

Nomor Surat	505/DIR/VI/2026
Nama Perusahaan	Indofarma Tbk.
Kode Emiten	INAF
Lampiran	1
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

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://indofarma.id/laporan-keberlanjutan/> 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	1.347,1
Emisi langsung dari pembakaran bergerak	0,49
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)	1.347,59

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli

Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	5.459,96
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	5.459,96

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	1,9
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)	1,9
Total Emisi GRK (Scope 1 and 2)	6.807,55
Total Emisi GRK (Scope 1, 2 and 3)	6.809,45
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	0
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	5.272.826
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	5.272.826
		Total konsumsi energi (kWh or J)	5.272.826
E-04	Konsumsi Air	Total konsumsi air (m3)	16.237
E-05	Limbah yang dihasilkan	Total limbah yang dihasilkan (ton)	1,34

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perseroan berkomitmen untuk menerapkan prinsip keberlanjutan melalui pengelolaan lingkungan yang bertanggung jawab, efisiensi energi, pengendalian emisi, pengelolaan limbah, dan kepatuhan terhadap peraturan lingkungan yang berlaku. Sampai dengan tahun pelaporan 2025, Perseroan belum menetapkan target Net Zero Emission yang dipublikasikan secara resmi. Namun demikian, Perseroan terus melakukan berbagai upaya pengurangan dampak lingkungan dan peningkatan efisiensi penggunaan sumber daya sebagai bagian dari komitmen keberlanjutan perusahaan.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	0 %
	0 (tCO ₂ e)
Tahun target untuk penurunan emisi GRK?	null

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Perseroan berkomitmen untuk mengurangi dampak lingkungan melalui pengelolaan energi yang efisien, pengendalian emisi, pengelolaan limbah, serta penerapan prinsip keberlanjutan dalam kegiatan operasional. Pada tahun 2025, Perseroan mencatat konsumsi listrik sebesar 5.272.826 kWh dengan emisi GRK Scope 2 sebesar 5.459,96 tCO₂e. Berbagai upaya efisiensi sumber daya terus dilakukan, antara lain pengendalian penggunaan energi dan air serta pengelolaan limbah sesuai ketentuan yang berlaku. Sampai dengan tahun pelaporan 2025, Perseroan belum menetapkan target penurunan emisi GRK secara kuantitatif, namun pengawasan terhadap aspek lingkungan dan keberlanjutan dilakukan melalui mekanisme tata kelola perusahaan dan fungsi yang bertanggung jawab atas pengelolaan lingkungan.

B. Kinerja Sosial (Social Performance)

S-01 Kesenjangan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentase pegawai	Jumlah pegawai	Persentase pegawai
Entry-level	2	3,92 %	3	5,88 %
Mid-level	11	21,57 %	14	27,45 %
Senior-level	13	25,49 %	4	7,84 %
Executive-level	2	3,92 %	2	3,92 %
Total Pegawai	28	54,9 %	23	45,1 %

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	0	0	0	0	0	0	0	0	0
25-35	1	1	4	7	2	0	0	0	15
35-45	1	2	6	6	6	3	0	1	25
45-55	0	0	1	1	5	1	2	1	11
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	0 Pegawai	0 %
Jumlah Pegawai Baru/pengganti	0 Pegawai	0 %

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	51 Pegawai	100 %

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 (%)
833 jam/pegawai	39	4,7 %

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?	Tidak
N / A	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Tidak
N / A	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Tidak
N / A	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Tidak
N / A	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
PT Indofarma (Persero) Tbk melaksanakan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs) melalui program sosial,	

kesehatan, pendidikan, lingkungan, dan pemberdayaan masyarakat. Program TJSL Perseroan diarahkan untuk memberikan manfaat sosial, ekonomi, dan lingkungan yang terukur serta berkelanjutan bagi masyarakat dan pemangku kepentingan di sekitar wilayah operasional Perseroan. Pada tahun 2025, Perseroan tetap melaksanakan program TJSL Non-PUMK sesuai anggaran yang telah ditetapkan sebagai bentuk kontribusi kepada masyarakat dan lingkungan.

<https://indofarma.id/tanggung-jawab-sosial-perusahaan/>

<https://indofarma.id/laporan-keberlanjutan/>

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	1	0	0
Direksi	0	2	0	0

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	27	100 %
Jumlah kehadiran komisaris ke rapat dewan	20	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
N / A	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris sesuai dengan kontrak manajemen dan laporan KPI dari Bio Farma selaku pemegang saham seri B terbanyak akan tetapi tidak dipublikasikan Penilaian juga tercantum dalam board manual dimana kriteria berdasarkan kontrak manajemen Bio Farma selaku pemegang saham seri B yang dilakukan setiap tahun dan pengukuran setiap bulan https://indofarma.id/tata-kelola-perusahaan-yang-baik/	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
- Dewan Komisaris melaksanakan program peningkatan kompetensi melalui berbagai program pelatihan, seminar, sosialisasi peraturan/kebijakan dan studi banding. - Pelaksanaan program peningkatan kompetensi tersebut sesuai dengan rencana kerja Dewan Komisaris serta kebutuhan Perseroan. - Setiap realisasi atas pelaksanaan peningkatan kompetensi yang dijalani oleh Anggota Dewan Komisaris dibuatkan hasil laporannya.	

4. Program peningkatan kompetensi tersebut perlu dibuat rencana kerja dan anggarannya dalam Rencana Kerja dan Anggaran Dewan Komisaris yang terpisah dalam RKAP.

link : <https://indofarma.id/download/board-manual-2021-charter-direksi-charter-dewan-komisaris/>

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris

Tidak

N /
A

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?

Ya

Perusahaan memiliki Kode Etik (Code of Conduct), Kebijakan Anti Korupsi, dan Kebijakan Anti Fraud yang berlaku bagi seluruh Dewan Komisaris, Direksi, dan karyawan. Kebijakan tersebut mengatur standar perilaku, integritas, kepatuhan terhadap peraturan perundang-undangan, pencegahan benturan kepentingan, larangan suap, gratifikasi, korupsi, penyalahgunaan wewenang, serta tindakan fraud lainnya. Untuk mendukung implementasinya, Perusahaan melakukan sosialisasi dan internalisasi kode etik secara berkala, menerapkan sistem pengendalian internal, serta menyediakan mekanisme pelaporan pelanggaran (Whistleblowing System/WBS) yang menjamin kerahasiaan pelapor. Setiap dugaan pelanggaran ditindaklanjuti melalui proses investigasi dan pemberian sanksi sesuai ketentuan yang berlaku. Perusahaan berkomitmen untuk menerapkan prinsip transparansi, akuntabilitas, tanggung jawab, independensi, dan kewajaran sebagai bagian dari pelaksanaan Tata Kelola Perusahaan yang Baik (Good Corporate Governance).

<https://indofarma.id/tata-kelola-perusahaan-yang-baik/>

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

Ya

Memperhatikan ketentuan dalam anggaran dasar, POJK dan perundang - undangan yang berlaku

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

Ya

Perseroan memiliki kebijakan mengenai pencegahan benturan kepentingan yang berlaku bagi Dewan Komisaris, Direksi, dan seluruh karyawan sebagai bagian dari penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG). Kebijakan tersebut mengatur kewajiban setiap insan Perseroan untuk menghindari situasi yang dapat menimbulkan benturan antara kepentingan pribadi dengan kepentingan Perseroan dalam pelaksanaan tugas dan pengambilan keputusan. Dewan Komisaris dan Direksi wajib mengungkapkan setiap potensi benturan kepentingan yang dimiliki serta tidak diperkenankan terlibat dalam proses pengambilan keputusan atas transaksi atau kegiatan yang mengandung benturan kepentingan. Perseroan juga menerapkan Kode Etik, prinsip transparansi, akuntabilitas, tanggung jawab, independensi, dan kewajaran serta memastikan kepatuhan terhadap ketentuan Anggaran Dasar, peraturan OJK, peraturan pasar modal, dan peraturan perundang-undangan yang berlaku.

<https://indofarma.id/tata-kelola-perusahaan-yang-baik/>

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	141-143
	E-02	Intensitas Emisi Gas Rumah Kaca	141-143
	E-03	Konsumsi Energi Listrik	138-141
	E-04	Konsumsi Air	143-144
	E-05	Limbah yang Dihasilkan	144-145
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	136-145
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	141-145
Sosial	S-01	Kesetaraan Gender	110-112
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	110-112
	S-03	Tingkat Pergantian Pegawai	113
	S-04	Jumlah Pegawai Sementara	109-110
	S-05	Pelatihan dan Pengembangan Pegawai	118-121
	S-06	Jumlah Kecelakaan Kerja	125-126
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	127
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	115-117
	S-09	Kebijakan Mengenai Hak Asasi Manusia	115-117
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	115-117
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	122-126
	S-12	Pencegahan Konflik Kepentingan	146-155

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	55
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	70
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	55
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	76
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	67
	G-06	Kriteria Khusus Pemilihan Dewan	55
	G-07	Kode Etik dan/atau Anti-Korupsi	101
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	84
	G-09	Pencegahan Konflik Kepentingan	102

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
☒ Tidak

Demikian untuk diketahui.

Hormat Kami,
Indofarma Tbk.

Hilda

Approver

Indofarma Tbk.

Jl. Indofarma No. 1, Cikarang Barat, Bekasi, 17530

Telepon : (021) 8832 3971/75; 8590 8349/50, Fax : (021) 8832 3972/73; 857 4503 ,

Nama Pengirim	Hilda
Jabatan	Approver
Tanggal dan Waktu	10-06-2026 14:37
Lampiran	1. SR 2025.pdf

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Letter / Announcement No.	505/DIR/VI/2026
Issuer Name	Indofarma Tbk.
Issuer Code	INAF
Attachment	1
Subject	Submission of Annual And Sustainability Report

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://indofarma.id/laporan-keberlanjutan/> 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	1.347,1
Direct emissions from mobile combustion	0,49
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)	1.347,59
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	5.459,96
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	5.459,96
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	1,9
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)	1,9
Total GHG Emissions (Scope 1 and 2)	6.807,55
Total GHG Emissions (Scope 1, 2 and 3)	6.809,45
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)	0
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	5.272.826
		Total amount of energy indirectly consumed (kWh or J)	5.272.826
		Total energy consumption (kWh or J)	5.272.826
E-04	Water Consumption	Total water consumed (m3)	16.237
E-05	Waste Generation	Total waste generated (ton)	1,34

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The Company is committed to implementing sustainability principles through responsible environmental management, energy efficiency, emission control, waste management, and compliance with applicable environmental regulations. As of the 2025 reporting year, the Company has not established an officially published Net Zero Emission target. Nevertheless, the Company continues to undertake various initiatives to reduce environmental impacts and improve resource efficiency as part of its sustainability commitment.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Tidak
What is the Company's GHG emission reduction target?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	null

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

The Company is committed to reducing environmental impacts through energy efficiency initiatives, emission management, waste management, and the implementation of sustainability principles in its operations. In 2025, the Company recorded electricity consumption of 5,272,826 kWh and Scope 2 greenhouse gas emissions of 5,459.96 tCO₂e. Various resource efficiency initiatives were implemented, including energy and water conservation as well as proper waste management in compliance with applicable regulations. As of the 2025 reporting year, the Company has not established a quantitative greenhouse gas emission reduction target; however, environmental and sustainability oversight is carried out through the Company's governance structure and responsible environmental management functions.

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	2	3,92 %	3	5,88 %
Mid-level	11	21,57 %	14	27,45 %
Senior-level	13	25,49 %	4	7,84 %
Executive-level	2	3,92 %	2	3,92 %
Total Pegawai	28	54,9 %	23	45,1 %

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	0	0	0	0	0	0	0	0	0
25-35	1	1	4	7	2	0	0	0	15
35-45	1	2	6	1	6	3	0	1	25
45-55	0	0	1	1	5	1	2	1	11
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	0 Employees	0 %
Number of newly appointed Employees	0 Employees	0 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	51 Employees	100 %

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 (%)
833 hours/employee	39	4,7 %

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?	No
N / A	
S-09 Does the company has a policy regarding human rights?	No
N / A	
S-10 Does the company have a policy regarding child labor and/or forced labor?	No
N / A	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	No
N / A	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
PT Indofarma (Persero) Tbk implements Corporate Social and Environmental Responsibility (CSER) programs that support the achievement of the Sustainable Development Goals (SDGs) through social,	

health, education, environmental, and community empowerment initiatives. The Company's CSER programs are designed to generate measurable and sustainable social, economic, and environmental benefits for communities and stakeholders surrounding the Company's operational areas. In 2025, the Company continued to implement Non-MSME CSER programs in accordance with the allocated budget as part of its contribution to society and the environment.

<https://indofarma.id/tanggung-jawab-sosial-perusahaan/>

<https://indofarma.id/laporan-keberlanjutan/>

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	1	0	0
Directors	0	2	0	0

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	27	100 %
Commissioner Attendance to Board Meetings	20	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
N / A	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a Board of Directors and Board of Commissioners performance evaluation policy based on the Management Contract and KPI assessment reports established by PT Bio Farma (Persero) as the majority holder of Series B shares. However, the details of such assessments are not publicly disclosed. The evaluation framework is also stipulated in the Board Manual, whereby the assessment criteria are derived from the Management Contract agreed with PT Bio Farma (Persero). The performance evaluation is conducted annually, with performance achievement monitored and measured on a monthly basis. https://indofarma.id/tata-kelola-perusahaan-yang-baik/	
G-05 Does the company has a policy regarding board training and development?	Yes
The Board of Commissioners participates in competency development programs through various training programs, seminars, regulatory policy socialization sessions, and benchmarking studies. The implementation of such competency development programs is aligned with the Board of Commissioners work plan and the Company's needs. A report is prepared for each competency development activity attended by members of the Board of Commissioners. The competency development program shall be incorporated into a dedicated work plan and budget within	

the Board of Commissioners Work Plan and Budget, which is separately presented in the Companys Annual Work Plan and Budget (RKAP).	
link : https://indofarma.id/download/board-manual-2021-charter-direksi-charter-dewan-komisaris/	
G-06 Does the company has a criteria regarding board appointment and re-election?	No
N / A	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has established a Code of Conduct, Anti-Corruption Policy, and Anti-Fraud Policy applicable to all members of the Board of Commissioners, Board of Directors, and employees. These policies regulate standards of conduct, integrity, compliance with laws and regulations, prevention of conflicts of interest, prohibition of bribery, gratuities, corruption, abuse of authority, and other fraudulent practices. To support implementation, the Company regularly conducts socialization and internalization of the Code of Conduct, applies internal control mechanisms, and provides a Whistleblowing System (WBS) that ensures the confidentiality of whistleblowers. Any alleged violations are followed up through investigation processes and the imposition of sanctions in accordance with applicable regulations. The Company is committed to upholding the principles of transparency, accountability, responsibility, independence, and fairness as part of the implementation of Good Corporate Governance (GCG). https://indofarma.id/tata-kelola-perusahaan-yang-baik/	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Taking into consideration the provisions of the Company's Articles of Association, the applicable OJK Regulations, and the prevailing laws and regulations.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has established policies on the prevention of conflicts of interest applicable to members of the Board of Commissioners, Board of Directors, and all employees as part of the implementation of Good Corporate Governance (GCG). These policies require all Company personnel to avoid situations where personal interests may conflict with the interests of the Company in the performance of their duties and decision-making processes. Members of the Board of Commissioners and Board of Directors are required to disclose any potential conflicts of interest and are prohibited from participating in decision-making processes involving transactions or activities in which they have a conflict of interest. The Company also implements a Code of Conduct and upholds the principles of transparency, accountability, responsibility, independence, and fairness while ensuring compliance with the Companys Articles of Association, OJK regulations, capital market regulations, and applicable laws and regulations. https://indofarma.id/tata-kelola-perusahaan-yang-baik/	

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	141-143
	E-02	Greenhouse Gas Emission Intensity	141-143
	E-03	Electricity Consumption	138-141
	E-04	Water Consumption	143-144
	E-05	Waste Generated	144-145
	E-06	Company Commitment to Achieving Net Zero Emission Target	136-145
	E-07	Company Commitment to Reduce Emission	141-145
Social	S-01	Gender Equality	110-112
	S-02	Employees by Gender and Age Group	110-112
	S-03	Employee Turnover Rate	113
	S-04	Number of Temporary Officers	109-110
	S-05	Employee Training and Development	118-121
	S-06	Number of Work Accidents	125-126
	S-07	Human Rights Violation Incidents	127
	S-08	Sexual Harassment and/or Non-Discrimination Policy	115-117
	S-09	Policy on Human Rights	115-117
	S-10	Child Labor and/or Forced Labor Policy	115-117
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	122-126
	S-12	Corporate Social Responsibility	146-155

Governance	G-01	Management Diversity and Independence	55
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	70
	G-03	Chairman of the Board and CEO Separation Policy	55
	G-04	Board of Directors and Commissioners Assessment Policy	76
	G-05	Board of Directors and Commissioners Training Policy	67
	G-06	Special Criteria for Election of the Board	55
	G-07	Code of Ethics and/or Anti-Corruption	101
	G-08	Fair Treatment Policy for Shareholders	84
	G-09	Conflict of Interest Prevention Policy	102

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 ☒ No

Thus to be informed accordingly.

Respectfully,
Indofarma Tbk.

Hilda

Approver

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