

Nomor Surat	041/MR/CS/IV/2026
Nama Perusahaan	Mustika Ratu Tbk
Kode Emiten	MRAT
Lampiran	1
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG (KOREKSI)

Mengoreksi surat kami nomor : 017/MR/CS/IV/2026 tanggal 30 April 2026 perihal Penyampaian Laporan Tahunan & Keberlanjutan dan ESG, dengan ini perseroan menyampaikan hal sebagai berikut:

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 03 Juni 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://mustika-ratu.co.id/investor-relations/announcements/> pada tanggal 03 Juni 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO ₂ e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	108,87
Emisi langsung dari pembakaran bergerak	4,83
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0

Total Emisi Langsung (Scope 1)	113,7
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	943,04
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	943,04
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	41,47
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0

Pengolahan produk yang dijual	0
Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	0
Total Emisi GRK (Scope 1, 2 and 3)	1.056,74
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	Intensitas Emisi GRK	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	2,49
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	1.083.959,9
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	1.083.959,9
E-04	Konsumsi Air	Total konsumsi air (m3)	21.505
E-05	Limbah yang dihasilkan	Total limbah yang dihasilkan (ton)	5.924

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2028
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
PT Mustika Ratu Tbk menunjukkan komitmen terhadap pencapaian Net Zero Emission melalui berbagai inisiatif berbasis pelestarian lingkungan dan pemberdayaan masyarakat dimana kegiatan Asia Youth Green Action Summit 2025 di kawasan mangrove Pantai Indah Kapuk yang mencakup edukasi konservasi dan penanaman 250 pohon mangrove mencerminkan upaya konkret dalam meningkatkan kapasitas penyerapan karbon alami serta program lanjutan berupa aksi bersih sungai dan penanaman pohon di kawasan Ciliwung Depok yang berkontribusi dalam menjaga ekosistem air mengurangi risiko erosi dan banjir serta mendukung keseimbangan lingkungan selain itu inovasi pangan berkelanjutan melalui pemanfaatan tepung dari buah mangrove sebagai bahan kue bebas gluten menunjukkan pendekatan ekonomi sirkular yang mendukung pengurangan jejak karbon sekaligus meningkatkan nilai tambah sumber daya lokal serta diperkuat dengan pengakuan melalui penghargaan Indonesia Sustainable Synergy Awards 2025 for Biodiversity Protections and Improving Community Well Being dan secara keseluruhan inisiatif ini selaras dengan prinsip Environmental Social and Governance ESG serta mendukung target global Net Zero Emission khususnya melalui konservasi ekosistem peningkatan tutupan vegetasi dan pengembangan solusi berbasis alam https://mustika-ratu.co.id/sustainability/	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
	2 %

Target pengurangan emisi GRK	2 (tCO ₂ e)
Tahun target untuk penurunan emisi GRK?	2028

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

PT Mustika Ratu Tbk menunjukkan komitmen terhadap pencapaian Net Zero Emission melalui berbagai inisiatif berbasis pelestarian lingkungan dan pemberdayaan masyarakat dimana kegiatan Asia Youth Green Action Summit 2025 di kawasan mangrove Pantai Indah Kapuk yang mencakup edukasi konservasi dan penanaman 250 pohon mangrove mencerminkan upaya konkret dalam meningkatkan kapasitas penyerapan karbon alami serta program lanjutan berupa aksi bersih sungai dan penanaman pohon di kawasan Ciliwung Depok yang berkontribusi dalam menjaga ekosistem air mengurangi risiko erosi dan banjir serta mendukung keseimbangan lingkungan selain itu inovasi pangan berkelanjutan melalui pemanfaatan tepung dari buah mangrove sebagai bahan kue bebas gluten menunjukkan pendekatan ekonomi sirkular yang mendukung pengurangan jejak karbon sekaligus meningkatkan nilai tambah sumber daya lokal serta diperkuat dengan pengakuan melalui penghargaan Indonesia Sustainable Synergy Awards 2025 for Biodiversity Protections and Improving Community Well Being dan secara keseluruhan inisiatif ini selaras dengan prinsip Environmental Social and Governance ESG serta mendukung target global Net Zero Emission khususnya melalui konservasi ekosistem peningkatan tutupan vegetasi dan pengembangan solusi berbasis alam
<https://mustika-ratu.co.id/sustainability/>

B. Kinerja Sosial (Social Performance)

S-01 Kesenjangan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentase pegawai	Jumlah pegawai	Persentase pegawai
Entry-level	234	32,87 %	269	37,78 %
Mid-level	57	8,01 %	58	8,15 %
Senior-level	54	7,58 %	30	4,21 %
Executive-level	4	0,56 %	6	0,84 %
Total Pegawai	349	49,02 %	355	50,98 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	8	18	4	8	0	0	0	0	34
25-35	90	90	12	19	2	0	0	0	213
35-45	35	52	28	16	32	6	2	1	173

45-55	79	104	11	13	12	22	2	2	245
>55	20	5	2	4	8	2	2	1	43

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	12 Pegawai	1,69 %
Jumlah Pegawai Baru/pengganti	15 Pegawai	2,11 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	0 Pegawai	0 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
3,6 jam/pegawai	712	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0
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Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Perseroan menerapkan prinsip kesetaraan dan non-diskriminasi di tempat kerja untuk mewujudkan kesejahteraan tenaga kerja. Perseroan juga membuka kesempatan bagi siapa pun yang memiliki kompetensi yang dibutuhkan, tanpa membedakan jenis kelamin, suku, agama dan ras. Prinsip kesetaraan kesempatan bekerja senantiasa menjadi dasar Mustika Ratu dalam memilih sumber daya manusia terbaik untuk menjadi modal kuat untuk mempertahankan eksistensi dan kemajuan Perseroan di tengah persaingan industri yang semakin masif dan berkembang. https://mustika-ratu.co.id/investor-relations/annual-report/	

S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
PT Mustika Ratu Tbk menunjukkan komitmen pada aspek sosial melalui pengembangan Sumber Daya Manusia sebagai pendorong inovasi serta pelaksanaan berbagai program CSR yang berfokus pada kemanusiaan dan inklusivitas seperti penyaluran bantuan tanggap darurat bagi korban banjir dan longsor di Aceh Tamiang serta bantuan bagi masyarakat terdampak bencana di Deli Serdang yang mencakup kebutuhan pokok layanan kesehatan dan produk untuk menjaga kebersihan dan kesehatan selain itu Perseroan juga aktif dalam pemberdayaan perempuan termasuk dukungan kepada perempuan dengan gangguan jiwa di Yayasan Gerasa Bekasi sebagai wujud kepedulian terhadap isu kesehatan mental dan komitmen dalam mendukung kesejahteraan masyarakat secara berkelanjutan. Sementara itu, pada tahun 2025, tidak terdapat sanksi administratif dari pemerintah yang diterima oleh perseroan atas dugaan terjadinya insiden kecelakaan kerja ataupun pelanggaran terhadap Hak Asasi Manusia di lingkungan kerja. https://mustika-ratu.co.id/investor-relations/annual-report/	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Dalam menjalankan pengelolaan Sumber Daya Manusia SDM Perseroan senantiasa tunduk dan patuh terhadap Undang Undang No 13 Tahun 2003 tentang Ketenagakerjaan. Salah satu bentuk kepatuhan yang telah dilakukan adalah pemberlakuan batasan usia dalam merekrut karyawan baru maupun tenaga outsourcing adalah minimal 18 tahun. Selain itu Perseroan juga memberlakukan jam kerja operasional selama 8 delapan jam 1 satu hari dan 40 empat puluh jam 1 satu minggu untuk 5 lima hari kerja dalam 1 satu minggu sesuai dengan pasal 77 Undang Undang No 13 tahun 2003 tentang Ketenagakerjaan. Dengan menerapkan kebijakan tersebut maka selama tahun pelaporan tidak tercatat temuan kasus pekerja anak dan kerja paksa di Perseroan. https://mustika-ratu.co.id/investor-relations/annual-report/	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
PT Mustika Ratu Tbk berkomitmen untuk memprioritaskan implementasi aspek Keselamatan dan Kesehatan Kerja K3 di lingkungan kantor maupun pabrik. Implementasi K3 yang dijalankan di Perseroan tidak hanya sebatas pada pemenuhan kewajiban Perusahaan terhadap peraturan perundang undangan tetapi juga bertujuan untuk membangun budaya safety and health yang berdampak positif bagi kelancaran operasional dan keberlangsungan bisnis Perseroan. Sebagai bentuk komitmen untuk menciptakan lingkungan kerja yang aman dan layak bagi seluruh karyawan Perseroan menargetkan untuk mencapai angka kecelakaan kerja yang nihil zero accident setiap tahunnya. Dalam upaya mencapai target tersebut Perseroan secara rutin melakukan sosialisasi dan internalisasi budaya K3 menyelenggarakan pelatihan K3 dan evakuasi kebakaran secara berkala kepada karyawan melakukan pengecekan terhadap sarana dan prasarana K3 dan melakukan perbaikan sistem K3 yang berkelanjutan. https://mustika-ratu.co.id/investor-relations/annual-report/	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Tidak
PT Mustika Ratu Tbk memberikan kontribusi melalui berbagai program sosial bersama Yayasan Puteri Indonesia seperti pelatihan kesehatan bagi lansia di Panti Rumah Oma Depok kunjungan dan dukungan moril kepada pasien kanker anak di RSAB Harapan Kita serta program penguatan literasi melalui kegiatan kunjungan perpustakaan dan penyediaan fasilitas pojok baca di berbagai daerah sebagai bentuk komitmen perusahaan dalam pemberdayaan masyarakat dan peningkatan kesejahteraan sosial secara berkelanjutan. https://mustika-ratu.co.id/investor-relations/annual-report/	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	3	0	1
Direksi	0	2	1	1

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	4	100 %
Jumlah kehadiran komisaris ke rapat dewan	4	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Sebagai wujud komitmen terhadap penerapan tata kelola perusahaan yang baik Perseroan memisahkan fungsi dan tanggung jawab antara Dewan Komisaris dan Direksi guna menjaga keseimbangan dalam operasional perusahaan dimana Dewan Komisaris berperan dalam melakukan pengawasan sementara Direksi bertanggung jawab atas pengelolaan perusahaan sehingga kedua fungsi tersebut dapat berjalan secara independen https://mustika-ratu.co.id/investor-relations/annual-report/	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Dalam menjalankan tugas dan tanggung jawabnya Dewan Komisaris berpedoman pada peraturan yang berlaku dengan merujuk pada Peraturan Otoritas Jasa Keuangan Nomor 33 POJK.04 2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik serta Peraturan Otoritas Jasa Keuangan Nomor 21 POJK.04 2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan sesuai dengan Anggaran Dasar Perseroan. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Perseroan mendukung upaya meningkatkan kapabilitas Direksi serta Dewan Komisaris melalui pelaksanaan program pengembangan kompetensi yang terarah guna mendukung efektivitas dan optimalisasi pelaksanaan tugas dan tanggung jawab. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Penilaian kinerja Dewan Komisaris dilakukan oleh RUPS. Kriteria evaluasi yang digunakan dalam penilaian kinerja Dewan Komisaris adalah pelaksanaan fungsi dan tanggung jawab Dewan Komisaris dalam melakukan pengawasan dan pemberian nasihat kepada Direksi terkait dengan perkembangan Perseroan. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
a. Kebijakan Insider Trading. b. Kebijakan Anti Korupsi dan Anti-Fraud. c. Kebijakan Pedoman Kode Etik.	

d. Kebijakan Whistleblowing System dan Kebijakan Lainnya.

<https://mustika-ratu.co.id/investor-relations/annual-report/>

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?

Ya

Memberikan perlakuan yang adil dan setara kepada segenap pemangku kepentingan berdasarkan ketentuan dan peraturan perundang undangan yang berlaku serta selalu berupaya memastikan agar hak dan kepentingan seluruh pemegang saham baik mayoritas maupun minoritas dapat terpenuhi dengan baik.

<https://mustika-ratu.co.id/investor-relations/annual-report/>

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?

Ya

Dewan Komisaris dan Direksi senantiasa mengutamakan kepentingan Perseroan serta menjalankan kegiatan usaha sesuai dengan Anggaran Dasar tanpa memihak atau mengutamakan kepentingan pihak maupun kelompok tertentu.

<https://mustika-ratu.co.id/investor-relations/annual-report/>

D. Lain-lain

Keselaran Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	217
	E-02	Intensitas Emisi Gas Rumah Kaca	217
	E-03	Konsumsi Energi Listrik	216
	E-04	Konsumsi Air	214
	E-05	Limbah yang Dihasilkan	217
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	235
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	217
Sosial	S-01	Kesetaraan Gender	223
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	79
	S-03	Tingkat Pergantian Pegawai	220
	S-04	Jumlah Pegawai Sementara	80
	S-05	Pelatihan dan Pengembangan Pegawai	221
	S-06	Jumlah Kecelakaan Kerja	227
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	0
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	224
	S-09	Kebijakan Mengenai Hak Asasi Manusia	219
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	224
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	227
	S-12	Pencegahan Konflik Kepentingan	230

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	149
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	148
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	147
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	143
	G-06	Kriteria Khusus Pemilihan Dewan	155
	G-07	Kode Etik dan/atau Anti-Korupsi	187
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	122
	G-09	Pencegahan Konflik Kepentingan	189

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan	
☒ Ya	☐ Tidak
☒ GRI	
☐ TCFD	
☐ CDP	
☐ IFRS S1	
☐ IFRS S2	
☐ SASB	
☐ Others, please specify	

Assurance dan validasi pihak ketiga					
☒ Ya					
<table border="1"> <tr> <td>Nama pihak ketiga</td> <td>Lingkup pekerjaan</td> </tr> <tr> <td>PT Laju Digital Komunikasi</td> <td>Desain & Layout</td> </tr> </table>		Nama pihak ketiga	Lingkup pekerjaan	PT Laju Digital Komunikasi	Desain & Layout
Nama pihak ketiga	Lingkup pekerjaan				
PT Laju Digital Komunikasi	Desain & Layout				

Demikian untuk diketahui.

Hormat Kami,

Mustika Ratu Tbk

Jodi Andrea Suryokusumo

Corporate Secretary

Mustika Ratu Tbk

Graha Mustika Ratu Lt PH

Telepon : 021-8306754, 8306759, 8307419, Fax : 021-830-6753, 830-6760, <https://www.mustikaratu.com>

Nama Pengirim	Jodi Andrea Suryokusumo
Jabatan	Corporate Secretary
Tanggal dan Waktu	24-06-2026 09:36
Lampiran	1. AR dan SR Tahun Buku 2025.pdf

Dokumen ini merupakan dokumen resmi Mustika Ratu Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Mustika Ratu Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	041/MR/CS/IV/2026
Issuer Name	Mustika Ratu Tbk
Issuer Code	MRAT
Attachment	1
Subject	Submission of Annual And Sustainability Report (CORRECTION)

Correction to our previous announcement number : 017/MR/CS/IV/2026 dated 30 April 2026 with the subject of Submission of Annual And Sustainability Report, the company hereby submit the following information:

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 03 Juni 2026

The information referred above has been published on the Company's website <https://mustika-ratu.co.id/investor-relations/announcements/> at 03 Juni 2026

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	108,87
Direct emissions from mobile combustion	4,83
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	113,7

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	943,04
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	943,04
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	41,47
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0

Category 6: Indirect GHG emissions from other sources	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1, 2 and 3)	1.056,74
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	GHG Emissions Intensity	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	2,49
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	1.083.959,9
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	1.083.959,9
E-04	Water Consumption	Total water consumed (m3)	21.505
E-05	Waste Generation	Total waste generated (ton)	5.924

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2028
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
PT Mustika Ratu Tbk demonstrates its commitment to achieving Net Zero Emission through various initiatives focused on environmental conservation and community empowerment where activities such as the Asia Youth Green Action Summit 2025 in the Pantai Indah Kapuk mangrove area which included conservation education and the planting of 250 mangrove trees reflect concrete efforts to enhance natural carbon sequestration capacity while follow up programs such as river cleanup and tree planting activities in the Ciliwung area of Depok contribute to preserving aquatic ecosystems reducing the risk of erosion and flooding and supporting environmental balance furthermore sustainable food innovation through the use of mangrove fruit flour as a gluten free baking ingredient demonstrates a circular economy approach that supports carbon footprint reduction while increasing the added value of local resources and is further strengthened by recognition through the Indonesia Sustainable Synergy Awards 2025 for Biodiversity Protections and Improving Community Well Being and overall this initiative aligns with Environmental Social and Governance ESG principles and supports global Net Zero Emission targets particularly through ecosystem conservation increased vegetation cover and the development of nature based solutions https://mustika-ratu.co.id/sustainability/	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
	2 %

What is the Company's GHG emission reduction target?	2 (tCO2e)
Targeted year in achieving GHG reduction target?	2028

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

PT Mustika Ratu Tbk demonstrates its commitment to achieving Net Zero Emission through various initiatives focused on environmental conservation and community empowerment where activities such as the Asia Youth Green Action Summit 2025 in the Pantai Indah Kapuk mangrove area which included conservation education and the planting of 250 mangrove trees reflect concrete efforts to enhance natural carbon sequestration capacity while follow up programs such as river cleanup and tree planting activities in the Ciliwung area of Depok contribute to preserving aquatic ecosystems reducing the risk of erosion and flooding and supporting environmental balance furthermore sustainable food innovation through the use of mangrove fruit flour as a gluten free baking ingredient demonstrates a circular economy approach that supports carbon footprint reduction while increasing the added value of local resources and is further strengthened by recognition through the Indonesia Sustainable Synergy Awards 2025 for Biodiversity Protections and Improving Community Well Being and overall this initiative aligns with Environmental Social and Governance ESG principles and supports global Net Zero Emission targets particularly through ecosystem conservation increased vegetation cover and the development of nature based solutions

<https://mustika-ratu.co.id/sustainability/>

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	234	32,87 %	269	37,78 %
Mid-level	57	8,01 %	58	8,15 %
Senior-level	54	7,58 %	30	4,21 %
Executive-level	4	0,56 %	6	0,84 %
Total Pegawai	349	49,02 %	355	50,98 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	8	18	4	8	0	0	0	0	34
25-35	90	90	12	19	2	0	0	0	213

35-45	35	52	28	13	32	6	2	1	173
45-55	79	104	11	13	12	22	2	2	245
>55	20	5	2	4	8	2	2	1	43

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	12 Employees	1,69 %
Number of newly appointed Employees	15 Employees	2,11 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	0 Employees	0 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
3,6 hours/employee	712	100 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0
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Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
The Company implements the principles of equality and non-discrimination in the workplace to ensure employee well-being. The Company also provides opportunities for anyone with the required competencies, regardless of gender, ethnicity, religion, or race. The principle of equal employment opportunities consistently serves as the foundation for Mustika Ratu in selecting the best human resources, providing a strong foundation for maintaining the Company's existence and progress amidst increasingly intense and	

evolving industrial competition. https://mustika-ratu.co.id/investor-relations/annual-report/	
S-09 Does the company has a policy regarding human rights?	Yes
PT Mustika Ratu Tbk demonstrates its commitment to the social aspect through human resource development as a driver of innovation as well as the implementation of various CSR programs focused on humanitarian values and inclusivity such as the distribution of emergency assistance for flood and landslide victims in Aceh Tamiang and support for communities affected by disasters in Deli Serdang which includes basic necessities healthcare services and products to maintain hygiene and health furthermore the Company is also active in women empowerment including support for women with mental health conditions at Yayasan Gerasa Bekasi as a form of concern for mental health issues and commitment to supporting sustainable community welfare meanwhile in 2025 there were no administrative sanctions from the government received by the Company related to any alleged work accidents or violations of human rights in the workplace. https://mustika-ratu.co.id/investor-relations/annual-report/	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
In carrying out Human Resources (HR) management the Company always complies with and complies with Law No. 13 of 2003 concerning Manpower. One form of compliance that has been carried out is the implementation of an age limit in recruiting new employees or outsourcing workers of at least 18 years. In addition the Company also enforces operational working hours of 8 (eight) hours per day and 40 (forty) hours per week for 5 (five) working days in 1 (one) week in accordance with Article 77 of Law No. 13 of 2003 concerning Manpower. By implementing this policy during the reporting year there were no recorded findings of child labor and forced labor cases in the Company. https://mustika-ratu.co.id/investor-relations/annual-report/	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
PT Mustika Ratu Tbk is committed to prioritizing the implementation of Occupational Safety and Health K3 aspects in the office and factory environments. The implementation of K3 carried out in the Company is not only limited to fulfilling the Company's obligations to laws and regulations but also aims to build a culture of safety and health that has a positive impact on the smooth operation and sustainability of the Company business. As a form of commitment to create a safe and decent working environment for all employees the Company targets to achieve zero accidents every year. In an effort to achieve this target the Company routinely socializes and internalizes the K3 culture organizes K3 training and fire evacuation periodically for employees checks K3 facilities and infrastructure and makes continuous improvements to the K3 system. https://mustika-ratu.co.id/investor-relations/annual-report/	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	No
PT Mustika Ratu Tbk provides contributions through various social programs in collaboration with Yayasan Puteri Indonesia such as health training for the elderly at Panti Rumah Oma Depok visits and moral support for pediatric cancer patients at RSAB Harapan Kita as well as literacy improvement programs through library visits and the provision of reading corner facilities in various regions as a form of the Company commitment to community empowerment and sustainable social welfare improvement. https://mustika-ratu.co.id/investor-relations/annual-report/	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	3	0	1
Directors	0	2	1	1

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	4	100 %
Comissioner Attendance to Board Meetings	4	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
As a form of commitment to good corporate governance the Company separates the roles and responsibilities of the Board of Commissioners and the Board of Directors to ensure a balance in company operations where the Board of Commissioners performs a supervisory function while the Board of Directors is responsible for managing the Company so that both functions operate independently https://mustika-ratu.co.id/investor-relations/annual-report/	
G-04 Does the company has a policy regarding board appraisal?	Yes
In performing their duties the Board of Commissioners refers to the Financial Services Authority Regulation POJK No 33 POJK.04 2014 regarding the Board of Directors and Board of Commissioners of Issuers or Public Companies Financial Services Authority Regulation POJK No 21 POJK.04 2015 regarding the Implementation of Corporate Governance Guidelines for Public Companies and the Company Articles of Association. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company supports efforts to enhance the capabilities of the Board of Directors and the Board of Commissioners through the implementation of targeted competency development programs to support effectiveness and optimize the execution of their duties and responsibilities https://mustika-ratu.co.id/investor-relations/annual-report/	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Board of Commissioners performance is assessed by the GMS. The evaluation criteria used to assess the Board of Commissioners performance is the implementation of the Board of Commissioners function and responsibility in supervising and advising the Board of Directors related to the Company development. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
a. Insider Trading Policy b. Anti Corruption and Anti Fraud Policy c. Code of Conduct Policy d. Whistleblowing System Policy and Other Policies	

https://mustika-ratu.co.id/investor-relations/annual-report/	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Providing fair and equal treatment to all stakeholders based on applicable laws and regulations and always striving to ensure that the rights and interests of all shareholders both majority and minority can be fulfilled properly. https://mustika-ratu.co.id/investor-relations/annual-report/	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Board of Commissioners and the Board of Directors consistently prioritize the interests of the Company and conduct business activities in accordance with the Articles of Association without favoring or prioritizing the interests of any particular party or group. https://mustika-ratu.co.id/investor-relations/annual-report/	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	217
	E-02	Greenhouse Gas Emission Intensity	217
	E-03	Electricity Consumption	216
	E-04	Water Consumption	214
	E-05	Waste Generated	217
	E-06	Company Commitment to Achieving Net Zero Emission Target	235
	E-07	Company Commitment to Reduce Emission	217
Social	S-01	Gender Equality	223
	S-02	Employees by Gender and Age Group	79
	S-03	Employee Turnover Rate	220
	S-04	Number of Temporary Officers	80
	S-05	Employee Training and Development	221
	S-06	Number of Work Accidents	227
	S-07	Human Rights Violation Incidents	0
	S-08	Sexual Harassment and/or Non-Discrimination Policy	224
	S-09	Policy on Human Rights	219
	S-10	Child Labor and/or Forced Labor Policy	224
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	227
	S-12	Corporate Social Responsibility	230

Governance	G-01	Management Diversity and Independence	149
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	148
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	147
	G-05	Board of Directors and Commissioners Training Policy	143
	G-06	Special Criteria for Election of the Board	155
	G-07	Code of Ethics and/or Anti-Corruption	187
	G-08	Fair Treatment Policy for Shareholders	122
	G-09	Conflict of Interest Prevention Policy	189

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework ☒ Yes ☐ No ☒ GRI ☐ TCFD ☐ CDP ☐ IFRS S1 ☐ IFRS S2 ☐ SASB ☐ Others, please specify					
null					
Third-party assurance and/or validation ☒ Yes					
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">Name of third-party service provider</td> <td style="width: 50%; padding: 5px;">Scope of Work</td> </tr> <tr> <td style="padding: 5px;">PT Laju Digital Komunikasi</td> <td style="padding: 5px;">Desain & Layout</td> </tr> </table>		Name of third-party service provider	Scope of Work	PT Laju Digital Komunikasi	Desain & Layout
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PT Laju Digital Komunikasi	Desain & Layout				

Thus to be informed accordingly.

Respectfully,

Mustika Ratu Tbk

Jodi Andrea Suryokusumo

Corporate Secretary

Mustika Ratu Tbk

Graha Mustika Ratu Lt PH

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