Danantara Indonesia

MIND ID

Laporan Keberlanjutan

SUSTAINABILITY REPORT

2025



SUSTAINABLE VALUE FOR INDONESIA AND THE WORLD

Nilai Berkelanjutan untuk Indonesia dan Dunia


MIND ID

SUSTAINABLE VALUE
FOR INDONESIA AND THE WORLD
Nilai Berkelanjutan untuk Indonesia dan Dunia

Tema "*Sustainable Value for Indonesia and the World*" mencerminkan komitmen MIND ID dalam menciptakan nilai jangka panjang melalui pengelolaan sumber daya yang bertanggung jawab, pengembangan hilirisasi industri, dan praktik pertambangan berkelanjutan yang mendukung transformasi ekonomi dan daya saing Indonesia di tingkat global. Sebagai Holding BUMN Industri Pertambangan, MIND ID memiliki peran strategis dalam memperkuat kedaulatan mineral nasional serta membangun industri hilir terintegrasi yang mendukung pertumbuhan industri, transisi energi, dan teknologi masa depan.

Komitmen tersebut sejalan dengan agenda Asta Cita Pemerintah Indonesia, khususnya dalam mempercepat hilirisasi industri, memperkuat ketahanan energi dan sumber daya, meningkatkan daya saing nasional, serta mendorong pertumbuhan ekonomi yang inklusif dan berkelanjutan. Melalui portofolio mineral strategis yang dimiliki, MIND ID turut berkontribusi dalam memperkuat posisi Indonesia sebagai salah satu pemain penting dalam rantai pasok global untuk mineral kritis dan industri masa depan.

Melalui peran tersebut, MIND ID terus berupaya menyeimbangkan keunggulan operasional, kontribusi ekonomi, pengelolaan lingkungan, dan tanggung jawab sosial di seluruh rantai nilai bisnisnya. Perseroan juga terus memperkuat tata kelola berkelanjutan, ketahanan operasional, efisiensi sumber daya, dan penciptaan nilai hilirisasi untuk mendukung kemakmuran jangka panjang nasional sekaligus menjawab perkembangan ekspektasi keberlanjutan global.

Selain menciptakan nilai ekonomi, MIND ID terus meningkatkan pengelolaan lingkungan, pengembangan kapabilitas sumber daya manusia, pemberdayaan masyarakat, dan praktik bisnis yang bertanggung jawab guna menciptakan dampak positif yang lebih luas bagi pemangku kepentingan, masyarakat, dan generasi mendatang, baik di tingkat nasional maupun global.

The theme "Sustainable Value for Indonesia and the World" reflects MIND ID's commitment to generating long-term value through responsible resource management, downstream industrial development, and sustainable mining practices that support Indonesia's economic transformation and global competitiveness. As Indonesia's state-owned mining industry holding company, MIND ID plays a strategic role in strengthening national mineral sovereignty and developing integrated downstream industries that contribute to industrial growth, energy transition, and future technologies.

This commitment is aligned with the Government of Indonesia's Asta Cita agenda, particularly in accelerating downstream industrialization, strengthening energy and resource resilience, enhancing national competitiveness, and driving inclusive and sustainable economic growth. Through its strategic mineral portfolio, MIND ID contributes to positioning Indonesia as an important player in the global supply chain for critical minerals and future industries.

Through this role, MIND ID continues to balance operational excellence, economic contribution, environmental stewardship, and social responsibility across its business value chain. The Company also continues to strengthen sustainable governance, operational resilience, resource efficiency, and downstream value creation to support long-term national prosperity while responding to evolving global sustainability expectations.

Alongside delivering economic value, MIND ID continues to enhance environmental management, workforce capability, community empowerment, and responsible business practices to create broader positive impacts for stakeholders, society, and future generations, both for Indonesia and the world.

Penjelasan Sampul
Cover Explanation



Menavigasi Haluan Negeri di Tengah Ketidakpastian Global

Navigating Indonesia's Course Amid Global Uncertainty

Desain ini mengonseptualisasikan peran vital MIND ID melalui citra kuat sebuah kapal navigasi kecil yang memandu kapal pengangkut raksasa. Kapal kecil yang tangguh ini melambangkan MIND ID, yang mengemban tanggung jawab rumit untuk mengarahkan kapal masif yang dipandunya. Kapal besar tersebut merepresentasikan visi bangsa untuk menciptakan harmonisasi bagi rakyat melalui pemberdayaan masyarakat, yang bergerak dengan momentum global yang signifikan.

Visualisasi ini mempertegas urgensi MIND ID sebagai seorang "Navigator". Layaknya pemandu ahli yang menentukan jalur paling aman dan efisien melalui selat yang sempit, MIND ID menetapkan arah masa depan bagi upaya Indonesia dalam membangun resiliensi melalui pemberdayaan masyarakat.

Di era yang diwarnai oleh turbulensi geopolitik, konflik internasional, dan kesenjangan sosial, pergerakan strategis MIND ID yang presisi memastikan bahwa visi Indonesia bagi rakyatnya tidak sekadar berjalan, melainkan berhasil dikemudikan menuju kemakmuran nasional dan stabilitas global.

This design portrays MIND ID's strategic role through the powerful imagery of a pilot vessel guiding a much larger ship through challenging waters. The pilot vessel symbolizes MIND ID, entrusted with the responsibility of providing direction, certainty, and leadership amid an increasingly complex global landscape. The larger vessel represents Indonesia's aspirations for sustainable growth, economic resilience, and shared prosperity for all Indonesians.

The visualization underscores MIND ID's role as a true navigator. Much like an experienced maritime pilot who safely guides a vessel through narrow and demanding passages, MIND ID helps steer the nation through a period marked by geopolitical tensions, economic volatility, supply chain disruptions, and global uncertainty.

Through strategic foresight, prudent decision-making, and a long-term commitment to national value creation, MIND ID ensures that Indonesia's journey is not merely sustained, but purposefully directed toward enduring prosperity, greater resilience, and a stronger position within the global economy.



Courtesy of PTBA

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Courtesy of INALUM



01

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

Kinerja Lingkungan Hidup
Environmental Performance

Total Konsumsi Energi
Total Energy Consumption

42.688.876 Giga Joule

Intensitas Energi
Energy Intensity

0,268 GJ/Rp Juta pendapatan
GJ/Rp Million revenue

Proporsi Konsumsi Energi Internal
Internal Energy Consumption Proportion

Energi Terbarukan
Renewable Energy

42%



58%
Energi Tidak Terbarukan
Non-Renewable Energy

Keanekaragaman Hayati
Biodiversity

Jumlah Pohon yang Ditanam Tahun 2025
Number of Trees Planted in 2025

>651.500 Pohon
Trees

Reklamasi
Reclamation

>7.800 Ha
Hectares

Akumulasi Lahan Reklamasi sampai tahun 2025
Of Accumulated Reclaimed Land up to 2025

Emisi GRK 2025
GHG Emissions 2025

Total Emisi Cakupan 1 dan 2
Total Scope 1 and 2 Emissions

3.524.978 Ton CO_2eq
Ton CO_2eq

Intensitas Emisi
Emission Intensity

0,022 Ton CO_2eq/Rp Juta pendapatan
Ton CO_2eq/Rp Million revenue

Limbah
Waste

Limbah Padat B3 yang Dialihkan dari Pembuangan Akhir
Hazardous Solid Waste Diverted from Disposal

82.876 Ton
Tons

Limbah Padat Non B3 yang Dialihkan dari Pembuangan Akhir
Non-Hazardous Solid Waste Diverted from Disposal

946.733 Ton
Tons

Pencapaian PROPER
PROPER Achievement



Inalum	1
Timah	1



antam	5
BukitAsam	1
Inalum	1
Timah	2

Kinerja Sosial
Social Performance

Pegawai 2025
2025 Employees

Jumlah Pegawai
Total Employees

10.252 pegawai employees

Persentase Pegawai Wanita
Female Employee Percentage

11,0%

Pegawai telah Menerima Penilaian Kinerja Sampai dengan Akhir Tahun 2025
Employees Receiving Performance Evaluations as of Year-End 2025

98,9%

Tanggung Jawab Sosial dan Lingkungan 2025
Community Investment and Engagement 2025

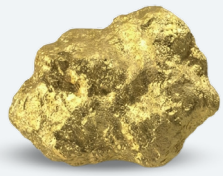
Realisasi Dana Program Tanggung Jawab Sosial dan Lingkungan Korporat
Realization of Community Investment and Engagement Fund

Rp259,93 miliar billion


Courtesy of PTVI

Kinerja Ekonomi
Economic Performance

Volume Produksi dan Penjualan 2025
Production Volume and Sales 2025

		Produksi Production	Penjualan Sales
	**Bijih Bauksit** Bauxite Ore	2.828,43 kilo wmt	1.889,41 kilo wmt
	**Emas** Gold	0,74 ton	37,36 ton
	**Aluminium** Aluminum	280,08 kilo ton	280,14 kilo ton
	**Batu bara** Coal	47,20 juta ton million ton	45,43 juta ton million ton
	**Logam Timah** Tin Metal	17,82 kilo ton	16,68 kilo ton
	**Bijih Nikel** Nickel Ore	16.114,10 kilo wmt	14.583,79 kilo wmt
	**FeroNikel** FerroNickel	16,06 kilo tNi	10,04 kilo tNi

Kinerja Keuangan 2025
Financial Highlights 2025

Nilai Ekonomi yang Dihasilkan
Generated Economic Value

Rp185,16 Triliun Trillion

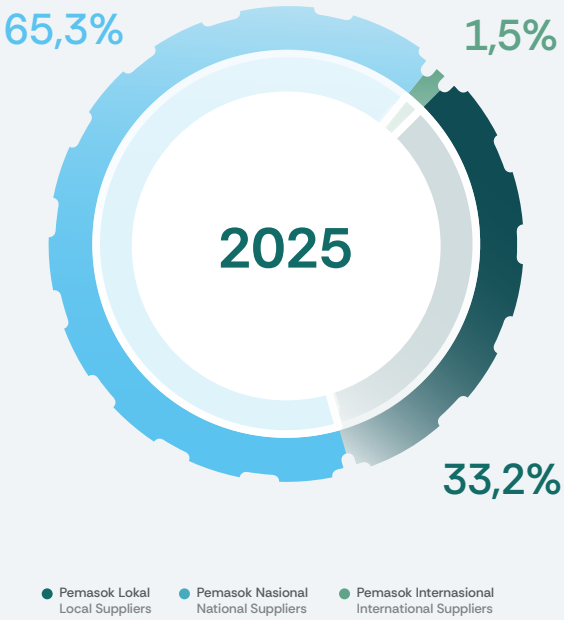
Nilai Ekonomi yang Didistribusikan
Distributed Economic Value

Rp180,30 Triliun Trillion

Total dari Pembayaran Kewajiban Pemerintah, Dividen dan Pajak
Total Government Obligation Payments, Dividends, and Taxes

Rp32,82 Triliun Trillion

Kinerja Pengadaan Barang dan Jasa 2025
2025 Goods and Services Procurement Highlights



Hasil *GCG Assessment* berdasarkan Parameter ASEAN CG Scorecard
GCG Assessment Results Based on ASEAN CG Scorecard Parameters

MIND ID

97,60%



Courtesy of ANTAM



02

Tentang Laporan Keberlanjutan

About the Sustainability Report

Sekilas MIND ID
Brief Profile of the Company

Melalui laporan ini, Grup MIND ID menegaskan komitmennya untuk menjalankan kegiatan usaha secara bertanggung jawab sekaligus berkontribusi pada pencapaian pembangunan berkelanjutan.

Through this report, the MIND ID Group reaffirms its commitment to conducting business activities responsibly while contributing to the achievement of sustainable development.



Courtesy of ANTAM



Selamat datang di Laporan Keberlanjutan PT Mineral Industri Indonesia (Persero) untuk tahun buku 2025. Laporan ini merupakan publikasi keberlanjutan ketiga yang disusun sebagai sarana untuk mengomunikasikan capaian kinerja, berbagai inisiatif yang telah dijalankan, tantangan yang dihadapi, serta arah dan rencana jangka panjang keberlanjutan Perusahaan. Penyusunan laporan ini mencerminkan komitmen Grup MIND ID dalam menjalankan kegiatan operasional dan bisnis secara bertanggung jawab guna mendukung tercapainya tujuan pembangunan berkelanjutan.

Dalam laporan ini, istilah "MIND ID", "Grup MIND ID", "Perusahaan", dan "Kami" digunakan secara bergantian untuk merujuk pada entitas dalam Grup MIND ID, yang mencakup PT ANTAM (Persero) Tbk (ANTAM), PT Bukit Asam (Persero) Tbk (PTBA), PT Indonesia Asahan Aluminium (INALUM), dan PT TIMAH (Persero) Tbk (TIMAH). Selain itu, pada bagian tertentu laporan ini juga digunakan singkatan unit usaha untuk memudahkan penyampaian informasi.

Laporan Keberlanjutan PT Mineral Industri Indonesia (Persero) tahun buku 2025 ini disusun sebagai wujud transparansi dan akuntabilitas Perusahaan dalam mengelola aspek keberlanjutan. Sebagai laporan keberlanjutan ketiga yang diterbitkan, dokumen ini memuat gambaran kinerja, inisiatif yang telah diimplementasikan, berbagai tantangan yang dihadapi, serta strategi dan rencana jangka panjang keberlanjutan Perusahaan.

Melalui laporan ini, Grup MIND ID menegaskan komitmennya untuk menjalankan kegiatan usaha secara bertanggung jawab sekaligus berkontribusi pada pencapaian pembangunan berkelanjutan.

Prinsip Pelaporan

Penyusunan Laporan Keberlanjutan ini mengacu pada prinsip-prinsip pelaporan Standar *Global Reporting Initiative* (GRI Standards) 2021 dalam rangka memastikan kualitas dan penampilan yang tepat dari informasi yang dilaporkan. Berikut ini adalah prinsip-prinsip pelaporan keberlanjutan yang diadopsi oleh MIND ID: [GRI 1]

Welcome to the Sustainability Report of PT Mineral Industri Indonesia (Persero) for the 2025 fiscal year. This report is the third sustainability publication prepared as a means of communicating the Company's performance achievements, the various initiatives implemented, the challenges faced, as well as the direction and long-term plans for sustainability of the Company. The preparation of this report reflects the MIND ID Group's commitment to conducting operational and business activities responsibly to support the achievement of the Sustainable Development Goals.

Throughout this report, the terms "MIND ID", "MIND ID Group", "Company", and "We" are used interchangeably to refer to entities within the MIND ID Group, which includes PT ANTAM (Persero) Tbk (ANTAM), PT Bukit Asam (Persero) Tbk (PTBA), PT Indonesia Asahan Aluminium (INALUM), and PT TIMAH (Persero) Tbk (TIMAH). In addition, certain parts of this report use business unit abbreviations to facilitate the presentation of information.

This Sustainability Report of PT Mineral Industri Indonesia (Persero) for the 2025 fiscal year has been prepared as a demonstration of the Company's transparency and accountability in managing aspects of sustainability. As the third sustainability report published, it provides an overview of performance, implemented initiatives, challenges faced, and long-term sustainability strategies and plans.

Through this report, the MIND ID Group affirms its commitment to conducting business activities responsibly while contributing to the achievement of sustainable development.

Reporting Principles

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI Standards) 2021, ensuring the quality and appropriate presentation of the reported information. The following are the sustainability reporting principles adopted by MIND ID: [GRI 1]

Keakuratan
Accuracy

Informasi yang disajikan harus akurat dan detail sehingga dapat digunakan sebagai bahan pertimbangan para pemangku kepentingan dalam membuat keputusan.
The information presented must be accurate and detailed so that it can be used as a consideration for stakeholders in making decisions.

Keseimbangan
Balance

Informasi yang disajikan harus menggambarkan sisi positif dan negatif atas aktivitas perusahaan sehingga penilaian kinerja perusahaan dapat dilakukan secara menyeluruh.
The information presented must describe both the positive and negative aspects of the company's activities, thereby enabling a comprehensive performance assessment.

Kejelasan
Clarity

Informasi yang disajikan harus dapat dimengerti dan dapat diakses oleh para pemangku kepentingan.
The information presented must be understandable and accessible to stakeholders.

Komparabilitas
Comparability

Informasi yang disajikan harus disusun secara konsisten sehingga para pemangku kepentingan dapat menganalisis perubahan kinerja perusahaan dari waktu ke waktu atau bahkan dengan perusahaan lain.
The information presented must be consistently structured, enabling stakeholders to assess changes in Company performance over time or in comparison with other companies.

Kelengkapan
Completeness

Laporan ini mengungkapkan seluruh aspek keberlanjutan yang material beserta batasan secara lengkap sehingga para pemangku kepentingan dapat mengevaluasi kinerja keberlanjutan Perusahaan dalam periode pelaporan.
This report fully discloses all material sustainability aspects and boundaries, enabling stakeholders to evaluate the Company's sustainability performance for the reporting period.

Konteks Keberlanjutan
Sustainability Context

Laporan ini mengungkapkan kinerja dan dampak perusahaan dalam konteks keberlanjutan yang meliputi aspek ekonomi, sosial dan lingkungan.
This report presents the Company's performance and impact in the sustainability context, encompassing economic, social and environmental dimensions.

Ketepatan Waktu
Timeliness

Laporan harus tersedia secara rutin dan tepat waktu bagi para pemangku kepentingan untuk membuat keputusan yang terinformasi.
Reports must be published regularly and promptly to support stakeholders' informed decision making.

Verifikasi
Verification

Proses penyusunan laporan serta informasi yang disajikan harus disiapkan sedemikian rupa sehingga dapat diperiksa, serta mencerminkan kualitas dan materialitas dari informasi yang disajikan.
The report preparation process and the information presented must enable independent review while reflecting the quality and materiality of the disclosures.

Laporan ini disusun dengan mengacu pada Standar *Global Reporting Initiative* (GRI Standards) 2021 sebagai kerangka utama pelaporan (*in accordance*), serta mempertimbangkan Sustainability Accounting Standards Board (SASB) sebagai rujukan dalam mengidentifikasi dan menilai topik-topik material yang relevan.

This report is prepared with reference to the Global Reporting Initiative (GRI Standards) 2021 as the main reporting framework, and considers the Sustainability Accounting Standards Board (SASB) as a reference for identifying and assessing relevant material topics.

Lingkup dan Batasan Pelaporan [GRI 2-2] [GRI 2-3]

Laporan Keberlanjutan ini memuat kinerja ekonomi, lingkungan, dan sosial Perusahaan yang disusun berdasarkan topik material serta batasan pelaporan yang telah ditetapkan. Informasi dan data yang disajikan bersumber dari MIND ID dan seluruh Anggota MIND ID, yaitu ANTAM, PTBA, INALUM, dan TIMAH, untuk periode pelaporan 1 Januari hingga 31 Desember 2025. Penyusunan laporan mengacu pada enam pilar *Sustainability Pathway* dan dibatasi pada entitas yang termasuk dalam cakupan laporan ini.

Dalam cakupan pelaporan, aspek tata kelola, sumber daya manusia, dan sosial meliputi MIND ID beserta seluruh Anggota MIND ID. Sementara itu, aspek lingkungan difokuskan pada Anggota MIND ID. Sedangkan untuk aspek Keselamatan dan Kesehatan Kerja (K3), cakupan pelaporan mencakup Anggota MIND ID serta mitra kerja atau kontraktor yang beroperasi di wilayah kerja Anggota MIND ID.

Data keuangan yang digunakan dalam laporan ini mengacu pada laporan keuangan konsolidasian yang telah diaudit oleh auditor eksternal. Penentuan cakupan dan batasan pelaporan dilakukan dengan menggunakan pendekatan kontrol operasional, yang mencakup data yang dikonsolidasikan dari Anggota MIND ID pada unit bisnis tertentu.

Scope and Limitations of Reporting [GRI 2-2] [GRI 2-3]

This Sustainability Report presents the Company's economic, environmental, and social performance, compiled against material topics and established reporting boundaries. The information and data presented are sourced from MIND ID and all MIND ID Members, namely ANTAM, PTBA, INALUM, and TIMAH, for the reporting period from 1 January to 31 December 2025. The report is prepared in line with the six pillars of the Sustainability Pathway and is limited to entities within the defined scope.

Within the reporting scope, governance, human resources, and social aspects encompass MIND ID and all MIND ID Members. Environmental aspects, however, focus solely on MIND ID Members. Occupational Safety and Health (OHS) aspects include MIND ID Members as well as work partners or contractors operating within their work areas.

The financial data used in this report are based on the consolidated financial statements audited by an external auditor. The scope and boundaries of the reporting were determined using an operational control approach, which includes consolidated data from MIND ID Members across specific business units.

	Lingkup dan Batasan Pelaporan	Scope and Limitations of Reporting
MIND ID	Kantor MIND ID, Jakarta	MIND ID Office, Jakarta
ANTAM	1. Unit Bisnis Pertambangan Nikel Kolaka 2. Unit Bisnis Pertambangan Nikel Maluku Utara 3. Unit Bisnis Pertambangan Emas Pongkor (UBP Emas Pongkor) 4. Unit Bisnis Pengolahan dan Pemurnian Logam Mulia (UBPP Logam Mulia) 5. Unit Bisnis Pertambangan Bauksit Kalimantan Barat 6. Unit Bisnis Pertambangan Nikel Konawe Utara 7. Unit Geomin di Jakarta 8. Kantor Pusat di Jakarta	1. Kolaka Nickel Mining Business Unit 2. North Maluku Nickel Mining Business Unit 3. Pongkor Gold Mining Business Unit 4. Precious Metal Processing and Refinery Business Unit 5. West Kalimantan Bauxite Mining Business Unit 6. North Konawe Nickel Mining Business Unit 7. Geomin Unit in Jakarta 8. Head Office in Jakarta
PTBA	1. Unit Pertambangan Tanjung Enim 2. Unit Pertambangan Ombilin 3. Pelabuhan Tarahan 4. Pelabuhan Kertapati 5. Kantor Perwakilan Jakarta	1. Tanjung Enim Mining Unit 2. Ombilin Mining Unit 3. Tarahan Port 4. Kertapati Port 5. Jakarta Representative Office
INALUM	1. Pabrik Peleburan Kuala Tanjung 2. PLTA Paritohan 3. Kantor Perwakilan Jakarta	1. Kuala Tanjung Smelter Plant 2. Paritohan Hydroelectric Power Plant 3. Jakarta Representative Office
TIMAH	1. Wilayah Bangka 2. Wilayah Kundur 3. Wilayah Belitung 4. Kantor Perwakilan Jakarta	1. Bangka Region 2. Kundur Region 3. Belitung Region 4. Jakarta Representative Office

Hubungan dengan Pemangku Kepentingan [GRI 2-29]

Dalam menjalankan kegiatan usahanya, Perusahaan berhubungan dengan beragam pemangku kepentingan yang turut memengaruhi keberlangsungan bisnis, baik secara langsung maupun tidak langsung. Menyadari pentingnya peran tersebut, Perusahaan terus memperkuat kolaborasi dan menjaga komunikasi yang konstruktif guna membangun hubungan yang saling mendukung.

Perusahaan juga mendorong partisipasi aktif para pemangku kepentingan agar pandangan, kebutuhan, serta ekspektasi mereka dapat terakomodasi dalam perumusan strategi keberlanjutan. Melalui pendekatan yang inklusif ini, Perusahaan berupaya memastikan bahwa setiap kebijakan dan inisiatif yang dijalankan selaras dengan kepentingan bersama serta mampu menciptakan nilai jangka panjang.

Grup MIND ID secara konsisten menerapkan praktik pelibatan pemangku kepentingan yang mengacu pada AA1000 *Stakeholder Engagement Standard* (AA1000SES) 2015. Setiap Anggota MIND ID melakukan identifikasi terhadap pemangku kepentingan dan menyesuaikan bentuk serta intensitas interaksi berdasarkan tingkat kepentingan dan pengaruhnya terhadap Perusahaan.

Dalam pelaksanaan pelibatan pemangku kepentingan tersebut, Perusahaan berpegang pada sejumlah prinsip sebagai berikut:

Stakeholder Engagement [GRI 2-29]

In conducting its business activities, the Company engages with various stakeholders who directly and indirectly influence its sustainability. Recognising their importance, the Company continues to strengthen collaboration and maintain constructive communication to build mutually beneficial relationships.

The Company also encourages active stakeholder participation to ensure that their perspectives, needs, and expectations are incorporated into the sustainability strategy. Through this inclusive approach, the Company strives to ensure that every policy and initiative is aligned with the shared interests and capable of creating long-term value.

The MIND ID Group consistently implements stakeholder engagement practices in accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015. Each MIND ID Member identifies stakeholders and adjusts the form and intensity of interaction based on the level of importance and influence on the Company.

In implementing stakeholder involvement, the Company adheres to the following principles:

INKLUSIVITAS
INCLUSIVITY

Memastikan keterlibatan pemangku kepentingan dalam pelaksanaan tanggung jawab serta pemberian respons yang akuntabel dan selaras dengan strategi keberlanjutan Perusahaan.
Ensuring stakeholder involvement in the implementation of responsibilities and providing accountable responses aligned with the Company's sustainability strategy.

MATERIALITAS
MATERIALITY

Menanggapi tingkat relevansi dan signifikansi isu-isu yang berdampak bagi Perusahaan maupun para pemangku kepentingan.
Responding to the level of relevance and significance of issues impacting the Company and its stakeholders.

RESPONSIVITAS
RESPONSIVENESS

Menindaklanjuti isu-isu pemangku kepentingan yang berdampak terhadap keberlanjutan melalui pengambilan keputusan, pelaksanaan tindakan, pencapaian kinerja, serta komunikasi yang efektif.
Following up on stakeholder issues that impact sustainability through decision making, action implementation, performance achievement, and effective communication.

DAMPAK
IMPACT

Memantau, mengevaluasi, serta mempertanggungjawabkan dampak aktivitas Perusahaan terhadap ekosistem yang lebih luas.
Monitoring, evaluating, and reporting on the impact of the Company's activities on the broader ecosystem.

Melalui penerapan prinsip-prinsip tersebut, Grup MIND ID mengembangkan pendekatan pelibatan pemangku kepentingan yang tepat serta menetapkan intensitas dan frekuensi interaksi yang sesuai. Pendekatan ini memungkinkan Perusahaan untuk memperoleh pemahaman yang lebih mendalam mengenai isu-isu prioritas serta ekspektasi para pemangku kepentingan. Informasi yang diperoleh selanjutnya digunakan sebagai dasar dalam penyusunan strategi keberlanjutan yang responsif terhadap kebutuhan pemangku kepentingan, sekaligus dalam penentuan topik-topik yang relevan untuk diungkapkan dalam laporan.

Pemangku kepentingan Grup MIND ID mencakup pemegang saham, pelanggan, pegawai dan serikat pekerja, pemerintah, kontraktor dan mitra kerja, media massa, masyarakat dan komunitas lokal, lembaga swadaya masyarakat, serta industri dan asosiasi usaha pertambangan. Penjelasan lebih lanjut mengenai mekanisme pelibatan, frekuensi komunikasi, serta isu utama yang menjadi perhatian masing-masing pemangku kepentingan disajikan pada Pilar 4: *Society*.

Periode Pelaporan [GRI 2-3]

Laporan Keberlanjutan MIND ID diterbitkan secara tahunan sejalan dengan periode tahun buku Perusahaan. Laporan ini menyajikan kinerja keberlanjutan Perseroan untuk periode 1 Januari 2025 hingga 31 Desember 2025. Dalam penyusunan laporan tahun buku 2025, Perusahaan tetap menggunakan kerangka *Sustainability Pathway* sebagai acuan dalam proses pengumpulan dan penyajian data, sebagaimana telah diterapkan pada laporan keberlanjutan tahun sebelumnya.

Pernyataan Kembali Informasi [GRI 2-4]

MIND ID melakukan pernyataan kembali (*restatement*) atas beberapa data dalam Laporan Keberlanjutan sebagai bagian dari upaya meningkatkan akurasi, konsistensi, dan kualitas pelaporan di tingkat Grup. Penyesuaian ini dilakukan akibat perubahan metodologi pengumpulan dan konsolidasi data agar informasi yang disajikan lebih andal dan dapat diperbandingkan.

Pernyataan kembali dilakukan pada data Pengambilan Air, Pengambilan Air Berdasarkan Kualitas Air, Pembuangan Air berdasarkan Badan Air Penerima, Pengukuran Beban Pencemaran Emisi Non-GRK, Jumlah Konsumsi Energi Internal tahun, Emisi Gas Rumah Kaca, Emisi Cakupan 3, Intensitas Emisi, Limbah Padat yang Dihasilkan, Limbah yang Dihasilkan dari Pembuangan Akhir, Limbah yang Dikirim ke Pembuangan Akhir, Rekrutmen dan Pergantian Pegawai, UMK Naik Kelas tahun, Data Rekrutmen, serta Data Tenaga Ahli Daya. Penjelasan lebih rinci terkait perubahan data dan dasar penyesuaiannya disampaikan pada masing-masing tabel terkait.

By applying these principles, the MIND ID Group develops an appropriate stakeholder engagement approach and determines the appropriate intensity and frequency of interactions. This approach enables the Company to gain a deeper understanding of priority issues and stakeholder expectations. The information obtained is then used as the basis for developing a sustainability strategy that is responsive to stakeholder needs and in determining relevant topics to be disclosed in the report.

MIND ID Group stakeholders include shareholders, customers, employees and unions, governments, contractors and partners, the media, local communities, non-governmental organizations, and the mining industry and business associations. Further details on engagement mechanisms, communication frequency, and key issues of concern to each stakeholder are presented in Pillar 4: Society.

Reporting Period [GRI 2-3]

The MIND ID Sustainability Report is published annually, aligned with the fiscal year of the Company. This report presents the Company's sustainability performance for the period from 1 January 2025 to 31 December 2025. In preparing the 2025 fiscal year report, the Company continued to use the Sustainability Pathway framework as a reference for the data collection and presentation process, as applied in the previous year's sustainability report.

Restatement of Information [GRI 2-4]

MIND ID has restated several data disclosures in this Sustainability Report as part of its efforts to enhance the accuracy, consistency, and quality of reporting at the Group level. These adjustments were undertaken due to changes in data collection and consolidation methodologies, ensuring the information presented is more reliable and comparable.

The restatements were made to data on Water Withdrawal, Water Withdrawal by Water Quality, Water Discharge by Receiving Water Body, Non-GHG Emission Pollution Load Measurement, Total Internal Energy Consumption, Greenhouse Gas Emissions, Scope 3 Emissions, Emission Intensity, Solid Waste Generated, Waste Generated from Final Disposal, Waste Sent for Final Disposal, Employee Recruitment and Turnover, Graduated MSMEs, Recruitment Data, and Skilled Workforce Data. Further details on the changes and the basis for the adjustments are provided in each respective table.

Verifikasi dari Pihak Independen [GRI 2-5]

Grup MIND ID berkomitmen untuk menjaga keakuratan dan kewajaran seluruh informasi yang diungkapkan dalam Laporan Keberlanjutan ini sebagai bagian dari kebijakan dan upaya Perusahaan dalam mendukung pembangunan berkelanjutan. Untuk memastikan objektivitas dan kredibilitas informasi, Perusahaan melibatkan pihak ketiga independen yang tidak memiliki keterkaitan dengan Perusahaan guna melaksanakan proses *assurance* secara independen.

Penunjukan penyedia *assurance* dilakukan melalui persetujuan Direksi dengan koordinasi fungsi *Sustainability*. Pada tahun 2025, Perusahaan menunjuk PT TUV Rheinland Indonesia sebagai pihak independen untuk melaksanakan *assurance* Type 2 Level Moderate sesuai dengan standar AA1000. Pernyataan *assurance* atas proses tersebut disajikan pada halaman 308.

Aksesibilitas dan Umpan Balik [GRI 2-3]

Perusahaan memberikan kesempatan kepada pembaca serta seluruh pemangku kepentingan untuk menyampaikan tanggapan, saran, masukan, maupun kritik terhadap Laporan Keberlanjutan ini. Setiap umpan balik dipandang sebagai elemen penting dalam proses penyempurnaan, sehingga dapat mendukung peningkatan transparansi dan kualitas pengungkapan pada periode pelaporan berikutnya.

Apresiasi disampaikan atas setiap masukan yang diterima, yang selanjutnya akan dijadikan bahan evaluasi dalam memperkuat praktik pelaporan keberlanjutan Perseroan di masa mendatang. Umpan balik dapat disampaikan melalui Lembar Umpan Balik yang tersedia pada bagian akhir laporan ini, atau melalui informasi kontak berikut:

Sekretaris Perusahaan

MIND ID
Energy Building Lantai 19 dan 27, SCBD
Jl. Jenderal Sudirman Kav. 52–53
Jakarta 12190, P.O. BOX 6917
Jakarta Selatan, Indonesia
Telepon: (+6221) 2793 8750
Faksimili: (+6221) 2793 6331
Email: corsec@mind.id

Pada tahun 2025, Perseroan tidak mendapatkan umpan balik dari laporan yang dipublikasi tahun sebelumnya.

Verification from Independent Parties [GRI 2-5]

The MIND ID Group is committed to maintaining the accuracy and fairness of all information disclosed in this Sustainability Report, as part of the Company's policies and efforts to support sustainable development. To ensure the objectivity and credibility of the information, the Company engages an independent third party with no affiliation to conduct the assurance process.

The appointment of an assurance provider is made through the approval of the Board of Directors in coordination with the Sustainability function. In 2025, the Company appointed PT TUV Rheinland Indonesia as an independent party to conduct Type 2 Level Moderate assurance in accordance with the AA1000 standard. The assurance statement for this process is presented on page 308.

Accessibility and Feedback [GRI 2-3]

The Company provides all readers and stakeholders with the opportunity to submit responses, suggestions, input, and feedback regarding this Sustainability Report. All feedback is regarded as a crucial element of the continuous improvement process, supporting enhanced transparency and the quality of disclosure in future reporting periods.

We appreciate all feedback received, which serves as valuable input for evaluating and strengthening the Company's Sustainability Reporting practices in the future. Feedback can be submitted through the Feedback Sheet provided at the end of this report, or via the contact information listed below:

Company Secretary

MIND ID
Energy Building, 19th and 27th Floor, SCBD
Jl. Jenderal Sudirman Kav. 52–53
Jakarta 12190, P.O. BOX 6917
South Jakarta, Indonesia
Telephone: (+6221) 2793 8750
Facsimile: (+6221) 2793 6331
Email: corsec@mind.id

In 2025, no feedback was received on the report published in the prior year.



Courtesy of TIMAH



Courtesy of ANTAM



03

Profil Perusahaan

Company Profile

MIND ID adalah wajah Indonesia yang kaya akan sumber daya alam dan kaya akan talenta dari putra-putri Indonesia yang siap berkarya dan bersinergi memberikan yang terbaik bagi negeri.

MIND ID represents the face of Indonesia, showcasing a wealth of natural resources and a talented workforce comprised of Indonesian sons and daughters ready to work and collaborate to contribute the best for the country.

PT Mineral Industri Indonesia (Persero), disebut juga sebagai "MIND ID" atau "Perusahaan", merupakan Holding BUMN Industri Pertambangan yang beranggotakan PT Aneka Tambang (Persero) Tbk, PT Bukit Asam (Persero) Tbk, PT Indonesia Asahan Aluminium, PT TIMAH (Persero) Tbk, PT Freeport Indonesia, dan PT Vale Indonesia Tbk.

Perjalanan Holding BUMN Industri Pertambangan Indonesia dimulai sejak tahun 2017 ketika resmi dibentuk dengan menggunakan entitas PT Indonesia Asahan Aluminium (Persero) atau "INALUM" sebagai entitas induk yang memiliki mayoritas saham pada 3 (tiga) perusahaan industri tambang terbesar di Indonesia, yaitu PT ANTAM (Persero) Tbk, PT Bukit Asam (Persero) Tbk dan PT TIMAH (Persero) Tbk. Pada tahun 2023, Holding BUMN Industri Pertambangan Indonesia bertransformasi menjadi MIND ID/PT Mineral Industri Indonesia (Persero). Transformasi ini memisahkan peran INALUM sebagai perusahaan operasional peleburan Aluminium dari fungsi holding industri pertambangan yang sejak saat itu dijalankan.

PT Mineral Industri Indonesia (Persero), also known as "MIND ID" or "Company", is a state-owned mining industry holding company, whose members are PT Aneka Tambang (Persero) Tbk, PT Bukit Asam (Persero) Tbk, PT Indonesia Asahan Aluminium, PT TIMAH (Persero) Tbk, PT Freeport Indonesia, and PT Vale Indonesia Tbk.

The journey of the state-owned mining industry holding company began in 2017, when it was officially established with PT Indonesia Asahan Aluminium (Persero), or "INALUM", as the parent entity, holding a majority of shares in Indonesia's three largest mining companies, namely PT ANTAM (Persero) Tbk, PT Bukit Asam (Persero) Tbk, and PT TIMAH (Persero) Tbk. In 2023, the state-owned mining industry holding company was transformed into MIND ID/PT Mineral Industri Indonesia (Persero). This separated INALUM's role as an aluminum smelting company from the broader mining industry holding function, which has since been managed by MIND ID.

Selanjutnya, pada tanggal 8 Desember 2022, Pemerintah Indonesia menerbitkan Peraturan Pemerintah No. 45 Tahun 2022 tentang Pengurangan Penyertaan Modal Negara Republik Indonesia pada Perusahaan Perseroan (Persero) PT Indonesia Asahan Aluminium. Berdasarkan PP No. 45/2022 tersebut, INALUM tidak lagi menjadi *holding* dan berubah status menjadi anggota dari MIND ID, Holding BUMN Industri Pertambangan. Lalu pada tanggal yang sama, Pemerintah Indonesia juga menerbitkan Peraturan Pemerintah No. 46 Tahun 2022 tanggal 8 Desember 2022 tentang Penyertaan Modal Negara Republik Indonesia untuk Pendirian Perusahaan Perseroan (Persero) di Bidang Pertambangan. PP No. 46/2022 ini menandakan dibentuknya PT Mineral Industri Indonesia (Persero) sebagai entitas baru dari MIND ID sekaligus mengukuhkan transformasi korporasi MIND ID menjadi *strategic holding company*.

Furthermore, on 8 December 2022, the Indonesian Government issued Government Regulation No. 45 of 2022 concerning the Reduction of the Republic of Indonesia's State Equity Participation in the Limited Liability Company (Persero) PT Indonesia Asahan Aluminium. In accordance with Government Regulation No. 45/2022, INALUM is no longer a holding company and has changed its status to become a member of MIND ID, the state-owned mining industry holding company. On the same date, the Indonesian Government also issued Government Regulation No. 46 of 2022 dated 8 December 2022, concerning the Republic of Indonesia's State Equity Participation for the Establishment of a Limited Liability Company (Persero) in the Mining Sector, where PP No. 46/2022 marks the formation of PT Mineral Industri Indonesia (Persero) as a new entity of MIND ID while also confirming MIND ID's corporate transformation into a strategic holding company.

PT Mineral Industri Indonesia (Persero) resmi didirikan berdasarkan Akta Pendirian No. 59 tanggal 17 Februari 2023 yang dibuat di hadapan Notaris Jose Dima Satria, S.H., M.Kn., di Jakarta, yang telah mendapatkan pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia sesuai dengan Surat Keputusan tanggal 21 Maret 2023 No. AHU-0023051.AH.01.01.TAHUN 2023.

PT Mineral Industri Indonesia (Persero) was officially established in accordance with Deed of Establishment No. 59 on 17 February 2023 made before Notary Jose Dima Satria, SH, M.Kn., in Jakarta, which was approved by the Minister of Law and Human Rights of the Republic of Indonesia in accordance with Decree No. AHU-0023051.AH.01.01.TAHUN 2023 on 21 March 2023.

MIND ID hadir untuk mengeksplorasi, menjelajah, dan mencari cara serta berinovasi baru untuk memperoleh, mempelajari, dan mengelola potensi kekayaan sumber daya mineral dan batu bara Indonesia dan industri pengolahannya, hingga memasarkan berbagai produk mineral tambang untuk menjadi sumber kebaikan bagi kemajuan bersama. MIND ID juga memberikan nilai tambah ke dalam organisasi melalui penerapan budaya perusahaan yang berlandaskan *Core Values* AKHLAK untuk menjadikan organisasi yang unggul dan senantiasa belajar, mampu terus berinovasi serta menyesuaikan diri dengan perkembangan jaman, juga membentuk para pemimpin masa depan melalui serangkaian program pengembangan diri.

MIND ID exists to explore, search for, and find new ways and innovations to obtain, study, and manage the potential wealth of Indonesia's mineral and coal resources and its processing industry, and to market various mineral mining products to become a source of good for mutual progress. MIND ID also provides added value to the organization by implementing a corporate culture based on AKHLAK Core Values, creating an organization that excels, learns continuously, innovates, adapts to the times, and develops future leaders through a series of self-development programs.

MIND ID adalah wajah Indonesia yang kaya akan sumber daya alam dan kaya akan talenta dari putra-putri Indonesia yang siap berkarya dan bersinergi memberikan yang terbaik bagi negeri. MIND ID hadir untuk kemakmuran Indonesia, kemajuan peradaban dunia, dan masa depan yang lebih baik.

MIND ID represents Indonesia, rich in natural resources and the talents of its youth ready to work together and synergise to deliver the best for the nation. MIND ID exists for Indonesia's prosperity, the advancement of global civilization, and a brighter future.

Identitas Perusahaan [GRI 2-1]
Company Identity [GRI 2-1]

Nama Perusahaan Company Name	Perusahaan Perseroan (Persero) PT Mineral Industri Indonesia, atau PT Mineral Industri Indonesia (Persero) Limited Liability Company (Persero) PT Mineral Industri Indonesia, or PT Mineral Industri Indonesia (Persero)
Dasar Hukum Pendirian Legal Basis of Establishment	• Peraturan Pemerintah Republik Indonesia No. 46 Tahun 2022 tentang Penyertaan Modal Negara Republik Indonesia untuk Pendirian Perusahaan Perseroan (Persero) di Bidang Pertambangan, tertanggal 8 Desember 2022. • Akta No. 59 tanggal 17 Februari 2023 yang dibuat di hadapan Jose Dima Satria, S.H., M.Kn., Notaris di Jakarta, yang telah mendapatkan pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia sesuai dengan Surat Keputusan tanggal 21 Maret 2023 Nomor AHU-0023051.AH.01.01.TAHUN 2023. • Government Regulation of the Republic of Indonesia No. 46 of 2022 concerning State Capital Participation of the Republic of Indonesia for the Establishment of Limited Liability Company (Persero) in the Mining Sector, dated 8 December 2022. • Deed No. 59 dated February 17, 2023 drawn up before Jose Dima Satria, SH, M.Kn., Notary in Jakarta, which has been approved by the Minister of Law and Human Rights of the Republic of Indonesia in accordance with Decision dated 21 March 2023 No. AHU-0023051.AH.01.01.TAHUN 2023.
Kepemilikan Saham Share Ownership	Pemerintah Republik Indonesia 100,00% Indonesian Government 100.00%
Lokasi Kantor Pusat Head Office Location	MIND ID Energy Building Lantai 19 dan 27 / 19th and 27th Floor SCBD Jl. Jenderal Sudirman Kav. 52-53 P.O. BOX 6917 Jakarta Selatan, DKI Jakarta 12190, Indonesia Telp. +62 27938750 Faks. +62 27936331
Telepon Telephone	+62 27938750
E-mail dan Website E-mail and Website	corsec@mind.id www.mind.id
Media Sosial Social media	YouTube Channel: Mining Industry Indonesia MIND ID Facebook: MiningIndustryIndonesia Instagram: @miningindustry.id Twitter: @MiningIndonesia
Jumlah dan Nama Negara Tempat Beroperasi Number and Name of Countries of Operation	1 (satu), Indonesia 1 (one), Indonesia
Jumlah Pegawai 2025 Number of Employees 2025	10.252 orang | people

Skala Usaha
Business Scale

Deskripsi Description	Satuan Unit	2025	2024	2023
Aset Assets	Rp Juta Rp Million	307.656.912	292.110.349	259.181.893
Liabilitas Liabilities	Rp Juta Rp Million	135.590.971	131.865.682	129.551.107
Ekuitas Equity	Rp Juta Rp Million	172.065.941	160.244.667	129.630.786
Pendapatan Revenue	Rp Juta Rp Million	159.461.043	145.211.534	107.873.640
Laba Tahun Berjalan Profit for the Year	Rp Juta Rp Million	29.887.970	40.200.018	27.523.394
EBITDA**	Rp Juta Rp Million	41.133.686	52.495.534	40.291.392

**) EBITDA = laba usaha + beban depresiasi dan amortisasi + laba/(rugi) kurs - rugi selisih kurs mata uang asing + bagian laba (rugi) dari entitas asosiasi dan ventura bersama.
EBITDA = operating profits + depreciation and amortisation expenses + foreign exchange gains/(loss) - foreign exchange loss + share of profits/(loss) from associated entities and joint ventures.

Sertifikasi yang Berlaku di Tahun 2025
Certifications Valid in 2025



ISO 22301:2019

Business Continuity Management for Enterprise Resource Planning (ERP) Application at MIND ID Holding

Lembaga: Issued by: TUV SUD

Tanggal Diterbitkan: Issuance Date: 23 Januari 2023 / 23 January 2023

Berlaku Hingga: Valid Until: 1 Januari 2028 / 1 January 2028



ISO/IEC 20000-1:2018

IT Service Management System for Provision of Enterprise Resource Planning Material Management Module for Internal Customer Supply Chain Management Division in accordance with the service cataloque

Lembaga: Issued by: TUV SUD

Tanggal Diterbitkan: Issuance Date: 2 Januari 2024 / 2 January 2024

Berlaku Hingga: Valid Until: 1 Januari 2027 / 1 January 2027



ISO/IEC 27001:2022

Sistem Manajemen Keamanan Information Security Management System

Lembaga: Issued by: TUV SUD

Tanggal Diterbitkan: Issuance Date: 24 November 2025

Berlaku Hingga: Valid Until: 23 November 2028



SNI ISO 37001:2016

Sistem Manajemen Anti Penyuapan Anti-Bribery Management System

Lembaga: Issued by: PT Mutuagung Lestari (MUTU International)

Tanggal Diterbitkan: Issuance Date: 14 Desember 2023 / 14 December 2023

Berlaku Hingga: Valid Until: 14 Desember 2026 / 14 December 2026

Visi, Misi, dan Nilai Perusahaan MIND ID

Company Vision, Mission, and Values of MIND ID

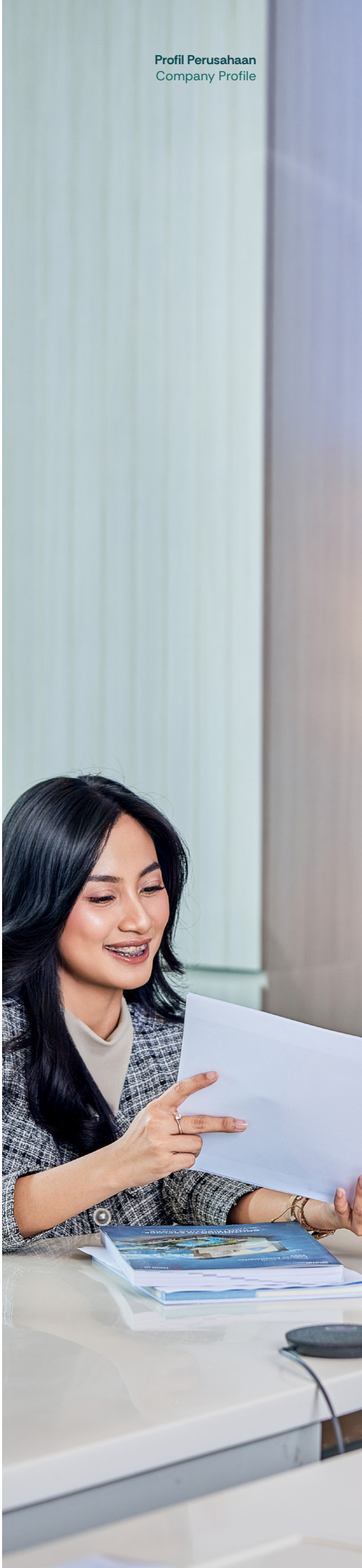
Visi
Vision

Menjadi perusahaan tambang global terintegrasi yang menjamin praktik keberlanjutan dalam pengelolaan sumber daya alam dan penguatan industri strategis Indonesia.

To become a globally integrated mining company that ensures sustainable practices in natural resource management and supports the development of Indonesia's strategic industries.

Misi
Mission

- Menciptakan kemakmuran untuk negara, masyarakat dan seluruh pemangku kepentingan.
  Creating prosperity for the country, society and all stakeholders.
- Menguasai cadangan dan sumber daya alam di Indonesia dengan bisnis hulu dan hilir yang bertaraf kelas dunia.
  Controlling Indonesia's natural reserves and resources with world-class upstream and downstream businesses.
- Menciptakan nilai perusahaan melalui bisnis hulu dan hilir yang terintegrasi.
  Creating corporate value through integrated upstream and downstream businesses.
- Mewujudkan *operational excellence* melalui peningkatan sinergi, produktivitas, dan mengadopsi teknologi terkini.
  Achieving operational excellence through increasing synergy, productivity, and adopting the latest technology.
- Memimpin pasar dan mewujudkan keunggulan global sebagai perusahaan sumber daya alam yang terkemuka dalam inovasi dan teknologi, kemitraan, *business and market intelligence,* dan manajemen energi.
  Leading the market and realizing global excellence as a leading natural resources company in innovation and technology, partnerships, business and market intelligence, and energy management.
- Merekrut talenta terbaik untuk seluruh aktivitas Perusahaan.
  Recruiting the best talent for all company activities.





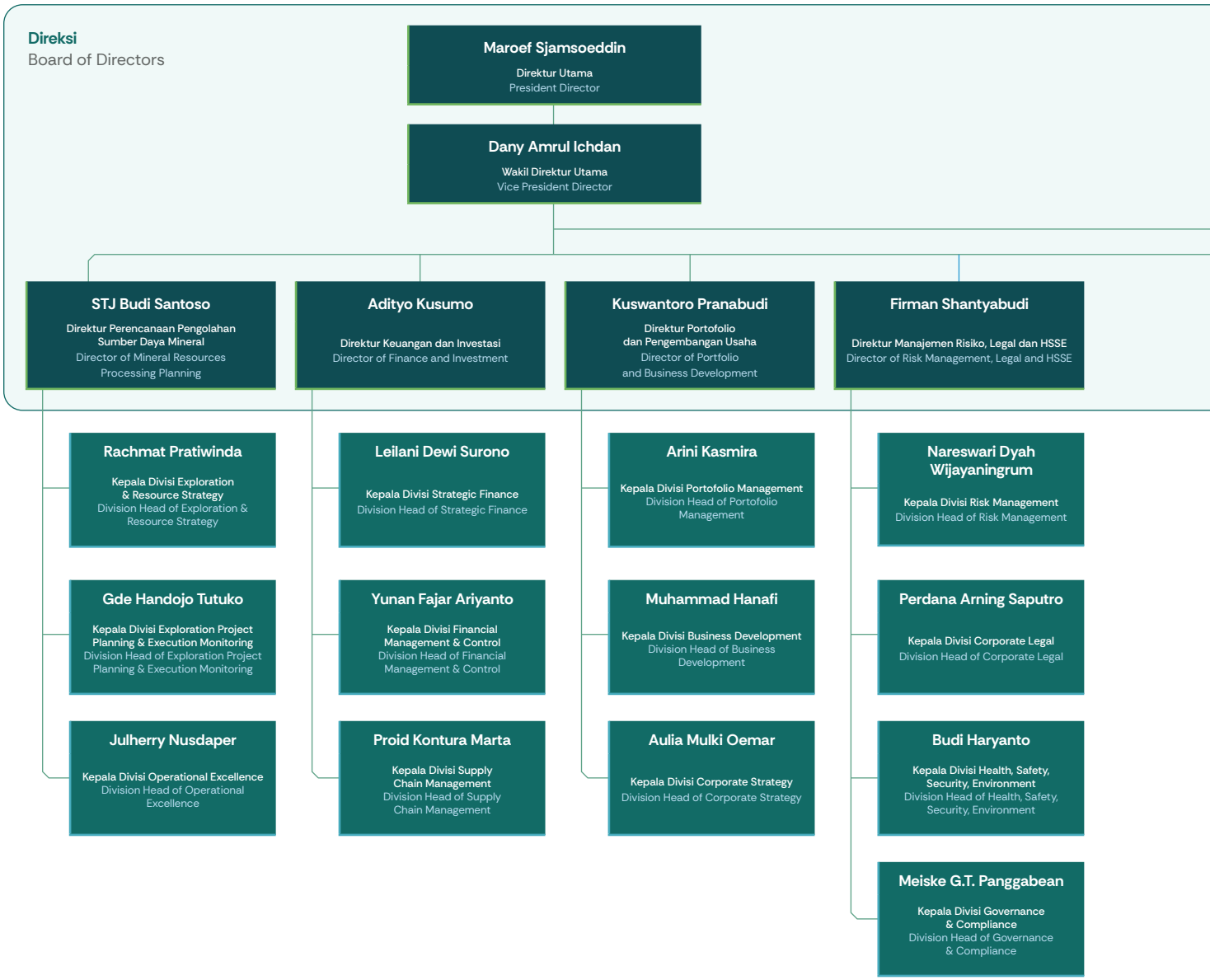
Nilai-nilai Perusahaan
Corporate Values

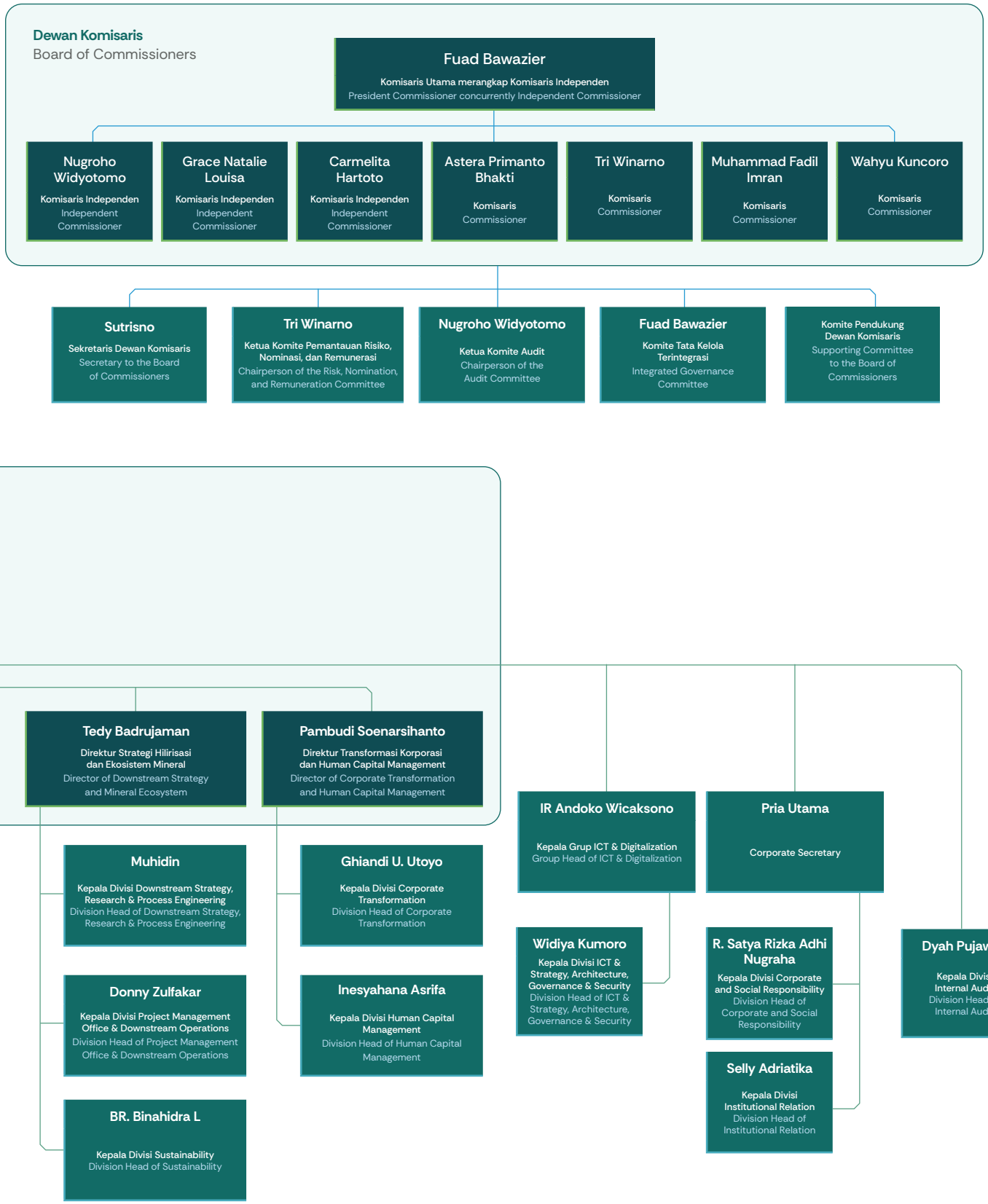
A	**Amanah** Trustworthy Memegang teguh kepercayaan yang diberikan. Upholding the trust.
K	**Kompeten** Competent Terus belajar dan mengembangkan kapabilitas. Continually learning and developing capabilities.
H	**Harmonis** Harmonious Saling peduli dan menghargai perbedaan. Caring for each other and respecting the differences.
L	**Loyal** Loyal Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara. Dedicated and prioritizing the interests of the Nation and the State.
A	**Adaptif** Adaptive Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan. Constantly innovating and enthusiastically driving or facing change.
K	**Kolaboratif** Collaborative Membangun kerja sama yang sinergis. Building synergistic cooperation.

Struktur Organisasi
Organizational Structure

Struktur organisasi Perusahaan disusun berdasarkan visi, misi dan tujuan MIND ID, serta telah ditetapkan melalui Surat Keputusan Direksi No. SK-021/DIR/2025 tanggal 6 Oktober 2025 tentang Struktur Organisasi, Pemetaan Jabatan, dan Standar Jumlah Jabatan PT Mineral Industri Indonesia (Persero).

The Company's organizational structure is aligned with the vision, mission and objectives of MIND ID, and has been determined through the Board of Directors' Decree No. SK-021/DIR/2025 on 6 October 2025 concerning the Organizational Structure, Job Mapping, and Standard Number of Jobs of PT Mineral Industri Indonesia (Persero).




Dewan Komisaris
Board of Commissioners
Fuad Bawazier
Komisaris Utama merangkap Komisaris Independen
President Commissioner concurrently Independent Commissioner
Nugroho Widyotomo
Komisaris Independen
Independent Commissioner
Grace Natalie Louisa
Komisaris Independen
Independent Commissioner
Carmelita Hartoto
Komisaris Independen
Independent Commissioner
Astera Primanto Bhakti
Komisaris
Commissioner
Tri Winarno
Komisaris
Commissioner
Muhammad Fadil Imran
Komisaris
Commissioner
Wahyu Kuncoro
Komisaris
Commissioner
Sutrisno
Sekretaris Dewan Komisaris
Secretary to the Board of Commissioners
Tri Winarno
Ketua Komite Pemantauan Risiko, Nominasi, dan Remunerasi
Chairperson of the Risk, Nomination, and Remuneration Committee
Nugroho Widyotomo
Ketua Komite Audit
Chairperson of the Audit Committee
Fuad Bawazier
Komite Tata Kelola Terintegrasi
Integrated Governance Committee
Komite Pendukung Dewan Komisaris
Supporting Committee to the Board of Commissioners
Tedy Badrujaman
Direktur Strategi Hilirisasi dan Ekosistem Mineral
Director of Downstream Strategy and Mineral Ecosystem
Pambudi Soenarsihanto
Direktur Transformasi Korporasi dan Human Capital Management
Director of Corporate Transformation and Human Capital Management
IR Andoko Wicaksono
Kepala Grup ICT & Digitalization
Group Head of ICT & Digitalization
Pria Utama
Corporate Secretary
Muhidin
Kepala Divisi Downstream Strategy, Research & Process Engineering
Division Head of Downstream Strategy, Research & Process Engineering
Ghiandi U. Utoyo
Kepala Divisi Corporate Transformation
Division Head of Corporate Transformation
Widiya Kumoro
Kepala Divisi ICT & Strategy, Architecture, Governance & Security
Division Head of ICT & Strategy, Architecture, Governance & Security
R. Satya Rizka Adhi Nugraha
Kepala Divisi Corporate and Social Responsibility
Division Head of Corporate and Social Responsibility
Dyah Pujawati
Kepala Divisi Internal Audit
Division Head of Internal Audit
Donny Zulfakar
Kepala Divisi Project Management Office & Downstream Operations
Division Head of Project Management Office & Downstream Operations
Inesyahana Asrifa
Kepala Divisi Human Capital Management
Division Head of Human Capital Management
Selly Adriatika
Kepala Divisi Institutional Relation
Division Head of Institutional Relation
BR. Binahidra L
Kepala Divisi Sustainability
Division Head of Sustainability
Organ Utama
Principle Unit
Organ Pendukung
Supporting Unit

Struktur Grup
Group Structure



PT Aneka Tambang (Persero) Tbk ("ANTAM")

Asia Pacific Nickel Pty. Ltd. ("APN")
» PT Gag Nikel ("GAG")
PT Indonesia Coal Resources ("ICR")
» PT Citra Tobindo Sukses Perkasa ("CTSP")
PT Antam Resourcindo ("ARI")
PT Mega Citra Utama ("MCU")
» PT Gunung Kendalik ("GK")
PT Emas Antam Indonesia ("EAI")
PT Borneo Edo International ("BEI")
» PT Borneo Edo Sejahtera ("BES")
PT Dwimitra Enggang Khatulistiwa ("DEK")
PT Cibaliung Sumberdaya ("CSD")
PT Indonesia Chemical Alumina ("ICA")
PT International Mineral Capital ("IMC")
PT Sumberdaya Arindo ("SDA")
PT Nusa Karya Arindo ("NKA")
PT Borneo Edo International Agro ("BEIA")
PT Kawasan Industri Antam Timur ("KIAT")
PT Pongkeru Mineral Utama ("POMU")

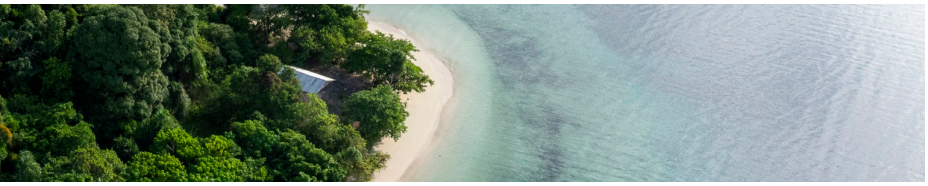
PT Weda Bay Nickel ("WBN")
PT Nusa Halmahera Minerals ("NHM")
PT Menara Antam Sejahtera ("MAS")
PT Nikel Halmahera Timur ("NHT")
PT Antam Tbk Halimun Energi ("AHE")
PT Meratus Jaya Iron Steel ("MJIS")
PT Antam Niterra Haltim ("ANH")
PT Pelsart Tambang Kencana ("PTK")
PT Sumbawa Timur Mining ("STM")
PT Gorontalo Minerals ("GM")
PT Sorikmas Mining ("SM")
PT Galuh Cempaka ("GC")
PT Jiulong Metal Industry Indonesia ("JLMI")
PT Tambang Matarape Sejahtera ("TMS")

PT Industri Baterai Indonesia ("IBI")
PT Feni Haltim ("FHT")

PT Bukit Asam (Persero) Tbk ("PTBA")

PT Batubara Bukit Kendi ("BBK")
PT Bukit Asam Prima ("BAP")
» PT Bukit Prima Bahari ("BPB")
» PT Pelabuhan Bukit Prima ("PBP")
» PT Penajam International Terminal ("PIT")
PT Internasional Prima Coal ("IPC")
PT Bukit Asam Metana Ombilin ("BAMO")
PT Bukit Asam Metana Enim ("BAME")
PT Bukit Asam Banko ("BAB")
PT Bukit Multi Investama ("BMI")
» PT Bumi Sawindo Permai ("BSP")
» PT Bukit Asam Medika ("BAM")
» PT Satria Bahana Sarana ("SBS")
» PT Bukit Multi Properti ("BMP")
PT Bukit Energi Investama ("BEIn")
» PT Bukit Energi Servis Terpadu ("BEST")

PT Huadian Bukit Asam Power ("HBAP")
PT Bukit Pembangkit Innovative ("BPI")
PT Bukit Asam Transpacific Railway ("BATR")



PT Indonesia Asahan Aluminium ("INALUM")

- PT Indonesia Aluminium Alloy ("IAA")
- PT Borneo Alumina Indonesia ("BAI")
- PT Sinergi Mitra Lestari Indonesia
- PT Industri Baterai Indonesia ("IBI")

PT Timah (Persero) Tbk ("TIMAH")

- Indometal (London) Limited ("IL")
- PT Dok dan Perkapalan Air Kantung ("DAK")
- PT Timah Industri ("TI")
  - » Great Force Trading Limited ("GFT")
- PT Timah Investasi Mineral ("TIM")
  - » PT Timah Silika Nusantara ("TSN")
  - » PT Timah Indotama Mineral ("TINDO")
  - » Timah Nigeria Limited ("TNL")
- PT Timah Karya Persada Properti ("TKPP")
- Timah International Investment Pte. Ltd. ("TINVES")
- PT Timah Agro Manunggal ("TAM")
- PT Tanjung Alam Jaya ("TAJ")
- PT Koba Tin ("KOBA")
- PT Pertalife Insurance ("PLI")
- PT Bakti Timah Medika ("BTM")
- PT Pertamina Bina Medika IHC ("PBM IHC")

MIND ID Trading Pte. Ltd ("MIT")

PT Indonesia Papua Metal Mineral ("IPMM")

PT Freeport Indonesia ("PTFI")

PT Vale Indonesia Tbk ("PTVI")

Catatan | Notes:

- Entitas Anak Langsung (Direct Subsidiaries)
- Entitas Anak Tidak Langsung (Indirect Subsidiaries)
- Entitas Asosiasi Lainnya (Other Associated Entities)
- Entitas Asosiasi Tidak Langsung (Indirect Associated Entities)
- Entitas Asosiasi (Associated Entities)

Produk dan Kegiatan Usaha [GRI 2-6]

Products and Business Activities [GRI 2-6]

Kinerja Produksi dan Penjualan Tahun 2025 Production and Sales Performance in 2025

Nama Produk Product name	Satuan Unit	Produksi Production	Penjualan Sales
Bijih Bauksit Bauxite Ore	kilo wmt kilo wmt	2.828,43	1.889,41
Emas Gold	ton tons	0,74	37,36
Aluminium Aluminum	kilo ton kilo tons	280,08	280,14
Batu bara Coal	juta ton million tons	47,20	45,43
Logam Timah Tin Metal	kilo ton kilo tons	17,82	16,68
Bijih Nikel Nickel Ore	kilo wmt kilo wmt	16.114,10	14.583,79
FeroNikel FerroNickel	kilo tNi kilo tNi	16,06	10,04

Kegiatan Usaha Berdasarkan Anggaran Dasar

Maksud dan tujuan serta kegiatan usaha MIND ID sebagaimana diatur dalam Pasal 3 Anggaran Dasar Perusahaan adalah menjalankan kegiatan usaha sebagai perusahaan *holding* di sektor pertambangan. Perusahaan juga melaksanakan aktivitas investasi dan konsultasi manajemen bagi perusahaan afiliasi maupun pihak lain pada sektor pertambangan dan penggalian, jasa penunjang pertambangan, industri, perdagangan, serta sektor lain yang terkait dengan kegiatan usaha pertambangan. Selain itu, Perusahaan berkomitmen untuk mengoptimalkan pemanfaatan sumber daya yang dimiliki dengan tetap mengedepankan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG).

Dalam rangka mencapai maksud dan tujuan tersebut, Perusahaan menjalankan kegiatan usaha utama yang meliputi:

1. Aktivitas sebagai perusahaan *holding*, termasuk pendirian atau penyertaan modal pada badan hukum lain (KBLI 64200);
2. Aktivitas kantor pusat (KBLI 64200);
3. Investasi langsung maupun tidak langsung (KBLI 64200);
4. Aktivitas restrukturisasi perusahaan/aset (KBLI 64200);
5. Aktivitas konsultasi manajemen lainnya (KBLI 70209); dan
6. Aktivitas lain yang mendukung pencapaian maksud dan tujuan Perusahaan.

Di luar kegiatan usaha utama tersebut, Perusahaan juga dapat melaksanakan kegiatan usaha lainnya dalam rangka optimalisasi pemanfaatan sumber daya yang dimiliki atau dikuasai, sepanjang sesuai dengan ketentuan peraturan perundang-undangan yang berlaku serta Anggaran Dasar Perusahaan.

Business Activities Based on the Articles of Association

The purpose, objectives and business activities of MIND ID as stipulated in Article 3 of the Articles of Association of the Company are to conduct business activities as a holding company in the mining sector. The Company also undertakes investment activities and provides management consulting for affiliated companies and other parties in the mining and quarrying sectors, mining support services, industry, trade, and other sectors related to mining business activities. In addition, the Company is committed to optimizing the utilization of its resources while prioritizing the principles of Good Corporate Governance (GCG).

To achieve these aims and objectives, the Company conducts the following main business activities:

1. Activities as a holding company, including the establishment or capital participation in other legal entities (KBLI 64200);
2. Head office activities (KBLI 64200);
3. Direct and indirect investment (KBLI 64200);
4. Company/asset restructuring activities (KBLI 64200);
5. Other management consulting activities (KBLI 70209); and
6. Other activities supporting the achievement of the Company's aims and objectives.

Apart from its main business activities, the Company may also engage in other business activities to optimize the utilization of resources it owns or controls, provided that such activities comply with the provisions of applicable laws and regulations and the Company's Articles of Association.

Rantai Pasokan [GRI 2-6]

Grup MIND ID menegaskan komitmennya untuk menciptakan nilai ekonomi yang berkelanjutan dengan mendorong keterlibatan pemasok lokal secara aktif dalam rantai pasok Perusahaan. Keterlibatan tersebut dilakukan secara menyeluruh, mulai dari fase eksplorasi hingga proses pemasaran produk, dengan melibatkan pemasok lokal dalam penyediaan berbagai barang dan jasa, antara lain bahan bakar, alat berat, suku cadang, layanan kontraktor, serta kegiatan distribusi. Pendekatan ini berperan dalam memperkuat perekonomian daerah, sekaligus memitigasi risiko gangguan pasokan dan meningkatkan efektivitas operasional.

Sebagai bagian dari upaya tersebut, Grup MIND ID menjalankan sejumlah inisiatif kolaboratif, termasuk pelaksanaan program kerja bersama antara entitas Grup MIND ID dan mitra lokal, pengadaan terintegrasi untuk komoditas strategis seperti bahan bakar, alat berat, dan suku cadang guna meningkatkan efisiensi biaya dan skala pembelian, serta penerapan konsep gudang bersama (*sharing warehouse*) untuk mengoptimalkan pengelolaan logistik dan distribusi.

Melalui strategi ini, MIND ID memastikan bahwa seluruh proses pengadaan dilaksanakan secara transparan, efisien, dan selaras dengan prinsip keberlanjutan, sekaligus memberikan kontribusi nyata dalam memperkuat ekosistem ekonomi masyarakat di sekitar wilayah operasional melalui kemitraan yang inklusif dan berkelanjutan.

Supply Chain [GRI 2-6]

The MIND ID Group affirms its commitment to creating sustainable economic value by actively encouraging the participation of local suppliers throughout its supply chain. This involvement spans comprehensively from the exploration phase through to product marketing, with local suppliers providing a range of goods and services, including fuel, heavy equipment, spare parts, contractor services, and distribution activities. This approach strengthens regional economies, mitigates supply disruption risks, and enhances operational effectiveness.

As part of these efforts, the MIND ID Group is performing a number of collaborative initiatives, including the implementation of joint work programs between entities of MIND ID Group and local partners, integrated procurement for strategic commodities such as fuel, heavy equipment, and spare parts to improve cost efficiency and purchasing scale, and the implementation of a shared warehouse concept to optimize logistics and distribution management.

Through this strategy, MIND ID ensures that the entire procurement process is performed transparently and efficiently, and aligned with sustainability principles, while also making a real contribution to strengthening the economic ecosystem of communities around operational areas through inclusive and sustainable partnerships.

ANTAM	Operasional ANTAM dijalankan melalui pengelolaan berbagai unit/unit bisnis yang mencakup rantai nilai pertambangan secara menyeluruh, mulai dari eksplorasi sumber daya mineral, penambangan, pengolahan, pemurnian, hingga distribusi produk. ANTAM menghasilkan komoditas bijih nikel, feronikel, emas, perak, bauksit, serta jasa pemurnian logam mulia. Produk-produk tersebut dipasarkan ke pasar domestik maupun internasional, termasuk ke India, Korea Selatan, Singapura, Taiwan, Tiongkok, Jepang, Malaysia, Vietnam, Selandia Baru, dan Thailand. ANTAM's operations are managed through various business units that span the entire mining value chain, from mineral resource exploration, mining, processing, refining, to product distribution. ANTAM produces nickel ore, ferronickel, gold, silver, bauxite, and provides precious metal refining services. These products are marketed both domestically and internationally, reaching markets such as India, South Korea, Singapore, Taiwan, China, Japan, Malaysia, Vietnam, New Zealand, and Thailand.
PTBA	PTBA menjalankan kegiatan usaha yang terintegrasi di sektor pertambangan, khususnya batu bara, mulai dari penyelidikan umum, eksplorasi, eksploitasi, hingga pengolahan, pemurnian, pengangkutan, dan perdagangan. Aktivitas ini mencakup pertambangan batu bara dan lignit, penggalian bahan bangunan, serta pengelolaan lanjutan menjadi produk turunan seperti briket dan produk kimia berbasis batu bara. Selain itu, Perusahaan juga melakukan perdagangan hasil produksi baik untuk pasar domestik maupun internasional, didukung oleh pengoperasian terminal kepelabuhanan serta penyediaan infrastruktur energi melalui pembangkitan, transmisi, distribusi, dan penjualan tenaga listrik. Untuk memperkuat kapabilitas, Perusahaan turut menyediakan jasa konsultasi dan rekayasa di bidang pertambangan dan industri terkait. Produk dan layanan tersebut dipasarkan untuk memenuhi kebutuhan dalam negeri serta pasar ekspor di kawasan Asia dan global, termasuk Bangladesh, Kamboja, Tiongkok, India, Jepang, Malaysia, Filipina, Korea Selatan, Taiwan, Thailand, dan Vietnam. PTBA conducts integrated business activities in the mining sector, particularly coal, spanning general surveying, exploration, exploitation, processing, refining, transportation, and trading. These activities encompass coal and lignite mining, quarrying of building materials, and further processing into derivative products such as briquettes and coal-based chemical products. In addition, the Company trades its products in both domestic and international markets, supported by port terminal operations and energy infrastructure services, including the generation, transmission, distribution, and sale of electricity. To enhance its capabilities, the Company also provides consulting and engineering services for the mining and related industries. These products and services meet domestic demand and are exported to Asia and global markets, including Bangladesh, Cambodia, China, India, Japan, Malaysia, the Philippines, South Korea, Taiwan, Thailand, and Vietnam.

INALUM	INALUM menjalankan kegiatan operasional terintegrasi dalam produksi dan peleburan aluminium sebagai bagian dari rantai pasok industri manufaktur nasional, mulai dari pengadaan bahan baku, proses produksi, hingga distribusi ke berbagai sektor seperti otomotif, konstruksi, dan elektronik. Dalam mendukung operasionalnya, Perusahaan menjalin kemitraan dengan pemasok lokal dan internasional yang mencakup produsen, distributor, kontraktor, konsultan, hingga UMKM, dengan hubungan kerja jangka pendek maupun panjang. INALUM juga berkomitmen menerapkan praktik bisnis yang bertanggung jawab dengan memastikan rantai pasok memenuhi standar lingkungan, sosial, dan tata kelola (ESG), sekaligus mendorong pertumbuhan ekonomi lokal. Fokus pemasaran diarahkan pada pemenuhan kebutuhan aluminium domestik dengan porsi sekitar 75%, sementara sisanya dialokasikan untuk ekspor guna menjaga daya saing di pasar global. Produk INALUM diekspor ke sejumlah negara, antara lain Turki, Spanyol, Montenegro, India, Meksiko, Taiwan, Malaysia, Jepang, dan Korea Selatan. INALUM conducts integrated operational activities in aluminum production and smelting as part of the national manufacturing supply chain, covering raw material procurement, production processes, and distribution to sectors such as automotive, construction, and electronics. To support its operations, the Company partners with local and international suppliers, including manufacturers, distributors, contractors, consultants, and MSMEs through both short-term and long-term collaborations. INALUM is committed to responsible business practices by ensuring its supply chain adheres to environmental, social, and governance (ESG) standards, while also fostering local economic growth. Marketing efforts prioritize meeting domestic aluminum demands, which accounts for approximately 75% of output, with the remainder allocated for export to maintain global competitiveness. INALUM exported its products to several countries, including Turkey, Spain, Montenegro, India, Mexico, Taiwan, Malaysia, Japan, and South Korea.
TIMAH	Perseroan menjalankan kegiatan pertambangan timah secara terintegrasi dengan mengacu pada prinsip praktik penambangan yang baik, mencakup seluruh tahapan mulai dari eksplorasi hingga pengolahan, peleburan, pemurnian, hilirisasi, dan pemasaran. Seluruh proses operasional dilaksanakan secara terpadu sesuai standar industri, dengan komitmen kuat terhadap tanggung jawab lingkungan melalui pelaksanaan reklamasi darat dan laut pascatambang. Selain menghasilkan logam timah, Perseroan juga memproduksi berbagai produk turunan seperti solder dan bahan kimia berbasis timah dengan dukungan entitas anak. Produk yang dihasilkan memenuhi standar mutu tinggi dan telah tersertifikasi secara internasional, sehingga dapat diterima di pasar domestik maupun global. Sementara itu, TIMAH memiliki jangkauan pasar ekspor yang lebih luas mencakup Jepang, Korea Selatan, Singapura, Tiongkok, Taiwan, India, Malaysia, Turki, Italia, Belanda, Inggris, Slovakia, Belgia, Hungaria, dan Amerika Serikat. The Company operates an integrated tin mining operation that adheres to good mining practice and covers all stages from exploration through processing, smelting, and refining to downstream activities and marketing. All operations are conducted in an integrated manner in accordance with industry standards, with a strong commitment to environmental responsibility through post-mining land and sea reclamation. In addition to producing tin, the Company also produces various derivative products, such as solder and tin-based chemicals, with support of its subsidiaries. These products meet high quality standards and carry international certifications, ensuring broad acceptance in both domestic and global markets. Meanwhile, TIMAH served a broader export market covering Japan, South Korea, Singapore, China, Taiwan, India, Malaysia, Turkey, Italy, the Netherlands, the United Kingdom, Slovakia, Belgium, Hungary, and the United States.

Keanggotaan pada Asosiasi [GRI 2-28]

MIND ID secara resmi bergabung sebagai anggota *United Nations Global Compact* (UNGC) pada 18 Juli 2022 sebagai bentuk penegasan komitmen Perusahaan dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Keikutsertaan dalam UNGC menjadi langkah strategis bagi MIND ID untuk memperkuat penerapan praktik keberlanjutan, meningkatkan kinerja sosial dan lingkungan, serta memperluas kolaborasi dengan berbagai pemangku kepentingan dalam upaya mewujudkan tujuan pembangunan berkelanjutan secara lebih komprehensif.

Membership of the Association [GRI 2-28]

MIND ID officially joined the United Nations Global Compact (UNGC) on July 18, 2022, affirming its commitment to supporting the achievement of the Sustainable Development Goals (SDGs). Participation in the UNGC represents a strategic step for MIND ID to strengthen the implementation of sustainability practices, enhance social and environmental performance, and expand collaboration with various stakeholders to achieve sustainable development goals more comprehensively.

Keanggotaan ini selaras dengan *Noble Purpose* serta rencana jangka panjang MIND ID untuk berkembang sebagai perusahaan pertambangan berkelas dunia yang menjunjung tinggi prinsip keberlanjutan. UNGC merupakan inisiatif Perserikatan Bangsa-Bangsa yang mendorong organisasi dan dunia usaha untuk mengadopsi sepuluh prinsip universal yang mencakup aspek hak asasi manusia, ketenagakerjaan, lingkungan, dan antikorupsi.

This membership aligns with MIND ID's Noble Purpose and long-term plan to develop into a world-class mining company that upholds sustainability principles. The UNGC is a United Nations initiative that encourages organizations and businesses to adopt ten universal principles covering human rights, labor, the environment, and anti-corruption.

Selain menjadi anggota aktif UNGC, MIND ID juga merupakan anggota dari *Indonesia Mining Association*.

Apart from being an active member of UNGC, MIND ID is also a member of the Indonesian Mining Association.

Nama Asosiasi Association Name	Lingkup Scope	Tahun Bergabung Year of Joining	Peran dan Kontribusi MIND ID pada Asosiasi MIND ID's Role and Contribution to the Association
Asosiasi Pertambangan Indonesia Indonesia Mining Association	Penghubung antara MIND ID dengan pemerintah, asosiasi dan lembaga yang erat kaitannya dengan industri pertambangan. Liaise between MIND ID and government, associations, and institutions closely linked to the mining industry.	2020	Berpartisipasi sebagai anggota aktif. Participate as an active member.

Perubahan Signifikan [GRI 2-6]

Sepanjang tahun 2025, tidak terdapat perubahan material yang berdampak signifikan terhadap kemampuan Perusahaan dalam mencapai kinerja sektor industri tempat Grup MIND ID beroperasi, baik pada sisi rantai pasok hulu maupun hilir, dibandingkan dengan periode sebelumnya.

Significant Changes [GRI 2-6]

Throughout 2025, there were no material changes that significantly affected the Company's ability to achieve performance in the industrial sector in which the MIND ID Group operates, across both the upstream and downstream sides of the supply chain, compared to the previous period.

Wilayah Operasional [GRI 2-1]

Operational Area [GRI 2-1]



Komoditas Utama
Main Commodities

- Aluminium / Aluminum
- Batu Bara / Coal
- Tembaga / Copper
- Nikel / Nickel
- Bauksit / Bauxite
- Emas / Gold
- Timah / Tin

Lokasi Strategis Grup MIND ID di Seluruh Wilayah Indonesia

Strategic Locations of MIND ID's Group throughout the Territory of the Republic of Indonesia



Keterangan
Description

Inalum · Timah · VALE
BukitAsam · antam · PT Freeport Indonesia



Courtesy of PTBA



04

Sambutan Direksi

Message from The Director



Sepanjang tahun 2025, Grup MIND ID terus memperkuat kinerja dan peran strategisnya dalam mendorong keberlanjutan, pertumbuhan ekonomi nasional, serta pengelolaan sumber daya yang bertanggung jawab guna menciptakan nilai jangka panjang bagi Indonesia dan dunia.

Throughout 2025, the MIND ID Group continued to enhance its performance and reinforce its strategic role in advancing sustainability, fostering national economic growth, and managing resources responsibly to deliver lasting value for Indonesia and the global community.

Maroef Sjamsoeddin
Direktur Utama
President Director

Para Pemangku Kepentingan yang Kami Hormati,

MIND ID telah melewati tahun 2025 dengan fondasi yang semakin kokoh, ditopang oleh komitmen yang konsisten dalam mendorong hilirisasi sebagai strategi utama untuk membangun ekonomi nasional yang berdaulat dan berkelanjutan. Sepanjang tahun ini, berbagai capaian berhasil kami raih, tidak hanya mencerminkan pertumbuhan kinerja yang solid, tetapi juga menegaskan keberhasilan kami dalam memastikan pengelolaan pertambangan yang efektif, efisien, dan berlandaskan prinsip praktik pertambangan terbaik (*good mining practice*).

Sebagai perusahaan yang memegang peranan strategis dalam perekonomian nasional, MIND ID senantiasa memperkuat kontribusinya melalui pengelolaan sumber daya mineral dan batu bara yang bertanggung jawab, penciptaan nilai tambah melalui hilirisasi, serta pembangunan ekosistem industri yang mendukung kesejahteraan masyarakat dan keberlanjutan masa depan Indonesia.

Di tengah dinamika global yang penuh ketidakpastian, MIND ID hadir sebagai navigator dan penggerak transformasi industri pertambangan nasional yang berkelanjutan. Perusahaan menjalankan tanggung jawab strategis dalam mendukung visi Indonesia melalui pengelolaan sumber daya alam yang mampu menciptakan nilai tambah optimal bagi bangsa serta meningkatkan kesejahteraan masyarakat.

Berbagai tantangan global, mulai dari turbulensi geopolitik, konflik internasional, hingga meningkatnya kesenjangan sosial, menuntut ketangguhan dan ketepatan arah dalam menjalankan strategi bisnis. Dalam menghadapi kondisi tersebut, MIND ID terus memastikan bahwa setiap langkah strategis yang diambil mampu memperkuat resiliensi nasional, mendorong pemberdayaan masyarakat, serta mendukung terciptanya stabilitas ekonomi yang berkelanjutan.

Menciptakan Nilai yang Berkelanjutan untuk Indonesia dan Dunia

Sebagai Holding BUMN Industri Pertambangan, MIND ID memegang peran strategis dalam mengelola kekayaan sumber daya mineral dan batu bara Indonesia. Komitmen kami berlandaskan pada upaya berkelanjutan untuk menciptakan nilai jangka panjang, baik di tingkat nasional maupun global.

Dear Esteemed Stakeholders,

As we step into 2025, MIND ID stands on an increasingly solid foundation, guided by our unwavering commitment to downstreaming as a cornerstone of a sovereign and sustainable national economy. Throughout the year, our achievements highlight not only robust growth in performance but also our dedication to effective and efficient mining management, firmly anchored in the principles of good mining practice.

As a company that plays a strategic role in the national economy, MIND ID consistently enhances its contributions through responsible management of mineral and coal resources, value creation through downstream processing, and the development of an industrial ecosystem that promotes community welfare and the sustainable future of Indonesia.

Amid the global dynamics full of uncertainty, MIND ID serves as both a navigator and a driver of the sustainable transformation of the national mining industry. The company undertakes strategic responsibilities in line with Indonesia's vision, overseeing natural resources, aiming to generate optimal added value for the country and improve the welfare of its people.

Various global challenges, ranging from geopolitical turbulence and international conflicts to increasing social inequality, demand resilience and precise direction in implementing business strategies. In facing these conditions, MIND ID continues to ensure that every strategic step taken can strengthen national resilience, promote community empowerment, and support the creation of sustainable economic stability.

Creating Sustainable Value for Indonesia and the World

As the state-owned mining industry holding company, MIND ID plays a pivotal role in managing Indonesia's mineral and coal resources. Our commitment is rooted in sustainable initiatives aimed at creating lasting value both domestically and internationally.

Dalam jangka panjang, MIND ID mengusung visi baru yaitu "*MIND ID for Indonesia and the World*". Untuk mewujudkan visi tersebut, MIND ID terus memperkuat *operational excellence* melalui peningkatan sinergi, produktivitas, dan penerapan teknologi terkini, serta mengedepankan pengelolaan sumber daya mineral yang bertanggung jawab di seluruh rantai nilai.

Komitmen tersebut sejalan dengan agenda Asta Cita Pemerintah Indonesia, khususnya dalam mempercepat hilirisasi industri, memperkuat ketahanan energi dan sumber daya, meningkatkan daya saing nasional, serta mendorong pertumbuhan ekonomi yang inklusif dan berkelanjutan.

Dalam konteks nasional, fokus kami diarahkan pada optimalisasi pengelolaan sumber daya secara terintegrasi dan bertanggung jawab guna memperkuat ketahanan ekonomi, mempercepat hilirisasi industri, serta memberikan kontribusi nyata terhadap pembangunan dan kesejahteraan masyarakat Indonesia. Kami meyakini bahwa pengelolaan sumber daya alam yang tepat akan menjadi fondasi penting bagi terciptanya pertumbuhan ekonomi yang inklusif dan berkelanjutan.

Seiring dengan dinamika global, MIND ID terus memperkuat posisinya sebagai entitas pertambangan terintegrasi berstandar kelas dunia. Upaya ini diwujudkan melalui peningkatan efisiensi operasional, penguatan inovasi, serta konsistensi dalam menerapkan prinsip keberlanjutan dan tata kelola perusahaan yang baik. Melalui sinergi antara orientasi domestik dan global, kami membangun kapabilitas yang unggul, memperluas peran dalam rantai nilai global, serta menghadirkan dampak positif yang berkelanjutan bagi Indonesia dan dunia.

Mengakselerasi Keberlanjutan melalui MIND ID Sustainability Pathway

Sebagai satu kesatuan *holding*, seluruh Anggota MIND ID bergerak dalam satu payung strategis yang terintegrasi. Kami terus membangun keselarasan pemahaman, baik secara internal maupun eksternal, mengenai praktik pertambangan yang bertanggung jawab melalui penerapan prinsip *good mining practice* secara menyeluruh, mulai dari tahap perencanaan, operasional, hingga pascatambang.

In the long term, MIND ID upholds the new vision of "MIND ID for Indonesia and the World". To realize this vision, MIND ID continues to strengthen operational excellence through enhanced synergy, productivity, and the adoption of advanced technologies, while promoting responsible mineral resource management across the entire value chain.

The commitment aligns with the Asta Cita agenda of the Indonesian government, particularly in accelerating downstream industry development, strengthening energy and resource resilience, enhancing national competitiveness, and promoting inclusive and sustainable economic growth.

In the national context, our focus is on optimizing integrated and responsible resource management to strengthen economic resilience, accelerate downstream industrial development, and make tangible contributions to Indonesia's development and community welfare. We believe that effective natural resource management constitutes a fundamental pillar of inclusive and sustainable economic growth.

In line with global dynamics, MIND ID continues to strengthen its position as a world-class integrated mining entity. This progress is driven by improved operational efficiency, stronger innovation, and the steadfast implementation of sustainability principles alongside good corporate governance. By harnessing the synergy between domestic and global orientations, we enhance our capabilities, broaden our role in the global value chain, and generate a sustainable and positive impact on Indonesia and the world.

Accelerating Sustainability through the MIND ID Sustainability Pathway

As one integrated holding group, all members of the MIND ID operate within a unified and integrated strategic scope. We persist in fostering a shared understanding, both internally and externally, concerning responsible mining practices through the comprehensive application of good mining practice principles, encompassing planning, operational activities, and post-mining phases.

Komitmen tersebut kami implementasikan melalui MIND ID *Sustainability Pathway,* yang menjadi kerangka utama dalam merancang program dan inisiatif keberlanjutan lingkungan dan ESG pada tahun 2025. Kerangka ini disusun sebagai turunan dari Aspirasi Pemegang Saham (APS) serta Sasaran Rencana Jangka Panjang (RJP) 2025–2029, sehingga memastikan arah strategis yang selaras dengan visi pertumbuhan jangka panjang Perusahaan.

Pelaksanaan berbagai inisiatif keberlanjutan dilakukan secara terintegrasi melalui enam pilar utama, yaitu *Environment & Climate Change, Smart Operation & Product Stewardship, People, Society, Economic Development,* dan *Governance*. Keenam pilar ini mencakup spektrum yang luas, mulai dari konservasi keanekaragaman hayati, dekarbonisasi, pengelolaan energi dan limbah, hingga penguatan tata kelola lingkungan serta transparansi pelaporan ESG. Pendekatan ini mencerminkan tekad MIND ID untuk menjadi perusahaan pertambangan dan pengolahan mineral nasional yang unggul, adaptif, dan berdaya saing global melalui praktik operasional yang berkelanjutan dan berorientasi masa depan.

Memperkuat Fondasi Ekonomi melalui Hilirisasi dan Nilai Tambah

MIND ID meyakini bahwa pertumbuhan berkelanjutan hanya dapat dicapai melalui kinerja keuangan yang kuat dan resilien. Pada tahun 2025, Perusahaan mencatatkan kinerja yang solid, yang mencerminkan efektivitas strategi bisnis serta ketahanan operasional di tengah dinamika global.

MIND ID mencatatkan pendapatan sebesar Rp159,46 triliun, meningkat 9,81% dibandingkan tahun sebelumnya sebesar Rp145,21 triliun. Pertumbuhan ini ditopang oleh kinerja yang solid pada komoditas emas, tembaga, timah, batu bara, dan aluminium, sekaligus mencerminkan kontribusi penguatan operasional dan pengembangan bisnis terintegrasi yang terus dijalankan Perusahaan.

Di tengah peningkatan pendapatan tersebut, Perusahaan tetap menghadapi dinamika industri dan tantangan operasional yang memengaruhi profitabilitas. Laba tahun berjalan yang diatribusikan kepada pemilik entitas induk tercatat sebesar Rp29,89 triliun, menurun 25,65% dibandingkan capaian tahun 2024 sebesar Rp40,20 triliun. Penurunan ini dipengaruhi oleh berkurangnya kontribusi dividen dari salah satu entitas asosiasi.

We implement those commitments through the MIND ID Sustainability Pathway, which serves as the main framework for designing environmental sustainability and ESG programs and initiatives in 2025. This framework is derived from the Shareholder Aspirations (APS) and the Long-Term Plan Targets (RJP) 2025–2029, thus ensuring a strategic direction that aligns with the Company's vision on long-term growth.

The implementation of various sustainability initiatives is performed in an integrated manner through six main pillars: Environment & Climate Change, Smart Operation & Product Stewardship, People, Society, Economic Development, and Governance. These six pillars cover a broad spectrum, starting from biodiversity conservation, decarbonization, energy and waste management, to strengthening environmental governance and transparent ESG reporting. This approach reflects MIND ID's determination to become a superior, adaptive, and globally competitive national mining and mineral processing company through sustainable and future-oriented operational practices.

Strengthening Economic Foundations through Downstreaming and Added Value

MIND ID believes sustainable growth can only be achieved through strong, resilient financial performance. In 2025, the Company delivered solid performance, reflecting the effectiveness of its business strategies and operational resilience amid global dynamics.

MIND ID recorded revenues of Rp159.46 trillion, representing a 9.81% increase from Rp145.21 trillion in the previous year. This growth was underpinned by solid performance across gold, copper, tin, coal, and aluminum, and reflected the contribution of enhanced operational efficiency and the Company's continuous integrated business development initiatives.

Despite the increase in revenue, the Company continued to face industry dynamics and operational challenges that affected profitability. The profit attributable to owners of the parent entity for the year amounted to Rp29.89 trillion, representing a decrease of 25.65% from Rp40.20 trillion in 2024. This decline was mainly attributable to lower dividend contributions from one of the Company's associated entities.

EBITDA Perusahaan juga tercatat sebesar Rp41,13 triliun, menurun 21,64% dibandingkan tahun sebelumnya sebesar Rp52,49 triliun. Meskipun demikian, kondisi ini mencerminkan resiliensi MIND ID dalam mempertahankan pertumbuhan pendapatan serta menjaga keberlangsungan operasional di tengah dinamika pasar dan tekanan industri. Sejalan dengan kinerja tersebut, kontribusi MIND ID kepada pemerintah juga mengalami peningkatan dari Rp22,70 triliun pada tahun 2024 menjadi Rp32,82 triliun pada tahun 2025. Kenaikan ini mencerminkan komitmen Perseroan dalam memberikan nilai tambah ekonomi yang berkelanjutan bagi negara melalui pembayaran pajak, dividen, dan kontribusi lainnya sebagai bagian dari peran strategis Grup dalam mendukung perekonomian nasional.

The Company's EBITDA was recorded at Rp41.13 trillion, representing a decrease of 21.64% from Rp52.49 trillion in the previous year. Nevertheless, this performance demonstrates MIND ID's resilience in sustaining revenue growth and maintaining operational stability amid market volatility and continued industry challenges. In line with this performance, MIND ID's contributions to the government also increased from Rp22.70 trillion in 2024 to Rp32.82 trillion in 2025. This increase reflects the Company's continued commitment to creating sustainable economic value for the country through taxes, dividends, and other contributions, as part of the Group's strategic role in supporting the national economy.

Lebih dari itu, kami juga melihat hilirisasi sebagai pilar utama dalam memastikan bahwa kekayaan mineral Indonesia memberikan nilai tambah optimal di dalam negeri. Melalui pengembangan rantai nilai yang terintegrasi, MIND ID berperan aktif dalam mendorong transformasi industri nasional menuju struktur ekonomi yang lebih kuat dan berdaya saing.

Furthermore, we consider downstreaming a key pillar in ensuring that Indonesia's mineral resources generate optimal domestic value addition. Through the development of an integrated value chain, MIND ID actively contributes to the transformation of the national industry toward a more robust and competitive economic structure.

Pengelolaan sumber daya mineral yang terintegrasi dan bertanggung jawab menjadi fondasi penting bagi pembangunan ekonomi nasional yang berkelanjutan. Dampak dari strategi hilirisasi tidak hanya memperkuat daya saing industri nasional, tetapi juga menciptakan efek berganda berupa pembukaan lapangan kerja, pertumbuhan usaha mikro dan kecil, serta peningkatan kontribusi terhadap penerimaan negara.

Integrated and responsible mineral resource management constitutes a crucial foundation for sustainable national economic development. The downstreaming strategy not only strengthens the competitiveness of the national industry but also generates a multiplier effect through the creation of jobs, the growth of micro and small businesses, and increased contributions to state revenues.

Kami meyakini bahwa kekayaan sumber daya mineral Indonesia harus dikelola secara optimal untuk memberikan manfaat sebesar-besarnya bagi masyarakat. Dengan pendekatan ini, MIND ID tidak hanya menciptakan nilai ekonomi, tetapi juga turut membangun masa depan Indonesia yang lebih inklusif, mandiri, dan berkelanjutan.

We believe that Indonesia's abundant mineral resources should be managed optimally to maximize societal benefits. Through this approach, MIND ID not only generates economic value but also contributes to building a more inclusive, independent, and sustainable future for Indonesia.

Meneguhkan Komitmen Lingkungan untuk Masa Depan Berkelanjutan

Komitmen MIND ID terhadap keberlanjutan lingkungan tidak berdiri sendiri, melainkan merupakan refleksi dari integrasi menyeluruh program keberlanjutan di seluruh entitas Grup. Kami terus menghadirkan inovasi sosial dan lingkungan yang memberikan dampak nyata terhadap perlindungan ekosistem serta pemberdayaan masyarakat di sekitar wilayah operasional.

Strengthening Environmental Commitment for a Sustainable Future

MIND ID's commitment to environmental sustainability is not a stand-alone approach; it reflects the comprehensive integration of sustainability programs throughout all entities within the Group. We continue to deliver social and environmental innovations that have tangible impacts on ecosystem preservation and community empowerment within our operational areas.

Dalam menjalankan kegiatan usaha, MIND ID tidak hanya berfokus pada optimalisasi produksi mineral dan batu bara, tetapi juga mendorong efisiensi energi serta pengembangan ekosistem industri berbasis energi yang lebih bersih dan berkelanjutan. Langkah ini menjadi bagian dari kontribusi kami dalam menjawab tantangan perubahan iklim dan transisi energi global.

Memperkuat Sinergi Sosial dan Dampak Berkelanjutan

Grup MIND ID berkomitmen untuk membangun kemitraan yang inklusif dan berkelanjutan dengan masyarakat serta komunitas lokal. Kami meyakini bahwa keberhasilan operasional Perusahaan tidak terlepas dari hubungan yang harmonis dengan para pemangku kepentingan di sekitar wilayah operasional.

Komitmen tersebut diwujudkan melalui penguatan berbagai inisiatif Tanggung Jawab Sosial dan Lingkungan (TJSL) yang dirancang untuk memberikan dampak nyata dan berkelanjutan. Program-program ini tidak hanya berfokus pada peningkatan kesejahteraan masyarakat, tetapi juga mendorong kemandirian ekonomi, penguatan kapasitas lokal, serta pembangunan sosial yang inklusif dan berkelanjutan.

Sepanjang tahun 2025, Grup MIND ID menunjukkan komitmen sosial yang kuat melalui total realisasi anggaran TJSL mencapai Rp259,93 miliar. Pencapaian ini menegaskan kapabilitas Grup dalam melampaui target strategis guna memperkuat ketahanan nasional sekaligus memposisikan keberdayaan masyarakat Indonesia sebagai inspirasi bagi dunia. Sebagai motor penggerak ekonomi kerakyatan, Grup MIND ID juga menyalurkan program Pendanaan Usaha Mikro dan Kecil (PUMK) sebesar Rp13,13 miliar melalui kolaborasi strategis dengan perbankan BUMN. Inisiatif ini dirancang untuk memastikan pelaku usaha lokal mampu bertransformasi menjadi entitas yang naik kelas dan berdaya saing global.

Seiring dengan implementasi inisiatif tersebut, pada tahun 2025 Grup MIND ID kembali memperoleh sejumlah penghargaan sebagai bentuk pengakuan atas kinerja keberlanjutan Perusahaan, antara lain Indonesian SDGs Award 2025, CSR dan Pengembangan Desa Berkelanjutan (PDB) Awards 2025, serta Subroto Award 2025 yang merupakan penghargaan tertinggi di sektor energi dan sumber daya mineral dari Kementerian Energi dan Sumber Daya Mineral (ESDM). Pengakuan ini semakin memperkuat posisi MIND ID sebagai entitas yang tidak hanya berorientasi pada kinerja bisnis, tetapi juga pada penciptaan nilai sosial yang berkelanjutan.

In conducting its business activities, MIND ID focuses not only the optimisation of mineral and coal production but also the promotion of energy efficiency and the development of a cleaner, more sustainable energy-based industrial ecosystem. This initiative constitutes part of our contribution to addressing the challenges posed by climate change and the global energy transition.

Fostering Social Synergy and Sustainable Impact

The MIND ID Group is committed to cultivating inclusive and sustainable partnerships with local communities. We adhere to the belief that the operational success of the Company is intrinsically linked to harmonious relationships with stakeholders in the areas where we operate.

This commitment is realized through the enhancement of various Community Investment & Engagement (CIE) initiatives designed to deliver tangible and sustainable impacts. These programs focus not only on improving community welfare but also on promoting economic independence, strengthening local capacities, and fostering inclusive and sustainable social development.

Throughout 2025, the MIND ID Group demonstrated a strong social commitment by realising CIE funding amounting to Rp259.93 billion. This achievement reflects the Group's capability to exceed its strategic targets for strengthening national resilience while positioning the empowerment of Indonesian communities as an inspiration to the world. As a driver of the people's economy, the MIND ID Group also distributed Rp13.13 billion through the Micro and Small Enterprise Funding Program (PUMK) in collaboration with state-owned banks. This initiative was designed to support local enterprises in transforming into more competitive, globally oriented business entities.

Alongside the implementation of these initiatives, the MIND ID Group received several awards in 2025 in recognition of the Company's sustainability, including the Indonesian SDGs Award 2025, the CSR and Sustainable Village Development (PDB) Awards 2025, and the Subroto Award 2025, the highest award in the energy and mineral resources sector, presented by the Ministry of Energy and Mineral Resources (ESDM). These recognitions further strengthen MIND ID's position as an organization committed not only to business performance but also to creating sustainable social value.

Menegakkan Tata Kelola Unggul untuk Pertumbuhan Berkelanjutan

MIND ID menempatkan *Good Corporate Governance* (GCG) sebagai fondasi utama dalam setiap proses pengambilan keputusan, pengelolaan risiko, serta kepatuhan terhadap regulasi yang berlaku. Kami meyakini bahwa tata kelola yang kuat merupakan kunci dalam menjaga keberlanjutan usaha serta membangun kepercayaan para pemangku kepentingan.

Sepanjang tahun 2025, MIND ID terus memperkuat struktur dan praktik tata kelola agar semakin adaptif terhadap dinamika bisnis, tuntutan standar ESG global, serta kebutuhan keberlanjutan jangka panjang. Upaya ini tercermin dalam capaian penilaian GCG yang positif berdasarkan berbagai parameter pengukuran, termasuk evaluasi oleh BPKP serta *internal assessment* yang mengacu pada standar ASEAN *Corporate Governance Scorecard*.

Dengan komitmen yang konsisten terhadap tata kelola yang unggul, MIND ID berkomitmen untuk mampu menjadi *role model* dalam praktik pertambangan berkelanjutan di Indonesia, sekaligus memperkuat reputasi sebagai perusahaan kelas dunia yang menjunjung tinggi integritas, transparansi, dan akuntabilitas.

Apresiasi dan Penutup: Melangkah Bersama Menuju Masa Depan Berkelanjutan

Pada akhirnya, seluruh inisiatif dan capaian yang kami sampaikan dalam Laporan Keberlanjutan 2025 ini mencerminkan tekad kolektif dan upaya nyata seluruh Grup MIND ID dalam membangun masa depan yang lebih berkelanjutan.

Advancing Governance Excellence to Drive Sustainable Growth

MIND ID regards Good Corporate Governance (GCG) as the primary foundation for all decision-making processes, risk management, and compliance with the applicable regulations. We believe that robust governance is key for maintaining business sustainability and fostering stakeholder trust.

Throughout 2025, MIND ID continued to improve its governance structures and practices to better adapt to evolving business dynamics, comply with global ESG standards, and the necessity for long-term sustainability. This effort is reflected in positive GCG assessments, derived from various measurement parameters, including evaluations by BPKP and internal assessments based on the ASEAN Corporate Governance Scorecard standards.

With a consistent commitment to exemplary governance, MIND ID is committed to being a role model in sustainable mining practices within Indonesia, while strengthening its reputation as a world-class company that upholds the principles of integrity, transparency, and accountability.

Appreciation and Concluding Remarks: Progressing Collaboratively Toward a Sustainable Future

Ultimately, all the initiatives and achievements outlined in this 2025 Sustainability Report exemplify the collective determination and tangible efforts of the entire MIND ID Group toward building a more sustainable future.

Kami menyampaikan apresiasi dan terima kasih yang sebesar-besarnya kepada seluruh pemegang saham, pemangku kepentingan, mitra kerja, serta pelanggan atas kepercayaan dan dukungan yang terus diberikan kepada MIND ID. Kolaborasi dan sinergi yang terjalin menjadi fondasi penting dalam perjalanan kami untuk terus tumbuh dan memberikan manfaat yang lebih luas.

We express our profound appreciation and gratitude to all shareholders, stakeholders, partners, and customers for their trust and continued support for MIND ID. The collaboration and synergy established constitute a crucial foundation in our ongoing efforts to grow and provide broader benefits.

Menatap ke depan, kami melangkah dengan optimisme yang kuat. Dengan fondasi keberlanjutan yang semakin kokoh, MIND ID akan terus berkomitmen untuk menciptakan nilai berkelanjutan, menjadi sumber kebaikan bagi kemajuan industri dan pertumbuhan ekonomi nasional, serta menghadirkan dampak positif bagi Indonesia dan dunia.

Looking ahead, we move forward with strong optimism. With a progressively robust foundation of sustainability, MIND ID will persist in our commitment to generating sustainable value, thereby serving as a catalyst for industrial advancement and national economic development, while also delivering positive impacts for Indonesia and the world

Jakarta, 19 Mei 2026
Jakarta, 19 May 2026

Atas nama Direksi PT Mineral Industri Indonesia (Persero)
On behalf of the Board of Directors of PT Mineral Industri Indonesia (Persero)



Maroef Sjamsoeddin
Direktur Utama
President Director



Courtesy of PTVI



05

Strategi Keberlanjutan Grup MIND ID

MIND ID Group Sustainability Strategy

Berlandaskan *Noble Purpose* '*We explore natural resources for civilization, prosperity and a brighter future*', MIND ID menjalankan mandat sebagai Holding BUMN Industri Pertambangan dengan mengelola sumber daya mineral secara berkelanjutan untuk membangun peradaban masa depan di mana kemajuan industri, keberlanjutan lingkungan, dan kesejahteraan masyarakat berjalan beriringan.

Based on the Noble Purpose, 'We explore natural resources for civilization, prosperity and a brighter future', MIND ID fulfills its mandate as a state-owned mining industry holding company by managing mineral resources sustainably to build a future civilization where industrial progress, environmental sustainability, and community welfare advance hand in hand.

Sebagai Holding BUMN Industri Pertambangan, Grup MIND ID mengemban mandat strategis dari Pemerintah Indonesia untuk mengelola potensi sumber daya mineral dan batu bara nasional secara optimal, guna mendorong kemajuan bangsa serta mendukung pertumbuhan ekonomi yang inklusif. Pengelolaan tersebut tidak hanya berfokus pada peningkatan nilai tambah melalui proses pengolahan dan pemurnian, tetapi juga mencakup upaya eksplorasi berkelanjutan dan pengembangan inovasi baru yang menjadikan sumber daya mineral dan batu bara sebagai fondasi bagi kesejahteraan bersama.

As a state-owned mining industry holding company, the MIND ID Group carries out a strategic mandate from the Indonesian government to optimally manage the potential of national mineral and coal resources to drive national progress and support inclusive economic growth. This management focuses not only on increasing added value through processing and refining processes but also on sustainable exploration efforts and the development of new innovations, positioning mineral and coal resources as a foundation for shared prosperity.

Berangkat dari peran strategis tersebut, MIND ID berkomitmen untuk menjalankan kegiatan operasional yang bertanggung jawab dan berkelanjutan dengan menyeimbangkan aspek ekonomi, sosial, lingkungan, dan tata kelola. Komitmen ini diwujudkan melalui penerapan prinsip *Environmental, Social, and Governance* (ESG) yang terintegrasi secara menyeluruh ke dalam strategi bisnis dan aktivitas operasional Grup. Pendekatan ini menjadi landasan dalam mengelola dampak lingkungan, mendorong kesejahteraan sosial, serta memastikan praktik tata kelola perusahaan yang baik dan berintegritas.

Building on this strategic role, MIND ID is committed to responsible and sustainable operations by balancing economic, social, environmental, and governance aspects. This commitment is realized through the implementation of Environmental, Social, and Governance (ESG) principles, which are fully integrated into the Group's business strategy and operational activities. This approach serves as a foundation for managing environmental impacts, promoting social welfare, and ensuring good corporate governance practices with integrity.

Integrasi ESG dalam seluruh aktivitas Grup MIND ID merupakan langkah nyata Perusahaan dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) serta selaras dengan agenda ESG Pemerintah Indonesia.

The integration of ESG into all MIND ID Group activities is a tangible step by the Company in supporting the achievement of Sustainable Development Goals (SDGs) and is aligned with the ESG agenda of the Indonesian Government.

MIND ID *Sustainability Pathway*
[GRI 2-12] [GRI 2-22] [GRI 2-23] [GRI 2-24]

Sebagai wujud nyata dari komitmen terhadap prinsip-prinsip ESG, Grup MIND ID merancang kerangka strategis keberlanjutan yang dikenal sebagai MIND ID *Sustainability Pathway*. Kerangka ini terdiri atas 6 (enam) pilar utama dan 27 area ESG yang menjadi fokus bersama seluruh Grup MIND ID dalam memastikan pelaksanaan operasional yang berkelanjutan dan bertanggung jawab.

MIND ID *Sustainability Pathway* berperan sebagai panduan strategis dalam mengimplementasikan prinsip keberlanjutan di seluruh lingkungan Grup MIND ID. Kerangka ini juga berfungsi sebagai mekanisme bagi MIND ID untuk memantau, mengelola, dan melaporkan kinerja ESG secara berkala dan transparan kepada publik serta para pemangku kepentingan.

Melalui *Sustainability Pathway*, Perusahaan merumuskan serangkaian inisiatif strategis yang bertujuan memperkuat tanggung jawab terhadap lingkungan, meningkatkan kesejahteraan sosial, serta menegakkan praktik tata kelola perusahaan yang baik dalam setiap aspek kegiatan usaha. Kerangka ini menjadi landasan dalam mengintegrasikan prinsip keberlanjutan ke dalam proses bisnis dan operasional secara konsisten.

Dengan menjadikan *Sustainability Pathway* sebagai acuan, Perusahaan berupaya memastikan bahwa setiap langkah yang diambil tidak hanya mendukung kinerja perusahaan, tetapi juga memberikan nilai tambah bagi masyarakat dan lingkungan. Pendekatan ini diharapkan mampu memperluas kontribusi Perseroan terhadap agenda pembangunan berkelanjutan di Indonesia sekaligus mendukung terciptanya masa depan yang lebih resilien.

Dalam perumusannya, MIND ID memastikan bahwa strategi keberlanjutan yang dikembangkan selaras dengan praktik terbaik yang diakui secara internasional. Oleh karena itu, MIND ID *Sustainability Pathway* disusun dengan mengacu pada regulasi nasional yang relevan di bidang pertambangan, pengolahan mineral, lingkungan hidup, dan kehutanan, antara lain regulasi dari Kementerian ESDM, Kementerian Lingkungan Hidup, dan Kementerian Kehutanan, serta mengadopsi standar, prinsip, dan pedoman global seperti UN *Global Compact*, ICMM, ISO 26000, RMI, dan ASI.

Berikut merupakan ilustrasi MIND ID *Sustainability Pathway* dan keterkaitannya dengan TPB.

MIND ID Sustainability Pathway
[GRI 2-12] [GRI 2-22] [GRI 2-23] [GRI 2-24]

As a tangible manifestation of its commitment to ESG principles, the MIND ID Group has developed a strategic sustainability framework, known as the MIND ID Sustainability Pathway. This framework comprises six main pillars and 27 ESG focus areas, serving as a shared focus for the entire MIND ID Group to ensure sustainable and responsible operations.

The MIND ID Sustainability Pathway serves as a strategic guide for implementing sustainability principles across the MIND ID Group. This framework also serves as a mechanism for MIND ID to regularly and transparently monitor, manage, and report ESG performance to the public and stakeholders.

Through the Sustainability Pathway, the Company has formulated a series of strategic initiatives aimed at strengthening environmental responsibility, improving social welfare, and upholding good corporate governance practices across all facets of its business activities. This framework serves as a foundation for the consistent integration of sustainability principles into business and operational processes.

By using the Sustainability Pathway as a benchmark, the Company strives to ensure that every step taken not only supports corporate performance but also adds value for society and the environment. This approach is expected to expand the Company's contribution to Indonesia's sustainable development agenda while supporting the creation of a more resilient future.

In its formulation, MIND ID ensures that the sustainability strategy developed aligns with internationally recognized best practices. Therefore, the MIND ID Sustainability Pathway was developed in accordance with relevant national regulations in the fields of mining, mineral processing, environmental conservation, and forestry, including regulations from the Ministry of Energy and Mineral Resources, the Ministry of Environment, and the Ministry of Forestry. Furthermore, it adopts international standards, principles, and guidelines, including the UN Global Compact, ICMM, ISO 26000, RMI, and ASI.

The following illustrates the MIND ID Sustainability Pathway and its relationship to the SDGs.

MIND ID *Sustainability Pathway*

PILAR | PILLAR 1
Lingkungan & Perubahan Iklim
Environment & Climate Change

- EN1. Keanekaragaman Hayati & Konservasi
  Biodiversity & Conservation
- EN2. Air & Udara
  Water & Air
- EN3. Dekarbonisasi
  Decarbonization
- EN4. Produksi yang Bertanggung Jawab
  Responsible Production

PILAR | PILLAR 2
Operasi yang Unggul & Tata Layanan Produk
Smart Operation & Product Stewardship

- SP1. Operasional yang Unggul
  Operational Excellence
- SP2. Automasi, Digitalisasi, & Inovasi
  Automation, Digitalization & Innovation
- SP3. Produk Berkualitas & Bertanggung Jawab
  Product Quality & Responsibility
- SP4. Pemasaran & Penjualan
  Marketing & Sales
- SP5. Kepuasan Pelanggan
  Customer Satisfaction
- SP6. Manajemen Pasokan & Kontraktor
  Supply & Contractor Management

PILAR | PILLAR 3
Sumber Daya Manusia
People

- PE1. Keselamatan & Kesehatan Kerja (K3)
  Health & Safety
- PE2. Keamanan
  Security
- PE3. Rekrutmen
  Recruitment
- PE4. Inklusi & Keberagaman
  Inclusion & Diversity
- PE5. Pembelajaran & Pengembangan
  Learning & Development
- PE6. Hak-hak Pekerja
  Labor Rights



PILAR | PILLAR 4
Masyarakat
Society

- SO1. Program Investasi Sosial Community Investment Program
- SO2. Hak Asasi Manusia
  Human Rights
- SO3. Hubungan dengan Pemangku Kepentingan
  Stakeholder Engagement

PILAR | PILLAR 5
Pengembangan Ekonomi
Economic Development

- EC1. Dampak Ekonomi
  Economic Impact
- EC2. Penciptaan Nilai Bersama & Pengembangan Ekonomi Daerah
  Creating Shared Values & Local Development
- EC3. Kinerja Keuangan
  Financial Performance
- EC4. Ekspansi Bisnis & Diversifikasi
  Expansion & Diversification

PILAR | PILLAR 6
Tata Kelola
Governance

- GO1. Kepemimpinan & Pengambilan Keputusan
  Leadership & Decision Making
- GO2. Transparansi & Akuntabilitas
  Transparency & Accountability
- GO3. Etika Bisnis & Kepatuhan
  Business Ethics & Compliance
- GO4. Manajemen Risiko
  Risk Management

Implementasi *Sustainability Pathway*
[GRI 2-23][GRI 2-24][GRI 3-3]

Implementasi *Sustainability Pathway* dilaksanakan di seluruh lingkungan Grup MIND ID melalui penetapan kebijakan pelaksanaan berupa Pedoman Bisnis Berkelanjutan yang telah disahkan oleh Direksi pada 15 Maret 2024. Sebagai bagian dari internalisasi pedoman dan penerapan *Sustainability Pathway*, Perusahaan juga menyelenggarakan *workshop* yang melibatkan seluruh Anggota MIND ID. Penyelenggaraan *workshop* bertujuan untuk meningkatkan pemahaman bersama mengenai prinsip, isu, dan praktik keberlanjutan, sekaligus memperkuat keterlibatan serta komitmen Anggota MIND ID dalam menjalankan inisiatif berkelanjutan secara konsisten.

Melalui *workshop* tersebut, Anggota MIND ID didorong untuk berbagi pengetahuan, pengalaman, dan praktik terbaik, sehingga tercipta sinergi dan pembelajaran kolektif dalam mengintegrasikan prinsip-prinsip keberlanjutan ke dalam setiap aspek bisnis dan operasional masing-masing entitas. Sepanjang tahun 2025, telah diselenggarakan 2 (dua) *workshop* bertema keberlanjutan, yaitu *Workshop* Penyusunan Rencana Strategis Sustainability dan *Workshop Sustainability Materiality Assessment*.

MIND ID mengintegrasikan *Sustainability Pathway* tidak hanya dalam operasional internal, tetapi juga kepada mitra bisnis di seluruh rantai nilai. Perusahaan menetapkan standar dan pedoman berbasis aspek *Environmental, Social, and Governance* (ESG) yang wajib dipenuhi oleh mitra bisnis, termasuk kepatuhan terhadap regulasi, praktik ketenagakerjaan, serta etika bisnis.

Selain itu, Perusahaan secara berkala melakukan sosialisasi dan pemantauan untuk memastikan keselarasan penerapan prinsip keberlanjutan oleh mitra bisnis. Melalui pendekatan ini, MIND ID mendorong implementasi keberlanjutan yang konsisten dan berkelanjutan di seluruh rantai pasok.

Untuk mendukung implementasi *Sustainability Pathway* yang efektif dan terstruktur, MIND ID menetapkan sejumlah Panduan Strategis dan Kebijakan Pelaksana sebagai acuan operasional. Dokumen-dokumen ini memberikan arahan yang jelas dan terperinci mengenai penerapan prinsip keberlanjutan dalam aktivitas operasional sehari-hari maupun dalam proses pengambilan keputusan. Dengan adanya panduan tersebut, Grup MIND ID semakin siap dalam menghadapi tantangan keberlanjutan, sekaligus memastikan bahwa aktivitas bisnis dan operasional mampu memberikan kontribusi positif yang berkelanjutan bagi masyarakat, lingkungan, dan perekonomian nasional.

Implementation of the Sustainability Pathway
[GRI 2-23][GRI 2-24][GRI 3-3]

The Sustainability Pathway is implemented across the MIND ID Group through the establishment of an implementation policy, the Sustainable Business Guidelines, which were approved by the Board of Directors on 15 March 2024. As part of the internalization of the guidelines and the implementation of the Sustainability Pathway, the Company also conducted workshops involving all MIND ID Members. The workshops aimed to build a shared understanding of sustainability principles, issues and practices, while enforcing the involvement and commitment of Members to consistently advance sustainable initiatives.

Through the workshop, MIND ID members are encouraged to share knowledge, experiences, and best practices, thereby creating synergy and collective learning in integrating sustainability principles into every aspect of each entity's business and operations. Throughout 2025, 2 (two) workshops focused on sustainability were conducted, namely the Sustainability Strategic Plan Workshop and the Sustainability Materiality Assessment Workshop.

MIND ID integrates the Sustainability Pathway not only in internal operations, but also with business partners across the value chain. The Company establishes standards and guidelines based on Environmental, Social, and Governance (ESG) aspects that business partners must comply with, including regulatory compliance, labor practices, and business ethics.

In addition, the Company periodically conducts socialization and monitoring to ensure alignment in the implementation of sustainability principles by business partners. Through this approach, MIND ID encourages the consistent and sustainable implementation of sustainability across the supply chain.

To support the effective and structured implementation of the Sustainability Pathway, MIND ID has established a number of Strategic Guidelines and Implementing Policies as operational references. These documents provide clear and detailed direction on the application of sustainability principles in day-to-day operational activities as well as in decision-making processes. With these guidelines in place, the MIND ID Group is better prepared to address sustainability challenges, while ensuring that its business and operational activities are able to deliver lasting positive contributions to society, the environment, and the national economy.

Bidang Field	**Pedoman Strategis** Strategic Guidelines	**Kebijakan Pelaksana** Implementation Policy
Tata Kelola Manajemen Risiko dan Pengawasan Internal Risk Management Governance and Internal Oversight	• Tata Kelola Governance • Manajemen Risiko Risk Management • Pengawasan Internal Internal Supervision	• Pedoman Pelaksanaan *Risk Based Audit Reporting* Guidelines for Implementing Risk Based Audit Reporting • Pengelolaan Anak Perusahaan dan Afiliasi di Lingkungan Grup MIND ID Management of Subsidiaries and Affiliates within MIND ID Group • Pedoman Sistem Pelaporan Pelanggaran Terintegrasi Grup MIND ID (MIND ID *Group Integrated Whistleblowing System*) Guidelines for MIND ID Group Integrated Whistleblowing System) • *Four Eyes Principles* Pengambilan Keputusan Four Eyes Principles Decision Making • Kebijakan Pembinaan Hubungan dengan Pemangku Kepentingan Stakeholder Relationship Development Policy • Kebijakan Komunikasi Perusahaan Company Communication Policy • Manajemen Risiko ESG ESG Risk Management • Pedoman Jasa Konsultasi Guidelines for Consulting Services • Pedoman *Combined Assurance* Guidelines for Combined Assurance • Jasa *Assurance* Assurance Services
Hukum, Kepatuhan dan Penanganan Permasalahan Hukum Law, Compliance and Handling of Legal Issues	Hukum dan Kepatuhan Law and Compliance	Koordinasi dan *Monitoring* Penanganan Perkara Hukum Material dan Pemilihan Konsultan Hukum Eksternal di Lingkungan Grup MIND ID Coordination and Monitoring of Handling of Material Legal Cases and Selection of External Legal Consultants within the MIND ID Group
Informasi Teknologi Information Technology	Informasi Teknologi Information Technology	Pengelolaan Teknologi Informasi Grup MIND ID MIND ID Group Information Technology Management
Pengembangan dan Investasi Development and Investment	Pengembangan dan Investasi Development and Investment	• Tata Kelola Rencana Jangka Panjang Perusahaan Company Long-Term Planning Governance • Tata Kelola Program dan Proyek Grup MIND ID Governance of MIND ID Group Programs and Projects • Tata Cara Kerja Sama dan Kegiatan Pengembangan Usaha Grup MIND ID MIND ID Group's Cooperation Procedures and Business Development Activities
Operasional dan Pengendalian Mutu Operations and Quality Control	• Eksplorasi Exploration • Operasi dan Pengendalian Mutu Operations and Quality Control	• Tata Cara Pengelolaan dan Pengembangan Sumber Daya dan Cadangan Procedures for Management and Development of Resources and Reserves • Pengelolaan Perencanaan dan Produksi Penambangan Mining Planning and Production Management • Tata Cara Pengelolaan Operasi dan Produksi Metal dan Mineral Procedures for Managing Metal and Mineral Operations and Production

Bidang Field	Pedoman Strategis Strategic Guidelines	Kebijakan Pelaksana Implementation Policy
Kesehatan, Keselamatan Kerja dan Pengelolaan Lingkungan Hidup Occupational Health and Safety and Environmental Management	Keselamatan, Kesehatan Kerja dan Lingkungan Hidup (K3LH) Occupational Safety, Health and Environment (K3LH)	• Pedoman Sistem Manajemen Keselamatan, Kesehatan Kerja dan Lingkungan Hidup (SMK3LH) Occupational Safety, Health and Environmental Management System (SMK3LH) Guidelines • Penyusunan dan Implementasi *Key Performance Indicators* (KPIs) HSE Preparation and Implementation of HSE Key Performance Indicators (KPIs) • Komite HSE & Sustainability HSE & Sustainability Committee • Penghormatan pada HAM Respect for Human Rights • Keanekaragaman Hayati Biodiversity • Produksi yang Bertanggung Jawab Responsible Production • Pedoman Bisnis Berkelanjutan Sustainable Business Guidelines
Tanggung Jawab Sosial Social Responsibility	Tanggung Jawab Sosial dan Lingkungan Social and Environmental Responsibility	• Pengembangan dan Pemberdayaan Masyarakat Community Development and Empowerment • Tanggung Jawab Sosial dan Lingkungan Social and Environmental Responsibility
Sumber Daya Manusia Human Resources	Sumber Daya Manusia Human Resources	• Internalisasi dan Aktivasi Budaya (AKHLAK, Noble Purpose, dan Key Behaviors) Internalization and Activation of Culture (AKHLAK/Company Core Value, Noble Purpose, and Key Behaviors) • Sumber Daya Manusia Human Resources
Akuntansi dan Keuangan Accounting and Finance	Akuntansi dan Keuangan Accounting and Finance	Kebijakan Penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) Company Work Plan and Budget Preparation Policy (RKAP)
Pengadaan dan Logistik Procurement and Logistics	Pengadaan dan Logistik Procurement and Logistics	• Panduan Pengadaan Barang dan Jasa Grup MIND ID MIND ID Group Goods and Services Procurement Guide • Pengelolaan Inventori dan Pergudangan Inventory and Warehousing Management
Pengkajian Peraturan Perundangan dan Kebijakan Review of Legislation and Policy	Hukum, Kepatuhan dan Penanganan Permasalahan Hukum Law, Compliance, and Handling of Legal Issues	Koordinasi dan *Monitoring* Penanganan Perkara Hukum Material dan Pemilihan Konsultan Hukum Eksternal di Lingkungan Grup MIND ID Coordination and Monitoring of Handling of Material Legal Cases and Selection of External Legal Consultants within MIND ID Group

Keterangan: Hanya menampilkan pedoman strategis dan kebijakan pelaksana yang terkait ESG.
Note: Only featuring strategic guidelines and implementing policies related to ESG.

Informasi lebih lengkap mengenai pencapaian TPB oleh Grup MIND ID tersedia dalam Laporan Keberlanjutan masing-masing Anggota MIND ID.

More complete information regarding the achievement of SDGs by the MIND ID Group is available in the Sustainability Report of each MIND ID Member.

MIND ID menjalankan proses *due diligence* secara berkelanjutan terhadap seluruh komitmen keberlanjutan. Proses ini meliputi identifikasi, penilaian, pencegahan, dan mitigasi potensi dampak negatif, serta pemantauan dan evaluasi efektivitas implementasi, guna memastikan keselarasan dengan prinsip ESG, peraturan yang berlaku, serta praktik terbaik internasional.

Dalam prosesnya, Grup MIND ID telah menetapkan sejumlah target keberlanjutan sebagai bagian dari komitmen untuk mengelola dampak ekonomi, sosial, dan lingkungan secara terukur dan berkelanjutan. Penetapan target tersebut dilakukan dengan mempertimbangkan relevansi terhadap strategi bisnis, tingkat risiko dan peluang, serta keselarasan dengan standar keberlanjutan yang berlaku. Target ini menjadi acuan utama dalam perencanaan, pelaksanaan, dan evaluasi kinerja keberlanjutan Perusahaan.

MIND ID performs an ongoing due diligence process for all sustainability commitments. This process includes identifying, assessing, preventing, and mitigating potential negative impacts, as well as monitoring and evaluating implementation effectiveness, to ensure alignment with ESG principles, applicable regulations, and international best practices.

Throughout the process, MIND ID Group has established several sustainability targets as part of its commitment to manage economic, social, and environmental impacts in a measurable and sustainable manner. These targets were set by considering their relevance to business strategy, levels of risk and opportunity, and alignment with the applicable sustainability standards. These targets serve as the primary reference for planning, implementing, and evaluating the Company's sustainability performance.





Courtesy of PTFI

Prioritas Sustainability MIND ID 2030

MIND ID Sustainability Priorities 2030

Dalam mewujudkan visi "*MIND ID for Indonesia and the World*", untuk menjadi perusahaan pertambangan terintegrasi yang menyediakan komoditas strategis secara berkelanjutan melalui kegiatan eksplorasi, produksi, hilirisasi, dan penguatan rantai pasok, guna mendukung kedaulatan nasional serta kebutuhan global, Grup MIND ID berkomitmen untuk mengelola sumber daya mineral Indonesia secara bertanggung jawab di seluruh rantai nilai.

To realize the vision of "MIND ID for Indonesia and the World", becoming an integrated mining company that sustainably delivers strategic commodities through exploration, production, downstream processing, and supply chain strengthening, MIND ID Group is committed to responsibly managing Indonesia's mineral resources across the entire value chain, supporting both national sovereignty and global needs.

Prioritas Sustainability MIND ID 2030[1] | MIND ID Sustainability Priorities 2030[1]

Lingkungan & Perubahan Iklim
Environment & Climate Change

Target:

EN1 - Keanekaragaman Hayati & Konservasi:
Biodiversity & Conservation:

Seluruh lokasi tambang yang berada di dekat kawasan lindung atau area dengan nilai konservasi tinggi telah menyelesaikan *Critical Habitat Assessments* (CHA) dan *Biodiversity Action Plans* (BAP).
All mining sites located near protected areas or high conservation value areas have completed Critical Habitat Assessments (CHA) and Biodiversity Action Plans (BAP).

EN 3 - Dekarbonisasi:
Decarbonization:

Mencapai pengurangan emisi (cakupan/*scope* 1+2) sejalan dengan komitmen Pemerintah Republik Indonesia dalam *Nationally Determined Contribution* (NDC).
Achieve emissions reductions (scope 1+2) in line with the Government of the Republic of Indonesia's commitment under the Nationally Determined Contribution.

EN 4 - Produksi yang Bertanggung Jawab:
Responsible Production:

Seluruh fasilitas *tailings* yang dioperasikan mencapai keselarasan penuh dengan GISTM.[2]
All operated tailings facilities to achieve full alignment of GISTM.[2]

Operasi Unggul & Tata Layanan Produk
Smart Operation & Product Stewardship

Target:

SP3 - Produk Berkualitas & Bertanggung Jawab:
Product Quality & Responsibility

Menjadi perusahaan pertambangan yang bereputasi dan bertanggung jawab.
Become reputable & responsible miner.

Sumber Daya Manusia
People

Target:

PE1 - Keselamatan & Kesehatan Kerja:
Health & Safety:

Mencapai *Zero Fatality Case* di seluruh anak perusahaan Grup MIND ID.
Achieve Zero Fatality Cases in all MIND ID Group subsidiaries.

Menurunkan *Total Recordable Injury Rate* (TRIR) dengan mencapai penurunan sebesar 10% dari rata-rata TRIR selama tiga tahun terakhir.
Reduce Total Recordable Injury Rate (TRIR) by achieving a 10% decrease from the average TRIR over the past three years.

PE5 - Learning & Development:
Pembelajaran & Pengembangan

Seluruh pegawai langsung telah menyelesaikan program pelatihan keberlanjutan.
All direct employees completed sustainability training programs.

Komitmen ini diwujudkan melalui enam pilar keberlanjutan, yaitu **Lingkungan & Perubahan Iklim, Operasi Unggul & Tata Layanan Produk, Sumber Daya Manusia, Masyarakat, Pengembangan Ekonomi, dan Tata Kelola,** guna memastikan kontribusi kami terhadap prioritas strategis Indonesia dan transisi energi global dilaksanakan dengan integritas dan akuntabilitas.

This commitment is implemented through six sustainability pillars: **Environment & Climate Change, Smart Operation & Product Stewardship, People, Society, Economic Development,** and **Governance,** to ensure that our contributions to Indonesia's strategic priorities and the global energy transition are carried out with integrity and accountability.

6 Pilar Sustainability | 6 Pillars of Sustainability

Masyarakat
Society



Target:

SO1 - Program Investasi Sosial:
Community Investment Program:

Memperkuat pemberdayaan dan pengembangan masyarakat untuk mencapai target *Community Investment and Engagement* (CIE) serta pendanaan *Micro and Small Enterprise* (MSE) (berkonsultasi dengan CSR untuk memastikan keselarasan dengan CIS).
Strengthen the empowerment and development of communities to achieve the Community Investment and Engagement (CIE) and Micro and Small Enterprise (MSE) Funding targets (consult CSR, to ensure alignment with CIS).

Mencapai tingkat optimal *Community Investment Maturity Index* (CIMIX) di seluruh Grup MIND ID.[3]
Achieve an optimal level of Community Investment Maturity Index (CIMIX) throughout the MIND ID Group.[3]

Pengembangan Ekonomi
Economic Development



Target:

EC4 - Ekspansi Bisnis & Diversifikasi:
Expansion & Diversification:

Memperkuat pertumbuhan bisnis melalui penyelesaian seluruh proyek inisiatif strategis, termasuk proyek strategis nasional, di lingkungan Grup MIND ID.[4]
Strengthen business growth by completion of all strategic initiative projects, including national strategic projects, within MIND ID Group.[4]

Tata Kelola
Governance



Target:

GO4 - Manajemen Risiko:
Risk Management:

Mengintegrasikan prinsip ESG dalam proses pengambilan keputusan melalui manajemen risiko dan proses *Front End Loading* (FEL).[5]
Integrate ESG principles in decision-making processes through risk management and Front End Loading (FEL) processes.[5]

Catatan | Notes:

1. Anak perusahaan terkonsolidasi MIND ID: ANTAM, PTBA, INALUM, dan TIMAH.
   Consolidated MIND ID subsidiaries: ANTAM, PTBA, INALUM and TIMAH.
2. Fasilitas *tailing* di ANTAM dan INALUM.
   Tailings facilities across ANTAM and INALUM subsidiaries.
3. *Community Investment Maturity Index* (MIND ID CIMIX) merupakan kerangka kerja manajemen dan pemantauan yang diterapkan secara konsisten di seluruh Grup MIND ID untuk memastikan pemenuhan program wajib, memitigasi risiko terkait CSR, serta mengoptimalkan inisiatif agar memberikan dampak yang terukur. Kerangka kerja ini terdiri atas lima tingkat kematangan.
   Community Investment Maturity Index (MIND ID CIMIX) is a management and monitoring framework implemented consistently across the MIND ID Group to ensure the fulfillment of mandatory programs, mitigate CSR-related risks, and optimize initiatives to deliver measurable impact. The framework consists of five maturity levels.
4. Seluruh proyek inisiatif strategis, termasuk proyek strategis nasional sebagaimana ditetapkan dalam RJPP MIND ID 2026–2030.
   All strategic initiative projects, including national strategic projects as designated in MIND ID's RJPP 2026–2030.
5. FEL: *Front End Loading*

Penentuan Topik Material
[GRI 3-1][GRI 3-2][GRI 3-3]

Proses penentuan topik material di Grup MIND ID dilaksanakan dengan mengacu pada *Global Reporting Initiative* (GRI) *Standards* 2021 yang tercantum dalam GRI 3. Selain itu, MIND ID menggunakan standar yang dikembangkan oleh Sustainability Accounting Standards Board (SASB) sebagai referensi tambahan untuk mengidentifikasi isu-isu keberlanjutan yang relevan dengan karakteristik industri pertambangan.

Dalam proses ini, MIND ID juga menerapkan pendekatan *double materiality*, yang memungkinkan Perusahaan untuk menilai topik material dari dua perspektif utama, yaitu dampak kegiatan perusahaan terhadap lingkungan dan masyarakat, serta risiko dan peluang keberlanjutan yang berpotensi memengaruhi kinerja dan keberlangsungan usaha.

Pendekatan tersebut memungkinkan Grup MIND ID untuk mengidentifikasi isu-isu yang paling signifikan bagi pencapaian tujuan Perusahaan sekaligus menjawab ekspektasi para pemangku kepentingan. Dengan demikian, pemetaan topik material yang dihasilkan mencerminkan kepentingan strategis perusahaan serta isu-isu utama yang relevan bagi pemangku kepentingan. Hal ini mendukung integrasi prinsip ESG secara menyeluruh dalam perumusan strategi bisnis dan operasional, serta memperkuat kesiapan Grup MIND ID dalam merespons tantangan keberlanjutan dan mengoptimalkan dampak positif bagi masyarakat dan lingkungan.

Penilaian topik material dilakukan melalui beberapa tahapan, yang mencakup survei kepada para pemangku kepentingan MIND ID dan seluruh Anggota MIND ID, serta *expert judgment* yang melibatkan ahli eksternal pada bidang-bidang yang relevan dengan topik material. Pendekatan ini dilakukan untuk memastikan bahwa topik material yang ditetapkan tidak hanya mencerminkan perspektif internal Perusahaan, tetapi juga mempertimbangkan masukan pemangku kepentingan serta pandangan independen dari para ahli sesuai dengan isu keberlanjutan yang berkembang. Adapun tahapan proses yang diterapkan oleh MIND ID dalam menentukan topik-topik material yang disajikan dalam Laporan Keberlanjutan ini diuraikan sebagai berikut:

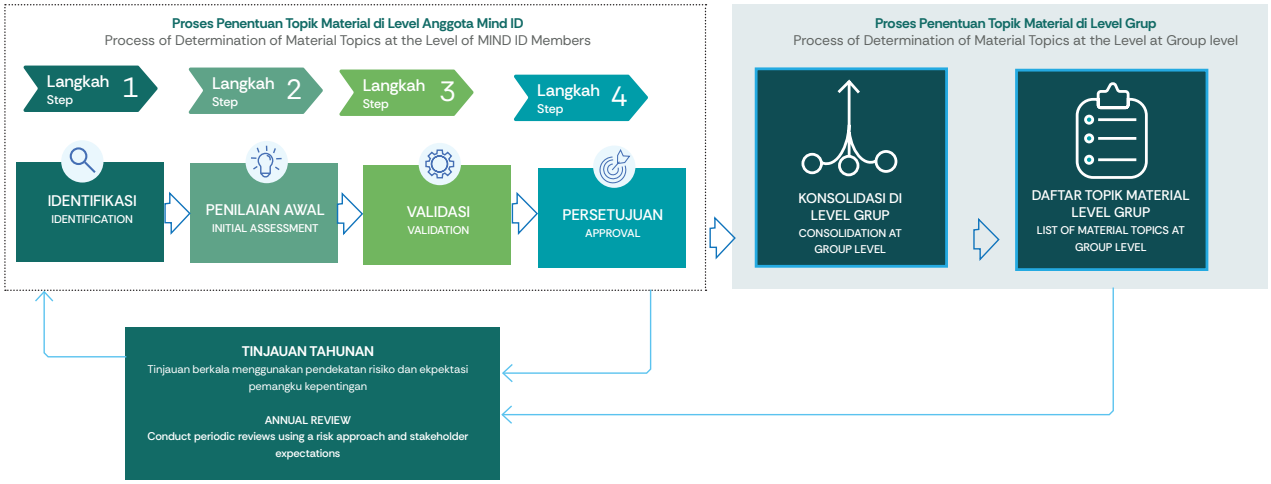
Determination of Material Topics
[GRI 3-1][GRI 3-2][GRI 3-3]

The process of determining material topics in the MIND ID Group is conducted with reference to the Global Reporting Initiative (GRI) Standards 2021 as listed in GRI 3. In addition, MIND ID uses standards developed by the Sustainability Accounting Standards Board (SASB) as an additional reference to identify sustainability issues relevant to the characteristics of the mining industry.

In this process, MIND ID also applies a double materiality approach, which allows the Company to assess material topics from two main perspectives, namely the impact of the Company's activities on the environment and society, as well as sustainability risks and opportunities that have the potential to affect business performance and sustainability.

This approach allows the MIND ID Group to identify the most significant issues for achieving the Company's objectives while meeting stakeholder expectations. Thus, the resulting material topic mapping reflects the Company's strategic interests and key issues relevant to stakeholders. This supports the comprehensive integration of ESG principles into the formulation of business and operational strategies, and strengthens the MIND ID Group's readiness to respond to sustainability challenges and optimize positive impacts on society and the environment.

The material topic assessment was conducted through several stages, including surveys involving stakeholders of MIND ID and all MIND ID Members, as well as expert judgment involving external experts in fields relevant to the material topics. These approaches have been undertaken to ensure that the identified material topics not only reflect the Company's internal perspective, but also take into account stakeholder input and independent views from experts in line with evolving sustainability issues. The stages of the process implemented by MIND ID in determining the material topics presented in this Sustainability Report are described as follows:



Identifikasi Identification	Proses penentuan topik material di tingkat Anggota MIND ID diawali dengan penyusunan daftar awal topik keberlanjutan yang relevan. Pada tahap ini, Anggota MIND ID mengidentifikasi berbagai isu, perhatian, dan ekspektasi yang disampaikan oleh para pemangku kepentingan melalui survei. Daftar awal tersebut selanjutnya diselaraskan dengan taksonomi risiko Perusahaan serta pilar dan topik ESG yang tercantum dalam MIND ID *Sustainability Pathway*. Identifikasi topik material dilakukan dengan mempertimbangkan sejumlah faktor utama, antara lain ekspektasi pemangku kepentingan, praktik terbaik yang lazim diterapkan di sektor industri pertambangan, standar dan kriteria pelaporan Laporan Keberlanjutan, kerangka dan kriteria ESG, serta isu-isu ESG yang berkembang. Selain itu, arah strategis perusahaan serta kebutuhan bisnis dan operasional juga menjadi bagian integral dalam proses ini. Keseluruhan tahapan identifikasi tersebut selaras dengan proses pemahaman konteks organisasi sebagaimana diatur dalam GRI 3-3. The process of determining material topics at the MIND ID Member level begins with the development of an initial list of relevant sustainability topics. At this stage, MIND ID Members identify various issues, concerns, and expectations raised by stakeholders through surveys. This preliminary list is then aligned with the Company's risk taxonomy as well as the ESG pillars and topics outlined in the MIND ID Sustainability Pathway. The identification of material topics is conducted by considering several key factors, including stakeholder expectations, common best practices in the mining industry, Sustainability Report reporting standards and criteria, the ESG framework and criteria, and emerging ESG issues. In addition, the Company's strategic direction and business and operational needs are integral to this process. All stages of this identification are aligned with the process of understanding the organizational context as stipulated in GRI 3-3.
Penilaian Awal Initial Assessment	Pada tahap penilaian awal, Anggota MIND ID melakukan evaluasi materialitas terhadap setiap area ESG dengan mengacu pada pendekatan manajemen risiko. Penilaian tingkat risiko dilakukan berdasarkan analisis *risk event* yang relevan dengan masing-masing area ESG, yang kemudian diklasifikasikan ke dalam tiga kategori, yaitu *High, Moderate*, dan *Low*. Secara paralel, tingkat ekspektasi pemangku kepentingan dinilai berdasarkan tingkat kesesuaian setiap area ESG terhadap jumlah parameter atau kriteria yang tercantum dalam standar kinerja dan Laporan Keberlanjutan. Hasil penilaian ini dikelompokkan ke dalam tiga tingkat, yakni *High, Moderate*, dan *Minimum*. Selanjutnya, penilaian silang antara tingkat risiko dan ekspektasi pemangku kepentingan dituangkan dalam Matriks Materialitas ESG. Tahapan ini mencerminkan proses identifikasi dampak aktual dan potensial serta penilaian signifikansi dampak sebagaimana dipersyaratkan dalam GRI 3-3. During the preliminary assessment stage, MIND ID members conduct a materiality assessment for each ESG area using a risk management approach. The risk level assessment is based on an analysis of risk events relevant to each ESG area, which are then classified into three levels: High, Moderate, and Low. In parallel, stakeholder expectations are assessed based on the degree to which each ESG area aligns with the parameters or criteria outlined in the performance standards and the Sustainability Report. The results of this assessment are grouped into three levels: High, Moderate, and Minimum. Next, a cross-assessment of risk levels and stakeholder expectations is outlined in the ESG Materiality Matrix. This stage reflects the process of identifying actual and potential impacts and assessing their significance, as required by GRI 3-3.
Validasi Validation	Setiap Anggota MIND ID kemudian melakukan proses validasi atas Matriks Materialitas ESG dengan dukungan tim ahli yang relevan. Tim ini dapat terdiri atas pakar internal maupun eksternal, termasuk tenaga profesional internal perusahaan, akademisi, perwakilan regulator, serta ahli di bidang ESG, lingkungan, tata kelola, dan perubahan iklim. Komposisi tim ahli disesuaikan dengan kebutuhan dan kebijakan masing-masing Anggota MIND ID. Pelibatan berbagai perspektif dan keahlian tersebut bertujuan untuk memastikan bahwa penilaian materialitas dilakukan secara komprehensif, objektif, dan berbasis pengetahuan yang memadai. Proses validasi ini selaras dengan tahapan penetapan prioritas dampak paling signifikan untuk pelaporan sebagaimana diatur dalam GRI 3-3. Each MIND ID Member then conducts a validation process on the ESG Materiality Matrix with the support of a relevant team of experts. This team can consist of internal or external experts, including Company professionals, academics, regulatory representatives, and experts in ESG, the environment, governance, and climate change. The composition of the expert team is adapted to the needs and policies of each MIND ID Member. The involvement of various perspectives and expertise aims to ensure that materiality assessments are comprehensive, objective, and based on adequate knowledge. This validation process aligns with the prioritization phase for reporting on the most significant impacts, as outlined in GRI 3-3.

Persetujuan Agreement	Setelah melalui proses validasi, setiap Anggota MIND ID melakukan finalisasi Matriks Materialitas dan menetapkan topik-topik material prioritas setelah memperoleh persetujuan dari Direksi. Sebagai tindak lanjut, hasil analisis materialitas dan penetapan topik material prioritas dari 27 area ESG disampaikan secara komprehensif kepada MIND ID. Tahapan persetujuan ini merupakan bagian dari mekanisme tata kelola keberlanjutan Grup MIND ID sekaligus mendukung komitmen MIND ID dalam memastikan bahwa pengelolaan isu-isu material dilakukan secara konsisten dan terkoordinasi di seluruh Grup. Proses ini juga sejalan dengan tahapan prioritisasi dampak paling signifikan untuk pelaporan dalam GRI 3-3. Following the validation process, each MIND ID member finalizes the Materiality Matrix and establishes priority material topics after obtaining approval from the Board of Directors. As a follow-up, the results of the materiality analysis and the determination of priority material topics across 27 ESG areas are comprehensively communicated to MIND ID. This approval process is part of the MIND ID Group's sustainability governance mechanism and supports MIND ID's commitment to ensuring consistent and coordinated management of material issues across the Group. This process also aligns with the prioritisation of the most significant impacts for reporting, as stipulated in GRI 3-3.
Konsolidasi pada Level Grup Consolidation at Group Level	Berdasarkan Matriks Materialitas ESG yang telah disusun oleh Anggota MIND ID, MIND ID melakukan proses konsolidasi penilaian tingkat risiko pada level Grup. Penilaian ini dilakukan menggunakan pendekatan *weighted sum* untuk menentukan tingkat risiko setiap area ESG secara agregat. Penetapan bobot risiko mengacu pada kesesuaian ambang batas risiko Anggota MIND ID dengan ambang batas risiko Grup MIND ID yang ditetapkan oleh Fungsi Manajemen Risiko MIND ID. Akumulasi *weighted risk level* dari Anggota MIND ID kemudian ditetapkan sebagai tingkat risiko ESG di level Grup MIND ID. Selanjutnya, dilakukan penilaian tingkat ekspektasi pemangku kepentingan berdasarkan kesesuaian setiap area ESG terhadap parameter dan kriteria standar kinerja serta Laporan Keberlanjutan. Matriks Materialitas ESG yang telah memperoleh persetujuan Direksi MIND ID menjadi acuan utama dalam pengelolaan keberlanjutan Grup MIND ID, termasuk dalam penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP), pengelolaan program kerja, serta penyusunan Laporan Keberlanjutan MIND ID. Dengan pendekatan ini, topik-topik material yang memiliki dampak lebih signifikan terhadap perusahaan mendapatkan bobot yang lebih tinggi. Hal ini membantu manajemen dalam menentukan langkah-langkah strategis yang tepat dalam menjaga keberlanjutan operasional sambil memperhatikan kepentingan semua pemangku kepentingan. Dengan demikian, konsolidasi topik material di tingkat Grup MIND ID menjadi landasan penting dalam merumuskan kebijakan dan strategi keberlanjutan yang efektif dan komprehensif bagi seluruh Grup. Melalui pendekatan ini, topik-topik material dengan dampak paling signifikan terhadap perusahaan memperoleh bobot prioritas yang lebih tinggi. Hal ini mendukung manajemen dalam merumuskan kebijakan dan strategi keberlanjutan yang tepat, seimbang, dan berorientasi jangka panjang, dengan tetap memperhatikan kepentingan seluruh pemangku kepentingan. Based on the ESG Materiality Matrix prepared by MIND ID Members, MIND ID conducts a consolidation process for risk level assessments at the Group level. This assessment is conducted using a weighted sum approach to determine the aggregate risk level for each ESG area. The determination of risk weights refers to the conformity of MIND ID Members' risk thresholds with the MIND ID Group risk thresholds set by the MIND ID Risk Management Function. The accumulated weighted risk levels of MIND ID Members are then determined as the ESG risk level at the MIND ID Group level. Next, an assessment of stakeholder expectations is conducted based on the alignment of each ESG area with the parameters and criteria of the performance standards and the Sustainability Report. The ESG Materiality Matrix, approved by the MIND ID Board of Directors, serves as the primary reference for the MIND ID Group's sustainability management, including the preparation of the Corporate Work Plan and Budget (RKAP), work program management, and the preparation of the MIND ID Sustainability Report. Through this approach, material topics with a more significant impact on the Company receive higher weighting. This helps management determine appropriate strategic steps to maintain operational sustainability while considering the interests of all stakeholders. Thus, the consolidation of material topics at the MIND ID Group level serves as an important pedestal for formulating effective and comprehensive sustainability policies and strategies for the entire Group. Through this approach, material topics with the most significant impact on the Company receive a higher priority. This supports management in formulating appropriate, balanced, and long-term sustainability policies and strategies, while still considering the interests of all stakeholders.

Berdasarkan keseluruhan proses tersebut, berikut merupakan topik-topik material Grup MIND ID yang menjadi fokus pengelolaan keberlanjutan Perusahaan:

Based on the entire process, the following are the material topics of the MIND ID Group that are the focus of the Company's sustainability management:

Matriks Materialitas Grup MIND ID [GRI 3-2]
MIND ID Group Materiality Matrix [GRI 3-2]



Paling Material
Most Material

Sangat Material
Very Material

Material

Keterangan | Information:

Tingkat Harapan Pemangku Kepentingan
Stakeholder Expectation Level

- Diselaraskan dengan praktik terbaik yang diterapkan dalam sektor industri
  Aligned with best practices implemented in the industrial sector
- Diselaraskan dengan standar dan kriteria pelaporan Laporan Keberlanjutan serta kriteria ESG
  Aligned with Sustainability Report reporting standards and criteria as well as ESG criteria
- Diterapkan secara seragam di seluruh Grup
  Applied uniformly across the Group
- Berdasarkan survei, *expert judgement*, dan *workshop* untuk mengidentifikasi topik prioritas di setiap area ESG
  Based on surveys, expert judgment, and workshops to identify

Tingkat Risiko
Risk Level

- Mengacu pada kerangka Manajemen Risiko Grup MIND ID (*Risk Limit, Risk Capacity, Risk Tolerance*)
  Referring to the MIND ID Group Risk Management framework (Risk Limit, Risk Capacity, Risk Tolerance)

LINGKUNGAN & PERUBAHAN IKLIM
ENVIRONMENT & CLIMATE CHANGE

EN1. Keanekaragaman Hayati & Konservasi
Biodiversity & Conservation
EN2. Air & Udara
Water & Air
EN3. Dekarbonisasi
Decarbonization
EN4. Produksi yang Bertanggung Jawab
Responsible Production

OPERASI YANG UNGGUL & TATA LAYANAN PRODUK
SMART OPERATION & PRODUCT STEWARDSHIP

SP1. Operasional yang Unggul
Operational Excellence
SP2. Automasi, Digitalisasi, & Inovasi
Automation, Digitalization & Innovation
SP3. Produk Berkualitas & Bertanggung Jawab
Product Quality & Responsibility
SP4. Pemasaran & Penjualan
Marketing & Sales
SP5. Kepuasan Pelanggan
Customer Satisfaction
SP6. Manajemen Pasokan & Kontraktor
Supply & Contractor Management

SUMBER DAYA MANUSIA
PEOPLE

PE1. Keselamatan & Kesehatan Kerja (K3)
Health & Safety
PE2. Keamanan
Security
PE3. Rekrutmen
Recruitment
PE4. Inklusi & Keberagaman
Inclusion & Diversity
PE5. Pelatihan & Pengembangan
Learning & Development
PE6. Hak-hak Pekerja
Labor Rights

MASYARAKAT
SOCIETY

SO1. Program Investasi Sosial
Community Investment Program
SO2. Hak Asasi Manusia
Human Rights
SO3. Hubungan dengan Pemangku Kepentingan
Stakeholder Engagement

OPERASI YANG UNGGUL & TATA LAYANAN PRODUK
SMART OPERATION & PRODUCT STEWARDSHIP

EC1. Dampak Ekonomi
Economic Impact
EC2. Penciptaan Nilai Bersama & Pengembangan Ekonomi Daerah
Creating Shared Values & Local Development
EC3. Kinerja Keuangan
Financial Performance
EC4. Ekspansi Bisnis & Diversifikasi
Expansion & Diversification

TATA KELOLA
GOVERNANCE

GO1. Kepemimpinan & Pengambilan Keputusan
Leadership & Decision Making
GO2. Transparansi & Akuntabilitas
Transparency & Accountability
GO3. Etika Bisnis & Kepatuhan
Business Ethics & Compliance
GO4. Manajemen Risiko
Risk Management

Perubahan Topik Material [GRI 2-4]

Pada tahun 2025, MIND ID melakukan peninjauan atas hasil penilaian materialitas dan mengidentifikasi adanya perubahan tingkat materialitas pada 10 topik dibandingkan dengan periode sebelumnya. Perubahan ini mencerminkan dinamika risiko, peluang, serta ekspektasi pemangku kepentingan yang terus berkembang. Uraian berikut menjelaskan penyesuaian materialitas pada masing-masing topik tersebut.

Changes of Material Topics [GRI 2-4]

In 2025, MIND ID reviewed the materiality assessment results and identified changes in materiality levels for 10 topics compared to the previous period. These changes reflect the evolving dynamics of risks, opportunities, and stakeholder expectations. The following description explains the materiality adjustments for each of these topics.

Topik Material Material Topics	Perubahan Change	Penjelasan Explanation
Operasional yang Unggul Operational Excellence [SP1]	↓	Penurunan prioritas relatif mencerminkan pergeseran pendekatan efisiensi dari perbaikan operasional konvensional menuju pemanfaatan teknologi dan digitalisasi yang lebih terintegrasi dalam proses bisnis. The relative decrease in priority reflects a shift in the efficiency approach from conventional operational improvements to a more integrated use of technology and digitalization in business processes.
Automasi, Digitalisasi, & Inovasi Automation, Digitalization & Innovation [SP2]	↑	Peningkatan materialitas didorong oleh percepatan transformasi digital untuk meningkatkan efisiensi biaya, produktivitas, serta kualitas pengambilan keputusan berbasis data di seluruh lini operasional. The increase in materiality is driven by the acceleration of digital transformation to improve cost efficiency, productivity, and the quality of data-driven decision making across all operational lines.
Pemasaran & Penjualan Marketing & Sales [SP4]	↓	Penurunan ini mencerminkan stabilitas permintaan yang didukung oleh kontrak jangka panjang, sehingga eksposur terhadap fluktuasi pasar dan tekanan pemasaran menjadi relatif lebih terkendali. This decline reflects the stability of demand supported by long-term contracts, so that exposure to market fluctuations and marketing pressures is relatively more manageable.
Kepuasan Pelanggan Customer Satisfaction [SP5]	↓	Fokus bergeser dari aspek layanan ke konsistensi kualitas produk dan keandalan pasokan, seiring dengan karakteristik bisnis yang lebih berbasis hubungan kontraktual jangka panjang. The focus shifts from service aspects to product quality consistency and supply reliability, along with business characteristics that are more based on long-term contractual relationships.
Keamanan Security [PE2]	↓	Penurunan materialitas menunjukkan penguatan sistem pengendalian internal dan tidak adanya insiden signifikan, sehingga risiko keamanan berada pada tingkat yang lebih terkendali. The decrease in materiality indicates strengthening of the internal control system and the absence of significant incidents, so that security risks are at a more controlled level.
Inklusi & Keberagaman Inclusion & Diversity [PE4]	↑	Peningkatan ini mencerminkan penguatan praktik tata kelola dan perhatian terhadap aspek sosial, termasuk pengelolaan tenaga kerja yang lebih inklusif dan beragam sesuai dengan ekspektasi ESG. This increase reflects strengthening governance practices and attention to social aspects, including managing a more inclusive and diverse workforce in line with ESG expectations.
Hubungan dengan Pemangku Kepentingan Stakeholder Engagement [SO3]	↓	Penurunan prioritas relatif menunjukkan stabilitas hubungan dengan pemangku kepentingan, dengan pendekatan *engagement* yang lebih terarah dan terintegrasi dalam pengelolaan risiko sosial. The relative decrease in priority indicates stability in relationships with stakeholders, with a more focused and integrated engagement approach in managing social risks.

Topik Material Material Topics	Perubahan Change	Penjelasan Explanation
Kinerja Keuangan Financial Performance [EC3]	↓	Penurunan ini dipengaruhi oleh tekanan harga komoditas dan dinamika pasar, yang mendorong fokus pada perlindungan margin, efisiensi biaya, dan penguatan kinerja operasional. This decline was influenced by commodity price pressures and market dynamics, which encouraged a focus on margin protection, cost efficiency, and strengthening operational performance.
Ekspansi Bisnis & Diversifikasi Expansion & Diversification [EC4]	↓	Penurunan prioritas pada aspek ekspansi dan diversifikasi pada tahun 2025 mencerminkan pendekatan strategis MIND ID yang lebih disiplin dan selektif dalam pengembangan usaha. Grup tetap berfokus pada penguatan kinerja operasional, optimalisasi portofolio yang ada, serta peningkatan integrasi hilirisasi di seluruh rantai nilai pertambangan. The lower prioritisation of expansion and diversification initiatives in 2025 reflects MIND ID's more disciplined and selective strategic approach toward business development. The Group continues to focus on strengthening operational performance, optimizing existing portfolios, and enhancing downstream integration across its mining value chain.

Dampak dan Mitigasi Topik Paling Material [GRI 3-1] [GRI 3-2] [GRI 3-3]
Impact and Mitigation of the Most Material Topics [GRI 3-1] [GRI 3-2] [GRI 3-3]

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
EN 1: **Keanekaragaman Hayati & Konservasi** **Biodiversity & Conservation** GRI 101	Kegiatan penambangan berdampak pada perubahan lanskap dan berpotensi mengganggu habitat flora dan fauna. Mining activities have an impact on changing the landscape and have the potential to disrupt the habitat of flora and fauna.	• Pemantauan secara berkala Indeks Keanekaragaman Hayati. • Rehabilitasi dan revegetasi untuk mengembalikan habitat asli. • Konservasi flora dan fauna yang merupakan spesies endemik. • Melakukan pemeliharaan Daerah Aliran Sungai (DAS). • Pencegahan abrasi dan erosi dalam rangka menjaga ekosistem perairan dan garis pantai. • Menyusun strategi perencanaan dan pelaksanaan reklamasi dan rehabilitasi lahan tambang. • Perform regular monitoring of the Biodiversity Index. • Implement rehabilitation and revegetation programs to restore the original habitats. • Conservation endemic species of flora and fauna. • Performing maintenance of River Basin Areas (DAS). • Prevention of abrasion and erosion in order to maintain aquatic ecosystems and coastlines. • Developing strategies for planning and implementing reclamation and rehabilitation of mining land.
EN 2: **Air & Udara** **Water & Air** GRI 303 GRI 305-6 GRI 305-7	Kegiatan penambangan dan pengolahan membutuhkan air yang cukup banyak sehingga dapat berpotensi mengganggu keseimbangan sumber daya air. Kegiatan penambangan juga dapat menimbulkan gangguan pada kualitas udara sehingga dibutuhkan pengelolaan yang sesuai dengan peraturan yang berlaku. Mining and processing activities require significant amounts of water, potentially disrupting the balance of water resources. In addition, mining activities can affect air quality, requiring strict management in accordance with applicable regulations.	• Memenuhi berbagai regulasi terkait, termasuk kepemilikan Surat Izin Pengusahaan Air Tanah (SIPA). • Menggunakan air secara efisien, menerapkan sistem pemantauan yang ketat, mengurangi pengambilan air baru dari alam, meningkatkan resirkulasi air, dan memastikan kualitas air yang dialirkan ke badan air sesuai dengan baku mutu yang berlaku. • Pengelolaan kualitas udara di area operasional melalui pemantauan dan pengujian secara berkala. • Comply with relevant regulations, including ownership of a Groundwater Business Permit (SIPA). • Using water efficiently by implementing a rigorous monitoring system, reducing the withdrawal of new water from natural sources, increasing water recirculation, and ensuring that the quality of water flowing into water bodies complies with applicable quality standards. • Air quality management in operational areas through regular monitoring and testing.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
EN 3: **Dekarbonisasi** **Decarbonization** GRI 302 GRI 305	Kegiatan penambangan dan pengolahan masih bergantung pada bahan bakar fosil, yang berkontribusi pada emisi gas rumah kaca. Di sisi lain, MIND ID menyadari proses transisi ke operasi yang lebih ramah lingkungan masih lambat dan memerlukan investasi besar. Mining and processing activities continue to rely on fossil fuels, which contribute to greenhouse gas emissions. Meanwhile, MIND ID acknowledges that the transition to more environmentally friendly operations remains slow and requires significant investment.	• Mengurangi emisi GRK sebesar 21,4% pada tahun 2030 dari emisi business-as-usual di tahun tersebut dan mendukung aspirasi *net zero emission* Pemerintah Indonesia Tahun 2060. • *Monitoring* emisi dari kegiatan operasional perusahaan. • Reduce GHG emissions by 21.4% by 2030 from business-as-usual emissions in that year and support the Indonesian Government's net zero emission aspirations by 2060. • Monitoring emissions from the Company's operational activities.
EN 4: **Produksi yang Bertanggung Jawab** **Responsible Production** GRI 306	Kegiatan penambangan dan pengolahan menghasilkan limbah berbahaya yang dapat berpotensi mencemari lingkungan jika tidak dikelola dengan baik sehingga dapat berdampak pada kehidupan masyarakat. Mining and processing activities produce hazardous waste that can potentially pollute the environment if not managed properly, thus impacting people's lives.	• Pengelolaan dan pengelompokan limbah B3 dan non-B3. • Penerapan praktik daur ulang (*reduce, reuse, recycle, recovery*) dan *mineral recovery*. • Bekerja sama dengan pihak ketiga yang memiliki izin pemanfaatan untuk memanfaatkan limbah B3. • Management and grouping of hazardous (B3) and non-B3 waste. • Implementation of recycling practices (reduce, reuse, recycle, recovery) and mineral recovery. • Collaborate with licensed third parties authorized to utilize B3 waste.
SP 1: **Operasional yang Unggul** **Operational Excellence** GRI 2-5	Penerapan prinsip *operational excellence* dapat meningkatkan efisiensi dan produktivitas operasi tambang sehingga dapat mengurangi biaya dan sumber daya yang digunakan. The application of operational excellence principles enhances efficiency and productivity in mining operations, thereby reducing costs and optimizing resources utilization.	• Penggunaan metode pertambangan yang mengacu pada prinsip *Good Mining Practice* dengan mengedepankan kaidah pertambangan yang efisien, terencana, serta mendukung *resource conservation*. • The implementation of mining methods based on the principles of Good Mining Practice, prioritizing efficient, well-planned mining and resource conservation.
SP 2: **Automasi, Digitalisasi, & Inovasi** **Automation, Digitalization & Innovation** GRI 418	Penerapan *automation, digitalization* & *innovation* berdampak pada efisiensi operasional, keberlanjutan lingkungan, keselamatan kerja, serta layanan pelanggan. The implementation of automation, digitalization and innovation has an impact on operational efficiency, environmental sustainability, occupational safety, and customer service.	• Meningkatkan keamanan sistem TI dan data digital. • Menjalin kerja sama untuk riset terkini di industri pertambangan dan manufaktur. • Implementasi Sistem Manajemen Keamanan Informasi ISO 27001:2013. • Melaksanakan audit keamanan, *vulnerability assessment* atau tes penetrasi kepada sistem perusahaan, produk dan data pengguna, baik secara internal maupun eksternal. • Strengthening the security of IT systems and digital data. • Establishing collaborations for the latest research in the mining and manufacturing industries. • Implementation of ISO 27001:2013 Information Security Management System. • Conducting security audits, vulnerability assessments or penetration tests on Company systems, products and user data, both internally and externally.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
SP 3: **Produk Berkualitas & Bertanggung Jawab** **Product Quality & Responsibility** GRI 416	Kualitas dan tanggung jawab produk akan berdampak pada kepuasan pelanggan dan kinerja ekonomi Perusahaan. Product quality and responsibility will impact customer satisfaction and the Company's economic performance.	• Melakukan *sampling* pengujian dan *quality testing* atas komoditas dan produk. • Penerapan *integrated quality management system*. • Pemenuhan standar internasional terkait mutu produk dan layanan. • Conducting sampling and quality testing on commodities and products. • Implementation of an integrated quality management system. • Compliance with international standards concerning product and service quality.
SP 4: **Pemasaran & Penjualan** **Marketing & Sales** GRI 417	Keberlanjutan MIND ID ditentukan bagaimana perusahaan dapat meningkatkan kinerja ekonomi melalui berbagai program dan inisiatif penjualan dan memperluas pemasaran produk. MIND ID's sustainability is determined on its ability to enhance economic performance through various sales programs and initiatives, while expanding product marketing.	• Menyediakan saluran pengaduan bagi konsumen. • Provide an accessible complaint channel for consumers.
SP 5: **Kepuasan Pelanggan** **Customer Satisfaction**	Kepuasan pelanggan memiliki dampak besar terhadap keberlanjutan bisnis, di antaranya juga pada keandalan rantai pasok dan kepatuhan perusahaan terhadap standar etika dan lingkungan, terutama dalam meningkatkan loyalitas pelanggan, memperkuat reputasi perusahaan, dan mendorong pertumbuhan bisnis. Customer satisfaction has a significant impact on business sustainability, including supply chain reliability and corporate compliance with ethical and environmental standards, particularly in enhancing customer loyalty, strengthening corporate reputation, and driving business growth.	• Mengadakan survei kepuasan pelanggan untuk mengevaluasi kinerja dan memperoleh umpan balik terkait pelayanan yang diberikan. • Conduct customer satisfaction surveys to evaluate performance and gather feedback concerning the services provided.
SP 6: **Manajemen Pasokan & Kontraktor** **Supply & Contractor Management** GRI 308 GRI 414	Manajemen rantai pasokan dan kontraktor yang efektif sangat penting untuk menjaga kelancaran operasional perusahaan dan mengurangi risiko yang dapat mengganggu keberlanjutan kegiatan bisnis. Pengelolaan yang baik terhadap kepatuhan terhadap regulasi lingkungan dan ketenagakerjaan oleh pihak ketiga sangat penting untuk melindungi reputasi dan stabilitas finansial Perusahaan. Effective supply chain and contractor management is essential for maintaining smooth Company operations and mitigating risks that could disrupt business continuity. Proper management of third-party environmental and labor compliance is equally critical to safeguarding the Company's reputation and financial stability.	• Mengimplementasikan standar pengadaan terbaik yang didukung oleh sertifikasi yang relevan. • Menerapkan Pakta Integritas sebagai bagian dari komitmen terhadap tata kelola yang baik. • Melaksanakan perencanaan pengadaan (*procurement planning*) yang sistematis untuk meningkatkan efisiensi dan efektivitas pengadaan. • Mengembangkan sistem *Electronic Supply Chain Management* (e-SCM). • Melakukan berbagai upaya untuk memperkuat pemahaman dan kerja sama dengan mitra kerja. • Implementing best procurement standards supported by relevant certifications. • Implementing an Integrity Pact as part of a commitment to good governance. • Implement systematic procurement planning to enhance procurement efficiency and effectiveness. • Developing an Electronic Supply Chain Management (e-SCM) system. • Make various efforts to strengthen understanding and cooperation with business partners.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
PE 1: **Keselamatan & Kesehatan Kerja (K3)** Health & Safety GRI 403	Keselamatan dan Kesehatan Kerja (K3) menjadi prioritas utama MIND ID untuk meminimalkan kecelakaan dan penyakit akibat kerja. MIND ID ingin memberikan rasa aman dan nyaman kepada seluruh pegawai yang berada di operasional Grup MIND ID. Occupational Safety and Health (K3) is MIND ID's highest priority to minimize work-related accidents and illnesses. MIND ID is committed to providing a safe and comfortable working environment for all employees across the MIND ID Group's operations.	• Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sesuai ISO 45001, CSMS, dan sistem K3 lainnya. • Menyediakan layanan kesehatan kerja, seperti pemeriksaan kesehatan berkala, pengobatan, konseling kesehatan, pelatihan keselamatan dan kesehatan kerja, serta program program kesehatan lainnya. • Mengadakan program pelatihan K3. • Implementation of Occupational Safety and Health Management System (SMK3) in accordance with ISO 45001, CSMS, and other K3 systems. • Providing occupational health services, including regular medical check-ups, medication, health counseling, occupational safety and health training, and other health programs. • Conducting K3 training programs.
PE 2: **Keamanan** Security GRI 410	Lokasi operasional perusahaan memerlukan sistem keamanan yang andal guna mendukung kelancaran operasional. Diperlukan kehadiran personel keamanan yang profesional, terlatih, dan memiliki kompetensi dalam menangani potensi risiko keamanan di area operasional. Company operational locations require a reliable security system to ensure smooth operations. Professional, well-trained, and competent security personnel are essential for addressing potential security risks within the operational area.	• Menerapkan sistem keamanan yang ketat. • Memberikan pelatihan keamanan secara komprehensif kepada personel melalui program Gada Pratama. • Menjalin kerja sama dengan pihak kepolisian guna memperkuat pengawasan serta meningkatkan respons terhadap potensi gangguan keamanan di wilayah operasional. • Implement a strict security system. • Provide comprehensive security training for personnel through the Gada Pratama program. • Establish cooperation with the police to strengthen supervision and enhance responsiveness to potential security disturbances in operational areas.
PE 3: **Rekrutmen** Recruitment GRI 401	Proses rekrutmen yang setara dan terbuka akan menghasilkan lingkungan kerja yang inklusi dan berdampak pada peningkatan kinerja perusahaan. An equal and transparent recruitment process will result in an inclusive work environment and have an impact on improving Company performance.	• Rekrutmen berlandaskan asas kesetaraan dan terbuka. • Memastikan pemenuhan hak bagi seluruh pekerjanya. • Penerapan Cuti Parental. • Recruitment is based on the principles of equality and transparency. • Ensuring the fulfilment of rights for all workers. • Implementation of Parental Leave Program.
PE 4: **Inklusi & Keberagaman** Inclusion & Diversity GRI 2-7 GRI 2-8 GRI 202 GRI 402 GRI 405 GRI 406	Keragaman dalam tim kerja meningkatkan inovasi dan kreativitas melalui berbagai perspektif dan ide. Selain itu, lingkungan inklusif meningkatkan kepuasan kerja dan kinerja tim. Diversity in work teams fosters innovation and creativity through various perspectives and ideas. Furthermore, an inclusive environment enhances job satisfaction and team performance.	Menerapkan praktik ketenagakerjaan yang inklusif melalui program-program yang mendukung keberagaman pegawai. Implementing inclusive employment practices through programs that support employee diversity.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
PE 5: **Pelatihan & Pengembangan** **Learning & Development** GRI 404	Program pelatihan dan pengembangan meningkatkan kompetensi dan keterampilan pegawai. Selain itu, kesempatan pengembangan karier dapat meningkatkan motivasi dan loyalitas pegawai. Training and development programs improve employee competencies and skills. Furthermore, career development opportunities can increase employee motivation and loyalty.	• Penerapan sistem pengelolaan *Human Capital* seperti *Human Capital Information System* (HCIS), *Employee Self Service* (ESS), serta HC *Dashboard and Productivity Analytics*. • Melaksanakan program pendidikan, pelatihan, dan pengembangan kompetensi. • Evaluasi Kinerja yang mencakup penilaian perilaku dan *Key Performance Indicators* (KPIs). • Implementation of Human Capital management systems such as Human Capital Information System (HCIS), Employee Self Service (ESS), and HC Dashboard and Productivity Analytics. • Implementing education, training and competency development programs. • Conduct Performance Evaluations that incorporate behavioral assessment and Key Performance Indicators (KPIs).
PE 6: **Hak-hak Pekerja** **Labor Rights** GRI 407 GRI 408 GRI 409 GRI 2-30	Pemenuhan hak pekerja menciptakan lingkungan kerja yang adil dan sejahtera. Perlindungan hak pekerja meningkatkan loyalitas dan kepuasan kerja. Fulfilling workers' rights creates a fair and prosperous work environment. Protecting these rights enhances employee loyalty and job satisfaction.	• Memastikan hak-hak pegawai terakomodasi dengan baik melalui Peraturan Perusahaan maupun Perjanjian Kerja Bersama (PKB), dan Peraturan Perusahaan. • Memberikan dukungan penuh terhadap kebebasan berserikat dan menghormati hak pegawai untuk membentuk serikat pekerja atau bergabung dalam serikat pekerja. • Ensuring that employee rights are properly accommodated through Company Regulations and Collective Labor Agreements (PKB), and Company Regulations. • Provide full support for freedom of association and respect the right of employees to form or join a union.
SO 1: **Program Investasi Sosial** **Community Investment Program** GRI 203 GRI 413	Program Investasi untuk pengembangan masyarakat dan komunitas dapat menciptakan peluang kerja dan bisnis bagi penduduk lokal, meningkatkan perekonomian daerah. Community Investment and development programs can create job and business opportunities for local residents, improving the regional economy.	• Pelibatan partisipasi aktif masyarakat dan kolaborasi antar pihak untuk menjalankan program-program sosial Perusahaan. • Program kemitraan yang dapat meningkatkan kemandirian ekonomi masyarakat. • Penerapan mekanisme penanganan keluhan di setiap unit operasi perusahaan sesuai aturan dan regulasi yang berlaku. • Penerapan program berdasarkan Kerangka *Community Investment* Grup MIND ID. • Pembinaan Usaha Mikro dan Kecil (UMK). • Involvement of active community participation and collaboration between parties to implement the Company's social programs. • Develop partnership programs that enhance community economic independence. • Implementation of complaint handling mechanisms in each Company operating unit in accordance with applicable rules and regulations. • Program implementation based on the Community Investment MIND ID Group • Development of Micro and Small Enterprises (MSE).
SO 2: **Hak Asasi Manusia** **Human Rights** GRI 411	Keterlibatan dan kerja sama dengan masyarakat adat memastikan perlindungan hak-hak mereka, termasuk hak atas tanah dan sumber daya. Engagement and cooperation with indigenous communities ensures the protection of their rights, including rights to land and resources.	• Melakukan berbagai program kontribusi untuk suku adat tersebut untuk mendapatkan akses pendidikan, kesehatan, dan sanitasi yang layak dengan tetap melestarikan budaya lokal. • Conducting various contribution programs for these indigenous communities to gain access to proper education, health and sanitation while still preserving local culture.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
SO 3: **Hubungan dengan Pemangku Kepentingan** **Stakeholder Engagement** GRI 2-29	Keterlibatan pemangku kepentingan yang efektif meningkatkan transparansi dan akuntabilitas perusahaan. Identifikasi dan penanganan isu-isu pemangku kepentingan sejak dini mengurangi risiko konflik dan gangguan operasional. Effective stakeholder engagement enhances corporate transparency and accountability. Early identification and resolution of stakeholder issues reduces the risk of conflict and operational disruption.	Mengidentifikasi pemangku kepentingan kunci, melalui metode dan frekuensi pelibatan berdasarkan topik-topik yang menjadi perhatian pemangku kepentingan. Identify key stakeholders, through engagement methods and frequency based on topics of concern to stakeholders.
EC 1: **Dampak Ekonomi** **Economic Impact** GRI 207	Kegiatan tambang menciptakan banyak lapangan kerja bagi masyarakat lokal, baik secara langsung maupun tidak langsung. Pendapatan dari pajak dan royalti tambang juga berkontribusi kepada pemerintah daerah dan pusat. Mining activities generate significant employment opportunities for local communities, both directly and indirectly. In addition, revenue from mining taxes and royalties contributes to both local and central governments.	• Membuka kesempatan kerja untuk tenaga kerja lokal. • Membangun dan mengembangkan infrastruktur seperti jalan, listrik, dan fasilitas umum lainnya yang bermanfaat bagi masyarakat. • Pembayaran pajak dilakukan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. • Generate job opportunities for local workers. • Develop and improve infrastructure, including roads, electricity, and other public facilities that are beneficial to the community. • Ensure tax payments are made in accordance with the provisions of applicable laws and regulations.
EC 2: **Penciptaan Nilai Bersama & Pengembangan Ekonomi Daerah** **Creating Shared Values & Local Development** GRI 202 GRI 203 GRI 204	Pengembangan lokal menjadi bagian integral dari strategi keberlanjutan perusahaan, yang pada akhirnya memperkuat *social license to operate* dan mendukung stabilitas jangka panjang operasional tambang. Kehadiran perusahaan tambang harus memberikan manfaat langsung bagi masyarakat sekitar. Local development is an integral part of a company's sustainability strategy, ultimately strengthening its social license to operate and supporting the long-term stability of mining operations. The mining company's presence must provide tangible benefits to the surrounding community.	• Mengembangkan berbagai inisiatif pemberdayaan ekonomi masyarakat yang dirancang untuk menyerap sumber daya lokal sehingga mendorong terciptanya kemandirian usaha. • Merekrut pegawai dari masyarakat lokal sesuai kebutuhan dan kompetensi. • Menggunakan pemasok barang dan jasa dari pemasok lokal. • Developing various community economic empowerment initiatives designed to utilize local resources, thereby encouraging the creation of business independence. • Recruiting employees from the local community based on needs and qualifications. • Engage suppliers of goods and services from local suppliers.
EC 3: **Kinerja Keuangan** **Financial Performance** GRI 201	Kinerja keuangan yang tidak optimal dapat berdampak pada keberlanjutan operasional perusahaan. Stabilitas dan pertumbuhan kinerja keuangan merupakan aspek penting dalam mendukung pencapaian tujuan keberlanjutan perusahaan secara menyeluruh. Suboptimal financial performance can impact the sustainability of a company's operations. Financial stability and growth are important aspects in supporting the achievement of a company's overall sustainability objectives.	• Mengimplementasikan upaya optimasi operasional perusahaan guna meningkatkan efisiensi dan efektivitas. • Implementing Company operational optimisation efforts to increase efficiency and effectiveness.

Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
EC 4: **Ekspansi Bisnis & Diversifikasi** Expansion & Diversification	Peluang ekspansi dan diversifikasi menjadi penting bagi perusahaan guna mendorong pertumbuhan bisnis yang berkelanjutan. Dengan mengeksplorasi pasar baru dan mengembangkan portofolio produk atau layanan, meningkatkan daya saing, serta memastikan keberlanjutan jangka panjang di tengah dinamika pasar yang terus berubah. Expansion and diversification opportunities are important for companies to drive sustainable business growth. By exploring new markets and developing product or service portfolios, companies can enhance competitiveness and ensure long-term sustainability amid ever-changing market dynamics.	• Melakukan hilirisasi produk hasil tambang, yang bertujuan untuk meningkatkan nilai tambah produk. • Performing downstream processing of mining products, which aims to increase the added value of products.
GO 1: **Kepemimpinan & Pengambilan Keputusan** Leadership & Decision Making GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21	Kepemimpinan yang kuat dan terpusat memungkinkan pengambilan keputusan yang cepat dan efisien, penting dalam situasi darurat atau operasi sehari-hari. Pemimpin yang visioner juga dapat menetapkan arah strategis jangka panjang, memastikan pertumbuhan berkelanjutan dan inovasi. Strong, centralized leadership enables fast and efficient decision making, essential in both emergency situations and day-to-day operations. Visionary leaders can also provide long-term strategic direction, ensuring sustainable growth and innovation.	• Menyelaraskan dan menyempurnakan praktik/penerapan Tata Kelola Perusahaan sesuai dengan ketentuan yang berlaku dan *best practice* dalam rangka mendukung strategi keberlanjutan. • Pengembangan kompetensi berkelanjutan. • Aligning and strengthening Corporate Governance practices/ implementation in accordance with applicable provisions and best practices in order to support sustainability strategies. • Continuous competency development.
GO 2: **Transparansi & Akuntabilitas** Transparency & Accountability GRI 2-26	Penerapan transparansi dan akuntabilitas ini tidak hanya meningkatkan kepercayaan publik, tetapi juga mendorong efisiensi, mitigasi risiko, serta mendukung pencapaian tujuan bisnis secara berkelanjutan. The implementation of transparency and accountability not only increases public trust, but also encourages efficiency, mitigates risks, and supports the achievement of business goals in a sustainable manner.	• Melaksanakan praktik GCG dengan menjunjung tinggi prinsip-prinsip *Transparency*, *Accountability*, *Responsibility*, *Independency* dan *Fairness*. • Mengadopsi ASEAN *Corporate Governance Scorecard*. • Menetapkan mekanisme komunikasi internal yang memastikan setiap kejadian signifikan yang berpotensi memengaruhi keberlanjutan bisnis. • Mengimplementasikan sistem pelaporan pelanggaran (*Whistleblowing System*/WBS). • Implementing GCG practices by upholding the principles of Transparency, Accountability, Responsibility, Independence and Fairness. • Adopting the ASEAN Corporate Governance Scorecard. • Establish internal communication mechanisms that ensure any significant incidents that could potentially impact business continuity are addressed. • Implement a whistleblowing system (WBS).

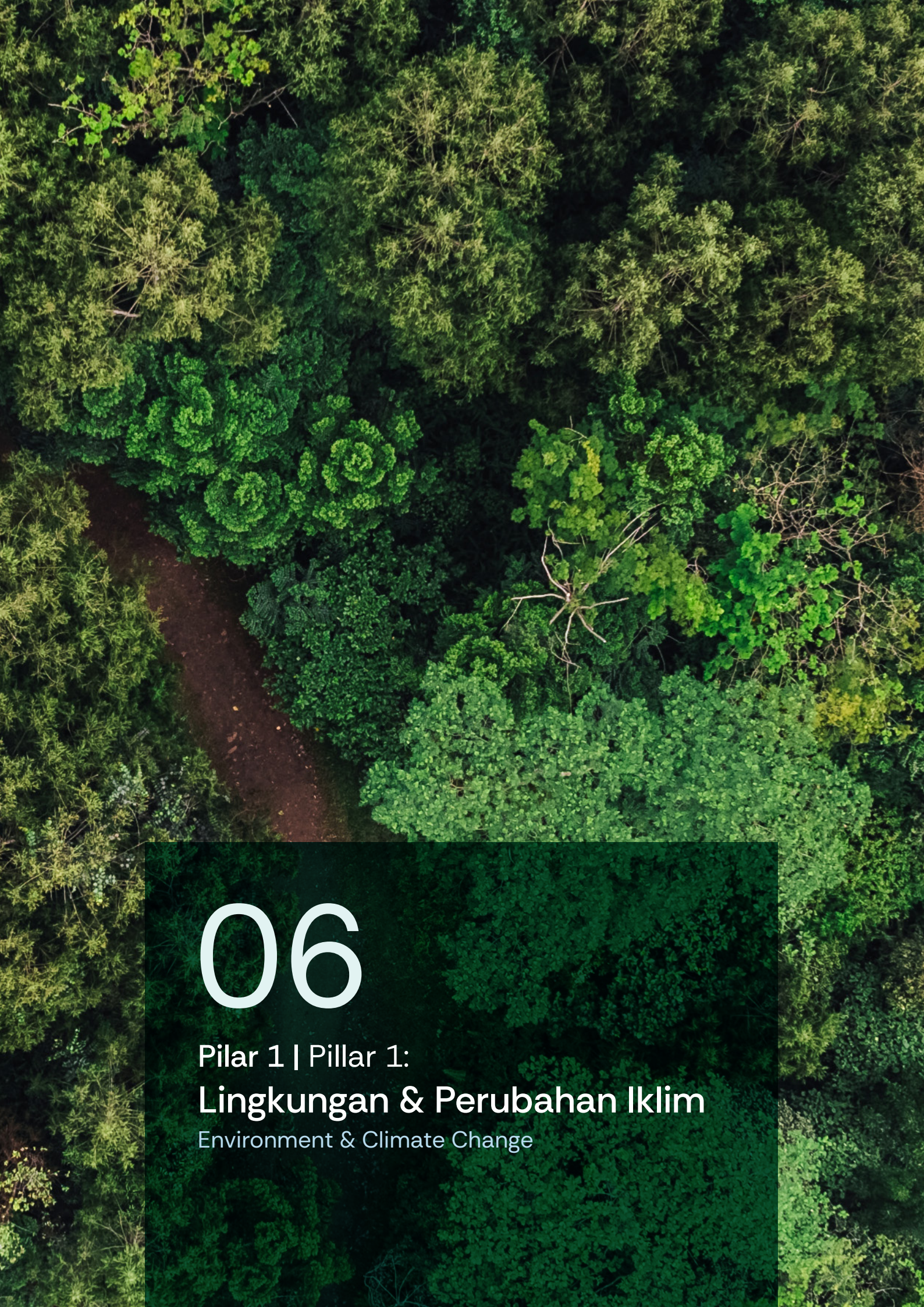
Topik Material Material Topics	Dampak Impact	Implementasi/Mitigasi Implementation/Mitigation
GO 3: **Etika Bisnis & Kepatuhan** **Business Ethics & Compliance** GRI 205 GRI 415	Mematuhi etika bisnis dapat meningkatkan reputasi perusahaan, menarik pelanggan, investor, dan pegawai yang berkualitas. Etika bisnis yang baik membangun hubungan jangka panjang yang kuat dengan pemangku kepentingan dan komunitas lokal. Mematuhi standar etika dapat mengurangi risiko tuntutan hukum dan denda yang dapat merugikan perusahaan. Adhering to business ethics can enhance a company's reputation, attracting customers, investors, and qualified employees. Good business ethics builds strong, long-term relationships with stakeholders and local communities. Adhering to ethical standards can reduce the risk of lawsuits and fines that can be detrimental to a company.	• Menerapkan kode etik yang mengatur mengenai Perilaku Usaha dan Perilaku Kerja. • Menerapkan kebijakan, sistem, dan kegiatan terkait antikorupsi. • Implementing a code of ethics that regulates Business Conduct and Work Conduct. • Implementing anti-corruption policies, systems and activities.
GO 4: **Manajemen Risiko** **Risk Management** GRI 201	Sistem manajemen risiko yang baik membantu mengidentifikasi, menilai, dan mengelola risiko, mengurangi potensi kerugian. Dengan mengelola risiko secara efektif, perusahaan dapat memastikan kelangsungan operasi dan stabilitas keuangan. Proses manajemen risiko yang baik menyediakan data dan wawasan yang mendukung pengambilan keputusan yang lebih baik. A sound risk management system enables the identification, assessment, and mitigation of risks, thereby reducing potential losses. By managing risks effectively, the Company can ensure operational continuity and financial stability. A risk management process provides data and insights that support better decision making.	Mengadopsi prinsip-prinsip *Enterprise Risk Management* serta ISO 31000:2018. Adopting the principles of Enterprise Risk Management as well as ISO 31000:2018.



Courtesy of INALUM



Courtesy of PTBA



06

Pilar 1 | Pillar 1:
Lingkungan & Perubahan Iklim
Environment & Climate Change

Grup MIND ID menempatkan keberlanjutan lingkungan sebagai aspek utama. Komitmen ini diwujudkan melalui integrasi praktik pengelolaan yang bertanggung jawab di seluruh operasional serta upaya proaktif dalam melindungi ekosistem sekaligus mendorong transisi menuju masa depan rendah karbon.

MIND ID Group places environmental sustainability at the core of its strategy. This commitment is realized through the integration of responsible management practices across all operations, alongside with proactive efforts to protect ecosystems and accelerate the transition toward a low-carbon future.



Courtesy of ANTAM

Bagi Grup MIND ID, keberlanjutan lingkungan merupakan fondasi utama dalam menjalankan kegiatan usaha di sektor pertambangan. Aktivitas operasional Perusahaan berpotensi memberikan dampak terhadap lingkungan hidup, sehingga diperlukan pengelolaan yang bertanggung jawab untuk meminimalkan risiko degradasi lingkungan serta menjaga keseimbangan ekosistem demi keberlanjutan generasi mendatang.

For the MIND ID Group, environmental sustainability is a key foundation for conducting business in the mining sector. The Company's operational activities have the potential to impact the environment, necessitating responsible management to minimize the risk of environmental degradation and maintain ecosystem balance for the sustainability of future generations.

Pendekatan yang diterapkan tidak hanya berorientasi pada pengendalian dampak, tetapi juga pada upaya proaktif dalam menjaga daya dukung lingkungan. Hal ini diwujudkan melalui berbagai inisiatif pengelolaan lingkungan secara komprehensif di seluruh lini operasional, dengan fokus pada perlindungan keanekaragaman hayati, konservasi sumber daya alam, efisiensi dan pengelolaan air, pengendalian emisi dan polusi, dekarbonisasi, serta pengelolaan limbah secara bertanggung jawab.

The implemented approach is not only oriented toward impact control but also proactive efforts to maintain environmental carrying capacity. This is realized through various comprehensive environmental management initiatives across all operational lines, with a focus on biodiversity protection, natural resource conservation, water efficiency and management, emission and pollution control, decarbonization, and responsible waste management.

Seluruh inisiatif pengelolaan lingkungan Grup MIND ID mengacu pada peraturan perundang-undangan yang berlaku serta praktik terbaik di industri. Dengan demikian, pengelolaan lingkungan tidak hanya berfokus pada pemenuhan kepatuhan, tetapi juga menjadi bagian integral dari budaya kerja yang mendorong peningkatan kinerja secara berkelanjutan.

All MIND ID Group environmental management initiatives adhere to the applicable laws and regulations and industry best practices. Therefore, environmental management focuses not only on compliance but also becomes an integral part of our work culture, driving continuous performance improvement.



Sebagai bentuk konkret komitmen terhadap pengelolaan lingkungan dan mitigasi perubahan iklim, Anggota MIND ID telah menyusun serta mengimplementasikan kebijakan lingkungan yang terintegrasi dengan proses operasional. Penyusunan kebijakan ini melibatkan berbagai pemangku kepentingan melalui proses konsultasi yang berkesinambungan, serta dilakukan evaluasi secara berkala untuk memastikan efektivitas implementasi. Selain itu, Grup MIND ID secara rutin melakukan pemantauan dan pengukuran kinerja lingkungan sebagai dasar dalam menetapkan langkah-langkah perbaikan dan peningkatan di masa mendatang.

As a concrete manifestation of its commitment to environmental management and climate change mitigation, MIND ID Members have developed and implemented an environmental policy integrated with their operational processes. This policy development involved various stakeholders through ongoing consultation, and regular evaluations were conducted to ensure effective implementation. Furthermore, MIND ID Group routinely monitors and measures environmental performance as a basis for establishing future improvement and enhancement measures.

Grup MIND ID juga telah memiliki sertifikasi ISO 14001 tentang Sistem Manajemen Lingkungan dan sudah diaudit secara eksternal serta berkomitmen mematuhi Undang-Undang Nomor 32 tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup serta Peraturan Pemerintah (PP) Nomor 26 Tahun 2025 tentang Perencanaan Perlindungan dan Pengelolaan Lingkungan Hidup.

MIND ID Group has also obtained ISO 14001 certification for its Environmental Management System, which has been externally audited. In addition, the Group remains committed to complying with Law No. 32 of 2009 concerning Environmental Protection and Management and Government Regulation No. 26 of 2025 concerning Environmental Protection and Management Planning.

Pada tahun 2025, 89% operasional di seluruh entitas Grup MIND ID telah tercakup dalam sertifikasi ISO 14001 Sistem Manajemen Lingkungan. Capaian ini mencerminkan komitmen Grup MIND ID dalam memperkuat tata kelola lingkungan, meningkatkan praktik pengelolaan lingkungan operasional, serta mendukung kepatuhan terhadap standar dan regulasi lingkungan yang berlaku.

Untuk memastikan implementasi yang konsisten di seluruh Grup, masing-masing entitas Grup MIND ID mengembangkan kebijakan pengelolaan lingkungan yang selaras dengan karakteristik operasional dan prinsip-prinsip keberlanjutan.

As of 2025, approximately 89% of operations across MIND ID Group entities have been covered by ISO 14001 certified Environmental Management Systems. This reflects the Group's ongoing commitment to strengthening environmental governance, improving operational environmental management practices, and supporting compliance with applicable environmental standards and regulations.

To ensure consistent implementation across the Group, each MIND ID Group entity develops an environmental management policy that aligns with its operational characteristics and sustainability principles.

Kebijakan Pengelolaan Lingkungan Hidup Anggota MIND ID
MIND ID Members' Environmental Management Policy

antam

Kaidah Teknik Pertambangan Yang Baik
Good Mining Practice (GMP)

Melalui implementasi GMP seluruh unit bisnis, ANTAM dapat mengelola fungsi lingkungan, memastikan keselamatan dan kesehatan kerja dan memberikan manfaat ekonomi dan sosial kepada pemangku kepentingan.
Through the implementation of GMP across all business units, ANTAM can manage environmental functions, ensure occupational safety and health and provide economic and social benefits to stakeholders.

ANTAM Green Standard (AGS)

Mencakup 14 standar pengelolaan lingkungan yang berlaku di seluruh wilayah kerja ANTAM dan dijadikan acuan dalam pembuatan kebijakan atau prosedur pengelolaan lingkungan di unit bisnis, unit proyek pengembangan, dan anak perusahaan.
Covers 14 environmental management standards that apply throughout ANTAM's working areas and are used as a reference in creating environmental management policies or procedures in business units, development project units, and subsidiaries.

Kebijakan Lingkungan dan Pascatambang
Environmental and Post-Mining Policy

Dengan adanya kebijakan lingkungan dan pascatambang, Perusahaan menetapkan kerangka kerja yang terstruktur untuk mengelola dampak operasional serta memastikan pemulihan fungsi lingkungan secara berkelanjutan.
With the environmental and post-mining policies, the Company establishes a structured framework to manage operational impacts and ensure the sustainable restoration of environmental functions.

BukitAsam

Sistem Manajemen Bukit Asam (SMBA)
Bukit Asam Management System (SMBA)

Merupakan sistem manajemen yang mengatur tentang pengelolaan mutu, lingkungan, K3, laboratorium, *International Ship and Port Facility Security Code* (ISPS Code), pengamanan, dan keselamatan pertambangan.
This is a management system that regulates the management of quality, environment, K3, laboratories, International Ship and Port Facility Security Code (ISPS Code), security, and mining safety.

***Bukit Asam Environmental Excellence* (BASEE)**

Upaya pencapaian kinerja unggul pengelolaan lingkungan yang meliputi sistem manajemen lingkungan terintegrasi dalam SMBA, *Good Mining Practice*, Taman Hutan Raya Enim (TAHURA ENIM), dan pemberdayaan masyarakat.
Efforts to achieve superior environmental management performance include an integrated environmental management system in SMBA, Good Mining Practice, Enim Grand Forest Park (*TAHURA ENIM*), and community empowerment.

Kebijakan Keberlanjutan
Sustainability Policy

Kebijakan ini mencakup inisiatif strategis yang memungkinkan PTBA untuk mengintegrasikan strategi dan aktivitas perusahaan dengan lebih baik pada aspek lingkungan, sosial, dan tata kelola.
This policy includes strategic initiatives that enable PTBA to better integrate the company's strategies and activities into environmental, social, and governance aspects.

Inalum

Sistem Manajemen Lingkungan
Environmental Management System

Sistem Manajemen Lingkungan sesuai ISO 14001:2015, *Life Cycle Analysis* (LCA), serta menjalankan beberapa kebijakan internal yaitu Kebijakan K3 dan Lingkungan Hidup.
Environmental Management System according to ISO 14001:2015, Life Cycle Analysis (LCA), and implementing several internal policies, namely K3 and Environmental Policies.

Timah

Kebijakan Perusahaan dalam Penerapan Bisnis Berkelanjutan
Company Policy in Implementing Sustainable Business

Tertuang melalui Surat Edaran No. SE-003/DIR/2025 tentang Kebijakan Perusahaan dalam Penerapan Bisnis Berkelanjutan yang diterapkan pada 1 September 2025. Kebijakan ini mengatur pengelolaan lingkungan melalui penerapan Sistem Manajemen Lingkungan dan Energi yang terpadu.
It is stated in Circular Letter No. SE-003/DIR/2025 concerning Company Policy in the Implementation of Sustainable Business which was implemented on 1 September 2025. This policy regulates environmental management through the implementation of an integrated Environmental and Energy Management System.

Pencapaian PROPER

Kinerja pengelolaan lingkungan Grup MIND ID tercermin melalui pengakuan eksternal yang diperoleh dari pemerintah, salah satunya melalui Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) yang diselenggarakan oleh Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup (KLH/BPLH).

Pada kinerja perlindungan dan pengelolaan lingkungan hidup periode tahun 2024–2025, Grup MIND ID kembali meraih sejumlah penghargaan PROPER, yang terdiri atas 2 peringkat Emas dan 9 peringkat Hijau. Capaian ini menunjukkan konsistensi Perusahaan dalam mengimplementasikan praktik pengelolaan lingkungan yang tidak hanya memenuhi ketentuan regulasi, tetapi juga melampaui standar kepatuhan melalui berbagai inisiatif berorientasi keberlanjutan.

PROPER Achievement

The environmental management performance of the MIND ID Group is reflected through external recognition obtained from the government, one of which is through the Corporate Performance Rating Program in Environmental Management (PROPER) organized by the Ministry of Environment / Environmental Control Agency (KLH/BPLH).

Regarding environmental protection and management performance for the 2024–2025 period, the MIND ID Group again won a number of PROPER awards, consisting of 2 Gold and 9 Green ratings. This achievement demonstrates the Company's consistency in implementing environmental management practices that not only meet regulatory requirements but also exceed compliance standards through various sustainability-oriented initiatives.

Pencapaian PROPER
PROPER Awards Achievement



2
Emas
Gold



9
Hijau
Green

89%
operasional di seluruh entitas Grup MIND ID telah tercakup dalam sertifikasi ISO 14001 Sistem Manajemen Lingkungan.
of operations across MIND ID Group entities were covered by ISO 14001 Environmental Management System certification.

Keanekaragaman Hayati & Konservasi
Biodiversity & Conservation


Courtesy of ANTAM

Komitmen dan Kebijakan Keanekaragaman Hayati [GRI 3-3]

Grup MIND ID menyadari bahwa aktivitas pertambangan memiliki konsekuensi terhadap lingkungan, termasuk perubahan bentang alam dan dampaknya terhadap keanekaragaman hayati di sekitar wilayah operasional, baik pada ekosistem darat maupun perairan. Aktivitas tersebut dapat memengaruhi struktur vegetasi, karakteristik tanah, dan lanskap, yang berdampak pada stabilitas ekosistem. Oleh karena itu, seluruh Anggota MIND ID berkomitmen untuk menjaga dan melestarikan keanekaragaman hayati. Sebagai bagian dari implementasi komitmen tersebut, ANTAM telah menetapkan Kebijakan Lingkungan dan Pascatambang yang berfokus pada perlindungan flora dan fauna, pemulihan lahan terdampak, serta penguatan inisiatif konservasi keanekaragaman hayati. [GRI 101-1]

Anggota MIND ID melakukan kajian keanekaragaman hayati di beberapa wilayah operasional melalui pendekatan berbasis risiko dan kajian lingkungan yang terintegrasi dalam sistem manajemen perusahaan. Hasil kajian tersebut menjadi dasar dalam mengidentifikasi lokasi yang memiliki tekanan signifikan terhadap keanekaragaman hayati, termasuk flora dan fauna terdampak.

Biodiversity Commitments and Policies [GRI 3-3]

The MIND ID Group recognizes that mining activities have consequences for the environment, including changes in the landscape and their impact on biodiversity around operational areas, both in terrestrial and aquatic ecosystems. These activities can affect vegetation structure, soil characteristics, and landscapes, which impact ecosystem stability. Therefore, all MIND ID Members are committed to maintaining and preserving biodiversity. As part of implementing this commitment, ANTAM has established an Environmental and Post-Mining Policy that focuses on protecting flora and fauna, restoring affected land, and strengthening biodiversity conservation initiatives. [GRI 101-1]

MIND ID members conduct biodiversity studies in several operational areas using a risk-based approach and integrated environmental assessments within the Company's management system. The results of these studies serve as the basis for identifying locations with significant pressures on biodiversity, including impacted flora and fauna.

Dalam hal teridentifikasinya dampak terhadap keanekaragaman hayati, Grup MIND ID mendorong pelaksanaan upaya pemulihan melalui program rehabilitasi dan restorasi yang terukur. Pendekatan ini diimplementasikan melalui kegiatan reklamasi pascatambang, restorasi habitat, serta konservasi spesies baik secara *In Situ* maupun *Ex Situ*, yang disertai dengan pemantauan dan evaluasi berkala.

When impacts on biodiversity are identified, the MIND ID Group encourages recovery efforts through measurable rehabilitation and restoration programs. This approach is implemented through post-mining reclamation activities, habitat restoration, and species conservation, both In Situ and Ex Situ, accompanied by periodic monitoring and evaluation.

ANTAM telah menetapkan Kebijakan Lingkungan dan Pascatambang yang berfokus pada perlindungan flora dan fauna, pemulihan lahan terdampak, serta penguatan inisiatif konservasi keanekaragaman hayati. Kebijakan ini didukung oleh penerapan Sistem Manajemen Lingkungan yang terintegrasi, pemanfaatan teknologi ramah lingkungan, serta upaya pencegahan pencemaran di seluruh lini operasional, dengan mengacu pada ketentuan peraturan perundang-undangan, dokumen AMDAL, dan rencana pascatambang. [GRI 101-1]

ANTAM has established an Environmental and Post-Mining Policy that focuses on protecting flora and fauna, restoring impacted land, and strengthening biodiversity conservation initiatives. This policy is supported by the implementation of an integrated Environmental Management System, the use of environmentally friendly technologies, and pollution prevention efforts across all operational lines, in accordance with the statutory provisions, the AMDAL (Environmental Impact Assessment), and the post-mining plan. [GRI 101-1]

Sementara itu, PTBA menetapkan komitmen pengelolaan keanekaragaman hayati yang berfokus pada rehabilitasi lahan, perlindungan habitat, dan pencapaian *no net loss*. Upaya ini dilakukan melalui penerapan hierarki mitigasi sepanjang siklus operasional, termasuk reklamasi dan restorasi pascatambang, kepatuhan terhadap standar nasional dan internasional, serta pelaksanaan konservasi secara *In Situ* dan *Ex Situ* yang didukung oleh pemetaan kondisi lingkungan, kolaborasi pemangku kepentingan, serta *monitoring* dan evaluasi berkelanjutan. [GRI 101-1]

Meanwhile, PTBA has established a biodiversity management commitment focused on land rehabilitation, habitat protection, and achieving no net loss. These efforts are carried out through the application of a mitigation hierarchy across the operational cycle, including post-mining reclamation and restoration, compliance with national and international standards, and the implementation of comprehensive conservation measures both In Situ and Ex Situ supported by environmental condition mapping, stakeholder collaboration, and continuous monitoring and evaluation. [GRI 101-1]

Kesadaran akan pentingnya menjaga keseimbangan ekosistem di sekitar wilayah operasional mendorong Perusahaan untuk mengintegrasikan aspek keanekaragaman hayati ke dalam kerangka *Sustainability Pathway* sebagai panduan strategis bagi seluruh Anggota MIND ID. Setiap Anggota MIND ID didorong untuk mengembangkan kebijakan dan program yang tidak hanya bersifat mitigatif, tetapi juga berkontribusi pada pemulihan dan peningkatan kualitas ekosistem. Implementasi pengelolaan keanekaragaman hayati dilakukan melalui berbagai pendekatan, antara lain konservasi spesies, rehabilitasi lahan, serta kolaborasi multipihak.

Awareness of the importance of maintaining ecosystem balance around its operational areas has encouraged the Company to integrate biodiversity aspects into the Sustainability Pathway framework as a strategic guide for all MIND ID Members. Each MIND ID Member is encouraged to develop policies and programs that are not only mitigative but also contribute to the restoration and improvement of ecosystem quality. Biodiversity management is implemented through various approaches, including species conservation, land rehabilitation, and multi-stakeholder collaboration.

Secara lebih rinci, upaya yang dilakukan meliputi:

- Perlindungan dan konservasi flora dan fauna yang merupakan spesies endemik.
- Kegiatan reforestasi dengan penanaman jenis tanaman langka dan endemik.
- Pemantauan Indeks Keanekaragaman Hayati secara berkala sebagai dasar evaluasi kinerja.
- Pelaksanaan revegetasi di wilayah operasi Anggota MIND ID.

- Pengelolaan dan pemeliharaan Daerah Aliran Sungai (DAS) di sekitar wilayah operasional.
- Pengendalian abrasi dan erosi guna menjaga stabilitas ekosistem perairan dan garis pantai.
- Penguatan kolaborasi dengan berbagai pemangku kepentingan, termasuk masyarakat lokal, pemerintah daerah, dan mitra lainnya dalam kegiatan konservasi.

Sebagian wilayah operasional Anggota MIND ID berada di sekitar kawasan lindung maupun area dengan nilai keanekaragaman hayati tinggi. ANTAM, INALUM, dan TIMAH memiliki area operasi yang berdekatan dengan kawasan tersebut, sehingga memerlukan pendekatan pengelolaan yang lebih hati-hati dan terintegrasi. [GRI 304-1]

Dalam mengelola dampak terhadap keanekaragaman hayati, ANTAM menerapkan hierarki mitigasi dampak *(mitigation hierarchy)* yang mencakup pendekatan *avoid, minimize, restore,* dan *offset*. Pendekatan ini diatur dalam ANTAM *Green Standard* (AGS) Standar 13 tentang Pengelolaan Keanekaragaman Hayati, yang menegaskan komitmen perusahaan untuk mengelola dan memantau dampak terhadap ekosistem dengan tujuan jangka panjang untuk mencapai *no net loss* keanekaragaman hayati. [GRI 101-2] [GRI 304-2]

Pada tahap perencanaan, ANTAM berupaya menghindari *(avoid)* gangguan terhadap area yang memiliki nilai ekologis penting melalui kajian lingkungan dan identifikasi area sensitif. Selanjutnya, upaya meminimalkan *(minimize)* dampak dilakukan melalui pengendalian kegiatan operasional, penerapan teknologi yang lebih ramah lingkungan, serta pengelolaan aktivitas operasional agar tidak mengganggu habitat satwa dan vegetasi di sekitar area operasi.

Apabila dampak terhadap lingkungan tidak dapat sepenuhnya dihindari, ANTAM melaksanakan langkah pemulihan *(restore)* melalui kegiatan reklamasi progresif, rehabilitasi lahan terganggu, serta revegetasi menggunakan spesies lokal atau endemik sebagai bagian dari program reklamasi dan pascatambang. Dalam jangka panjang, Perseroan juga mendukung berbagai kegiatan konservasi untuk meningkatkan nilai ekologis kawasan di sekitar wilayah operasional sebagai bentuk upaya kompensasi

In more detail, the efforts made include:

- Protection and conservation of flora and fauna which are endemic species.
- Reforestation activities by planting rare and endemic plant species.
- Periodic monitoring of the Biodiversity Index as a basis for performance evaluation.
- Implementation of revegetation in the operational areas of MIND ID Members.
- Management and maintenance of River Basins (DAS) around operational areas.
- Controlling abrasion and erosion to maintain the stability of aquatic ecosystems and coastlines.
- Strengthening collaboration with various stakeholders, including local communities, local governments, and other partners in conservation activities.

Some of the operational areas of MIND ID Members are located near protected areas and areas with high biodiversity value. ANTAM, INALUM, and TIMAH operate adjacent to these areas, necessitating extra care and an integrated management approach. [GRI 304-1]

In managing impacts on biodiversity, ANTAM applies a mitigation hierarchy that includes the avoid, minimize, restore, and offset approaches. This approach is regulated in ANTAM Green Standard (AGS) Standard 13 on Biodiversity Management, which affirms the company's commitment to managing and monitoring impacts on ecosystems with the long-term goal of achieving no net loss of biodiversity. [GRI 101-2] [GRI 304-2]

During the planning stage, ANTAM strives to avoid disruption to areas of ecological importance through environmental assessments and identification of sensitive areas. Furthermore, impacts are minimized through operational activity controls, the implementation of more environmentally friendly technologies, and operational management to avoid disturbing wildlife and vegetation habitats around the operational area.

If environmental impacts cannot be completely avoided, ANTAM implements restoration measures through progressive reclamation, rehabilitation of disturbed land, and revegetation using local or endemic species as part of its reclamation and post-mining programs. In the long term, the Company also supports various conservation activities to enhance the ecological value of areas surrounding its operational areas as a form of compensation or offset. The implementation of these

atau peningkatan nilai ekologis *(offset)*. Pelaksanaan kegiatan ini juga melibatkan pemantauan berkala oleh tim HSSE serta pihak eksternal seperti universitas untuk memastikan efektivitas pengelolaan biodiversitas.

Anggota MIND ID senantiasa mengedepankan pendekatan mitigasi yang terencana dan berkelanjutan. Berbagai inisiatif dijalankan untuk mengurangi dampak negatif sekaligus mendorong pemulihan ekosistem, antara lain melalui program konservasi, rehabilitasi, dan restorasi lahan terdampak. Selain itu, peningkatan kesadaran lingkungan bagi masyarakat di sekitar wilayah operasional juga menjadi bagian penting dalam menjaga keberlanjutan fungsi ekologis secara jangka panjang.

activities also involves regular monitoring by the HSSE team and external parties such as universities to ensure the effectiveness of biodiversity management.

MIND ID Members consistently prioritize a planned and sustainable mitigation approach. Various initiatives are implemented to mitigate negative impacts while promoting ecosystem recovery, including conservation, rehabilitation, and restoration programs for affected land. Furthermore, increasing environmental awareness among communities surrounding operational areas is also crucial to maintaining the long-term sustainability of ecological functions.



Courtesy of PTBA

Courtesy of PTBA

Dampak Signifikan dari Kegiatan, Produk, dan Jasa pada Keanekaragaman Hayati [GRI 101-2][GRI 101-4]
Significant Impacts of Activities, Products, and Services on Biodiversity [GRI 101-2][GRI 101-4]

Bentuk Dampak Impact Form	Sumber Dampak Impact Source	Program Pengelolaan dan Upaya Mitigasi Management Program and Mitigation Efforts
Terganggunya ekosistem darat Disturbance of terrestrial ecosystems	Kegiatan penambangan Mining activities	• Reklamasi dan revegetasi melalui sistem rehabilitasi lahan yang progresif • Penanaman kembali jenis tanaman lokal sesuai peraturan yang berlaku • Penanaman kembali area bekas tambang dengan tanaman pencegah erosi dan tanaman kehutanan/ perkebunan • Konservasi flora dan fauna • Konservasi berbagai tumbuhan langka dan endemik • Konservasi berbagai satwa endemik • Penanaman jenis tumbuhan yang dapat menahan laju aliran permukaan • Reclamation and revegetation through a progressive land rehabilitation system • Replanting local plant species in accordance with the applicable regulations • Replanting of former mining areas with erosion-preventing plants and forestry/plantation plants • Conservation of flora and fauna • Conservation of various rare and endemic plants • Conservation of various endemic animals • Planting types of plants that can withstand surface flow rates
Terganggunya ekosistem perairan Disturbance of aquatic ecosystems	Kegiatan penambangan dan bongkar muat Mining and loading and unloading activities	• Transplantasi terumbu karang • Pembuatan saluran air hujan darurat yang dialirkan ke saluran intermiten pada awal konstruksi • Membangun *sediment pond* untuk mengelola air proses • Penanaman jenis tumbuhan yang dapat menahan laju aliran permukaan • *Restocking* biota air • Transplantation of Coral reef • Construction of emergency rainwater channels that are channeled to intermittent channels at the start of construction • Building a sediment pond to manage process water • Planting types of plants that can withstand surface flow rates • Restocking aquatic biota
Perubahan sifat-sifat fisik kimia tanah Changes in the physical and chemical properties of the soil	Pembukaan lahan, penyemprotan tanah, pencucian bijih mineral Land clearing, soil spraying, mineral ore washing	Merestorasi lahan yang terdampak Restoring affected land

Sebagai bagian dari upaya menjaga keanekaragaman hayati, Grup MIND ID secara aktif melakukan identifikasi terhadap spesies flora dan fauna yang berada di sekitar wilayah operasional, termasuk yang masuk dalam Daftar Merah International Union for Conservation of Nature (IUCN) maupun daftar konservasi nasional. Langkah ini menjadi dasar dalam merancang strategi perlindungan yang tepat bagi spesies yang dilindungi maupun yang berstatus terancam.

As part of its biodiversity conservation efforts, the MIND ID Group actively identifies flora and fauna species within its operational areas, including those listed on the International Union for Conservation of Nature (IUCN) Red List and national conservation lists. This step forms the basis for designing appropriate protection strategies for both protected and threatened species.

Pendekatan ini mencerminkan komitmen Perusahaan untuk meminimalkan risiko terhadap keberadaan spesies, sekaligus berkontribusi dalam menjaga keberlangsungan ekosistem secara menyeluruh. Dalam implementasinya, berbagai upaya dilakukan untuk mendukung perlindungan flora dan fauna, antara lain:

This approach reflects the Company's commitment to minimizing risks to species while contributing to the sustainability of the ecosystem as a whole. In its implementation, various efforts are being made to support the protection of flora and fauna, including:

ANTAM

Melaksanakan berbagai program *nursery* dan konservasi, seperti konservasi jalak putih, burung paruh bengkok, penangkaran rusa timor, serta penanaman bakau.
Implementing various nursery and conservation programs, such as white starling conservation, parrot conservation, Timor deer breeding, and mangrove planting.

BukitAsam

Program di Taman Nasional Berbak dan Sembilang
Programs in Berbak and Sembilang National Parks

- Kerja sama pengawetan flora dan fauna, termasuk *monitoring* populasi dan konservasi habitat burung migran.
  Cooperation in preserving flora and fauna, including population monitoring and conservation of migratory bird habitats.
- Pemulihan ekosistem melalui penanaman *mangrove* seluas 300 hektar di Pulau Alanggantang (SPTN Wilayah II Palembang).
  Ecosystem restoration through mangrove planting over 300 hectares on Alanggantang Island (SPTN Region II Palembang).
- Pemberdayaan masyarakat melalui kegiatan pembibitan, penanaman, dan pemeliharaan *mangrove*.
  Community empowerment through mangrove nursery, planting and maintenance activities.

Program di wilayah BKSDA Sumatra Selatan
Programs in the South Sumatra BKSDA area

- Rehabilitasi ekosistem melalui penanaman/rehabilitasi DAS di kawasan suaka margasatwa di Kabupaten Ogan Komering Ulu, Lahat, dan Muara Enim.
  Ecosystem rehabilitation through watershed planting/rehabilitation in wildlife sanctuary areas in Kab. Ogan Komering Ulu, Kab. Lahat, and Kab. Muara Enim.
- Pelibatan aktif masyarakat dalam kegiatan pemulihan lingkungan.
  Active community involvement in environmental restoration activities.
- Konservasi flora dan fauna, termasuk bunga bangkai (*Amorphophallus sp.*), anggrek pensil (*Luisia sp.*), dan beruang madu (*Helarctos malayanus*).
  Conservation of flora and fauna, including the corpse flower (*Amorphophallus sp.*), pencil orchid (*Luisia sp.*), and honey bear (*Helarctos malayanus*).
- Kegiatan identifikasi, inventarisasi, dan pemantauan di Suaka Margasatwa Isau-Isau dan Hutan Suaka Alam Gumai Tebing Tinggi.
  Identification, inventory, and monitoring activities in the Isau-Isau Wildlife Sanctuary and the Gumai Tebing Tinggi Nature Reserve Forest.
- Pembinaan populasi gajah Sumatra (*Elephas maximus sumatranus*) di Suaka Margasatwa Gunung Raya.
  Development of the Sumatran elephant (*Elephas maximus sumatranus*) population in the Gunung Raya Wildlife Sanctuary.

Program *Aviary* Pelitar
Pelitar *Aviary* Program

- Pembangunan Aviary Pelitar seluas 976 m² sebagai sarana pelestarian keanekaragaman hayati.
  Construction of the 976 m² Pelitar Aviary as a means of preserving biodiversity.
- Menampung 17 jenis tanaman dan 26 jenis burung.
  Accommodates 17 types of plants and 26 types of birds.
- Termasuk spesies dilindungi seperti Jalak Bali dan Kakatua Jambul Kuning (kategori *Critically Endangered* – IUCN).
  Includes protected species such as the Bali Starling and the Yellow-crested Cockatoo (Critically Endangered category – IUCN).

Inalum

- Program Pohon Asuh berupa penanaman bakau di sekitar wilayah Pabrik Peleburan Aluminium yang terletak di Kabupaten Batu Bara.
  The Foster Tree Program involves planting mangroves around the Aluminum Smelting Factory located in Batu Bara Regency.
- Program perlindungan burung migrasi di sekitar pesisir Pantai Perjuangan, dan beberapa daerah lainnya di wilayah Kabupaten Batu Bara.
  Migratory bird protection program around the Perjuangan Coast and several other areas in Batu Bara Regency.

Timah

- Restorasi salah satu kawasan pascatambang Kampoeng Reklamasi Air Jangkang di Kabupaten Bangka.
  Restoration of one of the post-mining areas of the Air Jangkang Reclamation Village in Bangka Regency.
- Berbagai kegiatan dilakukan di area Kampoeng Reklamasi Air Jangkang seperti pembibitan, pengomposan, budidaya ternak, budidaya ikan sistem bioflok, hidroponik, tanaman buah, tanaman kehutanan, dan kegiatan lainnya.
  Various activities are performed in the Air Jangkang Reclamation Village area, such as nurseries, composting, livestock farming, biofloc fish farming, hydroponics, fruit plants, forestry plants, and other activities.
- Pemanfaatan potensi sumber daya alam di lahan bekas tambang yang telah direklamasi, antara lain melalui pemanfaatan void untuk budidaya ikan air tawar.
  Utilization of natural resource potential in reclaimed former mining land, including the use of voids for freshwater fish farming.

Daftar Spesies IUCN di Wilayah Operasional [GRI 304-4]
List of IUCN Species in the Operational Area/Region [GRI 304-4]

Status Spesies IUCN IUCN Species Status	Jumlah Spesies Number of Species	Contoh Spesies Examples of Species	
		Flora Flora	Fauna Fauna
Kritis atau Sangat Terancam Punah Critically Endangered (CR)	6	Gaharu (*Aquilaria malaccensis*)	Harimau Sumatra (*Panthera tigris sumatrae*)
Terancam Punah Endangered (EN)	17	Angsana (*Pterocarpus indicus*)	Kakatua Putih (*Cacatua alba*)
Rentan Vulnerable (VU)	34	Merbau (*Intsia palembanica*)	Sangkar Mata Putih (*Zosterops melanurus*)
Hampir Terancam Near Threatened (NT)	16	Mahoni (*Swietenia mahagoni*)	Caladi Badok (*Meiglyptes tukki*)
Risiko Rendah Least Concern (LC)	420	Pelawan (*Tristaniopsis merguensis*)	Layang-Layang Asia (*Hirundo rustica*)
Kurang Data Data Deficient (DD)	6	Kweni (*Mangifera odorata*)	-
Belum Dievaluasi Not Evaluated (NE)	32	Meranti Bunga (*Shorea leprosula Miq*)	Kucing (*Felis domesticus*)
Total	**531**		

Informasi lebih lengkap mengenai upaya-upaya yang dilakukan Grup MIND ID dalam melindungi flora dan fauna dapat dilihat di Laporan Keberlanjutan Tahun 2025 masing masing Anggota MIND ID.

More complete information regarding the efforts made by the MIND ID Group to protect flora and fauna can be seen in the 2025 Sustainability Report of each MIND ID Member.

Lokasi Operasional yang Berdekatan dengan Kawasan Lindung dan Kawasan dengan Nilai Keanekaragaman Hayati Tinggi [GRI 101-5] [GRI 304-1]

Sebagian area operasional Anggota MIND ID berlokasi di sekitar kawasan lindung maupun wilayah dengan nilai keanekaragaman hayati yang tinggi, sehingga menuntut penerapan praktik pengelolaan yang lebih cermat dan terintegrasi. Dalam hal ini, ANTAM, INALUM, dan TIMAH memiliki kedekatan operasional dengan kawasan tersebut, sehingga memerlukan pendekatan pengelolaan yang lebih berhati-hati, adaptif, serta berbasis pada prinsip kehati-hatian lingkungan. Sementara itu, PTBA tidak memiliki wilayah operasional yang berbatasan langsung dengan kawasan lindung maupun area dengan nilai keanekaragaman hayati tinggi.

Operational Locations Adjacent to Protected and Areas of High Biodiversity Value [GRI 101-5] [GRI 304-1]

Some of the operational areas of MIND ID Members are located near protected or biodiversity-rich areas, thus requiring the implementation of more careful and integrated management practices. In this case, ANTAM, INALUM, and TIMAH have operational proximity to these areas, thus requiring a more careful, adaptive, and environmentally prudent management approach. Meanwhile, PTBA does not have any operational areas directly adjacent to protected or High Biodiversity Value areas.

Lokasi Operasional yang Berdekatan dengan Kawasan Lindung dan Kawasan dengan Nilai Keanekaragaman Hayati Tinggi [GRI 101-5]
Operational Locations Adjacent to Protected and High Biodiversity Value Areas [GRI 101-5]

Anggota MIND ID MIND ID Member	Wilayah/Area Operasional Operational Area
ANTAM	• Wilayah operasi UBP Emas Pongkor Emas terletak di daerah Area Penggunaan Lain (APL) dan hutan lindung yang berdekatan dengan Taman Nasional Gunung Halimun Salak (TNGHS). UBP Emas Pongkor telah mendapatkan izin dari pemerintah, seperti Izin Pinjam Pakai Kawasan Hutan (IPPKH) dan izin pemerintah berdasarkan SK Menteri Kehutanan Republik Indonesia No. SK 413/Menhut II/2013 tentang Izin Pinjam Pakai Kawasan Hutan (IPPKH). UBP Emas Pongkor juga telah memperpanjang izinnya melalui SK 102/MENLHK/Setjen/PLA.0/3/2021 untuk kegiatan operasi produksi emas dan mineral pengikutnya dengan pola pertambangan bawah tanah yang berlokasi di Kabupaten Bogor, Jawa Barat, seluas 22,38 hektar. The Pongkor Gold Mining Business Unit's operational area is located in the Other Use Area (APL) and protected forest adjacent to the Mount Halimun Salak National Park (TNGHS). The Pongkor Gold Mining Business Unit has obtained permits from the government, such as the Forest Area Borrow-to-Use Permit (IPPKH) and government permits based on Decision of the Minister of Forestry of the Republic of Indonesia No. SK 413/Menhut II/2013 concerning the Forest Area Borrow-to-Use Permit (IPPKH). The Pongkor Gold Mining Business Unit has also extended its permit through Decision of 102/MENLHK/Setjen/PLA.0/3/2021 for gold and associated mineral production operations with underground mining located in Kab. Bogor, West Java, covering an area of 22.38 hectares. • Wilayah operasi UBP Nikel Maluku Utara berada di IPPKH Pulau Pakal seluas 456 hektar dan Pulau Gee seluas 26,26 hektar berdasarkan SK No. 207/MENLHK/SETJEN/ PLA.0/3/2019 dan SK. 493/Menlhk/Setjen/ PLA.0/5/2022. The North Maluku Nickel Mining Business Unit operational area is in the IPPKH of Pakal Island covering an area of 456 hectares and Gee Island covering an area of 26.26 hectares in accordance with Decision No. 207/MENLHK/SETJEN/ PLA.0/3/2019 and Decision No. 493/Menlhk/Setjen/PLA.0/5/2022.
INALUM	Berdasarkan PPRI No. 76 tahun 2016 terdapat 350,86 hektar berada di Kabupaten Toba; 207,05 hektar berada di Kabupaten Asahan; dan 20,86 hektar berada di Kawasan Kabupaten Simalungun. Selanjutnya, berdasarkan Izin Pinjam Pakai Kawasan Hutan Lindung No. 35/1/IPPKH/PMDH/2016, INALUM memiliki izin untuk menjalankan operasinya di Kawasan Hutan Lindung di Kabupaten Toba dan Kabupaten Asahan seluas 0,31 hektar di mana area IPPKH tersebut digunakan untuk *Tower Microwave* dan Sarana Penunjangnya. INALUM hanya melakukan peleburan aluminium sehingga tidak terdapat dampak negatif signifikan terhadap keanekaragaman hayati di sekitar wilayah operasi Perusahaan. Based on PPRI No. 76 of 2016, there are 350.86 hectares in Kab. Toba; 207.05 hectares in Kab. Asahan; and 20.86 hectares in Kab. Simalungun. Furthermore, by virtue of Protected Forest Area Borrow-to-Use Permit No. 35/1/IPPKH/PMDH/2016, INALUM has a permit to conduct its operations in the Protected Forest Area in Kab. Toba and Kab. Asahan covering an area of 0.31 hectares where the IPPKH area is used for Microwave Towers and Supporting Facilities. INALUM only conducts aluminum smelting so there is no significant negative impact on biodiversity around the Company's operational area.
TIMAH	Wilayah operasional TIMAH tersebar di berbagai wilayah di Indonesia dan di luar negeri. Perseroan berupaya untuk tidak menghasilkan dampak negatif bagi keanekaragaman hayati dengan pengelolaan air limbah sebelum dibuang ke lingkungan dan sebagian lainnya telah dimanfaatkan kembali sehingga tidak berpengaruh pada *ground level meter*. Komitmen ini tertuang dalam kebijakan Kesehatan dan Keselamatan Kerja dan Lingkungan yang disahkan pada tanggal 8 Juli 2024. TIMAH's operational areas are spread across various regions in Indonesia and abroad. The company strives to minimize negative impacts on biodiversity by managing wastewater before it is discharged into the environment, and some of it is reused to minimize impacts on ground-level meters. This commitment is outlined in the Occupational Health, Safety, and Environment policy, ratified on 8 July 2024.

Di ANTAM, kegiatan penambangan di wilayah tersebut dilakukan dengan metode tambang terbuka, yang secara alami dapat memengaruhi kondisi bentang alam. Oleh karena itu, sebagai bagian dari komitmen terhadap pengelolaan lingkungan yang bertanggung jawab, ANTAM menerapkan program rehabilitasi lahan secara progresif. Pendekatan ini bertujuan untuk meminimalkan dampak terhadap lingkungan sekaligus mendukung pemulihan ekosistem pada area yang telah terdampak kegiatan pertambangan. [GRI 101-1]

At ANTAM, mining activities in these areas are conducted using open-pit methods, which naturally affect the landscape. As part of its commitment to responsible environmental management, ANTAM implements a progressive land rehabilitation program aimed at minimizing environmental impacts while supporting ecosystem recovery in areas affected by mining activities. [GRI 101-1]

ANTAM dan PTBA menerapkan hierarki mitigasi keanekaragaman hayati yang mencakup *avoid, minimize, restore,* dan *offset* untuk mengelola dampak operasional terhadap ekosistem. Pendekatan ini dilakukan melalui penghindaran area sensitif, pembatasan pembukaan lahan, serta rehabilitasi pascatambang, dengan tujuan mencapai *no net loss* keanekaragaman hayati dan mendukung keberlanjutan operasional. [GRI 101-2]

Both ANTAM and PTBA apply a biodiversity mitigation hierarchy that includes avoidance, minimization, restoration, and offset to manage operational impacts on ecosystems. This approach involves avoiding sensitive areas, limiting land clearing, and post-mining rehabilitation, with the goal of achieving no net loss of biodiversity and supporting operational sustainability. [GRI 101-2]

Sementara itu, pengungkapan terkait *access and benefit-sharing* tidak relevan bagi Anggota MIND ID. Kegiatan usaha Perseroan berfokus pada penambangan dan pengolahan sumber daya mineral seperti nikel, emas, dan bauksit, dan tidak melibatkan pemanfaatan sumber daya genetik atau pengetahuan tradisional terkait sumber daya genetik sebagaimana dimaksud dalam Protokol Nagoya tentang *Access and Benefit Sharing*. [GRI 101-3]

Meanwhile, disclosures about access and benefit sharing are not relevant to MIND ID Members. The Company's business activities focus on the mining and processing of mineral resources like nickel, gold, and bauxite. They do not engage in using genetic resources or traditional knowledge related to genetic resources as outlined in the Nagoya Protocol on Access and Benefit Sharing. [GRI 101-3]

Adapun potensi faktor yang dapat mempengaruhi kondisi keanekaragaman hayati antara lain perubahan tutupan lahan akibat kegiatan operasional, potensi pencemaran lingkungan, serta tekanan terhadap habitat yang dikelola melalui berbagai langkah pengendalian operasional. Selain itu, potensi faktor yang mempengaruhi kondisi biodiversitas antara lain aktivitas manusia di sekitar area dengan Nilai Keanekaragaman Hayati Tinggi, keberadaan spesies invasif di beberapa lokasi, serta gangguan ringan pada habitat di area tepi kawasan. Di UBP Emas Pongkor, penggunaan metode penambangan bawah tanah juga berdampak pada terbatasnya pembukaan lahan di permukaan. Hal ini membantu mengurangi potensi fragmentasi habitat dan menjaga konektivitas ekosistem di sekitar area dengan Nilai Keanekaragaman Hayati Tinggi. Sedangkan, PTBA tidak melakukan konversi ekosistem alami akibat operasi sejak tanggal acuan, tidak melibatkan pengambilan/pemanfaatan spesies liar flora-fauna, tidak menimbulkan risiko masuknya spesies asing invasif dari kegiatan operasi. [GRI 101-6] [GRI 101-7] [GRI 304-3]

Potential factors that can affect biodiversity include changes in land cover due to operational activities, potential environmental pollution, and pressure on habitats managed through various operational control measures. In addition, potential factors affecting biodiversity include human activities around high biodiversity value areas, the presence of invasive species in several locations, and minor disturbances to habitats on the edge of the area. At the Pongkor Gold Mining Business Unit, the use of underground mining also has the effect of limiting land clearing at the surface. This helps reduce potential habitat fragmentation and maintain ecosystem connectivity around the High Biodiversity Value area. Meanwhile, PTBA has not converted natural ecosystems due to operations since the reference date, has not involved the collection/utilization of wild species of flora and fauna, and does not pose a risk of the introduction of invasive alien species from operational activities. [GRI 101-6] [GRI 101-7] [GRI 304-3]

Sebagai bagian dari upaya memahami kondisi ekosistem di wilayah operasional, ANTAM melakukan berbagai kajian lingkungan, termasuk penilaian Nilai Konservasi Tinggi (NKT). Salah satu kajian NKT dilakukan pada UBP Emas Pongkor, mengingat lokasi operasionalnya yang berdekatan dengan kawasan hutan lindung dan bentang alam Taman Nasional Gunung Halimun Salak yang memiliki nilai keanekaragaman hayati tinggi.

As part of its efforts to understand the ecosystem conditions in its operational areas, ANTAM conducts various environmental studies, including High Conservation Value (HCV) assessments. One such HCV study was conducted at the Pongkor Gold Mining Business Unit, given its proximity to protected forest areas and the Mount Halimun Salak National Park landscape, which boasts high biodiversity value.

Hasil identifikasi kajian NKT dari ANTAM menunjukkan keberadaan sekitar 55 jenis fauna dan 20 jenis flora, termasuk spesies penting seperti macan tutul jawa *(Panthera pardus melas)*. Area kajian juga berfungsi sebagai habitat satwa dan koridor ekologis. Identifikasi dampak terhadap keanekaragaman hayati dilakukan melalui kajian AMDAL, dokumen RKL-RPL, serta studi Nilai Konservasi Tinggi (NKT) yang dilakukan pada wilayah operasional. [GRI 101-4]

ANTAM's HCV identification study revealed the presence of approximately 55 fauna and 20 flora species, including important species such as the Javan Leopard (Panthera pardus melas). The study area also serves as a wildlife habitat and ecological corridor. Identification of impacts on biodiversity was conducted through an Environmental Impact Assessment (AMDAL) study, Environmental Management Plan (RKL-RPL) documents, and a High Conservation Value (HCV) study conducted within the operational area. [GRI 101-4]

Selain UBP Emas Pongkor, unit bisnis ANTAM lainnya juga melaksanakan kegiatan penilaian dan pengelolaan keanekaragaman hayati sebagai bagian dari pengelolaan lingkungan di wilayah operasional masing-masing. Kegiatan tersebut mencakup pemantauan flora dan fauna, termasuk spesies yang terdaftar dalam IUCN *Red List*, serta pengelolaan habitat di area operasional.

In addition to the Pongkor Gold Mining Business Unit, other ANTAM business units also conduct biodiversity assessment and management activities as part of environmental management in their respective operational areas. These activities include monitoring flora and fauna, including species listed on the IUCN Red List, as well as habitat management in operational areas.

Pelaksanaan program konservasi ini dilakukan melalui kerja sama dengan berbagai pihak, seperti Balai Konservasi Sumber Daya Alam (BKSDA), perguruan tinggi, serta masyarakat setempat. Kolaborasi tersebut mendukung pelaksanaan pemantauan biodiversitas, penguatan kegiatan konservasi, serta peningkatan pemahaman ilmiah mengenai kondisi ekosistem di sekitar wilayah operasi Perseroan. Sedangkan PTBA menyatakan bahwa tidak ada lokasi operasi dengan dampak keanekaragaman hayati paling signifikan, baik aktual maupun potensial, seperti berada di dalam/dekat kawasan lindung, habitat spesies terancam punah, atau wilayah bernilai biodiversitas tinggi *(High Biodiversity Value Area)*. [GRI 101-4] [GRI 101-5]

This conservation program is implemented through collaboration with various parties, such as the Natural Resources Conservation Agency (BKSDA), universities, and local communities. This collaboration supports biodiversity monitoring, strengthens conservation activities, and enhances scientific understanding of the ecosystem conditions surrounding the Company's operational areas. Meanwhile, PTBA stated that there were no operational locations with the most significant impacts on biodiversity, either actual or potential, such as being in/near protected areas, habitats of endangered species, or areas of high biodiversity value. [GRI 101-4] [GRI 101-5]

Selain itu, ANTAM menyadari bahwa kegiatan operasional pertambangan berinteraksi secara langsung dengan berbagai layanan ekosistem yang mendukung keseimbangan lingkungan dan kehidupan masyarakat di sekitar wilayah operasi. Oleh karena itu, ANTAM memiliki fungsi jasa ekosistem penting, termasuk perlindungan daerah tangkapan air, pengendalian erosi, stabilisasi lereng, serta pemeliharaan kualitas air yang dimanfaatkan oleh masyarakat sekitar. [GRI 101-8]

Furthermore, ANTAM recognizes that mining operations directly interact with various ecosystem services that support environmental balance and the lives of communities surrounding its operational areas. Therefore, ANTAM has important ecosystem service functions, including water catchment protection, erosion control, slope stabilisation, and maintaining water quality for the benefit of surrounding communities. [GRI 101-8]

Layanan ekosistem yang teridentifikasi meliputi fungsi penyediaan sumber daya alam, pengaturan kualitas lingkungan, serta fungsi pendukung keanekaragaman hayati. Layanan tersebut tidak hanya mendukung keberlanjutan ekosistem, tetapi juga memberikan manfaat sosial dan ekonomi bagi masyarakat sekitar, seperti penyediaan air bersih, perlindungan terhadap erosi tanah, serta habitat bagi flora dan fauna lokal.

Identified ecosystem services include the provision of natural resources, environmental quality regulation, and biodiversity support. These services not only support ecosystem sustainability but also provide social and economic benefits to surrounding communities, such as clean water provision, protection against soil erosion, and habitat for local flora and fauna.

Untuk memastikan layanan ekosistem tetap terjaga, ANTAM mengintegrasikan pengelolaan lingkungan dalam setiap tahap operasional, termasuk melalui pengelolaan air, pengendalian emisi dan limbah, konservasi keanekaragaman hayati, serta pelaksanaan reklamasi dan revegetasi lahan pascatambang. Upaya ini bertujuan untuk meminimalkan potensi gangguan terhadap layanan ekosistem sekaligus menjaga manfaat yang diterima oleh masyarakat dan lingkungan sekitar.

To ensure the maintenance of ecosystem services, ANTAM integrates environmental management into every operational phase, including water management, emission and waste control, biodiversity conservation, and post-mining land reclamation and revegetation. These efforts aim to minimize potential disruptions to ecosystem services while preserving the benefits received by the surrounding community and environment

Inisiatif Keanekaragaman Hayati
Biodiversity Initiatives


Courtesy of ANTAM

Konverdi: Menghidupkan Kembali Jejak Genetik Hutan Tropis

Konverdi: Reviving the Genetic Footprint of Tropical Forests

ANTAM melalui UBP Emas Pongkor menginisiasi **Konverdi**, sebuah program konservasi in situ berbasis genetik yang difokuskan pada pelestarian spesies pohon langka *Dipterocarpus hasseltii*. Program ini dirancang melalui pendekatan ilmiah yang mencakup penilaian kesesuaian habitat, proses *genotyping* untuk menjaga keragaman genetik, perbanyakan tanaman secara selektif, hingga penanaman massal pada area reklamasi pascatambang. Melalui pendekatan tersebut, Konverdi tidak hanya berkontribusi pada pemulihan ekosistem, tetapi juga menjaga keberlanjutan sumber daya genetik spesies hutan tropis yang bernilai konservasi tinggi.

Sepanjang implementasinya, program ini berhasil menghasilkan 240 tanaman hasil perbanyakan yang ditanam kembali di area reklamasi sebagai bagian dari upaya restorasi habitat alami. Atas inovasi dan dampak lingkungannya, program Konverdi meraih Sertifikat ENSIA 2025 kategori GOLD, yang menjadi pengakuan atas kontribusi ANTAM dalam mengembangkan praktik konservasi keanekaragaman hayati yang berbasis ilmu pengetahuan dan berkelanjutan.

ANTAM, through its Pongkor Gold Mining Business Unit, initiated Konverdi, a genetically based in-situ conservation program focused on preserving the rare tree species Dipterocarpus hasseltii. The program is designed through a scientific approach that includes habitat suitability assessment, genotyping to maintain genetic diversity, selective plant propagation, and mass planting in post-mining reclamation areas. Through this approach, Konverdi not only contributes to ecosystem restoration but also maintains the sustainability of the genetic resources of tropical forest species with high conservation value.

Throughout its implementation, the program successfully produced 240 propagated plants that were replanted in the reclamation area as part of natural habitat restoration efforts. For its innovation and environmental impact, the Konverdi program received the ENSIA 2025 GOLD Certificate, recognising ANTAM's contribution to developing science-based and sustainable biodiversity conservation practices.

Pencapaian 2025
2025 Achievement

240 tanaman plants
ditanam kembali di area reklamasi
replanted in reclamation areas

Gold
kategori Setifikat ENSIA 2025 yang diraih
category of ENSIA 2025 Certificate achieved


Courtesy of PTBA

Inisiatif Pelestarian Keanekaragaman Hayati melalui Pengembangan *Aviary* Pelitar

Biodiversity Conservation Initiative through the Development of the Pelitar Aviary

Pada tahun 2025, PTBA memperkuat komitmennya terhadap pelestarian keanekaragaman hayati melalui pembangunan *Aviary* Pelitar seluas 976 m² sebagai habitat semi-alami bagi 17 jenis tanaman dan 26 jenis burung. Fasilitas ini menjadi sarana konservasi bagi spesies langka dan dilindungi, termasuk jalak Bali *(Leucopsar rothschildi)* dan kakatua jambul kuning *(Cacatua sulphurea)*, yang berstatus *Critically Endangered* menurut International Union for Conservation of Nature (IUCN). Program ini dirancang untuk mendukung perlindungan, adaptasi, dan pengembangbiakan spesies guna meningkatkan peluang keberlanjutan populasinya di habitat asli.

In 2025, PTBA strengthened its commitment to biodiversity conservation by constructing the 976 m² Pelitar Aviary, a semi-natural habitat for 17 plant species and 26 bird species. This facility serves as a conservation facility for rare and protected species, including the Bali Starling (*Leucopsar rothschildi*) and the Yellow-crested Cockatoo (*Cacatua sulphurea*), which are listed as Critically Endangered by the International Union for Conservation of Nature (IUCN). This program is designed to support the protection, adaptation, and breeding of species to increase the chances of their populations surviving in their natural habitats.

Pencapaian 2025
2025 Achievement

976m²
luas pembangunan Aviary Pelitar
area of the Pelitar Aviary development

17 jenis tanaman
plant variants

26 jenis burung
birds

spesies yang dilindungi dan dikembangbiakkan di sarana konservasi
protected species bred and conserved at the conservation facility

Inisiatif Keanekaragaman Hayati
Biodiversity Initiatives



Courtesy of TIMAH

Menjaga Keanekaragaman Hayati melalui Pengelolaan Lingkungan Terintegrasi

Maintaining Biodiversity through Integrated Environmental Management

TIMAH berkomitmen meminimalkan dampak negatif terhadap keanekaragaman hayati melalui pengelolaan air limbah yang dilakukan sebelum dialirkan ke lingkungan serta pemanfaatan kembali sebagian air limbah. Komitmen ini diperkuat melalui Kebijakan Kesehatan, Keselamatan Kerja, dan Lingkungan yang disahkan pada 7 Juli 2025, serta pelaksanaan kajian dampak dan mitigasi lingkungan secara komprehensif. Dalam penentuan lokasi penambangan, Perseroan juga mempertimbangkan aspek lingkungan secara menyeluruh yang didukung oleh dokumen AMDAL sebagai dasar pengelolaan dan pemantauan lingkungan.

Perseroan secara konsisten melakukan pemantauan keanekaragaman hayati di wilayah operasional, termasuk di perairan Pulau Bangka yang menunjukkan indeks keanekaragaman plankton dan makrozoobentos berada pada kategori sedang hingga baik. Selain itu, pemantauan *mangrove* mengidentifikasi keberadaan tujuh spesies utama di berbagai titik pengamatan. Hingga saat ini, tidak ditemukan potensi *Acid Rock Drainage* (ARD) di wilayah operasional, sehingga mencerminkan kondisi lingkungan yang terjaga serta efektivitas upaya pengelolaan yang telah diterapkan.

TIMAH is committed to minimizing negative impacts on biodiversity through wastewater management prior to discharge into the environment and through the reuse of some of the wastewater. This commitment is reinforced by the Occupational Health, Safety, and Environment Policy, ratified on 7 July 2025, and the implementation of comprehensive environmental impact and mitigation studies. In determining mining locations, the Company also considers comprehensive environmental aspects, supported by an Environmental Impact Assessment (AMDAL) document as the basis for environmental management and monitoring.

The Company consistently monitors biodiversity in its operational areas, including in the waters off Bangka Island, which indicates that the plankton and macrobenthos diversity index is in the moderate to good category. Furthermore, mangrove monitoring has identified the presence of seven key species at various observation points. To date, no potential Acid Rock Drainage (ARD) has been identified within the operational area, reflecting the well-maintained environmental conditions and the effectiveness of the management efforts implemented.

Inisiatif Keanekaragaman Hayati
Biodiversity Initiatives


Courtesy of INALUM

Melestarikan Keanekaragaman Hayati Toba Secara Berkelanjutan

Sustainable Conservation of Toba's Biodiversity

INALUM menjalankan program pelestarian keanekaragaman hayati melalui budidaya tanaman endemik Toba di Taman Keanekaragaman Hayati (Taman Kehati) Perusahaan yang berlokasi di Perumahan Paritohan. Program ini telah berlangsung sejak tahun 2022 sebagai upaya menjaga kelestarian flora lokal sekaligus memperkuat ekosistem di sekitar wilayah operasional.

Berbagai jenis tanaman endemik telah dibudidayakan, antara lain kemenyan *(Styrax paralleloneurum)*, sampinur *(Dacrycarpus imbricatus)*, sotul *(Sandoricum koetjape)*, andaliman (Zanthoxylum acanthopodium), anturmangan (*Casuarina sumatrana)*, dan suren *(Toona sureni)*. Inisiatif ini mencerminkan komitmen perusahaan dalam menjaga keanekaragaman hayati secara berkelanjutan.

INALUM is implementing a biodiversity conservation program through the cultivation of endemic Toba plants in the Company's Biodiversity Park (Taman Kehati) located in the Paritohan Housing Complex. This program has been running since 2022 as an effort to preserve local flora and strengthen the ecosystem around its operational area.

Various endemic plant species have been cultivated, including frankincense (Styrax paralleloneurum), sampinur (Dacrycarpus imbricatus), wild mangosteen (Sandoricum koetjape), andaliman/Batak pepper (Zanthoxylum acanthopodium), anturmangan (Casuarina sumatrana), and suren (Toona sureni). This initiative reflects the company's commitment to maintaining sustainable biodiversity.

Reklamasi dan Rehabilitasi Pascatambang

Bagi Grup MIND ID, reklamasi dan rehabilitasi pascatambang merupakan bagian integral dari siklus kegiatan pertambangan yang mencerminkan tanggung jawab terhadap lingkungan. Perencanaan kegiatan ini disusun secara sistematis dan terintegrasi sejak tahap awal operasional, sebagai upaya untuk memastikan proses pemulihan lahan dapat berjalan efektif setelah kegiatan penambangan selesai.

Strategi reklamasi yang diterapkan tidak hanya berfokus pada pengembalian kondisi fisik lahan, tetapi juga diarahkan untuk menciptakan nilai tambah yang berkelanjutan, baik dari sisi ekologis maupun sosial. Dengan pendekatan tersebut, lahan pascatambang diharapkan dapat kembali berfungsi secara produktif dan memberikan manfaat bagi masyarakat di sekitarnya.

Hingga tahun 2025, capaian reklamasi menunjukkan tren peningkatan, dengan akumulasi luas lahan yang telah direklamasi melampaui realisasi tahun sebelumnya. Sejalan dengan upaya tersebut, program revegetasi juga terus diperkuat melalui kegiatan penanaman pohon secara masif. Akumulasi jumlah pohon yang ditanam pada tahun 2025 menunjukkan peningkatan dibandingkan tahun 2024.

Post-mining Reclamation and Rehabilitation

For the MIND ID Group, post-mining reclamation and rehabilitation are integral parts of the mining cycle, reflecting environmental responsibility. These activities are planned systematically and integrated from the initial operational stage to ensure effective land restoration after mining is complete.

The reclamation strategy implemented not only focuses on restoring the physical condition of the land but also aims to create sustainable added value, both ecologically and socially. With this approach, post-mining land is expected to return to productive use and provide benefits to the surrounding community.

By 2025, reclamation progress showed an upward trend, with the accumulated area of reclaimed land surpassing the previous year's achievement. In line with these efforts, the revegetation program has continued to be strengthened through massive tree planting activities. The accumulated number of trees planted in 2025 shows an increase compared to 2024.

Akumulasi lahan reklamasi sampai tahun 2025
Accumulation of reclaimed land until 2025

>7.800 ha hectares

2024
>7.105 ha hectares

Jumlah Pohon yang Ditanam Tahun 2025
Number of Trees Planted in 2025

>651.500 pohon trees

2024
>596.061 pohon trees

Strategi Perencanaan dan Pelaksanaan Reklamasi
Reclamation Planning and Implementation Strategy

ANTAM

Berpedoman pada perencanaan tahunan dan perencanaan lima tahunan dalam dokumen Rencana Reklamasi yang disetujui oleh pemerintah. Strategi reklamasi di ANTAM terdiri dari:
Based on the annual and five-year plans in the government-approved Reclamation Plan document, ANTAM's reclamation strategy consists of:

- Penataan lahan
  Land planning
- Penanaman
  Planting
- Pengendalian erosi dan sedimentasi
  Erosion and sedimentation control
- Pemeliharaan tanaman
  Plant maintenance
- Suksesi alam
  Natural succession

BukitAsam

- Reklamasi pada area terbuka yang meninggalkan lubang tambang, dilakukan melalui *cover crop* dan *backfilling*. Beberapa upaya dilakukan untuk mengembalikan fungsi lahan dan meningkatkan manfaat sumber daya alam melalui:
  Reclamation of open areas left by mine pits is performed through cover cropping and backfilling. Several efforts are being made to restore land function and enhance the benefits of natural resources through:
  - Restorasi Wajib
    Mandatory Restoration
  - Restorasi Sukarela
    Voluntary Restoration
- Revegetasi bertujuan untuk memperbaiki dan memulihkan vegetasi melalui kegiatan penanaman dan pemeliharaan pada lahan bekas tambang, yang dilakukan melalui tahapan kegiatan berupa persiapan lapangan, persemaian dan/atau pengadaan bibit, pelaksanaan penanaman, dan pemeliharaan tanaman.
  Revegetation aims to improve and restore vegetation through planting and maintenance activities on ex-mining land, which is conducted through stages of activities in the form of field preparation, nursery and/or seed procurement, planting implementation, and plant maintenance.
- Revegetasi untuk mendukung ketahanan pangan dengan mengalokasikan sebagian lahan bekas tambang di Tambang Air Laya untuk dipergunakan menjadi areal tambak ikan.
  Revegetation to support food security by allocating part of the former mining land at the Air Laya Mine to be used as a fish pond area.

Timah

- Reklamasi tambang darat dengan metodologi revegetasi dengan sistem pot.
  Land mine reclamation using revegetation methodology with the pot system.
- Reklamasi tambang laut melalui berbagai kegiatan seperti *fish shelter*, transplantasi karang, *artificial reef*, *restocking* cumi-cumi, penanaman bakau, pemasangan penahan abrasi, *restocking* kepiting, hingga pemantauan kualitas air laut.
  Marine mine reclamation through various activities such as fish shelters, coral transplantation, artificial reefs, squid restocking, mangrove planting, installation of abrasion barriers, crab restocking, and monitoring seawater quality.

Pelaksanaan Kegiatan Reklamasi
Implementation of Reclamation Activities

Antam	• Penanaman pohon Tree planting • Konservasi berbagai spesies flora dan fauna Conservation of various species of flora and fauna	**1.571 ha** Total realisasi reklamasi sampai tahun 2025. Total realization of reclamation until 2025. **195.513 pohon | trees** Total realisasi penanaman pohon sampai tahun 2025 Total realization of tree planting until 2025
BukitAsam	• Revegetasi di area bekas tambang Revegetation in former mining areas • Konservasi satwa endemik langka lutung (*Trachypithecus cristatus*) di lahan reklamasi Conservation of the rare endemic langur (*Trachypithecus cristatus*) on reclaimed land • Konservasi tanaman endemik langka merbau, anggrek, dan kantong semar Conservation of rare endemic plants, such as merbau, orchids, and pitcher plants • Penyelamatan tanaman endemik langka anggrek *Luisia sp* Rescue of the rare endemic plant, *Luisia sp* orchid • Konservasi bunga bangkai Conservation of the corpse flower	**70.181 pohon | trees** Total realisasi penanaman pohon dan *mangrove* dari restorasi wajib tahun 2025 70,181 trees Total realization of tree and mangrove planting from mandatory restoration in 2025 **1.819 spesies** Total realisasi konservasi terumbu karang dari restorasi wajib tahun 2025 Total realization of coral reef conservation from mandatory restoration in 2025 **10.886 ha** Luas revegetasi kumulatif yang telah dilakukan hingga akhir tahun 2025 Cumulative revegetation area that has been conducted until the end of 2025
Inalum	• Penanaman pohon Tree planting • Konservasi Daerah Tangkapan Air Danau Toba Conservation of the Lake Toba Watershed Area	**4 ha** Luasan Taman Keanekaragaman Hayati (Taman Kehati) hingga akhir tahun 2025 The area of the Biodiversity Park (*Taman Kehati*) until the end of 2025 **200.000 pohon | trees** Total realisasi penanaman pohon dari restorasi wajib tahun 2025 Total realization of tree planting from mandatory restoration in 2025
Timah	• Membangun Kampoeng Reklamasi Air Jangkang dan Selingsing Building the Jangkang and Selingsing Water Reclamation Villages • Reklamasi darat Land reclamation • Reklamasi laut Sea reclamation	**199.378 pohon | trees** Total realisasi penanaman pohon tahun 2025 Total realization of tree planting until 2025 **3.576 ha** Luas realisasi reklamasi tambang darat kumulatif dari 2015 hingga 2025 Total realization of cumulative land reclamation from 2015 to 2025 **9.600 spesies** Realisasi restorasi *artificial reef* tahun 2025 Realization of restoration of artificial reefs in 2025

Mengelola Akhir Siklus Tambang Secara Berkelanjutan

Managing Sustainable Mine Closure and Rehabilitation

[GRI 14.8.5] [GRI 14.8.6][GRI 14.8.7][GRI 14.8.8][GRI 14.8.9][GRI 14.8.10] [GRI 14.12.2] [GRI 14.12.3]

ANTAM melaksanakan kegiatan penutupan tambang dan rehabilitasi sebagai bagian integral dari praktik pertambangan yang bertanggung jawab dan pengelolaan lingkungan jangka panjang di seluruh wilayah operasional. Perusahaan menyusun rencana reklamasi, pascatambang, dan pascaoperasi sesuai dengan ketentuan regulasi serta dokumen perencanaan lingkungan yang berlaku, termasuk AMDAL, Rencana Reklamasi, dan Rencana Pascatambang.

Pelaksanaan kegiatan tersebut juga mengacu pada Keputusan Menteri Energi dan Sumber Daya Mineral (ESDM) Nomor 1827 K/30/MEM/2018 Lampiran VI tentang Pedoman Pelaksanaan Reklamasi serta Kegiatan Pascatambang dan Pascaoperasi pada Usaha Pertambangan Mineral dan Batubara, serta Keputusan Menteri ESDM No 344 Tahun 2025 tentang Pedoman Teknis Pelaksanaan Reklamasi dan Pascatambang pada Kegiatan Usaha Pertambangan Mineral dan Batubara.

Kegiatan tersebut dirancang untuk memulihkan fungsi lahan, menjaga stabilitas lingkungan, meminimalkan dampak lingkungan dan bentang alam jangka panjang, serta mendukung pemanfaatan lahan pascatambang yang berkelanjutan. Kegiatan rehabilitasi meliputi penataan kembali bentang lahan, revegetasi menggunakan spesies tanaman yang sesuai dengan kondisi lokal, pengendalian erosi dan sedimentasi, pengelolaan air tambang, serta pemantauan lingkungan pascaoperasi. Rencana penutupan dan rehabilitasi ditinjau dan diperbarui secara berkala sesuai dengan perkembangan operasional, perubahan regulasi, dan kondisi lingkungan.

Untuk mendukung implementasi yang efektif, ANTAM menyediakan dana jaminan reklamasi dan pascatambang sesuai dengan ketentuan yang berlaku guna memastikan ketersediaan pendanaan yang memadai bagi kegiatan penutupan dan rehabilitasi tambang. Pelaksanaan dan progres program reklamasi serta penutupan tambang dipantau secara berkala oleh fungsi pengelolaan lingkungan di tingkat operasional maupun korporat sebagai bagian dari mekanisme tata kelola internal Perseroan. ANTAM juga melibatkan pemangku kepentingan dan masyarakat di sekitar wilayah operasional dalam proses pemulihan lingkungan dan perencanaan pascatambang guna mendukung pelaksanaan penutupan tambang yang bertanggung jawab dan berkelanjutan.

ANTAM implements mine closure and rehabilitation activities as an integral part of responsible mining practices and long-term environmental management across its operational areas. The Company prepares reclamation, post-mining, and post-operation plans in accordance with applicable regulatory requirements and environmental planning documents, including Environmental Impact Assessments (EIA / AMDAL), Reclamation Plans, and Post Mining Plans.

The implementation of these activities also refers to the Decree of the Minister of Energy and Mineral Resources (ESDM) No. 1827 K/30/MEM/2018 Appendix VI concerning Guidelines for the Implementation of Reclamation and Post Mining and Post Operation Activities in Mineral and Coal Mining Businesses, as well as the Decree of the Minister of ESDM No. 344 of 2025 concerning Technical Guidelines for the Implementation of Reclamation and Post Mining Activities in Mineral and Coal Mining Business Activities.

These initiatives are designed to restore land functions, maintain environmental stability, minimize long-term environmental and landscape impacts, and support sustainable post mining land use. Rehabilitation activities include landform reshaping, revegetation using plant species suited to local conditions, erosion and sedimentation control, mine water management, and post operation environmental monitoring. Closure and rehabilitation plans are reviewed and updated periodically in line with operational developments, regulatory changes, and environmental conditions.

To support effective implementation, ANTAM allocates reclamation and post mining guarantee funds in accordance with prevailing regulations to ensure adequate funding for mine closure and rehabilitation activities. The implementation and progress of reclamation and mine closure programs are monitored periodically by environmental management functions at both the operational and corporate levels as part of the Company's internal governance mechanisms. ANTAM also engages stakeholders and communities surrounding its operational areas in environmental recovery and post mining planning processes to support responsible and sustainable mine closure implementation.

Air & Udara
Water & Air


Courtesy of ANTAM

Pengelolaan Air

Dalam kegiatan operasional pertambangan, air merupakan salah satu sumber daya yang memiliki peran krusial, terutama dalam mendukung proses produksi dan aktivitas operasional lainnya. INALUM, TIMAH, dan PTBA tidak beroperasi di wilayah dengan risiko kelangkaan air (*water stress*). Sementara itu, ANTAM melalui UBP Emas Pongkor, UBPP Logam Mulia, serta Kantor Pusat beroperasi di Pulau Jawa yang memiliki risiko *water stress*. Menyadari materialitas aspek ini, Grup MIND ID mengedepankan pengelolaan air yang efisien dan bertanggung jawab sebagai bagian dari komitmen keberlanjutan.

Pendekatan pengelolaan air difokuskan pada optimalisasi penggunaan melalui pengurangan ketergantungan terhadap sumber air alami, peningkatan pemanfaatan kembali air dalam proses operasional, serta pengendalian kualitas air yang dikembalikan ke lingkungan agar tetap memenuhi standar yang ditetapkan. Inisiatif ini diintegrasikan ke dalam praktik operasional sehari-hari, mencakup pengambilan air secara bertanggung jawab, pengelolaan air buangan, serta perlindungan ekosistem di sekitar wilayah operasi. [GRI 3-3]

Risiko terkait air, termasuk ketersediaan, kualitas, perubahan regulasi, serta dampak terhadap masyarakat, diidentifikasi dan dievaluasi sebagai bagian dari proses manajemen risiko perusahaan secara menyeluruh, sehingga dapat menjadi dasar dalam pengambilan keputusan operasional dan strategis. [GRI 3-3]

Dalam pengelolaan risiko terkait air, Grup MIND ID menerapkan kerangka tata kelola yang terstruktur dengan pengawasan pada tingkat Direksi, didukung oleh fungsi terkait di seluruh Anggota MIND ID.

Water Management

In mining operations, water is a crucial resource, particularly in supporting production processes and other operational activities. INALUM, TIMAH, and PTBA do not operate in areas at risk of water stress. Meanwhile, ANTAM, through its Pongkor Gold Mining Business Unit, Precious Metal Processing and Refinery Business Unit, and Head Office, operates on the island of Java, which faces water stress risks. Recognising the significance of this aspect, MIND ID Group prioritizes efficient and responsible water management as part of its sustainability commitment.

The water management approach focuses on optimizing water use by reducing reliance on natural water sources, increasing water reuse in operational processes, and controlling the quality of water returned to the environment to ensure it meets established standards. These initiatives are integrated into daily operational practices, including responsible water withdrawal, wastewater management, and protecting the ecosystem surrounding the operation area. [GRI 3-3]

Water-related risks, including availability, quality, regulatory changes, and impacts on communities, are identified and evaluated as part of the Company's comprehensive risk management process, thus providing the basis for operational and strategic decision making. [GRI 3-3]

In managing water-related risks, MIND ID implements a structured governance framework with oversight at the Board of Directors level, supported by related functions across all MIND ID Members.

Sebagian besar kebutuhan air operasional dipenuhi melalui sistem resirkulasi, termasuk pemanfaatan air dari *void* tambang dan fasilitas penampungan di area operasional. Sementara itu, penggunaan air dari sumber eksternal seperti air permukaan dan air tanah ditempatkan sebagai alternatif sekunder. Perusahaan secara berkelanjutan berupaya menekan pengambilan air dari sumber alami guna menjaga keseimbangan ekosistem di sekitar wilayah operasional. [GRI 303-1]

Most operational water needs are met through a recirculation system, including the use of water from mine voids and storage facilities within the operational area. Meanwhile, the use of water from external sources, such as surface water and groundwater, is considered a secondary alternative. The Company continuously strives to reduce water withdrawals from natural sources to maintain the balance of the ecosystem around its operational areas. [GRI 303-1]

Grup MIND ID juga menyadari bahwa pengelolaan air limbah merupakan aspek yang tidak terpisahkan dari pengelolaan air secara keseluruhan. Air limbah yang dihasilkan dari kegiatan operasional berpotensi memengaruhi kualitas lingkungan, khususnya badan air di sekitar area tambang. Oleh karena itu, seluruh entitas dalam Grup menerapkan sistem pengelolaan air limbah yang mengacu pada regulasi yang berlaku serta standar lingkungan yang relevan. [GRI 303-1]

The MIND ID Group also recognizes that wastewater management is an integral aspect of overall water management. Wastewater generated from operational activities has the potential to impact environmental quality, particularly water bodies surrounding mining areas. Therefore, all entities within the Group implement a wastewater management system that adheres to the applicable regulations and relevant environmental standards. [GRI 303-1]

Sebelum dialirkan kembali ke lingkungan, air limbah terlebih dahulu melalui serangkaian proses pengolahan untuk memastikan kesesuaiannya dengan baku mutu yang ditetapkan. Proses ini mencakup penggunaan kolam penampungan dan resirkulasi, kolam pengendap, hingga Instalasi Pengolahan Air Limbah (IPAL). Selain itu, Perusahaan secara konsisten melakukan pemantauan terhadap parameter kualitas air, baik fisik, kimia, maupun biologi, guna memastikan efektivitas pengelolaan yang dilakukan. [GRI 303-2]

Before being released back into the environment, wastewater undergoes a series of treatment processes to ensure it meets established quality standards. This process includes the use of retention and recirculation ponds, settling ponds, and a Wastewater Treatment Plant (WWTP). Furthermore, the Company consistently monitors water quality parameters, including physical, chemical, and biological parameters, to ensure the effectiveness of its management. [GRI 303-2]

Grup MIND ID telah melakukan berbagai inisiatif dalam pengelolaan air untuk mengurangi pemakaian air dari badan air dan mengurangi air limbah yang dihasilkan, antara lain:

The MIND ID Group has undertaken various initiatives in water management to reduce water use from water bodies and reduce wastewater production, including:

Inisiatif Pengelolaan Air
Water Management Initiative

Anggota MIND ID MIND ID Member	Inisiatif Initiative
ANTAM	• Berupaya mengurangi beban pengambilan air baku dari alam terutama air tanah dan air permukaan. • Memaksimalkan penggunaan air hasil resirkulasi dan daur ulang untuk proses produksi dan penggunaan lain seperti *landscaping*, penyiraman, dan kebutuhan air lain di area operasional. • Memastikan kualitas air lain yang akan dialirkan kembali ke badan air umum telah sepenuhnya memenuhi baku mutu yang diatur oleh peraturan yang berlaku. • Trying to reduce the burden of taking raw water from nature, especially groundwater and surface water. • Maximising the use of recycled and recirculated water for production processes and other uses such as landscaping, watering, and other water needs in operational areas. • Ensuring that the quality of other water that will be returned to public water bodies fully meets the quality standards stipulated by the applicable regulations.

Anggota MIND ID MIND ID Member	Inisiatif Initiative
PTBA	• Menerapkan metode pengolahan air asam tambang secara pasif (lahan basah buatan) di Tanjung Enim. • Penggunaan kembali air dari tambang untuk pembersihan unit *Coal Handling Facility* (CHF). • Pembuatan *Dust Catcher Water System* jalur CHF dengan penggunaan kembali (*Reuse*) air bak *pre treatment*. • Pengurangan (*reduce*) air *Waterspray* RCD dengan pemasangan sistem otomatis, dan *evaporator* untuk Pengurangan Konsumsi air *dumphopper*. • Pengolahan air asam tambang secara preventif dengan cara enkapsulasi melalui manajemen *Potentially Acid Forming* (PAF) dan *Non-Acid Forming* (NAF). • Pengolahan air asam tambang secara aktif dengan menggunakan kapur tohor (CaO) untuk menetralkan pH, *Total Suspended Solid* (TSS), Besi (Fe), dan Mangan (Mn). • Implementing passive acid mine drainage treatment methods (artificial wetlands) in Tanjung Enim. • Reuse of water from the mine for cleaning the Coal Handling Facility (CHF) unit. • Making a Dust Catcher Water System for the CHF line with reuse of pre-treatment tank water. • Waterspray RCD water reduction with automatic system installation, and Evaporator for Dumphopper Water Consumption Reduction. • Preventive acid mine drainage treatment by encapsulation through Potentially Acid Forming (PAF) and Non-Acid Forming (NAF) management. • Active treatment of acid mine water using quicklime (CaO) to neutralize pH, Total Suspended Solid (TSS), Iron (Fe), and Manganese (Mn).
INALUM	• Daur ulang air pendingin *main fan* pada unit pembersih gas. • Penggantian pipa sirkulasi air pendingin kompresor di *plant utility* untuk meningkatkan efisiensi penggunaan air. • Daur ulang air pendingin pada peralatan *pressing* dan *heating* di *Rodding Plant*. • Implementasi program HYFIRE, yaitu pemanfaatan air pendingin unit kompresor sebagai sumber air untuk *hydrant* dan tangki mobil pemadam kebakaran. • Penghematan penggunaan air pada operasional *steam boiler*. • Rekayasa modifikasi *inlet gas cooler* pada sistem pendinginan *flue gas* di *Baking Plant* untuk mengurangi konsumsi air. • Implementasi inovasi SHELLFILTER, yaitu filtrasi menggunakan kulit kerang untuk meningkatkan kualitas air limbah. • Recycling of main fan cooling water in gas cleaning unit. • Replacement of compressor cooling water circulation pipes in utility plants to increase water use efficiency. • Recycling of cooling water in pressing and heating equipment at the Rodding Plant. • Implementation of the HYFIRE program, namely the use of compressor unit cooling water as a water source for hydrants and fire truck tanks. • Saving water usage in steam boiler operations. • Engineering modification of the gas cooler inlet in the flue gas cooling system in the Baking Plant to reduce water consumption. • Implementation of the SHELLFILTER innovation, namely filtration using shells to improve the quality of wastewater.
TIMAH	• Resirkulasi air limbah pada area pencucian bijih timah untuk meningkatkan kadar (*upgrading*) bijih timah. • Resirkulasi air limbah dari proses *electrolytic refining*. • Modifikasi pipa monitor semprot pada area pencucian bijih timah untuk meningkatkan efektivitas dan efisiensi proses. • Pemanfaatan air limbah domestik pegawai sebagai media pendingin *smelter furnace*. • Modifikasi peralatan pencucian bijih timah (eks JIG) untuk meningkatkan efisiensi waktu proses sehingga penggunaan air dapat dikurangi. • Recirculation of wastewater in the tin ore washing area to increase the grade (upgrade) of tin ore. • Recirculation of wastewater from the electrolytic refining process. • Modification of the spray monitor pipe in the tin ore washing area to increase the effectiveness and efficiency of the process. • Utilization of employee domestic wastewater as a cooling medium for smelter furnaces. • Modification of tin ore washing equipment (ex JIG) to increase process time efficiency so that water use can be reduced.

Pada tahun 2025, total pengambilan air Perusahaan tercatat sebesar 26.620 megaliter, meningkat sebesar 15,4% dibandingkan tahun 2024 yang sebesar 23.069 megaliter. Peningkatan pengambilan air pada tahun 2025 terutama dipengaruhi oleh penambahan titik pencatatan yang memperluas cakupan pengumpulan data di ANTAM. Perbaikan ini memungkinkan pencatatan yang lebih komprehensif dibandingkan tahun sebelumnya, sehingga angka yang dilaporkan mencerminkan kondisi operasional yang lebih akurat.

In 2025, the total water withdrawal of the Company was recorded at 26,620 megaliters, a 15.4% increase compared to 23,069 megaliters in 2024. The increase in water withdrawal in 2025 was primarily driven by the addition of recording points, which expanded the scope of data collection at ANTAM. This improvement enabled more comprehensive recording compared to the previous year, resulting in more accurate reporting of operational conditions.

Informasi lebih lengkap mengenai berbagai inisiatif yang dijalankan Grup MIND ID dalam mengelola air dapat dilihat pada Laporan Keberlanjutan masing masing Anggota MIND ID.

More complete information regarding the various initiatives performed by the MIND ID Group in managing water can be seen in the Sustainability Report of each MIND ID Member.

Pengambilan Air [GRI 303-3]
Water Withdrawal [GRI 303-3]

Sumber Pengambilan Air Water Withdrawal Source		Satuan Unit	2025	2024	2023
Non-Water Stress Non-Water Stress	Air Permukaan Surface Water	Megaliter Megaliters	26.263	21.961	26.120
	Air Tanah Groundwater	Megaliter Megaliters	261	228	278
	Air yang berasal dari pihak ketiga Water Sourced from Third Parties	Megaliter Megaliters	62	115	134
Total Pengambilan Air di *Non-Water Stress Area* Total Water Withdrawal in Non-Water Stress Areas			**26.586**	**22.304**	**26.532**
Water Stress Water Stress	Sumber Lainnya Other Sources	Megaliter Megaliters	22	747	20
	Air Tanah Groundwater	Megaliter Megaliters	0	0	18
	Air yang berasal dari pihak ketiga Water Sourced from Third Parties	Megaliter Megaliters	12	18	0
Total Pengambilan Air di *Water Stress Area* Total Water Withdrawal in Water Stress Areas			34	765	38
Total Pengambilan Air Total Water Withdrawal			**26.620**	**23.069**	**26.570**
	Pendapatan (Rp Juta) Revenue (Rp Million)		159.461.043	145.211.534	107.873.640
	Intensitas Pengambilan Air Water Withdrawal Intensity		0,000167	0,000159	0,000246

Keterangan | Information:

- Metode pengukuran air menggunakan *flow meter*.
  Water measurement method using a flow meter.
- Pulau Jawa merupakan wilayah yang berpotensi memiliki kelangkaan air *(water stress)* merujuk pada *World Resources Institutes (WRI) Aqueduct*.
  Java Island is an area that has the potential to experience water scarcity (water stress) according to World Resources Institutes (WRI) Aqueduct.
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Pengambilan Air Berdasarkan Kualitas Air [GRI 303-3]
Water Withdrawal Based on Water Quality [GRI 303-3]

Kualitas Air Water Quality	Satuan Unit	2025	2024	2023
Freshwater Freshwater	Megaliter Megaliters	26.620	22.322	26.570
Non-Freshwater Non-Freshwater	Megaliter Megaliters	0	747	0
Total		**26.620**	**23.069**	**26.570**

Keterangan | Information:

- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Pembuangan Air Berdasarkan Badan Air Penerima [GRI 303-4]
Water Disposal Based on Receiving Water Body [GRI 303-4]

Badan Air Penerima Receiving Water Body		Satuan Unit	2025	2024	2023
Non Water Stress Non Water Stress	Air Permukaan Surface Water	Megaliter Megaliters	112.677	171.999	159.603
	Air Tanah Groundwater	Megaliter Megaliters	150	80	106
	Air yang berasal dari pihak ketiga Water Sourced from Third Parties	Megaliter Megaliters	21.827	6.500	7.444
	Sumber Lain Other Sources	Megaliter Megaliters	0	0	0
Total Pembuangan Air di *Non-Water Stress* Area Total Water Discharge in Non-water Stress Area			**134.654**	**178.579**	**167.153**
Water Stress Water Stress	Air Tanah Groundwater	Megaliter Megaliters	0	0	0
	Air Laut Sea water	Megaliter Megaliters	0	0	0
	Sumber Lain Other Sources	Megaliter Megaliters	0	7.020	0
Total Pembuangan Air di *Water Stress* Area Total Water Discharged in Water Stress Area			**0**	**7.020**	**0**
Total Pembuangan Air Total Water Discharged			**134.654**	**185.599**	**167.153**
	Pendapatan (Rp Juta) Revenue (Rp Million)		159.461.043	145.211.534	107.873.640
	Intensitas pembuangan air Water Discharged Intensity	(Ton/Rp Juta) (Ton/Rp Million)	0,00084	0,00128	0,00155

Keterangan | Information:

- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Pembuangan Air Berdasarkan Kualitas Air [GRI 303-4]
Water Discharged Based on Water Quality [GRI 303-4]

Kualitas Air Water Quality	Satuan Unit	2025	2024	2023
Freshwater Freshwater	Megaliter Megaliters	134.569	178.534	167.122
Non-Freshwater Non-Freshwater	Megaliter Megaliters	85	7.065	31
Total Pembuangan Air Total Water Discharged		**134.654**	**185.599**	**167.153**

Keterangan | Information:
- Seluruhnya merupakan *Freshwater* (TSS<100mg/L).
  All is Freshwater (TSS<100mg/L).
- Untuk membedakan *freshwater* dan *non-freshwater* menggunakan kriteria kualitas *Total Dissolved Solid* (TDS). Namun pada area operasional di luar Pulau Jawa tidak menghitung TDS karena Peraturan Pemerintah setempat hanya mewajibkan pengukuran *Total Suspended Solid* (TSS). Untuk itu, TDS dihitung menggunakan estimasi dari titik tertinggi TSS hasil uji laboratorium dari sampel air yang diambil secara berkala. Sedangkan area operasional yang ada di Pulau Jawa, dilakukan penghitungan TDS berdasarkan peraturan pemerintah daerah setempat. [GRI 303-2]
  To differentiate between freshwater and non-freshwater, Total Dissolved Solids (TDS) is used as a quality criterion. However, operational areas outside Java do not calculate TDS because local government regulations only require Total Suspended Solids (TSS) measurements. Therefore, TDS is calculated using estimates from the highest TSS points obtained from laboratory tests of periodically collected water samples. Meanwhile, operational areas within Java use TDS calculations based on local government regulations. [GRI 303-2]

Konsumsi Air Berdasarkan Sumber [GRI 303-5]
Water Consumption Based on Sources [GRI 303-5]

Sumber Konsumsi Air Water Consumption Source		Satuan Unit	2025	2024	2023
Non Water Stress Non Water Stress	Air Permukaan Surface Water	Megaliter Megaliters	11.001,15	10.826,72	15.495,09
	Air Tanah Groundwater	Megaliter Megaliters	158,42	95,62	125,59
	Air yang berasal dari pihak ketiga Water Sourced from Third Parties	Megaliter Megaliters	0	0	0
Total Konsumsi Air di *Non-Water Stress* Area Total Water Consumption in Non-Water Stress Areas			**11.159,57**	**10.922,34**	**15.620,68**
Water Stress Water Stress	Sumber Lainnya Other Sources	Megaliter Megaliters	21,78	747,05	19,63
	Air Tanah Groundwater	Megaliter Megaliters	0	0	18,18
	Air yang berasal dari pihak ketiga Water Sourced from Third Parties	Megaliter Megaliters	12,35	17,55	0
Total Konsumsi Air di Water Stress Area Total Water Consumption in Water Stress Areas			**34,13**	**764,6**	**37,81**
Total Konsumsi Air Total Water Consumption			**11.193,70**	**11.686,94**	**15.658,49**
	Pendapatan (Rp Juta) Revenue (Rp Million)		159.461.043	145.211.534	107.873.640
	Intensitas Konsumsi Air Water Consumption Intensity	(Megaliter/Rp Juta pendapatan) (Megaliters/Rp Million revenue)	0,000070	0,000080	0,000145

Keterangan | Information:
- ANTAM menghitung konsumsi air dengan pendekatan yang setara dengan pengambilan air, sehingga total konsumsi air mencerminkan seluruh volume air yang diambil untuk mendukung operasional.
  ANTAM calculates water consumption using an approach equivalent to water withdrawal, such that total water consumption reflects the entire volume of water withdrawn to support operations.

Konsumsi air tercatat sebesar 11.193,7 megaliter, sedikit menurun dibandingkan tahun 2024 sebesar 11.686,94 megaliter. Penurunan ini terutama dipengaruhi oleh berkurangnya pengambilan air dari area *water stress*, yang menunjukkan adanya optimalisasi penggunaan air di wilayah dengan tekanan air lebih tinggi. Sementara itu, peningkatan pada pengambilan air di area *non-water stress* mencerminkan pergeseran sumber air operasional ke wilayah dengan risiko yang lebih rendah, sejalan dengan upaya pengelolaan sumber daya air yang lebih berkelanjutan.

Water consumption was recorded at 11,193.7 megaliters, a slight decrease compared to 11,686.94 megaliters in 2024. This decrease was primarily driven by reduced water withdrawal from water-stressed areas, indicating efficiency in water use in areas with higher water stress. Meanwhile, the increase in water withdrawal in non-water-stressed areas reflects a shift in operational water sources to areas with lower risk, in line with efforts to manage water resources more sustainably.

Air Daur Ulang
Recycled Water

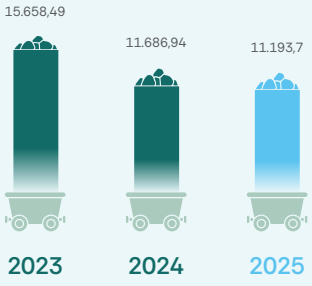
Deskripsi Description	Satuan Unit	2025*	2024**	2023**
Air Daur Ulang Recycled Water	Megaliter Megaliters	2.463,47*	381,72**	373**

Keterangan | Information:

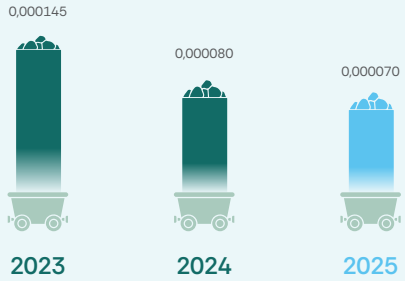
*) Air daur ulang mencakup operasi ANTAM dan TIMAH.
Recycled water comes from ANTAM and TIMAH.

**) Air daur ulang hanya mencakup operasi TIMAH.
Recycled water only covers TIMAH's operations.

Konsumsi Air (Megaliter)
Water Consumption (Megaliters)



Intensitas Konsumsi Air (Megaliter/Rp Juta)
Water Consumption Intensity (Megaliters/Rp Million)





Courtesy of INALUM

Inisiatif Pengelolaan Air
Water Management Initiatives


Courtesy of ANTAM

Hybrid Floating Treatment Wetlands 4G: Terobosan Teknologi Alami dalam Pengendalian TSS

Hybrid Floating Treatment Wetlands 4G: Natural Technology Breakthrough in TSS Control

ANTAM melalui UBP Nikel Maluku Utara mengembangkan inovasi *Hybrid Floating Treatment Wetlands* 4G (FTWs) sebagai solusi berbasis alam yang dipadukan dengan teknologi modern untuk meningkatkan efektivitas pengolahan air. Sistem ini mengintegrasikan fitoremediasi menggunakan tanaman air, teknologi *microbubbles,* serta biofilm mikroba, sehingga mampu mempercepat proses pengendapan sekaligus menyaring partikel tersuspensi dalam air secara lebih efisien.

Melalui kombinasi pendekatan biologis dan teknologi tersebut, inovasi ini berhasil menurunkan beban *Total Suspended Solids* (TSS) sebesar 106,37 mg/L hanya dalam satu periode operasional. Selain memberikan manfaat lingkungan, penerapan teknologi ini juga menghasilkan efisiensi biaya sebesar Rp12,29 juta sekaligus memperkuat efektivitas pengelolaan kualitas air di wilayah operasional.

Atas keberhasilan inovasi ini dalam meningkatkan kinerja lingkungan secara signifikan, program *Hybrid Floating Treatment Wetlands* 4G memperoleh penghargaan ENSIA 2025 kategori Platinum, sebagai pengakuan atas kontribusi ANTAM dalam menghadirkan solusi inovatif dan berkelanjutan dalam pengelolaan lingkungan.

ANTAM, through its North Maluku Nickel Mining Business Unit, has developed the Hybrid Floating Treatment Wetlands 4G (FTWs) innovation as a nature-based solution combined with modern technology to improve water treatment effectiveness. This system integrates phytoremediation using aquatic plants, microbubble technology, and microbial biofilms, thereby accelerating the sedimentation process and filtering suspended particles in the water more efficiently.

Through a combination of biological and technological approaches, this innovation successfully reduced Total Suspended Solids (TSS) by 106.37 mg/L in just one operational period. In addition to environmental benefits, this technology also resulted in cost savings of Rp12.29 million while strengthening the effectiveness of water quality management in the operational area.

Due to the success of this innovation in significantly improving environmental performance, the Hybrid Floating Treatment Wetlands 4G program received the ENSIA 2025 Platinum award, in recognition of ANTAM's contribution in providing innovative and sustainable solutions in environmental management.

Pencapaian 2025
2025 Achievement

106,37 *mg/L*
penurunan beban *Total Suspended Solids* (TSS) inovasi *Hybrid Floating Treatment Wetlands* 4G
reduction of Total Suspended Solids (TSS) load through the Hybrid Floating Treatment Wetlands 4G innovation

Rp12,29 juta million
efisiensi biaya yang dihasilkan
resulting cost efficiency

Platinum
perolehan penghargaan ENSIA 2025
receipt of the ENSIA 2025 award

Inisiatif Pengelolaan Air
Water Management Initiatives



Courtesy of TIMAH

Optimalisasi Pengelolaan Air untuk Efisiensi dan Keberlanjutan Operasional

Optimization of Water Management for Efficiency and Operational Sustainability

TIMAH berkomitmen mengurangi penggunaan air baku dalam proses produksi melalui penerapan berbagai inisiatif efisiensi dan pemanfaatan kembali air. Upaya tersebut meliputi resirkulasi air limbah pada proses pencucian bijih timah dan *electrolytic refining,* serta pemanfaatan air limbah domestik pegawai sebagai media pendingin *smelter furnace*. Pendekatan ini mencerminkan penerapan prinsip efisiensi sumber daya dan ekonomi sirkular dalam operasional perusahaan.

Selain itu, Perseroan melakukan modifikasi teknis pada fasilitas produksi, seperti penyesuaian pipa monitor semprot dan peralatan pencucian bijih timah (eks JIG), guna meningkatkan efektivitas proses sekaligus menekan konsumsi air. Secara keseluruhan, inisiatif ini berkontribusi pada pengurangan penggunaan air secara signifikan serta mendukung praktik pengelolaan air yang berkelanjutan di lingkungan operasional.

TIMAH is committed to reducing raw water use in its production processes through various water efficiency and reuse initiatives. These efforts include wastewater recirculation in the tin ore washing and electrolytic refining processes, as well as utilizing employee domestic wastewater as a coolant for the smelter furnace. This approach reflects the company's implementation of resource efficiency and a circular economy in its operations.

In addition, the Company made technical modifications to its production facilities, such as adjusting the spray monitoring pipes and tin ore washing equipment (formerly JIG), to improve process efficiency and reduce water consumption. Overall, these initiatives contributed to a significant reduction in water use and supported sustainable water management practices within the operational environment.

Inisiatif HYFIRE: Inovasi Daur Ulang Air untuk Efisiensi Operasional

HYFIRE Initiative: Water Recycling Innovation for Operational Efficiency

Program HYFIRE merupakan inisiatif INALUM dalam mendukung efisiensi penggunaan air melalui pemanfaatan kembali air pendingin unit kompresor sebagai bahan baku untuk sistem *hydrant* dan tangki air *fire truck*. Program ini dirancang untuk mengoptimalkan pemanfaatan sumber daya air secara lebih efektif dalam proses operasional.

Implementasi program HYFIRE difokuskan di fasilitas produksi dengan tujuan meningkatkan efisiensi penggunaan air serta mendukung praktik pengelolaan sumber daya yang berkelanjutan. Inisiatif ini mencerminkan komitmen Perseroan dalam mengurangi konsumsi air sekaligus memperkuat efisiensi operasional di lingkungan kerja.

The HYFIRE program is an INALUM initiative to support water efficiency by reusing compressor unit cooling water as raw material for fire hydrant systems and fire truck water tanks. This program is designed to optimize the use of water resources more effectively in operational processes.

The HYFIRE program is implemented in production facilities to improve water efficiency and support sustainable resource management practices. This initiative reflects the Company's commitment to reducing water consumption while strengthening operational efficiency in the workplace.



Courtesy of TIMAH

Pengelolaan Kualitas Udara

Dalam rangka meminimalkan dampak terhadap kualitas udara, Grup MIND ID secara konsisten menerapkan langkah-langkah pengendalian emisi yang timbul dari aktivitas operasional. Upaya ini dilakukan melalui pemantauan dan pengujian kualitas udara secara berkala, khususnya terhadap emisi non-gas rumah kaca (non-GRK) seperti sulfur oksida (SO_x), nitrogen oksida (NO_x), dan materi partikulat (PM).

Melalui pendekatan ini, Perusahaan memastikan bahwa seluruh emisi yang dihasilkan tetap berada dalam batas ambang yang ditetapkan, sekaligus mendukung terciptanya lingkungan operasional yang lebih aman dan berkelanjutan.

Air Quality Management

To minimize the impact on air quality, the MIND ID Group consistently implements emission control measures arising from its operational activities. This effort is performed through regular air quality monitoring and testing, particularly for non-greenhouse gas (non-GHG) emissions such as sulfur oxides (SOx), nitrogen oxides (NOx), and particulate matter (PM).

Through this approach, the Company ensures that all emissions produced remain within the established threshold limits, while supporting the creation of a safer and more sustainable operational environment.

Pengukuran Beban Pencemaran Emisi Non-GRK [GRI 305-7] [GRI 14.3.2]
Measurement of Non-GHG Emission Pollution Load [GRI 305-7] [GRI 14.3.2]

Emisi Udara Air Emissions	Satuan Unit	2025	2024	2023
NOx	Ton	1.317,03	9.914,28	5.563,04
SOx	Ton	3.126,32	12.346,97	7.934,51
Materi Partikulat (PM) Particulate Matter (PM)	Ton	633,62	1.641,76	1.364,43

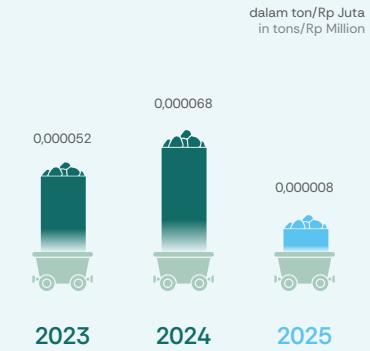
Keterangan | Description:

- Data tahun 2023 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 data have been restated due to a change in data collection methodology.

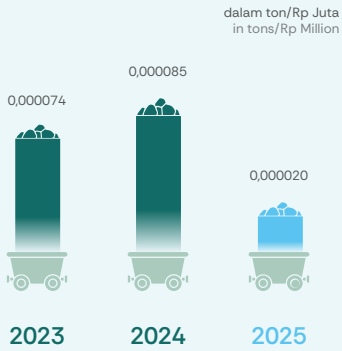
Pada tahun 2025, MIND ID mencatat penurunan signifikan pada emisi non-GRK dibandingkan tahun 2024, dengan emisi NOx, SOx, dan partikulat (PM) masing-masing turun sebesar 86,7%, 74,7%, dan 61,4%.

In 2025, MIND ID recorded a significant reduction in non-GHG emissions compared to 2024, with NOx, SOx, and particulate matter (PM) emissions decreasing by 86.7%, 74.7%, and 61.4%, respectively.

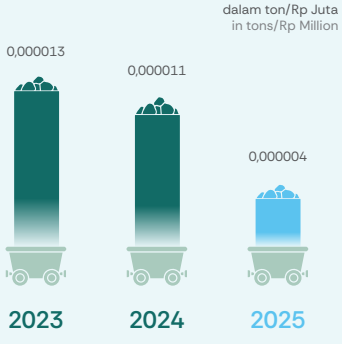
Intensitas NOx
NOx Intensity



Intensitas SOx
SOx Intensity



Intensitas Materi Partikulat (PM)
Particulate Matter (PM) Intensity



Dekarbonisasi
Decarbonization

Dekarbonisasi menjadi salah satu fokus utama dalam strategi keberlanjutan Grup MIND ID, sejalan dengan upaya global dalam menanggulangi perubahan iklim serta komitmen Pemerintah Indonesia untuk mencapai *net zero emission* pada tahun 2060. Perusahaan mengintegrasikan agenda penurunan emisi ke dalam arah kebijakan dan perencanaan jangka panjang sebagai bagian dari transformasi menuju operasional yang lebih rendah karbon.

Sebagai panduan implementasi, MIND ID telah menetapkan Strategi Dekarbonisasi yang menjadi acuan bagi seluruh Anggota MIND ID dalam menetapkan target, menyusun peta jalan *(roadmap),* serta mengimplementasikan inisiatif pengurangan emisi di masing-masing area operasional. Strategi ini mencakup pengelolaan emisi dari sektor Energi maupun *Industrial Process and Product Uses* (IPPU).

Grup MIND ID menargetkan penurunan emisi gas rumah kaca sebesar 21,4% pada tahun 2030 dibandingkan dengan skenario *business-as-usual*, setara dengan pengurangan emisi sebesar 6,72 juta ton CO_2eq, dengan tahun dasar (*base year*) 2023. Target ini mencerminkan kontribusi nyata Grup MIND ID dalam mendukung agenda dekarbonisasi nasional sekaligus memperkuat ketahanan bisnis terhadap risiko perubahan iklim. Untuk mendukung pencapaian target tersebut, sejak tahun 2023 Grup MIND ID telah menjalankan berbagai inisiatif pengurangan emisi di seluruh lini operasional dan berhasil menurunkan emisi sebesar 1,17 juta tonCO_2eq. Inisiatif tersebut mencakup peningkatan efisiensi energi, optimalisasi operasional, pemanfaatan energi rendah karbon, serta berbagai program pengelolaan lingkungan lainnya. [GRI 305-5]

Decarbonization is a key focus of the MIND ID Group's sustainability strategy, in line with global efforts to combat climate change and the Indonesian Government's commitment to achieving net-zero emissions by 2060. The Company is integrating its emissions reduction agenda into its long-term policy direction and planning as part of its transformation toward lower-carbon operations.

As an implementation guide, MIND ID has established a Decarbonization Strategy that serves as a reference for all MIND ID Members in setting targets, developing roadmaps, and implementing emission reduction initiatives in each operational area. This strategy covers emissions management from the Energy and Industrial Process and Product Uses (IPPU) Sector.

MIND ID Group targets a 21.4% reduction in greenhouse gas emissions by 2030 compared to the business-as-usual scenario, equivalent to an emissions reduction of 6.72 million tCO_2eq, using 2023 as the base year. This target reflects the Group's commitment to supporting Indonesia's national decarbonization agenda while strengthening business resilience against climate-related risks. To support the achievement of this target, since 2023 MIND ID Group has implemented various emissions reduction initiatives across its operations and achieved a reduction of 1.17 million tCO_2eq. These initiatives include energy efficiency improvements, operational optimization, utilization of lower-carbon energy sources, and other environmental management programs. [GRI 305-5]

Strategi Dekarbonisasi Grup MIND ID
MIND ID Group Decarbonization Strategy

MENGHINDARI AVOID	MENGURANGI REDUCE	MEMITIGASI MITIGATE
Menyediakan, melakukan investasi dan meningkatkan energi rendah karbon di seluruh rantai pasok Providing, investing in and scaling low-carbon energy across the supply chain	Mengurangi emisi Reducing emissions	Membatasi emisi Limiting emissions
Low-carbon power yang berfokus pada pembangkit listrik dari energi baru terbarukan Low-carbon power which focuses on generating electricity from new renewable energy	Efisiensi energi operasional yaitu menjaga intensitas energi dan emisi Operational energy efficiency means maintaining energy intensity and emissions.	Mengembangkan inisiatif karbon offset dan solusi berbasis alam (*Nature-Based Solutions*/NBS) Developing carbon offset initiatives and nature-based solutions (NBS)
Bahan bakar rendah karbon (*biofuels*, biomass, hidrogen) yaitu mengganti energi utama dari bahan bakar fosil dalam kegiatan operasional Low carbon fuels (biofuels, biomass, hydrogen) that replace the main energy from fossil fuels in operational activities	Meningkatkan penggunaan bahan bakar gas sebanyak 20-30% Increase gas fuel use by 20-30%	• Digitalisasi Digitalization • Peningkatan efisiensi energi yang berkelanjutan Sustainable energy efficiency improvements

Rencana Jangka Panjang Dekarbonisasi
Long-Term Decarbonization Plan

Konversi BBM Rendah Karbon dengan substitusi bahan bakar diesel Low Carbon Fuel Conversion with Diesel Fuel Substitution	Penggantian batu bara menjadi biomassa dan/atau *co-firing* dan penggunaaan *renewable energy*. Replacing coal with biomass and/or co-firing, and utilizing renewable energy.
Inisiatif efisiensi kegiatan operasional & konsumsi energi Operational efficiency & energy consumption initiatives	Pelaksanaan Karbon Offset dan Nature Based Solution dan/atau pembelian *Renewable Energy Certifiifcate* (REC). Implementation of Carbon Offsets and Nature-Based Solutions and/or the purchase of Renewable Energy Certificates (RECs).

Roadmap Dekarbonisasi Anggota MIND ID [GRI 305-5]
Decarbonization Roadmap of MIND ID Members [GRI 305-5]

Sesuai dengan Rencana Jangka Panjang Dekarbonisasi, Anggota MIND ID telah melakukan dan merencanakan inisiatif pengurangan emisi sebagai berikut:

In line with the Long-Term Decarbonization Plan, MIND ID members have implemented and are planning the following emissions-reduction initiatives:

	Realisasi Program Program Realization	Rencana Program Lanjutan Future Program Plan
ANTAM	Subtitusi Bahan Bakar Rendah Karbon ke B30 Low-Carbon Fuel substitution to B30	Melanjutkan implementasi subtitusi Bahan Bakar Rendah Karbon ke B35, B40 termasuk B50 Continuing Low-Carbon Fuel substitution implementation to B35, B40, including B50
	Penggantian Bahan Bakar Minyak dari Premium ke Pertalite dan Pertamax Replacement of fuel from Premium to Pertalite and Pertamax	Peralihan sumber energi listrik ke PLN (*switching* ke PLN) Transition of electricity source to PLN (switching to PLN)
	Program penggantian mesin *gold bar packaging* dari *blistering* menjadi *certified* di UBPP Logam Mulia Replacement program of gold bar packaging machines from blistering to certified at Precious Metals Processing and Refinery Business Unit	Melanjutkan implementasi *Co-Firing* Continuing Co-Firing implementation
	Modernization of gold purification technology, yakni penggantian dari konvensional menuju *continous process* di UBPP Logam Mulia Modernization of Gold Purification Technology, namely the transition from conventional to continuous process at the Precious Metals Processing and Purification Unit at Precious Metals Processing and Refinery Business Unit	Melanjutkan implementasi *Solar PV* Continuing Solar PV implementation
	Rancang bangun panel listrik menggunakan *relay* dan *sensor infrared* sebagai kontrol *automatic fan* akses *main hauled underground tunnel* di UBP Emas Pongkor Design and development of electrical panels using relay and infrared sensors as automatic fan control for access to the main hauled underground tunnel at Pongkor Gold Mining Business Unit	-
	Penggunaan biomassa cangkang kelapa sawit untuk menggantikan batubara Use of palm kernel shell biomass to replace coal	-
	Implementasi *Solar PV* di Area Tambang UBP Bauksit Kalimantan Barat Solar PV implementation in the West Kalimantan Bauxite Mining Business Unit	-
BukitAsam	Penggantian lampu TL menjadi lampu *Light Emitting Diode* (LED) di Unit Pertambangan Tanjung Enim dan Pelabuhan Tarahan Replacement of TL lamps with Light Emitting Diode (LED) lamps at Tanjung Enim Mining Unit and Tarahan Port	Melanjutkan implementasi subtitusi Bahan Bakar Rendah Karbon ke B35, B40 termasuk B50 Continuing Low-Carbon Fuel substitution implementation to B35, B40, including B50
	Penggantian *coal handling* dari *dump truck* berbahan bakar solar ke *bucket wheel excavator* (BWE) bertenaga listrik Replacement of coal handling from diesel-fueled dump truck to electric-powered bucket wheel excavator (BWE)	Implementasi *Mobile Hauling Safety Digital Video Recorder* Mobile Hauling Safety Digital Video Recorder Implementation
	Coal handling facility modification yakni dengan penambahan sistem *quadral crusher* dengan modifikasi *deflectror chute* 501-A menjadi *screen sixer* di jalur RCD 3 di Pelabuhan Tarahan Coal handling facility modification through the addition of a quadral crusher system with modification of deflectror chute 501-A into screen sixer on RCD 3 line at Tarahan Port	Implementasi Inpit *Conveyor* Banko Inpit Conveyor Banko Implementation
	Electrical Mining Equipment, yakni penggantian alat berat konvensional berbahan bakar solar menjadi *hybrid*/listrik serta elektrifikasi sistem *conveyor* Electrical Mining Equipment, namely replacement of conventional diesel-fueled heavy equipment with hybrid/electric equipment and electrification of the conveyor system	Implementasi *Coal Handling Facility Train Loading Station* 6 & 7 Coal Handling Facility Train Loading Station 6 & 7 Implementation

	Electrical Mining Equipment, yakni penggantian 10 bus dan pompa berbahan bakar diesel menjadi bus dan pompa listrik Electrical Mining Equipment, namely replacement of 10 diesel-fueled buses and pumps with electric buses and pumps	Melanjutkan implementasi *Electric Mining Equipment* Continuing Electric Mining Equipment implementation
	Hauling Road Optimization di Unit Pertambangan Tanjung Enim, yakni dengan optimasi dan efisiensi jarak angkut melalui pencarian rute yang lebih dekat Hauling Road Optimization at Tanjung Enim Mining Unit through optimization and transportation distance efficiency by identifying shorter routes	Melanjutkan implementasi *Hauling Road Optimization* Continuing Hauling Road Optimization implementation
	Heavy Equipment Running Hour Optimization di Pelabuhan Tarahan yakni optimalisasi penanganan material dengan *wheel loader* dengan elektrifikasi *conveyor* Heavy Equipment Running Hour Optimization at Tarahan Port through optimization of material handling using wheel loader with conveyor electrification	Melanjutkan implementasi *Bucket Wheel Excavator for Coal Handling* Continuing Bucket Wheel Excavator for Coal Handling implementation
	Inpit TAL *Conveyor Extension for Eco Coal Handling* yakni penambahan panjang conveyor untuk *coal handling facilities* sehingga mengurangi penggunaan *dump truck* untuk *coal handling* Inpit TAL Conveyor Extension for Eco Coal Handling through extension of conveyor length for coal handling facilities, thereby reducing the use of dump trucks for coal handling	Implementasi PLTS Pasca Tambang Tanjung Enim Implementation of Solar PV at Tanjung Enim Post-Mining Area
	Stacker Reclaimer Optimization di Pelabuhan Tarahan, yakni optimasi jam jalan dan *stacker reclaimer* berbasis listrik Stacker Reclaimer Optimization at Tarahan Port through optimization of operating hours and electric-based stacker reclaimer	-
	Conveyor Extension di Unit Pertambangan Tanjung Enim yakni penambahan jalur *conveyor* sehingga mengurangi jalur *dump truck* konvensional Conveyor Extension at Tanjung Enim Mining Unit through additional conveyor lines, thereby reducing conventional dump truck routes	-
Inalum	Konversi Bahan Bakar HSD ke LNG, yakni subtitusi penggunaan *High-Speed Diesel* (HSD) B30 menjadi *Liquefied Natural Gas* (LNG) pada *Baking Plant* A1, *Baking Plant* B2 dan Proses Pencetakan Aluminium Conversion of HSD fuel to LNG, namely substitution of High-Speed Diesel (HSD) B30 with Liquefied Natural Gas (LNG) at Baking Plant A1, Baking Plant B2 and aluminium casting process	Subtitusi Bahan Bakar Rendah Karbon ke B35, B40 termasuk B50 *Low-Carbon* Fuel substitution to B35, B40, including B50
	Pengurangan dampak anoda melalui optimalisasi pot, yakni efisiensi penggunaan energi listrik di dalam proses produksi aluminium cair di *smelter plant*, melalui pengaturan arus listrik pada operasi tungku peleburan Reduce Anode Affect by Pot Optimization, namely improving electricity efficiency in molten aluminium production at the smelter plant through electrical current adjustment in smelting furnace operations	Melanjutkan implementasi peningkatan dan optimalisasi pot Continuing Pot Upgrading and Optimization implementation
	-	Efisiensi operasi aluminium sekunder Secondary Aluminium operation efficiency
	-	Potline 4 dengan teknologi baru Potline 4 with new technology
Timah	Penggunaan Bahan Bakar Rendah Karbon ke B30 Low-Carbon Fuel utilization to B30	Melanjutkan implementasi subtitusi Bahan Bakar Rendah Karbon ke B35, B40 termasuk B50 Continuing Low-Carbon Fuel substitution implementation to B35, B40, including B50
	Penggunaan Bahan Bakar Rendah Karbon ke B35 pada peralatan permesinan, peleburan dan *supporting* Low-Carbon Fuel utilization to B35 for machinery, smelting and supporting equipment	Inisiatif efisiensi kegiatan operasional dan konsumsi energi Operational activities and energy consumption efficiency initiatives
	Peralihan sumber energi listrik ke PLN, yakni perubahan penggunaan sumber daya energi dari PLTD beralih ke PLN Transition of electricity source to PLN, namely transition of energy sources from diesel power plants to PLN electricity	Melanjutkan implementasi Penggunaan *Solar PV* Continuing Solar PV implementation
	Efisiensi Bahan Bakar Minyak (BBM) Kendaraan Operasional melalui penggantian kendaraan operasional dari konvensional menjadi *hybrid* Fuel efficiency for operational vehicles through replacement of conventional operational vehicles with hybrid vehicles	-
	Rekondisi mesin kapal laut melalui peremajaan *engine* agar lebih optimal dan konsumsi BBM menjadi lebih rendah Marine engine reconditioning through engine refurbishment to improve performance and reduce fuel consumption	-
	Implementasi *Solar PV*, yakni melalui instalasi 2 x 10 kWp *solar cell off-grid* pada area pascatambang Solar PV implementation through installation of 2 x 10 kWp off-grid solar cells in post-mining areas	-

Kontribusi Dekarbonisasi
Decarbonization Contribution



Courtesy of ANTAM

Operasi Cerdas, Emisi Lebih Terkendali Lewat *Green Feeding Strategy*

Smart Operation, More Controlled Emissions Through Green Feeding Strategy

ANTAM melalui UBP Bauksit Kalimantan Barat mengimplementasikan *Green Feeding Strategy* melalui optimalisasi manajemen *start-stop Washing Plant* sebagai bagian dari upaya meningkatkan efisiensi operasional sekaligus menekan emisi dari kegiatan produksi. Strategi ini dilakukan dengan mengatur pola operasi peralatan secara lebih terencana sehingga penggunaan bahan bakar dapat diminimalkan tanpa mengganggu kelancaran proses pengolahan.

Melalui penerapan strategi tersebut, UBP Bauksit Kalimantan Barat berhasil meningkatkan efisiensi operasional sekaligus menurunkan konsumsi bahan bakar. Inovasi ini menghasilkan efisiensi biaya sebesar Rp803 juta dari penghematan penggunaan BBM, sekaligus mendukung komitmen ANTAM dalam mengurangi emisi operasional dan mendorong praktik pertambangan yang lebih ramah lingkungan.

ANTAM, through its West Kalimantan Bauxite Mining Business Unit, is implementing a Green Feeding Strategy by optimizing the start-stop management of its Washing Plant as part of its efforts to improve operational efficiency and reduce emissions from production activities. This strategy involves better planning of equipment operating patterns to minimize fuel consumption without disrupting the smooth operation of the processing process.

Through the implementation of this strategy, the West Kalimantan Bauxite Mining Business Unit has successfully increased operational efficiency while reducing fuel consumption. This innovation resulted in cost savings of Rp803 million from fuel savings, while also supporting ANTAM's commitment to reducing operational emissions and promoting more environmentally friendly mining practices.

Kontribusi Dekarbonisasi
Decarbonization Contribution



Optimalisasi *Starting Sequence* untuk Efisiensi Energi Jalur *Stockpile–Shiploader*

Optimizing the Starting Sequence for Energy Efficiency in Stockpile–Shiploader Lines

PTBA melakukan optimalisasi *starting sequence* pada jalur distribusi batu bara *Stockpile-1* ke *Shiploader-1* di Tarahan Port melalui penyesuaian jeda waktu aktivasi motor listrik pada sistem konveyor. Langkah ini berhasil mempersingkat waktu persiapan aliran material serta menurunkan durasi operasi *idle* tanpa mengurangi aspek keselamatan dan keandalan sistem.

Inisiatif tersebut menghasilkan efisiensi konsumsi energi listrik secara signifikan serta memperkuat praktik manajemen energi di area pelabuhan. Secara keseluruhan, program ini mendukung peningkatan kinerja operasional sekaligus berkontribusi terhadap pencapaian target keberlanjutan melalui pengurangan penggunaan energi yang tidak produktif.

PTBA optimized the starting sequence on the coal distribution line from Stockpile-1 to Shiploader-1 at Tarahan Port by adjusting the activation time of the electric motors in the conveyor system. This step successfully shortened material flow preparation time and reduced idle operation duration without compromising system safety and reliability.

This initiative resulted in significant energy efficiency improvements and strengthened energy management practices in the port area. Overall, the program supports operational performance improvements while contributing to sustainability targets by reducing unproductive energy use.

Kontribusi Dekarbonisasi
Decarbonization Contribution



Inisiatif Strategis Penurunan Emisi menuju *Net Zero Emission*

Strategic Initiative for Emission Reduction toward Net Zero Emissions

TIMAH menyadari bahwa emisi dari aktivitas operasional memiliki potensi dampak terhadap lingkungan, termasuk perubahan iklim dan degradasi ekosistem. Oleh karena itu, Perseroan berkomitmen mencapai target *net zero emission* melalui penerapan berbagai inisiatif strategis untuk menurunkan emisi gas rumah kaca (GRK). Langkah yang dilakukan antara lain penggunaan Biosolar (B35) serta substitusi energi fosil ke energi baru terbarukan sebagai bagian dari transisi energi yang lebih ramah lingkungan.

Selain itu, Perseroan juga melakukan peningkatan efisiensi operasional melalui rekondisi (*overhaul*) dan pengadaan mesin baru pada kapal operasional, implementasi sistem *monitoring* bahan bakar pada Kapal Isap Produksi (KIP), serta *overhaul* pada Kapal Keruk (KK) dan KIP di Area Bangka Utara dan Kundur. Modifikasi sistem operasional turut dilakukan untuk meningkatkan kinerja dan efisiensi, sehingga secara keseluruhan mendukung upaya pengurangan emisi dan pengelolaan lingkungan yang berkelanjutan.

TIMAH recognizes that emissions from its operational activities have the potential to impact the environment, including climate change and ecosystem degradation. Therefore, the Company is committed to achieving its net zero emissions target through the implementation of various strategic initiatives to reduce greenhouse gas (GHG) emissions. These measures include the use of biodiesel (B35) and the substitution of fossil fuels for renewable energy as part of a more environmentally friendly energy transition.

In addition, the Company also improved operational efficiency through overhauls and the procurement of new engines on operational vessels, the implementation of a fuel monitoring system on Production Suction Vessels (KIP), and overhauls on Dredgers (KK) and KIPs in the North Bangka and Kundur areas. Operational system modifications were also made to improve performance and efficiency, thus overall supporting efforts to reduce emissions and manage the environment sustainably.

Kontribusi Dekarbonisasi
Decarbonization Contribution


Courtesy of INALUM

Inovasi Pengendalian Emisi untuk Operasional Rendah Karbon

Emission Control Innovation for Low Carbon Operations

Sepanjang 2025, INALUM mengimplementasikan berbagai program perlindungan lingkungan sebagai wujud komitmen terhadap operasional berkelanjutan. Upaya pengendalian emisi dilakukan melalui penggunaan sistem pembersih gas pada pabrik peleburan untuk mengelola emisi dari proses reduksi dan pembuatan anoda, dengan pengendalian parameter utama seperti SO_X, NO_X, dan HF.

Selain itu, Perseroan juga menurunkan emisi gas rumah kaca melalui penerapan *cleaner production,* optimalisasi dan peningkatan teknologi pot untuk mengurangi emisi PFC, serta konversi bahan bakar menjadi LNG guna menekan intensitas karbon. Berbagai inisiatif tambahan, termasuk inovasi proses *pot baking* berbasis grafit, turut berkontribusi dalam menurunkan *global warming potential* secara berkelanjutan.

Throughout 2025, INALUM implemented various environmental protection programs as a commitment to sustainable operations. Emission control efforts include the use of a gas cleaning system at the smelter to manage emissions from the reduction and anode manufacturing processes, with key parameters such as SOx, NOx, and HF controlled.

In addition, the Company is reducing greenhouse gas emissions through the implementation of cleaner production, optimizing and improving pot technology to reduce PFC emissions, and converting fuel to LNG to reduce carbon intensity. Various additional initiatives, including innovative graphite-based pot baking processes, are contributing to a sustainable reduction in global warming potential.



Emisi GRK

Dalam mengelola emisi secara efektif, Grup MIND ID telah melakukan identifikasi menyeluruh terhadap sumber emisi, besaran emisi, serta faktor aktivitas yang relevan. Langkah ini menjadi dasar dalam merancang dan mengimplementasikan berbagai inisiatif dekarbonisasi, yang meliputi peningkatan efisiensi energi dalam proses operasi dan produksi, pemanfaatan energi baru terbarukan, serta penggunaan bahan bakar yang lebih ramah lingkungan.

Pengelolaan energi menjadi salah satu pendekatan kunci dalam upaya penurunan emisi. Perusahaan menerapkan prinsip efisiensi energi secara sistematis melalui proses identifikasi, pengukuran, pemantauan, dan pengendalian konsumsi energi di seluruh rantai operasional. Upaya ini didukung oleh penerapan perbaikan berkelanjutan *(continuous improvement)* guna memastikan optimalisasi penggunaan energi sekaligus menekan intensitas emisi.

Sejak tahun 2022, perhitungan emisi gas rumah kaca di lingkungan Grup MIND ID telah mengadopsi metodologi yang lebih komprehensif dan selaras dengan standar internasional. Pendekatan ini mengacu pada pedoman *Intergovernmental Panel on Climate Change* (IPCC) 2006, GHG *Protocol for Corporate Accounting* (WBCSD/WRI), standar dari Kementerian ESDM, serta ISO 14064. Penyelarasan metodologi ini dilakukan untuk memastikan konsistensi, akurasi, dan kredibilitas data emisi yang dilaporkan, sejalan dengan kerangka *Sustainability Pathway*.

GHG emissions

To effectively manage emissions, the MIND ID Group has conducted a comprehensive identification of emission sources, emission magnitudes, and relevant activity factors. This step serves as the basis for designing and implementing various decarbonization initiatives, including increasing energy efficiency in operations and production processes, utilizing new and renewable energy sources, and using more environmentally friendly fuels.

Energy management is a key approach to reducing emissions. The Company systematically applies energy efficiency principles through the identification, measurement, monitoring, and control of energy consumption throughout the operational chain. This effort is supported by the implementation of continuous improvement to ensure optimal energy use while reducing emissions intensity.

Since 2022, the calculation of greenhouse gas emissions within the MIND ID Group has adopted a more comprehensive methodology aligned with international standards. This approach refers to the 2006 Intergovernmental Panel on Climate Change (IPCC) guidelines, the GHG Protocol for Corporate Accounting (WBCSD/WRI), standards from the Ministry of Energy and Mineral Resources, and ISO 14064. This methodological alignment was implemented to ensure the consistency, accuracy, and credibility of reported emissions data, in line with the Sustainability Pathway framework.

Sebagai bagian dari peningkatan transparansi dan akuntabilitas, pada tahun 2024 Grup MIND ID telah melaksanakan pra-verifikasi terhadap perhitungan emisi gas rumah kaca atas berbagai inisiatif penurunan emisi yang dijalankan pada periode 2021 hingga 2023 di seluruh Anggota MIND ID. Selain itu, Perusahaan juga mulai memperluas cakupan pengukuran emisi dengan melakukan perhitungan emisi Cakupan 3 secara bertahap, yang pada tahap awal difokuskan pada aktivitas perjalanan dinas Dewan Komisaris dan Direksi sejak tahun 2024. Inisiatif ini menjadi langkah awal dalam membangun pengelolaan emisi yang lebih komprehensif di seluruh rantai nilai. [GRI 305-5]

As part of increasing transparency and accountability, in 2024 the MIND ID Group pre-verified the calculation of greenhouse gas emissions for various emission reduction initiatives implemented in the period 2021 to 2023 across all MIND ID Members. Furthermore, the Company also began expanding the scope of emission measurements by gradually calculating Scope 3 emissions, which initially focused on official travel activities of the Board of Commissioners and Board of Directors starting in 2024. This initiative is the first step in building more comprehensive emission management across the value chain. [GRI 305-5]

Jumlah Konsumsi Energi Internal [GRI 302-1]
Total Internal Energy Consumption [GRI 302-1]

Konsumsi Energi Internal Internal Energy Consumption	Satuan Unit	2025	2024	2023
Energi Terbarukan Renewable energy	GJ	18.047.302	18.072.961	14.643.875
Energi Tidak Terbarukan Non-renewable energy	GJ	24.641.574	27.934.107	31.304.243
Total Konsumsi Energi Total Energy Consumption	GJ	42.688.876	46.007.068	45.948.118
Pendapatan Revenue	Rp Juta	159.461.043	145.211.534	107.873.640
Intensitas Energi Energy Intensity	GJ/Rp Juta	0,268	0,317	0,426
Persentase *Renewable Energy* Renewable Energy Percentage	%	42	39	32

Keterangan | Information:

- Energi Terbarukan: PLTA, Solar Panel, *Biofuel*, dll
  Renewable Energy: Hydropower, solar panels, biofuel, etc.
- Energi Tidak Terbarukan: Batu bara, solar, MFO, Listrik, LPG, LNG, dll
  Non-renewable energy: Coal, solar, MFO, Electricity, LPG, LNG, etc.

• Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Transisi menuju penggunaan energi yang lebih bersih terus menjadi fokus utama Grup MIND ID dalam mendukung agenda dekarbonisasi. Pada tahun 2025, sebesar 42% dari total energi yang digunakan berasal dari sumber energi terbarukan, dengan kontribusi utama dari Pembangkit Listrik Tenaga Air (PLTA) yang dikelola oleh INALUM. Porsi ini menunjukkan peningkatan dibandingkan tahun sebelumnya, yang didorong oleh peningkatan pemanfaatan energi hidro dari PLTA INALUM serta inisiatif pemanfaatan energi terbarukan di berbagai entitas, termasuk penggunaan panel surya oleh ANTAM dan TIMAH.

The transition to cleaner energy continues to be a key focus for MIND ID Group in supporting the decarbonization agenda. By 2025, 42% of total energy consumption came from renewable energy sources, with the primary contribution coming from the Hydroelectric Power Plant (PLTA) managed by INALUM. This portion represents an increase compared to the previous year, driven by increased utilization of hydro energy from INALUM's PLTA as well as renewable energy utilization initiatives across various entities, including the use of solar panels by ANTAM and TIMAH.

Di sisi lain, total konsumsi energi Grup MIND ID mengalami penurunan sebesar 7,21% dibandingkan tahun 2024. Penurunan ini dipengaruhi oleh penerapan berbagai inisiatif efisiensi energi di seluruh entitas, termasuk optimalisasi *potline* dan peningkatan efisiensi proses produksi di INALUM, serta program efisiensi operasional dan optimalisasi penggunaan alat berat di PTBA dan ANTAM.

Meskipun demikian, aktivitas operasional pada beberapa entitas tetap meningkat, sehingga Perusahaan terus menjaga konsumsi energi dalam batas terkendali melalui perbaikan berkelanjutan dan optimalisasi kinerja peralatan produksi. [GRI 302-2]

On the other hand, the total energy consumption of MIND ID Group decreased by 7.21% compared to 2024. This decrease was influenced by the implementation of various energy efficiency initiatives across all entities, including potline enhancement and increased production process efficiency at INALUM, as well as operational efficiency programs and improved utilization of heavy equipment at PTBA and ANTAM.

Nevertheless, operational activities in several entities continue to increase, so the Company maintains energy consumption within controlled limits through continuous improvement and enhanced performance of production equipment. [GRI 302-2]

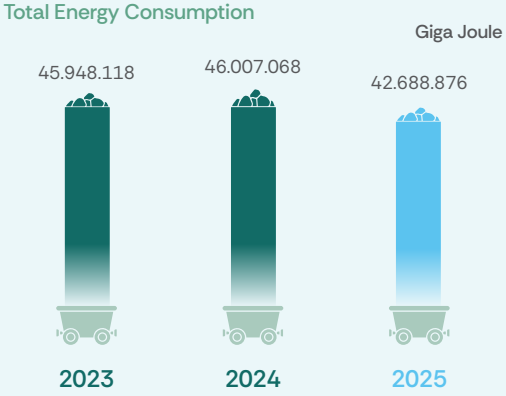
Intensitas Energi [GRI 302-3]
Energy Intensity [GRI 302-3]

Unit Usaha Anggota MIND ID MIND ID Member Business Units	Satuan Unit	2025	2024	2023
ANTAM				
UBP Nikel Kolaka Kolaka Nickel Mining Business Unit	GJ/tNi	383,10	577	704
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	GJ/wmt	0,06	0,100	0,090
UBP Emas Pongkor Pongkor Gold Mining Business Unit	GJ/wmt	1,48	1,01	0,94
UBPP Logam Mulia Precious Metal Processing and Refinery Business Unit	GJ/Kg	0,25	0,10	0,12
UBP Bauksit Kalimantan Barat West Kalimantan Bauxite Mining Business Unit	GJ/wmt	0,16	0,15	0,19
UBP Nikel Konawe Utara North Konawe Nickel Mining Business Unit	GJ/wmt	0,11	0,19	0,14
PTBA				
Unit Pertambangan Tanjung Enim Tanjung Enim Mining Unit	GJ/Ton	0,3286	0,338	0,33
Unit Pelabuhan Tarahan Tarahan Port Unit	GJ/Ton	0,0067	0,007	0,0074
Unit Dermaga Kertapati Kertapati Pier Unit	GJ/Ton	0,0040	0,005	0,0045
INALUM	GJ/Ton	57,58	59,1	61,4
TIMAH	GJ/Ton	86,16	75,4	120

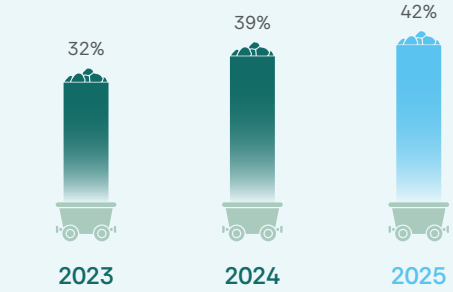
Keterangan | Description:

- Produk di UBP Nikel Kolaka ANTAM, INALUM, dan TIMAH merupakan produk yang telah melalui pemrosesan.
  Products at the Kolaka Nickel Mining Business Unit ANTAM, INALUM, and TIMAH are products that have undergone processing.

Total Konsumsi Energi
Total Energy Consumption



Proporsi Renewable Energy
Renewable Energy Proportion



Emisi Gas Rumah Kaca [GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4]
Greenhouse Gas Emissions [GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4]

Jenis Emisi Emission Type	Satuan Unit	2025	2024	2023
Cakupan 1 Scope 1	$TonCO_2eq$	2.435.137	3.119.970	3.329.134
Cakupan 2 Scope 2	$TonCO_2eq$	1.089.841	372.977	257.718
Total Emisi Cakupan 1 & 2 Total Scope 1 & 2 Emissions	$TonCO_2eq$	3.524.978	3.492.947	3.586.852
Pendapatan Revenue	Rp Juta	159.461.043	145.211.534	107.873.640
Intensitas Emisi Emission Intensity	$TonCO_2eq$/Rp Juta | Million	0,022	0,024	0,033
Cakupan 3 Scope 3	$TonCO_2eq$	1.132.592	1.118.729	84.414

Keterangan | Information:

Emisi GRK berdasarkan pendekatan kontrol operasional (*operational control*) dengan metode perhitungan yang dikembangkan berdasarkan studi yang dilakukan di masing-masing Anggota MIND ID. Perhitungan emisi GRK menggunakan metode *Intergovermental Panel on Climate Change* (IPCC) *Guidelines Fifth Assessment Report* (AR5), *GHG Protocol for Corporate Accounting* (WBCSD/WRI), ESDM dan ISO 14064.
GHG emissions are based on an operational control approach with calculation methods developed based on studies conducted in each MIND ID Member. GHG emissions calculations use the Intergovernmental Panel on Climate Change (IPCC) Guidelines Fifth Assessment Report (AR5), GHG Protocol for Corporate Accounting (WBCSD/WRI), ESDM and ISO 14064 methods.

- Cakupan-1: emisi bruto GRK langsung dari operasional yang dimiliki atau dikendalikan oleh organisasi (termasuk penambangan, pemakaian energi, pengolahan limbah, dan proses kimia) dari 4 Anggota MIND ID yang termasuk dalam batasan laporan ini.
  Scope-1: gross direct GHG emissions from operations owned or controlled by the organization (including mining, energy consumption, waste treatment, and chemical processes) of the 4 MIND ID Members included within the scope of this report.
- Cakupan-2: emisi GRK tidak langsung dari pemakaian energi yang dibeli dari luar (PLN). Perhitungan emisi GRK ini dari pemakaian listrik PLN (dalam KWh) dilakukan berdasarkan ketentuan dari Dirjen Kelistrikan Kementerian ESDM, 2019.
  Scope 2: Indirect GHG emissions from the use of energy purchased from outside sources (PLN). The calculation of GHG emissions from PLN electricity consumption (in kWh) is based on the provisions of the Director General of Electricity, Ministry of Energy and Mineral Resources, 2019.
- Cakupan-3: emisi dari perjalanan dinas Direksi, Komisaris dan BOD-1.
  Scope-3: emissions from official travel of Directors, Commissioners and BOD-1.
- Gas Rumah Kaca yang termasuk dalam perhitungan di atas adalah CO_2, CH_4, N_2O
  Greenhouse gases included in the above calculation are CO_2, CH_4, N_2O
- ANTAM UBPP Logam Mulia dan UBP Emas Pongkor menggunakan *Renewable Energy Certificate* (REC), sehingga total emisi ANTAM disajikan berdasarkan pendekatan *market-based*.
  ANTAM's Precious Metal Processing and Refinery Business Unit and Pongkor Gold Mining Business Unit utilize Renewable Energy Certificates (RECs); therefore, ANTAM's total emissions are presented using the market-based approach.
- Tahun dasar ANTAM dan TIMAH 2019, sedangkan INALUM tahun 2022
  The base year for ANTAM and TIMAH is 2019, while INALUM's base year is 2022
- Untuk Emisi Cakupan 2 yang dilaporkan telah memperhitungkan *offset* emisi dari pembelian *Renewable Energy Certificates* (REC) sebesar 1.000 REC di UBPP Logam Mulia dan 1.000 REC di UBP Emas Pongkor.
  For the Scope 2 emissions reported have taken into account emissions offsets from the purchase of 1,000 Renewable Energy Certificates (REC) at Precious Metal Processing and Refinery Business Unit and 1,000 REC at Pongkor Gold Mining Business Unit.
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Upaya pengelolaan energi yang terintegrasi turut berkontribusi pada perubahan emisi gas rumah kaca. Pada tahun 2025, Grup MIND ID berhasil menurunkan total emisi GRK Cakupan 1 sebesar 21,94% dibandingkan tahun sebelumnya. Penurunan ini terutama didorong oleh peningkatan efisiensi energi, penggunaan bahan bakar yang lebih bersih seperti LNG di INALUM, serta optimalisasi proses operasional di seluruh entitas.

Sementara itu, emisi GRK Cakupan 2 mengalami kenaikan sebesar 192,20%, yang terutama disebabkan oleh pergeseran penggunaan energi dari bahan bakar diesel ke listrik PLN di fasilitas Kolaka ANTAM, sehingga meningkatkan emisi tidak langsung dari konsumsi listrik. Pergeseran ini mencerminkan transisi energi dari sumber berbasis bahan bakar langsung ke listrik *grid*, yang berdampak pada penurunan emisi langsung (Cakupan 1) namun meningkatkan emisi tidak langsung (Cakupan 2). Kondisi ini juga dipengaruhi oleh operasional INALUM, di mana penurunan permukaan air Danau Toba menyebabkan berkurangnya produksi listrik dari PLTA, sehingga sebagian kebutuhan listrik dipenuhi dari sumber lain dengan faktor emisi yang lebih tinggi.

Integrated energy management efforts have contributed to changes in greenhouse gas emissions. By 2025, MIND ID Group successfully reduced total Scope 1 GHG emissions by 21.94% compared to the previous year. This reduction was primarily driven by increased energy efficiency, the use of cleaner fuels such as LNG at INALUM, and the enhancement of operational processes across all entities.

Meanwhile, Scope 2 greenhouse gas (GHG) emissions increased by 192.20%, primarily due to a shift in energy consumption from diesel fuel to PLN electricity at the Kolaka ANTAM facility. This transition has consequently led to an increase in indirect emissions resulting from electricity use. The change signifies an energy transition from direct, fuel-based sources to grid electricity, which affects a reduction in direct emissions (Scope 1) but increases indirect emissions (Scope 2). Furthermore, the situation is amplified by the operations of INALUM, wherein the lowering of Lake Toba's water surface has led to a decrease in hydroelectric power generation capacity, thereby necessitating the need for electricity from other sources with higher emission factors.

Emisi cakupan 3 Scope 3 emissions	Satuan Unit	2025	2024	2023
Perjalanan dinas Business travel	$TonCO_2eq$	187.886,37	1.942,22	84.414,44
Transportasi produk dan bahan baku (Hulu) Upstream transportation of products and raw materials	$TonCO_2eq$	113.797,36	118.772,19	0
Transportasi produk dan bahan baku (Hilir) Downstream transportation of products and raw materials	$TonCO_2eq$	38.230	0	0
Kegiatan yang terkait dengan bahan bakar dan energi Activities related to fuel and energy	$TonCO_2eq$	8.410,61	7.759,62	0
Pembelian barang dan jasa Purchase of goods and services	$TonCO_2eq$	784.267,69	990.254,81	0
Jumlah **Total**	**$TonCO_2$ eq**	**1.132.592,03**	**1.118.728,84**	**84.414,44**

Jenis Emisi Emission Type	Satuan Unit	2025	2024	2023
Emisi Biogenik Biogenic Emission	$TonCO_2eq$	1.274,15	2.268,34	3.404,54

Keterangan | Information:

- Data emisi biogenik ini berasal dari penggunaan *biofuel*, dengan nilai ini mengacu pada data yang dihitung oleh INALUM dan TIMAH.
  This biogenic emission data comes from the use of biofuel, with this value referring to data calculated by INALUM and TIMAH.

Intensitas Emisi [GRI 305-4]
Emission Intensity [GRI 305-4]

Unit Usaha Anggota MIND ID MIND ID Member Business Units	Satuan Unit	2025	2024	2023
ANTAM				
UBP Nikel Kolaka Kolaka Nickel Mining Business Unit	$TonCO_2eq/tNi$	71,57	65,3	69,9
UBP Nikel Maluku Utara North Maluku Nickel Mining Business Unit	$TonCO_2eq/wmt$	0,004	0,01	0,0073
UBP Emas Pongkor Pongkor Gold Mining Business Unit	$TonCO_2eq/wmt$	0,392	0,21	0,18
UBPP Logam Mulia Precious Metal Processing and Refinery Business Unit	$TonCO_2eq/Kg$	0,023	0,02	0,0250
UBP Bauksit Kalimantan Barat West Kalimantan Bauxite Mining Business Unit	$TonCO_2eq/wmt$	0,01	0,01	0,0169
UBP Nikel Konawe Utara North Konawe Nickel Mining Business Unit	$TonCO_2eq/wmt$	0,005	0,004	0,0069
PTBA				
Unit Pertambangan Tanjung Enim Tanjung Enim Mining Unit	$TonCO_2eq/Ton$	0,0246	0,0249	0,0242
Unit Pelabuhan Tarahan Tarahan Port Unit	$TonCO_2eq/Ton$	0,0012	0,0013	0,0013
Unit Dermaga Kertapati Kertapati Pier Unit	$TonCO_2eq/Ton$	0,0008	0,0008	0,0009
INALUM	$TonCO_2eq/Ton$	**3,23**	**3,42**	**4,17**
TIMAH	$TonCO_2eq/Ton$	**8,95**	**6,44**	**8,2**

Keterangan | Description:

- Produk di UBP Nikel Kolaka ANTAM, INALUM, dan TIMAH merupakan produk yang telah melalui pemrosesan.
  Products at the Kolaka Nickel Mining Business Unit ANTAM, INALUM, and TIMAH are products that have undergone processing.
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Selain emisi yang berasal dari Cakupan 1, 2, dan 3, Grup MIND ID juga mengidentifikasi adanya emisi fugitif, yaitu emisi yang dilepaskan secara langsung ke atmosfer dari berbagai proses operasional. Sebagai bagian dari penguatan sistem inventarisasi emisi, Perusahaan telah mulai melakukan pendataan terhadap sumber emisi fugitif, termasuk yang berasal dari penggunaan refrigeran pada sistem pendingin serta gas lainnya yang digunakan dalam kegiatan operasional.

In addition to emissions from Scopes 1, 2, and 3, the MIND ID Group has also identified fugitive emissions, emissions released directly into the atmosphere from various operational processes. As part of strengthening its emissions inventory system, the Company has begun collecting data on the sources of fugitive emissions, including those from the use of refrigerants in cooling systems and other gases used in operations.

Zat Perusak Ozon [GRI 305-6]

Perusahaan terus memperkuat pengelolaan bahan pendingin melalui peningkatan praktik pemeliharaan dan pengendalian kebocoran. Pada tahun 2025, emisi zat perusak ozon (ODS) ANTAM yang berasal dari penggunaan refrigeran R22 tercatat sebesar 0,51 ton, meningkat dibandingkan tahun 2024 sebesar 0,02 ton. Peningkatan ini terutama dipengaruhi oleh penyempurnaan metode pencatatan yang menghasilkan data yang lebih komprehensif.

Ozone Depleting Substances [GRI 305-6]

The Company continues to strengthen refrigerant management through improved maintenance practices and leak control. In 2025, ANTAM's ozone-depleting substances (ODS) emissions from the use of R22 refrigerant were recorded at 0.51 tons, an increase from 0.02 tons in 2024. This increase was primarily driven by improvements in recording methods that yield more comprehensive data.

Zat Perusak Ozon [GRI 305-4]
Ozone-Depleting Substances [GRI 305-4]

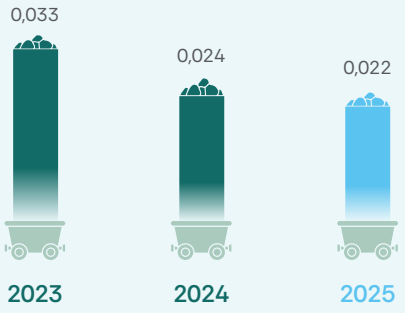
Emisi Udara Air Emissions	Satuan Unit	2025	2024	2023
R22	Ton	0,51	0,02	0,09

Keterangan | Information:

- Data emisi biogenik ini berasal dari penggunaan *biofuel*, dengan nilai ini mengacu pada data yang dihitung oleh INALUM dan TIMAH.
  Biogenic emission data is derived from biofuel consumption, with the values referencing data calculated by INALUM and TIMAH.

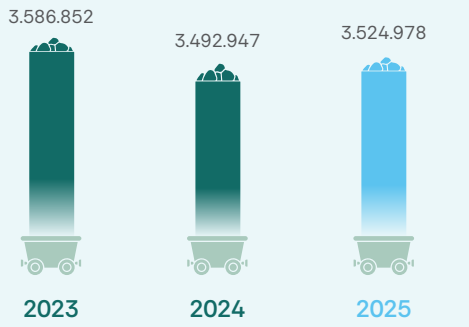
Intensitas Emisi GRK Cakupan 1 & 2
Scope 1 & 2 GHG Emissions Intensity

dalam tonCO_2eq/Rp Juta
in tonCO_2eq/Rp Million



Total Emisi GRK Cakupan 1 & 2
Total Scope 1 & 2 GHG Emissions

dalam tonCO_2eq
in tonCO_2eq



Adaptasi Iklim, Ketangguhan, dan Transisi [GRI 201-2]

Perubahan iklim merupakan tantangan global yang membawa implikasi luas terhadap keberlanjutan ekonomi, sosial, dan lingkungan. Bagi Grup MIND ID, isu ini tidak hanya dipandang sebagai risiko, tetapi juga sebagai faktor strategis yang perlu dikelola secara terstruktur untuk menjaga ketahanan bisnis dalam jangka panjang. Sebagai bagian dari upaya tersebut, Perusahaan tengah mengembangkan pendekatan sistematis dalam mengidentifikasi serta mengelola risiko dan peluang terkait perubahan iklim, dengan mengacu pada rekomendasi *Task Force on Climate-related Financial Disclosures* (TCFD) serta ekspektasi kinerja dari International Council on Mining and Metals (ICMM).

Pada tahap awal, Grup MIND ID telah melakukan identifikasi secara kualitatif terhadap berbagai risiko iklim yang berpotensi memengaruhi aset, operasional, dan kesinambungan usaha. Ke depan, pendekatan ini akan terus dikembangkan secara lebih komprehensif, termasuk melalui penguatan analisis kuantitatif dan integrasi ke dalam proses pengambilan keputusan strategis.

Climate Adaptation, Resilience, and Transition [GRI 201-2]

Climate change is a global challenge with broad implications for economic, social, and environmental sustainability. For the MIND ID Group, this issue is not only viewed as a risk, but also as a strategic factor that needs to be managed in a structured manner to maintain long-term business resilience. As part of this effort, the Company is developing a systematic approach to identifying and managing risks and opportunities related to climate change, referring to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the performance expectations of the International Council on Mining and Metals (ICMM).

In the initial phase, the MIND ID Group has qualitatively identified various climate risks that could potentially impact assets, operations, and business continuity. Going forward, this approach will continue to be developed in a more comprehensive manner, including through strengthening quantitative analysis and integrating it into strategic decision-making processes.

Identifikasi Risiko Iklim
Climate Risk Identification

Kerusakan aset dan infrastruktur Damage to assets and infrastructure	Perubahan iklim dapat menyebabkan bencana alam seperti banjir, badai, kekeringan, dan kebakaran hutan yang dapat merusak aset dan infrastruktur. Hal ini dapat berdampak pada kerugian finansial bagi Perusahaan yang harus membiayai perbaikan dan pemulihan. Climate change can cause natural disasters such as floods, storms, droughts, and wildfires, which can damage assets and infrastructure. This can result in financial losses for companies that must finance repairs and restoration.
Biaya energi yang lebih tinggi Higher energy costs	Perubahan iklim dapat mempengaruhi ketersediaan dan harga energi. Sebagai contoh, kekeringan dapat mengurangi pasokan energi hidroelektrik, sedangkan cuaca yang lebih ekstrem dapat meningkatkan permintaan energi untuk pendinginan atau pemanasan. Hal ini dapat berdampak pada kenaikan harga energi yang harus dibayar oleh konsumen dan Perusahaan. Climate change can affect energy availability and prices. For example, drought can reduce hydroelectric power supplies, while more extreme weather can increase energy demand for cooling or heating. This can lead to higher energy prices for consumers and businesses.
Biaya asuransi yang lebih tinggi Higher insurance costs	Risiko kerusakan aset dan infrastruktur akibat perubahan iklim dapat menyebabkan kenaikan biaya asuransi bagi Perusahaan. Hal ini dapat membebani finansial dan meningkatkan biaya operasional Perusahaan. The risk of damage to assets and infrastructure due to climate change can lead to increased insurance costs for companies. This can place a financial burden on companies and increase their operating costs.

Risiko hukum Legal risks	Pemerintah dan badan regulasi dapat mengeluarkan aturan dan undang-undang baru terkait perubahan iklim yang dapat mempengaruhi operasi dan bisnis Perusahaan. Perusahaan yang tidak mematuhi aturan tersebut dapat menghadapi risiko hukum dan sanksi finansial yang signifikan. Governments and regulatory bodies may issue new regulations and laws related to climate change that could impact the Company's operations and business. Companies that fail to comply with these regulations may face significant legal risks and financial penalties.
Kekurangan pasokan dan ketidakstabilan pasokan Supply shortages and supply instability	Perubahan iklim dapat mempengaruhi pasokan bahan baku dan komoditas yang dibutuhkan oleh Perusahaan, terutama dalam sektor pertanian, pangan, dan energi. Hal ini dapat menyebabkan kekurangan pasokan dan ketidakstabilan harga yang dapat mempengaruhi kinerja dan profitabilitas Perusahaan. Climate change can impact the supply of raw materials and commodities required by the Company, particularly in the agriculture, food, and energy sectors. This can lead to supply shortages and price volatility, which could impact the Company's performance and profitability.
Risiko reputasi Reputational risk	Perusahaan yang dianggap tidak ramah lingkungan dan tidak bertanggung jawab terhadap perubahan iklim dapat menghadapi risiko reputasi yang dapat mempengaruhi citra. Companies that are perceived as being environmentally unfriendly and irresponsible toward climate change may face reputational risks that could impact their image.

Di sisi lain, perubahan iklim juga membuka peluang baru yang dapat dimanfaatkan sebagai bagian dari transformasi bisnis. Salah satu peluang yang tengah dikembangkan adalah peran aktif dalam mendukung ekosistem kendaraan listrik *(electric vehicles*/EV). Dalam hal ini, Grup MIND ID bersama BUMN lainnya menginisiasi pembentukan Indonesia *Battery Corporation* (IBC) sebagai langkah strategis untuk menangkap potensi tersebut.

Seiring dengan perkembangan industri dan kebijakan global terkait iklim, Perusahaan akan terus mengeksplorasi peluang-peluang baru yang relevan guna memperkuat posisi bisnis sekaligus berkontribusi dalam upaya mitigasi perubahan iklim.

On the other hand, climate change also opens up new opportunities that can be exploited as part of business transformation. One such opportunity being developed is an active role in supporting the electric vehicle (EV) ecosystem. In this regard, the MIND ID Group, along with other state-owned enterprises, initiated the establishment of the Indonesia Battery Corporation (IBC) as a strategic step to capture this potential.

In line with the development of the industry and global policies related to climate, the Company will continue to explore new relevant opportunities to strengthen its business position while contributing to climate change mitigation efforts.



Produksi yang Bertanggung Jawab
Responsible Production

Pengelolaan Limbah

Dalam menjalankan kegiatan operasional, Grup MIND ID menyadari adanya potensi dampak lingkungan yang timbul dari pengelolaan limbah, baik limbah Bahan Berbahaya dan Beracun (B3) maupun non-B3. Dampak tersebut dapat berupa pencemaran lingkungan serta gangguan terhadap kesehatan dan aktivitas masyarakat di sekitar wilayah operasional. Oleh karena itu, pengelolaan limbah dilakukan secara terstruktur dan bertanggung jawab sebagai bagian dari komitmen terhadap keberlanjutan.

Seluruh proses pengelolaan limbah mengacu pada ketentuan peraturan perundang-undangan yang berlaku, dengan pengawasan internal oleh fungsi K3LH serta pelaporan rutin kepada instansi berwenang. Dalam pelaksanaannya, sebagian pengelolaan limbah juga melibatkan pihak ketiga yang memiliki izin resmi dari Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup (KLH/BPLH), guna memastikan bahwa setiap tahapan dilakukan sesuai standar keselamatan dan lingkungan.

Grup MIND ID terus mendorong penerapan prinsip pengelolaan limbah yang tidak hanya patuh terhadap regulasi, tetapi juga mendukung transisi menuju ekonomi sirkular. Praktik ini mengacu pada Peraturan Pemerintah No. 22 Tahun 2021 serta mempertimbangkan standar industri seperti *Aluminium Stewardship Initiative* (ASI).

Pengelolaan limbah dilakukan melalui pendekatan berjenjang, dimulai dari pemilahan limbah untuk memaksimalkan peluang penggunaan kembali *(reuse),* daur ulang *(recycle),* maupun pemulihan *(recovery).* Limbah yang berhasil dialihkan dari pembuangan akhir diklasifikasikan ke dalam kategori *preparation for reuse, recycling,* dan *other recovery operations.*

Untuk memastikan akuntabilitas, Perseroan menerapkan sistem penelusuran limbah dari sumber hingga tahap akhir pengelolaan. Limbah B3, seperti *spent pot lining* (SPL) dan *dross* dari proses peleburan aluminium, serta limbah non-B3 seperti sisa produksi dan limbah perkantoran, ditangani sesuai klasifikasi dan prosedur teknis yang berlaku. Limbah B3 umumnya berasal dari aktivitas perawatan alat berat, sementara limbah non-B3 dihasilkan dari kegiatan operasional sehari-hari.

Sebagai bagian dari penguatan pengelolaan, Grup MIND ID juga bekerja sama dengan mitra berizin dan bersertifikasi dalam proses pengangkutan dan pengolahan limbah, termasuk melalui metode seperti insinerasi untuk limbah B3 setelah disimpan di Tempat Penyimpanan Sementara (TPS) berizin. Sementara itu, limbah organik dimanfaatkan bersama masyarakat sebagai bahan kompos untuk mendukung kegiatan reklamasi lahan. Pendekatan ini tidak hanya memastikan kepatuhan terhadap regulasi, tetapi juga menciptakan nilai tambah bagi lingkungan dan komunitas sekitar.

Waste Management

In conducting its operational activities, the MIND ID Group recognizes the potential environmental impacts arising from waste management, both Hazardous and Toxic Materials and Non Hazardous waste. These impacts can include environmental pollution and disruption to the health and activities of communities surrounding its operational areas. Therefore, waste management is conducted in a structured and responsible manner as part of its commitment to sustainability.

The entire waste management process adheres to the applicable laws and regulations, with internal oversight by the K3LH function and regular reporting to authorised agencies. In its implementation, some waste management processes also involve third parties with official permits from the Ministry of Environment / Environmental Control Agency (KLH/BPLH) to ensure that each stage is conducted in accordance with safety and environmental standards.

MIND ID Group continues to promote the implementation of waste management principles that not only comply with regulations, but also support the transition toward a circular economy. These practices adhere to Government Regulation No. 22 of 2021 and consider industry standards such as the Aluminium Stewardship Initiative (ASI).

Waste management is implemented through a multi-stage approach, starting with waste sorting to maximise opportunities for reuse, recycling, and recovery. Waste diverted from final disposal is classified into preparation for reuse, recycling, and other recovery operations.

To ensure accountability, the Company implements a waste traceability system from source to final management. Hazardous waste, such as spent pot lining (SPL) and dross from the aluminum smelting process, as well as non-hazardous waste such as production residue and office waste, are handled according to applicable classifications and technical procedures. Hazardous waste generally originates from heavy equipment maintenance activities, while non-hazardous waste is generated from daily operational activities.

As part of its management strengthening efforts, the MIND ID Group also collaborates with licensed and certified partners in waste transportation and processing, including through methods such as incineration for hazardous waste after it has been stored at a licensed Temporary Storage Site (TPS). Meanwhile, organic waste is used collaboratively with the community as compost to support land reclamation activities. This approach not only ensures regulatory compliance but also creates added value for the environment and surrounding communities.

Melalui penerapan sistem pengelolaan yang komprehensif, pada tahun 2025 tidak terdapat kejadian pencemaran signifikan akibat tumpahan limbah cair di seluruh entitas Grup MIND ID.

Through the implementation of a comprehensive management system, in 2025, there were no significant pollution incidents resulting from liquid waste spills across all entities of the MIND ID Group.

Inventarisasi limbah B3 dilakukan secara konsisten dengan mengacu pada Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup, Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 6 Tahun 2021 tentang Tata Cara Dan Persyaratan Pengelolaan Limbah Bahan Berbahaya dan Beracun, guna memastikan seluruh proses pengelolaan limbah berjalan secara aman, transparan, dan bertanggung jawab.

Hazardous waste inventory is implemented consistently with reference to Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management, Regulation of the Minister of Environment and Forestry No. 6 of 2021 on Procedures and Requirements for the Management of Hazardous and Toxic Waste, to ensure that the entire waste management process runs safely, transparently, and responsibly.

Timbulan Limbah Signifikan [GRI 306-1]
Significant Waste Generation [GRI 306-1]

Jenis Limbah Types of Waste	Uraian Description
Limbah B3 Hazardous Waste	*Filter* bekas, oli bekas, lumpur minyak, aki bekas, bahan terkontaminasi B3, Lampu TL bekas, *catridge*, pelumas bekas, hose bekas, limbah laboratorium, *sludge*, limbah elektronik, asbestos, kemasan bekas B3, *radiator cleaning*, limbah terkontaminasi B3, majun bekas, limbah medis, botol bekas kimia, dan *tailing*. Used filters, used oil, oil sludge, used batteries, hazardous contaminated materials, lamps, cartridges, used lubricants, used hoses, laboratory waste, sludge, electronic waste, asbestos, used hazardous packaging, radiator cleaning, hazardous contaminated waste, used rags, medical waste, used chemical bottles, and tailings.
Limbah Non-B3 Non - Hazardous Waste	Limbah *belt conveyor, roller conveyor, track plate, bucket, belt frame, rel, chain, wearing plate, drum, shaft, roller AF*, seng, besi konstruksi, plastik, kaca, kaleng, sisa makanan, kertas, daun, kayu, batang bambu, rumput, ban bekas, *slag* nikel, dan FABA. Waste conveyor belts, conveyor rollers, track plates, buckets, belt frames, rails, chains, wearing plates, drums, shafts, AF rollers, zinc, construction iron, plastic, glass, cans, food waste, paper, leaves, wood, bamboo stalks, grass, used tires, nickel slag, and FABA.

Limbah Padat yang Dihasilkan [GRI 306-3]
Solid Waste Generated [GRI 306-3]

Jenis Limbah Types of Waste	Satuan Unit	2025	2024	2023
Limbah Padat B3 Hazardous Solid Waste	Ton	208.441,10	270.478,08	319.688,83
Limbah Padat Non-B3 Non - Hazardous Solid Waste	Ton	950.608,06	1.036.357,83	1.076.345,22
Total Limbah yang Dihasilkan Total Waste Generated	Ton	1.159.049,16	1.306.835,91	1.396.034,05
Intensitas Limbah Padat B3 Hazardous Solid Waste Intensity	Ton/Rp Juta Tons/Rp Million	0,0013	0,0019	0,0030
Intensitas Limbah Padat Non-B3 Non - Hazardous Solid Waste Intensity	Ton/Rp Juta Tons/Rp Million	0,0060	0,0071	0,010

Keterangan | Description: .

- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Limbah yang Dialihkan dari Pembuangan Akhir [GRI 306-2] [GRI 306-4]
Waste Diverted from Disposal [GRI 306-2] [GRI 306-4]

Metode Pengolahan Limbah Waste Treatment Methods	Satuan Unit	2025		2024		2023	
		Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non - Hazardous Solid Waste	Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non-Hazardous Solid Waste	Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non-Hazardous Solid Waste
Penggunaan kembali Reuse	Ton	0	946.615	81.018	1.030.433	117.143	1.072.900
Daur ulang Recycling	Ton	1.696	111	433	156.647	121	297
Proses lain Other processes	Ton	81.180	7	75.196	82	68.283	0
Total Limbah yang Dialihkan dari Pembuangan Akhir Total Waste Diverted from Disposal	Ton	82.876	946.733	156.647	1.187.162	185.547	1.073.197

Keterangan | Information:
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Limbah yang Dikirim ke Pembuangan Akhir [GRI 306-5]
Waste Directed to Disposal [GRI 306-5]

Metode Pengolahan Limbah Waste Treatment Methods	Satuan Unit	2025		2024		2023	
		Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non - Hazardous Solid Waste	Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non-Hazardous Solid Waste	Limbah Padat B3 Hazardous Solid Waste	Limbah Padat Non-B3 Non-Hazardous Solid Waste
Insinerasi (dengan *energy recovery*) Incineration (with energy recovery)	Ton	5	0	2	0	1	0
Insinerasi (tanpa *energy recovery*) Incineration (without energy recovery)	Ton	0	1.714	0	1.764	0	1.784
Pembuangan akhir Landfilling	Ton	109.617	35	163.487	33	180.195	46
Cara pembuangan lainnya Other disposal methods	Ton	0	0	0	0	0	0
Total Limbah yang Dikirim ke Pembuangan Akhir Total Waste Directed to Disposal	Ton	109.622	1.749	163.489	1.797	180.196	1.830

Keterangan | Information:
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Pada tahun 2025, total limbah padat yang dihasilkan secara konsolidasi menunjukkan penurunan dibandingkan tahun 2024, didorong oleh berkurangnya timbulan limbah B3 maupun non-B3 di berbagai entitas dalam grup. Penurunan ini mencerminkan upaya berkelanjutan dalam meningkatkan efisiensi proses dan optimalisasi pengelolaan limbah di seluruh lini operasional. Selain itu, pada tahun ini pelaporan limbah cair mulai disajikan secara terpisah dari limbah padat, sehingga data yang disampaikan lebih mencerminkan klasifikasi limbah yang lebih akurat dan sejalan dengan peningkatan kualitas pengumpulan serta pelaporan data di tingkat grup.

In 2025, total consolidated solid waste generation showed a decrease compared to 2024, driven by reduced hazardous and non-hazardous waste generation across various entities within the group. This decrease reflects ongoing efforts to improve process efficiency and optimize waste management across all operational lines. Furthermore, this year, liquid waste reporting began to be presented separately from solid waste, thus reflecting a more accurate waste classification that is in line with improvements in the quality of data collection and reporting at the group level.

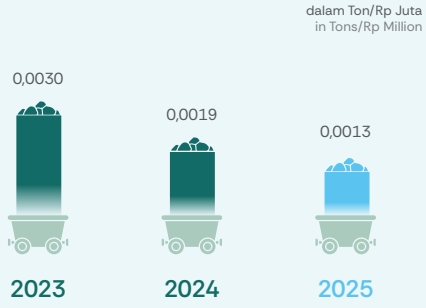
Limbah Cair B3 yang Dihasilkan [GRI 306-3]
Hazardous Liquid Waste Produced [GRI 306-3]

Jenis Limbah Types of Waste	Satuan Unit	2025	2024	2023
Limbah Cair B3 Hazardous Liquid Waste	Ton	4.764,52	4.251,69	4.088,62

Keterangan | Information:

- Limbah cair B3 termasuk Oli Bekas, Minyak Bekas, Lumpur Minyak, Solar Bekas, *Grease* Bekas dan Bahan kimia Kadaluarsa.
  Hazardous liquid waste includes used oil, used fuel, oil sludge, used diesel, used grease and expired chemicals.

Intensitas Limbah Padat B3 yang dihasilkan
Intensity of Hazardous Solid Waste Generated



Limbah Padat B3
Hazardous Solid Waste



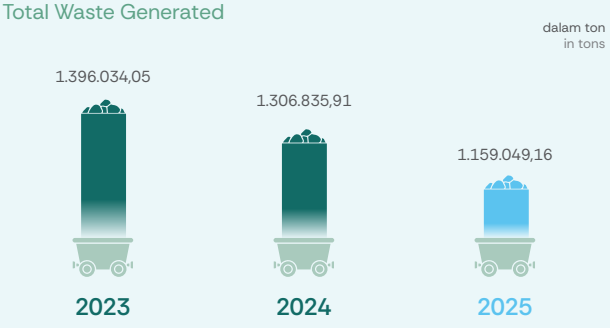
Limbah Padat Non-B3
Non-Hazardous Solid Waste



Intensitas Limbah Padat Non-B3 yang Dihasikan
Intensity of Non-Hazardous Solid Waste Generated



Total Limbah yang Dihasilkan
Total Waste Generated



Pengelolaan Material Sisa Tambang dan Sinergi dalam Keberlanjutan [GRI 14.6.2] [GRI 14.6.3]

Sebagai Holding BUMN Industri Pertambangan, MIND ID berkomitmen untuk mengelola limbah secara bertanggung jawab dan menjadikannya sumber daya yang bernilai. Setiap Anggota MIND ID mengimplementasikan pendekatan berbasis karakteristik proses masing-masing, untuk mengoptimalkan pemanfaatan limbah B3 dan non-B3.

Management of Mining Residual Materials and Synergy in Sustainability [GRI 14.6.2] [GRI 14.6.3]

As State-Owned Mining Industry Holding Company, MIND ID is committed to managing waste responsibly and transforming it into a valuable resource. Each MIND ID Member implements an approach based on its own process characteristics to optimize the utilization of hazardous and non-hazardous waste.

ANTAM: Inovasi dalam Pemanfaatan *Slag*, *Tailing*, dan FABA

ANTAM: Innovation in the Utilization of Slag, Tailings, and FABA

Pengelolaan *tailing* di UBP Emas Pongkor ANTAM dilaksanakan secara sistematis dengan mengacu pada ketentuan perizinan dan standar operasional yang berlaku. Kegiatan ini didukung oleh sejumlah izin resmi, antara lain Izin Pengelolaan Limbah B3 untuk penimbunan pada fasilitas dam *tailing* melalui SK No. 256/Menlhk/Setjen/PLB.3/3/2019, Izin Pemanfaatan Limbah B3 melalui SK No. 424/1/KLHK/2020, serta Surat Kelayakan Operasional (SLO) untuk kegiatan penimbusan limbah B3 pada fasilitas penimbusan akhir kelas III melalui S.717/PSLB3/PLB3/PLB.3/11/2022. Seluruh aktivitas pengelolaan *tailing* dilaksanakan sesuai dengan ruang lingkup dan persyaratan yang ditetapkan dalam perizinan tersebut.

Sebagai bagian dari implementasi, Perusahaan menjalankan program pengelolaan *tailing* yang terintegrasi dengan izin dan SLO yang dimiliki, khususnya dalam pengoperasian fasilitas dam *tailing*. Pendekatan ini memastikan bahwa proses penimbunan, pemanfaatan, dan pengendalian *tailing* dilakukan secara aman, terkendali, dan sesuai dengan standar lingkungan yang berlaku.

Untuk menjaga keamanan dan stabilitas fasilitas, Perusahaan melakukan inspeksi dan pemantauan secara berkala, terutama pada *Tailings Storage Facility* (TSF) utama. Pemantauan harian dilakukan terhadap parameter teknis seperti piezometer, muka air tanah pada sumur pantau, V-notch, serta patok geser guna mendeteksi perubahan kondisi secara dini. Selain itu, pemantauan inclinometer dilakukan secara bulanan untuk mengidentifikasi potensi pergerakan struktur.

Seluruh kegiatan pemantauan dan evaluasi tersebut didukung oleh konsultan ahli bendungan yang ditunjuk, guna memastikan pengelolaan *tailing* berjalan sesuai dengan prinsip keselamatan dan praktik terbaik dalam pengelolaan bendungan.

Selain itu, sebagai bagian dari komitmen terhadap ekonomi sirkular, ANTAM mengembangkan solusi pemanfaatan berbagai material tambang guna mengurangi limbah dan meningkatkan manfaat bagi industri:

- *Slag* nikel dari proses *pyrometallurgy* digunakan sebagai bahan konstruksi beton bernama Pomalaa Beton (POTON), yang saat ini dimanfaatkan untuk *road base*, *yard base*, dan kebutuhan konstruksi internal. Dengan status *slag* yang telah dikategorikan sebagai limbah non-B3, peluang pemanfaatan komersial semakin terbuka.
- *Tailing* emas dari pengolahan bijih emas dimanfaatkan dalam bentuk *Green Fine Aggregate* (GFA), inovasi material konstruksi ramah lingkungan yang mendukung keberlanjutan industri.
- *Fly Ash* & *Bottom Ash* (FABA) dari pembangkit listrik tenaga uap digunakan bersama slag nikel untuk menghasilkan Pomalaa Beton (POTON), memperkuat pemanfaatan material dalam konstruksi yang lebih berkelanjutan.

Tailings management at ANTAM's Pongkor Gold Mining Business Unit is conducted systematically with reference to the applicable licensing provisions and operational standards. This activity is supported by a number of official permits, including the Hazardous Waste Management Permit for stockpiling at the tailings dam facility through Decision No. 256/Menlhk/Setjen/PLB.3/3/2019, the Hazardous Waste Utilization Permit through Decision No. 424/1/KLHK/2020, and the Operational Feasibility Letter (SLO) for hazardous waste stockpiling activities at the class III final stockpiling facility through S.717/PSLB3/PLB3/PLB.3/11/2022. All tailings management activities are conducted in accordance with the scope and requirements stipulated in the permit.

As part of its implementation, the Company implements a tailings management program that is integrated with its permits and SLOs, particularly in the operation of its tailings dam facilities. This approach ensures that the tailings storage, utilization, and management processes are performed safely, in a controlled manner, and in accordance with the applicable environmental standards.

To maintain the safety and stability of the facility, the Company conducts regular inspections and monitoring, particularly at the main Tailings Storage Facility (TSF). Daily monitoring of technical parameters such as piezometers, groundwater levels in monitoring wells, V-notches, and sliding stakes is conducted to detect changes in conditions early. Furthermore, monthly inclinometer monitoring is conducted to identify potential structural movement.

All monitoring and evaluation activities are supported by appointed dam expert consultants, to ensure that tailings management is performed in accordance with safety principles and best practices in dam management.

Furthermore, as part of its commitment to a circular economy, ANTAM is developing solutions for utilizing various mining materials to reduce waste and increase benefits for the industry:

- Nickel slag from the pyrometallurgy process is used as a concrete construction material called Pomalaa Beton (POTON), which is currently used for road bases, yard bases, and internal construction needs. With the slag now categorised as non-Hazardous waste, opportunities for commercial use are increasingly open.
- Gold tailings from gold ore processing are utilized in the form of Green Fine Aggregate (GFA), an environmentally friendly construction material innovation that supports industrial sustainability.
- Fly Ash & Bottom Ash (FABA) from steam power plants is used together with nickel slag to produce Pomalaa Beton (POTON), strengthening the use of materials in more sustainable construction.

Pengelolaan Material Sisa Tambang
Management of Mining Residual Materials


Courtesy of ANTAM

POTON: Dari Limbah Jadi Kekuatan Konstruksi Hingga Dapat Apresiasi

POTON: From Waste to Construction Strength and Gaining Appreciation

ANTAM melalui UBP Nikel Kolaka mengembangkan inovasi Pomalaa Beton (POTON) dengan memanfaatkan limbah *slag* feronikel (FeNi) sebagai material konstruksi yang bernilai guna. Material *slag* tersebut dimanfaatkan sebagai *yard base, road base*, serta bahan campuran konstruksi beton untuk mendukung berbagai kebutuhan infrastruktur di area operasional.

ANTAM, through its Kolaka Nickel Mining Business Unit, has developed the Pomalaa Beton (POTON) innovation, utilizing ferronickel (FeNi) slag waste as a valuable construction material. The slag is used as yard base, road base, and concrete construction mix to support various infrastructure needs in the operational area.

Melalui pemanfaatan kembali material sisa proses produksi ini, ANTAM tidak hanya mengurangi timbulan limbah industri, tetapi juga menciptakan solusi konstruksi yang lebih efisien dan berkelanjutan. Atas inovasi dan dampak positif yang dihasilkan, program POTON berhasil meraih Peringkat Tertinggi (Bintang 4) pada ajang APQO-IC Beijing, sebagai pengakuan atas praktik inovasi dan peningkatan kualitas yang unggul di tingkat internasional.

By reusing waste materials from the production process, ANTAM not only reduces industrial waste but also creates more efficient and sustainable construction solutions. Thanks to its innovation and positive impact, the POTON program achieved the highest rating (4 stars) at the APQO-IC Beijing event, recognising its superior innovation and quality improvement practices at the international level.

Pencapaian 2025
2025 Achievement

Bintang 4
4 Stars

meraih peringkat tertinggi di ajang APQO-IC Beijing
Achieved Highest Ranking at the APQO-IC Beijing Event

Pengelolaan Material Sisa Tambang
Management of Mining Residual Materials



Courtesy of TIMAH

Pengelolaan Sisa Hasil Pengolahan untuk Optimalisasi Sumber Daya dan Keberlanjutan

Management of Processing Residues for Resource Optimization and Sustainability

TIMAH menerapkan praktik *good mining practice* melalui pengelolaan Sisa Hasil Pengolahan (SHP) secara bertanggung jawab sebagai bagian dari komitmen terhadap keberlanjutan lingkungan. Proses pengolahan konsentrat timah aluvial dilakukan dengan metode fisik seperti gravitasi, kemagnetan, dan konduktivitas listrik untuk memisahkan mineral bijih timah dari pengotornya tanpa penggunaan bahan kimia tambahan, sehingga tidak menghasilkan limbah cair berbahaya.

Dalam pengelolaan SHP, Perseroan mengoperasikan sistem kolam penampungan dengan sirkulasi tertutup yang memungkinkan air hasil proses diendapkan dan digunakan kembali, sehingga meningkatkan efisiensi penggunaan air dan meminimalkan dampak lingkungan. Pada tahun 2025, tercatat SHP sebesar 1.506,06 ton ore yang masih memiliki potensi untuk di-*recovery* melalui proses lanjutan (*tin gain*), sehingga mendukung optimalisasi pemanfaatan sumber daya mineral secara berkelanjutan.

TIMAH implements good mining practice through the responsible management of Processing Waste (SHP) as part of its commitment to environmental sustainability. The processing of alluvial tin concentrate utilizes physical methods such as gravity, magnetism, and electrical conductivity to separate tin ore minerals from impurities without the use of additional chemicals, thus eliminating the production of hazardous liquid waste.

In managing SHP, the Company operates a closed-circulation retention pond system that allows processed water to be settled and reused, thereby increasing water efficiency and minimizing environmental impacts. In 2025, SHP was recorded at 1,506.06 tons of ore, which still has the potential for recovery through further processing (tin gain), thus supporting the optimization of sustainable mineral resource utilization.

Pencapaian 2025
2025 Achievement

1.506,06 ton ore
tons ore

potensi untuk *recovery* melalui proses lanjutan
potential for recovery through further processing

Pengelolaan Material Sisa Tambang
Management of Mining Residual Materials



Courtesy of INALUM

Optimalisasi Pemanfaatan *Scrap* untuk Produksi Aluminium

Optimizing Scrap Utilization for Aluminum Production

INALUM menerapkan pengelolaan *scrap* secara berkelanjutan sebagai bagian dari upaya meningkatkan efisiensi produksi dan mengurangi timbulan limbah. *Scrap* yang dimanfaatkan merupakan *internal scrap* dari proses peleburan dan pengecoran aluminium, sehingga membantu mengurangi ketergantungan terhadap bahan baku primer seperti alumina serta mendukung penerapan prinsip ekonomi sirkular di industri logam.

Dalam proses produksinya, INALUM menggunakan teknologi elektrolisis untuk mengolah alumina menjadi aluminium cair yang kemudian dicetak menjadi berbagai produk seperti *ingot, billet*, dan *alloy*. Pemanfaatan *scrap* turut berkontribusi pada penurunan konsumsi energi dan emisi karbon karena membutuhkan energi lebih rendah dibandingkan bahan baku primer, dengan tetap menjaga kualitas melalui proses sortasi dan pemurnian sesuai standar internasional.

INALUM implements sustainable scrap management as part of its efforts to improve production efficiency and reduce waste generation. The scrap utilized is internal scrap from the aluminum smelting and casting processes, helping to reduce dependence on primary raw materials such as alumina and supporting the implementation of circular economy principles in the metals industry.

In its production process, INALUM uses electrolysis technology to process alumina into liquid aluminum, which is then molded into various products such as ingots, billets, and alloys. Scrap utilization also contributes to reduced energy consumption and carbon emissions because it requires less energy than primary raw materials, while maintaining quality through sorting and refining processes that meet international standards.

Komitmen Grup MIND ID terhadap pengelolaan lingkungan diwujudkan melalui berbagai program yang mencakup reklamasi lahan, pengelolaan limbah, pemantauan kualitas air laut, pemantauan keanekaragaman hayati, serta pengendalian kualitas udara di wilayah operasional dan sekitarnya. Seluruh upaya tersebut didukung oleh alokasi investasi lingkungan yang memadai, yang pada tahun 2025 mencapai sekitar Rp478,59 miliar di seluruh entitas Grup.

Pendekatan ini menegaskan komitmen Perusahaan dalam menjaga keseimbangan antara kegiatan operasional dan pelestarian lingkungan, sekaligus memastikan bahwa setiap aktivitas bisnis memberikan dampak yang bertanggung jawab dan berkelanjutan.

The MIND ID Group's commitment to environmental management is demonstrated through various programs, including land reclamation, waste management, seawater quality monitoring, biodiversity monitoring, and air quality control in and around its operational areas. All of these efforts are supported by an adequate allocation of environmental investment, which by 2025 reached approximately Rp478.59 billion across all Group entities.

This approach emphasizes the Company's commitment to maintaining a balance between operational activities and environmental preservation, while ensuring that every business activity has a responsible and sustainable impact.



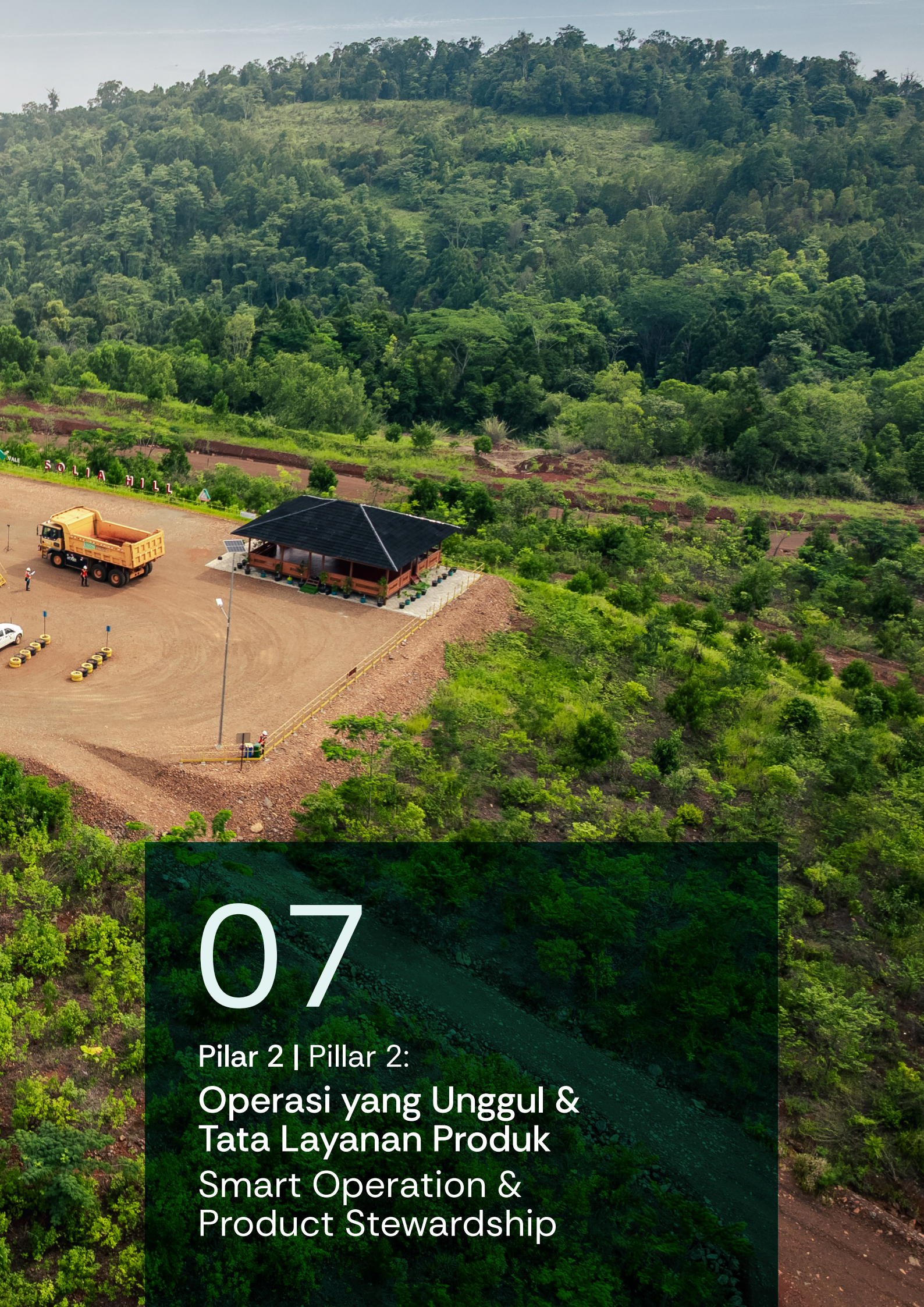
Total Biaya Lingkungan Tahun 2025
Total Environmental Cost for 2025



Keterangan | Information:
- Data *Unaudited*
  Unaudited Data



Courtesy of PTVI



07

Pilar 2 | Pillar 2:

Operasi yang Unggul & Tata Layanan Produk

Smart Operation & Product Stewardship

Operasi yang Unggul & Tata Layanan Produk menjadi fondasi strategis Grup MIND ID dalam mewujudkan operasi pertambangan yang efisien, adaptif, dan berkelanjutan. Dengan mengedepankan inovasi, perbaikan berkelanjutan, serta penguatan nilai bagi pelanggan, Grup MIND ID secara konsisten mengoptimalkan rantai nilai pertambangan untuk menciptakan nilai tambah, memperkuat daya saing industri nasional, serta memberikan kontribusi berkelanjutan bagi masyarakat dan lingkungan.

Smart Operation & Product Stewardship is the strategic foundation of the MIND ID Group in realising efficient, adaptive, and sustainable mining operations. By prioritizing innovation, continuous improvement, and strengthening customer value, the MIND ID Group consistently optimizes the mining value chain to create added value, strengthen the competitiveness of the national industry, and make sustainable contributions to society and the environment.



Operasional yang Unggul

Sebagai bagian dari pilar Operasi yang Unggul dan Tata Layanan Produk, implementasi Operasional yang unggul di Grup MIND ID mencakup sembilan aspek utama. Arah penerapan pada masing-masing aspek adalah sebagai berikut:

Manajemen Operasional & Mutu
Arah penerapan dalam kerangka elemen ini adalah pemanfaatan teknologi, inovasi, dan automasi untuk meningkatkan produktivitas, efisiensi operasional, kualitas proses, serta keandalan operasi. Elemen ini juga mencakup penerapan cara kerja yang lebih efektif dan berkelanjutan, sesuai dengan karakteristik masing-masing kegiatan usaha.

Strategi & Kinerja Bisnis
Arah penerapan pada elemen ini mencakup pemantauan dan analisis kinerja operasional secara berkala untuk memastikan pencapaian target, mendukung pengambilan keputusan, serta mendorong perbaikan proses operasional. Data kinerja yang diperoleh digunakan sebagai dasar evaluasi, pengendalian, dan peningkatan kinerja secara berkelanjutan.

Manajemen Aset
Arah penerapan pada elemen ini adalah penyediaan dan pengelolaan fasilitas, peralatan, serta infrastruktur operasional yang memadai untuk mendukung keandalan aset, efektivitas pemeliharaan, produktivitas, dan pengurangan waktu henti. Hal ini mencakup penggunaan alat berat, peralatan produksi, dan teknologi pendukung yang lebih modern dan andal.

Manajemen Rantai Pasok
Arah penerapan pada elemen ini mencakup penguatan rantai pasok untuk mendukung kesinambungan operasi, meliputi pengelolaan vendor, kontrak, persediaan, pergudangan, logistik, dan distribusi. Pengelolaan rantai pasok yang baik merupakan komponen penting dalam menjaga ketersediaan material, efisiensi operasional, serta kelancaran aktivitas produksi dan pengolahan.

Kepatuhan, Risiko, dan Kualitas
Arah penerapan pada elemen ini mencakup penerapan standar, sistem manajemen, pengendalian risiko, dan quality assurance untuk memastikan bahwa kegiatan operasional dilaksanakan sesuai dengan regulasi, prosedur, dan standar teknis yang berlaku. Elemen ini juga mendukung penguatan kualitas proses, kepatuhan operasional, serta pengendalian risiko dalam kegiatan pertambangan dan pengolahan mineral.

Operational Excellence

As part of Smart Operation and Product Stewardship Pillar, implementation of Operational Excellence by MIND Group consists of 9 main aspects. Below also given the implementation direction under each aspect:

Operation & Quality Management
This element's implementation direction includes the use of technology, innovation and automation to enhance productivity, operational efficiency, process quality and operational reliability. It also implies the implementation of more effective and sustainable operating methods according to the characteristics of each business activity.

Business Strategy & Performance
This element includes direction of implementation for regular monitoring and analysis of operational performance to ensure achievement of targets, strengthen decision making and support improvement of operational processes. The data obtained is the basis for evaluation, control and continuous improvement of the performance.

Asset Management
The implementation direction under this element is to provide and manage adequate facilities, equipment, operational infrastructure to support asset reliability, maintenance effectiveness, productivity and downtime reduction. Thus, among other things, it involves the use of more modern and reliable heavy equipment, production equipment and supporting technologies.

Supply Chain Management
Implementation Direction under this element includes strengthening the supply chain to support operational continuity including vendor management, contract management, inventory management, warehousing, logistics and distribution. Effective supply chain management is an important aspect of ensuring material availability, operational efficiency and smooth running of production and processing activities.

Risk, Compliance & Quality
The implementation direction under this element includes application of standards, management systems, risk controls and quality assurance to ensure operational activities are carried out in accordance with applicable regulations, procedures and technical standards. It also contributes to reinforcement of process quality, operational compliance and risk control in mining and mineral processing activities.

Kesehatan, Keselamatan, Keamanan, dan Lingkungan (HSSE)
Arah penerapan pada elemen ini adalah peningkatan keselamatan, kesehatan kerja, keamanan, serta kesiapsiagaan dan tanggap darurat melalui program pelatihan, pengembangan keterampilan, penerapan standar keselamatan yang ketat, pengawasan operasional, dan pengendalian risiko keselamatan kritis.

Keberlanjutan
Arah penerapan pada elemen ini mencakup penerapan praktik pertambangan dan pengolahan mineral yang bertanggung jawab, berwawasan lingkungan, dan berkelanjutan. Hal ini meliputi pengelolaan sisa hasil pengolahan dan/atau pemurnian, rehabilitasi lahan pascatambang, pengelolaan air limbah, limbah padat, energi, emisi, reklamasi, keanekaragaman hayati, serta penerapan sistem manajemen lingkungan dan energi yang relevan.

Keunggulan Sumber Daya Manusia
Arah penerapan pada elemen ini mencakup pelatihan, pengembangan sumber daya manusia, penguatan disiplin kerja, serta peningkatan kesadaran terhadap keselamatan, kualitas, efisiensi, dan keberlanjutan operasi untuk meningkatkan kompetensi, keterampilan, budaya kerja, dan kapabilitas insan operasional.

Keunggulan Digital dan Teknologi
Arah penerapan pada elemen ini mencakup implementasi Industri 4.0 melalui digitalisasi aktivitas operasional, automasi proses kerja, integrasi sistem manajemen, pemanfaatan data operasional, pemantauan kinerja berbasis teknologi, serta pengembangan infrastruktur teknologi yang mendukung operasi yang aman, efisien, andal, dan berkelanjutan.

Health, Safety, Security & Environment (HSSE)
The implementation direction under this element includes improving safety, occupational health, security, and emergency preparedness and response through training programs, skills development, the application of strict safety standards, operational supervision, and the control of critical safety risks.

Sustainability
The implementation direction under this element involves the application of responsible, environmentally sound and sustainable mining and mineral processing practices. This includes the management of processing and/or refining residues, rehabilitation of post-mining land, wastewater management, solid waste management, energy, emissions, reclamation, biodiversity and the implementation of relevant environmental and energy management systems.

People Excellence
The direction of implementation in this element includes training to strengthen the competence, skills, work culture, and capabilities of operational personnel, developing human capital, work discipline, and increasing awareness of safety, quality, efficiency, and operational sustainability.

Digital & Technology Excellence
The implementation direction under this element is the implementation of Industry 4.0 through digitalization of operational activities, automation of work processes, integration of management systems, utilization of operational data, technology-based performance monitoring and development of technology infrastructure that supports safe, efficient, reliable and sustainable operations.

Penerapan Operasional yang Unggul Anggota MIND ID
Implementation of Operational Excellence for MIND ID Members

ANTAM

Area Fokus Focus Area	Nama Program Program Name	Deskripsi Description
Operasional yang Unggul Operational Excellence	Peningkatan Produksi dan Pengolahan Production and Processing Advancement	ANTAM meningkatkan produktivitas, kualitas proses, dan efisiensi operasional melalui transformasi teknologi, automasi, digitalisasi, pengelolaan bijih, serta perbaikan berkelanjutan pada proses produksi. ANTAM enhanced productivity, process quality, and operational efficiency through technology transformation, automation, digitization, ore management, and continuous production process improvements.
Manajemen Aset Asset Management	Kematangan Pemeliharaan & Keandalan Maintenance Maturity & Reliability	ANTAM memperkuat keandalan aset melalui *Maintenance Management*, *Fleet Management System*, dan *Excellence* FeNi *Production System*. ANTAM strengthened asset reliability through Maintenance Management, Fleet Management Systems, and the Excellence FeNi Production System.
Rantai Pasok Supply Chain	Tata Kelola Rantai Pasok dan Kemitraan Strategis Supply Chain Governance and Strategic Partnership	ANTAM memperkuat tata kelola rantai pasok melalui kemitraan strategis, pengelolaan pemasok yang terintegrasi, dan perjanjian *offtake*. ANTAM strengthened supply chain governance through strategic partnerships, integrated supplier management, and offtake agreements.
Kesehatan, Keselamatan, Keamanan, dan Lingkungan (HSSE) Health, Safety, Security & Environment (HSSE)	Sistem Manajemen K3 dan Keselamatan Pertambangan OHS Management System and Mining Safety	ANTAM menerapkan SMK3, SMKP, ISO 45001, OPEL, identifikasi risiko, dan pelatihan keselamatan. ANTAM implemented SMK3, SMKP, ISO 45001, OPEL, risk identification, and safety training.
Keberlanjutan Sustainability	Produksi Bertanggung Jawab dan Pengelolaan Lingkungan Responsible Production and Environmental Management	ANTAM menjalankan reklamasi, rehabilitasi pascatambang, konservasi biodiversitas, serta pengelolaan energi, emisi, air, dan limbah. ANTAM advanced reclamation, post-mining rehabilitation, biodiversity conservation, and management of energy, emissions, water, and waste.
Digital	Digitalisasi Operasi Digitalization of Operations	ANTAM mengembangkan *Fleet Management System*, LIMS, SUPER SAFE, OPEL, QCI ALIEN, GKM Sicepat, dan *dashboard* digital. ANTAM deployed Fleet Management Systems, LIMS, SUPER SAFE, OPEL, QCI ALIEN, GKM Sicepat, and digital dashboards.

BukitAsam

Area Fokus Focus Area	Nama Program Program Name	Deskripsi Description
Operasional yang Unggul Operational Excellence	Keunggulan Operasional dan Optimalisasi Produktivitas Operational Excellence and Productivity Optimization	PTBA meningkatkan produktivitas melalui optimasi produksi, *continuous improvement*, dan *digital mining*. PTBA improved productivity through production optimization, continuous improvement, and digital mining initiatives.
Manajemen Aset Asset Management	Efisiensi Operasional & Manajemen Aset Operational Efficiency & Asset Management	PTBA memperkuat keandalan operasi melalui pengelolaan armada, perencanaan tambang, dan pemeliharaan berbasis digital. PTBA strengthened operational reliability through fleet management, mine planning, and digital maintenance systems.
Rantai Pasok Supply Chain	Optimalisasi Rantai Nilai Pertambangan Mining Value Chain Optimization	PTBA mengintegrasikan rantai nilai batu bara dari produksi hingga distribusi. PTBA integrated the coal value chain from production to distribution.
Kesehatan, Keselamatan, Keamanan, dan Lingkungan (HSSE) Health, Safety, Security & Environment (HSSE)	Manajemen K3 dan Kesiapsiagaan Darurat OHS Management and Emergency Preparedness	PTBA menerapkan SMKP, SMK3, ISO 45001, HSE *coaching*, dan kesiapsiagaan darurat. PTBA implemented SMKP, SMK3, ISO 45001, HSE coaching, and emergency preparedness.
Keberlanjutan Sustainability	Pertambangan Berkelanjutan dan Inisiatif Dekarbonisasi Sustainable Mining and Decarbonization Initiatives	PTBA mengembangkan *eco-mechanized mining*, *e-mining reporting*, reklamasi, dekarbonisasi, dan energi terbarukan. PTBA advanced eco-mechanized mining, e-mining reporting, reclamation, decarbonization, and renewable energy initiatives.
Digital	Pertambangan Digital & Sistem Terintegrasi Digital Mining & Integrated System	PTBA mengembangkan CISEA, BATIC, *dashboard* analitik, pemantauan *real-time*, dan integrasi IT-OT. PTBA developed CISEA, BATIC, analytics dashboards, real-time monitoring, and IT-OT integration.

Inalum

Area Fokus Focus Area	Nama Program Program Name	Deskripsi Description
Operasional yang Unggul Operational Excellence	Manajemen Lantai Produksi Shop Floor Management	INALUM menerapkan *Shop Floor Management*, KPI *monitoring*, 5R, *Standardized Work*, dan *Ownership Maintenance*. INALUM implemented Shop Floor Management, KPI monitoring, 5R, Standardized Work, and Ownership Maintenance.
Manajemen Aset Asset Management	Peningkatan *Potline* dan Modernisasi Peralatan Potline Upgrading and Equipment Modernization	INALUM meningkatkan keandalan aset melalui modernisasi peralatan dan peningkatan *potline*. INALUM improved asset reliability through equipment modernization and potline upgrades.
Rantai Pasok Supply Chain	Integrasi Rantai Pasok Aluminium Aluminum Supply Chain Integration	INALUM memperkuat pasokan alumina dan integrasi rantai pasok aluminium. INALUM strengthened alumina supply and aluminum supply chain integration.
Kesehatan, Keselamatan, Keamanan, dan Lingkungan (HSSE) Health, Safety, Security & Environment (HSSE)	Tata Kelola Keselamatan dan AGILE K3 Safety Governance and AGILE OHS	INALUM menerapkan *Central Safety Committee*, *Safety Promotor*, AGILE K3, dan *Critical Control Verification*. INALUM implemented the Central Safety Committee, Safety Promotor, AGILE K3, and Critical Control Verification.
Keberlanjutan Sustainability	Pengelolaan Energi, Emisi, Air, dan Limbah Energy, Emissions, Water and Waste Management	INALUM meningkatkan kinerja lingkungan melalui ISO 50001, ISO 14001, tenaga air, efisiensi energi, dan daur ulang air. INALUM improved environmental performance through ISO 50001, ISO 14001, hydropower utilization, energy efficiency, and water recycling.
Digital	Sistem Digital, SCADA, dan Keamanan Siber Digital Systems, SCADA and Cyber Security	INALUM memperkuat digitalisasi melalui SCADA, digitalisasi K3, dan keamanan siber. INALUM strengthened digitalization through SCADA, HSE digitalization, and cybersecurity.

Timah

Area Fokus Focus Area	Nama Program Program Name	Deskripsi Description
Operasional yang Unggul Operational Excellence	Optimalisasi Operasi Produksi Production Operation Optimization	TIMAH meningkatkan produktivitas dan efisiensi operasi melalui inovasi di sepanjang rantai nilai. TIMAH improved productivity and operational efficiency through innovation across the value chain.
Manajemen Aset Asset Management	Pemeliharaan Sistem dan Infrastruktur Teknologi System Maintenance and Technology Infrastructure	TIMAH memperkuat keandalan operasi melalui pemeliharaan proaktif dan peningkatan infrastruktur teknologi. TIMAH strengthened operational reliability through proactive maintenance and technology upgrades.
Rantai Pasok Supply Chain	Ketertelusuran Rantai Pasok dan Digitalisasi Pengadaan Supply Chain Traceability and Procurement Digitalization	TIMAH meningkatkan ketertelusuran rantai pasok dan digitalisasi pengadaan melalui ERP dan E-PROC. TIMAH enhanced supply chain traceability and procurement digitalization through ERP and E-PROC.
Kesehatan, Keselamatan, Keamanan, dan Lingkungan (HSSE) Health, Safety, Security & Environment (HSSE)	SMK3, SMKP, ISO 45001 dan Tanggap Darurat SMK3, SMKP, ISO 45001 and Emergency Response	TIMAH menerapkan SMK3, SMKP, ISO 45001, investigasi insiden, dan tanggap darurat. TIMAH implemented SMK3, SMKP, ISO 45001, incident investigations, and emergency response.
Keberlanjutan Sustainability	Reklamasi, Total Mining, dan Pemantauan Lingkungan Reclamation, Total Mining and Environmental Monitoring	TIMAH melaksanakan reklamasi, revegetasi, pemantauan biodiversitas, dan pemantauan lingkungan TIMAH carried out reclamation, revegetation, biodiversity monitoring, and environmental monitoring.
Digital	ERP, TinsTraxSystem, dan Pemantauan Digital ERP, TinsTraxSystem and Digital Monitoring	TIMAH mengembangkan ERP SIPRO, TOP, E-PROC, TinsTraxSystem, dan *dashboard* TRIMS. TIMAH developed ERP SIPRO, TOP, E-PROC, TinsTraxSystem, and TRIMS dashboards.

Keterangan | Information:

- Untuk informasi lebih lengkap, silakan merujuk pada Laporan Keberlanjutan masing-masing entitas, yaitu ANTAM, PTBA, INALUM, dan TIMAH.
  For more complete information, please refer to the Sustainability Report of each entity, namely ANTAM, PTBA, INALUM, and TIMAH.

Optimalisasi Produktivitas dan *Continuous Improvements*

Dalam mendorong peningkatan produktivitas, Anggota MIND ID mengintegrasikan penerapan teknologi digital dan automasi dengan penguatan *continuous improvement* untuk menciptakan proses operasional yang lebih efektif, adaptif, dan responsif.

Productivity Optimization and Continuous Improvements

In encouraging increased productivity, MIND ID members integrate the application of digital technology and automation with strengthening continuous improvement to create more effective, adaptive and responsive operational processes.

Teknologi Digital dan Automasi Digital Technology and Automation	Perbaikan Berkelanjutan Continuous Improvement
Dilaksanakan di seluruh tahapan produksi, mulai dari eksplorasi, penggalian, hingga pengolahan mineral, guna meningkatkan efisiensi, produktivitas, serta menekan biaya operasional dan risiko kecelakaan kerja. Implemented across all stages of production, from exploration and excavation to mineral processing, this initiative aims to increase efficiency and productivity, while reducing operational costs and the risk of workplace accidents.	Diterapkan dalam proses operasi dan produksi melalui berbagai inisiatif, antara lain *refreshment training* atas *Standard Operating Procedure* (SOP) dan *Work Instruction* (WI) secara berkala kepada operator, penguatan manajemen kinerja keselamatan kerja, pengelolaan lingkungan, serta peningkatan efisiensi operasi. Seluruh upaya tersebut dijalankan secara berkesinambungan berdasarkan siklus *Plan-Do-Check-Action* (PDCA) yang terintegrasi dengan sistem manajemen di masing-masing Anggota MIND ID. Implemented in the operational and production processes through various initiatives, including regular refresher training on Standard Operating Procedures (SOPs) and Work Instructions (WI) for operators, strengthening occupational safety performance management, environmental management, and improving operational efficiency. All of these efforts are performed continuously based on the Plan-Do-Check-Action (PDCA) cycle integrated with the management system of each MIND ID Member.

Automasi, Digitalisasi & Inovasi

Implementasi Industri 4.0 dan Digitalisasi dalam Aktivitas Operasional

Sebagai bagian dari transformasi menuju operasional yang lebih efisien, cerdas, dan berkelanjutan, Anggota MIND ID telah mengintegrasikan teknologi digital dan automasi di berbagai lini aktivitas operasional dan produksi. Implementasi ini mencakup pengembangan sistem pemantauan dan pengendalian jarak jauh, pemanfaatan teknologi sensor, analitik data untuk pengambilan keputusan berbasis bukti, serta penguatan sistem manajemen energi berbasis digital.

Automation, Digitalization, & Innovation

Implementation of Industry 4.0 and Digitalization in Operational Activities

As part of their transformation toward more efficient, intelligent, and sustainable operations, MIND ID Members have integrated digital technology and automation across various operational and production lines. This implementation includes the development of remote monitoring and control systems, the use of sensor technology, data analytics for evidence-based decision-making, and the strengthening of digital-based energy management systems.

Digitalisasi telah diterapkan secara luas, baik di tingkat Kantor Pusat MIND ID maupun di seluruh Anggota MIND ID, guna meningkatkan efektivitas proses, memperkuat pengendalian operasional, dan mendukung pengambilan keputusan yang lebih akurat dan tepat waktu.

Digitalization has been widely implemented, both at the MIND ID Head Office level and across all MIND ID Members, to improve process effectiveness, strengthen operational control, and support more accurate and timely decision-making.

Informasi yang lebih komprehensif mengenai berbagai program, inisiatif, dan capaian lainnya dapat ditemukan dalam Laporan Keberlanjutan masing-masing Anggota MIND ID. Adapun sejumlah proyek automasi dan inisiatif digitalisasi yang dilaksanakan sepanjang tahun 2025 antara lain sebagai berikut:

More comprehensive information on various programs, initiatives, and other achievements can be found in the Sustainability Reports of each MIND ID Member. Some of the automation projects and digitalization initiatives implemented throughout 2025 include the following:

Implementasi Industri 4.0 dan Digitalisasi dalam Aktivitas Operasional
Implementation of Industry 4.0 and Digitalization in Operational Activities

Entitas Entity	Program Prioritas Priority Programs	Deskripsi Description
ANTAM	QCI ALIEN (*AI Exploration*)	Pemanfaatan AI untuk analisis data eksplorasi dan penentuan target Utilizing AI for exploration data analysis and target determination
	Digital Reporting System	Automasi pelaporan operasional dan laboratorium Automation of operational and laboratory reporting.
	Fleet Management System (FMS)	*Monitoring* alat berat dan produktivitas secara *real-time* Monitoring heavy equipment and productivity in real-time
	LIMS (*Laboratory Information Management System*)	Pengelolaan data laboratorium secara terintegrasi Integrated laboratory data management
PTBA	CISEA (*Integrated Super App*)	Platform terintegrasi untuk *monitoring* operasional dan bisnis Integrated platform for monitoring both operational and busi-ness processes
	Smart Remote Monitoring (SCADA)	*Monitoring* utilitas dan operasional secara *real-time* Monitoring utilities and operations in real-time
	Enviro Care System	Pengelolaan kinerja lingkungan berbasis digital Digital-based environmental performance management
	Warehouse Management System (Barcode)	Digitalisasi pengelolaan inventori dan logistik Digitalization of inventory and logistics management
	TRILAB (*Royalty & Invoice System*)	Pengelolaan data royalti dan operasional laboratorium Management of royalty data and laboratory operations
INALUM	ERP SAP *Upgrade*	Integrasi proses bisnis dan operasional Integration of business and operational processes
	Dashboard System	Pemantauan kinerja operasional secara *real-time* Real-time operational performance monitoring
	ERP SAP *Upgrade*	Integrasi proses bisnis dan operasional Business and Operational Process Integration
	Dashboard System	Pemantauan kinerja operasional secara *real-time* Real-Time Operational Performance Monitoring
	SCADA *Integration*	Pengendalian proses produksi dan energi Control of production processes and energy

Entitas Entity	Program Prioritas Priority Programs	Deskripsi Description
INALUM	Digitalisasi HSE System	*Monitoring* aspek keselamatan dan lingkungan Monitoring safety and environmental aspects
	Document Management System (DMS)	Pengelolaan dokumen secara terintegrasi Integrated document management
TIMAH	ERP *Development* (E-Proc & E-Invoice)	Digitalisasi *procurement* dan *invoicing* Digitalization of procurement and invoicing
	TinsTrax *System*	*Monitoring* aktivitas tambang dan kapal produksi Monitoring of mining activities and production vessels
	Tins Online Payment (TOP)	Sistem pembayaran digital terintegrasi Integrated digital payment system
	SAP *Fund Management* (FM)	Pengendalian anggaran secara *real-time* Real-time budget control
	Eproc–TOP–SAP *Integration*	Integrasi proses *procurement* dan pembayaran Integration of procurement and payment processes

Keterangan | Information:
- Untuk informasi lebih lengkap dapat merujuk pada Laporan Keberlanjutan masing-masing entitas, yaitu ANTAM, PTBA, INALUM, dan TIMAH.
  For more complete information, please refer to the individual sustainability reports of each entity, namely ANTAM, PTBA, INALUM, and TIMAH.

Keamanan Siber dan Privasi Data [GRI 418-1]

Grup MIND ID secara konsisten memperkuat tata kelola keamanan siber dan perlindungan privasi data sebagai bagian dari pengelolaan risiko digital. Seluruh Anggota MIND ID telah mengimplementasikan sistem manajemen keamanan informasi yang terstruktur, termasuk audit keamanan berkala, *vulnerability assessment*, serta uji penetrasi terhadap sistem, produk, dan data pengguna, baik secara internal maupun oleh pihak independen.

Pendekatan ini memastikan ketahanan sistem terhadap ancaman siber serta menjaga integritas, kerahasiaan, dan ketersediaan data. Sepanjang tahun 2025, tidak terdapat insiden serangan siber yang material maupun pelanggaran privasi pelanggan pada seluruh entitas Anggota MIND ID.

Cybersecurity and Data Privacy [GRI 418-1]

MIND ID Group consistently strengthens cybersecurity governance and data privacy protection as part of its digital risk management. All MIND ID members have implemented a structured information security management system, including regular security audits, vulnerability assessment, as well as penetration testing of systems, products, and user data, both internally and by independent parties.

This approach ensures system resilience against cyber threats and maintains data integrity, confidentiality, and availability. Throughout 2025, there were no material cyberattack incidents or customer privacy breaches across all MIND ID member entities.

Keamanan Siber dan Privasi Data [GRI 418-1]
Cyber Security and Data Privacy [GRI 418-1]

Sertifikasi Certification	MIND ID	ANTAM	PTBA	INALUM	TIMAH
ISO 27001:2022	✓	✓	✓	✓	✓
ISO 20000-1:2018	✓	✓	N/A	N/A	N/A

Keterangan : N/A (*Not Applicable*)
Description : N/A (Not Applicable)

Produk Berkualitas & Bertanggung Jawab

Memastikan Mutu Produk dan Layanan

Grup MIND ID memastikan bahwa seluruh produk memenuhi ketentuan regulasi serta spesifikasi pelanggan. Untuk menjaga konsistensi mutu, dilakukan proses *sampling*, pengujian laboratorium, dan *quality testing* sebelum distribusi, mengacu pada standar dan metodologi internasional.

Sistem manajemen mutu diterapkan secara terintegrasi di seluruh rantai proses bisnis, mulai dari eksplorasi hingga pengiriman, guna mendukung pemantauan kinerja, identifikasi risiko, serta implementasi perbaikan berkelanjutan.

Sebagai bagian dari implementasi, ANTAM memberikan hak kepada pembeli untuk menghadiri proses *sampling* dan pengujian melalui *surveyor* independen, sementara INALUM, TIMAH, dan entitas lainnya memastikan kualitas produk melalui standar internasional dan pengujian yang terverifikasi.

Sebagai wujud komitmen terhadap pemenuhan standar internasional terkait kualitas produk dan tanggung jawab layanan, Grup MIND ID melaksanakannya melalui:

Product Quality & Responsibility

Ensuring Product and Service Quality

MIND ID Group ensures that all products meet regulatory requirements and customer specifications. To maintain quality consistency, sampling, laboratory testing, and quality verification are conducted prior to distribution, in reference to international standards and methodologies.

The quality management system is implemented in an integrated manner across the entire business process chain—from exploration to delivery—to support performance monitoring, risk identification, and the continuous implementation of improvement initiatives.

As part of the implementation, ANTAM provides buyers with the right to attend the sampling and testing process through independent surveyors, while INALUM, TIMAH, and other entities ensure product quality in accordance with international standards and verified testing.

As a form of commitment to fulfilling international standards regarding product quality and service responsibility, the MIND ID Group implements this through:

Sertifikasi Certification	ANTAM	PTBA	INALUM	TIMAH
ISO 9001:2015	✓	✓	✓	✓
ISO 17025:2017	✓	N/A	N/A	N/A
Aluminium Stewardship Initiative (ASI)	N/A	N/A	✓	N/A
London Bullion Market Association (LBMA)	✓	N/A	N/A	N/A
Responsible Minerals Assurance Process (RMAP)	N/A	N/A	N/A	✓
London Metal Exchange (LME)	N/A	N/A	✓	✓

Keterangan : N/A (*Not Applicable*)
Description : N/A (Not Applicable)



Meningkatkan Keandalan Produk melalui Sistem Verifikasi Terintegrasi

Improving Product Reliability through an Integrated Verification System

Untuk menjaga integritas produk dan memitigasi risiko pemalsuan, ANTAM mengembangkan sistem verifikasi terintegrasi melalui penerapan berbagai fitur keamanan berbasis desain dan teknologi pada produk emasnya. Fitur seperti *microtext*, *micropatterns*, QR code, *latent image*, hingga *invisible ink* memberikan lapisan perlindungan tambahan serta meningkatkan transparansi dan *traceability* produk di pasar.

Selain itu, ANTAM menggunakan kemasan *small bar* yang telah tersertifikasi dengan material Polyester PET-G sebagai bagian dari sistem pengendalian kualitas. Kemasan ini tidak hanya berfungsi sebagai pelindung fisik, tetapi juga mendukung mekanisme verifikasi keaslian produk selama proses distribusi. Pada tahap akhir siklus, ANTAM menerapkan prosedur penghancuran kemasan *reject* dan hasil *buyback* sebelum dikelola sebagai limbah, guna mencegah potensi penyalahgunaan fitur keamanan sekaligus memastikan pengelolaan yang bertanggung jawab.

To maintain product integrity and mitigate the risk of counterfeiting, ANTAM has developed an integrated verification system by embedding design- and technology-based security features into its gold products. Features such as microtext, micro patterns, QR codes, latent images, and invisible ink provide an additional layer of protection while enhancing transparency and product traceability in the market.

In addition, ANTAM uses small bar packaging certified with PET-G Polyester material as part of its quality control system. This packaging not only serves as a physical barrier but also supports the product authenticity verification during distribution. At the final stage, ANTAM implements a packaging destruction procedure, including reject and buyback results, before managing them as waste—preventing potential misuse of security features while ensuring responsible management

Memastikan Mutu Produk dan Layanan
Ensuring Product and Service Quality



Penguatan Standar Mutu Produk untuk Mendukung Daya Saing Global

Strengthening Product Quality Standards to Support Global Competitiveness

TIMAH secara konsisten menjaga kualitas produk dengan mengacu pada standar internasional, termasuk London Metal Exchange (LME) BS EN 610:1996 serta ketentuan ekspor yang berlaku. Produk yang dihasilkan melalui proses produksi di Unit Metalurgi Muntok dan Kundur telah disesuaikan dengan spesifikasi pelanggan serta melalui pengujian oleh *surveyor* independen yang ditunjuk oleh Kementerian Perdagangan, sehingga memastikan kesesuaian kualitas sebelum dipasarkan.

Komitmen terhadap mutu produk diperkuat melalui penerapan sistem manajemen mutu berbasis ISO 9001:2015, serta dukungan standar ISO 14001:2015 dan ISO 45001:2018. Pendekatan ini memastikan konsistensi kualitas, kepatuhan terhadap regulasi, serta peningkatan daya saing produk TIMAH di pasar global melalui pengelolaan operasional yang terstandarisasi dan berkelanjutan.

TIMAH consistently maintains product quality by adhering to international standards, including the London Metal Exchange (LME) BS EN 610:1996 and the applicable export regulations. Products from Muntok and Kundur Metallurgical Units are tailored to customer specifications and tested by independent surveyors appointed by the Ministry of Trade, ensuring quality compliance prior to marketing.

Commitment to product quality is reinforced through the implementation of an ISO 9001:2015-based quality management system, supported by ISO 14001:2015 and ISO 45001:2018 standards. This approach ensures consistent quality, regulatory compliance, and enhanced competitiveness of TIMAH products in the global market through standardized and sustainable operational management.

Memastikan Mutu Produk dan Layanan
Ensuring Product and Service Quality



Mendorong Inovasi Berkelanjutan melalui TIBIA (*Think Big and Action*)

Promoting Sustainable Innovation through TIBIA (Think Big and Action)

PTBA mengembangkan TIBIA (*Think Big and Action*) sebagai *platform* inovasi terintegrasi yang mendorong keterlibatan pegawai dalam menciptakan solusi operasional yang bernilai tambah. TIBIA berfungsi sebagai ekosistem inovasi yang mencakup seluruh tahapan pengembangan ide, mulai dari pengumpulan gagasan hingga implementasi, sekaligus menjadi wadah kolaborasi lintas fungsi dalam Perusahaan.

Ekosistem TIBIA terdiri dari beberapa komponen utama, yaitu T-Box sebagai sarana pengumpulan ide, T-Hub sebagai pusat inovasi dan kolaborasi, T-Camp sebagai program inkubasi untuk pengembangan ide potensial, serta T-Spark sebagai media komunikasi dan diseminasi inovasi. Melalui pendekatan ini, PTBA mendorong proses inovasi yang terstruktur dan berkelanjutan, yang tidak hanya meningkatkan efisiensi operasional, tetapi juga memperkuat budaya *continuous improvement* di seluruh lini organisasi.

PTBA developed TIBIA (Think Big and Action) as an integrated innovation platform that encourages employee engagement in creating value-added operational solutions. TIBIA serves as an innovation ecosystem that encompasses all stages of idea development, from idea generation to implementation, while also serving as a platform for cross-functional collaboration within the company.

The TIBIA ecosystem consists of several key components: T-Box as a platform for gathering ideas, T-Hub as a centre for innovation and collaboration, T-Camp as an incubation program for developing potential ideas, and T-Spark as a medium for communication and dissemination of innovation. Through this approach, PTBA encourages a structured and sustainable innovation process, which not only improves operational efficiency but also strengthens a culture of continuous improvement across the organization.

Memastikan Mutu Produk dan Layanan
Ensuring Product and Service Quality



Peningkatan Efisiensi Energi melalui Optimalisasi *Potline*

Improving Energy Efficiency through Potline Optimization

INALUM terus meningkatkan efisiensi operasional melalui optimalisasi proses produksi, salah satunya melalui program peningkatan kinerja potline pada fasilitas peleburan aluminium. Inisiatif ini dilakukan melalui pengaturan arus listrik pada *potline*, yang bertujuan untuk meningkatkan efisiensi energi sekaligus mendukung peningkatan kapasitas produksi.

Implementasi program ini menghasilkan penurunan konsumsi energi listrik (DC *Power Consumption*) sebesar 1,3% serta peningkatan produksi sebesar 2,2%. Capaian tersebut mencerminkan komitmen INALUM dalam mengoptimalkan proses produksi berbasis efisiensi energi, sekaligus memperkuat daya saing operasional melalui pengendalian biaya dan peningkatan produktivitas secara berkelanjutan.

INALUM continues to improve operational efficiency by enhancing production processes, including a program to strengthen potline performance at its aluminum smelting facility. This initiative regulates the electrical current on the potline, aiming to increase energy efficiency while supporting higher production capacity.

The implementation of this program resulted in a 1.3% reduction in DC power consumption and a 2.2% increase in production. These achievements reflect INALUM's commitment to optimizing energy-efficient production processes while simultaneously strengthening operational competitiveness through cost control and sustainable productivity improvements.

Keamanan dan Kesehatan Pelanggan [GRI 416-1] [GRI 416-2]

Dalam menjalankan kegiatan operasional, Anggota MIND ID senantiasa menempatkan aspek keamanan dan kesehatan pelanggan sebagai prioritas utama. Seluruh produk yang dipasarkan, baik kepada pelanggan ritel maupun industri, telah melalui proses verifikasi menyeluruh untuk memastikan kesesuaian kuantitas, mutu, serta aspek keselamatan dan kesehatan pengguna.

Pengendalian tersebut dilakukan melalui penerapan standar, prosedur, dan mekanisme pengawasan yang ketat guna menjamin kepatuhan terhadap regulasi yang berlaku. Sepanjang tahun 2025, tidak terdapat pelanggaran terkait keamanan dan kesehatan pelanggan maupun penarikan produk.

Customer Safety and Health [GRI 416-1] [GRI 416-2]

In conducting their operational activities, MIND ID members consistently prioritize customer safety and health. All products marketed to both retail and industrial customers undergo a thorough verification process to ensure conformity in quantity, quality, and user safety and health.

This control is enforced through strict standards, procedures, and monitoring mechanisms to ensure compliance with the applicable regulations. Throughout 2025, no violations related to customer safety and health occurred, and no product recalls were issued.

Pemasaran & Penjualan

Aktivitas pemasaran dan penjualan berperan penting dalam menciptakan nilai serta memperkuat daya saing Grup di pasar global. Sejak tahun 2023, MIND ID menerapkan strategi *Centralized Commercial Function* (CCF) untuk pasar ekspor melalui MIND ID Trading Pte. Ltd., sementara pasar domestik dikelola oleh masing-masing entitas.

Seluruh praktik pelabelan dan informasi produk telah memenuhi ketentuan regulasi nasional dan internasional, dengan penyampaian informasi secara transparan melalui label, *barcode*, dan dokumen sertifikasi seperti MSDS dan *Certificate of Analysis*.

Sepanjang tahun 2025, tidak terdapat insiden ketidakpatuhan terkait pelabelan maupun komunikasi pemasaran.

Marketing & Sales

Marketing and sales activities play a critical role in creating value and reinforcing the Group's global competitiveness. Since 2023, MIND ID has implemented a Centralized Commercial Function (CCF) strategy for export markets through MIND ID Trading Pte. Ltd., while the domestic market continues to be managed by each entity.

All product labeling and information practices comply with national and international regulations, ensuring transparency through labels, barcodes, and certification documents such as MSDS and Certificate of Analysis.

Throughout 2025, no cases of non-compliance were recorded in labeling or marketing communications.

Praktik Pemasaran, Penanganan Umpan Balik, dan Keluhan Pelanggan

MIND ID memastikan bahwa seluruh praktik pelabelan dan informasi produk telah memenuhi ketentuan regulasi nasional, termasuk Peraturan Pemerintah (PP) No. 29 Tahun 2021 dan Peraturan Menteri Perdagangan No. 25 Tahun 2021 tentang Penetapan Barang yang Wajib Menggunakan atau Melengkapi Label Berbahasa Indonesia, serta regulasi yang berlaku di negara tujuan ekspor. Informasi produk disampaikan secara transparan melalui label, *barcode*, maupun dokumen sertifikasi yang memuat spesifikasi teknis seperti kadar, berat bersih, tanggal produksi, dan tingkat kemurnian.

Marketing Practices, Handling Feedback, and Customer Complaints

MIND ID ensures that all labeling practices and product information comply with national regulations, including Government Regulation (PP) No. 29 of 2021 and Minister of Trade Regulation No. 25 of 2021 concerning the Determination of Goods Requiring Indonesian-Language Labels, as well as the applicable regulations in export destination countries. Product information is conveyed transparently through labels, barcodes, and certification documents containing technical specifications such as content, net weight, production date, and purity level.

Sebagai bagian dari komitmen terhadap tanggung jawab produk, setiap produk dan layanan yang dipasarkan dilengkapi dokumen pendukung yang relevan, seperti *Material Safety Data Sheet* (MSDS), *Certificate of Analysis* (CoA), maupun sertifikat dari lembaga surveyor independen serta sertifikasi mutu nasional dan internasional sebelum didistribusikan kepada pelanggan.

Di ANTAM, seluruh proses produksi emas telah tersertifikasi oleh *London Bullion Market Association* (LBMA), mencakup rantai pasok bahan baku hingga analisis laboratorium. ANTAM juga memperoleh akreditasi ISO 17025:2017 dari Komite Akreditasi Nasional (KAN) untuk Laboratorium Pengujian Kualitas. Sementara itu, INALUM memproduksi aluminium yang telah terdaftar di *London Metal Exchange* (LME) dengan identitas INALUM, serta memperoleh sertifikasi dari *Aluminium Stewardship Initiative* (ASI), yang menegaskan penerapan standar keberlanjutan internasional dalam operasional.

Adapun TIMAH telah terdaftar pada LME, Bursa Komoditi Derivatif Indonesia (BKDI), serta Jakarta *Futures*, dan memperoleh sertifikasi *Responsible Minerals Assurance Process* (RMAP) dari *Responsible Minerals Initiative* (RMI), sebagai bukti penerapan praktik pertambangan yang bertanggung jawab. Informasi pelabelan produk disampaikan secara jelas dan sesuai regulasi, baik untuk pasar domestik maupun ekspor, serta mencantumkan informasi seperti kadar, berat bersih, dan komposisi produk. [GRI 417-1]

MIND ID memastikan penerapan standar kepatuhan yang konsisten di seluruh entitas anak dalam penyampaian informasi dan pelabelan produk. Sepanjang tahun 2025, tidak terdapat insiden ketidakpatuhan terhadap regulasi yang terkait dengan pelabelan, informasi produk, maupun komunikasi pemasaran di seluruh Anggota MIND ID. [GRI 417-2] [GRI 417-3]

Setiap Anggota MIND ID menyediakan berbagai saluran komunikasi untuk menerima masukan dan/atau keluhan pelanggan, baik melalui forum presentasi perusahaan, *customer gathering*, kunjungan ke area operasional, maupun pertemuan langsung dengan pelanggan. Sebagai bentuk penguatan tata kelola, MIND ID menerapkan mekanisme pemantauan berkala terhadap penanganan pengaduan melalui sistem pelaporan dan evaluasi kinerja pemasaran secara triwulanan. [GRI 417-1]

As part of the commitment to product responsibility, every product and service marketed is accompanied by relevant supporting documents, such as Material Safety Data Sheet (MSDS), Certificate of Analysis (CoA), or certificates from independent surveying institutions as well as national and international quality certifications before being distributed to customers.

At ANTAM, the entire gold production process has been certified by the London Bullion Market Association (LBMA), covering the raw material supply chain to laboratory analysis. ANTAM also obtained ISO 17025:2017 accreditation from the National Accreditation Committee (KAN) for Quality Testing Laboratories. Meanwhile, INALUM produces aluminum that has been listed on the London Metal Exchange (LME) under the INALUM identity, and has obtained certification from the Aluminium Stewardship Initiative (ASI), which confirms the implementation of international sustainability standards in its operations.

TIMAH is listed on the LME, the Indonesia Commodity Derivatives Exchange (BKDI), and Jakarta Futures, and has received Responsible Minerals Assurance Process (RMAP) certification from the Responsible Minerals Initiative (RMI), demonstrating its implementation of responsible mining practices. Product labeling is clear and in accordance with regulations, for both domestic and export markets, and includes information such as grade, net weight, and product composition. [GRI 417-1]

MIND ID ensures consistent compliance standards across all subsidiaries in the delivery of product information and labeling. Throughout 2025, there were no incidents of non-compliance with regulations related to labeling, product information, or marketing communications across all MIND ID members. [GRI 417-2] [GRI 417-3]

Each MIND ID member provides various communication channels to receive customer feedback and/or complaints, including company presentation forums, customer gatherings, site visits, and direct customer meetings. To strengthen governance, MIND ID implements a regular monitoring mechanism for complaint handling through a reporting system and quarterly marketing performance evaluations. [GRI 417-1]

Kepuasan Pelanggan

Grup MIND ID secara konsisten menjaga kepercayaan pelanggan melalui peningkatan kualitas produk, layanan, serta respons terhadap umpan balik. Seluruh entitas melaksanakan survei kepuasan pelanggan secara berkala sebagai dasar perbaikan berkelanjutan.

Berdasarkan hasil survei tahun 2025, tingkat kepuasan pelanggan berada pada kategori "PUAS", mencerminkan konsistensi dalam menjaga kualitas dan layanan.

Customer Satisfaction

MIND ID Group consistently maintains customer trust by improving the quality of its products and services, and responding to feedback. All entities conduct regular customer satisfaction surveys as a basis for continuous improvement.

Based on the results of the 2025 survey, customer satisfaction was rated in the "SATISFIED" category, reflecting consistent quality and service performance.

Tingkat Kepuasan Pelanggan Tahun 2025
Customer Satisfaction Level in 2025

ANTAM • Logam Mulia: 80,10 (dari skala 100) Precious Metals: 80.10 (on a scale of 100) • Logam Dasar: 90,10 (dari skala 100) Base Metals: 90.10 (on a scale of 100)	**PTBA** 3,62 (dari skala 4) 3.62 (on a scale of 4)
INALUM 98,75 (dari skala 100) 98.75 (on a scale of 100)	**TIMAH** 4,32 (dari skala 5)* 4.32 (out of 5)*

Keterangan | Information:
*Untuk TIMAH, nilai kepuasan pelanggan yang dilaporkan merupakan rata-rata dari tujuh indikator survei.
*For TIMAH, the reported customer satisfaction score is the average of the 7 (seven) survey indicators.

Manajemen Pasokan & Kontraktor

Grup MIND ID menempatkan tata kelola rantai pasok sebagai salah satu elemen penting dalam menjaga keberlanjutan operasional dan integritas bisnis. Dalam setiap proses pengadaan dan pemilihan pemasok, Anggota MIND ID menjunjung tinggi prinsip integritas, efisiensi, keadilan, transparansi, objektivitas, serta bebas dari konflik kepentingan. Komitmen ini diwujudkan melalui pengelolaan sistem manajemen pemasok dan kontraktor yang memastikan seluruh aktivitas operasional berjalan secara bertanggung jawab dan selaras dengan standar sosial maupun lingkungan yang berlaku.

Supply Chain Management yang Andal

Untuk memastikan pengelolaan rantai pasok yang efektif, Anggota MIND ID telah mengimplementasikan sistem *Supply Chain Management* (SCM) yang terintegrasi dan andal. Sistem ini mengatur seluruh proses rantai pasok secara sistematis, mulai dari perencanaan kebutuhan, pelaksanaan pengadaan, proses pengiriman, hingga pengelolaan persediaan. Penerapan SCM ini mendukung peningkatan efisiensi operasional, penguatan pengendalian internal, serta menjaga kesinambungan pasokan bagi kegiatan usaha.

Supply & Contractor Management

MIND ID Group places supply chain governance as a crucial element in maintaining operational sustainability and business integrity. In every procurement and supplier selection process, MIND ID members uphold the principles of integrity, efficiency, fairness, transparency, objectivity, and freedom from conflicts of interest. This commitment is realized through the management of supplier and contractor management systems that ensure all operational activities are conducted responsibly and in accordance with the applicable social and environmental standards.

Reliable Supply Chain Management

To ensure effective supply chain management, MIND ID members have implemented an integrated and reliable Supply Chain Management (SCM) system. This system systematically manages the entire supply chain process, from demand planning and procurement to delivery and inventory management. The implementation of SCM supports increased operational efficiency, strengthened internal controls, and maintained supply continuity for business activities.

Sebagai bagian dari penguatan tata kelola, seluruh Anggota MIND ID telah memperoleh sertifikasi ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan (SMAP). Penerapan standar ini bertujuan untuk mencegah praktik korupsi, kolusi, dan nepotisme, khususnya dalam proses pengadaan barang dan jasa, sekaligus memperkuat budaya kepatuhan di seluruh lini organisasi.

Dalam praktiknya, Anggota MIND ID mewajibkan pemasok untuk terdaftar dalam sistem *e-procurement* serta menandatangani pakta integritas sebagai bentuk komitmen terhadap praktik anti-suap dan pelaksanaan kontrak sesuai dengan ketentuan yang disepakati. Mekanisme ini tidak hanya meningkatkan transparansi, tetapi juga membangun hubungan kemitraan yang berbasis kepercayaan dan akuntabilitas.

Anggota MIND ID juga menjaga komunikasi yang profesional dan terbuka dengan para pemasok melalui *platform* e-SCM serta forum komunikasi rutin. Selain itu, survei kepuasan pemasok dilaksanakan secara berkala untuk mengidentifikasi tingkat kepuasan, harapan, maupun potensi keluhan, sehingga perbaikan berkelanjutan dapat dilakukan secara sistematis. [GRI 308-2] [GRI 414-2]

Dalam memastikan keberlanjutan operasional jangka panjang, MIND ID menyadari bahwa ketahanan rantai pasok merupakan fondasi penting bagi kelangsungan kegiatan pertambangan yang efisien, bertanggung jawab, dan minim risiko. Mengingat kompleksitas operasional serta ketergantungan pada mitra eksternal, perusahaan secara proaktif merancang dan menerapkan strategi mitigasi risiko rantai pasok yang komprehensif dan terukur. Strategi ini diarahkan untuk mengantisipasi potensi gangguan, menjaga stabilitas pasokan, serta memastikan bahwa seluruh proses pengadaan mendukung prinsip-prinsip keberlanjutan dan tata kelola yang baik.

1. **Analisis Calon Penyedia melalui Proses *Due Diligence* dalam Registrasi Calon Penyedia dan Evaluasi Teknis pada proses Pengadaan**
   Sebagai langkah awal mitigasi, MIND ID menerapkan proses evaluasi yang ketat terhadap seluruh calon penyedia barang dan jasa melalui mekanisme *due diligence* menyeluruh. Proses ini tidak hanya menilai aspek kemampuan teknis dan kapasitas operasional pemasok, tetapi juga memperhatikan kepatuhan terhadap peraturan, serta komitmen terhadap aspek sosial dan tata kelola. Dengan demikian, Perusahaan memastikan bahwa setiap entitas dalam rantai pasok mampu memenuhi standar keberlanjutan yang selaras dengan nilai-nilai perusahaan.

As part of strengthening governance, all MIND ID members have obtained ISO 37001:2016 certification for the Anti-Bribery Management System (SMAP). The implementation of this standard aims to prevent corruption, collusion, and nepotism, particularly in the procurement of goods and services, while simultaneously strengthening a culture of compliance across the organization.

In practice, MIND ID members require suppliers to register in the e-procurement system and sign an integrity pact as a commitment to anti-bribery practices and contract implementation in accordance with agreed terms. This mechanism not only increases transparency but also builds partnerships based on trust and accountability.

MIND ID members also maintain professional and open communication with suppliers through the e-SCM platform and regular communication forums. Furthermore, supplier satisfaction surveys are conducted periodically to identify levels of satisfaction, expectations, and potential complaints, allowing for systematic, continuous improvement. [GRI 308-2] [GRI 414-2]

To ensure long-term operational sustainability, MIND ID recognizes that supply chain resilience is a critical foundation for efficient, responsible, and low-risk mining operations. Given the operational complexity and dependence on external partners, the company proactively designs and implements a comprehensive and measurable supply chain risk mitigation strategy. This strategy aims to anticipate potential disruptions, maintain supply stability, and ensure that the entire procurement process supports the principles of sustainability and good governance.

1. **Analysis of Prospective Providers through the Due Diligence Process in Prospective Provider Registration and Technical Evaluation in the Procurement Process**
   As an initial mitigation step, MIND ID implements a rigorous evaluation process for all potential suppliers of goods and services through a comprehensive due diligence mechanism. This process not only assesses the technical capabilities and operational capacity of suppliers but also considers regulatory compliance and commitment to social and governance aspects. Thus, the Company ensures that every entity in the supply chain is able to meet sustainability standards aligned with its values.

2. **Pengembangan Jaringan Pemasok yang Luas dan Strategi *Multi-Supplier***

   Untuk mengurangi risiko ketergantungan terhadap satu pemasok atau satu sumber pasokan tertentu, MIND ID mengembangkan jaringan pemasok yang luas melalui penerapan strategi *multi-supplier*. Pendekatan ini memungkinkan Perusahaan memiliki fleksibilitas operasional yang lebih tinggi dan meningkatkan resiliensi terhadap gangguan yang bersifat geografis, geopolitik, maupun teknis. Diversifikasi ini juga mendorong terjadinya peningkatan daya saing antar penyedia, yang secara tidak langsung berkontribusi pada peningkatan kualitas layanan dan efisiensi biaya.

3. **Pengelolaan Produk Pengganti**

   Untuk memastikan keberlangsungan proses penambangan dan manufaktur, MIND ID menerapkan strategi mitigasi risiko rantai pasok dengan menyiapkan opsi substitusi produk terhadap material atau komponen kritikal. Pendekatan ini mencakup identifikasi awal terhadap material berisiko tinggi, evaluasi teknis terhadap alternatif yang tersedia, serta penyusunan protokol pengalihan material yang terintegrasi dalam rencana kesinambungan bisnis. Strategi ini memungkinkan perusahaan tetap beroperasi secara efisien meskipun terjadi gangguan pasokan, sekaligus memperkuat ketahanan operasional dan fleksibilitas dalam menghadapi dinamika pasar global.

4. **Kemitraan Strategis Jangka Panjang melalui Kontrak Berkelanjutan**

   Sebagai bagian dari strategi jangka panjang, MIND ID menjalin kemitraan strategis dengan penyedia terpilih melalui kontrak kerja sama dalam jangka waktu yang cukup panjang. Pendekatan ini memberikan stabilitas bagi kedua belah pihak, memungkinkan perencanaan yang lebih baik, serta menciptakan ruang kolaborasi untuk peningkatan berkelanjutan (*continuous improvement*). Melalui hubungan yang bersifat strategis, perusahaan juga dapat mendorong pemasok untuk lebih aktif mengadopsi prinsip keberlanjutan, baik dalam proses produksi, distribusi, maupun manajemen sumber daya.

5. **Evaluasi dan Pemantauan Berkelanjutan terhadap Proses *Supply Chain Management***

   Sebagai bagian dari pengendalian internal, MIND ID secara rutin melakukan evaluasi dan pemantauan terhadap seluruh proses manajemen rantai pasok di sektor pertambangan. Aktivitas ini meliputi pengukuran kinerja pemasok, kepatuhan terhadap standar operasional, serta kajian terhadap potensi risiko yang mungkin timbul dalam siklus rantai pasok. Evaluasi ini tidak hanya berfungsi sebagai mekanisme kontrol, tetapi juga sebagai dasar dalam pengambilan keputusan strategis terkait perpanjangan kontrak, peningkatan kualitas mitra, serta perbaikan proses secara menyeluruh.

2. **Developing a Wide Supplier Network and Multi-Supplier Strategy**

   To reduce the risk of dependence on a single supplier or a specific source of supply, MIND ID has developed an extensive supplier network through a multi-supplier strategy. This approach allows the Company greater operational flexibility and increased resilience to geographic, geopolitical, and technical disruptions. This diversification also fosters increased competitiveness among suppliers, indirectly contributing to improved service quality and cost efficiency.

3. **Replacement Product Management**

   To ensure the continuity of its mining and manufacturing processes, MIND ID implements a supply chain risk mitigation strategy by preparing product substitution options for critical materials or components. This approach includes early identification of high-risk materials, technical evaluation of available alternatives, and the development of material transfer protocols integrated into its business continuity plan. This strategy enables the company to continue operating efficiently despite supply disruptions, while strengthening operational resilience and flexibility in the face of global market dynamics.

4. **Long-Term Strategic Partnership through Sustainable Contracts**

   As part of its long-term strategy, MIND ID has established strategic partnerships with select suppliers through long-term contracts. This approach provides stability for both parties, enables better planning, and creates a collaborative space for continuous improvement. Through strategic relationships, the company can also encourage suppliers to more actively adopt sustainability principles in their production, distribution, and resource management processes.

5. **Sustainability Evaluation and Monitoring of Supply Chain Management Processes**

   As part of its internal control system, MIND ID routinely evaluates and monitors the entire supply chain management process in the mining sector. These activities include measuring supplier performance, compliance with operational standards, and assessing potential risks that may arise throughout the supply chain cycle. These evaluations serve not only as a control mechanism but also as a basis for strategic decision-making regarding contract extensions, partner quality enhancements, and overall process improvements.

Melalui penerapan strategi mitigasi risiko yang terstruktur, MIND ID menegaskan komitmen dalam membangun rantai pasok yang tangguh, adaptif, serta bertanggung jawab secara sosial dan lingkungan. Pendekatan ini tidak hanya bertujuan menjaga kesinambungan operasional, tetapi juga mendukung pencapaian target keberlanjutan Perusahaan serta menjawab tantangan industri dalam membentuk ekosistem pengadaan yang lebih resilien dan inklusif.

Seleksi dan Evaluasi Kinerja Pemasok dan Kontraktor

[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

Grup MIND ID memastikan bahwa kerja sama dengan pemasok dan kontraktor dilakukan dengan mempertimbangkan aspek lingkungan dan sosial secara menyeluruh. Dalam proses seleksi dan evaluasi, Perusahaan menerapkan prosedur penilaian yang terstruktur dan terukur untuk memastikan bahwa mitra usaha memenuhi standar keselamatan kerja, kualitas produk dan layanan, pengelolaan lingkungan yang bertanggung jawab, serta praktik ketenagakerjaan yang adil, termasuk penghormatan terhadap hak asasi manusia dan masyarakat lokal.

Kriteria sosial yang menjadi dasar dalam proses seleksi pemasok antara lain meliputi:

- Larangan adanya pekerja di bawah umur, pemaksaan kerja, perdagangan terhadap pekerja, serta paksaan bekerja melebihi batas jam kerja maksimum (lembur).
- Memastikan tercapainya kondisi kerja yang aman dan sehat.
- Memberikan upah yang layak, serta tidak melakukan pembedaan pada upah pekerja berdasarkan jenis kelamin.
- Memberikan kebebasan kepada semua pekerja untuk berserikat.
- Menciptakan dan membangun tempat kerja yang bebas dari pelecehan, intimidasi dan diskriminasi.

Sebagai bagian dari komitmen tersebut, seluruh pemasok baru diwajibkan menandatangani Pakta Integritas yang mencakup kepatuhan terhadap standar lingkungan, kebijakan keselamatan dan kesehatan kerja (K3), praktik ketenagakerjaan, serta kepedulian terhadap masyarakat lokal di sekitar wilayah operasional.

Pada tahun 2025, 100% pemasok baru telah melalui evaluasi aspek lingkungan dan sosial, menunjukkan keselarasan antara standar Grup MIND ID dan praktik mitra usaha.

Through the implementation of a structured risk mitigation strategy, MIND ID affirms its commitment to building a resilient, adaptive, and socially and environmentally responsible supply chain. This approach not only aims to maintain operational continuity but also supports the achievement of the Company's sustainability targets and addresses industry challenges in creating a more resilient and inclusive procurement ecosystem.

Supplier and Contractor Performance Selection and Evaluation

[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

MIND ID Group ensures that its collaboration with suppliers and contractors is conducted with comprehensive environmental and social considerations. During the selection and evaluation process, the Company implements a structured and measurable assessment procedure to ensure that business partners meet standards for occupational safety, product and service quality, responsible environmental management, and fair labor practices, including respect for human rights and local communities.

The social criteria that form the basis of the supplier selection process include:

- Prohibition of underage workers, forced labor, trafficking of workers, and forced work beyond the maximum working hours (overtime).
- Ensuring safe and healthy working conditions are achieved.
- Provide decent wages and do not differentiate workers' wages based on gender.
- Give all workers the freedom to form unions.
- Creating and building a workplace that is free from harassment, intimidation and discrimination.

As part of this commitment, all new suppliers are required to sign an Integrity Pact that covers compliance with environmental standards, occupational health and safety (K3) policies, employment practices, and concern for local communities around operational areas.

By 2025, 100% of new suppliers will have undergone environmental and social evaluations, demonstrating alignment between MIND ID Group's standards and the practices of its business partners.

Melalui penerapan *Smart Operation & Product Stewardship* yang terintegrasi, Grup MIND ID memperkuat keunggulan operasional, meningkatkan kualitas produk dan layanan, serta memastikan keberlanjutan bisnis yang adaptif terhadap dinamika industri dan kebutuhan pemangku kepentingan.

Through the implementation of integrated Smart Operation & Product Stewardship, MIND ID Group strengthens operational excellence, improves product and service quality, and ensures business sustainability that is adaptive to industry dynamics and stakeholder needs.





Courtesy of PTVI



08

Pilar 3 | Pillar 3:
Sumber Daya Manusia
People

Sumber daya manusia merupakan fondasi utama keberhasilan Grup MIND ID. Oleh karena itu, Perusahaan berkomitmen untuk mengelola SDM secara inklusif, adil, dan berkelanjutan melalui pemenuhan hak, peningkatan kesejahteraan, pengembangan kompetensi, serta penguatan budaya keselamatan dan kesehatan kerja

Human resources are the main foundation of MIND ID Group's success. Therefore, the Company is committed to managing human resources in an inclusive, fair, and sustainable manner through fulfilling rights, improving welfare, developing competencies, and strengthening the culture of Occupational Health and Safety.



Keselamatan & Kesehatan Kerja (K3)

Sumber daya manusia memegang peranan sentral dalam memastikan keberlanjutan dan keberhasilan operasional Perusahaan. Oleh karena itu, MIND ID menempatkan perlindungan terhadap keselamatan dan kesehatan kerja sebagai bagian integral dari strategi bisnis Grup, sejalan dengan upaya membangun budaya kerja yang bertanggung jawab dan berkelanjutan. Komitmen ini diwujudkan melalui implementasi kebijakan Keselamatan dan Kesehatan Kerja (K3) yang sistematis, terintegrasi, dan diterapkan di seluruh area kerja secara konsisten, dengan target pencapaian *zero fatality* setiap tahunnya.

Sistem Manajemen K3 [GRI 403-1][GRI 403-8]

Dalam memastikan perlindungan yang optimal bagi seluruh tenaga kerja, MIND ID menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) yang mengacu pada standar internasional ISO 45001 (*Occupational Health and Safety Management System*) serta memenuhi ketentuan regulasi nasional, termasuk Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan SMK3. Sistem ini dirancang untuk memastikan bahwa setiap potensi risiko terhadap keselamatan dan kesehatan pekerja dapat diidentifikasi, dikendalikan, dan diminimalkan secara efektif.

Sebagai landasan implementasi, MIND ID telah menetapkan Pedoman Strategis dan Kebijakan Pelaksana K3LHP yang menjadi acuan utama di tingkat Grup. Masing-masing Anggota MIND ID kemudian mengembangkan kebijakan K3 yang disesuaikan dengan karakteristik operasional dan tingkat risiko di unit usaha masing-masing, serta berlaku bagi seluruh pekerja, termasuk pekerja tetap, pekerja kontrak, dan kontraktor yang beraktivitas di area operasional.

Untuk mendukung efektivitas pengelolaan K3, seluruh entitas Anggota MIND ID telah membentuk divisi Keselamatan, Kesehatan Kerja, dan Lingkungan (K3L) yang bertanggung jawab dalam perencanaan, pelaksanaan, serta pemantauan kinerja K3L secara komprehensif. Upaya ini diarahkan untuk memastikan terciptanya lingkungan kerja yang aman, sehat, dan berkelanjutan bagi seluruh pekerja.

Pada tahun 2025, sekitar 78% operasional di seluruh Anggota MIND ID telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (K3) yang tersertifikasi ISO 45001. Pencapaian ini mencerminkan komitmen Grup MIND ID dalam memperkuat budaya keselamatan kerja, meningkatkan efektivitas pengelolaan risiko K3, serta mendukung terciptanya lingkungan kerja yang aman, sehat, dan berkelanjutan di seluruh area operasional.

Health & Safety

Human resources play a central role in ensuring the sustainability and success of the Company's operations. Therefore, MIND ID places Occupational Health and Safety protection as an integral part of the Group's business strategy, in line with efforts to build a responsible and sustainable work culture. This commitment is realized through the implementation of a systematic, integrated Occupational Health and Safety (OHS) policy that is consistently applied across all work areas, with the target of achieving zero fatalities annually.

Management System of Occupational Health and Safety (OHS) [GRI 403-1][GRI 403-8]

To ensure optimal protection for all employees, MIND ID implements the Occupational Safety and Health Management System (SMK3) that adheres to the international standard ISO 45001 (Occupational Health and Safety Management System) and meets national regulatory requirements, including Government Regulation No. 50 of 2012 concerning the Implementation of SMK3. This system is designed to ensure that any potential risks to worker safety and health can be effectively identified, controlled, and minimized.

As a foundation for implementation, MIND ID has established HSES Strategy and Policy Guidelines, which serve as the primary reference at the Group level. Each member of the MIND ID then develops OHS policies tailored to the operational characteristics and risk levels of their respective business units, and applies to all workers, including permanent employees, contract workers, and contractors operating within the operational area.

To support effective OHS management, all MIND ID Members have established Occupational Health, Safety, and Environment (K3L) divisions responsible for comprehensive K3L planning, implementation, and monitoring. These efforts are aimed at ensuring a safe, healthy, and sustainable work environment for all workers.

As of 2025, approximately 78% of operations across MIND ID Members have implemented ISO 45001 certified OHS Management Systems. This achievement reflects the Group's commitment to strengthening workplace safety culture, enhancing the effectiveness of OHS risk management, and supporting a safe, healthy, and sustainable working environment across its operational areas.

Sistem Manajemen K3 [GRI 403-1][GRI 403-8]
Occupational Health and Safety Management System (SMK3) [GRI 403-1][GRI 403-8]

Sertifikasi Certification	ANTAM	PTBA	INALUM	TIMAH
ISO 45001:2018	✓	✓	✓	✓
Sistem Manajemen K3 (SMK3) Occupational Health and Safety Management System (SMK3)	✓	✓	✓	✓
Sistem Manajemen Keselamatan Pertambangan (SMKP) Mining Safety Management System (SMKP)	✓	✓	N/A	✓

Keterangan:
- N/A (*Not Applicable*)
- Cakupan (*boundary*) data sertifikasi K3 mencakup hingga level anak perusahaan MIND ID.

Information:
- N/A (Not Applicable)
- The scope (boundary) of OHS certification data covers up to the MIND ID subsidiary level.

Komitmen tersebut tercermin dalam penyelenggaraan operasional yang mengutamakan keselamatan, tidak hanya bagi pegawai, tetapi juga bagi kontraktor yang berada di wilayah kerja Grup MIND ID. MIND ID telah memiliki kebijakan K3 yang disusun dan diimplementasikan sesuai dengan ketentuan peraturan perundang-undangan serta regulasi yang berlaku.

This commitment is reflected in the implementation of operations that prioritize safety, not only for employees, but also for contractors in MIND ID Group's work area. MIND ID has established an OHS policy that is developed and implemented in accordance with applicable laws and regulations.

Dalam rangka memitigasi risiko dan mencegah terjadinya insiden K3, Perusahaan menerapkan berbagai prosedur operasional yang disesuaikan dengan karakteristik masing-masing kegiatan usaha. Penerapan prosedur tersebut terintegrasi dalam Elemen Inti Sistem Manajemen Keselamatan yang mencakup tiga elemen utama, yaitu partisipasi aktif seluruh pekerja, pengendalian risiko dan bahaya secara sistematis, serta upaya perbaikan berkelanjutan.

To mitigate risks and prevent OHS incidents, the Company implements various operational procedures tailored to the characteristics of each business activity. These procedures are integrated into the Core Elements of the Safety Management System, which encompasses three main elements: active participation of all workers, systematic risk and hazard control, and continuous improvement efforts.

Lebih lanjut, MIND ID secara konsisten mengedepankan praktik terbaik dalam pengelolaan K3 di seluruh wilayah operasional melalui pembangunan, penerapan, dan pemeliharaan sistem manajemen yang berlandaskan lima prinsip utama sebagai berikut:

Furthermore, MIND ID consistently prioritizes best practices in OHS management across all operational areas through the development, implementation, and maintenance of a management system based on the following five main principles:

Prinsip-prinsip Penerapan Standar K3 [GRI 403-2]
Principles of Implementing OHS Standards [GRI 403-2]

1.	Menciptakan tempat kerja yang aman, nyaman, sehat, dan efisien. Selain itu, meningkatkan kualitas pengelolaan keselamatan kerja dengan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja untuk mencegah kecelakaan kerja, kebakaran, kejadian berbahaya dan penyakit akibat kerja. Create a safe, comfortable, healthy, and efficient workplace. Furthermore, improving the quality of occupational safety management by implementing an OHS Management System to prevent workplace accidents, fires, hazardous incidents, and occupational diseases.
2.	Melakukan identifikasi, penilaian, evaluasi dan pengendalian risiko K3 untuk menghilangkan atau mengurangi potensi kecelakaan kerja. Conduct identification, assessment, evaluation and control of OHS risks to eliminate or reduce the potential for occupational accidents.

3.	Mematuhi Peraturan Perundangan dan Persyaratan lain yang berlaku termasuk persyaratan pemangku kepentingan. Comply with the applicable laws and regulations and other requirements, including stakeholder requirements.
4.	Melakukan perbaikan secara terus menerus untuk meningkatkan kinerja Sistem Manajemen K3 dengan melibatkan pekerja dalam proses konsultasi dan partisipasi pekerja. Perform continuous improvements to enhance the performance of the OHS Management System by involving workers in the consultation and worker participation process.
5.	Setiap orang berhak untuk menghentikan pekerjaan apabila ditemukan tindakan atau kondisi tidak aman dan pelanggaran atau ketidaksesuaian dengan prosedur K3 yang berlaku. Everyone has the right to stop work if unsafe actions or conditions are found, violations or non-compliance with the applicable OHS procedures.

Informasi lebih lengkap mengenai dampak positif dan negatif dari operasional Grup MIND ID dapat dilihat dalam Laporan Keberlanjutan Tahun 2025 masing-masing Anggota MIND ID.

More complete information regarding the positive and negative impacts of MIND ID Group operations can be seen in the 2025 Sustainability Report of each MIND ID Member.

Pekerja yang Tercakup dalam Sistem K3 [GRI 403-8]

Hingga akhir tahun 2025, implementasi manajemen K3 telah mencakup 100% tenaga kerja di seluruh area operasional, dengan total mencakup seluruh pegawai serta 16.982 tenaga kerja non-pegawai yang berada di bawah kendali atau kontrol Perusahaan. Pengelolaan ini tidak hanya berlaku bagi pegawai, tetapi juga bagi tenaga kerja kontraktor, pemasok dan rekanan, serta tamu yang beraktivitas di lingkungan operasional Anggota MIND ID.

Di lingkungan kantor pusat MIND ID, pengelolaan aspek keselamatan tetap dilaksanakan secara fungsional meskipun belum terdapat komite khusus yang dibentuk secara formal. Dukungan terhadap implementasi K3 diwujudkan melalui penyediaan sarana dan kesiapsiagaan personel, seperti ruang pertolongan pertama, penunjukan petugas tanggap darurat di setiap lantai, serta keberadaan petugas P3K (*first aider*) yang terlatih. [GRI 403-1]

Identifikasi Bahaya dan Risiko K3 [GRI 403-2] [GRI 403-7]

Pengelolaan risiko keselamatan di MIND ID dilakukan melalui pendekatan analitis yang terstruktur. Setiap potensi bahaya diidentifikasi dan dievaluasi dengan mempertimbangkan tingkat keparahan (*severity*) serta frekuensi kejadian, menggunakan metodologi *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC). Proses ini dilaksanakan oleh tenaga ahli K3 dan diperbarui secara berkala sebagai bagian dari mekanisme pengendalian yang dinamis.

Workers Covered in the OHS System [GRI 403-8]

By the end of 2025, the implementation of OHS management covered 100% of the workforce in all operational areas, including all employees as well as 16,982 non-employee workers under the Company's control or supervision. This management applies not only to employees, but also to contractors, suppliers and partners, as well as guests operating within the operational environment of MIND ID Members.

At MIND ID's headquarters, safety management remains functional, even though a dedicated committee has not yet been formally established. Support for OHS implementation is demonstrated through the provision of facilities and personnel preparedness, such as a first aid room, designated emergency response officers on each floor, and the presence of trained first aid personnel. [GRI 403-1]

Identification of Occupational Health and Safety Hazards and Risks [GRI 403-2] [GRI 403-7]

Safety risk management at MIND ID is conducted through a structured analytical approach. Each potential hazard is identified and evaluated based on its severity and frequency of occurrence, using the Hazard Identification, Risk Assessment, and Determining Control (HIRADC) methodology. This process is performed by OHS experts and updated periodically as part of a dynamic control mechanism.

Hasil penilaian risiko tersebut ditindaklanjuti melalui penerapan hirarki pengendalian (*hierarchy of controls*) sebagai pendekatan utama dalam pengelolaan risiko K3. Pengendalian diprioritaskan pada sumber bahaya melalui eliminasi dan substitusi, dilanjutkan dengan rekayasa teknik (*engineering controls*) untuk mengurangi paparan risiko. Selanjutnya, pengendalian administratif diterapkan melalui penyusunan prosedur kerja, pelatihan, dan pengawasan, sementara penggunaan alat pelindung diri (APD) menjadi lapisan perlindungan terakhir.

The results of the risk assessment are followed up through the application of hierarchy of controls as the main approach in managing OHS risks. Control is prioritized at the source of danger through elimination and substitution, followed by engineering controls to reduce risk exposure. Next, administrative controls are implemented through the development of work procedures, training, and supervision, while the use of personal protective equipment (PPE) serves as the final layer of protection.

Setiap entitas dalam Grup mengintegrasikan proses tersebut ke dalam prosedur operasional yang terdokumentasi, yang selanjutnya diaudit secara independen untuk memastikan konsistensi penerapan dan efektivitas pengendalian risiko. Melalui proses ini, Perusahaan memperoleh gambaran menyeluruh atas profil risiko K3 yang menjadi dasar dalam penetapan langkah mitigasi dan prioritas pengelolaan.

Each entity within the Group integrates these processes into documented operational procedures, which are subsequently independently audited to ensure consistent implementation and effectiveness of risk controls. Through this process, the Company obtains a comprehensive overview of its OHS risk profile, which serves as the basis for determining mitigation measures and management priorities.

Berikut merupakan beberapa jenis pekerjaan dengan risiko K3 tinggi yang diidentifikasi selama tahun 2025. Informasi lebih lengkap mengenai jenis pekerjaan dengan risiko K3 lainnya tersedia pada bagian Lampiran dalam Laporan Keberlanjutan ini.

The following are several work activities identified as having high OHS risks during 2025. Further information regarding other work activities with significant OHS risks is presented in the Appendix section of this Sustainability Report.

Identifikasi Bahaya dan Risiko K3 [GRI 403-2][GRI 403-7]
OHS Hazard and Risk Identification [GRI 403-2][GRI 403-7]

Anggota MIND ID MIND ID Member	Jenis Bahaya/Risiko K3 Type of Hazards/Risks of OHS	Pendekatan/Mitigasi Approach/Mitigation
ANTAM	Pekerjaan peleburan pada pabrik feronikel Smelting work at a ferronickel plant	• Melakukan identifikasi bahaya dan pengendalian risiko tinggi pada proses pekerjaan peleburan pabrik feronikel. • Melaksanakan pekerjaan sesuai dengan prosedur kerja yang aman. • Memberikan pelatihan bagi seluruh pekerja yang bekerja di area pabrik pengolahan. • Menggunakan APD pada pekerjaan panas (*heat protective*). • Hazard identification and high-risk control in the ferronickel factory smelting work process. • Work in accordance with safe work procedures. • Provide training for all workers working in the processing plant area. • Use heat-resistant PPE .
	Pekerjaan penambangan dan pengangkutan *ore* nikel Nickel ore mining and transportation work	• Melakukan identifikasi bahaya dan pengendalian risiko pada proses pekerjaan penambangan dan pengangkutan *ore*. • Pengawasan intensif kepada kontraktor yang melaksanakan penambangan. • Memberikan pelatihan K3 bagi pegawai dan kontraktor yang melakukan pekerjaan penambangan. • Melakukan pertemuan rutin kepada Penanggung Jawab Operasional (PJO). • Hazard identification and risk control in the mining and ore transportation work process. • Intensive supervision of contractors in mining. • Providing OHS training for employees and contractors in mining work. • Conduct regular meetings with the Operational Person in Charge (PJO).
	Pekerjaan di ketinggian pada kegiatan konstruksi Pabrik Feronikel Working at heights in ferronickel plant construction activities	• Memberikan induksi dan pelatihan kepada pekerja yang akan melakukan pekerjaan diatas ketinggian. • Membuat izin kerja khusus (*Working at height permit*) bekerja di ketinggian bagi seluruh pekerja yang akan melakukan pekerjaan di atas ketinggian. • Melengkapi APD dengan *safety body harness*. • Menyiapkan/*standby* tim *emergency response* pada kegiatan bekerja di ketinggian untuk menjaga jika terjadi keadaan darurat. • Provide induction and training to workers who will be doing work at heights. • Make a special work permit (high permit) to work at height for all workers who will do work at height. • Complete PPE with safety body harness. • Prepare/standby an emergency response team for work at height activities to guard in case of an emergency.

Anggota MIND ID MIND ID Member	Jenis Bahaya/Risiko K3 Type of Hazards/Risks of OHS	Pendekatan/Mitigasi Approach/Mitigation
PTBA	Lifting (Beban >5 ton, di dekat/atas air, mengangkat manusia >5 m, menggunakan 2 *crane*, beban dimensi besar. Lifting (Load >5 tons, near/above water, lifting humans >5 m, using 2 cranes, large dimensional loads.	Rekayasa: Unit Pesawat angkat kondisi laik. Administrasi: Operator memiliki Surat Izin Operasi (SIO), kompeten *rigger*, kompeten inspeksi peralatan *lifting*. Praktik Kerja: Otoritas kerja *lifting*, pra-inspeksi aktivitas, pengawasan melekat, Job Safety Analysis (JSA), inspeksi alat berkala. APD: Menggunakan APD yang sesuai. Engineering: Aircraft unit lift in seaworthy condition. Administration: The operator has an Operational License (SIO), is a competent rigger, and is competent in inspecting lifting equipment. Work Practice: Lifting work authority, Pre-inspection of activities, Inherent supervision, Job Safety Analysis (JSA), periodic equipment inspection. PPE: Using appropriate PPE.
	Tabrakan Alat Berat Heavy Equipment Collision	Tabrakan antara alat berat dengan alat berat lainnya, kendaraan ringan, fasilitas kerja, atau pekerja di area tambang, *hauling road*, *disposal area*, *stockpile*, *workshop*, dan area operasional lainnya. Collision between heavy equipment and other heavy equipment, light vehicles, facilities, or personnel in mining areas, hauling roads, disposal areas, stockpiles, workshops, and other operational areas. Rekayasa: Penerapan *Fleet Management System* (FMS), *Collision Avoidance System* (CAS), kamera 360°, *proximity warning system*, segregasi jalur alat berat dan kendaraan ringan, rambu lalu lintas tambang, serta penerangan yang memadai di area operasi. Administrasi: Operator memiliki Surat Izin Operasi (SIO), kompetensi operator alat berat, sertifikasi *defensive driving* untuk pengemudi kendaraan ringan, pengaturan batas kecepatan, manajemen lalu lintas tambang (*Mine Traffic Management Plan*), serta inspeksi kendaraan dan alat berat secara berkala. Praktik Kerja: Pelaksanaan *pre-start inspection*, komunikasi radio yang efektif, kepatuhan terhadap *right of way*, penggunaan *spotter* pada area terbatas (*blind spot*), penerapan *fatigue management*, observasi perilaku berkendara, perawatan jalan tambang, serta *Job Safety Analysis* (JSA) sebelum aktivitas berisiko tinggi. APD: Menggunakan APD yang sesuai, termasuk rompi reflektif (*high visibility vest*), helm keselamatan, sepatu keselamatan, dan alat komunikasi yang berfungsi dengan baik. Engineering: Implementation of Fleet Management Systems (FMS), Collision Avoidance Systems (CAS), 360-degree cameras, proximity warning systems, segregation of heavy equipment and light vehicle routes, mine traffic signs, and adequate lighting in operational areas. Administration: Operators possess Operational Licenses (SIO), heavy equipment competency certification, defensive driving certification for light vehicle drivers, speed limit enforcement, Mine Traffic Management Plans, and periodic inspections of vehicles and equipment. Work Practice: Conducting pre-start inspections, effective radio communication, compliance with right-of-way procedures, use of spotters in blind-spot areas, fatigue management implementation, driving behavior observation, haul road maintance, and Job Safety Analysis (JSA) for high-risk activities. PPE: Use of appropriate PPE, including high-visibility vests, safety helmets, safety footwear, and properly functioning communication devices.

Anggota MIND ID MIND ID Member	Jenis Bahaya/Risiko K3 Type of Hazards/Risks of OHS	Pendekatan/Mitigasi Approach/Mitigation
	Dumping high risk (*dumping* ke kolam air/ lumpur, di ketinggian >5 m dan dumping material lumpur) High-risk dumping (dumping into water/ mud pools, at a height of >5 m and dumping mud material).	Rekayasa: *Bund Wall* isolasi, alat pemantau longsor *Slope Stability Radar* (SSR) secara *realtime*. Administrasi: Operator minimal 2 (dua) tahun, pengawas wajib POP, rambu peringatan *high risk*, *dumping limiter*, rambu batas dan kedalaman penggalian, rambu dan lokasi evakuasi darurat. Praktik Kerja: Otoritas kerja *dumping high risk*, wajib lapor jika menemukan retakan/perubahan kondisi lain kepada unit geoteknik, pelatihan khusus *dumping high risk*, JSA APD: APD yang sesuai, tersedia *ring buoy*. Engineering: Bund Wall isolation, Slope Stability Radar (SSR) landslide monitoring tool in real time. Administration: Operator minimum 2 (two) years, supervisor must have POP, high risk warning signs, dumping limiter, excavation limit and depth signs, emergency evacuation signs and locations. Work Practice: High risk dumping work authorities are re-quired to report if they find cracks/other changes in conditions to the geotechnical unit, special high risk dumping training, JSA. PPE: Appropriate PPE, ring buoy available.
	Aktivitas peledakan Blasting activity	Administrasi: Rambu penanda area evakuasi, Personil memiliki kompetensi Kartu Pekerja Peledakan (KPP) Pratama, KPP Madya, Kartu Izin Meledakkan (KIM), POP. Praktik Kerja: Pra-inspeksi aktivitas, pengawasan melekat, tersedia JSA. APD: APD yang sesuai. Administration: Evacuation area marker signs, Personnel have the competency of Blasting Worker Card (Kartu Pekerja Peledakan, KPP) Pratama, KPP Madya, Blasting Permit Card (Kartu Izin Meledakkan, KIM), POP. Work Practice: Pre-inspection of activities, Inherent supervision, JSA available. PPE: appropriate PPE.
INALUM	Dehidrasi akibat paparan berlebihan, luka bakar akibat kontak dengan material atau metal cair Dehydration due to overexposure, burns due to contact with molten materials or metal	*Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV),* Modernisasi peralatan, pengaturan rotasi pekerja SOP dan Izin Kerja, pengawasan melekat dan alat pelindung diri (APD). Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV), Equipment modernisation, SOP and Work Permit worker rotation arrangements, close supervision and personal protective equipment (PPE).
	Tersetrum hingga kematian ketika kontak dengan listrik bertegangan. Electrocuted to death when in contact with live electricity	*Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV),* Peralatan Listrik Berstandar dan Sistem Teknologi Automasi, Pengaturan SOP dan Izin Kerja, Pengawasan Melekat dan alat pelindung diri (APD). Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV), Standard Elec-trical Equipment and Automation Technology Systems, SOP and Work Permit Regulations, Close Supervision and Personal Protective Equipment (PPE).
	Risiko meledak dan terpapar radiasi atau zat kimia dan bahan material bertekanan/ berbahaya lainnya Risk of explosion and exposure to radiation or chemicals and other pressurised/hazardous materials	*Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV),* Modernisasi Peralatan Proteksi Kebocoran/ Ledakan dan Sistem Teknologi Automasi, pengaturan SOP dan Izin Kerja, Pengawasan Melekat dan alat pelindung diri (APD). Fit To Work/ Pre-work Health Test, Critical Control Verification (CCV), Modernization of Leakage/Explosion Protection Equipment and Automation Technology Systems, SOP and Work Permit arrangements, Close Supervision and personal protective equipment (PPE).

Anggota MIND ID MIND ID Member	Jenis Bahaya/Risiko K3 Type of Hazards/Risks of OHS	Pendekatan/Mitigasi Approach/Mitigation
TIMAH	Kegagalan Lereng Slope Failure	• *Engineering Control* • *Administrative Control* • *Work Practice* • *Personal Protective Equipment*
	Tabrakan Alat Berat Heavy Equipment Collision	
	Kebakaran dan Ledakan Fire and Explosion	

Sebagai bentuk komitmen terhadap peningkatan kinerja keselamatan, seluruh Anggota MIND ID telah menetapkan indikator dan target kinerja yang terukur, dengan *zero fatality* sebagai target utama. Pencapaian kinerja tersebut dipantau secara berjenjang melalui evaluasi rutin harian, mingguan, dan bulanan, serta dilaporkan secara berkala kepada kementerian terkait.

As a commitment to improving safety performance, all MIND ID Members have established measurable performance indicators and targets, with zero fatalities as the primary goal. This performance is monitored through routine daily, weekly, and monthly evaluations and reported periodically to the relevant ministries.

ANTAM, PTBA, dan TIMAH telah menerapkan *Contractor Safety Management System* (CSMS) untuk memperkuat keselamatan kerja dan keselamatan pertambangan pada aktivitas yang melibatkan pihak ketiga. Melalui CSMS, kontraktor diharapkan dapat memenuhi persyaratan K3, keselamatan pertambangan, dan persyaratan operasional Perusahaan, serta mematuhi regulasi yang berlaku.

ANTAM, PTBA, and TIMAH have implemented the Contractor Safety Management System (CSMS) to strengthen occupational safety and mining safety in activities involving third parties. Through CSMS, contractors are expected to meet the Company's OHS, mining safety, and operational requirements, as well as comply with applicable regulations.

Penerapan CSMS mengacu pada Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan SMK3, serta ketentuan Kementerian Energi dan Sumber Daya Mineral terkait SMKP, K3 Pertambangan, dan Keselamatan Operasi Pertambangan. Ketentuan tersebut mencakup Peraturan Menteri ESDM No. 26 Tahun 2018, Keputusan Menteri ESDM No. 1827 K/30/MEM/2018, dan Keputusan Direktur Jenderal Mineral dan Batubara No. 185.K/37.04/DJB/2019.

Implementation of CSMS is subject to Government Regulation No. 50 of 2012 on the Implementation of SMK3 and the regulations of the Ministry of Energy and Mineral Resources on SMKP, Mining OHS and Mining Operational Safety. These include Regulation of the Minister of Energy and Mineral Resources No. 26 of 2018, Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018 and Decree of the Director General of Mineral and Coal No. 185.K/37.04/DJB/2019.

Mitigasi Dampak K3 [GRI 403-2]

Upaya pencegahan kecelakaan kerja di MIND ID dilaksanakan secara sistematis dengan menempatkan mitigasi risiko sebagai bagian integral dari setiap aktivitas operasional. Pendekatan ini tidak hanya berfokus pada pengendalian teknis, tetapi juga pada perbaikan berkelanjutan dari setiap insiden yang terjadi.

OHS Impact Mitigation [GRI 403-2]

Workplace accident prevention efforts at MIND ID are implemented systematically by making risk mitigation an integral part of every operational activity. This approach focuses not only on technical controls but also on continuous improvement of each incident.

Seluruh Anggota MIND ID secara konsisten melakukan pencatatan dan analisis insiden K3 secara komprehensif, mencakup kronologi kejadian, faktor penyebab, tindakan korektif, serta efektivitas tindak lanjut yang dilakukan. Informasi ini menjadi landasan penting dalam memperkuat sistem pengendalian serta mencegah terulangnya kejadian serupa di masa mendatang. Selain itu, pegawai juga didorong untuk secara aktif melaporkan setiap potensi bahaya atau kondisi tidak aman melalui mekanisme pelaporan K3 yang telah disediakan, sehingga dapat segera dilakukan identifikasi, penilaian, dan tindakan pengendalian risiko secara tepat waktu.

All MIND ID members consistently record and comprehensively analyse OHS incidents, including the chronology of events, causal factors, corrective actions, and the effectiveness of follow-up actions. This information serves as a critical foundation for strengthening control systems and preventing similar incidents from recurring in the future. In addition, employees are also encouraged to actively report any potential hazards or unsafe conditions through the established OHS reporting mechanism, enabling prompt identification, assessment, and risk control measures to be carried out in a timely manner.

Dalam pengelolaan risiko yang melibatkan pihak ketiga, MIND ID menerapkan *Contractor Safety Management System* (CSMS) sebagai mekanisme pengendalian yang terstruktur. Melalui

In managing risks involving third parties, MIND ID implements the CSMS as a structured control mechanism. Through this system, all contractors and partners are required to undergo

sistem ini, seluruh kontraktor dan mitra kerja diwajibkan melalui proses evaluasi sejak tahap awal, yang kemudian menjadi dasar dalam pengelompokan tingkat risiko pekerjaan, yaitu kategori ringan, sedang, atau tinggi. Dengan demikian, penugasan dan pelaksanaan pekerjaan dapat disesuaikan secara tepat dengan profil risiko masing-masing aktivitas.

an evaluation process from the initial stage, which then forms the basis for classifying the job risk level into low, medium, or high categories. This allows for appropriate alignment of work assignments and execution to the risk profile of each activity.

MIND ID terus memperkuat berbagai inisiatif mitigasi lainnya guna menumbuhkan budaya keselamatan di seluruh aspek operasional, sehingga K3 tidak hanya dipahami sebagai kewajiban, tetapi menjadi bagian dari perilaku kerja sehari-hari.

MIND ID continues to strengthen various other mitigation initiatives to foster a safety culture across all operational aspects, so that OHS is not only understood as an obligation, but becomes part of daily work behavior.

Mitigasi Dampak K3 [GRI 403-2]
OHS Impact Mitigation [GRI 403-2]

Kategori/Bidang Category/Field	Langkah Mitigasi Mitigation Steps
Kontrol Eliminasi Elimination Control	• Menghilangkan pekerjaan di area yang menghasilkan banyak debu dengan menggunakan sistem penyemprotan air otomatis untuk menekan debu di area kerja. • Menggunakan *automatic ventilation system* untuk menghilangkan *toxic* gas yang tersebar di penambangan bawah tanah. • Eliminate work in areas that produce a lot of dust by using an automatic water spraying system to suppress dust in the work area. • Using an automatic ventilation system to eliminate toxic gases spread in underground mining.
Kontrol Subtitusi Substitution Control	• Mengganti masker debu sederhana dengan *dust respiratory mask* yang lebih efektif untuk melindungi pekerja dari partikel berbahaya di lokasi penyimpanan alumina. • Mengganti bahan bakar fosil dengan sumber energi terbarukan, seperti panel surya atau turbin angin, untuk mengurangi emisi gas rumah kaca dan polusi udara. • Replacing the use of mercury in the amalgamation process with a more controlled cyanidation technique, supported by stringent waste management procedures to mitigate environmental impact. • Replacing basic dust masks with more effective dust respiratory masks to protect workers from hazardous particulates at alumina storage facilities.
Pengendalian Administratif Administrative Control	• Memastikan terdapat instruksi kerja yang jelas dan dipahami oleh semua pegawai dan kontraktor yang melakukan pekerjaan. • Operator telah memenuhi spesifikasi kompetensi yang dipersyaratkan dalam teknis pekerjaan. • Terpasangnya rambu-rambu yang jelas di semua area. • Terpasangnya slogan keamanan untuk meningkatkan kesadaran pekerja dalam menjaga keamanan kerja. • Menyediakan pelatihan keselamatan yang tepat. • Mengevaluasi prosedur kerja secara teratur untuk mengidentifikasi dan memperbaiki risiko K3 yang terkait. • Ensure that there are clear work instructions that are understood by all employees and contractors conducting the work. • The operator has met the competency specifications required in the technical work. • Clear signs are installed in all areas. • The installation of safety slogans to increase workers' awareness in maintaining work safety. • Provide proper safety training. • Evaluate work procedures regularly to identify and correct associated OHS risks.
Pengendalian Teknik/ Rekayasa Technical/Engineering Control	• Memastikan peralatan sesuai dengan kebutuhan dan dalam keadaan layak pakai. • Alat pemantau, apabila diperlukan, dipasang secara *real time*. • Menggunakan peralatan dengan teknologi yang terkini dengan tingkat pengamanan yang tinggi. • Ensure equipment meets requirements and is in good condition for use. • Monitoring tools, if necessary, are installed in real time. • Using equipment with the latest technology with a high level of security.
Praktik Kerja Field Work (Implementation)	• Melakukan aktivitas pra-inspeksi sebelum dilakukan pekerjaan yang berisiko • Melakukan pengawasan melekat • Inspeksi alat secara berkala dan melakukan pemeliharaan alat dengan baik • Conduct pre-inspection activities before performing risky work. • Conduct close supervision • Regularly inspect equipment and perform proper equipment maintenance.

Kategori/Bidang Category/Field	Langkah Mitigasi Mitigation Steps
Alat Pelindung Diri (APD) Personal Protective Equipment (PPE)	• Menggunakan APD yang sesuai dengan risiko pada semua wilayah kerja. • Memastikan ketersediaan dan pemakaian APD khusus untuk pekerjaan-pekerjaan yang lebih spesifik. • Pemantauan kepatuhan penggunaan APD. • Use PPE appropriate to the risk in all work areas. • Ensure the availability and use of special PPE for more specific jobs. • Monitoring compliance with PPE use.

Layanan Kesehatan Kerja [GRI 403-3]

Sebagai bagian dari komitmen terhadap keberlanjutan operasional, MIND ID menempatkan kesehatan pegawai sebagai fondasi utama dalam menjaga kinerja Perusahaan. Untuk itu, Perusahaan menghadirkan layanan kesehatan kerja yang terintegrasi dan berkesinambungan bagi seluruh pekerja, yaitu pegawai dan pekerja yang berada di bawah kendali operasional Perusahaan, mencakup pemeriksaan kesehatan berkala, layanan pengobatan, konseling kesehatan, pelatihan keselamatan dan kesehatan kerja, serta berbagai program promotif dan preventif lainnya. Sesuai dengan peraturan perundang-undangan yang berlaku, Perusahaan juga memastikan bahwa informasi kesehatan pegawai dijaga kerahasiaannya.

Selain itu, MIND ID juga menginisiasi beragam program pendukung kesehatan, seperti pengaturan pola makan sehat, kegiatan olahraga rutin, serta penyediaan fasilitas kebugaran di sejumlah area operasional. Seluruh inisiatif ini dirancang secara strategis guna mendorong penerapan gaya hidup sehat dan aktif di kalangan pegawai, yang pada akhirnya berkontribusi terhadap peningkatan kualitas hidup serta produktivitas kerja secara menyeluruh.

Occupational Health Services [GRI 403-3]

As part of its commitment to operational sustainability, MIND ID places employee health as a key foundation for maintaining the company's performance. To that end, the company provides integrated and sustainable occupational health services for all workers, namely employees and workers under the operational control of the Company, including regular health checks, medical services, health counseling, OHS training, and various other promotional and preventive programs. In accordance with applicable laws and regulations, the Company also ensures that employees' health information is kept confidential.

In addition, MIND ID has initiated various health support programs, such as promoting healthy eating habits, regular exercise, and providing fitness facilities in several operational areas. All of these initiatives are strategically designed to encourage a healthy and active lifestyle among employees, ultimately contributing to improved quality of life and overall work productivity.

Anggota MIND ID MIND ID Member	Layanan Kesehatan Health Services
ANTAM	1. Menyediakan klinik kesehatan kerja di setiap lokasi operasional untuk menjamin kesehatan dan keselamatan pegawai. 2. Menyediakan 28 dokter dan 77 tenaga kesehatan serta 153 *first aider* terlatih yang siap memberikan pelayanan medis dan penanganan darurat di seluruh area operasional perusahaan. 3. Mengelola Rumah Sakit Antam Medika (RSAM) di Jakarta dan UBP Nikel Kolaka, Sulawesi Tenggara, guna meningkatkan kualitas layanan kesehatan. 1. Providing occupational health clinics at every operational location to ensure employee health and safety. 2. Providing 28 doctors and 77 health workers as well as 153 trained first aiders who are ready to provide medical services and emergency treatment in all of the company's operational areas. 3. Managing Antam Medika Hospital (RSAM) in Jakarta and Kolaka Nickel Mining Business Unit in Southeast Sulawesi, to improve the quality of health services.
PTBA	1. Promosi kesehatan kerja untuk meningkatkan kesadaran pegawai terhadap pencegahan Penyakit Akibat Kerja (PAK), Penyakit Akibat Hubungan Kerja (PAHK), dan penyakit umum melalui pendidikan, pelatihan, serta penyuluhan kesehatan. 2. Informasi dan promosi kesehatan disampaikan melalui berbagai kanal komunikasi, seperti email internal, media daring, spanduk/banner, serta konsultasi langsung dengan pegawai. 3. Program kesehatan seperti penyusunan *Health Risk Assessment*, evaluasi hasil klinik dan *Medical Check Up* (MCU), kegiatan *fogging*, program imunisasi, serta olahraga bersama sebagai bagian dari penguatan gaya hidup sehat di lingkungan kerja. 4. Pemeriksaan kesehatan dilakukan pada tahap rekrutmen untuk memastikan calon pegawai memiliki kondisi fisik yang memadai dan sesuai dengan kebutuhan posisi, serta memperoleh data riwayat kesehatan sebelum bekerja di PTBA. 5. Pemeriksaan kesehatan berkala dilakukan minimal satu kali setiap tahun guna memantau kondisi kesehatan pegawai selama bekerja dan mencegah potensi gangguan kesehatan jangka panjang. 6. Evaluasi dan pemantauan kesehatan terhadap pegawai pasca-sakit, serta memberikan alat bantu kesehatan seperti kacamata atau alat bantu dengar bagi pegawai yang membutuhkan. 1. Occupational health promotion to increase employee awareness of preventing Occupational Illnesses (Penyakit Akibat Kerja, PAK), Work-related Illnesses (Penyakit Akibat Hubungan Kerja, PAHK), and general diseases through education, training, and health counseling. 2. Health information and promotions are delivered through various communication channels, such as internal emails, online media, banners, and direct consultations with employees. 3. Health programs such as the preparation of Health Risk Assessments, evaluating clinic and Medical Check Up (MCU) results, conducting fogging activities, implementing immunisation programs, and organising joint sports as part of strengthening a healthy lifestyle within the work environment. 4. Health checks are conducted at the recruitment stage to ensure that prospective employees have adequate physical condition and are in accordance with the position requirements, as well as to obtain health history data before working at PTBA. 5. Regular health checks are performed at least once a year to monitor the health condition of employees while working and prevent potential long-term health problems. 6. Evaluation and monitoring of employee health after illness, as well as providing health aids such as glasses or hearing aids for employees who need them.
INALUM	1. Pemeriksaan kesehatan berkala (*medical check-up*/MCU), pengobatan, konseling kesehatan dengan parameter pemeriksaan yang disesuaikan berdasarkan jenis dan lokasi pekerjaan. 2. Pelatihan kesehatan dan keselamatan kerja (K3), serta program kesehatan seperti diet, olahraga. 3. Layanan kesehatan bagi pegawai dan keluarga, termasuk sosialisasi dan ceramah kesehatan untuk meningkatkan kesadaran akan pentingnya kesehatan dalam mendukung produktivitas kerja. 4. Penyediaan fasilitas kebugaran di berbagai area perusahaan. 1. Regular health check-ups (medical check-ups/MCU), treatment, health counseling with examination parameters adjusted based on the type and location of work. 2. Occupational Health and Safety (OHS) training, as well as health programs such as diet and exercise. 3. Health services for employees and their families, including health outreach and lectures to increase awareness of the importance of health in supporting work productivity. 4. Provision of fitness facilities in various areas of the company.

Anggota MIND ID MIND ID Member	Layanan Kesehatan Health Services
TIMAH	1. Perseroan menyediakan layanan kesehatan berupa pemeriksaan rutin, *medical check-up* wajib minimal setahun sekali, pemeriksaan khusus bagi pegawai dengan risiko kesehatan tinggi, pemeriksaan akhir menjelang pensiun, serta pemeriksaan tambahan sesuai lingkungan kerja. 2. Disediakan pengukuran lingkungan kerja, pemeriksaan ergonomi, edukasi kesehatan, dan penilaian kelelahan. 3. Tersedia klinik *onsite* di tempat kerja selama jam operasional. 4. Menjalin kemitraan dengan rumah sakit dan klinik lokal untuk memperluas layanan medis. 1. The Company provides health services in the form of routine check-ups, mandatory medical check-ups at least once a year, special check-ups for employees with high health risks, final check-ups before retirement, and additional check-ups according to work environment exposure. 2. Work environment measurements, ergonomic examinations, health education, and fatigue assessments are provided. 3. An onsite clinic is available at the workplace during operating hours. 4. Establish partnerships with local hospitals and clinics to expand medical services.

Untuk memastikan kualitas layanan, Grup MIND ID didukung oleh tenaga kesehatan yang kompeten, fasilitas kesehatan kerja, prosedur operasional yang terstandarisasi, serta evaluasi dan pemantauan kesehatan secara berkala. Akses pekerja terhadap layanan kesehatan difasilitasi melalui klinik kesehatan kerja, rumah sakit perusahaan, layanan konsultasi, serta sistem rujukan dan penanganan darurat yang tersedia di wilayah operasional.

To ensure service quality, MIND ID Group is supported by competent healthcare professionals, occupational health facilities, standardized operational procedures, and periodic health evaluations and monitoring. Workers' access to healthcare services is facilitated through occupational health clinics, company hospitals, consultation services, as well as referral and emergency response systems available across operational areas.



Peningkatan Kualitas Kesehatan [GRI 403-6]

Selain menyediakan layanan kesehatan yang memadai, MIND ID secara konsisten mendorong peningkatan kesadaran pegawai terhadap pentingnya aspek kesehatan dan keselamatan kerja. Upaya ini diwujudkan melalui berbagai inisiatif strategis dan kampanye Keselamatan dan Kesehatan Kerja (K3) yang berfokus pada upaya peningkatan kualitas kesehatan sekaligus pencegahan penyakit akibat kerja. Program ini tidak hanya ditujukan bagi pegawai, tetapi juga mencakup keluarga pegawai sebagai bagian dari upaya promotif dan preventif Perusahaan.

Melalui program-program tersebut, pegawai diharapkan mampu memahami secara lebih komprehensif potensi risiko yang timbul dari aktivitas operasional, serta menumbuhkan kesadaran kolektif untuk menjaga keselamatan diri, rekan kerja, dan lingkungan kerja secara berkelanjutan.

Partisipasi dan Komunikasi K3

[GRI 403-4] [GRI 14.15.3][GRI 14.15.4]

MIND ID juga terus memperkuat sistem Keselamatan dan Kesehatan Kerja (K3) serta implementasi keselamatan pertambangan untuk memastikan efektivitas pengelolaan keselamatan di seluruh lini operasional. Penguatan tersebut dilakukan melalui penerapan sistem manajemen, forum komunikasi, mekanisme koordinasi, serta pengawasan keselamatan yang disesuaikan dengan karakteristik masing-masing entitas. Forum dan mekanisme tersebut antara lain mencakup rapat Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3), *Central Safety Committee,* Komite Keselamatan Pertambangan, *Safety Committee* bersama kontraktor, forum *Safety Promotor*, Tim MUCAK (Mikir Umong Cara Alat Kerja), *safety talk*, serta kegiatan Bulan K3 Nasional.

Penerapan SMK3 merupakan bagian dari sistem manajemen perusahaan secara keseluruhan, dengan mengacu pada Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja dan Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Dalam pelaksanaannya, pengelolaan K3 didukung oleh organisasi atau unit K3, P2K3, ahli K3, serta fungsi terkait. Penguatan ini juga sejalan dengan ketentuan Kementerian Ketenagakerjaan terkait P2K3, termasuk Peraturan Menteri Ketenagakerjaan No. 13 Tahun 2025 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja. Pada entitas pengolahan mineral seperti INALUM, pengelolaan K3 diperkuat melalui penerapan SMK3, ISO 45001, P2K3/*Central Safety Committee,* serta mekanisme *safety governance* yang disesuaikan dengan karakteristik operasi smelter dan PLTA.

Pengelolaan keselamatan pada entitas yang menjalankan kegiatan pertambangan, seperti ANTAM, PTBA, dan TIMAH, juga mengacu pada ketentuan Kementerian Energi dan Sumber Daya Mineral, antara lain Peraturan Menteri ESDM No. 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batubara, Keputusan Menteri ESDM No. 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik,

Improving Health Quality [GRI 403-6]

In addition to providing adequate healthcare services, MIND ID consistently promotes increased employee awareness of the importance of Occupational Health and Safety. This effort is realized through various strategic initiatives and OHS campaigns focused on improving health quality and preventing work-related illnesses. This program is intended not only for employees, but also extends to employees' families as part of the Company's health promotion and prevention efforts.

Through these programs, employees are expected to be able to understand more comprehensively the potential risks arising from operational activities, as well as foster collective awareness to maintain the safety of themselves, their colleagues, and the work environment in a sustainable manner.

OHS Participation and Communication

[GRI 403-4] [GRI 14.15.3][GRI 14.15.4]

MIND ID is also improving the Occupational Health and Safety (OHS) systems and implementation of mining safety to ensure that all lines of operations can manage safety effectively. Such strengthening is carried out through application of management systems, communication forums, coordination mechanisms and safety supervision in accordance with the characteristics of each entity. These are meetings of the Occupational Health and Safety Committee (P2K3), the Central Safety Committee, the Mining Safety Committee, contractor Safety Committee meetings, Safety Promotor forums, the MUCAK Team (Mikir Umong Cara Alat Kerja), safety talks and National OHS Month activities.

The implementation of SMK3 is part of the company's general management system which refers to Law No. 1 of 1970 concerning Occupational Safety and Government Regulation No. 50 of 2012 concerning the Implementation of the Occupational Health and Safety Management System (SMK3). In practice, OHS management is supported by OHS organizations or units, P2K3, OHS experts and relevant functions. The strengthening is also in accordance with the Ministry of Manpower regulatioxns on P2K3 including the Regulation of the Minister of Manpower No. 13 of 2025 concerning the Occupational Health and Safety Committee. Implementation of SMK3, ISO 45001, P2K3/Central Safety Committee and safety governance mechanism in accordance with the character of smelter and hydropower activities strengthens OHS management in the mineral processing industry such as INALUM.

Safety management for entities engaged in mining activities such as ANTAM, PTBA, and TIMAH also refers to the provisions of the Ministry of Energy and Mineral Resources, including Minister of Energy and Mineral Resources Regulation No. 26 of 2018 concerning the Implementation of Good Mining Practice and the Supervision of Mineral and Coal Mining, Minister of Energy and Mineral Resources Decree No. 1827 K/30/MEM/2018 concerning Guidelines for the Implementation of Good Mining Engineering

serta Keputusan Direktur Jenderal Mineral dan Batubara No. 185.K/37.04/DJB/2019 tentang pelaksanaan, penilaian, dan pelaporan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara. Dalam kerangka tersebut, Kepala Teknik Tambang (KTT) berperan sebagai penanggung jawab teknis utama untuk memastikan penerapan kaidah teknik pertambangan yang baik, pengendalian risiko keselamatan, pengawasan operasional, kelaikan sarana dan peralatan, serta pelaporan dan tindak lanjut atas kinerja keselamatan pertambangan.

Practices, and Director General of Mineral and Coal Decree No. 185.K/37.04/DJB/2019 concerning the implementation, assessment, and reporting of the Mineral and Coal Mining Safety Management System. Under this framework, the Head of Mine Engineering (KTT) is the key technical person responsible for ensuring good mining engineering practices, safety risk control, operational supervision, fitness of facilities and equipment and reporting and follow-up on mining safety performance.

MIND ID dan Anggota MIND ID memanfaatkan forum-forum tersebut untuk mengevaluasi penerapan K3 dan keselamatan pertambangan, membahas langkah-langkah pencapaian target *Zero Fatality* dan penurunan *Total Recordable Injury Rate* (TRIR) sebesar 10% dibandingkan rata-rata historis, memperkuat pengendalian risiko keselamatan kritis, serta menyusun langkah-langkah perbaikan berkelanjutan atas kinerja keselamatan.

MIND ID and MIND ID Members use these forums to assess the implementation of OHS and mining safety, talk about the actions to achieve Zero Fatality and 10% decrease in Total Recordable Injury Rate (TRIR) against the historical average, strengthen the control of critical safety risks, and develop actions for continuous improvement for safety performance.

Anggota MIND ID MIND ID Members	Forum Komunikasi K3 OHS Communication Forum	Frekuensi Frequency
ANTAM	Forum Komunikasi K3 OHS Communication Forum	12
PTBA	Rapat P2K3 P2K3 Meetings	4
INALUM	*Safety Committee* bersama Kontraktor Safety Committee with Contractors	12
	Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) atau *Central Safety Committee* (CSC) Level 1-3 Safety Advisory Committee and Occupational Health (P2K3) or Central Safety Committee (CSC) Level 1-3	144
	Safety promotor	12
	Pembinaan Anak Usaha dan Kontraktor Development of Subsidiaries and Contractors	24
TIMAH	Komite Keselamatan Pertambangan Safety Committee Mining	12
	SCM Berjenjang dari Unit/Divisi hingga Direksi SCM is tiered from Unit/Division to Board of Directors	12
	Mucak *Team* (Mikir Umong Cara Alat Kerja) Tim Mucak (Mikir Umong Cara Alat Kerja)	12
	Pertemuan Pelaporan Kinerja Keselamatan dan Kesehatan Kerja Anak Perusahaan Subsidiary Occupational Health and Safety Performance Reporting Meeting	12

Lebih lanjut, Anggota MIND ID juga mendorong keterlibatan aktif pegawai dalam proses pengambilan keputusan terkait K3. Upaya ini didukung melalui sosialisasi yang berkelanjutan dengan memanfaatkan berbagai kanal komunikasi internal, serta penguatan kompetensi melalui program pelatihan yang terstruktur.

Furthermore, MIND ID Members also encourage active employee involvement in the decision-making process related to OHS. This effort is supported through ongoing outreach utilizing various internal communication channels and competency strengthening through structured training programs.

Pelatihan K3 [GRI 403-5]

Grup MIND ID secara konsisten menyelenggarakan program pelatihan Keselamatan dan Kesehatan Kerja (K3) yang ditujukan bagi seluruh tingkat jabatan, mulai dari operator hingga jajaran

OHS Training [GRI 403-5]

MIND ID Group consistently conducts OHS training programs aimed at all levels, from operators to executives. This training is conducted in accordance with applicable OHS standards and is

eksekutif. Pelatihan ini dilaksanakan sesuai standar K3 yang berlaku serta dirancang secara spesifik sesuai dengan karakteristik risiko dan kebutuhan masing-masing lini bisnis. Pendekatan yang terfokus dan kontekstual ini bertujuan untuk meningkatkan efektivitas pelatihan sekaligus memperkuat internalisasi budaya keselamatan di seluruh entitas Grup MIND ID.

Secara umum, Anggota MIND ID telah melaksanakan program pelatihan K3 yang mencakup hal-hal berikut:

- Pelatihan Dasar K3: Pelatihan ini diberikan kepada seluruh pegawai MIND ID sebagai upaya untuk memberikan pemahaman dasar tentang pentingnya menjaga keselamatan dan kesehatan kerja.
- Pelatihan K3 Khusus: Pelatihan ini diberikan kepada pegawai yang bekerja di lingkungan kerja yang memiliki risiko atau bahaya yang lebih tinggi, seperti di area tambang atau pabrik.
- Pelatihan Pemadam Kebakaran: Pelatihan ini diberikan kepada pegawai yang bertanggung jawab dalam memadamkan api di lingkungan kerja.
- Pelatihan Evakuasi Darurat: Pelatihan ini diberikan kepada seluruh pegawai untuk memastikan bahwa mereka memiliki pengetahuan dan keterampilan yang cukup dalam melakukan evakuasi saat terjadi keadaan darurat di lingkungan kerja.
- Sertifikasi Kompetensi K3: Sertifikasi ini diberikan kepada pegawai yang bertanggung jawab terkait pelaksanaan K3. Kompetensi ini dievaluasi secara berkala sebagai bagian dari upaya memastikan pemenuhan standar regulasi, menjaga kompetensi tetap relevan, serta meningkatkan kapabilitas dalam penerapan keselamatan dan kesehatan kerja.

specifically designed to meet the risk characteristics and needs of each business line. This focused and contextual approach aims to increase training effectiveness while strengthening the internalization of a safety culture across all MIND ID Group entities.

In general, MIND ID Members have implemented OHS training programs that cover the following:

- Basic OHS Training: This training is provided to all MIND ID employees as an effort to provide a basic understanding of the importance of maintaining health and safety at work.
- Special OHS Training: This training is provided to employees who work in work environments that have higher risks or hazards, such as in mining or factory areas.
- Fire Fighting Training: This training is provided to employees who are responsible for extinguishing fires in the work environment.
- Emergency Evacuation Training: This training is provided to all employees to ensure that they have sufficient knowledge and skills to perform evacuations in the event of an emergency in the work environment.
- OHS Competency Certification: This certification is given to employees who are responsible for implementing OHS. These competencies are evaluated periodically as part of efforts to ensure compliance with regulatory standards, maintain competency relevance, and improve capabilities in implementing occupational safety and health.

Peserta Pelatihan K3 Tahun 2025
Participants in the 2025 OHS Training

Program Pelatihan K3 OHS Training Programs	Program Sosialisasi K3 OHS Awareness Programs
In House Training Refreshment First Aid Level 2	Kupas Tuntas dari Plak hingga Serangan Jantung Understanding Plaque Build-up to Heart Attacks
In House Training Incident Reporting (Batch 1)	*Eat Well, Train Right: Transform your Body 6*
In House Training Incident Reporting (Batch 2)	*Burnout at work*
In House Training Incident Reporting (Batch 3)	*Mental Health Talk Series #1: Mastering Stress Intelligence*
	Mental Health Talk Series #2: Energy Management for Work-life Balance
	Mental Health Talk Series #3: Finding Meaning At Work
	Mental Health Talk Series #4: Finding & Utilizing Your Strength

Keterangan: Pelatihan umum dan pelatihan mengenai bahaya terkait pekerjaan tertentu, aktivitas berbahaya, atau situasi yang berbahaya.
Note: The training programs include general training as well as training related to specific occupational hazards, hazardous activities, and dangerous situations.

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Peserta mengikuti pelatihan K3 yang diselenggarakan oleh MIND ID
Participants attended Occupational Health and Safety (OHS) training organized by MIND ID

6.547

Peserta mengikuti sosialisasi K3 yang dilaksanakan bersama Anggota MIND ID.
Participants joined OHS awareness programs conducted together with MIND ID Members.

Inisiatif K3
OHS Initiatives



Culture & Change Management: Membentuk Lingkungan Kerja Sehat dan Produktif di ANTAM

Culture & Change Management: Creating a Healthy and Productive Work Environment at ANTAM

ANTAM menjalankan berbagai inisiatif *Culture & Change Management* untuk memperkuat budaya kerja yang sehat, adaptif, dan produktif di lingkungan Perusahaan. Program ini dirancang untuk menghadirkan aktivitas yang relevan dan berdampak langsung terhadap kesejahteraan pegawai sekaligus mendukung peningkatan kinerja organisasi secara berkelanjutan, antara lain melalui pelaksanaan program *Fit Forward, Weight Loss Challenge*, dan *Fit Corner* sebagai bagian dari penguatan budaya hidup sehat di tempat kerja.

Program *Fit Forward* hadir sebagai *corporate wellness* program lintas divisi yang mengintegrasikan peran *Health Safety Security and Environment, Human Capital, General Affair*, dan *Corporate Communication* dalam mendorong kesehatan fisik maupun mental pekerja melalui berbagai aktivitas kebugaran dan edukasi kesehatan. Sementara inisiatif *Weight Loss Challenge* turut diperkuat melalui kegiatan masak sehat bersama keluarga pegawai di UBP Nikel Kolaka dengan menghadirkan *chef* profesional, khususnya bagi pegawai dengan kategori *medically high risk*.

ANTAM implements various Culture & Change Management initiatives to strengthen a healthy, adaptive, and productive work culture within the Company. These programs are designed to provide relevant activities that directly impact employee well-being while supporting sustainable organizational performance improvement. These include the Fit Forward, Weight Loss Challenge, and Fit Corner programs, as part of strengthening a healthy lifestyle in the workplace.

The Fit Forward program is a cross-divisional corporate wellness program that integrates the roles of Health, Safety, Security, and Environment, Human Capital, General Affairs, and Corporate Communications in promoting employee physical and mental health through various fitness activities and health education. Meanwhile, the Weight Loss Challenge initiative is also strengthened through healthy cooking activities with employee families at the Kolaka Nickel Mining Business Unit, which involves professional chefs, especially for employees in the medically high-risk category.

Inisiatif K3
OHS Initiatives



Penguatan Budaya K3 melalui Program Pengelolaan Risiko Terintegrasi

Strengthening OHS Culture through an Integrated Risk Management Program

PTBA melaksanakan berbagai program pengelolaan dan mitigasi risiko K3 secara berkelanjutan sesuai Rencana Program K3, yang mencakup peningkatan kompetensi, komunikasi, dan deteksi dini potensi bahaya. Program tersebut meliputi *refresh training* K3, pembahasan laporan investigasi, pembentukan Agent SHE, serta pengoperasian Call Center K3 sebagai media pelaporan bahaya di area kerja. Selain itu, PTBA juga memperkuat budaya kepatuhan melalui kegiatan *Sweeping Golden Rules* dan Inspeksi Mendadak (Sidak) *Golden Rules*, serta pengawasan rutin oleh manajemen melalui *Top Management Tour* dan *Middle Management Inspection* untuk memastikan identifikasi serta penanganan kondisi tidak standar secara cepat dan tepat.

Selain aspek pengawasan, PTBA juga melakukan pengendalian preventif melalui pengukuran lingkungan kerja untuk menjaga kesehatan pekerja, serta pelaksanaan program *December Alert* yang meningkatkan intensitas *safety talk* pada periode risiko tinggi. Seluruh upaya tersebut dilengkapi dengan pembinaan dan pengawasan K3 di unit operasional dan anak perusahaan untuk memastikan implementasi yang konsisten serta penyempurnaan berkelanjutan dalam pengelolaan keselamatan dan kesehatan kerja.

PTBA implements various OHS risk management and mitigation programs on an ongoing basis in accordance with the OHS Program Plan, which includes improving competency, communication, and early detection of potential hazards. The program includes OHS refresh training, discussion of investigation reports, formation of SHE Agents, and operation of the OHS Call Center as a medium for reporting hazards in the work area. In addition, PTBA also strengthens the culture of compliance through Golden Rules for Sweeping activities and Golden Rules for Sudden Inspections (Sidak), as well as routine supervision by management through Top Management Tours and Middle Management Inspections to ensure the identification and handling of non-standard conditions quickly and appropriately.

In addition to supervisory aspects, PTBA also implements preventive controls through work environment measurements to maintain worker health, as well as the December Alert program, which increases the intensity of safety talks during high-risk periods. All of these efforts are complemented by OHS guidance and supervision in operational units and subsidiaries to ensure consistent implementation and continuous improvement in OHS management.

Inisiatif K3
OHS Initiatives



Penguatan Sistem Keselamatan Kerja melalui Pengelolaan Risiko Terintegrasi

Strengthening Occupational Safety Systems through Integrated Risk Management

INALUM memastikan aspek keselamatan di lokasi kerja dikelola secara optimal sebagai bagian dari upaya pencegahan risiko dalam kegiatan operasional. Implementasi pengawasan dilakukan melalui pemasangan CCTV untuk memantau aktivitas di area kerja serta penerapan *Speed Alarm* pada kendaraan dinas guna memastikan kepatuhan terhadap batas kecepatan yang telah ditetapkan.

Selain itu, INALUM menerapkan Sistem Izin Kerja Aman (SIKA) untuk pekerjaan berisiko tinggi dan *Safety Golden Rules* guna memperkuat pengawasan serta mencegah terjadinya insiden kerja. Upaya ini didukung oleh pelatihan K3 secara berkelanjutan bagi tenaga kerja serta penyusunan dan simulasi rencana evakuasi dan tanggap darurat untuk meningkatkan kesiapsiagaan dalam menghadapi kondisi darurat.

INALUM ensures that safety aspects at work sites are optimally managed as part of operational risk prevention efforts. Supervision is implemented through the installation of CCTV to monitor activity in the work area and the implementation of speed alarms on official vehicles to ensure compliance with established speed limits.

In addition, INALUM implements the Safe Work Permit System (SIKA) for high-risk work and the Safety Golden Rules to strengthen supervision and prevent workplace incidents. These efforts are supported by ongoing OHS training for workers and the development and simulation of evacuation and emergency response plans to enhance preparedness in the face of emergencies.

Kecelakaan Kerja [GRI 403-9]

Sebagai bagian dari komitmen dalam menjaga keselamatan kerja dan memastikan keberlangsungan operasional, MIND ID secara konsisten melakukan evaluasi berkala terhadap efektivitas sistem pengendalian bahaya serta penilaian risiko kecelakaan kerja di seluruh wilayah operasional. Setiap insiden yang terjadi selama periode pelaporan ditangani melalui proses investigasi yang sistematis dan mengacu pada prosedur yang telah distandarisasi, guna mengidentifikasi akar penyebab secara komprehensif.

Hasil investigasi tersebut selanjutnya dirumuskan dalam bentuk rekomendasi perbaikan yang bersifat wajib dan harus ditindaklanjuti oleh unit terkait, sebagai langkah preventif untuk mencegah terulangnya kejadian serupa. Pelaksanaan tindak lanjut ini dipantau secara langsung oleh jajaran manajemen puncak dan dilaporkan secara berkala melalui forum Komite Keselamatan Pertambangan (KKP), sebagai bagian dari mekanisme pengawasan yang terintegrasi.

Pendekatan ini merupakan bagian integral dari penerapan sistem manajemen risiko K3 di seluruh Grup MIND ID. Melalui pengelolaan risiko yang terstruktur, Perusahaan berupaya menekan tingkat kecelakaan kerja dan insiden K3, baik yang berpotensi menyebabkan cedera maupun fatalitas, sekaligus meminimalkan risiko kerusakan terhadap aset dan fasilitas operasional.

Untuk ANTAM, PTBA, dan TIMAH, Kepala Teknik Tambang (KTT) wajib segera melaporkan kejadian kecelakaan melalui media komunikasi kepada Inspektur Tambang Kementerian ESDM dan MIND ID, disertai penyampaian laporan awal kecelakaan. Selanjutnya, perusahaan membentuk tim investigasi untuk melakukan analisis lebih lanjut dan menyusun rekomendasi perbaikan serta langkah pencegahan guna meminimalkan potensi kejadian serupa di masa mendatang.

Sementara itu, INALUM membentuk Tim Penanggulangan Keadaan Darurat yang bertugas menjalankan program kesiapsiagaan dan respons darurat untuk melindungi pekerja, kontraktor, tamu, dan masyarakat sekitar, sekaligus mencegah potensi dampak lingkungan. Pelatihan dan simulasi tanggap darurat juga dilakukan secara berkala untuk meningkatkan kesiapan personel dalam menghadapi berbagai risiko operasional.

Grup MIND ID juga melakukan penanganan dan evaluasi atas setiap kasus fatalitas maupun *recordable incidents* yang terjadi di lingkungan operasional. Setiap insiden ditindaklanjuti melalui proses investigasi untuk mengidentifikasi akar penyebab dan menyusun tindakan korektif serta preventif guna mencegah terulangnya kejadian serupa. Selain itu, Grup MIND ID secara berkala melaksanakan simulasi tanggap darurat (*emergency drill*) untuk meningkatkan kesiapsiagaan personel, efektivitas prosedur, serta penguatan budaya keselamatan kerja di seluruh area operasional.

Sebagai bentuk transparansi, MIND ID menyajikan data statistik kecelakaan kerja sepanjang tahun 2025 yang mencakup seluruh tenaga kerja, baik pegawai tetap maupun tenaga kerja kontraktor (non-pegawai), di lingkungan Grup.

Occupational Accident [GRI 403-9]

As part of its commitment to maintaining occupational safety and ensuring operational continuity, MIND ID consistently conducts periodic evaluations of the effectiveness of its hazard control system and assesses workplace accident risks across all operational areas. Every incident that occurs during the reporting period is handled through a systematic investigation process and refers to standardized procedures to comprehensively identify root causes.

The results of the investigation are then formulated into mandatory recommendations for improvement that must be followed up by the relevant units as a preventative measure to prevent a recurrence of similar incidents. This follow-up is directly monitored by top management and reported periodically through the Mining Safety Committee (KKP) as part of an integrated oversight mechanism.

This approach is an integral part of the implementation of an OHS risk management system across MIND ID Group. Through structured risk management, the Company strives to reduce the rate of workplace accidents and OHS incidents, both those with the potential to cause injury and fatalities, while minimizing the risk of damage to operational assets and facilities.

For ANTAM, PTBA, and TIMAH, the Heads of Mining Engineering (KTT) are required to immediately report accident incidents through communication channels to the Mining Inspectorate of the Ministry of Energy and Mineral Resources (ESDM) and MIND ID, accompanied by a preliminary incident report. The companies subsequently establish an investigation team to conduct further analysis and develop corrective and preventive measures to minimize the likelihood of similar incidents recurring in the future.

Meanwhile, INALUM has established an Emergency Response Team to implement emergency preparedness and response programs aimed at protecting employees, contractors, visitors, and surrounding communities, while also preventing potential environmental impacts. Regular emergency response training and simulations are conducted to strengthen personnel readiness in addressing operational risks and emergency situations.

MIND ID Group also conducts evaluations and follow up actions for every fatality and recordable incident occurring across its operations. Each incident is followed up through investigation processes to identify root causes and establish corrective and preventive actions aimed at preventing similar incidents from recurring. In addition, MIND ID Group regularly conducts emergency drills to enhance personnel preparedness, improve procedural effectiveness, and strengthen workplace safety culture across operational areas.

As a form of transparency, MIND ID presents statistical data on occupational accidents throughout 2025 which covers the entire workforce, both permanent employees and contractors (non-employees), within the Group.

Tingkat Kecelakaan Kerja Pegawai
Employee Occupational Accident Rate

Uraian Description	2025				2024				2023			
	ANTAM	PTBA	INALUM	TIMAH	ANTAM	PTBA	INALUM	TIMAH	ANTAM	PTBA	INALUM	TIMAH
Jumlah Jam Kerja (juta jam) Number of Working Hours (million hours)	6,50	3,38	4,28	5,04	6,70	3,45	4,64	5,49	0,370	3,03	4,53	5,93
Jam Kerja Aman (juta jam) Safe Manhours (million hours)	6,50	3,38	4,28	1,77	6,70	3,45	2,12	4,08	0,370	3,03	4,53	5,91
Fatalitas Fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Recordable Incidents	0	0	2	3	0	0	3	1	0	0	2	1
Frequency Rate (FR)	0	0	0,19	0,65	0	0	0,650	0,294	0	0	0,440	0,071
Severity Rate (SR)	0	0	4,69	2,956	0	0	40,5	442	0	0	0	212
Total Recordable Incident Rate (TRIR)	0	0	0,08	0,039	0	0	0,130	0,058	0	0	0,040	0,031

Tingkat Kecelakaan Kerja Kontraktor
Contractor Occupational Accident Rate

Uraian Description	2025				2024				2023			
	ANTAM	PTBA	INALUM	TIMAH	ANTAM	PTBA	INALUM	TIMAH	ANTAM	PTBA	INALUM	TIMAH
Jumlah Jam Kerja (juta jam) Number of Working Hours (million hours)	33,72	78,52	6,51	10,12	27,4	49,1	5,68	8,5	1,92	56,2	6,79	8,20
Jam Kerja Aman (juta jam) Safe Manhours (million hours)	33,72	78,52	6,56	1,04	27,4	34,8	1,01	3,83	1,92	56,2	0,600	1,82
Fatalitas Fatalities	0	0	0	2	0	1	0	1	0	0	0	3
Recordable Incidents	0	213	2	8	4	17	5	2	3	3	1	3
Frequency Rate (FR)	0	0,073	0,15	0,394	0,15	0,121	0,880	0,294	0,144	0	0,150	0,282
Severity Rate (SR)	0	2,16	6,46	1.589,14	7,46	127	55,1	1.327	1,44	0	265	1.273
Total Recordable Incident Rate (TRIR)	0	0,049	0,06	0,106	0,087	0,065	0,180	0,088	0,030	0,010	0,090	0,091

Keterangan:
- Pemantauan data *safe manhours* dilakukan di masing-masing unit bisnis dan dihitung berdasarkan 1.000.000 jam kerja.
- *Safe manhour* mencerminkan total jam kerja tanpa kecelakaan yang menyebabkan hilangnya waktu kerja. Sebaliknya, *Lost Time Incident* (LTI) merujuk pada insiden kerja yang mengharuskan pekerja menghentikan aktivitasnya setidaknya selama satu shift pascakejadian.

Sumber: OSHA *Recordkeeping Requirements* (29 CFR 1904)

Information:
- Safe manhours data monitoring is collected in each business unit and is calculated based on 1,000,000 working hours.
- Safe manhour reflects the total hours worked without an accident resulting in lost work time. Conversely, a Lost Time Incident (LTI) refers to a work incident that requires a worker to stop their activities for at least one shift after the incident.
- Source: OSHA Recordkeeping Requirements (29 CFR 1904)

Penyakit Akibat Kerja [GRI 403-10]

MIND ID secara proaktif melakukan identifikasi dan evaluasi terhadap potensi Penyakit Akibat Kerja (PAK) serta gangguan kesehatan yang berhubungan dengan aktivitas kerja. Upaya ini merupakan bagian dari strategi peningkatan kualitas Keselamatan dan Kesehatan Kerja (K3) yang berkelanjutan, sekaligus wujud komitmen Perusahaan dalam melindungi kesehatan tenaga kerja dan meminimalkan risiko terjadinya PAK.

Pendekatan yang diterapkan bersifat komprehensif, mencakup pencegahan, pemantauan, serta peningkatan kesejahteraan pegawai. Dalam implementasinya, risiko PAK diklasifikasikan ke dalam lima kelompok utama, yaitu faktor fisik (seperti kebisingan dan suhu ekstrem), kimia, biologis, ergonomi (termasuk postur kerja yang tidak ideal), serta psikososial (seperti stres dan beban kerja).

Paparan dari faktor-faktor tersebut dapat menimbulkan berbagai jenis Penyakit Akibat Kerja (PAK), antara lain Infeksi Saluran Pernapasan Akut (ISPA) akibat paparan debu atau kualitas udara yang kurang baik, gangguan pendengaran akibat kebisingan (*noise-induced hearing loss*), penyakit kulit seperti dermatitis akibat paparan bahan kimia, gangguan musculoskeletal disorders (MSDs) akibat kerja repetitif atau postur tidak ergonomis, serta gangguan kesehatan mental terkait stres kerja. Seluruh upaya ini mengacu pada ketentuan Peraturan Menteri Ketenagakerjaan No. 5 Tahun 2018.

Berdasarkan hasil identifikasi tahun 2025, MIND ID telah menetapkan berbagai langkah mitigasi untuk mengurangi potensi terjadinya PAK serta mencegah kejadian berulang di masa mendatang. Hasil pemeriksaan kesehatan tahunan menunjukkan bahwa tidak terdapat kasus fatalitas akibat PAK di seluruh area operasional Grup MIND ID. Hal ini didukung oleh pelaksanaan program *Medical Check Up* (MCU) secara berkala sebagai bagian dari upaya preventif, yang digunakan sebagai dasar penilaian kondisi kesehatan pekerja serta memastikan pekerja dengan kondisi kesehatan tertentu mendapatkan penanganan dan rekomendasi kerja yang sesuai.

Pada saat yang sama, hasil pemeriksaan juga mengidentifikasi sejumlah indikator kesehatan yang perlu menjadi perhatian, antara lain status gizi berlebih, defisiensi vitamin D3, penurunan ketajaman penglihatan, kondisi prehipertensi, serta peningkatan kadar asam urat. Temuan ini menjadi dasar bagi Perusahaan dan pegawai dalam mengambil langkah-langkah preventif guna menjaga dan meningkatkan kondisi kesehatan secara berkelanjutan.

Occupational Diseases [GRI 403-10]

MIND ID proactively identifies and evaluates potential Occupational Illnesses (PAK) and health problems related to work activities. This effort is part of a strategy to continuously improve OHS and demonstrates the company's commitment to protecting the health of its workforce and minimizing the risk of PAK.

The approach applied is comprehensive, encompassing prevention, monitoring, and the improvement of employee well-being. In its implementation, occupational disease (OD) risks are classified into five main groups, namely physical factors (such as noise and extreme temperatures), chemical, biological, ergonomic (including improper working postures), and psychosocial (such as stress and workload).

Exposure to these factors can cause various types of Occupational Illnesses (Penyakit Akibat Kerja, PAK), including Acute Respiratory Tract Infections (ARI) due to exposure to dust or poor air quality, hearing loss due to noise (noise-induced hearing loss), skin diseases such as dermatitis due to exposure to chemicals, musculoskeletal disorders (MSDs) due to repetitive work or non-ergonomic postures, and mental health disorders related to work stress. All these efforts refer to the provisions of the Minister of Manpower Regulation No. 5 of 2018.

Based on the 2025 identification results, MIND ID has established various mitigation measures to reduce the potential for OCD and prevent future recurrence. Annual health checks indicate no fatalities due to OCD across all MIND ID Group operational areas. This is supported by the periodic implementation of Medical Check-Up (MCU) programs as part of preventive efforts, which serve as the basis for assessing workers' health conditions and ensuring that workers with specific health conditions receive appropriate treatment and work recommendations.

At the same time, the examination results also identified a number of health indicators that require attention, including overweight/obesity, vitamin D3 deficiency, declining visual acuity, pre-hypertension, and elevated uric acid levels. These findings serve as a basis for the Company and employees to take preventive measures to maintain and improve health conditions sustainably.

Keamanan [GRI 410-1]

MIND ID menempatkan aspek keamanan sebagai elemen strategis dalam memastikan terciptanya lingkungan kerja yang aman, tertib, dan kondusif bagi kelancaran kegiatan operasional. Mengingat karakteristik industri pertambangan yang memiliki tingkat risiko tinggi, Perusahaan menerapkan standar pengamanan yang ketat dan terintegrasi bagi seluruh insan perusahaan maupun mitra penyedia jasa keamanan.

Seluruh personel keamanan (100%) dibekali pelatihan yang komprehensif, termasuk melalui program pelatihan Gada Pratama, yang tidak hanya menitikberatkan pada keterampilan teknis, tetapi juga pemahaman terhadap aspek hukum dan etika, seperti Hak Asasi Manusia (HAM), Kitab Undang-Undang Hukum Pidana (KUHP), Kitab Undang-Undang Hukum Acara Pidana (KUHAP), serta regulasi terkait lainnya. Dengan demikian, setiap tindakan pengamanan dilaksanakan secara profesional, proporsional, dan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Dalam memperkuat sistem keamanan, MIND ID juga menjalin sinergi dengan Kepolisian Negara Republik Indonesia (POLRI) dan Kepolisian Daerah (POLDA) di wilayah operasional Anggota MIND ID. Kolaborasi ini merupakan bagian dari pengamanan Objek Vital Nasional (OBVITNAS), yang memungkinkan Perusahaan untuk mengantisipasi potensi gangguan keamanan sekaligus merespons situasi darurat secara cepat dan efektif.

Seluruh entitas dalam Grup MIND ID merupakan perusahaan yang tergolong dalam OBVITNAS berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral RI No. 159.K/90/MEM/2020 tentang Perubahan atas Keputusan Menteri Energi dan Sumber Daya Mineral No. 77.K/90/MEM/2019 tentang Obyek Vital Nasional Bidang Energi dan Sumber Daya Mineral.

Integrasi Aset dan Pengelolaan Insiden

Sebagai bagian dari penguatan tata kelola keamanan, MIND ID telah menetapkan kebijakan pengamanan yang mengedepankan prinsip penghormatan terhadap Hak Asasi Manusia (HAM). Seluruh personel keamanan (100%), termasuk yang berasal dari pihak ketiga, diwajibkan mengikuti pelatihan yang relevan guna memastikan kesiapan kompetensi, kedisiplinan, serta kepatuhan terhadap standar operasional dan ketentuan hukum yang berlaku. [GRI 410-1]

Security [GRI 410-1]

MIND ID prioritizes security as a strategic element in ensuring a safe, orderly, and conducive work environment for smooth operational activities. Given the high-risk nature of the mining industry, the Company implements strict and integrated security standards for all employees and security service providers.

All security personnel (100%) are provided with comprehensive training, including through the Gada Pratama training program, which emphasizes not only technical skills but also an understanding of legal and ethical aspects, such as Human Rights (Hak Asasi Manusia, HAM), Criminal Code (KUHP), Criminal Procedure Code (KUHAP), and other relevant regulations. Thus, every security measure is implemented professionally, proportionally, and in accordance with applicable laws and regulations.

To strengthen its security system, MIND ID also collaborates with the Indonesian National Police (POLRI) and Regional Police (POLDA) in the operational areas of its MIND ID Members. This collaboration is part of the National Vital Objects (OBVITNAS) security program, enabling the Company to anticipate potential security threats and respond quickly and effectively to emergencies.

All entities in MIND ID Group are companies classified as OBVITNAS based on Decision of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 159.K/90/MEM/2020 concerning Amendments to Decision of the Minister of Energy and Mineral Resources No. 77.K/90/MEM/2019 concerning National Vital Objects in the Energy and Mineral Resources Sector.

Asset Integration and Incident Management

As part of strengthening security governance, MIND ID has established a security policy that prioritizes the principle of respect for human rights. All security personnel (100%), including those from third parties, are required to undergo relevant training to ensure competency, discipline, and compliance with operational standards and applicable legal provisions. [GRI 410-1]

Upaya pengamanan yang diterapkan mencakup perlindungan menyeluruh terhadap berbagai aset strategis Perusahaan, termasuk sumber daya manusia, material, data dan informasi, instalasi serta fasilitas operasional, sistem komunikasi, hingga peralatan pendukung. Pendekatan ini dirancang untuk memitigasi potensi ancaman dan gangguan, baik yang berasal dari internal maupun eksternal, yang berpotensi menimbulkan kerugian bagi Perusahaan.

Selain itu, MIND ID juga mengedepankan pendekatan preventif dalam meminimalkan risiko terjadinya insiden yang dapat mengakibatkan korban jiwa. Langkah-langkah pengamanan dilaksanakan secara terukur dan proporsional, dengan tetap mengacu pada peraturan perundang-undangan, standar operasional, serta kebijakan internal Perusahaan.

Rekrutmen [GRI 401-1]

Grup MIND ID menerapkan proses rekrutmen yang berlandaskan prinsip kesetaraan, transparansi, dan inklusivitas. Kesempatan kerja dibuka secara luas bagi seluruh individu yang memenuhi kualifikasi, termasuk masyarakat lokal di sekitar wilayah operasional, sebagai bagian dari komitmen Perusahaan dalam mendorong pemberdayaan ekonomi daerah.

Sejalan dengan kebijakan nasional, MIND ID turut berpartisipasi aktif dalam Program Perekrutan Bersama BUMN yang diselenggarakan oleh Kementerian BUMN bekerja sama dengan Forum *Human Capital* Indonesia (FHCI). Selain itu, Perusahaan juga mengembangkan program XPLORER – *Management Acceleration Program* sebagai inisiatif strategis dalam menyiapkan talenta muda yang unggul, adaptif, dan berdaya saing tinggi.

Program ini dirancang untuk membentuk calon pemimpin masa depan yang mampu menghadapi dinamika industri yang terus berkembang, sekaligus memastikan keberlanjutan kepemimpinan dan penguatan kapabilitas organisasi dalam jangka panjang.

The security measures implemented encompass comprehensive protection of the Company's various strategic assets, including human resources, materials, data and information, operational installations and facilities, communication systems, and supporting equipment. This approach is designed to mitigate potential threats and disruptions, both internal and external, that could potentially cause losses to the Company.

Furthermore, MIND ID prioritizes a preventative approach to minimize the risk of incidents that could result in loss of life. Security measures are implemented in a measured and proportional manner, while adhering to the laws and regulations, operational standards, and internal company policies.

Recruitment [GRI 401-1]

MIND ID Group implements a recruitment process based on the principles of equality, transparency, and inclusivity. Employment opportunities are open to all qualified individuals, including local communities surrounding its operational areas, as part of the Company's commitment to promoting regional economic empowerment.

In line with national policy, MIND ID actively participates in the Joint SOE Recruitment Program organized by the Ministry of SOEs in collaboration with the Indonesian Human Capital Forum (FHCI). Furthermore, the Company is developing the XPLORER – Management Acceleration Program as a strategic initiative to prepare superior, adaptive, and highly competitive young talent.

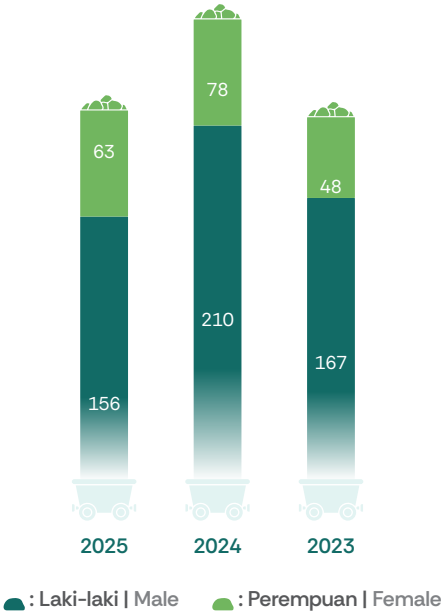
This program is designed to develop future leaders who are able to face the dynamics of the ever-evolving industry, while ensuring the sustainability of leadership and strengthening organizational capabilities in the long term.

Rekrutmen dan Pergantian Pegawai
Employee Recruitment and Turnover

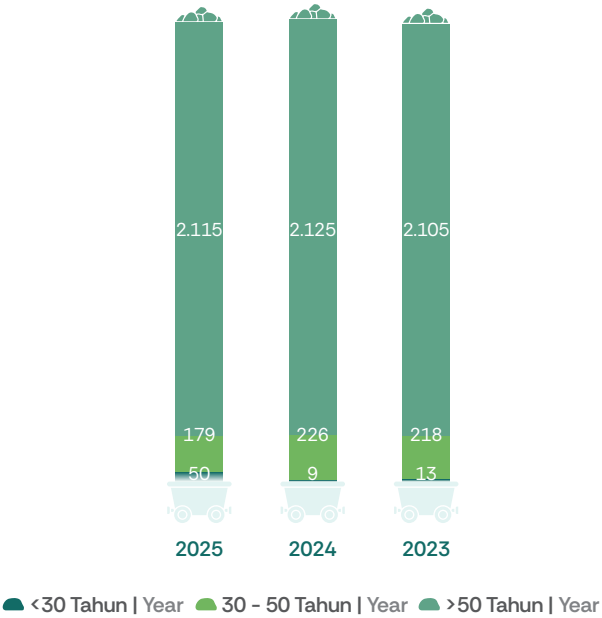
Uraian Description	Unit	2025	2024	2023
Jumlah Pegawai Baru Number of New Employees	Orang Person	219	288	215
Jumlah Pegawai Keluar Number of Employees Leaving	Orang Person	362	314	317
Total Jumlah Pegawai Total Number of Employees	Orang Person	10.252	10.484	10.629
Rasio Rekrutmen Pegawai Baru New Employee Recruitment Ratio	%	2,14	2,75	2,02
Rasio Pergantian Pegawai Employee Turnover Ratio	%	3,53	3,00	2,98

Keterangan | Information:
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Total Rekrutmen Pegawai Berdasarkan Jenis Kelamin
Total Employee Recruitment Based on Gender

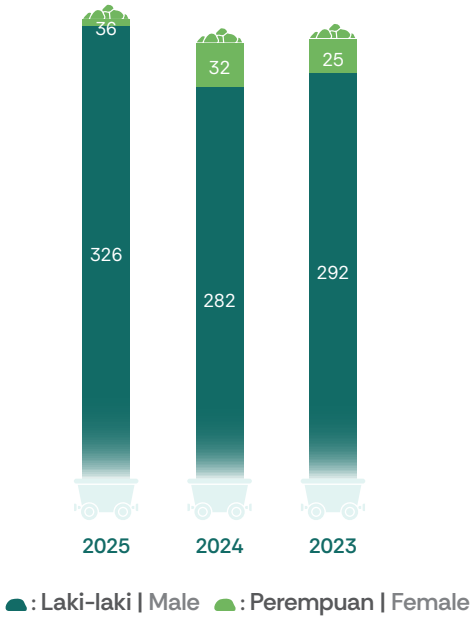


Total Rekrutmen Pegawai Berdasarkan Usia
Total Employee Recruitment Based on Age

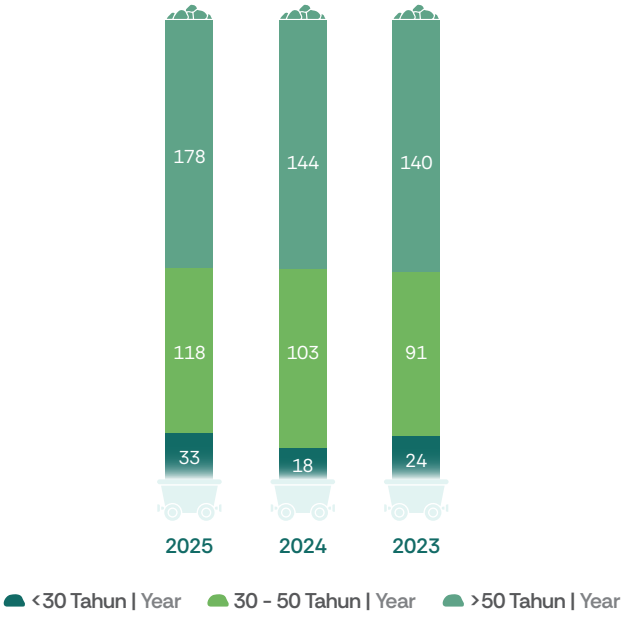


Catatan | Note:
- Data tidak termasuk rekrutmen PKWT PTBA.
  Data excludes recruitment of PTBA temporary employees.

Pergantian Pegawai Berdasarkan Jenis Kelamin
Employee Turnover Based on Gender

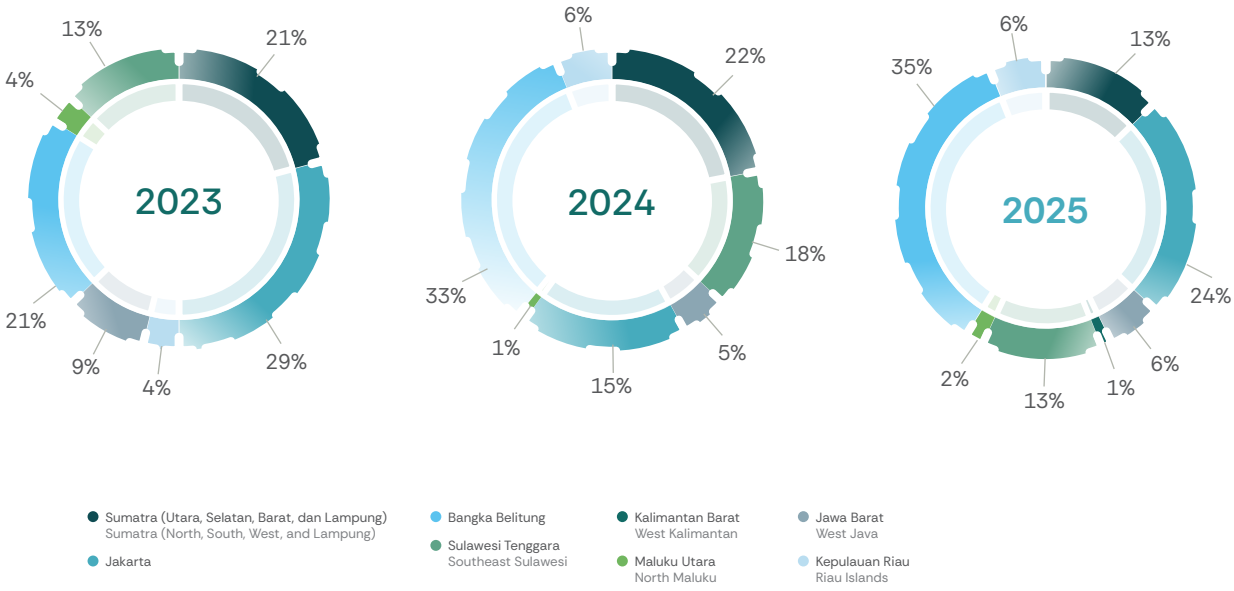


Pergantian Pegawai Berdasarkan Usia
Employee Turnover Based on Age

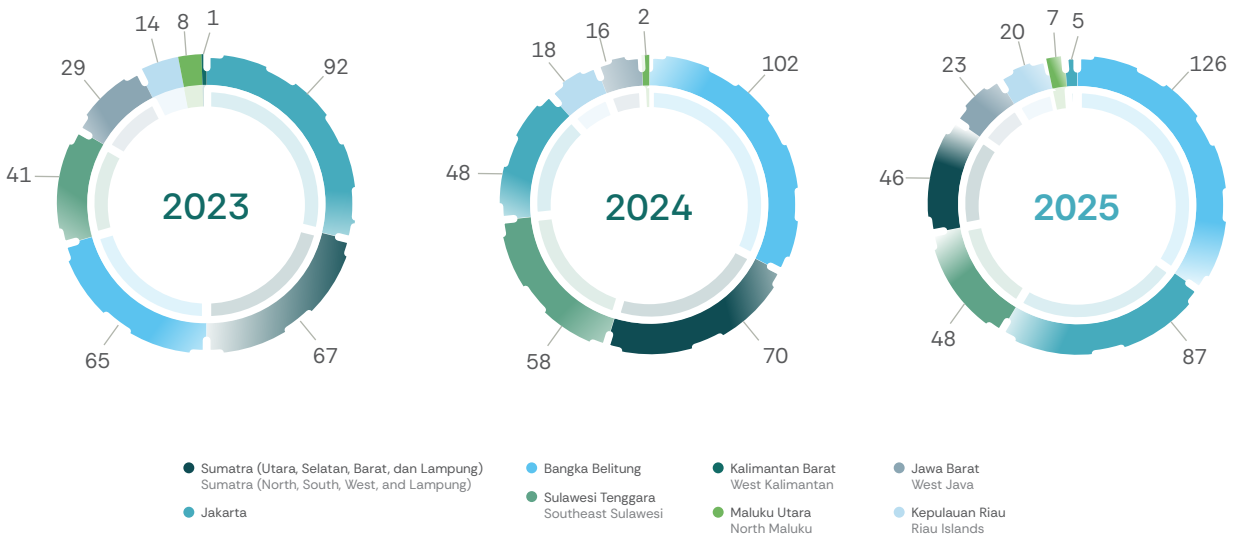


Catatan | Note:
- Data tidak termasuk rekrutmen PKWT PTBA.
  Data excludes recruitment of PTBA temporary employees.

Rekrutmen berdasarkan Wilayah
Recruitment based on Area



Pergantian Pegawai
Employee Turnover



Pergantian Pegawai
Employee Turnover

Wilayah Area	2025	2024	2023
Jakarta	92	48	87
Jawa Barat West Java	29	16	23
Kalimantan Barat West Kalimantan	1	0	5
Sulawesi Tenggara Southeast Sulawesi	41	58	48
Maluku Utara North Maluku	8	2	7
Bangka Belitung	65	102	126
Kepulauan Riau Riau Islands	14	18	20
Sumatra (Utara, Selatan, Barat, dan Lampung) Sumatra (North, South, West, and Lampung)	67	70	46
Total	**317**	**314**	**362**

Rekrutmen Bersama BUMN
Joint Recruitment of State-Owned Enterprises (SOEs)



Mengembangkan Talenta untuk Keunggulan dan Keberlanjutan

Developing Talent for Excellence and Sustainability

ANTAM mengelola pengembangan sumber daya manusia melalui pendekatan terstruktur yang terintegrasi dengan strategi bisnis dan keberlanjutan perusahaan. Pada tahun 2025, Perseroan berpartisipasi dalam Rekrutmen Bersama BUMN sebagai bagian dari strategi untuk memastikan ketersediaan talenta berkualitas yang mendukung transformasi bisnis jangka panjang.

Inisiatif ini diperkuat melalui penyelenggaraan ANTAM *Fresh Graduate Program* (AFGP), yaitu program pengembangan selama satu tahun yang dirancang untuk membangun kompetensi teknis dan perilaku melalui kombinasi pelatihan kelas, pembelajaran berbasis proyek, serta penugasan langsung di unit operasional. Program ini berfokus pada pengembangan kapabilitas di area kritikal seperti *Mining, Exploration, Processing,* dan *Electrical,* guna memastikan kesiapan tenaga kerja dalam mendukung kebutuhan operasional yang semakin kompleks.

ANTAM manages human resource development through a structured approach integrated with the company's business strategy and sustainability. In 2025, the Company participated in the Joint Recruitment of State-Owned Enterprises (SOEs) as part of its strategy to ensure the availability of quality talent to support long-term business transformation.

This initiative is strengthened through the implementation of the ANTAM Fresh Graduate Program (AFGP), a one-year development program designed to build technical and behavioral competencies through a combination of classroom training, project-based learning, and direct assignments in operational units. This program focuses on developing capabilities in critical areas such as Mining, Exploration, Processing, and Electrical, to ensure workforce readiness to support increasingly complex operational needs.

Inklusi & Keberagaman

Grup MIND ID berkomitmen untuk menjunjung tinggi prinsip keberagaman dan inklusi dalam seluruh praktik pengelolaan sumber daya manusia. Meskipun komposisi tenaga kerja masih didominasi oleh laki-laki, sejalan dengan karakteristik industri pertambangan, Perusahaan tetap menjamin kesempatan yang setara bagi setiap individu untuk berkontribusi tanpa memandang jenis kelamin, agama, ras, suku, latar belakang sosial, maupun kondisi fisik.

Komitmen ini juga tercermin pada tingkat kepemimpinan, di mana MIND ID telah memiliki representasi perempuan dalam jajaran Dewan Komisaris. Perusahaan meyakini bahwa keberagaman perspektif dan terciptanya lingkungan kerja yang inklusif merupakan elemen penting dalam mendorong inovasi, meningkatkan kemampuan adaptasi, serta memperkuat keberlanjutan organisasi.

Pada tahun 2024, Grup MIND ID memiliki 10.484 pegawai dan 25.098 tenaga alih daya, yang pada tahun 2025 menjadi 10.252 pegawai dan 16.982 tenaga alih daya. Perubahan jumlah pegawai tersebut dipengaruhi oleh langkah optimalisasi dan efisiensi di berbagai lini operasional, yang dilakukan untuk mendukung pencapaian produktivitas yang lebih optimal. [GRI 2-8]

Inclusion & Diversity

MIND ID Group is committed to upholding the principles of diversity and inclusion in all human resource management practices. Although the workforce remains predominantly male, in line with the characteristics of the mining industry, the Company continues to ensure equal opportunities for every individual to contribute regardless of gender, religion, race, ethnicity, social background, or physical condition.

This commitment is also reflected at the leadership level, where MIND ID has female representation on its Board of Commissioners. The company believes that diverse perspectives and an inclusive work environment are crucial for driving innovation, enhancing adaptability, and strengthening organizational sustainability.

In 2024, MIND ID Group had 10,484 employees and 25,098 outsourced workers, which in 2025 became 10,252 employees and 16,982 outsourced workers. The change in employee numbers was driven by optimization and efficiency initiatives across various operational lines, implemented to support higher productivity. [GRI 2-8]

Jenis Kelamin Gender	Pegawai Grup MIND ID MIND ID Group Employee		
	2025	2024	2023
Laki-laki Male	89,0%	89,4%	89,9%
Perempuan Female	11,0%	10,6%	10,1%

Tenaga Alih Daya [GRI 2-8]
Outsourcing [GRI 2-8]

Pekerja yang bukan Pegawai Workers who are not employees	2025	2024	2023
Laki-laki Male	25.424	13.334	23.662
Perempuan Female	1.452	1.736	2.397
Total	**26.876**	**15.070**	**26.059**

Demografi Pegawai Grup MIND ID [GRI 2-7]

MIND ID menggunakan pendekatan *headcount* pada akhir periode pelaporan untuk menghitung jumlah pegawai. Berikut ini adalah informasi demografis pegawai di Grup MIND ID, yang disajikan secara komprehensif meliputi jenis kelamin, status ketenagakerjaan, kelompok usia, dan sebaran wilayah operasional:

MIND ID Group Employee Demographics [GRI 2-7]

MIND ID uses a headcount approach at the end of the reporting period to calculate the number of employees. The following is comprehensive demographic information about employees in MIND ID Group, presented by gender, employment status, age group, and operational area distribution:

Demografi Pegawai Grup MIND ID
MIND ID Group Employee Demographics

Uraian Description	2025		2024		2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Status Ketenagakerjaan Employment Status						
Pegawai Kontrak Contract Employees	177	85	204	66	225	55
Pegawai Tetap Permanent Employees	8.951	1.039	9.172	1.042	9.327	1.022
TOTAL	9.128	1.124	9.376	1.108	9.552	1.077
Area Operasional Operational Area						
Sumatra* Sumatra*	2.917	410	2.959	409	2.945	383
Kepulauan Riau Riau Islands	788	32	797	33	830	39
Bangka Belitung Bangka Belitung	2.826	203	2.967	209	3.070	208
Maluku Utara North Maluku	270	4	334	20	440	12
Sulawesi Tenggara Southeast Sulawesi	876	24	1.000	60	966	38
Kalimantan Barat West Kalimantan	63	0	81	4	55	1
Jawa Barat West Java	187	2	229	9	219	6
Jakarta Jakarta	1.201	449	1.009	364	1.027	390
Total	**9.128**	**1.124**	**9.376**	**1.108**	**9.552**	**1.077**

Keterangan | Information

*termasuk Sumatra Utara, Sumatra Barat, Sumatra Selatan dan Lampung
*including North Sumatra, West Sumatra, South Sumatra and Lampung

Pada tahun 2025, jumlah pegawai Grup MIND ID tercatat sebanyak 10.252orang, mengalami penurunan sebesar 232 orang atau 2,2 % dibandingkan tahun sebelumnya yang berjumlah 10.484 orang. Perubahan ini dipengaruhi oleh berbagai faktor, termasuk dinamika kebutuhan operasional dan strategi pengelolaan sumber daya manusia yang diterapkan oleh anggota MIND ID.

In 2025, MIND ID Group employed 10,252 people, a decline of 232 individuals or 2.2 % compared to the previous year's total of 10,484. This change reflects various factors, evolving operational needs and human resource management strategies implemented by MIND ID members.

Program Talenta
Talent Program



Mendorong Kepemimpinan Inklusif melalui Talenta Diversity ANTAM

Promoting Inclusive Leadership through ANTAM's Diversity Talent

Program Talenta Diversity Perempuan dan Milenial merupakan inisiatif ANTAM dalam memperkuat keberagaman kepemimpinan dan memastikan keberlanjutan talenta di masa depan. Program ini mendorong peningkatan partisipasi perempuan serta generasi milenial dalam jalur pengembangan talenta strategis Perusahaan sebagai bagian dari pengembangan kepemimpinan yang inklusif, adaptif, dan berorientasi pada transformasi bisnis.

The Women and Millennial Talent Diversity Program is an ANTAM initiative to strengthen leadership diversity and ensure the sustainability of future talent. This program encourages increased participation of women and millennials in the Company's strategic talent development pathway as part of inclusive, adaptive, and transformation-oriented leadership development.

Pencapaian 2025
2025 Achievement

25% perempuan / women

perempuan tergabung dalam *nominated talent* ANTAM
women join ANTAM's nominated talent

33% perempuan / women

talenta milenial masuk dalam *nominated talent* sebagai calon pemimpin masa depan
millennial talents are among the nominated talents as potential future leaders

Respectful Workplace Policy



Implementasi *Respectful Workplace Policy* untuk Lingkungan Kerja Inklusif dan Bebas Diskriminasi

Implementing a Respectful Workplace Policy for an Inclusive and Discrimination-Free Work Environment

PTBA berkomitmen menciptakan lingkungan kerja yang aman, nyaman, kondusif, dan inklusif melalui penerapan *Respectful Workplace Policy*. Kebijakan ini menjadi pedoman bagi seluruh pegawai untuk saling menghormati dan menghargai perbedaan, serta memastikan lingkungan kerja bebas dari diskriminasi, pengucilan, pelecehan, perundungan, maupun bentuk kekerasan lainnya.

Kebijakan ini dirancang untuk mendorong budaya saling menghormati sekaligus menjadi acuan dalam mencegah, mengenali, dan menangani perilaku yang tidak sesuai dengan prinsip tersebut. Implementasinya turut mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) serta memperkuat budaya kerja yang positif dan berkelanjutan di lingkungan PTBA.

PTBA is committed to creating a safe, comfortable, conducive, and inclusive work environment through the implementation of the Respectful Workplace Policy. This policy serves as a guideline for all employees to respect and appreciate differences, and ensures a work environment free from discrimination, exclusion, harassment, bullying, and other forms of violence.

This policy is designed to foster a culture of mutual respect and serve as a guideline for preventing, recognising, and addressing behavior inconsistent with these principles. Its implementation also supports the achievement of the Sustainable Development Goals (SDGs) and strengthens a positive and sustainable work culture within PTBA.



Courtesy of TIMAH

Memperkuat Peran Perempuan, Mendorong Keberagaman

Strengthening the Role of Women, Promoting Diversity

TIMAH menjunjung tinggi prinsip kesetaraan gender dan keberagaman sebagai fondasi dalam membangun lingkungan kerja yang inklusif. Salah satu implementasinya adalah program *Women in TINS* yang diluncurkan sejak tahun 2024, mencakup berbagai kegiatan seperti *workshop* terkait kesetaraan gender, pengembangan kepemimpinan, dan peningkatan kapasitas perempuan.

Pengelolaan dan pengawasan atas inisiatif keberagaman ini berada di bawah tanggung jawab Divisi *Human Capital*, yang secara berkala melakukan pemantauan dan evaluasi serta melaporkannya kepada Direktur Sumber Daya Manusia. Hingga tahun 2025, Perseroan mencatat 245 pegawai tetap perempuan atau setara dengan 6,32% dari total pegawai tetap, dengan 95 orang (37,25%) di antaranya telah menduduki posisi manajerial. Capaian ini mencerminkan kemajuan nyata dalam mendorong representasi perempuan di berbagai jenjang organisasi.

TIMAH upholds the principles of gender equality and diversity as the foundation for building an inclusive work environment. One implementation is the Women in TINS program, launched in 2004, which encompasses various activities such as workshops on gender equality, leadership development, and women's capacity building.

The management and oversight of this diversity initiative are under the responsibility of the Human Capital Division, which periodically monitors and evaluates and reports to the Director of Human Resources. By 2025, the Company will have 245 permanent female employees, representing 6.32% of the total permanent workforce, with 95 (37.25%) of these employees holding managerial positions. This achievement reflects significant progress in promoting women representation at all levels of the organization.

Pencapaian 2025
2025 Achievement

245 perempuan
perempuan

pegawai tetap perempuan atau setara dengan 6,32% dari total pegawai tetap, dengan 95 orang (37,25%) di antaranya telah menduduki posisi manajerial.

permanent female employees, equivalent to 6.32% of total permanent employees, of whom 95 (37.25%) hold managerial positions.

Program Inklusi
Inclusion Program

Inklusi Tenaga Kerja Disabilitas dalam Lingkungan Kerja yang Setara

Inclusion of Workers with Disabilities in an Equal Work Environment

INALUM berkomitmen terhadap implementasi Undang-Undang Nomor 8 Tahun 2016 tentang Penyandang Disabilitas melalui penyediaan kesempatan kerja yang inklusif. Hingga saat ini, Perusahaan mempekerjakan 21 pegawai dengan disabilitas atau sekitar 1% dari total tenaga kerja yang tersebar di berbagai unit, dengan ragam disabilitas fisik maupun sensorik.

Komitmen tersebut diperkuat melalui penerapan prinsip Hak Asasi Manusia dalam kebijakan perusahaan yang menekankan kesetaraan tanpa diskriminasi. Melalui kebijakan ini, INALUM memastikan seluruh pegawai memperoleh kesempatan yang sama dalam setiap aspek pekerjaan, tanpa membedakan latar belakang maupun kondisi individu, sebagai bagian dari penerapan bisnis berkelanjutan.

Pada saat yang sama, TIMAH juga memberikan kesempatan yang setara bagi penyandang disabilitas untuk berkarier dan berkontribusi di lingkungan Perseroan. Hingga akhir tahun 2025, TIMAH telah mempekerjakan 15 pegawai penyandang disabilitas.

INALUM is committed to implementing Law No. 8 of 2016 concerning Persons with Disabilities by providing inclusive employment opportunities. To date, the Company employs 21 employees with disabilities, representing approximately 1% of its total workforce across various units, with a variety of physical and sensory disabilities.

This commitment is reinforced through the implementation of human rights principles in company policies that emphasise equality without discrimination. Through this policy, INALUM ensures that all employees receive equal opportunities in every aspect of their work, regardless of background or individual circumstances, as part of its sustainable business practices.

At the same time, TIMAH also provides equal opportunities for persons with disabilities to pursue careers and contribute within the Company. By the end of 2025, TIMAH Until the end of 2025, TIMAH has employed 15 employees with disabilities.

Pencapaian 2025
2025 Achievement

21 pegawai
employee

Perusahaan mempekerjakan 21 pegawai dengan disabilitas atau sekitar 1% dari total tenaga kerja yang tersebar di berbagai unit, dengan ragam disabilitas fisik maupun sensorik.

The Company employs 21 employees with disabilities, representing approximately 1% of the total workforce distributed across various units, with a range of physical and sensory disabilities.

Program Pendampingan
Mentoring program



MIND ID XPLORER: *Mentoring Program*

MIND ID XPLORER: Mentoring Program

MIND ID terus memperkuat komitmennya dalam pengembangan talenta muda Indonesia melalui penyelenggaraan program MIND ID XPLORER. Program ini dirancang sebagai wadah pembelajaran dan pendampingan yang memberikan kesempatan bagi peserta untuk memperoleh pengalaman profesional secara langsung dari para pemimpin dan praktisi berpengalaman di lingkungan Grup MIND ID.

Melalui program ini, peserta tidak hanya diperkenalkan pada dinamika industri pertambangan nasional, tetapi juga mendapatkan pemahaman menyeluruh mengenai proses bisnis dan tantangan strategis yang dihadapi Perusahaan. Para peserta juga diharapkan dapat tumbuh menjadi talenta unggul dan calon pemimpin masa depan yang tangguh, adaptif, serta mampu memberikan kontribusi nyata bagi kemajuan industri pertambangan dan pembangunan nasional.

Sebagai bagian dari pengembangan kompetensi yang berkelanjutan, *Mentorship* Program XPLORER dirancang sebagai sistem pendampingan komprehensif selama dua tahun masa program. Setiap *trainee* didampingi oleh satu Mentor dan dua Co-Mentor guna memastikan proses transfer pengetahuan dan pengembangan kompetensi berjalan secara optimal sesuai bidang kepakaran masing-masing.

Melalui diskusi rutin setiap bulan, para mentor berperan aktif dalam mengevaluasi progres kerja dan proyek peserta, sekaligus membagikan wawasan industri, pengalaman praktikal, serta pembelajaran strategis yang relevan dengan perkembangan sektor pertambangan. Pendekatan *mentoring* yang terstruktur ini mendukung pengembangan kompetensi teknis, kepemimpinan, serta kapabilitas manajerial peserta secara holistik.

MIND ID Group continues to strengthen its commitment to developing Indonesia's young talent through the MIND ID XPLORER program. The program serves as a learning and mentorship platform that provides participants with the opportunity to gain direct professional exposure from experienced leaders and practitioners across the MIND ID Group.

Through the program, participants are introduced not only to the dynamics of Indonesia's mining industry, but also to a comprehensive understanding of the Group's business processes and strategic challenges. The program is designed to cultivate high potential talent and future leaders who are resilient, adaptive, and capable of contributing to the advancement of the mining industry and national development.

As part of its continuous competency development approach, the XPLORER Mentorship Program is structured as a comprehensive two year mentoring system. Each trainee is supported by one Mentor and two Co-Mentors to facilitate effective knowledge transfer and competency development aligned with their respective areas of expertise.

Through monthly mentoring discussions, mentors actively evaluate participants' work progress and project implementation while sharing industry insights, practical experience, and strategic perspectives relevant to developments in the mining sector. This structured mentoring approach supports the holistic development of participants' technical capabilities, leadership skills, and managerial competencies.

Melindungi Hak Pekerja dan Hak Asasi Manusia di Tempat Kerja

Grup MIND ID memiliki komitmen yang kuat untuk memastikan terpenuhinya hak-hak dasar pekerja sebagai bagian dari praktik ketenagakerjaan yang beretika, bertanggung jawab, dan berkelanjutan. Komitmen ini diwujudkan melalui penerapan kebijakan yang menempatkan penghormatan terhadap Hak Asasi Manusia (HAM) sebagai prinsip fundamental dalam seluruh aktivitas operasional.

Sebagai landasan pelaksanaan, MIND ID mengacu pada Kebijakan Pelaksana tentang Penghormatan terhadap HAM yang dirancang untuk menjamin bahwa setiap individu di lingkungan kerja diperlakukan secara adil, setara, dan bermartabat. Kebijakan ini mencakup perlindungan menyeluruh atas hak-hak pekerja, termasuk hak atas kondisi kerja yang layak, perlakuan tanpa diskriminasi, serta perlindungan dari segala bentuk pelecehan dan eksploitasi.

Protecting Workers' Rights and Human Rights in the Workplace

MIND ID Group is strongly committed to ensuring the fulfillment of basic workers' rights as part of ethical, responsible, and sustainable employment practices. This commitment is realized through the implementation of policies that place respect for human rights as a fundamental principle in all operational activities.

As a basis for implementation, MIND ID refers to the Implementing Policy on Respect for Human Rights, which is designed to ensure that every individual in the workplace is treated fairly, equally, and with dignity. This policy encompasses comprehensive protection of workers' rights, including the right to decent working conditions, non-discriminatory treatment, and protection from all forms of harassment and exploitation.

Komitmen terhadap HAM
Commitment to Human Rights

1.	Menghormati dan melindungi hak asasi manusia pada pekerja, pihak yang berada dalam rantai nilai, dan masyarakat sekitar perusahaan. Respect and protect the human rights of workers, parties in the value chain, and the communities surrounding the company.
2.	Mematuhi Peraturan Perundangan dan Persyaratan lain yang berlaku termasuk persyaratan pemangku kepentingan. Comply with the applicable laws and regulations and other requirements, including stakeholder requirements.
3.	Menghormati hak ketenagakerjaan untuk kebebasan berserikat, tidak melakukan praktik kerja paksa dan tidak mempekerjakan pekerja yang berusia kurang dari 18 tahun. Respect the labor rights to freedom of association, not engaging in forced labor practices and not employing workers under 18 years of age.
4.	Memberikan kesempatan yang sama tanpa diskriminasi dan menghormati hak perempuan dalam semua aspek pekerjaan serta menyediakan lingkungan kerja yang kondusif dan aman. Provide equal opportunities without discrimination and respecting women's rights in all aspects of work and providing a conducive and safe working environment.
5.	Memastikan upah yang diberikan kepada pekerja memenuhi standar minimum industri lokal dan mematuhi hukum dan standar industri yang berlaku tentang jam kerja. Ensure wages paid to workers meet local industry minimum standards and comply with applicable laws and industry standards regarding working hours.

Non-diskriminasi dan Kesempatan yang Sama

[GRI 2-23] [GRI 406-1]

Grup MIND ID secara konsisten membangun lingkungan kerja yang menjunjung tinggi prinsip kesetaraan, non-diskriminasi, dan perlakuan yang adil bagi seluruh pegawai. Seluruh kebijakan dan praktik ketenagakerjaan dirancang untuk memastikan bahwa setiap individu memiliki akses yang sama dalam proses rekrutmen, pengembangan karier, serta sistem remunerasi, tanpa mempertimbangkan latar belakang seperti jenis kelamin, agama, ras, suku, maupun karakteristik lain yang tidak relevan.

Perusahaan juga berkomitmen untuk menciptakan lingkungan kerja yang aman dan bebas dari segala bentuk pelecehan, diskriminasi, maupun intimidasi. Sepanjang periode pelaporan, tidak terdapat insiden diskriminasi yang tercatat di seluruh entitas Grup MIND ID.

Penerapan prinsip kesetaraan ini tidak hanya merupakan bentuk kepatuhan terhadap peraturan perundang-undangan nasional di bidang ketenagakerjaan, tetapi juga selaras dengan standar internasional, termasuk Konvensi ILO No. 111 tentang Diskriminasi dalam Pekerjaan dan Jabatan, serta panduan kesetaraan dan non-diskriminasi di tempat kerja yang berlaku di Indonesia.

Selain itu, penghormatan terhadap HAM juga diwujudkan melalui praktik perlindungan keselamatan dan kesehatan kerja, penghormatan terhadap privasi, serta perlindungan data pribadi pegawai. Untuk mendukung transparansi dan akuntabilitas, Perusahaan menyediakan mekanisme pengaduan melalui platform OpenMIND yang dikelola secara independen, sehingga pegawai dapat menyampaikan berbagai keluhan, termasuk terkait diskriminasi dan pelecehan, secara aman dan terpercaya.

Upah Minimum Regional dan Remunerasi

[GRI 202-1] [GRI 401-2] [GRI 405-2]

Grup MIND ID memastikan bahwa kebijakan pengupahan diterapkan secara adil, transparan, dan sesuai dengan ketentuan hukum ketenagakerjaan yang berlaku di Indonesia. Penetapan gaji pokok dilakukan dengan mengacu pada regulasi pengupahan di masing-masing wilayah operasional, sehingga seluruh pegawai menerima kompensasi yang sesuai atau melebihi standar Upah Minimum Provinsi (UMP) maupun ketentuan upah minimum di tingkat kabupaten/kota.

Non-discrimination and Equal Opportunity

[GRI 2-23][GRI 406-1]

MIND ID Group consistently builds a work environment that upholds the principles of equality, non-discrimination, and fair treatment for all employees. All employment policies and practices are designed to ensure that every individual has equal access to recruitment, career development, and remuneration, regardless of background such as gender, religion, race, ethnicity, or other irrelevant characteristics.

The company is also committed to creating a safe work environment free from all forms of harassment, discrimination, and intimidation. Throughout the reporting period, there were no recorded incidents of discrimination across all MIND ID Group entities.

The implementation of this equality principle is not only a form of compliance with the national laws and regulations in the field of employment, but is also in line with international standards, including ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, as well as guidelines on equality and non-discrimination in the workplace applicable in Indonesia.

Furthermore, respect for human rights is also demonstrated through Occupational Health and Safety practices, respect for privacy, and protection of employee personal data. To support transparency and accountability, the Company provides a grievance mechanism through the independently managed OpenMIND platform, allowing employees to submit various complaints, including those related to discrimination and harassment, safely and reliably.

Regional Minimum Wage and Remuneration

[GRI 202-1] [GRI 401-2] [GRI 405-2]

MIND ID Group ensures that wage policies are implemented fairly, transparently, and in accordance with the applicable Indonesian labor laws. Base salaries are determined based on wage regulations in each operational area, ensuring that all employees receive compensation that meets or exceeds the Provincial Minimum Wage (UMP) and the minimum wage requirements at the district/city level.

Sepanjang tahun 2025, tidak terdapat perbedaan upah minimum berdasarkan jenis kelamin, dengan rasio gaji antara pegawai laki-laki dan perempuan sebesar 1:1 untuk posisi dan level jabatan yang setara. Prinsip kesetaraan ini juga diterapkan tanpa membedakan status tenaga kerja, baik pegawai tetap maupun tenaga kerja alih daya, yang seluruhnya menerima kompensasi sesuai dengan ketentuan yang berlaku di lokasi penempatan kerja. [GRI 202-1]

Throughout 2025, there was no gender-based minimum wage difference, with a 1:1 salary ratio for male and female employees for equivalent positions and levels. This principle of equality is also applied regardless of employee status, whether permanent or outsourced, as all employees receive compensation in accordance with applicable regulations at their work locations. [GRI 202-1]

Anggota MIND ID MIND ID Member	Rasio Gaji (Pria : Wanita) Salary Ratio (Male : Female)
ANTAM	1:1,05
TIMAH	1:1
PTBA	1:1,17
INALUM	1:1

Dalam mendukung keberlanjutan organisasi, MIND ID juga mengembangkan sistem remunerasi dan kesejahteraan yang objektif, kompetitif, serta berbasis pada prinsip keadilan dan kinerja. Penetapan remunerasi mempertimbangkan berbagai faktor, antara lain kinerja individu, jenjang jabatan, kompetensi, masa kerja, serta keselarasan dengan nilai-nilai perusahaan. Seluruh proses tersebut dilaksanakan tanpa diskriminasi dalam bentuk apa pun.

In order to support organizational sustainability, MIND ID has also developed a remuneration and welfare system that is objective, competitive, and based on the principles of fairness and performance. Remuneration is determined based on various factors, including individual performance, job level, competency, length of service, and alignment with company values. The entire process is performed without discrimination of any kind.

Sejalan dengan komitmen nasional terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB), khususnya Tujuan ke-5 mengenai kesetaraan gender, MIND ID memastikan tidak adanya kesenjangan remunerasi antara pegawai laki-laki dan perempuan pada posisi yang setara. Paket remunerasi yang diberikan mencakup gaji pokok, tunjangan, bonus, serta berbagai insentif lainnya yang dirancang untuk mendukung kesejahteraan pegawai secara menyeluruh. Selain itu, Perusahaan juga menyediakan berbagai manfaat tambahan, antara lain:

- Asuransi kesehatan dan jiwa,
- Keikutsertaan dalam program BPJS Kesehatan dan BPJS Ketenagakerjaan,
- Program dana pensiun,
- Cuti tahunan,
- Cuti parental (cuti melahirkan dan cuti ayah),
- Fasilitas dan program kesejahteraan lainnya sesuai kebutuhan pegawai

In line with the national commitment to achieving the Sustainable Development Goals (SDGs), particularly Goal 5 on gender equality, MIND ID ensures there is no remuneration gap between male and female employees in equal positions. The remuneration package includes a base salary, allowances, bonuses, and various other incentives designed to support the overall well-being of employees. In addition, the Company also provides various additional benefits, including:

- Health and life insurance,
- Participation in the BPJS Health and BPJS Employment programs,
- Pension fund program,
- Annual leave,
- Parental leave (maternity leave and paternity leave),
- Other welfare facilities and programs according to employee needs

Komponen Imbal Jasa Pekerjaan untuk Pegawai [GRI 201-3][GRI 401-2]
Employee Compensation Components [GRI 201-3][GRI 401-2]

Komponen Component	PKWT (Kontrak) Temporary employees	PKWTT (Permanen) Permanent employee
Asuransi Jiwa Life Insurance	✓	✓
Asuransi kesehatan Health Insurance	✓	✓
BPJS Tenaga Kerja mencakup tunjangan cacat akibat kerja BPJS Ketenagakerjaan covering occupational disability benefits	✓	✓
Cuti Parental Parental Leave	✓	✓
Pensiun Pension	✓	✓
Opsi Kepemilikan Saham Stock Ownership Options	✓	✓
Lainnya: Others	✓	✓
Perumahan Housing	✓	✓
Kendaraan Dinas Company Vehicle	✓ Level Jabatan BOD-1 dan BOD-2 Position Level BOD-1 and BOD-2	✓ Level Jabatan BOD-1 dan BOD-2 Position Level BOD-1 and BOD-2
Bantuan Pulang Kampung Halaman (Home Return Trip/ HRT) Home Return Trip Allowance (HRT)	✓	✓
Perobatan Medical Benefits	✓	✓

Cuti Parental [GRI 401-3]

Grup MIND ID berkomitmen memastikan pemenuhan hak pegawai sebagai bagian dari penghormatan terhadap Hak Asasi Manusia (HAM) di lingkungan kerja. Salah satu implementasi nyata komitmen ini adalah pemberian hak cuti parental yang adil dan sesuai dengan peraturan perundang-undangan yang berlaku.

Seluruh Anggota MIND ID menyediakan cuti melahirkan (*maternity leave*) bagi pegawai perempuan selama 3 (tiga) bulan dengan pembayaran gaji penuh, serta cuti ayah (*paternity leave*) bagi pegawai laki-laki pada saat kelahiran anak. Durasi cuti ayah bervariasi antara dua hingga lima hari, mengikuti ketentuan Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, yang telah diperbarui melalui UU No. 6 Tahun 2023 terkait Cipta Kerja. Kebijakan ini mendukung keseimbangan antara kehidupan kerja dan keluarga (*work-life balance*), sekaligus memperkuat kesejahteraan pegawai secara menyeluruh.

Parental Leave [GRI 401-3]

MIND ID Group is committed to ensuring the fulfillment of employee rights as part of respecting human rights in the workplace. One concrete implementation of this commitment is the provision of fair parental leave in accordance with applicable laws and regulations.

All MIND ID Members provide three months of maternity leave for female employees with full salary, and paternity leave for male employees upon the birth of a child. The duration of paternity leave varies between two and five days, in accordance with Law No. 13 of 2003 concerning Manpower, which has been updated through Law No. 6 of 2023 concerning Job Creation. This policy supports work-life balance while strengthening the overall well-being of employees.

Rasio Pegawai Anggota MIND ID yang Kembali Bekerja Setelah Cuti Parental (*return-to-work*)
Ratio of MIND ID Member Employees Returning to Work After Parental Leave (return-to-work)

98,83%

Jumlah Total Pegawai yang Memenuhi Syarat untuk Cuti Melahirkan, Berdasarkan Jenis Kelamin
Total Number of Employees Eligible for Maternity Leave, by Gender

Uraian Description	2025			2024			2023		
	Laki-Laki Male	Perempuan Female	Jumlah Jumlah	Laki-Laki Male	Perempuan Female	Jumlah Jumlah	Laki-Laki Male	Perempuan Female	Jumlah Jumlah
Total jumlah pegawai yang berhak untuk mengambil cuti parental (Kebijakan Perusahaan). Total number of employees entitled to take parental leave (Company Policy).	8.453	934	9.387	8.710	923	9.633	8.803	947	9.750
Total jumlah pegawai yang menggunakan hak cuti parental (tidak termasuk khitanan). Total number of employees who use parental leave rights (excluding circumcision).	519	77	596	653	62	715	680	74	754
Total jumlah pegawai yang kembali bekerja di tahun pelaporan setelah berakhirnya masa cuti parental yang diambil. Total number of employees who returned to work in the reporting year after the end of the parental leave period taken.	519	70	589	652	44	696	699	65	764
Total jumlah pegawai yang kembali bekerja setelah masa cuti parental berakhir dan masih bekerja untuk 12 bulan setelah kembali bekerja. Total number of employees who returned to work after the parental leave period ended and were still working 12 months after returning to work.	571	61	632	652	47	699	699	65	764

Uraian Description	2025			2024			2023		
	Laki-Laki Male	Perempuan Female	Jumlah Jumlah	Laki-Laki Male	Perempuan Female	Jumlah Jumlah	Laki-Laki Male	Perempuan Female	Jumlah Jumlah
Total jumlah pegawai yang mengambil cuti parental dan akan kembali bekerja setelah masa cuti berakhir. Total number of employees who took parental leave and will return to work after the leave period ends.	519	77	596	712	62	774	737	74	811
Total jumlah pegawai yang kembali bekerja setelah masa cuti parental berakhir pada tahun pelaporan sebelumnya. Total number of employees who returned to work after the parental leave period ends in the reporting year previously.	571	61	632	787	43	830	702	66	768
Return to work rate	100,0%	90,91%	98,83%	91,6%	70,9%	89,9%	94,8%	87,8%	94,2%
Retention Rate	100%	100%	100%	82,8%	109%	84,2%	99,6%	98,5%	99,5%



Courtesy of INALUM

Keragaman Badan Tata Kelola dan Pegawai [GRI 405-1]

Dalam upaya mewujudkan kinerja yang berkelanjutan dan inklusif, Grup MIND ID menempatkan keberagaman sebagai salah satu prinsip penting dalam struktur tata kelola maupun komposisi sumber daya manusia. Pada tingkat tertinggi organisasi, yakni Dewan Komisaris dan Direksi, Perusahaan memastikan adanya representasi yang mencerminkan keberagaman individu tanpa memandang jenis kelamin, agama, ras, etnis, kebangsaan, usia, maupun kondisi fisik.

Prinsip kesetaraan dan inklusi ini diterapkan secara konsisten dalam proses nominasi, seleksi, hingga penempatan, sehingga setiap individu memiliki kesempatan yang sama untuk berkontribusi. Seluruh anggota tata kelola perusahaan juga diberikan ruang untuk menyampaikan pandangan dan berpartisipasi secara setara dalam pengambilan keputusan strategis.

Komitmen terhadap keberagaman tersebut tercermin dalam komposisi Dewan Komisaris dan Direksi, di mana terdapat keterwakilan perempuan sebesar 18% atau 9 dari 50 anggota Dewan Komisaris dan Direksi.

Diversity of Governance Bodies and Employees [GRI 405-1]

In an effort to achieve sustainable and inclusive performance, MIND ID Group places diversity as a key principle in its governance structure and human resource composition. At the highest levels of the organization, namely the Board of Commissioners and the Board of Directors, the Company ensures representation that reflects the diversity of individuals regardless of gender, religion, race, ethnicity, nationality, age, or physical condition.

This principle of equality and inclusion is consistently applied throughout the nomination, selection, and placement processes, ensuring that every individual has an equal opportunity to contribute. All members of the corporate governance team are also given the opportunity to express their views and participate equally in strategic decision-making.

This commitment to diversity is reflected in the composition of the Board of Commissioners and Board of Directors, with women representing 18% or 9 out of 50 members of the Board of Commissioners and Board of Directors.

Keragaman Badan Tata Kelola dan Pegawai [GRI 405-1]
Diversity of Governance Bodies and Employees [GRI 405-1]

Uraian Description	Laki-Laki Male	Perempuan Female	Total
Keberagaman Dewan Direksi Diversity of the Board of Directors			
<30 Tahun <30 Years	1	0	1
30 – 50 Tahun 30 – 50 Years	3	3	6
<50 Tahun <50 Years	15	2	17
Total Dewan Direksi Total Board of Directors	19	5	24
Keberagaman Dewan Komisaris Diversity of the Board of Commissioners			
<30 Tahun <30 Years	0	0	0
30 – 50 Tahun 30 – 50 Years	1	1	2
<50 Tahun <50 Years	21	3	24
Total Dewan Komisaris Total Board of Commissioners	**22**	**4**	**26**

Pembelajaran & Pengembangan

Grup MIND ID secara berkelanjutan mendorong peningkatan kinerja pegawai melalui program pelatihan dan pengembangan kompetensi yang terstruktur dan terarah. Perusahaan memberikan kesempatan yang setara bagi seluruh pegawai untuk mengembangkan karier berdasarkan kompetensi, pengetahuan, serta kontribusi yang diberikan kepada Perusahaan. Komitmen terhadap pengembangan kompetensi tersebut tercermin dalam kebijakan *Human Capital Policy* yang kemudian diturunkan ke dalam SOP Pembelajaran dan Pengembangan No. SOP-006/HHC/2021 sebagai pedoman pelaksanaan program pengembangan kapasitas pegawai secara sistematis dan berkelanjutan.

Pengembangan ini dilakukan melalui pemetaan kebutuhan jabatan yang diselaraskan dengan kompetensi dan kinerja individu, sehingga setiap program pelatihan dapat memberikan nilai tambah yang optimal. Berbagai inisiatif pelatihan disediakan, mulai dari pengembangan teknis, pelatihan kepemimpinan, sertifikasi profesional, hingga program pendukung seperti konseling karier, layanan penempatan kerja, dan peningkatan keterampilan guna menjaga keberlanjutan daya saing tenaga kerja (*employability*). Beberapa program pelatihan yang dilaksanakan antara lain *Working in Safe Environment, Fraud Awareness,* dan *Information Security*, yang diselenggarakan melalui platform pembelajaran digital MIND ID *Academy*. [GRI 404-2]

Untuk mendukung efektivitas pengelolaan sumber daya manusia, MIND ID telah mengimplementasikan sistem *Human Capital Information System* (HCIS) yang terintegrasi dengan fitur *Employee Self Service* (ESS) serta *Human Capital Dashboard & Productivity Analytics*. Melalui sistem ini, Perusahaan dapat melakukan analisis kebutuhan pelatihan (*training need analysis*) secara lebih akurat dan berbasis data, sehingga selaras dengan kebutuhan jabatan serta kinerja masing-masing pegawai.

Selain itu, setiap pegawai diwajibkan menyusun Rencana Pengembangan Individu (*Individual Development Plan*/IDP) setiap tahun sebagai panduan dalam proses pengembangan kompetensi. Implementasi rencana ini dievaluasi secara berkala untuk memastikan pencapaian target pengembangan yang telah ditetapkan.

IDP tersebut menjadi dasar dalam penyusunan dan pelaksanaan program pelatihan yang disesuaikan dengan kebutuhan pengembangan kompetensi masing-masing pegawai, baik melalui pelatihan teknis maupun non-teknis. Perusahaan juga secara konsisten memantau efektivitas pelaksanaan program pengembangan, serta melakukan pencatatan dan rekapitulasi atas seluruh aktivitas pelatihan yang telah dilaksanakan. Berdasarkan hasil rekapitulasi tersebut, rata-rata jam pelatihan per pegawai pada tahun 2025 adalah 48,6 jam.

Learning & Development

MIND ID Group continuously promotes employee performance improvement through structured and targeted training and competency development programs. The Company provides equal opportunities for all employees to advance their careers based on competencies, knowledge, and contributions to the organization. This commitment to competency development is reflected in the Human Capital Policy, which is further implemented through Learning and Development SOP No. SOP-006/HHC/2021 as a guideline for the systematic and continuous implementation of employee capacity building and development programs.

This development is conducted through mapping job needs aligned with individual competencies and performance, ensuring that each training program provides optimal added value. Various training initiatives are provided, ranging from technical development and leadership training to professional certification, as well as support programs such as career counseling, job placement services, and skills enhancement to maintain sustainable workforce competitiveness (employability). Several training programs have been conducted, including Working in Safe Environment, Fraud Awareness, and Information Security, delivered through MIND ID Academy, the Company's digital learning platform. [GRI 404-2]

To support effective human resource management, MIND ID has implemented a Human Capital Information System (HCIS) integrated with Employee Self Service (ESS) features and a Human Capital Dashboard & Productivity Analytics. This system enables the company to conduct more accurate, data-driven training needs analysis, aligning it with job requirements and the performance of each employee.

Additionally, each employee is required to prepare an Individual Development Plan (IDP) annually to guide their competency development process. The implementation of this plan is periodically evaluated to ensure the achievement of established development targets.

The IDP serves as the basis for designing and implementing training programs tailored to the competency development needs of each employee, covering both technical and non-technical training. The Company also consistently monitors the effectiveness of its development programs, while recording and consolidating all completed training activities. Based on the consolidated results, the average training hours per employee in 2025 amounted to 48.6 hours.

48,6 jam

Jumlah rata-rata jam pelatihan per pegawai pada tahun 2025. Sebelumnya, rata-rata jam pelatihan per pegawai pada tahun 2024 adalah 51,2 jam.
The average number of training hours per employee in 2025. Previously, the average number of training hours per employee in 2024 was 51.2 hours.

Jam Pelatihan Pegawai [GRI 404-1]
Employee Training Hours [GRI 404-1]

Kategori Category	Total Jam Pelatihan (jam) Total Training Hours (hours)			Rata-rata Jam Pelatihan per Pegawai per Tahun (jam/pegawai) Average Training Hours per Employee per Year (hours/employee)		
	2025	2024	2023	2025	2024	2023
Rata-rata jam pelatihan per pegawai berdasarkan jenis kelamin Average training hours per employee by gender						
Laki-laki Male	417.784	454.200	729.487	45,6	49,3	79,1
Perempuan Female	68.607	60.408	102.447	65,4	57,4	99,5
Rata-rata jam pelatihan per pegawai berdasarkan jabatan Average training hours per employee by position						
Staf Staff	322.603	320.218	585.787	44,0	41,9	76,3
Manajemen Management	142.230	155.865	205.119	59,1	68,4	89,5
Manajemen Senior Senior Management	21.558	38.525	41.028	80,1	144,0	147,0

Keterangan : Rata-rata jam pelatihan pegawai dihitung berdasarkan total jam pelatihan yang diikuti oleh pegawai tetap selama periode pelaporan, dibagi dengan jumlah pegawai tetap pada periode yang sama.
Note: Average employee training hours are calculated based on the total training hours attended by permanent employees during the reporting period, divided by the total number of permanent employees in the same period.

Sebagai bagian dari komitmen dalam mendukung kesejahteraan pegawai secara menyeluruh, Grup MIND ID juga menyelenggarakan program pelatihan persiapan masa pensiun bagi pegawai yang mendekati usia pensiun. Program ini ditujukan bagi pegawai yang telah memasuki masa persiapan pensiun, yaitu pada usia 56 tahun hingga maksimal lima tahun sebelum masa pensiun resmi.

Pelatihan tersebut dirancang untuk memberikan pembekalan yang komprehensif, sehingga pegawai dapat menjalani masa transisi menuju kehidupan pascakerja secara lebih produktif, mandiri, dan sejahtera. Adapun materi yang diberikan mencakup:
- Persiapan mental menghadapi masa pensiun
- Pemeliharaan kesehatan
- Pengelolaan keuangan
- Peluang wirausaha dan pengembangan usaha mandiri [GRI 404-2]

As part of its commitment to supporting comprehensive employee well-being, MIND ID Group also offers a retirement preparation training program for employees approaching retirement age. This program is aimed at employees who have entered the retirement preparation period, from age 56 to a maximum of five years before their official retirement date.

The training is designed to provide comprehensive training so employees can navigate the transition to post-work life more productively, independently, and prosperously. The materials provided include:
- Mental preparation for retirement
- Health care
- Financial management
- Entrepreneurial opportunities and independent business development [GRI 404-2]

Penguatan Budaya Organisasi
Strengthening Organizational Culture

Change Management Transformation: Membangun Budaya Adaptif di ANTAM

Change Management Transformation: Building an Adaptive Culture at ANTAM

ANTAM melaksanakan penyusunan dan implementasi strategi *Change Management Transformation* sebagai fondasi penguatan budaya organisasi yang adaptif, inovatif, dan siap menghadapi perubahan bisnis. Strategi ini dirancang untuk memastikan transformasi berjalan secara terarah melalui penguatan kepemimpinan perubahan, peningkatan kesiapan organisasi, serta keterlibatan aktif pegawai di seluruh unit kerja. Implementasi dilakukan melalui berbagai inisiatif internal, termasuk program inovasi perilaku Suarakan Kreativitas dan Ide Solutif (SUKSES), pengembangan ekosistem inovasi BEST MIND, serta pelaksanaan *Transformation Talk dan Transformation in the Field* guna memperkuat pemahaman transformasi secara langsung di lapangan.

ANTAM is developing and implementing a Change Management Transformation strategy as a foundation for strengthening an adaptive, innovative, and responsive organizational culture. This strategy is designed to ensure a targeted transformation through strengthening change leadership, enhancing organizational readiness, and actively engaging employees across all work units. Implementation is processed through various internal initiatives, including the Voice of Creativity and Solution Ideas (Suarakan Kreativitas dan Ide Solutif, SUKSES) behavioral innovation program, the development of the BEST MIND innovation ecosystem, and the implementation of Transformation Talk and Transformation in the Field to strengthen the understanding of transformation directly in the field.

Pencapaian 2025
2025 Achievement

95%

dari *milestone* program transformasi telah berhasil direalisasikan.
of the milestone transformation program has been successfully realized.

14%

peningkatan dalam survei ANTAM Transformation Readiness Assessment (ANTARA).
increase in the ANTAM Transformation Readiness Assessment (ANTARA) survey



Courtesy of ANTAM

Inisiatif Pengembangan Kompetensi
Competency Development Initiatives



Courtesy of PTBA

Pengembangan Kompetensi dan Talenta untuk Kader Pemimpin Masa Depan

Developing Competencies and Talents for Future Leaders

PTBA melaksanakan pengembangan kompetensi manajerial dan kepemimpinan secara berkelanjutan melalui program seperti Bukit Asam *Leadership Acceleration Development Program* dan *Regular Leadership Development Program*. Program ini dilengkapi dengan materi *business knowledge* serta metode *immersion* berbasis pengalaman langsung di lingkungan kerja untuk memperkuat pemahaman, kemampuan pengambilan keputusan, dan kesiapan menghadapi tantangan bisnis.

Selain pengembangan kepemimpinan, PTBA juga menjalankan berbagai inisiatif penguatan kompetensi teknis dan profesional melalui pelatihan, sertifikasi, *coaching*, *mentoring*, serta program magang. Pengembangan talenta didukung pula melalui pembelajaran digital seperti MIND ID *Academy*, BA-Tutor, dan BA-Pedia, serta program tugas belajar di dalam dan luar negeri, rotasi, promosi, *job assignment* melalui *talent mobility*, dan digitalisasi sistem SDM untuk memastikan kesiapan SDM menghadapi dinamika industri.

PTBA implements continuous managerial and leadership competency development through programs such as the Bukit Asam Leadership Acceleration Development Program and the Regular Leadership Development Program. These programs are complemented by business knowledge materials and immersion methods based on direct work experience to strengthen understanding, decision-making skills, and readiness to face business challenges.

In addition to leadership development, PTBA also implements various initiatives to strengthen technical and professional competencies through training, certification, coaching, mentoring, and internship programs. Talent development is also supported through digital learning platforms such as MIND ID Academy, BA-Tutor, and BA-Pedia, as well as study assignments at home and abroad, rotations, promotions, job assignments through talent mobility, and the digitalization of HR systems to ensure HR readiness to face industry dynamics.

Inisiatif Pengembangan Kompetensi
Competency Development Initiatives



Courtesy of TIMAH

Membangun Kompetensi Unggul untuk Masa Depan Berkelanjutan

Building Superior Competencies for a Sustainable Future

TIMAH mengimplementasikan program pengembangan kompetensi pegawai yang terstruktur berdasarkan *Learning Architecture* dan selaras dengan Rencana Jangka Panjang Perusahaan (RJPP) serta kebijakan pembelajaran SDM di lingkungan Perseroan dan entitas anak. Pengembangan ini mencakup lima aspek utama, yaitu *leadership, core, critical, technical*, dan *certification competency*.

Untuk memastikan efektivitas pembelajaran, Perseroan menerapkan beragam metode pengembangan, meliputi pelatihan tatap muka, *workshop, webinar*, sertifikasi, *e-learning*, serta *on the job training*. Pendekatan ini dirancang untuk memperkuat kapabilitas pegawai secara berkelanjutan dan adaptif terhadap kebutuhan bisnis.

TIMAH implements a structured employee competency development program based on a Learning Architecture and aligned with the Company's Long-Term Plan (RJPP) and HR learning policies within the Company and its subsidiaries. This development encompasses five main aspects: leadership, core, critical, technical, and certification competencies.

To ensure effective learning, the Company implements a variety of development methods, including face-to-face training, workshops, webinars, certifications, e-learning, and on-the-job training. This approach is designed to continuously strengthen employee capabilities and adapt to business needs.

Inisiatif Pengembangan Kompetensi
Competency Development Initiatives



Courtesy of INALUM

Penguatan Kapabilitas SDM untuk Mendukung Transformasi INALUM

Strengthening Human Resources Capabilities to Support INALUM's Transformation

INALUM secara konsisten menyelenggarakan program pelatihan dan pengembangan berkelanjutan yang berfokus pada topik strategis seperti AMDAL dan ESG, *Carbon Border Adjustment Mechanism* (CBAM), *Life Cycle Cost Analysis* (LCCA), serta standar ISO 50004, 50006, dan 50015. Program ini bertujuan untuk memperkuat kompetensi pegawai dalam mendukung implementasi praktik keberlanjutan di seluruh aspek operasional perusahaan.

Selain pelatihan internal, INALUM juga mendorong keterlibatan manajemen senior dalam forum eksternal, seminar, dan sertifikasi profesional di bidang keberlanjutan. Langkah ini memastikan peningkatan wawasan dan kompetensi yang selaras dengan perkembangan global, sekaligus memperkuat budaya perusahaan yang adaptif, berorientasi keberlanjutan, dan menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

INALUM consistently organises sustainable training and development programs that focus on strategic topics such as AMDAL and ESG, Carbon Border Adjustment Mechanism (CBAM), Life Cycle Cost Analysis (LCCA), as well as ISO 50004, 50006, and 50015 standards. These programs aim to strengthen employee competencies in supporting the implementation of sustainability practices in all aspects of the company's operations.

In addition to internal training, INALUM also encourages senior management involvement in external forums, seminars, and professional certifications in the sustainability field. This ensures enhanced insight and competency in line with global developments, while strengthening a corporate culture that is adaptive, sustainability-oriented, and creates long-term value for all stakeholders.

Penilaian Kinerja Pegawai [GRI 404-3]

Grup MIND ID secara konsisten melaksanakan evaluasi kinerja tahunan sebagai bagian dari strategi pengelolaan sumber daya manusia yang berorientasi pada pencapaian kinerja berkelanjutan. Proses evaluasi ini mencakup dua dimensi utama, yaitu perilaku kerja yang mencerminkan internalisasi nilai-nilai perusahaan, serta pencapaian *Key Performance Indicators* (KPIs) yang disesuaikan dengan peran dan tanggung jawab masing-masing pegawai.

Melalui pendekatan ini, Perusahaan tidak hanya mengukur kinerja secara kuantitatif, tetapi juga mengidentifikasi kebutuhan pengembangan kompetensi individu. Hasil evaluasi tersebut menjadi dasar dalam penyusunan rencana pengembangan pegawai, termasuk program pelatihan dan perencanaan jalur karier yang lebih terarah.

Employee Performance Assessment [GRI 404-3]

MIND ID Group consistently conducts annual performance evaluations as part of its human resource management strategy, which focuses on achieving sustainable performance. This evaluation process encompasses two main dimensions: work behaviors that reflect the internalisation of company values, and the achievement of Key Performance Indicators (KPIs) tailored to each employee's role and responsibilities.

Through this approach, the Company not only measures performance quantitatively but also identifies individual competency development needs. These evaluation results form the basis for developing employee development plans, including training programs and more targeted career path planning.

98,9 %

Pegawai telah menerima penilaian kinerja sampai dengan akhir tahun 2025, yang mencakup 10.269* Pegawai. Sebelumnya, pada tahun 2024, sebanyak 99,7% pegawai Grup MIND ID telah menerima penilaian kinerja.

Employees have received performance appraisals until the end of 2025, which includes 10.269* Pegawai 10,269* employees. Previously, in 2024, 99.7% of MIND ID Group employees had received performance appraisals.

*Data jumlah pegawai ANTAM dan PTBA hanya mencakup PKWTT
Data on the number of employees for ANTAM and PTBA covers permanent employees (PKWTT) only.

Hak-Hak Pekerja [GRI 408-1] [GRI 409-1]

Grup MIND ID berkomitmen untuk menjunjung tinggi prinsip-prinsip ketenagakerjaan yang beretika dengan memastikan tidak adanya praktik kerja paksa maupun pekerja anak di seluruh kegiatan operasional. Komitmen ini dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan di Indonesia serta selaras dengan standar internasional yang relevan, termasuk Undang-undang No. 11 Tahun 2020 tentang Cipta Kerja, Undang-Undang No. 21 Tahun 1999 tentang Pengesahan ILO Convention No. 111 tentang Diskriminasi dalam Pekerjaan dan Jabatan, serta Panduan Kesetaraan dan Non Diskriminasi di Tempat Kerja di Indonesia (Kementerian Tenaga Kerja dan Transmigrasi RI). [GRI 2-23]

Sebagai bagian dari implementasi kebijakan, Perusahaan secara berkala melakukan evaluasi kepatuhan terhadap aspek ketenagakerjaan, termasuk pemenuhan batas usia minimum pekerja, pengaturan jam kerja, serta pemberian remunerasi yang layak. Ketentuan ini tidak hanya berlaku bagi pegawai internal, tetapi juga diterapkan secara konsisten kepada seluruh mitra kerja dalam rantai operasional Perusahaan.

Labor Rights [GRI 408-1] [GRI 409-1]

MIND ID Group is committed to upholding ethical employment principles by ensuring the absence of forced labor and child labor practices in all operational activities. This commitment is implemented in accordance with the provisions of Indonesian laws and regulations and is in line with relevant international standards, including Law No. 11 of 2020 concerning Job Creation, Law No. 21 of 1999 concerning Ratification of ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation, and the Guidelines for Equality and Non-Discrimination in the Workplace in Indonesia (Ministry of Manpower and Transmigration of the Republic of Indonesia). [GRI 2-23]

As part of its policy implementation, the Company periodically evaluates compliance with employment aspects, including compliance with minimum age requirements, work hour regulations, and appropriate remuneration. These provisions apply not only to internal employees but also consistently to all partners within the Company's operational chain.

Melalui mekanisme evaluasi rutin, Grup MIND ID memastikan bahwa seluruh mitra kerja mematuhi standar ketenagakerjaan yang berlaku, sehingga tercipta praktik kerja yang adil dan setara di seluruh lini operasional. Sepanjang tahun 2025, tidak terdapat insiden yang berkaitan dengan praktik kerja paksa maupun pekerja anak, baik di lingkungan Perusahaan maupun pada mitra kerja.

Through regular evaluation mechanisms, MIND ID Group ensures that all partners comply with applicable labor standards, thus creating fair and equal work practices across all operational lines. Throughout 2025, there were no incidents related to forced labor or child labor practices, either within the Company or among its business partners.

Hubungan Industrial [GRI 2-30] [GRI 402-1] [GRI 407-1]

Grup MIND ID memiliki komitmen yang kuat dalam membangun hubungan industrial yang harmonis sebagai fondasi terciptanya lingkungan kerja yang kondusif dan produktif. Untuk mendukung hal tersebut, Perusahaan menetapkan kerangka kerja yang jelas melalui Peraturan Perusahaan dan Perjanjian Kerja Bersama (PKB) sebagai pedoman dalam membangun hubungan kerja yang adil, transparan, dan seimbang antara Perusahaan dan pegawai.

MIND ID melalui entitas anggotanya memastikan penyampaian informasi secara tepat waktu kepada pegawai dalam menghadapi perubahan operasional yang signifikan, termasuk penutupan tambang, kondisi *force majeure*, maupun perubahan yang berdampak pada hubungan kerja.

ANTAM mengkomunikasikan rencana pascatambang melalui dokumen Rencana Pascatambang (RPT) kepada pegawai sesuai ketentuan regulasi, yaitu paling lambat dua tahun sebelum penutupan tambang dilaksanakan. Sementara itu, PTBA memastikan pemberitahuan kepada pegawai terkait pemutusan hubungan kerja dilakukan sesuai peraturan yang berlaku, termasuk ketentuan penyampaian informasi paling lambat 30 hari sebelumnya.

Di sisi lain, INALUM menetapkan periode pemberitahuan minimum satu bulan sesuai dengan peraturan perundang-undangan dan Perjanjian Kerja Bersama (PKB), serta membuka ruang komunikasi dan konsultasi antara manajemen dan pegawai.

Secara keseluruhan, MIND ID berkomitmen untuk memastikan transparansi, kepastian informasi, serta pemenuhan hak pegawai dalam setiap perubahan operasional melalui kepatuhan terhadap regulasi dan penerapan komunikasi yang efektif.

Industrial Relations [GRI 2-30] [GRI 402-1] [GRI 407-1]

MIND ID Group is strongly committed to building harmonious industrial relations as the foundation for a conducive and productive work environment. To support this, the Company has established a clear framework through Company Regulations and the Collective Labor Agreement (Perjanjian Kerja Bersama, PKB) as guidelines for building a fair, transparent, and balanced working relationship between the Company and its employees.

Through its member entities, MIND ID ensures the timely delivery of information to employees in the face of significant operational changes, including mine closures, force majeure conditions, and changes affecting employment relations.

ANTAM communicates its post-mining plans through the Post-Mining Plan (RPT) document to employees in accordance with regulatory requirements, no later than two years prior to mine closure. Meanwhile, PTBA ensures that employees are notified of termination of employment in compliance with applicable regulations, including the requirement to provide notice no later than 30 days in advance.

INALUM, on the other hand, establishes a minimum notice period of one month in accordance with applicable laws and regulations and the Collective Labor Agreement (CLA), and provides open channels for communication and consultation between management and employees.

Overall, MIND ID is committed to ensuring transparency, information certainty, and the fulfillment of employees' rights in every operational change, through regulatory compliance and the application of effective communication.

Sebagai wujud penghormatan terhadap Hak Asasi Manusia (HAM) di tempat kerja, MIND ID memastikan bahwa seluruh hak dasar tenaga kerja terlindungi secara menyeluruh. Hak-hak tersebut meliputi:

- Hak atas pengupahan yang layak
- Hak atas jam kerja yang wajar
- Hak atas lingkungan kerja yang aman dan sehat
- Hak untuk berserikat dan berorganisasi
- Hak untuk mendapatkan kesempatan kerja berdasarkan kompetensi dan kualifikasi
- Hak atas perlindungan dari tindakan pelecehan dan diskriminasi
- Hak untuk menyampaikan keluhan serta memperoleh perlindungan hukum yang adil

Pendekatan ini menjadi bagian dari upaya Perusahaan dalam membangun budaya kerja yang inklusif sekaligus mendukung terciptanya keadilan sosial di lingkungan kerja. Peraturan Perusahaan ditinjau dan diperbarui secara berkala untuk menyesuaikan dengan dinamika operasional maupun perkembangan regulasi. Dalam proses tersebut, Perusahaan memberikan ruang partisipasi bagi perwakilan pegawai untuk menyampaikan masukan, pertimbangan, dan persetujuan sebelum kebijakan disahkan.

PKB mengatur berbagai aspek ketenagakerjaan secara komprehensif, mencakup struktur upah dan tunjangan, kondisi kerja, penerapan Keselamatan dan Kesehatan Kerja (K3), program pelatihan dan pengembangan, serta mekanisme penyelesaian perselisihan hubungan industrial. Khusus pada aspek K3, PKB juga mengatur penggunaan alat pelindung diri, prosedur pemeriksaan keselamatan, pelaporan kecelakaan kerja, ketentuan terkait kondisi kesehatan pegawai, hingga penyediaan fasilitas penunjang seperti makanan dan pangan tambahan khusus.

Pada tahun 2025, seluruh pegawai di Anggota MIND ID telah tercakup dalam PKB maupun Peraturan Perusahaan yang mengatur aspek ketenagakerjaan. Melalui mekanisme komunikasi dua arah yang terstruktur, Perusahaan mendorong keterlibatan aktif pegawai dalam memahami dan menyesuaikan diri terhadap setiap perubahan kebijakan. Informasi terkait kasus hukum yang terjadi sepanjang tahun 2025 disajikan dalam Laporan Tahunan MIND ID 2025.

As a form of respect for Human Rights in the workplace, MIND ID ensures that all basic worker rights are fully protected. These rights include:

- The right to decent wages
- The right to reasonable working hours
- The right to a safe and healthy working environment
- The right to associate and organize
- The right to obtain employment opportunities based on competence and qualifications
- The right to protection from harassment and discrimination
- The right to submit complaints and obtain fair legal protection

This approach is part of the Company's efforts to build an inclusive work culture while supporting social justice in the workplace. Company regulations are periodically reviewed and updated to reflect operational dynamics and regulatory developments. Throughout this process, the Company provides a platform for employee representatives to provide input, considerations, and approval before policies are ratified.

CLA comprehensively regulates various aspects of employment, including wage and benefit structures, working conditions, implementation of Occupational Health and Safety (OHS), training and development programs, and mechanisms for resolving industrial relations disputes. Specifically, in the OHS aspect, CLA also regulates the use of personal protective equipment, safety inspection procedures, reporting of workplace accidents, provisions related to employee health, and the provision of supporting facilities such as special meals and food supplements.

By 2025, all employees of MIND ID Members are covered by the Collective Labor Agreement (CLA) and Company Regulations governing employment aspects. Through a structured two-way communication mechanism, the Company encourages active employee involvement in understanding and adapting to any policy changes. Information related to legal cases that occurred throughout 2025 is presented in the MIND ID 2025 Annual Report.

Serikat Pekerja [GRI 407-1]

Grup MIND ID menjunjung tinggi kebebasan berserikat dan menghormati hak setiap pegawai untuk membentuk maupun bergabung dengan serikat pekerja sesuai dengan pilihan masing-masing. Di seluruh entitas Grup MIND ID, pegawai memiliki akses untuk menjadi anggota berbagai serikat pekerja yang telah terbentuk dan diakui secara resmi, seperti Persatuan Pegawai Aneka Tambang (PERPANTAM), Serikat Pekerja Seluruh Indonesia (SPSI), Serikat Pegawai Aneka Tambang (SEPAKAT), SP LEM SPSI Kantor Peleburan, SP LEM SPSI Kantor Paritohan, Ikatan Karyawan Timah (IKT), Persatuan Karyawan Timah (PKT), dan yang lainnya.

Serikat pekerja berperan sebagai wadah representasi pegawai dalam menyampaikan aspirasi, sekaligus menjadi mitra strategis Perusahaan dalam menciptakan hubungan industrial yang konstruktif. Melalui perannya, serikat pekerja turut mendorong peningkatan kesejahteraan pegawai, termasuk dalam aspek keadilan upah, keselamatan dan kesehatan kerja, serta jaminan sosial.

MIND ID memberikan dukungan penuh terhadap keberadaan dan aktivitas serikat pekerja, termasuk akses yang memadai untuk menjalankan fungsi dan tanggung jawabnya secara efektif. Sepanjang periode pelaporan, Perusahaan tidak mengidentifikasi adanya risiko signifikan terkait pembatasan kebebasan berserikat di seluruh area operasional. Seluruh serikat pekerja di lingkungan Grup MIND ID juga telah terdaftar dan diakui secara resmi oleh pemerintah sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Berdasarkan hasil penilaian risiko dan pemantauan di seluruh operasi serta rantai pasok, MIND ID tidak mengidentifikasi adanya operasi maupun mitra kerja yang memiliki risiko signifikan terhadap pelanggaran kebebasan berserikat dan berkumpul.

Labor Union [GRI 407-1]

MIND ID Group upholds freedom of association and respects the right of every employee to form or join a union of their choice. Across all MIND ID Group entities, employees have access to membership in various officially recognized unions, such as the Aneka Tambang Employees Union (PERPANTAM), the All-Indonesia Workers Union (SPSI), the Aneka Tambang Employees Union (SEPAKAT), the SP LEM SPSI Smelting Office, the SP LEM SPSI Paritohan Office, the Tin Employees Association (IKT), the Tin Employees Union (PKT), and others.

Trade unions serve as a platform for employee representation in expressing their aspirations and as strategic partners for the company in fostering constructive industrial relations. Through their role, trade unions contribute to improving employee welfare, including aspects of wage fairness, Occupational Health and Safety, and social security.

MIND ID fully supports the existence and activities of labor unions, including providing adequate access to effectively conduct their functions and responsibilities. Throughout the reporting period, the Company did not identify any significant risks related to restrictions on freedom of association in any of its operational areas. All labor unions within MIND ID Group have been registered and officially recognized by the government in accordance with the applicable laws and regulations.

Based on the results of risk assessments and monitoring across all operations and supply chains, MIND ID has not identified any operations or business partners that pose a significant risk of violating freedom of association and collective bargaining.

Perpanjangan dan Perubahan Perjanjian Kerja Bersama (PKB) 2025–2026

Extension and Amendment of the 2025–2026 Collective Labor Agreement (CLA)

ANTAM telah menyelesaikan proses perundingan Perjanjian Kerja Bersama (PKB) dan menetapkan PKB periode 2025–2026 sebagai landasan hubungan industrial antara Perusahaan dan pegawai. PKB ini merupakan hasil kesepakatan antara Perusahaan dan Serikat Pekerja ANTAM dan berlaku sejak 1 Januari 2025 hingga 31 Desember 2026, serta menjadi pedoman dalam pelaksanaan hubungan kerja di lingkungan Perusahaan.

Pada tahun 2025, tingkat partisipasi pegawai dalam serikat pekerja mencapai 99,24%, sementara 0,76% pegawai tidak menjadi anggota serikat pekerja. Ke depan, Perusahaan bersama Serikat Pekerja berkomitmen untuk melakukan perundingan perpanjangan PKB sebelum masa berlakunya berakhir guna memastikan kesinambungan hubungan industrial yang harmonis.

ANTAM has completed the Collective Labor Agreement (CLA) negotiation process and established the 2025–2026 CLA as the basis for industrial relations between the Company and its employees. This CLA is the result of an agreement between the Company and the ANTAM Workers Union and is valid from 1 January 2025, to 31 December 2026, and serves as a guideline for implementing employment relations within the Company.

By 2025, employee union participation reached 99.24%, while 0.76% of employees are not union members. Moving forward, the Company and the Labor Union are committed to negotiating a CLA extension before its expiration to ensure continued harmonious industrial relations.





Courtesy of ANTAM



09

Pilar 4 | Pillar 4: Masyarakat

Society

Grup MIND ID meyakini bahwa pertumbuhan Perusahaan berjalan seiring dengan kemajuan masyarakat di sekitar wilayah operasional. Oleh karena itu, Perusahaan berkomitmen untuk bertumbuh bersama masyarakat melalui program pemberdayaan yang partisipatif dan berkelanjutan guna memperkuat kemandirian serta meningkatkan kesejahteraan masyarakat secara inklusif.

MIND ID Group believes that the Company's growth goes hand in hand with the progress of the communities surrounding its operational areas. Therefore, the Company is committed to growing alongside the community through participatory and sustainable empowerment programs to strengthen independence and improve community welfare in an inclusive manner.

Program Investasi Sosial [GRI 413-1]

Community Investment Program [GRI 413-1]

MIND ID meyakini bahwa pertumbuhan dan keberhasilan Perusahaan tidak dapat dipisahkan dari kemajuan masyarakat di sekitar wilayah operasional. Oleh karena itu, Perusahaan secara konsisten mengembangkan berbagai program pemberdayaan masyarakat yang mendukung keberlanjutan operasional sekaligus menciptakan nilai tambah berkelanjutan bagi komunitas lokal. Di saat yang sama, MIND ID berkomitmen untuk mengidentifikasi dan memitigasi potensi dampak negatif yang timbul dari kegiatan usaha.

MIND ID believes that the Company's growth and success are inseparable from the progress of the communities surrounding its operational areas. Therefore, the Company consistently develops various community empowerment programs that support operational sustainability while creating sustainable added value for local communities. At the same time, MIND ID is committed to identifying and mitigating potential negative impacts arising from its business activities.

Dalam pelaksanaannya, Perusahaan mengedepankan pendekatan partisipatif dengan melibatkan masyarakat secara aktif serta memperkuat kolaborasi multipihak. Pendekatan ini memastikan bahwa program sosial yang dijalankan tidak hanya relevan dengan kebutuhan lokal, tetapi juga mampu mendorong kemandirian serta ketahanan sosial dan ekonomi masyarakat. [GRI 413-1]

In its implementation, the Company prioritizes a participatory approach by actively involving the community and strengthening multi-stakeholder collaboration. This approach ensures that the social programs implemented are not only relevant to local needs but also foster community independence and social and economic resilience. [GRI 413-1]

Program pengembangan masyarakat yang dilaksanakan oleh Anggota MIND ID mencakup kemitraan untuk meningkatkan kemandirian ekonomi masyarakat di sekitar wilayah operasi, program pembinaan, pendidikan, dan pelatihan untuk meningkatkan kompetensi serta kapasitas sumber daya manusia, serta kolaborasi dengan kelompok masyarakat melalui dialog, sosialisasi, dan berbagai bentuk kerja sama lainnya.

Community development programs by MIND ID Members include partnerships to increase the economic independence of communities around their operational areas, development programs, education and training to improve the competence and capacity of human resources, and collaboration with community groups through dialogue, outreach, and various other forms of cooperation.

Selain itu, Grup MIND ID turut berkontribusi melalui kegiatan sosial berupa bantuan serta penyediaan fasilitas umum, dukungan pendidikan, dan layanan kesehatan guna meningkatkan kualitas hidup masyarakat.

Dampak Positif dan Negatif Operasional

[GRI 413-2] [GRI 14.23.8]

Sebagai perusahaan yang bergerak di sektor pertambangan dan logam, aktivitas operasional Anggota MIND ID menimbulkan dampak positif maupun negatif bagi masyarakat dan lingkungan sekitar. Perusahaan secara berkelanjutan mengelola dampak tersebut dengan mengoptimalkan manfaat yang dihasilkan serta memitigasi potensi risiko yang timbul di wilayah operasional.

Dampak positif yang dihasilkan antara lain penciptaan lapangan kerja bagi tenaga kerja lokal, peningkatan pendapatan dan kesejahteraan masyarakat, kontribusi terhadap penerimaan daerah melalui pajak dan royalti, serta percepatan pembangunan infrastruktur di sekitar area operasi.

Di sisi lain, kegiatan pertambangan memiliki potensi risiko yang perlu dikelola secara cermat, termasuk dampak lingkungan akibat aktivitas produksi, potensi gangguan terhadap kenyamanan masyarakat, serta kemungkinan munculnya kesenjangan sosial dan ekonomi antara masyarakat lokal dan tenaga kerja dari luar daerah.

Sebagai bentuk tanggung jawab atas dampak tersebut, Grup MIND ID mengimplementasikan program *Corporate Social Responsibility* (CSR) yang terintegrasi dengan strategi keberlanjutan Perusahaan. Program ini dirancang untuk memperkuat kontribusi terhadap pembangunan daerah sekaligus meningkatkan kesejahteraan masyarakat secara inklusif dan berkelanjutan.

Selain itu, Grup MIND ID memberikan kesempatan yang setara bagi talenta daerah untuk bergabung sebagai pegawai melalui proses seleksi yang transparan, adil, dan anti-diskriminasi. Kebijakan ini diharapkan dapat mendorong penguatan kapasitas sumber daya manusia lokal sebagai penggerak pertumbuhan ekonomi dan pembangunan daerah.

In addition, MIND ID Group contributes through social activities in the form of assistance and the provision of public facilities, educational support, and health services to improve the quality of life of the community.

Positive and Negative Impact of Operations

[GRI 413-2] [GRI 14.23.8]

As a company operating in the mining and metals sector, MIND ID Members' operational activities have both positive and negative impacts on the surrounding community and environment. The Company sustainably manages these impacts by optimizing the benefits generated and mitigating potential risks arising in its operational areas.

The positive impacts generated include job creation for local workers, increased revenue and community welfare, contributions to regional revenue through taxes and royalties, and accelerated infrastructure development around the operational areas.

On the other hand, mining activities have potential risks that need to be managed carefully, including environmental impacts resulting from production activities, potential disruptions to community comfort, and the possibility of social and economic disparities between local communities and workers from outside the region.

As a form of responsibility for this impact, MIND ID Group implements a Corporate Social Responsibility (CSR) program integrated with the Company's sustainability strategy. This program is designed to strengthen contributions to regional development while improving community well-being in an inclusive and sustainable manner.

Furthermore, MIND ID Group provides equal opportunities for regional talent to join as employees through a transparent, fair, and anti-discriminatory selection process. This policy is expected to encourage the strengthening of local human resource capacity as a driver of economic growth and regional development.

Informasi lebih lanjut mengenai pengelolaan dampak positif dan negatif operasional oleh masing-masing Anggota MIND ID dapat dilihat pada Laporan Keberlanjutan setiap entitas.

Further information regarding the management of positive and negative operational impacts by each MIND ID Member can be seen in each entity's Sustainability Report.

Penanganan Keluhan [GRI 2-26][GRI 413-1] [GRI 14.10.4]

Perusahaan memastikan bahwa sistem penanganan keluhan diterapkan secara konsisten di seluruh unit operasional serta dapat diakses dengan mudah oleh pemangku kepentingan. Setiap laporan yang diterima melalui mekanisme ini diverifikasi dan ditindaklanjuti secara profesional guna memastikan proses penyelesaian yang objektif, adil, dan terdokumentasi dengan baik.

MIND ID menyediakan mekanisme penanganan dan pemulihan atas dampak negatif yang timbul dari kegiatan operasional melalui sistem pengelolaan pengaduan, pemantauan kepatuhan, serta evaluasi risiko secara berkala. Setiap laporan atau indikasi dampak negatif ditindaklanjuti melalui proses verifikasi, analisis akar masalah, dan penentuan tindakan perbaikan yang melibatkan unit terkait sesuai dengan tingkat risiko dan dampaknya.

Tindak lanjut atas dampak negatif dapat berupa tindakan korektif dan preventif, termasuk perbaikan prosedur operasional, penguatan pengendalian internal, serta pemulihan kondisi yang terdampak apabila diperlukan. Mekanisme ini didukung oleh saluran pelaporan yang dapat diakses oleh pemangku kepentingan serta sistem pemantauan internal untuk memastikan efektivitas penanganan.

Pada tahun 2025, terdapat 1 (satu) pengaduan masyarakat yang diterima oleh Divisi CSR TIMAH terkait bau asap dari pabrik peleburan timah di Kelurahan Sungai Baru, Mentok, Kabupaten Bangka Barat yang dinilai berpotensi berdampak pada kualitas udara, kesehatan, dan lingkungan. Menindaklanjuti pengaduan tersebut serta permintaan audit dari DPRD, TIMAH telah melaksanakan layanan kesehatan gratis dan uji pencemaran udara di tiga lokasi terdekat. Hasil pengujian menunjukkan tingkat kebauan masih berada di bawah baku mutu. Seluruh pengaduan tersebut (100%) telah ditindaklanjuti dan diselesaikan sesuai prosedur yang berlaku. [ICMM 12.10]

Program Tanggung Jawab Sosial dan Lingkungan (TJSL) [GRI 413-1]

Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Grup MIND ID mengacu pada Kerangka Strategis Investasi Sosial yang disusun berdasarkan regulasi nasional serta selaras dengan praktik terbaik internasional. Kerangka ini menjadi pedoman dalam memastikan bahwa setiap inisiatif sosial dirancang secara terarah, terukur, dan berorientasi pada dampak jangka panjang.

Complaint Handling [GRI 2-26][GRI 413-1] [GRI 14.10.4]

The Company ensures that the complaint handling system is implemented consistently across all operational units and is easily accessible to stakeholders. Every report received through this mechanism is verified and professionally followed up to ensure an objective, fair, and well-documented resolution process.

MIND ID provides a mechanism for handling and remediating negative impacts arising from operational activities through a complaint management system, compliance monitoring, and regular risk evaluation. Every report or indication of a negative impact is followed up through a verification process, root cause analysis, and determination of corrective actions involving relevant units according to the level of risk and impact.

Follow-up on negative impacts can take the form of corrective and preventive actions, including improving operational procedures, strengthening internal controls, and restoring affected conditions where necessary. This mechanism is supported by stakeholder-accessible reporting channels and an internal monitoring system to ensure an effective response.

In 2025, TIMAH's Corporate Social Responsibility (CSR) Division received a community complaint regarding smoke odors emanating from the tin smelting plant in Sungai Baru Village, Mentok, West Bangka Regency. These odors were perceived to potentially affect air quality, public health, and the surrounding environment. In response to this concern and an audit request from the Regional Legislative Council (DPRD), TIMAH offered complimentary health services and conducted air pollution testing at three nearby locations. The results indicated that odor levels remained within the permissible standards set by relevant quality regulations. All reported grievances (100%) were duly addressed and resolved in accordance with established procedures. [ICMM 12.10]

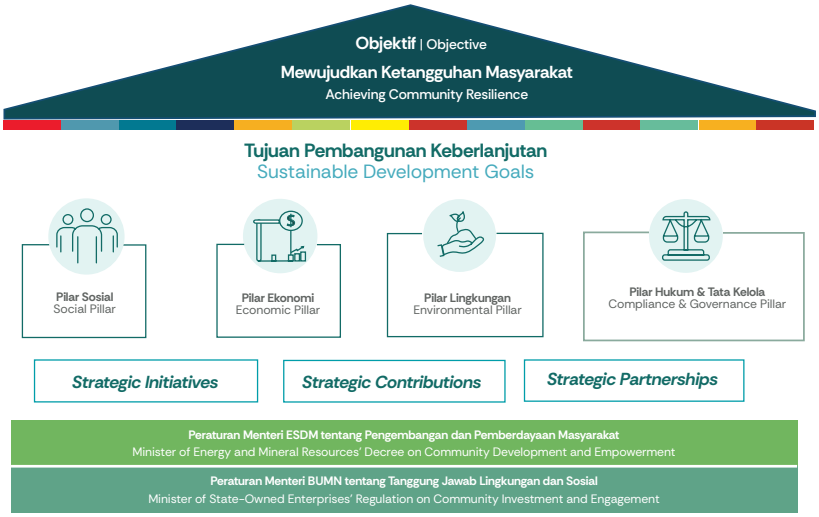
Community Investment and Engagement (CIE) Program [GRI 413-1]

The implementation of the MIND ID Group's Community Investment and Engagement (CIE) program is guided by a Social Investment Strategic Framework, developed based on national regulations and aligned with international best practices. This framework serves as a guideline to ensure that every social initiative is designed in a targeted, measurable manner, and oriented toward long-term impact.

Implementasi TJSL oleh Anggota MIND ID difokuskan pada 4 (empat) pilar utama, yaitu Sosial, Lingkungan, Ekonomi, dan Hukum, yang secara terintegrasi mendukung pencapaian tujuan keberlanjutan Perusahaan serta peningkatan kesejahteraan masyarakat di sekitar wilayah operasional.

The implementation of CIE by MIND ID Members is focused on 4 (four) main pillars, namely Social, Environmental, Economic, and Legal, which in an integrated manner support the achievement of the Company's sustainability goals and improve the welfare of the community around the operational area.

Kerangka Community Investment Grup MIND ID



Pelaksanaan Program TJSL Grup MIND ID juga dirancang untuk memberikan kontribusi nyata terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Komitmen ini selaras dengan Peraturan Menteri BUMN No. PER-01/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan BUMN, yang menjadi landasan implementasi TJSL di lingkungan BUMN.

The implementation of the MIND ID Group's CIE Program is also designed to make a tangible contribution to achieving the Sustainable Development Goals (SDGs). This commitment aligns with Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/03/2023 concerning Special Assignments and the Community Investment and Engagement Program of State-Owned Enterprises, which serves as the foundation for CIE implementation within the SOE environment.

Sejalan dengan amanat Permen BUMN No. PER-01/MBU/03/2023, Perusahaan menetapkan fokus pada tiga bidang prioritas dan satu aspek dukungan sosial yang diintegrasikan secara langsung dengan Tujuan Pembangunan Berkelanjutan (TPB):

- Pilar Sosial (Investasi Modal Manusia): Berfokus pada Bidang Pendidikan dengan prioritas pada TPB 4 (Pendidikan Berkualitas) serta Kegiatan Sosial yang mencakup aspek pengentasan kemiskinan dan kesehatan (TPB 1, 2, 3, dan 5).

- Pilar Ekonomi (Kemandirian Ekonomi): Mengakselerasi Bidang Pengembangan UMK yang berfokus pada TPB 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) untuk menciptakan ekosistem usaha lokal yang tangguh dan naik kelas.

In line with the mandate from Regulation of Minister of State-Owned Enterprise No. PER-01/MBU/03/2023, we focus on three priority areas and one aspect of social support that is integrated directly with the Sustainable Development Goals (SDGs):

- Social Pillar (Investment to Human as Capital): Focuses on Education by prioritizing SDG 4 (Quality Education) as well as Social Activities comprised of aspects such as poverty eradication and health (SDG 1, 2, 3 and 5).
- Economic Pillar (Economic Independence): Accelerates MSE Development, focusing on SDG 8 (Decent Work and Economic Growth) to create a robust and leveled-up local businesses ecosystem.

- Pilar Lingkungan (Keberlanjutan Ekosistem): Berfokus pada Bidang Lingkungan melalui inisiatif penyediaan air bersih dan pelestarian ekosistem darat (TPB 6 dan 15) untuk memitigasi dampak operasional dan menjaga biodiversitas.
- Pilar Hukum & Tata Kelola (Integritas): Menjadikan TPB 16 (Perdamaian, Keadilan, dan Kelembagaan yang Tangguh) sebagai fondasi akuntabilitas dalam seluruh mekanisme pelaksanaan program di tingkat MIND ID maupun Anggota MIND ID.

- Environmental Pillar (Ecosystem Sustainability): Focuses on the Environment through clean water procurement and onshore ecosystem conservation initiatives (SDG 6 and 15) to mitigate the impact of operations and protect biodiversity.
- Compliance & Governance Pillar (Integrity). Makes SDG 16 (Peace, Justice and Strong Institutions) the foundation of accountability across all program implementation mechanisms at the MIND ID and MIND ID Members' level.



Bidang Prioritas Pendidikan

MIND ID menempatkan pendidikan sebagai pilar fundamental dalam strategi pencapaian Tujuan Pembangunan Berkelanjutan (TPB), khususnya TPB 4 (Pendidikan Berkualitas) dan TPB 5 (Kesetaraan Gender). Kami meyakini bahwa akses pendidikan yang inklusif merupakan dasar utama untuk menciptakan masyarakat yang berdaya saing dan terampil di masa depan. Selaras dengan Peraturan Menteri BUMN No. PER-01/MBU/03/2023, pendidikan ditetapkan sebagai salah satu dari tiga bidang prioritas utama program TJSL perusahaan.

Program pendidikan MIND ID dirancang untuk memperkuat sistem formal maupun non-formal melalui kolaborasi strategis dengan berbagai pihak. Upaya ini mencakup penyediaan beasiswa, pelatihan guru, hingga pengembangan keterampilan teknis bagi masyarakat di wilayah operasional agar mereka dapat berperan aktif dalam ekonomi berkelanjutan.

Education Priority Area

MIND ID makes education a fundamental pillar in the strategy to achieve the Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education) and SDG 5 (Gender Equality). We believe that inclusive access to education is the foundation for creating a competitive and skilled society in the future. In line with Regulation of Minister of State-Owned Enterprises No. PER-01/MBU/03/2023, education is stipulated as one of the three main priority areas of the Company's CIE program.

MIND ID's education program is designed to strengthen both formal and informal systems through strategic collaborations with various parties. This effort includes providing scholarships, training for teachers, and technical skills development for communities in operational areas so that they can play an active role in the sustainable economy.

Program Unggulan Bidang Prioritas Pendidikan
Featured Program in the Education Priority Area



Program MINDucation, Merajut Asa dari Pesisir

MINDucation Program, Weaving Hope from Coastal Areas

Sejak tahun 2000, MIND ID melalui anak usaha TIMAH telah menanam benih harapan bagi anak-anak di wilayah pesisir dan pulau terpencil melalui program Pemali *Boarding School*. Program ini menjadi rumah bagi siswa berprestasi dari keluarga prasejahtera untuk mendapatkan akses pendidikan berkualitas tanpa terhalang kendala ekonomi. Dengan total 886 alumni yang telah lulus, asrama ini terus menghidupkan mimpi 108 siswa aktif yang menempuh pendidikan di SMAN 1 Pemali. Kolaborasi terkini melalui program bimbingan belajar MINDucation bersama Ruangguru menunjukkan komitmen perusahaan untuk terus meningkatkan daya saing siswa agar siap melangkah ke jenjang perguruan tinggi dan dunia profesional.

Keberadaan program ini tidak hanya meringankan beban orang tua dalam memenuhi kebutuhan peralatan belajar, tetapi juga menjadi katalisator inklusi sosial dan kemandirian ekonomi bagi masyarakat sekitar tambang. Melalui sinergi erat dengan Dinas Pendidikan, MIND ID secara nyata mendukung pencapaian target TPB Indonesia 2030 dalam menuntaskan wajib belajar 12 tahun. Dengan fasilitas asrama yang mendukung dan pendampingan yang intensif, para siswa dari pelosok kini memiliki posisi tawar yang lebih kuat untuk memutus rantai kemiskinan dan berkontribusi langsung bagi kemajuan daerah asalnya. Keberhasilan program ini terbukti secara ilmiah melalui evaluasi SROI dengan nilai 1,44, yang menegaskan bahwa setiap investasi pendidikan yang diberikan membuahkan dampak sosial yang signifikan bagi masyarakat.

Since 2000, MIND ID through one of its subsidiaries, TIMAH, has planted the seeds of hope for children in coastal areas and remote islands through the Pemali Boarding School program. This program has become a home for high-achieving students from underprivileged families to gain access to quality education without being hindered by economic constraints. With a total of 886 alumni who have graduated, this boarding school continues to keep the dreams of 108 active students who are studying at SMAN 1 Pemali alive. The recent collaboration through the MINDucation tutoring program with Ruangguru demonstrates the Company's commitment to continuously improve student competitiveness to enable them to be ready to step into higher education and the professional world of work.

The presence of this program not only eases the burden of the parents in fulfilling the need for learning materials, but also serves as a catalyst for social inclusion and economic independence for the communities around mines. Through a close collaboration with the Department of Education, MIND ID has provided tangible support for the achievement of Indonesia's 2030 SDGs target of completing 12 years of compulsory education. With the support of dormitory facilities and intensive assistance, students from remote areas now have a stronger bargaining position to sever the cycle of poverty and contribute directly to the progress of their homeland. The success of this program has been scientifically proven through a SROI evaluation with a score of 1.44, affirming that each investment provided to education produces a significant social impact on the community.

Lokasi Program
Program Location

Kepulauan Bangka Belitung
Bangka Belitung Islands

Pencapaian 2025
2025 Achievement

- Mengelola beasiswa asrama penuh bagi 108 siswa aktif di SMAN 1 Pemali, dengan rekam jejak mencetak 886 alumni sejak tahun 2000.
- Penerimaan konsisten 36 siswa baru setiap tahun ajaran bagi anak-anak dari wilayah pesisir dan pulau terpencil sekitar tambang.
- Peluncuran program bimbingan belajar MINDucation (kolaborasi MIND ID, PT Timah, dan Ruangguru) untuk siswa kelas XI dan XII guna penguatan akademik.
- Melakukan *benchmark* strategis bersama PTBA ke SMA Taruna Nusantara untuk pengembangan kualitas asrama dan kurikulum.
- Managed full boarding scholarships for 108 active students at SMAN 1 Pemali, with a track record of producing 886 alumni since 2000.
- Consistent admission of 36 new students each academic year for children from coastal areas and remote islands around mines.
- Launched of MINDucation tutoring program (a collaboration between MIND ID, PT Timah, and Ruangguru) for grade XI and XII students to strengthen their academics.
- Conducted strategic benchmarking with PTBA to SMA Taruna Nusantara to develop the quality of dormitories and curriculum.

Testimoni
Testimonial

Andara Vistia (Siswa Pemali *Boarding School* | Pemali Boarding School Student)

Saya sempat merasa pendidikan tinggi hanyalah mimpi yang tidak terjangkau karena kondisi ekonomi keluarga. Namun sekarang saya mendapatkan bimbingan belajar tambahan melalui MINDucation, dan tinggal di lingkungan asrama yang sangat mendukung pertumbuhan saya. Kini, beban orang tua saya menjadi sangat ringan, dan saya merasa jauh lebih percaya diri serta siap untuk mengejar cita-cita melanjutkan pendidikan untuk membanggakan keluarga dan desa saya.
I once felt like higher education was just an unattainable dream due to my family's financial condition. But now I receive additional tutoring through MINDucation and live in a dormitory environment that truly supports my growth. Now, my parents' burden has been greatly reduced, and I feel much more confident and ready to pursue my dream of continuing my education to make my family and village proud.

Program Unggulan Bidang Prioritas Pendidikan
Featured Program in the Education Priority Area



Karya Perempuan Berdaya, Memutus Rantai *Stunting* dari Dapur Lokal

Empowered Women's Work, Breaking Chains of Stunting from Local Kitchens

Melalui unit bisnisnya di Maluku Utara (UBP Nikel Maluku Utara), ANTAM menginisiasi Program G-BEST (Gizi Baik Cegah Risiko Stunting) sebagai manifestasi gerakan kolektif dalam mencetak generasi masa depan yang sehat dan tangguh. Inisiatif ini merupakan langkah nyata perusahaan dalam memperkuat kualitas sumber daya manusia sejak dini, guna memastikan keberlanjutan bangsa yang kompetitif di kancah global. Bukan sekadar memberikan bantuan, program ANTAM ini mengakar pada kemandirian masyarakat melalui pembentukan kelompok usaha "Karya Perempuan Berdaya" yang mengolah pangan lokal menjadi kudapan bergizi tinggi. Dari *workshop* bagi orang tua hingga kelas pra-konsepsi bagi puluhan remaja di SMAN 1 Halmahera Timur, G-BEST merajut edukasi menyeluruh yang menghubungkan kesehatan reproduksi remaja dengan kualitas gizi anak-anak di masa depan.

Hasil nyata dari sinergi intensif bersama Puskesmas Buli ini tercermin pada angka prevalensi *stunting* yang terjun bebas dari 27,35% menjadi 13,23% hanya dalam waktu satu tahun. Pendampingan bagi ratusan baduta, ibu hamil dengan risiko anemia, hingga remaja putri telah menciptakan kesadaran baru akan pentingnya asupan nutrisi berkualitas. Melalui intervensi Pemberian Makanan Tambahan (PMT) berbasis sumber daya lokal, program ini tidak hanya menekan risiko *stunting*, tetapi juga membangun kedaulatan gizi dan kemandirian ekonomi bagi perempuan di wilayah Maluku Utara. Keberhasilan program ini terbukti melalui evaluasi SROI dengan nilai 2.46, yang menegaskan bahwa setiap investasi yang diberikan membuahkan dampak sosial yang signifikan bagi masyarakat.

Through its business unit in North Maluku (North Maluku Nickel Mining Business Unit), ANTAM initiated the G-BEST (Gizi Baik Cegah Risiko Stunting) Program as a manifestation of a collective movement creating healthy and resilient future generations. This initiative is the Company's concrete step to strengthen the quality of human resources from an early age, to ensure the sustainability of a competitive nation on the global stage. More than just providing assistance, this ANTAM program is rooted in community independence through the formation of the "Empowered Women's Work" business group that processes local crops into highly nutritious snacks. From workshops for parents to pre-conception classes for dozens of teenagers at SMAN 1 in East Halmahera, G-BEST weaves comprehensive education that connects adolescent reproductive health with the quality of children's nutrition in the future.

The tangible results of this intensive synergy with the Buli Community Health Centre are reflected in the prevalence rate of stunting, which plummeted from 27.35% to 13.23% within just one year. Assistance to hundreds of toddlers, pregnant women at risk of anaemia, and adolescent girls has created a new awareness of the importance of quality nutrition. Through the Supplementary Food Assistance (PMT) intervention based on local resources, this program has not only reduced the risk of stunting but has also built nutritional sovereignty and economic independence for women in the North Maluku region. The success of this program is proven through a SROI evaluation with a score of 2.46, affirming that each investment made has a significant social impact on the community.

Lokasi Program
Program Location

Maluku Utara
North Maluku

Pencapaian 2025
2025 Achievement

- Menyelenggarakan kelas pra-konsepsi bagi 80 remaja untuk edukasi kesehatan reproduksi serta pencegahan anemia dan HIV/AIDS.
- Melakukan intervensi PMT Lokal dan pendampingan gizi intensif bagi 200 Baduta serta 65 Ibu Hamil kategori KEK & Anemia.
- Membentuk kelompok usaha "Karya Perempuan Berdaya" sebagai wadah kemandirian masyarakat dalam memproduksi kudapan bergizi berbasis pangan lokal.
- Melaksanakan *workshop* pemanfaatan pangan lokal dan peningkatan kapasitas bagi 50 tenaga kesehatan serta kader posyandu.
- Held pre-conception classes for 80 teenagers for reproductive health education as well as prevention of anaemia and HIV/AIDS.
- Made local PMT interventions and provided intensive nutritional assistance for 200 toddlers and 65 pregnant women in the KEK & Anaemia categories.
- Established the "Empowered Women's Work" business group as a forum for community independence in producing nutritious snacks based on local crops.
- Held workshops on the use of local crops and capacity building for 50 health workers and integrated health post (posyandu) cadres.

Testimoni
Testimonial

Fatmawati (Warga Penerima Manfaat | Beneficiary)

Bergabung dengan kelompok usaha lokal telah meningkatkan pemahaman praktis saya mengenai standar pengolahan pangan yang higienis dan bernutrisi. Kini, saya tidak hanya mampu menjaga kesehatan keluarga melalui kudapan sehat, tetapi juga memiliki keterampilan manajerial untuk membantu memperkuat ekonomi rumah tangga.
Joining with a local business group has enhanced my practical understanding of hygienic and nutritious food processing standards. Now, I'm not only capable of maintaining my family's health through healthy snacks, but I also have the managerial skills to help strengthen my household's economy.

Program Unggulan Bidang Prioritas Pendidikan
Featured Program in the Education Priority Area



Membangun Ahli di Tanah Sendiri, Menyiapkan Mekanik Masa Depan

Building Experts in Our Own Land, Preparing the Mechanics of the Future

Di jantung operasional Tanjung Enim, sebuah inisiatif besar tengah meretas jalan bagi generasi muda untuk menjadi tuan rumah di industri mereka sendiri. Melalui Program Pendidikan Keterampilan Masyarakat, PTBA bersinergi dengan raksasa industri seperti United Tractors, PAMA, PPA, dan Trakindo untuk menempa masyarakat usia produktif menjadi tenaga ahli yang kompeten. Program ini tidak sekedar memberikan teori, namun secara intensif membekali 49 peserta dengan keterampilan teknis mekanik dan alat berat yang berorientasi langsung pada kebutuhan riil dunia pertambangan. Hasilnya luar biasa, 11 peserta berhasil meraih sertifikasi *Basic Mechanic Course* (BMC) dengan tingkat kelulusan 100%, membuktikan bahwa potensi lokal mampu bersaing di level tertinggi.

Keberhasilan program ini melampaui pencapaian sertifikat semata, ia menciptakan harmoni dan harapan baru di wilayah Ring 1 perusahaan. Dengan terbentuknya *pipeline* tenaga kerja yang terampil, kesenjangan sosial dapat diminimalkan dan hubungan kolaboratif antara perusahaan dengan masyarakat semakin erat. Transformasi ini memastikan bahwa kemajuan industri pertambangan di Sumatra Selatan berjalan beriringan dengan peningkatan pendapatan dan kualitas hidup warga sekitar. Kini, para pemuda Lawang Kidul tidak lagi hanya melihat alat berat dari jauh, melainkan siap menggerakkan dan merawatnya sebagai tenaga kerja profesional yang tersertifikasi.

At the heart of Tanjung Enim's operations, a major initiative is paving the way for young people to become masters of their own industry. Through the Community Skills Education Program, PTBA is synergising with industrial giants such as United Tractors, PAMA, PPA, and Trakindo to develop community members of productive age into competent experts. The program goes beyond theory: it has intensively equipped 49 participants with mechanical and heavy equipment technical skills directly oriented to the real needs of the mining industry. The results were remarkable: 11 participants have successfully earned Basic Mechanic Course (BMC) certification with a 100% passing rate, proving that local talent is capable of competing at the highest level.

The success of this program goes beyond simply achieving certification; it creates harmony and new hope in the Company's Ring 1 area. The establishment of a skilled workforce pipeline has minimized social disparities and tightened collaborative relationships between the Company and the community. This transformation ensures that the advancement of the mining industry in South Sumatra goes hand in hand with improvements in revenue and quality of life of the local residents. Now, the youth of Lawang Kidul are no longer merely viewing the heavy equipment from afar, they are ready to operate and maintain it as certified experts.

Lokasi Program
Program Location

Sumatra Selatan
South Sumatra

Pencapaian 2025
2025 Achievement

- Menyelenggarakan pelatihan mekanik dan alat berat dalam 2 batch (Februari–Mei 2025) bagi 49 peserta usia produktif dari wilayah Ring 1.
- Menghasilkan 11 tenaga kerja tersertifikasi BMC (*Basic Mechanic Course*) melalui kerja sama eksklusif dengan UT School dengan tingkat kelulusan 100%.
- Membentuk *pipeline* tenaga kerja terampil melalui kolaborasi strategis dengan 4 mitra industri raksasa: United Tractors, PPA, PAMA, dan Trakindo.
- Memfasilitasi peningkatan daya saing lokal yang berorientasi langsung pada kebutuhan spesifik industri pertambangan.
- Held mechanic and heavy equipment trainings in 2 batches (February–May 2025) for 49 participants of productive age from the Ring 1 area.
- Produced 11 BMC (Basic Mechanic Course) certified workers through an exclusive collaboration with UT School with a 100% graduation rate.
- Formed a skilled workforce pipeline through strategic collaboration with 4 giant industrial partners: United Tractors, PPA, PAMA, and Trakindo.
- Facilitated the improvement of local competitiveness, directly oriented to the specific needs of the mining industry.

Testimoni
Testimonial

Rio Ulya Salam (Alumni UT School | UT School Alumni)

Saya merasa senang dan bangga diberi kesempatan oleh manajemen PTBA dan juga UT school untuk menimba ilmu, sehingga ilmu-ilmu ini semoga kedepannya bermanfaat bagi saya dan rekan-rekan kedepannya untuk mencari pekerjaan ataupun dalam pekerjaan semoga kedepannya dari pihak pihak terkait PTBA UT Tanjung Enim dan juga UT school bisa memberikan kesempatan kepada adik-adik kami atau teman-teman kami selanjutnya untuk bisa mengikuti program-program seperti ini lagi.

I feel happy and proud to be given the opportunity by the management of PTBA and also UT school to gain knowledge, thus I hope that with improvements in income and quality of life will be useful both for me and my colleagues in the future when we are looking for a job or within the job itself. Hopefully, going forward, stakeholders from PTBA, UT Tanjung Enim, and also UT school, can provide opportunities to our juniors or other beneficiaries to be able to participate in other similar programs.

Program Unggulan Bidang Prioritas Pendidikan
Featured Program in the Education Priority Area



Menyemai Talenta Inklusi & Anak Usia Dini Melalui Taman Asuh Sayang Anak

Cultivating Inclusive & Early Childhood Talents Through the Child-Friendly Foster Care Garden

Sebuah oasis pendidikan hadir bagi anak-anak pedagang dan masyarakat di tengah keriuhan aktivitas pasar sekitar pabrik peleburan Kabupaten Batu Bara. Melalui program Taman Asuh Sayang Anak (Tamasya), PAUD INATA kini telah bertransformasi dengan fasilitas pendukung yang lengkap, memberikan akses pendidikan gratis dan subsidi bagi puluhan balita dari keluarga prasejahtera. Kehadiran program ini bukan sekedar bantuan fisik, melainkan solusi nyata bagi para orang tua untuk memastikan keamanan tumbuh kembang anak-anak mereka selagi mereka mengais rezeki di pasar.

Langkah inovasi sosial ini mencapai puncaknya dengan peresmian Rumah Inklusi *Smart Kids* pada November 2025, yang kini menjadi pusat terapi satu-satunya bagi Anak Berkebutuhan Khusus (ABK) di Kabupaten Batu Bara. Dengan adanya pusat terapi ini, tembok pembatas bagi anak-anak istimewa untuk mendapatkan penanganan profesional mulai runtuh, terbukti dengan puluhan anak yang kini rutin menjalani terapi. Sinergi antara PAUD inklusif dan pusat terapi ini diharapkan dapat membangun fondasi masa depan yang setara bagi setiap anak tanpa terkecuali.

Amid the bustling market activity around the smelter in Kab. Batu Bara, an educational oasis has emerged for the children of the vendors and the community. Through the Child-Friendly Foster Care Garden (Tamasya) program, the INATA Early Childhood Education Program has now transformed into a comprehensive support facility, providing access to free and subsidised education for dozens of toddlers from underprivileged families. This program does not just offer physical assistance, but also provides a real solution for parents to ensure the safe growth and development of their children while they earn a living in the market.

This social innovation initiative reached its peak through the official opening of the Smart Kids Inclusion Centre in November 2025, which has now become the only therapy centre available for children with special needs (ABK) in Kab. Batu Bara. With the presence of this therapy centre, the barriers preventing children with special needs from receiving professional care have begun to crumble, as evidenced by the dozens of children now regularly receiving therapy. The synergy between the inclusive Early Childhood Education Program and this therapy centre is not only strengthening the Company's profile but also building the foundation for an equal future for every child with no exception.

Lokasi Program
Program Location

Sumatra Utara
North Sumatra

Pencapaian 2025
2025 Achievement

- Meresmikan Rumah Inklusi *Smart Kids* pada November 2025 sebagai pusat terapi (*Therapy Centre*) pertama dan satu-satunya bagi Anak Berkebutuhan Khusus di Kabupaten Batu Bara.
- Melaksanakan perbaikan total dan penambahan fasilitas pembelajaran pada PAUD INATA melalui program Taman Asuh Sayang Anak (Tamasya).
- Memberikan akses pendidikan gratis dan subsidi bagi 50 anak balita dari keluarga pedagang pasar dan masyarakat sekitar.
- Mengembangkan program inovasi sosial yang menjadi item unggulan dalam penilaian PROPER perusahaan.
- Officially opened the Smart Kids Inclusion House in November 2025 as the first and the only therapy centre for children with special needs in Batu Bara Regency.
- Made a full improvements and additions to learning facilities at the INATA Early Childhood Education Program through the Child-Friendly Foster Care Garden/Taman Asuh Sayang Anak (Tamasya) program.
- Provided free and subsidized access to education for 50 toddlers from families of the vendors in the market and the surrounding community.
- Developed social innovation programs that have become featured items in the Company's PROPER assessment.

Testimoni
Testimonial



Kalimadewi - Kelurahan Indrapura (Orang Tua Penerima Manfaat | Indrapura Sub-District, Parents of Beneficiary)

Sebagai pedagang di Pasar Delima, kehadiran PAUD INATA dan Rumah Inklusi *Smart Kids* sangat meringankan saya, karena anak saya yang berkebutuhan khusus bisa mendapatkan pendidikan yang layak dan gratis tanpa saya harus merasa khawatir saat sedang berjualan.

As a vendor at Delima Market, the presence of the INATA Early Childhood Education Program and Smart Kids Inclusion Centre saves me a lot, since children with special needs like my child can get a decent and free education without me having to worry while selling.

Program Unggulan Bidang Prioritas Pendidikan
Featured Program in the Education Priority Area



Pemali *Boarding School*: Membentuk Generasi Unggul, Menembus Batas Keterbatasan

Pemali Boarding School: Shaping a Superior Generation, Breaking Through Limitations

Pemali *Boarding School* merupakan program investasi sosial unggulan PT Timah Tbk yang dirancang untuk memutus mata rantai kemiskinan melalui jalur pendidikan berkualitas. Dengan membina 107 siswa terpilih di SMA Negeri 1 Pemali, program ini menghadirkan ekosistem pendidikan holistik yang menggabungkan kecerdasan akademik dengan penguatan karakter. Melalui kolaborasi strategis dalam program MINDucation, para siswa mendapatkan akses bimbingan belajar eksklusif yang mempersiapkan mereka menghadapi persaingan masuk perguruan tinggi kelas dunia.

Lebih dari sekedar bantuan finansial, program ini memperkaya wawasan global siswa melalui kelas komunikasi internasional dan sesi inspirasi bersama jajaran direksi MIND ID serta PT Timah Tbk. Kurikulum asrama juga mengintegrasikan nilai-nilai keberlanjutan, seperti Program Kebun Asrama untuk ketahanan pangan dan pelatihan Bioflok, yang membekali siswa dengan keterampilan praktis di luar ruang kelas. Dengan keterlibatan aktif jaringan alumni melalui *sharing session*, Pemali *Boarding School* berhasil membangun komunitas intelektual yang solid, memastikan bahwa setiap putra-putri daerah memiliki kesempatan yang sama untuk bersinar di panggung nasional maupun internasional sebagai pemimpin masa depan yang kompetitif dan berintegritas.

Pemali Boarding School is PT Timah Tbk's flagship social investment program designed to break the cycle of poverty through quality education. By tutoring 107 selected students at Pemali Public High School 1, the program has provided a holistic educational ecosystem that combines academic excellence with character building. Through strategic collaboration within the MINDucation program, students gain access to exclusive tutoring that prepares them to face competitive admission to world-class universities.

More than just financial assistance, this program enriches students' global insights through international communication classes and inspirational sessions with the board of directors of MIND ID and PT Timah Tbk. The boarding school curriculum also integrates sustainability values, such as the Dormitory Garden Program for food security and Biofloc training, that equips students with practical skills outside of the classroom. With the active involvement of the alumni network through sharing sessions, Pemali Boarding School has succeeded in building a solid intellectual community, ensuring that every local child has an equal opportunity to shine on both national or international stages as a competitive leader with integrity in the future.

Lokasi Program
Program Location

Kepulauan Bangka Belitung
Bangka Belitung Islands

Pencapaian 2025
2025 Achievement

- Memfasilitasi 107 siswa-siswi berprestasi dari keluarga kurang mampu melalui sistem pendidikan berasrama (*boarding school*).
- Menyediakan ekosistem belajar komprehensif yang mencakup beasiswa penuh, fasilitas asrama, bimbingan belajar intensif (kolaborasi MINDucation), hingga pembinaan karakter.
- Mengakselerasi kualitas SDM lokal melalui program *English Class*, *Global Communication*, hingga persiapan Olimpiade Sains Nasional (OSN) dan penelitian siswa (OPSI).
- Menciptakan dampak berkelanjutan dengan tingkat kelulusan tinggi ke perguruan tinggi negeri ternama melalui jalur SNBP dan pembinaan alumni.
- Facilitated 107 outstanding students from underprivileged families through a boarding school system.
- Provided a comprehensive learning ecosystem that includes full scholarships, dormitory facilities, intensive tutoring (MINDucation collaboration), and character building.
- Accelerated the quality of local human resources through programs such as English Class, Global Communication, to preparation for the National Science Olympiad (OSN) and student research (OPSI).
- Created a sustainable impact with a high graduation rate to renowned state universities through the National Selection Based on Achievement pathway and alumni development.

Testimoni
Testimonial

(Siswa Penerima Manfaat | Beneficiary Student)

Program ini telah mengubah pola pikir saya menjadi lebih kritis dan mandiri. Saya tidak hanya mendapatkan akses pendidikan berkualitas, tetapi juga diajarkan cara menyelesaikan masalah dengan tangguh. Keberadaan asrama ini memberikan saya ruang untuk tumbuh melampaui keterbatasan ekonomi keluargan.
This program has transformed my mindset to become more critical and independent. I've not only gained access to a quality education, but also learned how to solve problems with resilience. The presence of this dormitory has given me the space to grow beyond my family's economic limitations.

Bidang Prioritas Pengembangan Usaha Mikro dan Kecil (UMK)

Sebagai arsitek hilirisasi dan Holding BUMN Industri Pertambangan, Grup MIND ID memperkuat ekosistem ekonomi lokal di sekitar wilayah operasional sesuai mandat UU No. 19 Tahun 2003 untuk menciptakan kemandirian ekonomi masyarakat pascatambang. Di tengah dinamika pasar global, pemberdayaan UMK menjadi pilar fundamental dalam menjaga stabilitas sosial dan kedaulatan ekonomi nasional. Melalui kolaborasi strategis dengan sektor perbankan, Grup MIND ID telah menyalurkan dana program Pendanaan Usaha Mikro dan Kecil ("PUMK") sebesar Rp13,13 miliar untuk memastikan pelaku usaha lokal mampu bertransformasi menjadi entitas yang berdaya saing global.

Program ini dirancang secara berkelanjutan untuk mendorong mitra binaan naik kelas melalui peningkatan kapasitas, akses pasar, bantuan sarana prasarana, hingga integrasi ke dalam rantai pasok operasional perusahaan (*Corporate Shared Value*/CSV). Berdasarkan amanat Peraturan Menteri BUMN No. PER-01/MBU/03/2023, inisiatif ini telah berhasil memberikan dampak nyata pada tahun 2025 bagi 9.866 mitra binaan aktif, termasuk pelatihan bagi 1.106 UMK dan pendampingan intensif yang membawa 104 mitra mencapai kategori 'Naik Kelas'. Grup MIND ID berkomitmen menyemai talenta kewirausahaan lokal demi membangun peradaban yang makmur, inklusif, dan berkelanjutan.

Micro and Small Enterprises (MSEs) Development Priority Area

As the architect of downstreaming and the State-Owned Mining Industry Holding Company, MIND ID Group strengthens the local economic ecosystem around its operational areas in accordance with the mandate of Law No. 19 of 2003 to create economic independence for post-mining communities. Amid the dynamics of the global market, empowering MSEs is a fundamental pillar in maintaining social stability and national economic sovereignty. Through strategic collaboration with the banking sector, MIND ID Group has distributed funds for the Micro and Small Enterprises Funding program ("PUMK") amounting to Rp13.13 billion to ensure that local businesses are able to transform into globally competitive entities.

This program is designed to sustainably encourage fostered partners to upgrade through capacity building, market access, infrastructure assistance, and integration into the Company's operational supply chain (Corporate Shared Value/CSV). Based on the mandate of the Minister of State-Owned Enterprises Regulation No. PER-01/MBU/03/2023, this initiative successfully delivered tangible impacts in 2025, benefiting 9,866 active fostered partners. These include training for 1,106 MSEs and intensive mentoring, which enabled 104 partners to advance into the 'Upgrade' category. MIND ID Group is committed to nurturing local entrepreneurial talent to foster a prosperous, inclusive, and sustainable society.

Program Unggulan Bidang Prioritas Pengembangan UMK
Featured Program in the MSEs Development Priority Area



Memperkuat Fondasi UMK Melalui Inovasi Sarana Prasarana

Strengthening MSEs Foundations Through Facilities and Infrastructure Innovation

Sejak awal komitmennya, sebagai pembina, MIND ID bertekad untuk ikut membangun fondasi kemandirian UMK dan perluasan pasar bagi UMK binaan Grup MIND ID melalui keikutsertaan dalam berbagai *event* atau pameran yang diselenggarakan di tingkat nasional. Kami melanjutkan estafet pembinaan ini dengan keyakinan bahwa pelaku usaha di sekitar wilayah tambang memiliki potensi besar untuk menjadi penyedia jasa dan produk yang kompeten akan tetapi belum banyak yang menembus pasar nasional, melalui keikutsertaan dalam *event* nasional para mitra kini tidak hanya bermimpi tentang pasar lokal, tetapi dapat mengenalkan produk di pasar nasional dan meningkatkan omset penjualan.

Since the beginning of its commitment fostering, MIND ID has been determined to jointly build the foundation of MSEs' independence and expand the market for the MIND ID Group's foster MSEs through participation in various events or exhibitions held at the national level. We continue this foster relay in the belief that business actors surrounding the mining area have great potential to become competent service and product providers. However, not many have successfully penetrated the national market. Through participation in national events, the partners are now not only dreaming about entering the local market, but can introduce their products and increase sales turnover on the national market.

Lokasi Program
Program Location

Nasional
National

Pencapaian 2025
2025 Achievement

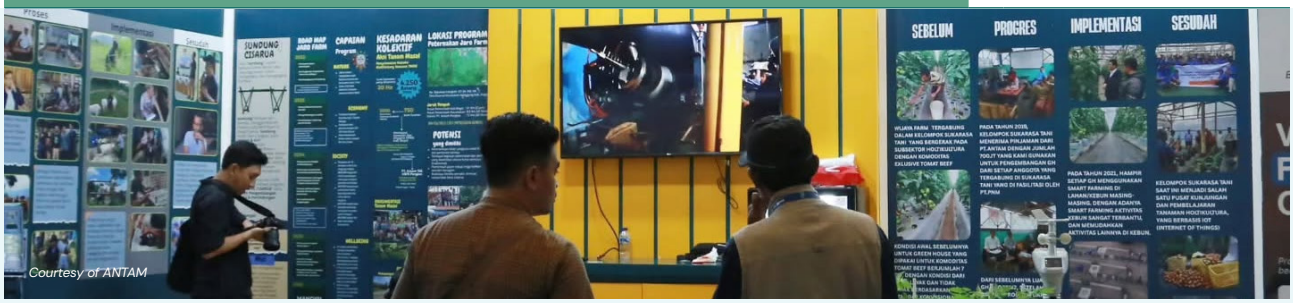
Sebagai pembina, MIND ID memfasilitasi keikutsertaan 37 UMK Binaan Grup MIND ID dalam 3 ajang pameran nasional untuk memperluas jangkauan pasar.
In fostering, MIND ID facilitated the participation of 37 MIND ID Group foster MSEs in 3 national exhibition events to expand market reach.

Testimoni
Testimonial

Husnusl Arif (Sadajiwa Coffee, UMK Penerima Manfaat | Sadajiwa Coffee, MSE's Beneficiary)

Melalui dukungan sarana dari MIND ID dan kesempatan mengikuti pameran nasional, usaha kami kini memiliki standar operasional yang lebih baik. Kami merasa lebih percaya diri untuk bersaing dan memperkenalkan produk lokal kami ke pasar yang lebih luas.
Through the support from MIND ID and the opportunity to participate in national exhibitions, our business now has a better operational standard. We feel more confident in competing and introducing our local products to a wider market.

Program Unggulan Bidang Prioritas Pengembangan UMK
Featured Program in the MSEs Development Priority Area



Courtesy of ANTAM

Membawa Produk Lokal Menembus Pasar Nasional

Bringing Local Products to the National Market

Program pengembangan ekonomi ini hadir di wilayah operasional Jakarta Timur sebagai gerakan kolektif untuk memastikan kemandirian UMK melalui perluasan akses pasar dan peningkatan visibilitas produk. Bukan hanya memberikan bantuan modal, program ANTAM ini mengakar pada pembentukan ekosistem pemasaran yang menghubungkan kreativitas mitra binaan dengan berbagai segmen konsumen potensial melalui pameran tematik dan *expo* berskala nasional. Hasil nyata dari sinergi intensif ini tercermin pada terlaksananya 8 kegiatan pameran strategis yang mencakup sektor agribisnis, seni, hingga gaya hidup. Partisipasi dalam ajang seperti AGRINEX Expo dan Pasar Seni ITB telah membuka peluang transaksi baru serta meningkatkan profil merk para mitra binaan secara signifikan. Dengan menghadirkan produk lokal di panggung besar, program ini tidak hanya meningkatkan volume penjualan, tetapi juga membangun ekonomi masyarakat melalui transformasi UMK menjadi entitas bisnis yang lebih mandiri, kompetitif, dan siap bersaing di pasar global.

This economic development program is present in the East Jakarta operational area as a collective movement to ensure the independence of MSEs through the expansion of market access and increased visibility of products. Beyond providing capital assistance, this ANTAM program is rooted in the formation of a marketing ecosystem that connects the creativity of its foster partners with various potential consumer segments through thematic exhibitions and national-scale expos. The tangible results of this intensive synergy are reflected in the accomplishment of 8 strategic exhibition activities covering the agribusiness, arts, and lifestyle sectors. Participation in events such as the AGRINEX Expo and the ITB Art Market has opened up opportunities for new transactions and significantly enhanced the brand profile of its foster partners. By presenting local products on a large platform, this program is not only increasing sales volume but is also building the economy of the community through the transformation of MSEs into more independent and competitive business entities, ready to compete on the global market.

Lokasi Program
Program Location

DKI Jakarta
DKI Jakarta

Pencapaian 2025
2025 Achievement

- Berhasil menyelenggarakan 8 kegiatan pameran dan bazar strategis sebagai sarana promosi produk unggulan mitra binaan.
- Memfasilitasi partisipasi UMK dalam ajang berskala nasional dan tematik, termasuk AGRINEX Expo JIExpo, Festival Jazz, hingga Pasar Seni ITB.
- Mendukung keterlibatan UMK dalam *event* olahraga dan komunitas seperti Kejuaraan PASI Solo dan Pameran Laut Sebersih Kamal Muara.
- Memperluas jangkauan pemasaran melalui inisiatif khusus seperti Bazar HUT ANTAM dan pameran UMK Naik Kelas di Balikpapan.
- Successfully held 8 strategic exhibition and bazaar activities as a means of promoting superior products of foster partners.
- Facilitated MSE participation in national-scale and thematic events, including AGRINEX Expo JIExpo, Jazz Festival, and ITB Art Market.
- Supported MSE involvement in sports and community events such as the Solo PASI Championship and the Kamal Muara Clean Sea Exhibition.
- Expanded marketing reach through special initiatives such as the ANTAM Anniversary Bazaar and MSE Up-Leveling exhibition in Balikpapan.

Testimoni
Testimonial

Endang Winaruati (Chandrika) (UMK Penerima Manfaat | MSE's Beneficiary)

Melalui rangkaian pameran strategis yang difasilitasi oleh ANTAM, produk kami kini memiliki daya tawar yang lebih tinggi dan dikenal oleh jangkauan konsumen yang jauh lebih luas dari sebelumnya. Kesempatan ini menjadi batu loncatan nyata bagi usaha kami untuk naik kelas.

Through a series of strategic exhibitions facilitated by ANTAM, our products now have greater bargaining power and are known to a much wider range of consumers than before. This opportunity is a real stepping stone for our business to move up a level.

Program Unggulan Bidang Prioritas Pengembangan UMK
Featured Program in the MSEs Development Priority Area


Courtesy of PTBA

Sentra Industri Bukit Asam (SIBA): Inkubator Bisnis Lokal Menuju Pasar Nasional

Bukit Asam Industrial Centre (SIBA): Local Business Incubator Toward the National Market

Berpusat di Tanjung Enim, SIBA Center menjadi pusat inkubasi strategis yang menyatukan beragam potensi lokal di bawah satu payung pembinaan profesional. Inisiatif ini dirancang untuk mengubah unit usaha mikro menjadi entitas bisnis yang mandiri melalui standardisasi kualitas dan diversifikasi produk. PTBA berperan sebagai fasilitator yang menghubungkan kreativitas kelompok binaan seperti perajin batik, songket, hingga petani jamur, dengan akses pasar yang lebih luas dan berkelanjutan. Efektivitas program ini terbukti dari akumulasi omzet total yang menembus angka Rp1,05 miliar dari penjualan hampir 20.000 unit produk. Capaian fenomenal SIBA Batik Kujur menjadi bukti bahwa produk asli daerah mampu mendominasi pasar saat didukung dengan manajemen yang tepat. Dengan mengintegrasikan pelatihan keterampilan dan penyediaan etalase penjualan, program ini berhasil menghidupkan ekonomi berbasis komunitas dan memperkuat ketahanan finansial keluarga di sekitar area operasional perusahaan.

Headquartered in Tanjung Enim, the SIBA Center serves as a strategic incubation centre that unites diverse local potentials under one professional fostering umbrella. This initiative is designed to transform micro-enterprises into independent business entities through standardization of quality and product diversification. PTBA acts as a facilitator, connecting the creativity of foster groups from batik and songket artisans to mushroom farmers, with broader and more sustainable market access. The effectiveness of this program is proven from the accumulated total turnover that exceeded Rp1.05 billion from the sale of nearly 20,000 product units. SIBA Batik Kujur's phenomenal achievement becomes is proof that authentic regional products are capable of dominating the market when supported by proper management. By integrating skills training and providing sales displays, this program has succeeded in revitalizing the community-based economy and strengthening the financial resilience of families around the company's operational area.

Lokasi Program
Program Location

Sumatra Selatan
South Sumatra

Pencapaian 2025
2025 Achievement

- Berhasil meningkatkan kapasitas dan kualitas produk kelompok binaan melalui ekosistem SIBA Center.
- Mencatatkan performa penjualan luar biasa pada unit SIBA Batik Kujur sebanyak 2.912 produk dengan omzet mencapai Rp858.396.810.
- Merealisasikan volume penjualan produk pangan dan budidaya yang signifikan, mencakup 10.846 kg Jamur, 579 kg Kopi, serta 4.408 produk Rosella.
- Mengembangkan lini produk kreatif dan fesyen lokal melalui penjualan SIBA Songket dan SIBA Rajut.
- Memberikan dampak ekonomi langsung bagi 91 orang penerima manfaat di wilayah operasional.
- Successfully increased the capacity and quality of products from the foster groups through the SIBA Centre ecosystem.
- Recorded extraordinary sales performance in SIBA Batik Kujur unit of 2,912 products sold with a turnover reaching Rp858,396,810.
- Realized significant sales volume of crops and cultivation products, including 10,846 kgs of Mushrooms, 579 kgs of Coffee, and 4,408 Rosella products.
- Developed a line of local creative and fashion products through the sale of SIBA Songket and SIBA Knit.
- Provided direct economic impact for 91 beneficiaries in the operational area.

Testimoni
Testimonial

Mairoza (Pemilik Ayam Potong Kak Ros | Owner of Kak Ros's Butchered Chicken)

Jika tidak ada bantuan dan pembinaan dari PTBA, usaha saya mungkin tidak akan berkembang seperti sekarang. Bantuan modal, pelatihan, dan pendampingan yang saya terima benar-benar membuka wawasan saya dalam mengelola usaha ternak dengan lebih baik. Terima kasih PTBA atas dukungan agar UMKM seperti kami bisa terus tumbuh dan naik kelas.

If it weren't for the assistance and guidance from PTBA, my business might not have grown to where it is today. The capital assistance, training, and assistance I received truly opened my insights to better managing my livestock business. Thank you, PTBA, for your support, allowing MSMEs like us to continue to grow and up-level.

Program Unggulan Bidang Prioritas Pengembangan UMK
Featured Program in the MSEs Development Priority Area



Courtesy of INALUM

Inalum Digital Evolution: Akselerasi UMK Berbasis AI dan Inovasi Ramah Lingkungan

Inalum Digital Evolution: AI-Based Acceleration of MSEs and Environment-Friendly Innovation

INALUM memfasilitasi penguatan kapabilitas pelaku usaha lokal melalui serangkaian pelatihan intensif yang dirancang untuk menjawab tantangan era digital. Program ini tidak hanya berfokus pada manajemen bisnis konvensional, tetapi juga mengintegrasikan teknologi terkini seperti Kecerdasan Buatan (AI) untuk membantu UMKM dalam pemasaran dan operasional harian. Dengan memberikan bekal sertifikasi, manajemen keuangan, hingga teknik produksi ramah lingkungan, perusahaan memposisikan mitra binaan agar memiliki fondasi usaha yang lebih profesional. Implementasi program ini secara nyata meningkatkan literasi digital dan kreativitas para penggiat usaha di wilayah Batu Bara dan Toba. Dari pelatihan pembuatan produk ecoprint yang bernilai seni tinggi hingga optimalisasi konten media sosial, setiap modul diarahkan untuk memperluas jangkauan pasar dan meningkatkan visibilitas merek. Melalui pendekatan yang terstruktur ini, INALUM berhasil mendorong transformasi UMKM lokal menjadi entitas yang lebih modern, adaptif, dan siap menjadi motor penggerak ekonomi nasional yang berkelanjutan.

INALUM facilitates the strengthening of local business capabilities through a series of intensive training programs designed to address the challenges in the digital era. The focus of this program is not only on conventional business management, but also on integrating the latest technologies such as Artificial Intelligence (AI) to assist MSMEs in marketing and conducting daily operations. By equipping the foster partners with certification, financial management, and environment-friendly production techniques, the company is positioning them to have a more professional business foundation. The implementation of this program has significantly increased the digital literacy and creativity of the business actors in the Batu Bara and Toba regions. Starting from ecoprint production training that has a high artistic value, to optimizing social media content, each module is aimed at expanding market reach and increasing brand visibility. Through this structured approach, INALUM has successfully encouraged the transformation of local MSMEs into more modern, adaptive entities, ready to become the sustainable driving force for the national economy.

Lokasi Program
Program Location

Sumatra Utara
North Sumatra

Pencapaian 2025
2025 Achievement

- Menyelenggarakan rangkaian edukasi strategis yang menjangkau 184 UMK di wilayah Batu Bara, Toba, hingga Tapanuli Utara.
- Menginisiasi transformasi digital melalui *workshop* Digital Marketing berbasis AI untuk pembuatan konten, *copywriting*, dan analisis pasar bagi puluhan mitra binaan.
- Memfasilitasi program "Go UMK" dan "Go Digital" untuk mendorong standardisasi manajemen usaha yang lebih terstruktur dan profesional.
- Melaksanakan pelatihan produksi produk ramah lingkungan melalui *workshop Ecoprint* bagi kelompok UMKM Kreasi Bunda Ponot.
- Mendukung akselerasi bisnis melalui *workshop* "UMK Naik Kelas" guna meningkatkan daya saing di kancah nasional.
- Held a series of strategic education programs that reached 184 MSEs in the Batu Bara, Toba, and North Tapanuli regions.
- Initiated digital transformation through AI-based Digital Marketing workshops for content creation, copywriting, and market analysis for dozens of foster partners.
- Facilitated the "Go MSEs" and "Go Digital" programs to encourage more structured and professional business management standards.
- Conducted production training on environment-friendly products through the Ecoprint workshop for Bunda Ponot Creative MSEs group.
- Supported business acceleration through the "Up-Leveled MSEs" workshop to increase competitiveness in the national domain.

Testimoni
Testimonial



Sumondang Tabita Nainggolan (Pemilik Lettes Eceng Gondok | Owner of Lettes Water Hyacinth)

Pelatihan pemasaran digital berbasis AI dari INALUM benar-benar membuka mata kami. Sekarang, membuat konten promosi dan riset pasar jadi jauh lebih mudah dan cepat. Pengetahuan ini sangat berharga agar produk kami tidak kalah bersaing di *platform online*.

AI-based digital marketing training from INALUM has really opened our eyes. Now, creating promotional content and market research is much easier and faster. This knowledge is invaluable to keep our products competitive on online platforms.

Program Unggulan Bidang Prioritas Pengembangan UMK
Featured Program in the MSEs Development Priority Area



Courtesy of TIMAH

Membangun Kemandirian UMK Melalui Inovasi

Building MSEs Independence Through Innovation

TIMAH memposisikan pengembangan kapasitas mitra binaan sebagai instrumen utama dalam mendorong kemandirian ekonomi masyarakat di wilayah operasional. Program ini dirancang untuk menjawab tantangan fundamental pelaku usaha, mulai dari penguatan manajemen keuangan, penguasaan teknologi pemasaran digital, hingga strategi perluasan modal kerja. Dengan menggandeng ekosistem Rumah BUMN dan institusi pendidikan seperti Universitas Bangka Belitung, perusahaan memastikan setiap modul pelatihan bersifat aplikatif dan relevan dengan kebutuhan pasar saat ini. Fokus pada transformasi digital menjadi kunci peningkatan daya saing, di mana para mitra didampingi untuk memanfaatkan *platform social commerce* secara profesional. Melalui kurikulum yang terstruktur seperti program *profiling* "Naksir UMKM" dan *workshop* inovasi bisnis, pelaku usaha diarahkan untuk tidak hanya meningkatkan kualitas produksi, tetapi juga memperkuat kelembagaan kelompok. Inisiatif kolektif ini secara nyata berhasil meningkatkan rasa percaya diri para wirausaha lokal dalam menembus pasar yang lebih luas, sekaligus memperkokoh fondasi ekonomi kreatif di tingkat nasional.

TIMAH is positioning the capacity building of its foster partners as a key instrument in promoting economic independence in the community within its operational areas. This program is designed to address fundamental business challenges, starting from the strengthening of financial management, mastering digital marketing technology, to the strategy of expanding working capital. By joining hands with the SOEs House ecosystem and educational institutions such as Bangka Belitung University, the company ensures that each training module is applicable and relevant to the current market needs. The focus on digital transformation is the key to increasing competitiveness, where the foster partners are assisted to use social commerce platforms professionally. Through a structured curriculum, such as the "Naksir MSEs" profiling program, and business innovation workshops, entrepreneurs are directed to not only improve production quality, but to also strengthen group institutionalisation. This collective initiative has significantly increased the confidence of local entrepreneurs in penetrating wider markets, while simultaneously strengthening the foundation of the creative economy at the national level.

Testimoni
Testimonial

Yuliana (Pemilik Steak Ikan Pak Umar | (Owner of Pak Umar Fish Steak)

Pelatihan dari TIMAH sangat bermanfaat, terutama dalam mengoptimalkan fitur pemasaran di *marketplace* dan media sosial. Sekarang saya jauh lebih percaya diri untuk berjualan melalui fitur *live* dan tidak lagi hanya mengandalkan penjualan *offline*. Ilmu baru ini sangat penting untuk menjaga omzet usaha kami

The training from TIMAH was very beneficial, especially in optimizing the marketing features in marketplaces and social media. I'm now much more confident selling through the live features and no longer solely relying on offline sales. This new knowledge is crucial to maintain the turnover of our business.

Lokasi Program
Program Location

Kepulauan Bangka Belitung
Kepulauan Bangka Belitung

Pencapaian 2025
2025 Achievement

- Mengakselerasi kompetensi digital melalui Seminar "*Digital Marketing* dalam Peningkatan Produktivitas Penjualan" bagi puluhan UMKM di Pangkalpinang.
- Memperkuat aspek tata kelola keuangan melalui pelatihan Manajemen dan Pelaporan Keuangan Sederhana bagi 35 pelaku usaha.
- Menjalankan kolaborasi strategis dengan PT Pegadaian dalam program "Cuan Emas, Usaha Tumbuh" untuk optimalisasi pengelolaan modal usaha.
- Melaksanakan program inkubasi berkelanjutan melalui Rumah BUMN Belitung, termasuk *workshop* inovasi ide bisnis dan pendampingan naik kelas.
- Mencatatkan portofolio pembinaan yang inklusif dengan total 112 mitra binaan hingga akhir tahun 2025
- Accelerated digital competency through the "Digital Marketing in Increasing Sales Productivity" Seminar for dozens of MSMEs in Pangkalpinang.
- Strengthened financial governance aspects through Simple Financial Management and Reporting training for 35 business actors.
- Conducted strategic collaboration with PT Pegadaian in the "Golden Gouache, Growing Business" program to optimize business capital management.
- Implemented a sustainable incubation program through the Belitung SOEs House, including business idea innovation workshops and up-leveling assistance.
- Recorded an inclusive fostering portfolio with a total of 112 foster partners by the end of 2025.

Bidang Prioritas Lingkungan Hidup

Grup MIND ID menempatkan kelestarian alam sebagai pilar strategis untuk memitigasi dampak perubahan iklim dan memastikan keberlanjutan sumber daya bagi generasi mendatang. Menyadari karakteristik industri pertambangan, Perusahaan meminimalisasi dampak operasional melalui investasi sebesar Rp50,6 miliar yang dialokasikan untuk pemulihan ekosistem secara bertanggung jawab.

Fokus utama Grup tertuju pada penguatan keanekaragaman hayati serta rehabilitasi ekosistem laut dan daratan. Capaian nyata di tahun 2025 mencakup penanaman 67.700 pohon *mangrove*, konservasi di 291 unit wilayah, hingga penyediaan akses air melalui PLTS irigasi pertanian di 3 lokasi. Melalui kolaborasi bersama pemangku kepentingan, inisiatif ini tidak hanya memulihkan lingkungan, tetapi juga membangun ketahanan komunitas melalui pengembangan Desa Proklim dan bank sampah di wilayah operasional.

Environment Priority Area

MIND ID Group positions environmental sustainability as a strategic pillar to mitigate climate change impacts and ensure the sustainability of resources for future generations. Recognizing the inherent challenges of the mining industry, the Company has invested Rp50.6 billion in responsible ecosystem restoration to minimize operational impacts.

The Group's primary focus is on strengthening biodiversity and rehabilitating both marine and terrestrial ecosystems. In 2025, tangible achievements included the planting of 67,700 mangrove trees, conservation efforts across 291 land units, and the provision of agricultural irrigation through solar-powered plants in three locations. Through collaboration with stakeholders, these initiatives not only restore the environment but also enhance community resilience by developing Climate Program Villages and establishing waste banks in the operational areas.



Program Unggulan Bidang Prioritas Lingkungan
Featured Program in the Environment Priority Area



Program Air Bersih Untuk Keberlanjutan Lingkungan

Clean Water Program For Environmental Sustainability

Di wilayah Babakan Madang, Bogor, MIND ID menginisiasi solusi infrastruktur lingkungan melalui penyediaan akses air bersih guna memperkuat ketahanan kesehatan masyarakat rentan. Inisiatif ini bukan sekedar pembangunan fisik, melainkan sebuah program pemberdayaan yang mengintegrasikan aspek teknis dengan penguatan kapasitas kelembagaan lokal. Dengan memanfaatkan potensi air sungai yang dikelola melalui sistem filtrasi dan distribusi yang tepat, program ini menjamin ketersediaan air bersih yang stabil bagi ratusan keluarga di Kampung Cicadas. Fokus utama program terletak pada keberlanjutan pasca konstruksi melalui pembentukan dan edukasi Komite Air Cicadas. Melalui pendampingan yang intensif, kelompok pengelola ini dibekali keterampilan untuk melakukan perawatan mandiri serta manajemen distribusi yang adil. Langkah strategis ini tidak hanya mengatasi krisis air di tingkat akar rumput, tetapi juga menumbuhkan kesadaran kolektif dalam menjaga sumber daya lingkungan, sekaligus mewujudkan lingkungan pemukiman yang lebih sehat dan mandiri secara jangka panjang. Keberhasilan program ini terbukti secara ilmiah melalui evaluasi SROI dengan nilai 8,94, yang menegaskan bahwa setiap investasi yang diberikan membuahkan dampak sosial yang signifikan bagi masyarakat.

In the Babakan Madang area of Bogor, MIND ID initiated an environmental infrastructure solution by providing access to clean water to strengthen health resilience for vulnerable communities. This initiative is not just physical development, but rather an empowerment program that integrates technical aspects with local institutional capacity reinforcement. By using the potential of river water managed through a proper filtration and distribution system, this program ensures a stable supply of clean water for hundreds of families in Kampung Cicadas. The main focus of the program lies in post-construction sustainability through the formation and education of the Cicadas Water Committee. Through intensive assistance, this management group is equipped with skills for self-maintenance and fair distribution management. This strategic step is not only addressing the water crisis at the grassroots level but also growing collective awareness of preserving environmental resources, while creating a healthier and a more self-sufficient residential environment in the long term. The success of this program is scientifically proven through a SROI evaluation with a score of 8.94, affirming that each investment made produces a significant social impact on the community.

Lokasi Program
Program Location

Jawa Barat
West Java

Pencapaian 2025
2025 Achievement

- Berhasil membangun 2 titik sumber air bersih baru yang memanfaatkan air permukaan/ sungai untuk memenuhi kebutuhan domestik warga.
- Memfasilitasi pembentukan Komite Air Cicadas dengan 12 anggota terpilih sebagai struktur pengelola teknis dan administratif.
- Melaksanakan 2 sesi pelatihan khusus bagi Komite Air guna meningkatkan kapabilitas manajerial dalam pengelolaan distribusi air bersih secara berkelanjutan.
- Memberikan dampak langsung bagi peningkatan kualitas hidup 255 KK yang masuk dalam kategori masyarakat rentan.
- Successfully built 2 new clean water sources using surface/ river water to meet the domestic needs of residents.
- Facilitated the formation of the Cicadas Water Committee with 12 elected members in the structure as the technical and administrative management.
- Conducted 2 special training sessions for the Water Committee to improve managerial capabilities in sustainably managing the clean water distribution.
- Had a direct impact on enhancing the quality of life of 255 households that were categorized as vulnerable..

Testimoni
Testimonial



Tetti (Komite Air Cicadas, Babakan Madang | Cicadas Water Committee, Babakan Madang)

Kehadiran dua titik sumber air bersih ini sangat meringankan beban kami, terutama bagi keluarga yang sebelumnya sulit mendapatkan akses air bersih. Terimakasih MIND ID, dengan adanya pelatihan untuk komite air, kami merasa lebih tenang karena pengelolaan sarana ini dilakukan secara profesional oleh warga sendiri.
The presence of these two clean water sources has significantly eased our burden, especially for families that previously struggled to access clean water. Thank you to MIND ID. With the training for the water committee, we feel more at ease knowing that the facilities are managed professionally by the residents themselves.

Program Unggulan Bidang Prioritas Lingkungan
Featured Program in the Environment Priority Area



Emas di Balik Limbah: Digitalisasi Bank Sampah Pintar ANTAM

Gold Behind Waste: Digitalization of ANTAM's Smart Waste Bank

Di Jakarta Timur, ANTAM memelopori transformasi pengelolaan limbah domestik melalui Program Digitalisasi Bank Sampah Pintar. Inisiatif ini menggabungkan kepedulian lingkungan dengan literasi investasi untuk menciptakan solusi penanganan sampah yang modern dan sistematis. Melalui platform digital BSPID.id, masyarakat didorong untuk memilah sampah dari sumbernya, yang kemudian dikonversi menjadi saldo emas, sehingga menciptakan ekosistem ekonomi sirkular yang transparan di tingkat komunitas. Dampak signifikan dari program ini tercermin pada reduksi karbon sebesar 37,9 TonCO_2eq per Desember 2025, yang berkontribusi langsung pada penurunan beban limbah di TPA. Selain aspek ekologis, program ini berhasil memberdayakan kelompok masyarakat melalui hilirisasi produk pengelolaan sampah menjadi barang bernilai jual seperti *Biocleaner* dan tas daur ulang. Dengan mengintegrasikan teknologi dan nilai tambah ekonomi, perusahaan tidak hanya membangun kesadaran lingkungan yang berkelanjutan, tetapi juga menciptakan kemandirian ekonomi baru bagi masyarakat sekitar wilayah operasional.

In East Jakarta, ANTAM is pioneering the transformation of domestic waste management through the Smart Waste Bank Digitalization Program. This initiative combines concern for the environment with investment literacy to create a modern and systematic waste management solution. Through the BSPID.id digital platform, communities are encouraged to sort waste from the source, which is then converted into a gold account, thus creating a transparent circular economic ecosystem at the community level. The significant impact of this program is reflected in the carbon reduction of 37.9 TonCO_2eq as per December 2025, directly contributing to the reduction of waste in landfills. In addition to the ecological aspect, this program has succeeded in empowering community groups through the downstreaming of waste management products into valuable items such as Biocleaner and recycled bags. By integrating technology and economic added value, the company has not only built sustainable environmental awareness but is also creating a new economic independence for the communities around its operational areas.

Lokasi Program
Program Location

DKI Jakarta
DKI Jakarta

Pencapaian 2025
2025 Achievement

- Mengoperasikan 3 unit Bank Sampah Pintar yang terintegrasi di wilayah operasional strategis Jakarta Timur.
- Berhasil mengedukasi dan menarik partisipasi aktif 500 nasabah baru dalam sistem pengelolaan sampah digital.
- Mengelola total 62,3 Ton sampah yang dikonversi menjadi instrumen investasi berupa 59,81 gram emas.
- Menghasilkan 5 varian produk turunan bernilai ekonomi, termasuk *Biocleaner*, *eco enzyme*, dan *ecobrick*.
- Mencatatkan performa komersial melalui penjualan produk *Biocleaner* yang mencapai 600 botol.
- Operated 3 integrated Smart Waste Banks in the East Jakarta strategic operational area.
- Successfully educated and attracted active participation from 500 new customers in the digital waste management system.
- Managed a total of 62.3 tons of waste which was converted into an investment instrument in the form of 59.81 grams of gold.
- Produced 5 variants of derivative products with economic value, including Biocleaner, eco enzyme, and ecobrick.
- Recorded commercial performance through sales of Biocleaner products of up to 600 bottles.

Testimoni
Testimonial

Sardi (Bank Sampah Pintar | Smart Waste Bank)

Program dari ANTAM ini mengubah cara kami memandang sampah. Sekarang, memilah sampah bukan hanya soal kebersihan, tapi juga soal investasi masa depan karena sampah kami bisa ditabung menjadi emas secara transparan melalui aplikasi digital.
This program from ANTAM has changed the way we view waste. Now, sorting waste isn't just about cleanliness, but also about future investment, as our waste can be transparently converted into gold through a digital app.

Program Unggulan Bidang Prioritas Lingkungan
Featured Program in the Environment Priority Area



Transformasi Hijau dari Tambang Ilegal ke Ekonomi Sirkular

Green Transformation from Illegal Mining to a Circular Economy [GRI 14.13.2][GRI 14.13.3]

Di wilayah Tanjung Enim, PTBA menjalankan inisiatif strategis untuk mentransformasi pelaku Penambang Emas Tanpa Izin (PETI) menjadi wirausaha di sektor agrikultur dan pengolahan limbah. Program ini dirancang untuk mengatasi akar permasalahan sosial-lingkungan dengan menyediakan alternatif ekonomi yang legal dan berkelanjutan bagi 20 orang penerima manfaat utama. Fokus program terbagi dalam dua integrasi utama: budidaya *maggot* sebagai solusi pengolahan sampah organik dan budidaya itik petelur sebagai hilirisasi produk. Inisiatif ini menerapkan prinsip ekonomi sirkular, di mana sampah organik dari pasar dan rumah tangga dikonversi menjadi protein pakan (*maggot*) yang kemudian menekan biaya operasional ternak itik. Selain pembangunan infrastruktur fisik secara menyeluruh, perusahaan memberikan pendampingan teknis dan manajerial guna memastikan transisi profesi para eks-penambang berjalan optimal. Dengan terciptanya sumber pendapatan baru yang stabil, program ini tidak hanya berhasil mengurangi aktivitas pertambangan liar di wilayah operasional, tetapi juga menciptakan ekosistem desa yang bersih, produktif, dan tangguh secara ekonomi. Keberhasilan program ini terbukti secara ilmiah melalui evaluasi SROI dengan nilai 7,46, yang menegaskan bahwa setiap investasi yang diberikan membuahkan dampak sosial yang signifikan bagi masyarakat.

In the Tanjung Enim area, PTBA is implementing a strategic initiative to transform Illegal Gold Miners (PETI) into entrepreneurs in the agriculture and waste management sectors. This program is designed to address the root causes of socio-environmental problems by providing legal and sustainable economic alternatives for 20 primary beneficiaries. The focus of the program is divided into two main integrations: maggot cultivation as a solution for organic waste processing and laying duck cultivation as a downstream product. This initiative is applying the principle of a circular economy, where organic waste from markets and households is converted into feed protein (maggots), which then reduces the operational costs of duck farming. In addition to comprehensive physical infrastructure development, the company is providing technical and managerial assistance to ensure that the job transition for the former miners runs optimally. By creating a new, stable source of income, this program has not only succeeded in reducing illegal mining activities in the operational area but is also creating a clean, productive, and economically resilient ecosystem in the village. The success of this program is scientifically proven through a SROI evaluation with a score of 7.46, affirming that each investment made produces a significant social impact on the community.

Lokasi Program
Program Location

Sumatra Selatan
South Sumatra

Pencapaian 2025
2025 Achievement

- Berhasil mengolah 8.345 kg sampah organik dari limbah rumah tangga dan pasar menjadi media budidaya *maggot*.
- Mencatatkan penjualan 6.728 kg *fresh maggot* dengan total omzet kelompok sebesar Rp8,15 Juta.
- Menyelesaikan 100% pembangunan fasilitas budidaya itik petelur, termasuk instalasi sumur bor, pondokan, dan jaringan listrik mandiri.
- Melaksanakan pelatihan intensif budidaya *maggot* (bekerja sama dengan Maggobox Depok) serta edukasi implementasi 9R bagi anggota kelompok.
- Membangun 5 unit Magobox Tower dan 4 unit rangka kandang untuk modernisasi sistem produksi.
- Successfully processed 8,345 kgs of organic household and market waste into maggot cultivation media.
- Recorded sales of 6,728 kgs of fresh maggots with a total group turnover of Rp8.15 million.
- Completed 100% of the construction of a laying duck farming facility, including the installation of drilled wells, huts, and independent electricity network.
- Conducted intensive training on maggot cultivation (in collaboration with Maggobox Depok) as well as education on 9R implementation for group members.
- Built 5 Magobox Towers and 4 cage frames to modernize the production system.

Testimoni
Testimonial

(Perwakilan Kelompok Binaan | Representatives of the Foster Group)

Melalui program PTBA ini, kami menemukan jalan baru yang lebih aman dan berkah. Dulu kami bekerja di tambang ilegal dengan risiko nyawa, sekarang kami bisa mengelola sampah menjadi pakan ternak (*maggot*) dan telur yang punya nilai jual. Kami bangga bisa mandiri tanpa harus merusak alam lagi.

Through this PTBA program, now we've found a new, safer and more rewarding path. We used to work in illegal mines, risking our lives, but now we can process waste into animal feed (maggots) and eggs that have a market value. We're proud to be self-sufficient without having to damage the environment again.

Program Unggulan Bidang Prioritas Lingkungan
Featured Program in the Environment Priority Area



Pelopor Kampung Iklim, Membangun Desa Tangguh Bencana

Climate Village Pioneer, Building Disaster-Resistant Villages

INALUM berkomitmen membangun kemandirian masyarakat melalui penguatan kapasitas adaptasi dan mitigasi perubahan iklim di wilayah operasional. Program ini dirancang untuk memfasilitasi desa-desa binaan agar mencapai standar ideal Kampung Iklim (Proklim) yang diinisiasi oleh Kementerian Lingkungan Hidup (KLH). Fokus utama mencakup pengelolaan sampah yang baik, penghijauan, efisiensi energi, serta perlindungan ekosistem lingkungan yang berkelanjutan. Selain aspek ekologis, program ini mengintegrasikan unsur keselamatan melalui pelatihan tanggap darurat guna membentuk jaringan masyarakat yang siap siaga terhadap bencana. Dengan pencapaian predikat Proklim Utama bagi Desa Pintu Pohan Meranti, program ini telah membuktikan efektivitas kolaborasi antara perusahaan, pemerintah desa, dan instansi lingkungan hidup. Dampak jangka panjangnya adalah terciptanya budaya keselamatan dan kesadaran lingkungan kolektif yang mendukung pariwisata berkelanjutan serta meningkatkan daya tahan (resiliensi) masyarakat sekitar perusahaan terhadap dampak perubahan iklim global.

INALUM is committed to building community independence by strengthening adaptation and mitigation capacity against climate change in its operational areas. This program is designed to facilitate foster villages to achieve the ideal standards of Climate Village (Proklim) initiated by the Ministry of Environment (KLH). Its main focus includes appropriate waste management, reforestation, energy efficiency, and the protection of sustainable environmental ecosystems. In addition to ecological aspects, this program integrates safety elements through emergency response training to form a network of communities that are prepared and on alert to face disasters. By achieving the Proklim Utama predicate given to Pintu Pohan Meranti Village, this program has proven the effectiveness of collaboration between the company, village government, and environmental agencies. In the long term,, it may generate impacts in the form of the creation of a safety culture and collective environmental awareness that supports sustainable tourism and increases the resilience of the company's surrounding communities against the impact of global climate change.

Lokasi Program
Program Location

Sumatra Utara
NorthSumatra

Pencapaian 2025
2025 Achievement

- Desa Pintu Pohan Meranti berhasil meraih *Trophy* dan Sertifikat PROKLIM Utama 2025 dari KLHK, menjadi satu-satunya perwakilan dari Sumatra Utara.
- Kesuksesan verifikasi lapangan dan dokumen untuk Desa Kuala Tanjung (tanpa perbaikan) serta perolehan Sertifikat Madya untuk Desa Tangga.
- Melaksanakan pelatihan tanggap bencana (*Water Rescue* & Pertolongan Pertama Gawat Darurat) di Air Terjun Ponot yang diikuti oleh 28 peserta lokal.
- Pendampingan intensif bagi Kelompok Wanita Tani (KWT) Seroja dan Pemerintah Desa dalam memenuhi standar adaptasi serta mitigasi iklim nasional.
- Pintu Pohan Meranti Village successfully won the 2025 Main PROKLIM Trophy and Certificate from the Ministry of Environment and Forestry, becoming the only representative from North Sumatra.
- Successful field and document verification for Kuala Tanjung Village (without improvements) and obtaining an Intermediate Certificate for Tangga Village.
- Conducted disaster response training (Water Rescue & Emergency First Aid) at Ponot Waterfall which was attended by 28 local participants.
- Intensive mentoring for the Seroja Women Farmers Group (KWT) and the Village Government on meeting national climate adaptation and mitigation standards.

Testimoni
Testimonial



Hotlan Tambunan (Kepala Desa Pintu Pohan Meranti | Chief of Pintu Pohan Meranti Village)

Terima kasih kepada INALUM atas bimbingannya. Desa kami menjadi satu-satunya di Sumatra Utara yang meraih penghargaan bergengsi (Proklim Utama) ini. Semoga INALUM terus menjadi perusahaan yang tidak hanya mencari keuntungan, namun juga tulus peduli dengan kelestarian lingkungan kami. Mauliate, INALUM!
Thank you to PT INALUM for the guidance. Our village is the only one in North Sumatra to receive this prestigious award (Proklim Utama). May INALUM continue to be a company that not only seeks profit, but also sincerely cares about the sustainability of our environment. *Mauliate* (congratulations in Batak Toba langauge), INALUM!

Program Unggulan Bidang Prioritas Lingkungan
Featured Program in the Environment Priority Area



Menyemai Kehidupan di dasar Laut: Inovasi *Coral Garden* TIMAH Tbk

Cultivating Life at Sea Bottom: TIMAH's Coral Garden Innovation

Sebagai bentuk tanggung jawab terhadap ekosistem laut, TIMAH menjalankan program berkelanjutan *Coral Garden* (Kebun Karang) di wilayah Kepulauan Bangka Belitung. Program ini merupakan inisiatif restorasi aktif untuk memulihkan terumbu karang yang mengalami kerusakan serta meningkatkan kualitas habitat bawah laut. Dengan menggunakan media rak buatan yang dirancang khusus, fragmen karang ditanam dan dirawat secara periodik untuk memastikan tingkat kelangsungan hidup yang tinggi. Inisiatif ini tidak hanya berfokus pada perbaikan ekologis, tetapi juga memiliki misi ganda untuk mendorong sektor perikanan dan pariwisata bahari. Kehadiran kebun karang ini menyediakan tempat pemijahan alami bagi berbagai spesies laut yang berdampak langsung pada kesejahteraan nelayan tradisional. Di sisi lain, *Coral Garden* ini diproyeksikan menjadi destinasi ekowisata bawah laut yang mampu menggerakkan ekonomi kreatif masyarakat pesisir. Melalui kolaborasi sinergis dengan komunitas lokal dan pakar lingkungan, perusahaan memastikan bahwa setiap unit karang yang ditanam berkontribusi pada penguatan keanekaragaman hayati laut Indonesia.

As an expression of responsibility toward the marine ecosystem, TIMAH is running a sustainable Coral Garden program in the Bangka Belitung Islands. This program is an active restoration initiative to recover damaged coral reefs and improve the quality of underwater habitats. By using specially designed artificial shelves, coral fragments are planted and periodically maintained to ensure a high survival rate. This initiative is not only focused on ecological improvement but also has a dual mission to boost the fisheries and marine tourism sectors. The presence of this coral garden is providing a natural spawning ground for various marine species, directly affecting the welfare of traditional fishermen. On the other hand, this Coral Garden is expected to become an underwater ecotourism destination that is capable of stimulating the creative economy of coastal communities. Through synergistic collaboration with local communities and environmental experts, the company is ensuring that every coral unit planted contributes to strengthening marine biodiversity in Indonesia.

Lokasi Program
Program Location

Kepulauan Bangka Belitung
Bangka Belitung Islands

Pencapaian 2025
2025 Achievement

- Berhasil melakukan instalasi dan penenggelaman total 45 unit rak *Coral Garden* di lokasi strategis.
- Implementasi 15 unit rak di Pulau Putri (Juli 2025) dan 30 unit rak di Laut Tuing, Kabupaten Bangka.
- Sukses membangun kolaborasi aktif dengan kelompok masyarakat lokal (HKM Penyusuk Permai) dan lembaga konservasi (Yayasan Sayang Babel Kite).
- Penempatan rak dirancang untuk mendukung pertumbuhan fragmen karang baru guna memulihkan zona degradasi di wilayah operasional.
- Successfully installed and sunk a total of 45 Coral Garden rack units in strategic locations.
- Implemented 15 rack units on Putri Island (July 2025) and 30 rack units in Tuing Sea, Bangka Regency.
- Successfully built active collaboration with local community groups (HKM Penyusuk Permai) and conservation institutions (Sayang Babel Kite Foundation).
- The shelves' placement is designed to support the growth of new coral fragments to restore the degradation zone in the operational area.

Testimoni
Testimonial

(Ketua HKM/Yayasan Konservasi Lokali | Head of HKM/Local Conservation Foundation)

Program *Coral Garden* ini adalah investasi masa depan bagi laut kami. Rak-rak yang diturunkan TIMAH menjadi rumah baru bagi ikan dan karang yang mulai tumbuh. Ke depannya, lokasi ini tidak hanya akan kaya dengan ikan bagi nelayan, tapi juga menjadi spot selam yang indah untuk menarik wisatawan ke Bangka Belitung.
This Coral Garden program is an investment for the future of our oceans. The shelves deployed by TIMAH have become a new home for fish and budding coral. In the future, this location will not only be rich in fish for fishermen, but will also become a beautiful diving spot to attract tourists to Bangka Belitung.

Kegiatan Sosial

Grup MIND ID menempatkan Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai investasi strategis untuk memperkuat *Social License to Operate* demi keberlanjutan perusahaan yang selaras dengan kesejahteraan masyarakat. Mengacu pada Permen BUMN No. PER-1/MBU/03/2023, perusahaan merancang inisiatif komprehensif tahun 2025 yang berfokus pada pengentasan kemiskinan, penguatan infrastruktur inklusif, pemenuhan nutrisi, serta promosi kehidupan sehat. Pendekatan ini bertujuan menciptakan ekosistem sosial yang mandiri, harmonis, dan mendukung transisi energi bersih yang inklusif.

Implementasi program ini diintegrasikan langsung dengan target Tujuan Pembangunan Berkelanjutan (TPB), khususnya pada Pilar Sosial atau investasi modal manusia. Fokus utama diarahkan pada Bidang Pendidikan (TPB 4) serta kegiatan sosial yang mencakup kesehatan dan kesetaraan gender (TPB 1, 2, 3, dan 5). Dengan strategi yang terukur, Grup MIND ID memastikan setiap investasi sosial mampu memberikan dampak nyata (*Social Return on Investment*) dalam meningkatkan kualitas hidup masyarakat di sekitar wilayah operasional secara berkelanjutan.

Social Activities

MIND ID Group is positioning Community Investment and Engagement (CIE) as a strategic investment to strengthen its Social License to Operate, ensuring corporate sustainability is aligned with the well-being of the community. Referring to the Regulation of Minister of SOE No. PER-1/MBU/03/2023, the Company designed a comprehensive initiative for 2025, which focused on poverty alleviation, strengthening inclusive infrastructure, meeting nutritional needs, and promoting healthy lifestyles. This approach aims to create a self-sufficient and harmonious social ecosystem that supports an inclusive clean energy transition.

The implementation of this program is directly integrated with the Sustainable Development Goals (SDGs) targets, particularly the Social Pillar, or human capital investment. The primary focus is directed to the Education Area (Goal 4 of the SDGs) and social activities encompassing health and gender equality (Goals 1, 2, 3, and 5 of the SDGs). With a measurable strategy, MIND ID Group ensures that each social investment is capable of delivering tangible impact (Social Return on Investment) in sustainably improving the quality of life of the communities surrounding its operational areas.



Program Unggulan Kegiatan Sosial
Featured Program in Social Activities



Program Mudik dan Safari Ramadhan

Homecoming and Ramadhan Safari Programs

Sebagai bentuk nyata komitmen perusahaan dalam memperkuat kohesi sosial dan kemandirian masyarakat, MIND ID menjalankan rangkaian program penguatan modal sosial yang bersifat inklusif dan responsif. Program ini dirancang untuk menjawab kebutuhan mendasar masyarakat dalam momen-momen krusial, mulai dari perayaan hari besar keagamaan hingga penanganan situasi darurat. Melalui Safari Ramadhan dan Mudik Bersama, perusahaan berperan aktif dalam memfasilitasi konektivitas sosial dan pemenuhan kebutuhan spiritual masyarakat di sekitar wilayah operasional maupun secara nasional. Selain kegiatan yang bersifat rutin, perusahaan memiliki mekanisme bantuan sosial berbasis inisiatif dan proposal yang mencakup bantuan hari raya dan tanggap bencana. Fokus utama program ini adalah kelompok masyarakat rentan, penyandang disabilitas, serta penyintas bencana alam. Dengan total penerima manfaat mencapai 64 ribu orang di tahun 2025, Grup MIND ID membuktikan dedikasinya sebagai mitra pembangunan yang tidak hanya mengedepankan profitabilitas, tetapi juga aspek kemanusiaan dan harmonisasi hubungan antara perusahaan dengan pemangku kepentingan di seluruh penjuru negeri.

As a concrete form of the Company's commitment to strengthen social cohesion and community independence, MIND ID is implementing a series of strengthening programs for an inclusive and responsive social capital. These programs are designed to address the basic needs of the community during crucial moments, from religious celebrations to emergency response. Through the Ramadhan Safari and Joint Homecoming, the Company is playing an active role in facilitating social connectivity and fulfilling the spiritual needs of both the communities surrounding its operational areas and the national level. Aside from routine activities, the Company has a social assistance mechanism based on initiatives and proposals that include religious holiday assistance and disaster response. The main focus of these programs are vulnerable groups, people with disabilities, and natural disaster survivors. With a total of 64 thousand beneficiaries in 2025, MIND ID is proving its dedication as a partner for development that prioritizes not only profitability, but also humanitarian aspects and harmonisation of relations between the Company and the stakeholders throughout the country.

Lokasi Program
Program Location
Nasional, Seluruh Wilayah Indonesia
National, All Regions of Indonesia

Pencapaian 2025
2025 Achievement

- Menyentuh lebih dari 64.000 penerima manfaat di seluruh Indonesia melalui berbagai inisiatif sosial sepanjang tahun 2025.
- Memfasilitasi 2.173 pemudik melalui program Mudik Bersama 2025 dengan penyediaan moda transportasi yang aman dan inklusif.
- Melaksanakan rangkaian Safari Ramadhan dan penyaluran Bantuan Hari Raya Keagamaan serta sembako sebanyak 46.053 paket yang menjangkau kelompok rentan dan disabilitas.
- Reached more than 64,000 beneficiaries across Indonesia through various social initiatives throughout 2025.
- Facilitated 2,173 homecoming travellers through the 2025 Joint Homecoming program by providing safe and inclusive modes of transportation.
- Conducted a series of Ramadhan Safaris and distribution of Religious Holiday Assistance and 46,053 basic needs packages reaching vulnerable groups and disabled communities

Testimoni
Testimonial

(Masyarakat Penerima Manfaat | Beneficiary Community)

Program mudik dan bantuan hari raya dari MIND ID sangat meringankan beban kami, terutama bagi keluarga yang merantau. Kami merasa kehadiran perusahaan bukan sekadar bisnis, tapi benar-benar menjadi bagian dari keluarga besar masyarakat yang peduli di saat kami membutuhkan, baik di hari raya maupun saat terjadi musibah bencana.
MIND ID's homecoming and religious holiday assistance programs have significantly eased our burden, especially for families living away from home. We feel that the Company's presence is not just a business, but truly a part of a large family of the community that cares for us in times of need, both during religious holidays or during natural disasters.

Program Unggulan Kegiatan Sosial
Featured Program in Social Activities


Courtesy of ANTAM

Program *Ecogreen*: Energi Bersih Rumah Tangga

Ecogreen Program: Clean Household Energy

Program *EcoGreen* merupakan inisiatif strategis ANTAM dalam meningkatkan kualitas hidup masyarakat melalui penyediaan akses energi bersih, terjangkau, dan berkelanjutan. Program ini menyasar daerah-daerah kategori terpencil dan tertinggal di sekitar wilayah operasional perusahaan yang memiliki keterbatasan akses terhadap jaringan listrik nasional (PLN). Dengan menginstalasi unit PLTS skala rumah tangga, perusahaan memberikan solusi konkret bagi 101 kepala keluarga untuk mendapatkan layanan dasar listrik guna keperluan penerangan dan aktivitas produktif lainnya. Selain dampak sosial berupa peningkatan kesejahteraan, program ini secara ekonomis menciptakan efisiensi pengeluaran rumah tangga jangka panjang karena biaya operasional energi surya yang sangat rendah. Secara ekologis, *EcoGreen* merupakan wujud nyata komitmen perusahaan dalam mendukung target transisi energi nasional dan mitigasi perubahan iklim. Dengan memanfaatkan sumber daya matahari yang melimpah, ANTAM tidak hanya membangun infrastruktur fisik, tetapi juga membangun kemandirian energi berbasis komunitas yang ramah lingkungan dan berkelanjutan di pelosok negeri.

The EcoGreen program is a strategic initiative from ANTAM in improving the quality of life of the community through the procurement of access to clean, affordable, and sustainable energy. This program is targeting remote and underdeveloped areas around the company's operational areas that have limited access to the national electricity grid (PLN). By installing household-scale solar power plants/PLTS, the company is providing a concrete solution for 101 households to obtain basic electricity services for lighting and other productive activities. Aside from social impact in the form of welfare improvements, this program is economically creating long-term household spending efficiency due to the very low operational costs of solar energy. Ecologically, EcoGreen is a concrete embodiment of the company's commitment to support the target of national energy transition and mitigate climate change. By using abundant solar resources, ANTAM is not only building physical infrastructure, but also building environment-friendly and sustainable community-based energy independence in remote areas of the country.

Lokasi Program
Program Location

Sulawesi Tenggara, Maluku Utara, dan Jawa Barat
Southeast Sulawesi, North Maluku, and West Java

Pencapaian 2025
2025 Achievement

- Berhasil melakukan pemasangan total 101 unit *Solar Panel* (PLTS Rumah Tangga) di tiga wilayah operasional utama yang belum terjangkau jaringan listrik konvensional.
- Mencakup 40 unit di Konawe Utara, 26 unit di Maluku Utara, dan 35 unit di wilayah Pongkor.
- Memberikan akses listrik 24 jam bagi wilayah terpencil dan tertinggal melalui pemanfaatan energi terbarukan yang stabil.
- Kontribusi nyata dalam penurunan emisi karbon di tingkat rumah tangga melalui transisi dari penggunaan lampu minyak/genset ke energi surya.
- Successfully installed a total of 101 Solar Panels (Household Solar Power Plants/PLTS) in three main operational areas that have not been reached by the conventional electricity network.
- Covered 40 units in North Konawe, 26 units in North Maluku, and 35 units in the Pongkor area.
- Provided 24-hour electricity access for remote and underdeveloped areas through the use of stable renewable energy.
- Real contribution to reducing carbon emissions at the household level through the transition from the use of oil lamps/generators to solar energy.

Testimoni
Testimonial

Raswan (Keluarga di Wilayah Terpencil Desa Tapunopaka | Family in Tapunopaka Village Remote Area)

Sebelum adanya bantuan panel surya dari ANTAM, rumah kami gelap saat malam hari atau harus bergantung pada lampu minyak yang berasap. Sekarang, anak-anak bisa belajar dengan tenang di malam hari dan kami tidak lagi terbebani biaya bahan bakar untuk penerangan. Listrik tenaga surya ini benar-benar mengubah hidup kami.
Before ANTAM provided solar panels assistance, our house was dark at night, or we had to rely on smoky oil lamps. Now, the children can study peacefully at night, and we're no longer having to worry about fuel costs for lighting. This solar-powered electricity has truly changed our lives.

Program Unggulan Kegiatan Sosial
Featured Program in Social Activities



Program Mobil Kesehatan Keliling (MOKESLING)
Mobile Health Car Program (MOKESLING)

Program Mobil Kesehatan Keliling (Mokesling) merupakan inisiatif strategis PTBA untuk menjembatani keterbatasan akses fasilitas kesehatan bagi masyarakat di sekitar wilayah tambang. Program ini dirancang sebagai layanan kesehatan proaktif yang mendatangi langsung pemukiman warga guna memberikan pemeriksaan dasar, pengobatan ringan, serta edukasi kesehatan. Fokus utama program adalah mendorong deteksi dini penyakit dan penanganan awal masalah kesehatan untuk mencegah kondisi yang lebih kronis di kemudian hari. Melalui kolaborasi erat dengan Rumah Sakit Bukit Asam Medika (RS BAM) dan Pemerintah Desa setempat, Mokesling memastikan standar pelayanan medis tetap terjaga meski berada di lokasi terpencil. Dampak nyata dari program ini adalah peningkatan kualitas hidup dan produktivitas masyarakat melalui kesadaran kesehatan yang lebih baik. Bagi perusahaan, program ini tidak hanya sekadar aksi filantropi, melainkan bentuk investasi sosial jangka panjang untuk membangun komunitas yang sehat, tangguh, dan harmonis di seluruh area operasional Unit Pertambangan Tanjung Enim.

The Mobile Health Car Program (Mokesling) is a strategic initiative from PTBA to bridge the limitation of access to health facilities in communities around the mining area. This program is designed as a proactive health service that directly visits residents' homes to provide basic checkups, minor medical treatment, and health education. The primary focus of the program is to encourage early disease detection and early treatment of health problems to prevent chronic conditions later in life. Through close collaboration with Bukit Asam Medika Hospital (RS BAM) and the local Village Government, the Mobile Health Car Program (Mokesling) is ensuring that medical service standards are maintained even in remote locations. The tangible impact of the program is seen from the improvement in the quality of life and productivity of the community through greater health awareness. For the company, this program is not just a philanthropic act, but a form of long-term social investment to build a healthy, resilient, and harmonious community throughout the operational area of Tanjung Enim Mining Unit.

Lokasi Program
Program Location

Sumatra Selatan
South Sumatra

Pencapaian 2025
2025 Achievement

- Menjangkau 200 lokasi pelayanan yang tersebar di 25 desa wilayah Ring 1 Perusahaan.
- Memberikan pelayanan kesehatan gratis kepada total 11.794 pasien sepanjang periode program.
- Operasional program didukung penuh oleh tenaga medis profesional sesuai standar pelayanan kesehatan nasional.
- Mendapatkan respons positif dari masyarakat yang tercermin dari angka kunjungan dan pemanfaatan layanan deteksi dini yang signifikan.
- Reached 200 service locations spread across 25 villages in the Ring 1 area of the Company.
- Provided free health services for a total of 11,794 patients throughout the period of the program.
- Program operations are fully supported by professional medical personnel in accordance with national health service standards.
- Received a positive response from the community, which is reflected in the significant number of visits and use of early detection services.

Testimoni
Testimonial

(Pemerintah Desa | Village Government)

Kehadiran Mokesling dari PTBA sangat membantu warga kami, terutama lansia dan anak-anak yang kesulitan menjangkau fasilitas kesehatan permanen. Dengan adanya mobil keliling ini, warga bisa memeriksakan kesehatan secara rutin tanpa kendala jarak. Kami merasa sangat terbantu dengan kepedulian perusahaan terhadap kualitas kesehatan masyarakat desa.
The presence of PTBA's Mokesling is a huge help to our residents, especially the elderly and children who have difficulty reaching permanent healthcare facilities. With this mobile vehicle, residents can receive regular health check-ups without the constraints of distance. We are greatly encouraged by the company's concern for the health quality of the community in the village.

Program Unggulan Kegiatan Sosial
Featured Program in Social Activities



Peningkatan Akses dan Pemberdayaan Disabilitas

Improvement of Access and Empowerment for People With Disabilities

Program Peningkatan Akses Disabilitas merupakan inisiatif strategis INALUM dalam mewujudkan masyarakat yang inklusif dan setara di sekitar wilayah operasional pembangkit listrik. Program ini dirancang dengan pendekatan komprehensif yang menggabungkan dukungan kebutuhan dasar, penguatan psikososial, dan stimulan ekonomi. Melalui penyediaan alat bantu produktif bagi UMKM keluarga disabilitas dan bantuan peralatan kerja bagi panti karya, perusahaan berupaya memutus rantai ketergantungan dan mendorong kemandirian finansial bagi penyandang disabilitas. Selain bantuan fisik, program ini menitikberatkan pada peningkatan kapasitas keluarga melalui sosialisasi penanganan Anak Berkebutuhan Khusus (ABK) guna memperkuat sistem pendukung (support system) di tingkat desa. Dengan menjangkau 7 desa binaan, program ini berhasil mengurangi beban ekonomi keluarga rentan sekaligus meningkatkan integrasi sosial para penyandang disabilitas. Inisiatif ini merupakan perwujudan komitmen INALUM dalam menghadirkan aksesibilitas dan kesempatan yang sama bagi setiap lapisan masyarakat, memastikan bahwa pertumbuhan perusahaan membawa kesejahteraan bagi semua tanpa terkecuali.

The Disability Access Improvement Program is INALUM's strategic initiative in creating an inclusive and equal society around the power plant's operational areas. This program is designed with a comprehensive approach that combines support for basic needs, psychosocial strengthening, and economic stimulus. By providing productive tools for the MSMEs of families with disabilities and work equipment assistance for job centers, the company strives to break the chain of dependency and encourage financial independence for people with disabilities. Aside from physical assistance, this program is emphasising capacity building for families through awareness raising on the handling Children with Special Needs (ABK) to strengthen support systems at the village level. By reaching 7 foster villages, this program has effectively lowered the economic burden on vulnerable families and enhanced social integration for people with disabilities. This initiative embodies INALUM's commitment to provide accessibility and equal opportunities for all levels of society, ensuring that the company's growth brings prosperity to all with no exception.

Lokasi Program
Program Location

Sumatra Utara
North Sumatra

Pencapaian 2025
2025 Achievement

- Penyerahan bantuan peralatan produktif berupa becak barang, mesin pemisah kulit ari kedelai, kompor duduk, hingga alat promosi usaha bagi UMKM keluarga disabilitas.
- Pemberian bantuan infrastruktur identitas (papan nama, tiang bendera) dan dukungan perayaan Hari Disabilitas Internasional bagi Yayasan CBR.
- Penyerahan bantuan mekanisasi pertanian dan perajin berupa *hand tractor*, mesin obras, serta mesin jahit untuk Panti Karya Hephata HKBP.
- Terlaksananya Sosialisasi Penanganan Anak Berkebutuhan Khusus (ABK) yang menjangkau keluarga di 4 desa prioritas.
- Delivery of productive equipment assistance in the form of goods' rickshaws, soybean skin separating machines, sitting stoves, and business promotion tools for MSMEs belonging to families with disabilities.
- Procurement of identity infrastructure assistance (name boards, flag poles) and support for the celebration of International Disabilities' Day for CBR Foundation.
- Delivery of agricultural and artisan mechanisation assistance in the form of hand tractors, overlock machines, and sewing machines to the Hephata HKBP Job Center.
- Implementation of Awareness Raising on Handling Children with Special Needs (ABK) which reached families in 4 priority villages.

Testimoni
Testimonial

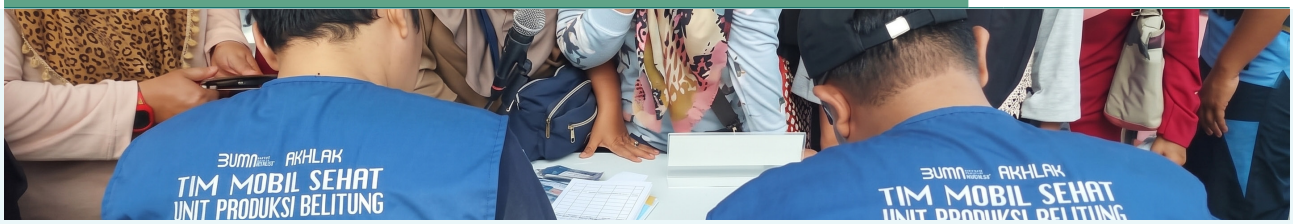
Rosita Hutapea (Pengurus Yayasan CBR Penerima Manfaat Bantuan Disabilitas |
CBR Foundation Administrator, Disability Assistance Beneficiary)



Kami sangat bersyukur atas perhatian INALUM. Bantuan peralatan jahit dan mesin pertanian ini bukan sekadar barang, melainkan harapan bagi saudara-saudara kami penyandang disabilitas untuk bisa bekerja mandiri dan membuktikan bahwa mereka mampu berdaya. Dukungan psikologis dan sosial ini meningkatkan rasa percaya diri keluarga kami untuk terus tumbuh.

We are very grateful for INALUM's attention. This assistance of sewing equipment and agricultural machinery is more than the delivery of goods, it represents hope for our brothers and sisters with disabilities to be able to work independently and to prove that they are capable of empowering themselves. This psychological and social support has increased our family's confidence to continue to grow.

Program Unggulan Kegiatan Sosial
Featured Program in Social Activities



Program OTO SIHAT, Layanan Kesehatan Keliling
OTO SIHAT Program, Mobile Health Services

Program Oto Sihat merupakan manifestasi tanggung jawab sosial PT TIMAH Tbk dalam upaya meningkatkan derajat kesehatan masyarakat di wilayah operasional yang terkendala akses geografis. Inisiatif ini dirancang sebagai solusi atas tantangan layanan kesehatan di daerah terpencil, tertinggal, dan sulit terjangkau di Kepulauan Bangka, Belitung, serta Kundur. Melalui unit mobil sehat yang dilengkapi dengan peralatan medis dan tenaga kesehatan profesional, perusahaan menghadirkan layanan "jemput bola" yang inklusif bagi seluruh lapisan masyarakat. Fokus utama program ini adalah memberikan pemeriksaan kesehatan rutin, pengobatan dasar, serta konsultasi medis tanpa biaya, guna memastikan deteksi dini masalah kesehatan dapat dilakukan secara merata. Dampak nyata dari Oto Sihat adalah terciptanya masyarakat yang lebih sehat dan produktif, serta berkurangnya beban ekonomi warga dalam mengakses layanan kesehatan berkualitas.

The Oto Sihat program is a manifestation of TIMAH's social responsibility in an effort to improve the level of public health in operational areas hampered by geographical access. This initiative is designed as a solution for healthcare services challenges in remote, underdeveloped, and hard-to-reach areas in the Bangka, Belitung, and Kundur Islands. Through mobile health units equipped with medical tools and professional healthcare personnel, the company provides inclusive "jemput bola" or outreach services for all levels of society. The main focus of this program is to provide routine health checks, basic treatment, and free medical consultations, to ensure that early detection of health problems can be conducted equitably. The noticable impact of Oto Sihat is the creation of a healthier and more productive society, and a reduced economic burden on residents in accessing quality healthcare.

Lokasi Program
Program Location
Kepulauan Bangka Belitung, dan Kepulauan Riau
Bangka Belitung Islands and Riau Islands

Pencapaian 2025
2025 Achievement

- Melaksanakan layanan kesehatan di 56 lokasi strategis yang mencakup wilayah daratan hingga pesisir kepulauan.
- Memberikan pelayanan medis gratis kepada total 7.114 masyarakat sepanjang periode program 2025.
- Mengatasi hambatan geografis di daerah terpencil dan sulit terjangkau melalui unit layanan kesehatan bergerak (Oto Sihat).
- Menyediakan pemeriksaan kesehatan dasar dan pengobatan yang langsung menyentuh titik pemukiman masyarakat.
- Executed health services in 56 strategic locations covering mainland areas to coastal islands.
- Provided free medical services to a total of 7,114 persons throughout the 2025 program period.
- Overcame geographical barriers in remote and hard-to-reach areas through mobile health service units (Oto Sihat).
- Provided basic health checks and treatment that directly reached people's residential areas.

Testimoni
Testimonial

(Masyarakat Wilayah Kepulauan | Island Region Communities)

Kami merasa sangat terbantu dengan kedatangan Oto Sihat ke desa kami. Sebelumnya, kami harus menempuh perjalanan jauh dan biaya yang tidak sedikit untuk ke Puskesmas atau Rumah Sakit. Dengan layanan jemput bola dari TIMAH ini, orang tua dan anak-anak bisa berobat dengan mudah dan gratis
We feel greatly helped by Oto Sihat's arrival in our village. Previously, we had to travel long distances and incur significant costs to get to the community health centre or hospital. With this outreach service from TIMAH, parents and children can receive treatment easily and for free.

Pembinaan Usaha Mikro dan Kecil

Usaha Mikro dan Kecil (UMK) memiliki peran strategis dalam menopang perekonomian nasional. Sebagai BUMN, Grup MIND ID menjalankan mandat untuk mendukung pengembangan UMK melalui Program Pendanaan Usaha Mikro dan Kecil (PUMK). Program ini mencakup penyaluran pinjaman modal kerja untuk meningkatkan produktivitas dan kapasitas usaha, yang disertai pembinaan berkelanjutan guna memastikan pengelolaan dana secara efektif dan akuntabel oleh penerima manfaat.

Sepanjang tahun 2025, pembinaan difokuskan pada peningkatan kapasitas usaha melalui pelatihan manajemen keuangan, penguatan kompetensi di berbagai sektor (jasa, pertanian, perdagangan, perikanan, perkebunan, dan industri), serta optimalisasi pemanfaatan pasar digital. Selain itu, Grup MIND ID memfasilitasi perluasan akses pasar melalui partisipasi UMK dalam pameran dan bazar di tingkat kabupaten, provinsi, nasional, hingga internasional.

Melalui kombinasi pendanaan, edukasi, pendampingan, dan perluasan akses pasar, Grup MIND ID berupaya mendorong transformasi UMK agar lebih tangguh, kompetitif, dan berdaya saing, serta mampu memberikan kontribusi yang lebih besar terhadap pertumbuhan ekonomi nasional dan penguatan ekonomi daerah.

UMK Binaan Naik Kelas

UMK Binaan Naik Kelas merupakan pelaku Usaha Mikro dan Kecil yang menunjukkan peningkatan kapasitas usaha dan kemandirian secara berkelanjutan, baik dari sisi kinerja ekonomi maupun pengelolaan usaha. Mengacu pada Lampiran II Surat Menteri BUMN No. S-348/MBU/DSI/11/2022 tentang Penyusunan Program TJSL BUMN Tahun 2021, UMK Binaan dikategorikan "naik kelas" apabila memenuhi sedikitnya dua dari kriteria berikut:

- Peningkatan jumlah pegawai
- Peningkatan nilai pinjaman
- Peningkatan kapasitas produksi
- Peningkatan omzet
- Pelibatan masyarakat sekitar dalam proses produksi
- Pemasaran produk di luar kota atau luar negeri
- Perolehan sertifikasi nasional atau internasional

Micro and Small Business Development

Micro and Small Enterprises (MSEs) play a strategic role in supporting the national economy. As a state-owned enterprise (SOE), MIND ID Group is mandated to support MSE development through the Micro and Small Enterprise Funding (MSEF) programs. This program includes the distribution of working capital credit to increase business productivity and capacity, accompanied by sustainability fostering activities to ensure effective and accountable fund management by beneficiaries.

Throughout 2025, the development efforts focused on increasing business capacity through financial management training, strengthening competencies across diverse sectors including services, agriculture, trade, fisheries, plantations, and industry and optimizing the utilization of digital markets. Furthermore, MIND ID Group is facilitating expansion of market access through MSE participation in exhibitions and bazaars at the district, provincial, national, and international levels.

Through a combination of funding, education, assistance, and expansion of market access, MIND ID Group strives to encourage the transformation of MSEs to be more resilient and competitive, capable of providing a greater contribution to national economic growth and strengthening the regional economy.

Up-Leveled Foster MSEs

Up-leveled Foster MSEs are Micro and Small scale business actors that demonstrate continuous improvement in business capacity and independence, both in terms of economic performance and business management. Referring to Attachment II of the Letter of Minister of State-Owned Enterprises No. S-348/MBU/DSI/11/2022 concerning the 2021 Preparation of CIE Program for SOEs, a foster MSE is categorized as "up-leveled" if it meets at least two of the following criteria:

- Increasing number of employees
- Increasing value of credit
- Increasing capacity of production
- Increasing revenue
- Involvement of surrounding communities in the production process
- Expansion of market coverage to other cities or abroad
- Acquisition of national or international-scale certification

Pelaksanaan program pembinaan UMK oleh Grup MIND ID secara konsisten dan berkelanjutan menunjukkan hasil positif dalam mendorong peningkatan skala dan kualitas usaha mitra binaan. Sejalan dengan Peraturan Menteri BUMN No. PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program TJSL BUMN yang ditetapkan pada 3 Maret 2023, pengelolaan kerja sama Program Pendanaan Usaha Mikro dan Kecil (PUMK) dapat dilakukan secara sinergis antar-BUMN atau bersama anak perusahaan, serta dialihkan kepada PT Bank Rakyat Indonesia (Persero) Tbk (BRI). Ketentuan ini memperkuat tata kelola dan efektivitas implementasi program.

The consistent and sustainable implementation of the MSE fostering program by MIND ID Group has shown positive results in encouraging improvements in both the scale and quality of the businesses of the foster partners. In line with the Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 concerning Special Assignments and the CIE Program of SOEs, stipulated on March 3, 2023, the management collaboration of the Micro and Small Enterprise Funding (MSEF) programs may be performed through synergy between SOEs or with their subsidiaries, and transferred to PT Bank Rakyat Indonesia (Persero) Tbk (BRI). This provision strengthens governance and the effectiveness of program implementation.

Pencapaian kinerja UMK naik kelas pada tahun pelaporan tercermin dalam rincian sebagaimana disajikan berikut:

The up-leveled MSE performance achievement in the current reporting year is reflected in the details presented below:

Anggota MIND ID Members of MIND ID	2025	2024	2023
ANTAM	11	30	23
PTBA	48	48	240
INALUM	5	15	10
TIMAH	16	20	20
Total	80	113	293

Keterangan | Information:

- Penurunan jumlah UMKM binaan terjadi karena seluruhnya kini dikelola langsung oleh Bank BRI
  The decrease in the number of foster MSMEs occurred since all of them are now managed directly by BRI Bank.
- Data tahun 2023 dan 2024 disajikan kembali karena perubahan metode pengumpulan data.
  The 2023 and 2024 data have been restated due to a change in data collection methodology.

Hak Asasi Manusia

Hak Masyarakat Adat [GRI 411-1] [GRI 14.11.3] [GRI 14.11.4]

Grup MIND ID memandang masyarakat di sekitar wilayah operasional, termasuk masyarakat adat, sebagai pemangku kepentingan utama yang memiliki keterkaitan erat dengan keberlanjutan operasional. Dalam menjalankan kegiatan usaha, Grup berkomitmen untuk menghormati hak masyarakat adat serta memastikan perlindungan terhadap nilai sosial, budaya, dan kearifan lokal.

Setiap Anggota MIND ID membangun komunikasi dua arah yang terbuka, partisipatif, dan berkelanjutan dengan komunitas lokal, mencakup aspek ekonomi, sosial, dan budaya. Pendekatan ini bertujuan memastikan keberadaan Perusahaan dapat diterima secara sosial (*social license to operate*) sekaligus memberikan manfaat jangka panjang bagi masyarakat.

Human Rights

Indigenous Peoples' Rights [GRI 411-1] [GRI 14.11.3] [GRI 14.11.4]

MIND ID Group views communities surrounding its operational areas, including indigenous communities, as key stakeholders closely linked to operational sustainability. In conducting its business activities, the Group is committed to respecting the rights of indigenous communities and ensuring the protection of social, cultural, and local wisdom values.

Each MIND ID member establishes open, participatory, and sustainable two-way communication with the local community, encompassing economic, social, and cultural aspects. This approach aims to ensure the Company's continued existence is accepted as a social licence to operate while also providing long-term benefits to the community.

Di Kalimantan Barat, kegiatan operasional ANTAM melalui UBP Bauksit Kalimantan Barat bersinggungan dengan komunitas Suku Dayak. Sebagai bentuk dukungan terhadap potensi lokal, ANTAM berkontribusi dalam pengembangan pariwisata Danau Laet di Tayan serta pelestarian budaya melalui program Rumah Betang yang menampilkan ornamen khas sebagai identitas budaya Dayak.

Pada wilayah operasional ANTAM di UBP Nikel Maluku Utara yang berdekatan dengan Suku Togutil, Perusahaan menginisiasi pembangunan Kampung Budaya Togutil. Program ini dilaksanakan dengan melibatkan masyarakat setempat dan didampingi fasilitator Kafan Ekspedisi. Kampung Budaya Togutil menjadi wujud investasi sosial untuk memperkuat keberlanjutan budaya melalui pembangunan infrastruktur, fasilitas pendidikan, serta pelestarian tradisi.

Di Provinsi Kepulauan Bangka Belitung, wilayah operasional TIMAH berdekatan dengan komunitas adat Melayu Orang Lom. Program pemberdayaan Masyarakat Adat Mapur, termasuk pembentukan Kampung Adat Gebong Memarong, dijalankan untuk melestarikan warisan budaya sekaligus mendukung pengembangan ekonomi masyarakat dengan tetap menjaga keseimbangan ekosistem. TIMAH juga memberikan pelatihan pemandu lokal, pelatihan membatik *ecoprint* bagi kelompok perempuan, serta penyediaan Alat Tenun Bukan Mesin (ATBM).

Sementara itu, INALUM melakukan pemberdayaan masyarakat adat melalui pembinaan penenun ulos di Desa Adat Ragi Hotang serta pengembangan Desa Wisata Meat di Kecamatan Tampahan, Kabupaten Toba, Sumatra Utara. Inisiatif ini bertujuan menjaga kelestarian budaya sekaligus meningkatkan kesejahteraan masyarakat.

Secara keseluruhan, Grup MIND ID terus menjaga harmoni dan memperkuat pelestarian budaya etnis di sekitar wilayah operasional. Selain pelestarian budaya, Perusahaan juga berkontribusi dalam peningkatan akses terhadap pendidikan, layanan kesehatan, dan sanitasi yang layak bagi masyarakat adat, tanpa mengabaikan nilai-nilai dan tradisi lokal. Sepanjang tahun 2025, tidak terdapat insiden pelanggaran hak masyarakat adat dalam seluruh kegiatan operasional Grup MIND ID.

In West Kalimantan, ANTAM's operational activities, through its West Kalimantan Bauxite Mining Business Unit, intersect with the Dayak community. As a form of support for local potential, ANTAM contributes to the development of tourism at Lake Laet in Tayan and cultural preservation through the Rumah Betang program, which showcases distinctive ornaments that represent Dayak cultural identity.

In ANTAM's operational area at the North Maluku mining business unit, which is adjacent to the Togutil Tribe, the Company initiated the development of the Togutil Cultural Village. This program was implemented with the involvement of the local community and assisted by Kafan Ekspedisi facilitators. The Togutil Cultural Village is a form of social investment to strengthen cultural sustainability through infrastructure development, educational facilities, and the preservation of traditions.

In the Bangka Belitung Islands Province, TIMAH's operational area is adjacent to the indigenous Malay Orang Lom community. The Mapur Indigenous Community empowerment program, including the establishment of the Gebong Memarong Traditional Village, aims to preserve cultural heritage and support the community's economic development while maintaining ecosystem balance. TIMAH also provides training for local guides, ecoprint batik training for women's groups, and supplies Non-Machine Looms (ATBM).

Meanwhile, INALUM is empowering indigenous communities through training ulos weavers in the Ragi Hotang Traditional Village and developing the Meat Tourism Village in Tampahan District, Toba Regency, North Sumatra. These initiatives aim to preserve culture while improving community welfare.

Overall, MIND ID Group continues to maintain harmony and strengthen the preservation of ethnic cultures in its operational areas. Beyond cultural preservation, the Company also contributes to improving access to education, healthcare, and proper sanitation for indigenous communities, while maintaining local values and traditions. Throughout 2025, there were no incidents of indigenous peoples' rights violations across all operational activities of the MIND ID Group.

Program Pemberdayaan Masyarakat
Community Empowerment Program



Courtesy of PTBA

Program Pemukiman Kembali dan Pemberdayaan Masyarakat Berbasis Hak Asasi Manusia

Human Rights-Based Resettlement and Community Empowerment Program

PTBA melaksanakan program pemukiman kembali sebagai bagian dari komitmen terhadap praktik pertambangan yang bertanggung jawab dan penghormatan terhadap hak asasi manusia. Program ini ditujukan bagi masyarakat yang tinggal di wilayah konsesi perusahaan tanpa izin resmi, dengan menyediakan hunian permanen yang lebih aman dan layak beserta akses terhadap infrastruktur dasar seperti air bersih, listrik, dan fasilitas umum. Seluruh proses dilakukan berdasarkan prinsip keadilan, transparansi, dan penghormatan terhadap martabat manusia, mencakup relokasi yang memperhatikan keselamatan dan lingkungan, serta remediasi lahan pascatambang melalui rehabilitasi ekologis.

Selain itu, PTBA juga menjalankan pendekatan kompensasi dan pemberdayaan melalui dukungan finansial dan non-finansial, termasuk pelatihan keterampilan, pengembangan usaha lokal, serta penyediaan fasilitas sosial. Implementasi program relokasi ini diwujudkan melalui pembangunan Perumahan Bara Lestari dan pemberian sertifikat hak milik kepada masyarakat terdampak, yang dilakukan secara transparan melalui konsultasi dengan pemangku kepentingan. Program ini tidak hanya meningkatkan kualitas hunian, tetapi juga mendorong kemandirian ekonomi masyarakat melalui inisiatif seperti pengembangan usaha budidaya jamur serta penyediaan fasilitas publik yang mendukung kesejahteraan jangka panjang.

PTBA implements a resettlement program as part of its commitment to responsible mining practices and respect for human rights. This program is aimed at communities living in the company's concession areas without official permits, by providing safer and more adequate permanent housing along with access to basic infrastructure such as clean water, electricity, and public facilities. The entire process is conducted based on the principles of justice, transparency, and respect for human dignity, including relocation that takes safety and the environment into account, as well as post-mining land remediation through ecological rehabilitation.

In addition, PTBA also implements a compensation and empowerment approach through financial and non-financial support, including skills training, local business development, and the provision of social facilities. The relocation program is implemented through the construction of the Bara Lestari Housing Complex and the provision of land ownership certificates to affected communities, which is conducted transparently through consultation with stakeholders. This program not only improves housing quality but also encourages community economic independence through initiatives such as mushroom cultivation and the provision of public facilities that support long-term well-being.

Pengawasan dan Mitigasi *Artisanal Mining* di Wilayah TIMAH [GRI 14.13]

Aktivitas *artisanal mining* di sekitar wilayah operasional TIMAH umumnya dilakukan oleh masyarakat secara sederhana, baik dalam bentuk legal maupun ilegal, dan berpotensi menimbulkan dampak lingkungan, sosial, serta risiko keselamatan kerja akibat belum sepenuhnya menerapkan praktik pertambangan yang baik. Risiko tersebut mencakup potensi kerusakan sumber daya mineral, gangguan terhadap lingkungan sekitar, serta peningkatan risiko kesehatan dan keselamatan bagi para penambang. Oleh karena itu, pengelolaan aktivitas ini menjadi penting dalam menjaga keberlanjutan operasional serta hubungan dengan masyarakat di wilayah TIMAH.

Sebagai bagian dari pendekatan pertambangan yang bertanggung jawab, Perseroan secara aktif melakukan pemantauan dan pengawasan terhadap aktivitas *artisanal mining* di sekitar wilayah TIMAH, disertai dengan upaya pembinaan melalui kemitraan dengan masyarakat untuk mendorong penerapan praktik yang lebih aman dan berkelanjutan. Berdasarkan hasil pemantauan, aktivitas tersebut umumnya tidak melibatkan proses pengolahan mineral yang kompleks sehingga tidak menghasilkan *tailing*, sementara dari sisi operasional internal, Perseroan memastikan penerapan prinsip *total mining* dengan pengelolaan material yang optimal tanpa menghasilkan limbah *tailing* dari proses pengolahan.

Hubungan dengan Pemangku Kepentingan [GRI 2-29]

Grup MIND ID berupaya membangun hubungan yang harmonis, transparan, dan konstruktif dengan seluruh pemangku kepentingan. Perusahaan secara aktif membuka ruang dialog untuk mendengarkan aspirasi, kebutuhan, masukan, serta kritik sebagai bagian dari proses pengambilan keputusan yang inklusif dan bertanggung jawab.

Melalui pendekatan yang sistematis, Grup MIND ID telah mengidentifikasi pemangku kepentingan utama, menetapkan metode pelibatan yang sesuai, serta menentukan frekuensi komunikasi berdasarkan isu yang relevan bagi masing-masing kelompok. Proses ini dilaksanakan dengan mengacu pada AA1000 *Stakeholder Engagement Standard* 2015 guna memastikan penerapan prinsip inklusivitas, materialitas, dan responsivitas secara konsisten dalam pengelolaan hubungan dengan pemangku kepentingan.

Grup MIND ID secara aktif melibatkan pemangku kepentingan internal, termasuk Dewan Komisaris, Direksi, manajemen, dan pegawai, untuk bertukar pandangan serta memperoleh masukan terkait isu keberlanjutan yang material bagi Perusahaan.

Supervision and Mitigation of Artisanal Mining in the TIMAH Area [GRI 14.13]

Artisanal mining activities around TIMAH's operational areas are generally carried out by communities using simple methods, both legally and illegally. These practices have the potential to cause environmental and social impacts, as well as occupational safety risks due to the limited application of good mining practice. The risks include potential depletion of mineral resources, disruption of the surrounding ecosystems, and heightened health and safety hazards for miners. Managing these activities is therefore crucial to sustaining operations and maintaining constructive relationships with local communities in TIMAH's areas.

As part of its responsible mining approach, the Company actively monitors and supervises artisanal mining activities in the surrounding TIMAH areas, complemented by coaching programs and community partnerships that encourage the adoption of safer and more sustainable practices. Based on monitoring results, these activities generally do not involve complex mineral processing processes and therefore do not produce tailings. From an internal operational perspective, the Company ensures the application of total mining principles with optimal material management, eliminating tailings waste from the processing stage.

Stakeholder Engagement [GRI 2-29]

MIND ID Group strives to build harmonious, transparent, and constructive relationships with all stakeholders. The Company actively fosters dialogue to listen to aspirations, needs, input, and criticism as part of an inclusive and responsible decision-making process.

Through a systematic approach, MIND ID Group has identified key stakeholders, established appropriate engagement methods, and determined the frequency of communication based on issues relevant to each group. This process was implemented in accordance with the AA1000 Stakeholder Engagement Standard 2015 to ensure the consistent application of the principles of inclusivity, materiality, and responsiveness in managing stakeholder relationships.

The MIND ID Group actively engages internal stakeholders, including the Board of Commissioners, Board of Directors, management, and employees, to exchange views and obtain input on sustainability issues that are material to the Company.

Pelibatan dilakukan melalui rapat manajemen, forum komunikasi pegawai, survei keterlibatan, sosialisasi kebijakan ESG, serta kanal pengaduan internal, sehingga aspek keberlanjutan terintegrasi dalam proses pengambilan keputusan strategis dan pengelolaan risiko serta peluang bisnis. [B.1.5]

Engagement is conducted through management meetings, employee communication forums, engagement surveys, ESG policy socialization, and internal grievance channels, so that sustainability aspects are integrated into strategic decision-making processes and the management of business risks and opportunities. [B.1.5]

Di sisi eksternal, Grup MIND ID juga melibatkan masyarakat sekitar wilayah operasional seperti pemerintah, mitra usaha, investor, pelanggan, pemasok, serta organisasi masyarakat sipil melalui dialog komunitas, forum konsultasi publik, *Focus Group Discussion* (FGD), pertemuan dengan investor, survei, mekanisme penanganan keluhan, serta pendekatan *participatory need assessment* dalam perencanaan program TJSL. Untuk wilayah dengan keberadaan masyarakat adat, Perusahaan mengacu pada prinsip *Free, Prior and Informed Consent* (FPIC). Masukan pemangku kepentingan dikumpulkan melalui berbagai forum keterlibatan dan survei yang dilakukan setiap tahun secara berkala, serta digunakan sebagai bahan evaluasi dan perbaikan program secara berkelanjutan. [B.2.2]

Externally, MIND ID Group also engages communities surrounding its operational areas, including government institutions, business partners, investors, customers, suppliers, and civil society organizations through community dialogues, public consultation forums, Focus Group Discussions (FGDs), investor meetings, surveys, grievance handling mechanisms, and participatory need assessment approaches in the planning of CIE programs. In areas where Indigenous Peoples are present, the Company refers to the principles of Free, Prior and Informed Consent (FPIC). Stakeholders are gathered through various forums and annual surveys conducted regularly, serving as material for evaluation and continuous programme improvement. [B.2.2]

Pemangku Kepentingan Stakeholders	Level dan Metode Pelibatan Levels and Methods of Engagement	Frekuensi Frequency	Topik Utama yang Diajukan Main Topics Proposed
Pemegang Saham Shareholders	**Pemberian Informasi, Konsultasi dan Pelibatan** • Publikasi rutin (laporan tahunan, laporan keuangan kuartalan, laporan eksplorasi kuartalan) dan *website*. • Forum multi pemangku kepentingan, penyelenggaraan Rapat Umum Pemegang Saham. Provision of Information, Consultation and Involvement • Regular publications (annual reports, quarterly financial reports, quarterly exploration reports) and *website*. • Multi-stakeholder forum, holding of General Meeting of Shareholders.	Minimal 1 kali dalam setahun. At least once a year.	Dampak ekonomi, kinerja keuangan, ekspansi, dan diversifikasi. Economic impact, financial performance, expansion, and diversification.
Pelanggan Customers	**Pemberian Informasi dan Pelibatan** • Pembuatan kontrak komersial penjualan produk dengan jaminan kualitas produk, kesinambungan pasokan dan ketepatan pengiriman. • Pertemuan reguler dengan konsumen dan survei kepuasan pelanggan minimal 1 tahun sekali. Provision of Information and Engagement • Preparation of commercial contracts for product sales with guarantees of product quality, continuity of supply and delivery accuracy. • Regular meetings with consumers and customer satisfaction surveys at least once a year.	Setiap saat bila dibutuhkan. Anytime when needed.	Kualitas dan tanggung jawab produk, pemasaran dan penjualan, kepuasan pelanggan. Quality and responsibility product, marketing and sales, customer satisfaction customer.
Pegawai & Serikat Pekerja Employees & Labor Unions	**Pemberian Informasi, Konsultasi, Negosiasi, dan Pelibatan** • Buletin di korporasi, buletin di unit bisnis, komunikasi melalui e-mail, intranet, *website*, sosial media, pesan instan. • Survei keterikatan pegawai, yang meliputi *culture*, *satisfaction*, persepsi, pemahaman Perjanjian Kerja Bersama, dan lain-lain. • Penyusunan dan penetapan Perjanjian Kerja Bersama untuk jangka waktu 2 (dua) tahun serta peraturan turunannya yang mencakup ketentuan terkait hak dan kewajiban Perusahaan dan seluruh pegawai. • Lembaga Kerja Sama (LKS) Bipartit dan *Quarterly Meeting* antara manajemen dengan serikat pekerja.	Setiap bulan dan setiap saat apabila diperlukan. Each month and whenever required.	Keselamatan dan Kesehatan Kerja (K3), keamanan, rekrutmen, keragaman dan inklusi, pelatihan dan pengembangan, hak-hak pekerja. Occupational Health and Safety (OHS), security, recruitment, diversity and inclusion, training and development, workers' rights.

Pemangku Kepentingan Stakeholders	Level dan Metode Pelibatan Levels and Methods of Engagement	Frekuensi Frequency	Topik Utama yang Diajukan Main Topics Proposed
	Information Provision, Consultation, Negotiation, and Involvement • Corporate newsletters, business unit newsletters, communication via e-mail, intranet, website, social media, instant messaging. • Employee engagement survey, which includes culture, satisfaction, perception, understanding of the Collective Labor Agreement, etc. • Preparation and determination of a Collective Labor Agreement for a period of 2 (two) years and its derivative regulations which include provisions related to the rights and obligations of the Company and all employees. • Bipartite Cooperation Institution (LKS) and Quarterly Meeting between management and labor unions		
Pemerintah Pusat dan Daerah, serta Anggota Legislatif Central and Regional Governments, as well as Members of the Legislature	Pemberian Informasi, Konsultasi dan Pelibatan • Pemberian masukan kepada pemerintah untuk berbagai kebijakan dan regulasi. • Pelaporan rutin (Analisis Mengenai Dampak Lingkungan/AMDAL, laporan kuartal ke BP BUMN, dsb) dan *website*. • Konsultasi kepada K/L dan dinas, konsultasi publik. • Musyawarah Perencanaan Pembangunan (Musrenbang) dengan pemerintah daerah; Pembayaran pajak, PNBP dan kewajiban lainnya kepada Negara. • Integrasi perwakilan Pemerintah dalam Dewan Komisaris Perusahaan. Provision of Information, Consultation and Involvement • Providing input to the government on various policies and regulations. • Routine reporting (Environmental Impact Analysis/AMDAL, quarterly reports to BP BUMN, etc.) and website. • Consultation with ministries/agencies and agencies, public consultation. • Development Planning Consultation (Musrenbang) with local governments; Payment of taxes, PNBP and other obligations to the state. • Integration of Government representatives in the Company's Board of Commissioners.	Setiap bulan dan setiap saat apabila diperlukan. Setiap bulan Each month and whenever required.	Program pengembangan masyarakat, dampak ekonomi, penciptaan nilai, dekarbonisasi. Program pengembangan Community development programs,, economic impact, value creation, decarbonization.
Kontraktor & Mitra Kerja Lain Contractors & Other Work Partners	Pemberian Informasi dan Kolaborasi • Penyelenggaraan penawaran kontrak kerja secara terbuka dan transparan; dokumen kontrak kerja yang memuat ketaatan pada hukum, termasuk aspek HAM, K3, dan lingkungan. • Pelaksanaan proyek bersama: koordinasi rutin dengan Polri dan TNI terkait pengamanan aset dan penegakan hukum. Information Provision and Collaboration • •Implementation of open and transparent employment contract offerings; employment contract documents that contain compliance with the law, including human rights, OHS, and environmental aspects. • Joint project implementation: routine coordination with the Indonesian National Police and the Indonesian National Armed Forces.	Saat diperlukan. When needed.	Manajemen pemasok dan kontraktor, transparansi dan akuntabilitas, etika bisnis. Supplier and contractor management, transparency and accountability, business ethics.
Media Massa Mass media	Pemantauan, Pemberian Informasi, Konsultasi, dan Pelibatan • *Media monitoring* harian. • Penyampaian informasi rutin; *media release* dan *press conference* sesuai kebutuhan; pemberian kesempatan wawancara. Monitoring, Information Provision, Consultation, and Engagement • Daily Media monitoring. • Regular information delivery; media releases and press conferences as needed; providing interview opportunities.	Setiap saat bila dibutuhkan. Anytime when needed.	Etika bisnis dan kepatuhan, dampak ekonomi, penciptaan nilai, kinerja keuangan, program pengembangan masyarakat. Business ethics and compliance, economic impact, creation values, financial performance, community development programs.

Pemangku Kepentingan Stakeholders	Level dan Metode Pelibatan Levels and Methods of Engagement	Frekuensi Frequency	Topik Utama yang Diajukan Main Topics Proposed
Masyarakat, Komunitas Lokal Public, Local Community	**Pemberian Informasi, Transaksi, Konsultasi, Negosiasi, Pelibatan, Kolaborasi, dan Pemberdayaan** • Sosialisasi AMDAL; pertemuan rutin dengan warga masyarakat; laporan; *website* Penyelenggaraan TJSL. • Menerima masukan masyarakat dalam proses AMDAL; Rencana Pascatambang partisipasi dalam Musyawarah Perencanaan Pembangunan (Musrenbang) dengan masyarakat dan pemerintah daerah. • Penentuan harga yang adil pada pembebasan lahan; negosiasi dalam peluang bisnis dan ketenagakerjaan lokal. • Pelibatan masyarakat dalam perencanaan, pelaksanaan, serta *monitoring* dan evaluasi TJSL dan pengembangan masyarakat. • Kerja sama dalam berbagai inisiatif multi-pemangku kepentingan dengan masyarakat lokal, universitas, Pemerintah Daerah, kemitraan dengan berbagai lembaga. • Integrasi wakil masyarakat (Komisaris Independen) ke dalam Dewan Komisaris. **Providing Information, Transactions, Consultation, Negotiation, Engagement, Collaboration, and Empowerment** • AMDAL socialisation; regular meetings with community members; reports; CIE Implementation website. • Accepting community input in the AMDAL process; Post-mining Plan participation in the Development Planning Meeting (Musrenbang) with the community and local government. • Fair pricing for land acquisition; negotiation of local business and employment opportunities. • Community involvement in planning, implementation, monitoring and evaluation of CIE and community development. • Collaboration in various multi-stakeholder initiatives with local communities, universities, local governments, partnerships with various institutions. • Integration of community representatives (Independent Commissioners) into the Board of Commissioners.	Setiap saat bila dibutuhkan. Anytime when needed.	Program pengembangan masyarakat, penciptaan nilai, dampak ekonomi dan lingkungan. Community development programs, value creation, economic and environmental impact.
Lembaga Swadaya Masyarakat Non-governmental organization	**Pemberian Informasi, Konsultasi, dan Kolaborasi** • Sosialisasi AMDAL, laporan, *website*. • Konsultasi publik. • Kerja sama penelitian sosial, kerja sama pendampingan dan pemberdayaan masyarakat, kerja sama sosialisasi dan penyaluran dana TJSL. **Providing Information, Consultation, and Collaboration** • AMDAL socialization, reports, websites. • Public consultation. • Social research collaboration, community mentoring and empowerment collaboration, socialization and distribution of CIE funds.	Setiap saat bila dibutuhkan. Anytime when needed.	Program pengembangan masyarakat, penciptaan nilai, dampak ekonomi dan lingkungan. Community development program, value creation, economic and environmental impact.
Industri, Pelaku Usaha Pertambangan & Asosiasi Usaha Industry,Mining Business Practitioners & Business Associations	**Advokasi, Pemberian Informasi, Konsultasi, dan Kolaborasi** • Pemberian masukan kepada pemerintah. • *Website*, presentasi di berbagai seminar dan konferensi • Konsultasi publik. • Penyelenggaraan proyek bersama dan pengembangan kapasitas. **Advocacy, Information Provision, Consultation, and Collaboration** • Providing input to the government. • Website, presentations at various seminars and conferences • Public consultation. • Joint project implementation and capacity building.	Setiap saat bila dibutuhkan. Anytime when needed.	Kepemimpinan dan Pengambilan keputusan, etika bisnis dan kepatuhan, dampak lingkungan. Leadership and Decision making, business ethics and compliance, environmental impact.



Courtesy of TIMAH



10

Pilar 5 | Pillar 5:
Pengembangan Ekonomi
Economic Development

Sebagai Holding BUMN Industri Pertambangan, MIND ID tidak hanya mengelola sumber daya mineral dan batu bara untuk mendorong pertumbuhan industri dan perekonomian nasional, tetapi juga mengemban tanggung jawab memperkuat kesejahteraan masyarakat serta kelestarian lingkungan. Komitmen tersebut diwujudkan melalui investasi infrastruktur dan program sosial yang terarah guna membangun fondasi ekonomi daerah yang tangguh, mandiri, dan berkelanjutan.

As a state-owned mining holding company, MIND ID not only manages mineral and coal resources to drive industrial growth and the national economy, but also bears responsibility for strengthening community welfare and environmental sustainability. This commitment is realized through targeted infrastructure investments and social programs to build a strong, independent, and sustainable regional economic foundation.



Courtesy of TIMAH

Dampak Ekonomi

Investasi Infrastruktur dan Layanan Dukungan untuk Masyarakat [GRI 203-1]

Seiring dengan upaya mendorong pertumbuhan bisnis yang berkelanjutan, Grup MIND ID juga berkomitmen untuk memberikan kontribusi nyata bagi peningkatan kesejahteraan masyarakat serta pelestarian lingkungan di sekitar wilayah operasional. Komitmen tersebut diwujudkan melalui investasi pada pembangunan infrastruktur dan implementasi berbagai program sosial yang dirancang secara terstruktur, terukur, serta diselaraskan dengan kebutuhan masyarakat setempat.

Dalam melakukan penilaian terhadap dampak program guna memastikan efektivitas dan nilai tambah bagi para pemangku kepentingan, Grup MIND ID menggunakan pendekatan *Social Return on Investment* (SROI). Pendekatan ini tidak hanya mengukur besarnya manfaat sosial dibandingkan dengan investasi yang dikeluarkan, tetapi juga menilai kemampuan investasi dalam menciptakan dampak yang berkelanjutan.

Analisis SROI mencakup evaluasi nilai sosial, ekonomi, dan lingkungan yang dihasilkan, serta kajian atas durasi keberlanjutan dampak dalam jangka menengah hingga panjang. Dengan demikian, hasil penilaian SROI diharapkan menjadi dasar pengambilan keputusan strategis dalam peningkatan efektivitas program keberlanjutan di lingkungan MIND ID.

Sepanjang tahun 2025, Grup MIND ID melaksanakan berbagai program pembangunan sarana, prasarana, dan infrastruktur pendukung yang memberikan manfaat langsung bagi masyarakat sekitar. TIMAH telah memberikan manfaat tidak langsung bagi masyarakat setempat melalui infrastruktur yang dibangun untuk kepentingan operasional secara pro-bono. Beberapa inisiatif yang telah dilakukan antara lain perbaikan dermaga di Tanjung Ketapang, Kelurahan Ketapang, Kecamatan Toboali, Kabupaten Bangka Selatan.

Selain itu, TIMAH juga melakukan pengerukan alur muara air kantung di Parit Pekir, Kecamatan Sungailiat, Kabupaten Bangka. Tak hanya itu, pembangunan sarana dan prasarana pembuatan talud pencegah abrasi muara tengkoral di Lingkungan Nelayan II, Kecamatan Sungailiat, Kabupaten Bangka, serta penimbunan jalan di Pinggir Sungai Jelange di Dusun I Mengkuse Desa Sawang Selatan Kecamatan Kundur Barat Kabupaten Karimun juga telah dilaksanakan. Berbagai inisiatif yang dilakukan bertujuan untuk mendukung kegiatan masyarakat setempat dan meningkatkan kualitas infrastruktur wilayah tersebut.

Economic Impact

Infrastructure Investment and Support Services for Communities [GRI 203-1]

In line with its efforts to drive sustainable business growth, MIND ID Group is also committed to making a tangible contribution to improving community welfare and environmental preservation in the areas where it operates. This commitment is realized through investments in infrastructure development and the implementation of various social programs that are structured, measurable, and aligned with local community needs.

In assessing program impacts to ensure effectiveness and added value for stakeholders, MIND ID Group uses a Social Return on Investment (SROI) approach. This approach not only measures the magnitude of social benefits relative to the investment but also assesses the investment's ability to creat sustainable impact.

The SROI analysis evaluates the social, economic, and environmental value generated, alongside an assessment of the medium- to long-term sustainability of the impacts. The results of the SROI assessment are expected to inform strategic decision-making and enhance the effectiveness of sustainability programs within MIND ID.

Throughout 2025, MIND ID Group implemented a range of infrastructure development programs that directly benefited the surrounding communities. TIMAH has provided indirect benefits through pro bono infrastructure built for operational purposes. Notable initiatives include improvements to the pier at Tanjung Ketapang, Ketapang Village, Toboali District, Kab. Bangka Selatan.

In addition, TIMAH dredged the estuary channel in Parit Pekir, Sungailiat District, Kab. Bangka. The Company also constructed facilities and infrastructure for embankments to prevent abrasion of the Tengkoral estuary in Nelayan II Neighborhood, Sungailiat District, Kab. Bangka, as well as road embankment along the banks of the Jelange River in Dusun I Mengkuse, Sawang Selatan Village, Kundur Barat District, Kab. Karimun. These initiatives are aimed at supporting local community activities and improving the quality of regional infrastructure.

Sementara PTBA memberikan berbagai dukungan yang berdampak langsung bagi masyarakat. Pada sektor pendidikan, bantuan diberikan kepada institusi di wilayah Ring 1 operasional, meliputi 21 bantuan untuk taman kanak-kanak (TK), 32 bantuan untuk sekolah dasar (SD), 8 bantuan untuk sekolah menengah pertama (SMP), 8 bantuan untuk sekolah menengah atas (SMA), serta 28 bantuan untuk pondok pesantren.

Meanwhile, PTBA provides various forms of support that directly impact the community. In the education sector, assistance was provided to institutions in its Ring 1 operational area, including 21 kindergartens (TK), 32 elementary schools (SD), 8 junior high schools (SMP), 8 senior high schools (SMA), and 28 Islamic boarding schools (pesantren).

Di bidang sarana ibadah, PTBA berkontribusi dalam pengembangan kualitas dan kuantitas rumah ibadah masyarakat melalui total 282 bantuan. Sementara itu, pada sektor infrastruktur, dilakukan perbaikan dan pembangunan jalan sebanyak 30 bantuan serta pembangunan 4 unit bedah rumah masyarakat prasejahtera.

In the area of religious facilities, PTBA contributed to improving the quality and quantity of community houses of worship through a total of 282 grants. Meanwhile, in the infrastructure sector, it repaired and rebuilt 30 roads and constructed four housing units for underprivileged communities.

Dalam bidang kesehatan, PTBA meningkatkan kualitas sarana dan prasarana kesehatan melalui dukungan untuk posyandu, fasilitas rumah sakit, penyediaan alat kesehatan, serta kegiatan promosi kesehatan dengan total 16 bantuan. Selain itu, pada sarana lainnya, PTBA juga mengembangkan irigasi pertanian berbasis PLTS di tiga lokasi, yaitu Matas (Muara Enim), Tanjung Karangan (Muara Enim), dan Muara Gula Baru (Muara Enim).

In the health sector, PTBA is improving the quality of health facilities and infrastructure through support for integrated health posts (Posyandu), hospital facilities, medical equipment, and health promotion activities, totalling 16 grants. In addition, PTBA is developing solar-powered agricultural irrigation systems in three locations: Matas (Muara Enim), Tanjung Karangan (Muara Enim), and Muara Gula Baru (Muara Enim).

ANTAM menjalankan investasi infrastruktur dan menyediakan layanan dukungan sebagai bagian dari upaya menciptakan keberlanjutan serta menjaga keselarasan antara pertumbuhan bisnis dan kesejahteraan masyarakat di sekitar wilayah operasional. Pembangunan infrastruktur yang dilakukan mencakup penyediaan sarana pendidikan, fasilitas ibadah, layanan kesehatan, serta berbagai sarana pendukung lainnya.

ANTAM invests in infrastructure and provides support services as part of its efforts to create sustainability and maintain harmony between business growth and the well-being of communities surrounding its operational areas. This infrastructure development includes the provision of educational facilities, religious facilities, healthcare services, along with a range of other supporting infrastructure.

Sebagai bagian dari penguatan praktik keberlanjutan berbasis komunitas, ANTAM mengembangkan inovasi pemanfaatan kembali air bekas wudhu melalui sistem irigasi tertutup (*closed loop*). Air yang sebelumnya terbuang ditampung dalam reservoir, disaring secara sederhana, dan dimanfaatkan untuk penyiraman tanaman di area masjid. Sistem ini menggunakan pompa berbasis panel surya sehingga tidak bergantung pada listrik konvensional. Inisiatif ini tidak hanya meningkatkan efisiensi penggunaan air dan memperkenalkan pemanfaatan energi terbarukan dalam aktivitas sehari-hari, tetapi juga memberikan dampak lingkungan yang terukur berupa penghematan air bersih sekitar ±216.000 liter per tahun serta penurunan emisi karbon sebesar ±155 kg CO_2 per tahun.

As part of strengthening community-based sustainability practices, ANTAM developed an innovation to reuse used ablution water through a closed-loop irrigation system. Previously wasted water is collected in a reservoir, simply filtered, and used to water plants in the mosque area. This system uses a solar panel-based pump so it does not depend on conventional electricity. This initiative not only increases the efficiency of water use and introduces the use of renewable energy in daily activities, but also has a measurable environmental impact in the form of clean water savings of around ± 216,000 litres per year and a reduction in carbon emissions of ± 155 kg CO_2 per year.

Adapun INALUM melakukan investasi infrastruktur untuk menunjang kelancaran operasional Perusahaan sekaligus memberikan nilai tambah bagi masyarakat di sekitar wilayah operasional. Investasi tersebut meliputi pembangunan dan penyediaan sarana serta prasarana di bidang infrastruktur, pendidikan, fasilitas ibadah, layanan kesehatan, pengelolaan lingkungan, serta berbagai fasilitas fisik lainnya. Berbagai program ini dilaksanakan secara pro bono dan ditujukan untuk kepentingan umum tanpa dipungut biaya. Seluruh investasi yang dilakukan oleh Anggota MIND ID diharapkan dapat memberikan dampak positif yang berkelanjutan bagi masyarakat.

INALUM invests in infrastructure to support the Company's operational continuity while providing added value to the communities surrounding its operational areas. These investments include the construction and provision of infrastructure, education, religious facilities, healthcare, environmental management, and various other physical facilities. These programs are implemented pro bono and provided free of charge for the public interest. All investments made by MIND ID Members are expected to generate sustainable positive impacts on the community.

Melalui berbagai program pembangunan infrastruktur dan pemberdayaan masyarakat tersebut, Grup MIND ID berupaya menciptakan dampak sosial, ekonomi, dan lingkungan yang berkelanjutan bagi masyarakat di sekitar wilayah operasional. Berbagai inisiatif yang dijalankan diharapkan dapat meningkatkan kualitas hidup masyarakat, memperkuat ketahanan sosial ekonomi komunitas, memperluas akses terhadap layanan dasar, serta mendorong pertumbuhan ekonomi lokal yang lebih inklusif dan berkelanjutan. Dengan pendekatan yang terstruktur dan berbasis kebutuhan masyarakat, Grup MIND ID berupaya memastikan bahwa setiap program tidak hanya memberikan manfaat jangka pendek, tetapi juga menciptakan nilai bersama dan dampak positif jangka panjang bagi masyarakat dan lingkungan.

Through these infrastructure development and community empowerment programs, MIND ID Group seeks to create sustainable social, economic, and environmental impacts for communities surrounding its operational areas. The initiatives are expected to improve quality of life, strengthen community socio economic resilience, expand access to essential services, and support more inclusive and sustainable local economic growth. Through a structured and community needs-based approach, MIND ID Group strives to ensure that each program delivers not only short-term benefits, but also creates shared value and long-term positive impacts for both society and the environment.

Informasi lebih lengkap mengenai pelaksanaan Investasi Infrastruktur dan Layanan Dukungan untuk Masyarakat dapat dilihat dalam Laporan Keberlanjutan masing-masing Anggota MIND ID.

More complete information regarding the implementation of Infrastructure Investment and Community Support Services can be seen in the Sustainability Report of each MIND ID Member.

Pencapaian Ekonomi
Economic Achievement



Courtesy of ANTAM

Membangun Ekosistem Nikel Terintegrasi untuk Industri Baterai Kendaraan Listrik Nasional

Building an Integrated Nickel Ecosystem for the National Electric Vehicle Battery Industry

Sebagai bagian dari strategi pengembangan usaha berkelanjutan, ANTAM memperkuat perannya dalam pembangunan ekosistem industri nikel terintegrasi di Indonesia yang mendukung pengembangan rantai nilai kendaraan listrik nasional. Keterlibatan strategis ANTAM dalam proyek ekosistem *EV battery* ini mencerminkan komitmen Perusahaan dalam meningkatkan nilai tambah sumber daya mineral melalui kolaborasi lintas sektor, penguatan kesiapan proyek, serta pengembangan fasilitas pengolahan yang terintegrasi dari hulu ke hilir.

Sepanjang tahun 2025, ANTAM mencatatkan kemajuan penting dalam tahapan pengembangan proyek strategis tersebut, termasuk penguatan aspek perencanaan teknis, kesiapan konstruksi fasilitas pengolahan, serta penataan skema pasokan bahan baku sebagai fondasi operasional jangka panjang. Langkah ini menunjukkan arah transformasi bisnis ANTAM menuju model pertumbuhan yang tidak hanya berfokus pada produksi komoditas, tetapi juga pada penciptaan nilai ekonomi berkelanjutan dan peningkatan daya saing industri nasional.

As part of its sustainable business development strategy, ANTAM is strengthening its role in building an integrated nickel industry ecosystem in Indonesia that supports the development of the national electric vehicle value chain. ANTAM's strategic involvement in this EV battery ecosystem project reflects the Company's commitment to increasing the added value of mineral resources through cross-sector collaboration, strengthening project readiness, and developing integrated processing facilities from upstream to downstream.

Throughout 2025, ANTAM recorded significant progress in the development stages of this strategic project, including strengthening technical planning aspects, preparing processing facility construction, and structuring raw material supply schemes as a foundation for long-term operations. This step demonstrates the direction of ANTAM's business transformation toward a growth model that focuses not only on commodity production but also on creating sustainable economic value and enhancing the competitiveness of the national industry.


Courtesy of PTBA

Kinerja Penjualan Batu Bara yang Tumbuh Berkelanjutan
Coal Sales Performance Growing Sustainably

PTBA mencatatkan kinerja penjualan batu bara terbaik sepanjang sejarah pada tahun 2025 dengan total penjualan mencapai 45,43 juta ton, tumbuh 5,92% secara tahunan. Tren peningkatan ini menunjukkan pertumbuhan yang konsisten dalam beberapa tahun terakhir, didukung oleh optimalisasi produksi dan strategi pemasaran yang adaptif terhadap dinamika pasar.

Pencapaian tersebut didorong oleh kinerja ekspor sebesar 20,69 juta ton serta pemenuhan kebutuhan domestik (DMO) sebesar 24,74 juta ton, dengan pasar domestik tetap mendominasi meskipun porsi ekspor terus meningkat. PTBA juga berhasil memaksimalkan peluang di pasar internasional, khususnya Bangladesh, serta mempertahankan posisi di pasar utama lainnya seperti India, Vietnam, Korea Selatan, dan Filipina, sehingga memperkuat daya saing perusahaan di tingkat global.

PTBA recorded its best coal sales performance in history in 2025, with total sales reaching 45.43 million tons, a 5.92% year-on-year growth. This upward trend demonstrates consistent growth over the past few years, supported by production optimization and a marketing strategy that adapts to market dynamics.

This achievement was driven by an export performance of 20.69 million tons and fulfillment of domestic demand (DMO) of 24.74 million tons, with the domestic market remaining dominant despite a growing export share. PTBA also successfully maximized opportunities in international markets, particularly Bangladesh, and maintained its position in other key markets such as India, Vietnam, South Korea, and the Philippines, thus strengthening the company's global competitiveness.

Pencapaian Ekonomi
Economic Achievement



Penguatan Hilirisasi Aluminium untuk Meningkatkan Nilai Tambah Nasional

Strengthening Aluminum Downstreaming to Increase National Added Value

INALUM secara aktif melaksanakan program hilirisasi untuk meningkatkan nilai tambah produk aluminium di tingkat nasional, salah satunya melalui pembangunan *Smelter Grade Alumina Refinery* (SGAR) di Mempawah, Kalimantan Barat. Fasilitas ini dibangun dengan kapasitas produksi hingga 1 juta ton alumina per tahun, yang akan digunakan sebagai bahan baku utama bagi pabrik peleburan aluminium INALUM di Kuala Tanjung.

Sebagai pionir hilirisasi aluminium di Indonesia, INALUM terus mendorong penguatan rantai nilai industri melalui pengembangan ekosistem yang terintegrasi dari hulu hingga hilir. Upaya ini bertujuan untuk menciptakan industri aluminium nasional yang lebih sinergis, berdaya saing, dan memberikan nilai tambah berkelanjutan bagi perekonomian nasional.

INALUM is actively implementing a downstreaming program to increase the added value of aluminum products at the national level, one of which is through the construction of a Smelter Grade Alumina Refinery (SGAR) in Mempawah, West Kalimantan. This facility is being developed with a production capacity of up to 1 million tons of alumina per year, which will be used as the main raw material for INALUM's aluminum smelter in Kuala Tanjung.

As a pioneer in the downstream aluminum industry in Indonesia, INALUM continues to strengthen the industrial value chain through the development of an integrated ecosystem from upstream to downstream. This effort aims to create a more synergistic and competitive national aluminum industry that provides sustainable added value to the national economy.

Kontribusi kepada Negara

Sebagai bagian dari Badan Usaha Milik Negara (BUMN), MIND ID memiliki tanggung jawab strategis dalam memberikan kontribusi nyata terhadap penerimaan negara. Salah satu bentuk kontribusi tersebut diwujudkan melalui pembayaran dividen kepada Pemerintah Republik Indonesia. Pada tahun 2025, MIND ID menyalurkan dividen sebesar Rp32,82 triliun sebagai kontribusi terhadap penerimaan negara.

Selain dividen, Grup MIND ID juga berperan aktif dalam mendukung pembangunan nasional melalui pemenuhan kewajiban perpajakan. Perusahaan senantiasa memastikan kepatuhan terhadap seluruh ketentuan dan regulasi perpajakan yang berlaku di Indonesia, serta mendorong praktik perpajakan yang transparan, akuntabel, dan berlandaskan prinsip keadilan.

Seluruh kegiatan operasional Anggota MIND ID berada dalam yurisdiksi perpajakan Indonesia sehingga tidak terdapat kewajiban pelaporan pajak lintas negara. Hingga saat ini, Perusahaan belum mempublikasikan dokumen strategi perpajakan secara terpisah untuk akses publik. [GRI 207-1] [GRI 207-4]

Sebagai bagian dari penguatan tata kelola perpajakan, pada tahun 2020 Grup MIND ID menandatangani *Memorandum of Understanding* (MoU) dengan Direktorat Jenderal Pajak (DJP) guna mendukung integrasi data perpajakan. Kolaborasi ini bertujuan meningkatkan transparansi dan akurasi pelaporan perpajakan di seluruh entitas Anggota MIND ID. Perusahaan juga menyediakan mekanisme pelaporan melalui sistem *whistleblowing* bagi pemangku kepentingan yang memiliki perhatian atau temuan terkait aspek perpajakan. [GRI 207-3]

Komitmen terhadap transparansi dan akuntabilitas perpajakan diwujudkan melalui struktur tata kelola yang jelas. Dalam kerangka Tata Kelola MIND ID, strategi, transaksi, serta pelaporan perpajakan menjadi tanggung jawab Direktur Keuangan dan berada di bawah pengawasan Dewan Komisaris yang didukung oleh Komite Audit. Komite Audit menjalankan fungsi penelaahan atas informasi keuangan yang akan dipublikasikan, termasuk aspek perpajakan.

MIND ID juga menerapkan sistem pengendalian internal dan manajemen risiko yang memadai untuk memitigasi risiko perpajakan, termasuk aktivitas perencanaan pajak (*tax planning*). *Monitoring* dan sosialisasi atas perubahan regulasi perpajakan dilakukan secara berkala. Siklus perencanaan dan evaluasi sistem perpajakan ditinjau sekurang-kurangnya satu kali dalam setahun oleh Komite Audit bersama Direktur Keuangan dan Divisi Financial Management and Control.

Contribution to the Country

As part of a State-Owned Enterprise (BUMN), MIND ID has a strategic responsibility to make a tangible contribution to state revenue. One form of this contribution is realized through dividend payments to the Government of the Republic of Indonesia. In 2025, MIND ID distributed dividends of Rp32.82 trillion as a contribution to the nation's revenue.

In addition to dividends, MIND ID Group also plays an active role in supporting national development by fulfilling its tax obligations. The Company consistently ensures compliance with all applicable tax provisions and regulations in Indonesia and promotes transparent, accountable, and fair tax practices.

All operational activities of MIND ID Members are within the Indonesian tax jurisdiction so there is no cross-border tax reporting obligation. To date, the Company has not published a separate tax strategy document for public access. [GRI 207-1] [GRI 207-4]

As part of strengthening tax governance, in 2020, MIND ID Group signed a Memorandum of Understanding (MoU) with the Directorate General of Taxation (DGT) to support tax data integration. This collaboration aims to improve transparency and accuracy of tax reporting across all MIND ID member entities. The Company also provides a reporting mechanism through a whistleblowing system for stakeholders with concerns or findings related to taxation. [GRI 207-3]

The commitment to tax transparency and accountability is demonstrated through a clear governance structure. Within the MIND ID Governance framework, tax strategies, transactions, and reporting are the responsibility of the Director of Finance and under the supervision of the Board of Commissioners, supported by the Audit Committee. The Audit Committee performs a review function on financial information to be published, including tax aspects.

MIND ID also implements an adequate internal control and risk management system to mitigate tax risks, including tax planning activities. Monitoring and dissemination of changes in tax regulations are conducted regularly. The tax system planning and evaluation cycle is reviewed at least annually by the Audit Committee, in conjunction with the Director of Finance and the Financial Management and Control Division.

Pada tahun pelaporan, tidak terdapat kasus ketidakpatuhan perpajakan yang mengindikasikan pelanggaran terhadap peraturan yang berlaku. [GRI 207-2]

Sebagai bagian dari upaya memastikan integritas pengelolaan perpajakan, informasi perpajakan diverifikasi oleh pihak independen dan diaudit oleh Kantor Akuntan Publik. Informasi mengenai jumlah dividen dan pembayaran pajak masing-masing Anggota MIND ID dapat dilihat pada Laporan Keuangan Tahun Buku 2025 setiap entitas Anggota MIND ID. [GRI 207-1]

During the reporting year, there were no instances of tax non-compliance that indicated violations of the applicable regulations. [GRI 207-2]

As part of efforts to ensure the integrity of tax management, tax information is verified by an independent party and audited by a Public Accounting Firm. Information regarding the dividend amounts and tax payments of each MIND ID Member can be found in the 2025 Financial Report of each MIND ID Member entity.[GRI 207-1]

Rp9,67 triliun | trillion
Pembayaran royalti dan pajak lainnya Grup MIND ID.
Royalty and other tax payments by the MIND ID Group.

Rp20,09 triliun | trillion
Dividen Grup MIND ID kepada negara.
MIND ID Group dividend contribution to the state.

Rp3,06 triliun | trillion
Pembayaran Pajak Penghasilan Badan Grup MIND ID pada tahun 2025.
MIND ID Group Corporate Income Tax Payment in 2025.

Penciptaan Nilai Bersama & Pengembangan Ekonomi Daerah

Membangun dan Memajukan Daerah

[GRI 203-1] [GRI 203-2]

Grup MIND ID memiliki tanggung jawab untuk berkontribusi secara aktif dalam pembangunan dan peningkatan kesejahteraan wilayah tempat Perusahaan beroperasi. Komitmen ini bertujuan untuk meningkatkan kualitas hidup masyarakat lokal serta memperkuat fondasi ekonomi daerah agar dapat tumbuh secara mandiri dan berkelanjutan.

Dalam mewujudkan komitmen tersebut, Grup MIND ID menjalankan berbagai inisiatif strategis yang berfokus pada pemberdayaan masyarakat dan penguatan potensi lokal, antara lain:

Creating Shared Values & Local Development

Building and Developing the Region [GRI 203-1] [GRI 203-2]

MIND ID Group has a responsibility to actively contribute to the development and improvement of the well-being of the areas in which it operates. This commitment aims to improve the quality of life of local communities and strengthen the foundations of the regional economy so that it can grow independently and sustainably.

In realising this commitment, MIND ID Group conducts various strategic initiatives that focus on community empowerment and strengthening local potential, including:

Pendidikan | Education	Pengembangan Industri lokal | Local Industry Development
Grup MIND ID menyelenggarakan program beasiswa yang diperuntukkan bagi anak-anak petani, nelayan, dan keluarga pra-sejahtera yang memiliki motivasi kuat untuk melanjutkan pendidikan. MIND ID Group runs a scholarship program for children of farmers, fishermen, and underprivileged families who have a strong motivation to continue their education.	Melalui program kemitraan dan mitra binaan, Grup MIND ID mendorong peningkatan kapasitas pelaku usaha lokal agar mampu menghasilkan produk yang memiliki nilai jual tinggi dan berdaya saing. Through partnership programs and fostered partners, MIND ID Group encourages increased capacity of local business actors to be able to produce products that have high sales value and are competitive.
Pariwisata | Tourism	**Pembangunan infrastruktur | Infrastructure development**
Grup MIND ID turut mendukung pengembangan desa wisata sebagai sumber pertumbuhan ekonomi baru. Pendekatan berbasis lingkungan dan sosial diterapkan untuk memastikan bahwa aktivitas pariwisata mampu membuka lapangan kerja, meningkatkan pendapatan masyarakat, serta tetap menjaga kelestarian alam dan budaya lokal. MIND ID Group supports the development of tourist villages as a new source of economic growth. Environmental and social approaches are implemented to ensure that tourism activities create jobs, increase community incomes, and preserve local nature and culture.	Sebagai bagian dari dukungan terhadap pembangunan wilayah, Grup MIND ID melaksanakan pembangunan dan peningkatan berbagai infrastruktur publik, antara lain jalan, jembatan, tempat ibadah, sekolah, fasilitas pendidikan, kantor desa, serta sarana umum lainnya yang menunjang aktivitas sosial dan ekonomi masyarakat. As part of its support for regional development, MIND ID Group conducts the construction and improvement of various public infrastructure, including roads, bridges, places of worship, schools, educational facilities, village offices, and other public facilities that support the social and economic activities of the community.

Peran dan kontribusi MIND ID dalam membangun dan memajukan daerah dapat dilihat pada bagian pembangunan infrastruktur bagi masyarakat lokal hingga dampak ekonomi tidak langsung yang signifikan. [GRI 203-1] [GRI 203-2] [GRI 413-1]

The role and contribution of MIND ID in building and advancing the region can be seen in the infrastructure development for local communities and the significant indirect economic impact. [GRI 203-1] [GRI 203-2] [GRI 413-1]

Proporsi Pembelian Kepada Pemasok Lokal

[GRI 204-1]

Pelibatan pemasok lokal merupakan salah satu strategi utama Grup MIND ID dalam mendorong pertumbuhan ekonomi yang inklusif dan berkelanjutan. Perusahaan memandang rantai pasok sebagai instrumen strategis untuk memperkuat daya saing daerah, sehingga pemberdayaan pemasok lokal menjadi prioritas dalam kebijakan pengadaan barang dan jasa.

Hingga akhir tahun 2025, Grup MIND ID bekerja sama dengan 1.484 pemasok. Dari jumlah tersebut, 33,2% merupakan pemasok lokal, 65,3% pemasok nasional, dan 1,5% pemasok internasional. Pemasok lokal didefinisikan sebagai entitas usaha yang memiliki domisili di provinsi yang sama dengan lokasi operasional unit bisnis Grup MIND ID.

Dari sisi nilai pengadaan, 25,9% dari total belanja barang dan jasa dialokasikan kepada pemasok lokal, 50,2% kepada pemasok nasional, dan 23,9% kepada pemasok internasional. Proporsi ini mencerminkan komitmen Grup MIND ID dalam memperkuat ekonomi daerah melalui optimalisasi partisipasi pelaku usaha lokal dalam rantai pasok Perusahaan.

Proportion of Purchases from Local Suppliers

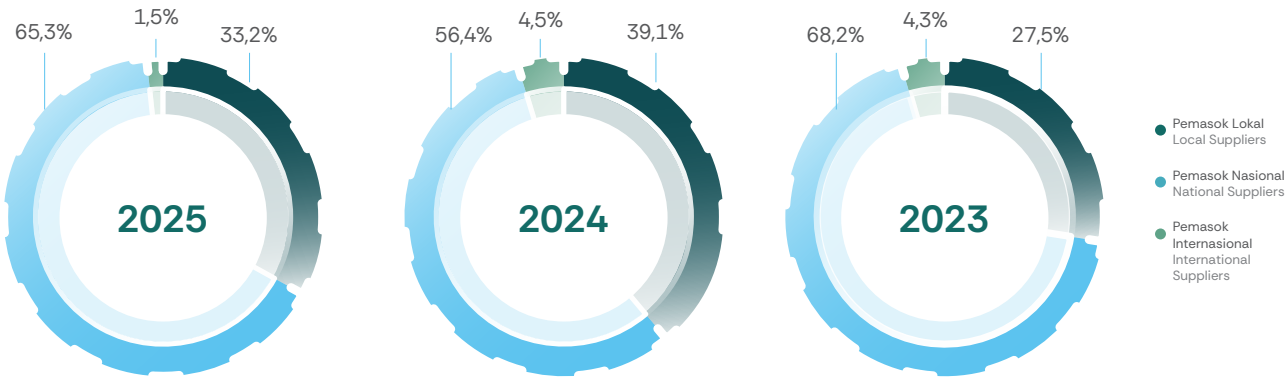
[GRI 204-1]

Engaging local suppliers is one of MIND ID Group's key strategies in driving inclusive and sustainable economic growth. The Company views the supply chain as a strategic instrument for strengthening regional competitiveness, thus prioritizing local supplier empowerment in its procurement policy.

Until the end of 2025, MIND ID Group collaborated with 1,484 suppliers. Of this number, 33.2% are local suppliers, 65.3% national suppliers, and 1.5% international suppliers. Local suppliers are defined as business entities domiciled in the same province as the operational location of MIND ID Group business units.

From the procurement value side, 25.9% of total spending on goods and services is allocated to local suppliers, 50.2% to national suppliers, and 23.9% to international suppliers. This proportion reflects MIND ID Group's commitment to strengthening the regional economy by optimizing the participation of local businesses in the Company's supply chain.

Proporsi Pengadaan Pemasok Barang dan Jasa
Proportion of Procurement of Goods and Services Suppliers



Proporsi Manajemen Senior dari Masyarakat Sekitar
[GRI 202-2] [GRI 14.9.6]

Grup MIND ID meyakini bahwa pelibatan talenta lokal dalam struktur manajemen merupakan bagian penting dari strategi pembangunan berkelanjutan. Kehadiran masyarakat lokal dalam posisi manajerial tidak hanya berkontribusi terhadap penguatan ekonomi di wilayah operasional, tetapi juga memperkaya perspektif, pemahaman kontekstual, serta sensitivitas sosial dalam proses pengambilan keputusan Perusahaan.

Pada tahun 2024, terdapat 992 pegawai dari Anggota MIND ID yang menjabat sebagai manajemen dan manajemen senior, atau setara dengan 38,9% dari total posisi tersebut. Sementara tahun 2025, jumlah tersebut meningkat sebanyak 27 pegawai, sehingga menjadi 1.019 pegawai yang menduduki jabatan manajemen dan manajemen senior, mewakili 39% dari keseluruhan posisi tersebut di Anggota MIND ID.

Proportion of Senior Management from the Local Community[GRI 202-2] [GRI 14.9.6]

MIND ID Group believes that involving local talent in management structures is a crucial part of its sustainable development strategy. The presence of local people in managerial positions not only contributes to economic strengthening in operational areas but also enriches perspectives, contextual understanding, and social sensitivity in the Company's decision-making process.

In 2024, there were 992 employees from MIND ID Members held management and senior management positions, representing 38.9% of the total. By 2025, that number had increased by 27 employees, such that 1,019 employees held management and senior management positions, representing 39% of the total positions in MIND ID Members.

1.019 Pegawai
Employees

merupakan pegawai lokal yang menjabat sebagai manajemen dan manajemen senior di Anggota MIND ID, mewakili 39% dari total posisi tersebut di Anggota MIND ID di tahun 2025.
were local employees who served in management and senior management positions at MIND ID Members, representing 39% of the total positions in MIND ID Members in 2025.

- Keterangan | Information:
- Manajemen senior adalah posisi jabatan BOD-1.
- Manajemen adalah posisi jabatan BOD-2 hingga BOD-3.
- Manajemen dan senior manajemen terlibat dari proses pengambilan keputusan dan pengawasan kinerja dalam Anggota MIND ID.
- Rekrutmen lokal adalah mereka yang lahir dalam batas satu provinsi dengan lokasi operasional Anggota MIND ID.
- Senior management is a BOD-1 position.
- Management is the position of BOD-2 to BOD-3.
- Management and senior management are involved in the decision-making process and performance monitoring of MIND ID Members.
- Local recruits are those who were born within the boundaries of one province with the operational location of MIND ID Members.

Dampak Ekonomi Tidak Langsung yang Signifikan [GRI 203-2]

Sebagai bagian dari komitmen untuk mendorong kemandirian masyarakat di sekitar wilayah operasional, Anggota MIND ID mengimplementasikan berbagai program pemberdayaan sepanjang tahun 2025 yang ditujukan untuk menciptakan manfaat ekonomi tidak langsung yang berkelanjutan. Program-program tersebut mencakup dukungan di bidang pendidikan melalui pemberian beasiswa, pengembangan UMK, penguatan desa wisata, pelatihan peningkatan kapasitas masyarakat, penyediaan pinjaman modal usaha, konservasi lingkungan, pendampingan pengelolaan sampah, layanan kesehatan masyarakat, serta peningkatan produktivitas sektor pertanian.

Melalui pendekatan terintegrasi dan berbasis kebutuhan lokal, inisiatif tersebut berkontribusi terhadap terciptanya efek berganda (*multiplier effect*) pada perekonomian daerah, perluasan kesempatan kerja, serta peningkatan kesejahteraan masyarakat di sekitar wilayah operasional.

Significant Indirect Economic Impacts [GRI 203-2]

As part of its commitment to fostering community self-reliance in its operational areas, MIND ID Members implemented various empowerment programs throughout 2025 aimed at generating sustainable, indirect economic benefits. These programs include educational support through scholarships, micro, small, and medium enterprises (MSEs), strengthening tourism villages, community capacity-building training, providing business loans, environmental conservation, waste management assistance, public health services, and increasing agricultural productivity.

Through an integrated and locally based approach, the initiative contributes to the creation of a multiplier effect on the regional economy, expanding employment opportunities, and improving the welfare of communities around the operational area.

Informasi lebih lanjut mengenai pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) serta Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) dapat dilihat dalam Laporan TJSL Tahun Buku 2025 yang dipublikasikan oleh MIND ID.

Further information regarding the implementation of the Community Investment and Engagement Program (CIE) and Micro and Small Business Funding (PUMK) can be seen in the 2025 CIE Report published by MIND ID.

Kinerja Keuangan [GRI 201-1]

Pada tahun 2025, MIND ID membukukan kinerja ekonomi yang solid dan menunjukkan daya tahan Perusahaan dalam menghadapi dinamika pasar global maupun domestik. Pendapatan Perusahaan tercatat mencapai Rp159,46 triliun, mencerminkan efektivitas strategi operasional dan ketangguhan model bisnis yang dijalankan.

Secara keseluruhan, capaian tersebut menunjukkan kemampuan MIND ID dalam beradaptasi terhadap kondisi pasar yang fluktuatif, sekaligus menjaga pertumbuhan kinerja keuangan secara berkelanjutan. Dengan fondasi finansial yang kuat, MIND ID terus berperan sebagai kontributor penting dalam mendorong pertumbuhan ekonomi nasional yang inklusif dan berkelanjutan.

Financial Performance [GRI 201-1]

In 2025, MIND ID recorded solid economic performance, demonstrating the Company's resilience in facing global and domestic market dynamics. The Company's revenue reached Rp159.46 trillion, reflecting the effectiveness of operational strategies and the resilience of the business model being implemented.

Overall, these achievements demonstrate MIND ID's ability to adapt to fluctuating market conditions while maintaining sustainable financial performance growth. With a strong financial foundation, MIND ID continues to play a vital role in driving inclusive and sustainable national economic growth.

Nilai Ekonomi Dihasilkan dan Didistribusikan MIND ID (Rp Juta) [GRI 201-1]
Economic Value Generated and Distributed by MIND ID (Rp Million) [GRI 201-1]

Uraian Description	2025	2024	2023
Nilai Ekonomi yang Dihasilkan Economic Value Generated			
Pendapatan Bersih Revenue	159.461.043	145.211.534	107.873.640
Pendapatan Lainnya Other Income	25.701.357	39.172.219	28.367.153
Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated	**185.162.400**	**184.383.753**	**136.240.793**
Nilai Ekonomi yang Didistribusikan Distributed Economic Value			
Biaya Operasional Operating costs	135.447.901	123.495.505	85.741.178
Gaji pegawai dan benefit lainnya Employee salaries and other benefits	11.606.692	9.849.381	9.646.013
Jumlah pembayaran kepada investor Total payments to investors	29.765.698	18.876.385	17.047.193
Pengeluaran untuk Kewajiban Pemerintah Expenditures for Government Obligations	3.058.688	3.827.463	3.771.774
Program Tanggung Jawab Sosial Korporat Corporate Social Responsibility Programs	425.311	368.618	560.957
Nilai Ekonomi yang Didistribusikan Distributed Economic Value	**180.304.290**	**156.417.352**	**116.767.115**
Nilai Ekonomi yang Ditahan Retained Economic Value	**4.858.110**	**27.966.401**	**19.473.678**

Keterangan | Information:

Pendapatan Lainnya termasuk entitas asosiasi, entitas ventura bersama, dan lain-lain.
Other Income includes associates, joint venture entities, etc.

Pada tahun 2023, komponen nilai ekonomi yang didistribusikan masih disajikan secara gabungan dalam biaya operasional.
In 2023, the economic value generated and distributed was still presented on a combined basis under operating costs.

Pada tahun 2025, nilai ekonomi yang dihasilkan dan didistribusikan mengalami kenaikan dibandingkan tahun sebelumnya.

In 2025, the economic value generated and distributed experienced an increase compared to the previous year.

Informasi rinci mengenai komponen nilai ekonomi tersebut, termasuk kinerja keuangan dan ekspansi bisnis yang memengaruhi performa Perusahaan, disajikan dalam Laporan Keuangan MIND ID dan Anggota MIND ID pada Laporan Tahunan Tahun Buku 2025.

Implikasi Finansial Serta Risiko dan Peluang Lain Akibat dari Perubahan Iklim [GRI 201-2]

Dalam menghadapi dinamika perubahan iklim global, Grup MIND ID memahami bahwa isu ini memiliki dampak yang signifikan terhadap keberlanjutan usaha, baik dari sisi keuangan, operasional, maupun pengelolaan risiko. Oleh karena itu, Perusahaan mulai melakukan proses identifikasi serta pengelolaan risiko dan peluang terkait iklim dengan mengacu pada rekomendasi *Task Force on Climate-related Financial Disclosures* (TCFD) serta ekspektasi kinerja yang ditetapkan oleh International Council on Mining and Metals (ICMM).

Pada tahap awal, Perusahaan telah melakukan identifikasi secara kualitatif terhadap sejumlah risiko perubahan iklim yang berpotensi memengaruhi aset, rantai pasok, dan kapabilitas operasional. Proses ini menjadi bagian dari penguatan kerangka manajemen risiko terintegrasi yang mempertimbangkan faktor lingkungan sebagai komponen strategis dalam pengambilan keputusan bisnis. Berikut merupakan hasil identifikasi tersebut:

- **Kerusakan aset dan infrastruktur:**
  Perubahan iklim dapat menyebabkan bencana alam seperti banjir, badai, kekeringan, dan kebakaran hutan yang dapat merusak aset dan infrastruktur. Hal ini dapat berdampak pada kerugian finansial bagi Perusahaan yang harus membiayai perbaikan dan pemulihan.

- **Biaya energi yang lebih tinggi:**
  Perubahan iklim dapat mempengaruhi ketersediaan dan harga energi. Sebagai contoh, kekeringan dapat mengurangi pasokan energi hidroelektrik, sedangkan cuaca yang lebih ekstrim dapat meningkatkan permintaan energi untuk pendinginan atau pemanasan. Hal ini dapat berdampak pada kenaikan harga energi yang harus dibayar oleh konsumen dan Perusahaan.

- **Biaya asuransi yang lebih tinggi**:
  Risiko kerusakan aset dan infrastruktur akibat perubahan iklim dapat menyebabkan kenaikan biaya asuransi bagi Perusahaan. Hal ini dapat membebani finansial dan meningkatkan biaya operasional Perusahaan.

Detailed information regarding the components of economic value, including financial performance and business expansion that affect the Company's performance, is presented in the Financial Report of MIND ID and MIND ID Members in the Annual Report for Fiscal Year 2025.

Financial Implications and Other Risks and Opportunities Due to Climate Change [GRI 201-2]

In addressing the dynamics of global climate change, MIND ID Group understands that this issue has a significant impact on business sustainability, both financially and operationally, and on risk management. Therefore, the Company has begun the process of identifying and managing climate-related risks and opportunities, guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the performance expectations set by the International Council on Mining and Metals (ICMM).

In the initial phase, the Company qualitatively identified a number of climate change risks that could potentially impact assets, supply chains, and operational capabilities. This process is part of strengthening the integrated risk management framework, which considers environmental factors as a strategic component in business decision-making. The following are the results of this identification:

- Damage to assets and infrastructure:
  Climate change can cause natural disasters such as floods, storms, droughts, and wildfires, which can damage assets and infrastructure. This can result in financial losses for companies that must finance repairs and restoration.

- Higher energy costs:
  Climate change can affect energy availability and prices. For example, drought can reduce hydroelectric power supplies, while more extreme weather can increase energy demand for cooling or heating. This can lead to higher energy prices for consumers and businesses.

- Higher insurance costs:
  The risk of damage to assets and infrastructure due to climate change can lead to increased insurance costs for companies. This can place a financial burden on companies and increase their operating costs.

- **Risiko hukum:**
  Pemerintah dan badan regulasi dapat mengeluarkan aturan dan undang-undang baru terkait perubahan iklim yang dapat mempengaruhi operasi dan bisnis Perusahaan. Perusahaan yang tidak mematuhi aturan tersebut dapat menghadapi risiko hukum dan sanksi finansial yang signifikan.

- **Kekurangan pasokan dan ketidakstabilan pasokan:**
  Perubahan iklim dapat mempengaruhi pasokan bahan baku dan komoditas yang dibutuhkan oleh Perusahaan, terutama dalam sektor pertanian, pangan, dan energi. Hal ini dapat menyebabkan kekurangan pasokan dan ketidakstabilan harga yang dapat mempengaruhi kinerja dan profitabilitas Perusahaan.

- **Risiko reputasi:**
  Perusahaan yang dianggap tidak ramah lingkungan dan tidak bertanggung jawab terhadap perubahan iklim dapat menghadapi risiko reputasi yang dapat mempengaruhi citra.

- **Risiko pasar:**
  Perubahan kebijakan dekarbonisasi global, mekanisme harga karbon, serta meningkatnya permintaan terhadap produk rendah karbon dapat mempengaruhi harga, permintaan, dan daya saing komoditas yang dihasilkan Perusahaan. Perubahan preferensi pelanggan dan investor juga berpotensi mempengaruhi akses pasar, pendapatan, serta profitabilitas jangka panjang, termasuk bagi komoditas mineral yang menjadi bagian dari rantai pasok transisi energi.

- **Risiko perubahan teknologi:**
  Perkembangan teknologi rendah karbon, elektrifikasi, energi terbarukan, serta inovasi dalam proses pertambangan dan pengolahan mineral dapat mengubah standar operasional dan ekspektasi pasar. Kebutuhan untuk mengadopsi teknologi yang lebih efisien dan rendah emisi berpotensi meningkatkan kebutuhan investasi, sementara keterlambatan dalam penerapan teknologi dapat mengurangi daya saing dan efisiensi operasional Perusahaan.

Di sisi lain, MIND ID memandang transisi menuju ekonomi rendah karbon sebagai peluang pertumbuhan baru. Bersama sejumlah BUMN lainnya, Grup MIND ID menginisiasi pembentukan Indonesia *Battery Corporation* (IBC) untuk mengembangkan ekosistem kendaraan listrik (*Electric Vehicles*/EV) di Indonesia. Inisiatif ini mencerminkan langkah proaktif Perusahaan dalam menangkap peluang bisnis yang sejalan dengan agenda dekarbonisasi dan transformasi energi nasional.

- Legal risks:
  Governments and regulatory bodies may issue new regulations and laws related to climate change that could impact a company's operations and business. Companies that fail to comply with these regulations may face significant legal risks and financial penalties.

- Supply shortages and supply instability:
  Climate change can impact the supply of raw materials and commodities required by the Company, particularly in the agriculture, food, and energy sectors. This can lead to supply shortages and price volatility, which could impact the Company's performance and profitability.

- Reputational risk:
  Companies that are perceived as being environmentally unfriendly and irresponsible toward climate change may face reputational risks that could impact their image.

- Market risk:
  Global decarbonization policies, carbon pricing mechanisms, and growing demand for low-carbon products may affect the pricing, demand, and competitiveness of the Company's commodities. Shifting customer and investor preferences may also influence market access, revenue generation, and long-term profitability, including for minerals that support the energy transition value chain.

- Technological change risk:
  Advancements in low-carbon technologies, electrification, renewable energy, and innovations in mining and mineral processing may reshape industry standards and market expectations. The need to adopt more efficient and lower-emission technologies may require additional investment, while delays in technology adoption could reduce the Company's competitiveness and operational efficiency.

Meanwhile, MIND ID views the transition to a low-carbon economy as a new growth opportunity. Together with several other state-owned enterprises, MIND ID Group initiated the establishment of the Indonesia Battery Corporation (IBC) to develop an electric vehicle (EV) ecosystem in Indonesia. This initiative reflects the Company's proactive approach to seizing business opportunities aligned with the national decarbonization and energy transformation agenda.

Ke depan, Grup MIND ID akan terus memperkuat proses identifikasi, pengukuran, dan pengelolaan risiko serta peluang iklim secara lebih komprehensif guna memastikan ketahanan finansial jangka panjang.

Moving forward, MIND ID Group will continue to strengthen its comprehensive processes for identifying, measuring, and managing climate risks and opportunities to ensure long-term financial resilience.

Kewajiban Program Pensiun Manfaat Pasti dan Program Pensiun Lainnya [GRI 201-3]

MIND ID berkomitmen untuk memastikan terpenuhinya kesejahteraan sumber daya manusia yang menjadi penggerak utama kinerja Perusahaan. Komitmen ini diwujudkan melalui penerapan berbagai kebijakan kesejahteraan, termasuk penyediaan program pensiun yang dirancang sesuai dengan ketentuan peraturan perundang-undangan ketenagakerjaan yang berlaku.

Defined Benefit Pension Plan Obligations and Other Pension Plans [GRI 201-3]

MIND ID is committed to ensuring the well-being of its human resources, the primary drivers of the Company's performance. This commitment is realized through the implementation of various welfare policies, including a pension program designed in accordance with the applicable labor laws and regulations.

Perusahaan menyediakan program pensiun manfaat pasti serta program pensiun lainnya guna memastikan keberlanjutan kesejahteraan pegawai setelah memasuki masa purnabakti. Usia pensiun ditetapkan pada 56 tahun. Selain itu, pegawai diikutsertakan dalam program pensiun iuran pasti yang dikelola oleh DPLK PT Bank Negara Indonesia (Persero) Tbk., dengan komposisi kontribusi sebesar 10% dari Perusahaan dan 5% dari pegawai berdasarkan gaji yang diterima.

The Company provides a defined benefit pension plan and other retirement programs to ensure the continued well-being of employees after retirement. The retirement age is set at 56. In addition, employees are enrolled in a defined contribution pension plan managed by DPLK PT Bank Negara Indonesia (Persero) Tbk., with a contribution composition of 10% from the Company and 5% from employees based on salary received.

Sebagai bagian dari upaya mendukung kesiapan pegawai dalam menghadapi masa purnabakti, pada tahun 2025 MIND ID menyelenggarakan program Masa Persiapan Pensiun (MPP) dengan topik "*Menulis Cerdas dengan AI*". Program ini bertujuan untuk membekali peserta dengan pemahaman dan keterampilan dalam memanfaatkan teknologi kecerdasan buatan (*Artificial Intelligence*/AI) untuk mendukung aktivitas menulis secara lebih efektif dan produktif.

As part of its efforts to support employee readiness for retirement, in 2025, MIND ID organised a Retirement Preparation Period (MPP) program with the topic "Smart Writing with AI." The program aims to equip participants with the knowledge and skills to leverage artificial intelligence (AI) for more effective and productive writing.

Informasi lebih lanjut mengenai kewajiban program imbalan pasti dan skema pensiun lainnya dapat dilihat pada Laporan Keuangan MIND ID dan Anggota MIND ID yang terlampir dalam Laporan Tahunan Tahun Buku 2025.

Further information regarding defined benefit plan obligations and other pension schemes can be found in the Financial Report of MIND ID and MIND ID Members attached to the Annual Report for Fiscal Year 2025.

Bantuan Finansial yang Diterima dari Pemerintah

Pada tahun pelaporan, Anggota MIND ID tidak menerima bantuan finansial dari pemerintah, termasuk dalam bentuk pembebasan atau kredit pajak, subsidi, hibah investasi, hibah penelitian dan pengembangan, pembebasan royalti sementara, maupun insentif keuangan lainnya. Kondisi tersebut menunjukkan kemampuan Grup MIND ID dalam membiayai operasional dan ekspansi bisnis secara mandiri. [GRI 201-4]

Financial Assistance Received from the Government

In the reporting year, MIND ID Members did not receive financial assistance from the government, including tax exemptions or credits, subsidies, investment grants, research and development grants, temporary royalty exemptions, and other financial incentives, demonstrating MIND ID Group's ability to independently finance its operations and business expansion. [GRI 201-4]

Ekspansi Bisnis & Diversifikasi

Expansion & Diversification

Jenis Komoditas Tambang Types of Mining Commodity	Satuan Unit	Cadangan Reserves	Sumber Daya Resource
Bijih Emas Gold Ore	Ribu dmt Thousand dmt	964,00	5.842,00
Bijih Nikel Nickel Ore	Juta wmt million wmt	534,55	1.487,81
Bijih Bauksit Bauxite Ore	Juta wmt million wmt	213,90	556,52
Batu Bara Coal	Ton	2.883,00	5.713,00
Timah Tin	Ton	313.000,00	799.592,00

Kontribusi MIND ID terhadap Pengembangan Ekonomi Berkelanjutan

Sebagai Holding BUMN Industri Pertambangan, MIND ID memegang peran sentral dalam mendorong transformasi sektor pertambangan nasional melalui agenda hilirisasi yang diamanatkan oleh Pemerintah Republik Indonesia. Inisiatif ini tidak hanya bertujuan meningkatkan nilai tambah sumber daya mineral, tetapi juga memperkuat kemandirian industri nasional, membuka peluang kerja, serta mendukung pertumbuhan ekonomi yang berkelanjutan dan inklusif.

Untuk merealisasikan mandat tersebut, MIND ID menerapkan strategi hilirisasi yang terencana dan terukur dengan mengintegrasikan prinsip keberlanjutan dalam seluruh rantai bisnis. Strategi ini mencakup peningkatan aktivitas eksplorasi dan produksi secara progresif, penguatan daya saing biaya melalui transformasi dan digitalisasi operasional, pembangunan aset hilirisasi berstandar global, pembentukan kemitraan strategis dalam pengembangan lini bisnis baru, serta penguatan kapabilitas organisasi dan optimalisasi portofolio usaha.

Melalui implementasi strategi tersebut, MIND ID merealisasikan berbagai proyek strategis sepanjang tahun 2025 yang berkontribusi pada penguatan struktur industri nasional dan penciptaan nilai tambah domestik. Proyek-proyek tersebut mencerminkan komitmen Perusahaan dalam mendukung transformasi ekonomi Indonesia menuju ekonomi berbasis sumber daya yang lebih bernilai dan berkelanjutan.

Salah satu proyek strategis yang dilaksanakan oleh Anggota MIND ID pada tahun 2025 adalah Proyek Modernisasi Manufaktur Logam Mulia Gresik milik ANTAM, yaitu inisiatif hilirisasi yang bertujuan memperkuat portofolio bisnis hilir Perusahaan.

MIND ID's Contribution to Sustainable Economic Development

As a state-owned mining holding company, MIND ID plays a central role in driving the transformation of the national mining sector through the downstreaming agenda mandated by the Government of the Republic of Indonesia. This initiative aims not only to increase the added value of mineral resources but also to strengthen national industrial independence, create job opportunities, and support sustainable and inclusive economic growth.

To realize this mandate, MIND ID is implementing a planned and measurable downstreaming strategy that integrates sustainability principles throughout the business chain. This strategy includes progressively increasing exploration and production activities, strengthening cost competitiveness through operational transformation and digitalization, developing global-standard downstream assets, establishing strategic partnerships to develop new business lines, and strengthening organizational capabilities and optimizing the business portfolio.

Through the implementation of this strategy, MIND ID realized various strategic projects throughout 2025 that would contribute to strengthening the national industrial structure and creating domestic added value. These projects reflect the Company's commitment to supporting Indonesia's economic transformation toward a more valuable and sustainable resource-based economy.

Among the strategic projects implemented by MIND ID Members in 2025 is ANTAM's Gresik Precious Metals Manufacturing Modernization Project, a downstream initiative aimed at strengthening the Company's downstream business portfolio.

Sementara itu, PTBA melanjutkan ekspansi bisnis untuk memperkuat posisinya di industri pertambangan dan energi melalui peningkatan kapasitas produksi batu bara, pengembangan infrastruktur logistik seperti jalur kereta api dan pelabuhan, serta diversifikasi ke energi baru dan terbarukan, termasuk uji coba *co-firing* dan pembangunan Pembangkit Listrik Tenaga Surya (PLTS). PTBA juga mengembangkan proyek hilirisasi batu bara, memperluas pasar ekspor ke negara-negara Asia, dan mendukung inovasi serta pemberdayaan masyarakat lokal. Ekspansi ini tidak hanya meningkatkan daya saing global dan pertumbuhan ekonomi nasional, tetapi juga sejalan dengan prinsip keberlanjutan serta menciptakan nilai sosial dan ekonomi bagi pemangku kepentingan.

Meanwhile, PTBA continued its business expansion to strengthen its position in the mining and energy industry by increasing coal production capacity, developing logistics infrastructure such as railways and ports, and diversifying into new and renewable energy, including co-firing trials and the construction of solar power plants (PLTS). PTBA is also developing coal downstream projects, expanding export markets to Asian countries, and supporting innovation and empowering local communities. This expansion not only increases global competitiveness and national economic growth but also aligns with sustainability principles and creates social and economic value for stakeholders.

Adapun INALUM menjalankan program hilirisasi untuk meningkatkan nilai tambah produk aluminium Indonesia. Salah satu proyek utamanya adalah pembangunan *Smelter Grade Alumina Refinery* (SGAR) Fase 1 di Mempawah, Kalimantan Barat, yang dikembangkan melalui kerja sama dengan ANTAM. Hingga akhir tahun 2025, progres proyek ini telah mencapai 98%. Setelah beroperasi, fasilitas ini akan memproduksi hingga 1 juta ton alumina per tahun sebagai bahan baku untuk *smelter* aluminium INALUM di Kuala Tanjung.

INALUM is carrying out a downstreaming program to increase the added value of Indonesia's aluminum products. One of the main projects is Phase 1 of the Smelter Grade Alumina Refinery (SGAR) in Mempawah, West Kalimantan, developed in cooperation with ANTAM. The project had reached 98% completion by the end of 2025. When operational, the refinery will produce up to 1 million tons of alumina per year as feedstock for INALUM's aluminum smelter in Kuala Tanjung.

Transparansi dalam Kebijakan dan Pelaporan terkait Perpajakan [GRI 207-1]

Grup MIND ID menempatkan pengelolaan perpajakan sebagai bagian dari praktik tata kelola perusahaan yang baik. Melalui penerapan praktik perpajakan yang transparan dan bertanggung jawab, Perusahaan tidak hanya memenuhi kewajiban regulasi, tetapi juga memperkuat komitmen terhadap prinsip keberlanjutan serta kontribusi fiskal bagi pembangunan nasional.

Transparency in Policies and Reporting related to Tax [GRI 207-1]

MIND ID Group places tax management as part of its good corporate governance practices. By implementing transparent and responsible tax practices, the Company not only meets regulatory obligations but also strengthens its commitment to sustainability principles and fiscal contributions to national development.

Grup MIND ID memastikan kepatuhan penuh terhadap seluruh ketentuan dan regulasi perpajakan yang berlaku di Indonesia. Kebijakan perpajakan Perusahaan dikomunikasikan secara terbuka kepada para pemangku kepentingan, termasuk investor, pegawai, dan masyarakat, sebagai bentuk transparansi dan akuntabilitas.

MIND ID Group ensures full compliance with all applicable tax provisions and regulations in Indonesia. The Company's tax policies are openly communicated to stakeholders, including investors, employees, and the public, as a form of transparency and accountability.

Adapun pengelolaan perpajakan berada di bawah koordinasi Divisi Financial Management and Control dan dilaksanakan sesuai dengan *Standard Operating Procedures* (SOP) internal yang berlaku. Dalam hal pelaporan, Grup MIND ID secara transparan menyampaikan kewajiban perpajakan kepada otoritas pajak sesuai dengan ketentuan yang ditetapkan.

Tax management falls under the coordination of the Financial Management and Control Division and is implemented in accordance with the applicable internal Standard Operating Procedures (SOPs). In terms of reporting, MIND ID Group transparently submits its tax obligations to the tax authorities in accordance with the established regulations.

Untuk memastikan konsistensi kepatuhan dan mitigasi risiko, Perusahaan juga melakukan audit internal secara berkala guna menelaah kepatuhan terhadap regulasi perpajakan serta mengidentifikasi potensi risiko yang mungkin timbul. Langkah ini merupakan bagian dari sistem pengendalian internal yang mendukung praktik bisnis yang bertanggung jawab dan berkelanjutan.

To ensure consistent compliance and risk mitigation, the Company also conducts regular internal audits to review compliance with tax regulations and identify potential risks. This step is part of an internal control system that supports responsible and sustainable business practices.



Courtesy of MIND ID



11

Pilar 6 | Pillar 6:
Tata Kelola
Governance

Hasil *GCG Assessment* berdasarkan Parameter ASEAN CG Scorecard
GCG Assessment Results Based on ASEAN CG Scorecard Parameters

MIND ID	antam	BukitAsam beyondcoal	Timah	Inalum
97,60%(2025)	85,34%(2025)	88,42%(2025)	81,01%(2025)	81,01%(2024)
82,39%(2024)	84,74%(2024)	79,06%(2024)	77,13%(2024)	

* Data 2025 belum tersedia
2025 data not yet available:

Grup MIND ID menjadikan Tata Kelola Perusahaan yang Baik sebagai landasan utama dalam mendorong pertumbuhan yang berkelanjutan, menciptakan nilai tambah bagi pemangku kepentingan, serta memastikan praktik bisnis yang transparan, akuntabel, dan bertanggung jawab demi keberlanjutan jangka panjang.

MIND ID Group places Good Corporate Governance at the core of its foundation, driving sustainable growth, creating added value for stakeholders, and ensuring transparent, accountable, and responsible business practices for long-term sustainability.

Grup MIND ID meyakini bahwa pengelolaan bisnis yang berkelanjutan merupakan fondasi penting dalam mencapai tujuan perusahaan, yaitu menciptakan nilai ekonomi yang optimal, mendorong pertumbuhan yang berkesinambungan, serta memastikan kelangsungan usaha dalam jangka panjang. Praktik bisnis yang sehat dan bertanggung jawab tidak hanya memperkuat kinerja Perusahaan, tetapi juga menjadi kunci dalam membangun dan menjaga kepercayaan investor serta pemegang saham.

Pada saat yang sama, hubungan yang konstruktif dengan para pemangku kepentingan seperti regulator, tenaga kerja, dan masyarakat, terus dipelihara melalui penerapan prinsip transparansi, akuntabilitas, dan tanggung jawab sosial. Dengan demikian, Perusahaan tidak hanya memperkuat reputasi dan kredibilitas, tetapi juga membangun landasan yang kokoh bagi keberlanjutan bisnis.

Sebagai salah satu Badan Usaha Milik Negara (BUMN), MIND ID secara konsisten melakukan penyelarasan dan penyempurnaan praktik Tata Kelola Perusahaan guna memastikan kesesuaian dengan regulasi yang berlaku serta praktik terbaik (*best practices*). Upaya ini menjadi bagian integral dari *Sustainability Strategy* Perusahaan, di mana penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/GCG) ditetapkan sebagai salah satu pilar utama.

MIND ID Group upholds sustainable business management as a vital foundation for achieving the Company's goals: creating optimal economic value, driving sustainable growth, and ensuring long-term business continuity. By embedding healthy and responsible business practices, the Company not only strengthens performance but also builds and sustains the trust of investors and shareholders.

At the same time, the Company continuously fosters constructive relationships with stakeholders—including regulators, workers, and the community—by applying principles of transparency, accountability, and social responsibility. Through this commitment, the Company not only strengthens its reputation and credibility but also establishes a solid foundation for sustainable business growth.

As a State-Owned Enterprise (SOE), MIND ID consistently aligns and refines its Corporate Governance practices to ensure compliance with the applicable regulations and best practices. This effort is an integral part of the Company's Sustainability Strategy, where the implementation of Good Corporate Governance (GCG) is designated as a key pillar.

Sebagai *soft structure* tata kelola, MIND ID telah menetapkan Kebijakan GCG dengan memperhatikan perkembangan Perusahaan telah memperhatikan perkembangan regulasi dan bisnis Perusahaan. Kebijakan tersebut menjadi bagian yang tidak dapat terpisahkan dalam strategi Perusahaan yang sejalan dengan visi, misi, dan budaya MIND ID serta dimutakhirkan secara berkala. *Soft structure* tata kelola MIND ID terdiri dari:

As a governance soft structure, MIND ID has established a GCG Policy that reflects both the Company's internal developments and evolving regulatory and business requirements. This policy is an integral component of the Company's strategy, aligned with MIND ID's vision, mission, and culture, and is updated regularly. The soft structure of governance of MIND ID consists of:

Nama Pedoman Name of Guidelines	Penetapan dan Pembaruan Determination and Update
Pedoman GCG GCG Guidelines	Rapat Dewan Komisaris dan Direksi tanggal 17 Januari 2024 Meeting of the Board of Commissioners and Directors on 17 January 2024
Piagam Direksi Board of Directors' Charter	Piagam Direksi tanggal 21 Oktober 2024 Board of Directors' Charter dated 21 October 2024
Piagam Dewan Komisaris Board of Commissioners' Charter	Surat Keputusan Dewan Komisaris No. KEP-07/KOM/05/2023 tentang Penetapan Piagam Komisaris PT Mineral Industri Indonesia (Persero). Decision No. KEP-07/KOM/05/2023 of the Board of Commissioners concerning the Establishment of the Commissioners' Charter of PT Mineral Industri Indonesia (Persero).
Pedoman Perilaku/Kode Etik Perusahaan Company Code of Conduct/ Code of Ethics	Rapat Dewan Komisaris dan Direksi tanggal 17 Januari 2024 Meeting of the Board of Commissioners and Directors on 17 January 2024
Piagam Komite Audit Audit Committee's Charter	Surat Keputusan Dewan Komisaris No. KEP-08/KOM/05/2023 tanggal 15 Mei 2023 tentang Piagam Komite Audit PT Mineral Industri Indonesia (Persero). Decision No. KEP-08/KOM/05/2023 of the Board of Commissioners dated 15 May 2023 concerning the Audit Committee's Charter of PT Mineral Industri Indonesia (Persero).
Piagam Komite Pemantauan Risiko, Nominasi, dan Remunerasi Charter of the Risk Monitoring, Nomination and Remuneration Committee	Surat Keputusan Dewan Komisaris No. KEP-09/KOM/05/2023 tanggal 15 Mei 2023 tentang Piagam Komite Pemantauan Risiko, Nominasi, dan Remunerasi PT Mineral Industri Indonesia (Persero). Decision No. KEP-09/KOM/05/2023 of the Board of Commissioners dated 15 May 2023 concerning the Charter of the Risk Monitoring, Nomination, and Remuneration Committee of PT Mineral Industri Indonesia (Persero).
Piagam Komite Tata Kelola Terintegrasi Integrated Governance Committee's Charter	Surat Keputusan Dewan Komisaris No. KEP-17/KOM/10/2024 tanggal 25 Oktober 2024 tentang Piagam Komite Tata Kelola Terintegrasi (TKT) PT Mineral Industri Indonesia (Persero). Decision No. KEP-17/KOM/10/2024 of the Board of Commissioners dated 25 October 2024 concerning the Integrated Governance Committee (TKT)'s Charter of PT Mineral Industri Indonesia (Persero).
Piagam Audit Internal Internal Audit's Charter	Piagam Audit Internal MIND ID tanggal 27 Juni 2023 MIND ID Internal Audit's Charter dated 27 June 2023
Kebijakan dan Pedoman Manajemen Risiko Policies and Guidelines Risk Management	Peraturan Direksi No. PER-009/DIR/2024 tanggal 15 November 2024 tentang Penerapan Manajemen Risiko di PT Mineral Industri Indonesia (Persero) Board of Directors Regulation No. PER-009/DIR/2024 dated 15 November 2024 concerning the Implementation of Risk Management at PT Mineral In-dustri Indonesia (Persero)
Kebijakan Lainnya Other Policies	Berbagai kebijakan dan prosedur Perusahaan yang senantiasa dilengkapi dan disempurnakan secara terus-menerus serta disesuaikan dengan peraturan perundang-undangan yang berlaku dan terbaru. Kebijakan yang dimiliki oleh MIND ID antara lain: • Kebijakan terkait Pengadaan Barang dan Jasa tanggal 17 November 2025; • Kebijakan terkait Penanganan Benturan Kepentingan tanggal 15 November 2023; • Kebijakan terkait Sistem Manajemen Anti Penyuapan tanggal 15 November 2023; • Kebijakan terkait Gratifikasi dan Pembentukan Unit Pengendalian Gratifikasi tanggal 15 November 2023; • Kebijakan terkait LHKPN tanggal 15 November 2023. Various Company policies and procedures are continually updated and refined, and are aligned with the latest applicable laws and regulations. MIND ID's policies include: • Policy on Procurement of Goods and Services dated 17 November 2025; • Policy on Handling Conflict of Interest dated 15 November 2023; • Policy on the Anti-Bribery Management System dated 15 November 2023; • Policy on Gratification and Establishment of the Gratification Control Unit dated 15 November 2023; • Policy on LHKPN dated 15 November 2023.



Sementara itu, tujuan penerapan GCG di Grup MIND ID diuraikan sebagai berikut:

1. Mengoptimalkan nilai MIND ID agar memiliki daya saing yang kuat, baik secara nasional maupun internasional, sehingga mampu mempertahankan keberadaannya dan hidup berkelanjutan untuk mencapai maksud dan tujuan Perusahaan;
2. Mendorong pengelolaan MIND ID secara profesional, efisien dan efektif serta memberdayakan fungsi dan meningkatkan kemandirian Organ Perusahaan;
3. Mendorong Organ MIND ID agar dalam membuat keputusan dan menjalankan tindakan dalam bisnis, selalu dilandasi nilai moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan serta kesadaran akan adanya tanggung jawab sosial terhadap pemangku kepentingan maupun kelestarian lingkungan di sekitar;
4. Meningkatkan kontribusi MIND ID dalam perekonomian nasional;
5. Meningkatkan iklim yang kondusif bagi perkembangan investasi nasional.

Tata Kelola Terintegrasi

Seiring dengan diberlakukannya Peraturan Menteri BUMN RI No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, MIND ID sebagai Holding BUMN Industri Pertambangan terus memperkuat penerapan Tata Kelola Terintegrasi (TKT) dalam seluruh aktivitas usaha dan proses pengambilan keputusan. Penerapan tersebut dilakukan sebagai bagian dari upaya untuk menciptakan nilai yang optimal bagi pemegang saham dan seluruh pemangku kepentingan.

Meanwhile, the objectives of implementing GCG within the MIND ID Group are outlined as follows:

1. To optimize MIND ID's value so that it has strong competitiveness, both nationally and internationally, enabling it to sustain its existence and operate sustainably in order to achieve the Company's purposes and objectives;
2. To encourage the professional, efficient, and effective management of MIND ID, while empowering the functions and enhancing the independence of the Company's Organs;
3. To encourage MIND ID's Organs to always base their decisions and business actions on high moral values and compliance with applicable laws and regulations, as well as an awareness of social responsibilities toward stakeholders and the preservation of the surrounding environment;
4. To increase MIND ID's contribution to the national economy;
5. To promote a conducive climate for the growth of national investment.

Integrated Governance

Following the enactment of Regulation No. PER-2/MBU/03/2023 of the Minister of State-Owned Enterprises of the Republic of Indonesia concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, MIND ID, as a State-Owned Mining Industry Holding Company, continues to strengthen the implementation of Integrated Governance (IGC) in all business activities and decision-making processes. This implementation aims to create optimal value for both shareholders and all stakeholders.

Dalam implementasinya, MIND ID mengacu pada ketentuan peraturan perundang-undangan dan kebijakan yang berlaku, khususnya regulasi yang diterbitkan oleh Kementerian BUMN, serta praktik tata kelola yang relevan. Tata Kelola Terintegrasi merupakan pendekatan tata kelola yang mengedepankan prinsip transparansi, akuntabilitas, tanggung jawab, independensi, profesionalisme, dan kewajaran secara terintegrasi di lingkungan BUMN konglomerasi.

Sepanjang tahun 2025, pelaksanaan Tata Kelola Terintegrasi di MIND ID mencakup beberapa inisiatif utama, antara lain:

- Implementasi kebijakan strategis MIND ID pada Anggota MIND ID di mana MIND ID memiliki saham Seri A Dwiwarna dilakukan melalui penyusunan Pedoman Strategis dan Kebijakan Pelaksana yang berlaku secara *mutatis mutandis*;
- Pemenuhan Organ Pengelola Risiko hingga tingkat entitas anak dan cucu perusahaan Anggota MIND ID yang ditetapkan dan dievaluasi secara berkala guna mendukung efektivitas tata kelola terintegrasi di Grup MIND ID;
- Penetapan standar formulasi Organ Pengelola Risiko pada anak perusahaan dan cucu perusahaan Grup MIND ID yang disesuaikan dengan karakteristik dan relevansi bisnis masing-masing entitas, termasuk pemenuhan *soft structure* pendukung;
- Penetapan klasifikasi dan kategori risiko bagi seluruh entitas terkonsolidasi di Grup MIND ID, disertai evaluasi berkala terhadap kebutuhan Organ Pengelola Risiko pada masing-masing entitas;
- Pelaksanaan *monitoring* berkala atas implementasi kebijakan tata kelola terintegrasi melalui rapat *monitoring* dan evaluasi bulanan, rapat Komite TKT setiap enam bulan, serta rapat Dewan Eksekutif;
- Inisiasi implementasi *Whistleblowing System* (WBS) terintegrasi di Grup MIND ID untuk meningkatkan efektivitas mekanisme pelaporan pelanggaran; dan
- Peningkatan kapabilitas fungsi *governance* dan *compliance* melalui partisipasi dalam program sertifikasi di seluruh Anggota MIND ID.

In its implementation, MIND ID refers to the provisions of applicable laws and policies, particularly regulations issued by the Ministry of State-Owned Enterprises, as well as relevant governance practices. Integrated Governance is a governance approach that prioritizes the principles of transparency, accountability, responsibility, independence, professionalism, and fairness in an integrated manner within the environment of state-owned enterprises.

Throughout 2025, the implementation of Integrated Governance at MIND ID included several main initiatives, including:

- Implementation of MIND ID's strategic policies across MIND ID Members in which it holds Series A Dwiwarna shares by establishing Strategic Guidelines and Implementing Policies, which are applied mutatis mutandis;
- Fulfillment of Risk Management Organs across subsidiaries and subsidiary entities of MIND ID Member Companies, determined and periodically evaluated to enhance the effectiveness of integrated governance within MIND ID Group;
- Determination of the formulation standards for Risk Management Organs in subsidiaries and subsidiary companies of MIND ID Group, tailored to each entity's characteristics and business relevance, including the fulfillment of supporting soft structures;
- Determination of risk classification and categories for all consolidated entities in MIND ID Group, accompanied by periodic evaluation of the needs of Risk Management Organs in each entity;
- Implementation of regular monitoring of the implementation of integrated governance policies through monthly monitoring and evaluation meetings, TKT Committee meetings every six months, and Executive Board meetings;
- Initiation of an integrated Whistleblowing System (WBS) within MIND ID Group to strengthen the effectiveness of the violation reporting mechanism; and
- Improving governance and compliance function capabilities through participation in certification programs across all MIND ID Members.

Kepemimpinan & Pengambilan Keputusan
Leadership & Decision Making

Struktur dan Komposisi Tata Kelola [GRI 2-9]

MIND ID memastikan bahwa struktur tata kelola perusahaan dirancang dengan memperhatikan keberagaman latar belakang, kompetensi, dan pengalaman, mencakup keahlian di bidang hukum, keuangan, teknologi, hingga lingkungan. Keberagaman ini memperkaya sudut pandang dalam proses pengambilan keputusan serta meningkatkan kualitas kebijakan yang dihasilkan. Selain itu, Perusahaan menerapkan mekanisme pengawasan dan evaluasi yang transparan dan akuntabel guna menjaga integritas serta efektivitas pengambilan keputusan.

Struktur dan mekanisme tata kelola disusun untuk menjamin efektivitas penerapan GCG melalui pembagian peran, tugas, dan tanggung jawab yang jelas antar organ perusahaan. Mengacu pada Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri BUMN RI No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, struktur tata kelola MIND ID terdiri atas Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi.

Dalam pelaksanaannya, masing-masing organ perusahaan menjalankan fungsi dan tanggung jawabnya secara independen serta profesional, semata-mata untuk kepentingan terbaik Perusahaan, dengan tetap berpedoman pada peraturan perundang-undangan, Anggaran Dasar, serta ketentuan lain yang berlaku.

Sebagai wujud komitmen terhadap pengelolaan dampak perusahaan, MIND ID juga mendorong keterlibatan aktif pegawai dalam proses identifikasi dan mitigasi risiko, serta dalam perumusan dan implementasi kebijakan terkait isu-isu material. Partisipasi ini mencerminkan upaya Perusahaan dalam menciptakan lingkungan kerja yang inklusif, adaptif, dan berkelanjutan. Keterlibatan pegawai tercermin dalam kontribusi mereka pada penyusunan strategi, pelaksanaan program, hingga proses *monitoring* dan evaluasi dampak.

Struktur dan komposisi tata kelola MIND ID disajikan pada bagian berikut. Adapun informasi yang lebih komprehensif mengenai tugas, tanggung jawab, kewenangan, serta profil lengkap Direksi, Dewan Komisaris, dan komite-komite pendukung dapat ditemukan dalam Laporan Tahunan 2025 pada Bab Profil Perusahaan.

Governance Structure and Composition [GRI 2-9]

MIND ID ensures that its corporate governance structure reflects diverse backgrounds, competencies, and experiences, encompassing expertise in law, finance, technology, and the environment. This diversity enriches perspectives in the decision-making process and elevates the quality of the resulting policies. Furthermore, the Company applies transparent and accountable monitoring and evaluation mechanisms to safeguard the integrity and effectiveness of decision making.

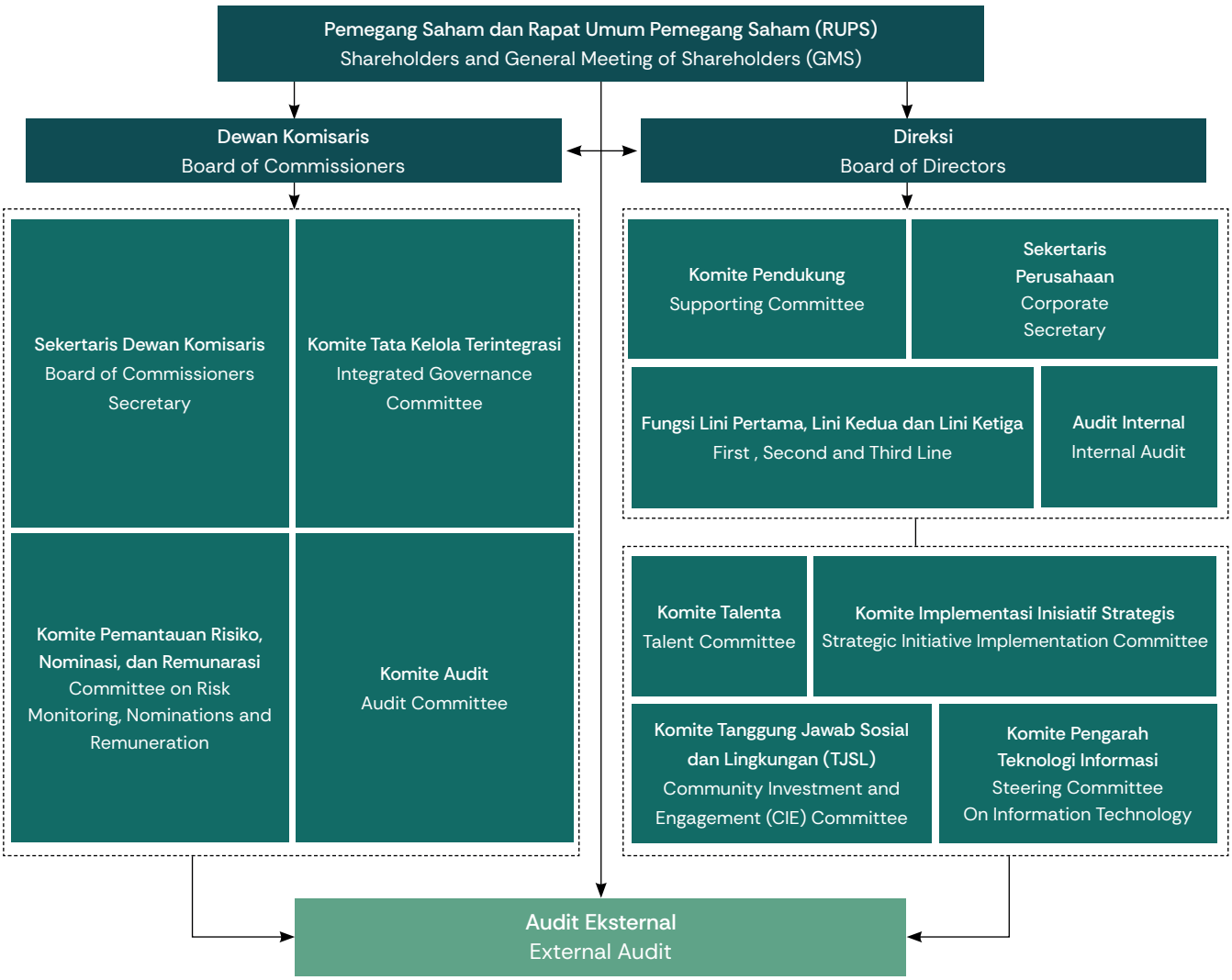
The governance structure and mechanisms are designed to ensure the effectiveness of GCG implementation through a clear division of roles, duties, and responsibilities among Company organs. Referring to Law No. 40 of 2007 concerning Limited Liability Companies and Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, MIND ID's governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors.

In its implementation, each Company organ conducts its functions and responsibilities independently and professionally, solely for the best interests of the Company, while still adhering to the laws and regulations, the Articles of Association, and other applicable provisions.

As a manifestation of its commitment to corporate impact management, MIND ID also encourages active employee involvement in the risk identification and mitigation process, as well as in the formulation and implementation of policies related to material issues. This participation reflects the Company's efforts to create an inclusive, adaptive, and sustainable work environment. Employee involvement is reflected in their contributions to strategy development, program implementation, and impact monitoring and evaluation.

The governance structure and composition of MIND ID are presented in the following section. More comprehensive information regarding the duties, responsibilities, authorities, and complete profiles of the Board of Directors, Board of Commissioners, and supporting committees can be found in the 2025 Annual Report, in the Company Profile section.

Struktur Tata Kelola Perusahaan
Company's Governance Structure



Dalam struktur tata kelola, tanggung jawab pengawasan atas dampak organisasi terhadap aspek ekonomi, lingkungan, dan sosial berada pada Dewan Komisaris sebagai badan tata kelola tertinggi (*highest governance body*). Dewan Komisaris menjalankan fungsi pengawasan secara kolektif dengan dukungan komite-komite di bawahnya, serta memastikan bahwa strategi, kebijakan, dan pelaksanaan kegiatan usaha Perusahaan selaras dengan prinsip keberlanjutan dan praktik tata kelola yang baik.

Within the governance structure, the Board of Commissioners, as the highest governance body, is responsible for overseeing the organization's impact on economic, environmental, and social aspects. The Board of Commissioners performs its supervision function collectively, with the support of its subordinate committees, and ensures that the Company's strategies, policies, and business operations are aligned with sustainability principles and good governance practices.

Dalam menjalankan fungsinya, Dewan Komisaris didukung oleh beberapa organ, yaitu Komite Audit, Komite Pemantauan Risiko, Nominasi, dan Remunerasi, Komite Tata Kelola Terintegrasi, serta Sekretaris Dewan Komisaris. Komite Audit membantu pelaksanaan fungsi pengawasan, khususnya terkait efektivitas sistem pengendalian internal, kualitas pelaporan dan pengungkapan keuangan, serta pemantauan perencanaan dan pelaksanaan investasi.

Komite Pemantauan Risiko, Nominasi, dan Remunerasi berperan dalam memperkuat penerapan GCG di lingkup Perusahaan, khususnya terkait pemantauan atas penerapan manajemen risiko yang dilakukan Direksi, serta pelaksanaan fungsi nominasi dan remunerasi. Sementara itu, Komite Tata Kelola Terintegrasi dibentuk untuk mendukung penerapan tata kelola terintegrasi di Grup MIND ID.

Perusahaan telah menetapkan Direktur Manajemen Risiko, Legal dan HSSE sebagai penanggung jawab pengelolaan penerapan GCG dan kepatuhan, berdasarkan Surat Keputusan Direksi No. SK-014/DIR/2025 tentang Pembagian Tugas dan Kewenangan Direksi serta Struktur Organisasi dan Profil Jabatan 1 Tingkat di bawah Direksi PT Mineral Industri Indonesia (Persero). Direktur Manajemen Risiko, Legal dan HSSE berperan untuk merencanakan, mengkoordinasikan, mengarahkan, mengendalikan, mengawasi, dan mengevaluasi pelaksanaan tugas operasional di bidang proses manajemen risiko, pelayanan hukum, kesehatan, keselamatan kerja, keamanan, dan tata kelola terhadap peraturan perundangan serta kebijakan yang berlaku.

Selain itu, Direksi juga didukung oleh Komite Tanggung Jawab Sosial dan Lingkungan (TJSL) yang memastikan pelaksanaan tanggung jawab sosial dan lingkungan dilakukan secara terstruktur, terukur, dan berkelanjutan, serta selaras dengan prinsip GCG.

Tata Kelola ESG

Grup MIND ID telah mengembangkan struktur tata kelola ESG sebagai kerangka strategis untuk memastikan bahwa aspek lingkungan, sosial, dan tata kelola terintegrasi secara sistematis ke dalam proses pengambilan keputusan dan kegiatan operasional Perusahaan. Sebagai bagian dari penguatan tata kelola keberlanjutan, MIND ID menetapkan KP-010 DIR 2024 tentang Pedoman Bisnis Berkelanjutan yang mengatur penyusunan Laporan Keberlanjutan serta proses identifikasi dan penetapan materialitas ESG. Pedoman ini menjadi acuan dalam menjaga transparansi dan akuntabilitas pelaporan keberlanjutan,

In carrying out its functions, the Board of Commissioners is supported by several organs, namely the Audit Committee, the Risk Monitoring Committee, the Nomination and Remuneration Committee, the Integrated Governance Committee, and the Secretary of the Board of Commissioners. The Audit Committee facilitates the implementation of supervisory functions, specifically regarding the effectiveness of internal control systems, the quality of reporting and financial disclosures, as well as monitoring the planning and execution of investments.

The Risk Monitoring, Nomination, and Remuneration Committee plays a role in strengthening the implementation of GCG within the Company, particularly concerning the monitoring of risk management activities conducted by the Board of Directors, as well as the execution of nomination and remuneration functions. Meanwhile, the Integrated Governance Committee has been established to support the implementation of integrated governance practices within the MIND ID Group.

The Company has appointed the Director of Risk Management, Legal, and HSSE as the person in charge of managing the implementation of GCG and compliance, based on Board of Directors Decree No. SK-014/DIR/2025 concerning the Distribution of Duties and Authorities of the Board of Directors as well as the Organizational Structure and Position Profiles One Level Below the Board of Directors of PT Mineral Industri Indonesia (Persero). The Director of Risk Management, Legal, and HSSE is responsible for planning, coordinating, directing, controlling, supervising, and evaluating the implementation of operational duties in the areas of risk management processes, legal services, occupational health and safety, security, and governance in compliance with applicable laws and regulations as well as prevailing policies.

In addition, the Board of Directors is also supported by the Community Investment & Engagement (CIE) function, which ensures that social and environmental responsibilities are implemented in a structured, measurable, and sustainable manner, consistent with GCG principles.

ESG Governance

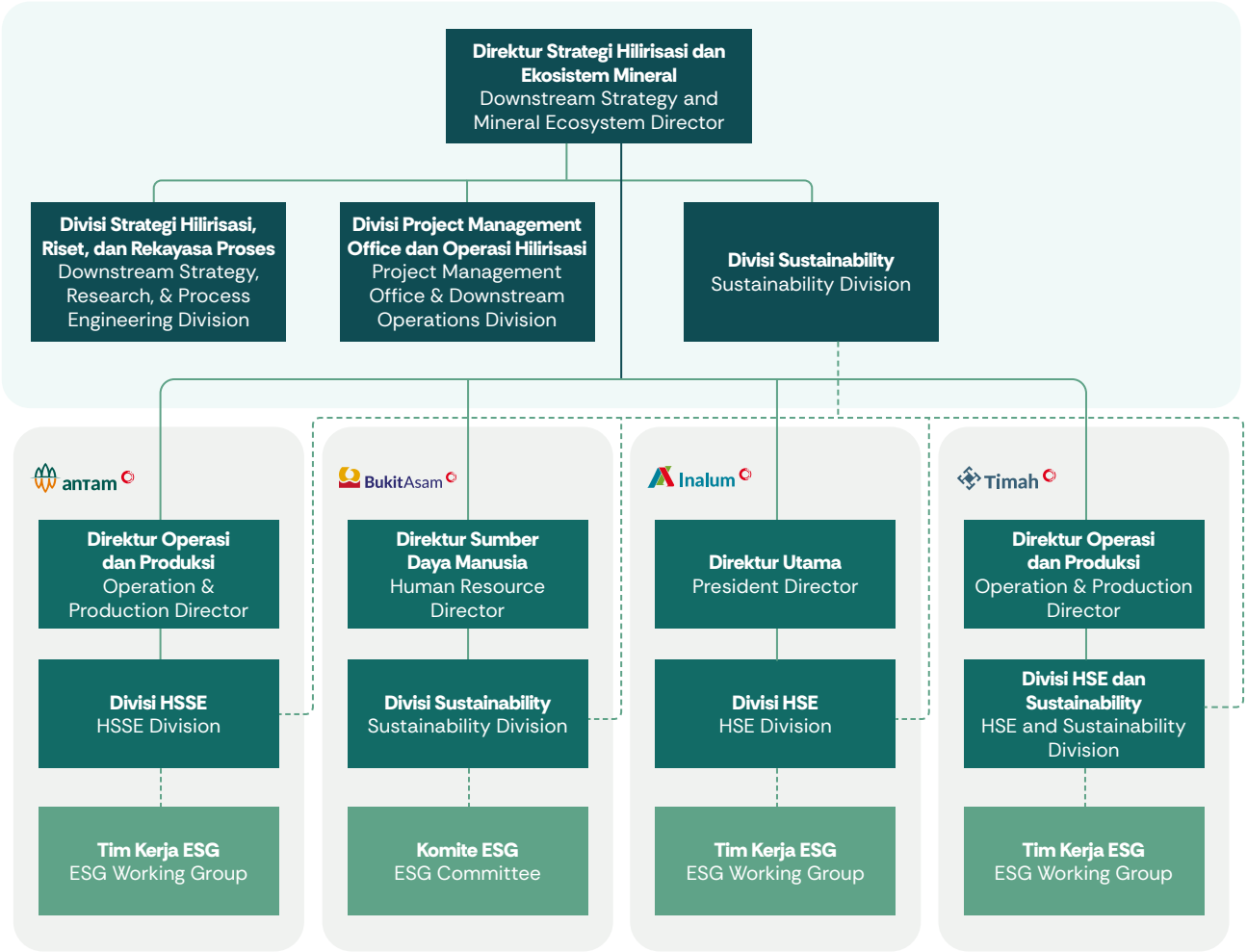
MIND ID Group has developed an ESG governance structure as a strategic framework to ensure that environmental, social, and governance aspects are systematically integrated into the Company's decision-making process and operational activities. As part of strengthening sustainability governance, MIND ID established KP-010 DIR 2024 concerning Sustainable Business Guidelines that regulate the preparation of Sustainability Reports and the process of identifying and determining ESG materiality. This guideline serves as a reference in maintaining transparency and accountability in sustainability reporting,

sekaligus memastikan bahwa pencapaian kinerja dan dampak Perusahaan pada aspek lingkungan, sosial, dan tata kelola dikomunikasikan secara komprehensif kepada para pemangku kepentingan.

Melalui proses penetapan materialitas ESG, Perusahaan mengidentifikasi isu-isu prioritas yang memiliki dampak signifikan terhadap bisnis maupun pemangku kepentingan. Hasil identifikasi tersebut menjadi dasar dalam perumusan kebijakan, strategi, dan program keberlanjutan yang relevan, sehingga mampu menciptakan nilai jangka panjang serta memperkuat komitmen MIND ID untuk bertumbuh secara bertanggung jawab dan berkelanjutan. Struktur tata kelola ESG Grup MIND ID disajikan pada diagram berikut. [GRI 2-11]

while ensuring that the Company's performance achievements and impacts on environmental, social, and governance aspects are comprehensively communicated to stakeholders.

Through the ESG materiality determination process, the Company identifies priority issues that have a significant impact on the business and stakeholders. The results of this identification form the basis for formulating relevant sustainability policies, strategies, and programs, thereby creating long-term value and strengthening MIND ID's commitment to responsible and sustainable growth. MIND ID Group's ESG governance structure is presented in the following diagram. [GRI 2-11]



Proses Seleksi dan Nominasi Badan Tata Kelola

[GRI 2-10][GRI 2-11]

Perencanaan suksesi Dewan Komisaris dan Direksi merupakan bagian penting dari upaya menjaga kesinambungan kepemimpinan perusahaan. Tanggung jawab ini dilaksanakan oleh Perusahaan bersama Kementerian BUMN selaku kuasa pemegang saham, serta Komite Pemantauan Risiko, Nominasi, dan Remunerasi, melalui mekanisme yang terstruktur dan terencana untuk memastikan regenerasi kepemimpinan berjalan efektif.

Dalam rangka menjamin proses pemilihan dan pemberhentian anggota Direksi dan Dewan Komisaris yang transparan, akuntabel, dan dapat dipertanggungjawabkan, pengangkatan dan pemberhentian dilakukan berdasarkan prinsip profesionalisme dan prinsip-prinsip GCG. Proses tersebut mengacu pada Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN serta Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN.

Anggota Dewan Komisaris dan Direksi diangkat dan diberhentikan atas persetujuan RUPS dengan memperhatikan ketentuan yang berlaku, kemudian dilaporkan kepada Menteri Hukum dan HAM. Calon Anggota Dewan Komisaris MIND ID harus melalui beberapa tahapan seleksi sebelum diangkat oleh Pemegang Saham dalam RUPS.

Bagi Anggota MIND ID yang merupakan kepemilikan publik, penetapan Direktur Utama dan Komisaris Utama dilakukan melalui keputusan Rapat Umum Pemegang Saham (RUPS). Sementara itu, bagi Anggota MIND ID yang tidak termasuk dalam kepemilikan publik, pengangkatan Direktur Utama dan Komisaris Utama dilakukan melalui Surat Keputusan Menteri BUMN dan Surat Keputusan Direktur Utama MIND ID sesuai kewenangan yang berlaku.

Sejalan dengan konsep kepengurusan *two tier* di Indonesia, tidak terdapat perangkapan jabatan di mana ketua badan tata kelola tertinggi merangkap sebagai senior eksekutif atau anggota Direksi. Untuk memastikan independensi serta mencegah potensi benturan kepentingan, MIND ID telah menetapkan pengaturan yang jelas melalui *Board Charter* atau Piagam Dewan yang mengatur peran, fungsi, serta batas kewenangan masing-masing organ perusahaan.

Selection and Nomination Process of Governance Body

[GRI 2-10][GRI 2-11]

Succession planning for the Board of Commissioners and Board of Directors is a critical element in ensuring continuity of corporate leadership. This responsibility is carried out by the Company, in collaboration with the Ministry of State-Owned Enterprises—as the shareholder's proxy—and the Risk Monitoring, Nomination, and Remuneration Committee, through a structured and well-planned mechanism that secures effective leadership regeneration.

To ensure a transparent, accountable, and responsible process for selecting and dismissing members of the Board of Directors and Board of Commissioners, appointments and dismissals are conducted based on the principles of professionalism and GCG principles. This process refers to Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Members of the Board of Commissioners and Board of Directors are appointed and dismissed with the approval of the GMS, taking into account applicable provisions, and subsequently reported to the Minister of Law and Human Rights. Prospective members of the MIND ID Board of Commissioners must undergo a series of rigorous selection stages before being appointed by Shareholders at the GMS.

For MIND ID members that are publicly owned, the appointment of the President Director and President Commissioner is made through a resolution of the General Meeting of Shareholders (GMS). Meanwhile, for MIND ID members who are not publicly owned, the appointment of the President Director and President Commissioner is made through a Decree of the Minister of State-Owned Enterprises and a Decree of the President Director of MIND ID, in accordance with applicable authorities.

In line with the two-tier management concept in Indonesia, there is no dual role where the chairman of the highest governance body also serves as a senior executive or a member of the Board of Directors. To ensure independence and prevent potential conflicts of interest, MIND ID has established clear regulations through a Board Charter that outlines the roles, functions, and limits of authority of each Company organ.

Dalam prosesnya, calon anggota Dewan Komisaris dan Direksi Perusahaan wajib memenuhi persyaratan formal, materiil, serta persyaratan lainnya sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Secara umum, persyaratan formal mencakup status sebagai orang perseorangan yang cakap melakukan perbuatan hukum, tidak memiliki riwayat kepailitan, tidak pernah menjadi pengurus perusahaan yang menyebabkan kepailitan, serta tidak pernah dihukum atas tindak pidana yang merugikan keuangan negara atau berkaitan dengan sektor keuangan dalam kurun waktu tertentu sebelum pengangkatan.

Within the selection process, prospective members of the Board of Commissioners and Board of Directors of the Company must satisfy formal, material, and other requirements in accordance with the applicable laws and regulations. In general, formal requirements include being legally competent to perform legal acts, having no history of bankruptcy, never having served as management in a company that caused bankruptcy, and never having been convicted of crimes related to state finances or the financial sector within a specified period prior to appointment.

Selain itu, calon anggota Dewan Komisaris dan Direksi juga harus memenuhi persyaratan materiil, antara lain memiliki integritas, kompetensi, pengalaman, kepemimpinan, serta pemahaman yang memadai terkait bidang usaha Perusahaan, serta mampu menyediakan waktu yang cukup untuk melaksanakan tugas dan tanggung jawabnya secara optimal.

In addition, prospective members of the Board of Commissioners and Board of Directors must satisfy material requirements, including integrity, competence, experience, leadership skills, and adequate knowledge of the Company's business, as well as the ability to dedicate sufficient time to effectively discharge their duties and responsibilities.

Persyaratan lainnya mencakup ketentuan bahwa calon tidak berasal dari pengurus atau anggota partai politik maupun pejabat publik aktif, tidak merangkap jabatan melebihi batas yang ditetapkan, serta dalam kondisi sehat jasmani dan rohani yang dibuktikan melalui pemeriksaan kesehatan.

Other requirements stipulate that candidates must not serve as management or members of political parties, must not be active public officials, must not hold concurrent positions beyond the prescribed limit, and must be in good physical and mental health, as evidenced by a medical examination.

Pemenuhan seluruh persyaratan tersebut bertujuan untuk memastikan bahwa Dewan Komisaris dan Direksi memiliki kapabilitas, independensi, dan integritas yang memadai dalam menjalankan fungsi pengawasan dan pengelolaan perusahaan secara profesional serta sesuai dengan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

The fulfilment of these requirements ensures that the Board of Commissioners and Board of Directors possess the capability, independence, and integrity necessary to carry out supervisory and management functions professionally and in line with the principles of Good Corporate Governance.

Informasi lebih rinci mengenai profil Badan Tata Kelola Tertinggi dapat dilihat pada Laporan Tahunan 2025.

More detailed information regarding the profile of the Supreme Governance Body can be seen in the 2025 Annual Report.

Peran Dewan Komisaris dan Direksi dalam Keberlanjutan [GRI 2-12][GRI 2-13]

Badan Tata Kelola (*Board of Governance*) memiliki peran strategis dalam memastikan bahwa pengelolaan dampak ekonomi, lingkungan, dan sosial Perusahaan dilaksanakan secara bertanggung jawab dan terarah. Seluruh perumusan kebijakan, penetapan strategi, hingga pengawasan implementasi keberlanjutan berada dalam lingkup tanggung jawab Badan Tata Kelola Perusahaan.

The Role of the Board of Commissioners and Board of Directors in Sustainability [GRI 2-12][GRI 2-13]

The Board of Governance plays a strategic role in ensuring that the Company's economic, environmental, and social impacts are managed responsibly and effectively. All policy formulation, strategy determination, and oversight of sustainability implementation fall within the scope of the Board of Governance's responsibility.

Direksi bertanggung jawab dalam menetapkan kebijakan, strategi, sasaran, serta memastikan implementasi program keberlanjutan berjalan efektif. Sementara itu, Dewan Komisaris menjalankan fungsi pengawasan terhadap kinerja dan pencapaian aspek keberlanjutan, guna memastikan keselarasan antara strategi bisnis dan komitmen keberlanjutan jangka panjang.

Keterlibatan aktif manajemen senior dalam tata kelola keberlanjutan juga tercermin dalam pembahasan isu-isu ESG yang material pada forum manajemen dan rapat Direksi. Melalui mekanisme tersebut, Direksi menetapkan kebijakan, menyetujui target dan inisiatif strategis keberlanjutan, serta memantau capaian kinerja ESG secara berkala. [GRI 2-11]

Sejalan dengan Surat Keputusan Direksi No. SK-014/DIR/2025 tentang pembagian tugas dan kewenangan Direksi, serta struktur organisasi dan profil jabatan satu tingkat di bawah Direksi, koordinasi strategi keberlanjutan Grup MIND ID berada di bawah Direktur Strategi Hilirisasi dan Ekosistem Mineral. Direksi menetapkan berbagai kebijakan yang mendukung pengelolaan dampak lingkungan dan sosial, termasuk memberikan arahan strategis serta mengambil keputusan atas isu-isu keberlanjutan yang material. Dewan Komisaris secara aktif melakukan pengawasan atas implementasi kebijakan dan pencapaian target keberlanjutan Perusahaan.

Pelaporan dampak ekonomi, lingkungan, dan sosial dilaksanakan secara terstruktur melalui mekanisme koordinasi kinerja ESG antara MIND ID dan seluruh Anggota MIND ID. Direktur Strategi Hilirisasi dan Ekosistem Mineral memegang tanggung jawab utama atas fungsi ini, dengan dukungan tiga divisi di bawah koordinasinya, termasuk Divisi Sustainability. Divisi Sustainability bertugas mengoordinasikan dan mengonsolidasikan data kinerja dari seluruh Anggota MIND ID, serta menyampaikan laporan keberlanjutan kepada Direksi secara berkala setiap bulan sebagai bagian dari proses pengawasan dan pengambilan keputusan berbasis data. [GRI 2-9] [GRI 2-13] [GRI 2-16]

MIND ID memastikan bahwa seluruh anggota Dewan Komisaris dan Direksi memiliki kompetensi yang memadai dalam aspek keberlanjutan. Komposisi Dewan Komisaris dan Direksi disusun dengan mempertimbangkan keberagaman keahlian, pengetahuan, serta pengalaman yang relevan dengan kebutuhan Perusahaan, termasuk kompetensi di bidang ESG. [GRI 2-10]

The Board of Directors is responsible for establishing policies, strategies, and targets, and ensuring the effective implementation of sustainability programs. Meanwhile, the Board of Commissioners oversees the performance and achievement of sustainability aspects, ensuring alignment between business strategy and long-term sustainability commitments.

Senior management's active involvement in sustainability governance is also reflected in discussions of material ESG issues at management forums and monthly Board of Commissioners and Board of Directors meetings. Through these mechanisms, the Board of Directors establishes policies, approves strategic sustainability targets and initiatives, and monitors ESG performance. [GRI 2-11]

In line with Board of Directors Decree No. SK-014/DIR/2025 on the distribution of duties and authorities of the Board of Directors, as well as the organizational structure and job profiles one level below the Board, coordination of MIND ID Group's sustainability strategy falls under the Director of Downstream Strategy and Mineral Ecosystem. The Board of Directors establishes various policies that support environmental and social impact management, including providing strategic direction and making decisions on material sustainability issues. The Board of Commissioners actively oversees the implementation of policies and the achievement of the Company's sustainability targets.

Reporting of economic, environmental, and social impacts is conducted in a structured manner through an ESG performance coordination mechanism between MIND ID and all Members of MIND ID. The Director of Downstream Strategy and Mineral Ecosystem holds primary responsibility for this function, with support from three divisions under his coordination, including the Sustainability Division. The Sustainability Division is tasked with coordinating and consolidating performance data from all MIND ID Members, as well as submitting sustainability performance reports to the Board of Directors on a monthly basis as part of the data-driven monitoring and decision-making process. [GRI 2-9] [GRI 2-13] [GRI 2-16]

MIND ID ensures that all members of the Board of Commissioners and Board of Directors possess adequate competency in sustainability aspects. The composition of the Board of Commissioners and Board of Directors is determined by taking into account the diversity of expertise, knowledge, and experience relevant to the Company's needs, including competency in the field of ESG. [GRI 2-10]

Diversitas ini dianggap positif dan sangat penting untuk pengambilan keputusan yang efektif dan pelaksanaan pengawasan yang baik oleh Dewan Komisaris, serta pengurusan Perusahaan oleh Direksi, tanpa membedakan gender. Penunjukan Dewan Komisaris dan Direksi didasarkan pada Keputusan RUPS, dengan memperhatikan beragam aspek seperti usia, pengalaman kerja, latar belakang pendidikan, dan keahlian yang diperlukan dalam pelaksanaan tugas dan tanggung jawabnya. Penetapan Dewan Komisaris dan Direksi MIND ID telah mempertimbangkan kebutuhan dan kompleksitas serta memiliki keberagaman, baik berdasarkan usia, latar belakang pendidikan, keahlian dan pengalaman sebagaimana diatur dalam Piagam Direksi dan Anggaran Dasar Perusahaan.

This diversity is considered positive and very important for effective decision making and good implementation of supervision by the Board of Commissioners, as well as the management of the Company by the Board of Directors, without distinction of gender. The appointment of the Board of Commissioners and the Board of Directors is based on the Resolution of the GMS, taking into account various aspects such as age, work experience, educational background, and expertise required in performing their duties and responsibilities. The appointment of the Board of Commissioners and the Board of Directors of MIND ID has taken into account the needs and complexities and has diversity, based on age, educational background, expertise and experience as stipulated in the Charter of Board of Directors and the Company's Articles of Association.

Sebagai bagian dari penerapan tata kelola yang transparan dan akuntabel, MIND ID juga memiliki fungsi Sekretaris Perusahaan yang berperan dalam mendukung komunikasi yang efektif antara Perusahaan dan para pemangku kepentingan. Fungsi ini berada di bawah koordinasi Direksi dan bertanggung jawab untuk memastikan keterbukaan informasi, kepatuhan terhadap ketentuan peraturan perundang-undangan, serta pengelolaan hubungan dengan investor, regulator, media, dan pemangku kepentingan lainnya.

As part of the implementation of transparent and accountable governance, MIND ID also has a Corporate Secretary function that plays a role in supporting effective communication between the Company and its stakeholders. This function operates under the coordination of the Board of Directors and is responsible for ensuring information disclosure, compliance with applicable laws and regulations, and the management of relations with investors, regulators, media, and other stakeholders.

Dalam konteks keberlanjutan, Sekretaris Perusahaan turut memfasilitasi pelibatan pemangku kepentingan melalui penyediaan informasi yang relevan dan tepat waktu, serta pengelolaan aspirasi dan umpan balik sebagai bagian dari proses pengambilan keputusan yang inklusif. [GRI 2-12]

In the context of sustainability, the Corporate Secretary also facilitates stakeholder engagement by providing relevant and timely information, as well as managing aspirations and feedback as part of an inclusive decision-making process. [GRI 2-12]

MIND ID secara aktif melibatkan pemangku kepentingan internal untuk bertukar pandangan dan memperoleh masukan atas isu-isu keberlanjutan yang material. Pelibatan ini dilakukan melalui forum manajemen, rapat koordinasi lintas fungsi, diskusi strategis, serta proses penilaian materialitas yang melibatkan unit kerja dan manajemen senior.

MIND ID actively engages internal stakeholders to exchange views and obtain input on material sustainability issues. This engagement is conducted through management forums, cross-functional coordination meetings, strategic discussions, and materiality assessment processes involving business units and senior management.

Melalui mekanisme tersebut, Direksi memperoleh perspektif komprehensif terkait risiko, peluang, dan dampak ESG yang relevan dengan kegiatan usaha Perusahaan. Proses ini memastikan bahwa strategi dan kebijakan keberlanjutan disusun secara partisipatif, berbasis risiko, serta mempertimbangkan dinamika operasional di seluruh entitas Grup. [B.1.5]

Through these mechanisms, the Board of Directors obtains a comprehensive perspective on ESG risks, opportunities, and impacts relevant to the Company's business activities. This process ensures that sustainability strategies and policies are developed in a participatory, risk-based manner, taking into account the operational dynamics across all entities of the Group. [B.1.5]

Perusahaan juga melibatkan pemangku kepentingan eksternal dalam proses pertukaran pandangan dan pengumpulan umpan balik atas isu keberlanjutan yang material. Pelibatan ini dilakukan melalui dialog dengan regulator, investor, mitra usaha, masyarakat sekitar wilayah operasi, asosiasi industri, akademisi, dan media. Masukan yang diperoleh menjadi bagian dari proses identifikasi dan validasi topik material serta penyempurnaan strategi keberlanjutan Perusahaan. Pendekatan ini memperkuat transparansi, akuntabilitas, dan relevansi agenda keberlanjutan terhadap ekspektasi para pemangku kepentingan. [B.2.2]

The Company also engages external stakeholders in the process of exchanging views and gathering feedback on material sustainability issues. This engagement is conducted through dialogue with regulators, investors, business partners, communities surrounding operational areas, industry associations, academics, and media. The input obtained forms part of the process of identifying and validating material topics, as well as refining the Company's sustainability strategy. This approach strengthens the transparency, accountability, and relevance of the sustainability agenda in relation to stakeholder expectations. [B.2.2]

Sebagai bentuk akuntabilitas tata kelola, Laporan Keberlanjutan Perusahaan ditelaah oleh manajemen senior sebelum dipublikasikan. Direksi melakukan peninjauan atas substansi, akurasi, dan kelengkapan pengungkapan untuk memastikan keselarasan dengan strategi Perusahaan serta standar pelaporan yang berlaku. Laporan Keberlanjutan selanjutnya disampaikan kepada Dewan Komisaris sebagai bagian dari fungsi pengawasan, dan dipublikasikan setelah melalui proses persetujuan sesuai dengan ketentuan tata kelola yang berlaku di Perusahaan. [B.1.6][GRI 2-14]

As a form of governance accountability, the Company's Sustainability Report is reviewed by senior management prior to publication. The Board of Directors conducts a review of the substance, accuracy, and completeness of the disclosures to ensure alignment with the Company's strategy and applicable reporting standards. The Sustainability Report is subsequently submitted to the Board of Commissioners as part of its oversight function, and is published upon completion of the approval process in accordance with the Company's applicable governance provisions. [B.1.6][GRI 2-14]

Pengembangan Kompetensi Keberlanjutan [GRI 2-17]

Pengembangan kompetensi keberlanjutan merupakan bagian penting dari upaya Perusahaan dalam memastikan efektivitas tata kelola dan pengambilan keputusan strategis. Kompetensi keberlanjutan mencakup pemahaman, keterampilan, dan sikap yang diperlukan untuk mengelola risiko dan peluang terkait aspek lingkungan, sosial, dan tata kelola secara komprehensif.

MIND ID secara rutin menyelenggarakan program pengembangan kompetensi setiap tahun, termasuk bagi organ tata kelola tertinggi. Peningkatan kapasitas pada level Direksi dan Dewan Komisaris menjadi prioritas, mengingat peran strategis mereka dalam menentukan arah dan kebijakan keberlanjutan Perusahaan.

Sepanjang tahun 2025, anggota Direksi dan Dewan Komisaris berpartisipasi dalam berbagai pelatihan eksekutif, program pendidikan, seminar, serta konferensi yang relevan dengan isu-isu keberlanjutan. Keterlibatan ini mencerminkan komitmen Perusahaan dalam memastikan bahwa keputusan strategis didukung oleh pemahaman yang mutakhir terhadap dinamika dan tantangan keberlanjutan global maupun nasional.

Rincian program pelatihan yang diikuti oleh anggota Direksi, Dewan Komisaris, dan Komite disajikan pada tabel berikut.

Sustainability Competency Development [GRI 2-17]

Sustainability competency development is a critical part of the Company's efforts to ensure effective governance and strategic decision-making. Sustainability competency encompasses the understanding, skills, and attitudes necessary to comprehensively manage risks and opportunities related to environmental, social, and governance aspects.

MIND ID routinely holds annual competency development programs, including for the highest governance bodies. Capacity building at the Board of Directors and Board of Commissioners levels is a priority, given their strategic role in determining the Company's sustainability direction and policies.

Throughout 2025, members of the Board of Directors and Board of Commissioners participated in various executive training programs, educational programs, seminars, and conferences relevant to sustainability issues. This involvement reflects the Company's commitment to ensuring that strategic decisions are supported by a cutting-edge understanding of global and national sustainability dynamics and challenges.

Details of the training programs attended by members of the Board of Directors, Board of Commissioners, and Committees are presented in the following table.

Pelatihan Keberlanjutan yang Diikuti oleh Dewan Komisaris dan Direksi
Sustainability Training Attended by the Board of Commissioners and Board of Directors

Direksi Director	Jenis dan Materi Pendidikan dan Pelatihan Types and Content of Education and Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Maroef Sjamsoeddin (Direktur Utama | President Director)	*14th GRC Series: Investment Risk*	Daring, 14 Maret 2025 Online, 14 March 2025	MIND ID
	15th GRC Series: A Method for Assessing the Impact of Corporate Risk	Daring, 2 Mei 2025 Online, 2 May 2025	MIND ID
	16th GRC Series: GRC Perspective on Sustainability in Mining & Metals Industries	Daring, 23 Mei 2025 Online, 23 May 2025	MIND ID
	17th GRC Series: Innovation through a lens of mature	Daring, 20 Juni 2025 Online, 20 June 2025	MIND ID
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Daring, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
Dany Amrul Ichdan (Wakil Direktur Utama | Vice President Director)	*13th GRC Series: Operational Risk in Mining & Metal Industry "Our Roles as Safety Leader"*	Daring, 14 Januari 2025 Online, 14 January 2025	MIND ID
	14th GRC Series: Investment Risk	Daring, 14 Maret 2025 Online, 14 March 2025	MIND ID
	15th GRC Series: A Method for Assessing the Impact of Corporate Risk	Daring, 2 Mei 2025 Online, 2 May 2025	MIND ID
	16th GRC Series: GRC Perspective on Sustainability in Mining & Metals Industries	Daring, 23 Mei 2025 Online, 23 May 2025	MIND ID
	17th GRC Series: Innovation through a lens of mature	Daring, 20 Juni 2025 Online, J 20 une 2025	MIND ID
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID

Direksi Director	Jenis dan Materi Pendidikan dan Pelatihan Types and Content of Education and Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan *23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry*	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
STJ. Budi Santoso (Direktur Perencanaan Pengolahan Sumber Daya Mineral | Director of Mineral Resources Processing Planning)	*MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda*	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	17th GRC Series: Innovation through a lens of mature	Daring, 20 Juni 2025 Online, 20 June 2025	MIND ID
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
Kuswantoro Pranabudi (Direktur Portofolio & Pengembangan Usaha | Director of Portfolio & Business Development)	*17th GRC Series: Innovation through a lens of mature*	Daring, 20 Juni 2025 Online, 20 June 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	Customer Gathering INALUM 2025 (sebagai pembicara dan panelist)	Bali, 28 November 2025 Bali, 28 November 2025	INALUM
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID

Direksi Director	Jenis dan Materi Pendidikan dan Pelatihan Types and Content of Education and Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Adityo Kusumo (Direktur Keuangan & Investasi | Director of Finance & Investment)	*MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda*	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	17th GRC Series: Innovation through a lens of mature	Daring, 20 Juni 2025 Online, 20 June 2025	MIND ID
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	Bahana Sekuritas
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
Adityo Kusumo (Direktur Keuangan & Investasi | Director of Finance & Investment)	*23rd GRC Series: Transforming Governance Excellence* Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
Tedy Badrujaman (Direktur Strategi Hilirisasi dan Ekosistem Mineral | Director of Downstream Strategy and Mineral Ecosystem)	*17th GRC Series: Innovation through a lens of mature*	Daring, 20 Juni 2025 Online, 20 June 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
	Sharing Session Kajian Rantai Pasok dan Produksi Logam Tanah Jarang Untuk Mendukung Implementasi Hilirisasi Logam Tanah Jarang Nasional Sharing Session on Supply Chain and Metal Production Studies Rare Earths to Support the Implementation of National Rare Earth Metal Downstreaming	Jakarta, 10 Desember 2025 Jakarta, 10 December 2025	PT PERMINAS (Persero)

Direksi Director	Jenis dan Materi Pendidikan dan Pelatihan Types and Content of Education and Training	Waktu dan Tempat Time and Place	Penyelenggara Organizer
Firman Shantyabudi (Direktur Manajemen Risiko, Legal dan HSSE | Director of Risk Management, Legal, and HSSE)	*18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries*	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	19th GRC Series: Future-Proofing MIND ID: Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	20th GRC Series: Maximizing Social Impact: How GRC Strengthens Community Investment	Daring, 26 September 2025 Online, 26 September 2025	MIND ID
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
	Penilaian Dewan Juri *Grand Final Risk Management Award* 2025 Kategori Inovasi	Kuala Tanjung, 4 Desember 2025 Kuala Tanjung, 4 December 2025	Inalum
Pambudi Soenarsihanto (Direktur Transformasi Korporasi dan Human Capital Management | Director of Corporate Transformation and Human Capital Management)	*18th GRC Series: Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries*	Daring, 18 Juli 2025 Online, 18 July 2025	MIND ID
	MIND ID Breakthrough Transformation: BOD Retreat Objectives & Agenda	Bogor, 22-23 Juli 2025 Bogor, 22-23 July 2025	McKinsey
	FHCI Expert Series #2	Jakarta, 27 Agustus 2025 Jakarta, 27 August 2025	FHCI
	Xcellence Batch 3 & 4 Project Showcase	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	DTKHCM Alignment	Jakarta, 16 Agustus 2025 Jakarta, 16 August 2025	MIND ID
	Sharing Session - Xcellence - Batch 8	Jakarta, 1 September 2025 Jakarta, 1 September 2025	MIND ID
	Leaders Roundtable	Jakarta, 10 Oktober 2025 Jakarta, 10 October 2025	Danantara
	21st GRC Series: Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	Daring, 24 Oktober 2025 Online, 24 October 2025	MIND ID
	Xcellence Batch 5&6 Project Showcase	Daring, 29 Agustus 2025 Online, 29 August 2025	MIND ID
	"Building a Learning Organization"	Daring, 14 November 2025 Online, 14 November 2025	ID Survey (External)
	22nd GRC Series: Strengthening Corporate Image and Managing Communication Risks	Daring, 21 November 2025 Online, 21 November 2025	MIND ID
	23rd GRC Series: Transforming Governance Excellence Peran ICOFR dalam Meningkatkan Keandalan dan Kepercayaan di Industri Pertambangan 23rd GRC Series: Transforming Governance Excellence: ICOFR's Role in Enhancing Reliability and Trust in the Mining Industry	Daring, 10 Desember 2025 Online, 10 December 2025	MIND ID
	Inalum Culture & Learning Festival	Kuala Tanjung, 4 Desember 2025 Kuala Tanjung, 4 December 2025	INALUM

Adapun informasi mengenai pelatihan terkait topik keberlanjutan yang diikuti oleh Dewan Komisaris dan Direksi pada masing-masing Anggota MIND ID dapat dilihat pada Laporan Keberlanjutan 2025 masing-masing entitas. (link QR SR Anggota MIND ID).

Information concerning the training on sustainability topics attended by the Board of Commissioners and Directors of each MIND ID Member can be seen in the 2025 Sustainability Report of each respective entity.

Evaluasi Kinerja Badan Tata Kelola [GRI 2-18]

MIND ID secara konsisten melaksanakan evaluasi kinerja Badan Tata Kelola guna memastikan efektivitas pelaksanaan fungsi pengawasan dan pengambilan keputusan strategis. Evaluasi ini bertujuan untuk menilai sejauh mana Dewan Komisaris dan Direksi menjalankan peran dan tanggung jawabnya, termasuk dalam mengawasi pengelolaan dampak ekonomi, lingkungan, dan sosial Perusahaan.

Penilaian kinerja dilakukan dengan mengacu pada tugas dan tanggung jawab yang diatur dalam *Board Manual*, serta diukur melalui Indikator Kinerja Utama (*Key Performance Indicators*/ KPIs) dan Rencana Kerja Dewan Komisaris maupun Direksi. Dengan pendekatan ini, evaluasi tidak hanya menitikberatkan pada pencapaian finansial, tetapi juga pada efektivitas tata kelola dan pengelolaan isu-isu keberlanjutan.

Performance Evaluation of the Governance Body [GRI 2-18]

MIND ID consistently evaluates the performance of the Governance Body to ensure the effectiveness of its oversight and strategic decision-making functions. These evaluations aim to assess the extent to which the Board of Commissioners and Board of Directors conduct their roles and responsibilities, including overseeing the management of the Company's economic, environmental, and social impacts.

Performance assessments are conducted based on the duties and responsibilities stipulated in the Board Manual and measured through Key Performance Indicators (KPIs) and the Board of Commissioners' and Board of Directors' Work Plans. This approach ensures that evaluations focus not only on financial performance but also on the effectiveness of governance and management of sustainability issues.



Dalam konteks keberlanjutan, Anggota MIND ID melaksanakan evaluasi secara berkala melalui berbagai mekanisme, antara lain sebagai berikut:

- Evaluasi terhadap KPI *Corporate* dan Direksi yang terkait dengan aspek ESG.
- Evaluasi atas pemenuhan Aspirasi Pemegang Saham.
- Pelaporan Kinerja melalui *Monitoring and Evaluation* Anggota MIND ID yang mencakup isu Keberlanjutan.
- Evaluasi pencapaian kinerja keberlanjutan seperti pencapaian peringkat PROPER, pencapaian penurunan emisi Gas Rumah Kaca (GRK), dan metode *review* GCG atas tindak lanjut rekomendasi atau area perbaikan.
- Seluruh Anggota MIND ID telah melaksanakan audit oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) secara rutin 1 (satu) tahun sekali.

In the context of sustainability, MIND ID members conduct periodic evaluations through various mechanisms, including the following:

- Evaluation of Corporate and Board of Directors KPIs related to ESG aspects.
- Evaluation of the fulfillment of Shareholder Aspirations.
- Performance Reporting through Monitoring and Evaluation of MIND ID Members which includes Sustainability issues.
- Evaluation of sustainability performance achievements such as PROPER rating achievement, Greenhouse Gas (GHG) emission reduction achievement, and GCG review methods for follow-up recommendations or areas of improvement.
- All MIND ID members have undergone audits by the Financial and Development Supervisory Agency (BPKP) routinely once a year.

Proses *monitoring* tersebut dilakukan secara berkala, minimal satu kali dalam satu bulan, melalui berbagai forum resmi, seperti Rapat Direksi, Rapat Dewan Komisaris, Rapat Gabungan Direksi dan Dewan Komisaris, serta pembahasan khusus terkait kinerja keberlanjutan dalam pertemuan organ tata kelola tertinggi. Selain itu, evaluasi juga dilakukan dalam forum koordinasi dengan Kementerian BUMN, kementerian teknis terkait, lembaga tinggi negara lainnya, serta dalam Rapat Umum Pemegang Saham (RUPS) Tahunan.

This monitoring process is conducted periodically, at least once a month, through various official forums, such as Board of Directors Meetings, Board of Commissioners Meetings, Joint Board of Directors and Board of Commissioners Meetings, and special discussions regarding sustainability performance at meetings of the highest governance bodies. In addition, evaluations are also conducted in coordination forums with the Ministry of State-Owned Enterprises, relevant technical ministries, other high-ranking state institutions, and at the Annual General Meeting of Shareholders (AGM).

Selain mekanisme internal, proses evaluasi kinerja badan tata kelola juga dilaksanakan secara independen melalui keterlibatan pihak ketiga yang kompeten dan berpengalaman di bidang tata kelola perusahaan, guna memastikan objektivitas, transparansi, dan akuntabilitas hasil evaluasi.

In addition to internal mechanisms, the performance evaluation process of the governance body is also conducted independently by involving competent and experienced third parties in the field of corporate governance. This approach aims to ensure the objectivity, transparency, and accountability of the evaluation results.

Hasil evaluasi tersebut, termasuk rekomendasi perbaikan yang dihasilkan, menjadi dasar bagi Perusahaan dalam menetapkan dan melaksanakan langkah tindak lanjut, antara lain melalui penguatan kebijakan, peningkatan kinerja keberlanjutan, serta penyempurnaan praktik tata kelola secara berkelanjutan.

The results of the evaluation, including the recommendations for improvements generated, serve as the basis for the Company in establishing and implementing follow-up actions, among others through strengthening policies, enhancing sustainability performance, and continuously refining governance practices.

Pencapaian Tata Kelola Perusahaan
Corporate Governance Achievement



Courtesy of ANTAM

ANTAM Raih Predikat "*The Most Trusted Company*" dari CGPI

ANTAM Receives the "Most Trusted Company" Award from CGPI

ANTAM meraih predikat Sangat Terpercaya dalam ajang *Corporate Governance Perception Index* (CGPI) 2024 yang diselenggarakan oleh Indonesian Institute for Corporate Governance (IICG) bekerja sama dengan Majalah SWA, pada Selasa, 25 November 2025 di Jakarta. Capaian ANTAM dalam CGPI 2024 sebagai *The Most Trusted Company* mencerminkan keseriusan Perusahaan untuk terus melakukan peningkatan penerapan tata kelola perusahaan yang baik dalam seluruh lini operasi. ANTAM meraih total nilai sebesar 88,02 (Sangat Terpercaya).

Dengan hasil ini, ANTAM menegaskan komitmennya untuk terus memperkuat praktik tata kelola selaras dengan standar nasional dan internasional dalam mendukung kinerja berkelanjutan dan nilai jangka panjang perusahaan.

ANTAM received the 'Most Trusted' predicate at the 2024 Corporate Governance Perception Index (CGPI) ceremony, hosted by the Indonesian Institute for Corporate Governance (IICG) in collaboration with SWA Magazine, on Tuesday, 25 November 2025, in Jakarta. ANTAM's achievement in the 2024 CGPI as The Most Trusted Company reflects the Company's seriousness in continuing to improve the implementation of good corporate governance in all lines of operation. ANTAM achieved a total score of 88.02 (Very Trusted).

With these results, ANTAM affirms its commitment to continue strengthening governance practices in line with national and international standards in supporting sustainable performance and the company's long-term value.

Inisiatif Tata Kelola Perusahaan
Corporate Governance Initiatives



Courtesy of INALUM

Penguatan Kompetensi ESG, K3, dan Kepemimpinan Berkelanjutan

Strengthening ESG, OHS, and Sustainable Leadership Competencies

Sepanjang tahun 2025, pimpinan serta anggota Departemen *Corporate Social Responsibility* (CSR) dan Departemen *Health, Safety and Environment* (HSE) INALUM mengikuti berbagai program pendidikan dan pelatihan untuk memperkuat pengelolaan dampak ekonomi, lingkungan, dan sosial. Materi pelatihan mencakup keberlanjutan dan aksi iklim, AMDAL dan ESG, keanekaragaman hayati, serta penguatan peran kepemimpinan dalam keselamatan kerja di industri pertambangan dan logam.

Selain itu, pengembangan kompetensi juga mencakup aspek tata kelola, budaya kerja, dan keselamatan melalui berbagai program seperti MIND ID GRC *Series*, MIND ID Academy, ICLF 2025, serta pelatihan *Safety Awareness*, integrasi Tunjuk Sebut (Shisa Kanko), dan manajemen risiko fatalitas. Seluruh inisiatif ini mendukung peningkatan kapasitas SDM dalam pengambilan keputusan berbasis data, penguatan budaya keselamatan, serta penerapan prinsip keberlanjutan secara konsisten di lingkungan perusahaan.

Throughout 2025, leaders and members of INALUM's Corporate Social Responsibility (CSR) and Health, Safety, and Environment (HSE) departments participated in various education and training programs to strengthen economic, environmental, and social impact management. Training topics covered sustainability and climate action, AMDAL and ESG, biodiversity, and strengthening leadership roles in occupational safety in the mining and metals industry.

Furthermore, competency development encompasses governance, work culture, and safety through various programs such as the MIND ID GRC Series, MIND ID Academy, ICLF 2025, as well as Safety Awareness training, Tunjuk Sebut (Shisa Kanko) integration, and fatality risk management. All of these initiatives support increased human resource capacity in data-driven decision making, strengthening a safety culture, and consistently implementing sustainability principles within the company.

Transparansi & Akuntabilitas

Peran Badan Tata Kelola dalam Laporan Keberlanjutan [GRI 2-14]

Badan Tata Kelola memegang peran sentral dalam proses penyusunan dan publikasi Laporan Keberlanjutan. Keterlibatan tersebut mencakup penetapan kebijakan dan prosedur pelaporan, pemantauan pelaksanaan program dan pencapaian target, penelaahan topik material, hingga proses reviu dan persetujuan akhir atas laporan secara keseluruhan. Dengan keterlibatan aktif ini, laporan yang disampaikan kepada pemangku kepentingan mencerminkan komitmen, kinerja, dan akuntabilitas Perusahaan secara menyeluruh.

Mengkomunikasikan Topik Material [GRI 2-16]

Dalam membangun hubungan yang konstruktif dan berkelanjutan dengan para pemangku kepentingan, MIND ID menerapkan komunikasi yang terbuka dan transparan mengenai isu-isu material yang berpotensi memengaruhi kinerja dan keberhasilan bisnis. Perusahaan secara proaktif menyampaikan informasi mengenai bagaimana aspek ekonomi, lingkungan, dan sosial dikelola sebagai bagian dari strategi keberlanjutan.

Penyampaian isu-isu kritis kepada Badan Tata Kelola Tertinggi dilakukan melalui berbagai forum formal, seperti Rapat Direksi, Rapat Dewan Komisaris, Rapat Gabungan Direksi dan Dewan Komisaris, serta RUPS. Mekanisme komunikasi juga melibatkan pemegang saham dan pegawai melalui pengumuman resmi, portal internal Perusahaan, maupun forum diskusi terbuka.

Di samping itu, Perusahaan menjalin komunikasi aktif dengan pemerintah dan masyarakat melalui pertemuan formal, musyawarah, serta partisipasi dalam seminar dan forum terkait ESG. Pendekatan ini memastikan bahwa setiap isu material dapat ditindaklanjuti secara tepat dan terkoordinasi.

Kebijakan Remunerasi [GRI 2-19] [GRI 2-20] [GRI 2-21]

Penetapan remunerasi Direksi dan Dewan Komisaris mengacu pada Peraturan Menteri BUMN Republik Indonesia Pasal 96 Undang-Undang RI No. 40 Tahun 2007 tentang Perseroan Terbatas yang mengatur besarnya gaji dan tunjangan Direksi ditetapkan berdasarkan keputusan RUPS, Pasal 113 Undang-Undang RI No. 40 Tahun 2007 tentang Perseroan Terbatas yang mengatur besarnya gaji dan honorarium serta tunjangan bagi anggota Dewan Komisaris ditetapkan oleh RUPS, dan Peraturan Menteri BUMN RI No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;

Transparency & Accountability

The Role of Governance Bodies in Sustainability Reporting [GRI 2-14]

The Governance Body plays a central role in the preparation and publication of the Sustainability Report. Its involvement encompasses establishing reporting policies and procedures, monitoring program implementation and target achievement, reviewing material topics, and finalizing the overall report review and approval process. Through this active involvement, the report presented to stakeholders reflects the Company's overall commitment, performance, and accountability.

Communicating Material Topics [GRI 2-16]

To build constructive and sustainable relationships with stakeholders, MIND ID implements open and transparent communication on material issues that could potentially impact business performance and success. The Company proactively communicates information on how economic, environmental, and social aspects are managed as part of its sustainability strategy.

Critical issues are communicated to the Supreme Governance Body through various formal forums, such as Board of Directors Meetings, Board of Commissioners Meetings, Joint Board of Directors and Board of Commissioners Meetings, and the General Meeting of Shareholders. Communication mechanisms also involve shareholders and employees through official announcements, the Company's internal portal, and open discussion forums.

In addition, the Company maintains active communication with the government and the public through formal meetings, discussions, and participation in ESG-related seminars and forums. This approach ensures that any material issues can be addressed appropriately and in a coordinated manner.

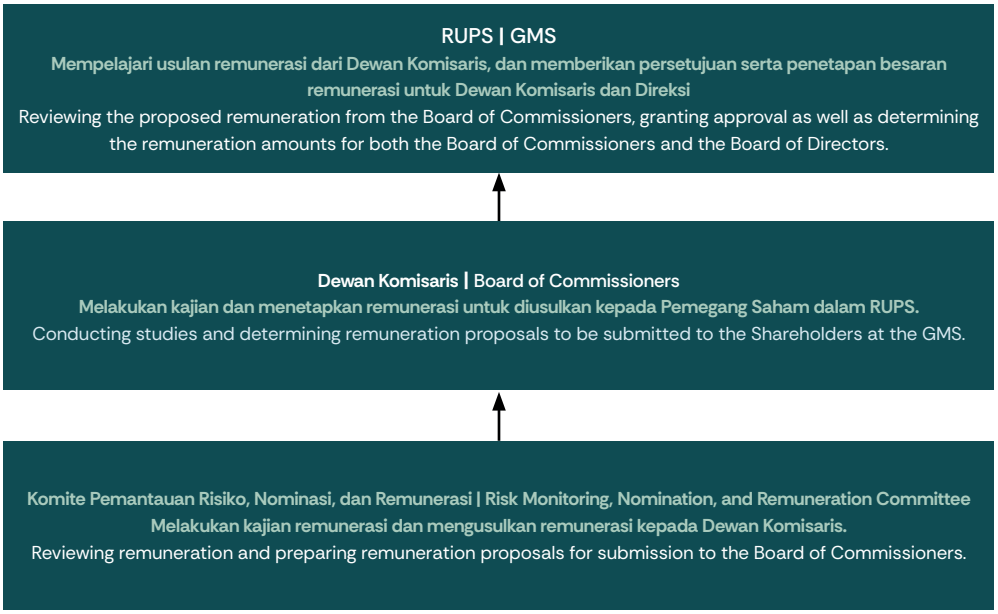
Remuneration Policy [GRI 2-19] [GRI 2-20] [GRI 2-21]

The remuneration for the Directors and the Board of Commissioners refers to the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia, specifically Article 96 of Law No. 40 of 2007 concerning Limited Liability Companies. This regulation states that the salary and allowances for the Directors are determined by the decision of the General Meeting of Shareholders (GMS). Furthermore, Article 113 of Law No. 40 of 2007 stipulates that the salaries, honorariums, and allowances for members of the Board of Commissioners are also established by the GMS. Additionally, the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-3/MBU/03/2023, concerning the Organs and Human Resources of State-Owned Enterprises.

Penyusunan struktur dan besaran remunerasi bagi Dewan Komisaris dan Direksi dilakukan dengan mempertimbangkan beberapa aspek utama, antara lain ketentuan peraturan perundang-undangan yang berlaku, kinerja Perusahaan, pencapaian kinerja Dewan Komisaris dan Direksi, praktik remunerasi pada industri dengan karakteristik dan skala usaha sejenis, serta regulasi lain yang berkaitan dengan remunerasi, termasuk ketentuan Upah Minimum dan peraturan ketenagakerjaan.Hasil kajian remunerasi tersebut disampaikan oleh Dewan Komisaris berdasarkan usulan dari Komite Pemantauan Risiko, Nominasi & Remunerasi sebagai bahan pertimbangan dalam penetapan remunerasi oleh Pemegang Saham.

The structure and amount of remuneration for the Board of Commissioners and Board of Directors are prepared with due consideration of the applicable laws and regulations, the Company's performance, individual performance achievements, remuneration practices at industries of comparable scale, and other relevant provisions, including Minimum Wage and employment regulations. The results of the remuneration review are submitted by the Board of Commissioners. based on proposals from the Risk Monitoring, Nomination & Remuneration Committee, as consideration for determination by the Shareholders.

Proses Penetapan Remunerasi Dewan Komisaris
Process for Determining Remuneration of the Board of Commissioners



Sesuai dengan ketentuan dalam Peraturan Menteri BUMN Nomor: PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN yang menyatakan dalam hal RUPS/Menteri tidak menetapkan besarnya Gaji Direktur Utama dan Honorarium Komisaris Utama BUMN untuk tahun tertentu, penetapan besarnya Gaji anggota Direksi dan Honorarium anggota Dewan Komisaris BUMN menggunakan besaran yang paling akhir ditetapkan dan diberlakukan oleh RUPS/Menteri.

Under Regulation Number: PER-3/MBU/03/2023 of the Minister of State-Owned Enterprises concerning Organs and Human Resources of State-Owned Enterprises, if the GMS/Minister does not determine the President Director's Salary or the President Commissioner's Honorarium for a particular year, the remuneration for members of the Board of Directors and Board of Commissioners shall follow the most recent amount determined and enforced by the GMS/Minister.

Oleh karena RUPS belum menetapkan besaran Gaji Direktur Utama dan Honorarium Komisaris Utama MIND ID untuk tahun 2025, maka besaran Gaji anggota Direksi dan Honorarium anggota Dewan Komisaris BUMN menggunakan besaran sesuai dengan penetapan untuk tahun 2024.

Since the GMS has not determined the President Director's Salary and the President Commissioner's Honorarium for 2025, the remuneration for members of the Board of Directors and Board of Commissioners of SOE shall be based on the amounts recently determined, namely those set for 2024.

Struktur Remunerasi Dewan Komisaris dan Direksi

Struktur remunerasi Dewan Komisaris dan Direksi disusun berdasarkan pedoman internal serta ketentuan yang berlaku bagi BUMN, dengan pendekatan yang mempertimbangkan tanggung jawab jabatan, kinerja perusahaan, dan pencapaian *Key Performance Indicators* (KPIs). Komponen remunerasi mencakup penghasilan tetap, tunjangan, fasilitas, serta tantiem atau insentif kinerja.

Bagi Dewan Komisaris, remunerasi terdiri atas honorarium bulanan, tunjangan, fasilitas, dan tantiem atau insentif kinerja. Besaran honorarium Komisaris Utama ditetapkan sebesar 45% dari gaji Direktur Utama, sedangkan Komisaris memperoleh sebesar 90% dari honorarium Komisaris Utama. Dewan Komisaris juga memperoleh tunjangan seperti Tunjangan Hari Raya (THR), tunjangan transportasi, dan asuransi purna jabatan, serta fasilitas kesehatan dan bantuan hukum untuk mendukung pelaksanaan tugas pengawasan.

Sementara itu, remunerasi Direksi terdiri atas gaji, tunjangan, fasilitas, dan tantiem atau insentif kinerja yang ditetapkan berdasarkan pedoman internal Menteri BUMN selaku kuasa pemegang saham. Struktur penggajian Direksi menggunakan Direktur Utama sebagai acuan, dengan Wakil Direktur Utama menerima 90% dari gaji Direktur Utama dan Direktur lainnya sebesar 85%. Direksi juga memperoleh tunjangan seperti THR, tunjangan perumahan, asuransi purna jabatan, serta fasilitas kendaraan dinas, kesehatan, dan bantuan hukum.

Pemberian tantiem dan insentif kinerja bagi Dewan Komisaris maupun Direksi dikaitkan dengan profitabilitas perusahaan dan pencapaian KPI di atas 100%, sebagai bentuk alignment antara kompensasi dan kinerja perusahaan. Selain itu, aspek perpajakan atas gaji, honorarium, tunjangan, dan fasilitas ditanggung oleh perusahaan, sedangkan pajak atas tantiem atau insentif kinerja menjadi tanggung jawab masing-masing individu penerima remunerasi.

Selain struktur dan komponen di atas, Perusahaan tidak memberikan remunerasi dalam bentuk lainnya seperti bonus non kinerja. Perusahaan juga tidak memiliki kebijakan opsi saham bagi Dewan Komisaris dan Direksi.

Structure of Remuneration for the Board of Commissioners and Board of Directors

The remuneration structure for the Board of Commissioners and Board of Directors is established in accordance with internal guidelines and applicable SOE regulations, taking into account job responsibilities, company performance, and achievement of Key Performance Indicators (KPIs). Remuneration components include fixed income, allowances, facilities, and variable components such as bonuses or performance incentives.

For the Board of Commissioners, remuneration consists of a monthly honorarium, allowances, facilities, and bonuses or performance incentives. The President Commissioner's honorarium is set at 45% of the President Director's salary, while other Commissioners receive 90% of the President Commissioner's honorarium. In addition, the Board of Commissioners receives allowances such as religious holiday allowances (THR), transportation allowances, and post-employment insurance, as well as healthcare and legal assistance to support the implementation of their supervisory duties.

Meanwhile, the Board of Directors' remuneration consists of salary, allowances, facilities, and bonuses or performance incentives, which are determined based on internal guidelines from the Minister of State-Owned Enterprises, acting as the shareholder's proxy. The Board of Directors' salary structure uses the President Director as a reference, with the Deputy President Director receiving 90% of the President Director's salary and other Directors receiving 85%. Directors also receive benefits such as religious holiday bonuses (THR), housing allowances, post-employment insurance, official vehicles, health care, and legal assistance.

Bonuses and performance incentives for the Board of Commissioners and Board of Directors are granted based on Company profitability and KPI attainment above 100%, as a mechanism to align remuneration with performance. Furthermore, the Company assumes tax obligations for salaries, honorariums, allowances, and facilities, whereas taxes on bonuses and performance incentives are the responsibility of the respective recipients.

Beyond the structure and components described above, the Company does not provide other forms of remuneration, such as non-performance bonuses. The Company also does not have a stock option policy for the Board of Commissioners and Board of Directors.

Mekanisme *Whistleblowing* [GRI 2-26]

Sebagai bagian dari penguatan tata kelola perusahaan yang baik (*Good Corporate Governance*/GCG) dan budaya integritas di seluruh Grup MIND ID, Perusahaan menetapkan mekanisme pelaporan pelanggaran (*whistleblowing system*) yang berada di bawah pengawasan organ tata kelola terkait, termasuk Dewan Komisaris dan Komite Audit sesuai dengan struktur dan tingkat pengawasan masing-masing entitas dalam Grup. Mekanisme ini dirancang sebagai saluran pelaporan yang independen, aman, dan mudah diakses oleh seluruh pemangku kepentingan, termasuk pegawai, pemasok, mitra kerja, pelanggan, dan pihak ketiga lainnya. Untuk mendukung efektivitas penerapannya, Grup MIND ID juga secara proaktif mengomunikasikan keberadaan serta tata cara penggunaan *Whistleblowing System* (WBS) kepada pegawai sebagai bagian dari penguatan budaya tata kelola yang baik di lingkungan Perusahaan.

Dalam implementasinya, MIND ID mengoperasikan sistem pelaporan pelanggaran yang dikenal sebagai OpenMIND sebagai kanal utama pelaporan dugaan pelanggaran yang dilakukan oleh individu di lingkungan Perusahaan dan entitas Grup. Sistem ini dikelola oleh pihak ketiga independen dan dapat diakses 24 jam.

Kebijakan *Whistleblowing System* (WBS) disusun sebagai instrumen formal untuk menerima, menelaah, dan menindaklanjuti pengaduan, dengan mengacu pada Pedoman Sistem Pelaporan Pelanggaran OpenMIND serta Peraturan Komite Operating No. PER-008/DIRPEL/2021. Melalui kanal pelaporan yang tersedia, pelapor dapat menyampaikan laporan atas berbagai kategori pelanggaran sebagai berikut:

- Tindak Pidana
- Korupsi, Kolusi dan Nepotisme
- Kecurangan atau Pemerasan (*Fraud*)
- Diskriminasi dan Rasisme
- Pelecehan Seksual
- Pelanggaran Peraturan Internal
- Radikalisme

Dalam memastikan kualitas dan akuntabilitas laporan, OpenMIND menetapkan standar penerimaan pengaduan yang harus dipenuhi oleh pelapor. Setiap laporan dugaan pelanggaran diharapkan memuat informasi yang jelas dan dapat dipertanggungjawabkan, sekurang-kurangnya mencakup unsur *what*, *where*, *when*, *who*, dan *how* (4W+1H). Kelengkapan unsur tersebut menjadi prasyarat penting agar laporan dapat diverifikasi dan ditindaklanjuti secara efektif.

Grup MIND ID berkomitmen menjaga keamanan dan kerahasiaan proses pelaporan melalui WBS dengan merahasiakan identitas pelapor, menerapkan kebijakan pelarangan pembalasan

Whistleblowing Mechanism [GRI 2-26]

As part of strengthening good corporate governance (GCG) and fostering a culture of integrity across MIND ID Group, the Company has established a whistleblowing system under the supervision of relevant governance bodies, including the Board of Commissioners and the Audit Committee, in accordance with the structure and level of supervision of each entity within the Group. This mechanism is designed as an independent, secure, and easily accessible reporting channel for all stakeholders, including employees, suppliers, business partners, customers, and other third parties. To support its effective implementation, the MIND ID Group also proactively communicates the existence of and procedures for using the Whistleblowing System (WBS) to employees as part of strengthening a culture of good corporate governance within the Company.

In its implementation, MIND ID operates a violation reporting system known as OpenMIND as the main channel for reporting alleged violations committed by individuals within the Company and Group entities. This system is managed by an independent third party and can be accessed 24 hours a day.

The Whistleblowing System (WBS) policy is designed as a formal instrument for receiving, reviewing, and following up on complaints, based on the OpenMIND Violation Reporting System Guidelines and Operating Committee Regulation No. PER-008/DIRPEL/2021. Through the available reporting channels, whistleblowers can submit reports on various categories of violations, as follows:

- Criminal acts
- Corruption, Collusion and Nepotism
- Fraud or Extortion
- Discrimination and Racism
- Sexual harassment
- Violation of Internal Regulations
- Radicalism

To ensure the quality and accountability of reports, OpenMIND establishes standards for complaint acceptance that must be met by reporters. Every report of alleged violations is expected to contain clear and accountable information, at a minimum covering the elements of what, where, when, who, and how (4W+1H). The completeness of these elements is a crucial prerequisite for reports to be effectively verified and followed up.

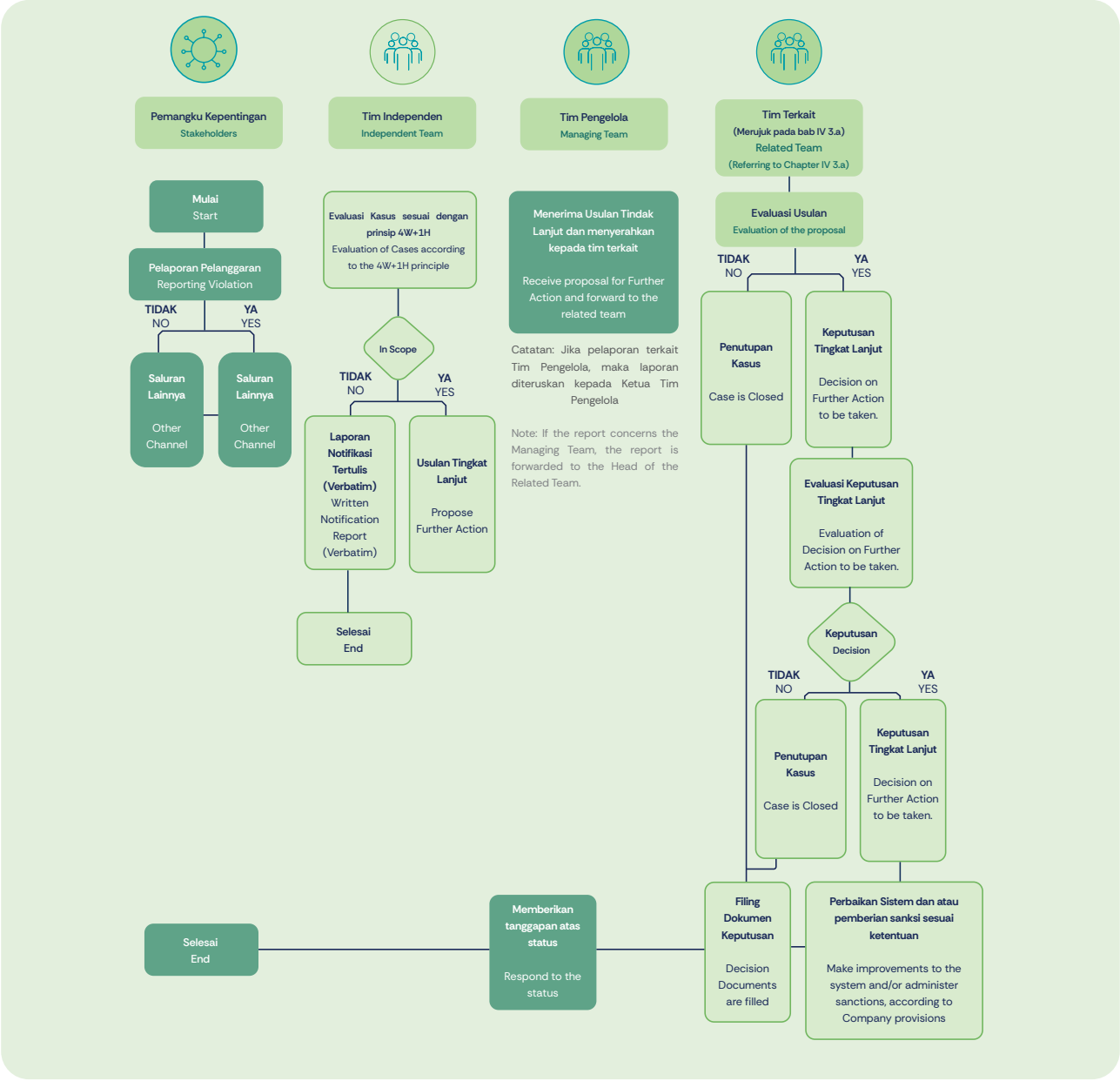
The MIND ID Group is committed to maintaining the security and confidentiality of the reporting process through the WBS by safeguarding the identity of whistleblowers, implementing a

(*non-retaliation policy*), serta memberikan perlindungan hukum dan keamanan terhadap segala bentuk ancaman, intimidasi, diskriminasi, maupun tindakan tidak menyenangkan lainnya, baik dari pihak internal maupun eksternal. Perlindungan tersebut juga berlaku bagi pihak yang melaksanakan pemeriksaan maupun pihak yang memberikan informasi terkait pelaporan, termasuk pemberian bantuan hukum kepada pelapor dan/atau saksi beserta anggota keluarganya yang beritikad baik dalam mendukung proses investigasi.

non-retaliation policy, and providing legal and security protection against any form of threats, intimidation, discrimination, or other unfavorable treatment from both internal and external parties. Such protection also applies to parties conducting investigations and individuals providing information related to reports, including the provision of legal assistance to whistleblowers and/or witnesses, as well as their family members, acting in good faith in support of the investigation process.

OpenMIND	ClearMIND
MIND ID menerapkan sistem pelaporan dugaan pelanggaran yang dikenal sebagai OpenMIND, yang memiliki keunggulan dibandingkan sistem *whistleblowing* pada umumnya. OpenMIND memungkinkan laporan disampaikan secara terbuka dan dapat diakses publik melalui situs https://mind.id/pages/openmind. Situs ini diperbarui setiap bulan dan menyajikan data statistik seperti jumlah laporan, status laporan (terbuka/tertutup), total entitas yang dilaporkan, serta kategori laporan. Informasi statistik juga disampaikan melalui kanal media sosial resmi MIND ID untuk meningkatkan transparansi.	Perusahaan menerapkan sistem pengendalian gratifikasi bernama ClearMIND, yang dikelola oleh Unit Pengendali Gratifikasi (UPG). Sistem ini berfungsi sebagai sarana pelaporan gratifikasi untuk mencegah praktik yang tidak etis dan mendorong seluruh pegawai, mitra kerja, pelanggan, serta pemangku kepentingan lainnya untuk melaporkan dugaan gratifikasi. ClearMIND dikhususkan untuk pelaporan gratifikasi yang dialami pegawai, dan dapat diakses melalui surat elektronik atau situs web https://clear.mind.id. Pelaporan mencakup informasi lengkap seperti data penerima dan pemberi, jenis dan lokasi objek gratifikasi, serta nilai nominal gratifikasi yang diterima. Sistem ini mendukung komitmen MIND ID terhadap tata kelola perusahaan yang transparan dan berintegritas.
MIND ID implements a reporting system for alleged violations known as OpenMIND, which offers advantages over traditional whistleblowing systems. OpenMIND allows reports to be submitted openly and is publicly accessible through the website https://mind.id/pages/openmind. The site is updated monthly and provides statistical data such as the number of reports, report status (open/closed), total number of reported entities, and report categories. Statistical information is also shared through MIND ID's official social media channels to enhance transparency.	The Company implements a gratuity control system called ClearMIND, which is managed by the Gratuity Control Unit (Unit Pengendali Gratifikasi, UPG). This system serves as a means of reporting gratuities to prevent unethical practices and encourages all employees, business partners, customers, and other stakeholders to report suspected gratuities. ClearMIND is specifically for reporting gratuities experienced by employees and can be accessed via email or the website https://clear.mind.id. Reporting includes complete information such as recipient and giver data, the type and location of the gratuity object, and the nominal value of the gratuity received. This system supports MIND ID's commitment to transparent and integrity-driven corporate governance.
Laporan dapat disampaikan melalui: Website : OpenMind-wbs.com Email : OpenMIND@kpmg.co.id Whatsapp : 0811-1464-632/0811-646-343 Post Mail : PT KPMG Siddharta Advisory Attn: KPMG EthicsLine (MIND ID) Menara Astra Lantai 21, Jl. Jend. Sudirman Kav. 5-6, Jakarta 10220	Reports can be submitted via: Website: OpenMind-wbs.com Email: OpenMIND@kpmg.co.id WhatsApp: 0811-1464-632/0811-646-343 Post Mail: PT KPMG Siddharta Advisory Attn: KPMG EthicsLine (MIND ID) Astra Tower 21st Floor, Jl. Jend. Sudirman Kav. 5-6, Jakarta 10220

Prosedur Sistem Pelaporan Pelanggaran *(Whistleblowing)* [GRI 2-25]
Whistleblowing System Procedures [GRI 2-25]



Jumlah Pengaduan dan Tindak Lanjut

Pada tahun 2025, MIND ID menerima 47 laporan dugaan pelanggaran melalui mekanisme WBS. Seluruh laporan yang diterima telah ditindaklanjuti dan diproses sesuai dengan prosedur serta ketentuan yang berlaku. Berikut rekapitulasi laporan yang masuk dan tindak lanjutnya oleh Perusahaan.

Complaints Received and Follow-Up Actions

In 2025, MIND ID received 47 reports of alleged violations through the WBS. All reports were duly followed up and processed in accordance with applicable procedures and regulations. The following is a summary of the reports received and the Company's follow-up actions.

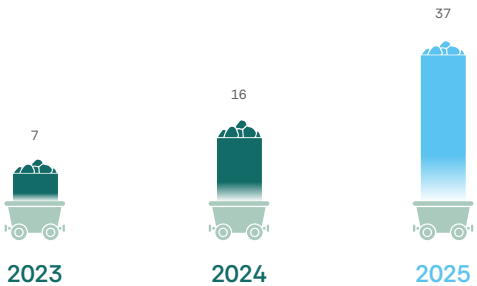
Daftar Laporan 2025
Table of Report 2025

Kategori Laporan Report Category	2025	2024	2023
Kategori Laporan Report Category			
Tindak Pidana Criminal Act	-	-	
Kecurangan Fraud	3		1
Korupsi, Kolusi, dan Nepotisme (KKN) Corruption, Collusion, and Nepotism	-		
Pemerasan Extortion	-		
Pelecehan seksual, perundungan, dan pencemaran nama baik Sexual harassment, bullying, and defamation	2	3	1
Pelanggaran Kode Etik Code of Ethics Violation	10	4	5
Radikalisme Radicalism	-		
Di luar kategori Outside established categories	32	12	2
Total	**47**	**19**	**9**
Status Penyelesaian Resolution Status			
Dalam Proses Penyelesaian (pada akhir tahun pelaporan) Under Resolution Process (as of the end of the reporting year)	10	3	2
Sudah Selesai pada akhir tahun pelaporan Resolved (as of the end of the reporting year)	37	16	7
Total	**47**	**19**	**9**

Dalam Proses Penyelesaian (pada akhir tahun pelaporan)
Under Resolution Process (as of the end of the reporting year)



Sudah Selesai pada akhir tahun pelaporan
Resolved (as of the end of the reporting year)



Etika Bisnis & Kepatuhan
Business Ethics & Compliance

Konflik Kepentingan [GRI 2-15]

Grup MIND ID menerapkan kebijakan dan mekanisme pengendalian untuk mencegah serta memitigasi potensi konflik kepentingan dalam setiap aktivitas bisnis. Setiap individu dalam organisasi wajib mengidentifikasi, mengungkapkan, dan mengelola potensi konflik kepentingan dengan penuh integritas. Perusahaan menegaskan pentingnya transparansi dalam setiap proses pengambilan keputusan, dengan mempertimbangkan kepentingan seluruh pemangku kepentingan secara adil dan objektif.

Pedoman Kode Etik dan Pedoman Perilaku menjadi landasan dalam mengatur Perilaku Usaha dan Perilaku Kerja, termasuk hubungan Perusahaan dengan berbagai pihak terkait. Perilaku Usaha meliputi hubungan Perusahaan dengan:

1. Pegawai
2. Pelanggan
3. Pemasok
4. Kreditur/Investor
5. Mitra Kerja
6. Pesaing
7. Pemerintah dan Lembaga Publik
8. Masyarakat
9. Media
10. Anggota MIND ID

Adapun Perilaku Kerja meliputi:

1. Sesama Pegawai Perusahaan
2. Informasi Perusahaan
3. Aset Perusahaan
4. Kekayaan Intelektual
5. Keamanan dan Keselamatan, Kesehatan Kerja dan Lindungan Lingkungan
6. Laporan Keuangan
7. Benturan Kepentingan dan Penyalahgunaan Wewenang
8. Pemberian dan Penerimaan (Gratifikasi)
9. Kegiatan Politik

Pedoman Perilaku disosialisasikan secara berkala kepada seluruh pegawai melalui berbagai program internalisasi, serta dikomunikasikan kepada mitra usaha dan pemangku kepentingan eksternal. Dokumen tersebut juga tersedia secara digital melalui situs resmi Perusahaan untuk memastikan aksesibilitas dan transparansi. Seluruh pegawai di seluruh tingkatan Perusahaan memiliki komitmen dan tanggung jawab untuk menjalankan kode etik secara konsisten. Direksi dan Komite Audit secara aktif menegaskan pentingnya penerapan etika sebagai fondasi keberlanjutan Perusahaan.

Conflict of Interest [GRI 2-15]

MIND ID Group implements policies and control mechanisms to prevent and mitigate potential conflicts of interest in all business activities. Every individual within the organization is required to identify, disclose, and manage potential conflicts of interest with integrity. The Company emphasizes the importance of transparency in every decision-making process, taking into account the interests of all stakeholders fairly and objectively.

The Code of Ethics and Code of Conduct serve as the basis for regulating Business Conduct and Work Conduct, including the Company's relationships with various related parties. Business Conduct encompasses the Company's relationships with:

1. Employees
2. Customers
3. Suppliers
4. Creditors/Investors
5. Work partners
6. Competitors
7. Government and Public Institutions
8. Public
9. Media
10. MIND ID Members

Work Behavior includes:

1. Fellow Company Employees
2. Company Information
3. Company Assets
4. Intellectual Property
5. Security and Safety, Occupational Health and Environmental Protection
6. Financial statements
7. Conflict of Interest and Abuse of Authority
8. Giving and Receiving (Gratuities)
9. Political Activities

The Code of Conduct is regularly disseminated to all employees through various internalization programs and communicated to business partners and external stakeholders. The document is also available digitally on the Company's official website to ensure accessibility and transparency. All employees at all levels of the Company are committed to and responsible for consistently implementing the code of ethics. The Board of Directors and the Audit Committee actively emphasize the importance of implementing ethics as a foundation for the Company's sustainability.

Pemantauan atas benturan kepentingan dilakukan melalui mekanisme pelaporan internal, termasuk penyampaian pernyataan kepatuhan secara berkala, pengungkapan dalam rapat Direksi dan Dewan Komisaris apabila terdapat agenda yang berpotensi menimbulkan konflik, serta pengawasan melalui sistem pengendalian internal Perusahaan. Ketentuan mengenai pengelolaan benturan kepentingan juga diatur dalam *Board Charter*, yang menjadi pedoman bagi Direksi dan Dewan Komisaris dalam memastikan setiap pengambilan keputusan dilakukan secara independen, transparan, dan bebas dari konflik kepentingan.

Monitoring of conflicts of interest is carried out through internal reporting mechanisms, including the periodic submission of compliance statements, disclosure in Board of Directors and Board of Commissioners meetings when there are agenda items that may potentially give rise to conflicts, and oversight through the Company's internal control system. Provisions on the conflict of interest management are set forth in the Board Charter, which serves as guidance for the Board of Directors and the Board of Commissioners to ensure that all decisions are made independently, transparently, and free from conflicts of interest.

Setiap potensi benturan kepentingan yang teridentifikasi dicatat, dievaluasi, dan ditindaklanjuti sesuai ketentuan yang berlaku. Sepanjang periode pelaporan, tidak terdapat kasus benturan kepentingan yang bersifat material yang berdampak signifikan terhadap kinerja dan reputasi Perusahaan, baik yang melibatkan Dewan Komisaris, Direksi, pemasok, pihak berelasi, maupun pihak ketiga lainnya. [GRI 2-16]

Every identified potential conflict of interest is recorded, evaluated, and followed up in accordance with applicable provisions. Throughout the reporting period, there were no material conflicts of interest that had a significant impact on the Company's performance and reputation, whether involving the Board of Commissioners, Board of Directors, suppliers, related parties, or other third parties. [GRI 2-16]

MIND ID juga menerapkan mekanisme pelaporan dan eskalasi atas *critical concerns* kepada Direksi sebagai bagian dari penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*). *Critical concerns* merupakan isu-isu material yang berpotensi memberikan dampak signifikan terhadap kinerja operasional, reputasi, kepatuhan hukum, serta aspek lingkungan dan sosial Perusahaan.

MIND ID also implements a reporting and escalation mechanism for critical concerns to the Board of Directors as part of its Good Corporate Governance implementation. Critical concerns are material issues that have the potential to significantly impact the Company's operational performance, reputation, legal compliance, and environmental and social aspects.

Penyampaian *critical concerns* dilakukan melalui berbagai kanal formal, termasuk laporan manajemen, sistem pelaporan internal, serta mekanisme pelaporan pelanggaran (*whistleblowing system*), yang kemudian ditelaah dan ditindaklanjuti melalui rapat gabungan Dewan Komisaris dan Direksi sesuai dengan tingkat urgensi dan dampaknya.

Critical concerns are conveyed through various formal channels, including management reports, internal reporting systems, and whistleblowing systems, which are then reviewed and followed up through joint meetings of the Board of Commissioners and the Board of Directors according to the level of urgency and the impact.

Sepanjang tahun 2025, Dewan Komisaris telah menyelenggarakan 14 kali rapat gabungan dengan mengundang Direksi. Pembahasan dalam rapat gabungan tersebut mencakup evaluasi kinerja Perusahaan secara bulanan serta berbagai isu strategis Perusahaan, termasuk RKAP, struktur organisasi, proyek strategis, dan isu strategis lainnya.

Throughout 2025, the Board of Commissioners held 14 joint meetings, inviting the Board of Directors. Discussions at these meetings included monthly performance evaluations and various strategic issues, including the Company Work Plan and Budget (RKAP), organisational structure, strategic projects, and other strategic issues.

Antikorupsi

Korupsi merupakan tantangan serius yang menjadi perhatian utama para pemangku kepentingan maupun masyarakat luas. Menyadari risiko tersebut, Perusahaan secara proaktif menerapkan kebijakan dan sistem manajemen antikorupsi yang terintegrasi. Inisiatif ini dirancang untuk melindungi Perusahaan dari potensi kerugian material, termasuk hilangnya peluang atau keuntungan komersial, serta kerugian non-material seperti penurunan reputasi.

Anti-corruption

Corruption is a serious challenge that is a major concern for stakeholders and the wider community. Recognizing this risk, the Company proactively implements an integrated anti-corruption policy and management system. This initiative is designed to protect the Company from potential material losses, including the loss of commercial opportunities or profits, as well as non-material losses such as reputational damage.

Selain memperkuat pengendalian internal, pengembangan kebijakan antikorupsi juga bertujuan untuk memastikan kepatuhan terhadap peraturan perundang-undangan yang berlaku serta mendukung program pemerintah dalam upaya pencegahan dan pemberantasan korupsi di Indonesia.

Kebijakan, sistem, dan kegiatan antikorupsi di Grup MIND ID mencakup:
1. Pedoman Perilaku dan Etika Perusahaan;
2. Pedoman Tata Kelola Perusahaan yang Baik;
3. Pedoman Sistem Manajemen Anti Penyuapan;
4. Kebijakan Pengendalian Gratifikasi;
5. Kebijakan Pengelolaan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN);
6. Kebijakan Sistem Penanganan Pengaduan Dugaan Pelanggaran (*Whistleblowing System*) Terintegrasi;
7. Kebijakan Anti Penyuapan;
8. Internalisasi nilai AKHLAK secara berkala;
9. Sosialisasi GCG secara berkala;
10. Pernyataan Komitmen kepatuhan terhadap Pedoman Perilaku dan Etika Perusahaan yang harus ditandatangani oleh setiap pegawai;
11. Identifikasi dan mitigasi risiko tindak korupsi dan *fraud* di setiap tahapan proses bisnis;
12. Pengelolaan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN);
13. Saluran *Whistleblowing System*; dan
14. Implementasi dan sertifikasi Sistem Manajemen Anti Penyuapan ISO 37001:2016.

Dalam pemetaan risiko penyalahgunaan wewenang, MIND ID mengidentifikasi bahwa proses pengadaan barang dan jasa merupakan area yang memiliki tingkat kerawanan relatif tinggi, mengingat keterlibatan pihak ketiga seperti pemasok. Selain itu, proses rekrutmen juga menjadi salah satu area yang berpotensi menimbulkan risiko, antara lain dalam bentuk upaya suap oleh calon pekerja kepada pihak internal untuk memperoleh posisi di Perusahaan. Praktik-praktik tersebut tidak hanya merugikan secara finansial, tetapi juga mencederai prinsip profesionalisme dan berpotensi menurunkan reputasi Perusahaan. [GRI 205-1][GRI 14.22.5][GRI 14.22.6]

Grup MIND ID telah melakukan identifikasi dan penilaian risiko penyuapan pada area operasional dan proses bisnis utama sebagai bagian dari penguatan tata kelola perusahaan dan penerapan Sistem Manajemen Anti Penyuapan (SMAP). Penilaian risiko dilakukan pada area operasi dan proses bisnis yang memiliki tingkat eksposur material, antara lain pada area yang melibatkan interaksi dengan pihak eksternal, komersial, perizinan, pengadaan barang dan jasa, pengelolaan kontrak, hubungan dengan mitra kerja, serta pelaksanaan program kemasyarakatan. Sejalan dengan hal tersebut, proses-proses utama dan persyaratan dalam penerapan SMAP telah dijalankan secara konsisten dan efektif.

In addition to strengthening internal controls, the development of anti-corruption policies also aims to ensure compliance with the applicable laws and regulations and support government programs in efforts to prevent and eradicate corruption in Indonesia.

Anti-corruption policies, systems and activities at MIND ID Group include:
1. Company Code of Conduct and Ethics;
2. Guidelines for Good Corporate Governance;
3. Anti-Bribery Management System Guidelines;
4. Gratification Control Policy;
5. Policy for Management of State Officials' Wealth Reports (LHKPN);
6. Integrated Whistleblowing System Policy;
7. Anti-Bribery Policy;
8. Internalization of moral values periodically;
9. Socialization of GCG periodically;
10. GCG Commitment Statement that must be signed by each employee;
11. Identify and mitigate the risks of corruption and fraud at every stage of the business process;
12. Management of State Officials' Wealth Reports (LHKPN);
13. Whistleblowing System Channel; and
14. Implementation and certification of the ISO 37001:2016 Anti-Bribery Management System.

In mapping the risks of abuse of authority, MIND ID identified that the procurement process for goods and services is an area with a relatively high level of vulnerability, given the involvement of third parties such as suppliers. Furthermore, the recruitment process is also an area with potential risks, including bribery attempts by prospective employees to internal parties to obtain positions within the Company. These practices are not only financially detrimental but also undermine the principle of professionalism and have the potential to damage the Company's reputation. [GRI 205-1][GRI 14.22.5][GRI 14.22.6]

MIND ID Group has conducted bribery risk identification and assessment across operational areas and key business processes as part of strengthening corporate governance and implementing the Anti-Bribery Management System (ABMS). Risk assessments were carried out in operational and business areas with material exposure levels, particularly those involving interactions with external parties, commercial activities, licensing processes, procurement of goods and services, contract management, relationships with business partners, and the implementation of community development programs. In line with this approach, key processes and requirements related to the implementation of the ABMS have been carried out consistently and effectively.

Grup MIND ID telah melaksanakan penilaian risiko penyuapan sebagai bagian dari siklus identifikasi risiko yang mengacu pada taksonomi risiko Grup MIND ID. Berbagai langkah penguatan terus dilakukan, antara lain melalui internalisasi budaya integritas, penyusunan kebijakan anti-penyuapan, penyelenggaraan pelatihan dan sosialisasi berkala, penguatan fungsi pengawasan dan pengendalian internal, penerapan sanksi yang tegas, serta peningkatan transparansi dan akuntabilitas dalam setiap proses bisnis. [GRI 205-1]

Sebagai langkah mitigasi, MIND ID memastikan bahwa seluruh anggota badan tata kelola, pegawai, mitra bisnis, dan pemasok telah mengikuti program sosialisasi dan pelatihan anti-penyuapan dengan tingkat partisipasi mencapai 100%. Implementasi program ini juga selaras dengan persyaratan standar Sistem Manajemen Anti Penyuapan ISO 37001:2016. [GRI 205-2]

Dalam memperkuat sinergi pencegahan korupsi, Perusahaan bekerja sama dengan Komisi Pemberantasan Korupsi (KPK) dalam pelaksanaan kegiatan sosialisasi dan edukasi. Inisiatif ini tidak hanya bertujuan meningkatkan pemahaman atas kebijakan dan regulasi yang berlaku, tetapi juga membangun budaya anti-korupsi yang kuat, konsisten, dan berkelanjutan di seluruh entitas MIND ID.

MIND ID Group has integrated bribery risk assessments into its broader risk identification cycle in accordance with the Group's risk taxonomy framework. The Group continues to strengthen anti-bribery practices through various initiatives, including the internalization of integrity culture, development of anti-bribery policies, regular training and awareness programs, enhancement of oversight and internal control functions, enforcement of disciplinary measures, as well as strengthening transparency and accountability across business processes. [GRI 205-1]

As part of its mitigation measures, MIND ID ensures that all governance body members, employees, business partners, and suppliers have participated in anti-bribery socialization and training programs, achieving a 100% participation rate. The implementation of these programs is also aligned with the requirements of the ISO 37001:2016 Anti-Bribery Management System standard. [GRI 205-2]

To further strengthen anti-corruption prevention efforts, the Company collaborates with the Corruption Eradication Commission (KPK) in conducting awareness and educational programs. These initiatives are intended not only to enhance understanding of applicable policies and regulations, but also to foster a strong, consistent, and sustainable anti-corruption culture across all MIND ID Members.

Pelaksanaan Program Pelatihan Antikorupsi [GRI 205-2]
Implementation of Anti-Corruption Training Program [GRI 205-2]

Program Pelatihan Training Program	Tempat dan Waktu Pelaksanaan Place and Time of Implementation	Peserta Participants
Pelatihan *e-learning Fraud Awareness* Anti-fraud Awareness e-learning training	Melalui website Through the website	128
Pelatihan *e-learning Awareness of Anti Bribery & Corruption* (Vol. 1) E-learning Awareness of Anti Bribery & Corruption (Vol. 1) training	Melalui website Through the website	144
Pelatihan *e-learning Awareness of Anti Bribery & Corruption* (Vol. 2) E-learning Awareness of Anti Bribery & Corruption (Vol. 2) training	Melalui website Through the website	140
Pelatihan *e-learning Whistleblowing System* E-learning Whistleblowing System training	Melalui website Through the website	7
Pelatihan offline SMAP ISO 37001:2016 *Lead Auditor* Offline SMAP ISO 37001:2016 Lead Auditor training	The Hermitage Jakarta, 19-22 Mei 2025 The Hermitage Jakarta, May 19-22, 2025	8

Pelaksanaan Program Sosialisasi Antikorupsi [GRI 205-2]
Implementation of the Anti-Corruption Socialization Program [GRI 205-2]

Program Pelatihan Training Program	Tempat dan Waktu Pelaksanaan Place and Time of Implementation	Peserta Participants
Sosialisasi melalui *banner, wallpaper,* media sosial. Socialization through banners, wallpapers, social media.	Secara berkala sepanjang tahun Periodically throughout the year	Seluruh pegawai MIND ID All MIND ID Employees

Seluruh (100%) Anggota MIND ID telah melaksanakan penilaian risiko korupsi sebagai bagian dari siklus identifikasi risiko yang mengacu pada taksonomi risiko Grup MIND ID. Berbagai langkah penguatan terus dilakukan, antara lain melalui internalisasi budaya integritas, penyusunan kebijakan antikorupsi, penyelenggaraan pelatihan dan sosialisasi berkala, penguatan fungsi pengawasan dan pengendalian internal, penerapan sanksi yang tegas, serta peningkatan transparansi dan akuntabilitas dalam setiap proses bisnis. [GRI 205-1]

Pada tahun 2025, tidak terdapat perkara dan/atau laporan mengenai korupsi/penyuapan di Grup MIND ID yang disampaikan melalui WBS. Adapun dugaan korupsi penjualan aluminium alloy di salah satu Anggota MIND ID, yang saat laporan ini disusun, masih dalam proses penyelidikan. [GRI 205-3]

Kepatuhan Terhadap Hukum dan Regulasi

[GRI 2-27] [GRI 415-1]

Sebagai Badan Usaha Milik Negara, MIND ID berkomitmen untuk senantiasa mematuhi seluruh peraturan perundang-undangan dan regulasi yang berlaku. Komitmen ini diwujudkan melalui pelaksanaan audit internal secara berkala untuk menilai tingkat kepatuhan terhadap ketentuan hukum dan kebijakan internal, pemberian pelatihan dan edukasi kepada pegawai terkait regulasi yang relevan, serta pembaruan kebijakan dan prosedur secara berkesinambungan guna menyesuaikan dengan perkembangan peraturan.

Dalam konteks kontribusi politik, MIND ID mematuhi ketentuan Undang-Undang No. 7 Tahun 2017 tentang Pemilihan Umum yang melarang BUMN memberikan dana kampanye maupun bentuk dukungan lainnya kepada partai politik. Selama tahun pelaporan, Anggota MIND ID tidak memberikan kontribusi politik dalam bentuk apa pun, baik finansial maupun non-finansial (*in-kind*).

Sepanjang tahun 2025, tidak terdapat permasalahan dan/atau perkara yang melibatkan Perusahaan, serta tidak ada anggota Dewan Komisaris dan Direksi yang sedang menjabat yang terlibat perkara hukum baik perdata maupun pidana sehubungan dengan kegiatan bisnis Perusahaan. Namun demikian, terdapat 8 (delapan) perkara yang melibatkan Entitas Anggota MIND ID.

All (100%) MIND ID members have conducted corruption risk assessments as part of the risk identification cycle that refers to the MIND ID Group risk taxonomy. Various strengthening measures are continuously being taken, including through internalizing a culture of integrity, developing anti-corruption policies, conducting regular training and outreach, strengthening internal oversight and control functions, implementing strict sanctions, and increasing transparency and accountability in every business process. [GRI 205-1]

In 2025, there were no cases and/or reports related to corruption or bribery within MIND ID Group submitted through the Whistleblowing System (WBS). Regarding the alleged corruption involving the sale of aluminum alloy at one of MIND ID Member, the matter was still under investigation at the time this report was prepared. [GRI 205-3]

Compliance with the Laws and Regulations

[GRI 2-27] [GRI 415-1]

As a state-owned enterprise, MIND ID is committed to consistently complying with all applicable laws and regulations. This commitment is realized through the regular implementation of internal audits to assess the level of compliance with legal provisions and internal policies, providing training and education to employees regarding relevant regulations, as well as continuously updating policies and procedures to adapt to regulatory developments.

In the context of political contributions, MIND ID complies with the provisions of Law No. 7 of 2017 concerning General Elections, which prohibits state-owned enterprises from providing campaign funds or other forms of support to political parties. During the reporting year, MIND ID Members did not make any political contributions in any form, whether financial or non-financial (in-kind).

Throughout 2025, there were no issues or cases involving the Company, and no current members of the Board of Commissioners or the Board of Directors were involved in any civil or criminal legal proceedings related to the Company's business activities. However, there were 8 (eight) cases involving MIND ID member entities.

Inisiatif Tata Kelola Perusahaan
Corporate Governance Initiatives



Courtesy of ANTAM

Penguatan Kapabilitas Hukum melalui Sinergi dan *Knowledge Sharing*

Strengthening Legal Capabilities through Synergy and Knowledge Sharing

Sebagai bagian dari upaya memperkuat tata kelola dan kapasitas hukum perusahaan, ANTAM secara aktif menyelenggarakan berbagai forum diskusi dan program pengembangan kompetensi sepanjang tahun pelaporan. Inisiatif ini menjadi sarana strategis untuk memperdalam pemahaman terhadap dinamika regulasi sekaligus memperkuat koordinasi antar fungsi hukum di lingkungan Grup ANTAM.

Pada periode tersebut, ANTAM berhasil melaksanakan beberapa *Focus Group Discussion* (FGD) untuk memperkuat kapabilitas hukum. Penguatan kapasitas internal turut dilakukan melalui kegiatan *In House Training Legal Knowledge Sharing*, serta penyelenggaraan ANTAM *Group Legal Consolidation* yang berfokus pada peningkatan koordinasi dan sinergi antara fungsi hukum anak perusahaan dan entitas asosiasi ANTAM. Rangkaian kegiatan tersebut mencerminkan komitmen ANTAM dalam membangun fungsi hukum yang adaptif, kolaboratif, dan selaras dengan perkembangan regulasi serta kebutuhan bisnis Perusahaan.

As part of its efforts to strengthen corporate governance and legal capacity, ANTAM actively organized various discussion forums and competency development programs throughout the reporting year. These initiatives served as a strategic means to deepen understanding of regulatory dynamics while strengthening coordination between legal functions within the ANTAM Group.

During this period, ANTAM successfully conducted several Focus Group Discussions (FGDs) to strengthen its legal capabilities. Internal capacity building was also conducted through In-House Training Legal Knowledge Sharing activities, as well as the implementation of ANTAM Group Legal Consolidation which focused on improving coordination and synergy between the legal functions of subsidiaries and associated entities of ANTAM. This series of activities reflects ANTAM's commitment to building a legal function that is adaptive, collaborative, and aligned with regulatory developments and the Company's business needs.

Manajemen Risiko [GRI 201-2]

MIND ID menerapkan sistem manajemen risiko berbasis prinsip *Enterprise Risk Management* (ERM) dengan mengacu pada Peraturan Menteri BUMN PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Implementasi sistem ini dikoordinasikan oleh Divisi Manajemen Risiko, bekerja sama dengan fungsi manajemen risiko pada masing-masing Anggota MIND ID.

Penerapan manajemen risiko dilakukan secara komprehensif di seluruh tingkatan organisasi. Proses manajemen risiko di Anggota MIND ID dilakukan melalui identifikasi, analisis, pemantauan, serta pelaporan risiko yang dihadapi pada level Anggota MIND ID, Anak Perusahaan, hingga Divisi atau Departemen. Sejalan dengan komitmen keberlanjutan, isu-isu ESG telah terintegrasi dalam kerangka pengelolaan risiko perusahaan.

Evaluasi atas efektivitas sistem manajemen risiko dilaksanakan oleh Komite Pemantau Risiko dan GCG. Komite ini bertugas melakukan pengawasan dan penelaahan terhadap strategi, kebijakan, metode, dan sistem manajemen risiko yang diterapkan, guna memastikan efektivitas pelaksanaan *Enterprise Risk Management* di lingkungan MIND ID.

Selain itu, Komite Pemantau Risiko dan GCG memberikan masukan dan rekomendasi kepada Direksi terkait sistem manajemen risiko, termasuk penetapan *risk tolerance* yang sesuai dengan profil risiko Perusahaan. Komite juga mengevaluasi tingkat kepatuhan terhadap regulasi dan standar manajemen risiko, efektivitas sistem pelaporan, serta rencana tindak lanjut atas risiko yang telah diidentifikasi.

Uraian lebih rinci mengenai proses manajemen risiko, risiko utama yang dihadapi Perusahaan, serta evaluasi penerapan sistem manajemen risiko pada MIND ID dan masing-masing Anggota MIND ID dapat ditemukan dalam Laporan Tahunan 2025 masing-masing entitas.

Risk Management [GRI 201-2]

MIND ID implements an Enterprise Risk Management (ERM)-based risk management system, referring to Minister of State-Owned Enterprises Regulation PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The implementation of this system is coordinated by the Risk Management Division, in collaboration with the risk management functions of each MIND ID Member.

Risk management is implemented comprehensively at all levels of the organization. The risk management process at MIND ID Members involves identifying, analyzing, monitoring, and reporting risks faced at the MIND ID Member, Subsidiary, and Division or Department levels. In line with sustainability commitments, ESG issues have been integrated into the Company's risk management framework.

Evaluation of the effectiveness of the risk management system is conducted by the Risk Monitoring and GCG Committee. This committee is tasked with overseeing and reviewing the implemented risk management strategies, policies, methods, and systems to ensure the effectiveness of Enterprise Risk Management implementation within MIND ID.

In addition, the Risk Monitoring and GCG Committee provides input and recommendations to the Board of Directors regarding the risk management system, including establishing risk tolerances appropriate to the Company's risk profile. The Committee also evaluates compliance with the regulations and risk management standards, the effectiveness of the reporting system, and the follow-up plan for identified risks.

A more detailed description of the risk management process, the main risks faced by the Company, and the evaluation of the implementation of the risk management system at MIND ID and each MIND ID Member can be found in the 2025 Annual Report of each entity.



Courtesy of ANTAM

Penghargaan Manajemen Risiko

Risk Management Award

Pada tahun 2025, ANTAM melaksanakan kegiatan *Risk Management Award* bagi *Risk Champion/Risk Coordinator* atas kontribusi aktif, konsistensi, dan komitmen dalam mengimplementasikan manajemen risiko khususnya di Satuan Kerjanya. Kriteria penilaian yang digunakan yaitu proses penyusunan *risk register*, pelaporan rencana mitigasi secara lengkap dan proaktif, pencapaian *Key Performance Indicator* (KPIs) Satuan kerja, pemahaman proses manajemen risiko, serta kolaborasi lintas fungsi. Dengan pemahaman yang baik dari *Risk Champion/Risk Coordinator* sebagai Lini Pertama, diharapkan hal tersebut dapat mencapai tujuan strategis Perusahaan secara berkelanjutan.

In 2025, ANTAM held the Risk Management Award for Risk Champions/Risk Coordinators in recognition of their active contribution, consistency, and commitment in implementing risk management practices, particularly within their respective Work Units. The evaluation criteria encompassed the process of preparing the risk register, comprehensive and proactive reporting of mitigation plans, attainment of the Work Unit's Key Performance Indicators (KPIs), understanding the risk management process, and effective cross-functional collaboration. Recognizing that Risk Champions and Risk Coordinators serve as the First Line of defense with a thorough understanding of risk management, it is anticipated that these efforts will sustainably support the achievement of the Company's strategic objectives.

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INDEPENDENT ASSURANCE STATEMENT

The 2025 Sustainability Report of PT Mineral Industri Indonesia (Persero)

Statement No: 659/TRID-A04/5/2026

PT TUV Rheinland Indonesia (hereinafter "TÜV Rheinland" or "we") has been engaged by the management of PT Mineral Industri Indonesia (Persero) (hereinafter "MIND ID" or "the Reporting Company") to provide an independent assurance of the PT Mineral Industri Indonesia (Persero) Sustainability Report 2025 (hereinafter, "the Report"). TÜV Rheinland, headquartered in Germany, is a global independent Environmental, Social, and Governance ("ESG") & Sustainability Assurance service provider with qualified ESG practitioners worldwide.

This assurance statement applies only to the relevant information included in the scope of the assurance. The entire content and information of the Report is in the responsibility of MIND ID. The responsibility of the assurance team (the "Assurance Team" or the "Assurer") is to provide MIND ID and its stakeholder with an independent assurance statement based on our expert opinions by applying the verification methodology for the specified assurance scope. The overall objective is to provide MIND ID's stakeholders with assurance on the reliability and objectivity of the information contained in the Report. The intended users of this assurance statement are stakeholders who are interested in MIND ID's overall sustainability performance and the impacts of its business activities.

SCOPE OF ASSURANCE AND SUBJECT MATTER

The scope of assurance engagement agreed upon with MIND ID includes the following:

1. The reporting period: 1st January 2025 to 31st December 2025.
2. The assurance covers the Report against the reporting criteria including evaluation of quality, accuracy and reliability of performance information, and all entities under the control of the reporting company which includes PT ANTAM (Persero) Tbk (ANTAM), PT Bukit Asam (Persero) Tbk (PTBA), PT Indonesia Asahan Aluminium (INALUM), and PT TIMAH (Persero) Tbk (TIMAH).
3. Material topics identified and reported by MIND ID consist of 27 material topics (the "Subject Matter"). These material topics include the following:
    - Biodiversity & Conservation.
    - Water & Air.
    - Decarbonization.
    - Responsible Production.
    - Operational Excellence.
    - Automation, Digitalization & Innovation.
    - Product Quality & Responsibility.
    - Marketing & Sales.
    - Customer Satisfaction.
    - Supply & Contractor Management.
    - Health & Safety.
    - Security.
    - Recruitment.
    - Inclusion & Diversity.
    - Learning & Development.
    - Labor Rights.

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- Community Investment Programs.
- Human Rights.
- Stakeholder Engagement.
- Economic Impact.
- Creating Shared Values & Local Development.
- Financial Performance.
- Expansion & Diversification.
- Leadership & Decision Making.
- Transparency & Accountability.
- Business Ethics & Compliance.
- Risk Management.

REPORTING CRITERIA AND FRAMEWORK

- Reporting in accordance with the Global Reporting Initiative Standards 2021 ("GRI 2021").
- Sustainability Accounting Standard Board (Metals & Mining).
- Sustainable Development Goals (SDGs).
- International Council on Mining and Metals (ICMM).
- ISO 26000:2010 Guidance on Social Responsibility.

ASSURANCE STANDARD AND LEVEL OF ASSURANCE

The independent assurance was conducted in accordance:

- AA1000AP (2018) Principles, covering the accountability principles of inclusivity, materiality, responsiveness, and impact (the "AA1000AP (2018) Principles").
- AA1000AS v3 with assurance engagement: **Type 2** and level of assurance: **Moderate.**

LIMITATIONS

The assurance was performed at a moderate assurance level in accordance with AA1000AS. The information and performance data subject to assurance is limited to the content of the Report and supporting data provided by the reporting organization. In the Moderate assurance engagement, the assurance did not cover: (i) forward-looking statements, targets, and projections; (ii) prior-year comparative data; (iii) third-party information referenced in the Report; and (iv) financial data audited separately. Data verification was performed on a sample basis at selected operational sites.

ASSURANCE METHODOLOGY

We have evaluated the overall sustainability strategy, targets and commitments disclosed in the Report. We have performed an objective review of the reported information and evidence gathered against the criteria defined in the assurance standards, i.e. the accountability principles of inclusivity, materiality, responsiveness and impact. The processes and system controls applied by the Reporting Company in the disclosure of quantitative and qualitative information on sustainability performance, from source to aggregation, were evaluated. Analytical procedures, interviews, and data testing were performed on a sample basis to test the generation and collection of data for defined sustainability key performance indicators in accordance with MIND ID's corporate sustainability strategy, governance, and management systems as disclosed in the Report. Our work included interviews with MIND ID representatives, including senior management at the executive and functional levels, as well as relevant employees responsible for collecting, aggregating and reporting the data. The assurance work was performed by

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our multidisciplinary team of experienced professionals in the areas of corporate sustainability, climate change, environmental, social, governance and stakeholder engagement. The opinion expressed is based on a moderate level of assurance and at the level of materiality of the Assurer's professional judgment.

ADHERENCE TO THE AA1000AS v3

Inclusivity:

MIND ID ensures inclusiveness by proactively identifying and engaging with diverse stakeholder groups, whose concerns are systematically addressed throughout the Report. Its approach to stakeholder engagement is supported by formal strategies designed to foster ongoing communication and collaboration. This commitment comes from the highest levels of leadership within the organization. Engagement activities include a variety of formats, including customer and employee surveys, meetings, and group discussions. Each interaction is carefully documented, and dedicated personnel are responsible for managing the feedback received. In addition, MIND ID is transparent in communicating sustainability goals and commitments to stakeholders. This ensures that stakeholders are well-informed about initiatives and progress toward its sustainability goals.

Materiality:

MIND ID has systematically conducted a materiality assessment of sustainability issues, taking into account the industry landscape, due diligence findings, risk assessments and stakeholder engagement. This assessment, which has become an annual practice, is a cornerstone of their commitment to sustainability. The materiality assessment provides a comprehensive understanding of the relevant issues. These material issues are then methodically addressed in specific sections, each outlined by measurable metrics. MIND ID's senior management and cross-functional teams are well versed in these processes, which are informed by extensive documentation and interviews.

Responsiveness:

MIND ID is committed to addressing stakeholder concerns through a multi-faceted approach embedded in the sustainability strategy, policies, procedures, code of conduct and established sustainability goals. MIND ID actively promotes stakeholder engagement through various channels, including multi-stakeholder platforms and customer interfaces. In particular, the dialog-driven approach is exemplified throughout the Report.

Impact:

MIND ID adheres to the GRI 2021, which prioritize the assessment of internal and external impacts. MIND ID has systematically identified the impacts associated with its operations and products. Their commitment to impact assessment is reflected in careful documentation and tracking of impacts through internal processes and systems. Impact analysis covering environmental, economic, social, people and its human rights. In addition, their commitment to identifying and mitigating negative impacts is evident in their annual risk and materiality assessment.

STATEMENT OF RESPONSIBILITY OF THE MANAGEMENT OF MIND ID

The Management of MIND ID has sole responsibility for preparing and presenting the Subject Matter (material topics) in accordance with GRI 2021 and preparing the Report in adherence to the AA1000AP (2018) Principles. MIND ID's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

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STATEMENT OF RESPONSIBILITY, COMPETENCY, INDEPENDENCY AND IMPARTIALITY OF ASSURANCE PROVIDER

TÜV Rheinland ensures that appropriately qualified individuals are selected based on their qualifications, training and experience. We have maintained complete impartiality and independence throughout the assurance engagement and have not been involved in the preparation of the content of the Report or provided any related information. The assurance statement is only valid if it is published in its entirety with the Report. TÜV Rheinland does not accept any liability or responsibility to any third party for any perception or decision regarding MIND ID based on this assurance statement.

CONCLUSION AND OPINION

In conclusion, we can mention that no instances or information came to our attention that would be contrary to the statement made below:

- The Report 2025 **meets** the requirements of the AA1000AP Accountability Principles.
- The Report **meets** the requirements of **Type 2, Moderate Assurance Level** according to the AA1000AS v3 and follows the requirements of reporting **in accordance with** GRI 2021.
- The Report contains statements and claims that reflect MIND ID's sustainability achievements and challenges, supported by documentary evidence and internal records.
- Based on the procedures performed and evidence obtained at a Moderate level of assurance, nothing has come to our attention that causes us to believe that the performance information related to the material topics disclosed in the Report is not fairly stated, in all material respects, in accordance with the reporting criteria.

For and on behalf of PT TUV Rheinland Indonesia
Jakarta, 13 Mei 2026

Nyoman Susila
President Director

www.tuv.com

Indeks Laporan Terhadap GRI Standard

GRI Standard Content Reference Index

Pernyataan Penggunaan Standar Statement of use	PT Mineral Industri Indonesia (Persero) menyusun laporan keberlanjutan sesuai dengan (*in accordance with*) GRI Standards untuk periode 1 Januari 2025 sampai 31 Desember 2025 PT Mineral Industri Indonesia (Persero) has reported in accordance with the GRI Standards for the period 1 January – 31 December 2025
GRI 1 yang digunakan GRI 1 used	GRI 1: Foundation 2021
Standar Sektoral yang Digunakan Applicable GRI Sector Standard(s)	GRI 12: Sektor Batubara | Coal Sector 2022; GRI 14 : Sektor Pertambangan | Mining Sector 2024

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
Pengungkapan Umum General Disclosures						
	2-1 Detail organisasi Organizational details	26, 38				
	2-2 Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	17				
	2-3 Periode pelaporan, frekuensi dan titik kontak Reporting period, frequency and contact point.	17, 19, 20				
	2-4 Pernyataan ulang mengenai informasi Restatements of information	19, 66				
	2-5 *Assurance* dari pihak eksternal External assurance	20				
GRI 2: Pengungkapan Umum 2021 General Disclosures 2021	2-6 Kegiatan, rantai pasokan, dan hubungan bisnis lainnya Activities, value chain and other business relationships	34, 35, 37				
	2-7 Pegawai Employees	188				
	2-8 Pekerja yang bukan pegawai Workers who are not employees	187				
	2-9 Struktur dan komposisi tata kelola Governance structure and composition	276, 282				
	2-10 Nominasi dan pemilihan badan tata kelola tertinggi Nomination and selection of the highest governance body	280, 282				

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
	2-11 Ketua badan tata kelola tertinggi Chair of the highest governance body	279, 280, 282				
	2-12 Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	53, 281, 283				
	2-13 Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	281, 282				
	2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	284, 293				
	2-15 Konflik kepentingan Conflicts of interest	300				
	2-16 Komunikasi tentang masalah-masalah kritis Communication of critical concerns	282, 293, 301				
	2-17 Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	284				
GRI 2: Pengungkapan Umum 2021 General Disclosures 2021	2-18 Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body.	289				
	2-19 Kebijakan remunerasi Remuneration policies	293				
	2-20 Proses untuk menentukan remunerasi Process to determine remuneration	293				
	2-21 Rasio kompensasi total tahunan Annual total compensation ratio.	293	*Omission*	*Confidential*		
	2-22 Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	53				
	2-23 Komitmen kebijakan Policy commitments	53, 55, 195, 207				
	2-24 Menanamkan komitmen kebijakan Embedding policy commitments	53, 55				

Standar GRI/ Sumber Lain GRI Standard/ Other Source	**Pengungkapan** Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
	2-25 Proses untuk memulihkan dampak negatif Processes to remediate negative impacts	298				
	2-26 Mekanisme untuk meminta saran dan menyampaikan kekhawatiran Mechanisms for seeking advice and raising concerns	216, 296				
	2-27 Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	304				
	2-28 Keanggotaan asosiasi Membership associations	36				
	2-29 Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	18, 246				
	2-30 Perjanjian kerja bersama Collective bargaining agreements	208				
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GRI 3: Topik Material 2021 Material Topics 2021	3-1 Proses untuk menentukan topik material Process to determine material topics	62, 67				
	3-2 Daftar topik material List of material topics	62, 65, 67				
Kinerja Ekonomi Economic Performance						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.8.1; 14.2.1; 14.9.1; 14.23.1
GRI 201: Kinerja Ekonomi 2016 Economic Performance 2016	201-1 Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	263, 264				12.8.2; 14.2.2 ; 14.9.2; 14.23.2
	201-2 Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	125, 265, 306				12.2.2

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
	201-3 Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	197, 267				
	201-4 Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	267				12.21.3; 14.23.3
Keberadaan Pasar Market Presence						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.19.1; 14.17.1; '14.21.1
GRI 202: Keberadaan Pasar 2016 Market Presence 2016	202-1 Rasio standar upah pegawai *entry-level* berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	195, 196				12.19.2; 14.17.2
	202-2 Proporsi manajemen senior yang berasal dari masyarakat lokal Proportion of senior management hired from the local community	262				12.19.3; 14.21.2
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.8.1; 14.9.1
GRI 203: Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	203-1 Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	253, 260, 261				12.8.4; 14.9.3
	203-2 Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	260, 261, 263				12.8.5; 14.9.4
Praktik Pengadaan Procurement Practices						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.8.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
GRI 204: Praktik Pengadaan 2016 Procurement Practices 2016	204-1 Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	261				12.8.6; 14.9.5
Antikorupsi Anti-corruption						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.20.1; 14.22.1
GRI 205: Antikorupsi 2016 Anti-corruption 2016	205-1 Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	302, 303, 304				12.20.2; 14.22.2
	205-2 Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	303				12.20.3; 14.22.3
	205-3 Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	304				12.20.4; 14.22.4
Pajak Tax						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.21.1; 14.23.1
GRI 207: Pajak 2019 Tax 2019	207-1 Pendekatan terhadap pajak Approach to tax	259, 260, 269				12.21.4; 14.23.4
	207-2 Tata kelola, pengendalian, dan manajemen risiko pajak Tax governance, control, and risk management	260				12.21.5; 14.23.5
	207-3 Keterlibatan pemangku kepentingan dan pengelolaan perhatian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	259				12.21.6; 14.23.6
	207-4 Laporan per Negara Country-by-Country reporting	259				12.21.7; 14.23.7

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Energi Energy						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.1.1; 14.1.1
GRI 302: Energi 2016 Energy 2016	302-1 Konsumsi energi dalam organisasi Energy consumption within the organization	119				12.1.2; 14.1.2
	302-2 Konsumsi energi di luar organisasi Energy consumption outside of the organization	120		*Information unavailable/ incomplete*	Kami belum menghitung konsumsi energi di luar organisasi We have not yet calculated energy consumption outside the organization.	12.1.2; 14.1.3
	302-3 Intensitas energi Energy intensity	120				12.1.4; 14.1.4
Air dan Efluen Water and Effluents						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.7.1; 14.7.1
GRI 303: Air dan Efluen 2018 Water and Effluents 2018	303-1 Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	101				12.7.2; 14.7.2
	303-2 Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	101, 105				12.7.3; 14.7.3
	303-3 Pengambilan air Water withdrawal	103, 104				12.7.4; 14.7.4
	303-4 Pembuangan air Water discharge	104, 105				12.7.5; 14.7.5

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
	303-5 Konsumsi air Water consumption	105				12.7.6; 14.7.6
Keanekaragaman Hayati Biodiversity						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.5.1
GRI 304: Keanekaragaman Hayati 2018 Biodiversity 2018	304-1 Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	84, 89				12.5.2
	304-2 Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products, and services on biodiversity	84				12.5.3
	304-3 Habitat yang dilindungi atau dilestarikan Habitats protected or restored	90				12.5.3
	304-4 Spesies daftar merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi IUCN red list species and national conservation list species with habitats in areas affected by operations	88				12.5.5
Emisi Emissions						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.1.1; 14.3.1
GRI 305: Emisi 2018 Emissions 2016	305-1 Emisi GRK langsung (Cakupan 1) Direct (Scope1) GHG emissions	121				12.1.5; 14.1.5

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
	305-2 Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	121				12.1.6; 14.1.6
	305-3 Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emisions	121				12.1.7; 14.1.7
	305-4 Intensitas emisi GRK GHG emissions intensity	121, 123, 124				12.1.8; 14.1.8
	305-5 Pengurangan emisi GRK Reduction of GHG emissions	111, 112, 119				12.2.3; 14.1.9
	305-6 Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	124				
	305-7 Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	110				12.4.2; 14.3.2
Limbah Waste						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.6.1; 14.5.1; 14.15.2

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
GRI 306: Limbah 2020 Waste 2020	306-1 Timbulan limbah dan dampak-dampak yang signifikan terkait limbah Waste generation and significant waste-related impacts	128				12.6.2; 14.5.2
	306-2 Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	129				12.6.3; 14.5.3
	306-3 Timbulan limbah Waste generated	128, 130				12.6.4; 14.5.4; 14.15.2
	306-4 Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	129				12.6.5; 14.5.5
	306-5 Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	129				12.6.6; 14.5.6
Penilaian Lingkungan Pemasok Supplier Environmental Assessment						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				
GRI 308: Penilaian Lingkungan Pemasok 2016	308-1 Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	156				
Supplier Environmental Assessment 2016	308-2 Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken	154, 156				
Ketenagakerjaan Employment						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.15.1; 14.17.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
GRI 401: Ketenagakerjaan 2016 Employment 2016	401-1 Perekrutan pegawai baru dan pengantian pegawai New employee hires and employee turnover	182				12.15.2; 14.17.3
	401-2 Tunjangan yang diberikan kepada pegawai purnawaktu yang tidak diberikan kepada pegawai sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	195, 197				12.15.3; 14.17.4
	401-3 Cuti melahirkan Parental leave	197				12.15.4; 12.19.4; 14.17.5; 14.21.3
Hubungan Tenaga Kerja/Manajemen Labor/Management Relations						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.15.1; 14.8.1
GRI 402: Hubungan Tenaga Kerja/Manajemen 2016 Labor/ Management Relations 2016	402-1 Periode pemberitahuan minimum terkait perubahan operasional Minimum notice periods regarding operational changes	208				12.15.5; 14.8.2; 14.17.6
Keselamatan dan Kesehatan Kerja Occupational Health and Safety						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.14.1;14.16.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
GRI 403: Keselamatan Dan Kesehatan Kerja 2018 Occupational Health and Safety 2018	403-1 Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	161, 162, 163				12.14.2; 14.16.2
	403-2 Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	162, 163, 164, 167, 168				12.14.3; 14.16.3
	403-3 Layanan kesehatan kerja Occupational health services	169				12.14.4;14.16.4
	403-4 Partisipasi, konsultan, dan komunikasi pekerja pada kesehatan dan keselamatan kerja Worker participation, consultation, and communication on occupational health and safety	172				12.14.5; 14.16.5
	403-5 Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	173				12.14.6; 14.16.6
	403-6 Peningkatan kualitas kesehatan pekerja Promotion of worker health	172				12.14.7; 14.16.7
GRI 403: Keselamatan Dan Kesehatan Kerja 2018 Occupational Health and Safety 2018	403-7 Pencegahan dan mitigasi kesehatan dan keselamatan kerja yang berdampak langsung dalam hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	163, 164				12.14.8; 14.16.8
	403-8 Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	161, 162, 163				12.14.9; 14.16.9
	403-9 Kecelakaan kerja Work-related injuries	178				12.14.10; 14.16.10
	403-10 Penyakit akibat kerja Work-related ill health	180				12.14.11; 14.16.11

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Pelatihan dan Pendidikan Training and Education						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.15.1
GRI 404: Pelatihan dan Pendidikan 2016 Training and Education 2016	404-1 Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	202				12.15.6; 12.19.5; 14.17.7; 14.21.4
	404-2 Program untuk meningkatkan keterampilan pegawai dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	201, 202				12.15.7; 14.8.2; 14.17.8
	404-3 Persentase pegawai yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	207				
Keanekaragaman dan Kesempatan yang Setara Diversity and Equal Opportunity						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.19.1;14.21.1
GRI 405: Keanekaragaman dan Kesempatan yang Setara 2016 Diversity and Equal Opportunity 2016	405-1 Keanekaragaman badan tata kelola dan pegawai Diversity of governance bodies and employees	200				12.19.6; 14.21.5
	405-2 Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	195				12.19.7; 14.21.6
Non-diskriminasi Non-discrimination						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.19.1; 14.21.1
GRI 406: Non-diskriminasi 2016 Non-discrimination 2016	406-1 Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	195				12.19.8; 14.21.7

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
Kebebasan Berserikat dan Perundingan Kolektif Freedom of Association and Collective Bargaining						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.18.1; 14.20.1
GRI 407: Kebebasan Berserikat Dan Perundingan Kolektif 2016 Freedom of Association and Collective Bargaining 2016	407-1 Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	208, 210				12.18.2; 14.20.2
Pekerja Anak Child Labor						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.16.1; 14.18.1
GRI 408: Pekerja Anak 2016 Child Labor 2016	408-1 Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	207				12.16.2; 14.18.2
Kerja Paksa atau Wajib Kerja Forced or Compulsory Labor						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.17.1; 14.19.1
GRI 409: Kerja Paksa atau Wajib Kerja 2016 Forced or Compulsory Labor 2016	409-1 Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	207				12.17.2; 14.19.2

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Praktik Keamanan Security Practices						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.12.1; 14.14.1
GRI 410: Praktik Keamanan 2016 Security Practices 2016	410-1 Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia Security personnel trained in human rights policies or procedures	181				12.12.2; 14.14.2
Hak-Hak Masyarakat Adat Rights of Indigenous Peoples						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.11.1; 14.11.1
GRI 411: Hak-Hak Masyarakat Adat 2016 Rights of Indigenous Peoples 2016	411-1 Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	243				12.11.2; 14.11.2
Masyarakat Lokal Local Communities						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	55, 62, 67, 82, 100				12.9.1; 14.10.1
GRI 413: Masyarakat Lokal 2016 Local Communities 2016	413-1 Operasi dengan keterlibatan masyarakat lokal, penilaian dampak dan program pengembangan Operations with local community engagement, impact assessments, and development programs	214, 216, 261				12.9.2; 14.10.2
	413-2 Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	215				12.9.2; 14.10.3

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Penilaian Sosial Pemasok Supplier Social Assessment						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.15.1; 14.17.1
GRI 414: Penilaian Sosial Pemasok 2016 Supplier Social Assessment 2016	414-1 Seleksi Pemasok Baru dengan Menggunakan Kriteria Sosial New suppliers that were screened using social criteria	156				12.15.8; 14.17.9; 14.18.3; 14.19.3
	414-2 Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken	154, 156				12.15.9; 14.17.10
Kebijakan Publik Public Policy						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				12.22.1; 14.24.1
GRI 415: Kebijakan Publik 2016 Public Policy 2016	415-1 Kontribusi politik Political contributions	304				12.22.2; 14.24.2
Kesehatan dan Keselamatan Pelanggan Customer Health and Safety						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 Customer Health and Safety 2016	416-1 Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories	151				
	416-2 Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	151				

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Pemasaran dan Pelabelan Marketing and Labeling						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				
GRI 417: Pemasaran dan Pelabelan 2016 Marketing and Labeling 2016	417-1 Persyaratan untuk pelabelan dan informasi produk dan jasa Requirements for product and service information and labeling	152				
	417-2 Insiden ketidakpatuhan terkait pelabelan dan informasi produk dan jasa Incidents of non-compliance concerning product and service information and labeling	152				
	417-3 Insiden ketidakpatuhan terkait komunikasi pemasaran Incidents of non-compliance concerning marketing communications	152				
Privasi Pelanggan Customer Privacy						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				
GRI 418: Privasi Pelanggan 2016 Customer Privacy 2016	418-1 Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data	145				
Keanekaragaman Hayati Biodiversity						
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				14.4.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	**Pengungkapan** Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
GRI 101: *Biodiversity 2024*	101-1 Kebijakan untuk menghentikan dan mengembalikan hilangnya keanekaragaman hayati Policies to halt and reverse biodiversity loss	82, 83, 90				14.4.2
	101-2 Manajemen dampak keanekaragaman hayati Management of biodiversity impacts	84, 86, 90				14.4.3
	101-3 Akses dan berbagi manfaat Access and benefit sharing	90				
	101-4 Identifikasi dampak keanekaragaman hayati Identification of biodiversity impacts	86, 91				14.4.4
	101-5 Lokasi yang memiliki dampak keanekaragaman hayati Locations with biodiversity impacts	89, 91				14.4.5
	101-6 Pemicu langsung hilangnya keanekaragaman hayati Direct drivers of biodiversity loss	90				14.4.6
	101-7 Perubahan kondisi keanekaragaman hayati Changes to the state of biodiversity	90				14.4.7
	101-8 Layanan ekosistem Ecosystem services	91				14.4.8
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				14.6.1
Tailing	Laporan metode pembuangan yang digunakan oleh organisasi. Report the disposal methods used by the organization.	132				14.6.2
	Daftar fasilitas *tailing* milik organisasi, serta laporkan nama, lokasi, dan status kepemilikan, termasuk apakah organisasi merupakan operatornya. List the organization's tailings facilities, and report the name, location, and ownership status, including whether the organization is the operator.	132				12.13.4; 14.6.3

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Penutupan dan rehabilitasi Closure and Rehabilitation	Untuk setiap lokasi tambang yang memiliki rencana penutupan dan rehabilitasi, sedang menjalankan kegiatan penutupan dan rehabilitasi, atau telah ditutup dan direhabilitasi. For each mine site, has a closure and rehabilitation plan in place is undergoing closure and rehabilitation activities and has been closed and rehabilitated.	99				14.8.5
	Untuk setiap rencana penutupan dan rehabilitasi, laporkan tanggal persetujuan dari otoritas terkait; cantumkan tanggal peninjauan terakhir dan peninjauan. For each closure and rehabilitation plan,whether the plan has been approved by relevant authorities; report the dates of the most recent and next reviews of the plan.	99				14.8.6
	Untuk setiap lokasi tambang, laporkan total lahan yang terganggu dan belum direhabilitasi; serta total lahan yang terganggu dan telah direhabilitasi (termasuk rehabilitasi bertahap jika ada). For each mine site, total land disturbed and not yet rehabilitated; total land disturbed and rehabilitated (including progressively rehabilitated, if applicable).	99				14.8.7
	Untuk setiap lokasi tambang, laporkan estimasi umur tambang (LOM). For each mine site, report the estimated life of the mine (LOM).	99				14.8.8

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
	Total estimasi biaya penutupan (tanpa potongan), apakah dana cadangan mencakup seluruh jumlah estimasi biaya penutupan saat ini, dan apakah dana tersebut sesuai dengan ketentuan regulasi yang berlaku, per lokasi tambang. Metodologi yang digunakan untuk menghitung estimasi biaya penutupan; instrumen keuangan yang digunakan atau dikembangkan untuk menjamin tersedianya dana yang memadai untuk penutupan dan rehabilitasi. The total estimated closure cost (not discounted), whether the financial provision covers the full amount of the current estimated closure cost, and whether the financial provision made is in line with the applicable regulatory requirements, by mine site; the methodology used to calculate the estimated closure cost; financial instruments used or developed to guarantee adequate financial provisions for closure and rehabilitation.	99				14.8.9
	Jelaskan upaya non-keuangan yang dilakukan organisasi untuk mendukung transisi sosial- ekonomi masyarakat lokal menuju ekonomi pasca-tambang yang berkelanjutan, termasuk kolaborasi, proyek, dan program. Describe non-financial provisions made by the organization to manage the local community's socioeconomic transition to a sustainable post- mining economy, including collaborative efforts, projects, and programs.	99				14.8.10
Dampak ekonomi Economic Impacts	Persentase pekerja yang direkrut dari komunitas lokal di tingkat lokasi tambang, dirinci berdasarkan jenis kelamin, serta definisi 'komunitas lokal' yang digunakan oleh organisasi. Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organization's definition used for 'local community	262				14.9.6
Masyarakat Lokal Local Communities	Jumlah dan jenis keluhan dari masyarakat lokal selama periode pelaporan; persentase keluhan yang ditangani dan diselesaikan; serta persentase keluhan yang diselesaikan melalui remediasi selama periode tersebut. The number and types of grievances from local communities during the reporting period; the percentage of grievances that were addressed and resolved during the reporting period; the percentage of grievances resolved through remediation during the reporting period	216				14.10.4

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Hak Masyarakat Adat Rights of Indigenous Peoples	Lokasi operasi dan cadangan terbukti di mana terdapat Masyarakat Adat yang terlibat atau mungkin terdampak oleh aktivitas organisasi. List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization.	143				12.11.3; 14.11.3
	Apakah organisasi terlibat dalam proses memperoleh Persetujuan Atas Dasar Informasi Awal Tanpa Paksaan (FPIC) dari Masyarakat Adat untuk kegiatan organisasi, dan jika ya, untuk setiap kasus: apakah proses tersebut telah disepakati bersama oleh organisasi dan masyarakat yang terdampak; apakah telah tercapai kesepakatan, dan jika ya, apakah kesepakatan tersebut tersedia untuk publik. Report whether the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities and, if so, report for each case: whether the process has been mutually accepted by the organization and the affected Indigenous Peoples; whether an agreement has been reached, and if so, if the agreement is publicly available.	143				12.11.4; 14.11.4
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				14.12.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
Hak atas tanah dan sumber daya alam Land and resource rights	Lokasi tambang di mana relokasi secara paksa direncanakan, sedang berlangsung, atau telah dilakukan. List the mine sites where involuntary resettlement is planned, ongoing, or has taken place.	99				14.12.2
	Lokasi operasi di mana terjadi konflik atau pelanggaran terhadap hak atas tanah dan sumber daya (termasuk hak adat, kolektif, dan hak kepemilikan informal), serta deskripsikan insiden dan pemangku kepentingan yang terdampak atau berpotensi terdampak. List the locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred, and describe the incidents and the stakeholders whose rights are or could be affected.	99				12.10.2; 14.12.3
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				14.13.1
Penambangan artisanal dan berskala kecil Artisanal and small-scalemining	Lokasi tambang di mana kegiatan pertambangan skala kecil dan tradisional (ASM) terjadi di dalam atau di sekitar lokasi tersebut. List the mine sites where ASM occurs on or in close proximity to the site.	233				14.13.2
	Jumlah dan jenis insiden yang melibatkan ASM serta tindakan yang telah diambil untuk menanganinya. Report the total number and nature of incidents involving ASM and actions taken to address them.	233				14.13.3
Manajemen kejadian kritis Critical incident management	Jumlah insiden kritis selama periode pelaporan, jelaskan dampaknya, dan tindakan remediasi yang dilakukan. Report the number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them.	172			Nihil Zero	14.15.3
	Persentase lokasi tambang yang memiliki rencana kesiapsiagaan dan tanggap darurat, serta daftarkan lokasi yang belum memilikinya. Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not.	172				14.15.4

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location	*Omission*			Referensi Standar Sektor GRI. No. GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	Alasan Reason	Penjelasan Explanation	
Kebebasan untuk berserikat dan perundingan bersama Freedom of association and collective bargaining	Jumlah mogok kerja dan penguncian yang melibatkan 1.000 atau lebih pekerja selama satu *shift* penuh atau lebih, dan total hari kerja yang hilang akibat kejadian tersebut. Report the number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.	335			Nihil Zero	14.20.3
Antikorupsi Anti-corruption	Pendekatan terhadap transparansi kontrak, termasuk apakah kontrak dan izin tersedia untuk publik dan jika ya, di mana diterbitkan; jika tidak tersedia, alasan dan upaya yang dilakukan untuk membuka akses publik di masa mendatang. The approach to contract transparency, including whether contracts and licenses are made publicly available and, if so, where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future.	302				14.22.5
	Informasi tentang pemilik manfaat organisasi, termasuk usaha patungan: nama, kebangsaan, dan negara tempat tinggal; apakah termasuk tokoh berpengaruh secara politik; tingkat kepemilikan; dan bagaimana kepemilikan atau kontrol dijalankan. Information about the organization's beneficial owners, including joint ventures: name, nationality, and country of residence; whether they are politically exposed persons; level of ownership; and how ownership or control is exerted.	302				14.22.6
Pembayaran kepada pemerintah Payments to governments	Untuk mineral yang dibeli dari negara atau pihak ketiga yang ditunjuk oleh negara, laporkan: volume dan jenis mineral yang dibeli; nama lengkap entitas penjual dan penerima pembayaran; serta pembayaran yang dilakukan untuk pembelian For minerals purchased from the state or from third parties appointed by the state to sell on their behalf, report volumes and types of minerals purchased; full names of the selling entity and the recipient of the payment; payments made for the purchase.	215				14.23.8
GRI 3: Topik Material 2021 Material Topics 2021	3-3 Pengelolaan topik-topik material Management of material topics	55, 62, 67, 82, 100				14.25.1

Standar GRI/ Sumber Lain GRI Standard/ Other Source	Pengungkapan Disclosure	**Lokasi** Location	*Omission*			**Referensi Standar Sektor GRI. No.** GRI Sector Standard Ref. No.
			Persyaratan Requirement(s)	**Alasan** Reason	**Penjelasan** Explanation	
Daerah yang terkena dampak konflik dan berisiko tinggi Conflict-affected and high-risk areas	Lokasi operasi di wilayah yang terdampak konflik atau berisiko tinggi, serta metode identifikasi yang digunakan. List the locations of operations in conflict- affected or high-risk areas and how these were identified	335				14.25.2
	Proses uji tuntas (*due diligence*) yang diterapkan untuk operasi atau pengadaan dari wilayah konflik atau berisiko tinggi, serta apakah proses tersebut sesuai dengan Panduan Uji Tuntas OECD untuk Rantai Pasok Mineral yang Bertanggung Jawab dari Wilayah Konflik dan Berisiko Tinggi. Describe the due diligence process applied for operations in, or when sourcing from, conflict- affected and high-risk areas and whether it aligns with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	335				14.25.3
	Untuk operasi di wilayah yang terdampak konflik atau berisiko tinggi, laporkan potensi dampak negatif terhadap pekerja dan masyarakat lokal, termasuk langkah-langkah untuk mencegah atau menguranginya. For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts.	335				14.25.4

INDEKS PENGUNGKAPAN SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) METALS & MINING

SASB METALS & MINING DISCLOSURE INDEX

Topik dan Metrik Pengungkapan Keberlanjutan
Sustainability Disclosure Topics and Metrics

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Emisi Gas Rumah Kaca Greenhouse Gas Emissions	Total emisi global Scope 1, persentase yang tercakup dalam peraturan pembatasan emisi Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	Kuantitatif Quantitative	Metrik ton (t) CO_2-e, Persentase (%) Metric tonnes (t) CO_2-e, Percentage (%)	EM-MM-110a.1	1.387.229,01 TonCO_2eq
	Diskusi tentang strategi atau rencana jangka panjang dan pendek untuk mengelola emisi Scope 1, target pengurangan emisi, dan analisis kinerja terhadap target tersebut Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-110a.2	MIND ID Grup telah memiliki target dekarbonisasi 21,4% (BAU) dari *baseline* 2023 Grup MIND ID telah menetapkan target dekarbonisasi 2030 sebesar 21,4% dibandingkan dengan skenario *business-as-usual* (BAU) dengan tahun dasar 2023. MIND ID Group has established a 2030 decarbonization target of 21.4% compared to the business-as-usual (BAU) scenario, using 2023 as the baseline year.
Kualitas Air Air Quality	Emisi udara dari polutan berikut: (1) CO, (2) NOx (tidak termasuk N2O), (3) SOx, (4) partikulat (PM10), (5) merkuri (Hg), (6) Timbal (Pb), dan (7) senyawa organik yang mudah menguap (VOCs) Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-120a.1	(1) 120,78 ton (2) 1.297 ton (3) 3.117,73 ton (4) 631,49 ton (5) 0 ton (6) 180,06 ton (7) 0,021 ton

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Pengelolaan Energi Energy Management	(1) Total energi yang dikonsumsi, (2) persentase listrik dari jaringan, dan (3) persentase energi terbarukan. (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Kuantitatif Quantitative	Gigajoule (GJ), Persentase (%) Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) 26.971.829,58 GJ (2) 14,49% (3) 66,91%
Pengelolaan Air Water Management	(1) Total pengambilan air, (2) total konsumsi air; persentase masing-masing wilayah dengan tingkat *water stress* tinggi atau sangat tinggi (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	Kuantitatif Quantitative	Ribu meter kubik (m^3), Persentase (%) Thousand cubic metres (m^3), Percentage (%)	EM-MM-140a.1	(1) 7.931.130 m^3 (2) 7.791.630 m^3 ;0,44%
	Jumlah insiden ketidakpatuhan terkait izin, standar, dan peraturan kualitas air Number of incidents of non compliance associated with water quality permits, standards and regulations	Kuantitatif Quantitative	Angka Number	EM-MM-140a.2	0
Pengelolaan Limbah Waste Management	Total berat limbah non-mineral yang dihasilkan Total weight of non-mineral waste generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-150a.4	2.442,00 ton
	Total berat *tailing* yang diproduksi Total weight of tailings produce	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-150a.5	183.074,89 ton
	Total berat batuan sisa yang dihasilkan Total weight of waste rock generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-150a.6	0
	Total berat limbah berbahaya yang dihasilkan Total weight of hazardous waste generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-150a.7	24.056,73 ton

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Total berat limbah berbahaya yang didaur ulang Total weight of hazardous waste recycled	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-MM-150a.8	20.752,90 ton
	Jumlah insiden signifikan terkait pengelolaan limbah berbahaya Number of significant incidents associated with hazardous waste management	Kuantitatif Quantitative	Angka Number	EM-MM-150a.9	0
	Deskripsi kebijakan dan prosedur pengelolaan limbah untuk operasi aktif dan tidak aktif Description of waste management policies and procedures for active and inactive operations	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-150a.10	Grup MIND ID menerapkan pengelolaan limbah sesuai dengan regulasi dan standar operasional yang berlaku untuk meminimalkan dampak lingkungan dari kegiatan operasional. Pengelolaan limbah dilakukan melalui penerapan prinsip *Reduce*, *Reuse*, *Recycle*, dan *Recovery* (4R), didukung pemantauan berkala serta kerja sama dengan pihak ketiga berizin guna mendukung praktik operasional yang bertanggung jawab dan berkelanjutan. MIND ID Group implements waste management practices in accordance with applicable regulations and operational standards to minimize environmental impacts arising from its operations. Waste management is carried out through the implementation of the Reduce, Reuse, Recycle, and Recovery (4R) principles, supported by periodic monitoring and collaboration with licensed third parties to promote responsible and sustainable operational practices.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Dampak terhadap Keanekaragaman Hayati Biodiversity Impacts	Deskripsi kebijakan dan praktik pengelolaan lingkungan untuk lokasi aktif Description of environmental management policies and practices for active sites	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-160a.1	Grup MIND ID memiliki Pedoman Strategis K3LHP sebagai acuan pengelolaan lingkungan di seluruh entitas dan wilayah operasional. Selain itu, masing-masing Anggota MIND ID juga memiliki kebijakan dan prosedur pengelolaan lingkungan yang disesuaikan dengan karakteristik operasional dan risiko masing-masing untuk mendukung kepatuhan regulasi serta praktik operasional yang bertanggung jawab dan berkelanjutan. MIND ID Group has established a Strategic HSE Guideline as the reference for environmental management across all entities and operational areas. In addition, each MIND ID Members has its own environmental management policies and procedures tailored to its operational characteristics and risk profile to support regulatory compliance and responsible, sustainable operational practices.
	Persentase lokasi tambang di mana drainase batuan asam: (1) diprediksi akan terjadi, (2) secara aktif dikendalikan, dan (3) sedang dalam proses perawatan atau remediasi Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-MM-160a.2	Sampai dengan akhir tahun 2025, Perusahaan belum melakukan pengukuran terhadap persentase lokasi tambang yang mengalami drainase batuan asam (acid rock drainage). Ke depan, Perusahaan akan terus mengevaluasi pengembangan data dan metodologi pemantauan guna mendukung pengelolaan risiko lingkungan yang lebih komprehensif. As of the end of 2025, the Company had not yet measured the percentage of mining sites affected by acid rock drainage. Going forward, the Company will continue to evaluate the development of data and monitoring methodologies to support more comprehensive environmental risk management.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Persentase (1) cadangan terbukti dan (2) cadangan terduga yang berada di atau dekat lokasi dengan status konservasi yang dilindungi atau habitat spesies yang terancam punah Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-MM-160a.3	33,79%
Keamanan, Hak Asasi Manusia & Hak Masyarakat Adat Security, Human Rights & Rights of Indigenous Peoples	Persentase (1) cadangan terbukti dan (2) cadangan terduga yang berada di atau dekat area konflik Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-MM-210a.1	0
	Persentase (1) cadangan terbukti dan (2) cadangan terduga yang berada di atau dekat tanah adat Percentage of (1) proved and (2) probable reserves in or near indigenous land	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-MM-210a.2	Sepanjang tahun 2025 tidak terdapat lokasi operasional Perusahaan yang berada di daerah yang terkena dampak konflik atau berisiko tinggi. Throughout 2025, there were no Company operational sites situated in areas affected by conflict or high-risk areas.

Topik Topic	**Metrik** Metric	**Kategori** Category	**Satuan Ukur** Unit of Measure	**Kode** Code	**Kinerja 2025** 2025 Performance
	Diskusi tentang proses keterlibatan dan praktik uji tuntas terkait hak asasi manusia, hak masyarakat adat, dan operasi di area konflik Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-210a.3	Perusahaan juga melibatkan masyarakat termasuk masyarakat adat dalam berbagai aspek pengelolaan operasional dan sosial, termasuk pembahasan proses kompensasi lahan, pelestarian budaya lokal, penentuan lokasi relokasi hunian dan mata pencaharian, serta pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL). Untuk mendukung efektivitas program, Perusahaan juga melakukan due diligence melalui pengukuran *Social Return on Investment* (SROI) atas pelaksanaan program TJSL. The Company also engages communities including indigenous communities in various operational and social aspects, including discussions related to land compensation processes, preservation of local cultural heritage, determination of relocation sites for housing and livelihoods, and the implementation of Community Investment & Engagement (CIE) programs. To support program effectiveness, the Company also conducts due diligence through the measurement of Social Return on Investment (SROI) for implemented CIE initiatives.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Hubungan dengan Masyarakat Community Relations	Diskusi tentang proses pengelolaan risiko dan peluang yang terkait dengan hak serta kepentingan masyarakat Discussion of process to manage risks and opportunities associated with community rights and interests	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-210b.1	Grup MIND ID menerapkan proses pengelolaan risiko dan peluang yang berkaitan dengan hak dan kepentingan masyarakat melalui pendekatan yang terintegrasi dalam sistem tata kelola dan manajemen risiko perusahaan. Proses tersebut mencakup pemetaan pemangku kepentingan, identifikasi dan penilaian risiko sosial, pelaksanaan konsultasi dan pelibatan masyarakat, mekanisme penanganan keluhan, serta pemantauan berkala terhadap dampak operasional di wilayah sekitar kegiatan usaha. Pendekatan ini dilakukan untuk mendukung keberlangsungan operasional, memperkuat hubungan dengan masyarakat, serta menjaga keberterimaan sosial (*social license to operate*) di seluruh wilayah operasional Grup MIND ID. MIND ID Group implements processes to manage risks and opportunities associated with community rights and interests through an integrated approach within its corporate governance and risk management systems. These processes include stakeholder mapping, social risk identification and assessment, community consultation and engagement, grievance handling mechanisms, and periodic monitoring of operational impacts in surrounding areas. This approach is intended to support operational continuity, strengthen relationships with communities, and maintain the Group's social license to operate across its operational areas.
	(1) Jumlah dan (2) durasi keterlambatan non-teknis (1) Number and (2) duration of non- technical delays	Kuantitatif Quantitative	Angka, Hari Number, Days	EM-MM-210b.2	0

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Praktik Ketenagakerjaan Labor Practices	Persentase tenaga kerja aktif yang dipekerjakan berdasarkan perjanjian kolektif Percentage of active workforce employed under collective agreements	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-MM-310a.1	ANTAM = 100% TIMAH = 97,13% INALUM = 100%
	(1) Jumlah dan (2) durasi pemogokan dan *lockouts* (1) Number and (2) duration of strikes and lockouts 1	Kuantitatif Quantitative	Angka, Hari Number, Days	EM-MM-310a.2	0
Kesehatan & Keselamatan Tenaga Kerja Workforce Health & Safety	(1) Tingkat semua insiden, (2) tingkat fatalitas, (3) tingkat frekuensi *Near Miss* (NMFR), dan (4) rata-rata jam pelatihan kesehatan, keselamatan, dan tanggap darurat untuk (a) pegawai dan (b) kontraktor (1) All-incident rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Kuantitatif Quantitative	Rate	EM-MM-320a.1	ANTAM : 1) 0 2) 0 3) 0 Halaman | Page 187 -190 4) a. 23,61 b. Tidak dicatat Not recorded TIMAH: 1) 0,145 2) 0,026 3) NMFR: 2,036 4) a. 3.794 orang pegawai. b. Tidak dicatat Not recorded INALUM: 1) a. Pegawai: 0,08 kali/200 ribu jam kerja b. Kontraktor: 0,06 kali/200 ribu jam kerja 2) a. Pegawai: 0 kali/200 ribu jam kerja b. Kontraktor: 0 kali/200 ribu jam kerja 3) a. Pegawai: 4 kejadian/1 juta jam kerja b. Kontraktor: 0 kejadian/ 1 juta jam kerja 4) a. Pegawai: 667 jam b. Kontraktor: NA

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
					ANTAM: 1) 0 2) 0 3) 0 (Pages 187–190) 4) a. 23.61 b. Not recorded TIMAH: 1) 0.145 2) 0.026 3) NMFR: 2.036 4) a. 3,794 employees b. Not recorded INALUM: 1) a. Employees: 0.08 cases per 200,000 working hours b. Contractors: 0.06 cases per 200,000 working hours 2) a. Employees: 0 cases per 200,000 working hours b. Contractors: 0 cases per 200,000 working hours 3) a. Employees: 4 incidents per 1 million working hours b. Contractors: 0 incidents per 1 million working hours 4) a. Employees: 667 hours b. Contractors: N/A

Topik Topic	**Metrik** Metric	**Kategori** Category	**Satuan Ukur** Unit of Measure	**Kode** Code	**Kinerja 2025** 2025 Performance
Etika Bisnis & Transparansi Business Ethics & Transparency	Deskripsi sistem manajemen untuk pencegahan korupsi dan penyuapan di seluruh rantai nilai Description of the management system for prevention of corruption and bribery throughout the value chain	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-510a.1	Sebagai bagian dari penguatan tata kelola perusahaan, seluruh Anggota MIND ID telah memperoleh sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP). Penerapan standar ini bertujuan untuk memperkuat upaya pencegahan korupsi, kolusi, dan nepotisme, khususnya dalam proses pengadaan barang dan jasa, sekaligus membangun budaya integritas dan kepatuhan yang konsisten di seluruh organisasi. As part of strengthening corporate governance, all MIND ID Members have obtained ISO 37001:2016 Anti-Bribery Management System (ABMS) certification. The implementation of this standard is intended to strengthen the prevention of corruption, collusion, and nepotism, particularly in procurement processes, while fostering a consistent culture of integrity and compliance across the organization.
	Produksi di negara-negara dengan 20 peringkat terendah dalam Indeks Persepsi Korupsi *Transparency International* Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Kuantitatif Quantitative	Metrik ton (t) yang dapat dijual Metric tonnes (t) saleable	EM-MM-510a.2	0 ton

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Pengelolaan Fasilitas Penyimpanan *Tailing* Tailings Storage Facilities Management	Tabel inventaris fasilitas penyimpanan *tailing*: (1) Nama fasilitas, (2) Lokasi, (3) Status kepemilikan, (4) Status operasional, (5) Metode konstruksi, (6) Kapasitas penyimpanan maksimum yang diizinkan, (7) Jumlah *tailing* yang saat ini disimpan, (8) Klasifikasi konsekuensi, (9) Tanggal tinjauan teknis independen terbaru, (10) Temuan material, (11) Tindakan mitigasi, (12) Rencana Kesiapsiagaan dan Tanggap Darurat (EPRP) spesifik lokasi Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Kuantitatif Quantitative	Beragam Various	EM-MM-540a.1	1) TSF (*Tailings Storage Facility*) 2) Desa Bantar Karet Kec. Nanggung, Kab. Bogor 3) UBP Emas ANTAM 4) *Active/Operating* 5) Bendungan zonal urugan tanah (*general fill*) 6) 3.596.992 m3 7) 109.444,41 ton 8) Abnormal, Waspada, Siaga 9) 23 Januari 2025 10) - 11) - 12) *Site-Specific* EPRP (Berdasarkan Dokumen PTD 2025): Prosedur Tanggap Darurat *Tailing* Dam Cikaret dengan sistem status darurat bertingkat: • Abnormal: Penyimpangan perilaku bendungan, pemantauan intensif oleh unit pengelola. • Waspada: Ancaman signifikan, pemantauan 24 jam, kesiapan sistem peringatan dini. • Siaga: Ancaman memburuk, penurunan muka air, BPBD siaga penuh, persiapan evakuasi. • Awas: Bendungan akan/ segera runtuh, evakuasi wajib penduduk zona hilir. Sistem Peringatan Dini: Sirene dengan kode khusus (Siaga: putus-putus 9 menit, Awas: terus-menerus 2 menit) terintegrasi dengan peta genangan, radio, dan koordinasi BPBD Kab. Bogor.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
					1) TSF (Tailings Storage Facility) 2) Bantar Karet Village, Nanggung District, Bogor Regency 3) Gold Mining Business Unit ANTAM 4) Active / Operating 5) Zoned earthfill dam (general fill) 6) 3,596,992 m³ 7) 109,444.41 tons 8) Abnormal, Alert, Standby 9) January 23, 2025 10) – 11) – 12) Site Specific EPRP (based on the 2025 PTD Document): The Cikaret Tailings Dam Emergency Response Procedure applies a tiered emergency status system consisting of: • Abnormal: Indications of abnormal dam behavior, with intensive monitoring conducted by the responsible management unit. • Alert: Significant threat conditions requiring 24 hour monitoring and readiness of the early warning system. • Standby: Escalating threat conditions requiring reservoir water level reduction, full BPBD preparedness, and evacuation preparation. • Emergency: Imminent or ongoing dam failure requiring mandatory evacuation of downstream communities. The Early Warning System includes specially coded sirens (Standby: intermittent alarm for 9 minutes; Emergency: continuous alarm for 2 minutes), integrated with inundation maps, radio communications, and coordination with the Bogor Regency Regional Disaster Management Agency (BPBD).

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Ringkasan sistem pengelolaan *tailing* dan struktur tata kelola yang digunakan untuk memantau serta menjaga stabilitas fasilitas penyimpanan *tailing* Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-540a.2	Sistem pengelolaan *tailing* di TSF Cikaret diantaranya : 1) pengendapan *tailing* dan pengelolaan air melalui dam, *decant pond*, pompa, dan IPAL, 2) *monitoring* stabilitas melalui instrumen, inspeksi visual, dan analisis berkala, 3) pemeliharaan preventif dan korektif untuk tubuh bendungan, *spillway*, instrumen, pompa, dan fasilitas pendukung, Tata kelola formal melalui UPB, pelaporan berjenjang, dan sistem tanggap darurat The tailings management system at the Cikaret TSF includes: 1) tailings deposition and water management through the dam, decant pond, pumps, and wastewater treatment plant (WWTP); 2) stability monitoring through instrumentation systems, visual inspections, and periodic analyses; 3) preventive and corrective maintenance for the dam embankment, spillway, instrumentation systems, pumps, and supporting facilities. Formal governance is implemented through the Dam Management Unit (UPB), tiered reporting mechanisms, and emergency response systems.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Pendekatan pengembangan Rencana Kesiapsiagaan dan Tanggap Darurat (EPRP) untuk fasilitas penyimpanan *tailing* Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Diskusi dan Analisis Discussion and Analysis	n/a	EM-MM-540a.3	1) Pendekatan Berbasis Risiko dan Skenario 2) Pendekatan Bertingkat (*Tiered Response*) 3) Pendekatan Keterpaduan (Integrasi) 4) Pendekatan Berbasis Prosedur 1) Risk and Scenario Based Approach 2) Tiered Response Approach 3) Integrated Approach 4) Procedure Based Approach

Metrik Kegiatan Activity Metric	Kategori Category	Satuan Ukur Unit Of Measure	Kode Code	Kinerja 2025 2025 Performance
Produksi (1) bijih logam dan (2) produk logam jadi Production of (1) metal ores and (2) finished metal products	Kuantitatif Quantitative	Metrik ton (t) yang dapat dijual Metric tonnes (t) saleable	EM-MM-000.A	Bijih logam: 1) 18.672,36 ton Produk logam jadi: 2) 17.852,36 ton Metal ores: 1) 18.672,36 ton 2) Finished metal products: 17.852,36 ton
Total jumlah pegawai, persentase kontraktor Total number of employees, percentage contractors	Kuantitatif Quantitative	Angka, Persentase (%) Number, Percentage (%)	EM-MM-000.B	Total jumlah pegawai seluruh entitas adalah 8.185 orang. The total number of employees across all entities was 8,185 employees.

INDEKS PENGUNGKAPAN SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) COAL OPERATIONS

SASB COAL OPERATIONS DISCLOSURE INDEX

Topik & Metrik Pengungkapan Keberlanjutan
Sustainability Disclosure Topics & Metrics

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Emisi Gas Rumah Kaca Greenhouse Gas Emissions	Total emisi global Cakupan 1, persentase yang tercakup dalam peraturan pembatasan emisi Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	Kuantitatif Quantitative	Metrik ton (t) CO_2-e, Persentase (%) Metric tonnes (t) CO_2-e, Percentage (%)	EM-CO-110a.1	1.047.895,43 TonCO_2eq
	Diskusi tentang strategi atau rencana jangka panjang dan pendek untuk mengelola emisi Cakupan 1, target pengurangan emisi, dan analisis kinerja terhadap target tersebut Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-110a.2	MIND ID Grup telah memiliki target dekarbonisasi 21,4% (BAU) dari *baseline* 2023, Grup MIND ID telah menetapkan target dekarbonisasi 2030 sebesar 21,4% dibandingkan dengan skenario *business-as-usual* (BAU) dengan tahun dasar 2023. Untuk lebih lengkap dapat dilihat pada halaman 177, 185, 204, dan 205. MIND ID Group has established a 2030 decarbonization target of 21.4% compared to the business-as-usual (BAU) scenario, using 2023 as the baseline year. Further information can be found on pages 177, 185, 204, and 205.
Pengelolaan Air Water Management	(1) Total pengambilan air, (2) Total konsumsi air; persentase masing-masing wilayah dengan tingkat water stress tinggi atau sangat tinggi (1) Total water withdrawn, (2) Total water consumed; percentage of each in regions with high or extremely high baseline water stress	Kuantitatif Quantitative	Ribu meter kubik (m^3), Persentase (%) Thousand cubic metres (m^3), Percentage (%)	EM-CO-140a.1	(1) 18.688,89 Ribu meter Kubik (m^3) (2) 3.402,07 Ribu meter Kubik (m^3) ; 0% (tidak ada) wilayah operasional Perusahaan berada pada area dengan tingkat water stress tinggi atau sangat tinggi. (1) 18,688.89 thousand cubic metres (m^3) (2) 3,402.07 thousand cubic metres (m^3) ; 0% (none) of the Company's operational areas are located in regions with high or extremely high water stress levels.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Jumlah insiden ketidakpatuhan terkait izin, standar, dan peraturan kualitas air Number of incidents of non-compliance associated with water quality permits, standards and regulations	Kuantitatif Quantitative	Angka Number	EM-CO-140a.2	0
Pengelolaan Limbah Waste Management	Total berat limbah non-mineral yang dihasilkan Total weight of non-mineral waste generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-CO-150a.2	1.533,86
	Total berat *tailing* yang diproduksi Total weight of tailings produced	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-CO-150a.3	N/A
	Total berat batuan sisa yang dihasilkan Total weight of waste rock generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-CO-150a.4	N/A
	Total berat limbah berbahaya yang dihasilkan Total weight of hazardous waste generated	Kuantitatif Quantitative	Metrik ton (t) Metric tonnes (t)	EM-CO-150a.5	1.353,21
	Total berat limbah berbahaya yang didaur ulang Total weight of hazardous waste recycled	Kuantitatif Quantitative	Metric tonnes (t) Metrik ton (t)	EM-CO-150a.6	1.694,65
	Jumlah insiden signifikan terkait pengelolaan limbah berbahaya Number of significant incidents associated with hazardous waste management	Kuantitatif Quantitative	Angka Number	EM-CO-150a.7	0

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Deskripsi kebijakan dan prosedur pengelolaan limbah untuk operasi yang aktif dan tidak aktif Description of waste management policies and procedures for active and inactive operations	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-150a.8	Kebijakan terkait pengelolaan limbah diatur dalam Kebijakan Keberlanjutan PTBA sebagai bagian dari komitmen Perseroan terhadap pengelolaan lingkungan yang bertanggung jawab. Komitmen tersebut juga diwujudkan melalui pembentukan Komite Lingkungan yang terdiri dari personel dengan kompetensi dan kepedulian tinggi terhadap aspek lingkungan, yang berperan dalam mendukung implementasi kebijakan serta pencapaian visi dan misi lingkungan Perseroan. Waste management policies are governed under PTBA's Sustainability Policy as part of the Company's commitment to responsible environmental management. This commitment is also reflected through the establishment of an Environmental Committee comprising personnel with strong environmental competence and awareness, which plays a role in supporting policy implementation and the achievement of the Company's environmental vision and objectives.
Dampak terhadap Keanekaragaman Hayati Biodiversity Impacts	Deskripsi kebijakan dan praktik pengelolaan lingkungan untuk lokasi aktif Description of environmental management policies and practices for active sites	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-160a.1	N/A

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Persentase lokasi tambang di mana drainase batuan asam: (1) diprediksi akan terjadi, (2) secara aktif dikendalikan, dan (3) sedang dalam proses perawatan atau remediasi Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-CO-160a.2	N/A
	Persentase (1) cadangan terbukti dan (2) cadangan terduga yang berada di atau dekat lokasi dengan status konservasi yang dilindungi atau habitat spesies yang terancam punah Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-CO-160a.3	N/A
Hak Masyarakat Adat Rights of Indigenous Peoples	Persentase (1) cadangan terbukti dan (2) cadangan terduga yang berada di atau dekat tanah adat Percentage of (1) proved and (2) probable reserves in or near indigenous land	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-CO-210a.1	(1) 0 (2) 0
	Diskusi tentang proses keterlibatan dan praktik uji tuntas terkait pengelolaan hak-hak masyarakat adat Discussion of engagement processes and due diligence practices with respect to the management of indigenous rights	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-210a.2	Pada tahun 2025, PTBA telah melaksanakan Uji Tuntas Hak Asasi Manusia (*Human Rights Due Diligence*/HRDD) sebagai bagian dari proses identifikasi dan pengelolaan risiko sosial di wilayah operasional. Berdasarkan hasil kajian tersebut, hingga akhir periode pelaporan tidak terdapat komunitas masyarakat adat yang teridentifikasi dan bermukim di sekitar wilayah operasional Perseroan. In 2025, PTBA conducted Human Rights Due Diligence (HRDD) as part of its social risk identification and management process across operational areas. Based on the assessment results, as of the end of the reporting period, no indigenous communities were identified as residing in areas surrounding the Company's operations.

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Hubungan dengan Masyarakat Community Relations	Diskusi tentang proses pengelolaan risiko dan peluang yang terkait dengan hak dan kepentingan masyarakat Discussion of process to manage risks and opportunities associated with community rights and interests	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-210b.1	PTBA terus memperkuat komitmennya dalam menghormati Hak Asasi Manusia (HAM) melalui pelaksanaan kajian risiko Bisnis dan HAM menggunakan aplikasi PRISMA yang dikembangkan oleh Kementerian HAM Republik Indonesia. Pada tahun pelaporan, PTBA memperoleh predikat "Hijau" yang mencerminkan tingkat risiko HAM yang rendah. Perseroan juga melaksanakan *Human Rights Due Diligence* (HRDD) oleh pihak ketiga independen yang mengacu pada UNGP dan pedoman ICMM untuk mendukung identifikasi, mitigasi, dan pengelolaan risiko HAM dalam kegiatan operasional. PTBA continues to strengthen its commitment to respecting human rights through the implementation of Business and Human Rights risk assessments using the PRISMA web-based application developed by the Ministry of Human Rights of the Republic of Indonesia. During the reporting year, PTBA received a "Green" rating, reflecting a low level of human rights risk. The Company also conducted Human Rights Due Diligence (HRDD) through an independent third party, referring to the UNGP and ICMM guidelines to support the identification, mitigation, and management of human rights risks across its operations.
	(1) Jumlah dan (2) durasi keterlambatan non-teknis (1) Number and (2) duration of non- technical delays	Kuantitatif Quantitative	Angka, Hari Number, Days	EM-CO-210b.2	N/A

Topik Topic	**Metrik** Metric	**Kategori** Category	**Satuan Ukur** Unit of Measure	**Kode** Code	**Kinerja 2025** 2025 Performance
Hubungan Ketenagakerjaan Labor Relations	Persentase tenaga kerja aktif yang dipekerjakan berdasarkan perjanjian kolektif Percentage of active workforce employed under collective agreements	Kuantitatif Quantitative	Persentase (%) Percentage (%)	EM-CO-310a.1	100%
	(1) Jumlah dan (2) durasi pemogokan dan penguncian pekerja (1) Number and (2) duration of strikes and lockouts 1	Kuantitatif Quantitative	Number, Days Angka, Hari	EM-CO-310a.2	N/A
Kesehatan & Keselamatan Tenaga Kerja Workforce Health & Safety	(1) Tingkat semua insiden, (2) tingkat fatalitas, dan (3) tingkat frekuensi nyaris celaka (NMFR) untuk (a) pegawai dan (b) kontraktor ① All-incident rate, ② fatality rate, and ③ near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Kuantitatif Quantitative	Rate	EM-CO-320a.1	(1) 0 (2) 0 (3) a. 0 b. 0,073
	Diskusi tentang pengelolaan risiko kecelakaan dan keselamatan serta risiko kesehatan dan keselamatan jangka panjang Discussion of management of accident and safety risks and long-term health and safety risks	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-320a.2	N/A

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
Penilaian Cadangan & Pengeluaran Modal Reserves Valuation & Capital Expenditures	Sensitivitas tingkat cadangan batubara terhadap skenario proyeksi harga di masa depan yang memperhitungkan harga atas emisi karbon Sensitivity of coal reserve levels to future price projection scenarios that account for a price on carbon emissions	Kuantitatif Quantitative	Juta metrik ton (Mt) Million metric tonnes (Mt)	EM-CO-420a.1	Perubahan iklim memberikan tantangan operasional bagi PTBA melalui peningkatan frekuensi cuaca ekstrem seperti hujan lebat, badai, dan banjir yang berpotensi mengganggu kegiatan penambangan, merusak infrastruktur, serta memengaruhi rantai pasok dan pengelolaan air tambang. Perubahan kondisi cuaca juga dapat meningkatkan risiko kesehatan dan keselamatan kerja. Untuk memperkuat ketahanan operasional terhadap risiko tersebut, PTBA menerapkan berbagai langkah mitigasi, termasuk optimalisasi aktivitas penambangan pada musim kering serta penguatan pengelolaan air dan perencanaan operasional berdasarkan kondisi cuaca dan risiko iklim. Climate change presents operational challenges for PTBA through the increasing frequency of extreme weather events such as heavy rainfall, storms, and flooding, which may disrupt mining activities, damage infrastructure, and affect supply chains and mine water management. Changing weather conditions may also increase occupational health and safety risks. To strengthen operational resilience against these risks, PTBA has implemented various mitigation measures, including optimizing mining activities during the dry season and enhancing water management and operational planning based on weather conditions and climate related risks
	Perkiraan emisi karbon dioksida yang terkandung dalam cadangan batu bara terbukti. Estimated carbon dioxide emissions embedded in proven coal reserves	Kuantitatif Quantitative	Metrik ton (t) CO_2-e Metric tonnes (t) CO_2-e	EM-CO-420a.2	N/A

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Diskusi tentang bagaimana harga dan permintaan batubara atau regulasi iklim memengaruhi strategi pengeluaran modal untuk eksplorasi, akuisisi, dan pengembangan aset Discussion of how price and demand for coal or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-420a.3	N/A
Pengelolaan Fasilitas Penyimpanan *Tailing* Tailings Storage Facilities Management	Tabel inventaris fasilitas penyimpanan *tailing*: (1) Nama fasilitas, (2) lokasi, (3) status kepemilikan, (4) status operasional, (5) metode konstruksi, (6) kapasitas penyimpanan maksimum yang diizinkan, (7) jumlah *tailing* yang saat ini disimpan, (8) klasifikasi konsekuensi, (9) tanggal tinjauan teknis independen terbaru, (10) temuan material, (11) tindakan mitigasi, (12) Rencana Tanggap Darurat (EPRP) spesifik lokasi Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Kuantitatif Quantitative	Beragam Various	EM-CO-540a.1	N/A

Topik Topic	Metrik Metric	Kategori Category	Satuan Ukur Unit of Measure	Kode Code	Kinerja 2025 2025 Performance
	Ringkasan sistem manajemen *tailing* dan struktur tata kelola yang digunakan untuk memantau dan menjaga stabilitas fasilitas penyimpanan *tailing* Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-540a.2	N/A
	Pendekatan terhadap pengembangan Rencana Kesiapsiagaan dan Tanggap Darurat (EPRP) untuk fasilitas penyimpanan *tailing* Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Diskusi dan Analisis Discussion and Analysis	n/a	EM-CO-540a.3	N/A

Activity Metric Metrik Kegiatan	Kategori Category	Unit of Measure Satuan Ukur	Kode Code	Kinerja 2025 2025 Performance
Produksi batubara termal Production of thermal coal	Kuantitatif Quantitative	Juta metrik ton (Mt) Million metric tonnes (Mt)	EM-CO-000.A	47,19 ton
Produksi batubara metalurgi Production of metallurgical coal	Kuantitatif Quantitative	Juta metrik ton (Mt) Million metric tonnes (Mt)	EM-CO-000.B	N/A

PT FREEPORT INDONESIA

IKHTISAR KINERJA KEBERLANJUTAN 2025 PT FREEPORT INDONESIA

Sustainability Performance Highlights 2025 PT Freeport Indonesia

PT Freeport Indonesia (PTFI), sebagai entitas asosiasi Grup MIND ID, terus memperkuat kontribusinya dalam mendukung praktik keberlanjutan melalui pengelolaan aspek lingkungan, sosial, dan ekonomi yang berkelanjutan. Sepanjang tahun pelaporan, PTFI secara konsisten menjalankan berbagai program dan inisiatif untuk meminimalkan dampak lingkungan, meningkatkan pemberdayaan masyarakat, serta menciptakan nilai ekonomi jangka panjang. Upaya tersebut mencerminkan keselarasan dengan komitmen Grup MIND ID dalam menerapkan praktik bisnis yang bertanggung jawab dan berkelanjutan.

PT Freeport Indonesia (PTFI), as an associated entity of the MIND ID Group, continues to strengthen its contribution to sustainability through responsible management of environmental, social, and economic aspects. Throughout the reporting year, PTFI consistently implemented programs and initiatives to minimize environmental impacts, enhance community empowerment, and create long-term economic value. These efforts align with the MIND ID Group's commitment to responsible and sustainable business practices.

Keanekaragaman Hayati & Konservasi
Biodiversity & Conservation

Luas Area Direklamasi
Reclaimed Area

75 Ha	119 Ha
2025	2024



Courtesy of PTFI

Air & Udara
Water & Air



Total Pengambilan Air
Total Water Withdrawal

52.187 Megaliter

2025

65.148 Megaliter

2024

Persentase Operasi di Wilayah dengan Tingkat *Water Stress* Tinggi atau Sangat Tinggi Total Konsumsi Air [SASB EM-MM-140a.1]
Percentage of Operations in Regions with High or Extremely High Baseline Water Stress [SASB EM-MM-140a.1]

0%

2025

Jumlah Insiden Ketidakpatuhan Terkait Izin, Standar, dan Peraturan Kualitas Air [SASB EM-MM-140a.2]
Number of Incidents of Non-Compliance Associated with Water Quality Permits, Standards, and Regulations [SASB EM-MM-140a.2]

Nihil / Zero

2025

Total Pengambilan Air [SASB EM-MM-140a.1]
Total Water Withdrawal [SASB EM-MM-140a.1]

52.187.134,26 m^3

2025

Total Konsumsi Air [SASB EM-MM-140a.1]
Total Water Consumed [SASB EM-MM-140a.1]

2.579.249 m^3

2025

Emisi GRK Lain
Other GHG Emission

Emisi NOx (tidak termasuk N_2O) [SASB EM-MM-120a.1]
NOx Emissions (excluding N_2O) [SASB EM-MM-120a.1]

14.714,54 ton

2025

Emisi SOx [SASB EM-MM-120a.1]
SOx Emissions [SASB EM-MM-120a.1]

2.987,36 ton

2025

Emisi Partikulat (PM10) [SASB EM-MM-120a.1]
Particulate Matter (PM10) Emissions [SASB EM-MM-120a.1]

3.985,26 ton

2025

Emisi Timbal (Pb) [SASB EM-MM-120a.1]
Lead (Pb) Emissions [SASB EM-MM-120a.1]

0,19 ton

2025

Emisi Senyawa Organik yang Mudah Menguap (VOCs) [SASB EM-MM-120a.1]
Volatile Organic Compounds (VOCs) Emissions [SASB EM-MM-120a.1]

738,45 ton

2025

Dekarbonisasi
Decarbonization

Total Konsumsi Energi
Total Energy Consumption

25.288.810 Giga Joule

2025

32.276.200 Giga Joule

2024

Total Emisi Cakupan 1 dan 2
Total Scope 1 and 2 Emissions

2.145.750 Ton CO_2eq

2025

2.696.413 Ton CO_2eq

2024

Intensitas Energi
Energy Intensity

24.912.939 GJ/ miliar pounds Cu

2025

17.932.403 GJ/ miliar pounds Cu

2024

Intensitas Emisi
Emission Intensity

4,66 Ton CO_2eq/Ton Cu

2025

3,3 Ton CO_2eq/Ton Cu

2024

Proporsi Konsumsi Energi Internal
Internal Energy Consumption Proportion

Energi Tidak Terbarukan Non-Renewable Energy	Energi Terbarukan Renewable Energy
93,32% 2025	**6,68%** 2025
95,02% 2024	**4,98%** 2024

Total Energi yang Dikonsumsi [SASB EM-MM-130a.1]
Total Energy Consumed [SASB EM-MM-130a.1]

25.288.810 GJ

2025

Persentase Energi Terbarukan [SASB EM-MM-130a.1]
Percentage of Renewable Energy [SASB EM-MM-130a.1]

6,68%

2025

Total Emisi Global Scope 1 [SASB EM-MM-110a.1]
Gross Global Scope 1 Emissions [SASB EM-MM-110a.1]

2.145.750 Ton CO_2eq

2025

Produksi yang Bertanggung Jawab
Responsible Production

Total Berat Limbah Non-Mineral yang Dihasilkan [SASB EM-MM-150a.4]
Total Weight of Non-Mineral Waste Generated [SASB EM-MM-150a.4]

36.987,2 ton
2025

Total Berat Batuan Sisa yang Dihasilkan [SASB EM-MM-150a.6]
Total Weight of Waste Rock Generated [SASB EM-MM-150a.6]

2.465.809,0 ton
2025

Total Berat Limbah Berbahaya yang Dihasilkan [SASB EM-MM-150a.7]
Total Weight of Hazardous Waste Generated [SASB EM-MM-150a.7]

6.469,3 ton
2025

Jumlah Insiden Signifikan Terkait Pengelolaan Limbah Berbahaya [SASB EM-MM-150a.9]
Number of Significant Incidents Associated With Hazardous Waste Management [SASB EM-MM-150a.9]

Nihil / Zero
2025

Operasional yang Unggul
Operational Excellence

Persentase Operasi bersertifikasi ISO 14001
Percentage of ISO 14001 Certified Operations

2025	2024
100%	100%


Courtesy of PTFI

Inklusi & Keberagaman
Inclusion & Diversity

Jumlah Tenaga Kerja
Number of Manpower

Pegawai Tetap
Permanent Employees

6.630 Pegawai / Employees	2025
6.606 Pegawai / Employees	2024

Pekerja Kontrak
Contract Workers

27.707 Pekerja / Workers	2025
32.242 Pekerja / Workers	2024

Jumlah Pegawai Wanita
Number of Female Employees

2.771 Pegawai / Employees	2025
3.884 Pegawai / Employees	2024

Jumlah Tenaga Kerja
Number of Manpower

34.337 Pegawai / Employees	2025
38.846 Tenaga Kerja / Manpower	2024

Persentase Tenaga Kerja Wanita
Female Manpower Percentage

10%	2025
9,5%	2024

Keselamatan & Kesehatan Kerja (K3)
Health & Safety

Jumlah Jam Kerja
Number of Working Hours

74.054.516 Juta Jam / Millions of Hours	2025
76.372.318 Juta Jam / Millions of Hours	2024

Tingkat Fatalitas [SASB EM-MM-320A.1]
Fatalities Rate [SASB EM-MM-320A.1]

0,022	2025
0	2024

TRIR - (Total Recordable Incident Rate)

0,15	2025
0,16	2024

LTIR - (Lost Time Incident Rate)

0,08	2025
0,1	2024

Near Miss Frequency Rate (NMFR) [SASB EM-MM-320A.1]

10,29	2025
5,51	2024

Rekrutmen
Recruitment

Total Rekrutmen Pegawai Baru
Total Recruitment of New Employees

2025	2024
201 Pegawai Employees	584 Pegawai Employees

Total Turnover Pegawai
Total Employee Turnover

2025	2024
3%	7%

Hak-Hak Pekerja
Labor Rights

Persentase Pegawai Tercakup PKB
Percentage of Employees Covered by Collective Labor Agreement (CLA)

2025	2024
41%	43%



Courtesy of PTFI

Produk Berkualitas dan Bertanggung Jawab
Product Quality & Responsibility

Volume Produksi
Production Volume

Tembaga
Copper

2025	2024
1,01 Miliar Pon Billion Pounds	1,8 Miliar Pon Billion Pounds

Emas
Gold

2025	2024
0,93 Juta Ons million Ounces	1,9 Juta Ons million Ounces

Kinerja Keuangan
Financial Performance

Nilai Ekonomi yang Didistribusikan
Distributed Economic Value

2025	2024
7.746 Juta AS$ Million US$	7.486 Juta AS$ Million US$

Total Kontribusi kepada Negara
Total Contributions to the State

2025	2024
2.866 Juta AS$ Million US$	2.938 Juta AS$ Million US$

Program Investasi Sosial
Community Investment Program

Realisasi Dana Program Tanggung Jawab Sosial Dan Lingkungan Korporat
Community Investment and Engagement Program Funds Realization

2025	2024
118 Juta AS$ Million US$	141 Juta AS$ Million US$

Proporsi Pemasok Lokal
Proportion of Local Suppliers

Barang
Goods

2025	2024
12%	10%

Jasa
Services

2025	2024
14%	12%

Transparansi & Akuntabilitas
Transparency & Accountability

Hasil *GCG Assessment* berdasarkan Parameter ASEAN CG Scorecard
GCG Assessment Results Based on ASEAN CG Scorecard Parameters

2025	2024
99,53	98,68

Etika Bisnis & Kepatuhan
Business Ethics & Compliance

Insiden Korupsi
Incidents of Corruption

2025	2024
Nihil Zero	Nihil Zero

Untuk informasi dan detail lebih lanjut mengenai kinerja keberlanjutan PTFI sebagai entitas asosiasi, dapat diakses pada tautan berikut:

For more information and details on sustainability performance of PTFI as an associated entity, please visit the following link:

IKHTISAR KINERJA KEBERLANJUTAN 2025 PT VALE INDONESIA Tbk

Sustainability Performance Highlights 2025 PT Vale Indonesia Tbk

Sebagai entitas asosiasi Grup MIND ID, PT Vale Indonesia Tbk (PTVI) terus memperkuat penerapan praktik usaha berkelanjutan yang mencakup aspek lingkungan, sosial, ekonomi, dan tata kelola. PTVI secara konsisten menjalankan berbagai inisiatif yang mendukung pelestarian lingkungan, pemberdayaan masyarakat lokal, serta penciptaan nilai tambah bagi para pemangku kepentingan. Langkah tersebut sejalan dengan arah strategis Grup MIND ID dalam mendorong terciptanya industri pertambangan yang berkelanjutan, inklusif, dan berwawasan lingkungan.

As an associated entity of the MIND ID Group, PT Vale Indonesia Tbk (PTVI) continues to strengthen the implementation of sustainable business practices covering environmental, social, economic, and governance aspects. PTVI consistently undertakes initiatives that support environmental preservation, local community empowerment, and the creation of added value for stakeholders. These efforts align with the strategic direction of the MIND ID Group to promote a sustainable, inclusive, and environmentally responsible mining industry.

Keanekaragaman Hayati & Konservasi
Biodiversity & Conservation

Luas Area Direklamasi
Reclaimed Area

2025	2024
158,09 Ha	178,98 Ha



Courtesy of PTVI

Air & Udara
Water & Air

Total Pengambilan Air
Total Water Withdrawal

15.109.748 Megaliter

2025

11.748.150 Megaliter

2024

Total Pengambilan Air [SASB EM-MM-140a.1]
Total Water Withdrawal [SASB EM-MM-140a.1]

15.109.748 m³

2025

Persentase Operasi di Wilayah dengan Tingkat *Water Stress* Tinggi atau Sangat Tinggi Total Konsumsi Air [SASB EM-MM-140a.1]
Percentage of Operations in Regions with High or Extremely High Baseline Water Stress [SASB EM-MM-140a.1]

0%

2025

Jumlah Insiden Ketidakpatuhan Terkait Izin, Standar, dan Peraturan Kualitas Air [SASB EM-MM-140a.2]
Number of Incidents of Non-Compliance Associated with Water Quality Permits, Standards, and Regulations [SASB EM-MM-140a.2]

Nihil / Zero

2025

Emisi GRK Lain
Other GHG Emission

Emisi NOx (tidak termasuk N_2O) [SASB EM-MM-120a.1]
NOx Emissions (excluding N_2O) [SASB EM-MM-120a.1]

4.764 ton

2025

Emisi SOx [SASB EM-MM-120a.1]
SOx Emissions [SASB EM-MM-120a.1]

49.297 ton

2025

Emisi Partikulat (PM10) [SASB EM-MM-120a.1]
Particulate Matter (PM10) Emissions [SASB EM-MM-120a.1]

647 ton

2025


Courtesy of PTVI

Dekarbonisasi
Decarbonization



Total Konsumsi Energi [SASB EM-MM-130a.1]
Total Energy Consumption [SASB EM-MM-130a.1]

31.610.942 Giga Joule

2025[1)]

31.785.655 Giga Joule

2024[2)]

Intensitas Energi[2)]
Energy Intensity[2)]

438,57 GJ/Ton Ni	**445,73** GJ/Ton Ni
2025	2024
28,12 GJ/AS$ GJ/US$	**29,90** GJ/AS$ GJ/US$
2025	2024

Proporsi Konsumsi Energi Internal
Internal Energy Consumption Proportion

Energi Tidak Terbarukan Non-Renewable Energy	Energi Terbarukan [SASB EM-MM-130a.1] Renewable Energy [SASB EM-MM-130a.1]
69,13%	**30,87%**
2025[1)]	2025[1)]
69,40%	**30,60%**
2024[2)]	2024[2)]

Total Emisi Global Scope 1 [SASB EM-MM-110a.1]
Gross Global Scope 1 Emissions [SASB EM-MM-110a.1]

2.072.143 Ton CO_2eq

2025

Total Emisi Cakupan 1 dan 2
Total Scope 1 and 2 Emissions

2.079.596,04 Ton CO_2eq

2025

2.050.990,70 Ton CO_2eq

2024

Intensitas Emisi
Emission Intensity

28,80 Ton CO_2eq/Ton Cu

2025

28,76 Ton CO_2eq/Ton Cu

2024

Catatan | Notes:

1) Data mencakup Sorowako, Pomala dan Morowali.
The data covers Sorowako, Pomala, and Morowali.

2) Data hanya mencakup Sorowako.
The data only covers Sorowako.

Produksi yang Bertanggung Jawab
Responsible Production

Total Berat Limbah Non-Mineral yang Dihasilkan
[SASB EM-MM-150a.4]
Total Weight of Non-Mineral Waste Generated
[SASB EM-MM-150a.4]

5.349,93 ton

2025

Total Berat Batuan Sisa yang Dihasilkan [SASB EM-MM-150a.6]
Total Weight of Waste Rock Generated [SASB EM-MM-150a.6]

40.472.961,47 ton

2025

Total Berat Limbah Berbahaya yang Dihasilkan
[SASB EM-MM-150a.7]
Total Weight of Hazardous Waste Generated
[SASB EM-MM-150a.7]

2.353 ton

2025

Jumlah Insiden Signifikan Terkait Pengelolaan Limbah Berbahaya [SASB EM-MM-150a.9]
Number of Significant Incidents Associated With Hazardous Waste Management [SASB EM-MM-150a.9]

Nihil / Zero

2025

Operasional yang Unggul
Operational Excellence

Persentase Operasi bersertifikasi ISO 14001
Percentage of ISO 14001 Certified Operations

2025	2024
100%	100%

Rekrutmen
Recruitment

Total Rekrutmen Pegawai Baru
Total Recruitment of New Employees

2025	2024
63 Pegawai Employees	166 Pegawai Employees

Total Turnover Pegawai
Total Employee Turnover

2025	2024
31%	28%

Inklusi & Keberagaman
Inclusion & Diversity

Jumlah Pegawai
Number of Employees

Pegawai Tetap – Permanent Employees	Pekerja Kontrak – Contract Workers
2025: 2.985 Pegawai Employees	2025: 22.645 Pekerja Workers
2024: 3.038 Pegawai Employees	2024: 14.045 Pekerja Workers

Jumlah Pegawai Wanita
Number of Female Employees

2025	2024
361 Pegawai Employees	352 Pegawai Employees

Persentase Pegawai Wanita
Female Employee Percentage

2025	2024
12,09%	11,59%



Keselamatan & Kesehatan Kerja (K3)
Health & Safety

Jumlah Jam Kerja
Number of Working Hours

2025	2024
49.188.806 Juta Jam Millions of Hours	35.826.532 Juta Jam Millions of Hours

Fatalities Rate [SASB EM-MM-320A.1]

2025	2024
0	0

TRIR - *(Total Recordable Incident Rate)*

2025	2024
0,52	0,34

LTIR - *(Lost Time Incident Rate)*

2025	2024
0,12	0,03

Near miss frequency rate (NMFR) [SASB EM-MM-320A.1]

2025	2024
1,55	1,84

Hak-Hak Pekerja
Labor Rights

Persentase Pegawai Tercakup PKB
Percentage of Employees Covered by Collective Labor Agreement (CLA)

2025	2024
100%	100%

Program Investasi Sosial
Community Investment Program

Realisasi Dana Program Tanggung Jawab Sosial Dan Lingkungan Korporat
Community Investment and Engagement Program Funds Realization

2025	2024
4,73 Juta AS$ Million US$	4,00 Juta AS$ Million US$

Kinerja Keuangan
Financial Performance

Nilai Ekonomi yang Didistribusikan
Distributed Economic Value

2025	2024
110.852 Ribu AS$ Thousand US$	108.228 Ribu AS$ Thousand US$

Total Kontribusi kepada Negara
Total Contributions to the State

2025	2024
170.419 Ribu AS$ Thousand US$	202.242 Ribu AS$ Thousand US$

Kinerja Pengadaan Barang dan Jasa
Goods and Services Procurement Performance

Proporsi Pemasok Lokal
Proportion of Local Suppliers

2025	2024
21%	15%

Proporsi Pembayaran Kepada Pemasok Lokal
Proportion of Payments to Local Suppliers

2025	2024
18%	15%

Proporsi Pemasok Nasional
Proportion of National Suppliers

2025	2024
64%	62%

Proporsi Pembayaran Kepada Pemasok Nasional
Proportion of Payments to National Suppliers

2025	2024
72%	77%

Proporsi Pemasok Internasional
Proportion of International Suppliers

2025	2024
15%	23%

Proporsi Pembayaran Kepada Pemasok Internasional
Proportion of Payments to International Suppliers

2025	2024
10%	8%

Produk Berkualitas & Bertanggung Jawab
Product Quality & Responsibility

Volume Produksi
Production Volume

Nikel dalam Matte

2025	2024
72.027 ton	71.311 ton

Transparansi & Akuntabilitas
Transparency & Accountability

Hasil *GCG Assessment* berdasarkan Parameter ASEAN CG Scorecard
GCG Assessment Results Based on ASEAN CG Scorecard Parameters

2025	2024
99,53	98,68

Etika Bisnis & Kepatuhan
Business Ethics & Compliance

Insiden Korupsi
Incidents of Corruption

2025	2024
Nihil Zero	Nihil Zero

Untuk informasi dan detail lebih lanjut mengenai kinerja keberlanjutan PTVI sebagai entitas asosiasi, dapat diakses pada tautan berikut:

For more information and details on sustainability performance of PTVI as an associated entity, please visit the following link:

Konsolidasi Bahaya & Mitigasi Lintas Anggota

Consolidated Hazards & Mitigations Across Members

Jenis Bahaya/Risiko K3 Hazard / OHS Risk	Pendekatan/Mitigasi Approach / Mitigation
Pekerjaan di ketinggian (>1,75 m) Working at height (>1.75 m)	• Identifikasi bahaya dan pengendalian risiko sebelum mulai pekerjaan (HIRA & JSA) • Penggunaan APD ketinggian (*full body harness, double lanyard*, helm bertali dagu) • Pelatihan dan sertifikasi kerja di ketinggian (TKBT) bagi seluruh pekerja terkait • Penerbitan *Permit to Work* (Izin Kerja) khusus pekerjaan ketinggian. • Pengawasan langsung di lokasi (*safety supervisor*) selama pekerjaan berlangsung • Penilaian *Fit to Work* sebelum melaksanakan pekerjaan. • Hazard identification and risk control before work (HIRA & JSA). • Use of fall-arrest PPE (full body harness, double lanyard, chinstrap helmet) • Working-at-height training and certification (TKBT) for all relevant workers. • Issuance of dedicated Permit to Work for height-related tasks. • On-site direct supervision (safety supervisor) throughout the work. • Fit-to-Work assessment prior to commencing work.
Pekerjaan dengan listrik bertegangan (>50 V AC) — termasuk PLTU/PLTD Live electrical work (>50 V AC) — including thermal & diesel power plants	• Identifikasi bahaya dan pengendalian risiko sebelum mulai pekerjaan. • Penerapan prosedur *Lock Out & Tag Out* (LOTO) untuk seluruh isolasi energi. • Pelatihan listrik dan sertifikasi kompetensi bagi pekerja listrik. • Penerbitan *Permit to Work* khusus pekerjaan listrik. • Pengawasan oleh ahli K3 listrik dan inspeksi rutin peralatan. • Uji kelayakan boiler dan peralatan kelistrikan setiap tahun. • Hazard identification and risk control before work. • Lock Out & Tag Out (LOTO) procedures applied to all energy isolation. • Electrical training and competency certification for electrical workers. • Issuance of dedicated Permit to Work for electrical tasks. • Supervision by electrical safety experts and routine equipment inspection. • Annual boiler and electrical-equipment certification testing.
Pekerjaan panas: pengelasan, pemotongan, peleburan logam Hot work: welding, cutting, metal smelting	• Identifikasi bahaya dan pengendalian risiko sebelum mulai pekerjaan. • Penerbitan *Permit to Work* (*Hot Work Permit*) untuk seluruh pekerjaan panas. • Penggunaan APD tahan panas (*heat-protective clothing, face shield*, sarung tangan tahan panas). • Pelatihan dan sertifikasi *welding*/*cutting*/peleburan bagi seluruh operator. • Penyiapan APAR dan peralatan pemadam kebakaran di sekitar lokasi. • Pemeriksaan area kerja terhadap material mudah terbakar sebelum pekerjaan dimulai. • Hazard identification and risk control before work. • Issuance of a Hot Work Permit for all hot-work activities. • Use of heat-protective PPE (heat-resistant clothing, face shield, heat gloves). • Training and certification for welding/cutting/smelting operators. • Provision of fire extinguishers and firefighting equipment nearby. • Inspection of the work area for flammable materials before commencement.

Jenis Bahaya/Risiko K3 Hazard / OHS Risk	Pendekatan/Mitigasi Approach / Mitigation
Pengangkatan beban berat & pengoperasian *crane* (*lifting*) Heavy lifting & crane operations	• Identifikasi bahaya dan pengendalian risiko sebelum mulai pekerjaan. • Pelatihan dan sertifikasi operator *crane* (*rigging* dan *signalman*). • Inspeksi pra-operasi *crane*, sling, dan peralatan angkat sebelum digunakan. • Penetapan zona terlarang (*no-go zone*) di bawah area pengangkatan. • *Lifting plan* tersendiri untuk beban >5 ton, mengangkat manusia >5 m, dan tandem *lifting*. • Pengawasan langsung oleh supervisor *lifting* selama pekerjaan berlangsung. • Hazard identification and risk control before work. • Crane operator certification (rigging and signalman). • Pre-operational inspection of cranes, slings, and lifting gear before use. • Designation of no-go zones beneath lifting areas. • Dedicated lifting plan for loads >5 t, lifting persons >5 m, and tandem lifts. • Direct supervision by a lifting supervisor throughout the work.
Pengoperasian alat berat & kendaraan tambang (*dump truck, excavator, dragline*) Heavy equipment & mining vehicle operation (dump trucks, excavators, draglines)	• Identifikasi bahaya dan pengendalian risiko pada lokasi operasi tambang. • Pelatihan dan sertifikasi K3 operator alat berat (Surat Izin Mengemudi/ Mengoperasikan). • *Pre-use inspection* harian dan program perawatan preventif. • Pengawasan intensif kepada kontraktor pelaksana penambangan. • Pertemuan rutin dengan Penanggung Jawab Operasional (PJO) dan *toolbox meeting*. • Pengaturan lalu lintas tambang (*one-way*, batas kecepatan, *dispatch system*). • Hazard identification and risk control at mining-operation sites. • OHS training and operator certification for heavy equipment. • Daily pre-use inspection and preventive-maintenance programs. • Intensive oversight of mining contractors. • Routine meetings with Operational Person-in-Charge (PJO) and toolbox talks. • Mine-traffic management (one-way, speed limits, dispatch system).
Aktivitas peledakan (*blasting*) Blasting activities	• Identifikasi bahaya dan pengendalian risiko sebelum peledakan. • Rencana dan perizinan peledakan disusun sesuai ketentuan Polri dan Kementerian ESDM yang berlaku. • Pelatihan dan sertifikasi Juru Ledak. • Penetapan radius aman (*clearance zone*) dan evakuasi pekerja sebelum peledakan. • Inspeksi dan pengamanan bahan peledak (*storage magazine*). • Komunikasi peledakan kepada masyarakat sekitar sebelum aktivitas dilakukan. • Hazard identification and risk control before blasting. • Blasting plans and permits are prepared in accordance with applicable Indonesian National Police and ESDM regulations. • Blasting officer (Juru Ledak) training and certification. • Safe-radius clearance zone established and personnel evacuated before blast. • Inspection and security of explosive storage magazines. • Pre-blast communication to surrounding communities.
Kegagalan lereng / dinding tambang (*high-wall failure*) Slope or pit-wall failure	• Identifikasi geoteknik dan pemantauan lereng secara berkala. • Pemasangan *slope-stability* radar dan sistem peringatan dini (*early warning*). • *Engineering control*: penurunan *slope angle* dan pembuatan *bench* yang aman. • Pelatihan pengenalan tanda-tanda awal kegagalan lereng bagi seluruh pekerja tambang. • Penempatan zona berisiko tinggi sebagai *no-go area* dan pengaturan akses. • Geotechnical assessment and regular slope monitoring. • Slope-stability radar and early-warning system installation. • Engineering control: reduced slope angles and safe bench geometry. • Training on early signs of slope failure for all mining personnel. • Designation of high-risk zones as no-go areas with access control.

Jenis Bahaya/Risiko K3 Hazard / OHS Risk	Pendekatan/Mitigasi Approach / Mitigation
Pekerjaan di atas/dekat air & transportasi air (*speedboat*, tongkang, kapal) Working on or near water & water transport (speedboats, barges, vessels)	• Identifikasi bahaya dan pengendalian risiko pada kegiatan di area air. • Penyediaan pelampung (*life jacket*) untuk seluruh pekerja yang melakukan penyeberangan. • Induksi keselamatan air bagi seluruh pekerja sebelum melakukan transportasi air. • Pemeriksaan kelayakan kapal dan peralatan keselamatan oleh nakhoda/kru. • Penyiapan tanggap darurat tumpahan, *oil boom*, dan tim SAR. • Pengawasan ekstra saat naik-turun tongkang dan pemuatan material ke kapal. • Hazard identification and risk control for water-area activities. • Life jacket provided for all workers undertaking water crossings. • Water-safety induction for all workers prior to water transport. • Vessel and safety-equipment seaworthiness checks by captain/crew. • Spill-response, oil-boom, and SAR-team preparedness. • Extra supervision when boarding/disembarking barges and during material loading.
Pekerjaan di ruang terbatas (*confined space*) Confined space work	• Identifikasi bahaya dan pengendalian risiko sebelum memasuki ruang terbatas. • Penerbitan *Confined Space Entry Permit* untuk setiap pekerjaan. • Gas *test* (oksigen, gas mudah terbakar, gas toksik) sebelum dan selama pekerjaan. • Penyediaan ventilasi paksa (*forced ventilation*) bila diperlukan. • *Stand-by attendant* (penjaga) di luar ruang terbatas dengan alat komunikasi. • Pelatihan *confined space entry* dan rencana penyelamatan (*rescue plan*). • Hazard identification and risk control before entering confined space. • Confined Space Entry Permit issued for every entry. • Gas testing (oxygen, flammable gases, toxic gases) before and during work. • Forced ventilation provision where required. • Stand-by attendant outside the space with communication equipment. • Confined-space entry training and rescue plan in place.
Penanganan bahan kimia, radioaktif & material berbahaya (B3) Handling of chemicals, radioactive substances & hazardous (B3) materials	• Identifikasi bahaya dan pengendalian risiko pada penanganan bahan kimia/ radioaktif. • Penggunaan APD spesifik (respirator, sarung tangan kimia, baju pelindung kimia). • Penyediaan *Material Safety Data Sheet* (MSDS/SDS) di lokasi kerja. • Pelatihan penanganan B3, klorinasi, dan radiasi (untuk elektro logging). • Pengelolaan tabung klorin dan bahan kimia berbahaya sesuai prosedur SOP. • Pengawasan radiasi (dosimeter) dan ahli K3 radiasi untuk pekerjaan radioaktif. • Hazard identification and risk control for chemical/radioactive handling. • Specific PPE (respirator, chemical gloves, chemical-protective clothing). • Material Safety Data Sheets (MSDS/SDS) available on-site. • Training in B3, chlorination handling, and radiation safety (for electro-logging). • Management of chlorine cylinders and hazardous chemicals per SOP. • Radiation monitoring (dosimeters) and certified radiation-safety officers.
Penanganan bahan bakar (BBM, IDO/MFO) Fuel handling (diesel, IDO/MFO)	• Identifikasi bahaya dan pengendalian risiko pekerjaan pembongkaran BBM. • Penyiapan peralatan tanggap darurat tumpahan BBM (*oil boom, absorbent*). • Pengawasan ketat saat pembongkaran BBM di dermaga. • Pelatihan/induksi kepada kru kapal yang akan melakukan pembongkaran BBM. • Larangan keras terhadap sumber api di sekitar area pengisian/pembongkaran. • Inspeksi pipa, selang, dan koneksi sebelum pemindahan BBM dimulai. • Hazard identification and risk control for fuel-unloading work. • Spill-response equipment ready (oil boom, absorbents). • Strict supervision during fuel unloading at the jetty. • Training/induction for vessel crews undertaking fuel unloading. • Strict prohibition of ignition sources around loading/unloading areas. • Inspection of pipes, hoses, and connections before fuel transfer begins.

Jenis Bahaya/Risiko K3 Hazard / OHS Risk	Pendekatan/Mitigasi Approach / Mitigation
Kontak dengan logam cair & material panas (*Lost of Containment*) Contact with molten metal & hot materials (Loss of Containment)	• Identifikasi bahaya dan pengendalian risiko pada area peleburan/tapping. • *Engineering control*: pelindung dari percikan logam cair dan jalur evakuasi. • APD tahan panas khusus (*silver suit*, *face shield*, sepatu khusus) untuk pekerja *smelter*. • Pelatihan *tap-off*, *charging*, dan tanggap darurat tumpahan logam cair. • Inspeksi rutin *lining furnace* dan sistem pendingin. • Penyediaan dehidrasi pekerja: ruang istirahat ber-AC, air minum, *electrolyte drink*. • Hazard identification and risk control in smelting/tapping areas. • Engineering controls: molten-metal splash guards and evacuation routes. • Specialized heat-protective PPE (silver suit, face shield, specialized footwear) for smelter workers. • Training on tap-off, charging, and molten-metal spill emergency response. • Routine inspection of furnace lining and cooling systems. • Worker heat-stress mitigation: air-conditioned rest rooms, drinking water, electrolyte drinks.
Pengoperasian mesin berputar/bergerak (gerinda, tromol, *ladder* kapal isap) Operation of rotating/moving machinery (grinders, tumblers, suction-ship ladders)	• Identifikasi bahaya dan pengendalian risiko pada peralatan berputar. • Pemasangan pelindung mesin (*machine guarding*) pada bagian yang berputar. • Penerapan LOTO sebelum pemeliharaan/perbaikan. • Larangan penggunaan pakaian longgar, perhiasan, dan rambut tergerai dekat mesin. • Pelatihan operator mesin dan inspeksi pra-operasi. • Penggunaan APD tepat (sarung tangan anti-potong, kacamata, *ear plug*). • Hazard identification and risk control for rotating equipment. • Machine guarding installed on all rotating parts. • LOTO applied before maintenance/repair work. • Prohibition on loose clothing, jewellery, and untied hair near machinery. • Operator training and pre-operation inspections. • Appropriate PPE (cut-resistant gloves, eye protection, ear plugs).
Paparan gas, debu, kebisingan & radiasi Exposure to gas, dust, noise & radiation	• Identifikasi bahaya dan pengukuran rutin (gas test, *dust monitoring*, *noise measurement*). • *Engineering control*: ventilasi, *dust collector*, peredam kebisingan, *shielding* radiasi. • Penggunaan APD pernapasan (masker N95/respirator), *ear plug/muff*, dan dosimeter. • Rotasi kerja untuk mengurangi waktu paparan di area kebisingan >85 dB. • *Medical check-up* berkala (audiometri, spirometri, *biological monitoring*). • Pelatihan kesadaran bahaya paparan kronis dan penggunaan APD yang benar. • Hazard identification and routine measurement (gas test, dust monitoring, noise measurement). • Engineering controls: ventilation, dust collectors, noise dampening, radiation shielding. • Respiratory PPE (N95 masks/respirators), ear plugs/muffs, and dosimeters. • Work rotation to limit exposure time in noise areas >85 dB. • Periodic medical check-ups (audiometry, spirometry, biological monitoring). • Awareness training on chronic-exposure hazards and correct PPE use.

Jenis Bahaya/Risiko K3 Hazard / OHS Risk	Pendekatan/Mitigasi Approach / Mitigation
Kebakaran dan ledakan (termasuk ledakan *furnace*) Fire and explosion (including furnace explosions)	• Identifikasi bahaya kebakaran/ledakan dan pengendalian risiko area produksi • Sistem proteksi kebakaran: hidran, sprinkler, *fire alarm*, gas/*heat detector*. • Inspeksi rutin sistem proteksi dan latihan tanggap darurat (*fire drill*). • Pelatihan pemadaman kebakaran tingkat dasar dan tingkat lanjut. • Pemisahan/segregasi penyimpanan bahan mudah terbakar. • Pemeriksaan ulang lining dan parameter operasi *furnace* untuk mencegah ledakan. • Fire/explosion hazard identification and risk control in production areas. • Fire-protection systems: hydrants, sprinklers, fire alarms, gas/heat detectors. • Routine inspection of protection systems and emergency-response drills (fire drills). • Basic and advanced firefighting training. • Segregated storage of flammable materials. • Re-inspection of furnace lining and operating parameters to prevent explosions.
Penambangan bawah tanah Underground mining	• Identifikasi bahaya dan pengendalian risiko spesifik tambang bawah tanah. • Sistem ventilasi paksa dan *monitoring* kualitas udara (oksigen, gas tambang). • Sistem komunikasi dan *rescue tag tracking* pekerja tambang bawah tanah • Pelatihan keselamatan tambang bawah tanah dan *self-rescuer training*. • Pemasangan *ground support* (*rock bolting, mesh, shotcrete*). • Drill keluar darurat dan tim *Mine Rescue* dengan peralatan lengkap. • Underground-mining-specific hazard identification and risk control. • Forced ventilation systems and air-quality monitoring (oxygen, mine gases). • Communication and rescue-tag tracking systems for underground workers. • Underground mine safety training and self-rescuer training. • Ground support installation (rock bolts, mesh, shotcrete). • Emergency evacuation drills and fully-equipped Mine Rescue Team.
Eksplorasi remote area & bahaya alam (binatang buas, petir, tersesat) Remote-area exploration & natural hazards (wildlife, lightning, getting lost)	• Identifikasi bahaya area eksplorasi dan rencana keselamatan lapangan. • Pembekalan tim eksplorasi: GPS, radio komunikasi, P3K, alat pengusir binatang. • Pelatihan *survival*, navigasi hutan, dan tanggap darurat binatang berbisa. • Pemantauan cuaca dan penghentian aktivitas saat ancaman petir. • Sistem *check-in/check-out* harian untuk seluruh tim eksplorasi. • Koordinasi dengan masyarakat setempat dan tenaga pemandu lokal. • Exploration-area hazard identification and field-safety plan. • Exploration-team equipment: GPS, radio, first-aid kit, animal deterrents. • Survival, jungle-navigation, and venomous-animal emergency-response training. • Weather monitoring and activity suspension on lightning threat. • Daily check-in/check-out system for all exploration teams. • Coordination with local communities and engagement of local guides.
Kecelakaan lalu lintas (transportasi darat) Road traffic accidents (land transport)	• Identifikasi bahaya rute transportasi dan kebijakan keselamatan berkendara. • Pelatihan *defensive driving* dan pemeriksaan kelaikan kendaraan secara berkala. • Penetapan batas kecepatan, pengaturan jam istirahat pengemudi, dan rotasi. • Penyediaan *GPS tracking* dan *dashcam* pada armada operasional. • Larangan penggunaan ponsel saat berkendara dan kebijakan *zero alcohol*. • Tanggap darurat: koordinasi *medical evacuation* dan kontak *emergency* 24/7. • Hazard identification of transport routes and driving-safety policy. • Defensive driving training and periodic vehicle-roadworthiness checks. • Speed limits, driver rest-hour management, and rotation arrangements. • GPS tracking and dash cams installed on the operational fleet. • Prohibition of phone use while driving and zero-alcohol policy. • Emergency response: medical-evacuation coordination and 24/7 emergency contact.



MIND ID

PT Mineral Industri Indonesia (Persero)
Gedung The Energy Lt. 19 dan 27 SCBD /
The Energy Building 19th and 27th Floor SCBD
Jl. Jenderal Sudirman Kav. 52-53
P.O. BOX 6917 Jakarta Selatan,
DKI Jakarta 12190, Indonesia

Phone : (+6221) 27938750
Fax : (+6221) 27936331
E-mail : info@mind.id
Website : mind.id