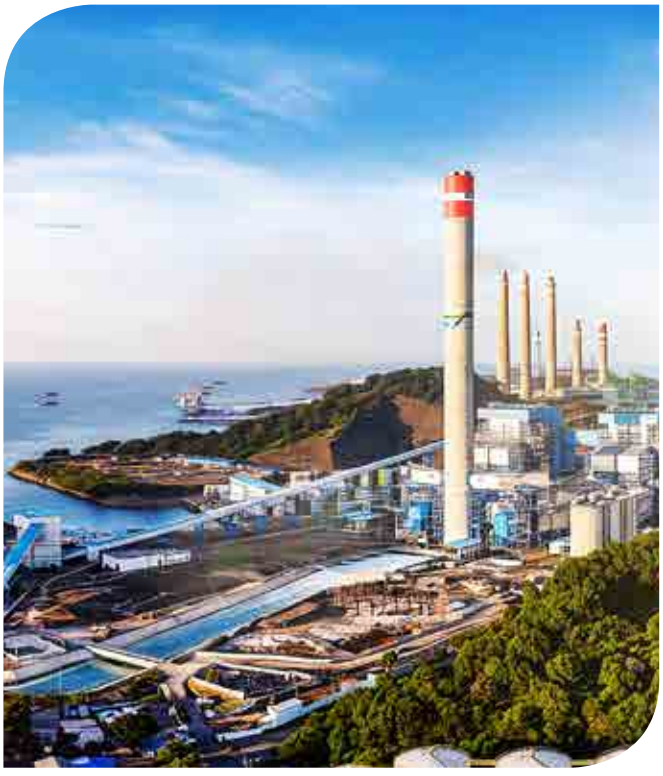
Barito Pacific











SCALING BEYOND BORDERS, SUSTAINING IMPACT

LAPORAN KEBERLANJUTAN

Sustainability Report 2025



2025

Penjelasan Tema
Cover Theme

Scaling Beyond Borders, Sustaining Impact

Tema ini mencerminkan komitmen Barito Pacific untuk memperluas jejak regional secara bertanggung jawab, seiring dengan upaya memperkuat dampak keberlanjutan di setiap wilayah operasional. Ekspansi yang dilakukan Perseroan tidak hanya berfokus pada peningkatan skala usaha, tetapi juga pada penerapan standar lingkungan, sosial, dan tata kelola (ESG) yang konsisten dan terintegrasi.

Melalui anak usaha seperti PT Chandra Asri Pacific Tbk, Perseroan memperluas kehadirannya di tingkat regional melalui investasi strategis dan kemitraan global, sekaligus memastikan bahwa praktik keberlanjutan tetap menjadi bagian inti dari pengembangan bisnis. Hal ini mencakup pengelolaan dampak lingkungan secara bertanggung jawab, efisiensi penggunaan sumber daya, serta penguatan kontribusi sosial bagi masyarakat di sekitar wilayah operasional.

Sejalan dengan ekspansi tersebut, Perseroan juga terus memperkuat portofolio energi berkelanjutan, memastikan bahwa pertumbuhan yang dicapai berjalan selaras dengan upaya transisi energi dan perlindungan lingkungan. Dengan pendekatan yang disiplin dan terukur, setiap langkah ekspansi dirancang untuk menciptakan nilai yang tidak hanya bersifat ekonomi, tetapi juga memberikan manfaat jangka panjang bagi lingkungan dan masyarakat.

Melalui tema *Scaling Beyond Borders*, *Sustaining Impact*, Barito Pacific menegaskan bahwa pertumbuhan regional yang dicapai Perseroan senantiasa diiringi dengan tanggung jawab untuk menjaga keseimbangan antara kinerja bisnis dan keberlanjutan, serta memperkuat kontribusi positif di tingkat regional dan global.

This theme reflects Barito Pacific's commitment to responsibly expanding its regional footprint while strengthening its sustainability impact across all operating areas. The Company's expansion strategy is not solely focused on scaling up its business, but also on the consistent and integrated implementation of environmental, social, and governance (ESG) standards.

Through its subsidiaries, including PT Chandra Asri Pacific Tbk, the Company continues to expand its regional presence through strategic investments and global partnerships, while ensuring that sustainability remains at the core of its business development. This includes responsible environmental management, efficient resource utilization, and enhanced social contributions to communities surrounding its operations.

In parallel with this expansion, the Company is also strengthening its sustainable energy portfolio, ensuring that growth aligns with broader energy transition efforts and environmental protection. Through a disciplined and measured approach, each expansion initiative is designed to create not only economic value but also long-term benefits for the environment and society.

Through the theme Scaling Beyond Borders, Sustaining Impact, Barito Pacific underscores that its regional growth is consistently accompanied by a strong commitment to balancing business performance with sustainability, while reinforcing its positive contributions at both regional and global levels.



2024

Tangguh Bersama Membangun Negeri dengan Semangat Barito

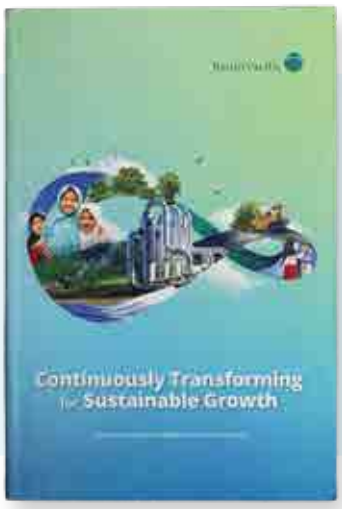
United in Resilience, Building the Nation with Barito Spirit

Komitmen Barito Pacific terhadap kemajuan yang tangguh mencerminkan kemampuannya untuk beradaptasi dan tumbuh secara berkelanjutan di tengah tantangan iklim, risiko transisi, dan dinamika pasar yang terus berkembang. Dengan mengoptimalkan seluruh potensinya, perusahaan terus memperkuat posisinya sebagai perusahaan energi terkemuka di Indonesia melalui pengembangan portofolio bisnis yang terdiversifikasi untuk mendukung transisi rendah karbon nasional. Langkah ini berlandaskan visi jangka panjang yang menyeimbangkan ketangguhan bisnis dengan tanggung jawab lingkungan, serta memastikan keselarasan dengan Tujuan Pembangunan Berkelanjutan (SDGs).

Barito Pacific's commitment to resilient progress reflects its ability to adapt and grow sustainably while navigating climate challenges, transitional risks, and dynamic market conditions. By unlocking its full potential, the company continues to strengthen its position as a leading energy company in Indonesia, expanding a diversified business portfolio that supports the country's low-carbon transition. This momentum is grounded in a long-term vision that balances business resilience with environmental responsibility, while ensuring alignment with the Sustainable Development Goals (SDGs).

Di jantung perjalanan ini terdapat Semangat Barito, filosofi yang membentuk cara perusahaan memimpin, berkolaborasi, dan berinovasi. Semangat ini menggerakkan upaya Barito Pacific dalam memberdayakan masyarakat dan komunitas, dengan mengakui peran penting mereka dalam mendorong transformasi berkelanjutan. Melalui pertumbuhan yang inklusif, inovasi progresif, dan tindakan yang berlandaskan tujuan, Barito Pacific memelihara ekosistem, menciptakan nilai positif hingga bersama membangun Indonesia.

At the heart of this journey is the Barito Spirit — a guiding philosophy that shapes how the company leads, collaborates, and innovates. It drives Barito Pacific's efforts to empower people and uplift communities, recognizing their vital role in enabling sustainable transformation. Through inclusive growth, forward-looking innovation, and purpose-driven action, Barito Pacific nurtures ecosystems, creates positive value, and contributes to building a stronger and more sustainable Indonesia together.



2023
Continuously Transforming for Sustainable Growth

Barito Pacific berkomitmen untuk terus bertransformasi dan mengambil kesempatan yang ada sebagai upaya untuk menavigasi segala tantangan di masa mendatang. Transformasi strategis yang dilakukan oleh Barito Pacific dilakukan secara bijak dan dilandasi oleh tujuan perusahaan; demi menciptakan nilai bagi para pemangku kepentingan, mendukung Indonesia mencapai target *Net-Zero Emission*, serta terus menjadi katalis pertumbuhan dari komunitas dan masyarakat di mana Barito Pacific beroperasi.

Barito Pacific is committed to continuing to transform and seize opportunities to face the challenges ahead. The strategic transformation undertaken by Barito Pacific is prudent and based on the Company's objectives, which are to create impact beyond returns, support Indonesia in achieving its Net-Zero Emissions target, and continue to be a catalyst for the growth of the communities and societies where Barito Pacific operates.



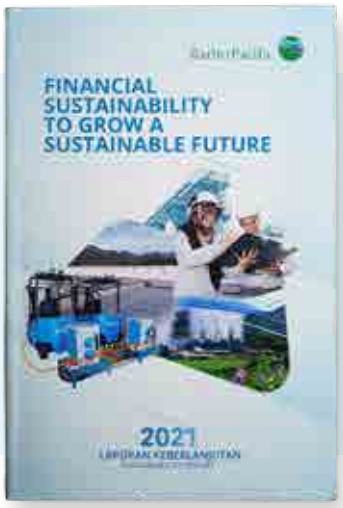
2022
Green Consolidation for Sustainable Growth

Pertumbuhan yang konsisten untuk mendukung perkembangan ekonomi Indonesia merupakan landasan dari visi dan misi Barito Pacific. Seiring dengan fokus perusahaan menjadi grup perusahaan di sektor petrokimia dan energi yang terintegrasi, kami menyadari pentingnya bertumbuh secara strategis demi keberlanjutan usaha dengan terus mengedepankan aspek-aspek lingkungan, sosial, dan tata kelola.

Tema kali ini, *Green Consolidation for Sustainable Growth*, merepresentasikan semangat perusahaan untuk selalu berfokus pada pengembangan bisnis, salah satunya di sektor energi terbarukan. Strategi perusahaan mengkonsolidasikan aset-aset hijau dilakukan sepanjang tahun 2022 sebagai langkah untuk mencapai pertumbuhan berkelanjutan dan mendukung Indonesia mencapai tujuan *Net Zero Emission* (NZE).

Consistent growth to support Indonesia's economic development is the cornerstone of Barito Pacific's vision and mission. Along with the focus on becoming an integrated group of petrochemical and energy company, the Company realizes the importance of strategic growth to achieve business continuity by continuing to prioritize environmental, social, and governance aspects.

This year's cover theme, Green Consolidation for Sustainable Growth, represents the Company's spirit to remain focused on business development, one of which is in the renewable energy sector. The Company's consolidates all of its green assets throughout 2022 as a strategy to achieve sustainable growth and support Indonesia to achieve its Net Zero Emission (NZE) target.



2021
Financial Sustainability to Grow a Sustainable Future

Sebagai perusahaan energi terintegrasi, Perseroan mengemban tanggung jawab dan komitmen yang tinggi untuk memberikan kontribusi terbaik bagi seluruh pemangku kepentingan, terutama masyarakat dan negara. Dengan menjunjung tinggi nilai dan etika kerja yang penuh dengan integritas, Perseroan menanamkan moto baru yakni "*Financial Sustainability to Grow a Sustainable Future*".

Di tengah situasi yang penuh ketidakpastian sepanjang 2021, Perseroan senantiasa berkomitmen untuk meneruskan fokus utama pada ESG dan memberikan dampak yang positif dan *beneficial* bagi seluruh pihak, guna mempertahankan kelangsungan usaha yang berkelanjutan.

Perseroan juga menggarisbawahi bahwa keberlanjutan tidaklah mungkin tercapai tanpa ditopang oleh keberlanjutan finansial yang mumpuni. Perseroan meyakini bahwa dengan beradaptasi pada perubahan usaha dan mengadopsi pola bisnis berkelanjutan yang tepat, Perseroan mampu mendorong pertumbuhannya secara konsisten dan membawa dampak yang baik bagi pertumbuhan Indonesia.

As an integrated energy company, the Company has an eminent responsibility and commitment to provide the best contribution for all stakeholders, especially the community and the state. By upholding values and a work ethic that is full of integrity, the Company has instilled a new motto, namely "Financial Sustainability to Grow a Sustainable Future".

In the midst of uncertainties throughout 2021, the Company remains committed to continuing its main focus on ESG and providing a positive and beneficial impact for all parties, in order to maintain a sustainable business continuity.

The Company also underlines that sustainability is impossible to achieve without being supported by strong financial sustainability. The Company believes that by adapting to business changes and adopting the correct sustainable business strategy, the Company is able to drive its growth consistently and bring a great impact to Indonesia's growth.



2020

Benefit For All Through Environmental, Social And Governance (Esg) Integration

PT Barito Pacific Tbk terus berupaya untuk mengembangkan bisnis berkelanjutan dengan mengintegrasikan aspek LST dalam kinerja dan pengembangan bisnis Perseroan. Upaya ini kami wujudkan melalui investasi lingkungan dan sosial dalam jangka panjang dan secara konsisten menerapkan tata kelola perusahaan yang baik untuk manfaat bersama.

PT Barito Pacific Tbk continues to strive in developing sustainable business by integrating ESG aspects into its performance and business development. This effort is carried out through long-term environmental and social investments and consistently implement good corporate governance for the benefit of all.



2019

Partner In Making Sustainable Purpose

Dalam mendukung kemajuan negeri, PT Barito Pacific Tbk berkeinginan untuk mendukung dan berpartisipasi dalam menciptakan pertumbuhan, melalui bisnis terdiversifikasi yang memberikan nilai tambah, menghemat devisa, dan memasok energi yang terbarukan bagi masyarakat Indonesia. Upaya ini kami lakukan secara harmonis dengan perlindungan lingkungan dan dukungan untuk meningkatkan kesejahteraan masyarakat dalam rangka mencapai Tujuan Pembangunan Berkelanjutan.

In supporting the nation's progress, PT Barito Pacific Tbk aims to support and participate in the growth of the nation, through its diversified businesses that give added value, save foreign exchange and supply cleaner energy to the people of Indonesia. This effort is carried out in harmony with environmental protection and participate to improve the welfare of local community and achieve Sustainable Development Goals.





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Agus Salim Pangestu

DIREKTUR UTAMA
DIRECTOR

Pemangku Kepentingan Yang Kami Hormati,

Di tengah dinamika global yang terus berkembang, kami meyakini bahwa keberlanjutan bukan lagi sekadar pilihan, melainkan fondasi utama dalam memastikan keberlangsungan dan relevansi bisnis Perseroan. Barito Pacific berkomitmen untuk menghadirkan nilai yang melampaui pencapaian finansial semata, dengan menciptakan dampak berkelanjutan bagi masyarakat, lingkungan, serta perekonomian, baik di dalam maupun di luar Indonesia.

Keberlanjutan kami integrasikan sebagai inti dari strategi bisnis melalui diversifikasi portofolio di sektor petrokimia, energi terbarukan, dan infrastruktur. Prinsip lingkungan dan sosial kami tanamkan di seluruh rantai nilai sebagai perwujudan nyata dari nilai perusahaan, khususnya "remove double quotation mark" *(Responsibility)*, yang menjadi landasan dalam setiap pengambilan keputusan. [GRI 2-22]

Peluang Dan Tantangan

[OJK D.1, D.2, E.5]

Kami senantiasa mewaspadai ketidakstabilan makroekonomi global serta dinamika geopolitik yang dapat memengaruhi operasional bisnis. Industri petrokimia yang menjadi salah satu pilar usaha juga menghadapi siklus yang sensitif terhadap pertumbuhan ekonomi kawasan Asia-Pasifik dan volatilitas harga bahan baku seperti naptha yang dipengaruhi harga minyak mentah dunia.

Dear Shareholders And Stakeholders,

Amid an increasingly dynamic global landscape, we believe that sustainability is no longer merely an option, but a fundamental pillar in safeguarding the Company's long-term resilience and relevance. Barito Pacific remains committed to delivering value beyond financial achievement alone by creating sustainable impact for society, the environment, and the economy, both within and beyond Indonesia.

We have embedded sustainability at the core of our business strategy through portfolio diversification across the petrochemical, renewable energy, and infrastructure sectors. Environmental and social principles are integrated throughout our value chain as a concrete manifestation of our corporate values, particularly Responsibility, which underpins every decision we make. [GRI 2-22]

OPPORTUNITIES AND CHALLENGES

[OJK D.1, D.2, E.5]

We remain attentive to global macroeconomic uncertainty and geopolitical developments that may affect our business operations. The petrochemical industry, one of our key business pillars, is also subject to cyclical pressures and remains highly sensitive to economic growth across the Asia-Pacific region, as well as fluctuations in feedstock prices such as naphtha, which are closely linked to global crude oil prices.

“Prinsip lingkungan dan sosial kami tanamkan di seluruh rantai nilai sebagai perwujudan nyata dari nilai perusahaan, khususnya Tanggung Jawab (*Responsibility*), yang menjadi landasan dalam setiap pengambilan keputusan”.

Environmental and social principles are integrated throughout our value chain as a concrete manifestation of our corporate values, particularly Responsibility, which underpins every decision we make.



Namun demikian, kami melihat transisi menuju ekonomi rendah karbon dan target *Net Zero Emission* Indonesia sebagai peluang strategis. Melalui pengembangan energi terbarukan, khususnya melalui Barito Renewables, kami terus berupaya menangkap momentum pertumbuhan yang berkelanjutan.

Nevertheless, we see the transition toward a low-carbon economy and Indonesia's Net Zero Emission target as a strategic opportunity. Through the development of renewable energy, particularly via Barito Renewables, we continue to capture sustainable growth momentum.

Capaian Kinerja Ekonomi

Di tengah berbagai tantangan yang dihadapi, kami berhasil mempertahankan kinerja keuangan yang solid sepanjang tahun 2025. Transformasi strategis terus kami jalankan melalui ekspansi dan penguatan struktur bisnis, termasuk keberhasilan pencatatan saham perdana PT Chandra Daya Investasi Tbk di Bursa Efek Indonesia pada tahun ini.

Dari sisi operasional, Chandra Asri telah mencapai kapasitas produksi petrokimia sebesar 4,2 juta ton per tahun, yang semakin memperkuat posisi kami sebagai pemimpin pasar domestik di sektor petrokimia. Di saat yang sama, melalui Barito Renewables, kami juga mengoperasikan kapasitas pembangkitan energi terbarukan terbesar di Indonesia, dengan total kapasitas mencapai 989 MW.

Sejalan dengan kinerja operasional tersebut, Perseroan membukukan pendapatan sebesar US$7.631 juta pada tahun 2025, meningkat signifikan jika dibandingkan dengan tahun sebelumnya sebesar US$2.387 juta.

Economic Performance

Despite the various challenges encountered, we successfully maintained solid financial performance throughout 2025. We continued to advance our strategic transformation through business expansion and the strengthening of our corporate structure, including the successful initial public offering of PT Chandra Daya Investasi Tbk on the Indonesia Stock Exchange during the year.

From an operational perspective, Chandra Asri has achieved a petrochemical production capacity of 4.2 million tons per year, further reinforcing our position as a leading player in Indonesia's domestic petrochemical market. At the same time, through Barito Renewables, we operate the largest renewable energy generation capacity in Indonesia, with a total installed capacity of 989 MW.

In line with this operational performance, the Company recorded revenue of US$7,631 million in 2025, representing a significant increase compared to the previous year's US$2,387 million.

Capaian Kinerja Lingkungan

Kami terus memperkuat komitmen terhadap pengelolaan lingkungan melalui pendekatan inovatif yang mengedepankan prinsip ekonomi sirkular serta pelestarian keanekaragaman hayati. Upaya ini tidak hanya berfokus pada efisiensi sumber daya, tetapi juga pada penciptaan dampak positif yang terukur bagi lingkungan dan masyarakat.

Salah satu inisiatif unggulan kami melalui Chandra Asri adalah pengembangan ekonomi sirkular melalui program "*remove double quotation mark*". Hingga tahun 2025, Chandra Asri telah merealisasikan pembangunan 134,98 km jalan aspal plastik di berbagai wilayah, termasuk Garut, Cilegon, dan Kudus. Program ini menjadi solusi konkret dalam pengelolaan limbah plastik bernilai rendah, di mana setiap satu kilometer jalan mampu menyerap sekitar 1,6 ton sampah plastik.

Environmental Performance

We continue to strengthen our commitment to environmental stewardship through innovative approaches that promote circular economy principles and biodiversity conservation. These efforts are focused not only on improving resource efficiency, but also on creating measurable positive impacts for both the environment and society.

One of our flagship initiatives through Chandra Asri is the advancement of the circular economy through the Plastic Asphalt for Indonesia Asri program. As of 2025, Chandra Asri has completed the construction of 134.98 km of plastic asphalt roads in several regions, including Garut, Cilegon, and Kudus. This program provides a tangible solution for the management of low-value plastic waste, with each kilometer of road capable of absorbing approximately 1.6 tons of plastic waste.

Selain memberikan manfaat lingkungan, inovasi ini juga terbukti meningkatkan kualitas infrastruktur. Berdasarkan hasil studi, penggunaan campuran plastik sebesar 6,10% mampu menghasilkan stabilitas beban yang optimal, meningkatkan daya tahan jalan hingga 40%, serta menekan biaya pemeliharaan dalam jangka panjang. Keberhasilan ini tidak terlepas dari kolaborasi strategis dengan berbagai mitra, termasuk Sinarmas Land, Nippon Shokubai Indonesia, serta para pemangku kepentingan lainnya dalam ekosistem ekonomi sirkular.

Di sisi lain, kami juga menunjukkan komitmen kuat dalam pelestarian keanekaragaman hayati. Melalui Barito Renewables, khususnya Star Energy Geothermal, kami secara aktif mendukung Java-Wide Leopard Survey di kawasan Taman Nasional Gunung Halimun Salak. Pada tahun 2025, melalui pemasangan 160 kamera jebak, program ini berhasil mengidentifikasi 18 individu Macan Tutul Jawa, yang terdiri dari 10 jantan dan delapan betina, dengan tingkat deteksi mencapai 97,5%.

Komitmen terhadap perlindungan satwa juga diterapkan secara langsung di area operasional PLTB Sidrap-1, melalui implementasi inovasi *anti-climb umbrellas* pada tiang listrik untuk mencegah hewan arboreal memanjat infrastruktur berbahaya, yang terbukti efektif dalam mencegah terjadinya insiden satwa. Selain itu, pemantauan berkala juga dilakukan untuk mengidentifikasi potensi tabrakan burung dan kelelawar pada turbin angin sebagai bagian dari upaya mitigasi risiko terhadap fauna di area operasional.

Melalui berbagai inisiatif ini, kami berupaya memastikan bahwa pertumbuhan bisnis berjalan selaras dengan upaya pelestarian lingkungan, sekaligus memberikan kontribusi nyata terhadap keberlanjutan ekosistem Indonesia.

Capaian Kinerja Sosial

Selain pelestarian lingkungan, kami juga meyakini bahwa nilai keberlanjutan dapat dicapai melalui investasi berkelanjutan pada manusia dan masyarakat. Oleh karena itu, kami secara konsisten memperkuat pengembangan talenta sebagai fondasi pertumbuhan jangka panjang, antara lain melalui kemitraan dengan institusi global seperti INSEAD dan Cornell University untuk meningkatkan kapabilitas kepemimpinan di seluruh lini organisasi.

In addition to delivering environmental benefits, this innovation has also proven to improve infrastructure quality. Based on study results, the use of a 6.10% plastic mixture is capable of generating optimal load stability, increasing road durability by up to 40%, and reducing long-term maintenance costs. This achievement has been made possible through strategic collaboration with various partners, including Sinarmas Land, Nippon Shokubai Indonesia, and other stakeholders within the circular economy ecosystem.

At the same time, we continue to demonstrate a strong commitment to biodiversity conservation. Through Barito Renewables, particularly Star Energy Geothermal, we actively support the Java-Wide Leopard Survey in the Gunung Halimun Salak National Park area. In 2025, through the installation of 160 camera traps, the program successfully identified 18 individual Javan leopards, consisting of 10 males and eight females, with a detection rate of 97.5%.

Our commitment to wildlife protection is also implemented directly within the operational area of Sidrap-1 Wind Farm through the installation of anti-climb umbrellas on electricity poles to prevent arboreal animals from climbing hazardous infrastructure, an innovation that has proven effective in preventing wildlife-related incidents. In addition, regular monitoring is carried out to identify potential bird and bat collisions with wind turbines as part of our operational risk mitigation efforts relating to fauna.

Through these various initiatives, we strive to ensure that business growth remains aligned with environmental preservation while contributing meaningfully to the sustainability of Indonesia's ecosystems.

Social Performance

Beyond environmental preservation, we also believe that sustainable value can only be achieved through continued investment in people and communities. Accordingly, we consistently strengthen talent development as a foundation for long-term growth, including through partnerships with global institutions such as INSEAD and Cornell University to enhance leadership capabilities across the organization.

Di saat yang sama, kami terus mendorong pemberdayaan masyarakat melalui berbagai inisiatif yang memberikan dampak nyata dan terukur. Program Madu Darajat Murni Pasirwangi menjadi salah satu contoh bagaimana pendekatan berbasis komunitas dapat menciptakan nilai sosial yang berkelanjutan. Upaya ini turut dilengkapi dengan pengelolaan lingkungan berbasis masyarakat melalui fasilitas pengolahan sampah terpadu IPST ASARI di Cilegon.

Dalam bidang pendidikan, komitmen kami diwujudkan melalui program Beasiswa Bakti Barito yang telah berjalan sejak tahun 2018. Pada tahun 2025, Beasiswa Bakti Barito diberikan kepada 58 siswa sebagai bagian dari upaya membuka akses pendidikan yang lebih luas bagi generasi masa depan. Selain itu, melalui Yayasan Bakti Barito, kami juga hadir dalam berbagai aksi kemanusiaan sebagai bentuk kepedulian dan solidaritas terhadap masyarakat yang membutuhkan.

Capaian Kinerja Tata Kelola

Kami terus memperkuat praktik tata kelola secara konsisten dan terintegrasi di seluruh lini operasional. Komitmen ini tercermin dari keberhasilan kami dalam mempertahankan peringkat BBB pada MSCI ESG Leaders, serta penerapan berbagai standar internasional, termasuk ISO 14001, ISO 50001, dan ISO 45001 di seluruh lini bisnis.

Kami juga menjunjung tinggi integritas sebagai landasan utama dalam menjalankan kegiatan usaha. Melalui implementasi *Whistleblowing System* yang efektif, kami memastikan tersedianya mekanisme pelaporan yang transparan dan akuntabel, yang pada periode pelaporan ini tercermin dari nihilnya pelanggaran kode etik.

Lebih lanjut, pengakuan independen dari Sustainalytics yang menempatkan Chandra Asri dalam kategori *Low Risk* menjadi validasi atas upaya berkelanjutan kami dalam mengelola risiko Lingkungan Sosial, dan Tata Kelola (LST) secara *prudent*. Ke depan, kami berkomitmen untuk terus memperkuat praktik tata kelola agar kami dapat tetap adaptif, bertanggung jawab, serta menjaga kepercayaan seluruh pemangku kepentingan.

At the same time, we continue to promote community empowerment through a range of initiatives that deliver tangible and measurable impact. The Madu Darajat Murni Pasirwangi program stands as one example of how a community-based approach can create sustainable social value. These efforts are further complemented by community-based environmental management through the IPST ASARI integrated waste processing facility in Cilegon.

In the field of education, our commitment is reflected through the Bakti Barito Scholarship program, which has been implemented since 2018. In 2025, the Bakti Barito Scholarship was awarded to 58 students as part of our efforts to expand access to education for future generations. In addition, through Yayasan Bakti Barito, we continue to take part in various humanitarian initiatives as an expression of our care and solidarity with communities in need.

Governance Performance

We continue to strengthen governance practices in a consistent and integrated manner across all operational lines. This commitment is reflected in our success in maintaining a BBB rating from MSCI ESG Leaders, as well as in the implementation of various international standards, including ISO 14001, ISO 50001, and ISO 45001 across our business lines.

We also uphold integrity as a fundamental principle in conducting our business activities. Through the implementation of an effective Whistleblowing System, we ensure the availability of a transparent and accountable reporting mechanism, as reflected by the absence of any code of conduct violations during the reporting period.

Furthermore, the independent recognition from Sustainalytics, which placed Chandra Asri in the Low Risk category, serves as validation of our continuous efforts to manage Environmental, Social, and Governance (ESG) risks prudently. Going forward, we remain committed to further strengthening governance practices so that we may remain adaptive, responsible, and worthy of the trust placed in us by all stakeholders.

Langkah Selanjutnya [OJK D.3]

Ke depan, kami akan terus mengarahkan fokus pada penciptaan nilai jangka panjang melalui inovasi berkelanjutan, pertumbuhan yang inklusif, serta penguatan kemitraan strategis. Kami berkomitmen untuk memperkokoh peran sebagai korporasi yang bertanggung jawab, sekaligus mengoptimalkan peluang dalam ekonomi hijau guna menghadirkan dampak yang transformatif bagi seluruh pemangku kepentingan.

Meskipun perjalanan ini masih panjang, kami meyakini bahwa dengan visi yang jelas, strategi yang terarah, serta Semangat Barito yang menjadi landasan, kami akan terus bertumbuh secara berkelanjutan, inklusif, dan tangguh, serta memberikan nilai bagi generasi mendatang.

Penutup

Kami menyampaikan apresiasi kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan yang telah diberikan. Dengan semangat keberlanjutan, Perseroan optimistis dapat terus menciptakan nilai jangka panjang yang inklusif dan berdaya tahan.

The Way Forward [OJK D.3]

Looking ahead, we will continue to focus on creating long-term value through sustainable innovation, inclusive growth, and stronger strategic partnerships. We are committed to reinforcing our role as a responsible corporate group while optimizing opportunities within the green economy to deliver transformative impact for all stakeholders.

While the journey ahead remains long, we believe that with a clear vision, a well-defined strategy, and the Barito Spirit as our foundation, we will continue to grow in a sustainable, inclusive, and resilient manner, while creating value for future generations.

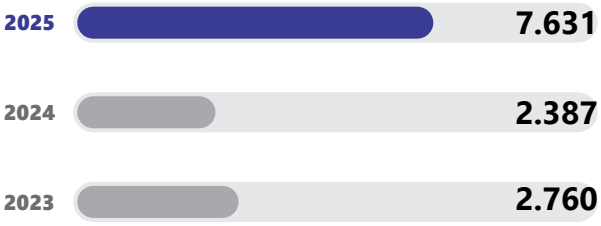
Closing Remarks

We extend our sincere appreciation to all stakeholders for their continued support and trust. With a strong spirit of sustainability, the Company remains optimistic in its ability to continue creating long-term value that is both inclusive and resilient.

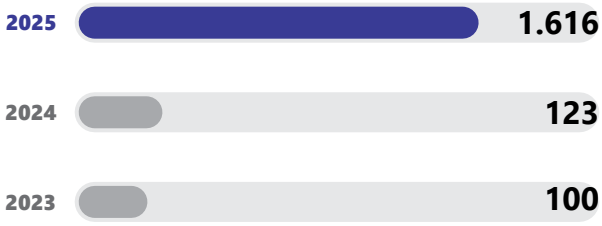
Agus Salim Pangestu
DIREKTUR UTAMA
PRESIDENT DIRECTOR

Aspek Ekonomi [OJK B.1]
Economic Aspect

Pendapatan Bersih (Juta US$)
Net Revenue (Million US$)



Laba Bersih (Juta US$)
Net Profit (Million US$)



PELIBATAN PIHAK LOKAL DALAM KEGIATAN USAHA
Involvement of Local Parties In Business Activities

Pengadaan Lokal Chandra Asri
Chandra Asri Local Procurement

US$142,17 Juta
USD142.17 million

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

83%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers

Pengadaan Lokal Barito Renewables
Barito Renewables Local Procurement

Star Energy Geothermal

US$160.560 ribu
US$160,560 thousand

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

84,06%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers

Barito Wind Energy

US$3.367 ribu
USD3,367 thousand

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

61,26%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers

PRODUK RAMAH LINGKUNGAN DARI ANAK PERUSAHAAN
ENVIRONMENTALLY FRIENDLY PRODUCTS FROM SUBSIDIARIES

Produksi Energi Terbarukan 2025
Renewable Energy Products In 2025

7.034,41 GWh
Produksi listrik
Electricity production

13.377,23 ribu ton / tons
Produksi uap
Steam production

* Produksi listrik mencakup listrik dari sumber terbarukan yang dihasilkan oleh Star Energy Geothermal dan Barito Wind Energy; sedangkan produksi uap mencakup uap yang diproduksi oleh Star Energy Geothermal untuk disalurkan kepada pelanggan.
* Electricity production includes renewable energy generated by Star Energy Geothermal and Barito Wind Energy, while steam production refers to steam produced by Star Energy Geothermal for supply to customers.

Aspek Lingkungan [OJK B.2]
Environmental Aspect

PROPORSI PEMAKAIAN AIR BERDASARKAN SUMBER AIR (Megaliter)
Proportion of Water Consumption By Water Source (Megaliter)

BISNIS Business	SUMBER AIR Water Source	2025	2024	2023
Petrokimia Petrochemical	Pihak Ketiga Third Party	**3.181**	2.546,77	3.492,17
	Desalinasi Desalination	**1.090,91**	864,90	1.379,28
Infrastruktur Infrastructure	Pihak Ketiga Third Party	**39**	67	102
	Desalinasi Desalination	**0**	0	0
Aster Refinery	Pihak Ketiga Third Party	**1.122**	N/A	N/A
	Desalinasi Desalination	**993.86**	N/A	N/A
Aster Chemical	Pihak Ketiga Third Party	**2.547**	4.871,45	N/A
	Desalinasi Desalination	**0**	N/A	N/A

Catatan/Note:
Restatement pembuangan air limbah ke laut sektor petrokimia mempertimbangkan air buangan fasilitas desalinasi ke laut
There was a restatement of petrochemical sector wastewater discharge to the sea, taking into account effluent discharge from the desalination facility.
Terdapat penambahan *scope* pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Aster Refinery dan Chemical di Singapura pada tahun 2025.
There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster Refinery and Chemical facilities in Singapore in 2025.

PEROLEHAN PROPER ENTITAS ANAK
PROPER Achievements of Subsidiaries

DESKRIPSI Description	2024-2025	2023-2024	2022-2023
CHANDRA ASRI			
Chandra Asri Site Office Pulo Ampel Chandra Asri Pulo Ampel Site Office	**Hijau/Green**	Hijau/Green	Hijau/Green
Chandra Asri Site Office Ciwandan Chandra Asri Ciwandan Site Office	**Hijau/Green**	Hijau/Green	Emas/Gold
BARITO RENEWABLES			
SEGWWL	**Emas/Gold**	Hijau/Green	Hijau/Green
SEGSL	**Hijau/Green**	Hijau/Green	Hijau/Green
SEGDII	**Hijau/Green**	Hijau/Green	Emas/Gold

PENGURANGAN LIMBAH DAN EMISI
REDUCTION OF WASTE AND EMISSION

Pengelolaan Sampah Organik
Organic Waste Management

Melalui kolaborasi strategis dengan Waste4Change, Griya Idola berhasil mengimplementasikan sistem pengelolaan limbah perkantoran yang terintegrasi
Through a strategic collaboration with Waste4Change, Griya Idola has successfully implemented an integrated office waste management system

84,2 Ton
sampah berhasil dialihkan dari TPA
Waste diverted from landfills

EKONOMI SIRKULAR
CIRCULAR ECONOMY

Jalan Aspal Plastik
Plastic Asphalt Road

Pemanfaatan sampah plastik sebagai komponen campuran aspal
Utilization of plastic waste as a component of asphalt mixture

134,98 km
Implementasi jalan aspal plastik sejak 2018
Implementation of plastic asphalt roads since 2018

KEANEKARAGAMAN HAYATI
BIODIVERSITY

Flora Fauna Konservasi
Conservation of Flora and Fauna

Konservasi di Chandra Asri

- Namnam (*Cynometra Cauliflora*)
- Kokoleceran (*Vatica bantamensis*)

Konservasi di Barito Renewables

- Saninten (*Castanopsis argentea*)
- Owa jawa (*Hylobates moloch*)
- Surili (Presbitis comate)
- Macan tutul (*Panthera pardus melas*)
- Elang Brontok (*Nisaetus cirrhatus*)
- Kukang (*Nycticebus coucang*)
- Elang Jawa (Nisaetus bartelsi)
- Pinus (Pinus Merkusii)

Conservation Initiatives at Chandra Asri

- Namnam (Cynometra cauliflora)
- Kokoleceran (*Vatica bantamensis*)

Conservation Initiatives at Barito Renewables

- Sweet Chestnut (*Castanopsis argentea*)
- Javan Gibbon (*Hylobates moloch*)
- Javan Surili (*Presbytis comata*)
- Javan Leopard (*Panthera pardus melas*)
- Crested Serpent Eagle (*Nisaetus cirrhatus*)
- Sunda Slow Loris (*Nycticebus coucang*)
- Javan Hawk-eagle (*Nisaetus bartelsi*)
- Sumatran Pine (*Pinus merkusii*)

Aspek Sosial [OJK B.3]
Social Aspect

JUMLAH KARYAWAN (ORANG)
NUMBER OF EMPLOYEES (PEOPLE)

KARYAWAN EMPLOYEE	**3.338** **2025**	**3.212** **2024**	**3.344** **2023**

KESEHATAN DAN KESELAMATAN KERJA
OCCUPATIONAL HEALTH AND SAFETY

Jumlah kecelakaan fatal
Number of fatality

0

TANGGUNG JAWAB SOSIAL
CORPORATE SOCIAL RESPONSIBILITY

BEASISWA
SCHOLARSHIP

58 Siswa
58 Students
Penerima manfaat beasiswa pada 2025
Beneficiaries of scholarship in 2025

266
Penerima Beasiswa Bakti Barito sejak tahun 2018
Total Bakti Barito Scholarships awarded since 2018

GREEN GUARDIANS

65 Sekolah
65 Schools
dibina selama 2025
assisted in 2025

1.625 guru
1,625 teachers
dilatih selama 2025
trained in 2025

14.895 siswa
14,895 students
penerima manfaat praktik keberlanjutan sejak 2022
benefited from sustainability practices since 2022

41,8 ton sampah
41.8 tons of waste
sampah dialihkan dari TPA sejak 2022
diverted from landfills since 2022

270 kg minyak jelantah
270 kg of used cooking oil
terkumpul di tahun 2025
collected in 2025



> PT Barito Pacific Tbk (“Barito Pacific” atau “Perseroan”) merupakan kelompok usaha energi dan kimia terintegrasi di Indonesia yang terus memperkuat portofolio bisnis terdiversifikasi berbasis keberlanjutan dan inovasi.”

PT Barito Pacific Tbk (“Barito Pacific” or the “Company”) is an integrated energy and chemicals group in Indonesia that continues to strengthen its diversified business portfolio, driven by sustainability and innovation.

PROFIL PERUSAHAAN

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01

PROFIL PERUSAHAAN

COMPANY PROFILE

SEKILAS PERUSAHAAN [OJK C.4]

PT Barito Pacific Tbk ("Barito Pacific" atau "Perseroan") merupakan kelompok usaha energi dan kimia terintegrasi di Indonesia yang terus memperkuat portofolio bisnis terdiversifikasi berbasis keberlanjutan dan inovasi. Didirikan pada 1979 dan tercatat di Bursa Efek Indonesia sejak 1993, Perseroan secara konsisten memperluas kapasitas bisnisnya melalui ekspansi strategis lintas sektor.

Transformasi strategis dimulai pada 2007 melalui akuisisi mayoritas saham PT Chandra Asri Pacific Tbk, yang memperkuat posisi Perseroan sebagai pemain utama petrokimia terintegrasi di Indonesia. Di sektor energi, Perseroan mengakuisisi Star Energy Geothermal pada 2018, diikuti pembentukan PT Barito Renewables Energy Tbk (BREN) pada 2022 sebagai perusahaan induk pengembangan bisnis energi terbarukan. BREN melanjutkan ekspansi melalui penawaran saham perdana pada 2023 serta penguatan portofolio energi bersih, termasuk panas bumi dan tenaga angin.

THE COMPANY IN BRIEF [OJK C.4]

PT Barito Pacific Tbk ("Barito Pacific" or "the Company") is an Indonesian integrated energy and chemicals group committed to strengthening its diversified business portfolio, rooted in sustainability and innovation. Established in 1979 and listed on the Indonesia Stock Exchange since 1993, the Company has consistently scaled its operations through cross-sector strategic expansion.

A pivotal transformation began in 2007 with the acquisition of a majority stake in PT Chandra Asri Pacific Tbk, cementing the Company's position as a dominant player in Indonesia's integrated petrochemical industry. In the energy sector, the Company acquired Star Energy Geothermal in 2018, followed by the establishment of PT Barito Renewables Energy Tbk (BREN) in 2022 as the holding vehicle for renewable energy ventures. Following its Initial Public Offering (IPO) in 2023, BREN continues to expand its clean energy portfolio across geothermal and wind power assets.





Perseroan juga memperluas peran di sektor infrastruktur energi melalui PT Chandra Daya Investasi Tbk serta memperkuat ekspansi regional melalui akuisisi kawasan industri kimia Aster Chemical Park. Selain itu, pengembangan bisnis properti komersial dan kawasan industri dijalankan melalui PT Griya Idola yang berfungsi sebagai pendukung strategis bagi operasional bisnis inti Perseroan.

Dengan pengalaman lebih dari empat dekade, Perseroan terus bertransformasi menjadi penyedia solusi kimia terintegrasi sekaligus pemain energi terkemuka yang berkontribusi pada pembangunan industri nasional melalui ekspansi petrokimia, energi terbarukan, infrastruktur, dan pengembangan kawasan industri yang berkelanjutan.

The Company is also broadening its role in energy infrastructure through PT Chandra Daya Investasi Tbk and scaling its regional presence via the acquisition of the Aster Chemical Park industrial zone. Furthermore, the Company manages commercial property and industrial estate through PT Griya Idola, which provides essential strategic support to our core business operations.

With over 40 years of experience, the Company continues to evolve into a leading provider of integrated chemical solutions and a cornerstone of the energy sector. The focus remains on driving national industrial development through the sustainable expansion of petrochemical, renewable energy, infrastructure, and industrial estate portfolios.

VISI, MISI, DAN NILAI-NILAI PERUSAHAAN [OJK C.1]
VISION, MISSION, AND CORPORATE VALUES



VISI

Menciptakan dampak lebih dari sekedar keuntungan, yang menghasilkan nilai keberlanjutan bagi banyak orang, bisnis, serta masyarakat, baik di dalam maupun di luar Indonesia.

VISION

To create an impact beyond returns that creates sustainable value for people, businesses, and communities in and beyond Indonesia.



MISION

Mengoperasikan jaringan gagasan, talenta, dan modal yang tumbuh dan hidup. Sebuah misi yang membuka lebar potensi bisnis, sumber daya manusia, dan para mitra yang sangat menentukan pertumbuhan Indonesia selanjutnya.

MISI

To operate a living, breathing network of ideas, talent, and capital. One that actively unlocks the full potential of businesses, people, and partners critical to the next stage of Indonesia's growth.







INTEGRITAS
Integrity

Kami akan bersikap adil, jujur, transparan, dan etis dalam berhubungan dan berperilaku dalam kondisi apapun. Perilaku kami di bawah pengawasan publik.
We will be fair, honest, transparent, and ethical in our conduct at all times and with all those who come in contact with us. Our behaviour will stand the test of public scrutiny.

KEUNGGULAN
Excellence

Kami selalu bersemangat dalam mencapai standar kualitas tertinggi, selalu menyuarakan prestasi atas apa yang kami kerjakan, dan cara kami melakukannya.
We will be passionate about achieving the highest quality standards, always promoting meritocracy in what we do and how we do it.

TANGGUNG JAWAB
Responsibility

Kami memadukan prinsip lingkungan hidup dan sosial dalam bisnis untuk meningkatkan aspek keberlanjutan di semua lini rantai nilai.
We will integrate environmental and social principles in our businesses to advance sustainability at all levels of our value chain.



TEKAD KUAT

Kami akan menghadapi tantangan dengan berani dan meraih peluang usaha melalui riset terhadap pasar secara mendalam untuk berinovasi dan menghasilkan nilai bagi seluruh pemangku kepentingan kami.

Courage

We will courageously pursue bold challenges and opportunities using our deep market insight to innovate and create value for all our stakeholders.

SEMANGAT BARITO

Semangat Barito merupakan filosofi operasional yang menjadi pedoman bagi seluruh karyawan Barito Pacific dalam menjalankan tugas dan tanggung jawabnya. Filosofi ini memiliki keunikan tersendiri karena mampu merepresentasikan kekuatan fundamental perusahaan serta menciptakan nilai bagi seluruh lini bisnis yang dijalankan Perseroan.

1. Kami menggerakkan modal, talenta, dan gagasan di seluruh organisasi. Satu Barito, kuat bersama;
2. Kami adalah manajer keuangan yang bijaksana dan disiplin. Tata kelola perusahaan yang kuat adalah tulang punggung bisnis kami;
3. Komitmen kami melihat jauh ke depan, terlepas dari gejolak pasar jangka pendek. Strategi penciptaan nilai jangka panjang yang berkelanjutan untuk membangun nilai intrinsik;
4. Kami menghubungkan dan memberdayakan sumber daya manusia dan mitra untuk mencapai potensi penuh. Kepemimpinan adalah tentang mengoptimalkan potensi dalam diri orang lain;
5. Menciptakan dampak lebih dari sekadar keuntungan finansial bagi perusahaan-perusahaan di mana kami berinvestasi dan bagi masyarakat di mana kami beroperasi. Dampak positif adalah cara kami mengukur keberhasilan.

BARITO SPIRIT

Barito Spirit serves as an operating philosophy for all Barito Pacific employees, guiding their professional conduct and daily responsibilities. This unique philosophy articulates our fundamental corporate strengths and drives value creation across all business units.

1. We mobilize capital, talent, and ideas across the Group. One Barito, stronger together;
2. We are prudent and disciplined financial managers. Strong corporate governance is the backbone of our business;
3. We take a long-term view of our commitments, regardless of short-term market volatility. Sustainable long-term value creation strategies to build intrinsic value;
4. We connect and empower people and partners to achieve full potential. Leadership is about enabling the full potential in others;
5. We create impact beyond financial returns for the companies in which we invest and communities in which we operate. The positive impact is how we measure our success.

BARITO PACIFIC PADA INDEKS EMITEN INDONESIA
Barito Pacific Group on the Indonesia Issuer Index

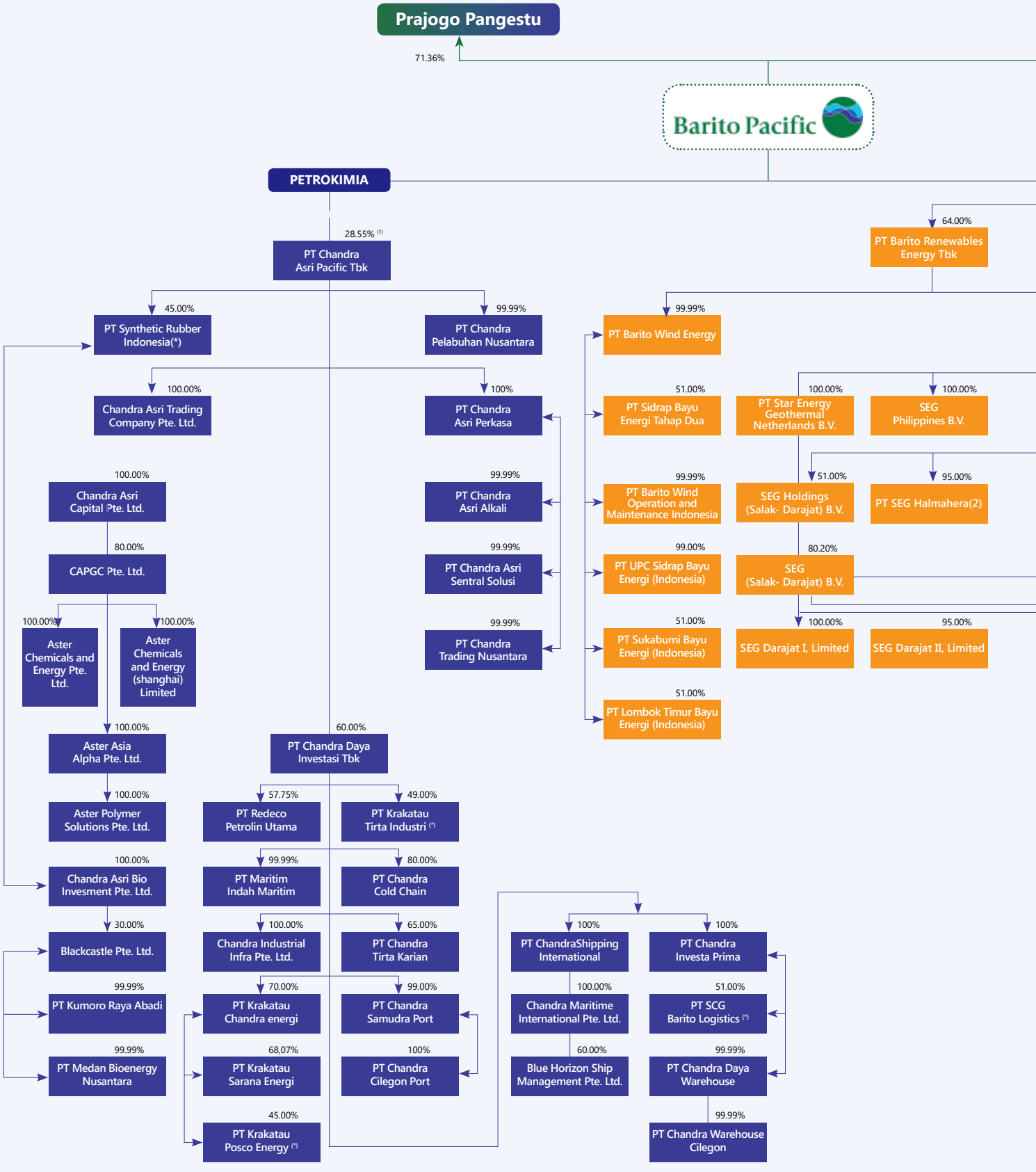
ENTITAS / ENTITY	IDX30	LQ45	MSCI ESG LEADERS	ISSI	IDXESGL
Barito Pacific	✓	✓	✓	✓	✓
Chandra Asri	–	–	✓	✓	–
Barito Renewables	–	–	–	–	–

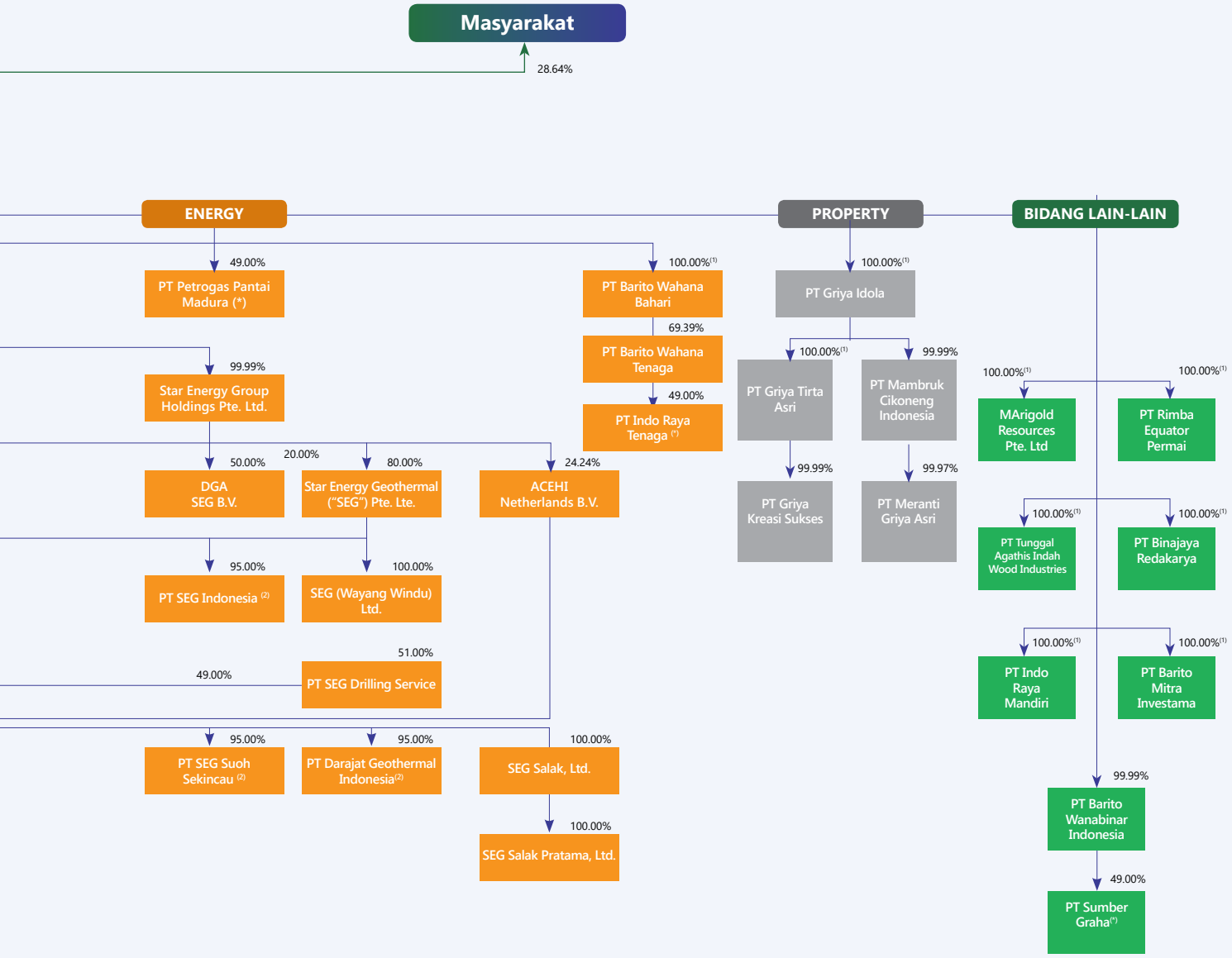
Catatan | Note:
- IDX30: Indeks 30 emiten dengan likuiditas tinggi dan kapitalisasi yang besar. Data yang ditampilkan per Desember 2025;
  DX30: 30 of the most liquid and large-cap stocks on the Indonesia Stock Exchange. Data as of December 2025.
- LQ45: Indeks 45 emiten dengan likuiditas tinggi dan kapitalisasi yang besar. Data yang ditampilkan per Desember 2025;
  LQ45: 45 of the most liquid and large-cap stocks on the Indonesia Stock Exchange. Data as of December 2025.
- MSCI ESG Leaders adalah indeks yang dirancang untuk merepresentasikan kinerja perusahaan-perusahaan yang dipilih dari Indeks MSCI Indonesia berdasarkan kriteria ESG;
  MSCI ESG Leaders Index is designed to represent the performance of companies selected from the MSCI Indonesia Index based on ESG ratings.
- ISSI atau Indeks Saham Syariah Indonesia merupakan indeks saham yang mencerminkan keseluruhan saham syariah yang tercatat di BEI. Data yang ditampilkan per Desember 2025.
  ISSI or Indonesia Sharia Stock Index is a composite index reflecting the performance of all Sharia-compliant stocks listed on the Indonesia Stock Exchange (IDX). Data as of December 2025.
- IDXESGL adalah indeks yang dibangun berdasarkan penilaian risiko ESG yang mengukur sejauh mana penerapan ESG dilakukan oleh Perusahaan Tercatat berdasarkan eksposur risiko di masing-masing bidang usaha. Data yang ditampilkan per Desember 2025.
  IDXESGL: An index constructed based on ESG risk assessments, measuring the extent of ESG implementation by listed companies according to risk exposure in their respective business sectors. Data displayed as of December, 2025.





STRUKTUR GRUP
GROUP STRUCTURE





(1) Termasuk kepemilikan langsung dan tidak langsung.
Includes direct and indirect ownership.
(2) BRPT memiliki 5% kepemilikan langsung.
BRPT has 5% direct ownership.
* Tidak dikonsolidasi.
Not consolidated

REKAM JEJAK [OJK C.6]

MILESTONES [OJK C.6]

1979

Barito Pacific didirikan
Barito Pacific established

1993

Barito Pacific mencatatkan sahamnya di BEI
Barito Pacific listed its shares at the IDX

2007

Chandra Asri

Tonggak Utama I: Integrasi Petrokimia 2007
Key Milestone I: Petrochemical Integration 2007

Mengakuisisi 70,0% saham PT Chandra Asri dan Entitas Anak PT Styrindo Mono Indonesia
Acquired 70.0% PT Chandra Asri and subsidiary, PT Styrindo Mono Indonesia

2008

Mengakuisisi 77,93% saham PT Tri Polyta Indonesia Tbk
Acquired 77.93% PT Tri Polyta Indonesia Tbk

2011

- Merger Chandra Asri dan Tri Polyta
  Chandra Asri and Tri Polyta merger
- SCG Chemicals Co. Ltd mengakuisisi 30,0% saham Chandra Asri
  SCG Chemicals Co. Ltd acquired 30.0% stakes on Chandra Asri

2018

Star energy geothermal / Darajat

Tonggak Utama II: Diversifikasi ke Energi 2018
Key Milestone I: Diversification to Energy 2018

- Barito Pacific mengakuisisi Star Energy Geothermal
  Barito Pacific acquired Star Energy Geothermal
- Menandatangani conditional *Power Purchase Agreement* (PPA) dengan Perusahaan Listrik Negara (PLN) untuk proyek Jawa 9 & 10 (2 x 1.000 MW)
  Signed conditional Power Purchase Agreement (PPA) with PLN for Jawa 9 & 10 (2 x 1,000MW)

2021

Chandra Asri berhasil menyelesaikan Rights Issue, dengan Thai Oil sebagai mitra strategis pada proyek CAP2 (15%)
Chandra Asri successfully completes Rights Issue, Thai Oil as strategic partner on CAP2 project (15%)

2022

Barito Renewables

Tonggak Utama III: Membuka Pertumbuhan Terdiversifikasi untuk Mendorong Gelombang Transformasi Berikutnya 2022
Key Milestone III: Unlocking Diversified Growth Engines to Power Next Wave of Transformation 2022

- Pembentukan PT Barito Renewables Energy Tbk (BREN)
  Establishment of Barito Renewables (BREN)
- Konsolidasi hijau melalui akuisisi tambahan saham pada aset Wayang Windu, Salak, dan Darajat
  Green Consolidation through acquisition of additional stakes on Wayang Windu, Salak, and Darajat

2023

- Penawaran saham perdana BREN
  BREN Initial Public Offering
- Akuisisi portofolio energi angin
  Acquisition of wind portfolio
- Akuisisi pembangkit listrik di bawah PT Chandra Daya Investasi
  Acquisition of power plant under Chandra Daya Investasi

2024

- Perubahan nama Chandra Asri menjadi Chandra Asri Pacific dengan dua pilar utama: kimia dan infrastruktur
  Chandra Asri changed its name to Chandra Asri Pacific with two key pillars, chemical & Infrastructure
- Penguatan posisi infrastruktur melalui Chandra Daya Investasi (CDI)
  Solidifying position in infrastructure through Chandra Daya Investasi (CDI)

2025

Aster

- Penyelesaian akuisisi SECP yang kemudian menjadi Aster Chemical Park
  Completed acquisition of SECP – change to Aster Chemical Park
- Akuisisi lanjutan pabrik polyethylene high density dari Chevron di Bukom
  Subsequent Acquisition of PE High density plant from Chevron in Bukom
- Penawaran saham perdana CDI
  CDI Initial Public Offering

RANTAI PASOKAN DAN ALUR PRODUKSI

Rantai pasokan Barito Pacific hanya berfokus pada produk dan jasa yang mendukung aktivitas perkantoran. Tidak terdapat perubahan signifikan pada rantai pasokan Perseroan dibandingkan dengan tahun sebelumnya. Sementara itu, rantai pasokan masing-masing Entitas Anak dijelaskan, sebagai berikut.

Bisnis Petrokimia dan Infrastruktur

Dalam produksi petrokimia, Chandra Asri menggunakan nafta sebagai bahan baku utama, yang merupakan produk turunan dari minyak bumi. Pada tahap upstream, nafta diolah menjadi olefin utama seperti etilena dan propilena yang merupakan bahan dasar penting bagi berbagai proses industri petrokimia. Selanjutnya, pada tahap *downstream*, produk antara tersebut diproses lebih lanjut menjadi polyethylene dan polypropylene.

Chandra Asri menghasilkan produk akhir berupa biji plastik dalam berbagai spesifikasi untuk memenuhi kebutuhan pelanggan, baik untuk aplikasi industri umum maupun aplikasi khusus seperti plastik *food-grade*. Biji plastik yang dihasilkan digunakan oleh berbagai sektor industri, termasuk *Fast Moving Consumer Goods* (FMCG) serta beragam industri manufaktur turunan lainnya. Luasnya cakupan aplikasi tersebut mencerminkan peran strategis industri petrokimia dalam mendukung pertumbuhan berbagai sektor ekonomi.

Di sektor infrastruktur, Chandra Asri terus mengembangkan potensi pertumbuhan guna memperkuat sinergi dengan operasional petrokimia. PT Chandra Daya Investasi Tbk berperan sebagai platform pengembangan infrastruktur yang menyediakan peluang penciptaan arus kas yang stabil melalui kemitraan strategis dengan mitra domestik maupun global.

SUPPLY CHAIN AND PRODUCTION FLOW

Barito Pacific's supply chain is primarily focused on products and services supporting corporate and administrative activities. There were no significant changes to the Group's supply chain compared to the previous year. The specific supply chains for each Subsidiary are detailed as follows.

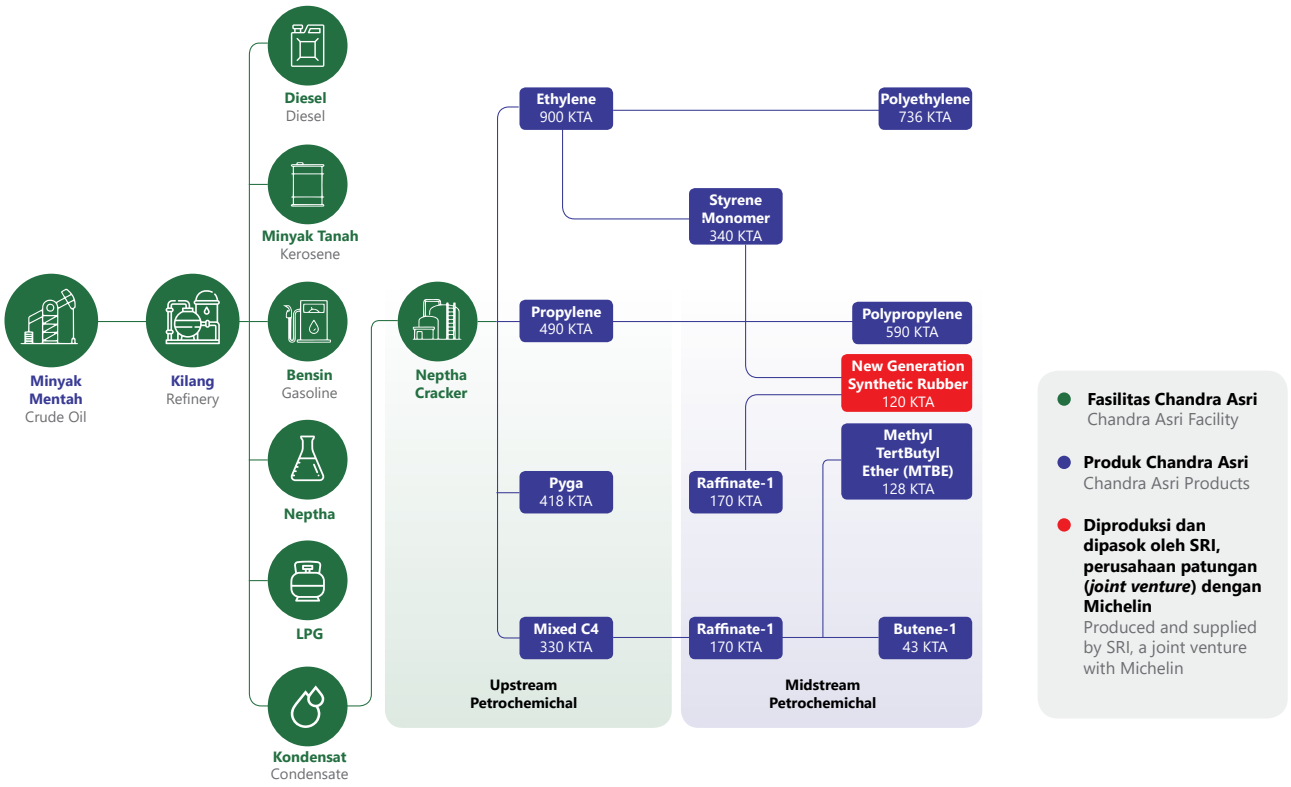
Petrochemical and Infrastructure Business

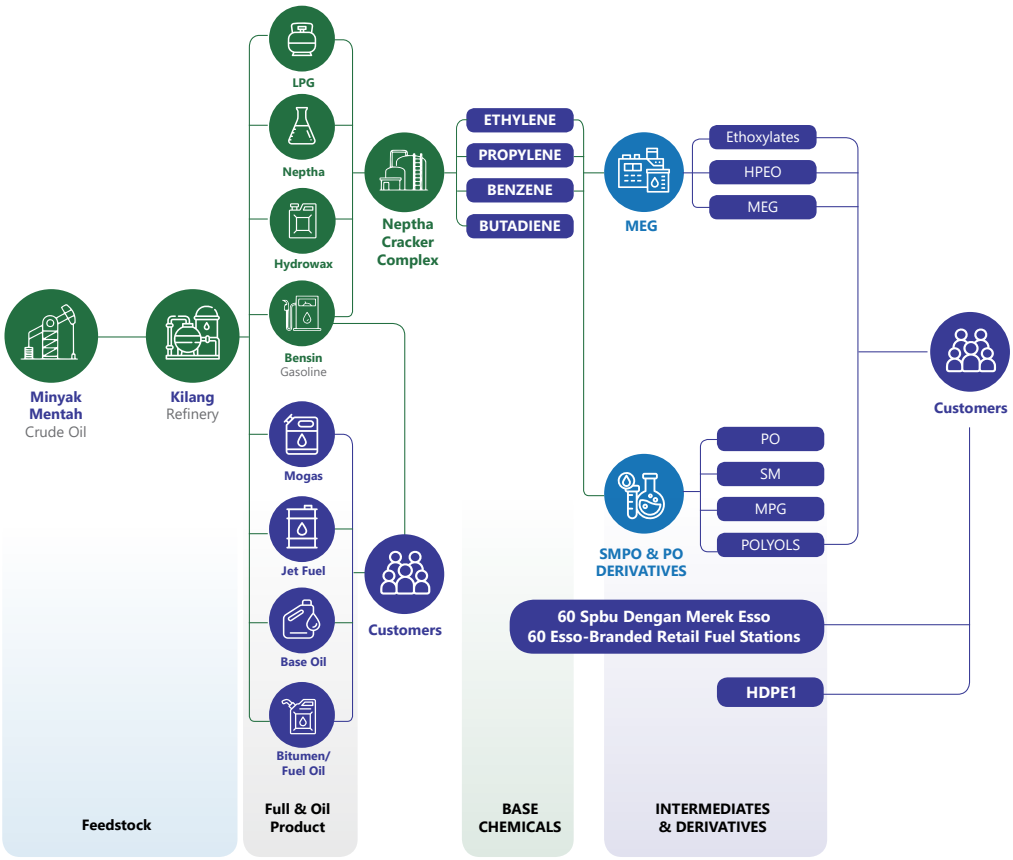
In its petrochemical operations, Chandra Asri utilizes naphtha, a crude oil derivative, as its primary feedstock. In the upstream phase, naphtha is cracked into essential olefins, such as ethylene and propylene, which serve as the foundational building blocks for the broader petrochemical industry. These intermediates are then further processed in the downstream phase into polyethylene and polypropylene.

Chandra Asri produces a diverse range of plastic resins tailored to specific customer requirements, spanning general industrial applications to specialized food-grade solutions. These resins supply a wide array of sectors, most notably Fast-Moving Consumer Goods (FMCG) and various downstream manufacturing industries. The extensive application of these products underscores the petrochemical industry's strategic role in driving multi-sectoral economic growth.

Within the infrastructure sector, Chandra Asri continues to unlock growth potential to bolster synergies with its core petrochemical operations. PT Chandra Daya Investasi Tbk serves as an infrastructure development platform designed to generate stable cash flows through strategic partnerships with both domestic and global stakeholders.

ALUR PRODUKSI PETROKIMIA
Petrochemical Production Flow





Bisnis Energi

Pada segmen energi panas bumi, B Barito Renewables melalui Star Energy Geothermal mengoperasikan tiga lapangan panas bumi dengan kapasitas total 910,3 MW. Dalam prosesnya, fluida panas berupa campuran uap dan air diangkat dari sumur produksi, kemudian dipisahkan menggunakan separator. Uap yang telah dibersihkan selanjutnya dialirkan untuk memutar turbin yang terhubung dengan generator sehingga menghasilkan listrik.

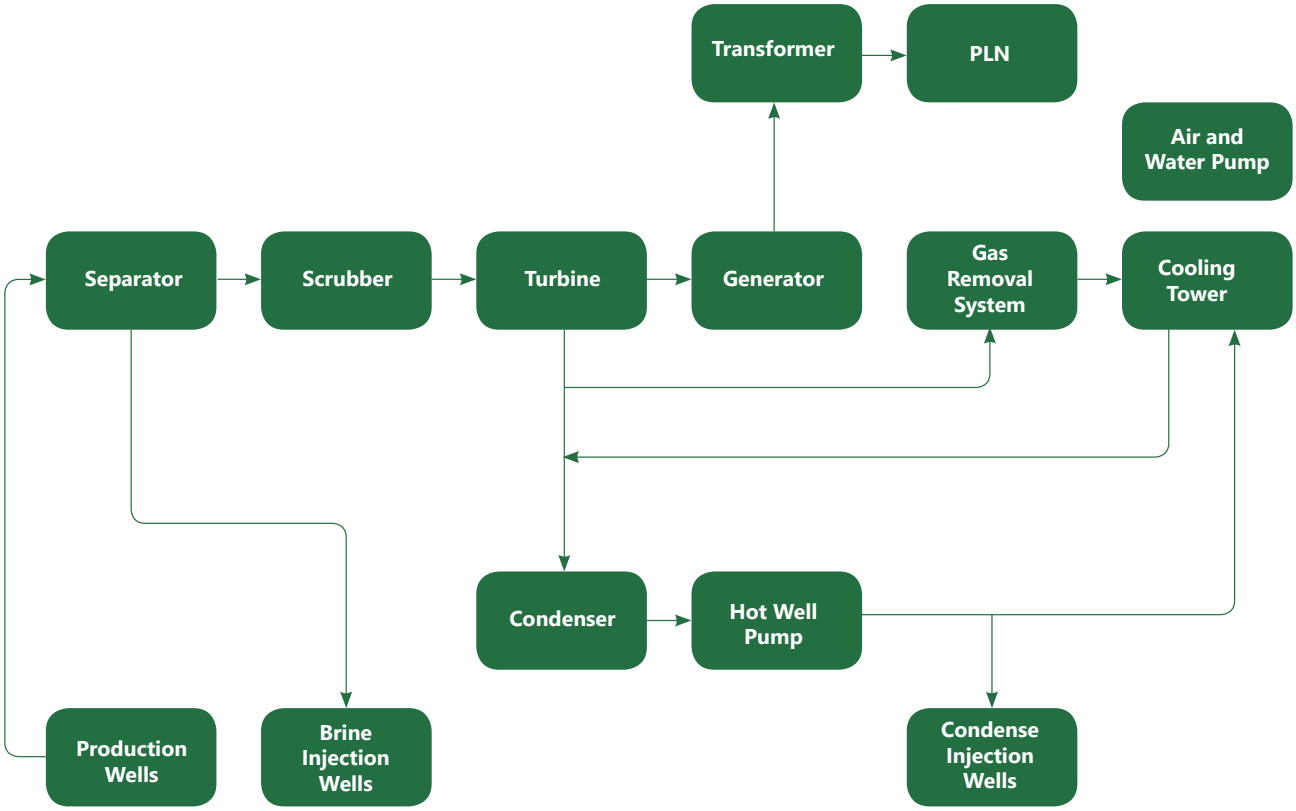
Sementara itu, pada segmen pembangkit listrik tenaga bayu, PLTB Sidrap mengubah energi kinetik angin menjadi energi listrik melalui putaran baling-baling turbin yang menggerakkan generator untuk menghasilkan arus listrik.

Energy Business

In the geothermal energy segment, Barito Renewables, through Star Energy Geothermal, operates three geothermal fields with a total capacity of 910.3 MW. The process involves extracting high-temperature fluids in the form of a mixture of steam and water from production wells, which are then processed through separators. The purified steam is channeled to drive turbines connected to generators, producing electricity.

In the wind power segment, the Sidrap Wind Farm (PLTB Sidrap) harnesses kinetic wind energy. This is achieved through the rotation of turbine blades that drive generators to produce a consistent supply of electrical current to the grid.

ALUR PRODUKSI PANAS BUMI
Geothermal Production Flow



Bisnis Properti

Barito Pacific, melalui Griya Idola, mengembangkan lini bisnis properti yang mencakup residensial, perkantoran, kawasan industri, serta *hospitality*. Seluruh proyek properti dikembangkan melalui tahapan perencanaan, konstruksi, hingga operasional, dengan mempertimbangkan aspek keberlanjutan.

Property Business

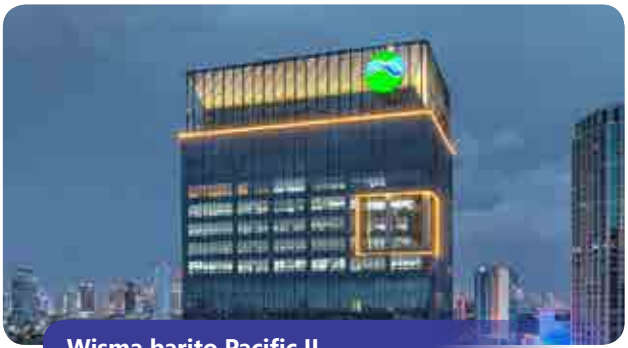
Through Griya Idola, Barito Pacific maintains a real estate portfolio encompassing residential, commercial office, industrial estate, and hospitality sectors. Every project follows a rigorous development lifecycle, from initial planning and construction through to long-term operations, with a steadfast commitment to sustainability principles



PORTOFOLIO PROPERTI GRIYA IDOLA
Griya Idola Property Portfolio



Wisma barito Pacific



Wisma barito Pacific II



Griya Idola Industrial Park



Griya Idola Recidence Tangerang



Mambruk Hotel & Convention



Warehouse in Krakatau Industrial Estate Cilegon



Patimban Industrial Estate



Djuanda Office Building

SKALA USAHA [OJK C.3]

BUSINESS SCALE [OJK C.3]

PENDAPATAN (DALAM US$ JUTA)
Revenue (in US$ million)

DESKRIPSI Description	2025	2024	2023
Pendapatan bersih Net revenue	7.631	2.387	2.760
Beban pokok pendapatan dan beban langsung Cost of revenues and direct costs	4.853	1.868	2.202

KAPITALISASI (DALAM US$ JUTA)
Capitalization (in US$ million)

DESKRIPSI Description	2025	2024	2023
Aset Net Revenue	**17.353**	10.533	10.150
Liabilitas Liabilities	**11.308**	6.345	6.038
Ekuitas Equity	**6.046**	4.188	4.112

Komposisi Pemegang Saham

Komposisi pemegang saham dan kepemilikan saham atas Perseroan per 1 Januari dan 31 Desember 2025 disajikan dalam tabel berikut.

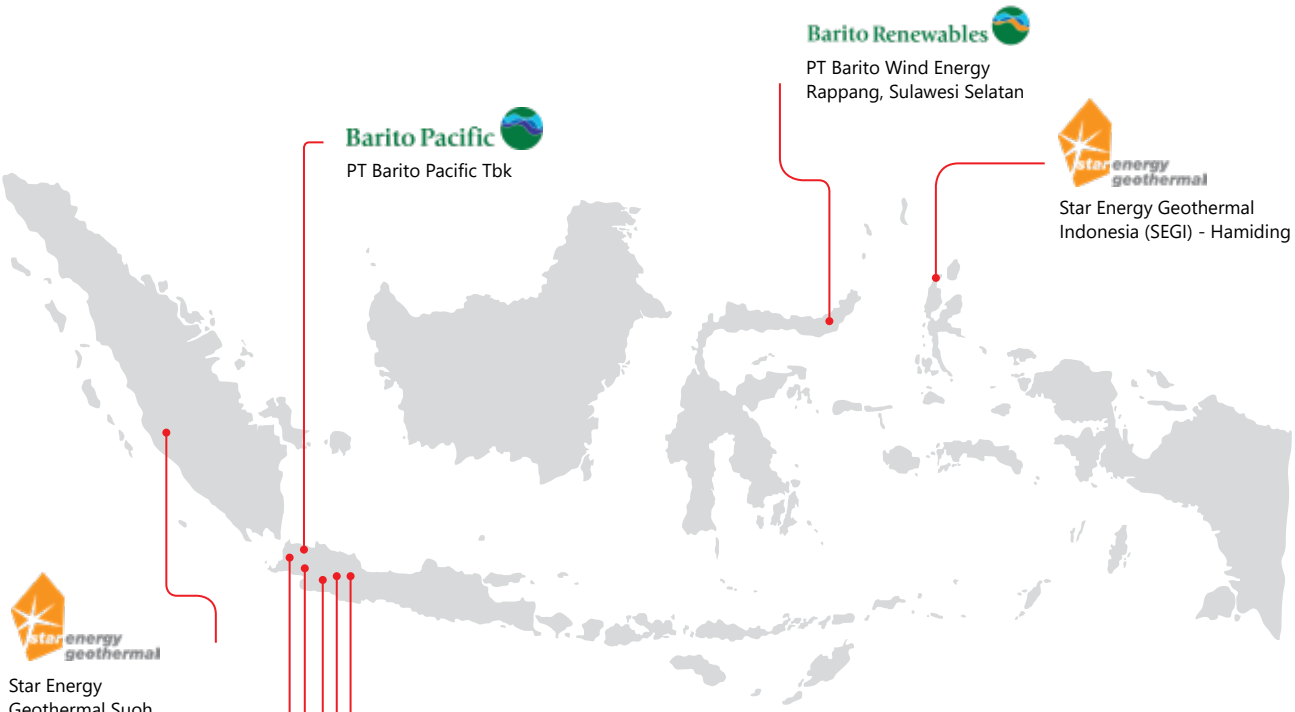
Shareholders Composition

The composition of shareholders and their respective ownership in the Company as of January 1 and December 31, 2025, are presented in the following table.

DESKRIPSI Description	Nama Pemegang Saham Shareholder Name	PER 1 JANUARI 2025 As of January 1, 2025		31 DESEMBER 2025 As of December 31, 2025	
		JUMLAH SAHAM Number of Shares	KEPEMILIKAN (%) Ownership (%)	JUMLAH SAHAM Number of Shares	KEPEMILIKAN (%) Ownership (%)
Pemegang saham yang memiliki 5% (limapersen)atau lebih saham Shareholders with 5% (five percent) shareholding or more	**Prajogo Pangestu** Komisaris Utama President Commissioner	66.854.606.765	71,31	66.898.030.165	71,36
Kepemilikan Saham oleh Dewan Komisaris dan Direksi Shareholding by the Board of Commissioners and the Board of Directors	**Prajogo Pangestu** Komisaris Utama President Commissioner	959.026	71,31	66.898.030.165	71,36
	Lim Chong Thian Komisaris Commissioner	1.125.900	0,00	1.887.426	0,00
	Agus Salim Pangestu Direktur Utama President Director	549.200	0,00	2.651.300	0,00
	Diana Arsiyanti Direktur Director	584.600	0,00	624.100	0,00
Pemegang saham yang masing-masing memiliki kurang dari 5% (lima persen) saham Shareholders with less than 5% (five percent) share ownership		26.892.611.279	28,69	26.849.187.879	28,64
Total		93.747.218.044	100,00	93.747.218.044	100,00

WILAYAH OPERASIONAL

OPERATIONAL AREA



Barito Renewables
PT Barito Wind Energy
Rappang, Sulawesi Selatan

Barito Pacific
PT Barito Pacific Tbk

Star Energy Geothermal
Indonesia (SEGI) - Hamiding

Star Energy
Geothermal Suoh
Sekincau (SEGSS)

Chandra Asri
PT Chandra Asri
Pacific Tbk

Barito Renewables
PT Barito Renewables
Energy Tbk

Star Energy Geothermal
Darajat II, Limited

Star Energy
Geothermal Salak,
Ltd. (SEGS)

Star Energy Geothermal
(Wayang Windu) Limited (SEGWW)

KEANGGOTAAN ASOSIASI

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

MEMBERSHIP IN ASSOCIATIONS

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

Nama Asosiasi Association Name	Peran Barito Pacific Barito Pacific's Role
Asosiasi Emiten Indonesia Indonesian Issuers Association	Anggota Member
UN Global Compact	Anggota Member
Indonesia Corporate Secretary Association	Anggota Member
Kamar Dagang dan Industri Indonesia (KADIN) Indonesian Chamber of Commerce and Industry (KADIN)	Anggota Member

PENGHARGAAN

5 Juni 2025
20 Top Companies to Watch

Perseroan, Chandra Asri Group, dan Barito Renewables menerima penghargaan dalam acara "20 Top Companies to Watch" yang diselenggarakan oleh Bloomberg Technoz.

AWARDS



June 5, 2025
20 Top Companies to Watch

The Company, along with Chandra Asri Group and Barito Renewables, were recognized at the "20 Top Companies to Watch" awards hosted by Bloomberg Technoz.

30 Juni 2025
Bisnis Indonesia Awards (BIA) 2025

Perseroan berhasil meraih penghargaan Kategori Barang Kimia dalam ajang Bisnis Indonesia Awards (BIA) 2025, mengungguli empat emiten lainnya di sektor yang sama.



June 30, 2025
Bisnis Indonesia Awards (BIA) 2025

The Company received the Chemicals Sector award at the 2025 Bisnis Indonesia Awards (BIA), outperforming four other listed peers in the same category.

10 September 2025
Katadata ESG Awards 2025

Perseroan menerima penghargaan di Katadata ESG Awards 2025 dalam ajang Katadata Sustainability Action for Future Economy (SAFE) 2025 yang mengusung tema Green for Resilience.



September 10, 2025
Katadata ESG Awards 2025

The Company was honored at the 2025 Katadata ESG Awards, held during the Katadata Sustainability Action for Future Economy (SAFE) 2025 forum, which centered on the theme Green for Resilience.

12 September 2025
Fortune Indonesia 100 Tahun 2025
2025 Fortune Indonesia 100

Perseroan kembali menjadi bagian dari daftar Fortune Indonesia 100 tahun 2025, yang menyoroti perusahaan-perusahaan berkontribusi penting dalam pertumbuhan ekonomi nasional.



September 12, 2025
Fortune Indonesia 100 Tahun 2025
2025 Fortune Indonesia 100

The Company retained its position in the 2025 Fortune Indonesia 100, a ranking that spotlights the corporations making the most significant contributions to national economic growth.

1 Oktober 2025
Businessperson of the Year 2025

FORTUNE Indonesia merilis daftar Businessperson of the Year 2025, menyoroti para pemimpin bisnis yang memberikan kontribusi nyata bagi dunia usaha. Bapak Agus Salim Pangestu, Presiden Direktur Perseroan, menjadi salah satu tokoh dalam daftar tersebut.



October 1, 2025
Businessperson of the Year 2025

FORTUNE Indonesia released its 2025 Businessperson of the Year list, honoring business leaders who have made tangible contributions to the corporate landscape. Mr. Agus Salim Pangestu, the Company's President Director, was among the prominent figures featured in this list.

PENGHARGAAN LAINNYA
Other Awards

NAMA PENGHARGAAN Award Name	PEMBERI PENGHARGAAN Awarding Institution
Barito Pacific	
ESG Appreciation Kategori Community Empowerment ESG Appreciation for the Community Empowerment Category	Investor Daily
Women in SDGs Action Award 2025 (kepada Ibu Diana Arsiyanti) Women in SDGs Action Award 2025 (to Ms. Diana Arsiyanti)	Bisnis Indonesia
INSTAR Verified Company 2025	Indeks Integritas Bisnis Lestari (INSTAR)
Bisnis Petrokimia dan Infrastruktur Petrochemical and Infrastructure Business	
Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) untuk Site Office Ciwandan dalam sub sektor Petrokimia Company Performance Rating Program in Environmental Management (PROPER) Award for Site Office Ciwandan in the Petrochemical sub-sector	Kementerian Lingkungan Hidup Republik Indonesia Ministry of Environment, Republic of Indonesia
Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) untuk Site Office Pulo Ampel dalam sub sektor Petrokimia Company Performance Rating Program in Environmental Management (PROPER) Award for Site Office Pulo Ampel in the Petrochemical sub-sector	Kementerian Lingkungan Hidup Republik Indonesia Ministry of Environment, Republic of Indonesia

NAMA PENGHARGAAN Award Name	PEMBERI PENGHARGAAN Awarding Institution
Penghargaan Keselamatan dan Kesehatan Kerja Provinsi Banten kategori Platinum untuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) Banten Province Occupational Safety and Health Award – Platinum Category for the Occupational Safety and Health Committee (P2K3)	Gubernur Banten Governor of Banten
Penghargaan Keselamatan dan Kesehatan Kerja Provinsi Banten kategori Perusahaan Nihil Kecelakaan Kerja (*Zero Accident*) Banten Province Occupational Safety and Health Award – Zero Accident Company Category	Gubernur Banten Governor of Banten
Industri Hijau 2025 – Peringkat 1 Transformasi menuju Industri Hijau untuk Industri Menengah dan Besar – Site Office Pulo Ampel Green Industry 2025 – 1st Rank for Transformation toward Green Industry in the Medium and Large Industry Category – Site Office Pulo Ampel	Kementerian Perindustrian Ministry of Industry of the Republic of Indonesia
Industri Hijau 2025 – 10 Industri Terbaik dalam Upaya Transformasi menuju Industri Hijau Green Industry 2025 – Top 10 Industries in Transformation toward Green Industry	Kementerian Perindustrian Ministry of Industry of the Republic of Indonesia
Apresiasi Efisiensi Energi Nasional (PEEN) 2025 untuk PP, PE SDK, PE UCC1, dan Site Office Pulo Ampel National Energy Efficiency Award (PEEN) 2025 for PP, PE SDK, PE UCC1, and Site Office Pulo Ampel	Direktorat Jenderal EBTKE, Kementerian ESDM RI Directorate General of New, Renewable Energy and Energy Conservation (EBTKE), Ministry of Energy and Mineral Resources of the Republic of Indonesia
Bisnis Energi Energy Business	
PROPER Peringkat Emas untuk Star Energy Geothermal (Wayang Windu), Limited dalam sub sektor Energi PLTP PROPER Gold Rating for Star Energy Geothermal (Wayang Windu), Ltd in the Geothermal Power Plant Energy sub-sector	Kementerian Lingkungan Hidup Republik Indonesia Ministry of Environment, Republic of Indonesia
PROPER Peringkat Hijau untuk Star Energy Geothermal Darajat II Limited dalam sub sektor Energi PLTP PROPER Green Rating for Star Energy Geothermal Darajat II Limited in the Geothermal Power Plant Energy sub-sector	Kementerian Lingkungan Hidup Republik Indonesia Ministry of Environment, Republic of Indonesia
PROPER Peringkat Hijau untuk Star Energy Geothermal Salak Ltd dalam sub sektor Energi PLTP PROPER Green Rating for Star Energy Geothermal Salak Ltd in the Geothermal Power Plant Energy sub-sector	Kementerian Lingkungan Hidup Republik Indonesia Ministry of Environment, Republic of Indonesia
Penghargaan Subroto untuk SEGS dan SEGDII Subroto Award for SEGS and SEGDII	Kementerian Energi dan Sumber Daya Mineral Republik Indonesia Ministry of Energy and Mineral Resources, Republic of Indonesia
Penghargaan Sistem Keselamatan Ketenagalistrikan (SMK2) untuk SEGS dan SEGDII Electrical Safety System Award for SEGS and SEGDII	Kementerian Energi dan Sumber Daya Mineral Republik Indonesia Ministry of Energy and Mineral Resources, Republic of Indonesia
Penghargaan Inovasi Lingkungan dan Sosial (ENSIA) untuk SEGWWL, SEGS, dan SEGDII Environmental and Social Innovation Award for SEGWWL, SEGS, and SEGDII	PT Sucofindo
Penghargaan Keselamatan dan Kesehatan Kerja (K3) untuk SEGWWL, SEGS, dan SEGDII Occupational Health and Safety (OHS) Award for SEGWWL, SEGS, and SEGDII	Gubernur Provinsi Jawa Barat West Java Governor





“Dalam menghadapi dinamika global yang semakin kompleks, termasuk risiko perubahan iklim, Perseroan menerapkan strategi bisnis yang adaptif, salah satunya melalui diversifikasi portofolio usaha”.

In response to increasingly complex global dynamics, including the risks posed by climate change, the Company implements an adaptive business strategy, headlined by the ongoing diversification of our business portfolio.

02

Keberlanjutan dan Barito Pacific

Sustainability and Barito Pacific



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Sustainability Strategy

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Barito Pacific and the Sustainable Development Goals

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Economic Performance

54 **Praktik Pengadaan**
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02

KEBERLANJUTAN DAN BARITO PACIFIC

SUSTAINABILITY AND BARITO PACIFIC

STRATEGI KEBERLANJUTAN

[OJK A.1], [GRI 2-22]

Barito Pacific berkontribusi dalam mendorong pertumbuhan ekonomi Indonesia dengan dua pilar bisnis utama yaitu sektor petrokimia dan energi. Dalam menghadapi dinamika global yang semakin kompleks, termasuk risiko perubahan iklim, Perseroan menerapkan strategi bisnis yang adaptif, salah satunya melalui diversifikasi portofolio usaha.

Strategi tersebut tidak hanya ditujukan untuk memperkuat ketahanan bisnis jangka panjang, tetapi juga untuk memastikan bahwa seluruh kegiatan operasional dijalankan secara bertanggung jawab dengan mempertimbangkan dampak terhadap lingkungan serta kepentingan para pemangku kepentingan. Sejalan dengan komitmen tersebut, lini bisnis petrokimia dan energi masing-masing telah mengembangkan/dalam proses mengembangkan strategi keberlanjutan yang dijelaskan sebagai berikut.

SUSTAINABILITY STRATEGY

[OJK A.1], [GRI 2-22]

Barito Pacific is a key contributor to Indonesia's economic growth, driven by two primary business pillars: the petrochemicals and energy sectors. In response to increasingly complex global dynamics, including the risks posed by climate change, the Company implements an adaptive business strategy, headlined by the ongoing diversification of our business portfolio.

This strategy is designed not only to bolster long-term resilience but also to ensure that all operational activities are conducted responsibly, taking into account our environmental impacts and stakeholder interests. In line with this commitment, our petrochemical and energy business units have each established, or are currently refining, comprehensive sustainability strategies, as detailed below.



Kerangka Responsible Chandra Asri

Berdasarkan hasil analisis materialitas, Chandra Asri telah mengembangkan kerangka keberlanjutan yang dinamakan 'RESPONSIBLE', sebagai landasan dalam mengelola isu-isu material ESG secara terstruktur dan terintegrasi. Kerangka ini diselaraskan dengan regulasi yang berlaku, standar internasional, serta berbagai instrumen dan komitmen antarpemerintah guna memastikan penerapan praktik yang bertanggung jawab dan relevan dengan perkembangan global.

Kerangka 'RESPONSIBLE' didukung oleh struktur tata kelola yang dirancang untuk memenuhi ekspektasi pemangku kepentingan, mendorong pertumbuhan berkelanjutan, serta menciptakan nilai jangka panjang. Struktur tersebut mencakup mekanisme pengawasan, strategi terintegrasi yang selaras dengan arah bisnis, penyusunan *masterplan*, serta pilar-pilar implementasi guna memastikan pelaksanaan *masterplan* secara efektif dan konsisten.

Penjelasan lebih lengkap mengenai Kerangka RESPONSIBLE Chandra Asri dapat dibaca pada Laporan Keberlanjutan Chandra Asri tahun 2025 atau pada situs resmi Chandra Asri melalui tautan berikut https://chandra-asri.com/en/sustainability

Strategi Keberlanjutan Bisnis Energi

Barito Renewables telah memulai proses analisis materialitas dan penyusunan Strategi Keberlanjutan pada akhir tahun 2025 sebagai bagian dari penguatan tata kelola dan komitmen terhadap praktik bisnis yang bertanggung jawab. Proses ini dilakukan untuk mengidentifikasi isu-isu ESG yang paling relevan bagi Perseroan dan pemangku kepentingan, serta untuk memastikan keselarasan dengan arah pertumbuhan jangka panjang.

Saat ini, daftar topik material beserta dokumen Strategi tersebut sedang dalam tahap finalisasi dan persetujuan oleh manajemen. Setelah memperoleh persetujuan, strategi ini akan menjadi landasan implementasi program keberlanjutan secara terstruktur dan terintegrasi di seluruh operasional Barito Renewables.

Chandra Asri 'Responsible' Framework

Drawing from the results of materiality assessment, Chandra Asri has developed a sustainability framework titled 'RESPONSIBLE', as the foundation for managing material ESG issues through a structured and integrated approach. The framework is aligned with prevailing regulations, international standards, and various intergovernmental instruments and commitments to ensure that our practices remain both responsible and globally relevant.

The 'RESPONSIBLE' framework is supported by a governance structure built to meet stakeholder expectations, drive sustainable growth, and create long-term value. This structure includes strong oversight, a strategy aligned with the Group's business goals, and a comprehensive master plan. Additionally, dedicated implementation pillars ensure that this plan is executed effectively and consistently across all operations.

A more detailed overview of Chandra Asri's 'RESPONSIBLE' Framework can be found in the 2025 Chandra Asri Sustainability Report or visit the official website via the following link https://chandra-asri.com/en/sustainability

Energy Business Sustainability Strategy

At the end of 2025, Barito Renewables initiated a comprehensive materiality assessment and the formulation of its Sustainability Strategy. This initiative is a core component of the Group's efforts to strengthen corporate governance and reinforce its commitment to responsible business practices. The process is designed to identify the ESG issues most relevant to the Company and its stakeholders, ensuring full alignment with its long-term growth trajectory.

Currently, the list of material topics and the strategic roadmap are undergoing finalization and management approval. Once ratified, this strategy will serve as the definitive blueprint for the structured and integrated implementation of sustainability programs across all Barito Renewables operations.

Diversifikasi Lini Bisnis

Melalui Barito Renewables, Perseroan mengelola portofolio energi terbarukan yang terus berkembang seiring dengan pertumbuhan berkelanjutan. Star Energy Geothermal saat ini mengoperasikan pembangkit listrik tenaga panas bumi (PLTP) dengan kapasitas total sebesar 910,3 MW di tiga wilayah kerja utama, yang memasok energi bersih ke sistem kelistrikan Jawa–Madura–Bali (Jamali) dengan potensi pengembangan kapasitas lebih lanjut.

Di tahun 2025, Star Energy Geothermal telah menyelesaikan pembangunan PLTP Salak Binary dengan hantaran kapasitas sebesar 15,5 MW (*gross*). Penyelesaian proyek ini meningkatkan total kapasitas pembangkitan PLTP Salak menjadi 405,3 MW. Pengoperasian unit *binary* tersebut juga mencerminkan upaya optimalisasi pemanfaatan panas sisa (*waste heat recovery*) guna meningkatkan efisiensi pembangkitan serta memperkuat kontribusi Star Energy Geothermal dalam penyediaan energi terbarukan yang andal dan berkelanjutan.

Selain itu, Barito Renewables juga tengah mengevaluasi pengembangan unit pembangkit baru, Salak Unit 7, dengan kapasitas terpasang yang diproyeksikan mencapai 40 MW. Rencana ini sejalan dengan target pengelolaan kapasitas panas bumi sebesar 1.900 MW pada tahun 2032, sebagai bagian dari strategi pertumbuhan berkelanjutan dan penguatan kontribusi terhadap transisi energi nasional.

Business Lines Diversification

Through Barito Renewables, the Company manages a renewable energy portfolio that continues to expand in line with its commitment to sustainable growth. Star Energy Geothermal currently operates geothermal power plants with a total installed capacity of 910.3 MW across three key operational areas. These assets provide clean energy to the Java–Madura–Bali (Jamali) grid, with significant potential for further capacity expansion.

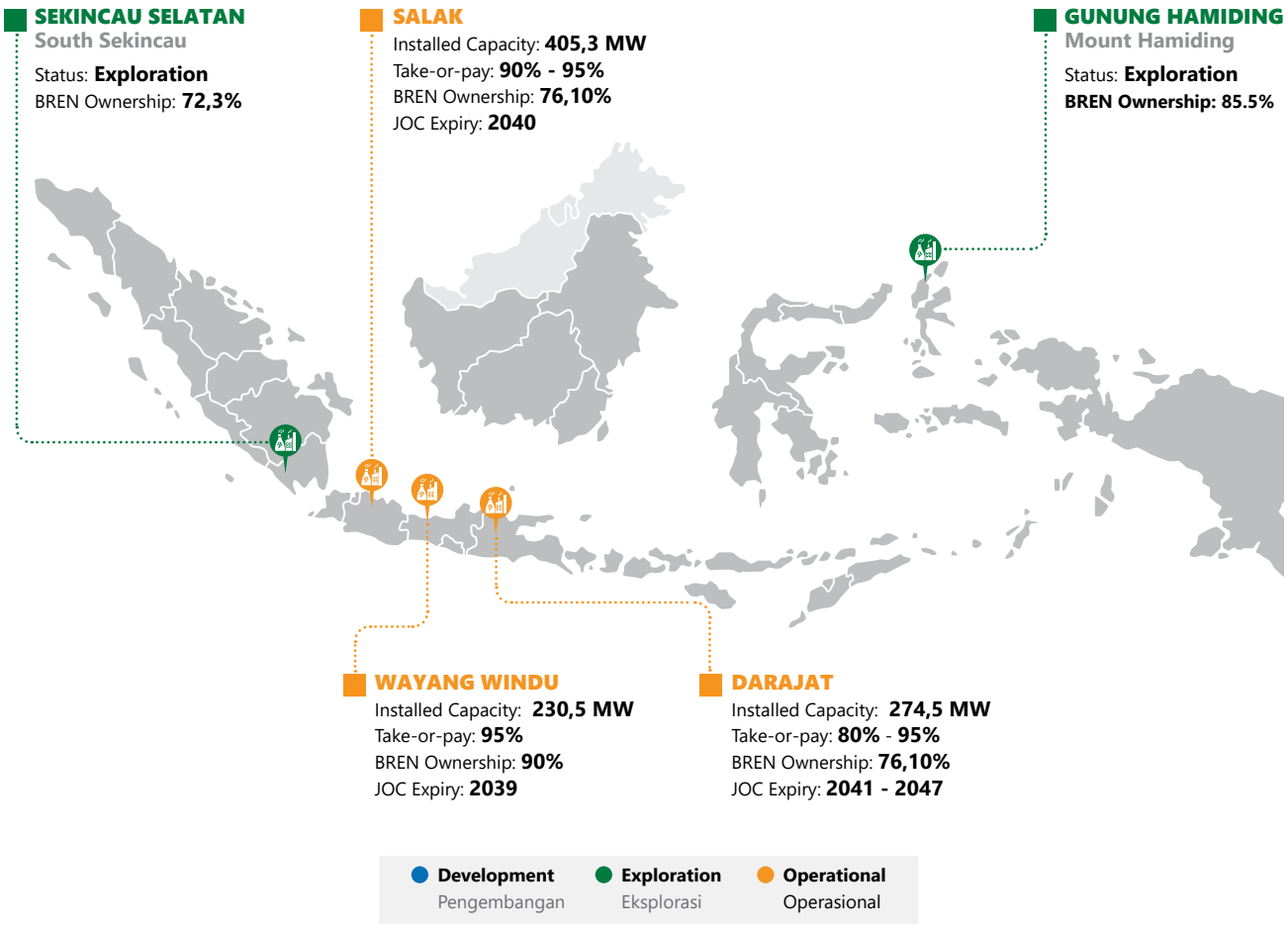
In 2025, Star Energy Geothermal successfully completed the construction of the Salak Binary power plant, adding a gross capacity of 15.5 MW. The completion of this project brings the total generating capacity of the Salak geothermal field to 405.3 MW. The operation of this binary unit reflects the Company's strategic focus on waste heat recovery to enhance generation efficiency, further solidifying Star Energy Geothermal's contribution to providing reliable and sustainable renewable energy.

Furthermore, Barito Renewables is currently evaluating the development of a new generating unit, Salak Unit 7, with a projected installed capacity of 40 MW. This plan is aligned with the Company's long-term target of managing 1,900 MW of geothermal capacity by 2032, forming a key part of its sustainable growth strategy and its commitment to supporting the national energy transition.



PORTOFOLIO PANAS BUMI
Geothermal Portfolio

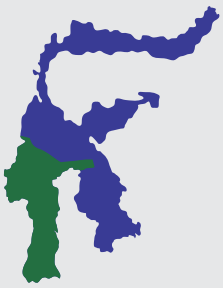
Star Energy Geothermal saat ini mengoperasikan pembangkit listrik tenaga panas bumi dengan kapasitas terpasang sebesar 910,3 MW
Star Energy Geothermal currently operates geothermal power plants with a total installed capacity of 910.3 MW



Selain PLTP, Barito Renewables juga mengoperasikan pembangkit listrik tenaga bayu (PLTB) melalui Entitas Anaknya, yaitu Barito Wind Energy (BWE). BWE mengoperasikan PLTB Sidrap 1 dengan kapasitas terpasang sebesar 79 MW. Selain itu, BWE tengah mengembangkan sejumlah proyek energi bayu lainnya, termasuk PLTB Sidrap 2 di Sulawesi Selatan serta proyek di Sukabumi dan Lombok. Pengembangan ini mencerminkan komitmen Barito Renewables dalam memperluas portofolio energi terbarukan dan memperkuat kontribusi terhadap transisi energi yang berkelanjutan.

In addition to its geothermal assets, Barito Renewables operates wind power plants through its subsidiary, Barito Wind Energy (BWE). BWE currently operates the Sidrap 1 Wind Farm, with an installed capacity of 79 MW. Moving forward, BWE is actively developing several other wind energy projects, including Sidrap 2 in South Sulawesi, as well as upcoming projects in Sukabumi and Lombok. This expansion reflects Barito Renewables' commitment to diversifying its renewable energy portfolio and bolstering its contribution to a sustainable national energy transition.

PORTOFOLIO TENAGA BAYU
Wind Energy Portfolio



Sulawesi

Sidrap 1
Type : **Wind**
Installed Capacity: **79MW**

Sidrap 2
Type : **Wind**
Installed Capacity: **69MW**



Java Island

Sukabumi
Type : **Wind**
Installed Capacity: **150MW**

Lombok
Type : **Wind**
Installed Capacity: **99MW**

- Development
- Operational

989 MW

Kapasitas Total Energi Terbarukan
Total Renewables Capacity

Di samping pengembangan portofolio energi terbarukan, Barito Pacific memiliki kepemilikan saham sebesar 34% di PT Indo Raya Tenaga. Proyek ini merupakan pembangkit listrik tenaga uap berbahan bakar batu bara dengan teknologi *ultra-supercritical* yang memungkinkan efisiensi pembakaran lebih tinggi dan konsumsi batu bara yang lebih rendah dibandingkan teknologi konvensional. Pada tahun 2025, Indo Raya Tenaga memasuki tahap operasi komersial dan normalisasi sistem, serta mulai berkontribusi terhadap pasokan listrik sistem Jawa–Bali dengan total kapasitas 2 x 1.000 MW.

In addition to its renewable energy portfolio, Barito Pacific maintains a 34% stake in PT Indo Raya Tenaga. This project utilizes Ultra-Supercritical coal-fired power plant technology, which achieves higher combustion efficiency and lower coal consumption compared to conventional plants. In 2025, Indo Raya Tenaga reached its commercial operation date and system normalization phase, contributing to the Java–Bali grid with a total capacity of 2 x 1,000 MW.

Di segmen kimia, Chandra Asri mempertahankan posisinya sebagai pemimpin industri petrokimia di Indonesia serta menjadi satu-satunya perusahaan domestik yang mengoperasikan fasilitas nafta cracker berkelas dunia. Keberadaan fasilitas ini memungkinkan Chandra Asri berperan strategis dalam memenuhi kebutuhan industri hilir sekaligus memperkuat ketahanan rantai pasok petrokimia nasional.

In the Chemicals segment, Chandra Asri maintains its market leadership as Indonesia's premier petrochemical producer and remains the only domestic company operating a world-class naphtha cracker facility. This facility enables Chandra Asri to play a pivotal role in meeting the demands of downstream industries while strengthening the resilience of the national petrochemical supply chain.

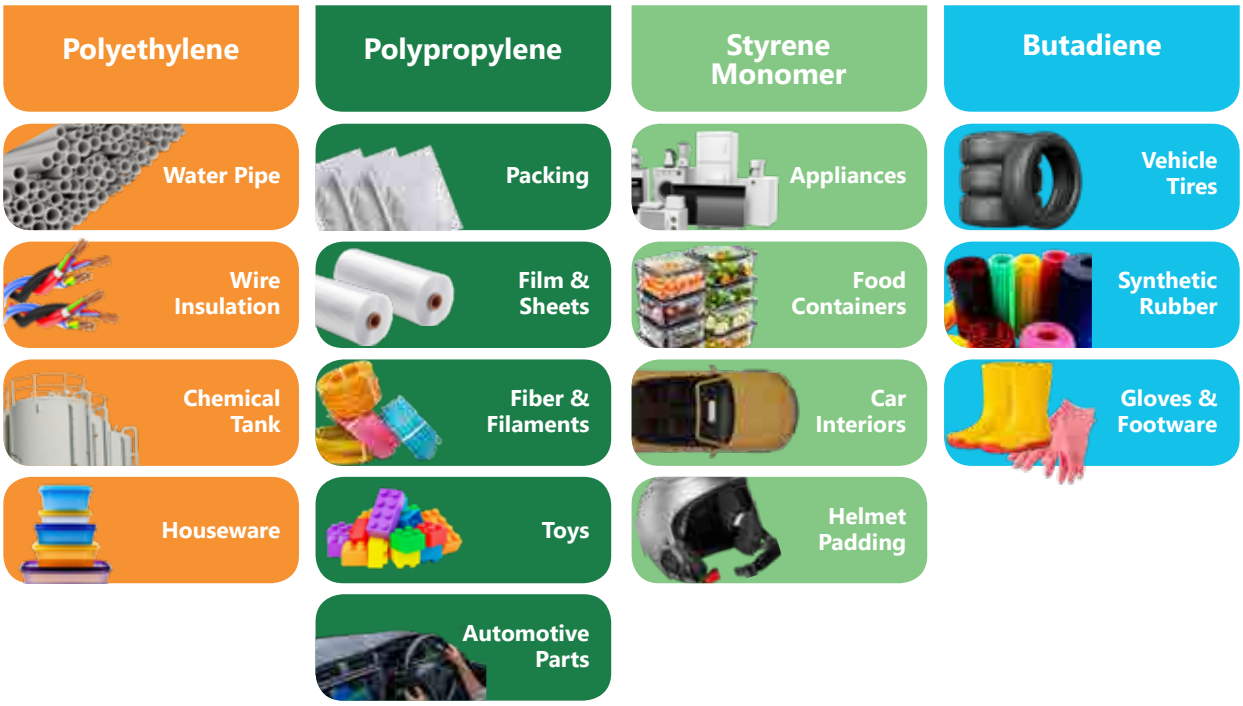
Di segmen infrastruktur, melalui Chandra Daya Investasi, Chandra Asri terus mengembangkan portofolio bisnis sebagai bagian dari strategi diversifikasi. Berbagai akuisisi strategis dilakukan untuk memperkuat posisi di sektor yang relatif stabil dan mampu menghasilkan arus pendapatan berkelanjutan.

In the Infrastructure segment, through Chandra Daya Investasi, Chandra Asri continues to expand its business portfolio as part of a diversification strategy. The Company has executed several strategic acquisitions to solidify its position in sectors characterized by high stability and the ability to generate sustainable revenue streams.

Salah satu langkah ekspansi tersebut mencakup kepemilikan pada PT Krakatau Chandra Energy yang mengoperasikan pembangkit listrik kombinasi siklus berkapasitas 120 MW, serta kepemilikan minoritas pada Krakatau Posco Energy dengan kapasitas 200 MW. Ke depan, Chandra Asri juga merencanakan penambahan kapasitas sebesar 200 MW yang akan direalisasikan setelah diperolehnya *Final Investment Decision* (FID) untuk pembangunan pabrik baru Posco.

A key highlight of this expansion includes an ownership stake in PT Krakatau Chandra Energy, which operates a 120 MW combined cycle power plant, along with a minority ownership in Krakatau Posco Energy with a 200 MW capacity. Looking ahead, Chandra Asri plans to add a further 200 MW of capacity, to be realized following the Final Investment Decision (FID) for the construction of Posco's new plant.

PRODUK PETROKIMIA DAN PENGAPLIKASIANNYA
Petrochemical Products And Applications



PORTOFOLIO INFRASTRUKTUR
Infrastructure Portfolio



Mempertahankan Kinerja ESG yang Baik

Pada tahun 2025, kinerja ESG Grup Barito Pacific memperoleh pengakuan positif dari berbagai lembaga pemeringkat independen. Barito Pacific berhasil mempertahankan peringkat BBB dalam MSCI ESG Leaders. Di tingkat kapital di awal, Chandra Asri mencatatkan ESG Risk Rating sebesar 16,4 (kategori *Low Risk*) dari Sustainalytics serta terdaftar dalam IDX ESG Leaders. Sementara itu, Star Energy Geothermal (Wayang Windu), Limited memperoleh skor 17,3 dengan kategori yang sama.

BARITO PACIFIC DAN TUJUAN PEMBANGUNAN BERKELANJUTAN

Barito Pacific mengintegrasikan prinsip keberlanjutan ke dalam empat pilar utama, yaitu pendidikan, lingkungan, ekonomi, dan sosial. Keempat pilar tersebut menjadi landasan dalam menjalankan operasional yang berkelanjutan sekaligus dalam merancang dan mengimplementasikan program tanggung jawab sosial dan lingkungan (CSR) yang selaras dengan strategi bisnis Perseroan.

Untuk memastikan efektivitas dan akuntabilitas pelaksanaan program sosial dan lingkungan, inisiatif CSR Grup dikelola oleh Yayasan Bakti Barito (Bakti Barito). Melalui pendekatan ini, perencanaan, pelaksanaan, dan pemantauan program dilakukan secara lebih terstruktur serta selaras dengan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/SDGs). Kontribusi Barito Pacific terhadap pencapaian SDGs dijabarkan lebih lanjut dalam Laporan Keberlanjutan ini.

KINERJA EKONOMI [OJK F.3], [GRI 3-3]

Barito Pacific tetap mencatatkan kinerja keuangan yang baik di sepanjang tahun 2025. Sebagai perusahaan yang bukan merupakan lembaga jasa keuangan, Perseroan tidak memiliki target dan kinerja portofolio, target pembiayaan, maupun investasi pada instrumen keuangan atau proyek yang sejalan dengan Keuangan Berkelanjutan. Meskipun demikian, Perseroan senantiasa mengintegrasikan prinsip keberlanjutan dalam arah pengembangan bisnis dan pengambilan keputusan strategis melalui percepatan strategi diversifikasi dan ekspansi.

Maintaining Strong ESG Performance

In 2025, the ESG performance of the Barito Pacific Group received positive recognition from various independent rating agencies. Barito Pacific successfully maintained its BBB rating in the MSCI ESG Leaders index. At the Subsidiary level, Chandra Asri recorded an ESG Risk Rating of 16.4 (Low Risk category) from Sustainalytics and was included in the IDX ESG Leaders index. Star Energy Geothermal (Wayang Windu), Limited achieved a score of 17.3, also within the same category.

BARITO PACIFIC AND SUSTAINABLE DEVELOPMENT GOALS

Barito Pacific integrates sustainability principles into four core pillars: Education, Environment, Economy, and Society. These pillars serve as the strategic framework for maintaining sustainable operations and for designing and implementing Corporate Social Responsibility (CSR) programs that are fully aligned with the Company's business strategy.

To ensure the effectiveness and accountability of environmental and social initiatives, the Group's CSR programs are managed by Yayasan Bakti Barito (Bakti Barito). This approach enables a more structured planning, execution, and monitoring process, ensuring consistency with the UN Sustainable Development Goals (SDGs). Barito Pacific's specific contributions toward achieving the SDGs are detailed further in this Sustainability Report.

ECONOMIC PERFORMANCE [OJK F.3], [GRI 3-3]

Barito Pacific maintained a strong financial performance throughout 2025. As the Company is not a financial services institution, it does not have portfolio targets and performance, financing targets, or investments in financial instruments or projects aligned with Sustainable Finance. Nevertheless, the Company continues to integrate sustainability principles into its business development direction and strategic decision-making through the acceleration of its diversification and expansion strategies.

KINERJA USAHA [OJK F.2]
Business Performance [OJK F.2]

DESKRIPSI Description	2025	2024	2023
Pendapatan Revenue	7.631	2.387	2.760
Beban Expenses	4.853	1.868	2.202
Laba bersih Net profit	1.616	123	100

Dalam US$ juta / In USD million

Kinerja Bisnis Petrokimia Dan Infrastruktur

Sebagai perusahaan petrokimia dengan fasilitas produksi terintegrasi dari hulu hingga hilir, Chandra Asri memiliki kapasitas produksi tahunan sebesar 4,2 juta ton, yang memperkuat daya saingnya di pasar domestik maupun regional. Hingga akhir 2025, Chandra Asri mencatatkan volume penjualan sebesar 4.324 KT meningkat sebesar 183% dibandingkan tahun 2024 yang sebesar 1.527 KT.

Petrochemical And Infrastructure Business Performance

As a petrochemical company with fully integrated end-to-end production facilities, Chandra Asri maintains an annual production capacity of 4.2 million tons, strengthening its competitiveness in both domestic and regional markets. By the end of 2025, Chandra Asri recorded sales volumes of 4,324 KT, representing an increase of 183% compared to 1,527 KT in 2024..

Kinerja Bisnis Energi

Barito Renewables saat ini mengoperasikan pembangkit listrik dari sumber terbarukan dengan kapasitas gabungan terbesar di Indonesia, yaitu sebesar 989 MW. Ke depan, Barito Renewables akan terus mengoptimalkan pengembangan portofolio melalui program *retrofitting* pada aset yang telah beroperasi serta memperluas pemanfaatan energi terbarukan melalui akuisisi dan kegiatan eksplorasi. Sejalan dengan *roadmap* ekspansi, Barito Renewables menargetkan penyediaan lebih dari 1.200 MW energi bersih dalam periode 2024–2030 sebagai bagian dari komitmen mendukung transisi energi nasional.

Energy Business Performance

Barito Renewables currently operates the largest combined renewable energy capacity in Indonesia, totaling 989 MW. Moving forward, Barito Renewables will continue to optimize its portfolio development through retrofitting programs for existing assets, alongside expanding its renewable footprint through strategic acquisitions and exploration activities. In line with its expansion roadmap, Barito Renewables targets the provision of over 1,200 MW of clean energy between 2024 and 2030, reinforcing its commitment to supporting the national energy transition.

PENJUALAN LISTRIK BARITO RENEWABLES GWh
Barito Renewables Electricity Sales GWh

DESKRIPSI Description	2025	2024	2023
Penjualan listrik Electricity sales	7.034,41	6.888,17	7.075,31

PRAKTIK PENGADAAN

Barito Pacific berkomitmen untuk melaksanakan praktik pengadaan secara berkelanjutan. Melalui Entitas Anak, Perseroan memastikan bahwa setiap proses pengadaan barang dan jasa tidak hanya mempertimbangkan aspek ekonomi, tetapi juga memperhatikan dampak lingkungan dan sosial.

Bisnis Petrokimia dan Infrastruktur

Chandra Asri melaksanakan praktik pengadaan berkelanjutan dengan mengintegrasikan aspek ESG dalam proses pengadaan. Chandra Asri menilai pemasok dengan menggunakan kriteria lingkungan dan sosial, sebagai berikut.

PROCUREMENT PRACTICES

Barito Pacific is committed to the implementation of sustainable procurement practices. Through its subsidiaries, the Company ensures that every procurement process for goods and services evaluates not only economic factors but also takes into full account environmental and social impacts.

Petrochemical and Infrastructure Business

Chandra Asri implements sustainable procurement practices by integrating ESG aspects into its sourcing processes. Chandra Asri assesses suppliers based on specific environmental and social criteria, as follows:

KRITERIA PENILAIAN PEMASOK CHANDRA ASRI
Chandra Asri Supplier Assessment Criteria

Kriteria Lingkungan
Environmental Criteria

- Mematuhi peraturan lingkungan yang berlaku
  Compliance with applicable environmental regulations
- Menerapkan langkah-langkah mitigasi untuk mengurangi dampak lingkungan, serta kriteria hemat energi, yang mencakup kesesuaian dengan sistem manajemen energi, evaluasi teknis untuk memastikan efisiensi energi, dan informasi terkait efisiensi energi pada alat atau peralatan yang dibeli
  Implementation of mitigation measures to minimize environmental impact and meet energy-saving criteria; including alignment with energy management systems, technical evaluations to ensure energy efficiency, and the provision of energy efficiency data for purchased tools or equipment
- Konsumsi air
  Water consumption
- Timbulan limbah
  Waste generation
- Penggunaan energi
  Energy consumption
- Pengendalian emisi dan polusi.
  Emission and pollution control.

Kriteria Sosial
Social Criteria

- Memenuhi persyaratan keselamatan dan kesehatan kerja serta sertifikasi atau keahlian khusus
  Adherence to Occupational Health and Safety requirements, including necessary certifications or specialized expertise
- Penghormatan terhadap hak asasi manusia
  Respect for human rights
- Mematuhi persyaratan yang ditetapkan dalam *Contractor SHE Plan* untuk memastikan keselamatan kerja
  Compliance with the Contractor SHE Plan to ensure a safe working environment
- Kepatuhan terhadap *Contractor Safety Management System* (CSMS) untuk jenis pekerjaan dengan tingkat risiko sedang hingga tinggi.
  Strict adherence to the Contractor Safety Management System (CSMS) for all medium- to high-risk work categories.

Dalam proses pengadaan, Chandra Asri bekerja sama dengan pemasok dalam dan luar negeri sesuai kebutuhan bisnisnya, selama pemasok tersebut memenuhi standar dan persyaratan pengadaan. Bahan baku utama Chandra Asri diperoleh dari pemasok internasional, sementara kebutuhan barang dan jasa operasional dipenuhi melalui kolaborasi dengan pemasok lokal di berbagai wilayah Indonesia. Chandra Asri mendefinisikan pemasok lokal sebagai entitas usaha yang terdaftar dan berdomisili di Indonesia.

Chandra Asri partners with both domestic and international suppliers to meet its specific business needs, ensuring all partners adhere to the Company's procurement standards. To maintain quality and consistency, primary raw materials are sourced internationally. Meanwhile, operational goods and services are provided by local suppliers across Indonesia, defined as business entities registered and domiciled within Indonesia.

PENGADAAN LOKAL CHANDRA ASRI
Chandra Asri Local Procurement

US$142,17juta
USD142.17 million

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

83%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers

Bisnis Energi

Barito Renewables memprioritaskan pemasok lokal dalam pengadaan barang dan jasa untuk mendukung kebutuhan operasionalnya, sekaligus berkontribusi pada penciptaan lapangan kerja dan pertumbuhan ekonomi daerah. Barito Renewables menerapkan prosedur pengelolaan rantai pasok yang komprehensif guna menjaga kualitas produk. Seluruh pemasok dipilih berdasarkan pemenuhan standar kualitas, kredibilitas, kompetensi, dan persyaratan relevan lainnya.

Untuk kontraktor dengan pekerjaan berisiko tinggi, Star Energy Geothermal mewajibkan pemenuhan Contractor Safety Management System (CSMS) sejak tahap pra-kerja, selama pelaksanaan pekerjaan, hingga pascapekerjaan. Sementara itu, Barito Wind Energy menetapkan bahwa seluruh kontraktor dan mitra bisnis wajib mematuhi kebijakan K3 yang berlaku di area operasional pembangkit listrik.

Energy Business

Barito Renewables prioritizes local suppliers in the procurement of goods and services to support its operational needs, thereby contributing to local job creation and regional economic growth. Barito Renewables implements comprehensive supply chain management procedures to maintain product quality. All suppliers are selected based on their adherence to quality standards, credibility, competence, and other relevant requirements.

For high-risk contracts, Star Energy Geothermal mandates compliance with the Contractor Safety Management System (CSMS) across all project phases, from pre-qualification and execution to post-contract evaluation. Similarly, Barito Wind Energy requires all contractors and business partners to strictly adhere to the OHS policies in effect across its power plant operational areas.

PENGADAAN LOKAL BARITO RENEWABLES
Barito Renewables Local Procurement

Star Energy Geothermal

US$160.560 ribu
US$160,560 thousand

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

61,26%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers

Barito Wind Energy

US$3.367 ribu
US$3,367 thousand

Nilai pengadaan kepada pemasok lokal
Local supplier procurement value

84,06%

Proporsi pengadaan kepada pemasok lokal dibandingkan dengan keseluruhan pemasok
Proportion of spending to local suppliers relative to total suppliers



> “Perseroan memperkuat tata kelola lingkungan melalui penerapan standar internasional ISO 14001 tentang Sistem Manajemen Lingkungan (SML)”.
>
> The Company strengthens its environmental governance by implementing the ISO 14001 International Standard for Environmental Management Systems (EMS).

3

LINGKUNGAN

Environment

61 **Penerapan Sistem Manajemen Lingkungan**
Implementation of Environmental Management Systems

63 **Energi dan Gas Rumah Kaca**
Energy and Greenhouse Gases

70 **Efluen**
Effluents



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Water

76 **Limbah**
Waste

81 **Ekonomi Sirkular**
Circular Economy

83 **Keanekaragaman Hayati**
Biodiversity

03

LINGKUNGAN
ENVIRONMENT

Pada tahun 2025, Barito Pacific terus memperkuat komitmennya terhadap tanggung jawab sosial dan lingkungan dengan mengintegrasikan prinsip keberlanjutan di seluruh kegiatan operasional. Perseroan menjadikan penghormatan terhadap hak asasi manusia, penerapan tata kelola yang bertanggung jawab, serta mitigasi perubahan iklim menjadi bagian dari pendekatan bisnis yang konsisten dan terukur.

Melalui transformasi strategis di sektor petrokimia, energi terbarukan, dan infrastruktur, Grup Barito Pacific mendukung transisi menuju ekonomi rendah karbon dan kontribusi terhadap target *Net Zero Emission* Indonesia. Perseroan juga berperan aktif dalam praktik bisnis berkelanjutan melalui penggunaan material yang lebih ramah lingkungan, pengelolaan limbah yang bertanggung jawab, pelestarian keanekaragaman hayati, serta penerapan teknologi yang lebih bersih dan efisien. [GRI 3-3], [E-06]

In 2025, the Barito Pacific maintained its commitment to environmental and social responsibility by integrating sustainability principles across its entire operational footprint. The Company has embedded respect for human rights, responsible governance, and climate change mitigation as core components of its consistent and measurable business approach.

Through strategic transformation in the petrochemical, renewable energy, and infrastructure sectors, Barito Pacific Group actively supports the transition to a low-carbon economy and Indonesia's Net Zero Emission targets. The Company leads in sustainable business practices by adopting more sustainable materials, responsible waste management, biodiversity conservation, and cleaner, more efficient technologies. [GRI 3-3], [E-06]



KEBIJAKAN LINGKUNGAN GRUP BARITO PACIFIC
Barito Pacific Group's Environmental Policy

1. **Memastikan kepatuhan atas peraturan lingkungan yang relevan;**
Ensuring compliance with relevant environmental regulations;

2. **Mencegah pencemaran dan dampak negatif lingkungan; dan**
Preventing pollution and minimizing negative environmental impacts; and

3. **Mendorong upaya-upaya *beyond compliance* dengan tujuan meningkatkan kinerja lingkungan, memberikan manfaat finansial, serta memberikan manfaat bagi lingkungan dan masyarakat sekitar.**
Promoting efforts that go beyond compliance, aiming to enhance environmental performance, deliver financial benefits, and create positive outcomes for the environment and surrounding communities.

BIAYA LINGKUNGAN [OJK F.4] Environmental Costs	**US$3,80** **juta** million

Catatan | Note:
- Data pada tabel merupakan gabungan dari bisnis Energi, Properti dan Hotel, Petrokimia, Infrastruktur, serta fasilitas Aster Refinery dan Aster Chemical.
  The data in the table represent a combined total from the Energy, Property and Hotel, Petrochemical, and Infrastructure businesses, as well as the Aster Refinery and Aster Chemical facilities.
- Data milik BREN dan GI yang semula disajikan dalam mata uang Rupiah telah dikonversikan ke Dolar Amerika Serikat menggunakan nilai tukar per 31 Desember 2025 sebesar Rp16.777 per US Dollar.
  Data of BREN and GI originally presented in Rupiah have been converted into US Dollars using an exchange rate as of 31 December 2025 of Rp16,777 per US Dollar.

PENERAPAN SISTEM MANAJEMEN LINGKUNGAN

Perseroan memperkuat tata kelola lingkungan melalui penerapan standar internasional ISO 14001 tentang Sistem Manajemen Lingkungan (SML) yang dijalankan secara terintegrasi dan konsisten di seluruh unit operasional Barito Pacific dan Entitas Anak. Implementasi SML merupakan bagian dari komitmen terhadap peningkatan kinerja lingkungan secara berkelanjutan. Pelaksanaannya berada di bawah koordinasi Departemen Safety, Health and Environment (SHE) yang secara berkala melaporkan kinerja serta tindak lanjut pengelolaan lingkungan kepada manajemen senior.

IMPLEMENTATION OF ENVIRONMENTAL MANAGEMENT SYSTEM

The Company strengthens its environmental governance by implementing the ISO 14001 International Standard for Environmental Management Systems (EMS) consistently across all Barito Pacific units and Subsidiaries. This integrated EMS is central to the Company's commitment to sustained environmental performance. These efforts are coordinated by the Safety, Health, and Environment (SHE) Department, which provides regular reports on environmental results and follow-up actions to senior management.

Penerapan SML di lingkungan Perseroan meliputi:

- Kebijakan Lingkungan;
- Perencanaan: identifikasi aspek dan dampak penting lingkungan berbasis risiko, kepatuhan dan pelaksanaan *continual improvement*;
- Penerapan;
- Implementasi dan Operasi;
- Pemeriksaan dan Tindakan Perbaikan;
- Tinjauan Manajemen.

Sejalan dengan agenda efisiensi energi dan dekarbonisasi, sejumlah unit usaha juga telah menerapkan Sistem Manajemen Energi berbasis ISO 50001 untuk meningkatkan kinerja energi secara terukur. Di sektor energi terbarukan, pengelolaan operasional didukung oleh Integrated Geothermal Operations Management System (IGOMS) yang mengintegrasikan aspek keselamatan, lingkungan, dan keandalan operasional secara komprehensif.

Di sektor petrokimia, Chandra Asri melakukan evaluasi berkala terhadap penerapan SML dan Sistem Manajemen Energi untuk memastikan kepatuhan terhadap regulasi, pencapaian target kinerja lingkungan dan energi, serta optimalisasi efisiensi penggunaan sumber daya. Hasil audit selama periode pelaporan menunjukkan tidak terdapat temuan nonkonformitas mayor, yang mencerminkan efektivitas sistem pengelolaan yang diterapkan.

The Company's EMS framework encompasses:

- Environmental Policy;
- Planning: Risk-based identification of significant environmental aspects and impacts, compliance, and the implementation of continual improvement;
- Application;
- Implementation and Operation;
- Checking and Corrective Action;
- Management Review.

In alignment with the energy efficiency and decarbonization agenda, several business units have also implemented the ISO 50001 Energy Management System to enhance measurable energy performance. In the renewable energy sector, operational management is supported by the Integrated Geothermal Operations Management System (IGOMS), which comprehensively integrates safety, environmental, and operational reliability aspects.

In the petrochemical sector, Chandra Asri performs regular evaluations of its Environmental and Energy Management Systems to ensure regulatory compliance, achieve sustainability targets, and optimize resource efficiency. Audit results for the reporting period showed no major non-conformities, confirming its effective management systems.

STANDAR INTERNASIONAL SISTEM MANAJEMEN LINGKUNGAN ISO 14001
International Standard For Environmental Management System Iso 14001

BISNIS Business	**REGISTRAR** Registrar	**MASA BERLAKU** Validity
Petrokimia dan Infrastruktur Petrochemical and Infrastructure		
Site Office Pulo Ampel Pulo Ampel Site Office	British Standards Institution (BSI)	29 Oktober 2028 | October 29, 2028
Site Office Ciwandan Ciwandan Site Office	British Standards Institution (BSI)	29 Oktober 2028 | October 29, 2028
Energi Energy		
BARITO RENEWABLES		
SEGWWL	PT SGS Indonesia	14 Januari 2028 | January 14, 2028
SEGSL	PT SGS Indonesia	24 Juli 2028 | July 24, 2028
SEGDII	PT SGS Indonesia	24 Juli 2028 | July 24, 2028
Barito Wind Energy Sidrap-1	PT Sucofindo (Persero)	15 Oktober 2028 | October 15, 2028

STANDAR INTERNASIONAL SISTEM MANAJEMEN ENERGI ISO 50001
International Standard For Energy Management System Iso 50001

BISNIS Business	REGISTRAR Registrar	MASA BERLAKU Validity
Petrokimia dan Infrastruktur Petrochemical and Infrastructure		
Site Office Pulo Ampel Pulo Ampel Site Office	Lloyd's Register Quality Assurance Limited (LRQA)	12 Desember 2026 December 12, 2026
Site Office Ciwandan Ciwandan Site Office	Lloyd's Register Quality Assurance Limited (LRQA)	12 Desember 2026 December 12, 2026
Energi Energy		
SEGWWL	PT SGS Indonesia	13 April 2026

Perseroan bersama seluruh unit usaha telah mengadopsi pendekatan Analisis Daur Hidup (*Life Cycle Assessment*/LCA) dengan prinsip *cradle-to-grave*. Pendekatan ini digunakan untuk mengidentifikasi, menganalisis, dan mengevaluasi dampak lingkungan pada setiap tahapan siklus hidup produk dan layanan, mulai dari proses produksi, distribusi, penggunaan, hingga tahap akhir masa pakai.

Melalui LCA, Perseroan memperoleh pemahaman yang lebih komprehensif atas jejak lingkungan yang dihasilkan sepanjang rantai nilai. Fokus utama analisis diarahkan pada konsumsi energi dan emisi gas rumah kaca, sebagai dasar dalam mengidentifikasi peluang efisiensi, pengurangan emisi, serta peningkatan kinerja lingkungan secara berkelanjutan.

The Company and its business units have adopted a Life Cycle Assessment (LCA) approach based on cradle-to-grave principles. This approach is utilized to identify, analyze, and evaluate environmental impacts at every stage of a product or service's life cycle, from production and distribution to usage and end-of-life disposal.

Through LCA, the Company gains a comprehensive understanding of its environmental footprint across the entire value chain. By focusing on energy consumption and GHG emissions, the analysis provides the foundation for identifying efficiency gains, reducing emissions, and driving continuous environmental improvement.

ENERGI DAN GAS RUMAH KACA

[GRI 3-3], [E-07]

Barito Pacific menyadari bahwa perubahan iklim dan peningkatan emisi Gas Rumah Kaca (GRK) merupakan risiko material yang dapat memengaruhi keberlanjutan operasional dan nilai jangka panjang Perseroan. Oleh karena itu, Perseroan mengintegrasikan upaya mitigasi dan adaptasi perubahan iklim ke dalam strategi bisnis, pengelolaan risiko, dan proses pengambilan keputusan investasi.

ENERGY AND GREENHOUSE GASES

[GRI 3-3], [E-07]

Barito Pacific recognizes that climate change and rising Greenhouse Gas (GHG) emissions are material risks to its operational sustainability and long-term value. Consequently, the Company integrates climate change mitigation and adaptation efforts into its core business strategy, risk management framework, and investment decision-making processes.

Grup Barito Pacific melaksanakan berbagai inisiatif untuk menurunkan konsumsi energi dan emisi GRK secara terukur. Upaya ini mencakup investasi pada energi terbarukan, penerapan teknologi yang lebih bersih, serta peningkatan efisiensi energi di seluruh lini operasional Perseroan.

Barito Pacific Group implements a range of measurable initiatives to reduce energy consumption and GHG emissions. These include investing in renewable energy, deploying cleaner technologies, and enhancing energy efficiency across all of the Company's operational lines.

KONTRIBUSI KAMI KEPADA SDGS
Our Contribution to the SDGs



PRODUKSI ENERGI BERSIH (GWh)
Clean Energy Production (GWh)

BISNIS Business	2025	2024	2023
Energi Energy	**7.034,41**	6.888,17	7.075,31
Petrokimia Petrochemical	**4,27**	1,39	1,49
Infrastruktur Infrastructure	**3,09**	1,25	0,36
Total	**7.041,77**	**6.889,56**	**7.7076,8**

KONSUMSI ENERGI (GJOULE) [GRI 302-1]
Energy Consumption (Gjoule)

BISNIS Business	2025	2024	2023
Energi Energy	**868.604,46**	1.028.718,36*	1.011.221,47*
Properti dan Hotel Property and Hotel	**35.433**	34.344	32.063
Petrokimia Petrochemical	**30.471.924**	21.831.295**	31.050.618**
Infrastruktur Infrastructure	**62.799**	1.179.581	4.301.957
Aster Refinery	**35.433**	N/A	N/A
Aster Chemical	**1.973.653**	N/A	N/A
Total	**33.447.846,46**	**21.867.482,36**	**30.349.017,76**

Catatan/Note:

Energi/Energy

* Terdapat restatement pada tahun 2023-2024 untuk sektor energi karena pengembangan metodologi perhitungan
There was a restatement in 2023–2024 for the energy sector due to enhancements in the calculation methodology.

Petrokimia, Infrastruktur, *Aster Refinery*, dan *Aster Chemical*
Petrochemical, Infrastructure, Aster Refinery, and Aster Chemical

** Terdapat restatement pada tahun 2023-2024 untuk sektor energi dan petrokimia karena pengembangan metodologi perhitungan
There was a restatement in 2023–2024 for the energy and petrochemical sectors due to enhancements in the calculation methodology.

- Terdapat penambahan *scope* pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Aster *refinery dan chemical* di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster Refinery and Chemical facilities in Singapore in 2025.
- Kenaikan konsumsi energi di 2025 dibandingkan tahun 2024 karena terjadi peningkatan produksi dibandingkan tahun 2024.
  The increase in energy consumption in 2025 compared to 2024 was attributable to higher production levels than in the previous year.
- Penurunan konsumsi energi di sektor infrastruktur di tahun 2025 disebabkan karena penurunan produksi dibanding tahun 2024.
  The decrease in energy consumption in the infrastructure sector in 2025 was due to lower production compared to 2024.

EMISI GAS RUMAH KACA TOTAL (TON CO_2E) [GRI 305-1, 305-2]
Total Greenhouse Gas Emissions (TON CO_2E)

BISNIS Business	**2025**	**2024**	**2023**
Energi Energy	**5.801,42**	6.766,01*	1.044,30*
Properti dan Hotel Property and Hotel	**8.268**	8.014	7.481
Petrokimia Petrochemical	**2.014.770**	1.535.816*	2.131.901
Infrastruktur Infrastructure	**6.802**	178.710	363.107
Aster Refinery	**1.401.006**	376.541,88	377.756,21
Aster Chemical	**1.973.653**	8.014	7.481
Total	**5.410.300,42**	**1.513.884,01**	**2.140.426,45**

Catatan/Note:
- Data yang disajikan mencakup emisi GRK Cakupan-1, dan Cakupan-2
  Data presented includes Scope 1 and Scope 2 GHG emissions.

Energi/Energy

* Terdapat restatement pada tahun 2023-2024 untuk sektor energi karena pengembangan metodologi perhitungan
There was a restatement in 2023–2024 for the energy sector due to enhancements in the calculation methodology.

Petrokimia, Infrastruktur, *Aster Refinery,* dan *Aster Chemical*
Petrochemical, Infrastructure, Aster Refinery, and Aster Chemical

** Terdapat restatement pada tahun 2024 untuk bisnis petrokimia karena pengembangan metodologi perhitungan
There was a restatement in 2024 for the petrochemical sector due to enhancements in the calculation methodology.
- Terdapat penambahan *scope* pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Refinery dan Chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster Refinery and Chemical facilities in Singapore in 2025.
- Kenaikan emisi GRK di 2025 dibandingkan tahun 2024 karena terjadi peningkatan produksi dibandingkan tahun 2024.
  The increase in GHG emissions in 2025 compared to 2024 was attributable to higher production levels than in the previous year.
- Penurunan emisi GRK di sektor infrastruktur di tahun 2025 disebabkan karena penurunan produksi dibanding tahun 2024.
  The decrease in GHG emissions in the infrastructure sector in 2025 was due to lower production compared to 2024.

Bisnis Petrokimia dan Infrastruktur [OJK F.7, F.12]

Di sektor petrokimia, Chandra Asri telah melakukan penilaian risiko iklim secara komprehensif sebagai dasar penyusunan strategi transisi yang selaras dengan *Enhanced Nationally Determined Contribution* (ENDC) Indonesia dan Strategi Jangka Panjang Rendah Karbon dan Ketahanan Iklim 2050 (LTS-LCCR). Sejalan dengan arah kebijakan tersebut, Chandra Asri mempersiapkan langkah-langkah strategis untuk mengantisipasi regulasi yang semakin ketat, memenuhi ekspektasi pemangku kepentingan, serta mendukung pencapaian target berbasis sains melalui *Science Based Targets initiative* (SBTi). Rencana ini konsisten dengan komitmen menuju net *zero emission* tahun 2060 melalui eksplorasi dan adopsi inovasi rendah karbon yang relevan dengan operasional.

Petrochemical Business and Infrastructure [OJK F.7, F.12]

In the petrochemical sector, Chandra Asri has conducted a comprehensive climate risk assessment as the foundation for a transition strategy aligned with Indonesia's Enhanced Nationally Determined Contribution (ENDC) and the Long-Term Strategy for Low Carbon and Climate Resilience 2050 (LTS-LCCR). In line with these policy directions, Chandra Asri is preparing strategic measures to anticipate tightening regulations, meet stakeholder expectations, and support the achievement of science-based targets through the Science Based Targets initiative (SBTi). This plan is consistent with the commitment to achieve Net Zero Emissions by 2060 through the exploration and adoption of operational-relevant low-carbon innovations.

Komitmen tersebut diperkuat melalui kebijakan Safety, *Health, Environment, Quality, and Energy* (SHEQEn), yang menegaskan upaya pengurangan konsumsi energi fosil, peningkatan efisiensi energi, pengembangan energi baru terbarukan, serta mitigasi perubahan iklim secara terukur.

This commitment is reinforced by the Safety, Health, Environment, Quality, and Energy (SHEQEn) policy, which underscores efforts to reduce fossil fuel consumption, enhance energy efficiency, develop renewable energy sources, and implement measurable climate change mitigation.

Sebagai salah satu kontributor utama emisi GRK, penggunaan energi menjadi fokus utama dalam Chandra Asri lingkungan Chandra Asri. Sejak 2017, Perseroan telah menerapkan Sistem Manajemen Energi ISO 50001:2018 di seluruh operasionalnya (100%). Implementasi ini mencakup seluruh tahapan kegiatan, mulai dari desain fasilitas, pemilihan peralatan, hingga pengendalian sistem operasional, guna memastikan efisiensi energi terintegrasi sejak tahap perencanaan.

As one of the main contributors to GHG emissions, energy use is a key focus of Chandra Asri's environmental management. Since 2017, Chandra Asri has implemented the ISO 50001:2018 Energy Management System across 100% of its operations. This covers all operational stages, from facility design, equipment selection, to operational system controls, ensuring that energy efficiency is integrated from the planning phase.

Sebagai bagian dari sistem tersebut, Chandra Asri secara rutin melaksanakan audit energi, baik internal maupun eksternal, untuk memantau kinerja energi, mengidentifikasi potensi inefisiensi, serta mengevaluasi peluang peningkatan kinerja yang dapat diimplementasikan secara teknis dan ekonomis, sehingga mendukung efisiensi operasional dan pengurangan emisi GRK secara berkelanjutan

As part of this system, Chandra Asri regularly conducts both internal and external energy audits to monitor performance, identify potential inefficiencies, and evaluate technically and economically feasible improvement opportunities, thereby supporting operational efficiency and sustainable GHG emission reductions.

Jenis bahan bakar yang paling banyak digunakan oleh Chandra Asri adalah gas alam dan bahan bakar internal yang berasal dari hasil samping produk. Perhitungan konsumsi energi menggunakan nilai kalor (*calorific value*) dan pengukuran langsung. Untuk mendukung transisi menuju penggunaan energi yang lebih bersih, Chandra Asri juga telah memasang panel surya dengan kapasitas terpasang sebesar 4,39 MWp di sektor petrokimia dan 11 MWp di sektor infrastruktur.

The primary fuels used by Chandra Asri are natural gas and internal fuels derived from product by-products. Energy consumption is calculated using calorific values and direct measurement. To support the transition toward cleaner energy use, Chandra Asri has also installed solar panels with a total installed capacity of 4.39 MWp in the petrochemical sector and 11 MWp in the infrastructure sector.

Dalam mendukung diversifikasi energi, Chandra Asri telah mengimplementasikan panel surya di Site Office Ciwandan untuk kebutuhan listrik area perkantoran serta di Site Office Pulo Ampel untuk penerangan area gudang batu bara. Sepanjang tahun 2025, konsumsi listrik yang dihasilkan dari panel surya tercatat sebesar 26.531 GJ.

To support energy diversification, Chandra Asri has deployed solar panels at the Ciwandan Site Office for administrative power needs and at the Pulo Ampel Site Office for coal warehouse lighting. Throughout 2025, electricity consumption generated from solar panels was recorded at 26,531 GJ.

Pengelolaan energi didukung oleh Tim Energi yang dipimpin oleh Manajer Energi dan bertanggung jawab langsung kepada Direksi. Di tingkat operasional, setiap unit produksi memiliki tanggung jawab atas pengendalian konsumsi energi dan emisi, dengan pemantauan kinerja yang dilakukan secara berkala oleh Komite Lingkungan.

Energy management is overseen by an Energy Team led by an Energy Manager, reporting directly to the Board of Directors. At the operational level, each production unit is responsible for controlling energy consumption and emissions, with performance monitoring conducted periodically by the Environmental Committee.

KINERJA ENERGI DAN GRK BISNIS PETROKIMIA DAN INFRASTRUKTUR [OJK F.6]
Energy and GHG Performance of Petrochemical and Infrastructure Businesses

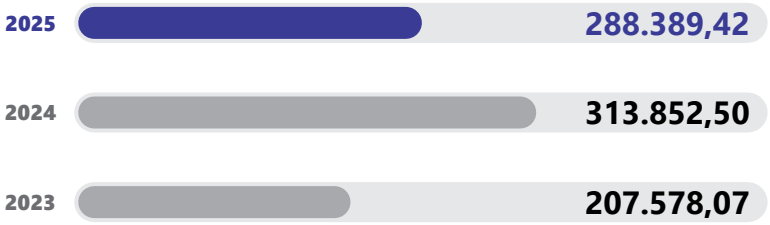
DESKRIPSI Description	2025	2024	2023
Intensitas Energi (GJ/ton Total Produk) Energy Intensity (GJ/ton Total Product)			
Petrokimia (GJ/Ton Produk)	**9,58**	9,74	9,95
Infrastruktur (GJ/MWh)	**11,67**	8,44	8,34
Aster Refinery (GJ/UEDC)	**95,60**	N/A	N/A
Aster Chemical (GJ/ton Produk)	**11,80**	N/A	N/A
Intensitas GRK (ton CO_2e/ton Total Produk)* GHG Intensity (ton CO_2e/ton Total Product)*			
Petrokimia (ton CO_2e/ton Produk)	**0,55**	0,6	0,63
Infrastruktur (ton CO_2e/MWh)	**1,26**	1,27	0,70
Aster Refinery (ton CO_2e /UEDC)	**0,89**	N/A	N/A
Aster Chemical (ton CO_2e/ton Produk)	**0,81**	N/A	N/A
Emisi GRK Cakupan-3 (ton CO_2e) **Scope 3 GHG Emissions (ton CO_2e)**	**4,480,028**	**3,912,587**	**4,249,529***

Catatan/Note:
- Intensitas Gas Rumah Kaca hanya mencakup Emisi GRK Cakupan-1 dan Cakupan-2
  Greenhouse Gas Intensity only includes Scope 1 and Scope 2 GHG Emissions.
- Terdapat restatement emisi GRK Cakupan 3 menggunakan *database* terbaru Ecoinvent 3,10
  There was a restatement of Scope 3 GHG emissions using the latest Ecoinvent 3.10 database.
- Terdapat penambahan cakupan pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Refinery dan Chemical dan chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's Refinery and Chemical facilities in Singapore in 2025.

PEMAKAIAN ENERGI SURYA (GJ)
Solar Energy Usage (GJ)

BISNIS Business	2025	2024	2023
Petrokimia Petrochemical	**15.378**	5.021	5.382
Infrastruktur Infrastructure	**11.153**	**4.525**	**1.295**

PENGURANGAN PEMAKAIAN ENERGI (GJ)
Reduction in Energy Consumption (GJ)



Bisnis Energi

Melalui Entitas Anak, yaitu Barito Renewables, Barito Pacific memperkuat perannya dalam pengembangan energi hijau dan bersih yang mendukung target *Net Zero Emission* Indonesia tahun 2060. Portofolio ini mencakup pengembangan energi panas bumi dan energi angin yang menjadi bagian dari strategi diversifikasi energi rendah karbon.

Dalam sektor panas bumi, pengembangan dilakukan melalui Star Energy Geothermal yang mengelola aset panas bumi strategis nasional. Selain itu, Barito Renewables memperluas portofolio energi terbarukan melalui akuisisi PLTB Sidrap-1 oleh anak usaha PT Barito Wind Energy. PLTB Sidrap-1 merupakan pembangkit listrik tenaga bayu berkapasitas 79 MW dan menjadi salah satu PLTB terbesar di Indonesia.

Efisiensi Energi

Sebagai bagian dari peningkatan efisiensi dan keandalan pasokan energi, Star Energy Geothermal terus mengoptimalkan kinerja energi melalui strategi yang komprehensif di seluruh wilayah operasionalnya. Upaya yang dilakukan mencakup pencegahan kebocoran uap, pengurangan konsumsi listrik operasional, optimasi proses pembangkitan, serta peningkatan keandalan sistem uap untuk meminimalkan *loss generation*. Inisiatif ini diarahkan untuk menekan kehilangan energi dan meningkatkan produktivitas pembangkit secara berkelanjutan.

Di wilayah SEGS, program *Pentane Based Binary Power Generation* (PENTAGEN) diterapkan untuk meningkatkan efisiensi pada unit *Brine Injection Pump*. Implementasi program ini menghasilkan efisiensi energi sebesar 134.174 GJ dengan estimasi penghematan biaya mencapai Rp22,96 miliar sekaligus mengoptimalkan pemanfaatan sumber daya panas bumi yang sebelumnya belum termanfaatkan secara maksimal.

Di wilayah SEGDII, penerapan manajemen *reservoir* yang komprehensif dilakukan melalui program STOPLOG, yang mendorong perubahan sistem berbasis *industrial symbiosis* dan optimalisasi alur proses. Program ini menghasilkan efisiensi energi sebesar 436.741,29 GJ dengan estimasi penghematan biaya sebesar Rp138,43 miliar.

Energy Business

Through its Subsidiary, namely Barito Renewables, Barito Pacific is strengthening its role in the development of green and clean energy to support Indonesia's 2060 Net Zero Emission target. This portfolio includes the development of geothermal and wind energy, which are integral to the low-carbon energy diversification strategy.

In the geothermal sector, development is driven by Star Energy Geothermal, which manages strategic national geothermal assets. Additionally, Barito Renewables has expanded its renewable energy portfolio through the acquisition of the Sidrap-1 Wind Farm by its subsidiary, PT Barito Wind Energy. With a capacity of 79 MW, Sidrap-1 is one of the largest wind power plants in Indonesia.

Energy Efficiency

As part of its commitment to enhancing efficiency and energy supply reliability, Star Energy Geothermal continues to optimize energy performance through a comprehensive strategy across all operational areas. These include steam leak prevention, reduction of internal power consumption, optimization of the generation process, and enhancing steam system reliability to minimize loss generation. These initiatives are designed to curb energy losses and sustainably increase power plant productivity.

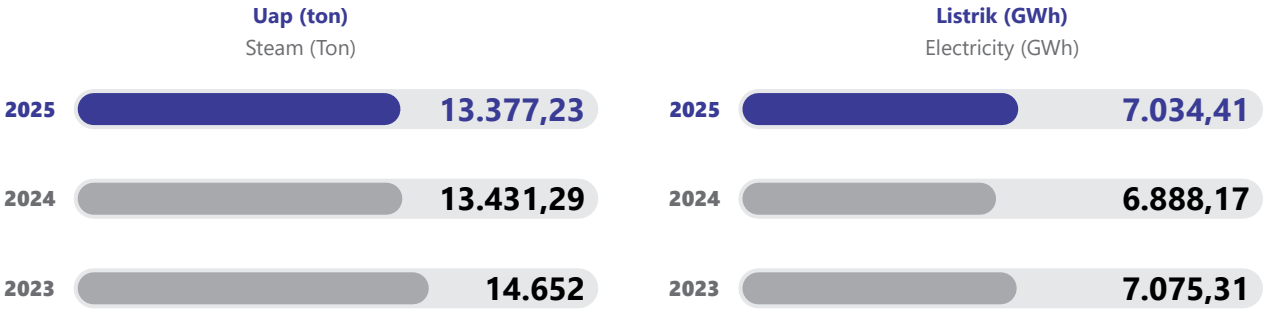
At the SEGS area, the Pentane-Based Binary Power Generation (PENTAGEN) program was implemented to improve efficiency in the Brine Injection Pump units. This program achieved energy efficiencies of 134,174 GJ, with estimated cost savings of Rp22.96 billion while successfully optimising previously underutilized geothermal resources.

At the SEGDII area, comprehensive reservoir management was executed through the STOPLOG program, which drives system changes based on industrial symbiosis and process flow optimization. This program delivered energy efficiencies of 436,741.29 GJ resulting in estimated cost savings of Rp138.43 billion.

Sementara itu, di SEGWWL, inovasi efisiensi energi diwujudkan melalui program WW RETRO (Retrofit *Cooling Tower* Unit 1 dan Unit 2). Program ini meningkatkan kinerja *cooling tower* melalui penggunaan teknologi yang lebih mutakhir. Inisiatif tersebut menghasilkan efisiensi energi sebesar 8.784 MWh (setara 31.622,40 GJ), dengan estimasi penghematan biaya sebesar Rp12.690.244.800 berdasarkan tarif listrik yang berlaku.

Meanwhile, at SEGWWL, energy efficiency innovation was realized through the WW RETRO program (Retrofit of Cooling Tower Units 1 and 2). This program improved cooling tower performance by deploying advanced technology. The initiative achieved energy efficiencies of 8,784 MWh (equivalent to 31,622.40 GJ), with estimated cost savings of IDR 12,690,244,800 based on applicable electricity tariffs.

PRODUKSI ENERGI TERBARUKAN BARITO RENEWABLES
Renewable Energy Production By Barito Renewables



Catatan | Note:
* Produksi listrik mencakup listrik dari sumber terbarukan yang dihasilkan oleh Star Energy Geothermal dan Barito Wind Energy; sedangkan produksi uap mencakup uap yang diproduksi oleh Star Energy Geothermal untuk disalurkan kepada pelanggan.
Electricity production includes renewable energy generated by Star Energy Geothermal and Barito Wind Energy, while steam production refers to steam produced by Star Energy Geothermal for supply to customers.

Emisi Non GRK

Non-Greenhouse Gas Emissions

Di sektor petrokimia, aktivitas operasional Chandra Asri berpotensi menghasilkan emisi udara non-GRK, termasuk polutan udara berbahaya (*hazardous air pollutants*) dan zat perusak ozon (*ozone depleting substances*). Polutan seperti SOx, NOx, *volatile organic compounds* (VOC), dan *particulate matter* (PM) dapat berdampak pada kualitas udara, kesehatan, dan lingkungan apabila melampaui baku mutu yang ditetapkan. Sementara itu, ODS seperti chlorofluorocarbon (CFC) dan halon berpotensi merusak lapisan ozon.

In the petrochemical sector, the Company's operational activities have the potential to produce non-GHG air emissions, including hazardous air pollutants (HAPs) and ozone-depleting substances (ODS). Pollutants such as SOx, NOx, volatile organic compounds (VOCs), and particulate matter (PM) can impact air quality, public health, and the environment if they exceed established regulatory thresholds. Meanwhile, ODS such as chlorofluorocarbons (CFCs) and halons pose a risk to the ozone layer.

Chandra Asri terus memperkuat pengelolaan kualitas udara melalui pemantauan berkala, evaluasi kepatuhan terhadap regulasi, analisis tren kinerja historis, serta perbandingan dengan praktik industri sejenis sebagai dasar penetapan

Chandra Asri continuously strengthens its air quality management through regular monitoring, regulatory compliance evaluations, historical performance trend analysis, and benchmarking against industry peers to

target perbaikan. Pengungkapan emisi ODS saat ini masih dalam tahap kajian internal untuk memastikan metodologi pengukuran dan pelaporan yang selaras dengan standar yang berlaku.

Di sektor energi, melalui Barito Renewables, pengelolaan emisi non-GRK juga dilakukan secara proaktif. Star Energy Geothermal telah dilengkapi dengan *Non-Condensable Gas (NCG) flow meter* untuk memantau debit gas non-kondensabel sebelum dilepaskan ke atmosfer. Selain itu, penerapan teknologi rekayasa injeksi kondensat dilakukan untuk menekan emisi hidrogen sulfida (H_2S), guna mendukung operasional yang lebih terkendali dan ramah lingkungan.

establish improvement targets. The disclosure of ODS emissions is currently undergoing internal review to ensure that measurement and reporting methodologies align with applicable standards.

In the energy sector, Barito Renewables proactively manages non-GHG emissions. Star Energy Geothermal is equipped with Non-Condensable Gas (NCG) flow meters to monitor the flow rate of non-condensable gases before atmospheric release. Additionally, condensate injection engineering technology has been implemented to suppress hydrogen sulfide (H_2S) emissions, supporting more controlled and environmentally friendly operations.

EMISI NON GRK*
Non-GHG Emissions*

LINI BISNIS Business Unit	JENIS POLUTAN Type Of Pollutant	SATUAN UNIT	2025	2024	2023
Petrokimia Petrochemical	SOx	ton	**187**	260*	199*
	NOx	ton	**2.060**	1.589	1.979
Infrastruktur Infrastructure	SOx	ton	**0**	19	92
	NOx	ton	**2**	307	1.226
Aster Refinery	SOx	ton	**4.108**	N/A	N/A
	NOx	ton	**2.984**	N/A	N/A
Aster Chemical	SOx	ton	**125**	N/A	N/A
	NOx	ton	**516**	N/A	N/A

Catatan/Note:

* Terdapat penyajian data kembali untuk SOx dan NOx tahun 2023 dan 2024 sektor petrokimia dengan mengacu pada metode US EPA AP-42 Compilation of Air Emissions Factors from Stationary Sources
There was a restatement of 2023 and 2024 SOx and NOx data for the petrochemical sector. with reference to the US EPA AP-42 Compilation of Air Emissions Factors from Stationary Sources.

- Terdapat penambahan cakupan pelaporan untuk sektor infrastruktur pada tahun 2023-2024. dan fasilitas Aster Refinery dam Chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's Refinery and Chemical facilities in Singapore in 2025.
- Kenaikan emisi NOx di 2025 dibandingkan tahun 2024 karena terjadi peningkatan produksi dibandingkan tahun 2024.
  The increase in NOx emissions in 2025 compared to 2024 was attributable to higher production levels than in the previous year.
- Penurunan emisi NOx di sector infrastruktur di tahun 2025 disebabkan karena penurunan produksi dibanding tahun 2024.
  The decrease in NOx emissions in the infrastructure sector in 2025 was due to lower production compared to 2024.

EFLUEN [GRI 3-3, 303-4]

Perseroan memastikan pengelolaan air limbah dilaksanakan secara sistematis melalui Instalasi Pengolahan Air Limbah (IPAL) di seluruh unit bisnis. Proses pengolahan dirancang untuk menjamin bahwa efluen yang dilepas ke badan air penerima telah memenuhi Baku Mutu Lingkungan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

EFLUENT [GRI 3-3, 303-4]

The Company manages wastewater systematically through Wastewater Treatment Plants (WWTP) across all business units. This treatment process is engineered to ensure that all effluent discharged into receiving water bodies meets Environmental Quality Standards in full compliance with prevailing laws and regulations.

Sebagai bagian dari penguatan tata kelola lingkungan, Entitas Anak Perseroan menerapkan pemantauan kualitas air limbah secara berkala untuk memastikan efektivitas operasional IPAL dan konsistensi kepatuhan. Pengujian dilakukan melalui laboratorium lingkungan terakreditasi guna memastikan akurasi hasil serta kredibilitas pelaporan.

As part of strengthening environmental governance, the Company's Subsidiaries implement regular monitoring of wastewater quality to ensure the operational effectiveness of the WWTPs and consistent compliance. Testing is conducted by accredited environmental laboratories to ensure accuracy and credibility of reporting.

VOLUME PEMBUANGAN AIR LIMBAH KE LAUT (MEGALITER)
Volume of Wastewater Discharge into the Sea (Megaliter)

BISNIS Business	**2025**	**2024**	**2023**
Petrokimia Petrochemical	**3.106**	3.250*	4.178*
Infrastruktur Infrastructure	**2**	32	9
Aster Refinery	**5.183**	N/A	N/A
Aster Chemical	**1.197**	N/A	N/A

Catatan/Note:

* *Restatement* pembuangan air limbah ke laut sektor petrokimia mempertimbangkan air buangan fasilitas desalinasi ke laut
There was a restatement of petrochemical sector wastewater discharge to the sea, taking into account effluent discharge from the desalination facility.

- Terdapat penambahan cakupan pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Aster Refinery dan Chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's Refinery and Chemical facilities in Singapore in 2025.



KONTRIBUSI KAMI KEPADA SDGs

Our Contribution to the SDGs



Bisnis Petrokimia dan Infrastruktur

Efluen yang dihasilkan dari aktivitas operasional di sektor petrokimia dan infrastruktur dikelola melalui sistem pengolahan yang terintegrasi untuk memastikan pemenuhan Baku Mutu Lingkungan sebelum dialirkan ke badan air penerima. Pengolahan dilakukan melalui Instalasi Pengolahan Air Limbah (IPAL) dengan pengawasan dan pemantauan pada lima titik penaatan, yaitu:

1. Outlet IPAL PE;
2. Outlet IPAL Olefins;
3. Outlet IPAL PP;
4. Outlet Desalinasi; dan
5. Outlet domestik PP.

Bisnis Energi

Dalam bisnis energi, khususnya pada operasi panas bumi, proses produksi utama tidak memerlukan penggunaan air bersih. Pemanfaatan air terbatas pada kegiatan pendukung seperti perkantoran, fasilitas hunian karyawan, dan operasional non-produksi lainnya. Air limbah domestik yang dihasilkan dikelola melalui *Sewage Treatment Plant* (STP) untuk memastikan efluen memenuhi standar lingkungan yang berlaku sebelum dilepas.

Sebagai bagian dari komitmen terhadap pengelolaan sumber daya secara berkelanjutan, Star Energy Geothermal menerapkan sistem reinjeksi air hasil produksi ke dalam *reservoir*. Melalui pendekatan sistem tertutup ini, 100% fluida produksi dikelola kembali ke dalam sumur, sehingga tidak terdapat pembuangan limbah cair proses ke lingkungan.

Petrochemical and Infrastructure Business

Effluent generated from operational activities in the petrochemical and infrastructure sectors is managed through an integrated treatment system to ensure compliance with Environmental Quality Standards before discharge. Treatment is conducted via Wastewater Treatment Plants (WWTP), with oversight and monitoring performed at five designated compliance points, namely:

1. PE WWTP Outlet;
2. Olefins WWTP Outlet;
3. PP WWTP Outlet;
4. Desalination Outlet; and
5. PP Domestic Outlet.

Energy Business

In the energy business, specifically within geothermal operations, the primary production process does not consume fresh water. Water usage is restricted to auxiliary functions, such as offices, employee housing, and other non-production activities. Domestic wastewater from these facilities is processed through Sewage Treatment Plants (STP), ensuring all effluent aligns with applicable standards before discharge.

As part of its commitment to sustainable resource management, Star Energy Geothermal implements a reinjection of produced water back into the reservoir. Through this closed-loop approach, 100% of the production fluids are managed and returned to the wells, ensuring that no liquid waste is discharged into the environment.

AIR [OJK F.8], [GRI 3-3, 303-1, 303-2]

Sebagai bagian dari komitmen terhadap pelestarian sumber daya air, Barito Pacific, melalui Entitas Anak, menerapkan pendekatan kolaboratif dengan melibatkan masyarakat di sekitar wilayah operasional. Inisiatif ini diwujudkan melalui program revegetasi di area penyangga serta pemberdayaan masyarakat berbasis pengelolaan lingkungan.

Melalui pengembangan pertanian terpadu dan kegiatan konservasi, Perseroan mendorong praktik pemanfaatan lahan yang lebih berkelanjutan sekaligus mendukung perlindungan daerah tangkapan air. Pendekatan ini bertujuan untuk menjaga keseimbangan ekosistem, meningkatkan ketahanan lingkungan lokal, serta memperkuat hubungan jangka panjang dengan masyarakat sekitar.

WATER [OJK F.8], [GRI 3-3, 303-1, 303-2]

To uphold its commitment to water resource preservation, Barito Pacific, through its Subsidiaries, adopts a collaborative approach involving local communities around its operations. This is achieved through revegetation programs in buffer zones and community empowerment initiatives centered on sustainable environmental management.

Through the development of integrated farming and conservation activities, the Company promotes sustainable land-use practices while supporting the protection of water catchment areas. This approach aims to maintain ecosystem balance, enhance local environmental resilience, and strengthen long-term relationships with neighboring communities.

PEMAKAIAN AIR (MEGALITER) [GRI 303-5], [E-04]
Water Consumption (Megaliter)

BISNIS Business	2025	2024	2023
Energi Energy	**57,82**	49,52	35,12
Properti dan Hotel Property and Hotel	**232**	167,28	159,46
Petrokimia Petrochemical	**6.287**	5.796*	7.670*
Infrastruktur Infrastructure	**39**	-	-
Aster Refinery	**6.404**		
Aster Chemical	**11.718**		
TOTAL	**24.737,82**	**3.296,37**	**4.471,03**

Catatan/Note:
* *Restatement* pengambilan air sektor energi karena adanya perubahan cakupan perhitungan.
There was a restatement of water withdrawal data for the energy sector due to changes in the calculation scope.
Petrokimia, Infrastruktur, Aster Refinery, dan Aster Chemical
Petrochemical, Infrastructure, Aster Refinery, and Aster Chemical
** *Restatement* pembuangan air limbah ke laut sektor petrokimia mempertimbangkan air buangan fasilitas desalinasi ke laut
There was a restatement of petrochemical sector wastewater discharge to the sea, taking into account effluent discharge from the desalination facility.

- Terdapat penambahan cakupan pelaporan untuk sector infrastruktur pada tahun 2023-2024, dan fasilitas Refinery dan Chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's refinery and chemical facilities in Singapore in 2025.

KONTRIBUSI KAMI KEPADA SDGs
Our Contribution to the SDGs

Bisnis Petrokimia dan Infrastruktur

Sebagai bagian dari komitmen pengelolaan sumber daya air secara berkelanjutan, Chandra Asri Group menetapkan kebijakan manajemen konservasi air dan pengurangan beban pencemaran air limbah. Kebijakan ini menjadi landasan dalam penerapan proses produksi yang lebih hemat air serta pengurangan konsumsi air di seluruh operasi. Upaya yang dilakukan meliputi:

Konservasi air

1. Optimalisasi pengembalian air *Process Cooling Water* (PCW) ke sistem *pelleting* melalui proses *screening* untuk menjaga kualitas sesuai spesifikasi
2. Penggantian *packing* dan *cleaning reboiler diluent recovery* untuk mengurangi kebutuhan *steam* di *reboiler*
3. Penggantian *tube heat exchanger* serta *cleaning Heat Exchanger* lainnya saat Turnaround Maintenance (TAM) 2024
4. Reduksi air *backwash*, *recycle* air *pellet conveying water*, dan perbaikan *steam line* untuk menurunkan konsumsi *steam*.

Petrochemical and Infrastructure Business

As part of its commitment to sustainable water resource management, Chandra Asri Group has established a water conservation and wastewater pollution load reduction policy. This policy serves as the foundation for implementing water-efficient production processes and reducing water consumption across all operations. These measures include:

Water conservation

1. Optimizing the return of Process Cooling Water (PCW) to the pelleting system via a screening process to ensure quality meets technical specifications.
2. Replacing packing and cleaning the diluent recovery reboiler to reduce steam demand.
3. Replacing heat exchanger tubes and cleaning other heat exchangers during the 2024 Turnaround Maintenance (TAM).
4. Reduction of backwash water, recycling of pellet conveying water, and steam line improvements to reduce steam consumption.



Peningkatan pemanfaatan air alternatif melalui fasilitas desalinasi, termasuk teknologi *Seawater Reverse Osmosis* (SWRO), *Brackish Water Reverse Osmosis* (BWRO), dan fasilitas *sea water distiller* di Singapura.
Increased use of alternative water sources through desalination facilities, including Seawater Reverse Osmosis (SWRO), Brackish Water Reverse Osmosis (BWRO), and a seawater distiller facility in Singapore.



Menggantikan bahan kimia berbasis amina dengan bahan kimia berbasis kaustik dalam sistem *dilution steam generation* (DSG)
Replacing amine-based chemicals with caustic-based chemicals in the Dilution Steam Generation (DSG) system.



Pemasangan sistem pemantauan kualitas air limbah secara kontinu dan berjejaring (SPARING)
Installing Continuous and Integrated Wastewater Quality Monitoring System (SPARING).

PROPORSI PEMAKAIAN AIR BERDASARKAN SUMBER AIR (MEGALITER) [GRI 303-5], [E-04]
Proportion of Water Consumption By Water Source (Megaliter)

BISNIS Business	SUMBER AIR Water Source	2025	2024	2023
Petrokimia Petrochemical	Pihak Ketiga Third Party	**3.181**	2.546,77	3.492,17
	Desalinasi Desalination	**1.090,91**	864.90	1.379,28
Infrastruktur Infrastructure	Pihak Ketiga Third Party	**39**	67	102
	Desalinasi Desalination	**0**	0	0
Aster Refinery	Pihak Ketiga Third Party	**1.122**	N/A	N/A
	Desalinasi Desalination	**993,86**	N/A	N/A
Aster Chemical	Pihak Ketiga Third Party	**2.547**	4.871,45	N/A
	Desalinasi Desalination	**0**	N/A	N/A

Catatan/Note:
Terdapat penambahan cakupan pelaporan untuk sector infrastruktur pada tahun 2023-2024, dan fasilitas Aster Refinery dan Chemical di Singapura pada tahun 2025
There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's refinery and chemical facilities in Singapore in 2025.

Bisnis Energi

Pada sektor energi, penggunaan air permukaan terbatas pada aktivitas pendukung operasional. Di Barito Wind Energy, pemanfaatan air berasal dari sumur dalam dan digunakan secara terbatas untuk fasilitas pendukung. Sebagian air juga dialirkan kepada komunitas desa terdekat untuk kebutuhan mandi, cuci, kakus (MCK) dan konsumsi, setelah melalui proses pengolahan menggunakan *water treatment plant* dan *reverse osmosis* untuk memastikan kualitasnya memenuhi standar kesehatan.

Air limbah yang dihasilkan dari operasional PLTB Sidrap-1 terbatas pada limbah domestik dari fasilitas pendukung. Pengelolaannya dilakukan melalui sistem *Sustainable Urban Drainage System (SUDS)* sebelum air dikembalikan ke lingkungan, guna memastikan pengendalian kualitas dan meminimalkan dampak terhadap badan air penerima.

Energy Business

In the energy sector, surface water use is restricted to operational support. At Barito Wind Energy, water is sourced from deep wells and used sparingly for auxiliary facilities. A portion of this supply is also shared with neighboring villages to meet basic sanitation and drinking needs after it undergoes rigorous processing through water treatment plants and reverse osmosis to ensure it meets all health and safety standards.

Wastewater generated from Sidrap-1 Wind Farm operations is restricted to domestic waste from auxiliary facilities. This is managed through a Sustainable Urban Drainage System (SUDS) before being returned to the environment, ensuring quality control and minimizing the impact on receiving water bodies.

Sementara itu, Star Energy Geothermal menyadari bahwa konservasi air merupakan aspek penting bagi keberlanjutan ekosistem, sektor pertanian, dan perekonomian lokal. Oleh karena itu, Perseroan berkolaborasi dengan masyarakat sekitar wilayah operasional untuk menjaga kelestarian sumber-sumber air, khususnya di area yang rentan terhadap tekanan akibat perubahan fungsi lahan.

Meanwhile, Star Energy Geothermal recognizes that water conservation is a vital aspect of ecosystem sustainability, the agricultural sector, and the local economy. Consequently, the Company collaborates with communities surrounding its operational areas to preserve water sources, particularly in areas vulnerable to pressure from land-use changes.

LIMBAH [OJK F.13, F.14, F.15], [GRI 3-3, 306-3]

Setiap unit bisnis Perseroan mengelola limbah di seluruh unit bisnis sesuai dengan standar dan ketentuan peraturan perundang-undangan yang berlaku. Limbah yang dihasilkan mencakup limbah bahan berbahaya dan beracun (B3) serta limbah non-B3, yang dikelola melalui prosedur operasional yang terdokumentasi dan sistem pengendalian internal.

Dalam rangka meningkatkan efektivitas pengelolaan, Perseroan menerapkan prinsip 5R (*Recycle, Recovery, Reuse, Reduction,* dan *Replacement*) sebagai bagian dari pendekatan preventif. Strategi ini bertujuan untuk meminimalkan timbulan limbah sejak tahap awal proses operasional, mengurangi ketergantungan pada metode *end-of-pipe treatment*, serta mendorong optimalisasi pemanfaatan kembali sumber daya.

Sepanjang tahun 2025, tidak terdapat kasus tumpahan limbah yang terjadi di lingkungan Perseroan.

WASTE [OJK F.13, F.14, F.15], [GRI 3-3, 306-3]

The Company manages waste across all business units in accordance with international standards and prevailing laws and regulations. Generated waste includes both hazardous waste and non-hazardous waste, which are managed through documented operating procedures and internal control systems.

To enhance management effectiveness, the Company applies the 5R principles (Recycle, Recovery, Reuse, Reduction, and Replacement) as part of a preventive approach. This strategy aims to minimize waste generation at the source, reduce reliance on end-of-pipe treatment methods, and promote the optimized reuse of resources.

Throughout 2025, there were no reported incidents of waste spills within the Company's operational environment.



KONTRIBUSI KAMI KEPADA SDGs
Our Contribution to the SDGs

TIMBULAN LIMBAH NON B3 (TON) [GRI 306-3], [E-05]
Non-Hazardous Waste Generation (Ton)

BISNIS Business	2025	2024	2023
Energi Energy	**229,2**	183,01*	166,13
Properti dan Hotel Property and Hotel	**122**	113	109
Petrokimia Petrochemical	**2.579**	3.344,62	2.385**
Infrastruktur Infrastructure	**30**	26	22
Aster Refinery	**1.544**	N/A	N/A
Aster Chemical	**4.672**	N/A	N/A

Catatan | Note:

* Mencakup Star Energy Geothermal dan Barito Wind Energy
This includes the Star Energy Geothermal and the Barito Wind Energy

Petrokimia, Infrastruktur, Aster Refinery, dan Aster Chemical
Petrochemical, Infrastructure, Aster Refinery, and Aster Chemical

** Restatement jumlah limbah non B3 tahun 2023 untuk sektor petrokimia untuk pemisahan jenis limbah B3 dan nonB3
** There was a restatement of 2023 non-hazardous waste data for the petrochemical sector to reflect the separation between hazardous and non-hazardous waste categories.

Terdapat penambahan cakupan pelaporan untuk sektor infrastruktur pada tahun 2023-2024, dan fasilitas Aster Refinery dan Chemical di Singapura pada tahun 2025
There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's refinery and chemical facilities in Singapore in 2025.

TIMBULAN LIMBAH B3 (TON) [GRI 306-3], [E-05]
Hazardous Waste Generation (Ton)

BISNIS Business	2025	2024	2023
Energi Energy	**319,99**	45,20	32,83
Petrokimia Petrochemical	**6,243**	1.425,08	1.459,75
Infrastruktur Infrastructure	**31**	20	13
Aster Refinery	**1,544**	N/A	N/A
Aster Chemical	**4,672**	N/A	N/A

Catatan/Note:
Petrokimia, Infrastruktur, Aster Refinery, dan Aster Chemical
Petrochemical, Infrastructure, Aster Refinery, and Aster Chemical

- Terdapat penambahan cakupan pelaporan untuk Sektor infrastruktur pada tahun 2023-2024, dan fasilitas Aster Refinery dan Chemical di Singapura pada tahun 2025
  There was an expansion of the reporting scope for the infrastructure sector in 2023–2024, as well as the inclusion of Aster's refinery and chemical facilities in Singapore in 2025.
- Terdapat peningkatan jumlah limbah B3 tahun 2025 karena adanya kegiatan cleaning tangki dan fasilitas waste Refinery dan Chemical yang menghasilkan limbah B3
  There was an increase in hazardous waste generation in 2025 due to tank cleaning activities and the operation of wastewater treatment facilities, which resulted in hazardous waste.

Bisnis Petrokimia dan Infrastruktur

Sebagai bagian dari pencapaian target keberlanjutan, Chandra Asri Group melaksanakan pelatihan kepada karyawan terkait pengelolaan limbah, identifikasi aspek dan dampak aktivitas rutin, serta pemilahan limbah (*waste segregation*). Program ini dirancang untuk memperkuat kompetensi dan kesadaran karyawan dalam mengelola limbah secara bertanggung jawab sesuai dengan standar operasional dan regulasi yang berlaku.

Pelatihan tersebut mendukung penerapan prinsip keberlanjutan di lingkungan kerja serta menjadi bagian dari upaya sistematis untuk menekan timbulan limbah dan meningkatkan efektivitas pengelolaannya. Melalui pendekatan ini, Chandra Asri Group memperkuat budaya kepatuhan dan tanggung jawab lingkungan di seluruh lini operasional.

Selain penguatan kapasitas internal, Chandra Asri Group juga menjalankan berbagai program pengurangan limbah di seluruh kegiatan operasionalnya, antara lain:

Petrochemical Business and Infrastructure

As part of its sustainability targets, Chandra Asri Group conducts employee training sessions focused on waste management, the identification of aspects and impacts of routine activities, and waste segregation. This program is designed to strengthen employee competency and awareness, ensuring waste is managed responsibly in accordance with operational standards and prevailing regulations.

These training initiatives support the application of sustainability principles in the workplace and form part of a systematic effort to reduce waste generation and enhance management effectiveness. Through this approach, Chandra Asri Group reinforces a culture of compliance and environmental responsibility across all operational lines.

In addition to strengthening internal capacity, Chandra Asri Group implements various waste reduction programs throughout its operational activities, including:

LIMBAH B3
Hazardous Waste

REUSE

- Pemanfaatan ulang limbah B3 oleh pihak ketiga
  Reuse of hazardous waste by a third party
- Sebagai campuran bahan baku di industri lain: *fly ash, dewatering sludge, Npahtha sludge, contaminated soil*, limbah insulasi, *perlite waste, molecular sieve, inert ball.*
  As raw material feedstock for other industries: fly ash, dewatering sludge, naphtha sludge, contaminated soil, insulation waste, perlite waste, molecular sieve, and inert balls.
- Sebagai bahan bakar di industri lain: bekas kemasan aditif, *decoking sludge, oily sludge*, limbah solvent, limbah majun, dan limbah karbon aktif.
  As alternative fuel for other industries: additive packaging waste, decoking sludge, oily sludge, spent solvents, contaminated rags, and spent activated carbon.
- Limbah ekonomis.
  Waste with economic value.

REDUCE

- Optimalisasi injeksi *presulfiding* untuk mengurangi timbulan *coke* pada *furnace*
  Optimization of presulfiding injection to reduce coke formation in furnaces;
- Mengurangi limbah B3 dari kemasan aditif
  Reduce hazardous waste from additive packaging.
- Penambahan metode *pre-rinsing* pada proses N-Methyl-2-pyrrolidone (NMP) *solvent treatment*.
  Implementation of a pre-rinsing stage in the N-Methyl-2-pyrrolidone (NMP) solvent treatment process.

RECYCLE

- Spent gasoline didaur ulang ke sistem quenching.
  Recycling spent gasoline to the quenching system.

RECOVERY

- Memulihkan (*recover*) kandungan logam mulia pada katalis bekas.
  Recovering precious metal content from spent catalysts.

LIMBAH NON B3
Non-Hazardous Waste

- Pemanfaatan sampah organik dari kegiatan kantin dan sisa pemotongan rumput sebagai bahan untuk pembuatan kompos;
  Conversion of organic waste from cafeteria activities and grass clippings into compost;
- Pemanfaatan kantin organik menjadi pakan *maggot*;
  Repurposing organic canteen waste as maggot feed;
- Pemanfaatan limbah non-B3 oleh pihak ketiga sebagai limbah ekonomis, seperti: kertas/ karton, scrap kayu/pallet kayu bekas, filter bekas, *inner roll ex BFR*, ban bekas, *scrap*, besi/logam, karung plastik/jumbo bag bekas, plastik *wrapping* bekas, pallet plastik bekas, inner rol ex wrapping, dan *Fly Ash and Bottom Ash* (FABA).
  Diversion of non-hazardous waste to third parties as recyclable waste with economic value, including: paper and cardboard, wood scrap and used pallets, spent filters, used BFR inner rolls, used tires, scrap metal, used plastic sacks and jumbo bags, used plastic wrap, used plastic pallets, used wrapping inner rolls, and FABA (Fly Ash and Bottom Ash).

Bisnis Energi [OJK F.5]

Pada sektor energi, pengelolaan limbah dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Dalam kegiatan operasional, Barito Renewables menghasilkan limbah bahan berbahaya dan beracun (B3) serta limbah non-B3 yang dikelola melalui prosedur pengendalian, penyimpanan, dan pengangkutan yang terdokumentasi. Star Energy Geothermal secara berkelanjutan berupaya menekan timbulan limbah sebagai bagian dari tanggung jawab lingkungan dan peningkatan efisiensi operasional.

Di PT Barito Wind Energy, digunakannya bahan *degreaser oil* yang lebih ramah lingkungan dalam kegiatan pembersihan turbin angin. Limbah yang dihasilkan ditampung dan disimpan sementara dengan pengendalian durasi penyimpanan yang ketat sebelum diserahkan kepada pihak berizin untuk pengangkutan dan pengolahan.

Di SEGWWL, diterapkan program unggulan 3R limbah B3 melalui inisiatif ASIS TURBO (*Artificial Oil & Sweetening*

Energy Business [OJK F.5]

In the energy sector, waste management is executed in compliance with prevailing laws and regulations. Throughout its operations, Barito Renewables generates hazardous waste and non-hazardous waste, which are managed through documented control, storage, and transportation procedures. Star Energy Geothermal continuously strives to minimize waste generation as part of its environmental responsibility and operational efficiency enhancements.

PT Barito Wind Energy utilizes environmentally friendly degreasing agents for wind turbine maintenance. Generated waste is collected and held in temporary storage under strict duration controls before being handed over to licensed third parties for transportation and processing.

SEGWWL implements the ASIS TURBO initiative (Artificial Oil & Sweetening System based on MSA) for spent oil

System berbasis MSA untuk Reduksi Oli Bekas pada Operasional Turbin). Program ini bertujuan mengurangi timbulan oli bekas pada unit proses turbin melalui optimalisasi sistem pengolahan.

Di SEGDII, inovasi pengendalian tumpahan oli dilakukan dengan memodifikasi pompa *oil chamber* menggunakan *level switch* otomatis yang menghentikan aliran saat kapasitas maksimum tercapai. Sebelumnya, sistem manual berpotensi menimbulkan tumpahan dan menghasilkan limbah B3 berupa *absorbent (B110D)*. Inovasi ini meningkatkan pengendalian operasional sekaligus menekan timbulan limbah B3.

Sementara itu, di SEGS, program CLUBA (*Continuous Lube Oil Purification*) diimplementasikan untuk mengurangi timbulan limbah B3 pada unit *Hazardous Waste Treatment*. Melalui pemurnian pelumas secara berkelanjutan, timbulan limbah dari kegiatan *cooling tower fan* dapat ditekan secara signifikan.

Bisnis Properti dan Hotel

Pada bisnis properti dan hotel, pengelolaan limbah domestik dilakukan melalui sistem pemilahan berdasarkan jenis sampah di sumbernya. Sampah yang telah disegregasi selanjutnya dikelola melalui metode daur ulang dan daur pakai oleh mitra eksternal yang memiliki izin dan kompetensi sesuai ketentuan yang berlaku.

Pendekatan pengelolaan sampah terpadu juga diterapkan di kantor pusat Perseroan melalui Griya Idola. Program ini mencakup proses segregasi awal, pengumpulan terpilah, hingga pengolahan lanjutan dengan prinsip *reuse* dan *recycle*. Dalam pelaksanaannya, Griya Idola bekerja sama dengan Waste4Change dan bank sampah setempat, serta melibatkan partisipasi aktif para *tenant* di Wisma Barito Pacific dan Wisma Barito Pacific II.

Selain itu, Mambruk Hotel menerapkan inovasi pengelolaan sampah organik melalui pemanfaatan *black soldier fly* (BSF). Metode ini memungkinkan pengolahan limbah dapur secara lebih efektif dan ramah lingkungan, sehingga mengurangi volume limbah organik yang dikirim ke tempat pembuangan akhir.

reduction in turbine operations. This program aims to decrease waste oil generation through processing system optimization.

SEGDII implements an oil spill control innovation by modifying the oil chamber pumps with automated level switches that halt flow when maximum capacity is reached. Previously, the manual system carried a high risk of overflow, which resulted in the generation of hazardous waste in the form of spent absorbents (B110D). This innovation enhances operational control while minimizing hazardous waste generation.

Meanwhile, SEGS implements the CLUBA (Continuous Lube Oil Purification) program to reduce hazardous waste within the treatment units. By continuously purifying lubricants, the waste generated from cooling tower fan activities can be substantially reduced.

Property and Hotel Business

In the property and hotel business, domestic waste management is executed through a source-based waste segregation system. Segregated waste is managed through recycling and reuse methods by external partners who possess the required permits and competencies in accordance with prevailing regulations.

An integrated waste management approach is also implemented at the Company's head office through Griya Idola. This program encompasses initial segregation, sorted collection, and advanced processing based on reuse and recycle principles. In its execution, Griya Idola collaborates with Waste4Change and local waste banks, while fostering active participation from tenants at Wisma Barito Pacific and Wisma Barito Pacific II.

Furthermore, Mambruk Hotel has implemented an innovative organic waste management program utilizing Black Soldier Fly (BSF) larvae. This method enables more effective and eco-friendly processing of kitchen waste, thereby reducing the volume of organic waste sent to landfills.

EKONOMI SIRKULAR

Chandra Asri Group memperkuat komitmennya dalam menerapkan konsep *Extended Producer Responsibility* (EPR) untuk mendukung pengelolaan limbah plastik yang lebih sistematis dan berkelanjutan. Melalui integrasi prinsip ekonomi sirkular dalam model bisnisnya, Chandra Asri berupaya memperpanjang siklus hidup plastik, mencegah kebocoran limbah ke lingkungan, serta mengurangi volume limbah akhir yang berakhir di TPA. Inisiatif ini tidak hanya berfokus pada pengurangan limbah, tetapi juga pada penciptaan nilai tambah melalui keterlibatan komunitas.

Komitmen terhadap ekonomi sirkular diwujudkan melalui program pendampingan pengelolaan dan pemilahan sampah kering dengan pemberdayaan masyarakat lokal. Sampah kering yang dipilah, baik dari rumah tangga maupun dari lingkungan sekitar termasuk wilayah pesisir dan laut, selanjutnya dikelola untuk meningkatkan nilai guna dan dapat ditukar menjadi tabungan. Skema ini mendorong perubahan perilaku sekaligus memberikan manfaat ekonomi langsung bagi masyarakat. Inisiatif tersebut diperkuat melalui berbagai program berikut:

- Pengembangan *End-to-End Plastic Waste Management* IPST ASARI di Cilegon sebagai pusat pengolahan sampah plastik berbasis masyarakat. Fasilitas ini mengintegrasikan teknologi pirolisis untuk mengubah sampah plastik menjadi material daur ulang dan minyak pirolisis, sehingga menciptakan nilai ekonomi baru bagi masyarakat sekitar.
- Formulasi produk cacahan plastik untuk aspal dengan merek CIRCLO, yang telah mendukung pembangunan jalan aspal plastik sepanjang 134,98 km.
- Integrasi material daur ulang oleh *Bag Film Roll* (BFR) sebesar 5% dari total konsumsi bahan baku selama periode pelaporan. Material ini terdiri atas plastik pascakonsumsi (*post-consumer plastic*) dan *reprocessed feedstock*, yang digunakan sejauh layak secara teknis dan komersial.
- Pengembangan peluang bisnis kimia hijau melalui kemitraan strategis untuk memproduksi bahan baku berbasis bio, *bio-circular*, dan *circular olefins* seperti *ethylene*, *propylene*, *crude c4*, *pygas*, *hydrogen*, *pyrolysis fuel oil*, butadiene, B1, MTBE, *polyethylene*, dan

CIRCULAR ECONOMY

Chandra Asri Group is advancing its Extended Producer Responsibility (EPR) framework to build a more systematic and sustainable waste management ecosystem. By embedding circular economy principles into its core business, the Company aims to extend the plastic lifecycle, prevent environmental leakage, and minimize landfill reliance. This strategy transcends simple waste reduction, focusing on generating economic and social value through active community engagement.

The commitment to a circular economy is operationalized through community-driven mentoring programs focused on waste segregation and management. By collecting and sorting dry waste from households and coastal environments, the program transforms refuse into valuable resources that can be exchanged for savings. This initiative incentivizes positive behavioral change while delivering tangible economic benefits to local residents. These efforts are further reinforced through the following initiatives:

- Development of the IPST ASARI End-to-End Plastic Waste Management facility in Cilegon as a community-based plastic waste processing center. The facility integrates pyrolysis technology to convert plastic waste into recycled materials and pyrolysis oil, thereby creating new economic value for surrounding communities.
- Formulation of shredded plastic products for asphalt under the CIRCLO brand, which has supported the construction of 134.98 km of plastic asphalt roads.
- Integration of recycled materials by Bag Film Roll (BFR) amounting to 5% of total raw material consumption during the reporting period. These materials consist of post-consumer plastic and reprocessed feedstock, which are utilized where technically and commercially feasible.
- Expansion into green chemicals through strategic partnerships to produce bio-based, bio-circular, and circular olefins feedstocks, including ethylene, propylene, crude c4, pygas, hydrogen, pyrolysis fuel oil, butadiene, B1, MTBE, polyethylene, and polypropylene, in order to

polypropylene guna menghasilkan produk turunan yang lebih ramah lingkungan.

- Sejak Oktober 2022, Chandra Asri juga memperluas kolaborasi bersama SGC Indonesia dan Dow Indonesia melalui program MaBBeS sebagai bagian dari penguatan ekosistem pengelolaan sampah berbasis kemitraan dan tanggung jawab bersama.

produce more environmentally friendly downstream products.

- Since October 2022, Chandra Asri has also expanded its collaboration with SGC Indonesia and Dow Indonesia through the MaBBeS program, as part of strengthening a waste management ecosystem built on partnership and shared responsibility.

KONTRIBUSI KAMI KEPADA SDGs

Our Contribution to the SDGs





Penerapan Ekonomi Sirkular
Implementation of Circular Economy



Aspal Plastik untuk Indonesia Asri
Plastic Asphalt for a Greener Indonesia

Chandra Asri terus memperluas inisiatif Aspal Plastik untuk Indonesia Asri sebagai bagian dari penerapan ekonomi sirkular dalam pengelolaan limbah plastik. Sejak 2018, program ini telah berhasil memanfaatkan sampah plastik bernilai rendah sebagai bahan campuran dalam pembangunan jalan. Kemitraan strategis dalam pengolahan sampah kantong plastik sebagai bahan campuran aspal terwujud melalui kolaborasi antara Chandra Asri dengan Sinarmas Land, Pancapuri, Nippon Shokubai Indonesia, Kenertec, dan Synthetic Rubber Indonesia.

Chandra Asri continues to scale its "Plastic Asphalt for a Greener Indonesia" initiative, a flagship of its circular economy strategy. Since 2018, the program has repurposed low-value plastic waste as a high-performance admixture for road construction. This strategic collaboration, transforming plastic bag waste into durable asphalt, is driven by a partnership between Chandra Asri, Sinarmas Land, Pancapuri, Nippon Shokubai Indonesia, Kenertec, and Synthetic Rubber Indonesia.

Hingga saat ini, inisiatif ini telah merealisasi pembangunan 134,98 km jalan aspal plastik di berbagai wilayah, termasuk Garut, Cilegon, dan Kudus. Setiap kilometer jalan mampu menyerap sekitar 1,6 ton sampah plastik, sekaligus meningkatkan daya tahan jalan hingga 40% serta menekan biaya pemeliharaan dalam jangka panjang.

To date, the initiative has successfully delivered 134.98 kilometres of plastic asphalt roads across various regions, including Garut, Cilegon, and Kudus. Each kilometre of road is capable of absorbing approximately 1.6 tons of plastic waste, while enhancing road durability by up to 40% and reducing long-term maintenance costs.



Pada tahun 2025, Perseroan melaksanakan studi komprehensif melalui pengujian Marshall Core Drill pada enam ruas jalan dengan tingkat lalu lintas tinggi di Garut. Hasil pengujian menunjukkan bahwa komposisi campuran plastik sebesar 6,10% menghasilkan stabilitas beban optimal sebesar 1.331 kilogram serta nilai Marshall Quotient yang unggul.

In 2025, the Company conducted a comprehensive study through Marshall Core Drill testing on six high-traffic road segments in Garut. The results demonstrated that a plastic mixture composition of 6.10% achieved optimal load stability of 1,331 kilograms, along with a superior Marshall Quotient value, further confirming the effectiveness of plastic asphalt in improving road performance.

KEANEKARAGAMAN HAYATI [OJK F.9, F.10]

Perseroan melalui Barito Renewables, termasuk SEGSL dan SEGDII, menempatkan perlindungan keanekaragaman hayati sebagai prioritas dalam operasionalnya. Berlokasi di sekitar Taman Nasional Gunung Halimun Salak, SEGSL dan SEGDII membatasi penggunaan lahan dengan menjaga tapak operasional tidak melebihi 2–2,5% dari total Wilayah Kerja Panas Bumi, sehingga sebagian besar area tetap terpelihara sebagai ekosistem alami.

Melalui SEGSL, Barito Renewables berkolaborasi dengan Balai Taman Nasional Gunung Halimun Salak (BTNGHS) dalam inovasi pengamanan dan pemantauan hutan melalui program Smart Patrol Dimonika yang memanfaatkan aplikasi *open source* Kobocollect. Aplikasi ini mendukung patroli hutan berbasis GPS, pelaporan pembalakan dan perburuan liar, serta *tagging* satwa secara daring yang dilengkapi data

BIODIVERSITY [OJK F.9, F.10]

The Company, through Barito Renewables (including SEGSL and SEGDII), prioritizes biodiversity protection within its operations. Located adjacent to the Mount Halimun Salak National Park, SEGSL and SEGDII minimize land use by maintaining an operational footprint of only 2 - 2.5% of the total Geothermal Working Area, ensuring the vast majority of the site remains preserved as a natural ecosystem.

Through SEGSL, Barito Renewables collaborates with the National Park Authority (BTNGHS) on forest security and monitoring via the "Smart Patrol Dimonika" program. This initiative utilizes the open-source KoboCollect application to support GPS-based forest patrols, reporting of illegal logging and poaching, and online wildlife tagging which includes species data, location coordinates, and

jenis, koordinat lokasi, dan dokumentasi foto. Inovasi ini memperkuat pencegahan dan penindakan aktivitas ilegal sekaligus memungkinkan monitoring keanekaragaman hayati secara lebih cepat dan terdokumentasi.

Di Barito Wind Energy, dilakukan penanaman bibit pohon di sekitar area operasional PLTB Sidrap-1 sebagai bagian dari penguatan ekosistem lokal. PLTB Sidrap-1 juga secara berkala melakukan pemantauan potensi tabrakan burung dan kelelawar (*bird and bat strike*) terhadap turbin. Selain itu, kerja sama dengan Pusat Konservasi Cikananga dilakukan untuk memperoleh rekomendasi terkait karakterisasi spesies dan pengelolaan dampak terhadap satwa. Inovasi *anti-climb umbrellas* turut diterapkan untuk mencegah hewan arboreal menaiki tiang distribusi listrik dan menara transmisi, dan hingga saat ini langkah tersebut terbukti efektif tanpa adanya insiden lanjutan yang signifikan.

photographic documentation. This innovation strengthens the prevention and enforcement of illegal activities while enabling faster, better-documented biodiversity monitoring.

At Barito Wind Energy, the Sidrap-1 Wind Farm reinforces its local ecosystem through active tree seedling planting and rigorous biodiversity monitoring. The facility conducts regular checks for bird and bat strikes to mitigate turbine-related risks. To ensure best practices, the company collaborates with the Cikananga Conservation Center for expert species characterization and wildlife impact management. A key intervention includes the installation of anti-climb umbrellas on power distribution poles and transmission towers. These prevent arboreal animals from ascending high-voltage infrastructure, a measure that has proven successful with no significant incidents recorded to date.

OPERASI Operations		**INDEKS KEHATI FLORA FAUNA SHANNON-WIENER** Shannon-Wiener Biodiversity Index			**FLORA FAUNA KONSERVASI** Conserved Flora and Fauna
		2025	**2024**	**2023**	
Barito Renewables	SEGWWL	**2,3**	1,91	1,78	• Saninten (*Castanopsis argentea*) • Pinus (Pinus Merkusii) Pine (*Pinus Merkusii*)
	SEGDII	**2,55**	3,78	2,9	• Owa jawa (*Hylobates moloch*) Javan gibbon (*Hylobates moloch)* • Surili (*Presbitis comate*) • Macan tutul (*Panthera pardus melas*) Leopard (*Panthera pardus melas*) • Elang Brontok (*Nisaetus cirrhatus*) Changeable Hawk Eagle (*Nisaetus cirrhatus*) • Kukang (*Nycticebus coucang*) Slow Loris (*Nycticebus coucang*)
	SEGSL	**2,38**	2,34	2,52	• Owa jawa (*Hylobates moloch*) Javan gibbon (*Hylobates moloch)* • Surili (*Presbitis comate*) • Macan tutul (*Panthera pardus melas*) Leopard (*Panthera pardus melas*) • Elang Jawa (*Nisaetus bartelsi*) Javan Hawk-eagle (*Nisaetus bartelsi*)

OPERASI Operations		INDEKS KEHATI FLORA FAUNA SHANNON-WIENER Shannon-Wiener Biodiversity Index			FLORA FAUNA KONSERVASI Conserved Flora and Fauna
		2025	2024	2023	
Chandra Asri*	Index Ex situ (Taman Kehati Asri) Ex-situ Index (Kehati Asri Park)	**3,14**	3,09	3,03	• Namnam (*Cynometra Cauliflora)* Kokoleceran (*Vatica bantamensis*) Tanaman langka dari lokasi in-situ Rare plants from in-situ locations Tumbuh baik di lokasi ex-situ Taman Kehati Asri Thrives well in the ex-situ location at Kehati Asri Park
	Index In situ (Taman Kehati kadeuberum Ex-situ Index (Kehati Park, Kadeuberum)	**3,40**	3.35	3.29	Tanaman baru: pala (*Myristica grafrans*), kemiri (*Aleurites moluccana*), mundu (*Garcinia dulcis*), Newly Introduced Plants: Nutmeg (*Myristica fragrans*), Candle Nut (*Aleurites moluccana*), Mundu (*Garcinia dulcis*)

* Indeks keberagaman flora
Flora diversity index

FAUNA KONSERVASI BERDASARKAN IUCN RED LIST*
Conservation Fauna based on the IUCN Red List



ELANG JAWA
(*Nisaetus bartelsi*)
Javan hawk-eagle

Status konservasi:
Conservation status:

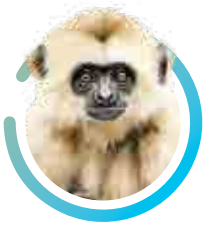
***ENDANGERED* (EN)**



MACAN TUTUL
(*Panthera pardus melas*)
Leopard

Status konservasi:
Conservation status:

***ENDANGERED* (EN)**



OWA JAWA
(*Hylobates moloch*)
Javan gibbon

Status konservasi:
Conservation status:

***ENDANGERED* (EN)**



KUKANG
(*Nycticebus coucang*)
Slow loris

Status konservasi:
Conservation status:

***ENDANGERED* (EN)**



SURILI
(*Presbitis comate*)
Surili

Status konservasi:
Conservation status:

***VULNERABLE* (VU)**

*Foto hanya ilustrasi I Photo for illustration purposes only

Bisnis Petrokimia dan Infrastruktur

Sebagai bagian dari pengelolaan dan pelestarian lingkungan, Chandra Asri Group menyadari bahwa keanekaragaman hayati memiliki peran penting dalam menjaga keseimbangan ekosistem serta mendukung keberlanjutan operasional jangka panjang. Oleh karena itu, perlindungan keanekaragaman hayati menjadi bagian dari pendekatan pengelolaan lingkungan yang terintegrasi dalam kegiatan operasional.

Chandra Asri Group telah menetapkan kebijakan perlindungan keanekaragaman hayati yang mencakup identifikasi dan inventarisasi potensi keanekaragaman hayati di sekitar area operasional, penetapan kawasan perlindungan, penyediaan sumber daya yang memadai, serta dukungan terhadap upaya pelestarian yang sejalan dengan prinsip keberlanjutan dan regulasi yang berlaku.

Chandra Asri juga mengakui pentingnya perlindungan terhadap area yang sensitif secara ekologis. Untuk itu, langkah-langkah proaktif dilakukan guna memastikan bahwa kegiatan operasional tidak menimbulkan dampak negatif terhadap ekosistem. Upaya tersebut meliputi pemantauan rutin, pelestarian habitat, serta kolaborasi dengan pemangku kepentingan lokal dalam mendorong praktik berkelanjutan dan menjaga kesejahteraan satwa di wilayah sekitar operasional.

Beberapa contoh program remediasi dan konservasi keanekaragaman hayati yang dijalankan antara lain:

- Konservasi Taman Kehati Asri
- Restorasi Keanekaragaman Hayati Taman Kehati Kadubeureum DAS Cidanau
- Rehabilitasi Terumbu Karang.

Petrochemical and Infrastructure Business

As part of its environmental management and preservation efforts, Chandra Asri Group recognizes that biodiversity plays a critical role in maintaining ecosystem balance and supporting long-term operational sustainability. Consequently, biodiversity protection is integrated into the Group's environmental management approach across all operational activities.

Chandra Asri Group has established a Biodiversity Protection Policy that encompasses the identification and inventory of biodiversity potential near operational areas, the designation of protected zones, the allocation of adequate resources, and support for preservation efforts aligned with sustainability principles and prevailing regulations.

Chandra Asri also acknowledges the importance of protecting ecologically sensitive areas. To this end, proactive measures are taken to ensure that operational activities do not cause adverse impacts on ecosystems. These include routine monitoring, habitat preservation, and collaboration with local stakeholders to promote sustainable practices and safeguard the welfare of wildlife in surrounding areas.

Key remediation and biodiversity conservation programs include:

- Asri Biodiversity Park (Kehati) Conservation
- Biodiversity Restoration of Kadubeureum Biodiversity Park (Cidanau Watershed)
- Coral Reef Rehabilitation.



Pemantauan dan Evaluasi [OJK F.16], [GRI 2-27]

Pemantauan kinerja lingkungan dilaksanakan secara berkala oleh setiap unit operasional sebagai bagian dari sistem pengendalian internal dan kepatuhan regulasi. Hasil pemantauan tersebut didokumentasikan dan dilaporkan kepada instansi berwenang sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Sepanjang periode pelaporan 2025, seluruh unit bisnis Perseroan menunjukkan tingkat kepatuhan penuh terhadap regulasi lingkungan, tanpa adanya pelanggaran yang mengakibatkan sanksi administratif maupun denda.

Komitmen Beyond Compliance

Kegiatan tanggung jawab sosial perusahaan (CSR) di bidang lingkungan tidak semata-mata ditujukan untuk memenuhi kepatuhan terhadap regulasi, tetapi juga mencerminkan komitmen Perseroan dalam menciptakan nilai tambah jangka panjang bagi seluruh pemangku kepentingan. Pendekatan ini sejalan dengan visi Perseroan untuk menghasilkan nilai berkelanjutan melalui praktik bisnis yang bertanggung jawab dan berorientasi pada keberlanjutan. Sebagai wujud komitmen tersebut, Entitas Anak Perseroan berpartisipasi dalam Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan (PROPER) yang diselenggarakan oleh Kementerian Lingkungan Hidup.

Monitoring and Evaluation [OJK F.16], [GRI 2-27]

Environmental performance monitoring is conducted periodically by each operational unit as a core component of the Company's internal control systems and regulatory compliance framework. The results of these monitoring activities are documented and reported to the relevant authorities in accordance with prevailing laws and regulations.

Throughout the 2025 reporting period, all of the Company's business units demonstrated full compliance with environmental regulations. There were no recorded violations resulting in administrative sanctions or fines.

Commitment Beyond Compliance

Corporate Social Responsibility (CSR) initiatives in the environmental sector transcends mere regulatory compliance; they reflect the Company's commitment to creating long-term value for all stakeholders. This approach aligns with the Company's vision to generate sustainable value through responsible and sustainability-oriented business practices. As a testament to this commitment, the Company's Subsidiaries participate in the Corporate Environmental Performance Rating Program (PROPER), organized by the Ministry of Environment.

ENTITAS ANAK PESERTA PROPER
PROPER Participating Subsidiaries

DESKRIPSI Description	2024-2025	2023-2024	2022-2023
Chandra Asri			
Chandra Asri Site Office Pulo Ampel Chandra Asri Pulo Ampel Site Office	**Hijau/Green**	Hijau/Green	Hijau/Green
Chandra Asri Site Office Ciwandan Chandra Asri Ciwandan Site Office	**Hijau/Green**	Hijau/Green	Emas/Gold
BARITO RENEWABLES			
SEGWWL	**Emas/Gold**	Hijau/Green	Hijau/Green
SEGSL	**Hijau/Green**	Hijau/Green	Hijau/Green
SEGDII	**Hijau/Green**	Hijau/Green	Emas/Gold



> “Kebijakan dan praktik Perseroan telah sejalan dengan standar HAM internasional, dengan mengedepankan prinsip kesetaraan, keadilan, serta penghargaan atas kontribusi setiap karyawan.”.

The Company’s policies and practices align with international human rights standards, prioritizing the principles of equality, justice, and appreciation for every employee’s contribution.

4

KARYAWAN

Employees



90 **Pengembangan Sumber Daya Manusia**
Human Resources Development

98 **Pengelolaan Talent**
Talent Management

101 **Ketenagakerjaan**
Employment

104 **Manajemen Kesehatan dan Keselamatan Kerja**
Occupational Health and Safety Management System

04
KARYAWAN
EMPLOYEES

PENGEMBANGAN SUMBER DAYA MANUSIA [OJK F.1]

Filosofi operasional Semangat Barito menjadi landasan bagi seluruh insan Barito Pacific dalam menjalankan tugas dan tanggung jawabnya. Filosofi ini merepresentasikan nilai-nilai dasar yang membentuk arah pengembangan Sumber Daya Manusia (SDM) serta budaya kerja yang berorientasi pada keberlanjutan, termasuk dalam pengelolaan aspek hak asasi manusia (HAM), kesehatan, pengembangan kompetensi, dan keselamatan dan kesehatan kerja (K3). Melalui pendekatan tersebut, Perseroan tidak hanya berfokus pada pencapaian kinerja bisnis, tetapi juga berupaya menciptakan nilai tambah yang berkelanjutan bagi seluruh pemangku kepentingan.

Hak Asasi Manusia [OJK F.18], [S-08, S-09]

Barito Pacific menegaskan komitmennya untuk menghormati hak asasi manusia sebagai prinsip fundamental dalam seluruh kegiatan operasional. Komitmen ini tercermin dalam kebijakan dan praktik Perseroan yang merujuk pada *Universal Declaration of Human Rights* serta selaras dengan *United Nations Guiding Principles on Business and Human Rights*. Implementasi prinsip HAM dilakukan melalui integrasi dalam kebijakan internal dan proses operasional bisnis di seluruh lini usaha.

HUMAN RESOURCE DEVELOPMENT [OJK F.1]

The Barito Spirit operational philosophy serves as the foundation for all Barito Pacific personnel in carrying out their duties and responsibilities. This philosophy represents the core values that shape the direction of Human Resources (HR) development and a sustainability-oriented work culture. This includes the management of human rights, health, competency development, and Occupational Health and Safety (OHS). Through this approach, the Company focuses not only on business performance but also strives to create sustainable added value for all stakeholders.

Human Rights [OJK F.18], [S-08, S-09]

Barito Pacific affirms its commitment to respecting human rights as a fundamental principle across all operational activities. This commitment is reflected in the Company's policies and practices, which refer to the Universal Declaration of Human Rights and align with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Company integrates these principles directly into its internal policies and business operational processes across all lines.

Perseroan memastikan bahwa Direksi, manajemen, dan seluruh karyawan memiliki pemahaman yang memadai mengenai penghormatan terhadap HAM serta bertindak sesuai dengan nilai-nilai tersebut. Upaya ini diperkuat melalui peningkatan komunikasi, edukasi, dan kesadaran, baik di lingkungan kerja maupun di sepanjang rantai pasok.

The Company ensures that the Board of Directors, management, and all employees possess an adequate understanding of human rights, respect and act in accordance with these values. This effort is reinforced through enhanced communication, education, and awareness, both within the workplace and throughout the supply chain.

Chandra Asri sebagai Entitas Anak berkomitmen menciptakan lingkungan kerja yang adil, inklusif, dan mendukung pengembangan karyawan. Penghormatan terhadap HAM melalui penerapan prinsip keadilan di tempat kerja menjadi fondasi dalam membangun hubungan kerja yang sehat dan produktif.

As a subsidiary, Chandra Asri is committed to creating a fair, inclusive work environment that supports employee development. Respecting human rights through the application of workplace fairness serves as the foundation for building healthy and productive industrial relations.

Kebijakan dan praktik Perseroan telah sejalan dengan standar HAM internasional, dengan mengedepankan prinsip kesetaraan, keadilan, serta penghargaan atas kontribusi setiap karyawan. Untuk memastikan pelaksanaan praktik HAM secara konsisten, seluruh personel keamanan, baik yang berasal dari internal maupun pihak ketiga, dibekali dengan pelatihan mengenai standar keamanan dan HAM sesuai dengan Peraturan Kepolisian No. 4 Tahun 2020 tentang Pengamanan Swakarsa serta Kode Etik Perseroan.

The Company's policies and practices align with international human rights standards, prioritizing the principles of equality, justice, and appreciation for every employee's contribution. To ensure consistent human rights practices, all security personnel, both internal and third-party, are provided with training on security and human rights standards in accordance with Police Regulation No. 4 of 2020 on Private Security and the Company's Code of Conduct.

Meskipun peninjauan menyeluruh terhadap seluruh aspek HAM masih terus dikembangkan, Perseroan telah mengintegrasikan prinsip-prinsip HAM dalam Kode Etik dan kebijakan internal guna melindungi hak-hak dasar setiap individu di lingkungan kerja. Seluruh kebijakan HAM Perseroan tertuang dalam Human Rights Policy yang dapat diakses melalui tautan berikut: https://barito-pacific.com/esg/policies.

While a comprehensive review of all human rights aspects continues to be refined, the Company has integrated human rights principles into its Code of Conduct and internal policies to protect the fundamental rights of every individual in the workplace. All of the Company's human rights policies are detailed in the Human Rights Policy, which can be accessed via the following link: https://barito-pacific.com/esg/policies.

Implementasi prinsip HAM dalam pengelolaan SDM mencakup:

- Penghindaran tindakan diskriminasi dalam proses ketenagakerjaan, baik terhadap jenis kelamin, suku, agama, ras, maupun golongan politik;
- Seluruh proses perekrutan SDM didasarkan pada kesesuaian antara kompetensi dan kemampuan diri kandidat dengan kebutuhan Perseroan;
- Pemberian remunerasi yang layak, sesuai dengan tingkat remunerasi industri terkait dan peraturan perundang-undangan;

The implementation of human rights principles in human resources management includes:

- Avoiding discriminatory actions in employment processes based on gender, ethnicity, religion, race, or political affiliation;
- Ensuring all HR recruitment processes are based on the alignment between a candidate's competencies and capabilities with the Company's requirements;
- Providing decent remuneration in accordance with industry benchmarks and prevailing laws and regulations;

- Penjaminan kebebasan berserikat dan berkumpul sebagai pemenuhan kebutuhan afektif individu; dan
- Menegakkan HAM di seluruh proses bisnis dan rantai pasokan termasuk komitmen untuk tidak melakukan kerja paksa dan memanfaatkan tenaga kerja anak.

- Guaranteeing the freedom of association and assembly to fulfill the affective needs of individuals; and
- Upholding human rights across all business processes and supply chains, including a strict commitment against forced labor and the use of child labor.

Pelatihan dan Pendidikan [OJK F.22], [GRI 3-3, 404-2]

Sebagai bagian dari strategi pengelolaan SDM, Perseroan menjalankan berbagai inisiatif untuk meningkatkan kompetensi karyawan, memastikan penempatan sesuai dengan keahlian, serta menciptakan lingkungan kerja yang mendukung pertumbuhan dan pengembangan karier. Pendekatan ini bertujuan agar setiap karyawan dapat memberikan kontribusi optimal sekaligus mengembangkan potensi secara berkelanjutan.

Program pelatihan disusun secara sistematis dan diselaraskan dengan kebutuhan bisnis serta dinamika industri. Cakupan pengembangan meliputi pelatihan wajib, seperti mutu dan K3, penguatan kompetensi inti, peningkatan keterampilan fungsional dan teknikal, serta pengembangan kepemimpinan.

Training and Education [OJK F.22], [GRI 3-3, 404-2]

As part of its human resources management strategy, the Company implements various initiatives to enhance employee competencies, ensure placement based on expertise, and create a work environment that supports growth and career development. This approach aims to enable every employee to provide an optimal contribution while continuously developing their potential.

Training programs are structured systematically and aligned with business needs and industry dynamics. The scope of development includes mandatory training, such as quality management and OHS, strengthening core competencies, enhancing functional and technical skills, and leadership development.

Strategi

Strategy

CHANDRA ASRI

- Dalam membangun SDM yang unggul dan adaptif terhadap perubahan, salah satu Entitas Anak Perseroan, Chandra Asri menerapkan sejumlah strategi pengembangan, antara lain:
- Perencanaan kualitas dan kuantitas SDM, penetapan tugas dan tanggung jawab setiap posisi yang disesuaikan dengan kebutuhan dan pengembangan usaha perusahaan;
- Pengembangan kompetensi dan karier melalui penyediaan program pendidikan dan pelatihan sebagai wadah aktualisasi diri; dan
- Penyelenggaraan evaluasi kinerja yang dilakukan secara wajar, jujur, dan adil. Seluruh evaluasi didasarkan pada integritas dan responsibilitas.

- To build a superior and adaptive workforce, the Company's subsidiary, Chandra Asri, implements several development strategies, including:
- Planning the quality and quantity of human resources, and defining the duties and responsibilities of each position to align with the company's needs and business expansion;
- Competency and career development by providing education and training programs as a platform for self-actualization and professional growth; and
- Conducting performance reviews that are fair, honest, and equitable. All evaluations are rooted in the core values of integrity and responsibility.

Sebagai bagian dari komitmen terhadap keberagaman dan inklusivitas, seluruh program pengembangan dirancang untuk memberikan kesempatan yang setara bagi setiap individu tanpa memandang gender. Chandra Asri memastikan akses yang adil terhadap pelatihan, bimbingan, serta peluang pengembangan karier.

As part of its commitment to diversity and inclusivity, all development programs are designed to provide equal opportunities for every individual, regardless of gender. Chandra Asri ensures equitable access to training, mentorship, and career advancement opportunities.

Employee Value Proposition (EVP) menjadi dasar dalam membangun lingkungan kerja yang mendukung pengembangan diri serta budaya apresiasi terhadap kontribusi setiap karyawan.	The Employee Value Proposition (EVP) serves as the foundation for building a work environment that fosters self-development and a culture of appreciation for every employee's contribution.
Seluruh kegiatan pelatihan di Chandra Asri Group disusun dengan mengacu pada *Annual Learning and Development Plan* (ALDP), yang dirancang untuk mendukung pencapaian tujuan jangka panjang. Program pelatihan mencakup pengembangan kompetensi inti, kepemimpinan, fungsional, hingga pengembangan berbasis *job family*, yaitu pengelompokan pekerjaan berdasarkan kesamaan keterampilan, pengetahuan, dan kemampuan.	All training activities within the Chandra Asri Group are structured according to the Annual Learning and Development Plan (ALDP), designed to support the achievement of long-term strategic goals. The training curriculum encompasses the development of core competencies, leadership, and functional skills, as well as job family-based development, a system that groups roles based on shared skills, knowledge, and abilities.
Evaluasi kinerja dilakukan secara berkala dengan memberikan umpan balik berdasarkan pencapaian kinerja utama, tanggung jawab pekerjaan, dan kompetensi. Sistem ini diterapkan secara adil dan nondiskriminatif, serta membuka peluang promosi bagi karyawan yang menunjukkan kinerja dan potensi terbaik.	Performance evaluations are conducted periodically, providing feedback based on Key Performance Indicators (KPIs), job responsibilities, and competencies. This fair and non-discriminatory system allows for promotion opportunities to employees who demonstrate top-tier performance and high potential.

BARITO RENEWABLES

Di sektor panas bumi, Entitas Anak Perseroan, Barito Renewables, menjalankan berbagai inisiatif pengembangan kompetensi karyawan melalui program pelatihan dan pengembangan yang sistematis. Program ini dirancang untuk meningkatkan keterampilan, memperluas pengetahuan, serta memperkuat kapasitas individu dalam menghadapi tantangan dan perubahan di industri energi terbarukan. Dengan pendekatan tersebut, Barito Renewables mendukung karyawan dalam mengoptimalkan potensi mereka guna berkontribusi terhadap keberlanjutan usaha.	In the geothermal sector, the Company's subsidiary, Barito Renewables, implements various competency development initiatives through systematic training and development programs. These programs are designed to enhance skills, expand knowledge, and strengthen individual capacity to face the challenges and shifts within the renewable energy industry. Through this approach, Barito Renewables supports employees in optimizing their potential to contribute to business long-term viability.
Sebagai bagian dari penguatan kepemimpinan, Star Energy Geothermal menjalin kemitraan strategis dengan lembaga pendidikan terkemuka seperti INSEAD dan Cornell University untuk menyelenggarakan program pelatihan kepemimpinan bagi jajaran pimpinan. Program ini membekali peserta dengan pemahaman mengenai teori dan praktik kepemimpinan yang efektif, termasuk pengambilan keputusan strategis, manajemen perubahan, pengembangan tim, dan komunikasi yang efektif.	As part of its leadership reinforcement, Star Energy Geothermal has established strategic partnerships with world-class educational institutions such as INSEAD and Cornell University to conduct leadership training programs for senior management. These programs equip participants with a profound understanding of effective leadership theories and practices, including strategic decision-making, change management, team development, and effective communication.
Di lapangan panas bumi Star Energy Geothermal, pelatihan teknis dilaksanakan untuk meningkatkan kompetensi spesifik yang diperlukan dalam operasional, seperti pengoperasian dan pemeliharaan peralatan, teknologi panas bumi, keselamatan kerja, manajemen proyek, serta pengelolaan lingkungan. Pelatihan dirancang dengan kombinasi sesi teori, praktik langsung, dan studi kasus industri guna memastikan karyawan memiliki pemahaman yang mendalam serta mampu bekerja secara aman dan efisien.	At the Star Energy Geothermal field sites, technical training is conducted to improve specific operational competencies, such as equipment operation and maintenance, geothermal technology, workplace safety, project management, and environmental management. Training is designed using a combination of theoretical sessions, hands-on practical experience, and industrial case studies to ensure employees possess a deep understanding and the ability to work safely and efficiently.

Program Pelatihan dan Pengembangan

Training and Development Program

NAMA/KATEGORI PELATIHAN Training Name/Category	JUMLAH PESERTA Number Of Participants
Barito Renewables	
Star Energy Geothermal	
Penanggung Jawab Operasional Instalasi Pengendalian Pencemaran Udara (POIPU) Person in Charge of Air Pollution Control Installation Operations (POIPU)	2
Operasional Pengelolaan Limbah B3 Hazardous and Toxic Waste Management Operations	1
Penanggung Jawab Limbah Non B3 Person in Charge of Non-Hazardous Solid Waste Management	1
Pengelolaan Keanekaragaman Hayati Biodiversity Management	2
Lead Auditor ISO 14001:2015 ISO 14001:2015 Lead Auditor	1
Life Cycle Assessment (LCA)	1
Motor Vehicle Safety Practices (MVSP)	493
Work Team Leader (WTL)	92
Pengawas Operasi Pratama (POP) First-Level Operational Supervisor (POP)	1
Hearing Conservation Program (HCP)	11
Self-Contained Breathing Apparatus (SCBA) Use of SCBA	18
Pengawas Operasional Pratama (POP) First-Level Operational Supervisor (POP)	86
Pengawas Operasional Madya (POM) Intermediate Operational Supervisor (POM)	16
Pengawas Operasional Utama (POU) Senior Operational Supervisor (POU)	4
K3 Bekerja pada Ketinggian OHS Working at Height	4
K3 Ruang Terbatas OHS Confined Space	1
Ahli K3 Umum General OHS Expert	1
Ahli K3 Listrik Electrical OHS Expert	1
Ahli K3 Perancah Scaffolding OHS Expert	2
Pengelolaan Limbah B3 Hazardous Waste Management	1
LCA untuk PROPER LCA for PROPER	5
Kompetensi PLB3 Hazardous Waste Treatment Certification	1
Perlindungan Keanekaragaman Hayati Biodiversity Protection	1

NAMA/KATEGORI PELATIHAN Training Name/Category	**JUMLAH PESERTA** Number Of Participants
POPA Wastewater Operations PIC	1
OLB3 - BNSP Hazardous Waste Operations Certification	1
Teknisi Tata Udara & Chiller HVAC & Chiller Technician	2
Pengawasan Limbah Non B3 Non-Hazardous Waste Supervision	1
ISO 14001 Lead Auditor PR315	1
Gas Detector Training	1
Auditor Energi Energy Auditor	1
Manajer Energi Energy Manager	1
Pengendalian Pencemaran Air Water Pollution Control	2
Pengelolaan Limbah Non B3 Non-Hazardous Waste Management	1
Penilaian LCA Life Cycle Assessment	1
Karakteristik Limbah B3 Hazardous Waste Characterisation	2
Pengendalian Emisi Air Emission control	2
POIPPU Certification	1
Instalasi Pengendalian Udara Air Pollution Installation	1
LCA Certification	1
Rigging Inspector	3
IRCA ISO 14001 Auditor	1
Industrial Hygiene Certification	1
Infrared Thermography	1
ISO Vibration	1
Non Destructive Testing NDT	1
Geothermal Waste Training	1
Water Sampling Certification	2
Ahli K3 Certification General OHS Certification	1
ISO 50001 Training	2
Energy Auditor	1
Energy Manager	1

NAMA/KATEGORI PELATIHAN Training Name/Category	JUMLAH PESERTA Number Of Participants
SMK2 Training	7
SMK2 Auditor	1
SMK2 PIC	1
SMK2 Supervisor	1
SMK2 Analyst	1
Emergency Response	2
SMK2 Admin SMK2 Administrator	1
Geothermal Operator	3
Steam Field Operator	4
Barito Wind Energy	
CSR Community Development	1
Document Control and Digital Filing System	1
Europe Blades Forum 2025	1
Warehouse/Supply Chain Management	1
Culture Champion Certification 2.0	2
Culture Champion Certification 1.0	2
Culture Champion Certification - Upskilling	2
Starlead: Geothermal 101 Executive Class	1
Culture Integration C Level	1
Culture Impact Executive Class	1
Culture Immersion Training	1
Chandra Asri	
Sertifikasi Pelaksanaan Tempat Sementara Penyimpanan Limbah B3 (LB3) Certification of Temporary Storage Place Implementation for Hazardous Waste (LB3)	1
Training & Sertifikasi Pengelolaan Limbah B3 Training & Certification in Hazardous and Toxic Waste (B3) Management	1
Training dan Sertifikasi Ahli K3 Umum Training & Certification for General OHS (K3) Expert	1
Energy Management System Awareness Training based on ISO 50001:2018	2
Training Keanekaragaman Hayati Biodiversity Training	1
Training & Sertifikasi Life Cycle Assessment (LCA) Life Cycle Assessment (LCA) Training & Certification	4
Sertifikasi Energy Management System Energy Management System Certification	4
IMO level 3	1
Training & Sertifikasi Petugas Proteksi Radiasi Training & Certification for Radiation Protection Officer	2
Training & Sertifikasi Penanggung Jawab Pengendalian Pencemaran Air (PPPA) Training & Certification for Person in Charge of Water Pollution Control (PPPA)	1

NAMA/KATEGORI PELATIHAN Training Name/Category	JUMLAH PESERTA Number Of Participants
Training & Sertifikasi penanggung jawab pengendalian pencemaran udara (PPPU) Training & Certification for Person in Charge of Air Pollution Control (PPPU)	1
Training & Sertifikasi Pelaksanaan pengolahan sampah / Limbah padat non B3 Training & Certification in Solid Waste / Non-Hazardous Waste Processing	2
Perhitungan Gas Rumah Kaca Greenhouse Gas Emissions Calculation	8
Risk Management based on ISO 30001:2018	48
International Financial Reporting Standards (IFRS)	14
ISBB Standard Training Course	2
Training Perhitungan dan Inventarisasi GRK Training on Greenhouse Gas (GHG) Calculation and Inventory	8
Busniess Continuity Management System	25
International & Indonesia Carbon Capture & Storage (ICCS) Forum	3
Griya Idola	
Helicopter Fire Fighting and Rescue (HFFR)	2
Griya Tirta Asri	
Coaching Clinic Estate Regulation	10
Bimbingan Teknis Optimalisasi Peralatan Pemantauan Kualitas Udara Otomasi Technical Guidance on the Optimization of Automated Air Quality Monitoring Equipment	80
Sosialisasi Permenperin Nomor 26 Tahun 2025 Dissemination of Minister of Industry Regulation No. 26 of 2025	105
Pendalaman Materi Substansi RUU Kawasan Industri In-Depth Discussion on the Substance of the Industrial Estate Bill	90
Pengenalan Produk Product Introduction	165
Mambruk Cikoneng Indonesia	
F&B Knowledge* F&B Knowledge*	677
Operasional* Operational*	606
Keterampilan Komunikasi Communication Skill*	55
Pemasaran Marketing*	92
Keuangan Finance*	65
Kepemimpinan Leadership*	30
Tata Graha Housekeeping *	177

*) Rekapitulasi jumlah peserta yang menghadiri seluruh pelatihan dengan tema dan jenis yang serupa.
Recapitulation of the total participants who attended all training sessions with the same titles and categories.

PELATIHAN DAN PENGEMBANGAN PEGAWAI [S-05]
Employee Training and Development

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan Average training hours per employee during the reporting year	**Jumlah pegawai yang ikut serta dalam program pelatihan** Total number of employees participating in training programs	**Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)** Percentage of employees participating in training (%)
42,33 jam/pegawai hours/employee	**420**	**59,15%**

Catatan | Notes:
- Data hanya mencakup Bisnis Energi
  The data only covers the Energy Business.

PENGELOLAAN TALENT

Rekrutmen Talent

Perseroan berkomitmen untuk menarik dan mengembangkan talenta terbaik guna mendukung pertumbuhan bisnis yang berkelanjutan. Proses rekrutmen dilaksanakan melalui berbagai kanal yang disesuaikan dengan kebutuhan posisi dan tingkat pengalaman kandidat. Program magang dimanfaatkan untuk menjaring talenta muda, sementara media sosial dan platform rekrutmen profesional digunakan untuk menarik kandidat berpengalaman

Untuk posisi senior, Perseroan memprioritaskan pengembangan dan promosi talenta internal dari Entitas Anak. Apabila kebutuhan keahlian khusus belum dapat dipenuhi secara internal, Perseroan bekerja sama dengan pihak ketiga yang memiliki kompetensi dalam proses pencarian dan seleksi tenaga kerja profesional.

Penilaian Kinerja dan Penyesuaian Karier

Perseroan menerapkan sistem penilaian kinerja secara berkala guna memastikan pencapaian target dan pengembangan potensi karyawan. Promosi dan penyesuaian karier dilakukan dengan mempertimbangkan aspek pendidikan, peningkatan keterampilan, potensi individu, serta pencapaian kinerja.

TALENT MANAGEMENT

Talent Recruitment

The Company is committed to attracting and developing top-tier talent to support continued business growth. The recruitment process is conducted through various channels tailored to specific position requirements and candidate experience levels. Internship programs are utilized to scout young talent, while social media and professional recruitment platforms are leveraged to attract experienced candidates.

For senior positions, the Company prioritizes the development and promotion of internal talent from its Subsidiaries. Should a requirement for specialized expertise arise that cannot be met internally, the Company collaborates with third-party partners specializing in professional executive search and selection.

Performance Evaluation and Career Development

The Company implements a periodic performance appraisal system to ensure the achievement of targets and the development of employee potential. Promotions and career adjustments are conducted by taking into account education, skill enhancement, individual potential, and performance achievements.

Bagi karyawan yang belum memenuhi target yang ditetapkan, Perseroan menyediakan program konseling dan pembinaan untuk mendukung peningkatan kinerja. Hingga akhir periode pelaporan, seluruh karyawan (100%) telah mengikuti proses penilaian kinerja sebagai bagian dari komitmen terhadap peningkatan produktivitas dan profesionalisme.

For employees who have yet to meet established targets, the Company provides counseling and mentoring programs to support performance improvement. By the end of the reporting period, 100% of employees had participated in the performance appraisal process, reflecting the Company's commitment to enhancing productivity and professionalism.

Retensi Talenta

Perseroan terus memperkuat retensi karyawan melalui pengembangan kompetensi, studi banding, program pelatihan, serta sistem penghargaan atas kinerja. Karyawan juga diberikan kesempatan untuk menghadapi tantangan baru dan mengemban tanggung jawab yang lebih besar sesuai dengan kebutuhan organisasi, sehingga mendorong motivasi serta pertumbuhan karier jangka panjang.

Talent Retention

The Company continues to strengthen employee retention through competency development, benchmarking studies, training programs, and performance-based recognition systems. Employees are also provided with opportunities to take on new challenges and assume greater responsibilities aligned with organizational needs, thereby driving motivation and long-term career growth.





PT CHANDRA ASRI SENTRAL SOLUSI (CASS)

Entitas Anak Usaha Petrokimia, Chandra Asri Group secara resmi mengoperasikan PT Chandra Asri Sentral Solusi (CASS) sebagai *Shared Service Center* (SSC) untuk mendukung efisiensi operasional dan pertumbuhan bisnis Grup. CASS menyediakan layanan *back-office* terintegrasi yang mencakup fungsi keuangan, sumber daya manusia, pengadaan, dan operasional pelanggan, guna meningkatkan efisiensi, standarisasi, serta fleksibilitas dalam menjawab kebutuhan Grup di sektor Energi, Kimia, dan Infrastruktur di Indonesia, Singapura, dan wilayah lainnya.

Saat ini, CASS berfokus mendukung operasional Aster Chemical & Energy Pte, Ltd (Aster) di Singapura dan kawasan Asia Pasifik. Dukungan layanan terpusat dari Indonesia memungkinkan pengelolaan aktivitas bisnis regional yang lebih efektif dan efisien lintas wilayah.

Ke depan, CASS akan memperluas cakupan layanan ke lebih banyak entitas di dalam Chandra Asri Group, seiring peningkatan kapabilitas dan kesiapan operasional. Melalui CASS, Chandra Asri Grup memperkuat daya saing jangka panjang sekaligus mendukung pengembangan talenta dan penciptaan hingga 200 lapangan kerja terampil di Indonesia pada berbagai fungsi pendukung bisnis utama.

The Petrochemical subsidiary, Chandra Asri Group, has officially launched PT Chandra Asri Sentral Solusi (CASS) as a Shared Services Center (SSC) to support operational efficiency and the Group's business growth. CASS provides integrated back-office services covering finance, human resources, procurement, and customer operations. This initiative aims to enhance efficiency, standardization, and flexibility in meeting the Group's needs across the Energy, Chemicals, and Infrastructure sectors in Indonesia, Singapore, and other regions.

Currently, CASS focuses on supporting the operations of Aster Chemical & Energy Pte, Ltd (Aster) in Singapore and the Asia-Pacific region. Centralized service support from Indonesia enables more effective and efficient management of regional business activities across borders.

Moving forward, CASS will expand its service scope to more entities within the Chandra Asri Group as operational capabilities and readiness increase. Through CASS, Chandra Asri Group strengthens its long-term competitiveness while supporting talent development and the creation of up to 200 skilled jobs in Indonesia across various core business support functions.

KETENAGAKERJAAN [OJK F.19], [S-10]

Dalam menjalankan operasionalnya, Perseroan berkomitmen untuk mematuhi seluruh peraturan ketenagakerjaan yang berlaku serta menjunjung tinggi prinsip hak asasi manusia. Hubungan kerja yang harmonis, aman, dan produktif menjadi prioritas utama dalam pengelolaan SDM.

Perseroan secara tegas melarang praktik kerja paksa dan penggunaan tenaga kerja anak di seluruh unit usaha Grup Barito Pacific sebagaimana tertuang dalam *Human Rights Policy* PT Barito Pacific Tbk yang dapat diakses melalui https://barito-pacific.com/esg/policies.

Program Keberagaman [OJK F.18]

Barito Pacific menjunjung tinggi prinsip kesetaraan dan keadilan dalam seluruh aspek ketenagakerjaan, termasuk rekrutmen, pengembangan, pelatihan, dan remunerasi. Perseroan tidak membedakan individu berdasarkan latar belakang, usia, jenis kelamin, suku, agama, maupun afiliasi politik.

Seleksi dan pengembangan karyawan didasarkan pada nilai-nilai utama perusahaan, yaitu dedikasi, integritas, kualitas kerja, dan kompetensi tinggi, dengan komitmen untuk menjadi warga korporat yang bertanggung jawab.

Inisiatif untuk Mendukung Keberagaman

Perseroan menyadari bahwa keberagaman merupakan elemen penting dalam mendorong inovasi dan daya saing. Oleh karena itu, berbagai inisiatif diterapkan untuk menciptakan lingkungan kerja yang inklusif, antara lain:

- Meningkatkan kesadaran akan pentingnya keberagaman melalui pelatihan dan komunikasi internal;
- Merekrut karyawan dari berbagai latar belakang pendidikan, suku, agama, dan ras;
- Menghormati kebebasan beragama dan hari libur keagamaan;
- Memberikan kompensasi yang adil dan setara;
- Membangun lingkungan kerja yang mendukung keberagaman generasi.

EMPLOYMENT [OJK F.19], [S-10]

In conducting its operations, the Company is committed to complying with all applicable labor regulations and upholding the principles of human rights. Maintaining harmonious, safe, and productive industrial relations is a top priority in human resource management.

The Company strictly prohibits forced labor and the use of child labor across all Barito Pacific Group business units, as stipulated in the Human Rights Policy of PT Barito Pacific Tbk, which can be accessed via: https://barito-pacific.com/esg/policies.

Diversity Program [OJK F.18]

Barito Pacific upholds the principles of equality and fairness in all aspects of employment, including recruitment, development, training, and remuneration. The Company does not discriminate based on background, age, gender, ethnicity, religion, or political affiliation.

Employee selection and development are rooted in the Company's core values, namely dedication, integrity, work quality, and high competence, with a commitment to being a responsible corporate citizen.

Initiatives to Support Diversity

The Company recognizes that diversity is a vital element in driving innovation and competitiveness. For this reason, various initiatives have been implemented to create an inclusive work environment, including:

- Raising awareness through internal communications and training programs;
- Hiring employees from diverse educational, ethnic, religious, and racial backgrounds;
- Honoring religious practices and observing designated religious holidays;
- Providing fair and equal remuneration;
- Building a work environment that supports a multi-generational workforce.

Sebagai bagian dari komitmen terhadap keberagaman dan inklusi (Diversity & Inclusion/D&I), Chandra Asri menginisiasi *Chandra Asri Women* (CA Women) sebagai wadah pemberdayaan karyawan perempuan. Program ini bertujuan mendukung pengembangan potensi serta membantu keseimbangan peran profesional dan personal.

As part of its commitment to Diversity & Inclusion (D&I), Chandra Asri has initiated Chandra Asri Women (CA Women) as a platform for female employee empowerment. This program aims to support potential development and assist in achieving a balance between professional and personal roles.

Rekrutmen Terarah

Barito Pacific menerapkan pendekatan *targeted recruitment* untuk memastikan kandidat yang direkrut memiliki kompetensi, kualifikasi, dan kesesuaian dengan nilai-nilai Perseroan. Proses ini dilakukan secara internal maupun melalui kerja sama dengan penyedia jasa rekrutmen profesional. Hingga akhir periode pelaporan, jumlah sumber daya manusia Barito Pacific mencapai 3.338 orang.

Targeted Recruitment

Barito Pacific employs a targeted recruitment approach to ensure that hired candidates possess the necessary competencies, qualifications, and alignment with the Company's core values. This process is conducted both internally and through collaborations with professional recruitment service providers. As of the end of the reporting period, Barito Pacific's total workforce reached 3,338 employees.

Pelatihan Dan Pembinaan Dalam Keberagaman

Perseroan mendorong penerapan prinsip keberagaman di seluruh lini organisasi dengan meningkatkan kesadaran para Manajer Lini mengenai pentingnya komposisi tim yang inklusif. Pemahaman ini dikomunikasikan secara konsisten dalam proses rekrutmen maupun orientasi karyawan baru.

Training And Coaching In Diversity

The Company champions diversity at every organizational level by enhancing Line Managers' awareness of the strategic value of inclusive team composition. This is communicated consistently from initial recruitment through to onboarding.

Program Bimbingan [GRI 2-19, 2-30]

Perseroan menyediakan program bimbingan bagi karyawan baru melalui penyelenggaraan internal maupun kerja sama dengan pihak ketiga. Program ini bertujuan membantu karyawan beradaptasi dengan budaya kerja serta mendukung pengembangan karier secara terstruktur.

Mentorship Program [GRI 2-19, 2-30]

The Company provides mentorship programs for new employees through both internal initiatives and collaborations with third-party providers. These programs are designed to assist employees in adapting to the corporate culture while supporting structured career development.

Ketaatan Pada Aturan Ketenagakerjaan

Sebagai bentuk kepatuhan terhadap regulasi ketenagakerjaan, Perseroan menerapkan kebijakan yang tertuang dalam Peraturan Perusahaan, Perjanjian Kerja Bersama (PKB), serta Kode Etik Perusahaan, yang meliputi:

- Kebebasan berserikat: Perseroan memberikan kebebasan kepada karyawan untuk membentuk serikat pekerja, dan bergabung dengan serikat pekerja yang ada di lingkungan Perseroan;

Compliance With Labor Regulations

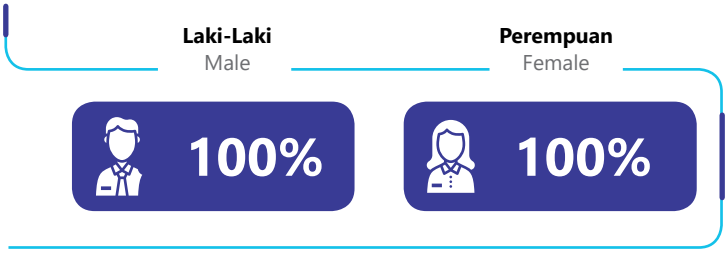
As a form of compliance with labor regulations, the Company implements policies stipulated in the Company Regulations, the Collective Labor Agreement (CLA), and the Corporate Code of Conduct, which include:

- Freedom of Association: The Company grants employees the freedom to form labor unions and to join existing unions within the Company environment;

- Jam kerja, aturan lembur, dan aturan cuti sesuai peraturan yang berlaku;
- Mekanisme penyelesaian masalah ketenagakerjaan: disampaikan langsung kepada atasan masing- masing. Apabila tidak ditemukan solusi, Departemen HR atau serikat pekerja akan memfasilitasi mediasi sesuai dengan Peraturan Perusahaan dan ketentuan dalam peraturan ketenagakerjaan;
- Remunerasi: didasarkan pada kinerja yang adil, transparan dan dapat dipertanggungjawabkan sesuai dengan ketentuan pengupahan dalam peraturan ketenagakerjaan;
- Pemberian imbal jasa kepada karyawan berdasarkan tingkat *salary grade level* (SGL) yang mencerminkan keseimbangan antara jenjang posisi, tugas dan tanggung jawab setiap individu.

- Working hours, overtime, and leave entitlements in accordance with prevailing regulations;
- Grievance redress mechanism: reported directly to respective supervisors. If a resolution is not reached, the HR Department or the labor union will facilitate mediation in accordance with Company Regulations and statutory labor provisions;
- Remuneration: based on a performance system that is fair, transparent, and accountable, adhering to the wage provisions in labor regulations;
- Employee rewards are determined by the Salary Grade Level (SGL), reflecting a balance between hierarchical level, duties, and individual responsibilities.

PERBANDINGAN RATA-RATA UPAH KARYAWAN BARU TINGKAT TERENDAH VS UPAH MINIMUM PROVINSI [OJK F.20]
Comparison of Average Entry-Level Wages vs. Provincial Minimum Wage



Catatan / Note:
Hanya mencakup Barito Pacific. UMP DKI Jakarta 2024: Rp5.396.761
This only covers Barito Pacific. DKI Jakarta 2024 Provincial Minimum Wage: Rp5,396,761

Media Umpan Balik Karyawan

Perseroan menerapkan mekanisme umpan balik karyawan di seluruh unit usaha dalam Grup Barito Pacific sebagai bagian dari komitmen terhadap pengelolaan hubungan kerja yang terbuka dan partisipatif. Mekanisme ini memberikan ruang bagi karyawan untuk menyampaikan masukan, aspirasi, maupun keluhan terkait aspek ketenagakerjaan.

Employee Feedback Mechanism

The Company implements an employee feedback mechanism across all business units within the Barito Pacific Group as part of its commitment to open and participatory labor relations management. This mechanism provides a platform for employees to convey input, aspirations, and grievances regarding employment aspects.

Melalui sistem ini, Perseroan dapat mengidentifikasi area perbaikan secara lebih dini serta terus meningkatkan kualitas lingkungan kerja agar tetap kondusif, inklusif, dan produktif.

This system enables the Company to identify areas for improvement at an early stage, fostering a workplace that is consistently inclusive and productive.

Human Capital Risk Assessment

Penilaian risiko yang berkaitan dengan pengelolaan tenaga kerja dilakukan oleh Divisi SDM bekerja sama dengan unit Manajemen Risiko. Melalui *Human Capital Risk Assessment* (HCRA), berbagai risiko yang berpotensi memengaruhi pengelolaan SDM diidentifikasi, dianalisis, dan dilaporkan untuk ditindaklanjuti secara sistematis.

Untuk menjaga efektivitas pengelolaan risiko, Perseroan melakukan pemantauan, pelaporan, dan implementasi langkah mitigasi secara berkala setiap kuartal. Strategi mitigasi juga dievaluasi dan disesuaikan secara periodik guna merespons dinamika bisnis serta perkembangan operasional Perseroan.

Human Capital Risk Assessment

Risk assessments related to workforce management are conducted by the HR Division in collaboration with the Risk Management unit. Through the Human Capital Risk Assessment (HCRA), various risks with the potential to impact HR management are identified, analyzed, and reported for systematic follow-up.

To maintain an effective risk management, the Company performs monitoring, reporting, and implementation of mitigation measures on a quarterly basis. Mitigation strategies are also periodically evaluated and adjusted to respond to business dynamics and the Company's operational developments.

MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA

Keselamatan dan Kesehatan Kerja (K3) merupakan fondasi penting dalam menjaga keberlanjutan operasional, terutama karena sebagian besar Entitas Anak Barito Pacific beroperasi di sektor dengan tingkat risiko tinggi. Meskipun Perseroan belum memiliki kebijakan K3 yang terpusat di tingkat induk, masing-masing entitas anak telah menetapkan dan menerapkan kebijakan K3 yang disesuaikan dengan karakteristik serta risiko operasional masing-masing.

Sebagai bentuk komitmen terhadap perlindungan tenaga kerja dan penciptaan lingkungan kerja yang aman, Perseroan memastikan penerapan sistem manajemen K3 yang komprehensif dan terintegrasi di setiap unit usaha. Implementasi ini diarahkan untuk mendukung pencapaian target utama Perseroan, yaitu terciptanya operasional tanpa insiden kecelakaan.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Recognizing the high-risk nature of the majority of Barito Pacific's subsidiaries, Occupational Health and Safety (OHS) serves as a vital foundation for maintaining operational sustainability. While the Company has yet established a centralized OHS policy at the holding level, each subsidiary has defined and implemented its own OHS policies, tailored to their respective operational characteristics and risk profiles.

As a commitment to workforce protection and the creation of a safe working environment, the Company ensures the implementation of a comprehensive and integrated OHS Management System across all business units. These implementations are directed toward supporting the Company's primary objective: achieving Zero Accident operations.

Kebijakan K3 Perseroan:

1. Menghilangkan bahaya K3 untuk mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja, kerusakan, dan dampak lingkungan pada setiap kegiatan operasi terhadap karyawan, kontraktor, masyarakat, dan lingkungan demi memastikan keberlanjutan bisnis;
2. Menyediakan lingkungan kerja yang aman dan sehat;
3. Menjalankan sistem identifikasi bahaya dan kontrol risiko di tempat kerja;
4. Mematuhi peraturan dan persyaratan terkait serta praktik-praktik terbaik K3 yang relevan, termasuk penerapan *Process Safety Management* di pabrik petrokimia dan *Integrated Geothermal Operations Management* di operasi panas bumi;
5. Melakukan investigasi dan mengidentifikasi penyebab utama insiden untuk mencegah terulangnya kembali serta berbagi pelajaran di lingkup Perseroan;
6. Membangun dan mengembangkan kapasitas karyawan dan kontraktor dan semua yang berkepentingan atas kinerja, ekspektasi, dan standar-standar K3L;
7. Melakukan peningkatan kinerja berkelanjutan terhadap Sistem Manajemen K3 (SMK3).

The Company's OHS Policy:

1. Eliminate OHS hazards to prevent workplace accidents, occupational illnesses, damage, and environmental impacts in all operational activities affecting employees, contractors, communities, and the environment, ensuring business sustainability;
2. Provide a safe and healthy work environment;
3. Implement hazard identification and risk control systems in the workplace;
4. Comply with relevant regulations, requirements, and best practices in OHS, including the application of Process Safety Management in petrochemical plants and Integrated Geothermal Operations Management in geothermal operations;
5. Conduct investigations and identify root causes of incidents to prevent recurrence, and share lessons learned across the Company;
6. Build and enhance the capacity of employees, contractors, and stakeholders regarding OHS performance, expectations, and standards;
7. Continuously improve the performance of the Occupational Health and Safety Management System (OHSMS).

Sistem Manajemen Kesehatan dan Keselamatan Kerja

[OJK F.21], [GRI 3-3, 403-1], [S-11]

Perseroan dan Entitas Anak menerapkan Sistem Manajemen K3 (SMK3) sesuai dengan ketentuan nasional yang berlaku serta standar internasional. Kepatuhan terhadap standar K3 diperiksa setiap tahun melalui audit sertifikasi yang dilakukan oleh auditor independen.

Pada tahun 2025, audit kepatuhan terhadap standar K3 telah dilaksanakan di seluruh Entitas Anak, dan menunjukkan hasil yang memenuhi persyaratan untuk proses resertifikasi. Hal ini mencerminkan konsistensi Perseroan dalam menjaga standar keselamatan kerja sesuai regulasi nasional dan praktik terbaik internasional.

Bisnis Petrokimia dan Infrastruktur

Sebagai bagian dari komitmen terhadap keselamatan dan keberlanjutan operasional, Chandra Asri secara konsisten menerapkan Sistem Manajemen K3 (SMK3) yang selaras

Occupational Health and Safety Management System

[OJK F.21], [GRI 3-3, 403-1], [S-11]

The Company and its Subsidiaries implement OHS Management Systems (OHSMS) in accordance with prevailing national regulations and international standards. Compliance is verified annually through certification audits by independent auditors.

In 2025, OHS compliance audits were conducted across all Subsidiaries, yielding results that met the requirements for the recertification process. This reflects the Company's consistency in maintaining workplace safety standards in alignment with national regulations and international best practices.

Petrochemical And Infrastructure Business

As part of its commitment to safety and operational sustainability, Chandra Asri consistently implements an OHS Management System (OHS) that aligns with

dengan regulasi nasional dan standar internasional. Implementasi ini diperkuat melalui kebijakan manajemen SHEQEn yang berlaku bagi seluruh karyawan dan mitra kerja, termasuk kontraktor.

Kebijakan SHEQEn dirancang untuk menciptakan lingkungan kerja yang aman dan bebas insiden, sekaligus mendorong pengelolaan mutu, energi, dan sumber daya secara efisien, efektif, dan berkelanjutan.

Strategi pengelolaan K3 dalam kebijakan SHEQEn meliputi:

- Mengelola potensi dampak risiko terhadap mutu, kesehatan, lingkungan, keselamatan, dan integritas produk serta mengelola penggunaan energi Chandra Asri sepanjang siklus hidup produk melalui sistem manajemen yang efektif;
- Menghilangkan bahaya keselamatan dan kesehatan kerja untuk mencegah cedera, penyakit akibat kerja, dan kematian;
- Menghindari insiden melalui implementasi *process safety management* (PSM) dan survei berbasis risiko secara efektif dan menanamkan budaya berorientasi keselamatan dalam lingkup Chandra Asri;
- Menginvestigasi dan mengidentifikasi penyebab utama dari seluruh insiden sebagai pembelajaran dalam lingkup Chandra Asri untuk mencegah kejadian serupa terulang kembali.

Bisnis Energi

Dalam menetapkan langkah pengendalian terhadap potensi bahaya dan risiko, Star Energy Geothermal dan Barito Wind Energy memastikan bahwa seluruh aktivitas operasional baik rutin maupun non-rutin dilaksanakan dengan mempertimbangkan aspek keselamatan secara menyeluruh. Proses ini dilakukan melalui identifikasi bahaya dan penilaian risiko secara sistematis menggunakan matriks penilaian risiko untuk memetakan potensi bahaya yang dapat berasal dari material, peralatan, lingkungan kerja, metode kerja, maupun faktor perilaku manusia.

Berdasarkan hasil identifikasi tersebut, langkah pengendalian risiko ditetapkan dengan mengacu pada prinsip hierarki pengendalian, yang meliputi eliminasi, substitusi, pengendalian teknik, pengendalian administratif,

national regulations and international standards. This implementation is reinforced through the SHEQEn management policy, which applies to all employees and business partners, including contractors.

The SHEQEn policy is designed to create a safe, incident-free work environment while driving the efficient, effective, and sustainable management of quality, energy, and resources.

The OHS management strategies within the SHEQEn policy include:

- Managing potential risk impacts on quality, health, environment, safety, and product integrity, as well as managing Chandra Asri's energy consumption throughout the product life cycle through effective management systems;
- Eliminating occupational health and safety hazards to prevent injuries, work-related illnesses, and fatalities;
- Avoiding incidents through the effective implementation of Process Safety Management (PSM) and risk-based surveys, while embedding a safety-oriented culture within Chandra Asri's scope;
- Investigating and identifying the root causes of all incidents as organizational learning to prevent the recurrence of similar events.

Energy Business

In determining control measures for potential hazards and risks, Star Energy Geothermal and Barito Wind Energy ensure that all operational activities, both routine and non-routine, are executed with comprehensive safety considerations. This process involves systematic hazard identification and risk assessment using a risk assessment matrix to map potential hazards stemming from materials, equipment, the work environment, work methods, and human behavior factors.

Based on these findings, risk control measures are established following the Hierarchy of Controls principle, namely elimination, substitution, engineering controls, administrative controls, and the use of Personal Protective

serta penggunaan alat pelindung diri (APD). Pendekatan ini memastikan bahwa pengendalian dilakukan secara berlapis dan efektif sesuai tingkat risiko yang dihadapi.

Dalam pengelolaan K3 di sektor energi, anak usaha Barito Renewables, Star Energy Geothermal, menerapkan metodologi berbasis standar industri yang komprehensif, antara lain *Hazard and Operability Study* (HAZOP), *What If Analysis*, *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC), serta *Job Safety Analysis* (JSA).

Melalui proses ini, tiap lapangan Star Energy Geothermal, telah mengidentifikasi sejumlah risiko dengan tingkat potensi tertinggi dalam operasional pembangkit listrik tenaga panas bumi, antara lain:

- Paparan gas hidrogen sulfida (H_2S);
- *Turbine and generator failure*;
- *Transformer explosion*;
- Potensi longsor; serta
- Gempa bumi berskala besar.

Selain itu, Star Energy Geothermal telah menetapkan kebijakan SMK3 dalam kerangka *Integrated Geothermal Operations Management System* (IGOMS). Sistem ini mendukung praktik operasional yang lebih berkelanjutan dengan fokus pada:

- Meminimalisir dampak terhadap perubahan iklim;
- Pemanfaatan bahan yang ramah lingkungan;
- Konservasi sumber daya alam;
- Pelestarian keanekaragaman hayati;
- Membangun komunikasi dan kerja sama positif dengan masyarakat sekitar wilayah operasional.

Equipment (PPE). This approach ensures layered and effective control corresponding to the risk level encountered.

In managing OHS within the energy sector, Star Energy Geothermal, a subsidiary of Barito Renewables, utilizes comprehensive industry-standard methodologies, including Hazard and Operability Study (HAZOP), What-If Analysis, Hazard Identification, Risk Assessment, and Determining Control (HIRADC), and Job Safety Analysis (JSA).

Through this process, each Star Energy Geothermal field has identified high-potential operational risks specific to geothermal power plants, including:

- Exposure to Hydrogen Sulfide (H_2S) gas;
- Turbine and generator failure;
- Transformer explosion;
- Potential landslides; and
- Large-scale earthquakes.

Furthermore, Star Energy Geothermal has established OHSMS policies within the Integrated Geothermal Operations Management System (IGOMS) framework. This system supports sustainable operational practices with a focus on:

- Minimizing impacts on climate change;
- Utilizing environmentally friendly materials;
- Natural resource conservation;
- Biodiversity preservation;
- Building positive communication and cooperation with local communities surrounding operational areas.



STANDAR SISTEM MANAJEMEN K3
OHS Management System Standards

BISNIS Business	STANDAR Standard	REGISTRAR Registrar	MASA BERLAKU Validity
Petrokimia dan Infrastruktur Petrochemical and Infrastructure			
Site Office Pulo Ampel Pulo Ampel Site Office	ISO 45001	British Standards Institution (BSI)	29 Oktober 2028 October 29, 2028
	SMK3 | OHSMS	PT Sucofindo Indonesia	Dalam proses perolehan sertifikat In the process of obtaining certification
Site Office Ciwandan Ciwandan Site Office	ISO 45001	British Standards Institution (BSI)	29 Oktober 2028 October 29, 2028
	SMK3 | OHSMS	PT Sucofindo Indonesia	Dalam proses perolehan sertifikat In the process of obtaining certification
Energi Energy			
SEGWWL	ISO 45001	PT SGS Indonesia	20 Maret 2026 March 20, 2026
	ISO 50001	PT SGS Indonesia	13 April 2026 April 13, 2026
	SMK3 | OHSMS	PT Sucofindo (Persero)	8 Juni 2025 June 8, 2025
SEGDII	ISO 45001	PT SGS Indonesia	19 Agustus 2025 August 19, 2025
	SMK2 | ESMS	Kementerian Energi dan Sumber Daya Mineral Ministry of Energy and Mineral Resources	31 Januari 2025 January 31, 2025 (*Annual validation*)
	SMK3 | OHSMS	PT Sucofindo (Persero)	21 Juli 2028 July 21, 2028
SEGSL	ISO 45001	PT SGS Indonesia	19 Agustus 2028 August 19, 2028
	SMK3 | OHSMS	PT Sucofindo (Persero)	25 September 2028 September 25, 2028
Barito Wind Energy			
Sidrap-1	ISO 45001	QACS International	15 Oktober 2028 October 15, 2028
	SMK3 | OHSMS	PT Sucofindo (Persero)	15 Oktober 2028 October 15, 2028

Organisasi K3

Untuk memastikan implementasi SMK3 berjalan efektif, Entitas Anak Perseroan membentuk Komite K3 atau Panitia Pembina Kesehatan dan Keselamatan Kerja (P2K3) yang dipimpin oleh manajemen puncak. Komite ini bertanggung jawab dalam merumuskan strategi, kebijakan, serta program K3 di lingkungan Perseroan. Setiap departemen dan unit kerja memiliki tanggung jawab dalam pelaksanaan serta pelaporan kinerja K3 kepada manajemen.

OHS Organization

To ensure effective OHSMS implementation, the Company's Subsidiaries have established an OHS Committee, chaired by top management. This committee is responsible for formulating OHS strategies, policies, and programs across the Company. Each department and business unit is responsible for the execution and reporting of OHS performance to management.

Kinerja K3 juga ditetapkan sebagai bagian dari *Key Performance Indicator* (KPI) bagi manajemen di setiap unit operasional guna memastikan akuntabilitas dan komitmen terhadap keselamatan kerja.

Di lingkungan Chandra Asri, pengelolaan K3 difasilitasi oleh P2K3 sebagai penggerak utama penerapan SMK3. P2K3 memastikan setiap unit dengan operasi signifikan memiliki mekanisme pengendalian keselamatan yang memadai. Beberapa kegiatan yang dilaksanakan secara berkala meliputi:

SHE Partnership Meeting.
Pertemuan bersama mitra kerja setiap bulan untuk membahas *safety performance* dan *safety issue* di area pabrik;

Management Line Walk.
Inspeksi bulanan yang dilakukan manajemen senior ke berbagai area plant;

Safety Mass.
Komunikasi standar K3 secara langsung dengan pekerja di lapangan;

Safety Talk.
Komunikasi standar K3 setiap akhir bulan yang dilakukan secara bergilir;

Safety Weekly Topic.
Komunikasi keselamatan mingguan melalui surat elektronik (email) kepada seluruh karyawan berisi materi singkat mengenai *lesson learned, highlight safety issue*, dan *emergency response*; dan

Safety Tips.
Informasi terkait isu keselamatan (*safety*), kebakaran (*fire*), lingkungan (*environment*), atau kesehatan (*health*) yang disajikan melalui media poster yang disebar di seluruh lokasi pabrik sebagai bahan bacaan singkat.

Di sektor panas bumi, Star Energy Geothermal membentuk Komite Keselamatan, Kesehatan, dan Lindung Lingkungan (Komite K3LL) yang terdiri dari pimpinan operasional dan perwakilan karyawan. Komite ini bertanggung jawab memastikan efektivitas implementasi program K3 serta pengawasan terhadap kepatuhan standar keselamatan kerja.

OHS performance is also established as a Key Performance Indicator (KPI) for management in every operational unit to ensure accountability and commitment to workplace safety.

OHS management within Chandra Asri is facilitated by the OHS Committee as the primary driver of the OHSMS implementation. The Committee ensures that every unit with significant operations has adequate safety control mechanisms. Several activities are conducted periodically, including:

SHE Partnership Meeting
A monthly meeting with business partners to discuss safety performance and safety issues within the plant area;

Management Line Walk
Monthly inspections conducted by senior management across various plant areas;

Safety Mass
Direct communication of OHS standards with workers in the field;

Safety Talk
Communication of OHS standards held at the end of each month on a rotational basis;

Safety Weekly Topic
Weekly safety communications sent via email to all employees, containing brief materials on lessons learned, safety issue highlights, and emergency response;

Safety Tips
Information related to safety, fire, environment, or health issues presented through posters distributed across all plant locations as brief reading materials.

In the geothermal sector, Star Energy Geothermal has formed the Health, Safety, and Environment (HSE) Committee, consisting of operational leaders and employee representatives. This committee is responsible for ensuring effective OHS program implementation and supervising compliance with workplace safety standards.

Program Keselamatan

Program keselamatan kerja di setiap unit usaha disesuaikan dengan tingkat risiko operasional dan mencakup:

- Penetapan kebijakan K3 di masing-masing instalasi dan pembentukan organisasi K3;
- Identifikasi bahaya, penilaian dan kontrol risiko dengan metode *risk assessment* dan *job safety analysis*;
- Pengelolaan dan kepatuhan alat pelindung diri, rambu, dan standar keselamatan;
- Penerapan *Behavior Based Safety* yang disesuaikan dengan kebutuhan masing-masing unit operasional;
- Pelaporan dan investigasi kecelakaan;
- Pelaksanaan prosedur program kepatuhan pada peraturan K3 yang berlaku termasuk perizinan dan sertifikasi keselamatan;
- Evaluasi penerapan SMK3, program *improvement*, dan pelaporannya;
- Mendorong penerapan SMK3 kepada kontraktor dan vendor yang bekerja di lingkungan Chandra Asri;
- Pelatihan dan uji coba keadaan tanggap darurat di tempat kerja termasuk pelatihan tanggap darurat di sekitar wilayah operasi yang melibatkan masyarakat.

Program Kesehatan

Perseroan secara rutin menyelenggarakan program kesehatan yang bersifat preventif, promotif, kuratif, dan rehabilitatif, sejalan dengan kebijakan Kementerian Kesehatan Republik Indonesia. Program ini mencakup pencegahan HIV/AIDS, kampanye anti-merokok, serta penanggulangan penyalahgunaan narkotika.

Layanan kesehatan yang diberikan meliputi:

- Pemeriksaan kesehatan pada setiap calon karyawan dan pemeriksaan kesehatan berkala pada karyawan dengan jenis dan jenjang jabatan tertentu;
- Klinik dan dokter perusahaan di setiap lokasi kerja untuk menangani keluhan kesehatan dari karyawan;
- Program BPJS Ketenagakerjaan dan BPJS Kesehatan sebagai bentuk perlindungan kepada karyawan.

Safety Program

Workplace safety programs in each business unit are tailored to operational risk levels and encompass:

- Establishing OHS policies at each installation and forming dedicated OHS organizations;
- Conducting hazard identification, risk assessment, and control using Risk Assessment and Job Safety Analysis methodologies;
- Managing and ensuring compliance with Personal Protective Equipment, signage, and safety standards;
- Implementing Behavior-Based Safety programs tailored to the specific needs of each operational unit;
- Accident reporting and investigation;
- Executing compliance procedures for prevailing OHS regulations, including safety permits and certifications;
- Evaluating OHSMS implementation, improvement programs, and rigorous reporting;
- Promoting OHSMS implementation among contractors and vendors operating within Chandra Asri's facilities;
- Conducting workplace emergency response training and drills, including community-inclusive emergency response simulations in surrounding operational areas.

Health Program

The Company conducts routine health programs encompassing preventive, promotive, curative, and rehabilitative care, in alignment with the Indonesian Ministry of Health's policies. These initiatives include HIV/AIDS prevention, anti-smoking campaigns, and narcotics abuse countermeasures.

The health services provided include:

- Health screenings for all employee candidates and periodic medical examinations for employees within specific roles and job levels;
- Company clinics and doctors at every work location to address employee health complaints;
- BPJS Ketenagakerjaan (Employment Social Security) and BPJS Kesehatan (Health Social Security) as fundamental protection for employees.

Keselamatan Kontraktor

Di Entitas Anak Usaha Petrokimia, Chandra Asri memastikan seluruh kontraktor mematuhi standar Kesehatan, Keselamatan, dan Lingkungan (K3L) sesuai regulasi dan kebijakan internal melalui penerapan *Contractor Safety Health & Environment Management System* (CSMS):

- **Pre-assessment questionnaire** bagi pemasok barang dan jasa untuk menilai aspek K3L pada tahap penawaran.
- **Audit evaluasi kinerja K3L** dalam pelaksanaan pekerjaan.
- **Pelatihan bagi kontraktor** yang belum memenuhi standar, guna meningkatkan kinerja K3L mereka.

Di Chandra Asri, penerapan CSMS dilakukan melalui proses seleksi, pemantauan, audit, dan evaluasi berkala yang ditinjau melalui *CSMS Monthly Report Dashboard*. Kontraktor dengan kinerja keselamatan yang baik diberikan penghargaan, sementara kontraktor berisiko tinggi menjalani audit dan verifikasi tambahan.

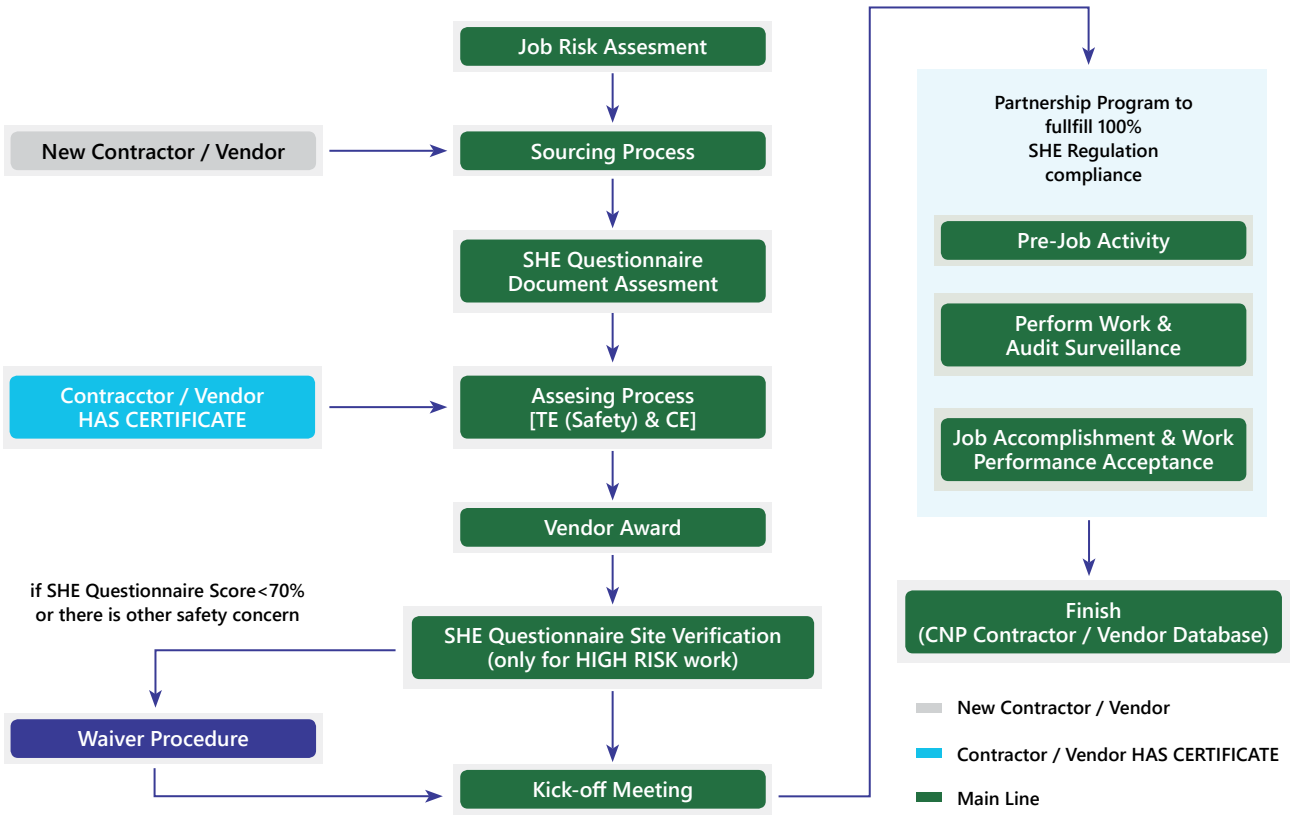
Contractor Safety

At its Petrochemical subsidiary, Chandra Asri ensures that all contractors comply with HSE standards in accordance with regulations and internal policies through the Contractor Safety Health & Environment Management System (CSMS):

- Pre-assessment questionnaire for goods and service providers during the bidding/tendering stage.
- HSE performance evaluation during the execution of work.
- Training for contractors who do not yet meet the standards to improve their HSE performance.

At Chandra Asri, CSMS is implemented through a process of selection, monitoring, auditing, and periodic evaluation, reviewed via the CSMS Monthly Report Dashboard. Contractors with high safety performance are granted recognition, while high-risk contractors undergo additional audits and verification.

CONTRACTOR SAFETY MANAGEMENT SYSTEM (CSMS) SCHEME



Pada lini bisnis energi, Star Energy Geothermal menerapkan sistem digital Surat Keterangan Kualifikasi Vendor (SKKV) untuk meningkatkan efektivitas seleksi dan meminimalkan risiko rantai pasok.

CSMS diintegrasikan dalam proses evaluasi mitra dengan tiga jenis penilaian:

Within the energy business line, Star Energy Geothermal implements the digital Vendor Qualification Certificate system to enhance selection effectiveness and minimize supply chain risks.

The CSMS is integrated into the partner evaluation process through three types of assessments:

Jenis Evaluasi Evaluation Type	**Tujuan** Objective
1 **QUALIFICATION & SELECTION**	**Seleksi untuk menjaring mitra kerja berdasarkan pemenuhan terhadap persyaratan K3LL yang telah ditetapkan oleh Star Energy Geothermal** Selection to recruit partners based on compliance with SHE requirements set by Star Energy Geothermal
2 **WORK IN ROGRESS**	**Penilaian kinerja kontraktor selama masa kontrak berlangsung untuk pekerjaan dengan risiko tinggi dan sedang** Contractor performance evaluation during the contract period for high and medium risk work
3 **END OF CONTRACT EVALUATION**	**Penilaian kinerja K3LL mitra kerja secara formal sebelum berakhirnya masa kontrak** Formal assessment of the partner's SHE performance before the end of the contract period

Keselamatan Proses

Sebagai perusahaan petrokimia dengan risiko inheren terhadap keselamatan proses, Chandra Asri menerapkan *Process Safety Management* (PSM) sejak tahun 2018 untuk mencegah potensi pelepasan hidrokarbon, bahan kimia, maupun energi lainnya yang dapat berdampak signifikan terhadap karyawan, aset, dan lingkungan.

Process Safety

As a petrochemical company with inherent process safety risks, Chandra Asri has implemented Process Safety Management (PSM) since 2018. This system is designed to prevent the potential release of hydrocarbons, chemicals, or other energy forms that could have a significant impact on employees, assets, and the environment.



STATISTIK INSIDEN [GRI 403-9]
Incident Statistics

DESKRIPSI Description		2025	2024	2023
Petrokimia dan Infrastruktur Petrochemical and Infrastructure				
Chandra Asri	Per 200.000 jam kerja Per 200,000 man-hours	**0,04**	0,09	0,05
Energi Energy				
Barito Renewables				
Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	**0,00**	0,27*	0,00
Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	**0,00**	0,00	0,00

* Hanya mencakup karyawan
Only includes employees
Terdapat restatement pada tahun 2024 untuk sektor energi
There was a restatement in 2024 for the energy sector



> “Perseroan memiliki peran strategis dalam menciptakan nilai tambah bagi masyarakat serta menjaga kelestarian lingkungan di sekitar wilayah operasional.”
>
> The Company plays a strategic role in creating added value for society and preserving the environment around its operational areas.

5

MASYARAKAT

Community



116 **Dampak Kegiatan Usaha**
Impact of Business Activities

118 **Pelaksanaan Pengembangan Masyarakat**
Implementation of Community Development

135 **Evaluasi Program Pengembangan Masyarakat**
Community Development Program Evaluation

05

MASYARAKAT
COMMUNITY

Perseroan meyakini bahwa keberhasilan usaha tidak hanya diukur dari kinerja finansial, tetapi juga dari kemampuan Perseroan dalam menciptakan nilai sosial yang berkelanjutan bagi masyarakat. Oleh karena itu, prinsip keberlanjutan dan tanggung jawab sosial senantiasa diintegrasikan ke dalam seluruh kegiatan operasional sebagai bagian dari strategi bisnis jangka panjang.

DAMPAK KEGIATAN USAHA

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

Kegiatan usaha Perseroan, khususnya melalui Entitas Anak di sektor energi, petrokimia dan infrastruktur, serta properti, memberikan dampak yang signifikan terhadap masyarakat di sekitar wilayah operasional. Dampak tersebut mencakup potensi manfaat sosial dan ekonomi, sekaligus risiko yang perlu dikelola secara cermat guna meminimalkan dampak negatif yang mungkin timbul.

Perseroan berkomitmen untuk mengelola seluruh dampak dari aktivitas operasional secara efektif, terukur, dan bertanggung jawab. Komitmen ini dilandasi oleh pemahaman bahwa keberlanjutan usaha, peningkatan kesejahteraan masyarakat, serta pelestarian lingkungan merupakan elemen yang saling terkait dan tidak terpisahkan dalam mendukung keberhasilan Perseroan dalam jangka panjang.

The Company recognizes that true business success transcends financial performance, it is defined by the ability to generate sustainable social value. Consequently, the principles of sustainability and social responsibility are systematically integrated into all operational activities as a core component of the Company's long-term business strategy.

IMPACT OF BUSINESS ACTIVITIES

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

The Company's business activities, particularly through its Subsidiaries in the energy, petrochemical, infrastructure, and property sectors, have a significant impact on the communities surrounding its operational areas. These impacts present both potential socio-economic benefits and inherent risks, requiring a disciplined management approach to mitigate any negative consequences.

The Company is committed to managing all impacts from its operational activities effectively, measurably, and responsibly. This commitment is founded on the understanding that business sustainability, the improvement of community welfare, and environmental preservation are interrelated and inseparable elements that support the Company's long-term success.

DAMPAK KEGIATAN USAHA GRUP BARITO PACIFIC

Impacts of Barito Pacific Group's Business Activities

BARITO PACIFIC	
DAMPAK POSITIF: Positive Impact:	**DAMPAK NEGATIF:** Negative Impact:
Perseroan berkontribusi pada penciptaan lapangan kerja serta mendorong pertumbuhan ekonomi melalui berbagai kegiatan operasional dan pengembangan usaha yang dilakukan. The Company contributes to job creation and fosters economic growth through its various operational activities and business development initiatives.	Pemanfaatan sumber daya alam serta timbulan limbah yang dihasilkan dari kegiatan operasional dan perkantoran. The utilization of natural resources and the waste generated from operations and office activities.
PETROKIMIA DAN INFRASTRUKTUR Petrochemical and Infrastructure	
DAMPAK POSITIF: Positive Impact:	**DAMPAK NEGATIF:** Negative Impact:
Kehadiran pabrik petrokimia terintegrasi terbesar berkontribusi pada penciptaan lapangan kerja, peningkatan kompetensi tenaga kerja serta pengembangan teknologi. Selain itu pabrik ini mendukung pemenuhan kebutuhan bahan baku industri, membuka peluang ekonomi bagi pemasok barang dan jasa, serta mendukung pengembangan masyarakat di sekitarnya. The presence of the largest integrated petrochemical plant contributes to job creation, workforce skill enhancement, and technological development. Additionally, the plant supports the supply of industrial raw materials, generates economic opportunities for suppliers of goods and services, and fosters community development in the surrounding areas.	Operasional perusahaan memiliki risiko keselamatan yang tinggi bagi karyawan dan masyarakat sekitar, serta potensi menimbulkan dampak lingkungan, termasuk emisi yang dihasilkan dari kegiatan operasional. The Company's operations pose high safety risks for employees and surrounding communities, as well as potential environmental impacts, including emissions generated from operational activities.
ENERGI Energy	
DAMPAK POSITIF: Positive Impact:	**DAMPAK NEGATIF:** Negative Impact:
Perseroan menyediakan listrik dari sumber energi terbarukan yang rendah emisi GRK, serta secara aktif menjalankan berbagai inisiatif pengembangan masyarakat dan pelestarian lingkungan di sekitar area operasionalnya. The Company supplies electricity from renewable energy sources with low GHG emissions and actively implements various community development and environmental conservation initiatives in its operational areas.	Pemanfaatan energi panas bumi berada di wilayah rawan bencana vulkanis dan berdekatan dengan kawasan lindung yang memiliki keanekaragaman hayati tinggi. Namun, akses ekonomi bagi masyarakat di sekitar area tersebut umumnya masih terbatas. The utilization of geothermal energy takes place in volcanically hazardous areas and near protected zones with high biodiversity. However, economic access for communities in these areas remains limited.
PROPERTI DAN HOTEL Property and Hotel	
DAMPAK POSITIF: Positive Impact:	**DAMPAK NEGATIF:** Negative Impact:
Kegiatan usaha di sektor kawasan industri, gedung perkantoran dan perhotelan berkontribusi dalam menciptakan lapangan kerja bagi warga sekitar sekaligus mendorong pertumbuhan ekonomi lokal. Business activities in the industrial estate, office building, and hospitality sectors contribute to job creation for local communities while also stimulating local economic growth.	Aktivitas operasional menghasilkan limbah dan emisi yang berpotensi mempengaruhi kualitas lingkungan di sekitar area operasional. Operational activities generate waste and emissions that may potentially impact the environmental quality in the surrounding operational area.

Grup Barito Pacific berkomitmen untuk mengelola seluruh dampak kegiatan operasional secara terencana, terukur, dan bertanggung jawab. Perseroan menyadari bahwa keberlanjutan usaha, kesejahteraan masyarakat, serta kelestarian lingkungan merupakan fondasi utama yang saling terkait dalam mendukung pertumbuhan dan keberhasilan Perseroan dalam jangka panjang.

PELAKSANAAN PENGEMBANGAN MASYARAKAT [OJK F.25]

Grup Barito Pacific bersama seluruh Entitas Anak berkomitmen untuk melaksanakan program tanggung jawab sosial dan lingkungan (CSR) secara berkelanjutan. Komitmen ini didasarkan pada pemahaman bahwa sebagai entitas usaha yang bertanggung jawab, Perseroan memiliki peran strategis dalam menciptakan nilai tambah bagi masyarakat serta menjaga kelestarian lingkungan di sekitar wilayah operasional.

Pelaksanaan program CSR dikoordinasikan melalui Yayasan Bakti Barito (Bakti Barito), yang didirikan pada tahun 2013 sebagai wadah utama dalam mengelola dan mengimplementasikan berbagai inisiatif sosial dan lingkungan.

Barito Pacific Group, along with all its subsidiaries, is committed to implementing sustainable corporate social and environmental responsibility (CSR) programs. This commitment is based on the understanding that as a responsible business entity, the Company plays a strategic role in creating added value for society and preserving the environment around its operational areas.

IMPLEMENTATION OF COMMUNITY DEVELOPMENT [OJK F.25]

Barito Pacific Group, along with all its Subsidiaries, is committed to implementing sustainable corporate social and environmental responsibility (CSR) programs. This commitment is based on the understanding that as a responsible business entity, the Company plays a strategic role in creating added value for society and preserving the environment around its operational areas.

The coordination of CSR programs is centralized through Bakti Barito Foundation (Bakti Barito). Established in 2013, the foundation serves as the primary vehicle for the strategic management and implementation of the Group's social and environmental initiatives.

BAKTI BARITO MENCAPAI MISINYA, MELALUI:
Bakti Barito achieve our mission through:

MENCIPTAKAN INISIATIF BERKELANJUTAN Kami merancang program jangka panjang yang berkelanjutan untuk membantu menjawab berbagai tantangan utama di Indonesia.	**CREATING SUSTAINABLE INITIATIVES** We create long-term, sustainable programs that help to address Indonesia's most pressing problems.
MENDORONG PERUBAHAN SISTEMIK Kami meyakini pendekatan yang menyeluruh dengan memahami keterkaitan antara wilayah, masyarakat, lingkungan, dan tujuan ekonomi, serta mempertimbangkan seluruh aspek tersebut secara seimbang.	**ESTABLISHING SYSTEMS CHANGE** We believe in a holistic approach which recognizes the interdependence of place, people, planet and economic goals, and considers these all equally.
MEMPERKUAT AKSI KOLEKTIF Kami membangun kemitraan dengan pemerintah daerah, organisasi non-pemerintah, dunia usaha, dan komunitas untuk menciptakan jejaring kolaborasi yang mendorong aksi bersama dan dampak yang lebih luas.	**STRENGTHENING COLLECTIVE ACTION** We build partnerships with provincial governments, NGOs, businesses, and communities to create a network of support and drive collective action.

Sinergi antara Bakti Barito dan Grup Barito Pacific memastikan bahwa pelaksanaan program CSR berjalan secara terarah, efektif, dan terukur. Dalam implementasinya, program pengembangan masyarakat difokuskan pada empat pilar utama, yaitu:

1. Pendidikan;
2. Lingkungan;
3. Ekonomi;
4. Sosial.

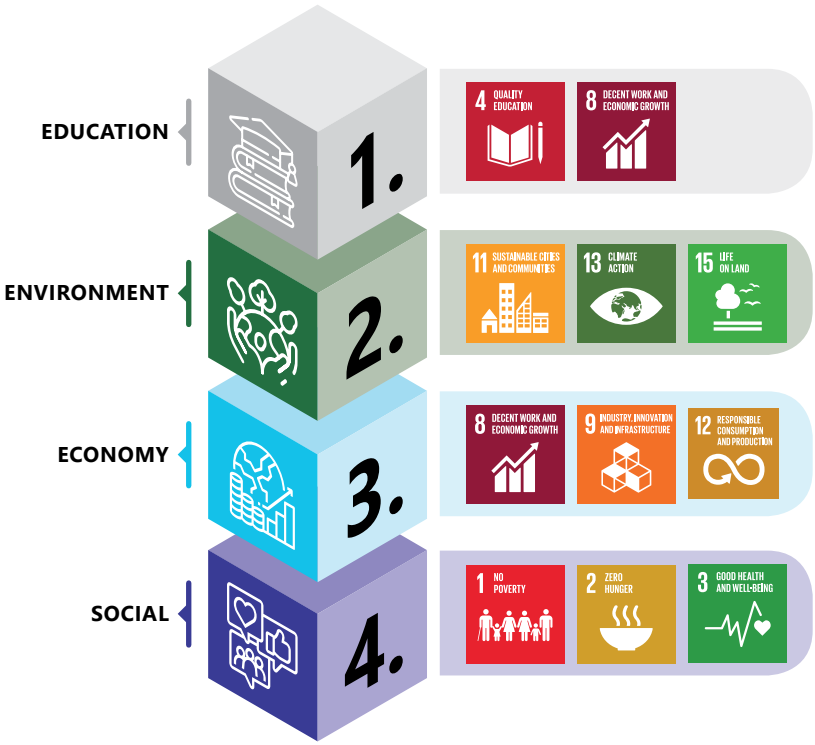
Sebagai wujud komitmen terhadap transparansi dan akuntabilitas, Bakti Barito secara konsisten menerbitkan laporan tahunan yang menyajikan capaian, perkembangan, serta dampak dari berbagai inisiatif yang dilaksanakan. Publikasi ini menjadi sarana untuk menyampaikan perkembangan serta dampak dari berbagai inisiatif yang telah dijalankan dan dapat diakses melalui situs resmi Bakti Barito: https://baktibarito.com.

The synergy between Bakti Barito and Barito Pacific Group ensures that the implementation of CSR programs is strategic, effective, and measurable. The community development programs are focused on four primary pillars:

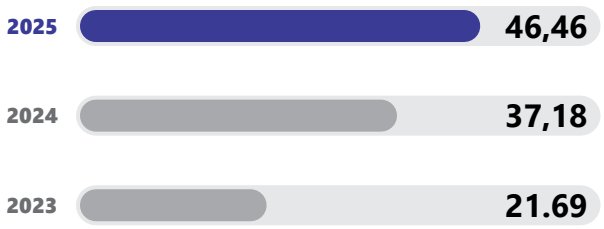
1. Education;
2. Environment;
3. Economy;
4. Social.

As a manifestation of its commitment to transparency and accountability, Bakti Barito consistently publishes an annual report presenting the achievements, progress, and impacts of various implemented initiatives. This publication serves as a medium to communicate the developments and impacts of the initiatives and is accessible through Bakti Barito's official website at: https://baktibarito.com.

PILAR PROGRAM BAKTI BARITO DAN KONTRIBUSINYA TERHADAP TUJUAN PEMBANGUNAN BERKELANJUTAN
The Pillars of the Bakti Barito Programs and Their Contributions to Sustainable Development Goals



BIAYA CSR (RP MILIAR)
CSR Costs (IDR billion)



Pemetaan Sosial

Melalui entitas anak, Perseroan secara sistematis melaksanakan pemetaan sosial sebagai landasan dalam perancangan dan pengembangan program tanggung jawab sosial dan lingkungan (CSR). Di sektor petrokimia, Chandra Asri Group menerapkan pemetaan sosial sebagai instrumen strategis untuk memahami kondisi sosial di wilayah operasional. Pendekatan komprehensif ini mencakup identifikasi isu, kebutuhan, serta potensi yang ada di masyarakat, sehingga memungkinkan Perseroan untuk merancang program yang relevan, tepat sasaran, dan berkelanjutan.

Dengan memahami karakteristik, tantangan, serta kekuatan masing-masing komunitas, hasil pemetaan sosial menjadi dasar dalam penyusunan inisiatif CSR yang adaptif terhadap kebutuhan lokal serta mampu memberikan dampak yang optimal. Proses pemetaan sosial yang dilakukan meliputi:

1. **Mengidentifikasi** isu atau kebutuhan sosial tertentu di masyarakat melalui studi lapangan;
2. **Mengembangkan** program untuk menjawab isu dan kebutuhan sosial yang telah dipetakan;
3. **Membina kemitraan** dengan organisasi lokal untuk memperkuat dampak sosial;
4. **Melakukan pemantauan dan evaluasi** atas dampak dan penyelenggaraan program; dan
5. **Mengomunikasikan** hasil secara transparan melalui laporan rutin.

Social Mapping

Through its subsidiaries, the Company systematically conducts social mapping as the analytical foundation for designing and developing its corporate social and environmental responsibility (CSR) programs. In the petrochemical sector, Chandra Asri Group utilizes social mapping as a strategic instrument to understand the social landscape within its operational areas. This comprehensive approach involves identifying community issues, needs, and existing potential, enabling the Company to design highly relevant, well-targeted, and sustainable programs.

By understanding the characteristics, challenges, and strengths of each community, the results of social mapping serve as the basis for formulating CSR initiatives that are adaptive to local needs and capable of delivering optimal impact. The social mapping process conducted includes:

1. **Identifying** certain social issues or needs in society through field studies
2. **Developing** programs to answer mapped social issues and needs;
3. **Fostering partnerships** with local organizations to strengthen social impact**;**
4. **Monitoring and evaluating** the impact and implementation of the program; and
5. **Communicating** results transparently through regular reports.

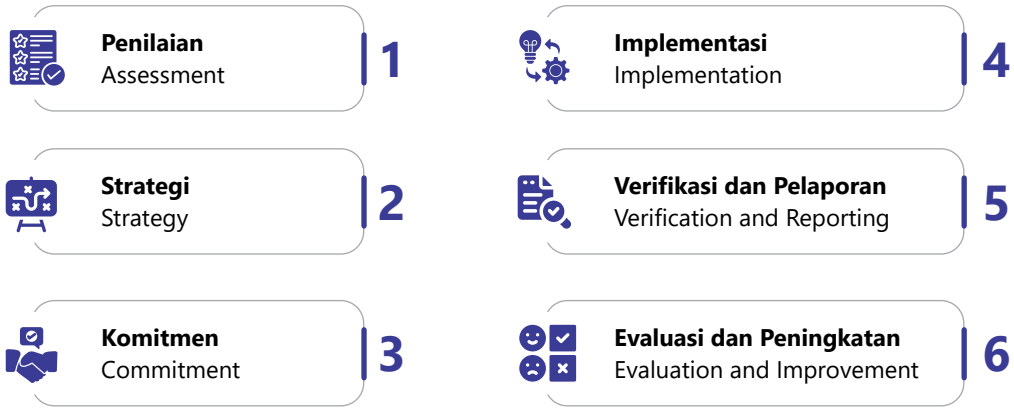
Selain itu, Chandra Asri secara aktif melibatkan masyarakat dalam proses perencanaan dan evaluasi program. Partisipasi ini memberikan masukan yang berharga dalam meningkatkan relevansi, efektivitas, serta keberlanjutan program CSR yang dijalankan.

Furthermore, Chandra Asri actively engages the community in the program planning and evaluation processes. This participation provides valuable input to enhance the relevance, effectiveness, and sustainability of the CSR programs.

Di sektor energi, Star Energy Geothermal menerapkan *issue management* process sebagai mekanisme pengelolaan isu strategis dan operasional. Pendekatan ini memastikan bahwa program pengembangan dan pemberdayaan masyarakat tidak hanya tepat sasaran, tetapi juga mampu menjawab berbagai tantangan sosial yang dihadapi oleh masyarakat di sekitar wilayah operasional.

In the energy sector, Star Energy Geothermal implements an Issue Management Process as a mechanism for managing strategic and operational issues. This approach ensures that community development and empowerment programs are not only well-targeted but also capable of addressing various social challenges faced by communities surrounding its operational areas.

PROSES PENERAPAN PROGRAM PENGEMBANGAN MASYARAKAT
Implementation Process of Community Development Program



Pelibatan Pemangku Kepentingan

Pelibatan pemangku kepentingan merupakan elemen penting dalam membangun hubungan yang konstruktif dan berkelanjutan dengan masyarakat. Melalui pendekatan yang proaktif dan terstruktur, Perseroan berupaya memperkuat kepercayaan publik sekaligus memastikan bahwa setiap kegiatan operasional dan program CSR selaras dengan kebutuhan serta ekspektasi para pemangku kepentingan.

Stakeholder Engagement

Stakeholder engagement is a vital element in building constructive and sustainable relationships with the community. Through a proactive and structured approach, the Company strives to strengthen public trust while ensuring that every operational activity and CSR program is aligned with the needs and expectations of stakeholders.

Pelaksanaan program CSR yang optimal didukung oleh komunikasi yang terbuka, intensif, dan berkesinambungan dengan berbagai pihak, termasuk pemerintah, masyarakat, serta tokoh lokal. Pendekatan ini memungkinkan terciptanya partisipasi yang lebih inklusif serta memperkuat legitimasi sosial Perseroan dalam menjalankan kegiatan usahanya.

Melalui Entitas Anak, yaitu Chandra Asri Group, Perseroan berkomitmen untuk senantiasa terbuka terhadap masukan dan saran dari pemangku kepentingan, khususnya masyarakat di sekitar wilayah operasional. Komitmen ini diwujudkan melalui penyediaan mekanisme formal bagi masyarakat untuk menyampaikan pertanyaan, aspirasi, maupun keluhan melalui tim Community Relations. Setiap masukan yang diterima akan ditelaah oleh departemen terkait dan, apabila diperlukan, ditindaklanjuti secara komprehensif. Sepanjang periode pelaporan, Perseroan tidak menerima keluhan yang berkaitan dengan dampak negatif dari kegiatan operasional.

Di sektor energi, anak usaha Perseroan, Star Energy Geothermal Darajat II, Limited (SEGDII), menerapkan pendekatan partisipatif dan kolaboratif dalam pelaksanaan program pengembangan masyarakat. Salah satu langkah strategis yang dilakukan adalah pemetaan sosial untuk memperoleh pemahaman yang komprehensif terhadap kondisi sosial dan budaya masyarakat di sekitar wilayah operasional.

The optimal implementation of CSR programs is supported by open, intensive, and continuous communication with diverse stakeholders, including the government, local communities, and traditional leaders. This approach fosters inclusive participation and reinforces the Company's social license to operate across its business activities.

Through its Subsidiary, namely Chandra Asri Group, the Company maintains a transparent dialogue and remains receptive to stakeholder input, particularly from communities within its operational areas. This commitment is operationalized through a formal mechanism, allowing community members to submit inquiries, aspirations, or grievances via a Community Relations team. Every submission is reviewed by the relevant department and, if necessary, followed up comprehensively. Throughout the reporting period, the Company received no grievances related to negative impacts from operational activities.

In the energy sector, the Company's subsidiary, Star Energy Geothermal Darajat II, Limited (SEGDII), applies a participatory and collaborative approach in its community development programs. A strategic step in this process is social mapping, which provides a comprehensive understanding of the socio-cultural dynamics and localized needs of the communities surrounding its operational areas.



Kegiatan ini melibatkan berbagai pemangku kepentingan, dengan masyarakat sebagai subjek utama, serta pemerintah dan akademisi sebagai mitra strategis. Melalui proses tersebut, SEGDII mengidentifikasi pemangku kepentingan lokal, aktor kunci seperti individu, kelompok, dan organisasi masyarakat, potensi sumber daya lokal, forum dialog publik, serta isu sosial dan lingkungan yang berkembang.

This activity involves various stakeholders, with the community as the primary subject, and the government and academics as strategic partners. Through this process, SEGDII identifies local stakeholders, key actors such as individuals, groups, and community organizations, potential local resources, public dialogue forums, as well as emerging social and environmental issues.

Informasi yang diperoleh menjadi dasar dalam perancangan program yang responsif terhadap kebutuhan dan aspirasi masyarakat, sekaligus memungkinkan identifikasi kelompok rentan yang memerlukan perhatian khusus. Dalam implementasinya, SEGDII mengedepankan prinsip *creating shared value*, sehingga setiap inisiatif yang dijalankan tidak hanya memberikan manfaat sosial, tetapi juga mendukung keberlanjutan bisnis Perseroan dalam jangka panjang.

The information gathered from social mapping provides an analytical basis for designing programs that are responsive to community aspirations, while specifically identifying vulnerable groups that require targeted intervention. In its execution, SEGDII prioritizes the principle of creating shared value, ensuring that every initiative generates measurable social benefits while simultaneously reinforcing the Company's long-term business viability.

PROGRAM PENDIDIKAN

EDUCATION PROGRAM

Grup Barito Pacific berkomitmen untuk memperluas akses serta meningkatkan kualitas pendidikan di Indonesia melalui pelaksanaan program yang dirancang secara sistematis, terukur, dan berkelanjutan. Perseroan memandang pendidikan sebagai fondasi strategis dalam mendorong pembangunan berkelanjutan serta peningkatan kesejahteraan masyarakat dalam jangka panjang.

Barito Pacific Group is committed to expanding access and improving the quality of education in Indonesia through the implementation of programs designed in a systematic, measurable, and sustainable manner. The Company views education as a strategic pillar for driving sustainable development and enhancing long-term community welfare.

Sebagai wujud komitmen tersebut, Perseroan mengimplementasikan berbagai inisiatif di bidang pendidikan, yang mencakup pemberian beasiswa inklusif, penguatan kapasitas tenaga pendidik, perluasan akses terhadap pendidikan formal dan nonformal, serta pengembangan program pendidikan yang terintegrasi dengan prinsip pembangunan berkelanjutan.

As a manifestation of this commitment, the Company implements various initiatives in the field of education, including inclusive scholarships, capacity building for educators, expansion of access to formal and non-formal education, and the development of educational programs integrated with sustainable development principles.

Melalui pendekatan ini, Perseroan berupaya untuk berkontribusi dalam pemerataan akses pendidikan sekaligus meningkatkan kualitas sumber daya manusia, sehingga mampu memperkuat daya saing masyarakat dan kesiapan dalam menghadapi dinamika serta tantangan di masa depan.

Through this approach, the Company strives to contribute to the equitable distribution of educational access while improving the quality of human resources, thereby building a competitive and future-ready society capable of thriving amidst evolving industrial and economic shifts.

KEGIATAN YAYASAN BAKTI BARITO
Activities led by Bakti Barito Foundation

BEASISWA BAKTI BARITO | Bakti Barito Scholarship



Barito Pacific, melalui Bakti Barito, menyelenggarakan program beasiswa pendidikan bagi anak-anak karyawan. Program ini dirancang untuk memastikan bahwa keterbatasan finansial tidak menjadi hambatan dalam mengakses pendidikan serta mengembangkan potensi terbaik mereka.

Sejak tahun 2018, program ini telah memberikan dukungan kepada sebanyak 266 penerima beasiswa, sebagai bentuk kontribusi nyata Perseroan dalam meningkatkan kualitas sumber daya manusia secara berkelanjutan.

Through Bakti Barito, Barito Pacific organizes an educational scholarship program for the children of its employees. This program is designed to ensure that financial constraints do not become a barrier to accessing education and developing their full potential.

Since 2018, this program has provided support to 266 scholarship recipients, representing a tangible contribution by the Company to the sustainable improvement of human resource quality.

Kontribusi kepada SDGs
Contribution to the SDGs

58	**Jumlah penerima manfaat Program Beasiswa Bakti Barito pada tahun 2025** Number of beneficiaries of the Bakti Barito Scholarship Program in 2025	**266** **Miliar/**Billion	Penerima beasiswa sejak tahun 2018 Scholarships awarded since 2018

KEGIATAN CHANDRA ASRI GROUP
Activities led by Chandra Asri Group

BEASISWA YATIM DAN DHUAFA | Scholarships for Orphans and Underprivileged Students





Chandra Asri Group secara konsisten memperluas akses terhadap pendidikan berkualitas bagi generasi muda di sekitar wilayah operasional. Sejak tahun 2021, Chandra Asri Group memberikan dukungan pembiayaan pendidikan, termasuk Uang Kuliah Tunggal (UKT), bagi mahasiswa program sarjana (S1) dan diploma (D3) yang berasal dari kelompok rentan, seperti anak yatim dan keluarga berpenghasilan rendah.

Melalui berbagai program beasiswa pendidikan tinggi, Chandra Asri Group berupaya mengembangkan potensi generasi muda agar dapat melanjutkan pendidikan serta meningkatkan kapasitas diri. Inisiatif ini diarahkan untuk menciptakan kesempatan yang lebih inklusif dan merata, sekaligus memperkuat kualitas sumber daya manusia sebagai fondasi pembangunan yang berkelanjutan dalam jangka panjang.

Chandra Asri Group consistently expands access to quality education for the youth surrounding its operational areas. Since 2021, Chandra Asri Group has provided educational financial support, including Single Tuition Fees (UKT), for undergraduate and diploma students from vulnerable groups, such as orphans and low-income families.

Through various higher education scholarship programs, Chandra Asri Group actively develops the potential of the next generation, empowering them to pursue advanced studies and enhance their capacities. This initiative is designed to foster inclusive and equitable opportunities while elevating the quality of human capital, a strategic foundation essential for long-term sustainable development.

84 **Orang/** Person	**Penerima manfaat selama 2025** Beneficiaries during 2025	**1.062** **Orang/** Person	**Total penerima manfaat sejak 2019** Total beneficiaries since 2019

PROGRAM LINGKUNGAN

Perseroan berkomitmen untuk mengarusutamakan prinsip keberlanjutan dalam setiap aspek kegiatan operasional. Komitmen tersebut diwujudkan melalui Program Bakti Kelola Lingkungan, yang berfokus pada upaya pelestarian lingkungan sekaligus peningkatan kualitas hidup masyarakat di sekitar wilayah operasional.

Program ini mencakup berbagai inisiatif pelestarian lingkungan, antara lain reforestasi, revitalisasi sumber mata air, perlindungan keanekaragaman hayati, serta pengelolaan sampah. Dalam pelaksanaannya, Perseroan secara aktif melibatkan pemangku kepentingan serta seluruh entitas anak di bawah Grup Barito Pacific guna memastikan implementasi program berjalan secara kolaboratif, terarah, dan berkelanjutan.

Pengelolaan sampah menjadi salah satu prioritas utama dalam Program Bakti Kelola Lingkungan sebagai bagian dari kontribusi Perseroan terhadap perbaikan kualitas lingkungan di Indonesia. Untuk mengurangi timbulan sampah yang berakhir di Tempat Pembuangan Akhir (TPA), Perseroan menerapkan sistem pengelolaan sampah terpadu di kantor pusat yang mencakup pemilahan, penggunaan kembali, dan daur ulang.

Inisiatif ini dilaksanakan melalui kolaborasi dengan Waste4Change, bank sampah lokal, serta melibatkan seluruh penyewa kantor di Wisma Barito Pacific dan Wisma Barito Pacific II, sehingga tercipta ekosistem kerja yang lebih berkelanjutan dan bertanggung jawab terhadap lingkungan.

ENVIRONMENTAL PROGRAM

The Company is committed to mainstreaming sustainability principles into every aspect of its operational activities. This commitment is realized through the Bakti Kelola Lingkungan Program, which focuses on environmental preservation while simultaneously improving the quality of life for communities surrounding operational areas.

This program encompasses various environmental preservation initiatives, including reforestation, spring revitalization, biodiversity protection, and waste management. To ensure a collaborative, strategic, and sustainable program, the Company actively engages stakeholders and leverages the collective resources of all subsidiaries across the Barito Pacific Group.

Waste management is a top priority within the Bakti Kelola Lingkungan Program as part of the Company's contribution to improving environmental quality in Indonesia. To reduce the volume of waste sent to landfills, the Company implements an integrated waste management system at its headquarters, covering sorting, reuse, and recycling.

This initiative is carried out through collaboration with Waste4Change, local waste banks, and involves all office tenants in Wisma Barito Pacific and Wisma Barito Pacific II, creating a more sustainable and environmentally responsible workplace ecosystem.

KEGIATAN BARITO RENEWABLES
Activities Led by Barito Renewables

JAVA-WIDE LEOPARD SURVEY | Java-Wide Leopard Survey





Sebagai bagian dari komitmen berkelanjutan terhadap pelestarian keanekaragaman hayati, Barito Renewables melalui Star Energy Geothermal melanjutkan kolaborasi dalam program Java-Wide Leopard Survey (JWLS) bersama Yayasan Sintas sepanjang tahun 2025 di kawasan Taman Nasional Gunung Halimun Salak. Melalui kegiatan pemantauan lapangan yang intensif menggunakan kamera jebak di blok utara kawasan, tim peneliti berhasil mengidentifikasi 18 individu macan tutul Jawa dengan status konservasi kritis, yang terdiri dari 10 jantan dan 8 betina.

Kegiatan ini didukung oleh pengumpulan 3.186 foto dan video spesies, serta data genetik yang diperoleh dari sampel feses. Hasil tersebut memberikan landasan data yang kuat untuk mendukung pembaruan Strategi dan Rencana Aksi Konservasi (SRAK) macan tutul Jawa di tingkat nasional.

Inisiatif ini mencerminkan komitmen Barito Renewables dalam menerapkan pendekatan berbasis data dalam pengelolaan keanekaragaman hayati, sekaligus mendorong terciptanya koeksistensi yang berkelanjutan antara kegiatan operasional energi terbarukan dan kawasan konservasi bernilai tinggi.

As part of its ongoing commitment to biodiversity conservation, Barito Renewables, through Star Energy Geothermal, continued its collaboration with the Sintas Foundation in the Java-Wide Leopard Survey (JWLS) throughout 2025 at the Mount Halimun Salak National Park area. Through intensive field monitoring using camera traps in the northern block of the Park, the research team successfully identified 18 Javan leopard individuals with critically endangered conservation status, consisting of 10 males and 8 females.

This activity was underpinned by a repository of 3,186 photos and videos of the species, and genetic data derived from scat samples. These findings provide a robust, evidence-based foundation to support the formal update of the national Javan Leopard Conservation Strategy and Action Plan (SRAK).

This initiative reflects Barito Renewables commitment to implementing a data-driven approach to biodiversity management while fostering sustainable coexistence between renewable energy operations and high-value conservation areas.

18	**Macan tutul Jawa teridentifikasi di Blok 1** Java Leopards identified in Block 1	**160**	**Kamera traps** Camera traps

KEGIATAN CHANDRA ASRI GROUP
Activities Led by Chandra Asri Group

END-TO-END PLASTIC WASTE MANAGEMENT: IPST ASARI | End-to-end Plastic Waste Management: IPST ASARI





Fasilitas *Integrated Waste Processing Facility* (IPST) ASARI di Kota Cilegon merupakan inisiatif pengelolaan sampah terpadu yang difasilitasi oleh Chandra Asri Group dan dioperasikan oleh KSM Sehati Maju Bersama, dengan kapasitas pengolahan hingga 300 kg sampah plastik per hari. Sejak diluncurkan pada tahun 2021, program ini telah melibatkan lebih dari 9.200 masyarakat lokal dalam pengelolaan sampah berbasis ekonomi sirkular, sekaligus berkontribusi dalam mengurangi beban TPSA Bagendung yang menerima sekitar 200 ton sampah per hari.

IPST ASARI dirancang untuk mengolah sampah plastik bernilai rendah menjadi minyak pirolisis melalui teknologi PLUSRI®, yang dapat dimanfaatkan sebagai bahan bakar alternatif. Hingga saat ini, lebih dari 79.700 kg sampah plastik telah diproses, dengan sekitar 32.200 kg di antaranya berhasil dikonversi menjadi sekitar 26.800 liter minyak pirolisis. Selain berkontribusi dalam pengurangan timbulan sampah, inisiatif ini juga menciptakan nilai ekonomi melalui produksi plastik cacah "CIRCLO" serta pengolahan minyak jelantah, yang mendukung pengembangan usaha mikro, kecil, dan menengah (UMKM) di sekitar wilayah operasional.

Selain berfungsi sebagai fasilitas pengolahan, IPST ASARI juga berperan sebagai pusat edukasi bagi pelajar, akademisi, dan masyarakat umum dalam memahami praktik pengelolaan sampah berkelanjutan. Melalui berbagai kegiatan sosialisasi, masyarakat didorong untuk berpartisipasi aktif dalam pengelolaan sampah, termasuk melalui mekanisme penukaran sampah plastik menjadi produk bernilai guna.

The ASARI Integrated Waste Processing Facility (IPST) in Cilegon represents a cornerstone of the Chandra Asri Group's circular economy initiatives. Operated by KSM Sehati Maju Bersama, the facility features a processing capacity of 300 kg of plastic waste per day. Since its inception in 2021, the program has mobilized over 9,200 local community members to adopt circular waste management practices, directly alleviating the operational burden on the Bagendung Landfill, which receives approximately 200 tons of waste daily.

IPST ASARI is designed to process low-value plastic waste into pyrolysis oil using PLUSRI® technology, which can be utilized as an alternative fuel. To date, over 79,700 kg of plastic waste has been processed, with approximately 32,200 kg successfully converted into around 26,800 liters of pyrolysis oil. Beyond reducing waste to landfill, this initiative creates economic value through the production of "CIRCLO" shredded plastic and the processing of used cooking oil, supporting the development of micro, small, and medium enterprises (MSMEs) surrounding the operational area.

In addition to its role as a processing facility, IPST ASARI serves as an educational hub for students, academics, and the general public to understand sustainable waste management practices. Through a series of outreach and community engagement initiatives, local residents are incentivized to participate in the circular economy by exchanging plastic waste for value-added products.

300kg	**Kapasitas pengolahan sampah plastik per hari** Processing capacity of plastic waste per day	**9.200**	**Masyarakat lokal dilibatkan** Local community members engaged
79.700kg	**Sampah plastik telah diproses** Plastic waste processed	**26.800 liter**	**Minyak pirolisis yang diproduksi** Pyrolysis oil produced

KEGIATAN GRIYA IDOLA
Activities Led by Griya Idola

PENERAPAN SISTEM PENGELOLAAN SAMPAH UNTUK GEDUNG WISMA BARITO PACIFIC I DAN II
Implementing Waste Management for Wisma Barito Pacific I and II Office Buildings





Melalui kolaborasi strategis dengan Waste4Change, Griya Idola berhasil mengimplementasikan sistem pengelolaan limbah perkantoran yang terintegrasi, dengan total 84,2 ton limbah dari Gedung Wisma Barito Pacific I dan II yang telah dikelola secara bertanggung jawab.

Through a strategic collaboration with Waste4Change, Griya Idola has successfully implemented an integrated office waste management system. A total of 84.2 tons of waste from the Wisma Barito Pacific I and II buildings has been managed responsibly.

84.2
Ton sampah berhasil dialihkan dari TPA
Tons of waste diverted from landfills



PROGRAM EKONOMI

Setiap komunitas memiliki potensi yang dapat dikembangkan untuk mencapai kemandirian ekonomi, khususnya apabila didukung melalui pendampingan yang selaras dengan kebutuhan dan karakteristik lokal. Dengan pemahaman tersebut, Grup Barito Pacific bersama Entitas Anak secara konsisten mengimplementasikan berbagai program pemberdayaan ekonomi masyarakat yang terarah dan berkelanjutan.

Program-program ini dirancang selaras dengan Tujuan Pembangunan Berkelanjutan (SDGs), khususnya pada pilar ekonomi, dengan fokus pada penguatan kapasitas masyarakat, pengembangan mata pencaharian berkelanjutan, serta optimalisasi potensi lokal.

Melalui Bakti Barito, Perseroan berada di garis depan dalam mendorong pertumbuhan ekonomi lokal yang inklusif dan tangguh di berbagai wilayah operasional. Pendekatan ini dilakukan melalui pemberdayaan masyarakat, penguatan usaha berbasis komunitas, serta penciptaan peluang ekonomi yang berkelanjutan sehingga mampu mendorong pertumbuhan ekonomi yang lebih merata dan berkeadilan.

ECONOMY PROGRAM

Every community possesses inherent potential that can be cultivated to achieve economic resilience, particularly when reinforced by support tailored to local needs and characteristics. With this understanding, Barito Pacific Group and its Subsidiaries consistently implement a diverse portfolio of targeted and sustainable economic empowerment programs.

These programs are designed in alignment with the Sustainable Development Goals (SDGs), specifically the economic pillar, focusing on community capacity building, sustainable livelihood development, and the optimization of local potential.

Through Bakti Barito, the Company serves as a strategic catalyst for inclusive and resilient local economic growth across its operational footprint. This mission is operationalized through community empowerment, the strengthening of community-based enterprises, and the creation of sustainable economic opportunities, thereby fostering more equitable and just economic growth.



KEGIATAN BARITO RENEWABLES
Activities led by Barito Renewables

PEMBERDAYAAN EKONOMI BAGI PETERNAK MADU DI DARAJAT
Economic Empowerment for Honey Farmers in Darajat





Program Madu Darajat Murni Pasirwangi (Madani Wangi) merupakan inisiatif unggulan pemberdayaan masyarakat yang dikembangkan oleh SEGDII, Entitas Anak Barito Renewables, di wilayah Pasirwangi, Garut. Program ini dilaksanakan melalui kemitraan dengan Kelompok Tani Hutan (KTH) Darajat Berkah, dengan mengintegrasikan upaya pelestarian hutan dan pengembangan usaha madu hutan sebagai sumber penghidupan berkelanjutan bagi masyarakat sekitar.

Melalui budidaya lebah lokal *(Apis cerana)* di kawasan hutan sekitar wilayah operasi panas bumi, masyarakat menghasilkan produk madu murni dengan kualitas yang terjaga. Inisiatif ini tidak hanya memperkuat perekonomian masyarakat Desa Karyamekar, tetapi juga mendorong praktik pengelolaan hutan yang berkelanjutan, sejalan dengan komitmen SEGDII dalam menjaga keseimbangan antara kegiatan operasional dan pelestarian lingkungan.

Sepanjang tahun berjalan, program ini menunjukkan berbagai capaian positif, termasuk perluasan area budidaya dan peningkatan jumlah koloni lebah, penguatan kapasitas kelembagaan kelompok, serta peningkatan manfaat sosial bagi masyarakat. Produk madu "MAMUDA" telah memperoleh sertifikasi halal dan Hak Kekayaan Intelektual (HKI), serta dimanfaatkan dalam berbagai program sosial, antara lain melalui distribusi kepada pasien tuberkulosis dan pelaksanaan pelatihan bagi masyarakat di wilayah sekitar.

The Madu Darajat Murni Pasirwangi (Madani Wangi) Program is a flagship community empowerment initiative developed by SEGDII, a kapital di awal of Barito Renewables, in Pasirwangi, Garut. This program is implemented through a partnership with the Darajat Berkah Forest Farmer Group (KTH), integrating forest conservation with the development of a forest honey business as a sustainable livelihood for the local community.

Through the cultivation of local bees *(Apis cerana)* within the forest areas surrounding geothermal operations, the community produces high-quality pure honey. This initiative not only strengthens the economy of Karyamekar Village but also promotes sustainable forest management practices, aligned withSEGDII's commitment to balancing operational activities with environmental preservation.

Throughout the reporting year, the program has demonstrated positive achievements, including the expansion of cultivation areas, an increase in bee colonies, strengthened institutional capacity of the group, and enhanced social benefits for the community. The "MAMUDA" honey product has obtained Halal certification and Intellectual Property Rights (IPR), and is utilized in various social programs, such as distribution to tuberculosis patients and training sessions for the surrounding community.

4,02	**SROI** SROI	**74,9** **Juta/** Million	**Pendapatan dihasilkan** Income generated
640	**Bibit pohon ditanam** Tree seedlings planted	**20**	**Petani dilatih** Farmers trained

KEGIATAN CHANDRA ASRI GROUP
Activities led by Chandra Asri Group

MINYAKU: MANAJEMEN PENGUMPULAN MINYAK JELANTAH UNTUK LINGKUNGAN
MINYAKU: Used Cooking Oil Management





Program MINYAKU merupakan inisiatif yang mendorong partisipasi rumah tangga dan pelaku usaha lokal dalam mengumpulkan minyak jelantah (*used cooking oil*/UCO), sebagai alternatif terhadap praktik pembuangan yang berpotensi mencemari saluran air dan lingkungan. Minyak jelantah yang terkumpul selanjutnya disalurkan ke fasilitas pengolahan terpadu (IPST ASARI) untuk diproses secara aman menjadi biofuel yang lebih ramah lingkungan.

Melalui pemberian insentif finansial atas minyak jelantah yang dikumpulkan, program MINYAKU tidak hanya berkontribusi dalam mencegah pencemaran air dan tanah, tetapi juga menciptakan nilai ekonomi bagi masyarakat. Inisiatif ini sekaligus mendukung penguatan ekonomi sirkular serta percepatan transisi menuju pemanfaatan energi terbarukan yang berkelanjutan.

The MINYAKU Program is a circular economy initiative that mobilizes households and local businesses to collect used cooking oil (UCO), providing a sustainable alternative to conventional disposal methods that often contaminate waterways and the environment. The collected UCO is subsequently diverted to the IPST ASARI integrated processing facility, where it is converted into eco-friendly biofuel.

By providing financial incentives for the collected UCO, the MINYAKU program not only contributes to preventing water and soil pollution but also creates economic value for the community. This initiative simultaneously supports the strengthening of the circular economy and accelerates the transition toward sustainable renewable energy utilization.

7,6 ton

Minyak jelantah dikumpulkan pada 2025
of used cooking oil collected in 2025

PROGRAM SOSIAL

Grup Barito Pacific melaksanakan berbagai program sosial yang berfokus pada sektor kesehatan, infrastruktur, dan kemanusiaan sebagai bagian dari komitmen untuk meningkatkan kesejahteraan masyarakat di sekitar wilayah operasional.

Perseroan secara konsisten menyalurkan dukungan sosial melalui berbagai inisiatif yang responsif terhadap kebutuhan masyarakat, termasuk pada momen perayaan hari besar keagamaan. Dukungan yang diberikan antara lain berupa donasi hewan kurban, paket bantuan kebutuhan pokok, serta berbagai bentuk bantuan sosial lainnya.

SOCIAL PROGRAMS

Barito Pacific Group implements various social programs focusing on the health, infrastructure, and humanitarian sectors as part of its commitment to enhancing community welfare around its operational areas.

The Company consistently provides social support through various initiatives responsive to community needs, including during religious holiday celebrations. The support provided includes Eid al-Adha animal donations, basic necessity packages, and various other forms of social assistance.

Melalui pelaksanaan program ini, Perseroan tidak hanya berupaya meringankan beban masyarakat, khususnya kelompok yang membutuhkan, tetapi juga memperkuat hubungan yang harmonis dan berkelanjutan dengan komunitas di sekitar wilayah operasional.

Through these programs, the Company not only strives to alleviate the burden on the community, particularly vulnerable groups, but also to strengthen harmonious and sustainable relationships with the communities surrounding its operational areas.

KEGIATAN YAYASAN BAKTI BARITO
Activities led by Bakti Barito Foundation

SUMBANGAN GRUP BARITO PACIFIC UNTUK BENCANA SUMATERA
Disaster Relief Aid for Sumatra by Barito Pacific Group



Sebagai respons terhadap bencana banjir bandang dan tanah longsor yang melanda wilayah Sumatra pada akhir tahun 2025, Bakti Barito bersama Grup Barito Pacific dan seluruh entitas usaha menginisiasi respons darurat yang terkoordinasi untuk membantu masyarakat terdampak di Aceh, Sumatra Utara, dan Sumatra Barat.

In response to the flash floods and landslides that struck the Sumatra region in late 2025, Bakti Barito, in coordination with Barito Pacific Group and its subsidiaries, mobilized an integrated emergency response to support affected communities across Aceh, North Sumatra, and West Sumatra.

Bencana tersebut mengakibatkan hampir satu juta orang mengungsi, merusak hunian, mengganggu aktivitas ekonomi, serta membatasi akses masyarakat terhadap kebutuhan dasar. Menyikapi kondisi tersebut, Perseroan mengaktifkan sinergi lintas entitas dengan melibatkan Chandra Asri Group, Barito Renewables (termasuk Star Energy Geothermal), serta Indo Raya Tenaga, guna memastikan penyaluran bantuan dilakukan secara cepat, tepat sasaran, dan terkoordinasi.

The disaster displaced nearly one million people, damaged homes, disrupted economic activities, and restricted community access to basic necessities. In response to these conditions, the Company activated cross-entity synergies involving Chandra Asri Group, Barito Renewables (including Star Energy Geothermal), and Indo Raya Tenaga to ensure that aid distribution was conducted with speed, precision, and unified coordination.

Penyaluran bantuan dilaksanakan melalui koordinasi dengan Badan Nasional Penanggulangan Bencana (BNPB), Karang Taruna, Badan Amil Zakat Nasional (BAZNAS), serta kementerian terkait. Pendekatan ini memastikan distribusi bantuan dapat menjangkau masyarakat yang paling terdampak, termasuk wilayah dengan keterbatasan akses.

Aid distribution was carried out in coordination with the National Disaster Management Authority (BNPB), Karang Taruna, the National Amil Zakat Agency (BAZNAS), and relevant ministries. This approach ensured that relief reached the most affected communities, including those in areas with restricted access.

KEGIATAN CHANDRA ASRI GROUP
Activities led by Chandra Asri Group

INTERVENSI GIZI BALITA GIZI KURANG BURUK DAN IBU HAMIL DENGAN KEKURANGAN ENERGI KRONIS
Nutritional Intervention for Malnourished Toddlers and Pregnant Women with Chronic





Menanggapi tingginya prevalensi stunting di Indonesia, Chandra Asri Group mengimplementasikan program intervensi kesehatan ibu dan anak sebagai bagian dari kontribusi dalam peningkatan kualitas kesehatan masyarakat. Program ini dirancang secara terintegrasi melalui penyediaan layanan kesehatan komprehensif, meliputi pemeriksaan oleh dokter umum dan spesialis anak, pemeriksaan psikologis dan hemoglobin, serta pendampingan oleh tenaga ahli gizi dan terapis tumbuh kembang.

Intervensi juga difokuskan pada penguatan kapasitas keluarga melalui kelas parenting dan edukasi pengolahan makanan bergizi, yang dilengkapi dengan pemberian obat untuk pencegahan penyakit cacingan dan anemia. Pemantauan pertumbuhan anak dilakukan secara berkala melalui program Pos Gizi, dengan pengukuran tinggi dan berat badan setiap minggu guna memastikan perkembangan yang optimal.

Selain itu, Perseroan memberikan intervensi khusus bagi ibu hamil dengan kondisi kekurangan energi kronis (KEK) melalui program Masitabu, berupa distribusi makanan bergizi siap antar selama 40–48 hari. Melalui pendekatan yang komprehensif, terukur, dan berkelanjutan, inisiatif ini diharapkan dapat berkontribusi dalam percepatan penurunan angka stunting serta peningkatan kualitas kesehatan ibu dan anak secara menyeluruh.

In response to the high prevalence of stunting in Indonesia, Chandra Asri Group is implementing maternal and child health intervention programs as part of its contribution to improving public health quality. This program follows an integrated clinical approach, providing comprehensive health services that include examinations by general practitioners and pediatricians, psychological and hemoglobin screenings, and specialized guidance from nutritionists and developmental therapists.

Interventions also focus on strengthening family capacity through parenting classes and education on nutritious food preparation, complemented by the provision of medication for deworming and anemia prevention. Child growth monitoring is conducted regularly through the Pos Gizi (Nutrition) program, with weekly height and weight measurements to ensure optimal development.

Furthermore, the Company provides specialized interventions for pregnant women with Chronic Energy Malnutrition (CEM) through the Masitabu program, which involves the distribution of ready-to-deliver nutritious meals for 40–48 days. With this comprehensive, measurable, and sustainable approach, this initiative is expected to contribute to the acceleration of stunting reduction and the overall improvement of maternal and child health.

EVALUASI PROGRAM PENGEMBANGAN MASYARAKAT

Perseroan menerapkan pendekatan *Social Return on Investment* (SROI) sebagai metode untuk menilai dampak dan efektivitas pelaksanaan program CSR. Pendekatan ini memungkinkan Perseroan untuk mengukur nilai sosial dan ekonomi yang dihasilkan secara lebih terstruktur dan terukur, sekaligus memastikan bahwa setiap investasi yang dilakukan memberikan manfaat yang relevan, berkelanjutan, dan bernilai tambah bagi masyarakat serta lingkungan.

Hasil evaluasi tidak hanya digunakan untuk menilai kinerja program yang telah dilaksanakan, tetapi juga menjadi dasar dalam perencanaan, penyempurnaan, dan pengembangan program CSR di masa mendatang. Selain itu, proses evaluasi ini turut mendukung pemenuhan aspek penilaian dalam Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) bagi unit usaha yang berpartisipasi.

Dengan menjadikan evaluasi sebagai bagian integral dalam siklus pengelolaan program, Perseroan dapat secara berkelanjutan meningkatkan kualitas implementasi CSR, sekaligus memastikan keselarasan dengan prinsip keberlanjutan dan standar pengelolaan lingkungan yang tinggi.

COMMUNITY DEVELOPMENT PROGRAM EVALUATION

The Company has adopted the Social Return on Investment (SROI) framework to evaluate the impact and efficacy of its CSR initiatives. This methodology enables the Company to quantify social and environmental outcomes in a structured and measurable manner. By institutionalizing SROI, the Group ensures that every capital allocation generates relevant, sustainable, and value-added benefits for communities and the environment.

Evaluation results are used not only to assess the performance of implemented programs but also to serve as the foundation for planning, refining, and developing future CSR initiatives. Furthermore, this evaluation process supports the fulfillment of assessment aspects within the Company Performance Rating Program in Environmental Management (PROPER) for participating business units.

By integrating evaluation into the program management cycle, the Company can continuously improve the quality of CSR implementation while ensuring alignment with sustainability principles and high environmental stewardship standards.





“Kepercayaan pelanggan dan pengguna produk menjadi fondasi penting yang menentukan keberlanjutan dan daya saing usaha Perseroan”.

Customer trust and the confidence of product users serve as a vital foundation that determines the Company’s business long-term viability and competitiveness.

6

TANGGUNG JAWAB KONSUMEN

Consumer Responsibility



138 **Sistem Manajemen Mutu**
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06

TANGGUNG JAWAB KONSUMEN

CONSUMER RESPONSIBILITY

Sebagai perusahaan yang produk dan jasanya digunakan secara luas oleh sektor industri maupun masyarakat dalam aktivitas sehari-hari, Perseroan menempatkan pelanggan sebagai salah satu pemangku kepentingan utama. Kepercayaan pelanggan dan pengguna produk menjadi fondasi penting yang menentukan keberlanjutan dan daya saing usaha Perseroan.

With its products and services widely utilized by both the industrial sector and the general public in their daily activities, the Company views customers as one of its primary stakeholders. Customer trust and the confidence of product users serve as a vital foundation that determines the Company's business long-term viability and competitiveness.

Perseroan berkomitmen untuk menghadirkan layanan yang tidak hanya memenuhi kebutuhan pelanggan, tetapi juga memberikan nilai tambah yang berkelanjutan. Bersama seluruh Entitas Anak, Perseroan bertanggung jawab penuh atas kualitas produk dan jasa yang dihasilkan, serta memastikan kepatuhan terhadap regulasi yang berlaku, spesifikasi teknis yang dipersyaratkan pelanggan, dan standar mutu yang telah ditetapkan.

The Company is committed to delivering services that not only meet customer needs but also provide sustainable added value. Together with all Subsidiaries, the Company assumes full responsibility for the quality of the products and services generated, ensuring compliance with prevailing regulations, customer-required technical specifications, and established quality standards.

Chandra Asri sebagai salah satu Entitas Anak turut memperkuat komitmen tersebut dengan memperhatikan aspek kesehatan dan keselamatan pelanggan secara menyeluruh pada setiap tahapan daur hidup produk, mulai dari pengembangan hingga penggunaan akhir.

Chandra Asri, as a subsidiary, further strengthens this commitment by thoroughly addressing customer health and safety aspects at every stage of the product life cycle, from development to end-use.

SISTEM MANAJEMEN MUTU [OJK F.17]

Sebagai bagian dari komitmen dalam menyediakan produk dan layanan yang memenuhi standar yang berlaku, Chandra

QUALITY MANAGEMENT SYSTEM [OJK F.17]

As part of its commitment to providing products and services that meet prevailing standards, Chandra Asri



Asri menerapkan Standar Nasional Indonesia (SNI) serta Standar Internasional ISO 9001 yang telah tersertifikasi oleh lembaga sertifikasi independen. Penerapan sistem manajemen mutu ini dilakukan secara konsisten untuk memastikan keandalan proses, kualitas produk, serta kepuasan pelanggan.

Komitmen terhadap keberlanjutan juga tercermin melalui integrasi teknologi yang lebih bersih, penerapan prinsip-prinsip berkelanjutan, serta pengembangan inovasi produk yang lebih ramah lingkungan dalam mendukung praktik bisnis hijau. Perolehan sertifikasi *International Sustainability & Carbon Certification* (ISCC) menjadi tonggak penting dalam perjalanan tersebut. Dengan sertifikasi ISCC, Chandra Asri semakin terbuka terhadap peluang transisi menuju penggunaan bio-feedstock sebagai bahan baku alternatif yang lebih berkelanjutan.

Dalam rangka menjaga kesehatan dan keselamatan pelanggan, Chandra Asri secara proaktif melakukan penilaian risiko pada setiap tahapan daur hidup produk, mulai dari proses produksi, pemasaran, penyimpanan, distribusi, hingga penggunaan oleh pelanggan, guna memastikan pengelolaan risiko dilakukan secara menyeluruh dan bertanggung jawab.

implements the Indonesian National Standard (SNI) and the ISO 9001 International Standard, both of which are certified by independent bodies. The consistent application of this quality management system ensures process reliability, product quality, and customer satisfaction.

The commitment to sustainability is manifested through the integration of cleaner technologies, the application of circular principles, and the development of eco-friendly product innovations. A defining milestone in this journey is the attainment of the International Sustainability & Carbon Certification (ISCC). This certification strategically positions Chandra Asri to accelerate its transition toward bio-feedstock, providing a renewable and more sustainable alternative to traditional raw materials.

To safeguard customer health and safety, Chandra Asri proactively conducts risk assessments at every stage of the product life cycle, encompassing production, marketing, storage, distribution, and end-use, ensuring comprehensive and responsible risk management.

KEGIATAN AUDIT MUTU, HALAL, DAN SNI TAHUN 2025 [OJK F.27, F.28]
Quality, Halal, and SNI Audits in 2025 [OJK F.27, F.28]

LINGKUP AUDIT Audit Scope	Ciwandan Site	Pulo Ampel Site
Audit Internal ISO 9001 ISO 9001 Internal Audit	1 Maret–28 Juli 2025 March 1 - July 28 2025	1 Maret–28 Juli 2025 March 1 - July 28 2025
Audit Surveillance ISO 9001 ISO 9001 Surveillance Audit	13–15 Oktober 2025 October 13-15 2025	16–17 Oktober 2025 October 16-17 2025
Audit Halal Halal Audit	20 Maret–28 April 2025 March 20 - April 28 2025	N/A
Audit Internal ISO 17025 ISO 17025 Internal Audit	17–22 April 2025 April 17-22 2025	22 April 2025 April 22 2025
Audit Surveillance SNI Bijih Plastik PE dan PP SNI Surveillance Audit for PE and PP Plastic Resins	23–24 April 2025 April 23-24 2025	N/A
Audit Surveillance SNI PE Pipa Gas dan Pipa Air Minum SNI Surveillance Audit for Gas and Drinking Water PE Pipes	9–11 Juli 2025 July 9-11 2025	N/A
Audit Surveillance PP Komponen Otomotif SNI Surveillance Audit for PP Automotive Components	9–11 Juli 2025 July 9-11 2025	N/A

Chandra Asri memproduksi bahan baku plastik berbasis petrokimia yang dikembangkan dengan mengacu secara ketat pada standar kualitas produk yang berlaku. Setiap produk dirancang dan diproses untuk memenuhi ketentuan standar serta persyaratan teknis yang diperlukan dalam penggunaannya sebagai bahan baku pada proses produksi produk akhir oleh pelanggan industri.

Chandra Asri produces petrochemical-based plastic raw materials developed in strict accordance with prevailing product quality standards. Each product is engineered and processed to satisfy the standard provisions and technical requirements for its application as a feedstock in the final production processes of industrial customers.

Selain itu, Chandra Asri memastikan bahwa seluruh ketentuan regulasi terkait keamanan produk telah dipenuhi sesuai dengan fungsi dan peruntukannya. Kepatuhan ini menjadi bagian dari komitmen Chandra Asri dalam menjaga kualitas, keselamatan, serta keandalan produk di sepanjang rantai nilai.

Furthermore, Chandra Asri ensures that all regulatory requirements regarding product safety are fulfilled according to their specific functions and intended uses. This compliance is an integral part of Chandra Asri's commitment to maintaining product quality, safety, and reliability across the entire value chain.

	DESKRIPSI Description	STANDAR KUALITAS PRODUK Product Quality Standard
	Sertifikat Halal Halal Certification	Sertifikat Halal dari Majelis Ulama Indonesia Halal Certificate from the Indonesian Ulema Council Sertifikat yang menyatakan bahwa produk tidak mengandung unsur yang diharamkan, atau bahan baku atau pengolahan dilakukan dengan metode produksi yang telah memenuhi kriteria syariat Islam. Certificate attesting that the product is devoid of any prohibited elements and that its raw materials or processing adhere to the principles and practices of Islamic Shariah
	*Product grade* dengan Ekolabel Product grade with Ecolabel	Produk *High Density Polyethylene* (HDPE) tipe SF5008E merek GRENE yang bersifat dapat terurai (*degradable*) terverifikasi oleh Lembaga Verifikasi Ekolabel (LVE) Balai Besar Pulp dan Kertas. High Density Polyethylene (HDPE) type SF5008E degradable product under GRENE brand, verified by the Ecolabel Verification Institute (LVE) of the Center for Pulp and Paper. Produk Styrene Monomer dengan kategori klaim reduksi limbah (*waste reduction*) terverifikasi oleh Badan Pengkajian dan Penerapan Teknologi (LVE-BPPT). Styrene Monomer product with a waste reduction claim category verified by the Agency for the Assessment and Application of Technology (LVE-BPPT). Produk *High Density Polyethylene* (HDPE), dan High Density Polyethylene (HDPE) product, and Produk High Density Polyethylene (HDPE) merk Asrene dan Polypropylene (PP) merk Trilene dengan kategori klaim reduksi limbah (*waste reduction*) terverifikasi oleh (LVE) Balai Besar Pulp Kertas. High Density Polyethylene (HDPE) product under Asrene brand and Polypropylene (PP) product under Trilene brand, with a waste reduction claim category, verified by the Eco-Label Verification Institute (LVE) of the Center for Pulp and Paper.
	Regulasi Regulation	Regulasi internasional mencakup *Substances of Very High Concern* (SVHC) REACH, *Food and Drug Administration* (FDA), *EU Food Contact Materials (FCMs)*, *Restriction of Hazardous Substances* (RoHS), dan *SVHC EU-REACH*. International regulations which include Substances of Very High Concern (SVHC) REACH, Food and Drug Administration (FDA), EU Food Contact Materials (FCMs), Restriction of Hazardous Substances (RoHS), and SVHC EU-REACH.

INOVASI PRODUK [OJK F.26]

Sebagai perusahaan solusi energi, kimia, dan infrastruktur terkemuka di Asia Tenggara, Chandra Asri Group berkomitmen untuk membangun bisnis yang berkelanjutan melalui pengembangan solusi yang relevan dengan kebutuhan masa depan. Komitmen ini diwujudkan melalui penciptaan nilai tambah serta kolaborasi strategis yang mendukung keberlanjutan lingkungan dan pertumbuhan ekonomi. Pada tahun 2025, inovasi produk yang dikembangkan mencakup studi pemanfaatan scrap menjadi recycled Polyethylene (r-PE) atau recycled Polypropylene (r-PP), serta studi pengembangan palet ringan dengan kandungan post-consumer recycled (PCR).

PRODUCT INNOVATION [OJK F.26]

As a leading energy, chemical, and infrastructure solutions provider in Southeast Asia, Chandra Asri Group is committed to building a sustainable business through the development of solutions relevant to future needs. This commitment is realized through the creation of added value and strategic collaborations that support environmental sustainability and economic growth. In 2025, the product innovations developed included a study on the utilization of scrap materials into recycled Polyethylene (r-PE) or recycled Polypropylene (r-PP), as well as a study on the development of lightweight pallets containing post-consumer recycled (PCR) materials.

KESELAMATAN KIMIA

Penerapan keselamatan kimia di Chandra Asri didukung oleh *Process Safety Information* (PSI) sebagai bagian dari *Process Safety Management* (PSM). Sistem ini menyediakan informasi komprehensif mengenai bahan kimia yang digunakan di fasilitas produksi secara tersentralisasi melalui database berbasis Intranet yang dapat diakses oleh seluruh karyawan.

Chandra Asri telah mengadopsi Sistem Harmonisasi Global untuk Klasifikasi dan Label pada Bahan Kimia (GHS) sesuai dengan Permenperin No. 87/2009 jo. No. 23/2013, serta melaporkan implementasinya kepada SIINAS dan Kementerian Perindustrian. Untuk memperkuat keselamatan operasional, Chandra Asri memastikan penanganan bahan kimia dilakukan secara aman serta meningkatkan kesiapsiagaan dalam merespons kondisi abnormal melalui penerapan matriks penanganan bahan kimia.

CHEMICAL SAFETY

Chemical safety at Chandra Asri is supported by Process Safety Information (PSI) as an integral component of Process Safety Management (PSM). This system provides comprehensive information regarding chemicals used across production facilities through a centralized, Intranet database accessible to all employees.

Chandra Asri has adopted the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) in accordance with Ministry of Industry Regulation No. 87/2009 jo. No. 23/2013, and reports its implementation to SIINAS and the Ministry of Industry. To strengthen operational safety, Chandra Asri ensures the secure handling of chemicals and enhances preparedness in responding to abnormal conditions through the application of a chemical handling matrix.



Evaluasi Keamanan Material

Sebelum suatu produk dipasarkan, Chandra Asri melakukan evaluasi keamanan secara menyeluruh sejak tahap pengembangan hingga produksi komersial. Evaluasi ini bertujuan untuk meminimalkan potensi risiko terhadap keselamatan, kesehatan, dan lingkungan sepanjang daur hidup produk.

Hasil evaluasi tersebut terdokumentasi dalam *Safety Data Sheet* (SDS) dan *Regulatory Data Sheet* (RDS), serta telah memenuhi standar pengujian sesuai dengan regulasi yang berlaku, termasuk BPOM, RoHS, FDA, SNI, dan Sertifikasi Halal. Sertifikasi Halal pada bahan baku memberikan nilai tambah bagi pelanggan dalam memproduksi kemasan makanan dan kosmetik yang dapat dipasarkan baik di dalam negeri maupun untuk kebutuhan ekspor.

Pengendalian Chemical of Concern

Sebagai respons terhadap perkembangan regulasi REACH terkait *Substance of Very High Concern* (SVHC), Chandra Asri memastikan bahwa seluruh tahapan produksi Asrene® dan Trilene® telah selaras dengan ketentuan EU-REACH *Candidate List of Substances*.

Dalam operasionalnya, Chandra Asri mengelola 45 jenis bahan kimia dan memastikan tidak ada satu pun yang mengandung SVHC. Selain itu, Chandra Asri menerapkan sistem *Chemical Hazards Emergency Response* serta melakukan penanganan, pencatatan, dan pelaporan pengelolaan bahan kimia sesuai dengan persyaratan yang berlaku.

Phase-Out Chemicals of Concern

Untuk memenuhi kebutuhan pelanggan sekaligus menjaga kepatuhan terhadap regulasi keselamatan produk, Chandra Asri telah melakukan studi komprehensif terkait penggunaan bahan non-phthalate sebagai alternatif yang sesuai dengan ketentuan EU-REACH.

Sebagai bagian dari komitmen terhadap inovasi berkelanjutan, pada tahun 2025 Chandra Asri mulai menerapkan produk non-phthalate yang saat ini masih dalam tahap pengembangan. Selain itu, Chandra Asri

Material Safety Evaluation

Before a product is marketed, Chandra Asri conducts comprehensive safety evaluations from the development stage through to commercial production. These evaluations aim to minimize potential risks to safety, health, and the environment throughout the product life cycle.

The evaluation results are documented in the Safety Data Sheet (SDS) and Regulatory Data Sheet (RDS), and comply with testing standards in accordance with prevailing regulations, including BPOM, RoHS, FDA, SNI, and Halal Certification. The Halal certification of raw materials provides added value for customers in producing food packaging and cosmetics that can be marketed both domestically and for export needs.

Control of Chemical of Concern

In response to the evolving REACH regulations concerning Substances of Very High Concern (SVHC), Chandra Asri ensures that all production stages of Asrene® and Trilene® are aligned with the EU-REACH Candidate List of Substances provisions.

Chandra Asri manages a portfolio of 45 chemical types, ensuring that none contain SVHCs. Chandra Asri also maintains a robust Chemical Hazards Emergency Response system. All handling, recording, and reporting activities are strictly executed in alignment with applicable regulatory requirements.

Phase-Out Chemicals of Concern

To meet customer needs while maintaining compliance with product safety regulations, Chandra Asri has conducted comprehensive studies on the use of non-phthalate materials as alternatives compliant with EU-REACH provisions.

As part of its commitment to continuous innovation, Chandra Asri began implementing non-phthalate products in 2025, which are currently in the development phase. Furthermore, Chandra Asri is focusing on the phase-out

juga berfokus pada penghentian bertahap (phase-out) penggunaan antioxidant tris (nonylphenyl) phosphite (TNPP) guna meningkatkan aspek keberlanjutan produk.

of the antioxidant tris(nonylphenyl) phosphite (TNPP) to enhance the sustainability profile of its products.

KESELAMATAN PRODUK

Chandra Asri menyadari bahwa material, produk antara, dan produk akhir yang dihasilkan memiliki potensi dampak terhadap kesehatan, keselamatan, dan lingkungan. Oleh karena itu, Chandra Asri berkomitmen untuk mengelola dan meminimalkan risiko tersebut melalui penerapan kerangka penatalayanan produk yang komprehensif.

Pendekatan ini mengacu pada tujuh prinsip Responsible Care® yang mencakup seluruh tahapan pengelolaan bahan kimia, mulai dari penelitian dan pengembangan, proses produksi, penyimpanan, distribusi, penggunaan, hingga pengelolaan akhir produk.

Untuk memastikan implementasi yang efektif, Chandra Asri membentuk tim penatalayanan produk yang terdiri dari berbagai disiplin keahlian. Tim ini bertanggung jawab atas pengelolaan seluruh aspek penatalayanan produk di setiap tahapan serta menjadi wadah berbagi informasi dan pembelajaran melalui edukasi internal kepada seluruh fungsi kerja.

Seluruh produk (100%) yang diproduksi oleh Chandra Asri telah dilengkapi dengan label dan dokumen pendukung sesuai dengan peraturan yang berlaku, antara lain:

- *Certificate of Analysis* (CoA) dan *Technical Data Sheet* (TDS) yang memuat informasi spesifikasi teknis dan data teknis hasil pengukuran produk;
- *Safety Data Sheet* (SDS) dan *Regulatory Data Sheet* (RDS) yang memuat informasi tata cara penggunaan, penyimpanan, pembuangan, dan penanganan keadaan darurat produk.

Informasi SDS dan RDS dapat diakses melalui situs resmi Chandra Asri. Sebagai langkah mitigasi tambahan, Chandra Asri juga memberikan edukasi kepada pelanggan mengenai cara penanganan produk yang benar dan aman untuk mencegah potensi penyalahgunaan selama proses manufaktur.

PRODUCT SAFETY

Chandra Asri recognizes that its materials, intermediate products, and final products have potential impacts on health, safety, and the environment. Consequently, Chandra Asri is committed to managing and minimizing these risks through a comprehensive Product Stewardship framework.

This approach adheres to the seven Responsible Care® principles, covering all stages of chemical management, from research and development, production, and storage to distribution, usage, and end-of-life management.

To ensure effective implementation, Chandra Asri has established a multi-disciplinary Product Stewardship Team. This team is responsible for managing all stewardship aspects at every stage and serves as a platform for information sharing and internal education across all functional units.

All products (100%) manufactured by Chandra Asri are equipped with labels and supporting documentation in accordance with prevailing regulations, including:

- Certificate of Analysis (CoA) and Technical Data Sheet (TDS) containing technical specifications and measured product performance data;
- Safety Data Sheet (SDS) and Regulatory Data Sheet (RDS) providing instructions on product usage, storage, disposal, and emergency response procedures.

SDS and RDS information is accessible via Chandra Asri's official website. As an additional mitigation measure, Chandra Asri provides Customer Education on correct and safe product handling to prevent potential misuse during manufacturing processes.

Selama tahun pelaporan, tidak terdapat produk yang ditarik kembali dari penjualan maupun peredaran, serta tidak terdapat sanksi atas pelanggaran ketentuan label dan informasi keselamatan bahan kimia.

Penerapan Responsible Care® diaudit setiap dua tahun oleh Responsible Care Indonesia (RCI) melalui mekanisme *self-assessment* dan verifikasi audit. Pada tahun 2024, Site Office Ciwandan memperoleh nilai 98,6%, sementara Site Office Pulo Ampel memperoleh nilai 98,4%, yang mencerminkan tingkat kepatuhan yang sangat tinggi terhadap standar keselamatan produk. [OJK F.29]

During the reporting year, there were no product recalls, and no sanctions were imposed for violations of labeling or chemical safety information regulations.

The implementation of Responsible Care® is audited biennially by Responsible Care Indonesia (RCI) through self-assessment and verification audits. In 2024, the Ciwandan Site Office achieved a score of 98.6%, while the Pulo Ampel Site Office achieved 98.4%, reflecting an exceptionally high level of compliance with product safety standards. [OJK F.29]



KEPUASAN PELANGGAN

[OJK F.25, F.30], [GRI 2-25]

Chandra Asri menyediakan mekanisme pengaduan pelanggan sebagai bagian dari komitmen terhadap peningkatan kualitas produk dan layanan. Untuk memastikan setiap keluhan dikelola secara efektif dan tepat waktu, Chandra Asri membentuk *Task Force* atau *Focus Group Discussion* (FGD) yang bertugas mengidentifikasi akar permasalahan, menindaklanjuti, dan menyelesaikan keluhan berdasarkan tingkat prioritas.

Setiap keluhan yang diterima melalui proses investigasi menyeluruh guna memastikan solusi yang tepat diterapkan serta mendorong perbaikan berkelanjutan pada kualitas produk, optimalisasi prosedur operasional, dan efisiensi distribusi.

CUSTOMER SATISFACTION

[OJK F.25, F.30], [GRI 2-25]

Chandra Asri provides a customer grievance mechanism as part of its commitment to enhancing product and service quality. To ensure that every complaint is managed effectively and in a timely manner, Chandra Asri has established a Task Force or Focus Group Discussions (FGDs) to identify root causes, follow up, and resolve grievances based on priority levels.

Every complaint undergoes a thorough investigation process to ensure appropriate solutions, while simultaneously driving continuous improvement in product quality, operational procedure optimization, and distribution efficiency.

REKAPITULASI PENGUKURAN KEPUASAN PELANGGAN

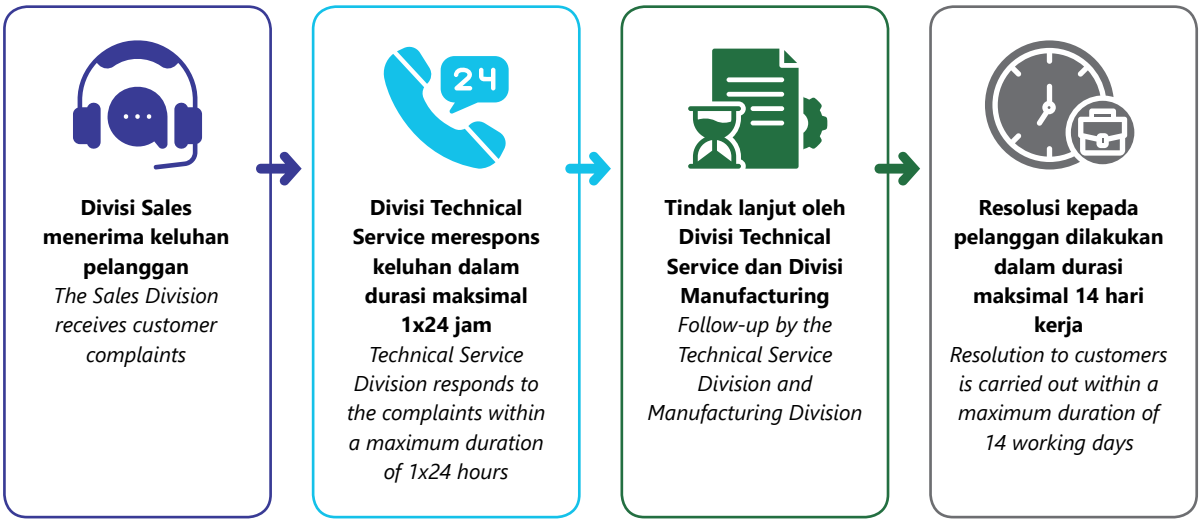
Customer Satisfaction Measurement Summary

BISNIS
Business

	2025	2024	2023
PETROKIMIA Petrochemical	81%	79%	83%

ALUR PENANGANAN KELUHAN PELANGGAN

Customer Complaint Handling Procedure



EKAPITULASI KELUHAN PELANGGAN 2025
Customer Complaints Recapitulation in 2025

BISNIS Business	**Jumlah Pengaduan yang Diterima** Number of Complaints Received	**Jumlah Pengaduan yang Ditindaklanjuti** Number of Followed-up Complaints	**Jumlah Pengembalian Produk** Number of Product Recalls
PETROKIMIA Petrochemical	**57**	**57**	**179,75 ton**

INFORMASI BARANG DAN JASA
Information on Goods and Services

Perolehan informasi yang akurat terkait produk dan layanan merupakan hak setiap pemangku kepentingan. Untuk itu, Perseroan menyediakan berbagai saluran komunikasi resmi yang dapat digunakan oleh pemangku kepentingan untuk memperoleh informasi terkait produk dan layanan, yaitu melalui:

Obtaining accurate information regarding products and services is the right of every stakeholder. To this end, the Company provides various official communication channels that stakeholders can utilize to obtain information related to products and services, namely through:

http://www.barito-pacific.com
+62 21 530 6711
+62 21 530 6680
corpsec@barito.co.id



> “Setiap organ tata kelola menjalankan fungsi dan kewenangannya sesuai dengan Anggaran Dasar serta berbagai kebijakan dan pedoman internal yang berlaku”.

Each governance organ exercises its functions and authorities in accordance with the Company’s Articles of Associationas well as various applicable internal policies and guidelines.

7

TATA KELOLA

Governance



150 **Tata Kelola Keberlanjutan**
Sustainability Governance

154 **Manajemen Risiko**
Risk Management

159 **Etika dan Integritas**
Ethics and Integrity

161 **Pelibatan Pemangku Kepentingan**
Stakeholder Engagement

07

TATA KELOLA

GOVERNANCE

TATA KELOLA KEBERLANJUTAN

Untuk memperkuat kepercayaan para pemangku kepentingan serta memastikan keberlanjutan usaha dalam jangka panjang, penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/ GCG) merupakan fondasi utama bagi Barito Pacific. Perseroan berkomitmen untuk mengimplementasikan praktik GCG secara konsisten dan terintegrasi di seluruh lini bisnis sebagai wujud transparansi, akuntabilitas, serta kepatuhan terhadap ketentuan peraturan perundang-undangan yang berlaku.

Struktur Tata Kelola

[GRI 2-9, 2-11, 2-12, 2-13, 2-14]

Perseroan menerapkan praktik GCG secara sistematis melalui pembagian peran dan tanggung jawab yang jelas dalam struktur tata kelola. Setiap organ tata kelola menjalankan fungsi dan kewenangannya sesuai dengan Anggaran Dasar Perseroan, peraturan perundang-undangan, serta berbagai kebijakan dan pedoman internal yang berlaku.

Berdasarkan Anggaran Dasar dan ketentuan regulasi yang berlaku, struktur tata kelola Perseroan terdiri atas Rapat

SUSTAINABILITY GOVERNANCE

To strengthen stakeholder trust and ensure long-term business viability, the implementation of Good Corporate Governance (GCG) principles serves as the primary foundation for Barito Pacific. The Company is committed to implementing GCG practices consistently and in an integrated manner across all business lines as a form of transparency, accountability, and compliance with prevailing laws and regulations.

Governance Structure

[GRI 2-9, 2-11, 2-12, 2-13, 2-14]

The Company implements systematic GCG practices through a clear division of roles and responsibilities within the governance structure. Each governance organ exercises its functions and authorities in accordance with the Company's Articles of Association, prevailing laws and regulations, as well as various applicable internal policies and guidelines.

Based on the Articles of Association and applicable regulatory provisions, the Company's governance structure

Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Masing-masing organ memiliki fungsi, tanggung jawab, serta independensi dalam menjalankan perannya guna memastikan pengambilan keputusan yang objektif dan profesional.

consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. Each organ possesses distinct functions, responsibilities, and independence in performing its role to ensure objective and professional decision-making.

Rapat Umum Pemegang Saham

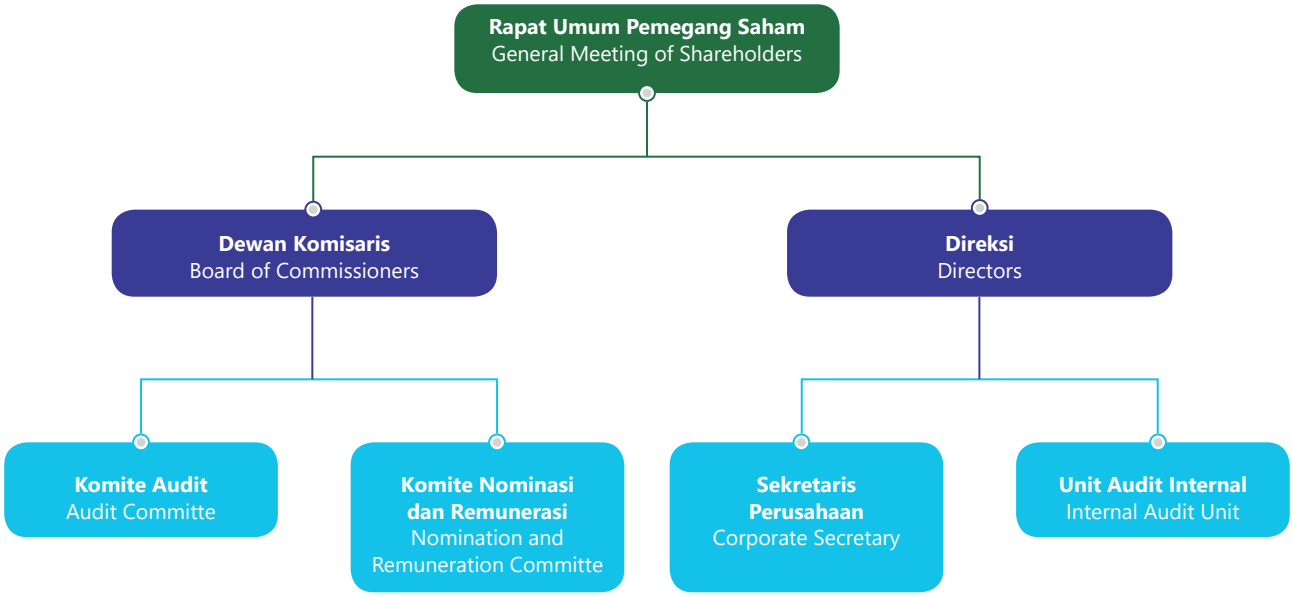
Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi dalam struktur tata kelola Perseroan dan menjadi forum utama bagi pemegang saham dalam menentukan arah strategis bisnis. RUPS juga menjadi sarana bagi Dewan Komisaris dan Direksi untuk menyampaikan laporan pertanggungjawaban atas kinerja dan pengelolaan Perseroan selama satu tahun buku. Sebagai pemegang kewenangan tertinggi, RUPS memiliki hak dan kewenangan yang tidak dapat didelegasikan kepada Dewan Komisaris maupun Direksi sesuai dengan peraturan yang berlaku.

RUPS terdiri atas RUPS Tahunan dan RUPS Luar Biasa. RUPS Tahunan diselenggarakan secara rutin paling lambat enam bulan setelah penutupan tahun buku. Sementara itu, RUPS Luar Biasa dapat diselenggarakan sewaktu-waktu apabila diperlukan, sesuai dengan ketentuan Anggaran Dasar dan regulasi yang berlaku.

General Meeting of Shareholders

The General Meeting of Shareholders (GMS) is the highest organ within the Company's governance structure and serves as the primary forum for shareholders to determine the strategic direction of the business. The GMS also acts as a platform for the Board of Commissioners and the Board of Directors to present their accountability reports regarding the Company's performance and management during a fiscal year. As the supreme authority, the GMS possesses rights and powers that cannot be delegated to the Board of Commissioners or the Board of Directors under applicable regulations.

The GMS consists of the Annual GMS (AGMS) and the Extraordinary GMS (EGMS). The AGMS is held routinely, no later than six months after the close of the fiscal year. Meanwhile, an EGMS may be held at any time as required, in accordance with the provisions of the Articles of Association and prevailing regulations.



Dewan Komisaris

(GMS) [OJK E.1], [GRI 2-15, 2-18], [G-03, G-04, G-06, G-09]

Dewan Komisaris bertanggung jawab melakukan pengawasan terhadap kebijakan dan jalannya pengurusan Perseroan serta memastikan penerapan prinsip GCG berjalan secara efektif. Selain fungsi pengawasan, Dewan Komisaris juga memberikan nasihat kepada Direksi guna memastikan pengelolaan Perseroan sejalan dengan strategi jangka panjang dan kepentingan pemegang saham.

Dalam menjalankan fungsinya, Dewan Komisaris dibantu oleh Komite Audit dan Komite Nominasi dan Remunerasi guna memastikan efektivitas pengawasan. Dewan Komisaris wajib menjalankan tugasnya secara independen dan profesional dengan mengutamakan kepentingan Perseroan serta menghindari potensi benturan kepentingan.

Board of Commissioners

(GMS) [OJK E.1], [GRI 2-15, 2-18], [G-03, G-04, G-06, G-09]

The Board of Commissioners is responsible for overseeing the Company's policies and management, as well as ensuring the effective implementation of GCG principles. In addition to its supervisory function, the Board of Commissioners provides advice to the Board of Directors to ensure that the Company's management aligns with long-term strategies and shareholder interests.

The Board of Commissioners is supported by the Audit Committee and the Nomination and Remuneration Policy Committee to ensure oversight effectiveness. The Board of Commissioners is mandated to perform its duties independently and professionally, prioritizing the Company's interests and avoiding potential conflicts of interest.

SUSUNAN DEWAN KOMISARIS PER 31 DESEMBER 2025 [G-01]

The Board of Commissioners' Composition as of December 31, 2025

Prajogo Pangestu	**Komisaris Utama** President Commissioner
Lim Chong Thian	**Komisaris** Commissioner
Henky Susanto	**Komisaris Independen** Independent Commissioner
Salwati Agustina	**Komisaris Independen** Independent Commissioner

Direksi [OJK E.1], [GRI 2-15, 2-18], [G-03, G-06, G-09]

Direksi bertanggung jawab atas pengelolaan kegiatan operasional Perseroan serta memastikan seluruh aktivitas bisnis berjalan selaras dengan tujuan strategis yang telah ditetapkan. Direksi juga memiliki kewenangan untuk mewakili Perseroan baik di dalam maupun di luar pengadilan sesuai dengan ketentuan dalam Anggaran Dasar Perseroan dan peraturan yang berlaku.

Informasi lengkap mengenai tugas, tanggung jawab, dan wewenang dalam struktur tata kelola Perseroan dapat ditemukan pada bagian Tata Kelola Perusahaan dalam Laporan Tahunan Barito Pacific.

Board of Directors [OJK E.1], [GRI 2-15, 2-18], [G-03, G-06, G-09]

The Board of Directors is responsible for managing the Company's operational activities and ensuring that all business activities aligned with the established strategic objectives. The Board of Directors also holds the authority to represent the Company both in and out of court, in accordance with the provisions of the Company's Articles of Association and prevailing regulations.

Detailed information regarding the duties, responsibilities, and authorities within the Company's governance structure can be found in the Corporate Governance section of the Barito Pacific Annual Report.

SUSUNAN DIREKSI PER 31 DESEMBER 2025
The Board of Directors' Composition as of December 31, 2025

Agus Salim Pangestu	**Direktur Utama** President Director
Rudy Suparman	**Wakil Direktur Utama** Vice President Director
Diana Arsiyanti	**Director** Director
David Kosasih	**Direktur & Sekretaris Perusahaan** Director & Corporate Secretary

Pengembangan Kompetensi Badan Tata Kelola

[OJK E.2], [GRI 2-17], [G-05]

Kompetensi anggota badan tata kelola terus ditingkatkan melalui partisipasi dalam berbagai pelatihan dan seminar yang mendukung pelaksanaan tugas dan tanggung jawab mereka. Pengembangan ini juga mencakup peningkatan pemahaman terhadap isu-isu terkini dalam pengelolaan aspek Lingkungan, Sosial, dan Tata Kelola (LST) di Perseroan.

Competency Development of Governance Bodies

[OJK E.2], [GRI 2-17], [G-05]

The competencies of governance body members are continuously enhanced through various training sessions and seminars that support the execution of their duties and responsibilities. This development also encompasses deepening the understanding of current issues in the management of Environmental, Social, and Governance (ESG) aspects within the Company.



MANAJEMEN RISIKO [OJK E.3]

Perseroan senantiasa menjalankan sistem manajemen risiko yang andal dan tepat sasaran agar Perseroan mampu mengidentifikasi risiko-risiko sejak dini dan menentukan langkah pencegahan dan mitigasi yang tepat.

Perseroan terus berupaya meningkatkan tingkat kesadaran, pemahaman, dan partisipasi seluruh karyawan dalam mengidentifikasi risiko-risiko usaha yang telah terjadi dan yang berpotensi terjadi di masa mendatang. Dengan demikian, Perseroan dapat mencegah dan meminimalisir dampak-dampak negatif yang timbul.

Secara khusus, Perseroan membentuk Unit Manajemen Risiko untuk mengelola sistem manajemen risiko secara keseluruhan. Unit Manajemen Risiko bekerjasama dengan divisi-divisi lainnya untuk mengelola risiko dan melindungi Perseroan dari risiko-risiko yang relevan dengan bisnis Perseroan.

Profil Risiko

Berikut adalah risiko-risiko yang berpotensi memengaruhi bagi kegiatan usaha Perseroan dan Entitas Anak Perseroan:

RISK MANAGEMENT [OJK E.3]

The Company is committed to implementing a reliable and targeted risk management system that enables early risk identification and the determination of suitable preventive and mitigation measures.

The Company continues to work towards enhancing awareness, understanding, and participation of all employees in identifying business risks that have occurred and those that may potentially arise in the future. By doing so, the Company aims to prevent and minimize any negative impacts.

Specifically, the Company has established a Risk Management Unit to oversee the entire risk management system. This unit collaborates with other divisions to manage risks and protect the Company against risks relevant to its operations.

Risk Profiles

Below are the arising risks which are potential to affect the Company's business and the Company's Subsidiaries:

JENIS RISIKO Risk Profile	PENJELASAN RISIKO Risk Definition	UPAYA MITIGASI Mitigation Strategy
Risiko Operasional Operational Risks		
Risiko Merger Merger Risk	Risiko terkait strategi penggabungan (integrasi) perusahaan dan bisnis di dalam Perseroan. Risks associated with the Company's integration strategy and its operations.	Perseroan merancang kebijakan, prosedur dan strategi jangka panjang yang fleksibel dan dinamis. The Company has developed flexible, dynamic policies, procedures, and long-term strategies.
Risiko Investasi Investment Risk	Risiko terkait investasi modal dalam entitas anak Perseroan. Risks associated with capital investment in the Company's subsidiaries.	Penanganan investasi modal di dalam entitas anak Perseroan dilakukan oleh unit khusus dengan strategi yang matang. Risiko yang berhubungan dengan investasi modal dijaga baik di tingkat transaksi maupun tingkat portofolio. Capital investment in subsidiaries is managed through a well-designed strategy implemented by a specialized unit. Risks related to capital investment are monitored throughout transactions and the portfolio.

JENIS RISIKO Risk Profile	PENJELASAN RISIKO Risk Definition	UPAYA MITIGASI Mitigation Strategy
Risiko Politik Political Risk	Risiko terkait negara dan gejolak politik. Risks associated with national affairs and political turmoil.	Perseroan senantiasa memantau kondisi politik serta terus menjaga hubungan dan komunikasi yang baik dengan seluruh pihak agar tidak menimbulkan atau melakukan kegiatan yang menyinggung pihak tertentu. The company continuously monitors the political climate and maintains good relationships and communication with all parties to prevent any activities that may offend certain groups.
Risiko Makroekonomi Macroeconomic Risks	Risiko terkait ketidakstabilan makroekonomi. Risks associated with macroeconomic instability.	Perseroan telah merancang kebijakan, prosedur, dan strategi jangka panjang yang fleksibel dan dinamis. The Company has developed flexible, dynamic policies, procedures, and long-term strategies.
Risiko Industri Industrial Risks	Risiko terkait industri tertentu berkaitan dengan operasional entitas anak Perseroan. Risks associated with certain industries connected to the operations of the subsidiaries.	Dalam hal persaingan usaha, Perseroan mengembangkan lini usaha yang beragam dalam bidang petrokimia, perkebunan, energi dan sumber daya alam serta properti. Regarding business competition, the Company has established a diverse portfolio in petrochemicals, plantations, energy, natural resources, and real estate.
Risiko Keuangan Financial Risks		
Risiko Mata Uang Asing Foreign Currency Risk	Risiko yang timbul dari segala transaksi Perseroan karena sebagian besar transaksi keuangan dilakukan dalam mata uang Dolar Amerika Serikat (AS) sehingga fluktuasi nilai tukar Rupiah terhadap Dolar AS sangatlah berpengaruh terutama terkait pajak dan beberapa beban yang denominasinya dalam bentuk Rupiah. Risks arise from the Company's transactions because most financial dealings are conducted in US dollars. Thus, fluctuations in the Rupiah exchange rate against the US dollar significantly affect taxes and certain expenses denominated in Rupiah.	Perseroan memelihara saldo kas yang cukup dalam mata uang Rupiah untuk memenuhi kebutuhan beban dalam Rupiah. The Company maintains sufficient cash balance in Rupiah to cover expenses in Rupiah.
Risiko Tingkat Bunga Interest Rate Risk	Risiko di mana entitas dalam Perseroan memiliki pinjaman dana dengan tingkat bunga mengambang. Risks associated with the Company's entities having loans with floating interest rates.	Perseroan melakukan analisis sensitivitas suku bunga dan kontrak swap suku bunga. The Company analyzed the sensitivity of interest rates and interest rate swap contracts.
Risiko Likuiditas Liquidity Risk	Risiko likuiditas terletak pada kerangka kerja manajemen risiko likuiditas yang sesuai untuk manajemen Perseroan dan pendanaan jangka pendek, menengah, dan jangka panjang dan persyaratan manajemen likuiditas. Liquidity risk relates to the liquidity risk management framework that is appropriate for the Company's management, as well as the short, medium, and long-term financing and liquidity management needs.	Perseroan memelihara cadangan yang memadai, fasilitas perbankan dan fasilitas pinjaman cadangan, dengan terus memantau arus kas prakiraan dan aktual, dan dengan cara menyesuaikan profil jatuh tempo aset dan liabilitas keuangan. The Company maintained sufficient reserves, banking facilities, and backup loan options by continuously monitoring forecasts and actual cash flows and crosschecking them with the maturity of financial assets and liabilities.

JENIS RISIKO Risk Profile	PENJELASAN RISIKO Risk Definition	UPAYA MITIGASI Mitigation Strategy
Risiko Kredit Credit Risk	Risiko kredit terutama berasal dari kas di bank dan piutang usaha. Credit risk primarily arises from cash in banks and trade receivables.	Perseroan menyimpan dananya pada institusi keuangan yang memiliki reputasi yang baik. Perseroan juga menjalin usaha dengan pihak ketiga dan pihak-pihak terkait yang terpercaya dan senantiasa melakukan *monitoring* terhadap eksposur sehingga nilai keseluruhan transaksi tersebar di antara rekanan yang disetujui oleh manajemen. The Company places its funds with reputable financial institutions. The Company also conducts business with reliable third parties and related parties, while continuously monitoring its exposure to ensure that the overall value of transactions is distributed among counterparties approved by management.
Risiko Terkait Kegiatan Operasional Entitas Anak **Risiko ini terutama sehubungan dengan kegiatan produksi seperti produk petrokimia dan energi panas bumi melalui entitas anak Perseroan.** Risk Related to Subsidiaries' Operational Activities This risk mainly concerns the production activities of petrochemical products and geothermal energy through the Company's subsidiaries.		
Siklus Industri Petrokimia dan Ketidakstabilan Harga Produk Petrochemical Industry Cycle and Product Price Volatility	Permintaan atas produk petrokimia berhubungan langsung dengan tingkat aktivitas ekonomi dan pertumbuhan PDB dan sangat bergantung terhadap permintaan dan kinerja negara-negara di Asia-Pasifik. Harga produk petrokimia sensitif terhadap perubahan dalam pasokan dan permintaan. The demand for petrochemical products is positively correlated with economic activity and GDP growth, and it significantly relies on the demand and performance of countries in the Asia-Pacific region. Prices of petrochemical products are sensitive to fluctuations in supply and demand.	Chandra Asri Group memitigasi risiko ini melalui integrasi produk turunan dan mendiversifikasi produk yang ditawarkan, menjaga tingkat produksi optimal melalui penerapan metode yang aman dan efisien. Chandra Asri Group mitigates this risk by integrating product derivatives and diversifying its offerings, maintaining optimal production levels through the implementation of safe and efficient methods.
Fluktuasi Biaya Bahan Baku yang Mengakibatkan Peningkatan Biaya Operasional Fluctuations in Raw Material Costs Leading to Increased Operating Expenses	Naphtha, Propylene dan Benzene merupakan bahan baku utama yang digunakan dalam produksi produk petrokimia. Bahan baku tersebut bergantung pada kekuatan pasar domestik dan internasional. Volatilitas yang signifikan pada biaya Naphtha dan Propylene dapat memberikan tekanan terhadap marjin. Naphtha, Propylene, and Benzene are the primary raw materials used in the production of petrochemical products. These materials are influenced by both international and domestic market forces. Significant fluctuations in the costs of Naphtha and Propylene may pressure profit margins.	Chandra Asri Group menjaga fleksibilitas dengan pengadaan LPG dan kondensat sebagai bahan baku alternatif ketika terdapat kesempatan ekonomis untuk mengurangi biaya. Chandra Asri Group memanfaatkan sinergi dengan mitra strategis, SCG Chemicals, untuk pengadaan bahan baku. Chandra Asri Group maintains flexibility by producing LPG and condensate when it is economically viable, using them as alternative raw materials on an opportunistic basis to reduce costs. Additionally, Chandra Asri Group leverages its synergy with strategic partner SCG Chemicals for raw material procurement.

JENIS RISIKO Risk Profile	PENJELASAN RISIKO Risk Definition	UPAYA MITIGASI Mitigation Strategy
Bisnis Panas Bumi Sepenuhnya Bergantung pada Dua Tipe Kontrak Utama The Geothermal Business Relies on Two Types of Contracts	Kegiatan usaha panas bumi BREN bergantung sepenuhnya pada dua tipe kontrak utama dengan PLN dan PGE, yakni *Joint Operation Contract* (JOC) dan *Energy Sales Contact* (ESC). BREN's geothermal business is entirely dependent on two types of contracts with PLN and PGE: the JOCs (Joint Contract Operations) and ESCs (Energy Sales Contracts).	Aset Perseroan senantiasa diasuransikan untuk memitigasi risiko yang mungkin timbul dari kedua tipe kontrak utama. The Company's assets are insured to reduce the risks that may arise from the two types of contracts.
Suplai Listrik yang Tidak Stabil Unstable Electricity Supply	Entitas anak Perseroan memanfaatkan pasokan listrik dari Perusahaan Listrik Negara (PLN) dalam melaksanakan kegiatan usahanya. Akan tetapi, terkadang terdapat gangguan dalam penyaluran listrik sehingga operasional menjadi terhambat. The Company's subsidiaries rely on electricity supplied by the State Electricity Company (PLN) for their operations. Occasionally, disruptions in electricity distribution occur, hindering operations.	Untuk menghadapi risiko terjadinya gangguan aliran listrik, Entitas Anak di seluruh sektor telah melengkapi diri dengan kemampuan untuk menghasilkan listrik secara independen menggunakan berbagai teknologi yang telah tersedia. To manage the risk of power outages, Subsidiaries across various sectors have equipped themselves with independent electricity generator facilities that utilize various available technologies.
Ketersediaan Bahan Baku Availability of Raw Materials	Kegiatan produksi manufaktur Entitas Anak bergantung pada kelancaran pasokan bahan baku yang mungkin sewaktu-waktu mengalami kelangkaan maupun keterlambatan pengiriman. The manufacturing activity of the Subsidiaries relies on a smooth supply of raw materials, which may occasionally face scarcity or delivery delays.	Untuk mengurangi risiko gangguan pasokan, Entitas Anak telah membangun tempat penyimpanan dengan kapasitas tertentu sesuai dengan perhitungan kebutuhan bahan baku yang diperlukan. To minimize the risk of supply disruption, the Subsidiary has constructed a storage area with a capacity tailored to the calculated requirements for raw materials.
Infrastruktur Infrastructure	Infrastruktur seperti fasilitas bongkar muat dan layanan distribusi yang tidak memadai akan berpengaruh besar terhadap jalannya proses manufaktur. Infrastructure like loading and unloading facilities, as well as insufficient distribution services, will significantly impact the manufacturing process.	Entitas Anak, khususnya yang bergerak di bidang petrokimia dan panas bumi, telah memiliki infrastruktur terintegrasi demi kelancaran arus produksi dari hulu ke hilir. Subsidiaries, especially those engaged in petrochemical and geothermal operations, have built an integrated infrastructure to maintain a continuous production flow from upstream to downstream.
Modal Usaha Business Capital	Operasional Perseroan dan Entitas Anak dapat terganggu akibat ketidakstabilan suku bunga yang memengaruhi modal usaha dalam bentuk fasilitas pendanaan dari bank untuk pengembangan usaha. The operations of the Company and its Subsidiaries may face disruptions due to fluctuating interest rates impacting funding from banks for business development capital.	Untuk memperoleh pendanaan yang memadai, Perseroan menjalin hubungan yang baik dengan berbagai lembaga keuangan dan memiliki rekam jejak dan kredibilitas tinggi. To secure sufficient financing, the Company builds strong relationships with various financial institutions while maintaining a solid track record and credibility.

JENIS RISIKO Risk Profile	PENJELASAN RISIKO Risk Definition	UPAYA MITIGASI Mitigation Strategy
Risiko Fluktuasi Harga Pasar Risk of Market Price Volatility	Risiko ini dipengaruhi oleh fluktuasi harga bahan baku seperti nafta atau harga jual pasar dari berbagai produk jadi. Kegiatan usaha Chandra Asri Group bergantung pada naik turunnya harga minyak mentah dunia. Terlebih lagi, produk turunan yang dihasilkan oleh Chandra Asri Group dijual berdasarkan harga pasar yang dipengaruhi oleh permintaan dan persediaan. Perseroan juga menghadapi risiko harga pasar yang berhubungan dengan usaha perkebunan, kayu, dan propertinya. This risk is affected by fluctuations in raw material prices, such as naphtha, as well as market prices for various finished products. Chandra Asri Group business is contingent on the fluctuations of global crude oil prices. Moreover, the price of Chandra Asri Group derivative products is determined by market pricing, which is influenced by supply and demand. The company also faces market price risks associated with its plantation, timber, and property businesses.	Untuk memitigasi risiko ini, Perseroan melakukan: • *Swap* mata uang untuk melindungi keragaman suku bunga mengambang yang timbul dari kurs mengambang atas pinjaman bank yang didenominasi dalam mata uang Dolar AS. • *Swap* suku bunga untuk mengurangi risiko kenaikan suku bunga. • Kontrak valuta asing berjangka untuk mengurangi eksposur terhadap fluktuasi nilai tukar dan bunga obligasi. • *Cross currency swap* untuk mengurangi risiko kenaikan suku bunga dan kurs pada utang obligasi. To mitigate this risk, the Company conducts the following: • Cross-currency swaps to hedge against fluctuations in floating interest rates associated with US$-denominated bank loans. • Interest rate swaps to lessen the impact of rising interest rates. • Forward foreign exchange contracts to manage exposure to exchange rate fluctuations. • Cross-currency swaps to reduce the risks of increasing interest rates and exchange effects on bonds.
Risiko Hukum Legal Risk	Kelemahan aspek yuridis yang disebabkan oleh tuntutan hukum atau tidak tersedianya undang-undang yang mendukung berpotensi menimbulkan sengketa atau perkara hukum yang mungkin melibatkan Perseroan dan entitas anak dengan pihak ketiga. Apabila sengketa atau perkara hukum tersebut terjadi, kegiatan usaha dan pencapaian target sangat dapat terpengaruh. Judicial issues related to lawsuits or the absence of favorable laws can lead to disputes or legal cases involving the Company, its subsidiaries, and third parties. The emergence of such disputes or legal issues may significantly impact business activities and the achievement of goals.	Perseroan menggunakan jasa pengacara Perseroan untuk mengatasi adanya sengketa atau perkara hukum yang melibatkan Perseroan dan entitas anak dengan pihak ketiga. The Company employs corporate legal counsel to resolve disputes or legal cases involving the Company or its subsidiaries and third parties.
Risiko Sosial dan Lingkungan Social and Environmental Risks	Kegiatan usaha Perseroan dan Entitas Anak usaha rentan memiliki dampak negatif terhadap aspek sosial dan lingkungan sekitar. The business activities of the Company and its Subsidiaries might have detrimental social and environmental effects.	Perseroan dan Entitas Anak senantiasa berupaya mematuhi peraturan lingkungan dan tata acara berusaha yang berlaku untuk mengurangi dampak sosial dan lingkungan yang timbul dari kegiatan usahanya. The Company and its Subsidiaries consistently work to comply with the current environmental regulations and procedures to reduce the social and environmental impacts of their business activities.

Perlindungan Asuransi

Selain seluruh upaya mitigasi yang telah disebutkan di atas, Perseroan juga menyertakan aset-aset utama dan fasilitas operasionalnya dalam program asuransi jika memungkinkan.

Tinjauan Efektivitas Manajemen Risiko

Peninjauan efektivitas sistem manajemen risiko Perseroan secara rutin dilaksanakan oleh Dewan Komisaris dan Direksi bersama Unit Audit Internal. Berdasarkan hasil audit internal yang telah dilakukan selama 2025, Unit Audit Internal menyatakan bahwa Perseroan telah mengelola risiko dengan efektif dan komprehensif sesuai kapasitasnya, sehingga Perseroan terhindar dari dampak negatif yang mampu menimbulkan kerugian material.

Pernyataan Direksi dan/atau Dewan Komisaris atas Kecukupan Sistem Manajemen Risiko

Dalam pengamatan Direksi, sistem manajemen risiko yang ada saat ini sudah cukup efektif dalam mereduksi risiko-risiko usaha, operasional dan keuangan yang telah diidentifikasi sebelumnya, begitu juga dengan potensi risiko-risiko baru yang mungkin akan timbul dan berdampak signifikan di masa mendatang.

ETIKA DAN INTEGRITAS [GRI 2-16, 2-23]

Perseroan telah menetapkan Kode Etik sebagai pedoman perilaku yang berlaku bagi seluruh karyawan tanpa memandang tingkat jabatan atau posisi dalam setiap aspek operasional. Kode Etik ini mencakup profesionalisme, sikap saling menghormati dalam bekerja dengan seluruh pihak, serta kejujuran.

Kode Etik Perseroan selaras dengan Budaya Perseroan, yaitu GROW (Tumbuh), yang menjadi fondasi utama bagi seluruh karyawan dalam menjalankan pekerjaan. Untuk memastikan pemahaman yang konsisten, Perseroan secara rutin melakukan sosialisasi Kode Etik dan Budaya Perseroan melalui berbagai saluran komunikasi, publikasi, serta pertemuan internal.

Insurance Protection

In addition to the previously mentioned risk mitigation measures, the Company insures its primary assets and operational facilities through an insurance program, whenever possible.

Review on Risk Management Effectiveness

The Board of Commissioners and the Board of Directors, together with the Internal Audit Unit, constantly review the effectiveness of the Company's risk management system. According to the internal audit results from 2025, the Internal Audit Unit indicated that the Company managed risks effectively and comprehensively within its capacity, thereby avoiding any negative impacts that could lead to material losses.

Statement from the Board of Directors and/or Board of Commissioners of Risk Management System Adequacy

Within the Board of Directors' perspective, the current risk management system is effective enough to mitigate the identified business, operational, and financial risks, as well as potential new risks which may arise and give significant impact in the future.

ETHICS AND INTEGRITY [GRI 2-16, 2-23]

The Company has established a Code of Conduct as a behavioral guideline applicable to all employees, regardless of rank or position, in every operational aspect. This Code of Conduct encompasses professionalism, mutual respect in collaborating with all parties, and honesty.

The Company's Code of Ethics is aligned with its Corporate Culture, GROW, which serves as the behavioral cornerstone for all employees. To ensure this culture is deeply embedded, the Company systematically disseminates the Code of Conduct and Corporate Culture through various communication channels, publications, and internal meetings.

Sebagai bagian dari komitmen terhadap tata kelola yang baik, Perseroan akan memberikan sanksi kepada karyawan yang terbukti melanggar Kode Etik atau Budaya Perseroan sesuai dengan peraturan yang berlaku. Selama periode pelaporan, tidak terdapat pelanggaran Kode Etik di lingkungan Perseroan.

As part of its commitment to good governance, the Company imposes sanctions on employees proven to have violated the Code of Conduct or Corporate Culture in accordance with applicable regulations. During the reporting period, there were no violations of the Code of Conduct within the Company's environment.

Sistem Pelaporan Pelanggaran

[OJK F.24], [GRI 2-24, 2-25, 2-26], [S-07, G-07, G-08]

Perseroan telah menetapkan mekanisme pelaporan pelanggaran sebagai sarana bagi pemangku kepentingan untuk menyampaikan laporan atau pengaduan terkait dugaan pelanggaran hukum maupun tindakan yang tidak etis.

Whistleblowing System

[OJK F.24], [GRI 2-24, 2-25, 2-26], [S-07, G-07, G-08]

The Company has established a Whistleblowing System as a means for stakeholders to submit reports or grievances regarding alleged legal violations or unethical actions.

PENGADUAN DAPAT DISAMPAIKAN MELALUI SALURAN KOMUNIKASI BERIKUT INI:

Complaints can be submitted through the following communication channels:



Perseroan berkomitmen untuk menjaga kerahasiaan serta memberikan perlindungan terhadap identitas pelapor. Setiap laporan yang disertai bukti yang dapat dipertanggungjawabkan akan ditindaklanjuti sesuai dengan prosedur yang berlaku. Evaluasi secara berkala juga dilakukan guna mencegah terjadinya pelanggaran serupa. Sepanjang periode pelaporan, tidak terdapat kasus pelanggaran yang diterima maupun ditemukan melalui sistem pelaporan pelanggaran.

The Company is committed to maintaining confidentiality and providing protection for the identity of the whistleblower. Every report supported by accountable evidence will be followed up in accordance with established procedures. Periodic evaluations are also conducted to prevent the recurrence of similar violations. Throughout the reporting period, there were no cases of violations received or discovered through the whistleblowing system.

PELIBATAN PEMANGKU KEPENTINGAN

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

Pemangku kepentingan utama Perseroan mencakup pihak-pihak yang berperan dalam investasi, pengembangan bisnis, serta memastikan keberlanjutan jangka panjang Perseroan. Perseroan mengidentifikasi pemangku kepentingan berdasarkan tingkat pengaruh dan dampaknya terhadap berbagai isu keberlanjutan.

STAKEHOLDER ENGAGEMENT

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

The Company identifies its key stakeholders as the parties essential to capital investment, business development, and the assurance of its long-term viability. This identification process is based on each party's degree of influence and their specific impact on sustainability issues.

DAFTAR KELOMPOK PEMANGKU KEPENTINGAN
List of Stakeholder Groups

Kelompok Pemangku Kepentingan Stakeholder Group	**Tujuan Pelibatan** Purpose of Engagement	**Metode Pelibatan** Method of Engagement
Pemegang Saham Shareholder	Memberikan informasi tentang pelaksanaan aspek-aspek keberlanjutan dalam bisnis Perusahaan. To provide information on the implementation of sustainability aspects in the Company's business.	Rapat Umum Pemegang Saham (RUPS) dan RUPS Luar Biasa, Public Expose, Laporan Triwulan dan Tahunan, Laporan Keberlanjutan. AGMS and EGMS, Public Exposure, Quarterly and Annual Reports, Sustainability Report
Mitra usaha Business Partners	Mengembangkan usaha yang berkelanjutan. To develop a sustainable business	RUPS dan RUPS Luar Biasa, pertemuan terkait keputusan operasi dan pengembangan usaha. AGMS and EGMS, meetings related to operational decisions and business development.
Karyawan Employee	Meningkatkan produktivitas, pengembangan karier, meningkatkan keterikatan karyawan dengan Perseroan. To increase productivity, career development, and improve employee engagement with the Company.	Forum-forum hubungan dengan karyawan dan hubungan industrial. Forums on employee relations and industrial relations.
Masyarakat Community	Mengembangkan dan meningkatkan kesejahteraan masyarakat. To develop and improve community welfare.	Program tanggung jawab sosial dan lingkungan. Social and environmental responsibility programs.
Perguruan tinggi dan organisasi masyarakat sipil Universities and Civil Society Organizations	Menjalin kerja sama untuk program pengembangan masyarakat. To establish partnerships for community development programs.	Program tanggung jawab sosial dan lingkungan. Social and environmental responsibility programs.



“Perseroan menghargai setiap masukan dan saran sebagai bagian dari upaya peningkatan kualitas pelaporan keberlanjutan di masa mendatang.”.

The Company welcomes feedback and suggestions as part of its ongoing efforts to improve the quality of sustainability reporting in the future.

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TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT

PROFIL PERUSAHAAN [OJK C.2], [GRI 2-1. 2-6]
COMPANY PROFILE

Nama organisasi Organization name	**PT Barito Pacific Tbk**
Tanggal Pendirian Date of Establishment	**4 April 1979** April 4, 1979
Tanggal Pencatatan di IDX	**1 Oktober 1993** October 1, 1993
Kode Saham Ticker Code	BRPT
Kegiatan Usaha yang Dijalankan pada Tahun Buku Business Activities Conducted in the Fiscal Year	
Lokasi kantor pusat Head office location	**Wisma Barito Pacific II** **Jl. Let. Jend. S. Parman Kav. 60** **Jakarta Barat, 11410**
Telepon Phone Number	**+62 21 5036711**
Faksimile Facsimile Number	**+62 21 5306680**
Alamat Surat Elektronik Email Address	**corpsec@barito.co.id**
Alamat Situs Web Website	**www.barito-pacific.com**

Lokasi operasi Operation location	**Negara tempat operasi: 1 (satu) – Indonesia** Countries of operation: 1 (one) - Indonesia

Kepemilikan dan bentuk hukum Ownership and legal form	**Sifat Kepemilikan** Nature of ownership	**Perusahaan Modal Dalam Negeri** Domestic Capital Company
	Badan Hukum Legal Entity	Perseroan terbatas Limited liability company

Pasar yang dilayani
Markets served

Perseroan melalui anak perusahaan menyediakan produk dan jasa di Indonesia untuk pasar sebagai berikut
The Company through its subsidiaries provides products and services in Indonesia to the following markets

Jenis produk dan jasa Types of products and services	Sektor yang dilayani Sectors served	Jenis pelanggan Types of customers
Bahan baku industri plastik Plastic industry raw materials	**Swasta** Private	**Industri** Industry
Pembangkit listrik tenaga panas bumi Geothermal power plant	**Publik** Public	**Perusahaan Listrik Negara** State Electricity Company
Properti Property	**Swasta dan Publik** Private and public	**Komersial dan individual** Commercial and individual

Rantai pasokan dan perubahan signifikan pada organisasi dan rantai pasokan Supply chain and significant changes to the organization and supply chain	Rantai pasokan Perseroan fokus pada produk dan jasa yang mendukung kegiatan perkantoran. Detail lebih lanjut mengenai rantai pasokan anak perusahaan dapat ditemukan dalam Laporan Keberlanjutan masing-masing. Tidak ada perubahan pada rantai pasokan Perseroan dibandingkan tahun sebelumnya. The Company's supply chain is focused on products and services that support office activities. Further details regarding the supply chain of subsidiaries can be found in their respective Sustainability Reports. There are no changes in the Company's supply chain compared to the previous year.

PROFIL LAPORAN

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

Perseroan secara konsisten menerbitkan Laporan Keberlanjutan sebagai bagian yang tidak terpisahkan dari Laporan Tahunan setiap tahun. Laporan ini tidak hanya merupakan bentuk pemenuhan kewajiban sebagai entitas publik, tetapi juga mencerminkan komitmen Perseroan terhadap transparansi dalam mengungkapkan kinerja keberlanjutan kepada seluruh pemangku kepentingan. Penyusunan laporan ini telah mengacu pada regulasi yang ditetapkan oleh Otoritas Jasa Keuangan (OJK).

Laporan ini mencakup periode 1 Januari hingga 31 Desember 2025 dan merupakan kelanjutan dari Laporan Keberlanjutan tahun sebelumnya yang diterbitkan pada April 2025. Dalam laporan ini, terdapat beberapa data yang dinyatakan ulang sebagai akibat dari perubahan metode penghitungan dan batasan pelaporan dibandingkan periode sebelumnya. Penyesuaian tersebut tidak berdampak terhadap kinerja maupun operasional Perseroan selama tahun pelaporan.

Laporan ini menyajikan kinerja sosial dan lingkungan Perseroan yang mencakup Entitas Anak utama, antara lain PT Chandra Asri Pacific Tbk, PT Barito Renewables Energy Tbk, dan PT Griya Idola. Meskipun laporan ini belum melalui proses verifikasi oleh pihak ketiga independen, seluruh informasi yang disampaikan telah melalui proses penelaahan internal secara menyeluruh untuk memastikan keakuratan dan konsistensi data.

REPORT PROFILE

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

The Company consistently publishes its Sustainability Report as an integral part of its Annual Report each year. This report not only serves to fulfill the Company's obligations as a public entity, but also reflects its commitment to transparency in disclosing sustainability performance to all stakeholders. The preparation of this report refers to regulations established by the Financial Services Authority (OJK).

This report covers the period from 1 January to 31 December 2025 and serves as a continuation of the previous Sustainability Report published in April 2025. Certain data presented in this report have been restated due to changes in calculation methodologies and reporting boundaries compared to the previous period. These adjustments do not affect the Company's performance or operations during the reporting year.

The report presents the Company's social and environmental performance, covering key Subsidiaries, including PT Chandra Asri Pacific Tbk, PT Barito Renewables Energy Tbk, and PT Griya Idola. While this report has not been externally assured by an independent third party, all disclosed information has undergone a comprehensive internal review process to ensure data accuracy and consistency.



Seluruh data keuangan yang disajikan dalam laporan ini telah melalui proses audit oleh auditor independen, baik pada tingkat induk perusahaan maupun Entitas Anak, guna menjamin keandalan dan kredibilitas informasi yang diungkapkan.

All financial data presented in this report have been audited by independent auditors at both the parent company and Subsidiary levels to ensure the reliability and credibility of the disclosed information.

Dalam penyusunan laporan ini, Perseroan menggunakan referensi sebagai berikut:

- Lampiran-II pada Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik (POJK-51/2017);
- Surat Edaran Otoritas Jasa Keuangan Nomor 16 tahun 2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik;
- Standar Global Reporting Initiatives (GRI Standards).

In preparing this report, the Company refers to the following frameworks and regulations:

- Appendix II of Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies (POJK-51/2017);
- Circular Letter of the Financial Services Authority No. 16 of 2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies;
- Global Reporting Initiative (GRI Standards).

Perseroan menghargai setiap masukan dan saran sebagai bagian dari upaya peningkatan kualitas pelaporan keberlanjutan di masa mendatang. Kritik dan saran dapat disampaikan melalui saluran komunikasi resmi Perseroan.

The Company welcomes feedback and suggestions as part of its ongoing efforts to improve the quality of sustainability reporting in the future. Comments and suggestions may be submitted through the Company's official communication channels.

Bagian Corporate Secretary
Corporate Secretary

Wisma Barito Pacific II
Jl. Let. Jend. S. Parman Kav. 60
Jakarta Barat, 11410

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Website: **www.barito-pacific.com**
Email: **Corpsec@barito.co.id**

INFORMASI MENGENAI KARYAWAN DAN PEKERJA LAIN [GRI 2-7, 2-8]

INFORMATION ON EMPLOYEES AND OTHER WORKERS [GRI 2-7, 2-8]

KOMPOSISI KARYAWAN BERDASARKAN USIA Employee Composition by Age	2025	2024	2023
<29 tahun | years old	**719**	704	745
30-39 tahun | years old	**974**	869	864
40-49 tahun | years old	**800**	819	899
>50 tahun | years old	**845**	820	836
Jumlah | Total	**3.338**	**3.212**	**3.344**

KOMPOSISI KARYAWAN BERDASARKAN PENDIDIKAN Employee Composition by Education	2025	2024	2023
Sarjana (S1/S2/S3) | Bachelor (S1/S2/S3)	**1.821**	1.668	1.656
Sarjana Muda (D1/D2/D3) | Diploma (D1/D2/D3)	**640**	563	574
SMA dan Sederajat | Senior High School and Equivalents	**839**	920	1.083
SD dan SMP | Elementary and Junior High School	**38**	61	31
Jumlah | Total	**3.338**	**3.212**	**3.344**

KOMPOSISI KARYAWAN BERDASARKAN JABATAN Employee Composition by Position	2025	2024	2023
Direktur | Director	**31**	33	34
Manajemen Senior | Senior Management	**67**	25	12
Manajer | Manager	**322**	326	299
Pelaksana | Staff	**2.918**	2.828	2.999
Jumlah | Total	**3.338**	**3.212**	**3.344**

KOMPOSISI KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN Employee Composition by Employment Status	2025	2024	2023
Karyawan Tetap | Permanent Employee	**2.891**	2.827	3.026
Karyawan Tidak Tetap | Contractual Employee	**447**	385	318
Jumlah | Total	**3.338**	**3.212**	**3.344**

KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN Employee Composition by Gender	2025	2024	2023
Pria | Male	**2.725**	2.645	2.794
Wanita | Female	**613**	567	550
Jumlah | Total	**3.338**	**3.212**	**3.344**

KESETARAAN GENDER [S-01]
Gender Equality [S-01]

LEVEL JABATAN Job Level	LAKI-LAKI Male		PEREMPUAN Female	
	JUMLAH PEGAWAI Number of Employees	PERSENTASE PEGAWAI Percentage of Employees	JUMLAH PEGAWAI Number of Employees	PERSENTASE PEGAWAI Percentage of Employees
Entry-level	2217	81%	478	78%
Mid-level	341	13%	103	17%
Senior-level	134	5&	27	4%
Executive-level	33	1%	5	1%
Jumlah Pegawai Total Employees	**2725**	**100%**	**613**	**100%**

JUMLAH LEVEL PEGAWAI YANG DIMILIKI OLEH LAKI-LAKI DAN PEREMPUAN BERDASARKAN KELOMPOK UMUR [S-02]
Number of Employee Levels Held by Males and Females by Age Group [S-02]

LEVEL JABATAN Job Level	LEVEL JABATAN Job Level								JUMLAH PEGAWAI TOTAL
	ENTRY-LEVEL		MID-LEVEL		SENIOR-LEVEL		EXECUTIVE-LEVEL		
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	
18-25	240	73	1	0	0	0	0	0	314
25-35	707	245	50	24	2	2	0	0	1.030
35-45	535	76	108	37	28	10	5	1	800
45-55	656	76	144	34	76	12	13	4	1.025
>55	**80**	**8**	**37**	**8**	**28**	**3**	**15**	**0**	**179**

TINGKAT PERGANTIAN PEGAWAI [S-03]
Employee Turnover Rate [S-03]

Jumlah Pegawai
(dalam tahun pelaporan)
Number of Employees
(in the Reporting Year)

Percentage Pegawai
(dalam tahun pelaporan)
Employee Percentage (in the Reporting Year)

Jumlah Pegawai resign/ Pemutusan Hubungan Kerja
Number of Employee Resignations/ Terminations

1333 Pegawai Employees

3,98%

Jumlah Pegawai Baru/ pengganti
Number of New/ Replacement Employees

385 Pegawai Employees

11,39%



JUMLAH PEGAWAI SEMENTARA [S-04]
Number of Temporary Employees [S-04]

	Jumlah Pegawai (dalam tahun pelaporan) Number of Employees (in the Reporting Year)	Percentage Pegawai (dalam tahun pelaporan) Employee Percentage (in the Reporting Year)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan Number of company employees held by contractors and/ or consultants	**667** Pegawai Employees	**19,7%**

JUMLAH KECELAKAAN KERJA [S-06]
Number of Occupational Accident [S-06]

Frekuensi kecelakaan kerja dari total pegawai Occupational accident frequency rate (per total employees)	**0** Pegawai Employees
Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) Percentage of serious occupational accidents resulting in severe or fatal injuries (per total employees) (%)	**0** Pegawai Employees

DATA KINERJA KEBERLANJUTAN

[OJK F.6, F.8, F.11], [E-01, E-02, E-03]

SUSTAINABILITY PERFORMANCE DATA

[OJK F.6, F.8, F.11], [E-01, E-02, E-03]

BISNIS ENERGI
Energy Business

ASPEK Aspect	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
EKONOMI Economy					
Pendapatan Revenue	Pendapatan usaha Business revenue	Juta US$ Million US$	605,2	596,8	594,9
Produksi Production	Produksi listrik Electricity production	GWh	7.034,41	6.888,17	7.075,31
	Produksi uap Steam production	Ton	13.377,23	13.431	14.652
LINGKUNGAN Environment					
Energi Energy	Konsumsi BBM Fuel consumption	GJ	72.715,62	27.287,97*	13.240,76*
	Konsumsi listrik Electricity consumption	GJ	795.817,92	1.001.328,40*	997.981*
	Intensitas energi Energy intensity	GJ/Pendapatan GJ/Revenue	0,034	0,041*	0,040
Air dan Efluen Water and Effluent	Pengambilan air tanah Groundwater intake	Megaliter	218	206,51	185,46
	Timbulan efluen Effluent generation	Megaliter	11,21	11,3	10,92
	Total konsumsi air Total of water consumption	Megaliter	57,82	49,52*	35,12*
Emisi Emission	Emisi GRK Cakupan-1 GHG Emissions Scope 1	ton CO_2e	5.799,682	6.261,73	1.043,39*
	Emisi langsung dari pembakaran stasioner Direct emissions from stationary combustion	ton CO_2e	4.784,03	707,38	389,78
	Emisi langsung dari pembakaran bergerak Direct emissions from mobile combustion	ton CO_2e	1.015,65	5.554,35	653,61
	Emisi langsung dari proses pengolahan Direct emissions from processing	ton CO_2e	-	-	-
	Emisi fugitive langsung Direct fugitive emissions	ton CO_2e	-	-	-
	Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	ton CO_2e	-	-	-
	Emisi GRK Cakupan-2 GHG Emissions Scope 2	ton CO_2e	1,7363	1,8705*	0,9090

ASPEK Aspect	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
	Emisi tidak langsung dari konsumsi Listrik yang diimpor/ dibeli Indirect emissions from imported/purchased electricity consumption	ton CO_2e	1,7363	1,8705*	0,9090
	Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) Indirect emissions from imported/purchased energy grid consumption (excluding electricity)	ton CO_2e	-	-	-
	Emisi GRK Cakupan-3** GHG Emissions Scope 3	ton CO_2e	-	-	-
	Emisi GRK tidak langsung dari transportasi Indirect GHG emissions from transportation				
	Transportasi dan distribusi hulu Upstream transportation and distribution	ton CO_2e	-	-	-
	Perjalanan dinas Business travel	ton CO_2e	-	-	-
	Transportasi dari klien dan pengunjung Client and visitor transportation	ton CO_2e	-	-	-
	Transportasi dan distribusi hilir Downstream transportation and distribution	ton CO_2e	-	-	-
	Perjalanan Karyawan Employee commuting	ton CO_2e	-	-	-
	Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan Indirect GHG emissions from company used products				
	Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung Energy-related activities not included in direct emissions and indirect energy emissions	ton CO_2e	-	-	-
	Pembelian Barang dan Jasa Purchased Goods and Services	ton CO_2e	-	-	-
	Capital equipment/goods	ton CO_2e	-	-	-
	Limbah yang dihasilkan dalam kegiatan operasional Waste generated in operations	ton CO_2e	-	-	-
	Aset Sewaan hulu Upstream leased assets	ton CO_2e	-	-	-
	Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan Indirect GHG emissions related to the use of company products				
	Investasi Investments	ton CO_2e	-	-	-
	Penggunaan produk yang dijual Use of sold products	ton CO_2e	-	-	-

ASPEK Aspect	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
	Perawatan akhir masa pakai produk yang dijual End-of-life treatment of sold products	ton CO_2e	-	-	-
	Waralaba hilir Downstream franchises	ton CO_2e	-	-	-
	Aset Sewaan Hilir Downstream leased assets	ton CO_2e	-	-	-
	Pengolahan produk yang dijual Processing of sold products	ton CO_2e	-	-	-
	Offsets/Credits	ton CO2e	-	-	-
	Pembelian Renewable Energy Certificate (REC) (kWh) Purchase of Renewable Energy Certificates (REC) (kWh)	ton CO2e	-	-	-
	Intensitas emisi Emission Intensity	ton CO_2e/ Pendapatan	5,71 x 10^{-10}	1,05 x 10^{-10}	6,77 x 10^{-10}
Limbah Waste	Limbah B3 Hazardous waste	ton	345,98	45,20*	32,83*
	Limbah non-B3* Non-hazardous waste	ton	229,2	183,01	166,13*
Keanekaragaman Hayati Biodiversity	Indeks Kehati Flora Fauna Shannon-Wiener SEGDII SEGDII Shannon-Wiener Biodiversity Index of Flora and Fauna	Angka indeks Index number	2,55	3,78	2,9
	Indeks Kehati Flora Fauna Shannon-Wiener SEGSL SEGSL Shannon-Wiener Biodiversity Index of Flora and Fauna	Angka indeks Index number	2,38	2,34	2,52
	Indeks Kehati Flora Fauna Shannon-Wiener SEGWWL SEGWWL Shannon-Wiener Biodiversity Index of Flora and Fauna	Angka indeks Index number	2,3	1,91	1,78
SOSIAL Social					
Kesehatan dan keselamatan kerja karyawan Employee Occupational Health and Safety	Kematian Fatality	n Kasus n Case	0.0	0.0	0.0
	kecelakaan yang mengakibatkan hilangnya jam kerja Lost Time Injuries (LTI)	n Kasus n Case	0.0	0.0	0.0
	Kecelakaan yang mendapatkan perawatan medis Accidents requiring medical treatment				
	Star Energy Geothermal	n Kasus n Case	0	0	0
	Barito Wind Energy	n Kasus n Case	0	0	0
	Tingkat kematian Fatality Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0

ASPEK Aspect	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Tingkat LTI LTI Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Incident Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Jumlah jam kerja Total man-hours				
	Star Energy Geothermal	Jam kerja orang Man-hours	690.524	699.855	673.112*
	Barito Wind Energy	Jam kerja orang Man-hours	97.832	33.816	27.304
Kesehatan dan keselamatan kerja kontraktor Contractor Occupational Health and Safety	Kematian Fatality	n Kasus n Case	0.0	0.0	0.0
	kecelakaan yang mengakibatkan hilangnya jam kerja Lost Time Injuries (LTI)	n Kasus n Case	0.0	0.0	0.0
	Kecelakaan yang mendapatkan perawatan medis Accidents requiring medical treatment				
	Star Energy Geothermal	n Kasus n Case	1	1	0
	Barito Wind Energy	n Kasus n Case	0	1	-
	Tingkat kematian Fatality Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0

ASPEK Aspect	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
	Tingkat LTI LTI Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0.0	0.0	0.0
	Incident Rate				
	Star Energy Geothermal	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0,17	0,27	0.0
	Barito Wind Energy	Per 1.000.000 jam kerja Per 1,000,000 man-hours	0	11,13	-
	Jumlah jam kerja Total man-hours				
	Star Energy Geothermal	Jam kerja orang Man-hours	3.404.623	3.827.731*	5.769.461*
	Barito Wind Energy	Jam kerja orang Man-hours	45.976	55.984*	0*

Catatan | Notes:

* Dinyatakan ulang karena adanya penyesuaian cakupan perhitungan.
Restated due to calculation coverage adjustment

- Konsumsi energi yang disajikan adalah konsumsi energi berdasarkan hasil pengukuran alat ukur dan perhitungan
  The energy consumption presented is based on measurements from measuring instruments and calculations.
  Tahun dasar energi Wayang Windu, Salak, dan Darajat: 2018
  Energy baseline year for Wayang Windu, Salak, and Darajat: 2018.
  Intensitas energi dihitung berdasarkan konsumsi energi dalam organisasi
  Energy intensity is calculated based on energy consumption within the organization.
- Gas-gas yang termasuk dalam penghitungan: CO_2
  Gases included in the calculation: CO_2.
  Tahun dasar penghitungan emisi: Wayang Windu: 2012, Salak: 2015, Darajat: 2015
  Emission baseline year: Wayang Windu: 2012, Salak: 2015, Darajat: 2015.
  Emisi GRK pada tahun dasar: Wayang Windu: 134.726,10 ton CO2e, Salak: 175.027 ton CO2e, Darajat: 27.830 ton CO_2e
  GHG emissions in the baseline year: Wayang Windu: 134,726.10 tons CO_2e, Salak: 175,027 tons CO_2e, Darajat: 27,830 tons CO_2e.
  "Faktor emisi dan potensi pemanasan global yang dipergunakan: Perhitungan emisi tidak menggunakan faktor emisi, tetapi dihitung berdasarkan komponen pengukuran GHG yang terdapat pada steam (material)"
  Emission factors and global warming potential used: Emission calculations do not use emission factors, but are calculated based on the GHG measurement components found in steam (material).
  Pendekatan konsolidasian perhitungan emisi: Emisi dihitung berdasarkan besaran operasional perusahaan
  Emission calculation consolidation approach: Emissions are calculated based on the size of the company's operations.
  "Standar, metodologi, asumsi dan/atau perangkat kalkulasi yang digunakan: Perhitungan berdasarkan referensi dari Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia Nomor P.15/MENLHK/SETJEN/ KUM.1/4/2019 tentang Baku Mutu Emisi Pembangkit Listrik Tenaga Termal dan Perhitungan Beban Emisi pada Pembangkit Listrik Tenaga Panas Bumi yang disepakati oleh perusahaan pembangkit "
  Standards, methodologies, assumptions, and/or calculation tools used: Calculations are based on references from the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.15/MENLHK/SETJEN/KUM.1/4/2019 1 on Emission Quality Standards for Thermal Power Plants and the Calculation of Emission Loads at Geothermal Power Plants as agreed upon by the power generation companies.

BISNIS PETROKIMIA DAN INFRASTRUKTUR
Petrochemical And Infrastructure Business

Topik Topic	Deskripsi Description	Satuan Unit	2025			
			Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
LINGKUNGAN ENVIRONMENT						
Energi Energy	Konsumsi bahan bakar dari sumber tak terbarukan Total fuel consumption from non-renewable sources	GJ	28.558.259	30.614	22.345.187	25.371.406
	Total konsumsi bahan bakar dari sumber terbarukan Total fuel consumption from renewable sources	GJ	4.077	N/A	N/A	N/A
	Jumlah energi yang dibeli Total purchased energy	GJ	1.894.210	21.032	438.853	3.190.597
	Listrik terbarukan Renewable electricity	GJ	15.378	11.153	N/A	N/A
	Jumlah total energi yang dikonsumsi secara langsung (sama dengan total konsumsi energi) Total direct energy consumption	GJ	30.471.924	62.799	22.784.040	28.562.003
	Total konsumsi energi Total energy consumption	GJ	30.471.924	62.799	22.784.040	28.562.003
	Hasil konservasi energi Energy conservation outcomes	GJ	288.389,42	16.572,00	N/A	N/A
	Intensitas energi Energy intensity	GJ/Ton	9.58 GJ/ton	11.67 GJ/MWh	95.60 GJ/UEDC	11.8 GJ/ton
Emisi	Emisi GRK Cakupan-1 GHG Emissions Scope 1	ton CO_2e	1.557.002	1.719	1.352.001	1.716.190
	Emisi langsung dari pembakaran stasioner Direct emissions from stationary combustion	ton CO_2e	1.555.413	Digabung menjadi emisi scope 1 Combined into Scope 1 emissions	Digabung menjadi emisi scope 1 Combined into Scope 1 emissions	Digabung menjadi emisi scope 1 Combined into Scope 1 emissions
	Emisi langsung dari pembakaran bergerak Direct emissions from mobile combustion	ton CO_2e	188,8			
	Emisi langsung dari proses pengolahan Direct emissions from processing	ton CO_2e	0			
	Emisi fugitive langsung Direct fugitive emissions	ton CO_2e	1.400,25			
	Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) Direct emissions from Land Use, Land Use Change, and Forestry (LULUCF)	ton CO_2e	0			

	2024				2023			
	Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical	**Petrokimia** Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	20.219.721*	1.212.593			29.073.269*	4.437.863		
	4010**	N/A			1.795**	N/A		
	1.602.543	N/A			1.970.172	N/A		
	5.021	4.525			5.382	1.295		
	21.831.295	1.179.581			31.050.618	4.301.957		
	21.831.295	1.179.581			31.050.618	4.301.957		
	313.852,50	N/A			207.578,07	N/A		
	9.74 GJ/ton	8.44 GJ/MWh			9.95 GJ/ton	8.34 GJ/MWh		
	1.111.207	67.905			1.587.762	248.521		
	1.111.207,35	67.905			1.545.149	248.521		
	N/A	N/A			N/A	N/A		
	0	0			0	0		
	N/A	N/A			N/A	N/A		
	0	N/A			0	N/A		

Topik Topic	Deskripsi Description	Satuan Unit	2025			
			Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	Emisi GRK Cakupan-2 GHG Emissions Scope 2	ton CO_2e	457.767	5.083	49.005	257.463
	Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli Indirect emissions from imported/ purchased electricity consumption	ton CO_2e	457.767	5.083	49.005	257.463
	Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) Indirect emissions from imported/ purchased energy network consumption (excluding electricity)	ton CO_2e	0	0	0	0
	Emisi GRK Cakupan-3** GHG Emissions Scope 3	ton CO_2e	4.480.028	N/A	N/A	N/A
	Emisi GRK tidak langsung dari transportasi Indirect GHG emissions from transportation					
	Transportasi dan distribusi hulu Upstream transportation and distribution	ton CO_2e	118.395	N/A	N/A	N/A
	Perjalanan dinas* Business travel	ton CO_2e	274	N/A	N/A	N/A
	Transportasi dari klien dan pengunjung Client and visitor transportation	ton CO_2e	N/A	N/A	N/A	N/A
	Transportasi dan distribusi hilir Downstream transportation and distribution	ton CO_2e	95.859	N/A	N/A	N/A
	Perjalanan Karyawan* Employee commuting	ton CO_2e	436	N/A	N/A	N/A
	Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan Indirect GHG emissions from products used by the company					
	Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung Energy-related activities not included in direct and indirect energy emissions	ton CO_2e	173.021	N/A	N/A	N/A
	Pembelian Barang dan Jasa Purchased Goods and Services	ton CO_2e	1.512.862	N/A	N/A	N/A
	Capital equipment/goods	ton CO_2e	3.726	N/A	N/A	N/A
	Limbah yang dihasilkan dalam kegiatan operasional Waste generated from operations	ton CO_2e	8.945	N/A	N/A	N/A
	Aset Sewaan hulu Upstream leased assets	ton CO_2e	N/A	N/A	N/A	N/A

	2024				2023			
	Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical	**Petrokimia** Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	424.609	110.805			544.139	114.585		
	424.609,00	110.805			544.139,42	114.585		
	0	N/A			0	N/A		
	3.912.587	N/A			4.249.529	N/A		
	79.315	N/A			114.389	N/A		
	111	N/A			107	N/A		
	N/A	N/A			N/A	N/A		
	2.274	N/A			126.406	N/A		
	1.044	N/A			2.559	N/A		
	187.692***	N/A			288.548***	N/A		
	972.768	N/A			1.234.059	N/A		
	708****	N/A			5.195****	N/A		
	6.597	N/A			3.905	N/A		
	0	N/A			0	N/A		

Topik Topic	Deskripsi Description	Satuan Unit	2025			
			Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan Indirect GHG emissions related to the use of company products					
	Investasi Investment	ton CO_2e	117	N/A	N/A	N/A
	Penggunaan produk yang dijual Use of sold products	ton CO_2e	N/A	N/A	N/A	N/A
	Perawatan akhir masa pakai produk yang dijual End-of-life treatment of sold products	ton CO_2e	1.002.464	N/A	N/A	N/A
	Waralaba hilir Downstream franchises	ton CO_2e	N/A	N/A	N/A	N/A
	Aset Sewaan Hilir Downstream leased assets	ton CO_2e	N/A	N/A	N/A	N/A
	Pengolahan produk yang dijual* Processing of sold products	ton CO_2e	1.563.930	N/A	N/A	N/A
	Offsets/Credits	ton CO_2e	0	0	0	0
	Pembelian Renewable Energy Certificate (REC) (kWh) Purchase of Renewable Energy Certificates (REC) (kWh)	ton CO_2e	0	0	0	0
	Intensitas emisi GRK GHG emission intensity	ton CO_2e/ton	0,555 tCO_2e/ton	1.264 tCO_2e/ MWh	0,892 tCO_2e / UEDC	0,81 tCO_2e/ ton
	Emisi NOx NOx emissions	ton ekivalen ton equivalent	2.060	2	2.984	516
	Emisi SOx SOx emissions	ton ekivalen ton equivalent	187	0	4.108	125
Limbah Waste	Limbah B3 Hazardous waste	ton	6.243	31	1.544	4.672
	Intensitas limbah B3 Hazardous waste intensity	ton limbah/KT produk	1,72 ton/kton	0,0058 ton/ MWh	0,006 ton/ UEDC	1.93 ton/kton
	Limbah non-B3 Non-hazardous waste	ton	2.579	30	257	601
	Total limbah B3 dan Non B3 Total hazardous and non-hazardous waste	ton	8.822	61	1.801	5.273
	Pemanfaatan limbah non-B3 Non-hazardous waste utilization	%	85,36%	19,85%	0,59%	19,61%
	Air limbah yang dibuang ke laut**** Wastewater discharged into water bodies	megaliter	3.106	2	5.183	1.197

	2024				2023			
	Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical	**Petrokimia** Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	105******	N/A			100******	N/A		
	N/A	N/A			N/A	N/A		
	1.244.511	N/A			411.292	N/A		
	N/A	N/A			N/A	N/A		
	N/A	N/A			N/A	N/A		
	1.417.461	N/A			2.062.969	N/A		
	0	0			0	0		
	0	0			0	0		
	0,605 tCO_2e/ton	1.279 tCO_2e/ MWh			0,625 tCO_2e/ton	0,704 tCO_2e/ MWh		
	1.589******	307			1.979******	1.226		
	260******	19			199******	92		
	1.425	20			1.460	22		
	0,57 ton/kton	0,00015 ton/ MWh			0,43 ton/kton	0,00004 ton/ MWh		
	3.345	26			2.385	22		
	4.770,00	46,00			3.845,00	44,00		
	87%	63,49%			80,45%	75,13%		
	3.250*******	32			4.178*******	9		

Topik Topic	Deskripsi Description	Satuan Unit	2025			
			Petrokimia Petrochemical	Infrastruktur Infrastructure	Aster Refinery	Aster Chemical
Air Water	Air dari pihak ketiga Water from third party	megaliter	3.181	39	1.222	11.718
	Air Laut	megaliter	3.106	-	5.183	-
	Total pengambilan air	megaliter	6.287	39	6.404	11.718
	Air dari sumber alternatif (air hasil desalinasi) Water from alternative sources	megaliter	1.090,91	0	993,86	0
	Persentase pemakaian sumber air alternatif Percentage of alternative water source usage	%	25,50%	N/A	44,90%	N/A
	Intensitas pengambilan air Water usage intensity	ton air/ton produk ton water/ton product	1,73 megaliter/ kton	0,0072 megaliter/ MWh	0,03 megaliter/ UEDC	4,83 megaliter/ kton
	Konsumsi air Water Consumption	megaliter	3.181	39	1.222	11.718

Catatan/Notes:

* Restatement perhitungan ulang dengan menggunakan metode terbaru
Restatement due to recalculation using the latest methodology.

** Restatement pergantian scope bahan bakar terbarukan, dari solar panel menjadi bahan bakar biodiesel
Restatement due to a change in the scope of renewable fuel, from solar panels to biodiesel fuel.

*** Restatement perhitungan ulang dengan mempertimbangkan TDL loss
Restatement due to recalculation taking TDL loss into account.

**** Restatement perhitungan menggunakan Supply Chain Emission Factors US EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6
Restatement due to recalculation using the US EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6.

***** Restatement memperhitungkan investasi ke anak usaha yang belum masuk dalam pelaporan GRK Scope 1 dan 2
Restatement to reflect investments in subsidiaries that had not previously been included in Scope 1 and Scope 2 GHG reporting.

****** Restatement perhitungan ulang mengacu pada metode US EPA AP-42 Compilation of Air Emissions Factors from Stationary Sources
Restatement due to recalculation with reference to the US EPA AP-42 Compilation of Air Emissions Factors from Stationary Sources.

******* Restatement perhitungan ulang mempertimbangkan air limbah dari fasilitas desalinasi
Restatement due to recalculation taking wastewater from desalination facilities into account.

******** Restatement perhitungan ulang mempertimbangkan pengambilan air laut untuk fasilitas desalinasi
Restatement due to recalculation taking seawater withdrawal for desalination facilities into account.

********* Restatement konsumsi air adalah air yang diambil dari daerah aliran sungai yang sama, tetapi tidak dikembalikan ke daerah aliran sungai tersebut.
Water consumption refers to water withdrawn from the same watershed but not returned to that watershed.

Terdapat penambahan scope pelaporan sektor infrastruktur tahun 2023–2024 dan sektor infrastruktur, Aster Refinery, dan Aster Chemical pada tahun 2025.
There was an expansion in the reporting scope to include the infrastructure sector in 2023–2024, and the infrastructure sector, Aster Refinery, and Aster Chemical in 2025.

	2024				2023			
	Petrokimia Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical	**Petrokimia** Petrochemical	**Infrastruktur** Infrastructure	**Aster** Refinery	**Aster** Chemical
	2.547	67			3.492	102		
	3.250********	-			4178********	-		
	5.796********	67			7670********	102		
	864,9	0			1.379,28	0		
	25,40%	N/A			28,30%	N/A		
	2,34******** megaliter/ kton	0,0005 megaliter/ MWh			2,25******** megaliter/ kton	0,0002 megaliter/ MWh		
	2.547*********	67			3.492*********	102		

TOPIK Topic	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
EKONOMI Economy					
Pendapatan Revenue	Produksi Production	KT	4.324	1.527	3.437
SOSIAL Social					
Keselamatan kerja* Occupational Safety	Lost time case rate (LTCR)	Per 200,000 jam kerja Per 200,000 man-hours	0	0,00	0,05
	Injury frequency rate (IFR)	Per 1,000,000 jam kerja Per 1,000,000 man-hours	0,43	0,45	0,00
Process Safety Incident	Total incident rate	Per 200,000 jam kerja Per 200,000 man-hours	0,04	0,09	0,05
	Jumlah jam kerja Total man-hours	Jam kerja orang Man-hours	4.601.534	4.444.202	4.277.840,00
	Site Office Ciwandan Ciwandan Site Office	n Kasus n Case	1	3	1
	Site Office Pulo Ampel Pulo Ampel Site Office	n Kasus n Case	0	0	0
Teknologi Bersih Clean Technology	Biaya penelitian dan pengembangan produk**** Product research and development costs	Ribu US$ Thousand US$	35	175*	185
TATA KELOLA Governance					
Organ Tata Kelola Governance Structure	Independensi Independence	Jumlah komisaris independen Number of independent commissioners	3/8	3/10	15/15
Etika Ethics	Kode etik Code of conduct	Pelatihan kode etik*** Code of conduct training	12	112	22
		Persentase karyawan yang tercakup dalam pelatihan kode etik Percentage of employees covered by code of conduct training	100	100	100
		Kasus pelanggaran kode etik Code of conduct violation cases	0	0	0
		Unit pabrik Factory unit	2	2	2

TOPIK Topic	DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Sertifikasi ISO 9001 ISO 9001 Certification	Sertifikasi ISO 14001 ISO 14001 Certification	Persentase total fasilitas utama****** Percentage of total main facilities	100	100	100
		Unit pabrik Factory unit	2	2	2
		Persentase total fasilitas utama****** Percentage of total main facilities	100	100	100
	Sertifikasi ISO 45001 ISO 45001 Certification	Unit pabrik Factory unit	2	2	2
		Persentase total fasilitas utama****** Percentage of total main facilities	100	100	100
	Sertifikasi ISO 50001 ISO 50001 Certification	Unit pabrik Factory unit	2	2	2
		Persentase total fasilitas utama****** Percentage of total main facilities	100	100	100
	Sertifikasi ISO 17025 ISO 17025 Certification	Unit pabrik Factory unit	2	2	2
		Persentase total fasilitas utama****** Percentage of total main facilities	100	100	100
	Audit	Audit lingkungan dan energi******* Environmental and energy audit	12	12	12
		Audit kepatuhan******* Compliance audit	2	2	2
		Audit K3******* OHS audit	14	14	14
		Audit mutu******* Quality audit	8	8	12
		Audit pengamanan******* Security audit	2	2	1

Catatan/Notes:

* Restatement budget yang melingkupi Research and Development
Restatement of the budget to include Research and Development.

** Restatement jumlah pelatihan 12 kali (1x setiap bulan)
Restatement of the total number of training sessions to 12 times (once per month).

BISNIS PROPERTI
Property Business

ASPEK Aspect	DESKRIPSI Description	ASET Asset	SATUAN Unit	2025	2024	2023
LINGKUNGAN Environment						
Energi Energy	Listrik Electricity	GI - WBP	GJ	14.752	13.386	13.254
		MCI - WBP II	GJ	13.335	13.531	12.421
		MCI	GJ	5.585	6.097	5.054
		GIIP	GJ	1.762	1.330	1.334
		Total	GJ	35.433	34.344	32.063
Air Water	Pengambilan air tanah Groundwater intake	GI - WBP	Megaliter	33,54	26,57	17,00
		GI - WBP II	Megaliter	15,78	13,59	12,13
		MCI	Megaliter	61,50	52,2	55,1
		GIIP	Megaliter	121,27	74,97	74,76
	Total pengambilan air Total water intake		Megaliter	232	167,28	159,46
Emisi* Emission	Emisi GRK dari pemakaian energi GHG emissions from energy use	GI - WBP	ton CO_2eq	3.442	3.123	3.093
		GI - WBP II	ton CO_2eq	3.111	3.157	2.898
		MCI	ton CO_2eq	1.303	1.423	1.179
		GIIP	ton CO_2eq	411	310	311
	Total Emisi GRK Cakupan-2 Total GHG Emission Scope 2		ton CO_2eq	8.268	8.014	7.481
Limbah Waste	Limbah non B3*** Non-hazardous waste	Timbulan Generated	ton	122	113	109
		Diolah Processed	ton	63	58	62
	Total limbah non B3 Total non-hazardous waste		ton	185	171	171

GI – WBP: Griya Idola – Wisma Barito Pacific
GI – WBP II: Griya Idola – Wisma Barito Pacific II
MCI: Mambruk Cikoneng Indonesia
GIIP: Griya Idola Industrial Park

* N/A: Not Available
** Menggunakan faktor emisi sistem ketenagalistrikan yang diterbitkan Kementerian ESDM tahun 2019. 1 kWh = 0,84 kg CO2e (Grid Jamali)
Uses the electricity system emission factor issued by the Ministry of Energy and Mineral Resources of Indonesia in 2019. 1 kWh = 0.84 kg CO_2e (Jamali Grid)
*** Data tahun 2022 dan 2023 terdiri dari sampah gedung Wisma Barito Pacific dan Wisma Barito Pacific II
2022 and 2023 data includes waste from Wisma Barito Pacific and Wisma Barito Pacific II buildings



LEMBAR UMPAN BALIK [OJK G.2]

READER'S SURVEY [OJK G.2]

1. **Seberapa besar Anda mau merekomendasikan laporan keberlanjutan ini untuk dibaca oleh rekan atau sejawat Anda?**
   How likely would you recommend this sustainability report to be read by your peers or colleagues?

1	2	3	4	5	6	7	8	9	10
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Sama sekali tidak
Not at all

Sangat merekomendasikan
Highly recommend

2. **Topik keberlanjutan mana yang paling menarik bagi Anda?**
   Which sustainability topic is most interesting to you?

.....

.....

3. **Apakah informasi yang Anda baca sudah cukup bagi Anda untuk menarik kesimpulan?**
   Is the information you read sufficient for you to draw conclusions?

1	2	3	4	5	6	7	8	9	10
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Sama sekali tidak
Not at all

Sangat merekomendasikan
Highly recommend

4. **Apakah tampilan laporan ini (tata letak, infografik, dan elemen desain lainnya) cukup menarik dan membantu saat membaca?**
   Is the visual of this report (layout, infographics, and other design elements) interesting and helpful when reading?

1	2	3	4	5	6	7	8	9	10
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Sama sekali tidak
Not at all

Sangat merekomendasikan
Highly recommend

5. **Saran dan masukan Anda bagi laporan kami selanjutnya:**
   Your input and suggestion for our next report:

.....

.....

6. Informasi Anda
Your details

Nama
Name : .....
Usia
Age : .....
Pekerjaan
Occupation : .....

7. Apakah Anda bersedia untuk dihubungi untuk informasi keberlanjutan kami selanjutnya?
Are you willing to be contacted for our future sustainability information?

☐ Ya / Yes

Alamat email yang bisa dihubungi
Email address : .....

☐ Tidak / No

Terima kasih atas kesediaan Anda untuk mengisi lembar umpan balik ini. Anda dapat mengirimkan lembar umpan balik ini kepada kami melalui:
Thank you for taking the time to fill this form. You can mail this to us at:

Barito Pacific

PT Barito Pacific Tbk akan memperlakukan informasi Anda sebagai rahasia dan tidak dipergunakan untuk tujuan lainnya.
PT Barito Pacific Tbk will treat your information as confidential and not to be used for any other purposes.

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

List of Disclosures in accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 [OJK G.4]

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