat model keuangan dasar** Develop basic financial modeling skills	**Staff finance / analisis** Finance staff / analysts	1	0.9	18	**Analisis investasi & keputusan finansial lebih akurat** More accurate investment analysis and financial decisions
22	**SDCS (Perencana Tambang) untuk Penjadwalan Tambang** SDCS (Mine Planner) for Mine Scheduling	**Perencanaan jadwal tambang** Plan optimal mine schedules	**Planner tambang / engineer** Mine planners / engineers	11	16.9	352	**Produksi tambang optimal, biaya minimal** Optimal mining production, minimal costs
23	**Peningkatan COUPA** COUPA Enhancement	**Optimalkan sistem COUPA** Optimize COUPA system usage	**Staff procurement / finance** Procurement / finance staff	18	6.9	144	**Proses pembelian lebih efisien, transparansi meningkat** More efficient purchasing processes, increased transparency
24	**ITIL Foundation V4** ITIL Foundation V4	**Memahami IT Service Management** Understand IT Service Management	**IT staff / manager**	2	1.5	32	**Layanan TI lebih andal, downtime berkurang** More reliable IT services, reduced downtime
25	**COBIT Foundation 2019** COBIT Foundation 2019	**Tata kelola TI berbasis COBIT** Apply COBIT-based IT governance	**IT manager / auditor**	1	0.8	16	**Risiko TI berkurang, keputusan TI lebih tepat** Reduced IT risk, more accurate IT decisions

Penyelenggaraan Pengembangan Kompetensi Keberlanjutan Tahun 2025 [2-17]
Sustainability Competency Development Program Implementation in 2025

Tema/Judul Kegiatan Theme/Title of Activity	Peserta Participant
Pelatihan Mengemudi Defensif | Defensive Driving Training	116
Pelatihan Kepatuhan dan Manajemen Risiko serta Pemanfaatan E-PLIS Compliance & Risk Management Training and E-PLIS Utilization	72
Pengawas Operasional Pertama (POP) | First-Line Operational Supervisor (POP)	42
Dasar K3 | Basic OHS	40
Implementasi Sistem Manajemen Keselamatan Pertambangan (SMKP) Implementation of Mining Safety Management System (MSMS)	36
Internal Auditor Sistem Manajemen Keselamatan Pertambangan (SMKP) Internal Auditor of Mining Safety Management System (MSMS)	35
Pelatihan untuk Pelatih | Train The Trainers	26
Pelatihan untuk Pelatih (ToT) Berbasis Experiential Learning (Outbound Training) Training of Trainers (ToT) Experiential Learning Program (Outbound Training)	24
Diklat Investigasi Kecelakaan Tambang | Mining Accident Investigation Training	21
Metodologi Identifikasi Risiko, Rekomendasi, dan Penilaian untuk Transaksi Aset Risk Identification then Recommendation and Appraisal Methodology for Asset Transaction	19
Program Kepemimpinan Banpu Heart 2025 Modul 1 (MGR & AVP) | Banpu Heart Leadership Program 2025 Module 1 (MGR & AVP)	19
Program Kepemimpinan Banpu Heart 2025 Modul 2 (MGR & AVP) | Banpu Heart Leadership Program 2025 Module 2 (MGR & AVP)	19
Program Kepemimpinan Banpu Heart 2025 Modul 1 (SPTD & DH) | Banpu Heart Leadership Program 2025 Module 1 (SPTD & DH)	16
Program Kepemimpinan Banpu Heart 2025 Modul 2 (SPTD & DH) | Banpu Heart Leadership Program 2025 Module 2 (SPTD & DH)	16
Implementasi Sistem Management Keselamatan Pertambangan | Implementation of Mining Safety Management System	16
Pelatihan Intensif Banpu Heart | Banpu Heart Bootcamp	15
Perubahan Dimulai dari Saya | Change Starts with Me	14
Metodologi Identifikasi Risiko dan Penilaian untuk Transaksi Aset Risk Identification and Appraisal Methodology for Asset Transaction	14
Penyelarasan Budaya Perusahaan – Pemahaman atas Sepuluh Perilaku Banpu Heart Corporate Culture Alignment - Decoding Ten Behaviors of Banpu Heart	13
Perjanjian Jual Beli Tenaga Listrik | Power Purchase Agreement (PPA)	13
Analisis Keselamatan Kerja | Job Safety Analysis	11
SDCS (Perencana Tambang) untuk Penjadwalan Tambang | SDCS (Mine Planner) for Mine Scheduling	11
Analisis Probabilistik dan Sensitivitas untuk Kestabilan Lereng pada Pertambangan Terbuka Probabilistic and Sensitivity Analysis for Slope Stability in Open-Pit Mining	9
Sertifikasi Pengawas Operasional Pertama | First-Line Operational Supervisor Certification	9
Program Pengembangan Pemimpin Tambang – Meningkatkan Semangat dan Kinerja Mine Leader Development Program - Elevating the Pulse	8
Program Persiapan Purna Tugas Sukses Mulia | Sukses Mulia Awareness Retirement Program	7
Pengelolaan Limbah, Sampah & Pembuatan Kompos | Waste, Trash, and Compost Management	4

Tema/Judul Kegiatan Theme/Title of Activity	**Peserta** Participant
Sertifikasi Ahli K3 Umum | General Occupational Health & Safety (OHS) Expert Certification	3
Strategi Cerdas Menghadapi Pajak Baru dan Memahami Core Tax dan Pajak 12% Smart Strategy for Handling New Taxes and Understanding Core Tax and 12% Tax	3
Penilaian dan Pengelolaan Risiko & Peluang ESG | Assessing and Managing ESG Risk & Opportunities	2
Bimbingan Teknis Implementasi GMP Penerapan Standarisasi dan Pengelolaan Usaha Jasa Pertambangan Technical Guidance on GMP Implementation for Standardization and Mining Services Management	2
Bimtek Juru Ledak | Blasting Technician Training	2
Diklat & Uji Kompetensi Perencanaan Dan Pelaksanaan Pascatambang Post-Mining Planning and Implementation Training & Competency Test	2
Pengelola Bahan Peledak Komersial | Commercial Explosives Manager Certification	2
Practical Change Management | Practical Change Management	2
Sertifikasi Ahli K3 Listrik | Electrical Safety Expert Certification	2
Sertifikasi Pengawas Lingkungan | Environmental Supervisor Certification	2
Sertifikasi Teknisi Listrik | Electrical Technician Certification	2
Sertifikasi Pekerja Peledakan Madya | Intermediate Blasting Worker Certification	2
Juru Ledak & Pengelola Bahan Peledak Komersial | Blasting Technician & Commercial Explosives Manager	1
Memahami Aspek Hukum Dan Kepatuhan Di Sektor Energi Dan Sumber Daya Alam Understanding Legal and Compliance Aspects in the Energy and Natural Resources Sector	1
Memahami Konsep Governance, Risk, and Compliance (GRC) Terintegrasi di Era Kepatuhan Modern Understanding Integrated Governance, Risk, and Compliance (GRC) Concepts in the Era of Modern Compliance	1
Pelatihan dan Sertifikasi Operator Chainsaw | Chainsaw Operator Training and Certification	1
Pelatihan Sertifikasi & Kompetensi TKBT Level 2 | TKBT Level 2 Certification & Competency Training	1
Penanganan dan pengangkutan Barang Berbahaya di Pelabuhan (IMDG CODE 4453) Handling and Transport of Dangerous Goods at Ports (IMDG CODE 4453)	1
Penanggung Jawab Operasional Pengolahan Air Limbah (POPAL) | Wastewater Treatment Operational Officer (POPAL)	1
Pengelolaan Limbah Bahan Berbahaya dan Beracun (PLB3) | Hazardous and Toxic Waste Management (PLB3)	1
Pengendalian Pencemaran Air (PPPA) | Water Pollution Control (PPPA)	1
Penyusunan Analisis Mengenai Dampak Lingkungan (AMDAL) | Environmental Impact Assessment (AMDAL) Preparation	1
Sertifikasi Drone Pilot | Drone Pilot Certification	1
Sertifikasi Juru Ukur Tambang | Mine Surveyor Certification	1

Referensi POJK 51/2017 (SEOJK 16/2021) dan Indeks Isi Standar GRI

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202-1 a. Ketika proporsi yang signifikan dari karyawan mendapatkan kompensasi yang berdasarkan pada upah yang tunduk pada aturan upah minimum, laporkan rasio yang relevan dari upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum di lokasi operasi yang signifikan.
202-1.b. Ketika proporsi yang signifikan dari pekerja lainnya (tidak termasuk karyawan) yang melakukan kegiatan organisasi mendapatkan kompensasi yang berdasarkan pada upah yang tunduk pada aturan upah minimum, jelaskan tindakan yang diambil untuk menentukan apakah para pekerja ini dibayar di atas upah minimum.
202-1.a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.
202-1.b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.

Alasan \| Reason:
Informasi tidak lengkap: ITM belum dapat menghitung rasio standar upah pekerja yang bukan karyawan.
Information incomplete: ITM has not been able to count the ratios of level wages the workers who are not employees.

Pernyataan Jaminan

Assurance Statement

INDEPENDENT ASSURANCE OPINION STATEMENT

Sustainability Report PT Indo Tambangraya Megah Tbk



Introduction and objectives of work

Bureau Veritas Indonesia ("Bureau Veritas") was commissioned by Banpu Public Company Limited (Banpu) to provide independent assurance over PT Indo Tambangraya Megah Tbk ("ITM") Sustainability Report 2025 ("the Report"). The aim of this process is to provide assurance over the accuracy, reliability and objectivity of the reported information and that it covers the issues material to the business and its stakeholders.

Note: ITM is a subsidiary company of Banpu

Scope of work

The scope of our work was limited to assurance over data and information specified below included within the Report for the reporting period of 1st January 2025 – 31st December 2025 ("the Selected Information"). Subject to the limitations and exclusions listed in the next section, our review included:

- Performance Data related to :
  - Compliance with Laws and Regulations : GRI 2-27 (2021);
  - Energy : GRI 103-2, 103-3, 103-4, 103-5 (2025)* ;
  - Water and Effluents : GRI 303-1, 303-2, 303-3, 303-4, 303-5 (2018);
  - Air Emissions : GRI 305-6, 305-7 (2016);
  - Greenhouse Gas Emissions : GRI 102-4, 102-5, 102-6, 102-7, 102-8 (2025)** ;
  - Significant Spills : GRI 306-3 (2016);
  - Waste : GRI 306-1, 306-2, 306-3, 306-4, 306-5 (2020); and
  - Occupational Health & Safety : GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10 (2018), LTIFR, Tier-1 Process Safety Event.
- Adherence to the following reporting principles, standards and regulations:
  - Consolidated set of the Global Reporting Initiative (GRI) Standards 2021 and GRI 12 Coal Sector 2022: In-Accordance requirements and the corresponding GRI index;
- Evaluation of reporting systems and processes of ITM to ensure adherence of the Selected Information to the reporting criteria;
- Evaluation of the Report against the principles of the AA1000 Accountability Principles (2018) [1].

*Note : * Revised standards of GRI 302-1, 302-3, 302-4 (2016)*

***Revised standards of GRI 305-5, 305-1, 305-2, 305-3, 305-4 (2016)*

[1] Published by Accountability: The Institute of Social and Ethical Accountability at http://www.accountability.org/

1

Assessment Standard

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS v3), Type 2 at a moderate level of assurance [2].

Reporting criteria

The Selected Information has been prepared in accordance with the GRI Standards 2021 and GRI 12 Coal Sector 2022. The definitions for ITM's Greenhouse Gas (GHG) reporting are aligned with the GHG Protocol Corporate Accounting and Reporting Standard (revised edition).

Limitations and exclusions

Our work was limited to ITM's head office and its open-pit coal mines activities covered under the reporting boundary as defined in the Report. Excluded from the scope of our work is:

- Data and information related to activities outside the defined reporting period or scope;
- Company positional statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent);
- Historical information;
- Financial data;
- Appropriateness of statement or management claims by management of ITM within the Report;
- Any other information included in the Report other than scope defined above.

This assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of ITM.

Bureau Veritas was not involved in the drafting of the Report, our responsibilities were to:

- Provide moderate level assurance over the accuracy, reliability and objectivity of the Selected Information contained within the Report;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our detailed conclusions and recommendations to the management of ITM.

[2] Type 2 moderate level assurance: an engagement in which the assurance provider assesses and reports findings and conclusions on the principles of Inclusivity, Materiality and Responsiveness and verifies the reliability of specified sustainability performance information (AA1000AP (2018) Standard). Moderate level of assurance provides users with a relatively lower level of confidence compared to high level of assurance on an organization's disclosures on the subject matter it refers to.

PT Bureau Veritas Indonesia
Head Office
Wisma 76, 21st Floor
Jl. Let. Jend. S. Parman Kav. 76
Slipi, Palmerah, Jakarta 11410, Indonesia

www.bureauveritas.id
contact.indonesia@bureauveritas.com
Tel : +62 21 536 668 61

Methodology and Summary of Work

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Conducted interviews with relevant ITM personnel at Corporate level to assess ITM's approach in identifying and engaging with the stakeholders throughout the process of materiality topics selection;
- Reviewed documents and associated supporting documents (ie stakeholder engagement summary results, materiality survey report and sustainability impact assessment results).
- Selected site samples of ITM's Head Office (HO), PT Bharinto Ekatama (BEK) and PT Indominco Mandiri (IMM). Physical visit was carried out to BEK site in East Kalimantan, whereas virtual interviews was conducted for ITM's HO and IMM's personnel.
- Verified on-site data and aggregated data of the Selected Information at a corporate level.
- Tested ITM's data management systems to confirm that there were no significant errors, omissions or misstatements of the Selected Information in the Report. This included reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, the data scope and reporting boundaries;

Note : BV did not assess the accuracy, completeness and reliability of data reported for each individual operational sites of ITM other than those mentioned above.

Conclusion

On the basis of our methodology and the activities described above, nothing has come to our attention that would cause us to believe that ITM has not:

- Fairly stated the Selected Information in all material aspects, in accordance with the Reporting criteria;
- Provided a fair presentation of ITM's activities over the Selected Information;
- Adhered to the principles of inclusivity, materiality, responsiveness and impact as per the AA1000 Accountability Principles (2018) and prepared in accordance with the Reporting Criteria.

Observation on Alignment with the AA1000 assurance principles, 2018

Stakeholder Inclusivity[3]

We are not aware of any key stakeholder groups that have been excluded from ITM's stakeholder engagement process. ITM appears inclusive of all identified key stakeholder groups, where engagement activities were executed through Focus Group Discussion and Interviews, both virtually and face-to-face to identify material topics relevant to ITM's business context and sustainability challenges.

PT Bureau Veritas Indonesia
Head Office
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Jl. Let. Jend. S. Parman Kav. 76
Slipi, Palmerah, Jakarta 11410, Indonesia

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Materiality[4]

ITM addressed all material issues relevant to ITM's sustainability performance. To ensure objectivity, ITM engaged an independent third party to conduct facilitated focus group discussion, capturing various stakeholders' perspectives on ESG matters. These insights integrated with sector-specific challenges and corporate risk assessments – formed the basis of ITM materiality matrix. Consequently, these prioritized issues drive ITM's sustainability strategy, governance frameworks, and ESG disclosure standards.

Responsiveness[5]

ITM has operationalized mechanisms to address concerns raised by diverse stakeholder groups. We believe that these communication channels (ie forum group discussion, company website) could serve as an effective means of communicating the organization's strategic commitment to sustainable development.

Impact[6]

ITM demonstrates an approach to managing material issues through established measurement processes. Impacts are reported in the forms of reporting such as annual sustainability report and company website. ITM should also consider improving and standardizing data input in their collection templates, automating some of the processes (ie related to water discharge measurement), as well as centralizing or synchronizing platforms of data input (ie related to fuel usage records).

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history. The assurance team has extensive experience in conducting verification over environmental, social, ethical, health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. [7]

Bureau Veritas has implemented a Code of Ethics which meets the requirements of the International Federation of Inspections Agencies (IFIA) across its business which ensures that all our staff maintains integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

[5] inclusivity is the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.
[4] Materiality determines the relevance and significance of an issue to an organization and its stakeholders.
[5] Responsiveness is the extent of an organization's response to stakeholder issues and is realised through decisions, actions and communication with stakeholders.
[6] Impact relates to the organisations approach to monitor, measure and be accountable for how their actions affect their broader ecosystems.

PT Bureau Veritas Indonesia
Head Office
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Jl. Let. Jend. S. Parman Kav. 76
Slipi, Palmerah, Jakarta 11410, Indonesia

www.bureauveritas.id
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Tel : +62 21 536 668 61

Our assurance team does not have any involvement in projects with ITM outside those of an independent assurance scope and we do not consider there to be a conflict between the other services provided by Bureau Veritas and that of our assurance team.

Bureau Veritas – Indonesia

Jakarta, 25 February 2026

Didie B. Tedjosumirat
Director – Indonesia

AA1000
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PT Bureau Veritas Indonesia
Head Office
Wisma 76, 3rd Floor
Jl. Let. Jend. S. Parman Kav. 76
Slipi, Palmerah, Jakarta 11410, Indonesia

www.bureauveritas.id
contact.indonesia@bureauveritas.com
Tel : +62 21 536 958 61

Lembar Umpan Balik

Feedback Form

Terima kasih telah membaca Laporan Keberlanjutan Tahun 2025 PT Indo Tambangraya Megah Tbk. Kami mengharapkan masukan, saran dan komentar dari bapak/ibu/saudara sekalian atas laporan keberlanjutan ini melalui form berikut.
Thank you for reading PT Indo Tambangraya Megah Tbk's 2025 Sustainability Report. We look forward to your feedbacks, suggestions and comments on this sustainability report via the following form.

Profil Anda | Your Profile

Nama Lengkap : .....
Name
Pekerjaan : .....
Profession
Nama Lembaga/Perusahaan : .....
Institution/Company

Golongan Pemangku Kepentingan | Stakeholder Group to which you belong:

( ) Pemerintah | Government
( ) Pemegang saham | Investor
( ) Pelanggan | Customer
( ) Kontraktor | Contractor
( ) Vendor dan Pemasok | Vendor and Supplier
( ) Komunitas | Community
( ) LSM | NGO
( ) Akademisi | Academia
( ) Karyawan | Employee
( ) Lainnya | Others.....

	Setuju Agree	Netral Neutral	Tidak Setuju Disagree
1. Laporan ini mudah dimengerti This report is easy to understand	(.....)	(.....)	(.....)
2. Laporan tersebut telah menggambarkan informasi positif dan negatif dari Perusahaan The report has described positive and negative information of the Company	(.....)	(.....)	(.....)
3. Informasi terkait Lingkungan, Sosial, dan Tata kelola (LST) sudah memadai Information related to Environmental, Social and Governance (ESG) are sufficient	(.....)	(.....)	(.....)

Mohon berikan penilaian atas tingkat topik material di bawah (nilai 1=paling signifikan s/d 18=kurang signifikan).
Please provide an assessment of the level of material topics below (value 1 = most significant to 18= less significant).

o Pengendalian Emisi ( )
Emission Control
o Pengelolaan Energi ( )
Energy Management
o Pascatambang ( )
Post-mining
o Keanekaragaman Hayati ( )
Biodiversity
o Pascatambang ( )
Post-mining
o Ketenagakerjaan ( )
Employment
o Kesehatan dan Keselamatan Kerja ( )
Occupational Safety and Health
o Inovasi dan Bisnis Berkelanjutan ( )
Innovation and Sustainable Business
o Perizinan dan Kepatuhan. ( )
Licensing and Compliance
o Pengembangan dan Pemberdayaan Masyarakat Lokal ( )
Local Community Development and Empowerment

Hak Asasi Manusia ( )
Human Rights
Pengelolaan Air dan efluen ( )
Water and Effluent Management
Pengelolaan Limbah dan Tailing ( )
Waste and Tailings Management
Manajemen Rantai Pasok ( )
Supply Chain Management
Etika Bisnis dan Transparansi ( )
Business Ethics and Transparency
Kinerja Ekonomi ( )
Economic Performance
Digitalisasi dan Teknologi ( )
Digitalization and Technology
Proses dan Standar ( )
Processes and Standards

Mohon berikan saran/usul/komentar Anda atas laporan ini:
Kindly provide your feedback/suggestions/comments about this report: .....
.....

Terima kasih atas saran dan masukan untuk perbaikan dan kemajuan laporan ini di tahun yang akan datang. Formulir lembar umpan balik dapat disampaikan melalui:
Thank you for the feedback and suggestions for the improvement and progress of this report in the coming year. The feedback sheet form can be submitted via:

Email: corsecitm@banpuindo.co.id

2025

Laporan Keberlanjutan
Sustainability Report

PT Indo Tambangraya Megah Tbk

Pondok Indah Office Tower 3, Lantai 3
Jalan Sultan Iskandar Muda Kav. V-TA
Pondok Pinang, Kebayoran Lama
Jakarta 12310, Indonesia
T: +62 21 2932 8100
F: +62 21 2932 7999

www.itmg.co.id