Danantara Indonesia

PUPUK INDONESIA HOLDING COMPANY



Transformasi Industri Pupuk Penopang Kedaulatan Pangan Nasional

Fertilizer Industry Transformation as a Pillar of National Food Sovereignty

Laporan Keberlanjutan **2025** *Sustainability Report*

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Fertilizer Industry Transformation as a Pillar of National Food Sovereignty

Berangkat dari kebutuhan untuk memperkuat peran industri pupuk dalam mendukung sektor pertanian nasional, PT Pupuk Indonesia (Persero) terus mendorong transformasi yang terintegrasi di seluruh rantai nilai usahanya. Sebagai perusahaan yang bergerak di sektor pupuk dan agribisnis, PTPI menyadari bahwa dinamika global, seperti perubahan iklim, tekanan terhadap sumber daya alam, serta tuntutan peningkatan produktivitas pertanian menuntut penguatan kapasitas industri pupuk yang semakin adaptif dan berkelanjutan. Melalui berbagai langkah transformasi, Perusahaan mengarahkan pengembangan bisnis menuju industri pupuk yang lebih rendah karbon, mendukung praktik pertanian berkelanjutan, serta memperkuat ketahanan sistem pangan nasional dalam jangka panjang melalui peningkatan efisiensi operasional, penguatan pengelolaan aset serta pengembangan inovasi produk dan sistem distribusi yang lebih responsif terhadap kebutuhan sektor pertanian.

Di saat yang sama, industri pupuk memegang peran penting sebagai salah satu penopang dalam menjaga kedaulatan pangan nasional. Ketersediaan pupuk yang berkualitas, terjangkau, dan terdistribusi secara tepat menjadi faktor kunci dalam mendukung produktivitas pertanian sekaligus menjaga stabilitas pasokan pangan bagi masyarakat. Melalui penguatan rantai pasok pupuk, peningkatan layanan kepada petani, serta penerapan praktik usaha yang semakin efisien dan bertanggung jawab, Perusahaan terus berupaya memperkuat kontribusinya dalam meningkatkan hasil pertanian, memperkuat kesejahteraan petani, serta mendukung keberlanjutan sistem pangan Indonesia.

Building on the imperative to strengthen the role of the fertilizer industry in supporting Indonesia's agricultural sector, PT Pupuk Indonesia (Persero) continues to advance an integrated transformation across its value chain. As a key player in the fertilizer and agribusiness sector, PTPI recognizes that global dynamics, such as climate change, increasing pressure on natural resources, and the need to enhance agricultural productivity, require a more adaptive and sustainable industry. In response, the Company is directing its transformation toward developing a lower-carbon fertilizer business, supporting sustainable agricultural practices, and strengthening the long-term resilience of the national food system. These efforts are carried out through enhanced operational efficiency, improved reliability of production facilities, strengthened asset management and the development of innovative products and resilient distribution systems that respond more effectively to the evolving needs of the agricultural sector.

Concurrently, the fertilizer industry remains a critical pillar in safeguarding national food security. The availability of quality fertilizers, at an affordable cost and delivered in a timely and targeted manner, is essential in sustaining agricultural productivity and maintaining a stable food supply. Through strengthening its supply chain, enhancing farmer services, and embedding efficient and responsible business practices, the Company reinforced its contribution to improving agricultural outcomes, supporting farmer livelihoods, and advancing a more sustainable food system in Indonesia.

Kesinambungan Tema

Theme Continuity

Mendorong Keberlanjutan, Mengawal Ketahanan Pangan

Driving Sustainability, Safeguarding Food Security



Tema "Mendorong Keberlanjutan, Mengawal Ketahanan Pangan" mencerminkan komitmen PT Pupuk Indonesia (Persero) yang selanjutnya disebut "Perusahaan" atau "PTPI", dalam menjalankan bisnis yang berkelanjutan serta mendukung ketahanan pangan nasional. Sebagai perusahaan yang bergerak di sektor pupuk dan agribisnis, PTPI memahami bahwa keberlanjutan adalah kunci dalam menghadapi tantangan global, termasuk perubahan iklim, efisiensi sumber daya, dan peningkatan produktivitas pertanian.

Upaya "Mendorong Keberlanjutan", diwujudkan dengan mengadopsi praktik bisnis yang bertanggung jawab terhadap lingkungan dan sosial. Melalui inovasi dalam produk ramah lingkungan, efisiensi energi, serta pengurangan emisi karbon, perusahaan berupaya menciptakan dampak positif bagi ekosistem dan masyarakat. Komitmen ini juga diwujudkan melalui program pemberdayaan petani, edukasi pertanian berkelanjutan, serta tata kelola yang mendukung penerapan upaya keberlanjutan.

Sementara itu, "Mengawal Ketahanan Pangan" menegaskan peran strategis PTPI dalam menjaga ketersediaan pupuk berkualitas bagi petani. Dengan memastikan distribusi yang merata, meningkatkan efisiensi rantai pasok, serta memberikan pendampingan kepada petani, perusahaan turut serta dalam mendukung produktivitas pertanian yang berkelanjutan agar program Asta Cita swasembada pangan tercapai.

Tema ini mencerminkan keseimbangan antara pertumbuhan bisnis, pelestarian lingkungan, dan kesejahteraan masyarakat. PTPI tidak hanya berfokus pada profitabilitas, tetapi juga memiliki tanggung jawab besar dalam menjaga ketahanan pangan demi masa depan yang lebih baik.

The theme "Driving Sustainability, Safeguarding Food Security" reflects the commitment of PT Pupuk Indonesia (Persero), hereinafter referred to as "the Company" or "PTPI," to conducting business sustainably and ensuring national food security. As a company operating in the fertilizer and agribusiness sectors, PTPI understands that sustainability is paramount in addressing global challenges, including climate change, resource efficiency, and increased agricultural productivity.

Our endeavour towards "Driving Sustainability" may be realized through the adoption of an environmentally and socially responsible business. By innovating in eco-friendly products, enhancing energy efficiency, and reducing carbon emissions, the Company strives to create a positive impact on both the ecosystem as well as communities. This commitment is further demonstrated through farmer empowerment programs, sustainable agriculture education, and governance that promotes the implementation of sustainability initiatives.

Moreover, "Safeguarding Food Security" underscores PTPI's strategic role in ensuring the availability of high-quality fertilizers for farmers. By ensuring equitable distribution, improving supply chain efficiency, and providing mentorship to farmers, the Company actively contributes towards supporting sustainable agricultural productivity.

This theme embodies the balance between business growth, environmental preservation, and community well-being. PTPI not only focuses on profitability but also bears a significant responsibility in strengthening food security for a better future.

Membangun Masa Depan yang Berkelanjutan

Building a Sustainable Future



Menciptakan masa depan yang berkelanjutan bagi PTPI berarti menerapkan praktik-praktik yang meminimalkan dampak lingkungan, meningkatkan tanggung jawab sosial, dan memastikan keberlangsungan ekonomi jangka panjang. Kami mengembangkan strategi keberlanjutan yang melibatkan produksi ramah lingkungan dan pendekatan ekonomi sirkular. Kami percaya bahwa inovasi adalah kunci keberlanjutan, oleh karena itu, kami berinvestasi dalam penelitian untuk mengembangkan produk berkelanjutan yang meminimalkan dampak lingkungan. Untuk berkontribusi pada Tujuan Pembangunan Berkelanjutan dan target *Net Zero Emission* pada tahun 2060, kami menerapkan efisiensi energi, konservasi air, dan menggunakan teknologi yang hemat sumber daya. Secara sosial, PTPI, secara aktif membangun hubungan yang positif dengan seluruh pemangku kepentingan. Kami mematuhi standar industri dan berupaya untuk melampauinya dalam hal tanggung jawab lingkungan dan sosial. Dengan menerapkan strategi-strategi ini, PTPI dapat berkontribusi pada masa depan yang lebih berkelanjutan, menyeimbangkan kesuksesan ekonomi dengan tanggung jawab lingkungan dan sosial.

Creating a sustainable future for PTPI means adopting practices that minimize environmental impact, enhance social responsibility, and ensure long-term economic viability. We develop sustainability strategies centered on eco-friendly production and circular economy principles. We firmly believe that innovation is the key to achieving sustainability. Therefore, we continue to invest in research that goes into developing sustainable products that mitigate environmental impact. To contribute meaningfully to the Sustainable Development Goals and the Net Zero Emission target by 2060, we implement energy efficiency measures, water conservation initiatives, and resource-efficient technologies. Socially, PTPI fosters positive relationships with all stakeholders. We adhere to industry standards and strive to exceed them in environmental and social responsibility. By pursuing these strategies, PTPI contributes to a more sustainable future, balancing economic success with environmental and social stewardship.

Transformasi Industri Lebih Hijau dan Bersih

Transformation Towards a Greener and Cleaner Industry



PTPI telah melakukan transformasi bisnis yang berkelanjutan, menghadapi tantangan perubahan iklim dengan meningkatkan kinerja keuangan. Sebagai entitas bisnis bertanggung jawab, secara konsisten PTPI mengupayakan operasional ramah lingkungan dan menyesuaikan fokus usaha sesuai dinamika global dan perubahan di masa mendatang.

PTPI has undergone a sustainable business transformation, addressing the challenges of climate change whilst enhancing financial performance. As a responsible business entity, PTPI consistently strives for eco-friendly operations and aligns its business focus with global dynamics and future changes.

Mengembangkan Keberlanjutan Demi Ketahanan Pangan

Reinforcing Sustainability for Food Security



PTPI berperan penting dalam ketahanan pangan nasional. Sebagai salah satu perusahaan pupuk terbesar di Asia Tenggara, kami meningkatkan kinerja, memberdayakan petani, dan menjaga kelestarian lingkungan. Profitabilitas yang baik hanya dicapai melalui kepedulian pada masyarakat dan lingkungan. PTPI berkomitmen untuk menerapkan keberlanjutan dalam menjaga ketahanan pangan nasional.

PTPI plays a significant role in national food security. As one of the largest fertilizer companies in Southeast Asia, we enhance operational performance, empower farmers, and preserve environmental sustainability. Sound profitability is achieved through a commitment to social and environmental stewardship. PTPI is committed towards implementing sustainability in order to safeguard national food security.

Transformasi Demi Menyukseskan Kedaulatan Pangan Nasional

Transformation for a Successful National Food Sovereignty



Perusahaan yang sukses adalah perusahaan mampu beradaptasi dan bertransformasi untuk terus maju. PTPI melakukan transformasi operasional dan ekonomi untuk meningkatkan profitabilitas, mengevaluasi program kemasyarakatan, serta mengikuti perkembangan lingkungan. Fokus utama adalah menjaga standar dan mendukung kedaulatan pangan nasional melalui transformasi berkelanjutan.

A successful company is one that demonstrates the capacity to adapt and transform in order to ensure continuous progress. PTPI has undergone operational and economic transformations in order to boost profitability, evaluate community engagement programs, and respond to environmental developments. Our primary focus remains on upholding standards and supporting national food sovereignty through sustainable transformation.

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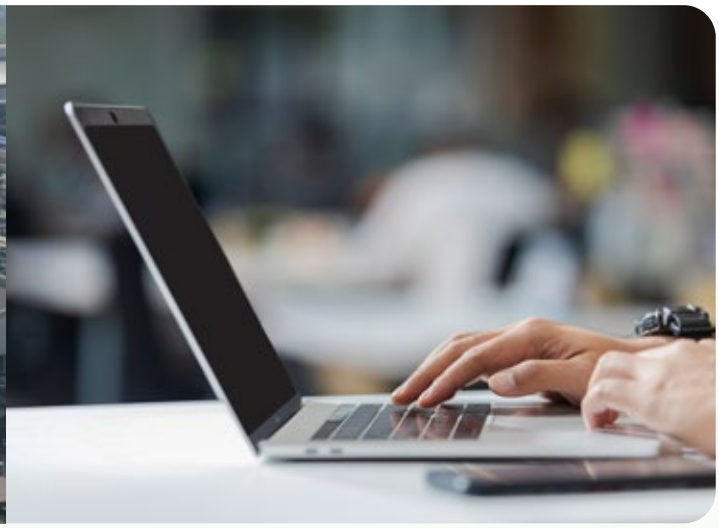
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Ikhtisar Keberlanjutan

Sustainability Highlights

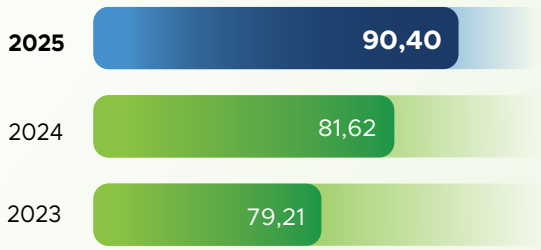
Ekonomi [OJK B.1]

Economy

Pendapatan Usaha [OJK B.1.b]

Operating Revenue

Rp Triliun
Rp Trillion



Laba Bersih [OJK B.1.c]

Net Profit

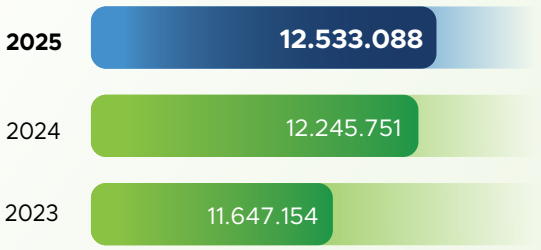
Rp Triliun
Rp Trillion



Total Produksi Pupuk [OJK B.1.a]

Total Fertilizer Production

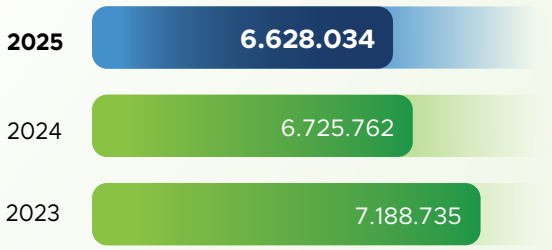
Ton
Ton



Total Produksi Non-Pupuk [OJK B.1.a]

Total Non-Fertilizer Production

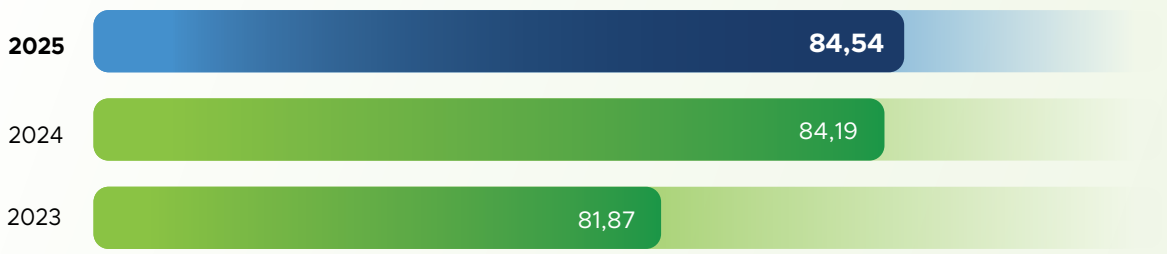
Ton
Ton



Persentase Nilai Pengadaan Dari Pemasok Lokal [OJK B.1.a]

Percentage of Procurement Value From Local Suppliers

%



Catatan: I Note:

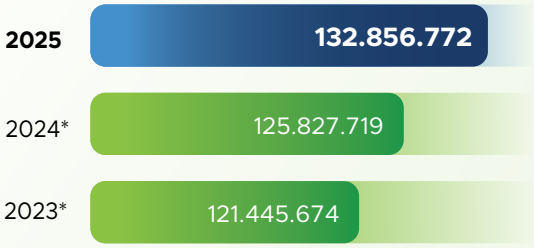
*Pada tahun 2025, pendapatan tercatat meningkat sedangkan laba bersih menurun. Hal ini dipengaruhi oleh pengakuan *gain* pada tahun 2024 dari restrukturisasi utang bank Rekind sebesar Rp2,44 triliun serta restrukturisasi utang usaha sebesar Rp834 miliar.

*In 2025, revenue increased while net profit declined, primarily due to the recognition of gains in 2024 from the restructuring of Rekind's bank debt amounting to Rp2.44 trillion, as well as trade payables restructuring of Rp834 billion.

Lingkungan [OJK B.2]
Environment

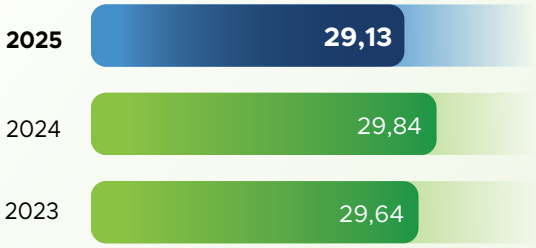
Total Energi [OJK B.2.a]
Total Energy

GJ
GJ



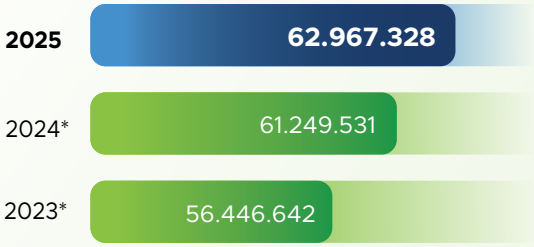
Intensitas Energi Urea
Urea Energy Intensity

GJ/ton Urea
GJ/ton Urea



Total Emisi
Total Emissions

Ton CO_2eq
Ton CO_2eq



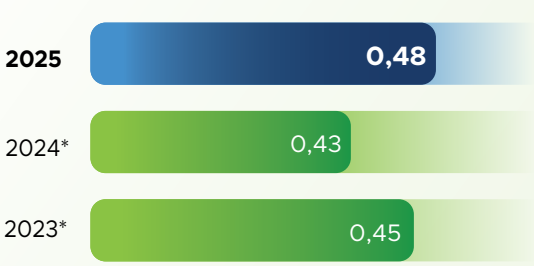
Intensitas Emisi Amonia
Ammonia Emission Intensity

ton CO_2eq ton amonia
ton CO_2eq ton ammonia



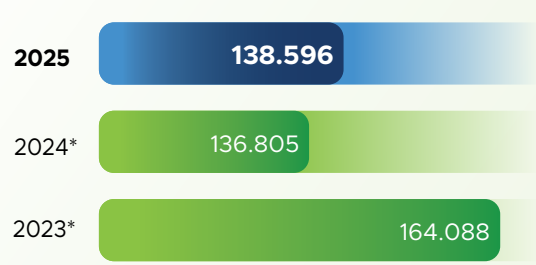
Intensitas Emisi Urea
Urea Emission Intensity

ton CO_2eq/ton Pupuk
ton CO_2eq/ton Fertilizer



Investasi Lingkungan
Environmental Investment

Rp Miliar
Rp Billion



Catatan: | Note:
*Terdapat penyajian data kembali
*There is a restatement of data

Proyek Pelestarian Keanekaragaman Hayati [OJK B.2.d]

Biodiversity Conservation Project

Petrokimia Gresik

PETROKIMIA GRESIK
Solusi Agroindustri

Pelestarian Satwa Langka *Python bivittatus* melalui Metode Translokasi Cepat Tanggap Tim Patigeni
Conservation of the Rare Species *Python bivittatus* through Rapid Translocation Methods by the Patigeni Team

550 Ha | **9** spesies | species

Pupuk Kujang

PUPUK KUJANG

Konservasi Keanekaragaman Hayati Taman Kehati Pupuk Kujang
Biodiversity Conservation at the Pupuk Kujang Biodiversity Park

47,7 Ha | **64** jenis tumbuhan | plant species

34 jenis burung | bird species

11 jenis kelelawar | bat species

Pupuk Kalimantan Timur

PUPUK KALTIM

RAISE (Reusing our Ash to Improve the Sea Ecosystem)

1,12 Ha | **8.822** terumbu karang | coral reefs

94 spesies fauna | fauna species

Pupuk Iskandar Muda

Konservasi Pengembangan Rusa Sambar (*Cervus unicolor*)
Sambar Deer (*Cervus unicolor*) Conservation and Breeding

6,75 Ha | **20** ekor rusa | deer

Pupuk Sriwidjaja Palembang

PUSRI PUPUK SRIWIDJAJA PALEMBANG

Integrated Forestry Farming System (IFFS)

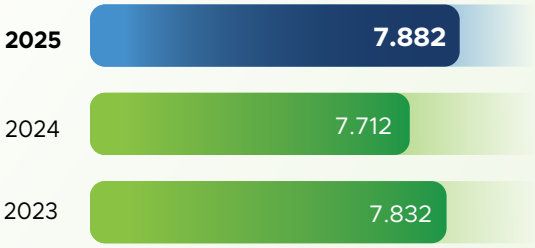
20 Ha | **2.100** pohon Alpukat | Avocado trees

32.500 pohon Kopi Arabika | Arabica coffee trees

Sosial [OJK B.3]
Social

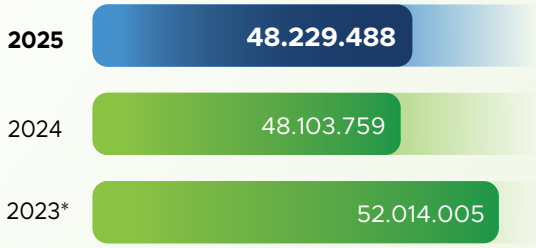
Jumlah Karyawan (Tetap dan Kontrak)
Number of Employees (Permanent and Contract)

Orang
People



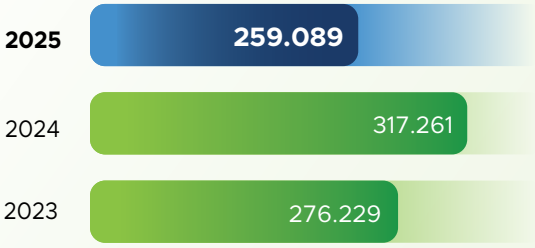
Jam Kerja Aman
Safe Working Hours

Jam
Hours



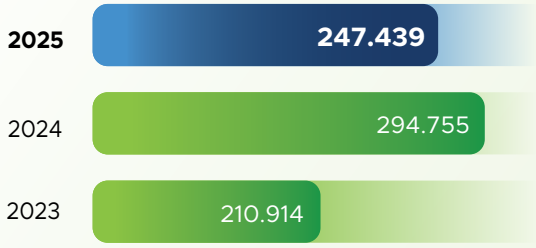
Total Dana PUMK dan TJSL
Total MSE and CSR Funds

Rp Juta
Rp Million



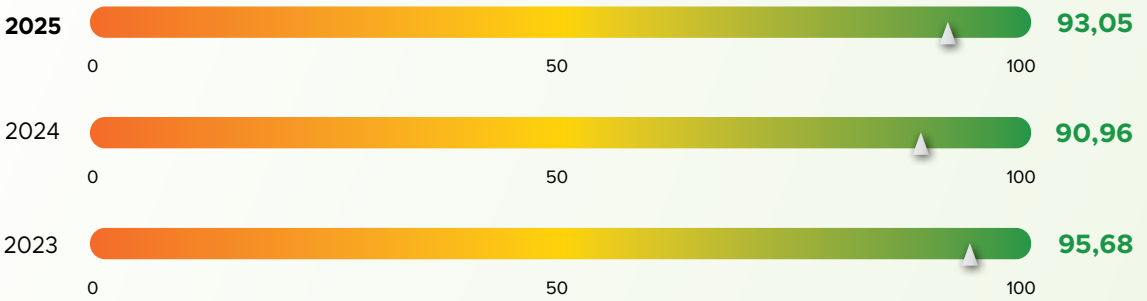
Total Dana TJSL
Total CSR Funds

Rp Juta
Rp Million



Indeks Kepuasan Pelanggan
Customer Satisfaction Index

Poin 1–100
Point 1–100



Tata Kelola [OJK B.3]
Governance

2

Sosialisasi Antikorupsi diikuti oleh 7.882 karyawan atau 100% dari Seluruh Insan PTPI, antara lain:
The anti-corruption awareness program was attended by 7,882 employees, or 100% of PTPI employees, including:

1. *Workshop Anti-Fraud*: "Satukan Aksi Basmi Korupsi – Penguatan Integritas dan Tata Kelola di Pupuk Indonesia", yang dilaksanakan pada 10 Desember 2025.
   Anti-Fraud Workshop: "Unite Action to Eradicate Corruption – Strengthening Integrity and Governance at Pupuk Indonesia," held on December 10, 2025.
2. Forum Penguatan Tata Kelola dan Kepatuhan, yang dilaksanakan pada 19 Desember 2025.
   Governance and Compliance Strengthening Forum, held on December 19, 2025.

64,25

jam | hours

Pelatihan Dewan Komisaris dan Direksi PTPI
PTPI's Board of Commissioners and Directors Training

Tingkat Kepatuhan Wajib Lapor LHKPN Mencapai **100%**, dengan total Wajib Lapor sebanyak **2.512** orang yang disampaikan tepat waktu sebelum 31 Maret 2025.
The compliance rate for LHKPN reporting has reached 100%, with a total of 2,512 reporting individuals submitting their reports on time before March 31, 2025.



Sambutan Komisaris Utama [GRI 2-22] [OJK D.1]

Message from the President Commissioner

Para Pemangku Kepentingan yang Terhormat,

Puji dan syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa, karena PTPI kembali menyampaikan Laporan Keberlanjutan Tahun 2025 sebagai wujud komitmen Perusahaan terhadap transparansi, akuntabilitas, dan pengelolaan usaha yang bertanggung jawab. Laporan ini tidak hanya merefleksikan capaian kinerja selama satu tahun terakhir, tetapi juga menggambarkan upaya Perusahaan menjaga keseimbangan antara pertumbuhan usaha, kontribusi terhadap ketahanan pangan nasional, serta tanggung jawab sosial dan lingkungan dalam peran Perusahaan sebagai induk di sektor pupuk.

Tahun 2025 berlangsung dalam dinamika global yang penuh tantangan, ditandai oleh ketegangan geopolitik, fluktuasi harga energi dan komoditas, serta percepatan agenda dekarbonisasi yang memengaruhi stabilitas rantai pasok, termasuk industri pupuk. Dampak perubahan iklim juga semakin nyata melalui meningkatnya frekuensi cuaca ekstrem yang berpotensi mengganggu produksi dan distribusi. Dalam konteks ini, transformasi menuju praktik industri yang lebih efisien dan rendah karbon menjadi keniscayaan, sementara sektor pertanian dan pupuk tetap memegang peran strategis dalam mendukung ketahanan pangan nasional dan global.

Pada tingkat nasional, Indonesia terus berupaya menjaga stabilitas pertumbuhan ekonomi di tengah tekanan eksternal. Pemerintah mendorong penguatan sektor riil, peningkatan produktivitas pertanian, serta optimalisasi belanja negara agar lebih tepat sasaran. Kebijakan hilirisasi industri, penguatan ketahanan energi, serta pembenahan sistem subsidi menjadi bagian dari strategi nasional untuk menjaga daya saing dan kemandirian ekonomi. Dalam situasi tersebut, PTPI memiliki tanggung jawab strategis untuk memastikan ketersediaan pupuk yang memadai, distribusi yang tepat waktu, serta pengelolaan usaha yang berkelanjutan.

Perkembangan regulasi di sektor pupuk pada tahun 2025 membawa perubahan signifikan bagi kerangka tata kelola industri nasional. Pemerintah menetapkan Peraturan Presiden Nomor 6 Tahun 2025 tentang Tata Kelola Pupuk Bersubsidi, yang kemudian disempurnakan melalui Peraturan Presiden Nomor 113 Tahun 2025, guna memperkuat sistem distribusi dan pengawasan pupuk bersubsidi. Dewan Komisaris memandang

Dear Respected Stakeholders,

We extend our gratitude to God Almighty as PTPI once again presents its 2025 Sustainability Report, reflecting the Company's continued commitment to transparency, accountability, and responsible business management. This report not only reflects the Company's performance achievements over the past year, but also highlights its efforts to maintain a balance between business growth, contributions to national food security, and its social and environmental responsibilities in its role as the holding company in the fertilizer sector.

The year 2025 took place amid a highly challenging global environment, marked by geopolitical tensions, fluctuations in energy and commodity prices, and the acceleration of the decarbonization agenda, all of which have affected supply chain stability, including within the fertilizer industry. The impacts of climate change have also become increasingly evident, reflected in the rising frequency of extreme weather events that may disrupt production and distribution activities. In this context, the transformation toward more efficient and low-carbon industrial practices has become imperative, while the agriculture and fertilizer sectors continue to play a strategic role in supporting national and global food security.

At the national level, Indonesia continues to strive to maintain stable economic growth amid external pressures. The Government has promoted the strengthening of the real sector, increased agricultural productivity, and the optimization of state spending to ensure more targeted outcomes. Policies on industrial downstreaming, the strengthening of energy resilience, and reforms to the subsidy system form part of the national strategy to safeguard competitiveness and economic independence. Within this context, PTPI carries a strategic responsibility to ensure the adequate availability of fertilizers, timely distribution, and the sustainable management of its business operations.

Regulatory developments in the fertilizer sector during 2025 brought significant changes to the governance framework of the national industry. The Government enacted Presidential Regulation No. 6 of 2025 on the Governance of Subsidized Fertilizers, which was later refined through Presidential Regulation No. 113 of 2025, to strengthen the distribution and monitoring systems for subsidized fertilizers. The Board of Commissioners views



Dalam mendukung kedaulatan pangan nasional, PT Pupuk Indonesia (Persero) mengintegrasikan keberlanjutan dalam strategi, memperkuat tata kelola dan manajemen risiko, serta mendorong inovasi dan efisiensi guna memastikan pertumbuhan yang tangguh, adaptif, dan berkelanjutan.

In supporting national food sovereignty, PT Pupuk Indonesia (Persero) integrates sustainability into its strategy, strengthens governance and risk management, and promotes innovation and efficiency to ensure resilient, adaptive, and sustainable growth.

Sudaryono
Komisaris Utama
President Commissioner

bahwa dinamika regulasi ini tidak hanya menuntut kesiapan adaptasi, tetapi juga menghadirkan momentum pembenahan struktural yang membawa angin segar bagi peningkatan efisiensi dan ketepatan sasaran subsidi, serta penguatan tata kelola industri pupuk secara keseluruhan.

these regulatory dynamics not only as requiring readiness to adapt, but also as presenting an important opportunity for structural improvements that bring renewed momentum to enhance efficiency, ensure more accurate subsidy targeting, and strengthen governance across the fertilizer industry as a whole.

Sepanjang tahun 2025, kami memandang Direksi telah melaksanakan berbagai langkah konkret untuk memperkuat ketahanan operasional dan meningkatkan kualitas layanan. Penguatan tata kelola distribusi pupuk, peningkatan transparansi penyaluran subsidi, serta integrasi sistem data untuk menjamin ketepatan sasaran menjadi prioritas utama. Upaya tersebut didukung oleh jaringan distribusi PTPI yang mencakup lebih dari 1.030 Pelaku Usaha Distribusi (PUD) dan 26.459 Penerima Pupuk pada Titik Serah (PPTS) yang berkontribusi terhadap pertumbuhan ekonomi lokal. Langkah-langkah ini menunjukkan komitmen manajemen dalam memastikan bahwa setiap kebijakan pemerintah dapat diimplementasikan secara efektif dan memberikan manfaat langsung kepada petani.

Throughout 2025, we observed that the Board of Directors undertook various concrete measures to strengthen operational resilience and enhance service quality. Strengthening the governance of fertilizer distribution, improving transparency in subsidy disbursement, and integrating data systems to ensure accurate targeting were among the key priorities. These efforts were supported by PTPI's distribution network, which comprises more than 1,030 Distribution Business Actors (PUD) and 26,459 Fertilizer Receiving Points (PPTS), contributing to local economic growth. These initiatives demonstrate management's commitment to ensuring that government policies are implemented effectively and deliver tangible benefits to farmers.

Di sisi lain, Dewan Komisaris memastikan bahwa strategi transformasi Perusahaan, termasuk peningkatan efisiensi operasional terus dilakukan melalui optimalisasi penggunaan bahan baku dan energi, modernisasi fasilitas produksi, serta pengendalian emisi dan pengelolaan limbah yang lebih efektif dijalankan secara terukur serta selaras dengan prinsip tata kelola perusahaan yang baik. Berbagai upaya tersebut turut berkontribusi pada penurunan emisi, baik secara langsung dari proses produksi maupun secara tidak langsung dari pembelian energi dari pihak lain, sebesar 17% dibandingkan *baseline business as usual* (BAU) tahun 2025.

On the other hand, the Board of Commissioners ensured that the Company's transformation strategy, including efforts to improve operational efficiency, continued to be implemented through the optimization of raw material and energy usage, modernization of production facilities, as well as more effective emission control and waste management. These initiatives were carried out in a measurable manner and aligned with the principles of good corporate governance. These efforts also contributed to a 17% reduction in emissions, both direct emissions from production processes and indirect emissions from purchased energy, compared to the 2025 business-as-usual (BAU) baseline.

Selain aspek operasional, penguatan tata kelola perusahaan tetap menjadi prioritas. Dewan Komisaris secara konsisten melakukan pengawasan terhadap implementasi strategi, kinerja keuangan, manajemen risiko melalui evaluasi berkala berbagai risiko strategis, serta kepatuhan terhadap regulasi. Evaluasi kinerja Direksi dilakukan secara objektif berdasarkan indikator yang mencakup aspek finansial, operasional, dan keberlanjutan. Kami memastikan bahwa setiap keputusan strategis selaras dengan visi jangka panjang Perusahaan dan kepentingan pemangku kepentingan secara luas. Komitmen Perusahaan dalam memperkuat keberlanjutan tecermin dari hasil penilaian lembaga rating S&P Global dengan skor ESG sebesar 61/100, serta dari lembaga rating MSCI dengan peringkat BBB.

Beyond operational aspects, strengthening corporate governance remained a key priority. The Board of Commissioners consistently exercised oversight over the implementation of strategies, financial performance, and risk management through periodic evaluations of various strategic risks, as well as compliance with applicable regulations. The performance of the Board of Directors was assessed objectively based on indicators covering financial, operational, and sustainability aspects. Through this process, we ensured that every strategic decision remained aligned with the Company's long-term vision and the broader interests of its stakeholders. The Company's commitment to strengthening sustainability is reflected in the ESG assessment results from S&P Global, which assigned a score of 61/100, as well as from MSCI, which assigned an ESG rating of BBB.

Sebagai perusahaan induk, PTPI juga terus memperkuat sinergi antar entitas dalam grup untuk meningkatkan efisiensi dan konsistensi kebijakan. Dewan Komisaris memandang bahwa konsolidasi strategi dan penguatan koordinasi di antara anak perusahaan merupakan faktor penting dalam menjaga ketahanan sistem secara keseluruhan. Sinergi tersebut diharapkan mampu menciptakan skala ekonomi, memperkuat daya tawar, serta meningkatkan kualitas layanan kepada petani.

As a holding company, PTPI continues to strengthen synergies among entities within the Group to enhance efficiency and policy consistency. The Board of Commissioners views the consolidation of strategies and stronger coordination among subsidiaries as key factors in maintaining the resilience of the overall system. These synergies are expected to create economies of scale, strengthen bargaining power, and improve the quality of services provided to farmers.

Dewan Komisaris juga memastikan bahwa aspek keberlanjutan terintegrasi dalam proses pengambilan keputusan strategis Perusahaan, termasuk pengelolaan risiko perubahan iklim, penguatan tata kelola lingkungan dan sosial, serta implementasi standar pelaporan keberlanjutan yang selaras dengan praktik internasional.

The Board of Commissioners also ensured that sustainability aspects were integrated into the Company's strategic decision-making processes, including the management of climate change risks, the strengthening of environmental and social governance, and the implementation of sustainability reporting standards aligned with international practices.

Di tengah tantangan yang ada, Dewan Komisaris menyampaikan apresiasi kepada Direksi dan seluruh jajaran manajemen atas upaya dan dedikasi dalam menjaga stabilitas operasional serta mendorong transformasi berkelanjutan. Ketahanan organisasi dalam menghadapi tekanan eksternal menunjukkan fondasi tata kelola dan manajemen risiko yang kian matang.

Amid these challenges, the Board of Commissioners extends its appreciation to the Board of Directors and the entire management team for their efforts and dedication in maintaining operational stability while advancing ongoing transformation. The organization's resilience in navigating external pressures reflects increasingly robust governance and risk management foundations.

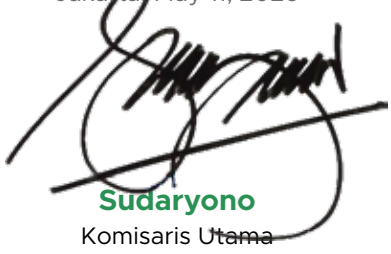
Ke depan, tantangan global dan nasional diperkirakan akan bertambah kompleks. Oleh karena itu, penguatan tata kelola, disiplin manajemen risiko, serta investasi pada inovasi dan efisiensi akan terus menjadi fokus utama. Dewan Komisaris berkomitmen menjalankan fungsi pengawasan secara independen dan konstruktif guna memastikan Perusahaan dikelola dengan prinsip kehati-hatian, integritas, dan orientasi jangka panjang.

Looking ahead, global and national challenges are expected to become increasingly complex. Therefore, strengthening governance, maintaining disciplined risk management, and investing in innovation and efficiency will remain key priorities. The Board of Commissioners remains committed to carrying out its oversight function in an independent and constructive manner, ensuring that the Company is managed with prudence, integrity, and a long-term perspective.

Dengan fondasi tata kelola dan komitmen keberlanjutan yang semakin kokoh, kami meyakini PT Pupuk Indonesia (Persero) akan terus berkembang sebagai perusahaan induk industri pupuk nasional yang tangguh dan adaptif, serta menjadi pilar penting dalam menopang kedaulatan pangan dan pembangunan berkelanjutan Indonesia.

With increasingly strong governance foundations and a firm commitment to sustainability, we believe that PT Pupuk Indonesia (Persero) will continue to grow as a resilient and adaptive holding company in the national fertilizer industry, while serving as a key pillar in supporting Indonesia's food sovereignty and sustainable development.

Jakarta, 11 Mei 2026
Jakarta, May 11, 2026



Sudaryono
Komisaris Utama
President Commissioner

Sambutan Direktur Utama [GRI 2-22] [OJK D.1]

Message from the President Director

Para Pemangku Kepentingan yang Terhormat,

Tahun 2025 menjadi tonggak penting dalam perjalanan PT Pupuk Indonesia (Persero) sebagai *holding* industri pupuk nasional. Di tengah dinamika global yang semakin kompleks, Perusahaan terus memperkuat perannya sebagai bagian dari fondasi ketahanan pangan nasional sekaligus kontributor dalam agenda keberlanjutan global.

Melalui tema "Transformasi Industri Pupuk Penopang Kedaulatan Pangan Nasional", Perusahaan menegaskan komitmennya untuk menghadirkan sistem industri pupuk yang lebih tangguh, efisien, dan berkelanjutan. Transformasi ini tidak hanya mencakup penguatan operasional dan tata kelola, tetapi juga integrasi prinsip keberlanjutan di seluruh lini bisnis.

Laporan keberlanjutan ini kami sampaikan sebagai bentuk transparansi dan akuntabilitas atas bagaimana Perusahaan menciptakan nilai ekonomi sekaligus memberikan dampak sosial dan lingkungan yang positif. Laporan ini mencerminkan komitmen kami untuk menjalankan usaha secara bertanggung jawab, transparan, serta berorientasi pada penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan. Laporan ini tidak hanya mencerminkan capaian kinerja, tetapi juga menggambarkan bagaimana prinsip keberlanjutan diintegrasikan dalam strategi, tata kelola, serta operasi di seluruh entitas grup guna memperkuat kontribusi terhadap ketahanan pangan nasional.

Sepanjang tahun 2025, dinamika global masih diwarnai oleh ketidakpastian geopolitik, volatilitas harga energi dan komoditas, serta percepatan transisi menuju ekonomi rendah karbon. Pada saat yang sama, dampak perubahan iklim semakin nyata dengan meningkatnya frekuensi cuaca ekstrem dan ketidakpastian musim tanam. Kondisi ini juga tecermin dari berbagai kejadian bencana hidrometeorologi di berbagai wilayah Indonesia, termasuk banjir dan tanah longsor yang terjadi di Aceh dalam beberapa waktu terakhir, yang menunjukkan meningkatnya kerentanan wilayah terhadap dampak perubahan iklim. [OJK E.5]

Kondisi tersebut menempatkan sektor pertanian dan industri pupuk pada posisi yang semakin strategis. Industri pupuk tidak hanya berperan dalam menjaga

Dear Valued Stakeholders,

The year 2025 marked a significant milestone in PT Pupuk Indonesia's (Persero) journey as a holding company in the national fertilizer industry. In the face of increasingly complex global challenges, I am proud to share that the Company has strengthened its role as an indispensable pillar of national food security while actively contributing to the global sustainability agenda.

Under the theme "Fertilizer Industry Transformation as a Pillar of National Food Sovereignty", the Company is reaffirming its commitment to building a more resilient, efficient, and sustainable global fertilizer industry ecosystem. By embedding sustainability across every business lines, we are transforming beyond mere operational and governance improvements.

This sustainability report reflects our commitment to transparency and accountability in creating economic value while delivering positive social and environmental impact. It underscores our commitment to conducting business responsibly, transparently, with a focus on long-term value creation for all stakeholders. Beyond simply disclosing performances, this report demonstrates how sustainability is integrated across strategy, governance, and operations across the entire group, reinforcing our contribution in supporting national food security.

Throughout 2025, global dynamics continued to be shaped by geopolitical uncertainty, volatility in energy and commodity prices, and the accelerating transition toward a low-carbon economy. At the same time, the impacts of climate change have become increasingly evidenced with the rising frequency of extreme weather events and increased unpredictability in planting seasons. These conditions are also reflected in hydrometeorological disasters across Indonesia, such as the recent floods and landslides in Aceh, highlighting the increased vulnerability of national regions to climate-related impacts. [OJK E.5]

These conditions further highlight the strategic importance of the agriculture and fertilizer sectors, which play crucial roles not only in maintaining food



Strategi keberlanjutan Perusahaan diarahkan pada tiga fokus utama meliputi transformasi industri rendah karbon, penguatan ekosistem pertanian berkelanjutan melalui program CSV, serta percepatan transformasi digital dalam sistem distribusi dan operasional.

The Company's sustainability strategy focuses on three key priorities, including transforming the industry toward more efficient and lower-carbon operations, strengthening a sustainable agricultural ecosystem, and accelerating digital transformation across our distribution and operational network.

Rahmad Pribadi
Direktur Utama
President Director

stabilitas pasokan pangan, tetapi juga menjadi bagian penting dalam upaya mewujudkan kedaulatan pangan nasional. [OJK E.5]

supply stability, but also in supporting national food sovereignty. [OJK E.5]

Di tingkat nasional, perekonomian Indonesia tetap menunjukkan ketahanan dengan pertumbuhan yang relatif stabil. Pemerintah terus mendorong penguatan sektor riil, reformasi tata kelola pupuk bersubsidi, serta peningkatan produktivitas pertanian melalui digitalisasi dan integrasi data. Dalam hal pengungkapan keberlanjutan, tuntutan terhadap transparansi dan akuntabilitas terus meningkat seiring dengan ekspektasi regulator dan pemangku kepentingan. Sejalan dengan itu, penerapan Pernyataan Standar Pelaporan Keberlanjutan (PSPK) 1 dan PSPK 2 yang mengadopsi IFRS S1 dan IFRS S2 semakin memperkuat tuntutan integrasi risiko dan peluang keberlanjutan, termasuk risiko iklim, dalam strategi dan tata kelola perusahaan. [OJK E.5]

At the national level, Indonesia's economy remained resilient, supported by relatively stable growth. The government continued to strengthen the real sector, reform subsidized fertilizer governance, and enhance agricultural productivity through digitalization and data integration. In terms of sustainability disclosure, expectations for transparency and accountability continue to rise in line with increasing demands from regulators and stakeholders. Accordingly, the implementation of the Sustainability Reporting Standards (PSPK) 1 and PSPK 2, which align with IFRS S1 and IFRS S2, strengthens the expectation for companies to integrate sustainability-related risks and opportunities, including climate-related risks, into their corporate strategy and governance. [OJK E.5]

Kebijakan untuk Merespons Tantangan dalam Implementasi Strategi Keberlanjutan [OJK D.1.a]

Policies in Responding to Sustainability Strategy Challenges [OJK D.1.a]

Menjawab berbagai tantangan tersebut, kami terus memperkuat kebijakan dan peta jalan keberlanjutan yang terintegrasi dalam strategi korporasi. Transformasi yang kami jalankan berlandaskan pada prinsip bahwa pertumbuhan ekonomi harus berjalan seiring dengan perlindungan lingkungan dan peningkatan kesejahteraan masyarakat. Oleh karena itu, strategi keberlanjutan Perusahaan diarahkan pada tiga fokus utama.

In response to these challenges, we continue to strengthen our sustainability policies and roadmaps and fully integrate them into our corporate strategy. Our transformation is based on the principle that economic growth must go hand in hand with environmental protection and social well-being. Accordingly, our sustainability strategy centers on three key priorities.

Pertama, transformasi industri menuju operasi yang lebih efisien dan rendah karbon. Kami melakukan berbagai inisiatif peningkatan efisiensi produksi, pengembangan rantai nilai baru, serta eksplorasi teknologi dekarbonisasi seperti *carbon capture and storage* serta pengembangan *clean ammonia*.

First, we are transforming the industry toward more efficient and lower-carbon operations. This includes advancing production efficiency, developing new value chains, and exploring decarbonization technologies, including carbon capture and storage along with the development of clean ammonia.

Kedua, penguatan ekosistem pertanian berkelanjutan. Melalui program *Creating Shared Value* (CSV), kami mendorong peningkatan produktivitas dan kesejahteraan petani melalui solusi pertanian terpadu, pendampingan teknis, serta pemanfaatan teknologi digital dalam sistem distribusi pupuk.

Second, we are strengthening a sustainable agricultural ecosystem. Through the Creating Shared Value (CSV) program, we support improvement of farmer productivity and welfare by providing integrated agricultural solutions, technical assistance, and implementing digital technologies in fertilizer distribution systems.

Ketiga, percepatan transformasi digital dalam sistem distribusi dan operasional. Melalui sistem *Integrated Distribution and Outbound Logistic* (INDIGO) dan integrasi ribuan Penerima Pupuk pada Titik Serah (PPTS) melalui iPubers, kami

Third, we are accelerating digital transformation across our distribution and operation network. Through the Integrated Distribution and Outbound Logistic (INDIGO) system and the integration of thousands of Fertilizer Recipients at Delivery Points (PPTS) via iPubers, we

memperkuat transparansi, akurasi penyaluran pupuk bersubsidi, serta meningkatkan efisiensi rantai pasok nasional.

Implementasi Praktik Usaha Berkelanjutan [OJK D.1.b]

Sebagai bagian dari implementasi transformasi tersebut, Perusahaan secara konsisten menjalankan berbagai program strategis yang berfokus pada peningkatan efisiensi energi, penurunan emisi, serta optimalisasi aset produksi. Salah satu inisiatif utama adalah pelaksanaan program *Revamping Ammonia* Pabrik-2 PKT di Bontang. Program ini bertujuan untuk meningkatkan efisiensi konsumsi energi, menurunkan intensitas emisi karbon, serta memperpanjang umur ekonomis aset melalui penerapan teknologi yang lebih modern dan ramah lingkungan.

Dalam pengembangan inisiatif ekonomi sirkular, kami telah menginisiasi pengembangan industri *soda ash* yang terintegrasi dengan pemanfaatan karbon dioksida (CO_2) sebagai bahan baku. Inisiatif ini merupakan bagian dari upaya Perusahaan untuk mengoptimalkan pemanfaatan emisi proses industri menjadi produk bernilai tambah, sekaligus mengurangi jejak karbon operasional.

Melalui pendekatan ini, pengembangan *soda ash* tidak hanya memperkuat diversifikasi portofolio bisnis Perusahaan, tetapi juga mendukung terciptanya ekosistem industri yang lebih efisien dan berkelanjutan. Sebagai bagian dari penguatan ekosistem pertanian berkelanjutan, kami juga mengembangkan program *community forest* yang berfokus pada peningkatan serapan emisi gas rumah kaca serta pemberdayaan masyarakat sekitar.

Melalui program-program ini, Perusahaan menunjukkan pendekatan keberlanjutan yang terintegrasi dari hulu hingga hilir. Inisiatif program ini tidak hanya berfokus pada peningkatan kinerja operasional, tetapi juga pada penciptaan nilai tambah yang tinggi bagi Perusahaan, lingkungan, dan masyarakat. Melalui hal ini, kami yakin posisi Perusahaan akan semakin kuat dalam mendukung ketahanan pangan nasional dan transisi menuju ekonomi rendah karbon secara berkelanjutan.

Strategi Pencapaian Target [OJK D.1.c] [GRI 2-22]

Dalam mencapai target keberlanjutan, kami mengidentifikasi berbagai risiko yang perlu dikelola secara komprehensif. Risiko ekonomi terkait investasi

are enhancing transparency, improving the accuracy of subsidized fertilizer distribution, and bolstering the efficiency of national supply chain.

Implementation of Sustainable Business Practices [OJK D.1.b]

As part of this transformation, the Company continues to implement strategic programs focused on energy efficiency, emissions reduction, and production asset optimization. One of the key initiatives is the Revamping Ammonia Plant-2 PKT in Bontang to improve energy efficiency, reduce carbon emission intensity, and extend the asset's economic life by adopting more advanced and environmentally friendly technologies.

In advancing circular economy initiatives, we initiated the development of an integrated soda ash industry by utilizing carbon dioxide (CO_2) as a feedstock. This initiative reflects our efforts to convert industrial emissions into value-added products while reducing operational carbon footprint.

Through this approach, the development of soda ash not only strengthens diversification of business portfolio but also supports a more efficient and sustainable industrial ecosystem. In strengthening the sustainable agricultural ecosystem, our community forest program focuses on increasing greenhouse gas absorption while empowering the community nearby our operations.

Through these initiatives, the Company demonstrates an integrated end-to-end approach to sustainability from upstream to downstream. This not only enhances operational performance but also nurtures greater long-term value for the Company, the environment, and society. We are confident that these efforts have bolstered the Company's position in supporting national food security and its continued transition towards a low-carbon economy.

Strategy to Achieve Targets [OJK D.1.c] [GRI 2-22]

In pursuing our sustainability targets, we have identified key risks which require comprehensive management, including economic risks related to

teknologi rendah karbon, risiko lingkungan terkait emisi proses produksi, serta risiko sosial dalam perubahan perilaku petani menjadi perhatian utama. Strategi mitigasi kami mencakup optimalisasi efisiensi biaya melalui peningkatan produktivitas, investasi pada teknologi yang lebih efisien, serta penguatan riset dan pengembangan produk ramah lingkungan. Kami juga melakukan pemantauan dan evaluasi berkala terhadap dampak lingkungan untuk memastikan kepatuhan terhadap regulasi.

Selain risiko, kami melihat peluang yang signifikan. Agenda swasembada pangan nasional dan digitalisasi sektor agribisnis membuka ruang inovasi bagi Perusahaan untuk menghadirkan solusi pertanian terpadu berbasis teknologi. Tren global terhadap investasi hijau juga menjadi peluang untuk memperluas kolaborasi dan akses pembiayaan berkelanjutan.

Pencapaian Kinerja Tahun 2025

Atas nama Direksi, saya menyampaikan apresiasi atas dedikasi dan komitmen seluruh insan Perusahaan yang telah mendorong kinerja yang solid dan pencapaian keberlanjutan sepanjang tahun 2025 di berbagai aspek. Pendapatan Perusahaan menunjukkan pertumbuhan yang stabil, dengan kontribusi signifikan terhadap penerimaan negara melalui pajak dan dividen. Dari sisi ESG, Perusahaan mempertahankan posisi yang kompetitif di tingkat global dan memperoleh berbagai penghargaan atas pelaporan keberlanjutan serta implementasi praktik industri berkelanjutan.

Perusahaan mencatatkan peningkatan kinerja ESG dengan perolehan skor 61/100 dalam penilaian S&P Global Corporate Sustainability Assessment (CSA), yang menempatkan kami pada posisi pertama sebagai perusahaan holding dalam klaster industri pupuk global serta terpilih sebagai salah satu perusahaan yang masuk dalam S&P Global Sustainability Year Book. Pencapaian ini menunjukkan penguatan tata kelola, manajemen risiko, serta integrasi aspek lingkungan dan sosial dalam strategi bisnis secara lebih terstruktur.

Penghargaan PROPER dengan peringkat Emas dan Hijau yang diperoleh oleh entitas anak perusahaan kembali menjadi bukti bahwa pelaksanaan pengelolaan lingkungan kami telah melampaui standar kepatuhan regulasi. Di sisi operasional, digitalisasi distribusi melalui sistem terintegrasi berhasil meningkatkan ketepatan penyaluran pupuk bersubsidi, memperkuat

low-carbon technology investments, environmental risks associated with production emissions, and social risks related to changes in farmer behavior. Our mitigation strategy focuses on cost optimization through productivity improvements, investment in more efficient technologies, and strengthening research and development of environmentally friendly products. We also conduct regular monitoring and evaluation of environmental impacts to ensure regulatory compliance.

Beyond the risks, we recognize significant opportunities. The national food self-sufficiency agenda and the digitalization of the agribusiness sector open new avenues for innovation in delivering integrated, technology-based agricultural solutions. The global shift toward green investment presents us with opportunities to expand collaboration and access sustainable financing.

Performance Achievement in 2025

On behalf of the Board of Directors, I am proud to recognize our people's dedication and commitment, which drove solid performances and various sustainability achievements throughout 2025. The Company achieved stable revenue growth, and contributed significantly to national income through taxes and dividends. From an ESG perspective, the Company maintained a globally competitive position and received multiple awards for sustainability reporting and sustainable industrial practices.

The Company also recorded an improved ESG performance. Achieving a score of 61/100 in the S&P Global Corporate Sustainability Assessment (CSA), which positions the Company as the top holding company in the global fertilizer industry cluster, earning inclusion in the S&P Global Sustainability Yearbook. This achievement reflects our strong commitment to good corporate governance, risk management, and the structured integration of environmental and social aspects into our business strategy.

The Government's PROPER Gold and Green ratings awarded to our subsidiary entities further demonstrate that our environmental management practices exceed regulatory compliance standards. Operationally, the digitalization of integrated distribution systems has improved the accuracy of subsidized fertilizer delivery, enhanced transparency, and minimized inefficiencies

transparansi, serta meminimalkan potensi inefisiensi dalam rantai pasok. Inisiatif efisiensi energi dan optimalisasi proses produksi kami juga berkontribusi pada penurunan intensitas emisi serta peningkatan efisiensi operasional di berbagai fasilitas produksi Perusahaan. Tingkat kepuasan masyarakat di sekitar wilayah operasional juga menunjukkan hasil yang sangat baik, mencerminkan hubungan yang harmonis di antara Perusahaan dan pemangku kepentingan lokal.

in the supply chain. Our energy efficiency initiatives and production process optimization also contribute to decrease emissions intensity and improve operational efficiency across our production facilities. Community satisfaction levels in our operational areas remain strong, which reflects harmonious relationships with local stakeholders.

Seluruh capaian tersebut merupakan hasil kolaborasi dan komitmen seluruh insan perusahaan, dukungan pemerintah, serta kepercayaan para pemangku kepentingan yang terus menjadi fondasi bagi pertumbuhan Perusahaan secara berkelanjutan.

These achievements are the result of strong collaboration and commitment across the organization. This is further supported by the Government and the continued trust of stakeholders, which remain the foundation of the Company's sustainable growth.

Penutup

PT Pupuk Indonesia (Persero) tetap berkomitmen menjalankan tanggung jawab strategis dalam menjaga stabilitas pasokan pupuk serta mendukung peningkatan produktivitas pertanian nasional. Kami meyakini bahwa keberlanjutan bukan sekadar tujuan, melainkan perjalanan panjang yang menuntut komitmen, konsistensi, dan inovasi yang berkelanjutan.

Ke depan, Perusahaan akan terus memperkuat fondasi tata kelola, meningkatkan efisiensi operasional, serta memperluas kolaborasi strategis untuk mendukung transformasi industri pupuk yang lebih berkelanjutan. Dengan dukungan pemerintah, mitra usaha, karyawan, serta seluruh pemangku kepentingan, kami optimis PT Pupuk Indonesia (Persero) akan terus tumbuh dan memberikan kontribusi nyata bagi ketahanan pangan nasional serta pembangunan ekonomi yang berkelanjutan.

Closing

PT Pupuk Indonesia (Persero) remains committed to fulfilling its strategic responsibility in maintaining fertilizer supply stability while supporting national agricultural productivity. We believe that sustainability is not merely a destination, but a long-term journey that requires commitment, consistency, and continuous innovation.

Looking ahead, the Company will continue to uphold good governance, enhance operational efficiency, and expand strategic collaborations to advance the transformation of a more sustainable fertilizer industry. With the support of the Government, business partners, employees, and all stakeholders, we are confident that PT Pupuk Indonesia (Persero) will continue to grow and deliver meaningful contributions to strengthen national food security and sustainable economic development.

Jakarta, 11 Mei 2026
Jakarta, May 11, 2026



Rahmad Pribadi
Direktur Utama
President Director

Peringkat ESG dan Penghargaan
ESG Ratings and Awards

Peringkat ESG
ESG Ratings

S&P Global

Corporate Sustainability Assessment (CSA)



Skor ESG
ESG Score

61/100

dari lembaga rating S&P Global
from S&P Global, a rating agency

PT Pupuk Indonesia (Persero)
Chemicals

©S&P Global 2026.

Sustainability Yearbook Member

Corporate Sustainability Assessment (CSA) 2025

61/100 | **Score date** February 11, 2026

For term of use, visit www.spglobal.com/yearbook

MSCI

Sektor: | **Sector**
Material | Materials

Industri: | **Industry**
Specialty Chemicals

MSCI
PROVISIONAL ESG RATINGS

BBB

CC	B	BB	BBB	A	AA	AAA

As of Feb 2026

Penghargaan
Awards



28 April 2025
April 28, 2025

Nama Penghargaan: | **Award:**
Anugerah Terbaik atas Transparansi Penurunan Emisi Perusahaan Tahun 2025
Best Corporate Emission Reduction Transparency Award 2025
- Green Achievement in Emission Reduction
- Diamond Achievement in Emission Transparency

Penyelenggara: | **Organizer:**
Investortrust



14 Agustus 2025
August 14, 2025

Nama Penghargaan: | **Award:**
Anugerah Ekonomi Hijau
Green Economy Award

Penyelenggara: | **Organizer:**
Detikcom



25 Juni 2025
June 25, 2025

Nama Penghargaan: | **Award:**
TJSL & CSR Awards 2025:
- Platinum, Kategori Pilar Ekonomi
  Platinum, Economic Pillar Category
- Gold, Kategori Pilar Sosial
  Gold, Social Pillar Category
- Gold, Kategori Pilar Lingkungan
  Gold, Environmental Pillar Category

Penyelenggara: | **Organizer:**
Majalah BUMN Track | BUMN Track Magazine



30 September 2025
September 30, 2025

Nama Penghargaan: | **Award:**
Corporate Social Responsibility Awards (BISRA): Platinum Champion untuk program "TAJUMASE"
Corporate Social Responsibility Awards (BISRA): Platinum Champion for the "TAJUMASE" Program

Penyelenggara: | **Organizer:**
Bisnis Indonesia





16 Oktober 2025
October 16, 2025

Nama Penghargaan: | **Award:**
ESG Now Awards 2025: Pilar *Environmental, Kategori Sustainable Agriculture Champion*
ESG Now Awards 2025: Environmental Pillar, Sustainable Agriculture Champion Category

Penyelenggara: | **Organizer:**
Republika

23 Oktober 2025
October 23, 2025

Nama Penghargaan: | **Award:**
ESG Awards 2025: *Gold Star Award*, Kategori Perusahaan Keterbukaan (Non-Emiten)
ESG Awards 2025: Gold Star Award in the Transparency Category (Non-Listed Companies)

Penyelenggara: | **Organizer:**
Investortrust







28 November 2025
November 28, 2025

Nama Penghargaan: | **Award:**
Asia Sustainability Reporting Rating 2025 Peringkat Platinum
Platinum Rank

Penyelenggara: | **Organizer:**
National Center for Corporate Reporting (NCCR)

1 Desember 2025
December 1, 2025

Nama Penghargaan: | **Award:**
Corporate Governance Perception Index (CGPI): Perusahaan Paling Tepercaya
Most Trusted Company

Penyelenggara: | **Organizer:**
SWA Media



17 Desember 2025
December 17, 2025

Nama Penghargaan: | Award:
ICA - *Core Subject (5B) Fair Operating Practice*

Penyelenggara: | Organizer:
Corporate Forum for CSR Development (CFCD)



17 Desember 2025
December 17, 2025

Nama Penghargaan: | Award:
ISDA Indonesia SDG *Awards Social Pillar - Gold*
ISDA Indonesia SDG *Awards Economic Pillar - Silver*

Penyelenggara: | Organizer:
Corporate Forum for CSR Development (CFCD)



7 April 2026
April 7, 2026

Nama Penghargaan: | Award:
Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER)
Company Performance Rating Program in Environmental Management (PROPER)

Emas | Gold: Pupuk Kalimantan Timur
Hijau | Green: Petrokimia Gresik, Pupuk Kujang, Pupuk Iskandar Muda, Pupuk Sriwidjaja Palembang

Penyelenggara: | Organizer:
Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup (KLH/BPLH)
Ministry of Environment/Environmental Control Agency

Tentang Laporan

About the Report

Laporan Keberlanjutan ini merupakan laporan ke-12 PT Pupuk Indonesia (Persero), selanjutnya disebut "PTPI" atau "Perusahaan", yang mengacu pada Pupuk Indonesia Group terdiri atas PTPI sebagai perusahaan induk beserta sembilan anak perusahaan. Laporan ini mencakup periode pelaporan tahun 2025 dan diterbitkan pada tahun 2026. Laporan ini disusun dan diterbitkan setiap tahun sebagai instrumen evaluasi kinerja sekaligus wujud transparansi kepada para pemangku kepentingan terkait kinerja keberlanjutan Perusahaan. Laporan Keberlanjutan 2025 mencakup seluruh aktivitas usaha PTPI sebagai perusahaan induk yang membawahi sembilan anak perusahaan, serta menyajikan kinerja ekonomi beserta pencapaian di bidang sosial dan lingkungan sebagai wujud komitmen Perusahaan dalam menjalankan praktik bisnis yang berkelanjutan. [GRI 2-2] [GRI 2-3]

This Sustainability Report is the 12th report of PT Pupuk Indonesia (Persero), hereinafter referred to as "PTPI" or the "Company", which refers to the Pupuk Indonesia Group comprising PTPI as the parent company and its nine subsidiaries. The report covers the 2025 reporting period and is published in 2026. The report is prepared and issued annually as both an instrument for performance evaluation and a demonstration of transparency to stakeholders regarding the Company's sustainability performance. The 2025 Sustainability Report encompasses all business activities of PTPI as the parent entity overseeing nine subsidiaries and presents its economic performance alongside social and environmental achievements, reflecting the Company's continued commitment to advancing sustainable business practices. [GRI 2-2] [GRI 2-3]



Periode Pelaporan [GRI 2-2] [GRI 2-3]
Reporting Period

Laporan ini mencakup periode 1 Januari 2025 hingga 31 Desember 2025, yang selaras dengan periode pelaporan Laporan Keuangan dan Laporan Tahunan Perusahaan, kecuali dinyatakan lain pada bagian informasi tertentu. Publikasi laporan sebelumnya dilakukan pada Juni 2025.

This Report covers the period from January 1, 2025 to December 31, 2025, aligned with the reporting period of the Company's Financial Statements and Annual Report, unless otherwise stated in specific sections. The previous report was published in June 2025.

Standar Laporan
Reporting Standard

Laporan ini disusun dengan mengacu pada standar nasional dan internasional sebagai berikut:
- Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik,
- Global Reporting Initiative (GRI) Standards 2021 dengan opsi pelaporan in accordance,
- Sustainability Accounting Standards Board (SASB),
- Task Force on Climate-Related Financial Disclosures (TCFD), dan
- Adopsi awal International Financial Reporting Standards (IFRS) S1 (*General Requirements for Disclosure of Sustainability-related Financial Information*) dan S2 (*Climate-related Disclosures*).

This Report has been prepared in accordance with the following national and international standards:
- Circular Letter of the Financial Services Authority (SEOJK) No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies,
- Global Reporting Initiative (GRI) Standards 2021, in accordance option,
- Sustainability Accounting Standards Board (SASB),
- Task Force on Climate-Related Financial Disclosures (TCFD), and
- Early adoption of International Financial Reporting Standards (IFRS) S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and S2 (Climate-related Disclosures).

Guna memudahkan pembaca dalam memahami dan menelaah isi laporan, Perusahaan menyertakan indeks SEOJK, GRI, SASB, dan TCFD pada bagian atau alinea yang relevan. Indeks lengkap bagi tiap-tiap standar disajikan pada bagian lampiran, yang juga dilengkapi dengan pemetaan terhadap Tujuan Pembangunan Berkelanjutan (TPB). [OJK G.4]

To facilitate ease of reference and enhance readability, the Company has incorporated SEOJK, GRI, SASB, and TCFD indices within the relevant sections and paragraphs of this Report. The complete indices for each standard are presented in the Appendix, together with their mapping to the Sustainable Development Goals (SDGs). [OJK G.4]

Prinsip Pelaporan
Reporting Principles

Dalam penyusunan Laporan Keberlanjutan 2025, PTPI berpedoman pada prinsip-prinsip pelaporan yang memastikan transparansi, akurasi, dan relevansi informasi. Setiap informasi yang disajikan disusun secara benar dan memadai agar para pemangku kepentingan dapat menilai dampak Perusahaan secara objektif. PTPI juga berupaya menghindari bias dalam penyampaian informasi, di antaranya dengan menyertakan dampak positif maupun negatif dari kegiatan operasional.

In preparing its 2025 Sustainability Report, PTPI adhered to reporting principles that ensure transparency, accuracy, and relevance of information. All disclosures are presented in a balanced and comprehensive manner, enabling stakeholders to objectively assess the Company's impacts. PTPI also endeavored to avoid bias in its disclosures by presenting both the positive and negative impacts arising from its operational activities.

Pernyataan Kembali
Restatements

Setiap aspek yang diungkapkan dalam laporan ini didasarkan pada data yang spesifik dan relevan agar pemangku kepentingan memperoleh informasi yang akurat dan andal. Pada periode pelaporan, Perusahaan melakukan penyajian kembali atas data yang disajikan pada laporan tahun sebelumnya, dengan rincian perubahan dan dampaknya diungkapkan pada tabel atau bagian terkait. Penyajian kembali tersebut meliputi:

- Data gaji, upah, dan kesejahteraan karyawan tahun 2023 dan 2024;
- Data emisi Cakupan 1, 2, dan 3 tahun 2024;
- Data emisi Cakupan 3 tahun 2023;
- Data intensitas emisi tahun 2024 dan 2010 (*baseyear*);
- Data emisi udara tahun 2023 dan 2024;
- Data limbah tahun 2023 dan 2024;
- Data beban pencemar yang dilepaskan tahun 2023 dan 2024;
- Data energi terbarukan tahun 2024;
- Data investasi lingkungan tahun 2023 dan 2024;
- Data karyawan baru berdasarkan jenis kelamin, kelompok usia, dan wilayah tahun 2023 dan 2024;
- Data cuti melahirkan tahun 2023 dan 2024; dan
- Nilai pinjaman dana kemitraan tahun 2023 dan 2024.

Penyajian kembali ini dilakukan untuk menjaga transparansi serta memastikan keselarasan dengan metodologi pelaporan terkini, tanpa mengurangi keandalan data yang telah dipublikasikan. PTPI berkomitmen untuk terus menyajikan laporan yang komprehensif dan kredibel guna mendukung pengambilan keputusan berbasis informasi. [GRI 2-4]

Each disclosure in this Report is based on specific and relevant data to ensure that stakeholders receive accurate and reliable information. During the reporting period, the Company made restatements to certain data presented in the previous year's report, with the details of the changes and their impacts disclosed in the relevant tables or sections. These restatements include:

- Employee salary, wage, and welfare data for 2023 and 2024;
- Scope 1, 2, and 3 emissions data for 2024;
- Scope 3 emissions data for 2023;
- Emissions intensity data for 2024 and 2010 (base year);
- Air emissions data for 2023 and 2024;
- Waste data for 2023 and 2024;
- Pollutant load discharge data for 2023 and 2024;
- Renewable energy data for 2024;
- Environmental investment data for 2023 and 2024;
- New employees based on gender, age group, and region data for 2023 and 2024;
- Parental leave data for 2023 and 2024; and
- Partnership loan amount data for 2023 and 2024.

These restatements were made to uphold transparency and ensure alignment with the latest reporting methodologies, without diminishing the reliability of previously published data. PTPI remains committed to presenting comprehensive and credible disclosures to support informed decision-making. [GRI 2-4]

Penjaminan Eksternal [GRI 2-5] [OJK G.1]
External Assurance

PTPI melaksanakan proses penjaminan (*assurance*) eksternal dengan melibatkan pihak independen. Pada tahun 2025, PTPI menunjuk PT CBC Global Indonesia sebagai penyedia jasa penjaminan independen. Penunjukan tersebut dilakukan melalui mekanisme tender yang disetujui oleh Direksi, dengan melibatkan perwakilan SVP Sekretaris Perusahaan berdasarkan kriteria penilaian yang mencakup kredibilitas, pengalaman, dan kapabilitas dalam melakukan penjaminan atas laporan keberlanjutan. PTPI menegaskan bahwa tidak terdapat hubungan kerja lain dengan PT CBC Global Indonesia di luar penugasan penjaminan ini.

PTPI conducted an external assurance process involving an independent party. In 2025, PTPI appointed PT CBC Global Indonesia, an independent assurance provider, to conduct an external assurance process. The appointment was carried out through a tender approved by the Board of Directors, involving representatives of the SVP Corporate Secretary, based on evaluation criteria covering credibility, experience, and capability in assuring sustainability reports. PTPI affirms that there are no other working relationships with PT CBC Global Indonesia beyond this assurance engagement.

Dalam pelaksanaannya, PT CBC Global Indonesia mengacu pada AA1000 *Assurance Standard* V3. Laporan hasil penjaminan independen disajikan pada halaman 382 dalam laporan ini.

In performing the assurance, PT CBC Global Indonesia referred to the AA1000 Assurance Standard V3. The independent assurance statement is presented on page 382 of this report.

Umpan Balik
Feedback

PTPI senantiasa memperhatikan dan menindaklanjuti aspirasi setiap pemangku kepentingan sebagai bagian dari upaya meningkatkan transparansi dan kualitas laporan keberlanjutan. Meskipun pada laporan keberlanjutan periode sebelumnya tidak terdapat umpan balik yang diterima, Perusahaan tetap membuka ruang dialog bagi para pemangku kepentingan untuk menyampaikan masukan dan kritik yang konstruktif. Umpan balik dapat disampaikan melalui saluran komunikasi yang tersedia sebagaimana tercantum di bawah ini. [OJK G.3] [GRI 2-3]

PTPI remains attentive to and responsive toward the aspirations of its stakeholders as part of its efforts to enhance transparency and the quality of its sustainability report. Although no feedback was received in the previous period's sustainability report, the Company continues to provide open channels for stakeholders to share constructive input and suggestions. Feedback may be submitted through the communication channels provided below. [OJK G.3] [GRI 2-3]

PT Pupuk Indonesia (Persero)
Jl. Taman Anggrek, Kemanggisan Jaya, Jakarta
11480, Indonesia.

WhatsApp	: (+62) 8111 000 1959	Surel | Email	: info@pupuk-indonesia.com
Telepon | Telephone	: +62 21 53654900	Situs Web | Website	: www.pupuk-indonesia.com



Sekilas Perusahaan

Company Overview


5
Lounge_

Informasi Umum
General Information

Profil Perusahaan [GRI 2-1]
Company Profile

Nama Perusahaan: | Company Name:
PT Pupuk Indonesia (Persero) atau dikenal dengan PTPI
PT Pupuk Indonesia (Persero), also known as PTPI

Badan Hukum dan Kepemilikan [GRI 2-1] [OJK C.3.c]
Legal Status and Ownership

Badan Hukum: | Legal Status:
Badan Usaha Milik Negara (Persero) yang berbentuk Perusahaan Terbatas (PT)
A State-Owned Enterprise (Persero) established as a Limited Liability Company (PT)

Komposisi Pemegang Saham: | Shareholder Composition:
- Negara Republik Indonesia : 1 lembar saham Seri A Dwiwarna
  The Government of the Republic of Indonesia: 1 Series A Dwiwarna share
- PT Danantara Asset Management (Persero)*: 24.999.999 lembar saham Seri B
  PT Danantara Asset Management (Persero)*: 24,999,999 Series B shares



Anak Perusahaan dengan kepemilikan saham Seri A Dwiwarna:
Subsidiaries with Series A Dwiwarna Share Ownership:
- PT Pupuk Kalimantan Timur (PKT);
- PT Pupuk Kujang (PKC);
- PT Petrokimia Gresik (PKG);
- PT Pupuk Iskandar Muda (PIM); dan | and
- PT Pupuk Sriwidjaja Palembang (PSP).

Total Aset [OJK C.3.a, b]
Total Assets

Rp150,18 triliun
Rp150.18 trillion

Jumlah Karyawan
Total Employees

7.882 karyawan tersebar di seluruh Indonesia.
7,882 employees across Indonesia.

Kantor Pusat
[GRI 2-1] [OJK C.2]
Head Office

Alamat: | Address:
Jl. Taman Anggrek, Kemanggisan Jaya, Jakarta Barat 11480, Indonesia

Telepon | Telephone	: +62 21 53654900
Surel | Email	: info@pupuk-indonesia.com
Situs web | Website	: www.pupuk-indonesia.com

@pupuk_indonesia
PT Pupuk Indonesia
@pt.pupukindonesia
PT Pupuk Indonesia Official
Pupuk.Indonesia

Catatan:
* Pada Anggaran Dasar Perusahaan yang berlaku per April 2025, nama pemegang saham Seri B adalah PT Biro Klasifikasi Indonesia (Persero) (PT BKI). Selanjutnya, pada Mei 2025 Perusahaan menerima penyampaian informasi mengenai perubahan nama Holding Operasional dari PT Biro Klasifikasi Indonesia (Persero) menjadi PT Danantara Asset Management (Persero) (PT DAM). Korespondensi dan dokumen terkait pemegang saham telah menggunakan nama PT DAM, sebelum kemudian penyesuaian nomenklatur tersebut ditegaskan dalam perubahan Anggaran Dasar Perseroan pada tahun 2026.

Note:
*As stipulated in the Company's Articles of Association effective April 2025, the holder of Series B shares is PT Biro Klasifikasi Indonesia (Persero) (PT BKI). Subsequently, in May 2025, the Company received notification regarding the change of the Operational Holding's name from PT Biro Klasifikasi Indonesia (Persero) to PT Danantara Asset Management (Persero) (PT DAM). Correspondence and documents related to the shareholder had already adopted the name PT DAM prior to the formal confirmation of such nomenclature adjustment in the amendment to the Company's Articles of Association in 2026.

Visi, Misi, dan *Core Values* [GRI 2-22] [OJK C.1]

Vision, Mission, and Core Values

Tujuan, Visi, dan Misi

Purpose, Vision, and Mission

TUJUAN | PURPOSE

Contributing to national food security and sustainable economic growth

VISI | VISION

A leading global agrosolution and integrated chemical company

MISI | MISSION

- Menyediakan solusi pertanian, produk nutrisi tanaman berkualitas tinggi sesuai kebutuhan konsumen serta solusi industri kimia berkelanjutan yang andal untuk Indonesia dan dunia.
  Providing competitive plant nutrition products and agricultural solutions according to consumer needs through sustainable agricultural ecosystems throughout Indonesia and global.
- Memaksimalkan *circular economy* sehingga memberikan manfaat serta nilai tambah ekonomi dan sosial untuk Indonesia.
  Maximizing the circular economy so as to provide economic and social benefits and added value for Indonesia.
- Mendukung program ketahanan dan kemandirian pangan nasional, serta berkontribusi dalam hilirisasi industri berkelanjutan di Indonesia.
  Support national food security and sovereignty programs and contribute to the downstream development of sustainable industries in Indonesia.
- Menjalankan bisnis dengan menerapkan teknologi terkini yang mengedepankan keselamatan kerja dan kelestarian lingkungan hidup dengan menjaga risiko dan prinsip tata kelola yang baik dengan manajemen risiko yang efektif dan didukung oleh SDM kelas dunia yang kompeten dan profesional.
  Running a business by applying the latest technology that prioritizes work safety and environmental sustainability with the principles of good governance with effective risk management and supported by professional human resources.
- Membangun budaya yang inovatif, kolaboratif, dan berkinerja unggul untuk menjamin Perusahaan yang berkelanjutan.
  Creating an innovative, collaborative, and high-performing culture to ensure a sustainable company.

Core Values: AKHLAK

AMANAH
Memegang teguh kepercayaan yang diberikan.
- Memenuhi janji dan komitmen
- Bertanggung jawab atas tugas, keputusan dan tindakan yang dilakukan
- Berpegang teguh kepada nilai moral dan etika

TRUSTWORTHY
Maintaining the trust that is given to us
- Fulfilling promises and commitments.
- Responsible for tasks, decisions, and actions taken.
- Adhering to moral and ethical values.

KOMPETEN
Terus belajar dan mengembangkan kapabilitas
- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah
- Membantu orang lain belajar
- Menyelesaikan tugas dengan kualitas terbaik

COMPETENT
Continuous learning and developing capabilities
- Improving one's competence to respond to ever-changing challenges.
- Helping others learn.
- Completing tasks with the best quality.

HARMONIS
Saling peduli dan menghargai perbedaan
- Menghargai setiap orang apa pun latar belakangnya
- Suka menolong orang lain
- Membangun lingkungan kerja yang kondusif

HARMONIOUS
Caring for each other and respecting diversities
- Respect everyone regardless of their background.
- Like to help others.
- Building a conducive work environment.

LOYAL
Berdedikasi dan mengutamakan kepentingan bangsa dan negara.
- Menjaga nama baik sesama karyawan, pimpinan, BUMN dan negara
- Rela berkorban untuk mencapai tujuan yang lebih besar
- Patuh pada pimpinan sepanjang tidak bertentangan dengan hukum dan etika

LOYAL
Dedicated and prioritising the interests of the nation
- Maintaining the good name of fellow employees, leaders, SOEs, and the State
- Willing to sacrifice to achieve greater goals.
- Obeying the leadership as long as it does not conflict with the law and ethics.

ADAPTIF
Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan
- Cepat menyesuaikan diri untuk menjadi lebih baik
- Terus menerus melakukan perbaikan mengikuti perkembangan teknologi
- Bertindak proaktif

ADAPTIVE
Continuing to innovate and enthusiastic in initiating or dealing with change
- Quickly adapting to be better.
- Continuously making improvements to keep up with technological developments.
- Acting proactively.

KOLABORATIF
Membangun kerja sama yang sinergis
- Memberi kesempatan kepada berbagai pihak yang berkontribusi
- Terbuka dalam bekerja sama untuk menghasilkan nilai tambah
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama

COLLABORATIVE
Building synergistic collaboration
- Providing opportunities for various parties to contribute.
- Open to working together to produce added value.
- Mobilize the utilization of various resources for a common goal.



Wilayah Operasi [GRI 2-1] [OJK C.3.d]

Operational Area

Operasi PTPI di Indonesia tersebar di berbagai wilayah guna memastikan kelancaran rantai produksi dan distribusi produk ke seluruh pelosok negeri. PTPI memiliki pabrik di beberapa lokasi berikut: [GRI 2-1] [OJK C.3.d]

PTPI's operations across Indonesia are strategically located to ensure an efficient production and distribution chain nationwide. The Company operates manufacturing facilities in the following locations: [GRI 2-1] [OJK C.3.d]



PT Pupuk Kalimantan Timur
Bontang, Kalimantan Timur | East Kalimantan



Sejarah Perusahaan
Company History

1959, 1979-1980

PT Pupuk Sriwidjaja (Persero) berdiri sebagai perusahaan BUMN yang bergerak di industri pupuk sejak tahun 1959. Dalam rangka kerja sama dengan negara-negara ASEAN dibentuk perusahaan patungan, yaitu:
- PT ASEAN Aceh Fertilizer (AAF) yang 60% sahamnya dikuasai oleh PT Pupuk Sriwidjaja (Persero); dan
- ASEAN Bintulu Fertilizer (ABF) Sdn. Bhd. yang 13% sahamnya dikuasai oleh pemerintah Indonesia. Pemerintah menugaskan PT Pupuk Sriwidjaja (Persero) untuk mewakili pemerintah di dalam pengawasan kinerja perusahaan.

PT Pupuk Sriwidjaja (Persero) was established in 1959 as a SOE operating in the fertilizer industry. As part of regional cooperation within ASEAN, joint venture companies were established, namely:

- PT ASEAN Aceh Fertilizer (AAF), of which 60% of shares are held by PT Pupuk Sriwidjaja (Persero); and
- ASEAN Bintulu Fertilizer (ABF) Sdn. Bhd., in which 13% of shares are owned by the Government of Indonesia. The Government has assigned PT Pupuk Sriwidjaja (Persero) to represent its interests in overseeing the company's performance.

1997-1998

Diterbitkan Peraturan Pemerintah No. 28 Tahun 1997 tentang Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam Modal Saham Perusahaan Perseroan (Persero) PT Pupuk Sriwidjaja juncto Peraturan Pemerintah No. 34 tahun 1998 tentang Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam Modal Saham Perusahaan Perseroan (Persero) PT Pupuk Sriwidjaja.

PT Pupuk Indonesia (Persero) yang dahulu bernama PT Pupuk Sriwidjaja (Persero) menjadi perusahaan induk (*operating holding*) yang membawahi 6 (enam) anak perusahaan, yaitu PT Petrokimia Gresik, PT Pupuk Kujang, PT Pupuk Kalimantan Timur, PT Pupuk Iskandar Muda, PT Rekayasa Industri, dan PT Mega Eltra.

The issuance of Government Regulation No. 28 of 1997 concerning the Addition of Capital Participation of the Republic of Indonesia into the Share Capital of the Company (Persero) PT Pupuk Sriwidjaja juncto Government Regulation No. 34 of 1998 concerning the Addition of Capital Participation of the Republic of Indonesia into the Share Capital of the Company (Persero) PT Pupuk Sriwidjaja.

PT Pupuk Indonesia (Persero), formerly PT Pupuk Sriwidjaja (Persero), became an operating holding company which oversees six subsidiaries (PT Petrokimia Gresik, PT Pupuk Kujang, PT Pupuk Kalimantan Timur, PT Pupuk Iskandar Muda, PT Rekayasa Industri, and PT Mega Eltra).kandar Muda, PT Rekayasa Industri, dan PT Mega Eltra.

2010-2012

- PT Pupuk Sriwidjaja (Persero) mendirikan PT Pupuk Sriwidjaja Palembang pada tanggal 24 Desember 2010 dan berubah dari operating holding menjadi strategic and investment holding.
- PT Pupuk Sriwidjaja (Persero) berganti nama menjadi PT Pupuk Indonesia (Persero) dan selanjutnya tanggal 3 April 2012 ditetapkan sebagai hari jadi PTPI.

- PT Pupuk Sriwidjaja (Persero) established PT Pupuk Sriwidjaja Palembang on December 24, 2010 and transitioned from an operating holding to a strategic and investment holding.
- PT Pupuk Sriwidjaja (Persero) changed its name to PT Pupuk Indonesia (Persero), with April 3, 2012 designated as the official anniversary of PTPI.

2013-2017

- Pada tanggal 23 Desember 2013, PTPI mendirikan anak perusahaan bernama PT Pupuk Indonesia Logistik.
- Pada tanggal 18 Agustus 2014, PTPI mendirikan anak perusahaan bernama PT Pupuk Indonesia Energi.
- Pada tanggal 30 April 2015, PTPI mendirikan anak perusahaan bernama PT Pupuk Indonesia Pangan.
- Peresmian Pabrik PKT 5 pada bulan November 2015.
- Pembangunan Pabrik NPK II PT Pupuk Kujang.
- Pembangunan Pabrik NPK Fusion I PT Pupuk Sriwidjaja Palembang pada tahun 2016.
- Selesainya konstruksi Pabrik Pusri IIB pada tahun 2017.

- On December 23, 2013, PTPI established a subsidiary, PT Pupuk Indonesia Logistik.
- On August 18, 2014, PTPI established a subsidiary, PT Pupuk Indonesia Energi.
- On April 30, 2015, PTPI established a subsidiary, PT Pupuk Indonesia Pangan.
- The PKT 5 Plant was inaugurated in November 2015.
- Construction of the NPK II Plant at PT Pupuk Kujang commenced.
- Construction of the NPK Fusion I Plant at PT Pupuk Sriwidjaja Palembang was carried out in 2016.
- Construction of the Pusri IIB Plant was completed in 2017.

2018

Selesainya konstruksi dan produksi urea pertama di bawah Proyek Amurea II Petrokimia Gresik (anak usaha PTPI) di Gresik, Jawa Timur.

Completion of construction and commencement of first urea production under the Amurea II Project at Petrokimia Gresik (a subsidiary of PTPI) in Gresik, East Java.

2019	Dimulainya konstruksi proyek NPK Chemical PT Pupuk Iskandar Muda.	Commencement of construction of the NPK Chemical Project at PT Pupuk Iskandar Muda.
2020	• PTPI menjadi *activist holding*. • Penyelesaian pabrik CO_2 cair PT Pupuk Kujang.	• PTPI transitioned into an activist holding. • Completion of the liquid CO_2 plant at PT Pupuk Kujang.
2021	• PTPI menerapkan sentralisasi fungsi *holding*. • Peresmian Program Makmur. • PTPI luncurkan penyeragaman *brand* produk retail. • Perubahan nama PT Pupuk Indonesia Energi (PIE) menjadi PT Pupuk Indonesia Utilitas (PIU).	• PTPI implemented the centralization of holding functions. • Launch of the Makmur Program. • PTPI introduced the standardization of retail product branding. • PT Pupuk Indonesia Energi (PIE) changed its name to PT Pupuk Indonesia Utilitas (PIU).
2022	• Perubahan nama PT Mega Eltra (ME) menjadi PT Pupuk Indonesia Niaga (PI Niaga). • Peresmian Kantor Perwakilan PTPI di Dubai, Uni Emirat Arab. • Penguatan ekosistem melalui penandatanganan MoU kelanjutan Program Makmur melalui sinergi bersama 6 BUMN.	• PT Mega Eltra (ME) changed its name to PT Pupuk Indonesia Niaga (PI Niaga). • Inauguration of PTPI's Representative Office in Dubai, United Arab Emirates. • Strengthening of the ecosystem through the signing of a follow-up MoU for the Makmur Program in synergy with six SOEs.
2023	• Peresmian Pabrik NPK PIM oleh Presiden Indonesia Joko Widodo. • Penandatanganan Perjanjian Kredit Pendanaan dan *Engineering, Procurement and Construction* (EPC) Proyek Pusri IIIB. • *Groundbreaking* Kawasan Industri Pupuk Fakfak.	• Inauguration of the NPK Plant at PT Pupuk Iskandar Muda by Indonesian President Joko Widodo. • Signing of the financing credit agreement and Engineering, Procurement and Construction (EPC) contract for the Pusri IIIB Project. • Groundbreaking of the Fakfak Fertilizer Industrial Estate.
2024	• PTPI menginbrengkan saham di Anak Perusahaan Non-Produsen Pupuk yang bergerak di bidang utilitas, yaitu Pupuk Indonesia Utilitas (PIU) kepada PT Rekayasa Industri. • PTPI menetapkan satu saham istimewa untuk dimiliki negara (selanjutnya disebut saham Seri-A Dwiwarna) pada anak perusahaan eks BUMN.	• PTPI transferred its shares in non-fertilizer producing subsidiaries operating in the utilities sector, namely PT Pupuk Indonesia Utilitas (PIU), to PT Rekayasa Industri. • PTPI designated one special share to be held by the state (Series A Dwiwarna share) in subsidiaries that were formerly SOEs.
2025	• Perubahan nama Pemegang Saham Seri B dari PT Biro Klasifikasi Indonesia (Persero) ("PT BKI") menjadi PT Danantara Asset Management (Persero) ("PT DAM"). • *Groundbreaking* Proyek Soda Ash PKT. • *Groundbreaking* Proyek NKT Nitrat PKC.	• Change of name of Series B shareholder from PT Biro Klasifikasi Indonesia (Persero) ("PT BKI") to PT Danantara Asset Management (Persero) ("PT DAM"). • Groundbreaking of the PKT Soda Ash Plant. • Groundbreaking of the PKC NPK Nitrate Plant.

Skala Perusahaan [OJK C.3]

Company Scale

Pada tahun 2025, PTPI beroperasi dalam skala usaha yang luas dengan menyediakan 75 jenis produk untuk mendukung berbagai kebutuhan sektor yang dilayani. Sepanjang tahun 2025, PTPI mencatatkan total produksi pupuk dan non-pupuk sebesar 19,24 juta ton, yang dijalankan melalui dukungan 9 anak perusahaan serta 7.882 karyawan tetap dan kontrak yang berperan dalam menjaga keandalan operasional dan kelancaran proses produksi hingga distribusi produk kepada pelanggan. Pada tahun pelaporan, tidak terdapat perubahan signifikan terkait aktivitas operasional maupun dalam struktur rantai pasokan Perusahaan maupun hubungan dengan pemasok. [GRI 2-6] [OJK C.6]

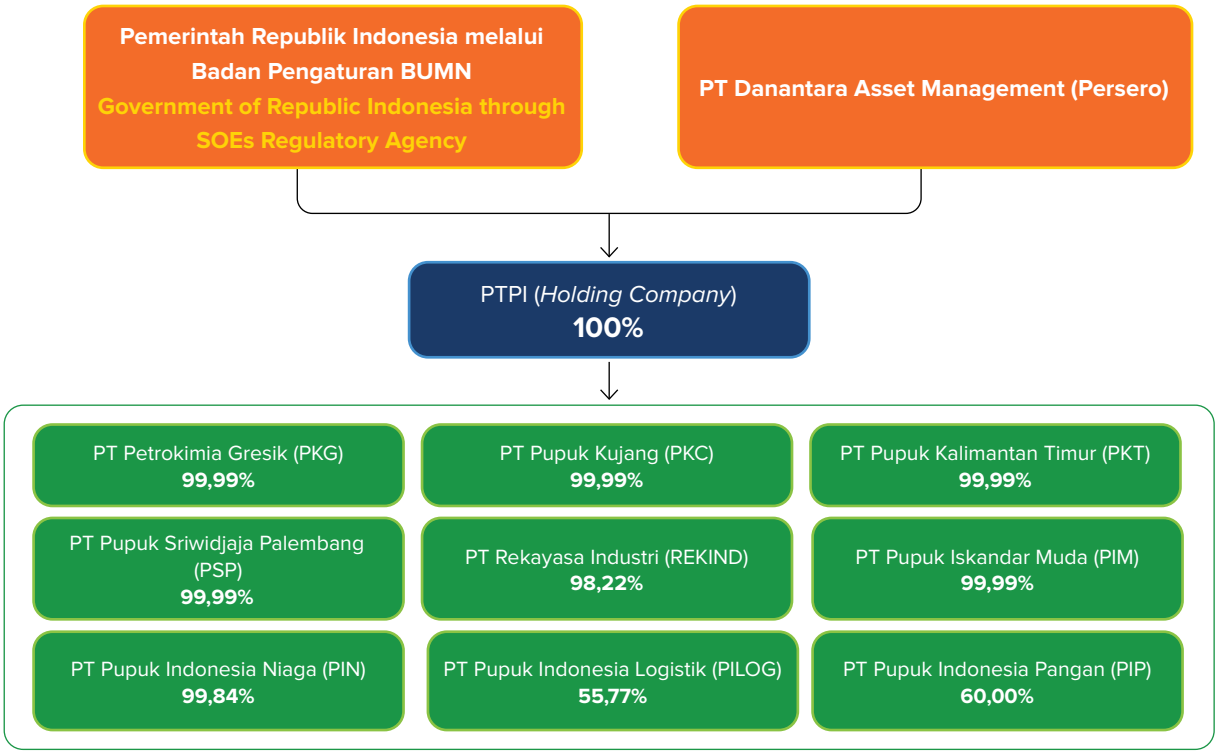
In 2025, PTPI operated at a significant scale, offering 75 product types to support the diverse needs of the sectors it serves. During the year, PTPI recorded total production of fertilizers and non-fertilizer products amounting to 19.24 million tons, supported by nine subsidiaries and 7,882 permanent and contract employees, ensuring operational reliability and the seamless execution of production and distribution activities to customers. During the reporting year, there were no significant changes related to operational activities or to the Company's supply chain structure and relationships with suppliers. [GRI 2-6] [OJK C.6]

Anak Perusahaan dan Wilayah Kerja [GRI 2-1] [GRI 2-2] [OJK C.2]

Subsidiaries and Areas of Operation

Laporan Keberlanjutan PTPI Tahun 2025 menyajikan data konsolidasi serta capaian kinerja dari seluruh entitas bisnis yang berada di bawah naungan PTPI sebagai perusahaan induk beserta sembilan anak perusahaan, selaras dengan laporan keuangan konsolidasian yang telah diaudit, sebagai berikut: [GRI 2-1, 2-2] [OJK C.2]

The PTPI Sustainability Report 2025 presents consolidated data and performance achievements from all business entities under PTPI as the parent company, including its nine subsidiaries, in alignment with the audited consolidated financial statements, as follows: [GRI 2-1, 2-2] [OJK C.2]



Anak Perusahaan Subsidiary	Lokasi [OJK C.2] Location
PT Petrokimia Gresik (PKG)	Jalan Jend. A. Yani, Gresik, Jawa Timur 61119 (62-31) 3981811, 3982100, 3982200 (62-31) 3981722, 3892272 pg@petrokimia-gresik.com www.petrokimia-gresik.com
PT Pupuk Kujang (PKC)	Jalan Jenderal A. Yani No. 39, Kec. Cikampek, Kab. Karawang, Jawa Barat 41373 (62-264) 316141, 317007 (62-264) 314235 info@pupuk-kujang.co.id www.pupuk-kujang.co.id
PT Pupuk Kalimantan Timur (PKT)	Jalan Ir. James Simandjuntak No. 1, Kel. Loktuan, Kec. Bontang Utara, Kota Bontang, Kalimantan Timur 75313 (62-548) 41202 (62-548) 41626 dof@pupukkaltim.com www.pupukkaltim.com
PT Pupuk Iskandar Muda (PIM)	Jalan Medan–Banda Aceh, Kec. Dewantara, Kab. Aceh Utara, Aceh 24354 (62-645) 56222 (62-645) 56095 info@pim.co.id www.pim.co.id
PT Pupuk Sriwidjaja Palembang (PSP)	Jalan Mayor Zen, Palembang 30118 (62-711) 712222 (62-711) 712100 info@pusri.co.id/humas@pusri.co.id www.pusri.co.id
PT Rekayasa Industri (REKIND)	Jalan Kalibata Timur I No. 36, Kalibata, Jakarta Selatan 12740 (62-21) 7988700, 7988707 (62-21) 7988701, 7988702 corsec@rekayasa.co.id www.rekayasa.com
PT Pupuk Indonesia Niaga (PIN)	Gedung ROB-2 Lantai 3 & 4 Jl. Kalibata Timur I No. 36, Kalibata, Jakarta Selatan 12740 (62-21) 7919 6026/7919 6027 corcom@pi-niaga.com www.pi-niaga.com
PT Pupuk Indonesia Logistik (PILOG)	Gedung Wisma Pusri 101 Jalan Letjend. S. Parman Kav. 101 RT/RW. 02/01 Tomang, Kec. Grogol Petamburan, Jakarta Barat 11440 (62-21) 22631881, 22631882, 22631883 (62-21) 22561904 info@pi-logistik.com www.pi-logistik.com
PT Pupuk Indonesia Pangan (PIP)	Gedung Rekayasa Industri ROB-1 Lantai 1 Jl. Kalibata Timur I No. 36, Kalibata, Jakarta Selatan 12740 info@pi-pangan.com www.pi-pangan.com

Bisnis dan Operasi
Business and Operations

Bidang Usaha [GRI 2-6] [OJK C.4]
Line of Business

Kegiatan Usaha Utama | Main Business Activities

Perdagangan | Trading

Menyelenggarakan kegiatan distribusi dan perdagangan pada umumnya, termasuk ekspor, impor, lokal dan interinsuler; bahan baku, bahan penolong/pembantu, peralatan produksi di bidang perpupukan, petrokimia, agrokimia, agroindustri, dan industri kimia lainnya.
Engaging in general distribution and trading activities, including export, import, domestic, and inter-island trade of raw materials, auxiliary/supporting materials, and production equipment for the fertilizer, petrochemical, agrochemical, agroindustry, and other chemical industries.

Jasa Pengelolaan (*Management*) | Management Services

Perusahaan dan jasa pengelolaan kawasan industri.
Industrial estate management services and company management services.

Jasa Lainnya | Other Services

Melaksanakan studi penelitian, pengembangan, desain rekayasa, pengantongan (*bagging station*), manajemen konstruksi, pengoperasian pabrik, perbaikan, pemeliharaan, konsultasi (kecuali konsultasi bidang hukum), dan jasa teknis lainnya terkait sektor industri pupuk, petrokimia, industri kimia lainnya, digitalisasi pertanian serta jasa dalam bidang pertanian dan perkebunan.
Conducting research and development studies, engineering design, bagging (bagging station), construction management, plant operations, repair and maintenance, consultancy services (excluding legal consultancy), and other technical services related to the fertilizer, petrochemical, and other chemical industries, as well as agricultural digitalization and services in the agriculture and plantation sectors.

Kegiatan Usaha Penunjang | Supporting Business Activities

Menjalankan kegiatan-kegiatan usaha dalam bidang angkutan, ekspedisi, pergudangan, trading, agrosolusi, utilitas dan kegiatan lainnya yang merupakan sarana dan perlengkapan guna kelancaran pelaksanaan kegiatan-kegiatan usaha tersebut.
Engaging in business activities in the fields of transportation, expedition, warehousing, trading, agri-solutions, utilities, and other supporting activities that serve as facilities and infrastructure to ensure the smooth execution of such operations.

Produk [GRI 2-6] [OJK C.4]
Products

Produk Pupuk | Fertilizer Products

Urea

Pupuk urea diproduksi oleh seluruh Entitas Anak Produsen Pupuk dan dipasarkan untuk sektor subsidi maupun nonsubsidi (komersial). Pupuk urea memiliki kandungan N sebesar 46% dan berfungsi untuk membuat tanaman lebih hijau, mempercepat pertumbuhan tanaman, dan meningkatkan kandungan protein tanaman.

Urea

Urea fertilizer is manufactured by all PTPI fertilizer producer subsidiaries and marketed across both subsidized and non-subsidized (commercial) segments. With a nitrogen (N) content of 46%, urea supports greener crop growth, accelerates plant development, and enhances plant protein content.

NPK

Pupuk NPK diproduksi oleh seluruh Entitas Anak Produsen Pupuk dan dipasarkan untuk sektor subsidi maupun nonsubsidi (komersial). Pupuk NPK merupakan pupuk majemuk yang memiliki kandungan N, P, K, serta unsur mikro dengan komposisi yang variatif sesuai dengan permintaan pasar dan berfungsi untuk meningkatkan hasil panen, membuat tanaman lebih hijau, dan meningkatkan daya tahan tanaman terhadap serangan hama penyakit dan kekeringan.

NPK

NPK fertilizer is manufactured by all fertilizer producer subsidiaries and marketed across both subsidized and non-subsidized (commercial) segments. As a compound fertilizer, NPK contains nitrogen (N), phosphorus (P), potassium (K), and micronutrients, with formulations tailored to market demand. It enhances crop yields, promotes greener plant growth, and improves plant resilience against pests, diseases, and drought.

Pupuk Fosfat

Pupuk Fosfat diproduksi oleh PT Petrokimia Gresik dan dipasarkan untuk sektor nonsubsidi. Pupuk Fosfat memiliki kandungan SP-36 (P-36%), SP-26 (P-26%), dan Phosgreen (P-20%) yang berfungsi untuk memacu pertumbuhan akar dan bunga serta masaknya buah dan biji.

Phosphate Fertilizer

Phosphate fertilizer is manufactured by PT Petrokimia Gresik and marketed for the non-subsidized (commercial) segment. It includes SP-36 (P-36%), SP-26 (P-26%), and Phosgreen (P-20%), which support root and flower development, as well as the maturation of fruits and seeds.

ZA

Pupuk ZA diproduksi oleh PT Petrokimia Gresik dan dipasarkan untuk sektor subsidi maupun nonsubsidi. Pupuk ZA memiliki kandungan N sebesar 21% dan sulfur 24% serta Pupuk ZA plus yang memiliki tambahan unsur hara mikro Zn dan berfungsi untuk meningkatkan produksi hasil tebu, meningkatkan kualitas hasil panen, menjadikan tanaman lebih sehat, dan tahan terhadap hama.

ZA

ZA fertilizer is manufactured by PT Petrokimia Gresik and marketed across both subsidized and non-subsidized (commercial) segments. It contains 21% nitrogen (N) and 24% sulfur (S), while ZA Plus is enriched with the micronutrient zinc (Zn). These formulations support increased sugarcane yields, improve crop quality, promote healthier plant growth, and enhance resistance to pests.

ZK

Pupuk ZK diproduksi oleh PT Petrokimia Gresik. Pupuk ZK memiliki kandungan K_2O sebesar 50% dan sulfur 17% yang berfungsi untuk meningkatkan unsur hara tanah, membuat tanaman lebih tegak dan kokoh, serta memperbaiki warna, aroma, dan rasa.

ZK

ZK fertilizer is manufactured by PT Petrokimia Gresik. It contains 50% potassium oxide (K_2O) and 17% sulfur (S), supporting improved soil nutrient content, stronger and more upright plant growth, and enhanced color, aroma, and taste of agricultural produce.

Pupuk Organik

Pupuk organik adalah pupuk yang berasal dari material organik yang telah melalui proses penguraian dan pelapukan.

Organic Fertilizer

Organic fertilizer is fertilizer derived from organic materials that have undergone decomposition and natural breakdown processes.

Produk Petrokimia | Petrochemical Products

Amonia

Amonia merupakan bahan mentah industri kimia dengan tingkat kemurnian 99,5% yang diproduksi oleh PTPI dan dipasarkan untuk sektor dalam negeri maupun ekspor.

Ammonia

Ammonia is a chemical industry feedstock with a purity level of 99.5%, produced by PTPI and marketed for both domestic and export markets.

Produk Kimia | Chemical Products

Asam Sulfat | Sulfuric Acid
Asam Fosfat | Phosphoric Acid

Pengolahan Produk Samping | By-Product Processing

Pupuk Hayati

Pupuk yang mengandung mikroorganisme hidup seperti bakteri atau jamur yang bermanfaat untuk meningkatkan kesuburan tanah maupun produktivitas tanaman.

Biofertilizers

Fertilizer containing living microorganisms, such as bacteria or fungi, that are beneficial in enhancing soil fertility and improving crop productivity.

Enhanced Efficiency Fertilizer

Pupuk yang diformulasikan dengan tambahan mikroba atau senyawa tertentu yang dapat mengurangi hilangnya hara dan meningkatkan efisiensi pemupukan.

Enhanced Efficiency Fertilizer

Fertilizer formulated with added microbes or specific compounds to reduce nutrient losses and enhance fertilization efficiency.

Biopestisida

Agen pengendali hama dan penyakit tanaman yang berasal dari sumber alami, seperti mikroorganisme, tumbuhan, atau produk alami lainnya yang memiliki sifat pengendalian.

Biopesticides

Biological agents derived from natural sources, such as microorganisms, plants, or other natural products, used to control plant pests and diseases.

Biostimulan

Bahan atau produk yang digunakan untuk merangsang pertumbuhan tanaman, meningkatkan ketahanan terhadap stres, dan meningkatkan efisiensi penggunaan sumber daya seperti air dan nutrisi.

Biostimulants

Substances or products used to stimulate plant growth, enhance stress tolerance, and improve the efficiency of resource use, including water and nutrients.

Dekomposer

Membantu mempercepat proses dekomposisi bahan organik menjadi kompos, dll.

Decomposers

Helps accelerate the decomposition of organic matter into compost and other by-products.

Produk Pupuk Nonsubsidi | Non-Subsidized Fertilizer Products

PTPI menyediakan berbagai jenis pupuk nonsubsidi untuk memenuhi kebutuhan petani yang tidak mendapatkan alokasi pupuk bersubsidi.

Jenis pupuk yang termasuk pupuk bersubsidi adalah Urea, NPK Phonska (15-10-12), NPK Kakao (14-12-16-4Mgo), ZA dan pupuk organik. Produk lainnya merupakan produk pupuk nonsubsidi.

PTPI provides a range of non-subsidized fertilizers to meet the needs of farmers who do not receive subsidized fertilizer allocations.

Fertilizers categorized under the subsidized program include urea, NPK Phonska (15-10-12), NPK Cocoa (14-12-16-4MgO), ZA, and organic fertilizers. All other products are classified as non-subsidized fertilizers.

Pangsa Pasar

Market Shares

Jangkauan distribusi produk PTPI mencakup seluruh wilayah Indonesia guna mendorong produktivitas lahan sekaligus menciptakan ketahanan pangan nasional. Dalam aktivitas operasionalnya, PTPI melayani dua segmen konsumen berupa petani dan kelompok tani, serta perusahaan di sektor pertanian dan perkebunan. [GRI 2-6]

Tidak hanya mendominasi pasar domestik, ekspansi bisnis kami telah mencapai pasar global dengan mengekspor produk ke berbagai negara seperti Australia, Filipina, Korea Selatan, Vietnam, India, Jepang, Thailand, Singapura, Taiwan, Malaysia, Cina, Afrika Selatan, Myanmar, Selandia Baru, Chili, Sierra Leone, Timor Leste, Mozambik, Amerika Serikat, Meksiko, Spanyol, Uni Emirat Arab (UEA), Jibuti, Pantai Gading, Polinesia Prancis, dan Kaledonia Baru.

PTPI's product distribution network spans across Indonesia, supporting agricultural productivity while reinforcing national food security. In carrying out its operations, the Company serves two primary customer segments, namely farmers and farmer groups, as well as corporate clients across the agriculture, industrial, and plantation sectors. [GRI 2-6]

In addition to its strong domestic position, the Company has expanded its footprint into international markets, exporting products to various countries such as Australia, Philippines, South Korea, Viet Nam, India, Japan, Thailand, Singapore, Taiwan, Malaysia, China, South Africa, Myanmar, New Zealand, Chile, Sierra Leone, Timor-Leste, Mozambique, United States, Mexico, Spain, United Arab Emirates (UEA), Djibouti, Ivory Coast, French Polynesia, and New Caledonia.



Keberlanjutan Kami

Our Sustainability



Bagi PTPI, keberlanjutan bukan sekadar komitmen, tetapi bagian dari cara Perusahaan menjalankan bisnis secara bertanggung jawab dan berorientasi jangka panjang. Di tengah dinamika industri, perubahan regulasi, serta meningkatnya ekspektasi pemangku kepentingan, Perusahaan memperkuat pendekatan keberlanjutan untuk memastikan bahwa pertumbuhan usaha berjalan seiring dengan pengelolaan dampak sosial dan lingkungan.

For PTPI, sustainability is not merely a commitment, it is embedded in the way the Company conducts its business responsibly and with a long-term perspective. Amid industry dynamics, regulatory changes, and rising stakeholder expectations, the Company continues to strengthen its sustainability approach to ensure that business growth advances alongside the effective management of its social and environmental impacts.

Pendekatan tersebut dijalankan melalui strategi yang jelas, kebijakan yang konsisten, serta tata kelola yang efektif. Perusahaan menetapkan prioritas melalui penilaian materialitas yang terstruktur, mengintegrasikannya ke dalam manajemen risiko, serta memperkuat penerapan standar dan sertifikasi untuk menjaga konsistensi mutu, kepatuhan, dan praktik operasional yang bertanggung jawab. Melalui kerangka ini, Perusahaan memastikan kinerja keberlanjutan dijalankan secara terukur, transparan, dan selaras dengan kebutuhan pemangku kepentingan.

This approach is implemented through a clear strategy, consistent policies, and effective governance. The Company defines its priorities through a structured materiality assessment, integrates these priorities into risk management, and reinforces the application of standards and certifications to uphold quality, compliance, and responsible operational practices. Through this framework, the Company ensures that sustainability performance is managed in a measurable and transparent manner, aligned with stakeholder expectations.

Strategi Keberlanjutan dan Komitmen ESG [GRI 2-22] [OJK A.1]

Sustainability Strategy and ESG Commitment

Strategi keberlanjutan PTPI berangkat dari visi, nilai, dan budaya kerja yang menjadi dasar dalam pengambilan keputusan. Untuk memastikan prinsip keberlanjutan diterapkan secara konsisten, Perusahaan mengadopsi Kebijakan Keberlanjutan yang berlaku di seluruh lini operasional. Selaras dengan arah tersebut, Perusahaan menetapkan visi **"***A leading global agrosolution and integrated chemical company***"** sebagai pijakan transformasi bisnis yang berdaya saing dan berkelanjutan.

PTPI's sustainability strategy is anchored in its vision, values, and corporate culture, which guide decision-making across the organization. To ensure the consistent application of sustainability principles, the Company adopted a Sustainability Policy applicable to all operational lines. In line with this direction, the Company established its vision, "A leading global agrosolution and integrated chemical company," as the foundation for a competitive and sustainable business transformation.

Komitmen PTPI dalam aspek *environmental, social, and governance* (ESG) dijalankan secara terintegrasi melalui program, target, serta penguatan tata kelola. Ringkasan komitmen ESG Perusahaan disajikan pada bagian ini, sedangkan penjelasan rinci terkait implementasi program dan kinerja masing-masing aspek diuraikan pada bab-bab terkait dalam laporan ini.

PTPI's commitment to environmental, social, and governance (ESG) aspects is implemented in an integrated manner through programs, targets, and strengthened governance practices. An overview of the Company's ESG commitments is presented in this section, while detailed explanations on program implementation and performance across each aspect are further elaborated in the relevant chapters of this report.

Komitmen PTPI dalam Aspek Lingkungan
PTPI's Environmental Commitment

PTPI berkomitmen menerapkan sistem pengelolaan lingkungan yang terintegrasi dengan memastikan kepatuhan terhadap peraturan. Komitmen ini diwujudkan melalui pengurangan emisi gas rumah kaca secara bertahap untuk mendukung target *Net Zero Emission* serta pengelolaan risiko perubahan iklim. Dalam operasional dan rantai pasok, PTPI mendorong penerapan teknologi ramah lingkungan dan efisiensi energi, disertai pengelolaan air, limbah, dan bahan berbahaya sesuai standar yang berlaku. PTPI juga melindungi keanekaragaman hayati melalui penilaian risiko dan hierarki mitigasi, melaksanakan rehabilitasi lahan untuk pemulihan ekosistem, serta meningkatkan kesadaran karyawan melalui edukasi dan pelatihan lingkungan. Selain itu, Perusahaan menjalankan berbagai program lingkungan, seperti penanaman pohon, edukasi lingkungan kepada masyarakat, serta pengelolaan sampah untuk mendorong terciptanya dampak lingkungan positif yang lebih luas.

PTPI is committed to implementing an integrated environmental management system while ensuring full compliance with applicable regulations. This commitment is demonstrated through a gradual reduction of greenhouse gas emissions to support the Net Zero Emission target, alongside proactive climate risk management. Across its operations and supply chain, PTPI promotes the adoption of environmentally friendly technologies and energy efficiency, supported by responsible management of water, waste, and hazardous materials in line with prevailing standards. The Company also safeguards biodiversity through risk assessments and the application of mitigation hierarchy principles, undertakes land rehabilitation to restore ecosystems, and enhances employee awareness through environmental education and training. In addition, PTPI implements various environmental initiatives, including tree planting, community environmental education, and waste management programs, to generate broader positive environmental impacts.

Komitmen PTPI dalam Aspek Sosial
PTPI's Social Commitment

PTPI berkomitmen menghormati hak asasi manusia serta menciptakan lingkungan kerja yang aman, sehat (fisik dan mental), serta inklusif bagi seluruh karyawan dan pihak terkait. Komitmen ini diwujudkan melalui kebijakan tanpa toleransi terhadap diskriminasi, kerja paksa, pekerja anak, kekerasan, pelecehan, dan eksploitasi, serta mekanisme pelaporan yang mudah diakses dengan penanganan dugaan pelanggaran secara objektif. PTPI juga menerapkan standar keselamatan dan kesehatan kerja (K3), meningkatkan kinerja K3 melalui keterlibatan karyawan, menyediakan produk dan layanan berkualitas, serta membangun kolaborasi dengan pemerintah dan masyarakat untuk mendukung kesejahteraan sosial. Komitmen ini turut diwujudkan melalui dukungan terhadap UMKM lokal, pengembangan Rumah BUMN, program pemberdayaan masyarakat termasuk perempuan, serta kontribusi pada peningkatan kualitas pendidikan, kesehatan, dan infrastruktur guna memperluas dampak sosial yang berkelanjutan.

PTPI is committed to upholding human rights and fostering a both physically and mentally safe, healthy, and inclusive working environment for all employees and stakeholders. This commitment is reflected in a zero-tolerance policy toward discrimination, forced labor, child labor, violence, harassment, and exploitation, supported by accessible reporting mechanisms and objective handling of alleged violations. PTPI also implements occupational health and safety (OHS) standards, enhances OHS performance through active employee engagement, delivers quality products and services, and strengthens collaboration with government and communities to support social well-being. The Company further advances this commitment by supporting local MSMEs, developing Rumah BUMN initiatives, implementing community empowerment programs, including those focused on women and contributing to improvements in education, healthcare, and infrastructure to expand sustainable social impact.

Komitmen PTPI dalam Aspek Tata Kelola
PTPI's Governance Commitment

PTPI berkomitmen menerapkan tata kelola yang baik dan berkelanjutan dengan prinsip *good corporate governance* (GCG) sebagai dasar seluruh proses bisnis dan pengambilan keputusan. Komitmen ini diwujudkan melalui transparansi, akuntabilitas, kepatuhan terhadap peraturan, pemenuhan kewajiban perpajakan, penyampaian informasi tepat waktu, manajemen risiko pada berbagai aspek, penegakan kebijakan anti-korupsi dan anti-suap, serta *whistleblowing system* yang menjamin kerahasiaan pelapor. Tata kelola juga diperkuat melalui pelindungan data pribadi, keamanan siber, dan kerja sama dengan mitra serta pemasok yang menerapkan praktik bisnis berkelanjutan.

PTPI is committed to implementing good and sustainable governance, with good corporate governance (GCG) principles underpinning all business processes and decision-making. This commitment is demonstrated through transparency, accountability, regulatory compliance, fulfillment of tax obligations, timely disclosure of information, and comprehensive risk management across various aspects. The Company also enforces anti-corruption and anti-bribery policies, supported by a whistleblowing system that ensures confidentiality for reporters. Governance practices are further strengthened through personal data protection, cybersecurity measures, and collaboration with partners and suppliers that uphold sustainable business practices.

Komitmen Kebijakan [GRI 2-23]

Policy Commitment

Perusahaan mengintegrasikan visi dan nilai keberlanjutan ke dalam kebijakan strategis, termasuk Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP). Komitmen tersebut diperkuat melalui penerapan Kebijakan Keberlanjutan dan Pedoman Keberlanjutan Perusahaan PI-SMT-PD-013 sebagai pedoman bagi entitas anak perusahaan dan seluruh unit kerja dalam penerapan prinsip keberlanjutan pada operasional serta pengambilan keputusan. Dengan demikian, keberlanjutan menjadi prinsip yang melekat dalam perencanaan, pengambilan keputusan, serta pelaksanaan operasional jangka panjang.

The Company integrates its sustainability vision and values into strategic policies, including its Long-Term Corporate Plan (RJPP) and the Annual Work Plan and Budget (RKAP). This commitment is reinforced through the application of the Sustainability Policy and the Sustainability Guidelines PI-SMT-PD-013, which serve as a reference for subsidiaries and all business units in embedding sustainability principles into their operations and decision-making. Through this approach, sustainability is embedded as a core principle in long-term planning, decision-making, and the execution of business operations.

Komitmen kebijakan Perusahaan dapat diakses melalui situs web resmi PTPI, meskipun tidak seluruh dokumen dapat dipublikasikan mengingat luasnya cakupan dan banyaknya dokumen pendukung. Sejalan dengan dinamika bisnis dan perkembangan regulasi, PTPI melakukan peninjauan kebijakan secara berkala untuk memastikan kesesuaiannya dengan kebutuhan Perusahaan serta pembaruan peraturan perundang-undangan yang berlaku.

The Company's policy commitments are accessible through PTPI's official website, although not all documents are publicly disclosed due to their extensive scope and the volume of supporting materials. In line with business dynamics and regulatory developments, PTPI conducts periodic policy reviews to ensure alignment with the Company's needs and prevailing laws and regulations.

Untuk mendukung pencapaian visi Perusahaan, PTPI menetapkan *Strategy House* sebagai kerangka strategis yang memetakan arah, prioritas, serta keterkaitan antar strategi secara sistematis. Kerangka ini mendorong efisiensi operasional, inovasi, ketahanan rantai pasok, penguatan daya saing, serta penciptaan nilai keberlanjutan secara terukur.

To support the achievement of its vision, PTPI established a Strategy House as a strategic framework that systematically outlines direction, priorities, and the interlinkages among key strategies. This framework drives operational efficiency, fosters innovation, strengthens supply chain resilience, enhances competitiveness, and creates measurable sustainable value.

Seluruh kebijakan PTPI disusun dan diimplementasikan dengan mengacu pada peraturan nasional serta standar internasional yang relevan. Dalam implementasinya, kebijakan tersebut mencakup berbagai aspek sebagai berikut:

All PTPI policies are developed and implemented in alignment with applicable national regulations and relevant international standards. In practice, these policies encompass the following aspects:

- **Aspek hak asasi manusia (HAM) dan ketenagakerjaan**, mengacu pada Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, Undang-Undang Republik Indonesia No. 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh, Konvensi ILO No. 138/1973 tentang Batas Usia Minimum untuk Bekerja, Konvensi ILO No. 182/1999 tentang Penghapusan Bentuk-bentuk Pekerjaan Terburuk untuk Anak, Konvensi ILO No. 29/1930 tentang Kerja Paksa atau Kerja Wajib, Konvensi ILO No. 105/1957 tentang Penghapusan Kerja Paksa, Konvensi ILO No. 87/1948 tentang Kebebasan Berserikat dan Perlindungan atas Hak Berorganisasi, serta Kebijakan Ketenagakerjaan Perusahaan.
- **Aspek pelestarian lingkungan**, mengacu pada seluruh peraturan perundang-undangan di bidang lingkungan, penerapan ISO 14001 Sistem Manajemen Lingkungan, Standar Industri Hijau, serta Kebijakan Lingkungan Perusahaan.
- **Aspek tanggung jawab sosial dan lingkungan (TJSL)**, mengacu pada UU No. 40 Tahun 2007 tentang Perseroan Terbatas, UU No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia No. PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara, serta (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik per 1 Januari 2021.
- **Aspek ekonomi**, mengacu pada peraturan perundangan terkait pajak, UMR, imbalan pensiun, serta kebijakan Perusahaan terkait antikorupsi dan pengadaan barang.

Kepatuhan terhadap kerangka regulasi tersebut menjadi landasan dalam memastikan praktik bisnis PTPI berjalan secara etis, bertanggung jawab, dan berkelanjutan.

- **Human rights and labor practices**, guided by Law No. 13 of 2003 on Manpower, Law No. 21 of 2000 on Trade/Labor Unions, International Labour Organization Convention No. 138/1973 on Minimum Age for Admission to Employment, Convention No. 182/1999 on the Elimination of the Worst Forms of Child Labour, Convention No. 29/1930 on Forced or Compulsory Labour, Convention No. 105/1957 on the Abolition of Forced Labour, and Convention No. 87/1948 on Freedom of Association and Protection of the Right to Organize, as well as the Company's internal labor policies.
- **Environmental stewardship**, guided by prevailing environmental laws and regulations, the implementation of the ISO 14001 Environmental Management System, Green Industry Standards, and the Company's Environmental Policy.
- **Corporate social responsibility (CSR),** guided by Law No. 40 of 2007 on Limited Liability Companies, Law No. 19 of 2003 on State-Owned Enterprises, the Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises, and Financial Services Authority of Indonesia Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies (effective January 1, 2021).
- **Economic aspects,** guided by applicable regulations on taxation, minimum wage, pension benefits, as well as the Company's policies on anti-corruption and procurement.

Adherence to these regulatory frameworks forms the foundation for ensuring that PTPI's business practices are conducted in an ethical, responsible, and sustainable manner.

Implementasi Komitmen Kebijakan [GRI 2-24] [OJK F.1]

Implementation of Policy Commitments

Komitmen PTPI terhadap keberlanjutan, pelestarian lingkungan, penghormatan HAM, serta penerapan GCG tecermin dalam seluruh hubungan dan aktivitas bisnis Perusahaan. Untuk memastikan implementasi yang konsisten di seluruh lini organisasi, PTPI secara

PTPI's commitment to sustainability, environmental stewardship, respect for human rights, and the implementation of good corporate governance (GCG) is reflected across all business relationships and activities. To ensure consistent implementation throughout the

berkelanjutan melakukan sosialisasi dan internalisasi kebijakan kepada seluruh insan Perusahaan.

Penerapan komitmen tersebut diperkuat melalui berbagai program pelatihan dan pengembangan kapasitas, antara lain:

- Sosialisasi Pelaksanaan GCG *Assessment* PI Group Tahun Buku 2024;
- Sosialisasi Perubahan Pedoman Pengelolaan Benturan Kepentingan;
- Sosialisasi *Scorecard* 160 Parameter GCG *Assessment* kepada seluruh PIC Aspek Penilaian GCG di PI dan anak perusahaan;
- Sosialisasi *Do & Don't* Internalisasi Pedoman Etika & Perilaku *(Code of Conduct)* melalui aplikasi PI-SMART;
- Seminar Implementasi UU Nomor 1 Tahun 2023 tentang Kitab Undang-Undang Hukum Pidana;
- Bimbingan Teknis Perempuan Anti Korupsi bersama Komisi Pemberantasan Korupsi RI, dengan tema: Peran Perempuan dalam Membangun Nilai-Nilai Integritas Melawan Korupsi;

- *Workshop anti-fraud* "Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia";
- Forum Penguatan Tata Kelola dan Kepatuhan "*Good Governance & Compliance* sebagai Pilar Pencegahan *Fraud* & Korupsi";
- *Emergency drill* (Gedung Kemanggisan, Gedung Menteng, dan Gedung Phonska);
- Training *basic fire fighting;*
- Webinar "Kesiapsiagaan dalam Menghadapi Isu Gempa Megathrust" dari BNPB;

- *Sharing session* "Pengelolaan Lingkungan Hidup sebagai Bagian Komitmen Perusahaan Terhadap Keberlanjutan Lingkungan";
- *Climate change awareness*, penanaman pohon mangrove;
- Pelatihan terkait implementasi IFRS S1 dan IFRS S2;

- *Webinar* ABMS *Transition* ISO 37001:2016 to ISO 37001:2025;
- Pelatihan *Integrated IT System for* GRC; dan
- *Integrated Anti-Fraud Management System*.

Dalam konteks implementasi komitmen ESG, pengelolaan aset menjadi bagian dari upaya Perusahaan untuk memastikan penggunaan sumber daya secara bertanggung jawab. Aset fisik, bangunan

organization, the Company continuously conducts policy socialization and internalization initiatives for all employees.

The implementation of these commitments is further strengthened through a range of training and capacity-building programs, including:

- Socialization of the PI Group GCG Assessment for Financial Year 2024;
- Socialization on Changes to the Conflict of Interest Management Guidelines;
- Socialization of the 160-parameter GCG Assessment Scorecard to all PICs of GCG assessment aspects across PI and its subsidiaries;
- Socialization of Do's and Don'ts under the Code of Conduct through the PI-SMART application;

- Seminar on the implementation of Law No. 1 of 2023 concerning the Criminal Code;
- Technical guidance on Women Against Corruption in collaboration with the Corruption Eradication Commission of Indonesia, themed "The Role of Women in Building Integrity Values to Combat Corruption";
- Anti-fraud workshop, "Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia";
- Governance and Compliance Forum, "Good Governance & Compliance as Pillars of Fraud and Corruption Prevention" ;
- Emergency drills (Kemanggisan Building, Menteng Building, and Phonska Building);
- Basic firefighting training;
- Webinar, "Preparedness in Addressing Megathrust Earthquake Risks" delivered by National Disaster Management Agency of Indonesia;
- Sharing session, "Environmental Management as Part of the Company's Commitment to Environmental Sustainability";
- Climate change awareness initiatives, including mangrove planting;
- Training on the implementation of IFRS S1 and IFRS S2;
- Webinar ABMS Transition ISO 37001:2016 to ISO 37001:2025;
- Training of Integrated IT System for GRC; and
- Integrated Anti-Fraud Management System.

As part of its ESG commitments, the Company manages its assets to ensure the responsible use of resources. Physical assets, office buildings, warehouses, distribution support facilities, and non-core assets

kantor, gudang, fasilitas pendukung distribusi, serta aset *non-core* dikelola dengan memperhatikan aspek efisiensi, keselamatan, kepatuhan, dan keberlanjutan. Perusahaan juga terus memperkuat pemetaan, monitoring, dan evaluasi aset untuk mendukung operasional yang optimal, mengurangi potensi inefisiensi, dan selaras dengan prinsip tata kelola perusahaan yang baik.

Selaras dengan kebijakan yang ditetapkan, PTPI menjalankan praktik bisnis yang bertanggung jawab dengan menjunjung tinggi penghormatan terhadap HAM dalam seluruh aktivitas operasional. Komitmen ini diwujudkan melalui penyediaan lingkungan kerja yang aman dan sehat, penerapan perlakuan yang setara dan bebas diskriminasi, sistem pengupahan yang adil dan sesuai ketentuan, penghormatan terhadap hak masyarakat lokal, serta pelibatan pemangku kepentingan dalam pengambilan keputusan yang berpotensi menimbulkan dampak sosial dan lingkungan. [GRI 3-3]

are managed with consideration for efficiency, safety, compliance, and sustainability. The Company also continues to strengthen asset mapping, monitoring, and evaluation to support optimal operations, reduce potential inefficiencies, and align with the principles of good corporate governance.

In alignment with its established policies, PTPI conducts its business responsibly by upholding respect for human rights across all operational activities. This commitment is reflected in the provision of a safe and healthy working environment, the implementation of fair and non-discriminatory practices, equitable and compliant remuneration systems, respect for the rights of local communities, and the engagement of stakeholders in decision-making processes that may give rise to social and environmental impacts. [GRI 3-3]

Tidak terdapat pelanggaran terhadap hak masyarakat lokal dan/atau masyarakat adat pada tahun 2025. [GRI 411-1]
There were no violations involving the rights of local and/or indigenous communities in 2025. [GRI 411-1]

Struktur Tata Kelola Keberlanjutan [GRI 2-9, 2-13, 2-24] [OJK E.1]

Sustainability Governance Structure

Sejalan dengan komitmen keberlanjutan, Perusahaan membentuk struktur tata kelola keberlanjutan melalui Tim Pengembangan dan Implementasi *Environmental, Social, Governance* (ESG) yang disahkan melalui keputusan Direksi dan dilegalisasi oleh Direktur Utama. Tim ESG terdiri dari Direktur di tingkat divisi serta Wakil Direktur Utama sebagai penanggung jawab utama dalam memastikan kesinambungan pengelolaan dampak ESG sesuai bidang masing-masing. Direktur Utama berperan memberikan arahan serta melakukan pengawasan atas pelaksanaan program dan inisiatif keberlanjutan. Rincian tugas dan tanggung jawab setiap fungsi dalam struktur tata kelola keberlanjutan dapat diakses lebih lanjut pada Struktur Tata Kelola Perusahaan. [GRI 2-13]

Pelaksanaan tata kelola keberlanjutan juga mengacu pada Pedoman Keberlanjutan Perusahaan yang menjadi acuan dalam mengarahkan, mengoordinasikan, dan memantau implementasi strategi keberlanjutan di

In line with its sustainability commitment, the Company has a sustainability governance structure through the Environmental, Social, and Governance (ESG) Development and Implementation Team, formalized by a Board of Directors' resolution and endorsed by the President Director. The ESG Team comprises Directors at the divisional level, with the Vice President Director serving as the primary person in charge to ensure the effective management of ESG impacts within their respective areas. The President Director provides strategic direction and oversees the implementation of sustainability programs and initiatives. Further details on the roles and responsibilities within the sustainability governance structure are available under the Corporate Governance Structure. [GRI 2-13]

The implementation of sustainability governance also refers to the Company's Sustainability Guidelines, which serve as a reference for directing, coordinating, and monitoring the execution of sustainability strategies

seluruh fungsi Perusahaan. Dalam pedoman tersebut, PTPI menetapkan Fungsi Sustainability yang bertugas mengkoordinasikan implementasi kebijakan dan strategi keberlanjutan serta memastikan integrasi aspek lingkungan, sosial, dan tata kelola dalam proses perencanaan dan pelaksanaan kegiatan Perusahaan. Implementasi keberlanjutan juga dilakukan melalui koordinasi lintas unit kerja, dengan pelaporan berkala setiap bulan dari masing-masing unit kepada Fungsi Sustainability terkait perkembangan implementasi ESG, pengelolaan dampak ekonomi, lingkungan, dan sosial, serta capaian program keberlanjutan Perusahaan. [GRI 2-13]

across all functions. Under these guidelines, PTPI has established a Sustainability Function responsible for coordinating the implementation of sustainability policies and strategies, as well as ensuring the integration of environmental, social, and governance aspects into the Company's planning and operational processes. Sustainability implementation is also carried out through cross-functional coordination, with each unit submitting monthly reports to the Sustainability Function regarding the progress of ESG implementation, the management of economic, environmental, and social impacts, as well as the achievement of the Company's sustainability programs. [GRI 2-13]

Selain penguatan struktur, Perusahaan juga menerapkan kebijakan kompensasi yang selaras dengan prinsip tata kelola keberlanjutan, dengan mengaitkan kompensasi pada kinerja, kepatuhan, serta efektivitas pengelolaan risiko. Kebijakan ini dirancang secara adil dan akuntabel untuk mendorong pencapaian *key performance indicator* (KPI), memperkuat budaya kepatuhan, serta mendukung penciptaan nilai jangka panjang yang seimbang pada aspek ekonomi, sosial, dan lingkungan. [GRI 2-19]

In addition to strengthening its governance structure, the Company applies a compensation policy aligned with sustainability governance principles by linking remuneration to performance, compliance, and the effectiveness of risk management. This policy is designed to be fair and accountable, encouraging the achievement of key performance indicators (KPIs), reinforcing a culture of compliance, and supporting the creation of balanced long-term value across economic, social, and environmental aspects. [GRI 2-19]

Peran Badan Tata Kelola Tertinggi dalam Pelaporan Keberlanjutan [GRI 2-14]

Role of the Highest Governance Body in Sustainability Reporting

Sebagai bagian dari komitmen terhadap tata kelola yang transparan dan bertanggung jawab, PTPI secara konsisten menerbitkan Laporan Keberlanjutan setiap tahun. Laporan ini memuat kinerja dan dampak ekonomi, sosial, serta lingkungan yang dihasilkan dari kegiatan operasional Perusahaan, sekaligus menjadi sarana evaluasi dan perbaikan berkelanjutan yang sejalan dengan agenda pembangunan berkelanjutan jangka panjang.

As part of its commitment to transparent and accountable governance, PTPI consistently publishes its Sustainability Report on an annual basis. The report presents the economic, social, and environmental performance and impacts arising from the Company's operations, while also serving as a platform for evaluation and continuous improvement in line with long-term sustainable development objectives.

Penyusunan laporan dilakukan di bawah arahan Direksi dan dilaksanakan oleh tim lintas fungsi yang terdiri atas perwakilan unit kerja terkait. Sekretaris Perusahaan (SVP) bertindak sebagai koordinator untuk memastikan seluruh isu material teridentifikasi dan diungkapkan secara memadai. Sebelum diterbitkan, laporan beserta topik material telah ditelaah dan memperoleh persetujuan Direksi serta Dewan Komisaris guna memastikan kelengkapan, akurasi, dan kesesuaiannya dengan standar pelaporan yang berlaku.

The report is prepared under the direction of the Board of Directors and executed by a cross-functional team comprising representatives from relevant business units. The Corporate Secretary (SVP) acts as the coordinator to ensure that all material topics are properly identified and disclosed. Prior to publication, the report, including the material topics, has been reviewed and approved by both the Board of Directors and the Board of Commissioners to ensure completeness, accuracy, and alignment with applicable reporting standards.

Pelibatan Pemangku Kepentingan [GRI 2-29] [OJK E.4]

Stakeholder Engagement

PTPI secara aktif menjalin hubungan yang baik dengan seluruh pemangku kepentingan, dengan meyakini bahwa keterlibatan yang konstruktif berperan penting dalam menciptakan lingkungan kerja yang kondusif, memperkuat kepercayaan, serta memastikan dukungan yang diperlukan untuk mencapai tujuan Perusahaan.

PTPI actively fosters constructive relationships with all stakeholders, recognizing that meaningful engagement plays a critical role in creating a conducive working environment, strengthening trust, and ensuring the support required to achieve the Company's objectives.

Pemangku Kepentingan Stakeholders	Dasar Penentuan Pemangku Kepentingan Basis for Identification	Pendekatan Keterlibatan Engagement Approach	Frekuensi Frequency	Topik/Isu Topics/Issues
Pemegang Saham Shareholders	• Ketergantungan Perusahaan terhadap keputusan para pemegang saham; dan • Tanggung jawab Perusahaan untuk memberikan laporan. • The Company's reliance on decisions made by shareholders; and • The Company's responsibility to provide reporting.	Rapat Umum Pemegang Saham General Meeting of Shareholders	8 kali per tahun 8 times per years	• Pemantauan dan evaluasi kinerja Perusahaan • Penetapan dan pembayaran dividen • Akurasi dan pengesahan Laporan Keuangan Perusahaan • Pembayaran pajak dan PNBP • Monitoring and evaluation of the Company's performance • Determination and payment of dividends • Accuracy and approval of the Company's financial statements • Payment of tax and PNBP contribution
Konsumen Pupuk Bersubsidi: Petani dan Kelompok Tani Subsidized Fertilizer Customers: Farmers and Farmer Groups	• Ketergantungan Perusahaan terhadap pembelian pupuk dari para petani; • Pengaruh para konsumen untuk memberikan masukan pada produk; dan • Tanggung jawab Perusahaan untuk menyediakan produk berkualitas. • The Company's reliance on fertilizer purchases by farmers; • The role of customers in providing feedback on products; and • The Company's responsibility to deliver high-quality products.	Pertemuan dan pendampingan Meetings and assistance	Sepanjang tahun Throughout the year	• Jaminan pasokan dan harga • Jaminan kualitas pupuk • Survei kepuasan pelanggan • Assurance of supply and pricing • Assurance of fertilizer quality • Customer satisfaction surveys
Konsumen Pupuk Nonsubsidi Non-Subsidized Fertilizer Customers	• Ketergantungan Perusahaan terhadap pembelian pupuk dari para petani, perkebunan, dan industri; • Pengaruh para konsumen untuk memberikan masukan pada produk; dan • Tanggung jawab Perusahaan untuk menyediakan produk berkualitas. • The Company's reliance on fertilizer purchases by farmers, plantations, and industrial customers; • The role of customers in providing feedback on products; and • The Company's responsibility to deliver high-quality products.	Layanan pelanggan Customer service	Sepanjang tahun Throughout the year	• Jaminan pasokan dan harga • Jaminan kualitas pupuk • Survei kepuasan pelanggan • Assurance of supply and pricing • Assurance of fertilizer quality • Customer satisfaction surveys

Pemangku Kepentingan Stakeholders	Dasar Penentuan Pemangku Kepentingan Basis for Identification	Pendekatan Keterlibatan Engagement Approach	Frekuensi Frequency	Topik/Isu Topics/Issues
Karyawan Employees	Perusahaan memandang karyawan bukan sekadar tenaga kerja, melainkan aset strategis utama yang menentukan keberlanjutan operasional. Dalam hubungan yang bersifat mutualistik ini, Perusahaan bergantung pada kompetensi dan kontribusi karyawan, sekaligus memegang tanggung jawab untuk menyediakan lingkungan kerja yang inklusif, aman, serta menjunjung tinggi nilai-nilai kemanusiaan. The Company regards employees not merely as a workforce, but as its primary strategic assets that underpin operational sustainability. Within this mutually beneficial relationship, the Company relies on the competence and contributions of its employees, while also bearing the responsibility to provide an inclusive and safe working environment that upholds human values.	PTPI mengedepankan dialog bipartit yang konstruktif dengan memperkuat peran Serikat Pekerja sebagai mitra strategis manajemen. Selain itu, Perusahaan secara rutin menyelenggarakan *Management–Employee Town Hall* sebagai wadah komunikasi terbuka untuk memastikan transparansi informasi serta penyelarasan visi organisasi, baik pada tingkat strategis maupun operasional. PTPI prioritizes constructive bipartite dialogue by strengthening the role of the Labor Union as a strategic partner to management. In addition, the Company regularly conducts Management–Employee Town Hall sessions as an open communication platform to ensure transparency of information and alignment of the Company's vision at both strategic and operational levels.	Sepanjang tahun Throughout the year	• Menjamin kebebasan berserikat dan ruang berpendapat sebagai fondasi terciptanya hubungan industrial yang harmonis, selaras dengan standar ketenagakerjaan internasional • Menempatkan keselamatan jiwa sebagai prioritas utama melalui komitmen terhadap penerapan kebijakan K3 (*Health and Safety*) yang preventif dan komprehensif guna mencapai *zero accident* • Mendorong kesetaraan peluang (*equal opportunity*) tanpa diskriminasi, dengan memastikan kesejahteraan yang kompetitif serta menyediakan jalur pengembangan kompetensi dan jenjang karier yang transparan untuk mendukung pertumbuhan profesional yang berkelanjutan • Ensures freedom of association and the right to express opinions as the foundation for harmonious industrial relations, in alignment with international labor standards • Places safety as the highest priority through a strong commitment to preventive and comprehensive occupational health and safety (OHS) policies aimed at achieving zero accidents • Promotes equal opportunity without discrimination by ensuring competitive employee welfare and providing clear competency development pathways and transparent career progression to support sustainable professional growth
Pelaku Usaha Distribusi dan Distributor Distribution Business Partners and Distributors	Perusahaan bergantung pada pelaku usaha distribusi dan para distributor. The Company relies on distribution business partners and distributors.	• Pertemuan kontrak kerja sama • Penerapan CSMS • Distributor Retail *Gathering* • Contract agreement meetings • Implementation of CSMS • Retail Distributor Gathering	Minimal satu tahun sekali At least once a year	• Informasi peluang kerja sama • Kesetaraan kesempatan kerja sama • Kontrak kerja • Pemenuhan hak dan kewajiban • Kepatuhan pada regulasi • Information on partnership opportunities • Equal access to partnership opportunities • Contractual agreements • Fulfillment of rights and obligations • Regulatory compliance

Pemangku Kepentingan Stakeholders	Dasar Penentuan Pemangku Kepentingan Basis for Identification	Pendekatan Keterlibatan Engagement Approach	Frekuensi Frequency	Topik/Isu Topics/Issues
Masyarakat Communities	Masyarakat memiliki kedekatan lokasi *(proximity)* dengan Perusahaan. Communities are in close proximity to the Company's operations.	• Program TJSL • Program PI Peduli • CSR Programs • PI Peduli Program	Minimal 2 kali per tahun At least twice a year	• Bantuan sosial kemasyarakatan • Pembinaan mitra usaha • Bantuan pelindungan bagi pekerja rentan dalam ekosistem Perusahaan • Community social assistance • Business partner development • Support for the protection of vulnerable workers within the Company's ecosystem
Media Media	Media memberikan pengaruh keterwakilan atau merepresentasikan Perusahaan pada masyarakat. The media plays a representative role in shaping how the Company is perceived by the public.	• *Press release* • Media *engagement* • Konferensi pers • *Sponsorship* dan kerjasama publikasi • Press releases • Media engagement • Press conferences • Sponsorships and publication collaborations	Minimal 2 kali per tahun At least twice a year	• Kebijakan dan aksi Perusahaan • Kinerja PTPI • Company policies and actions • PTPI's performance
Regulator Regulators	Regulator memiliki peran dalam pengawasan, perizinan, serta kepatuhan terhadap kegiatan operasional Perusahaan. Regulators play a role in oversight, licensing, and ensuring compliance with the Company's operational activities.	• Kepatuhan regulasi dan perizinan • Pelaporan dan pemenuhan kewajiban kepada instansi pemerintah • Koordinasi pengawasan dan audit kepatuhan • Penyampaian data dan informasi sesuai ketentuan • Compliance with regulations and licensing requirements • Reporting and fulfillment of obligations to government authorities • Coordination of oversight and compliance audits • Submission of data and information in accordance with applicable requirements	Sepanjang tahun Throughout the year	• Pemenuhan seluruh perizinan dan persetujuan operasional • Pelaporan berkala kepada regulator terkait lingkungan, sosial, dan operasional • Respons terhadap hasil pengawasan, inspeksi, atau audit regulator • Keterlibatan dalam konsultasi kebijakan atau forum sektoral pemerintah • Fulfillment of all operational permits and approvals • Periodic reporting to regulators on environmental, social, and operational matters • Response to findings from regulatory oversight, inspections, or audits • Participation in policy consultations or government sectoral forums

Penilaian Materialitas [GRI 3-1, 3-2, 3-3]

Materiality Assessment

Penilaian materialitas menjadi landasan Perusahaan dalam menetapkan fokus pengelolaan keberlanjutan dan memastikan bahwa isu yang dikelola selaras dengan kebutuhan bisnis, ekspektasi pemangku kepentingan, serta arah strategi jangka panjang. Melalui proses ini, Perusahaan memetakan isu yang paling signifikan untuk diungkapkan dan dikelola secara prioritas sehingga program, target, dan pengambilan keputusan keberlanjutan dapat dijalankan secara lebih terukur, relevan, dan berdampak.

The materiality assessment is the Company's foundation in determining its sustainability management priorities and ensuring that the issues addressed are aligned with business needs, stakeholder expectations, and long-term strategic direction. Through this process, the Company identifies and prioritizes the most significant topics for disclosure and management, enabling sustainability programs, targets, and decision-making to be implemented in a more measurable, relevant, and impactful manner.

Analisis materialitas ditinjau secara berkala setiap satu tahun sekali untuk menjaga relevansi topik material terhadap dinamika industri, perubahan regulasi, serta perkembangan risiko dan peluang. Penentuan topik material dilakukan melalui pelibatan pemangku kepentingan internal dan eksternal guna memperoleh perspektif yang komprehensif, sekaligus memastikan bahwa prioritas yang ditetapkan mencerminkan kebutuhan bisnis dan harapan pemangku kepentingan.

The materiality analysis is reviewed annually to maintain the relevance of material topics in line with industry dynamics, regulatory changes, and the development of risks and opportunities. The determination of material topics involves engagement with both internal and external stakeholders to obtain comprehensive perspectives, ensuring that the established priorities reflect business needs and stakeholder expectations.

Pemangku Kepentingan Internal **Internal Stakeholders**	• Direksi • Karyawan	• Board of Directors • Employees
Pemangku Kepentingan Eksternal **External Stakeholders**	• Pemegang Saham • Regulator • Pelanggan • Pemasok/Distributor • Masyarakat • Media	• Shareholders • Regulators • Customers • Suppliers/Distributors • Communities • Media

Penentuan topik material mengacu pada Global Reporting Initiative (GRI) Standards melalui tahapan yang terstruktur. Proses dimulai dengan pengumpulan dan penyaringan isu keberlanjutan melalui *benchmarking* dengan industri sejenis, standar global (GRI, OJK, dan SASB), serta referensi lembaga pemeringkat ESG (MSCI, S&P Global, dan Sustainalytics). Proses ini juga mempertimbangkan konsistensi pengungkapan pada laporan keberlanjutan tahun sebelumnya, serta masukan dari pemangku kepentingan internal dan eksternal. Berdasarkan keseluruhan proses tersebut, teridentifikasi 23 topik material yang menjadi prioritas Perusahaan.

The determination of material topics refers to the Global Reporting Initiative (GRI) Standards and is conducted through a structured process. This process begins with the identification and screening of sustainability issues through benchmarking against peer industries, global standards (GRI, OJK, and SASB), as well as references from ESG rating agencies such as MSCI, S&P Global, and Sustainalytics. It also takes into account consistency with disclosures in the previous year's sustainability report, along with input from both internal and external stakeholders. Based on this comprehensive process, 23 material topics have been identified as the Company's priorities.

Dalam periode pelaporan, PTPI menerapkan pendekatan *double materiality assessment* dalam proses peninjauan materialitas untuk memperkuat ketepatan prioritas. Pendekatan ini digunakan untuk menilai signifikansi setiap topik dari dua aspek utama, yaitu dampaknya terhadap nilai dan kinerja bisnis *(financial materiality)* serta dampaknya terhadap lingkungan dan masyarakat (*impact materiality*). Dengan penerapan pendekatan ini, Perusahaan memperoleh gambaran yang lebih menyeluruh mengenai risiko dan peluang keberlanjutan yang perlu dikelola.

During the reporting period, PTPI applied a double materiality assessment approach as part of its materiality review to strengthen the accuracy of prioritization. This approach evaluates the significance of each topic from two key dimensions, namely its impact on business value and performance (financial materiality) and its impact on the environment and society (impact materiality). Through this approach, the Company gains a more comprehensive understanding of the sustainability risks and opportunities that require effective management.

Impact Materiality	*Financial Materiality*
Menilai dampak dari pengelolaan topik material terhadap lingkungan dan masyarakat sekitar, yang bertujuan untuk memahami sejauh mana kegiatan dan pengelolaan PTPI menimbulkan dampak positif maupun negatif terhadap keberlanjutan lingkungan dan kesejahteraan masyarakat (*inside-out*). Assesses the impact of managing material topics on the environment and surrounding communities, with the aim of understanding the extent to which PTPI's activities and management practices generate positive or negative effects on environmental sustainability and community well-being (inside-out).	Menilai dampak suatu risiko dari topik material yang bertujuan untuk memahami potensi pengaruhnya terhadap kegiatan bisnis Perusahaan. Risiko yang dimaksud meliputi aspek-aspek penting PTPI, seperti reputasi, operasional, dan kinerja finansial (*outside-in*). Assesses the risks associated with material topics to understand their potential impact on the Company's business activities. These risks include key aspects relevant to PTPI, such as reputation, operations, and financial performance (outside-in).

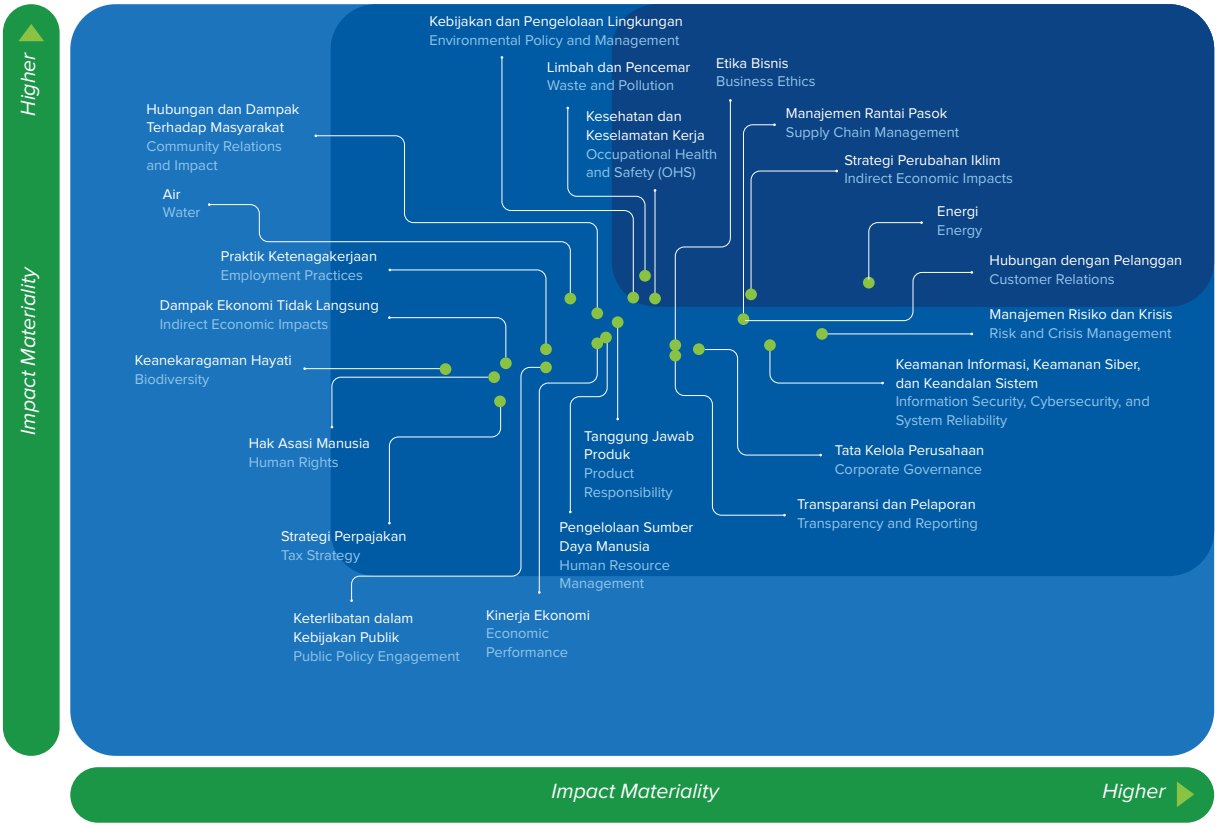
Hasil penilaian materialitas diintegrasikan ke dalam manajemen risiko untuk memastikan bahwa risiko dan peluang terkait keberlanjutan diidentifikasi, dinilai, dan dikelola secara konsisten dalam pencapaian tujuan bisnis. Tim Pengembangan dan Implementasi ESG bersama Direksi melakukan peninjauan atas hasil penilaian. Topik material yang telah ditetapkan kemudian disetujui oleh Direksi dan digunakan sebagai dasar dalam penyusunan strategi keberlanjutan, penetapan target, serta indikator kinerja utama. [GRI 2-14]

The results of the materiality assessment are integrated into risk management to ensure that sustainability-related risks and opportunities are consistently identified, assessed, and managed in achieving the Company's business objectives. The ESG Development and Implementation Team, together with the Board of Directors, reviews the assessment outcomes. The identified material topics are subsequently approved by the Board of Directors and serve as the basis for formulating sustainability strategies, setting targets, and defining key performance indicators. [GRI 2-14]

Matriks materialitas berikut menggambarkan pemetaan tingkat signifikansi setiap topik berdasarkan hasil penilaian, sebagai dasar penetapan prioritas pengelolaan dan pengungkapan keberlanjutan.

The following materiality matrix illustrates the mapping of each topic's level of significance based on the assessment results, serving as the foundation for prioritizing sustainability management and disclosures.

Matriks Materialitas
Materiality Matrix



Daftar topik material [GRI 3-3]
List of Material Topics

Topik Material Material Topic	Mengapa Topik ini Material Why This Topic is Material	GRI Standards GRI Standards	Batasan Topik Topic Boundary	
			Di Dalam PTPI Within PTPI	Di Luar PTPI Outside PTPI
Topik Ekonomi | Economic Topics				
Manajemen Rantai Pasok Supply Chain Management	Menentukan keandalan pasokan bahan baku, kepatuhan pemasok, efisiensi biaya, serta pengendalian risiko lingkungan dan sosial di rantai nilai. Determines the reliability of raw material supply, supplier compliance, cost efficiency, and the management of environmental and social risks across the value chain.	GRI 204 GRI 308 GRI 414	✓	✓
Kinerja Ekonomi Economic Performance	Memengaruhi keberlanjutan bisnis, kemampuan investasi, kontribusi bagi negara, serta nilai bagi pemegang saham dan pemangku kepentingan. Influences business sustainability, investment capacity, contributions to the state, and value creation for shareholders and stakeholders.	GRI 201	✓	✓

Topik Material Material Topic	Mengapa Topik ini Material Why This Topic is Material	GRI Standards GRI Standards	Batasan Topik Topic Boundary	
			Di Dalam PTPI Within PTPI	Di Luar PTPI Outside PTPI
Strategi Perpajakan Tax Strategy	Mencerminkan kepatuhan, transparansi kontribusi fiskal, serta pengelolaan risiko reputasi dan risiko kepatuhan. Reflects compliance, transparency in fiscal contributions, and the management of reputational and compliance risks.	GRI 207	✓	
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	Menunjukkan kontribusi Perusahaan terhadap perekonomian lokal, penciptaan nilai sosial, serta efek pengganda bagi masyarakat dan pelaku usaha. Demonstrates the Company's contribution to the local economy, social value creation, and multiplier effects for communities and businesses.	GRI 203	✓	✓
Topik Lingkungan | Environmental Topics				
Strategi Perubahan Iklim Climate Change Strategy	Memengaruhi biaya, operasi, rantai pasok, serta kesiapan transisi menuju ekonomi rendah karbon. Influences costs, operations, supply chains, and readiness for the transition to a low-carbon economy.	GRI 305	✓	✓
Energi Energy	Menjadi komponen biaya utama produksi, sumber emisi signifikan, serta indikator efisiensi operasional. Serves as a major component of production costs, a significant source of emissions, and an indicator of operational efficiency.	GRI 302	✓	✓
Limbah dan Pencemar Waste and Pollution	Berdampak pada kepatuhan lingkungan, risiko pencemaran, serta biaya pengelolaan dan risiko hukum. Impacts environmental compliance, pollution risks, as well as management costs and legal exposure.	GRI 306	✓	✓
Air Water	Berpengaruh pada kelangsungan operasi, risiko kelangkaan, serta dampak terhadap lingkungan dan masyarakat sekitar. Affects operational continuity, scarcity risks, and impacts on the environment and surrounding communities.	GRI 303	✓	✓

Topik Material Material Topic	Mengapa Topik ini Material Why This Topic is Material	GRI Standards GRI Standards	Batasan Topik Topic Boundary	
			Di Dalam PTPI Within PTPI	Di Luar PTPI Outside PTPI
Keanekaragaman Hayati Biodiversity	Berhubungan dengan dampak terhadap habitat, kawasan bernilai konservasi, penerimaan sosial, serta risiko perizinan. Relates to impacts on habitats, high conservation value areas, social acceptance, and permitting risks.	GRI 101	✓	✓
Kebijakan dan Pengelolaan Lingkungan Environmental Policy and Management	Menjadi dasar pengendalian dampak, kepatuhan, serta peningkatan kinerja lingkungan secara konsisten. Forms the basis for impact control, compliance, and continuous improvement in environmental performance.	GRI 2 GRI 301	✓	✓
Topik Sosial | Social Topics				
Praktik Ketenagakerjaan Labor Practices	Memengaruhi kepatuhan ketenagakerjaan, hubungan industrial, produktivitas, serta reputasi Perusahaan. Influences labor compliance, industrial relations, productivity, and the Company's reputation.	GRI 401 GRI 402	✓	✓
Pengelolaan Sumber Daya Manusia Human Resource Management	Menentukan kompetensi tenaga kerja, kesiapan transformasi, retensi, serta efektivitas kinerja organisasi. Determines workforce competence, transformation readiness, retention, and overall organizational effectiveness.	GRI 202 GRI 404 GRI 405	✓	
Keselamatan dan Kesehatan Kerja Occupational Health and Safety (OHS)	Berkaitan dengan risiko operasional, keselamatan pekerja, kontinuitas bisnis, serta pemenuhan standar K3. Relates to operational risks, worker safety, business continuity, and compliance with OHS standards.	GRI 403	✓	
Hubungan dan Dampak terhadap Masyarakat Community Relations and Impact	Memengaruhi penerimaan sosial, kelancaran operasi, serta dampak sosial-ekonomi di wilayah sekitar. Affects social acceptance, operational continuity, and socio-economic impacts in surrounding communities.	GRI 411 GRI 413	✓	✓

Topik Material Material Topic	Mengapa Topik ini Material Why This Topic is Material	GRI Standards GRI Standards	Batasan Topik Topic Boundary	
			Di Dalam PTPI Within PTPI	Di Luar PTPI Outside PTPI
Tanggung Jawab Produk Product Responsibility	Menentukan keamanan, mutu, kepatuhan produk, serta dampak produk terhadap pelanggan dan pengguna akhir. Determines product safety, quality, compliance, and the impact on customers and end users.	GRI 416	✓	✓
Hubungan dengan Pelanggan Customer Relations	Memengaruhi kepuasan, loyalitas, efektivitas layanan, serta perbaikan berkelanjutan berbasis umpan balik. Influences customer satisfaction, loyalty, service effectiveness, and continuous improvement based on feedback.	GRI 417 GRI 418	✓	✓
Hak Asasi Manusia Human Rights	Mencerminkan penghormatan terhadap hak pekerja dan masyarakat, termasuk pencegahan risiko sosial di rantai nilai. Reflects respect for the rights of workers and communities, including the prevention of social risks across the value chain.	GRI 406 GRI 407 GRI 408 GRI 409 GRI 410	✓	✓
Topik Tata Kelola | Governance Topics				
Etika Bisnis Business Ethics	Menjadi dasar integritas, pencegahan korupsi, kepatuhan, serta kepercayaan publik. Serves as the foundation for integrity, corruption prevention, compliance, and public trust.	GRI 205 GRI 206	✓	✓
Tata Kelola Perusahaan Corporate Governance	Menentukan kualitas pengawasan, pengambilan keputusan, integritas, serta ketahanan bisnis jangka panjang. Determines the quality of oversight, decision-making, integrity, and long-term business resilience.	GRI 2	✓	
Transparansi dan Pelaporan Transparency and Reporting	Mendukung akuntabilitas, kredibilitas informasi, serta pemenuhan ekspektasi regulator dan pemangku kepentingan. Supports accountability, information credibility, and alignment with regulatory and stakeholder expectations.	GRI 2 GRI 3	✓	
Keamanan Informasi, Keamanan Siber, dan Keandalan Sistem Information Security, Cybersecurity, and System Reliability	Berpengaruh pada perlindungan data, kontinuitas operasional, risiko finansial, serta risiko hukum dan reputasi. Influences data protection, operational continuity, financial risk, as well as legal and reputational risks.	GRI 418	✓	✓

Topik Material Material Topic	Mengapa Topik ini Material Why This Topic is Material	GRI Standards GRI Standards	Batasan Topik Topic Boundary	
			Di Dalam PTPI Within PTPI	Di Luar PTPI Outside PTPI
Manajemen Risiko dan Krisis Risk and Crisis Management	Menentukan kesiapan menghadapi gangguan operasional, risiko strategis, serta kejadian darurat yang berdampak luas. Determines preparedness in addressing operational disruptions, strategic risks, and large-scale emergency events.	GRI 2 GRI 3	✓	
Keterlibatan dalam Kebijakan Publik Public Policy Engagement	Berkaitan dengan legitimasi, kepatuhan, reputasi, serta transparansi aktivitas advokasi dan asosiasi. Relates to legitimacy, compliance, reputation, and transparency in advocacy and association activities.	GRI 415	✓	✓

Manajemen Topik Material Perusahaan
Management of the Company's Material Topics

Perusahaan telah menetapkan tiga topik material utama sebagai prioritas pengelolaan keberlanjutan. Ketiga topik ini dikelola secara terstruktur untuk mendukung penciptaan nilai jangka panjang bagi bisnis dan pemangku kepentingan.

The Company has identified three key material topics as priorities for sustainability management. These topics are managed in a structured manner to support the creation of long-term value for the business and its stakeholders.



Isu Material Material Topic	Pertimbangan Materialitas Impact Driver	Strategi Strategy	Kompensasi Eksekutif Executive Compensation	Target/Metrik Kuantitatif Tahun 2025 2025 Quantitative Targets/ Metrics	Pencapaian 2025 2025 Achievement
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	PTPI berkomitmen pada penerapan sistem K3 yang komprehensif. K3 ini penting bagi Perusahaan karena berkaitan dengan keselamatan tenaga kerja, kepatuhan regulasi, dan kelangsungan operasional. Dampaknya mencakup aspek operasional, finansial, dan reputasi. PTPI is committed to implementing a comprehensive OHS management system. This is essential for the Company as it relates to workforce safety, regulatory compliance, and operational continuity. Its impacts extend across operational, financial, and reputational aspects.	• Implementasi *Process Safety Management* (PSM) antara lain dengan melaksanakan PSM Audit dan program PSM *Rolled-Out* untuk memastikan seluruh elemen PSM terimplementasi dan memperkuat proses sistem keselamatan; • Pengukuran tingkat maturitas budaya keselamatan (*safety culture assessment*), pada 5 (lima) anak perusahaan produsen pupuk; • *Emergency response plan* (ERP), prosedur tanggap darurat terintegrasi untuk kesiapan menghadapi situasi kritis di operasional pabrik; dan • Program keselamatan rutin, berupa training rutin *Basic Life Support* dan *Basic Fire Fighting*, penyampaian *safety induction* dan *safety moment* dalam mengawali setiap kegiatan rapat / *event* Perusahaan. • Implementation of Process Safety Management (PSM), including conducting PSM audits and rolling out PSM programs to ensure all PSM elements are effectively implemented and to strengthen safety system processes; • Measurement of safety culture maturity (safety culture assessment) across five fertilizer-producing subsidiaries; • Emergency Response Plan (ERP), an integrated emergency response procedure to ensure preparedness in handling critical situations in plant operations; and • Routine safety programs, including regular Basic Life Support and Basic Fire Fighting training, as well as the delivery of safety induction and safety moments at the start of every Company meeting/event.	KPI yang berkaitan dengan Direksi: • *Lost Time Injury Frequency Rate* (LTIFR) Board of Directors–related KPI: • Lost Time Injury Frequency Rate (LTIFR)	Menurunkan risiko kecelakaan kerja dengan target LTIFR karyawan dan kontraktor sebesar 0,018 Reducing workplace accident risk, with a target LTIFR of 0.018 for employees and contractors	LTIFR karyawan sebesar 0,04 dan kontraktor sebesar 0,00 Employee LTIFR of 0.04 and contractor LTIFR of 0.00

Isu Material Material Topic	Pertimbangan Materialitas Impact Driver	Strategi Strategy	Kompensasi Eksekutif Executive Compensation	Target/Metrik Kuantitatif Tahun 2025 2025 Quantitative Targets/ Metrics	Pencapaian 2025 2025 Achievement
Tata Kelola Perusahaan Corporate Governance	Tata kelola perusahaan yang baik menjadi penting bagi bisnis karena memengaruhi kepercayaan pemangku kepentingan, pengelolaan risiko, dan keberlanjutan kinerja Perusahaan. Dampaknya meliputi aspek operasional, finansial, dan reputasi. Good corporate governance is essential for the business as it influences stakeholder trust, risk management, and the sustainability of the Company's performance. Its impacts extend across operational, financial, and reputational aspects.	• Memperkuat transparansi melalui *assurance* eksternal untuk meningkatkan kepercayaan pemangku kepentingan; • Meningkatkan kinerja lingkungan dan sosial; • Memperkuat tata kelola Perusahaan; dan • Monitoring dan evaluasi secara berkala untuk memastikan pencapaian target ESG dan efektivitas program yang dijalankan. • Strengthening transparency through external assurance to enhance stakeholder trust; • Improving environmental and social performance; • Strengthening corporate governance; and • Conducting regular monitoring and evaluation to ensure the achievement of ESG targets and the effectiveness of implemented programs.	KPI yang berkaitan dengan Direksi: • Peringkat ESG. Board of Directors–related KPI: • ESG Rating.	Mencapai peringkat ESG dengan skor 58. Achieving an ESG rating with a score of 58.	Skor peringkat ESG sebesar 61. ESG rating score of 61.

Isu Material Material Topic	Pertimbangan Materialitas Impact Driver	Strategi Strategy	Kompensasi Eksekutif Executive Compensation	Target/Metrik Kuantitatif Tahun 2025 2025 Quantitative Targets/ Metrics	Pencapaian 2025 2025 Achievement
Strategi Perubahan Iklim Climate Change Strategy	PTPI mendukung upaya global dalam menghadapi perubahan iklim melalui strategi dekarbonisasi. Perubahan iklim penting bagi bisnis karena memengaruhi kepatuhan regulasi, efisiensi biaya, dan daya saing. Dampaknya meliputi aspek operasional, finansial, serta produk dan layanan dan rantai pasok Perusahaan. PTPI supports global efforts to address climate change through its decarbonization strategy. Climate change is material to the business as it affects regulatory compliance, cost efficiency, and competitiveness. Its impacts extend across operational, financial, as well as the Company's products and services and supply chain.	• Efisiensi energi dan optimisasi proses, untuk meningkatkan kinerja operasional dan mengurangi konsumsi energi. • Peralihan bahan bakar dan pemanfaatan energi terbarukan (RE/REC), termasuk *co-firing* biomassa dan penggunaan kendaraan listrik (EVs). • Inovasi rendah karbon dan mitigasi emisi, akan dilakukan melalui beberapa program seperti pengembangan *blue/ green ammonia, carbon capture & storage* (CCS), pemanfaatan CO_2 dari *soda-ash,* penerapan internal *carbon pricing,* dan kompensasi melalui *Nature-based Solutions* (NbS). • Energy efficiency and process optimization, to enhance operational performance and reduce energy consumption; • Fuel switching and renewable energy utilization (RE/REC), including biomass co-firing and the use of electric vehicles (EVs); and • Low-carbon innovation and emission mitigation, implemented through programs such as the development of blue/green ammonia, carbon capture and storage (CCS), utilization of CO_2 from soda ash, application of internal carbon pricing, and offsetting through Nature-based Solutions (NbS).	KPI yang berkaitan dengan Direksi: • Pengurangan emisi GRK. Board of Directors–related KPI: • GHG Emissions Reduction	Mengurangi emisi GRK Cakupan 1 & 2 sebesar 1.662.923 ton CO_2eq Reducing Scope 1 & 2 GHG emissions by 1,662,923 tCO_2e.	Mengurangi emisi GRK Cakupan 1 & 2 sebesar 2.807.842 ton CO_2eq Reducing Scope 1 & 2 GHG emissions by 2,807,842 tCO_2e.

Manajemen Topik yang Berdampak terhadap Pemangku Kepentingan Eksternal

Management of Topics with External Stakeholder Impact

Selain tiga topik material utama, Perusahaan juga mengidentifikasi sejumlah topik yang memiliki dampak signifikan terhadap pemangku kepentingan eksternal. Topik-topik ini dikelola secara khusus untuk memastikan dampak yang ditimbulkan dipahami, diukur, serta ditangani secara tepat sesuai ekspektasi dan kebutuhan pemangku kepentingan.

In addition to the three primary material topics, the Company has identified several topics that have significant impacts on external stakeholders. These topics are managed specifically to ensure that the impacts are properly understood, measured, and addressed in line with stakeholder expectations and needs.

Topik Material Material Topic	Penyebab Dampak Impact Driver	Pemangku Kepentingan Eksternal/ Area Dampak yang Dievaluasi External Stakeholders / Impact Areas Assessed	Relevansi Topik terhadap Pemangku Kepentingan Eksternal Relevance to External Stakeholders	Metrik Output Output Metrics	Valuasi Dampak Impact Valuation	Metrik Dampak Impact Metrics
Hubungan dengan Pelanggan Customer Relations	Berasal dari aktivitas operasional, produk dan layanan, serta rantai pasok Perusahaan. Penilaian ini mencakup lebih dari 50% aktivitas bisnis yang berada dalam cakupan operasional PTPI. Arises from the Company's operational activities, products and services, and supply chain. This assessment covers more than 50% of business activities within PTPI's operational scope.	Pelanggan Customers	Berkaitan dengan kualitas dan keamanan produk yang dapat memengaruhi tingkat kepercayaan konsumen. Setiap penurunan kualitas atau ketidaksesuaian produk berpotensi menimbulkan risiko reputasi serta menurunkan kepercayaan pelanggan. Relates to product quality and safety, which can influence the level of consumer trust. Any decline in quality or product non-compliance may pose reputational risks and erode customer confidence.	Nilai indeks kepuasan pelanggan. Customer satisfaction index score.	Nilai indeks kepuasan pelanggan mencerminkan kepercayaan pelanggan yang kuat terhadap kualitas produk dan layanan yang diberikan. The customer satisfaction index score reflects strong customer confidence in the quality of the products and services provided.	Dampak diukur menggunakan metrik kuantitatif dari skala 0-100. Impact is measured using quantitative metrics on a scale of 0–100.

Topik Material Material Topic	Penyebab Dampak Impact Driver	Pemangku Kepentingan Eksternal/ Area Dampak yang Dievaluasi External Stakeholders / Impact Areas Assessed	Relevansi Topik terhadap Pemangku Kepentingan Eksternal Relevance to External Stakeholders	Metrik Output Output Metrics	Valuasi Dampak Impact Valuation	Metrik Dampak Impact Metrics
Hubungan dan Dampak terhadap Masyarakat Community Relations and Impact	Berasal dari aktivitas operasional, produk dan layanan, serta rantai pasok Perusahaan. Penilaian ini mencakup lebih dari 50% aktivitas bisnis yang berada dalam cakupan operasional PTPI. Arises from the Company's operations, products and services, and supply chain. This assessment covers more than 50% of business activities within PTPI's operational scope.	Masyarakat Communities	Aktivitas operasional Perusahaan berpotensi memengaruhi kesejahteraan komunitas serta stabilitas operasional di sekitar wilayah kegiatan. Pengelolaan yang kurang memadai dapat memicu ketidakpuasan masyarakat atau gangguan sosial. The Company's operational activities have the potential to affect community well-being and the stability of operations in surrounding areas. Inadequate management may lead to community dissatisfaction or social disruption.	Skor kepuasan lingkungan masyarakat. Community satisfaction score.	Skor yang tinggi mencerminkan stabilitas operasional serta penerimaan masyarakat terhadap kegiatan usaha dan perizinan Perusahaan. A high score reflects operational stability and strong community acceptance of the Company's business activities and licensing.	Dampak diukur menggunakan metrik kuantitatif dari skala 0-100. Impact is measured using quantitative metrics on a scale of 0-100.

Sertifikasi
Certifications

Dalam rangka memastikan konsistensi mutu, keamanan, dan kepatuhan terhadap ketentuan yang berlaku, PTPI menerapkan berbagai sertifikasi dan standar nasional maupun internasional. Penerapan sertifikasi ini menjadi bagian dari penguatan sistem manajemen Perusahaan serta komitmen terhadap praktik operasional yang andal dan berkelanjutan.

To ensure consistent quality, safety, and compliance with applicable requirements, PTPI implements various national and international certifications and standards. The adoption of these certifications forms an integral part of strengthening the Company's management systems and reflects its commitment to reliable and sustainable operational practices.

Nama Sertifikasi Certification Name	Perusahaan Company	Lembaga Sertifikasi Certification Body	Masa Berlaku Validity Period
SNI ISO 9001:2015 Sistem Manajemen Mutu SNI ISO 9001:2015 Quality Management System	PT Pupuk Indonesia (Persero)	URS Indonesia	25 Desember 2028 December 25, 2028
SNI ISO 37301:2021 Sistem Manajemen Kepatuhan SNI ISO 37301:2021 Compliance Management System	PT Pupuk Indonesia (Persero)	CHESNA Certification	22 Desember 2027 December 22, 2027
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Indonesia (Persero)	TUV NORD Indonesia	26 Juni 2026 June 26, 2026
SNI ISO 27001:2013 Sistem Manajemen Keamanan Informasi SNI ISO 27001:2013 Information Security Management System	PT Pupuk Indonesia (Persero)	British Standards Institution (BSI)	31 Oktober 2025 (proses integrasi sistem manajemen dengan 1 lembaga sertifikasi) October 31, 2025 (In the process of integrating management systems with a single certification body)
SNI ISO 20000-1:2018 Sistem Manajemen Layanan-IT SNI ISO 20000-1:2018 IT Service Management System	PT Pupuk Indonesia (Persero)	United Registrar of Systems (URS)	12 Februari 2026 February 12, 2026
SNI ISO/IEC 17025:2017 Laboratorium Kalibrasi SNI ISO/IEC 17025:2017 Calibration Laboratory	PT Pupuk Indonesia Kalimantan Timur	Komite Akreditasi Nasional (KAN) National Accreditation Committee	21 Juni 2030 June 21, 2030
SNI ISO/IEC 17025:2017 Laboratorium Penguji SNI ISO/IEC 17025:2017 Testing Laboratory	PT Pupuk Indonesia Kalimantan Timur	Komite Akreditasi Nasional (KAN) National Accreditation Committee	19 September 2026 September 19, 2026
ISO 26000:2010 Panduan Tanggung Jawab Sosial ISO 26000:2010 Social Responsibility Guidance	PT Pupuk Indonesia Kalimantan Timur	British Standards Institution (BSI)	30 Oktober 2027 October 30, 2027

Nama Sertifikasi Certification Name	Perusahaan Company	Lembaga Sertifikasi Certification Body	Masa Berlaku Validity Period
ISO 270001:2022 Sistem Manajemen Keamanan Informasi ISO 270001:2022 Information Security Management System	PT Pupuk Indonesia Kalimantan Timur	PT TUV Nord Indonesia	31 Januari 2028 January 31, 2028
ISO 9001:220 Sistem Manajemen Mutu ISO 9001:220 Quality Management System	PT Pupuk Indonesia Kalimantan Timur	PT Sucofindo	29 Mei 2028 May 29, 2028
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Pupuk Indonesia Kalimantan Timur	PT Sucofindo	29 Mei 2028 May 29, 2028
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) ISO 45001:2018 Occupational Health and Safety Management System (OHS)	PT Pupuk Indonesia Kalimantan Timur	PT Sucofindo	29 Mei 2028 May 29, 2028
ISO 50001:2011 Sistem Manajemen Energi ISO 50001:2011 Energy Management System	PT Pupuk Indonesia Kalimantan Timur	PT Sucofindo	29 Mei 2028 May 29, 2028
ISO 55001:2014 Sistem Manajemen Aset ISO 55001:2014 Asset Management System	PT Pupuk Indonesia Kalimantan Timur	British Standards Institution (BSI)	19 Januari 2026 January 19, 2026
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Indonesia Kalimantan Timur	British Standards Institution (BSI)	15 Juni 2026 June 15, 2026
ISO 22301:2019 Sistem Manajemen Keberlangsungan Bisnis ISO 22301:2019 Business Continuity Management System	PT Pupuk Indonesia Kalimantan Timur	PT TUV SUD Indonesia	1 Februari 2027 February 1, 2027
SNI ISO 9001:220 Sistem Manajemen Mutu SNI ISO 9001:220 Quality Management System	PT Petrokimia Gresik	Sucofindo International Certification Services	7 Maret 2027 March 7, 2027
FSSC 22000 version 6 Sistem Manajemen Keamanan Pangan FSSC 22000 Version 6 Food Safety Management System	PT Petrokimia Gresik	LRQA	7 Mei 2026 May 7, 2026
SNI ISO/IEC 17025:2017 Laboratorium Penguji dan Lab Kalibrasi SNI ISO/IEC 17025:2017 Testing and Calibration Laboratory	PT Petrokimia Gresik	Komite Akreditasi Nasional (KAN) National Accreditation Committee	24 Oktober 2026 October 24, 2026
SNI ISO 50001:2011 Sistem Manajemen Energi SNI ISO 50001:2011 Energy Management System	PT Petrokimia Gresik	LRQA	11 Desember 2026 December 11, 2026
SNI ISO 14001:2015 Sistem Manajemen Lingkungan SNI ISO 14001:2015 Environmental Management System	PT Petrokimia Gresik	Sucofindo International Certification Services	7 Maret 2027 March 7, 2027

Nama Sertifikasi Certification Name	Perusahaan Company	Lembaga Sertifikasi Certification Body	Masa Berlaku Validity Period
SNI ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) SNI ISO 45001:2018 Occupational Health and Safety Management System (OHS)	PT Petrokimia Gresik	PT SGS INDONESIA	28 Oktober 2026 October 28, 2026
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Petrokimia Gresik	Sucofindo International Certification Services	23 Juli 2026 July 23, 2026
SNI ISO/IEC 27001:2022 Sistem Manajemen Keamanan Informasi SNI ISO/IEC 27001:2022 Information Security Management System	PT Petrokimia Gresik	PT TUV SUD Indonesia	12 Februari 2027 February 12, 2027
SNI ISO/IEC 20000-1:2018 Sistem Manajemen Layanan-IT SNI ISO/IEC 20000-1:2018 IT Service Management System	PT Petrokimia Gresik	PT TUV SUD Indonesia	23 Januari 2025 January 23, 2025
ISO 9001:220 Sistem Manajemen Mutu ISO 9001:220 Quality Management System	PT Pupuk Sriwidjaja Palembang	PT TUV Rheinland	9 Oktober 2027 October 9, 2027
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Pupuk Sriwidjaja Palembang	PT TUV Rheinland	9 Oktober 2027 October 9, 2027
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) ISO 45001:2018 Occupational Health and Safety Management System (OHS)	PT Pupuk Sriwidjaja Palembang	PT SGS Indonesia	16 Februari 2028 February 16, 2028
ISO 50001:2018 Sistem Manajemen Energi ISO 50001:2018 Energy Management System	PT Pupuk Sriwidjaja Palembang	British Standards Institution (BSI)	15 Mei 2028 May 15, 2028
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Sriwidjaja Palembang	PT TUV Nord Indonesia	25 Oktober 2026 October 25, 2026
ISO 270001:2022 Sistem Manajemen Keamanan Informasi ISO 270001:2022 Information Security Management System	PT Pupuk Sriwidjaja Palembang	PT TUV SUD Indonesia	21 Maret 2027 March 21, 2027
ISO 22301:2019 Sistem Manajemen Keberlangsungan Bisnis ISO 22301:2019 Business Continuity Management System	PT Pupuk Sriwidjaja Palembang	PT TUV Nord Indonesia	28 Mei 2027 May 28, 2027
SNI ISO/IEC 17025:2017 Laboratorium Kalibrasi SNI ISO/IEC 17025:2017 Calibration Laboratory	PT Pupuk Sriwidjaja Palembang	Komite Akreditasi Nasional (KAN) National Accreditation Committee	20 September 2030 September 20, 2030
SNI ISO/IEC 17025:2017 Laboratorium Pengujian SNI ISO/IEC 17025:2017 Testing Laboratory	PT Pupuk Sriwidjaja Palembang	Komite Akreditasi Nasional (KAN) National Accreditation Committee	28 Juli 2029 July 28, 2029

Nama Sertifikasi Certification Name	Perusahaan Company	Lembaga Sertifikasi Certification Body	Masa Berlaku Validity Period
SNI ISO/IEC 17043:2010 Persyaratan Umum untuk Penyelenggara Uji Profisiensi SNI ISO/IEC 17043:2010 General Requirements for Proficiency Testing Providers	PT Pupuk Sriwidjaja Palembang	Komite Akreditasi Nasional (KAN) National Accreditation Committee	19 April 2027 April 19, 2027
FSSC 22000 Sistem Manajemen Keamanan Pangan FSSC 22000 Food Safety Management System	PT Pupuk Kujang Cikampek	PT Mutuagung Lestari	September 2027 September 2027
ISO 50001:2018 Sistem Manajemen Energi ISO 50001:2018 Energy Management System	PT Pupuk Kujang Cikampek	Sucofindo International Certification Services	November 2026 November 2026
SNI ISO 9001:2015 Sistem Manajemen Mutu SNI ISO 9001:2015 Quality Management System	PT Pupuk Kujang Cikampek	Sucofindo International Certification Services	Desember 2026 December 2026
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Kujang Cikampek	Sucofindo International Certification Services	Agustus 2026 August 2026
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Occupational Health and Safety Management System (SMK3)	PT Pupuk Kujang Cikampek	Menteri Ketenagakerjaan RI Minister of Manpower of the Republic of Indonesia	Agustus 2027 August 2027
Sistem Manajemen Pengamanan Security Management System	PT Pupuk Kujang Cikampek	Kepala Kepolisian Negara RI Chief of the Indonesian National Police	Agustus 2026 August 2026
SNI ISO 14001:2015 Sistem Manajemen Lingkungan SNI ISO 14001:2015 Environmental Management System	PT Pupuk Kujang Cikampek	Sucofindo International Certification Services	Desember 2026 December 2026
SNI ISO/IEC 27001:2022 Sistem Manajemen Keamanan Informasi SNI ISO/IEC 27001:2022 Information Security Management System	PT Pupuk Kujang Cikampek	PT Mutuagung Lestari	Oktober 2027 October 2027
Standar Industri Hijau Green Industry Standard	PT Pupuk Kujang Cikampek	Balai Sertifikasi Industri Kementerian Perindustrian RI Industrial Certification Center of the Ministry of Industry of the Republic of Indonesia	24 September 2029 September 24, 2029
SNI ISO/IEC 17025:2017 Standar Kompetensi Laboratorium Pengujian dan Kalibrasi SNI ISO/IEC 17025:2017 Competence of Testing and Calibration Laboratories	PT Pupuk Kujang Cikampek	Komite Akreditasi Nasional (KAN) National Accreditation Committee	Agustus 2027 August 2027

Nama Sertifikasi Certification Name	Perusahaan Company	Lembaga Sertifikasi Certification Body	Masa Berlaku Validity Period
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	PT Pupuk Iskandar Muda	PT Sucofindo	17 September 2027 September 17, 2027
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Pupuk Iskandar Muda	PT Sucofindo	17 September 2027 September 17, 2027
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Iskandar Muda	PT Sucofindo	22 Juli 2026 July 22, 2026
SNI ISO/IEC 17025:2017 Standar Kompetensi Laboratorium Pengujian dan Kalibrasi SNI ISO/IEC 17025:2017 Competence of Testing and Calibration Laboratories	PT Pupuk Iskandar Muda	Komite Akreditasi Nasional (KAN) National Accreditation Committee	18 Desember 2029 December 18, 2029
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	PT Rekayasa Industri	PT TUV Rheinland	30 Juli 2026 July 30, 2026
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Rekayasa Industri	PT TUV Rheinland	20 Desember 2026 December 20, 2026
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3) ISO 45001:2018 Occupational Health and Safety Management System (OHS)	PT Rekayasa Industri	PT TUV Rheinland	10 Oktober 2025 October 10, 2025
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	PT Rekayasa Industri	PT TUV Rheinland	10 Agustus 2026 August 10, 2026
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Indonesia Niaga	PT TUV Nord Indonesia	20 Juni 2026 June 20, 2026
SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Indonesia Logistik	PT TUV Nord Indonesia	20 Juni 2026 June 20, 2026
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	PT Pupuk Indonesia Pangan	PT TUV Nord Indonesia	20 Juni 2026 June 20, 2026

Keanggotaan Asosiasi [OJK C.5] [GRI 2-28]

Association Memberships

Guna memperluas wawasan, memperkuat jejaring, serta memperoleh pembelajaran mengenai perkembangan dan tren terbaru di industri, PTPI berpartisipasi sebagai anggota dalam berbagai asosiasi dan organisasi. Keanggotaan ini mendukung pertukaran pengetahuan, kolaborasi lintas pemangku kepentingan, serta penguatan praktik bisnis yang adaptif.

To broaden insights, strengthen networks, and gain knowledge on the latest industry developments and trends, PTPI participates as a member in various associations and organizations. These memberships support knowledge exchange, cross-stakeholder collaboration, and the advancement of adaptive business practices.

Nama Organisasi Organization Name	Posisi di Organisasi Position in the Organization	Skala Organisasi Scale of Organization
International Fertilizer Association (IFA)	Pengurus Committee	Internasional International
United Nations Global Compact (UNGC)	Anggota Member	Internasional International
Asosiasi Produsen Pupuk Indonesia Association of Indonesian Fertilizer Producers	Pengurus Committee	Nasional National
Kamar Dagang dan Industri (KADIN) Indonesia Indonesian Chamber of Commerce and Industry	Anggota Member	Nasional National
Lembaga Sertifikasi Profesi Industri Pupuk Indonesia Indonesian Fertilizer Industry Professional Certification Institute	Pengurus Committee	Nasional National

Partisipasi PTPI dalam Forum dan Asosiasi Internasional

PTPI's Participation in International Forums and Associations



PTPI terus memperkuat peran aksi iklim dan keberlanjutan di tingkat global melalui partisipasi aktif dalam forum internasional serta keanggotaan asosiasi strategis. Komitmen ini tecermin dari keterlibatan pada 2025 UN Climate Change Conference (UNFCCC COP 30), di Belém, Brazil, di mana PTPI menegaskan ekonomi sirkular sebagai strategi utama untuk menekan emisi, meningkatkan efisiensi sumber daya, serta mendorong inovasi hijau yang mendukung nilai ekonomi berkelanjutan dan ketahanan pangan. Sejalan dengan itu, Direktur Utama PTPI, Rahmad Pribadi, menjabat sebagai Sustainability Committee Chair di International Fertilizer Association, yaitu asosiasi industri pupuk global yang mendorong praktik keberlanjutan, efisiensi produksi, dan ketahanan pangan dunia.

PTPI continues to strengthen its role in global climate action and sustainability through active participation in international forums and strategic association memberships. This commitment is reflected in its engagement at the 2025 UN Climate Change Conference (UNFCCC COP 30) in Belém, Brazil, where PTPI reaffirmed the circular economy as a key strategy to reduce emissions, enhance resource efficiency, and drive green innovation that supports sustainable economic value and food security. In line with it, the President Director of PTPI, Rahmad Pribadi, serves as Sustainability Committee Chair at the International Fertilizer Association, a global fertilizer industry association that promotes sustainability practices, production efficiency, and global food security.



Penguatan Tata Kelola dan Kepatuhan

Strengthening Governance and Compliance


Danantara Indonesia
PUPUK INDONESIA
HOLDING COMPANY
Town Hall
MEETING
2025
Pupuk
sform. Lead.
PETROKIMIA GRESIK
PUPUK KALTIM
PUPUK INDONESIA NIAGA
PUPUK INDONESIA LOGISTIK
Pupuk Indonesia Pangan

Penerapan Tata Kelola Perusahaan yang Baik

Implementation of Good Corporate Governance

PTPI menerapkan lima prinsip dasar tata kelola perusahaan yang baik (*Good Corporate Governance*/ GCG), yaitu transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran, yang dikenal dengan akronim TARIF (*Transparency, Accountability, Responsibility, Independency, and Fairness*). Prinsip-prinsip ini menjadi pedoman bagi seluruh Organ Perusahaan dalam mengelola dan mengawasi jalannya perusahaan secara profesional, objektif, dan berintegritas. Transparansi memastikan keterbukaan informasi yang relevan dan material, akuntabilitas menegaskan kejelasan fungsi dan pertanggungjawaban, responsibilitas menekankan kepatuhan terhadap peraturan dan tanggung jawab sosial, independensi menjaga pengambilan keputusan dari benturan kepentingan, sedangkan kewajaran menjamin perlakuan yang adil bagi seluruh pemangku kepentingan.

PTPI adopts five core principles of good corporate governance (GCG), namely transparency, accountability, responsibility, independence, and fairness, collectively referred to as TARIF. These principles serve as a guiding framework for all Company Organs in managing and overseeing operations in a professional, objective, and integrity-driven manner. Transparency ensures the disclosure of relevant and material information, accountability establishes clear roles and responsibilities, responsibility underscores compliance with regulations and social obligations, independence safeguards decision-making from conflicts of interest, and fairness ensures equitable treatment of all stakeholders.

Penerapan prinsip GCG merupakan komitmen kebijakan tata kelola PTPI yang diintegrasikan ke dalam berbagai Pedoman, Prosedur, Instruksi Kerja, dan proses bisnis di seluruh perusahaan. Komitmen penerapan GCG tersebut diwujudkan melalui pengesahan Pedoman GCG oleh Dewan Komisaris dan Direksi. [GRI 2-23] [GRI 2-24]

The implementation of GCG principles reflects PTPI's governance commitment, which is embedded across various guidelines, procedures, work instructions, and business processes throughout the organization. This commitment is formalized through the endorsement of the GCG Guidelines by the Board of Commissioners and the Board of Directors. [GRI 2-23] [GRI 2-24]



Struktur dan Komposisi Tata Kelola [GRI 2-9]

Governance Structure and Composition [GRI 2-9]

PTPI menerapkan struktur tata kelola sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, yang terdiri atas Organ Utama dan Organ Pendukung. Organ Utama meliputi Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi, sedangkan Organ Pendukung terdiri atas komite-komite di bawah Dewan Komisaris dan Direksi. Dalam pelaksanaannya, PTPI menerapkan tata kelola *two-tier system* dengan pemisahan yang jelas antara fungsi pengawasan dan pemberian nasihat serta arahan oleh Dewan Komisaris dan fungsi pengurusan oleh Direksi. Peran Direktur Utama dan Komisaris Utama dipisahkan secara struktural, artinya Komisaris Utama bersifat non-eksekutif dan independen, sesuai ketentuan yang berlaku.

Struktur Tata Kelola Perusahaan didasarkan pada ketentuan peraturan perundang-undangan dan aturan yang terkait, antara lain:

1. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan perubahannya
2. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara dan perubahannya
3. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan pada Badan Usaha Milik Negara
4. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara
5. Prinsip-prinsip *Corporate Governance* yang dikembangkan oleh Organization for Economic Cooperation and Development (OECD)
6. Pedoman Umum Governansi Korporasi Indonesia (PUGKI) yang dikembangkan oleh Komite Nasional Kebijakan Governance (KNKG)
7. Peraturan Internal Perusahaan, antara lain:
   a. Pedoman Tata Kelola Perusahaan (*Code of Corporate Governance*);
   b. Pedoman Kerja Dewan Komisaris dan Direksi (Board Manual);
   c. Pedoman Etika dan Perilaku (*Code of Conduct*);
   d. Pedoman Tata Kelola Kelompok Usaha (*Code of Group Governance*);

PTPI implements a governance structure in accordance with Law No. 40 of 2007 on Limited Liability Companies, comprising Main Organs and Supporting Organs. The Main Organs consist of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, while the Supporting Organs include committees established under the Board of Commissioners and the Board of Directors. In practice, PTPI adopts a two-tier governance system, with a clear separation between the supervisory and advisory functions performed by the Board of Commissioners and the management functions carried out by the Board of Directors. The roles of the President Director and the President Commissioner are structurally separated, with the President Commissioner serving in a non-executive and independent capacity, in accordance with prevailing regulations.

The Company's governance structure is based on the provisions of applicable laws and regulations, including:

1. Law No. 40 of 2007 on Limited Liability Companies and its amendments
2. Law No. 19 of 2003 concerning State-Owned Enterprises and its amendments
3. Regulation of the Minister of State-Owned Enterprises No. PER-02/MBU/03/2023 on Governance Guidelines and Significant Corporate Actions within State-Owned Enterprises
4. Regulation of the Minister of State-Owned Enterprises No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises
5. The Principles of Corporate Governance developed by the Organization for Economic Cooperation and Development (OECD)
6. The General Guidelines on Corporate Governance in Indonesia (PUGKI) developed by the National Committee on Governance Policy (KNKG)
7. The Company's Internal Regulations, including:
   a. Code of Corporate Governance;
   b. Board of Commissioners and Board of Directors Manual (Board Manual);
   c. Code of Conduct;
   d. Code of Group Governance;

e. Kebijakan dan Pedoman Tata Kelola Terintegrasi Konglomerasi Pupuk Indonesia Group; dan

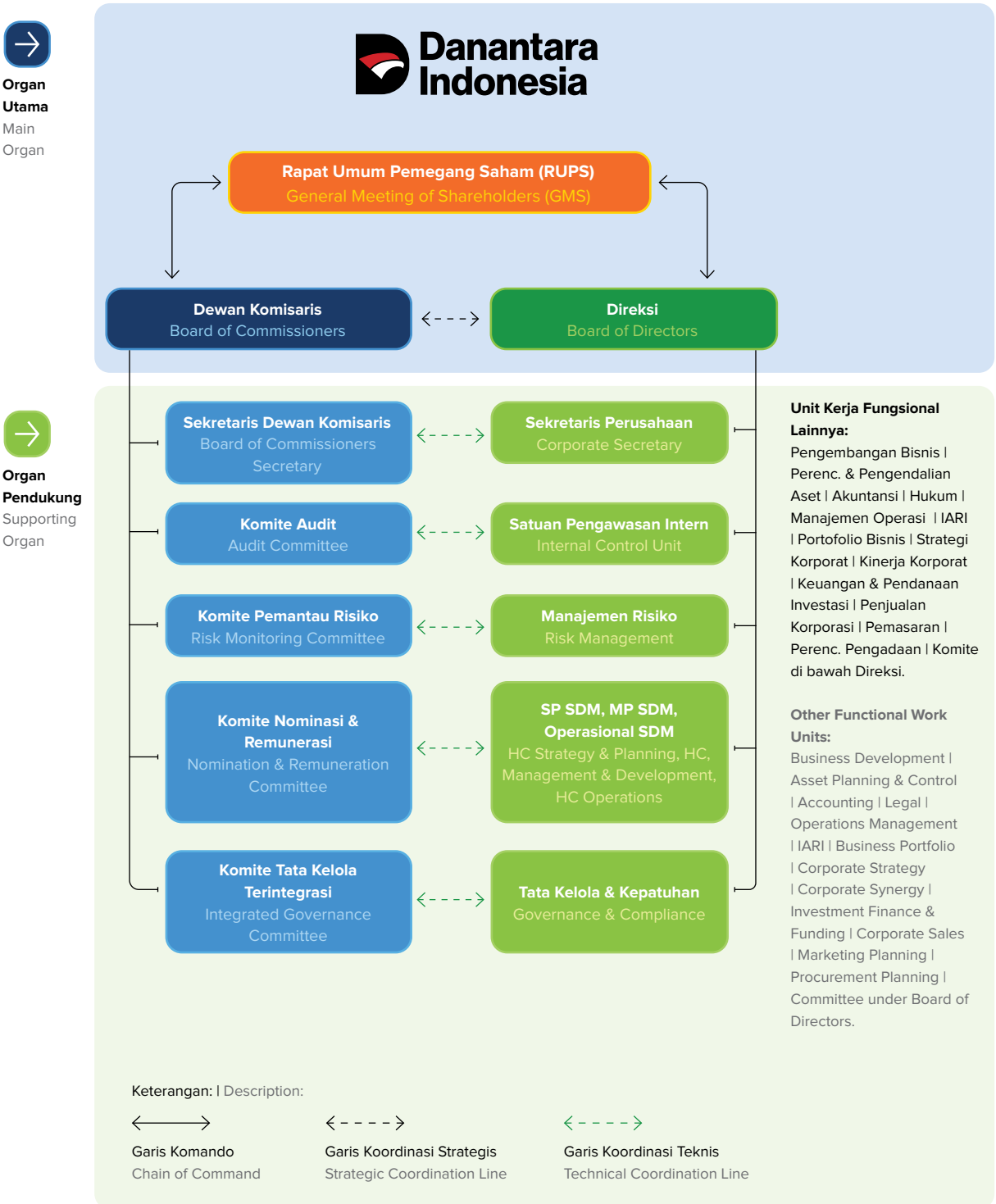
f. Piagam Satuan Pengawasan Intern Perusahaan.

e. Integrated Governance Policies and Guidelines of the Pupuk Indonesia Group Conglomerate; and

f. Charter of the Company's Internal Audit Unit.

Struktur Tata Kelola [GRI 2-9]

Governance Structure



Komposisi Organ Tata Kelola [GRI 2-11]
Composition of Governance Bodies

Komposisi Organ Utama dan Organ Pendukung terdiri dari:
1. Dewan Komisaris : 9 (sembilan) orang dengan 3 (tiga) orang Komisaris Independen.
2. Direksi : 8 (delapan) orang.
3. Komite Audit : 5 (lima) orang.
4. Komite Pemantau Risiko: 6 (enam) orang.
5. Komite Nominasi & Remunerasi : 4 (empat) orang.
6. Komite Tata Kelola Terintegrasi: 18 (delapan belas) orang.

The composition of the Main Organs and Supporting Organs is as follows:
1. Board of Commissioners: 9 (nine) members, including 3 (three) Independent Commissioners
2. Board of Directors: 8 (eight) members
3. Audit Committee: 5 (five) members
4. Risk Monitoring Committee: 6 (six) members
5. Nomination & Remuneration Committee: 4 (four) members
6. Integrated Governance Committee: 18 (eighteen) members

Rapat Umum Pemegang Saham (RUPS) [GRI 2-11]
General Meeting of Shareholders (GMS)

RUPS merupakan organ tertinggi dalam struktur tata kelola perusahaan PTPI yang memiliki kewenangan yang tidak diberikan kepada Direksi maupun Dewan Komisaris, dalam batasan sebagaimana diatur dalam Undang-Undang Perseroan Terbatas dan Anggaran Dasar Perusahaan. RUPS berfungsi sebagai forum bagi para pemegang saham untuk mengambil keputusan strategis terkait kebijakan Perusahaan, termasuk pengesahan Laporan Tahunan dan Laporan Keuangan, pengangkatan dan pemberhentian anggota Direksi serta Dewan Komisaris, penetapan penggunaan laba, serta persetujuan atas aksi korporasi strategis lainnya, dengan tetap memperhatikan kepentingan Perusahaan serta ketentuan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

The GMS is the highest organ in PTPI's corporate governance structure, holding authority not granted to the Board of Directors or the Board of Commissioners, within the limits stipulated by the Law on Limited Liability Companies and the Company's Articles of Association. The GMS is a forum for shareholders to make strategic decisions on corporate policies, including the approval of the Annual Report and Financial Statements, the appointment and dismissal of members of the Board of Directors and the Board of Commissioners, the determination of profit appropriation, and the approval of other strategic corporate actions, while taking into account the interests of the Company and in compliance with the Articles of Association and applicable laws and regulations.

Dalam halnya terkait perubahan Anggaran Dasar wajib memperoleh persetujuan RUPS sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Ketentuan ini memastikan bahwa keputusan strategis yang berdampak pada struktur dan arah Perusahaan dilakukan secara transparan serta melalui mekanisme persetujuan pemegang saham. Selain itu, pengangkatan dan/atau pemberhentian anggota Dewan Komisaris dan Direksi dilakukan melalui RUPS, termasuk pelaksanaan pemilihan ulang (*re-election*) secara periodik sesuai dengan masa jabatan yang ditetapkan dalam Anggaran Dasar dan ketentuan yang berlaku.

Any amendments to the Articles of Association must obtain approval from the GMS in accordance with applicable laws and regulations. This requirement ensures that strategic decisions affecting the Company's structure and direction are carried out transparently and through a shareholder approval mechanism. In addition, the appointment and/or dismissal of members of the Board of Commissioners and the Board of Directors are conducted through the GMS, including periodic re-election in line with the terms of office stipulated in the Articles of Association and prevailing regulations.

Selama periode tahun buku 2025, PTPI telah menyelenggarakan sebanyak 8 kali RUPS, yang terdiri dari RUPS Tahunan (RUPST)/RUPS RKAP 2025 pada 30

During the 2025 financial year, the Company held a total of eight GMS meetings, comprising the Annual GMS (AGMS)/2025 RKAP GMS held on January 30,

Januari 2025, RUPST/RUPS Kinerja/Laporan Tahunan 2024 pada 16 Juni 2025, serta RUPS Luar Biasa (RUPSLB) yang dilaksanakan pada 18 Maret 2025, 22 Maret 2025, 16 Juli 2025 (dua agenda), 24 Juni 2025, dan 22 Agustus 2025.

2025, the AGMS/GMS for Performance/2024 Annual Report held on June 16, 2025, and Extraordinary GMS (EGMS) meetings held on March 18, 2025, March 22, 2025, July 16, 2025 (two agendas), June, 24 2025, and August 22, 2025.

Dewan Komisaris
Board of Commissioners

Dewan Komisaris PTPI merupakan organ Perusahaan yang bertugas melakukan pengawasan secara umum dan/atau khusus sesuai dengan Anggaran Dasar, serta memberikan nasihat dan arahan kepada Direksi dalam menjalankan pengurusan Perusahaan. Dalam menjalankan fungsinya, Dewan Komisaris berperan aktif memastikan penerapan prinsip-prinsip GCG, mengawasi kebijakan pengurusan, pelaksanaan rencana bisnis, serta kinerja Direksi. Dewan Komisaris juga memberikan arahan strategis guna memastikan keberlanjutan usaha Perusahaan dalam jangka panjang, termasuk pada aspek ekonomi, sosial, dan lingkungan, dengan dukungan komite-komite yang dibentuk sesuai kebutuhan dan ketentuan peraturan perundang-undangan yang berlaku. [GRI 2-9]

The PTPI Board of Commissioners is a corporate organ responsible for conducting general and/or specific supervision in accordance with the Articles of Association, as well as providing advice and direction to the Board of Directors in managing the Company. In carrying out its functions, the Board of Commissioners plays an active role in ensuring the implementation of GCG principles, overseeing management policies, the execution of business plans, and the performance of the Board of Directors. The Board of Commissioners also provides strategic direction to support the Company's long-term business sustainability, including economic, social, and environmental aspects, with the support of committees established in accordance with applicable laws and regulations. [GRI 2-9]

Dalam menjalankan tugas dan fungsinya, Dewan Komisaris didukung oleh Organ Pendukung Dewan Komisaris yang terdiri atas:
1. Sekretaris Dewan Komisaris
2. Komite Audit
3. Komite Pemantau Risiko
4. Komite Nominasi dan Remunerasi
5. Komite Tata Kelola Terintegrasi

In carrying out its duties and functions, the Board of Commissioners is supported by Supporting Organs of the Board of Commissioners, consisting of:
1. Board of Commissioners Secretary
2. Audit Committee
3. Risk Monitoring Committee
4. Nomination and Remuneration Committee
5. Integrated Governance Committee

Untuk menjaga independensi dan mencegah konflik kepentingan, tidak terdapat anggota Dewan Komisaris yang merangkap jabatan sebagai Direksi. Dengan demikian, fungsi pengawasan dapat dijalankan secara optimal sesuai dengan praktik GCG. [GRI 2-9]

To maintain independence and prevent conflicts of interest, none of the members of the Board of Commissioners hold concurrent positions as members of the Board of Directors. This ensures that the supervisory function is carried out effectively in line with GCG practices. [GRI 2-9]

Dalam rangka penerapan Tata Kelola Terintegrasi sesuai Peraturan Menteri BUMN Nomor PER-02/MBU/03/2023, Dewan Komisaris membentuk Komite Tata Kelola Terintegrasi sebagai organ pengelola risiko di bawah Dewan Komisaris yang menjalankan tugas, wewenang, dan tanggung jawab sebagaimana diatur dalam peraturan tersebut. Komite Tata Kelola Terintegrasi PTPI beranggotakan seluruh Dewan

In implementing Integrated Governance in accordance with the Regulation of the Minister of SOEs No. PER-02/MBU/03/2023, the Board of Commissioners established the Integrated Governance Committee as a risk governance body under the Board of Commissioners, which carries out its duties, authorities, and responsibilities as stipulated in the regulation. The PTPI Integrated Governance Committee comprises all

Komisaris PTPI serta Komisaris Utama dari seluruh Anak Perusahaan, dan secara berkala melakukan evaluasi atas penerapan Tata Kelola Terintegrasi di lingkungan Anak Perusahaan melalui rapat Komite Tata Kelola Terintegrasi.

Dalam penentuan Komisaris Independen, Perusahaan mengacu pada Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, yang mengatur bahwa jumlah Komisaris Independen paling sedikit 20% dari total anggota Dewan Komisaris. Adapun kriteria Komisaris Independen adalah sebagai berikut:

1. Tidak memiliki hubungan keuangan
2. Tidak memiliki hubungan kepengurusan
3. Tidak memiliki kepemilikan saham
4. Tidak memiliki hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi, dan/atau pemegang saham pengendali
5. Tidak memiliki hubungan dengan BUMN yang bersangkutan yang dapat mempengaruhi kemampuannya untuk bertindak independen

Seluruh Komisaris secara periodik telah menandatangani Pakta Integritas sebagai pernyataan independensi dalam menjalankan fungsi pengawasan dan pemberian nasihat terhadap pengurusan Perusahaan. Pada periode pelaporan, Komisaris Independen Perusahaan berjumlah 3 (tiga) orang atau sebesar 33% dari anggota Dewan Komisaris. Komposisi Dewan Komisaris Perusahaan sebagai berikut: [GRI 2-9]

members of the PTPI Board of Commissioners as well as the President Commissioners of all subsidiaries, and periodically evaluates the implementation of Integrated Governance across subsidiaries through Integrated Governance Committee meetings.

In determining Independent Commissioners, the Company refers to the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises, which stipulates that the number of independent commissioners shall be at least 20% of the total members of the Board of Commissioners. The criteria for Independent Commissioners are as follows:

1. No financial relationships
2. No management relationships
3. No share ownership
4. No family relationships with other members of the Board of Commissioners, members of the Board of Directors, and/or controlling shareholders
5. No relationships with the relevant SOE that may affect the ability to act independently

All Commissioners have periodically signed an Integrity Pact as a statement of independence in carrying out their supervisory and advisory functions over the management of the Company. During the reporting period, the Company had 3 (three) Independent Commissioners, representing 33% of the members of the Board of Commissioners. The composition of the Company's Board of Commissioners is as follows: [GRI 2-9]

Nama Name	Jabatan Position	Jenis Kelamin Gender	Eksekutif/ Non Eksekutif Executive/ Non-Executive	Independen/ Non Independen Independent/ Non-Independent	Masa Jabatan Term of Office	Posisi Lain di Dalam dan di Luar Perusahaan Positions Within the Company and Outside the Company
Sudaryono	Komisaris Utama President Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Wakil Menteri Pertanian Indonesia (Juli 2024–sekarang). Vice Minister of Agriculture of Indonesia (July 2024–present).

Nama Name	Jabatan Position	Jenis Kelamin Gender	Eksekutif/ Non Eksekutif Executive/ Non-Executive	Independen/ Non Independen Independent/ Non-Independent	Masa Jabatan Term of Office	Posisi Lain di Dalam dan di Luar Perusahaan Positions Within the Company and Outside the Company
Irfan Ahmad Fauzi	Komisaris Independen Independent Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Independen Independent	22 Juli 2024 - RUPS Kinerja di Tahun 2029 July 22, 2024 – GMS on Performance in 2029	Direktur Utama PT Fatijja Nusantara Inovasi (2021–sekarang). President Director of PT Fatijja Nusantara Inovasi (2021–present).
Rachlan S. Nashidik	Komisaris Independen Independent Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Independen Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	• Wakil Ketua Komite Tetap Infrastruktur Kamar Dagang dan Industri Indonesia (2025–sekarang); • Senior Advisor PT Pegasus Galang Mineral (2020 - sekarang). • Vice Chairman of the Standing Committee on Infrastructure, Indonesian Chamber of Commerce and Industry (2025–present); • Senior Advisor at PT Pegasus Galang Mineral (2020–present).
Chrisna Deva Priyapratama	Komisaris Independen Independent Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Independen Independent	24 Juni 2025–RUPS Kinerja di Tahun 2030 June 24, 2025 – GMS on Performance in 2030	• Komisaris PT Global Arrow (2022–sekarang); • Direktur Armindo Dinamika Energi (2011–sekarang); • Direktur PT Kaltim Nitrat Indonesia (2008–sekarang). • Commissioner of PT Global Arrow (2022–present); • Director of Armindo Dinamika Energi (2011–present); • Director of PT Kaltim Nitrat Indonesia (2008–present).
Iwan Sumule	Komisaris Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	• Wakil II Kepala Badan Percepatan Pengentasan Kemiskinan Republik Indonesia (2024–sekarang); • Ketua Majelis Jaringan Aktivis Pro Demokrasi (ProDem) (2023–sekarang). • Deputy II to the Head of the National Agency for the Acceleration of Poverty Alleviation, Republic of Indonesia (2024–present); • Chairman of the Council of the Pro-Democracy Activists Network (ProDem) (2023–present).

Nama Name	Jabatan Position	Jenis Kelamin Gender	Eksekutif/ Non Eksekutif Executive/ Non-Executive	Independen/ Non Independen Independent/ Non-Independent	Masa Jabatan Term of Office	Posisi Lain di Dalam dan di Luar Perusahaan Positions Within the Company and Outside the Company
Nurul Ichwan	Komisaris Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Deputi Bidang Promosi dan Penanaman Modal Kementerian Investasi dan Hilirisasi/Badan Koordinasi Penanaman Modal (BKPM) (2022–sekarang). Deputy for Investment Promotion and Investment, Ministry of Investment and Downstreaming/ Investment Coordinating Board (BKPM) (2022–present)
Yovie Widianto	Komisaris Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Staf Khusus Presiden Bidang Ekonomi Kreatif (Oktober 2024–sekarang). Special Staff to the President for Creative Economy (October 2024–present).
Suwandi	Komisaris Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Sekretaris Jenderal (Sekjen) Kementerian Pertanian (2025–sekarang). Secretary General of the Ministry of Agriculture (2025–present).
Dadan Kusdiana	Komisaris Commissioner	Laki-laki Male	Non Eksekutif Non-Executive	Non Independen Non-Independent	24 April 2026–RUPS Kinerja di Tahun 2030 April 24, 2026–GMS on Performance in 2030	Sekretaris Jenderal Dewan Energi Nasional (2025–sekarang). Secretary General of the National Energy Council (2025–present).

Dalam memastikan efektivitas tata kelola, Perusahaan memperhatikan komposisi organ pengawas dan pengelola dengan mempertimbangkan keberagaman, di mana komposisi saat ini juga mencerminkan perpanjangan representasi kelompok sosial yang kurang terwakili. Perusahaan memastikan bahwa anggota organ tata kelola memiliki kompetensi yang relevan dengan dampak organisasi, mencakup aspek ekonomi, lingkungan, dan sosial. Selain itu, Perusahaan mengakomodasi keterwakilan pemangku kepentingan melalui mekanisme konsultasi dan komunikasi yang terstruktur guna mendukung pengambilan keputusan yang berkelanjutan. [GRI 2-9]

In ensuring the effectiveness of governance, the Company considers the composition of its supervisory and management bodies by taking diversity into account, where the current composition also reflects extended representation of underrepresented social groups. The Company ensures that members of its governance bodies possess competencies relevant to the organization's impacts, covering economic, environmental, and social aspects. In addition, the Company accommodates stakeholder representation through structured consultation and communication mechanisms to support sustainable decision-making. [GRI 2-9]

Direksi
Board of Directors

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Direksi PTPI merupakan organ Perusahaan yang bertanggung jawab penuh atas pengurusan Perusahaan untuk kepentingan dan tujuan Perusahaan sesuai dengan ketentuan Anggaran Dasar. Direksi terdiri atas Direktur Utama dan tujuh Direktur lainnya yang menjalankan pengelolaan Perusahaan secara profesional dengan mengedepankan prinsip keberlanjutan dalam setiap pengambilan keputusan strategis. Direksi juga memastikan penerapan tata kelola perusahaan yang baik, pengelolaan risiko secara komprehensif, serta pencapaian target kinerja dengan tetap menjaga keseimbangan aspek ekonomi, sosial, dan lingkungan. Setiap anggota Direksi memiliki tugas dan tanggung jawab sesuai dengan bidang dan kompetensinya masing-masing guna mendukung pencapaian visi dan misi Perusahaan.

The PTPI Board of Directors is the corporate body fully responsible for the management of the Company in accordance with the Company's interests and objectives, as stipulated in the Articles of Association. The Board of Directors consists of the President Director and seven other directors, who manage the Company professionally while upholding sustainability principles in every strategic decision. The Board of Directors also ensures the implementation of good corporate governance, comprehensive risk management, and the achievement of performance targets, while maintaining a balance across economic, social, and environmental aspects. Each member of the Board of Directors carries out duties and responsibilities in line with their respective roles and competencies to support the achievement of the Company's vision and mission.

Dalam menjalankan tugasnya, Direksi didukung oleh berbagai fungsi dan komite, antara lain:

1. Sekretaris Perusahaan
2. Manajemen Risiko
3. Tata Kelola dan Kepatuhan
4. Satuan Pengawasan Intern, serta fungsi-fungsi lainnya sebagaimana ditetapkan dalam Struktur Organisasi Perusahaan
5. Komite Rencana Kerja dan Anggaran Perusahaan (RKAP)
6. Komite *Key Performance Indicators* (KPI)
7. Komite Harga
8. Komite Talenta
9. Komite Tanggung Jawab Sosial dan Lingkungan (TJSL)
10. Komite Investasi Pengembangan

In carrying out its duties, the Board of Directors is supported by various functions and committees, including:

1. Corporate Secretary
2. Risk Management
3. Governance and Compliance
4. Internal Audit, as well as other functions as stipulated in the Company's Organizational Structure
5. Corporate Work Plan and Budget Committee
6. Key Performance Indicators (KPI) Committee
7. Pricing Committee
8. Talent Committee
9. Social and Environmental (SER) Responsibility Committee
10. Investment Development Committee

Susunan Direksi PTPI terdiri atas:

1. Direktur Utama
2. Direktur Operasi
3. Direktur Keuangan
4. Direktur Sumber Daya Manusia dan Umum
5. Direktur Supply Chain
6. Direktur Teknik dan Pengembangan Bisnis
7. Direktur Manajemen Risiko
8. Direktur Manajemen Aset

Sejalan dengan komitmen Perusahaan terhadap prinsip kesetaraan dan keberagaman dalam komposisi Direksi, pada periode pelaporan terdapat 2 (dua) Direksi perempuan dari total 8 (delapan) anggota Direksi Perusahaan, atau setara dengan 25%. Komposisi Direksi Perusahaan sebagai berikut: [GRI 2-9]

The composition of the Board of Directors of PTPI consists of:

1. President Director
2. Director of Operations
3. Director of Finance
4. Director of Human Capital and General Affairs
5. Director of Supply Chain
6. Director of Engineering and Business Development
7. Director of Risk Management
8. Director of Asset Management

In line with the Company's commitment to equality and diversity in the composition of the Board of Directors, during the reporting period there were 2 (two) female Directors out of a total of eight members of the Board of Directors, representing 25%. The composition of the Company's Board of Directors is as follows: [GRI 2-9]

Nama Name	Jabatan Position	Jenis Kelamin Gender	Eksekutif/ Noneksekutif Executive/ Non-Executive	Masa Jabatan Term of Office	Posisi Lain di Dalam dan di Luar Perusahaan Positions Within the Company and Outside the Company
Rahmad Pribadi	Direktur Utama President Director	Laki-laki Male	Eksekutif Executive	27 Juli 2023–RUPS Kinerja di Tahun 2028 July 27, 2023 – GMS on Performance in 2028	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Dwi Satriyo Annurogo	Direktur Operasi Director of Operations	Laki-laki Male	Eksekutif Executive	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Wono Budi Tjahyono	Direktur Keuangan Director of Finance	Laki-laki Male	Eksekutif Executive	22 Desember 2021–RUPS Kinerja di Tahun 2026 December 22, 2021 – GMS on Performance in 2026	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Tina T. Kemala Intan	Direktur Sumber Daya Manusia dan Umum Director of Human Capital and General Affairs	Perempuan Female	Eksekutif Executive	22 Desember 2021–RUPS Kinerja di Tahun 2026 December 22, 2021 – GMS on Performance in 2026	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Robby Setiabudi Madjid	Direktur Supply Chain Director of Supply Chain	Laki-laki Male	Eksekutif Executive	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Jamsaton Nababan	Direktur Teknik dan Pengembangan Bisnis Director of Engineering and Business Development	Laki-laki Male	Eksekutif Executive	16 Juni 2025–RUPS Kinerja di Tahun 2030 June 16, 2025 – GMS on Performance in 2030	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Ninis Kesuma Adriani	Direktur Manajemen Risiko Director of Risk Management	Perempuan Female	Eksekutif Executive	2 November 2023–RUPS Kinerja di Tahun 2028 November 2, 2023 – GMS on Performance in 2028	Tidak memiliki rangkap jabatan Does not hold concurrent positions
Tri Wahyudi Saleh	Direktur Manajemen Aset Director of Asset Management	Laki-laki Male	Eksekutif Executive	2 November 2023–RUPS Tahun 2028 November 2, 2023 – 2028 GMS	Tidak memiliki rangkap jabatan Does not hold concurrent positions

PTPI menerapkan prinsip bahwa Direksi bertanggung jawab atas pelaksanaan tugas dan kewenangannya sesuai dengan peraturan perundang-undangan, Anggaran Dasar, serta prinsip-prinsip tata kelola perusahaan yang baik. Apabila terdapat tindakan atau kelalaian yang tidak sesuai dengan ketentuan tersebut, termasuk tindakan yang melampaui kewenangan atau dilakukan tanpa itikad baik, pertanggungjawaban dilaksanakan sesuai dengan ketentuan hukum yang berlaku.

PTPI applies the principle that the Board of Directors is responsible for the execution of its duties and authorities in accordance with applicable laws and regulations, the Articles of Association, and the principles of good corporate governance. In the event of actions or omissions that are not in line with these provisions, including actions exceeding authority or undertaken without good faith, accountability is carried out in accordance with applicable legal provisions.

Dalam rangka penerapan Tata Kelola Terintegrasi sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/03/2023, Direksi menetapkan Direktur Fungsional dan Direktur Pembina melalui rapat Direksi. Direktur Teknik dan Pengembangan Bisnis ditetapkan sebagai Direktur Pembina, yaitu Direktur yang membidangi kegiatan inti (*core business*) Perusahaan dan bertugas melakukan pembinaan kepada Anak Perusahaan untuk memastikan keselarasan dan sinergi strategis antara PTPI dan Anak Perusahaan.

In implementing Integrated Governance in accordance with the Regulation of the Minister of State-Owned Enterprises No. PER-02/MBU/03/2023, the Board of Directors designates Functional Directors and a Supervising Director through a Board of Directors meeting. The Director of Engineering & Business Development is designated as the Supervising Director, namely the director responsible for the Company's core business activities and for overseeing subsidiaries to ensure strategic alignment and synergy between PTPI and its Subsidiaries.

Sementara itu, seluruh anggota Direksi selain Direktur Utama, dan Direktur Teknik dan Pengembangan Bisnis ditetapkan sebagai Direktur Fungsional. Direktur Fungsional membidangi fungsi penunjang (*supporting functions*) terhadap kegiatan inti Perusahaan dan bertugas melakukan harmonisasi kebijakan fungsional di lingkungan Anak Perusahaan.

Meanwhile, all members of the Board of Directors, except for the President Director and the Director of Engineering & Business Development, are designated as Functional Directors, who oversee supporting functions to the Company's core business activities and are responsible for harmonizing functional policies across subsidiaries.

Dalam penerapan Tata Kelola Terintegrasi, Kompartemen Manajemen Risiko melakukan pemantauan dan evaluasi atas pelaksanaan manajemen risiko terintegrasi pada masing-masing Anak Perusahaan. Pemantauan dan evaluasi fungsi kepatuhan terintegrasi dilaksanakan oleh Kompartemen Tata Kelola & Kepatuhan, sedangkan pemantauan pelaksanaan audit intern terintegrasi pada Anak Perusahaan dilakukan oleh Kompartemen Satuan Pengawasan Intern.

In the implementation of Integrated Governance, the Risk Management Compartment conducts monitoring and evaluation of integrated risk management implementation in each subsidiary. Monitoring and evaluation of the integrated compliance function are carried out by the Governance & Compliance Compartment, while monitoring of the implementation of integrated internal audit in subsidiaries is conducted by the Internal Audit Compartment.

Kebijakan dan Proses Nominasi Dewan Komisaris dan Direksi [GRI 2-10]

Nomination Policy and Process for the Board of Commissioners and Board of Directors

Dewan Komisaris dan Direksi diangkat dan diberhentikan melalui Rapat Umum Pemegang Saham (RUPS). Pemerintah sebagai pemegang saham tunggal memiliki hak eksklusif untuk mengusulkan calon anggota melalui Menteri Badan Usaha Milik Negara (BUMN). Proses nominasi dan seleksi dilaksanakan sesuai dengan prosedur yang berlaku sebagaimana tercantum pada Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Members of the Board of Commissioners and the Board of Directors are appointed and dismissed through the General Meeting of Shareholders (GMS). The Government, as the sole shareholder, holds the exclusive right to nominate candidates through the Minister of State-Owned Enterprises (SOEs). The nomination and selection process is carried out in accordance with applicable procedures as stipulated in the Regulation of the Minister of State-Owned Enterprises No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

Dalam proses nominasi dan pemilihan Dewan Komisaris dan Direksi, PTPI menerapkan mekanisme *fit and proper test* untuk menilai kelayakan calon. Proses ini bertujuan untuk mengidentifikasi potensi konflik kepentingan, mencegah perilaku tidak etis, serta memastikan bahwa calon memiliki kompetensi dan integritas yang memadai dalam mengambil keputusan strategis yang bertanggung jawab dan berkelanjutan bagi perusahaan.

In the nomination and selection process for the Board of Commissioners and the Board of Directors, PTPI applies a fit and proper test mechanism to assess candidate suitability. This process aims to identify potential conflicts of interest, prevent unethical conduct, and ensure that candidates possess the necessary competence and integrity to make responsible and sustainable strategic decisions for the Company.

Proses nominasi dan seleksi didukung oleh Komite Nominasi dan Remunerasi yang berperan sebagai berikut:

The nomination and selection processes are supported by the Nomination and Remuneration Committee, which performs the following roles:

01

Melakukan evaluasi terhadap sistem dan prosedur Pengklasifikasian Talenta (*Talent Classification*) yang dilaksanakan oleh Direksi.

Evaluates the Talent Classification system and procedures implemented by the Board of Directors;

02

Melakukan validasi dan kalibrasi atas talenta yang diusulkan (*Selected Talent*) oleh Direksi kepada Dewan Komisaris, guna menghasilkan daftar talenta yang akan dinominasikan (*Nominated Talent*) oleh Dewan Komisaris kepada RUPS/Menteri BUMN.

Validates and calibrates the proposed talents (selected talent) submitted by the Board of Directors to the Board of Commissioners, to produce a list of nominated talents (nominated talent) to be proposed by the Board of Commissioners to the GMS/Minister of SOEs.

03

Melakukan evaluasi terhadap Calon Wakil Perusahaan yang akan diusulkan sebagai anggota Direksi atau anggota Dewan Komisaris pada Anak Perusahaan, sebelum diajukan kepada RUPS/Menteri BUMN.

Evaluates candidates representing the Company to be proposed as members of the Board of Directors or the Board of Commissioners in Subsidiaries, prior to submission to the GMS/Minister of SOEs.

PTPI berkomitmen untuk mendukung prinsip kesetaraan dan keberagaman dalam struktur Dewan Komisaris sebagai cerminan nilai inklusivitas serta penghargaan terhadap kontribusi seluruh insan. Perusahaan juga mempertimbangkan keberagaman latar belakang, perspektif, dan kompetensi yang relevan dengan dampak perusahaan untuk memperkaya kualitas pengambilan keputusan strategis guna mendorong kemajuan perusahaan. [GRI 2-10]

PTPI is committed to upholding the principles of equality and diversity within its Board of Commissioners as a reflection of inclusivity and respect for the contributions of all individuals. The Company considers diversity in backgrounds, perspectives, and competencies relevant to the impacts of the company to enhance the quality of strategic decision-making and supports the Company's advancement. [GRI 2-10]

Meskipun demikian, proses pengisian posisi kepemimpinan dan kenaikan jabatan di PTPI tetap mengedepankan prinsip meritokrasi, dengan kompetensi, kinerja, dan integritas sebagai dasar penilaian utama. Kebijakan ini juga selaras dengan prioritas pengembangan kepemimpinan internal, yaitu kesempatan rotasi, mutasi, dan promosi diberikan berdasarkan kebutuhan organisasi serta kesiapan kandidat yang memenuhi kriteria dari dalam perusahaan. PTPI meyakini bahwa perpaduan antara keberagaman yang inklusif dan meritokrasi yang transparan akan menciptakan lingkungan kerja yang adil, dinamis, serta berorientasi pada pertumbuhan berkelanjutan bagi seluruh pemangku kepentingan.

However, the process of filling leadership positions and promotions at PTPI continues to uphold the principle of meritocracy, with competence, performance, and integrity as the primary assessment criteria. This policy is also aligned with the Company's internal leadership development priority, whereby opportunities for rotation, transfer, and promotion are granted based on organizational needs and the readiness of qualified internal candidates. PTPI believes that the combination of inclusive diversity and transparent meritocracy will foster a fair, dynamic work environment and support sustainable growth for all stakeholders.

Kebijakan dan Proses Remunerasi Dewan Komisaris dan Direksi [GRI 2-19, 2-20]

Remuneration Policy and Process for the Board of Commissioners and Board of Directors

Kebijakan remunerasi Dewan Komisaris dan Direksi PTPI ditetapkan sesuai dengan Peraturan Menteri BUMN yang berlaku. Penetapan remunerasi mempertimbangkan berbagai faktor, antara lain skala dan kompleksitas usaha, tingkat inflasi, serta kondisi dan kemampuan Perusahaan. Besaran remunerasi ditentukan berdasarkan pencapaian *Key Performance Indicator* (KPI) tahunan dan strategis, baik dalam jangka pendek maupun jangka panjang.

The remuneration policy for the PTPI Board of Commissioners and the Board of Directors is determined in accordance with applicable Minister of SOEs regulations. The determination of remuneration considers various factors, including the scale and complexity of the business, the level of inflation, as well as the Company's condition and financial capacity. The remuneration amount is determined based on the achievement of annual and strategic Key Performance Indicators (KPIs), both in the short-term and long-term.

Prosedur penetapan remunerasi Dewan Komisaris dan Direksi dilaksanakan sebagai berikut:

The procedure for determining the remuneration of the Board of Commissioners and the Board of Directors is carried out as follows:

01

Dewan Komisaris melakukan survei pasar terkait remunerasi pada perusahaan sejenis dan sekelas PTPI dengan bidang usaha dan status yang sama
The Board of Commissioners conducts a market survey on remuneration at comparable companies with similar business activities and status to PTPI

02

Dewan Komisaris menyiapkan rekomendasi remunerasi berdasarkan perhitungan kinerja usaha Perusahaan dan kontribusi masing-masing individu untuk kemudian diusulkan dalam RUPS
The Board of Commissioners prepares remuneration recommendations based on the Company's business performance and the contribution of each individual, to be proposed at the GMS

03

Usulan remunerasi Anggota Dewan Komisaris disampaikan kepada Pemegang Saham untuk dibahas dan disetujui dalam RUPS
The proposed remuneration for members of the Board of Commissioners is submitted to Shareholders for discussion and approval at the GMS

04

Para pemangku kepentingan yang diwakili dalam RUPS memiliki kewenangan untuk memberikan persetujuan dan menetapkan besaran remunerasi Dewan Komisaris
Stakeholders represented at the GMS have the authority to approve and determine the remuneration of the Board of Commissioners

Penetapan remunerasi Dewan Komisaris dan Direksi melibatkan konsultan independen, Komite Nominasi & Remunerasi, serta Kompartemen Sumber Daya Manusia. Perusahaan menerapkan kebijakan remunerasi yang adil dan kompetitif guna memastikan apresiasi yang sepadan atas kontribusi Dewan Komisaris dan Direksi dalam mencapai tujuan strategis Perusahaan. [GRI 2-20]

The determination of remuneration for the Board of Commissioners and the Board of Directors involves independent consultants, the Nomination & Remuneration Committee, as well as the Human Resources Compartment. The Company applies a fair and competitive remuneration policy to ensure appropriate recognition of the contributions of the Board of Commissioners and the Board of Directors in achieving the Company's strategic objectives. [GRI 2-20]

Komponen remunerasi Dewan Komisaris terdiri atas:

- Gaji/honorarium
- Tunjangan Hari Raya (THR)
- Tunjangan transportasi
- Fasilitas kesehatan
- Remunerasi hasil kinerja
- Santunan/asuransi purnajabatan
- Dukungan bantuan hukum (apabila terdapat kasus hukum yang melibatkan Anggota Dewan Komisaris)

The remuneration components for the Board of Commissioners consist of:

- Salary/honorarium
- Religious Holiday Allowance (THR)
- Transportation allowance
- Health benefits
- Performance-based remuneration
- Post-employment benefits/insurance
- Legal assistance support (in the event of legal cases involving members of the Board of Commissioners)

Komponen remunerasi Direksi terdiri atas:

- Gaji/honorarium
- Tunjangan Hari Raya (THR)
- Tunjangan perumahan
- Fasilitas kendaraan dinas
- Fasilitas kesehatan
- Remunerasi hasil kinerja
- Asuransi purnajabatan
- Dukungan bantuan hukum (apabila terdapat kasus hukum yang melibatkan Anggota Direksi)

The remuneration components for the Board of Directors consist of:

- Salary/honorarium
- Religious Holiday Allowance (THR)
- Housing allowance
- Official vehicle facilities
- Health benefits
- Performance-based remuneration
- Post-employment insurance
- Legal assistance support (in the event of legal cases involving members of the Board of Directors)

Evaluasi Kinerja Organ Perusahaan [GRI 2-18]

Performance Evaluation of Corporate Bodies

Evaluasi kinerja Dewan Komisaris dan Direksi PTPI dilaksanakan secara berkala, yaitu satu kali dalam setahun, dengan mengacu pada kriteria penilaian yang telah ditetapkan dalam RUPS. Penilaian dilakukan secara komprehensif berdasarkan pencapaian KPI, kemampuan dalam mengembangkan Perusahaan sebagai entitas bisnis yang berkelanjutan, serta kontribusi jangka panjang terhadap pertumbuhan Perusahaan. Aspek yang dinilai meliputi pencapaian target strategis, implementasi tata kelola perusahaan yang baik, pengelolaan risiko, pengembangan sumber daya manusia, inovasi, serta kinerja ekonomi, sosial, dan lingkungan.

The performance evaluation of the Board of Commissioners and the Board of Directors of PTPI is conducted once a year based on assessment criteria established in the GMS. The evaluation is carried out comprehensively, taking into account KPI achievement, the ability to develop the Company as a sustainable business entity, and long-term contributions to the Company's growth. The aspects assessed include the achievement of strategic targets, the implementation of good corporate governance, risk management, human capital development, innovation, as well as economic, social, and environmental performance.

Penilaian kinerja dilakukan secara *self-assessment* oleh Dewan Komisaris PTPI dengan tetap mengedepankan prinsip keadilan dan objektivitas. Kebijakan penilaian tersebut didasarkan pada kriteria yang spesifik, terukur, dapat dicapai, dan relevan. Seluruh proses evaluasi mengikuti standar GCG untuk memastikan pelaksanaan yang transparan, akuntabel, dan berimbang.

The performance evaluation is conducted through a self-assessment by the Board of Commissioners of PTPI, while upholding the principles of fairness and objectivity. The assessment policy is based on criteria that are specific, measurable, achievable, and relevant. The entire evaluation process follows GCG standards to ensure transparency, accountability, and balance.

Hasil evaluasi kinerja selanjutnya dilaporkan dalam RUPS sebagai bentuk pertanggungjawaban serta menjadi dasar dalam pengambilan keputusan terkait kebijakan remunerasi dan kelanjutan masa jabatan Dewan Komisaris.

The results of the performance evaluation are subsequently reported at the GMS as a form of accountability and serve as a basis for decision-making related to remuneration policies and the continuation of the term of office of the Board of Commissioners.

Kebijakan Evaluasi Dewan Komisaris

1. Dewan Komisaris wajib melaksanakan evaluasi tahunan secara objektif untuk menilai efektivitas Dewan, komite di bawahnya, serta kinerja masing-masing Anggota Dewan Komisaris.
2. Evaluasi tahunan tersebut dilakukan berdasarkan tolak ukur atau kriteria penilaian yang spesifik, terukur, dapat dicapai, dan relevan.
3. Hasil evaluasi tahunan disampaikan oleh Dewan Komisaris kepada Rapat Umum Pemegang Saham (RUPS).

Board of Commissioners Evaluation Policy

1. The Board of Commissioners is required to conduct an annual evaluation in an objective manner to assess the effectiveness of the Board, its committees, and the performance of each member of the Board of Commissioners.
2. The annual evaluation is carried out based on assessment criteria that are specific, measurable, achievable, and relevant.
3. The results of the annual evaluation are submitted by the Board of Commissioners to the General Meeting of Shareholders (GMS).

Kriteria Evaluasi Kinerja Dewan Komisaris

1. Kriteria penilaian kinerja Dewan Komisaris meliputi:

Performance Evaluation Criteria of the Board of Commissioners

1. The performance evaluation criteria for of the Board of Commissioners include:

a. Pencapaian KPI kolegial Dewan Komisaris.

b. Tingkat kehadiran dalam rapat internal, rapat gabungan, dan RUPS.
c. Pelaksanaan fungsi pengawasan terhadap pengurusan Perusahaan.
d. Pelaksanaan penugasan tertentu.
e. Komitmen dalam memajukan kepentingan Perusahaan.
f. Kepatuhan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan.

Kebijakan Evaluasi Direksi

Sebagai bagian dari penerapan tata kelola perusahaan yang baik, Perusahaan menetapkan kebijakan evaluasi Direksi sebagai berikut:

1. Kinerja Direksi dan masing-masing Anggota Direksi dievaluasi oleh Dewan Komisaris dan hasilnya disampaikan kepada Pemegang Saham dalam Rapat Umum Pemegang Saham (RUPS).

2. Secara umum, kinerja Direksi dinilai berdasarkan pelaksanaan tugas dan tanggung jawab sebagaimana diatur dalam peraturan perundang-undangan yang berlaku, Anggaran Dasar Perusahaan, Arahan Pemegang Saham yang dituangkan dalam Kontrak Manajemen.
3. Hasil evaluasi atas kinerja Direksi secara kolegial maupun kinerja masing-masing Anggota Direksi secara individual menjadi bagian yang tidak terpisahkan dari skema kompensasi dan pemberian insentif.
4. KPI Direksi ditetapkan untuk memastikan pencapaian sasaran strategis Perusahaan, meningkatkan efektivitas pengendalian kinerja, memastikan aktivitas operasional berjalan dalam koridor risiko yang telah ditetapkan, mengoptimalkan kapitalisasi potensi Perusahaan, mengakselerasi pertumbuhan kinerja, serta menilai kinerja Direksi secara objektif dan adil.

Kriteria Evaluasi Kinerja Direksi

Dalam rangka penilaian kinerja Direksi dilakukan secara objektif, terukur, dan selaras dengan tujuan strategis Perusahaan, kriteria evaluasi yang digunakan meliputi:

a. Achievement of the Board of Commissioners' collective KPIs.
b. Attendance rate at internal, joint meetings, and GMS.
c. Execution of the supervisory function over the management of the Company.
d. Fulfillment of specific assignments.
e. Commitment to advancing the interests of the Company.
f. Compliance with applicable laws and regulations and Company policies.

Board of Directors Evaluation Policy

As part of the implementation of good corporate governance, the Company established the following policy for the evaluation of the Board of Directors:

1. The performance of the Board of Directors and each member is evaluated by the Board of Commissioners, with the results submitted to the Shareholders at the General Meeting of Shareholders (GMS).
2. In general, the performance of the Board of Directors is assessed based on the execution of duties and responsibilities as stipulated in applicable laws and regulations, the Company's Articles of Association, and Shareholder directives as outlined in the Management Contract.
3. The results of the evaluation of the Board of Directors' collective performance, as well as the individual performance of each member, form an integral part of the compensation and incentive scheme.
4. The KPIs of the Board of Directors are established to ensure the achievement of the Company's strategic objectives, enhance the effectiveness of performance control, ensure that operational activities are conducted within the defined risk parameters, optimize the capitalization of the Company's potential, accelerate performance growth, and assess the performance of the Board of Directors in an objective and fair manner.

Performance Evaluation Criteria of the Board of Directors

To ensure that the performance evaluation of the Board of Directors is conducted objectively, measurably, and aligned with the Company's strategic objectives, the evaluation criteria include:

1. Penyusunan KPI Direksi, baik secara kolegial maupun individual, yang dilakukan bersamaan dengan penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP)
2. Pencapaian KPI Direksi secara kolegial yang dilaporkan dalam laporan berkala dan laporan tahunan
3. Perhitungan pencapaian KPI Direksi, baik secara kolegial maupun individual, yang ditinjau oleh Kantor Akuntan Publik (KAP) yang mengaudit laporan keuangan Perusahaan
4. Tingkat kehadiran dalam Rapat Direksi maupun rapat bersama Dewan Komisaris
5. Kontribusi dalam aktivitas dan kinerja bisnis Perusahaan
6. Keterlibatan dalam penugasan-penugasan khusus,
7. Komitmen dalam memajukan kepentingan Perusahaan
8. Kepatuhan terhadap peraturan perundang-undangan serta kebijakan Perusahaan yang berlaku

1. Preparation of the Board of Directors' KPIs, both collectively and individually, conducted in conjunction with the preparation of the Company Work Plan and Budget (RKAP)
2. Achievement of the Board of Directors' collective KPIs as reported in periodic reports and the annual report
3. Calculation of KPI achievement of the Board of Directors, both collectively and individually, reviewed by the Public Accounting Firm that audits the Company's financial statements
4. Attendance rate at Board of Directors meetings and joint meetings with the Board of Commissioners
5. Contribution to the Company's business activities and performance
6 Involvement in specific assignments
7. Commitment to advancing the interests of the Company
8. Compliance with applicable laws and regulations as well as Company policies

Pengembangan Kompetensi Organ Perusahaan [GRI 2-17] [OJK E.2]

Competency Development of Corporate Bodies

PTPI berkomitmen untuk terus meningkatkan pengetahuan kolektif, keterampilan, dan pengalaman Dewan Komisaris dan Direksi melalui berbagai program pengembangan, termasuk pelatihan, seminar, dan lokakarya yang mencakup isu pembangunan berkelanjutan serta keuangan berkelanjutan. Upaya ini dilakukan untuk memastikan organ Perusahaan memiliki kapabilitas yang memadai dalam merespons dinamika bisnis, risiko, dan peluang keberlanjutan, serta mengarahkan strategi Perusahaan secara bertanggung jawab dan berkelanjutan.

PTPI is committed to continuously enhancing the collective knowledge, skills, and experience of the Board of Commissioners and the Board of Directors through various development programs, including training, seminars, and workshops covering sustainable development and sustainable finance topics. This effort aims to ensure that the Corporate bodies possess the necessary capabilities to respond to evolving business dynamics, risks, and sustainability opportunities, and to guide the company's strategy in a responsible and sustainable manner.

Pelatihan Dewan Komisaris Tahun 2025

Board of Commissioners Training in 2025

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Sudaryono	Komisaris Utama President Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Irfan Ahmad Fauzi	Komisaris Independen Independent Commissioner	Pelatihan Training	*Master Class Program Series* XXIV: Mitigasi Risiko Dalam Transformasi Digital Master Class Program Series XXIV: Risk Mitigation in Digital Transformation	3–4 Juli 2025 July 3–4, 2025	PT LSP Manajemen Risiko (LSPMR)
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan dan Sertifikasi Training and Certification	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia
Rachlan S. Nashidik	Komisaris Independen Independent Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan Training	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia
Chrisna Deva Priyapratama	Komisaris Independen Independent Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan Training	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia
Iwan Sumule	Komisaris Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Nurul Ichwan	Komisaris Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan dan Sertifikasi Training and Certification	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia
Yovie Widianto	Komisaris Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan dan Sertifikasi Training and Certification	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia
Suwandi	Komisaris Commissioner	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Pelatihan dan Sertifikasi Training and Certification	*Certified Governance Oversight Professional* (CGOP)	13 Desember 2025 December 13, 2025	CRMS Indonesia

Pelatihan Direksi Tahun 2025

Board of Directors Training in 2025

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Rahmad Pribadi	Direktur Utama President Director	*Conference*	*Baker Hughes Annual Meeting 2025*	2–4 Februari 2025 February 2–4, 2025	Baker Hughes
		Conference	*IFA Cultivating Tomorrow Conference 2025 – Innovation Meets Sustainability*	1–3 April 2025 April 1–3, 2025	International Fertilizer Association (IFA)
		Conference	*Argus Fertilizer Asia Conference 2025*	22–24 April 2025 April 22–24, 2025	Argus Media
		Conference	*IFA Annual Conference 2025*	12–14 Mei 2025 May 12–14, 2025	International Fertilizer Association (IFA)
		Conference	*IFA Crossroads 2025*	7–9 Oktober 2025 October 7–9, 2025	International Fertilizer Association (IFA)
		Conference	*Ammonia Energy Annual Conference 2025*	20 Oktober 2025 October 20, 2025	Ammonia Energy Association
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
Dwi Satriyo Annurogo	Direktur Operasi Director of Operations	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Wono Budi Tjahyono	Direktur Keuangan Director of Finance	*Sharing session*	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
Tina T. Kemala Intan	Direktur Sumber Daya Manusia dan Umum Director of Human Capital and General Affairs	Pelatihan Training	Pelatihan Manajemen Keuangan dan Digital Marketing bersama Srikandi PI Financial Management and Digital Marketing Training with Srikandi PI	6 Agustus 2025 August 6, 2025	PT Pupuk Indonesia (Persero
		Sharing session	*Sharing & Insight Strategies di Pre Class* di CBDO Program	13 Agustus 2025 August 13, 2025	Danantara
		Sharing session	*Learn & Share: Neuroticism & Toxic Behaviour*	13 Agustus 2025 August 13, 2025	PT Pupuk Indonesia (Persero)
		Conference	*D'Connection Leaders Roundtable – WEPs Corporate Action Lab Indonesia*	10 September 2025 September 10, 2025	Danantara
		Conference	*Mental Health & Wellness Exhibition and Conference*	27 Agustus 2025 August 27, 2025	Mind Care
		Conference	*Women Leaders Summit*	30 Oktober 2025 October 30, 2025	Srikandi BUMN Indonesia
		Sharing session	*FHCI Connect Expert Series 2: Unlocking Employee Potential With Personalized AI-Driven Development*	3 Desember 2025 December 3, 2025	FHCI

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
		Conference	*FHCI Connect Expert Series 4: Humanizing Digital Transformation – Building Ethical, Agile, and Future-Ready Talent Ecosystems*	16 Desember 2025 December 16, 2025	FHCI
Robby Setiabudi Madjid	Direktur Supply Chain Director of Supply Chain	*Conference*	*IFA Crossroads 2025*	7–9 Oktober 2025 October 7–9, 2025	International Fertilizer Association (IFA)
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
Jamsaton Nababan	Direktur Teknik dan Pengembangan Bisnis Director of Engineering and Business Development	Pelatihan Training	*Strategic Risk Management & Value Creation*	12–13 September 2025 September 12–13, 2025	INSEAD
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)

Nama Name	Jabatan Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tanggal Date	Penyelenggara Organizer
Ninis Kesuma Adriani	Direktur Manajemen Risiko Director of Risk Management	Pelatihan Training	*Indonesia Economic Outlook 2025*	18 Januari 2025 January 18, 2025	ISCEA Indonesia
		Pelatihan Training	*Chief Risk Officer (CRO) School* Tahun 2025	2 Mei – 16 Juli 2025 May 2 – July 16, 2025	Kementerian BUMN Ministry of SOEs
		Pelatihan Training	*Strategic Risk Management & Value Creation*	12–13 September 2025 September 12–13, 2025	INSEAD
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)
Tri Wahyudi Saleh	Direktur Manajemen Aset Director of Asset Management	*Conference*	*Argus Fertilizer Asia Conference 2025*	22–24 April 2025 April 22–24, 2025	Argus Media
		Pelatihan Training	*Risk Beyond 2025*	4–5 Desember 2025 December 4–5, 2025	CRMS Indonesia
		Sharing session	Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia Unite Action to Eradicate Corruption: Strengthening Integrity and Governance at Pupuk Indonesia	10 Desember 2025 December 10, 2025	PT Pupuk Indonesia (Persero)

Emerging Risk [OJK E.3]

Emerging Risks

PTPI secara berkelanjutan melakukan identifikasi dan pemantauan terhadap *emerging risk* yang berpotensi memengaruhi keberlangsungan usaha serta kinerja Perusahaan di masa mendatang. Proses identifikasi dilakukan dengan mempertimbangkan berbagai megatren global, dinamika industri pupuk, perkembangan regulasi, serta isu lingkungan, sosial, dan tata kelola (ESG).

PTPI continuously identifies and monitors emerging risks that may affect the Company's business continuity and future performance. The identification process considers global megatrends, dynamics of the fertilizer industry, regulatory developments, as well as environmental, social, and governance (ESG) issues.

Emerging risk yang teridentifikasi selanjutnya dianalisis untuk menilai potensi dampak dan tingkat keterjadiannya terhadap operasional dan strategi bisnis Perusahaan. Risiko yang dinilai memiliki potensi material akan dimasukkan ke dalam *risk register* dan dikelola melalui penerapan sistem manajemen risiko terintegrasi yang mencakup penguatan tata kelola, pengendalian internal, serta implementasi langkah mitigasi yang relevan. Melalui pendekatan ini, PTPI berupaya meningkatkan ketahanan organisasi (*organizational resilience*) serta memastikan keberlanjutan operasional dan pertumbuhan bisnis dalam jangka panjang.

Identified emerging risks are subsequently analyzed to assess their potential impact and likelihood on the Company's operations and business strategy. Risks assessed as having material potential are incorporated into the risk register and managed through the implementation of an integrated risk management system, including strengthened governance, internal controls, and relevant mitigation measures. Through this approach, PTPI aims to enhance organizational resilience and ensure sustainable operations and long-term business growth.

Emerging Risk	Pemicu Driver	Taksonomi Risiko Risk Taxonomy	Deskripsi Description	Dampak Impact	Langkah Mitigasi Mitigation Measures
Bencana Alam Skala Besar dan *Megathrust* Large-Scale Natural Disasters and Megathrust	Bisnis Berkelanjutan Sustainable Business	Sosial & Lingkungan Social & Environmental	Terjadinya bencana alam seperti gempa bumi, tsunami, banjir bandang, maupun kebakaran hutan yang dapat mengganggu fasilitas produksi, distribusi, dan infrastruktur operasional Perusahaan. The occurrence of natural disasters such as earthquakes, tsunamis, flash floods, and forest fires that may disrupt the Company's production facilities, distribution, and operational infrastructure.	Gangguan operasional produksi dan distribusi pupuk, kerusakan aset strategis, gangguan rantai pasok, serta potensi risiko keselamatan pekerja. Disruptions to production and distribution operations, damage to strategic assets, supply chain disruptions, and potential risks to worker safety.	Berkoordinasi dengan instansi pemerintah terkait seperti Badan Meteorologi, Klimatologi, dan Geofisika (BMKG), Badan Nasional Penanggulangan Bencana (BNPB), dan pemerintah daerah dalam pemantauan potensi bencana serta penguatan kesiapsiagaan. PTPI juga mengintegrasikan analisis risiko bencana dalam manajemen risiko perusahaan serta *Business Continuity Management* (BCM). Coordinating with relevant government agencies such as the Meteorology, Climatology, and Geophysics Agency (BMKG), the National Disaster Management Agency (BNPB), and local governments in monitoring potential disasters and strengthening preparedness. PTPI also integrates disaster risk analysis into corporate risk management and Business Continuity Management (BCM).

Emerging Risk	Pemicu Driver Driver	Taksonomi Risiko Risk Taxonomy	Deskripsi Description	Dampak Impact	Langkah Mitigasi Mitigation Measures
Geopolitik Global dan Perang Dagang Global Geopolitics and Trade Wars	Persaingan Strategis Strategic Competition	Strategis Strategic	Terjadinya perang dagang pada negara tujuan ekspor pupuk. The occurrence of trade wars in fertilizer export destination countries.	Ketidakpastian pasar ekspor, gangguan rantai pasok global, serta volatilitas harga komoditas. Uncertainty in export markets, disruptions in global supply chains, and commodity price volatility.	Melakukan pemantauan perkembangan geopolitik global serta penguatan strategi manajemen risiko dalam pengelolaan rantai pasok dan pasar ekspor. Monitoring global geopolitical developments and strengthening risk management strategies in supply chain management and export markets.
Geopolitik Global dan Perang Dagang Global Geopolitics and Trade Wars	Persaingan Strategis Strategic Competition	Strategis Strategic	Risiko terjadinya perang besar di Kawasan Asia Pasifik. Risk of major wars occurring in the Asia-Pacific region.	Ketidakpastian pasar ekspor, gangguan rantai pasok global, serta volatilitas harga komoditas. Uncertainty in export markets, disruptions in global supply chains, and commodity price volatility.	Melakukan pemantauan perkembangan geopolitik global serta penguatan strategi manajemen risiko dalam pengelolaan rantai pasok dan pasar ekspor. Monitoring global geopolitical developments and strengthening risk management strategies in supply chain management and export markets.
Krisis Ekonomi Global atau Resesi Global Economic Crisis or Recession	Persaingan Strategis Strategic Competition	Strategis Strategic	Terjadinya siklus berulang atas keterjadian depresi ekonomi global. Recurring economic cycles or the occurrence of a global economic downturn.	Penurunan permintaan pupuk, tekanan terhadap harga komoditas, serta peningkatan ketidakpastian bisnis. Decline in fertilizer demand, pressure on commodity prices, and increased business uncertainty.	Melakukan pemantauan kondisi ekonomi global serta penguatan ketahanan keuangan dan strategi bisnis untuk menjaga keberlanjutan operasional perusahaan. Monitoring global economic conditions and strengthening financial resilience and business strategies to maintain the Company's operational sustainability.
Krisis Pangan Global Global Food Crisis	Ketahanan Pangan Food Security	Strategis Strategic	Potensi terjadinya krisis pangan global. Potential occurrence of a global food crisis.	Pertumbuhan populasi global dan ketidakseimbangan produksi pangan dapat memicu krisis pangan global yang mempengaruhi stabilitas sektor pertanian. Global population growth and imbalances in food production may trigger a food crisis, affecting the stability of the agricultural sector.	Melakukan pemantauan tren ketahanan pangan global serta memperkuat peran PTPI dalam mendukung ketahanan pangan nasional melalui penyediaan pupuk yang andal dan berkelanjutan. Monitoring global food security trends and strengthening PTPI's role in supporting national food security through the provision of reliable and sustainable fertilizers.

Emerging Risk	Pemicu Driver	Taksonomi Risiko Risk Taxonomy	Deskripsi Description	Dampak Impact	Langkah Mitigasi Mitigation Measures
Munculnya Negara Kompetitor Baru akibat Penemuan Sumber Gas Emergence of New Competitor Countries due to Gas Resource Discoveries	Persaingan Strategis Strategic Competition	Strategis Strategic	Penemuan sumber gas alam baru di negara lain berpotensi memicu munculnya produsen pupuk baru yang meningkatkan persaingan di pasar global. The discovery of new natural gas resources in other countries may trigger the emergence of new fertilizer producers, increasing competition in the global market.	Penurunan daya saing produk pupuk di pasar ekspor serta peningkatan kompetisi harga. Decline in the competitiveness of fertilizer products in export markets and increased price competition.	Melakukan pemantauan perkembangan industri pupuk global serta memperkuat strategi efisiensi biaya dan pengembangan pasar. Monitoring developments in the global fertilizer industry and strengthening cost efficiency strategies as well as market development.
Pandemi Global di Masa Depan Future Global Pandemic	Persaingan Strategis Strategic Competition	Operasional Operational	Potensi terjadinya pandemi baru (mutasi virus tak terduga) yang dapat mengganggu aktivitas produksi, distribusi, dan rantai pasok industri pupuk. Potential occurrence of new pandemics (unpredictable virus mutations) that may disrupt production, distribution, and supply chain activities in the fertilizer industry.	Gangguan operasional, keterbatasan tenaga kerja, serta disrupsi rantai pasok global. Operational disruptions, workforce limitations, and global supply chain disruptions.	Mengintegrasikan skenario pandemi dalam perencanaan *Business Continuity Plan* (BCP) serta memperkuat sistem manajemen risiko operasional. Integrating pandemic scenarios into Business Continuity Planning (BCP) and strengthening operational risk management systems.
Perubahan Iklim dan Pergeseran Pola Musim Tanam Climate Change and Shifts in Planting Seasons	Bisnis Berkelanjutan Sustainable Business	Sosial & Lingkungan Social & Environmental	Perubahan iklim ekstrem yang mempengaruhi musim tanam secara permanen. Extreme climate changes that continuously affect planting seasons.	Fluktuasi permintaan pupuk, ketidakpastian volume produksi pertanian, serta potensi gangguan distribusi pupuk nasional. Fluctuations in fertilizer demand, uncertainty in agricultural production volumes, and potential disruptions in national fertilizer distribution.	Melakukan pemantauan tren perubahan iklim dan koordinasi dengan instansi terkait serta mengintegrasikan analisis perubahan iklim dalam proses perencanaan bisnis dan pengelolaan risiko perusahaan. Monitoring climate change trends, coordinating with relevant institutions, and integrating climate analysis into business planning and risk management processes.

Business Continuity Management System

Business Continuity Management System

Sebagai perusahaan yang berperan dalam mendukung ketahanan pangan nasional, PTPI menyadari bahwa keberlangsungan operasional perusahaan dihadapkan pada berbagai tantangan yang semakin kompleks dan dinamis, mulai dari dampak perubahan iklim berupa cuaca ekstrem dan bencana banjir, gangguan rantai pasok global, hingga ketidakpastian geopolitik yang berpotensi memengaruhi kelangsungan bisnis Perusahaan.

As a company that plays a strategic role in supporting national food security, PTPI recognizes that the sustainability of its operations is exposed to increasingly complex and dynamic challenges, ranging from the impacts of climate change, including extreme weather and flooding, to global supply chain disruptions and geopolitical uncertainties that may affect business continuity.

Dalam menghadapi tantangan tersebut, Perusahaan secara konsisten memperkuat ketahanan bisnis melalui implementasi *Business Continuity Management System* (BCMS) sejak tahun 2022, yang mencakup penyusunan *Business Impact Analysis, Threat & Risk Assessment, Business Continuity Strategy,* serta pedoman BCMS. Sejalan dengan meningkatnya potensi risiko dan arahan PT Danantara Asset Management (Persero) terkait kesiapsiagaan operasional dan bisnis, Perusahaan juga secara berkala melakukan peninjauan dan penyempurnaan atas *Business Continuity Plan* (BCP), *Business Continuity Strategy* (BCS), dan *Disaster Recovery Plan* (DRP) guna memastikan strategi mitigasi dan respons tetap relevan, adaptif, dan efektif terhadap dinamika lingkungan bisnis yang terus berkembang.

In response to these challenges, the Company has consistently strengthened its business resilience through the implementation of a Business Continuity Management System (BCMS) since 2022, which includes the development of a Business Impact Analysis, Threat & Risk Assessment, Business Continuity Strategy, and BCMS guidelines. In line with the increasing risk landscape and directives from PT Danantara Asset Management (Persero) regarding operational and business preparedness, the Company also periodically reviews and enhances its Business Continuity Plan (BCP), Business Continuity Strategy (BCS), and Disaster Recovery Plan (DRP) to ensure that mitigation and response strategies remain relevant, adaptive, and effective amid the evolving business environment.

Kebijakan Antikorupsi

Anti-Corruption Policy

PTPI memiliki komitmen yang kuat terhadap prinsip antikorupsi sebagai bagian integral dari penerapan tata kelola perusahaan yang baik. Komitmen tersebut diwujudkan melalui penguatan budaya integritas, penyelenggaraan pelatihan berkala bagi karyawan, serta penyediaan saluran pelaporan pelanggaran (*whistleblowing system*). [GRI 3-3]

PTPI demonstrates a strong commitment to anti-corruption principles as an integral part of implementing good corporate governance. This commitment is reflected through the strengthening of an integrity-driven culture, the provision of regular employee training, and the establishment of a whistleblowing system. [GRI 3-3]

Upaya pencegahan korupsi juga dilakukan melalui implementasi nilai-nilai AKHLAK, penguatan pengendalian internal, penerapan manajemen risiko terintegrasi, serta kepatuhan terhadap pedoman dan prosedur dalam setiap proses bisnis. Selain itu, PTPI menerapkan *Fraud Control System*, Program Pengendalian Gratifikasi (PPG), dan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016.

Corruption prevention efforts are also carried out through the implementation of AKHLAK values, strengthening internal controls, the application of integrated risk management, and adherence to guidelines and procedures across all business processes. In addition, PTPI implements a Fraud Control System, a Gratification Control Program (PPG), and an Anti-Bribery Management System (ABMS) in accordance with ISO 37001:2016.

Melalui transparansi operasional dan sistem pengendalian yang ketat, PTPI memastikan seluruh aktivitas usaha dijalankan sesuai dengan ketentuan hukum dan standar etika yang berlaku. Berikut merupakan implementasi kebijakan dan program antikorupsi yang dijalankan Perusahaan:

Through operational transparency and robust control systems, PTPI ensures that all business activities are conducted in accordance with applicable legal requirements and ethical standards. The following outlines the Company's implementation of anti-corruption policies and programs:

Program Programs	Uraian Description
Pakta Integritas Integrity Pact	Setiap tahun, seluruh karyawan dan Organ Perusahaan diwajibkan untuk menandatangani komitmen kepatuhan terhadap Pedoman Etika dan Perilaku (*Code of Conduct*), peraturan internal, serta seluruh ketentuan perundang-undangan yang berlaku, termasuk menghindari adanya benturan kepentingan, serta tidak memberikan toleransi terhadap praktik korupsi, kolusi, dan nepotisme. Penandatanganan Pakta Integritas tahunan dilakukan melalui sistem aplikasi berbasis *online*, yang terintegrasi dengan aplikasi PI Smart. Pada tahun 2025, 100% atau sebanyak 18.442 karyawan PTPI telah menandatangani Pakta Integritas Tahunan. Each year, all employees and Corporate Organs are required to sign a commitment to comply with the Code of Conduct, internal regulations, and all applicable laws and regulations, including the avoidance of conflicts of interest and maintaining zero tolerance for corruption, collusion, and nepotism. The annual Integrity Pact signing is conducted through an online application system integrated with PI Smart's application platform. In 2025, 100% or 18,442 PTPI employees, signed the Annual Integrity Pact.
Pengendalian Gratifikasi Gratification Control	PTPI telah membentuk sistem dan mekanisme antigratifikasi yang terdiri dari: 1. Pedoman dan Prosedur Pengendalian Gratifikasi 2. Unit Pengendalian Gratifikasi (UPG) yang dilaksanakan oleh Fungsi Kepatuhan 3. Internalisasi secara berkala dalam bentuk sosialisasi antigratifikasi, imbauan larangan penerimaan atau permintaan gratifikasi menjelang Hari Raya yang disampaikan melalui media massa, media komunikasi perusahaan, dan media visual di lingkungan Perusahaan. PTPI has established an anti-gratification system and mechanism comprising: 1. Guidelines and Procedures for Gratification Control 2. The Gratification Control Unit (UPG) is managed by the Compliance Function. 3. Regular internalization initiatives are conducted through anti-gratification awareness programs, reminders prohibiting the acceptance or solicitation of gratuities ahead of religious holidays, and communications distributed through mass media, corporate communication channels, and visual media within the Company.
Pelaporan Kekayaan Pejabat Officials' Wealth Reporting	PTPI telah membentuk sistem dan mekanisme LHKPN yang terdiri dari: 1. Pedoman dan Pelaporan Harta Kekayaan Pejabat 2. Kompartemen Pengelola Laporan Harta Kekayaan Pejabat 3. Internalisasi pelaporan LHKPN dengan bekerja sama dengan KPK RI, pelaksanaan klinikal pengisian LHKPN, penyampaian pemberitahuan pengisian LHKPN dan sosialisasi melalui media perusahaan Pada periode pelaporan, sebanyak 2.512 wajib lapor di PTPI telah menyampaikan LHKPN kepada KPK sehingga tingkat kepatuhan PTPI mencapai 100%.

Program Programs	Uraian Description
	PTPI has an LHKPN system and mechanism comprising: 1. Guidelines and Procedures for the Reporting of Officials' Asset Declarations 2. An Asset Declaration Management Compartment 3. An internalization process for LHKPN reporting, conducted in collaboration with KPK RI, including LHKPN filing clinics, notification of reporting obligations, and dissemination through the Company's communication channels During the reporting period, a total of 2,512 reporting individuals across the PTPI submitted their LHKPN to the KPK, resulting in a 100% compliance rate for the PTPI.
Program *Anti-Fraud* Anti-Fraud Program	Komitmen PTPI dalam mengendalikan *fraud* diwujudkan melalui Fraud Control System (FCS) yang digunakan sebagai instrumen implementasi budaya *anti-fraud* secara menyeluruh di perusahaan. Beberapa program FCS, di antaranya: 1. Pengembangan FCS. PTPI bekerja sama dengan BPKP Pusat dan Perwakilan dalam pengembangan FCS yang telah dimulai sejak tahun 2017. 2. Implementasi dan sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) sesuai SNI ISO 37001:2016. Sepuluh entitas Perusahaan, yaitu PTPI dan seluruh Anak Perusahaan telah mendapatkan sertifikasi Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016. 3. Implementasi dan sertifikasi ISO 37301:2021 Sistem Manajemen Kepatuhan. 4. *Workshop Anti-Fraud* "Satukan Aksi Basmi Korupsi: Penguatan Integritas dan Tata Kelola di Pupuk Indonesia". 5. Forum Penguatan Tata Kelola dan Kepatuhan "Good Governance & Compliance sebagai Pilar Pencegahan Fraud & Korupsi". PTPI's commitment to fraud prevention is reflected through the implementation of the Fraud Control System (FCS), which serves as an instrument for fostering a comprehensive anti-fraud culture across the Company. Several FCS programs include: 1. FCS Development. PTPI collaborates with the Central and Regional Representatives of BPKP in the development of the FCS, which has been implemented since 2017. 2. Implementation and Certification of the Anti-Bribery Management System (ABMS) PTPI has implemented and obtained certification for the Anti-Bribery Management System in accordance with SNI ISO 37001:2016. Ten Company entities, comprising PTPI and all subsidiaries, have obtained SNI ISO 37001:2016 Anti-Bribery Management System certification. 3. Implementation and Certification of ISO 37301:2021 Compliance Management System 4. Anti-Fraud Workshop "United Against Corruption: Strengthening Integrity and Governance at Pupuk Indonesia." 5. Governance and Compliance Strengthening Forum "Good Governance & Compliance as Pillars for Fraud and Corruption Prevention."

PTPI telah melakukan identifikasi risiko *fraud* termasuk risiko korupsi terhadap seluruh (100%) proses bisnis Perusahaan khususnya pada fungsi-fungsi yang memiliki tingkat kerentanan tinggi terhadap risiko korupsi. Proses-proses tersebut di antaranya proses pengelolaan umum dan aset, akuntansi, pengelolaan sumber daya manusia, pemasaran komersial, pengadaan barang dan jasa, serta penyaluran PSO. [GRI 205-1]

PTPI has identified fraud risks, including corruption risks, across all (100%) Company business processes, particularly in functions with a high level of vulnerability to corruption risks. These processes include general and asset management, accounting, human resource management, commercial marketing, procurement of goods and services, and PSO distribution. [GRI 205-1]

Dalam rangka memperkuat budaya antikorupsi, PTPI secara konsisten melaksanakan komunikasi dan pelatihan antikorupsi kepada seluruh insan PTPI, termasuk Dewan Komisaris dan Direksi. [GRI 205-2]

To strengthen the anti-corruption culture, PTPI consistently conducts anti-corruption communication and training for all PTPI's employees, including the Board of Commissioners and the Board of Directors. [GRI 205-2]

Pada tahun 2025, tingkat partisipasi Dewan Komisaris, Direksi, serta seluruh karyawan di semua jenjang jabatan (*Grade* I–VII) dalam komunikasi dan pelatihan antikorupsi mencapai
In 2025, participation in anti-corruption communication and training across the Board of Commissioners, the Board of Directors, and all employees at all levels (Grades I–VII) reached

100%

Pada tahun 2025, tingkat partisipasi seluruh karyawan di seluruh wilayah operasional PTPI dalam komunikasi dan pelatihan antikorupsi mencapai
In 2025, participation in anti-corruption communication and training across all employees in all PTPI operational areas reached

100%

Pada periode pelaporan, tidak terdapat insiden korupsi yang terbukti di lingkungan Perusahaan. Dengan demikian, tidak terdapat karyawan yang diberhentikan maupun dikenakan sanksi sebagai akibat dari pelanggaran terkait korupsi. Selain itu, tidak terdapat kontrak dengan mitra bisnis yang diakhiri atau tidak diperpanjang karena pelanggaran yang berkaitan dengan korupsi. Selain itu, tidak terdapat kasus hukum terkait korupsi yang diajukan oleh publik terhadap Perusahaan maupun karyawannya. [GRI 205-3]

During the reporting period, there were no confirmed incidents of corruption within the Company. Accordingly, no employees were dismissed or sanctioned as a result of corruption-related violations. In addition, no contracts with business partners were terminated or not renewed due to corruption-related breaches. There were also no legal cases related to corruption filed by the public against the Company or its employees. [GRI 205-3]

Sistem Pelaporan Pelanggaran [GRI 2-26] [OJK F.24]

Whistleblowing System

Perusahaan mengimplementasikan Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) yang dapat diakses oleh pemangku kepentingan internal maupun eksternal, termasuk opsi pelaporan anonim. Implementasi WBS ditujukan, antara lain untuk:

1. Menyediakan sarana pelaporan yang aman, mudah diakses, dan terpercaya, baik bagi *stakeholder* internal maupun eksternal;
2. Mendorong deteksi dini atas potensi pelanggaran, baik yang berdampak finansial maupun non-finansial, guna melindungi aset, reputasi, dan keberlangsungan usaha Perusahaan;
3. Meningkatkan efektivitas pengawasan internal melalui partisipasi aktif seluruh pemangku kepentingan dalam melaporkan dugaan pelanggaran;
4. Menjamin kerahasiaan dan perlindungan pelapor (*whistleblower*) dari segala bentuk intimidasi, diskriminasi, maupun tindakan balasan;

The Company has implemented a Whistleblowing System (WBS) that is accessible to both internal and external stakeholders, including an option for anonymous reporting. The implementation of the WBS is intended, among other things, to:

1. To provide a secure, easily accessible, and reliable reporting mechanism for both internal and external stakeholders;
2. To promote the early detection of potential violations, whether with financial or non-financial implications, in order to protect the Company's assets, reputation, and business continuity;
3. Enhancing the effectiveness of internal oversight through the active participation of all stakeholders in reporting suspected violations;
4. Ensuring the confidentiality and protection of whistleblowers from all forms of intimidation, discrimination, or retaliation;

5. Memastikan proses penanganan laporan yang objektif, transparan, dan akuntabel, sesuai dengan ketentuan dan peraturan yang berlaku;
6. Mendukung penerapan prinsip *Good Corporate Governance* (GCG), khususnya transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran;
7. Meningkatkan kepercayaan pemangku kepentingan terhadap sistem pengendalian internal dan tata kelola Perusahaan;
8. Menciptakan lingkungan kerja yang terbuka, transparan, dan beretika, serta mendorong budaya berani melaporkan (*speak-up culture*) di lingkungan Perusahaan.

5. Ensuring an objective, transparent, and accountable process for handling reports, in accordance with applicable laws and regulations;
6. Support the implementation of Good Corporate Governance (GCG) principles, particularly transparency, accountability, responsibility, independence, and fairness;
7. Enhance stakeholder confidence in the Company's internal control system and governance;
8. Creating an open, transparent, and ethical work environment, and fostering a culture of speaking up within the Company.

Perusahaan menyediakan berbagai saluran bagi pelapor untuk menyampaikan dugaan pelanggaran, antara lain melalui website, *e-mail*, telepon, dan *desk* pengaduan, yang dapat dimanfaatkan oleh pelapor, yakni:

The Company provides various channels for whistleblowers to report alleged violations, including through the website, email, telephone, and a dedicated complaint desk, which whistleblowers may use, namely:

Website	: http://wbs.pupuk-indonesia.com
E-mail	: wbs@pupuk-indonesia.com
Phone/SMS/WA	: (+62) 811 1069 1069

Complaint Desk
Tim WBS PIHC – Kantor Pusat PT Pupuk Indonesia (Persero) Gedung Pusri Lantai 1,
Jalan Taman Anggrek
Kemanggisan Jaya, Jakarta 11480

Perusahaan memberikan batasan yang jelas untuk setiap pelaporan yang dapat diproses lebih lanjut oleh Sistem Manajemen. Pelaporan Pelanggaran (WBMS). Batasan dan kategori aduan yang ditindaklanjuti oleh WBMS adalah tindakan yang dapat merugikan Perusahaan, baik secara finansial maupun non-finansial, meliputi:

1. Pelanggaran terhadap Kode Etik/Perilaku dan Peraturan Perusahaan
2. Penipuan
3. Korupsi
4. Penyuapan
5. Pemerasan
6. Gratifikasi yang tidak sah (ilegal)
7. Kecurangan
8. Pelanggaran hukum
9. Pencurian
10. Penggelapan
11. Kelalaian yang berdampak besar
12. Diskriminasi
13. Intimidasi

The Company sets clear parameters for each report that can be further processed by the Whistleblowing Management System (WBMS). The parameters and categories of complaints addressed by the WBMS are actions that may cause harm to the Company, whether financial or non-financial, including:

1. Violations of the Code of Ethics/Conduct and Company Regulations
2. Fraud
3. Corruption
4. Bribery
5. Extortion
6. Illegal gratuities
7. Cheating
8. Legal violations
9. Theft
10. Embezzlement
11. Gross negligence
12. Discrimination
13. Intimidation

14. Kekerasan
15. Pelecehan
16. Penggunaan dan atau sumber daya publik yang tidak sah
17. Penyalahgunaan wewenang
18. Benturan kepentingan
19. Mismanajemen

WBS Perusahaan hanya akan menindaklanjuti pengaduan atas perbuatan/tindakan sebagaimana tersebut pada nomor 1 sampai 19. Pelaporan Pelanggaran terkait dengan Keselamatan, Kesehatan Kerja, dan Lingkungan Hidup (K3LH), Sumber Daya Manusia, dan fasilitas Perusahaan dapat disampaikan kepada pihak terkait dengan menggunakan mekanisme pelaporan yang berlaku di Perusahaan. Pelaporan Pelanggaran terkait dengan *Respectful Workplace Policy* (RWP) ditindaklanjuti oleh Perusahaan melalui mekanisme yang diatur secara khusus pada Pedoman implementasi *Respectful Workplace Policy* (RWP) di PTPI.

Dalam rangka memastikan pengelolaan pengaduan yang efektif dan akuntabel, PTPI telah menetapkan:

1. Pedoman dan Prosedur terkait dengan pengelolaan Sistem Pelaporan Pelanggaran (WBS), Tim Penanganan Aduan (TPA) serta Tim Investigasi yang dibentuk sesuai kebutuhan penanganan pengaduan.
2. Internalisasi dan sosialisasi WBS kepada Insan Perusahaan dan pemangku kepentingan.
3. Memberikan pilihan mekanisme pelaporan yang bersifat anonim dan dapat diakses oleh seluruh pemangku kepentingan, dan
4. Integrasi WBS Tindak Pidana Korupsi (TPK) dengan KPK RI berdasarkan Perjanjian Kerja Sama yang ditandatangani pada tahun 2021 dan dimutakhirkan pada tahun 2023.
5. Penguatan pemberian perlindungan pelapor dan pihak terkait dalam penanganan aduan pelanggaran, melalui pelaksanaan Perjanjian Kerja Sama dengan Lembaga Perlindungan Saksi dan Korban (LPSK) pada tahun 2023.

Proses pengelolaan dan tindak lanjut pengaduan dilaksanakan sesuai dengan Pedoman dan Prosesur terkait dengan pengelolaan Sistem Pelaporan Pelanggaran yang berlaku. Hingga akhir periode 31 Desember 2025, jumlah pengaduan dugaan pelanggaran yang diterima melalui WBS di PTPI tercatat sebanyak 608 pengaduan.

14. Violence
15. Harassment
16. Unauthorized use of public resources
17. Abuse of authority
18. Conflict of interest
19. Mismanagement

The Company's WBS will only follow up on complaints regarding acts or actions as listed in items 1 through 19. Reports of violations related to Safety, Health, and the Environment (SHE), Human Resources, and Company facilities may be submitted to the relevant parties using the reporting mechanisms in place at the Company. Reports of violations related to the Respectful Workplace Policy (RWP) are addressed by the Company through mechanisms specifically outlined in the Implementation Guidelines for the Respectful Workplace Policy (RWP) at PTPI.

To ensure effective and accountable complaint management, PTPI has established:

1. Guidelines and procedures related to the management of the Whistleblowing System (WBS), the Complaint Handling Team (TPA) and the Investigation Team formed as needed to handle complaints.
2. Internalization and dissemination of the WBS to Company employees and stakeholders.
3. Providing reporting mechanisms that are anonymous and accessible to all stakeholders, and
4. Integration of the WBS for Corruption Crimes (TPK) with the Indonesian Corruption Eradication Commission (KPK) based on a Cooperation Agreement signed in 2021 and updated in 2023.
5. Strengthening the protection of whistleblowers and related parties in the handling of violation complaints, through the implementation of a Cooperation Agreement with the Witness and Victim Protection Agency (LPSK) in 2023.

The complaint management and follow-up process is carried out in accordance with the applicable guidelines and procedures for managing the Whistleblowing System. As of December 31, 2025, the number of complaints regarding alleged violations received through the WBS at PTPI totaled 608.

Konflik Kepentingan [GRI 2-15]

Conflict of Interest

PTPI telah menetapkan kerangka kebijakan yang komprehensif guna mencegah terjadinya benturan kepentingan, yang mencakup mekanisme tata kelola, pedoman dan prosedur resmi, serta prinsip transparansi antara pengambil keputusan dan fungsi pengawasan. Kerangka ini berlaku di seluruh jenjang organisasi, termasuk pada badan tata kelola tertinggi, dengan pengaturan yang mewajibkan setiap anggota Dewan Komisaris dan Direksi untuk mengungkapkan potensi benturan kepentingan serta tidak terlibat dalam proses pembahasan maupun pengambilan keputusan apabila terdapat kepentingan pribadi, baik secara langsung maupun tidak langsung.

PTPI has a comprehensive policy framework to prevent conflicts of interest, encompassing governance mechanisms, formal guidelines and procedures, as well as principles of transparency between decision-making and supervisory functions. This framework applies across all organizational levels, including the highest governance bodies, requiring each member of the Board of Commissioners and the Board of Directors to disclose any potential conflicts of interest and to refrain from participating in discussions or decision-making processes where personal interests, whether direct or indirect is involved.

Melalui pendekatan yang sistematis tersebut, PTPI memastikan setiap keputusan strategis diambil semata-mata untuk kepentingan perusahaan, bebas dari pengaruh kepentingan pribadi maupun eksternal. Mekanisme ini didukung oleh kewajiban penandatanganan Pakta Integritas, penyampaian pernyataan independensi, serta pengawasan oleh fungsi pengendalian internal sehingga potensi konflik kepentingan dapat dihindari dan diminimalkan secara efektif serta tercipta lingkungan kerja yang adil, berintegritas, dan akuntabel.

Through this systematic approach, PTPI ensures that all strategic decisions are made solely in the interest of the Company, free from personal or external influence. This mechanism is supported by the mandatory signing of Integrity Pacts, submission of independence statements, and oversight by internal control functions, enabling potential conflicts of interest to be effectively prevented and minimized, while fostering a fair, integrity-driven, and accountable work environment.

Penerapan pencegahan dan pengelolaan benturan kepentingan tersebut didukung oleh sejumlah pedoman, antara lain:

- Pedoman Tata Kelola Perusahaan
- Pedoman Etika dan Perilaku
- Pedoman Kerja Dewan Komisaris dan Direksi
- Pedoman Tata Kelola Kelompok Usaha
- Pedoman, prosedur, dan instruksi kerja lainnya

The implementation of conflict of interest prevention and management is supported by several guidelines, including:

- Code of Corporate Governance
- Code of Conduct
- Board Manual
- Code of Group Governance
- Other relevant guidelines, procedures, and work instructions

Selain itu, PTPI memiliki Pedoman Pengelolaan Tata Kelola & Kepatuhan yang telah disahkan pada tanggal 3 Oktober 2025 sebagai pedoman omnibus. Pedoman ini antara lain mengatur pengelolaan benturan kepentingan dan menjadi acuan bagi Perusahaan serta Anak Perusahaan dalam melaksanakan upaya pencegahan, pengendalian, penanganan, dan penegakan atas potensi maupun kejadian benturan kepentingan. Dalam pedoman tersebut, benturan kepentingan dikategorikan sebagai salah satu bentuk korupsi yang perlu dikelola secara sistematis dan berkelanjutan.

In addition, PTPI has established the Governance & Compliance Management Guidelines, which were officially approved on October 3, 2025, as an omnibus guideline. These guidelines regulate, among other matters, the management of conflicts of interest and serve as a reference for the Company and its Subsidiaries in implementing measures to prevent, control, address, and enforce actions related to potential or actual conflicts of interest. The guidelines also classify conflicts of interest as a form of corruption that must be managed systematically and sustainably.

Laporan dugaan benturan kepentingan dapat disampaikan secara langsung atau melalui saluran WBS untuk ditindaklanjuti dan diteruskan kepada pihak terkait, seperti pimpinan unit kerja. Satuan Pengawasan Intern (SPI), dan Direksi sesuai kewenangannya. [GRI 2-15]

Pada periode pelaporan, tidak terdapat laporan pengaduan terkait benturan kepentingan yang berkaitan dengan Pemegang Saham, Dewan Komisaris, Direksi ataupun karyawan terkait dengan kewenangan dan pelaksanaan tugasnya. [GRI 2-15]

As part of its ESG commitments, the Company manages its assets to ensure the responsible use of resources. Physical assets, office buildings, warehouses, distribution support facilities, and non-core assets are managed with consideration for efficiency, safety, compliance, and sustainability. [GRI 2-15]

The Company also continues to strengthen asset mapping, monitoring, and evaluation to support optimal operations, reduce potential inefficiencies, and align with the principles of good corporate governance. [GRI 2-15]

Proses Mengelola Dampak [GRI 2-25] [OJK F.16]

Process for Managing Impacts

PTPI menyadari bahwa setiap kegiatan usaha memiliki dampak, baik positif maupun negatif, dan berkomitmen untuk mengelola serta memitigasi dampak negatif tersebut secara bertanggung jawab. Sebagai bagian dari pendekatan untuk mengidentifikasi dan menangani keluhan, PTPI menyediakan mekanisme pengaduan yang dapat diakses oleh pelanggan, masyarakat, serta pihak internal dan eksternal. Mekanisme ini mencakup penyampaian masukan terkait produk dan layanan, serta sistem pelaporan pelanggaran (*whistleblowing system*) untuk melaporkan dugaan pelanggaran. Seluruh laporan yang diterima ditindaklanjuti melalui proses verifikasi, investigasi, dan penyelesaian sesuai dengan ketentuan yang berlaku. Selain mekanisme pengaduan, PTPI juga menjalankan proses lain untuk mendukung pemulihan dampak negatif, termasuk tindak lanjut atas hasil investigasi, pemberian solusi atau perbaikan kepada pihak terdampak, serta peningkatan kebijakan dan prosedur internal guna mencegah terulangnya kejadian serupa.

PTPI melibatkan pemangku kepentingan sebagai pengguna mekanisme pengaduan dalam proses perancangan, peninjauan, dan peningkatan mekanisme tersebut melalui forum konsultasi rutin dan survei kepuasan. Masukan dari pemangku kepentingan digunakan sebagai dasar dalam penyempurnaan prosedur dan pengembangan platform pelaporan agar tetap relevan dan responsif terhadap kebutuhan pengguna. Untuk memastikan efektivitasnya, PTPI secara berkala memantau dan mengevaluasi kinerja mekanisme pengaduan dan proses pemulihan melalui

PTPI recognizes that its business activities generate both positive and negative impacts and is committed to managing and mitigating negative impacts in a responsible manner. As part of its approach to identifying and addressing grievances, PTPI provides grievance mechanisms accessible to customers, communities, as well as internal and external parties. These mechanisms include channels for submitting feedback on products and services, as well as a whistleblowing system for reporting alleged violations. All reports received are followed up through verification, investigation, and resolution processes in accordance with applicable provisions. In addition to grievance mechanisms, PTPI implements other processes to support the remediation of negative impacts, including follow-up actions based on investigation results, the provision of remedies or corrective actions to affected parties, and the enhancement of internal policies and procedures to prevent recurrence.

PTPI involves stakeholders, as users of the grievance mechanisms, in the design, review, and enhancement of these mechanisms through regular consultation forums and satisfaction surveys. Stakeholder input is used as the basis for refining procedures and developing reporting platforms to ensure they remain relevant and responsive to user needs. To ensure effectiveness, PTPI periodically monitors and evaluates the performance of its grievance mechanisms and remediation processes using indicators such as response time, resolution rate, and stakeholder feedback. The results

indikator seperti waktu respons, tingkat penyelesaian aduan, dan umpan balik pemangku kepentingan. Hasil evaluasi ini digunakan untuk perbaikan berkelanjutan dan diungkapkan secara transparan dalam Laporan Keberlanjutan.

of these evaluations are used to support continuous improvement and are disclosed transparently in the Sustainability Report.

Masukan, usulan, dan pengaduan dapat disampaikan melalui:

Feedback, suggestions, and complaints can be submitted through:

Surel | Email:
info@pupuk-indonesia.com

Situs Web | Website:
www.pupuk-indonesia.com

@pupuk_indonesia
PT Pupuk Indonesia
@pt.pupukindonesia
PT Pupuk Indonesia Official
Pupuk.Indonesia

Komunikasi Masalah Penting [GRI 2-16]

Communication of Critical Concerns

PTPI telah menetapkan prosedur khusus untuk mengkomunikasikan informasi kritis atau masalah penting guna memastikan penanganan yang cepat dan efektif terhadap situasi mendesak. Masalah penting mencakup isu yang berkaitan dengan potensi dan dampak negatif aktual Perusahaan terhadap pemangku kepentingan, yang diidentifikasi melalui mekanisme pengaduan serta proses lainnya, termasuk kondisi darurat nasional (misalnya pandemi) atau peristiwa lain yang berpotensi mempengaruhi operasional secara material.

PTPI has specific procedures to communicate critical information or material issues to ensure timely and effective handling of urgent situations. Critical concerns include issues related to the Company's potential and actual negative impacts on stakeholders, as identified through grievance mechanisms and other processes, including national emergencies (such as pandemics) or other events that may materially affect operations.

Mekanisme penyampaian isu kritis dilakukan melalui rapat Direksi dan selanjutnya dikomunikasikan kepada Dewan Komisaris dalam rapat gabungan Dewan Komisaris dan Direksi. Selama periode pelaporan, tidak terdapat masalah penting yang memerlukan intervensi atau input langsung dari Direksi.

The mechanism for communicating critical issues is carried out through Board of Directors meetings and subsequently communicated to the Board of Commissioners in joint meetings of the Board of Commissioners and the Board of Directors. During the reporting period, there were no critical concerns requiring direct intervention or input from the Board of Directors.

Praktik Usaha yang Adil dan Patuh Hukum

Fair and Lawful Business Practices

PTPI senantiasa mematuhi seluruh peraturan perundang-undangan yang berlaku serta tidak terlibat dalam praktik monopoli, *anti-trust*, maupun bentuk persaingan usaha tidak sehat lainnya. Pada periode pelaporan, tidak terdapat tuntutan hukum terkait praktik monopoli maupun pelanggaran peraturan perundang-undangan yang signifikan. Kepatuhan ini mencerminkan komitmen Perusahaan dalam menjaga integritas, mitigasi risiko hukum, serta menciptakan lingkungan usaha yang transparan dan berlandaskan etika. [GRI 3-3] [GRI 2-27] [GRI 206-1]

PTPI juga secara aktif mengikuti dan mendukung kebijakan pemerintah yang berkaitan dengan aspek lingkungan dan sosial, termasuk pengurangan emisi gas rumah kaca, pengelolaan limbah, dan pengembangan energi terbarukan. PTPI memastikan kepatuhan terhadap regulasi yang berlaku serta mengintegrasikan prinsip keberlanjutan ke dalam strategi operasional untuk mengantisipasi perubahan kebijakan dan mendorong dampak positif bagi masyarakat dan lingkungan. [RT-CH-530a.1]

PTPI consistently complies with all applicable laws and regulations and does not engage in monopolistic practices, anti-trust activities, or other forms of unfair competition. During the reporting period, there were no legal cases related to monopoly practices or significant violations of laws and regulations. This compliance reflects the Company's commitment to maintaining integrity, mitigating legal risks, and fostering a transparent and ethical business environment. [GRI 3-3] [GRI 2-27] [GRI 206-1]

PTPI also actively follows and supports government policies related to environmental and social aspects, including greenhouse gas emission reduction, waste management, and the development of renewable energy. PTPI ensures compliance with applicable regulations and integrates sustainability principles into its operational strategy to anticipate regulatory changes and promote positive impacts on communities and the environment. [RT-CH-530a.1]

Kontribusi Politik

Political Contributions

PTPI menerapkan kebijakan yang secara konsisten menjaga netralitas Perusahaan dari keterlibatan dalam aktivitas politik, guna memastikan fokus operasional tetap pada pencapaian tujuan perusahaan dan agenda keberlanjutan tanpa dipengaruhi dinamika politik eksternal. Kebijakan ini diatur dalam Pedoman Tata Kelola Perusahaan (*Code of Corporate Governance*) dan Pedoman Etika dan Perilaku (*Code of Conduct*), yang menegaskan prinsip netralitas terhadap kegiatan politik, termasuk pengaturan terkait kontribusi politik sebagaimana dirinci berikut ini: [GRI 3-3] [GRI 415-1]

1. Perusahaan memberikan kebebasan kepada setiap individu yang bekerja di Perusahaan untuk berpartisipasi dalam proses politik dan mendukung partai atau kandidat pilihannya tanpa pengaruh apapun. Individu yang mengikuti kegiatan politik secara aktif, antara lain ikut serta dalam

PTPI applies a policy that consistently maintains the Company's neutrality from involvement in political activities, ensuring that its operational focus remains on achieving corporate objectives and sustainability priorities without being influenced by external political dynamics. This policy is set out in the PTPI Code of Corporate Governance and the Code of Conduct, which emphasize the principle of political neutrality, including provisions on political contributions as outlined below: [GRI 3-3] [GRI 415-1]

1. The Company allows individuals working within the Company the freedom to participate in political processes and support political parties or candidates of their choice without any influence. Individuals who actively engage in political activities, including party membership or campaigning, must refer to

keanggotaan partai politik atau berkampanye untuk tujuan pemilihan, harus mengacu dan mematuhi ketentuan internal dan peraturan perundang-undangan.
2. Perusahaan tidak berpihak kepada partai politik manapun atau tidak memberi sumbangsih dan/atau donasi baik dalam bentuk uang tunai atau lainnya kepada partai politik maupun organisasi atau perwakilan yang terafiliasi di lokasi manapun Perusahaan beroperasi.
3. Perusahaan dalam batas kepatutan, hanya dapat memberikan donasi untuk amal atau tujuan sosial sesuai dengan peraturan perundang-undangan.

Dalam Pedoman Etika dan Perilaku, ketentuan mengenai Aktivitas Politik mengatur ketentuan sebagai berikut: [GRI 415-1]

1. Tidak memberikan kontribusi yang berasal dari dana Perusahaan, barang-barang dan fasilitas milik Perusahaan, yang ditujukan untuk mendukung partai politik atau kandidat manapun, kecuali sebatas yang dibenarkan menurut hukum dan peraturan perundang-undangan yang berlaku.
2. Tidak menggunakan anggaran dan fasilitas yang dimiliki Perusahaan, antara lain berupa kendaraan dinas/operasional, gedung, ruang aula, lapangan, dan fasilitas lainnya untuk kepentingan pribadi/kelompok/golongan termasuk untuk keperluan pelaksanaan kampanye Pemilu dan/atau Pilkada.
3. Fasilitas sebagaimana dimaksud pada angka (2) di atas, dapat digunakan untuk kegiatan yang terkait dengan Pemilu dan/atau Pilkada, sepanjang dilakukan dengan mekanisme bisnis, misalnya dengan cara sewa menyewa, dengan nilai transaksi yang wajar dan berlaku umum sesuai dengan Ketentuan Perusahaan.
4. Menghindari, menghentikan dan/atau mengganti kegiatan-kegiatan yang berpotensi disalahgunakan oleh pribadi/kelompok/golongan tertentu untuk kegiatan politik praktis dalam rangka Pemilu dan/atau Pilkada.
5. Melaporkan indikasi adanya Insan Perusahaan yang melakukan pelanggaran peraturan perundang-undangan di bidang Pemilu dan/atau Pilkada kepada Lembaga pelaksana dan/atau pengawas pemilihan.
6. Melarang pencalonan calon Kepala Daerah/Wakil Kepala Daerah, keterlibatan dalam partai politik, dan larangan penggunaan Sumber Daya tersebut di atas untuk juga diterapkan kepada Insan Perusahaan dan Anak Perusahaan / Afiliasi terkonsolidasi.

and comply with internal policies and applicable laws and regulations.

2. The Company does not align with any political party and does not provide contributions and/or donations, whether in cash or in kind, to political parties or affiliated organizations or representatives in any of its operating locations.
3. Within reasonable limits, the Company may provide donations solely for charitable or social purposes in accordance with applicable laws and regulations.

Under the Code of Conduct, provisions on Political Activities are regulated as follows: [GRI 415-1]

1. Not to provide contributions sourced from Company funds, assets, or facilities to support any political party or candidate, except as permitted under applicable laws and regulations.
2. Not to use Company budgets and facilities, including official/operational vehicles, buildings, halls, fields, and other facilities, for personal or group interests, including election and/or regional election campaign activities.
3. The facilities referred to in point (2) above may be used for activities related to elections and/or regional elections, provided they are conducted through a business mechanism, such as leasing arrangements, at reasonable and generally applicable rates in accordance with Company provisions.
4. To avoid, discontinue, and/or replace activities that may be misused by individuals or groups for practical political activities in the context of elections and/or regional elections.
5. To report any indication of Company employees violating laws and regulations related to elections and/or regional elections to the relevant implementing and/or supervisory authorities.
6. To prohibit candidacy for Regional Head/Vice Regional Head, involvement in political parties, and the use of the above-mentioned resources, applicable to Company employees and Subsidiaries/Affiliated entities.

7. Patuh terhadap setiap peraturan perundang-undangan yang mengatur keterlibatan Perusahaan dalam urusan publik, meliputi Aktivitas Politik dan sosial.
8. Insan Perusahaan yang menjadi Calon Gubernur, Calon Wakil Gubernur, Calon Bupati, Calon Wakil Bupati, Calon Walikota dan Calon Wakil Walikota, serta yang memutuskan untuk menjadi pengurus partai politik, harus mengundurkan diri dan/atau diberhentikan dari jabatannya sebagai Insan Perusahaan sejak ditetapkan oleh Komisi Pemilihan Umum Provinsi atau Komisi Pemilihan Umum Kabupaten/Kota, dengan mendapatkan hak-hak sesuai dengan ketentuan yang berlaku pada masing-masing Perusahaan/Anak Perusahaan.
9. Tidak ikut serta/terlibat dalam kegiatan politik, kampanye Pemilu dan/atau Pilkada, baik secara langsung maupun tidak langsung yaitu melalui sosial media.
10. Tidak menggunakan Media Sosial milik pribadi atau Perusahaan untuk mengunggah atau menyebarluaskan konten yang terkait dengan kegiatan politik praktis khususnya dalam rangka Pemilu atau Pilkada.
11. Menghindari, menghentikan dan/atau mengganti kegiatan-kegiatan yang berpotensi disalahgunakan oleh pribadi/kelompok/golongan tertentu untuk kegiatan politik praktis dalam rangka Pemilu dan/atau Pilkada.

Pada periode pelaporan, Perusahaan tidak memberikan kontribusi politik baik secara langsung maupun tidak langsung, dalam bentuk keuangan maupun natura. [GRI 415-1]

7. To comply with all laws and regulations governing the Company's involvement in public affairs, including political and social activities.
8. Company employees who become candidates for governor, vice governor, regent, vice regent, mayor, or vice mayor, or who decide to take positions in political parties, must resign and/or be dismissed from their positions as Company employees upon official nomination by the Provincial or Regency/City Election Commission, with entitlements granted in accordance with applicable provisions of the Company/subsidiaries.
9. Not to participate or be involved in political activities or election campaigns, either directly or indirectly, including through social media.
10. Not to use personal or Company social media to post or disseminate content related to practical political activities, particularly in the context of elections or regional elections.
11. To avoid, discontinue, and/or replace activities that may be misused by individuals or groups for practical political activities in the context of elections and/or regional elections.

During the reporting period, the Company did not make any political contributions, either directly or indirectly, in the form of financial or in-kind contributions. [GRI 415-1]





Pencapaian Kinerja Ekonomi Berkelanjutan

Achieving Sustainable Economic Performance



Kinerja ekonomi memiliki peran penting dalam mendukung keberlanjutan usaha Perusahaan. Melalui pengelolaan sumber daya yang efektif dan penguatan stabilitas keuangan, Perusahaan berupaya memastikan penciptaan nilai jangka panjang sekaligus memenuhi tanggung jawabnya kepada para pemangku kepentingan. Kinerja ekonomi juga mencerminkan kemampuan Perusahaan dalam menjaga kesinambungan operasional di tengah dinamika industri serta tantangan eksternal yang terus berkembang. [GRI 3-3]

Economic performance plays an important role in supporting the Company's business sustainability. Through effective resource management and strengthened financial stability, the Company seeks to ensure long-term value creation while fulfilling its responsibilities to stakeholders. Economic performance also reflects the Company's ability to maintain operational continuity amid industry dynamics and increasing external challenges. [GRI 3-3]



Tinjauan atas Ekonomi Nasional

Overview of the National Economy

Pada tahun 2025, perekonomian nasional menunjukkan penguatan yang ditopang oleh stabilitas sektor-sektor strategis, terutama pertanian sebagai pilar ketahanan pangan nasional. Dalam konteks ini, industri pupuk memiliki peran penting karena berkontribusi langsung terhadap peningkatan produktivitas pertanian dan keberlanjutan usaha tani. Permintaan pupuk, khususnya pupuk bersubsidi, tetap terjaga seiring komitmen pemerintah dalam memastikan ketersediaan input pertanian yang terjangkau dan tepat sasaran bagi petani di berbagai wilayah Indonesia. Komitmen tersebut diperkuat melalui penerbitan Peraturan Presiden Republik Indonesia Nomor 6 Tahun 2025 tentang Tata Kelola Pupuk Bersubsidi, yang menjadi landasan utama reformasi sistem distribusi pupuk bersubsidi secara nasional.

In 2025, the national economy showed upward momentum, supported by the stability of key sectors, particularly agriculture as a pillar of national food security. In this context, the fertilizer industry plays an important role, as it directly contributes to improving agricultural productivity and the sustainability of farming activities. Demand for fertilizers, especially subsidized fertilizers, remained stable in line with the Government's commitment to ensuring the availability of affordable and targeted agricultural inputs for farmers across Indonesia. This commitment was reinforced through the issuance of Presidential Regulation No. 6 of 2025 on the Governance of Subsidized Fertilizers, which serves as the main foundation for reforming the national subsidized fertilizer distribution system.

Sepanjang tahun 2025, pemerintah melakukan penyesuaian kebijakan di sektor pupuk melalui penerapan mekanisme baru penyaluran pupuk bersubsidi sebagaimana diatur lebih lanjut dalam Peraturan Menteri Pertanian Nomor 15 Tahun 2025 tentang Pelaksanaan Peraturan Presiden Nomor 6 Tahun 2025 tentang Tata Kelola Pupuk Bersubsidi. Regulasi ini mengatur secara teknis proses perencanaan, penetapan alokasi, pengadaan, hingga pengawasan distribusi pupuk bersubsidi.

Throughout 2025, the Government introduced policy adjustments in the fertilizer sector through the implementation of a new mechanism for subsidized fertilizer distribution, as further regulated in the Regulation of the Minister of Agriculture No. 15 of 2025 on the Implementation of Presidential Regulation No. 6 of 2025 on the Governance of Subsidized Fertilizers. This regulation provides detailed technical provisions covering planning, allocation determination, procurement, and the supervision of subsidized fertilizer distribution.

Mekanisme baru tersebut diarahkan untuk menyederhanakan proses distribusi, meningkatkan akurasi sasaran penerima, serta memperkuat transparansi dan pengawasan. Pemanfaatan sistem perencanaan berbasis data elektronik menjadi fondasi utama dalam mendorong penyaluran pupuk bersubsidi yang lebih efisien, akuntabel, dan responsif terhadap kebutuhan petani. Selain itu, pemerintah juga menetapkan kebijakan terkait alokasi dan Harga Eceran Tertinggi (HET) pupuk bersubsidi melalui Keputusan Menteri Pertanian Nomor 1117/Kpts./SR.310/M/10/2025 tentang Jenis, Harga Eceran Tertinggi, dan Alokasi Pupuk Bersubsidi Tahun Anggaran 2025, yang menjadi acuan pelaksanaan teknis di lapangan.

The new mechanism is designed to simplify the distribution process, improve the accuracy of beneficiary targeting, and strengthen transparency and oversight. The use of an electronic data-based planning system is a key foundation in enabling more efficient, accountable, and responsive distribution of subsidized fertilizers. In addition, the Government has established policies on allocation and the Highest Retail Price (HET) of subsidized fertilizers through the Decree of the Minister of Agriculture No. 1117/Kpts./SR.310/M/10/2025 on Types, Highest Retail Prices, and Allocation of Subsidized Fertilizers for Fiscal Year 2025, which serves as a reference for technical implementation in the field.

Di sisi industri, pembaruan kebijakan subsidi dan penguatan regulasi perdagangan turut membentuk dinamika usaha pupuk nasional sepanjang tahun 2025. Penyesuaian skema subsidi yang diperbarui melalui Peraturan Presiden Nomor 113 Tahun 2025 tentang

From an industry perspective, updates to subsidy policies and strengthened trade regulations have shaped the dynamics of the national fertilizer industry throughout 2025. Adjustments to the subsidy scheme, as stipulated in Presidential Regulation No. 113 of 2025

Perubahan atas Peraturan Presiden Nomor 6 Tahun 2025 diarahkan untuk meningkatkan efisiensi biaya dan memperbaiki arus kas produsen, tanpa mengurangi komitmen pemerintah dalam menjaga keterjangkauan harga pupuk bagi petani. Penguatan regulasi terkait standar produk, perizinan, dan pengawasan perdagangan juga mendorong terciptanya praktik usaha yang lebih tertib, transparan, dan berkelanjutan di industri pupuk.

Dalam lanskap tersebut, PTPI memegang peran strategis sebagai produsen pupuk nasional yang mengemban mandat untuk menjaga ketersediaan dan kelancaran pasokan pupuk di seluruh wilayah Indonesia. Perusahaan berperan sebagai penghubung utama antara kebijakan pemerintah dan implementasi di lapangan, khususnya dalam mendukung pelaksanaan mekanisme baru penyaluran pupuk bersubsidi sebagaimana diatur dalam Peraturan Presiden dan peraturan turunannya. Melalui pengelolaan produksi, distribusi, dan tata kelola yang terintegrasi, Pupuk Indonesia berkontribusi langsung dalam memperkuat sektor pertanian nasional dan mendukung pencapaian swasembada pangan secara berkelanjutan.

on the Amendment to Presidential Regulation No. 6 of 2025, are aimed at improving cost efficiency and enhancing producers' cash flow, while maintaining the Government's commitment to ensuring fertilizer affordability for farmers. Strengthened regulations on product standards, licensing, and trade supervision have also encouraged more orderly, transparent, and sustainable business practices within the fertilizer industry.

Within this landscape, PTPI plays a strategic role as a national fertilizer producer entrusted with maintaining the availability and continuity of fertilizer supply across Indonesia. The Company acts as a key link between government policy and on-the-ground implementation, particularly in supporting the new subsidized fertilizer distribution mechanism as regulated under the Presidential Regulation and its implementing provisions. Through integrated management of production, distribution, and governance, Pupuk Indonesia contributes directly to strengthening the national agricultural sector and supporting the achievement of sustainable food self-sufficiency.

Inisiatif Strategis 2025

Strategic Initiatives 2025

Pada tahun 2025, PTPI memfokuskan penguatan peran sebagai *strategic enabler* ketahanan pangan nasional sekaligus meningkatkan profitabilitas berkelanjutan melalui optimalisasi portofolio pupuk dan non-pupuk, efisiensi biaya produksi, serta transformasi menuju industri kimia dan nutrisi tanaman yang berkelanjutan.

Beberapa inisiatif strategis yang dijalankan pada tahun 2025, antara lain meningkatkan efisiensi konsumsi bahan baku gas lewat program *Revamping Ammonia* Pabrik-2 PKT untuk menurunkan konsumsi gas sebesar 4 MMBTU/ton amonia dan menekan emisi CO_2, kemudian penggantian Pusri-III dan IV lewat pembangunan pabrik baru Pusri-IIIB yang dapat menekan konsumsi gas dari 34 MMBTU/ton urea menjadi 24 MMBTU/ton urea. Perusahaan juga meningkatkan kapasitas produksi NPK melalui pembangunan pabrik NPK Nitrat PKC maupun diversifikasi produk melalui pembangunan pabrik Soda Ash PKT sebagai hilirisasi produk amonia. Guna meningkatkan kapasitas produksi dalam rangka menunjang ketahanan pangan di Indonesia Timur, Perusahaan juga tengah mengembangkan proyek pabrik Amonia-Urea di Papua Barat.

In 2025, PTPI focused on strengthening its role as a strategic enabler of national food security while enhancing sustainable profitability through optimization of its fertilizer and non-fertilizer portfolio, production cost efficiency, and transformation toward a sustainable chemical and plant nutrition industry.

Key strategic initiatives implemented in 2025 included improving gas feedstock efficiency through the Revamping Ammonia Plant-2 PKT program, targeting a reduction in gas consumption by 4.0 MMBTU per ton of ammonia and lowering CO_2 emissions. The Company also replaced Pusri-III and IV through the development of the new Pusri-IIIB plant, reducing gas consumption from 34 MMBTU per ton of urea to 24 MMBTU per ton. In addition, the Company increased NPK production capacity through the development of the PKC Nitrate NPK plant and diversified its product portfolio through the construction of the PKT Soda Ash plant as part of ammonia downstreaming. To further strengthen production capacity in support of food security in Eastern Indonesia, the Company is also developing an Ammonia-Urea plant project in West Papua.

Kinerja PTPI 2025

PTPI Performance 2025

Perbandingan Target dan Kinerja Produksi serta Pendapatan dan Laba Rugi Tahun 2025 (Ton) [OJK F.2]

Comparison of Production Targets and Actuals, as well as Revenue and Profit or Loss Performance in 2025 (Ton)

Perbandingan Target dan Realisasi Produksi (Ton) [OJK B.2]
Comparison of Production Target and Actual (Ton)

Target | Target
19.223.285

Realisasi | Actual
19.239.635

Total Produksi Pupuk (Ton)
Total Fertilizer Production (Ton)

Target | Target
12.622.500

Realisasi | Actual
12.533.088

Total Produksi Non-Pupuk (Ton)
Total Non-Fertilizer Production (Ton)

Target | Target
6.538.185

Realisasi | Actual
6.628.034

Total Produksi Produk Samping (Ton)
Total By-Product Production (Ton)

Target | Target
62.600

Realisasi | Actual
78.513

Perbandingan Target dan Realisasi Pendapatan (Juta Rupiah)
Comparison of Revenue Target and Actual (Million Rupiah)

Target | Target
95.235.961

Realisasi | Actual
90.401.649

Perbandingan Target dan Realisasi Laba/Rugi (Juta Rupiah)
Comparison of Profit/Loss Target and Actual (Million Rupiah)

Target | Target
4.858.705

Realisasi | Actual
5.512.785

Selama tahun pelaporan, PTPI mendukung pemenuhan kebutuhan pupuk untuk pasar domestik maupun ekspor melalui kinerja produksi yang secara umum melampaui target yang telah ditetapkan. Secara keseluruhan, total volume produksi PTPI tercatat mencapai 100,09% dari target yang direncanakan. Produksi pupuk utama yang mencakup Urea, NPK, SP-36, ZA, dan ZK terealisasi sebesar 99,29% dibandingkan target. Secara khusus, produksi Urea mencapai 97,04% dari target akibat sebagian pabrik mengalami *shutdown* akibat kerusakan serta perbaikan peralatan. Sementara itu, produksi NPK menunjukkan kinerja yang sangat baik dengan realisasi sebesar 101,66% dari target yang ditetapkan.

During the reporting year, PTPI supported the fulfillment of fertilizer demand for both domestic and export markets by generally exceeding established production targets. Overall, PTPI's total production volume reached 100.09% of the planned target. Production of key fertilizers, including urea, NPK, SP-36, ZA, and ZK reached 99.29% of the target. Specifically, urea production achieved 97.04% of the target, due to shutdowns at several plants resulting from equipment damage and maintenance. Meanwhile, NPK production was strong, reaching 101.66% of the target.

Pada sektor non-pupuk, produksi amonia, asam sulfat, dan asam fosfat mencatatkan capaian sebesar 101,37% dibandingkan target. Selain itu, produk samping seperti CO_2 cair, *dry ice*, dan HCl membukukan realisasi produksi yang signifikan, mencapai 125,42% dari target RKAP. Capaian ini mencerminkan upaya optimalisasi kapasitas serta fleksibilitas operasional Perusahaan dalam merespons kebutuhan pasar. Dibandingkan dengan tahun sebelumnya, kinerja produksi pupuk PTPI mengalami peningkatan sebesar 2,35%. Sementara itu, kinerja produksi non-pupuk tercatat mengalami penurunan sebesar 1,47%. Penurunan ini dipengaruhi oleh penurunan produksi amonia sebesar 2,04% akibat sebagian pabrik mengalami *shutdown* akibat kerusakan serta perbaikan peralatan.

In the non-fertilizer segment, production of ammonia, sulfuric acid, and phosphoric acid reached 101.37% of the target. In addition, by-products such as liquid CO_2, dry ice, and HCl recorded strong production performance, reaching 125.42% of the RKAP target. This achievement reflects the Company's efforts to optimize capacity and maintain operational flexibility in responding to market demand. Compared to the previous year, PTPI's fertilizer production increased by 2.35%, while non-fertilizer production declined by 1.47%. The decrease was primarily driven by a 2.04% decline in ammonia production due to shutdowns at several plants for equipment repairs and maintenance.

Dari sisi keuangan, PTPI membukukan pendapatan sebesar Rp90,40 triliun pada tahun pelaporan, atau setara dengan 94,92% dari target yang ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Pendapatan tersebut mencerminkan peningkatan sebesar 10,76% dibandingkan tahun sebelumnya, yang mencatatkan pendapatan sebesar Rp81,62 triliun.

From a financial perspective, PTPI recorded revenue of Rp90.40 trillion in the reporting year, equivalent to 94.92% of the target set in the Company's Work Plan and Budget (RKAP). This represents an increase of 10.76% compared to the previous year, which recorded revenue of Rp81.62 trillion.

Sejalan dengan upaya penguatan kinerja keuangan, Perusahaan juga melakukan pemetaan dan klasifikasi aset properti *non-core* di lingkungan PTPI. Hingga Desember 2025, realisasi pendapatan aset mencapai Rp278,01 miliar atau 119% dari target tahun 2025, mencerminkan peningkatan produktivitas aset dan penguatan pendapatan *non-core*. Dari total 415 aset yang dikelola, sebanyak 352 aset telah terutilisasi dan 63 aset *idle*. Pemetaan ini menjadi dasar penentuan prioritas optimalisasi aset melalui peningkatan utilisasi, kerja sama pemanfaatan aset, serta evaluasi aset agar dapat dikelola secara lebih produktif, transparan, dan berorientasi jangka panjang.

In line with efforts to strengthen financial performance, the Company also conducted the mapping and classification of non-core property assets across PTPI. As of December 2025, asset revenue realization reached Rp278.01 billion, or 119% of the 2025 target, reflecting improved asset productivity and stronger non-core revenue streams. Of the 415 managed assets, 352 assets had been utilized, while 63 idle assets. This mapping serves as the basis for determining asset optimization priorities through increased utilization, asset partnership schemes, and asset evaluations to ensure assets are managed more productively, transparently, and with a long-term value-oriented approach.

Sepanjang tahun 2025, sejumlah peraturan dan regulasi pemerintah memberikan dukungan yang kuat bagi PTPI dalam menjalankan perannya sebagai produsen pupuk nasional. Dukungan kebijakan tersebut memperkuat kepastian usaha, meningkatkan efisiensi penyaluran pupuk bersubsidi, serta mendorong pengelolaan industri pupuk yang lebih terintegrasi dan berkelanjutan melalui penerapan dan penguatan sertifikasi ISO 14001, ISO 50001, ISO 9001, dan ISO 45001.

Inisiatif Perusahaan untuk terus bertumbuh dan memperluas jangkauan bisnis didukung oleh berbagai strategi yang difokuskan pada peningkatan efisiensi biaya produksi, antara lain:

- Revitalisasi pabrik-pabrik yang sudah ada untuk meningkatkan kinerja operasional dan produktivitas
- Penerapan efisiensi energi pada pabrik-pabrik yang sudah ada melalui program modifikasi dan *re-engineering* yang didasarkan pada hasil audit energi
- Optimalisasi pengadaan bahan baku pupuk dengan memanfaatkan sinergi di seluruh anak perusahaan,
- Penguatan kolaborasi strategis dengan pemilik tambang batuan fosfat guna menjamin ketersediaan bahan baku berkualitas dengan biaya yang kompetitif

Throughout 2025, a number of government policies and regulations provided strong support for PTPI in carrying out its role as a national fertilizer producer. These policy supports strengthen business certainty, improve the efficiency of subsidized fertilizer distribution, and promote a more integrated and sustainable fertilizer industry through the implementation and strengthening of ISO 14001, ISO 50001, ISO 9001, and ISO 45001 certifications.

The Company's initiatives to sustain growth and expand its business reach are supported by various strategies focused on improving production cost efficiency, including:

- Revitalization of existing plants to enhance operational performance and productivity
- Implementation of energy efficiency measures at existing plants through modification and re-engineering programs based on energy audit results
- Optimization of fertilizer raw material procurement by leveraging synergies across subsidiaries
- Strengthening strategic collaboration with phosphate rock mine owners to ensure the availability of quality raw materials at competitive costs

Target dan Realisasi Produk Berkelanjutan dan Ramah Lingkungan [OJK F.3]

Targets and Realization of Sustainable and Environmentally Friendly Products

Sebagai bagian dari komitmen terhadap pertanian berkelanjutan, PTPI menghadirkan portofolio produk yang berkelanjutan dan ramah lingkungan sebagai solusi pemupukan sekaligus menjaga kelestarian lingkungan. Melalui pengembangan berbagai produk, PTPI berupaya meningkatkan produktivitas pertanian sekaligus menjaga kelestarian lingkungan. Produk-produk inovatif yang dikembangkan PTPI meliputi:

1. **Pupuk organik**, yang dihasilkan dari penguraian bahan organik dan berfungsi meningkatkan kesuburan tanah secara alami tanpa penggunaan bahan kimia berbahaya.
2. **Pupuk hayati**, yaitu produk yang mengandung mikroorganisme hidup untuk membantu penyerapan hara serta meningkatkan ketahanan tanaman terhadap hama dan penyakit. Penggunaan pupuk hayati juga berkontribusi dalam mengurangi pemakaian pupuk kimia dan pestisida secara berlebihan.
3. **Biodekomposer**, berupa agen pengurai yang mempercepat proses dekomposisi bahan organik

As part of its commitment to sustainable agriculture, PTPI offers a portfolio of sustainable and environmentally friendly products as fertilization solutions to enhance agricultural productivity while environmental sustainability. Through the development of various flagship products, PTPI aims to improve agricultural productivity while maintaining environmental sustainability. The innovative products developed by PTPI include:

1. **Organic fertilizers**, produced from the decomposition of organic materials, which improve soil fertility naturally without the use of harmful chemicals.
2. **Biofertilizers**, containing living microorganisms that enhance nutrient absorption and improve plant resistance to pests and diseases. Their use also helps reduce excessive reliance on chemical fertilizers and pesticides.
3. **Biodecomposers**, acting as decomposition agents that accelerate the breakdown of organic matter,

sehingga meningkatkan ketersediaan nutrisi, mendorong pertumbuhan tanaman secara alami, serta memperkuat ketahanan tanaman terhadap hama dan penyakit.

4. **Produk ekonomi sirkular**, yang memanfaatkan limbah industri, seperti abu terbang (*fly ash)* dan gipsum, menjadi pupuk organik bernilai tambah guna meningkatkan produktivitas pertanian sekaligus mengurangi timbulan limbah.
5. ***Enhanced efficiency fertilizer,*** yaitu pupuk yang diformulasikan dengan penambahan mikroba atau senyawa tertentu untuk mengurangi kehilangan hara dan meningkatkan efisiensi pemupukan.
6. **Sistem pertanian presisi**, melalui pemanfaatan teknologi satelit dan *drone* untuk memberikan rekomendasi dosis pupuk yang tepat dan spesifik sesuai kebutuhan tanaman.
7. **Bionitrogen N-Fix**, yaitu pupuk hayati berbasis mikroorganisme penambat nitrogen yang berfungsi meningkatkan ketersediaan nitrogen di dalam tanah secara alami. Produk ini mendukung peningkatan kesuburan tanah dan efisiensi pemupukan nitrogen sehingga membantu pertumbuhan tanaman secara lebih optimal dan berkelanjutan.
8. **Urea Hydroxyapatite Nanohybrid**, yaitu pupuk berteknologi nano yang mengombinasikan urea dengan material hidroksiapatit untuk mengendalikan pelepasan nitrogen secara bertahap. Teknologi ini dirancang untuk meningkatkan efisiensi penyerapan nitrogen oleh tanaman serta mengurangi kehilangan hara akibat pencucian dan penguapan.
9. ***Soil Sensing Kit***, yaitu perangkat pemantauan kondisi tanah yang digunakan untuk mengukur parameter penting seperti kadar hara, pH, dan kelembapan tanah secara cepat dan akurat di lapangan. Data yang dihasilkan mendukung rekomendasi pemupukan yang lebih presisi sehingga meningkatkan efisiensi penggunaan pupuk dan produktivitas pertanian.

PTPI tidak memproduksi pupuk yang mengandung organisme yang dimodifikasi secara genetik (*genetically modified organisms*/GMO). Pada tahun 2025, PTPI terus berkontribusi dalam pengurangan emisi gas rumah kaca (GRK) melalui pengembangan dan pemasaran produk ramah lingkungan, khususnya Urea N Stabilizer. Produk tersebut memiliki potensi pengurangan emisi sebesar 40% dibandingkan emisi urea konvensional. Inisiatif ini menjadi bagian dari upaya Perusahaan dalam mendukung praktik pertanian rendah emisi serta pencapaian target jangka panjang dekarbonisasi sektor pertanian. [RT-CH-410c.1]

increase nutrient availability, promote natural plant growth, and strengthen plant resilience against pests and diseases.

4. **Circular economy products**, utilizing industrial by-products such as fly ash and gypsum to produce value-added organic fertilizers, thereby enhancing agricultural productivity while reducing waste generation.
5. **Enhanced efficiency fertilizers**, formulated with added microbes or specific compounds to reduce nutrient losses and improve fertilization efficiency.
6. **Precision agriculture systems**, leveraging satellite and drone technologies to provide accurate and crop-specific fertilizer dosage recommendations.
7. **Bionitrogen N-Fix**, a biofertilizer based on nitrogen-fixing microorganisms that increases natural nitrogen availability in the soil, supporting soil fertility and improving nitrogen use efficiency for more optimal and sustainable plant growth.
8. **Urea Hydroxyapatite Nanohybrid**, a nano-based fertilizer combining urea with hydroxyapatite material to control the gradual release of nitrogen, enhancing nitrogen uptake efficiency and reducing nutrient loss due to leaching and volatilization.
9. **Soil Sensing Kit,** a soil monitoring device used to measure key parameters such as nutrient levels, pH, and soil moisture quickly and accurately in the field, supporting more precise fertilization recommendations and improving fertilizer efficiency and agricultural productivity.

PTPI does not produce fertilizers containing genetically modified organisms (GMOs). In 2025, PTPI continued to contribute to greenhouse gas (GHG) emission reduction through the development and marketing of eco-friendly products, particularly Urea N Stabilizer. This product has the potential to reduce 40% compared to conventional urea emissions. This initiative forms part of the Company's efforts to support low-emission agricultural practices and achieve long-term decarbonization targets in the agricultural sector. [RT-CH-410c.1]

Perbandingan Target dan Realisasi Pada Produk Berkelanjutan [OJK F.3] [RT-CH-000.A] [RT-CH-410a.1]

Comparison of Targets and Realization of Sustainable Products

Kategori Category	Satuan Unit	Produk Product	Target 2025 2025 Target	Realisasi 2025 2025 Realization
Pupuk Organik Organic Fertilizer	ton	Petroganik	500.000	225.810
	liter	Phonska OCA	24.000	5.168
	ton	Excow	-	19
	ton	Phonska Alam	-	13
Pupuk Hayati Biofertilizer	ton	Ecofert	250	47
	ton	Petro Biofertil	48	4
	kL	Bioripah	10	12
	kL	Bion Up	-	2.534
	ton	Biotara	30	13
Biodekomposer Biodecomposer	kL	Gladiator Cair	3.000	528
	ton	Gladiator Padat	30	1,8
	ton	Biodex	20	12
Produk Ekonomi Sirkular Circular Economy Products	ton	Petrocas	50.000	42.027
	ton	Kapur Pertanian	125.000	146.833
	ton	Nitralite	3.600	621
Enhanced Efficiency Fertilizer	ton	Urea N Stabilizer	-	18.373
	ton	NPK Coating Mikroba	-	214

Nilai Ekonomi yang Dihasilkan dan Didistribusikan [GRI 201-1]

Economic Value Generated and Distributed

Nilai ekonomi yang dihasilkan dan didistribusikan mencerminkan kontribusi Perusahaan dalam menciptakan serta menyalurkan nilai tambah kepada berbagai pemangku kepentingan. Melalui aktivitas operasional dan kinerja keuangan yang berkelanjutan, PTPI tidak hanya menghasilkan pendapatan, tetapi juga mendistribusikan manfaat ekonomi kepada pemerintah, karyawan, penyedia modal, pemasok, dan masyarakat sebagai bagian dari komitmen terhadap pertumbuhan yang inklusif dan berkelanjutan. Informasi lebih rinci mengenai nilai ekonomi yang diterima, didistribusikan, dan ditahan dapat dilihat pada bagian Metrik Kinerja Keberlanjutan dalam laporan ini. [GRI 3-3]

Economic value generated and distributed reflects the Company's contribution in creating and distributing value to various stakeholders. Through its operational activities and sustainable financial performance, PTPI not only generates revenue but also distributes economic benefits to the government, employees, providers of capital, suppliers, and the community as part of its commitment to inclusive and sustainable growth. More detailed information on economic value generated, distributed, and retained is presented in the Sustainability Performance Metrics section of this report. [GRI 3-3]

Bantuan Finansial dari Pemerintah [GRI 201-4]

Financial Assistance from Government

Pada tahun pelaporan 2025, pemerintah mengalokasikan anggaran subsidi pupuk sebesar Rp44 triliun kepada PTPI guna mendukung keberlanjutan distribusi pupuk bersubsidi kepada petani. Dukungan tersebut memungkinkan PTPI menyediakan pupuk dengan harga yang lebih terjangkau sehingga memperluas akses petani terhadap pupuk berkualitas dalam rangka meningkatkan produktivitas pertanian nasional. [GRI 3-3]

In the 2025 reporting year, the Government allocated a fertilizer subsidy budget of Rp44 trillion to PTPI to support the continued distribution of subsidized fertilizers to farmers. This support enables PTPI to provide fertilizers at more affordable prices, thereby expanding farmers' access to quality fertilizers to enhance national agricultural productivity. [GRI 3-3]

Pada tahun 2025, PTPI melanjutkan implementasi Program Makmur sebagai bagian dari sinergi berkelanjutan dengan pemerintah dalam memperkuat ketahanan pangan nasional. Program ini dijalankan melalui pendekatan pertanian terintegrasi yang mencakup penyediaan sarana produksi pertanian berkualitas, pendampingan budi daya, serta fasilitasi akses pembiayaan dan pasar. Melalui keberlanjutan Program Makmur, petani memperoleh akses yang lebih luas terhadap produk dan layanan PTPI. Di samping itu, program tersebut juga dapat mendorong optimalisasi penggunaan pupuk produksi Perusahaan.

In 2025, PTPI continued the implementation of the Makmur Program as part of its ongoing synergy with the Government in strengthening national food security. The program is implemented through an integrated farming approach that includes the provision of quality agricultural inputs, cultivation assistance, and facilitation of access to financing and markets. Through the continuation of the Makmur Program, farmers gain broader access to PTPI's products and services, while also supporting the optimization of fertilizer utilization produced by the Company.

Selain dukungan berupa subsidi, PTPI juga memperoleh dukungan kebijakan melalui Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 134 Tahun 2021 tentang Harga Gas Bumi Tertentu (HGBT). Dalam aturan tersebut, terdapat pemberian insentif berupa penetapan harga gas bumi khusus bagi industri pupuk. Kebijakan ini mendukung efisiensi biaya produksi serta menjaga daya saing harga pupuk di tingkat petani.

In addition to subsidy support, PTPI also benefits from policy support through the Decree of the Minister of Energy and Mineral Resources No. 134 of 2021 on Specific Natural Gas Pricing (HGBT). Under this regulation, incentives are provided in the form of designated natural gas pricing for the fertilizer industry. This policy supports production cost efficiency and helps maintain fertilizer price competitiveness at the farmer level.



Perpajakan
Taxation

Pendekatan terhadap Pajak [GRI 207-1, 207-2]
Approach to Tax

Sebagai bagian dari penerapan tata kelola perusahaan yang baik, PTPI menempatkan kepatuhan perpajakan sebagai salah satu prioritas utama. Direktur Keuangan bertindak sebagai pejabat eksekutif tertinggi yang bertanggung jawab dalam mengarahkan, mengawasi, serta menyetujui strategi perpajakan Perusahaan. PTPI memastikan kepatuhan terhadap ketentuan perpajakan yang berlaku melalui pemantauan berkala dan kegiatan sosialisasi rutin yang melibatkan KPP LTO 3 dan Direktorat Jenderal Pajak, guna memberikan pemahaman yang komprehensif kepada seluruh unit kerja dan entitas anak. [GRI 3-3]

As part of the implementation of good corporate governance, PTPI places tax compliance as a key priority. The Director of Finance serves as the highest executive responsible for directing, overseeing, and approving the Company's tax strategy. PTPI ensures compliance with applicable tax regulations through periodic monitoring and regular dissemination activities involving the Large Taxpayer Office (KPP LTO 3) and the Directorate General of Taxes, to provide comprehensive understanding to all business units and subsidiaries. [GRI 3-3]

Selain menjaga kepatuhan, PTPI secara proaktif mengoptimalkan pemanfaatan insentif fiskal yang tersedia untuk mendukung pertumbuhan usaha yang berkelanjutan. Upaya tersebut dilakukan melalui pengajuan fasilitas *tax allowance* dan *tax holiday* untuk proyek investasi, pemanfaatan fasilitas bagi Wajib Pajak Berisiko Rendah dan Wajib Pajak Kriteria Tertentu seperti restitusi pendahuluan atas kelebihan pembayaran PPh dan PPN, serta berbagai insentif fiskal lainnya yang relevan dengan aksi korporasi di lingkungan PTPI. Tata Kelola, Pengendalian, dan Manajemen Risiko Pajak [GRI 207-2]

In addition to maintaining compliance, PTPI proactively optimizes the utilization of available fiscal incentives to support sustainable business growth. These efforts include applying for tax allowance and tax holiday facilities for investment projects, utilizing facilities for Low-Risk Taxpayers and Certain Criteria Taxpayers, such as preliminary refunds for overpayments of income tax (PPh) and value-added tax (VAT) as well as other fiscal incentives relevant to corporate actions within PTPI. Tax Governance, Control, and Risk Management [GRI 207-2]

PTPI telah menerapkan kerangka tata kelola dan pengendalian pajak yang komprehensif sebagai bagian dari komitmen terhadap praktik bisnis yang transparan dan bertanggung jawab. Direksi bertanggung jawab atas pengawasan dan kepatuhan terhadap strategi perpajakan Perusahaan. Pendekatan perpajakan diintegrasikan ke dalam seluruh proses bisnis melalui penanaman budaya kepatuhan pajak kepada seluruh karyawan, yang didukung oleh program pelatihan serta penyediaan informasi yang relevan agar setiap individu memahami peran dan tanggung jawabnya dalam menjaga kepatuhan perpajakan.

PTPI implements a comprehensive tax governance and control framework as part of its commitment to transparent and responsible business practices. The Board of Directors is responsible for overseeing and ensuring compliance with the Company's tax strategy. The tax approach is integrated into all business processes through the cultivation of a tax compliance culture among all employees, supported by training programs and the provision of relevant information to ensure that everyone understands their roles and responsibilities in maintaining tax compliance.

Risiko perpajakan diidentifikasi melalui berbagai analisis dan dimonitor secara berkala. Unit kerja pajak berperan aktif dalam mengelola risiko dengan mengidentifikasi dan mengantisipasi potensi risiko sejak tahap perencanaan dan pengembangan bisnis.

Tax risks are identified through various analyses and monitored periodically. The tax function plays an active role in managing risks by identifying and anticipating potential risks from the planning and business development stages. In addition, PTPI regularly

Selain itu, PTPI secara rutin melaksanakan audit internal maupun eksternal guna mengevaluasi efektivitas sistem pengendalian dan manajemen risiko perpajakan yang telah diterapkan.

conducts internal and external audits to evaluate the effectiveness of its tax control and risk management systems.

PTPI telah melakukan *assurance* atas laporan keberlanjutan oleh pihak ketiga independen sebagai bagian dari komitmen berkelanjutan terhadap transparansi dan akuntabilitas. Perusahaan juga telah melakukan audit atas data kuantitatif yang disajikan dalam laporan serta memastikan bahwa metodologi perhitungan dilakukan secara tepat dan sesuai dengan standar yang berlaku. Proses verifikasi tersebut melibatkan pihak independen untuk menjaga akurasi dan validitas data yang disampaikan.

PTPI's assurance of its Sustainability Report by an independent third party is part of its ongoing commitment to transparency and accountability. The Company has also conducted audits of the quantitative data presented in the report and ensured that calculation methodologies are applied appropriately and in accordance with applicable standards. The verification process involves independent parties to maintain the accuracy and validity of the disclosed data.

PTPI juga menyediakan mekanisme pelaporan yang aman untuk memfasilitasi pelaporan dugaan pelanggaran hukum terkait perpajakan, termasuk melalui sistem *whistleblowing*. Pelaporan dapat dilakukan secara anonim dan Perusahaan menjamin kerahasiaan identitas pelapor. Informasi lebih lanjut mengenai manajemen perpajakan Perusahaan dapat dilihat dalam Laporan Tahunan PTPI Tahun 2025.

PTPI also provides a secure reporting mechanism to facilitate the reporting of alleged legal violations related to taxation, including through the whistleblowing system. Reports may be submitted anonymously, and the Company ensures the confidentiality of the whistleblower's identity. Further information on the Company's tax management can be found in the PTPI Annual Report 2025.

Keterlibatan Pemangku Kepentingan dan Pengelolaan Kepedulian Terkait Pajak [GRI 207-3]

Stakeholder Engagement and Management of Tax-Related Concerns

Sebagai wujud komitmen terhadap transparansi dan akuntabilitas, PTPI membangun komunikasi dan kolaborasi yang konstruktif dengan otoritas perpajakan dalam pengelolaan kewajiban pajak. Setiap masukan dan rekomendasi yang diperoleh dari hasil pemeriksaan pajak ditindaklanjuti melalui langkah-langkah perbaikan yang mengacu pada Pedoman Pengelolaan Perpajakan Perusahaan. [GRI 3-3]

As part of its commitment to transparency and accountability, PTPI maintains constructive communication and collaboration with tax authorities in managing its tax obligations. Feedback and recommendations obtained from tax audits are followed up through improvement actions in accordance with the Company's Tax Management Guidelines. [GRI 3-3]

Selain itu, partisipasi aktif PTPI dalam berbagai forum perpajakan, termasuk *Tax Forum* BUMN, memungkinkan Perusahaan untuk memahami ekspektasi pemangku kepentingan, mengikuti perkembangan regulasi, serta memastikan praktik perpajakan yang dijalankan senantiasa selaras dengan ketentuan yang berlaku.

In addition, PTPI's active participation in various tax forums, including the SOE Tax Forum, enables the Company to understand stakeholder expectations, keep abreast of regulatory developments, and ensure that its tax practices remain aligned with applicable regulations.

Melalui kolaborasi yang konstruktif dengan berbagai pemangku kepentingan, PTPI terus memperkuat kepatuhan perpajakan dan memperoleh pengakuan sebagai Wajib Pajak Patuh untuk beberapa entitas di bawah PTPI. Pengakuan tersebut mencerminkan komitmen Perusahaan dalam menjalankan kewajiban perpajakan secara tertib, transparan, dan sesuai dengan ketentuan yang berlaku.

Through constructive collaboration with various stakeholders, PTPI continues to strengthen tax compliance and has received recognition as a Compliant Taxpayer for several entities within the PTPI. This recognition reflects the Company's commitment to fulfilling its tax obligations in an orderly, transparent, and compliant manner.

Sejalan dengan ruang lingkup operasional yang seluruhnya berada di Indonesia, Perusahaan melaporkan kewajiban perpajakannya dalam yurisdiksi Republik Indonesia. Informasi lebih lanjut mengenai pengungkapan perpajakan disajikan dalam Laporan Tahunan 2025 yang disusun berdasarkan laporan keuangan audit konsolidasian. [GRI 207-4]

In line with its operational scope, which is entirely located in Indonesia, the Company reports its tax obligations within the jurisdiction of the Republic of Indonesia. Further information on tax disclosures is presented in the 2025 Annual Report, which is prepared based on audited consolidated financial statements. [GRI 207-4]

Rantai Pasokan
Supply Chain

Penguatan Rantai Pasok Lokal [GRI 2-6] [GRI 204-1]
Strengthening Local Supply Chains

Rantai pasok PTPI merupakan bagian integral dalam mendukung kelangsungan proses produksi Perusahaan, yang mencakup pemasok bahan baku, jasa distribusi, serta berbagai pendukung operasional lainnya. Pada tahun pelaporan, PTPI bekerja sama dengan 2.151 pemasok dengan total nilai pengadaan sebesar Rp54.060 miliar.

PTPI's supply chain is an integral part of supporting the continuity of the Company's production processes, encompassing raw material suppliers, distribution services, and various other operational supports. During the reporting year, PTPI collaborated with 2,151 suppliers, with a total procurement value of Rp54,060 billion.

PTPI secara aktif membangun rantai pasok yang berkelanjutan dengan mengutamakan keterlibatan pemasok lokal, yaitu pemasok yang berasal dari provinsi tempat fasilitas produksi Perusahaan beroperasi maupun yang berdomisili di wilayah Indonesia. Dalam konteks ini, lokasi operasi signifikan mencakup fasilitas produksi dan operasional utama Perusahaan yang berkontribusi secara material terhadap kegiatan bisnis PTPI. Komitmen terhadap penguatan ekonomi domestik tecermin dalam capaian Tingkat Komponen Dalam Negeri (TKDN) sebesar 84,54%. Selain itu, PTPI turut memberdayakan pelaku usaha mikro, kecil, dan menengah (UMKM) dalam proses pengadaan barang dan jasa melalui pemanfaatan platform Pasar Digital UMKM (PaDi UMKM). [GRI 3-3]

PTPI actively develops a sustainable supply chain by prioritizing the engagement of local suppliers, defined as suppliers originating from the provinces where the Company's production facilities operate as well as suppliers domiciled within Indonesia. In this context, significant operating locations include the Company's main production and operational facilities that materially contribute to PTPI's business activities. The commitment to strengthening the domestic economy is reflected in the achievement of a Domestic Component Level (TKDN) of 84.54%. In addition, PTPI empowers micro, small, and medium enterprises (MSMEs) in the procurement of goods and services through the utilization of the PaDi UMKM (MSME Digital Marketplace) platform. [GRI 3-3]

Dalam rangka mendukung kebijakan pemerintah terkait penguatan industri dalam negeri serta peningkatan TKDN, PTPI menetapkan strategi pengurangan impor yang terstruktur dan berkelanjutan untuk periode 2024–2028. Strategi ini diarahkan untuk meningkatkan pemanfaatan produk dan jasa dalam negeri, memperkuat rantai pasok nasional, serta mendorong kemandirian industri pendukung. Adapun fokus utama strategi pengurangan impor PTPI periode 2024–2028 disajikan pada infografis berikut.

To support government policies on strengthening domestic industries and increasing TKDN, PTPI established a structured and sustainable import reduction strategy for the 2024–2028 period. This strategy is aimed at increasing the use of domestic products and services, strengthening the national supply chain, and promoting the independence of supporting industries. The key focus areas of PTPI's import reduction strategy for 2024–2028 are presented in the following infographic.

Strategi Pengurangan Impor 2024–2028
Import Reduction Strategy 2024–2028

1. Penggunaan DAP dari dalam negeri sebagai bahan baku NPK
Use of domestically sourced DAP as raw material for NPK

2. Peningkatan penggunaan suku cadang merek umum dalam negeri
Increased use of locally available spare parts for general purposes

3. Peningkatan penggunaan produk lokal untuk jasa dan barang TI
Increased use of local products for IT services and goods

4. Peningkatan penggunaan produk lokal pada bidang lainnya
Increased use of local products in other sectors

Pada tahun 2025, PTPI bekerja sama dengan 2.151 pemasok, yang terdiri dari 2.094 pemasok nasional dan 57 pemasok internasional, serta menyalurkan 84,54% dari total nilai pengadaan kepada pemasok lokal. [GRI 204-1]

In 2025, PTPI engaged 2,151 suppliers, comprising 2,094 domestic suppliers and 57 international suppliers, and allocated 84.54% of its total procurement value to local suppliers.

Penilaian Lingkungan dan Sosial Pemasok [GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

Environmental and Social Assessment of Suppliers

PTPI berkomitmen memastikan seluruh aktivitas dalam rantai pasok dilaksanakan dengan memperhatikan aspek lingkungan dan sosial. Untuk itu, PTPI secara berkala melakukan penilaian terhadap mitra dan pemasok guna memastikan kepatuhan terhadap kriteria keberlanjutan yang telah ditetapkan. Proses penilaian tersebut mengacu pada Pedoman Umum Pelaksanaan Pengadaan Barang dan Jasa di PI Group No. PI-SMT-PD-015 serta Pedoman Pengelolaan Rekanan No. PI-ADA-PD-003, yang mencakup aspek-aspek berikut: [GRI 3-3]

PTPI is committed to ensuring that all supply chain activities are carried out with due consideration of environmental and social aspects. To this end, PTPI periodically conducts assessments of partners and suppliers to ensure compliance with established sustainability criteria. These assessment processes refer to the General Guidelines for the Procurement of Goods and Services within the PI Group No. PI-SMT-PD-015 and the Partner Management Guidelines No. PI-ADA-PD-003, which cover the following aspects: [GRI 3-3]

Aspek Lingkungan
Environmental Aspect

- Kepatuhan terhadap peraturan dan regulasi lingkungan yang berlaku.
- Compliance with applicable environmental laws and regulations.

Aspek Sosial
Social Aspect

- Kepatuhan terhadap ketentuan Upah Minimum Regional.
- Penerapan standar dan kinerja Keselamatan dan Kesehatan Kerja (K3).
- Penghormatan terhadap hak asasi manusia (HAM).
- Compliance with Regional Minimum Wage provisions.
- Implementation of Occupational Health and Safety (OHS) standards and performance.
- Respect for human rights.

Sepanjang tahun pelaporan, PTPI melakukan penilaian terhadap 505 atau 100% pemasok baru melalui mekanisme *desk assessment* dan *on-site assessment* berdasarkan kriteria lingkungan dan sosial. Hasil penilaian menunjukkan bahwa tidak terdapat pemasok yang teridentifikasi memiliki dampak negatif aktual maupun potensial yang signifikan terhadap aspek lingkungan maupun sosial. Dengan demikian, tidak terdapat pemasok yang memerlukan tindakan korektif atau rencana perbaikan, maupun pemasok yang dihentikan kerja samanya sebagai hasil dari proses penilaian tersebut. [GRI 308-1, 414-1]

During the reporting year, PTPI assessed 505 or 100% of new suppliers through desk assessments and on-site assessments based on environmental and social criteria. The results indicated that no suppliers were identified as having significant actual or potential negative impacts on environmental or social aspects. Accordingly, no suppliers required corrective actions or improvement plans, and no suppliers were terminated as a result of the assessment process. [GRI 308-1, 414-1]

PTPI juga memperkuat aktivitas rantai pasok melalui implementasi pengadaan berkelanjutan yang mengacu pada ISO 20400 *Sustainable Procurement* yang telah dijalankan sejak 2023. Hingga tahun 2025, tingkat kepatuhan terhadap prinsip ISO 20400 dalam proses pengadaan PTPI mencapai 75% dan akan terus ditingkatkan pada periode mendatang. PTPI juga mendorong pemasok untuk mengadopsi praktik pengadaan berkelanjutan di perusahaan pemasok, yang tecermin dari komitmen tertulis sebanyak 287 pemasok untuk mendukung penerapan prinsip *sustainable procurement* pada perusahaan pemasok.

PTPI also strengthened its supply chain activities through the implementation of sustainable procurement practices in accordance with ISO 20400 Sustainable Procurement, which has been in place since 2023. As of 2025, the level of compliance with ISO 20400 principles in PTPI's procurement processes reached 75% and will continue to be enhanced in the coming periods. PTPI also encourages suppliers to adopt sustainable procurement practices within their own organizations, as reflected by 287 suppliers that have provided written commitments to support the implementation of sustainable procurement principles.

Survei Kepuasan Pemasok
Supplier Satisfaction Survey

Kolaborasi yang efektif dengan pemasok menjadi salah satu faktor kunci dalam memastikan kelancaran distribusi pupuk. Untuk memahami tingkat kepuasan serta kualitas hubungan kemitraan, PTPI secara berkala melaksanakan survei kepuasan pemasok. Survei ini bertujuan untuk mengidentifikasi potensi kendala yang dihadapi pemasok sekaligus menghimpun masukan guna meningkatkan kualitas layanan dan penyempurnaan proses bisnis yang mendukung kinerja mitra usaha.

Effective collaboration with suppliers is a key factor in ensuring smooth fertilizer distribution. To understand satisfaction levels and the quality of partnership relationships, PTPI regularly conducts supplier satisfaction surveys. These surveys aim to identify potential challenges faced by suppliers while gathering feedback to enhance service quality and improve business processes that support partner performance.

Hasil evaluasi menunjukkan capaian yang positif, dengan indeks kepuasan sebesar 4,2 dan indeks keterikatan sebesar 4,05. Capaian tersebut mencerminkan tingkat kepuasan dan loyalitas yang tinggi dari pemasok terhadap layanan dan sistem kemitraan PTPI.

The evaluation results indicate positive outcomes, with a satisfaction index of 4.2 and an engagement index of 4.05. These results reflect a high level of supplier satisfaction and loyalty toward PTPI's services and partnership system.

Hingga saat ini, jaringan distribusi PTPI mencakup lebih dari 1.030 Pelaku Usaha Distribusi (PUD) dan 26.459 Penerima Pupuk pada Titik Serah (PPTS) yang berperan signifikan dalam mendorong pertumbuhan ekonomi lokal. Keberadaan jaringan tersebut turut mendukung peningkatan produktivitas pertanian serta membuka peluang kerja bagi masyarakat di berbagai wilayah operasional. [GRI 203-2]

To date, PTPI's distribution network comprises more than 1,030 Distribution Business Players (PUD) and 26,459 Fertilizer Recipients at Delivery Points (PPTS), which play a significant role in supporting local economic growth. The presence of this network also contributes to increased agricultural productivity and creates employment opportunities across various operational areas. [GRI 203-2]

Survei Kepuasan Pemasok
Supplier Satisfaction Survey

Indeks Kepuasan Pemasok: Supplier Satisfaction Index:	**Indeks Ketidakpuasan Pemasok:** Supplier Dissatisfaction Index:	**Indeks Keterikatan Pemasok:** Supplier Engagement Index:
4,2	**1,99**	**4,05**
(Kategori Puas) (Satisfied Category)	(Kategori Puas) (Satisfied Category)	(Kategori Loyal) (Loyal Category)

Rantai Distribusi [GRI 2-6]

Distribution Chain

PTPI memegang tanggung jawab penuh dalam pengadaan dan penyaluran pupuk bersubsidi secara nasional sesuai dengan Peraturan Presiden No. 6 Tahun 2025. Di samping itu, PTPI juga berperan strategis dalam memenuhi kebutuhan pupuk komersial di pasar domestik. Dengan mengacu pada prinsip 7T, PTPI memastikan ketersediaan dan distribusi pupuk, baik bersubsidi maupun komersial, dilakukan secara efektif dan efisien di seluruh wilayah Indonesia.

PTPI holds full responsibility for the procurement and distribution of subsidized fertilizers nationwide in accordance with the Presidential Regulation No. 6 of 2025. In addition, PTPI plays a strategic role in meeting the demand for commercial fertilizers in the domestic market. By adhering to the 7T Right Principle, PTPI ensures that the availability and distribution of both subsidized and commercial fertilizers are carried out effectively and efficiently across Indonesia.

Prinsip 7T

7T Right Principle



Pelaksanaan pengadaan dan penyaluran pupuk dilakukan melalui sistem distribusi berjenjang yang mencakup Gudang Pabrik hingga Titik Serah. Skema ini meliputi tingkat provinsi, kabupaten, kecamatan, hingga kelompok tani dan entitas lainnya di seluruh Indonesia, guna memastikan pupuk tersedia secara merata dan tepat sasaran. Mekanisme penyaluran pupuk bersubsidi dari Titik Serah kepada petani atau kelompok tani dilaksanakan sesuai dengan ketentuan yang diatur dalam Peraturan Menteri Pertanian yang berlaku, guna memastikan distribusi berjalan tertib, tepat sasaran, dan sesuai regulasi.

The procurement and distribution of fertilizers are carried out through a tiered distribution system covering Plant Warehouses to Delivery Point. This scheme encompasses the provincial, regency, district, and farmer group levels, as well as other entities across Indonesia, to ensure fertilizers are distributed evenly and reach the intended beneficiaries. The distribution of subsidized fertilizers from Delivery Point to farmers or farmer groups is implemented in accordance with the provisions set out in the applicable Minister of Agriculture regulations, ensuring that distribution is conducted in an orderly manner, accurately targeted, and in compliance with regulations.

Dalam mendukung efisiensi rantai distribusi, Perusahaan juga melakukan evaluasi atas aset pendukung distribusi, termasuk gudang dan kantor pemasaran wilayah, untuk memastikan tingkat pemanfaatan yang optimal, lokasi yang sesuai dengan kebutuhan operasional, serta struktur biaya yang efisien. Pendekatan ini sejalan dengan upaya Perusahaan dalam memperkuat ketahanan rantai pasok pupuk nasional, menekan inefisiensi biaya, dan memastikan infrastruktur distribusi dapat mendukung pelayanan kepada petani secara efektif.

To support distribution chain efficiency, the Company also evaluates distribution support assets, including warehouses and regional marketing offices, to ensure optimal utilization, alignment with operational needs, and cost efficiency. This approach aligns with the Company's efforts to strengthen the resilience of the national fertilizer supply chain, reduce cost inefficiencies, and ensure distribution infrastructure effectively supports services for farmers.

Pada tahun 2025, PTPI didukung oleh 1.030 Pelaku Usaha Distribusi (PUD) dan 26.459 Penerima Pupuk pada Titik Serah (PPTS) dalam mendukung kelancaran distribusi pupuk di seluruh wilayah operasional.

In 2025, PTPI was supported by 1,030 Distribution Business Players (PUD) and 26,459 Fertilizer Recipients at the Delivery Point (PPTS) in ensuring the smooth distribution of fertilizers across all operational areas.

Fasilitas dan Infrastruktur Distribusi

Distribution Facilities and Infrastructure

Kendaraan | Vehicles

7.204
unit truk
trucks

7
kapal milik sendiri
owned vessels

138
unit kapal rekanan *(voyage charter)*
partner vessels (voyage charter)

Dermaga | Ports

4
unit Dermaga TUKS (Terminal untuk Kepentingan Sendiri)
TUKS ports (Private-Use Terminals)

17
unit pengantongan pupuk/ *distribution center*
fertilizer bagging units / distribution centers

Gudang | Warehouses

5
Gudang Pabrik (kapasitas ± 912.000 ton)
Plant Warehouse (capacity ± 912,000 tons)

500
Gudang Penyangga (kapasitas ± 1.966.330 ton)
Buffer Warehouse (capacity ± 1,966,330 tons)

Guna memastikan distribusi pupuk bersubsidi berjalan tepat sasaran dan sesuai ketentuan, PTPI mengacu pada kerangka regulasi yang berlaku. Distribusi pupuk bersubsidi oleh PTPI mengacu pada peraturan perundang-undangan yang berlaku, antara lain:

- Peraturan Presiden Republik Indonesia No. 6 Tahun 2025 tentang Tata Kelola Pupuk Bersubsidi,
- Peraturan Menteri Pertanian Nomor 15 Tahun 2025 tentang Peraturan Pelaksanaan Peraturan Presiden Nomor 6 Tahun 2025 tentang Tata Kelola Pupuk Bersubsidi
- Keputusan Menteri Pertanian No. 1117/Kpts./SR.310/M/10/2025 tentang Jenis, Harga Eceran Tertinggi, dan Alokasi Pupuk Bersubsidi Tahun Anggaran 2025

Penyaluran pupuk bersubsidi dilaksanakan melalui distributor resmi yang ditunjuk berdasarkan Surat Perjanjian Jual Beli (SPJB). Pelaku Usaha Distribusi (PUD) bertanggung jawab menyalurkan pupuk di wilayah kerjanya dan menunjuk Titik Serah resmi melalui SPJB untuk mendistribusikan pupuk secara langsung kepada petani atau kelompok tani. Mekanisme distribusi dilakukan secara tertutup melalui jaringan PUD dan Titik Serah resmi yang telah ditetapkan. Penyaluran pupuk bersubsidi hanya diberikan kepada petani yang terdaftar dalam elektronik Rencana Definitif Kebutuhan Kelompok (e-RDKK) dan memenuhi persyaratan sebagai penerima sesuai ketentuan yang berlaku.

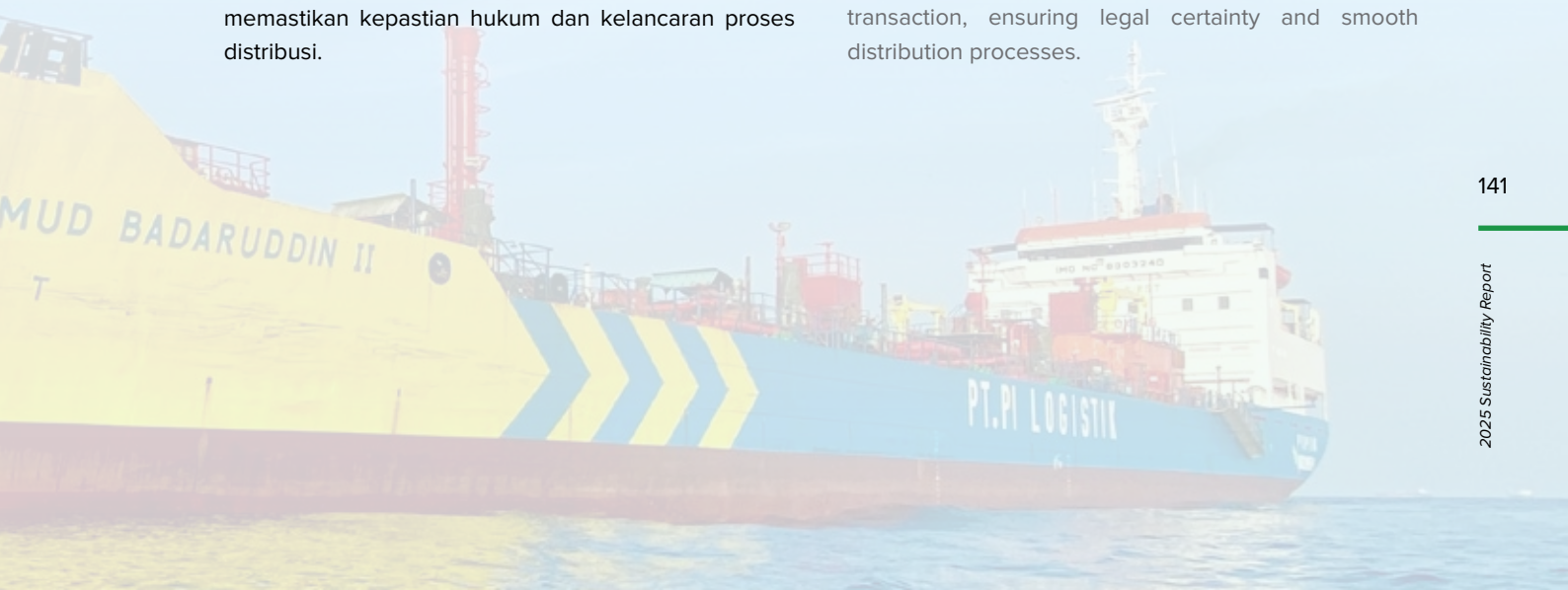
Sementara itu, distribusi pupuk nonsubsidi dilaksanakan berdasarkan perjanjian jual beli yang bersifat komersial dan fleksibel antara Perusahaan dan pembeli. SPJB disusun secara terperinci untuk mengatur volume, harga, jangka waktu pengiriman, serta mekanisme pembayaran dalam setiap transaksi sehingga memastikan kepastian hukum dan kelancaran proses distribusi.

To ensure that subsidized fertilizer distribution is properly targeted and in compliance with applicable provisions, PTPI refers to the prevailing regulatory framework. The distribution of subsidized fertilizers by PTPI is conducted in accordance with applicable laws and regulations, including:

- Presidential Regulation of the Republic of Indonesia No. 6 of 2025 on the Governance of Subsidized Fertilizers
- Regulation of the Minister of Agriculture No. 15 of 2025 on the Implementing Regulations for Presidential Regulation No. 6 of 2025 on the Management of Subsidized Fertilizers
- Decree of the Minister of Agriculture No. 1117/Kpts./SR.310/M/10/2025 on Types, Highest Retail Prices, and Allocation of Subsidized Fertilizers for Fiscal Year 2025

The distribution of subsidized fertilizers is carried out through officially appointed distributors based on sales and purchase agreements (SPJB). Distribution Business Players (PUD) are responsible for distributing fertilizers within their designated areas and appointing official Delivery Points through the SPJB to distribute fertilizers directly to farmers or farmer groups. The distribution mechanism is conducted through a closed system involving designated PUD and official Delivery Points. Subsidized fertilizers are only distributed to farmers registered in the electronic Definitive Plan for Group Needs (e-RDKK) and who meet the eligibility requirements in accordance with applicable regulations.

Meanwhile, the distribution of non-subsidized fertilizers is carried out based on commercial and flexible sales and purchase agreements between the Company and buyers. The Sales and Purchase Agreement (SPJB) is prepared in detail to govern volume, pricing, delivery timelines, and payment mechanisms in each transaction, ensuring legal certainty and smooth distribution processes.



Rayonisasi Pupuk [GRI 2-6]

Fertilizer Distribution Zoning System

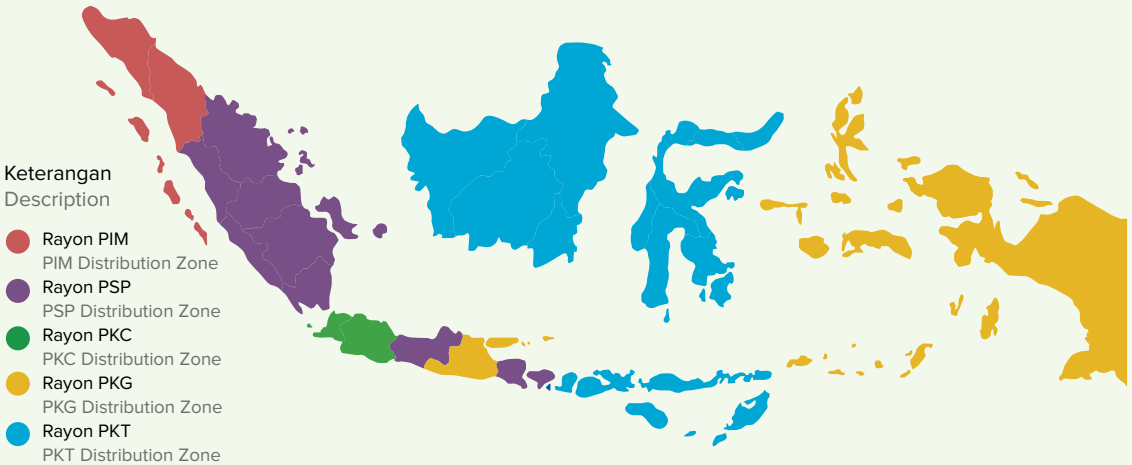
Dalam rangka menjaga ketahanan pangan dan meningkatkan kesejahteraan petani, Pemerintah menetapkan program pupuk bersubsidi melalui penyediaan pupuk Urea, NPK, pupuk organik, dan pupuk ZA bagi sepuluh komoditas pangan strategis, yaitu padi, jagung, kedelai, ubi kayu, cabai, bawang merah, bawang putih, tebu rakyat, kopi, dan kakao. Program ini ditujukan bagi petani yang tergabung dalam kelompok tani dan terdaftar dalam Sistem Informasi Manajemen Penyuluhan Pertanian (SIMLUHTAN).

To safeguard food security and enhance farmers' welfare, the Government has established a subsidized fertilizer program through the provision of Urea, NPK, organic fertilizer, and ZA for ten strategic food commodities, namely rice, corn, soybeans, cassava, chili, shallots, garlic, smallholder sugarcane, coffee, and cocoa. The program is intended for farmers organized in farmer groups and registered in the Agricultural Extension Management Information System (SIMLUHTAN).

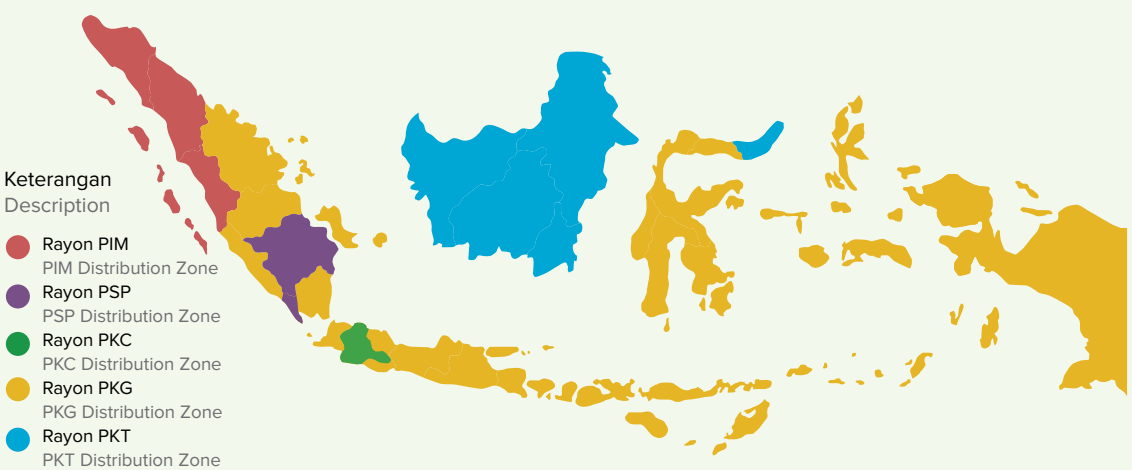
Selain menyalurkan pupuk bersubsidi, PTPI juga menyediakan pupuk nonsubsidi untuk memenuhi kebutuhan berbagai komoditas pertanian lainnya. Distribusi pupuk bersubsidi dilaksanakan secara efektif melalui sistem rayonisasi, sebagaimana dijelaskan berikut ini:

In addition to distributing subsidized fertilizers, PTPI also provides non-subsidized fertilizers to meet the needs of various other agricultural commodities. The distribution of subsidized fertilizers is carried out effectively through a fertilizer distribution zoning system, as described below:

Rayonisasi Pupuk Urea PSO Tahun 2025 | Urea PSO Fertilizer Distribution Zoning System 2025



Rayonisasi Pupuk NPK PSO Tahun 2025 | NPK PSO Fertilizer Distribution Zoning System 2025



Rayonisasi Pupuk NPK Kakao Tahun 2025 | NPK Cocoa Fertilizer Distribution Zoning System 2025



Keterangan
Description
- Rayon PKT
  PKT Distribution Zone

Rayonisasi Pupuk Organik Tahun 2025 | Organic Fertilizer Distribution Zoning System 2025



Keterangan
Description
- Rayon PKC
  PKC Distribution Zone
- Rayon PKG
  PKG Distribution Zone

Rayonisasi Pupuk ZA Tahun 2025 | ZA Fertilizer Distribution Zoning System 2025



Keterangan
Description
- Rayon PKG
  PKG Distribution Zone

Digitalisasi Distribusi

Distribution Digitalization

PTPI telah melakukan transformasi digital yang komprehensif untuk meningkatkan efisiensi dan efektivitas distribusi pupuk. Pemanfaatan data dan teknologi digital memungkinkan PTPI membangun ekosistem distribusi yang lebih efisien, transparan, dan responsif sebagai upaya meningkatkan kualitas layanan kepada petani dan mitra bisnis. Transformasi ini ditandai dengan pengembangan berbagai sistem digital, antara lain:

1. ***Distribution Planning and Control System* (DPCS)**
   Aplikasi pemantauan dan pengendalian *outbound logistics* yang meliputi beberapa kegiatan diantaranya kegiatan *loading* dan *unloading* di pelabuhan anak perusahaan, pergerakan kapal, pergerakan truk serta ketersediaan stok di gudang penyangga dengan rincian sebagai berikut:
   - **Monitoring Kegiatan Pelabuhan Anak Perusahaan**
     Monitoring yang dilakukan berupa realisasi pemuatan kapal-kapal yang telah direncanakan, maupun pembongkaran bahan baku, sekaligus pemantauan *realtime* menggunakan CCTV.
   - ***Vessel Tracker***
     Vessel Tracker digunakan untuk memonitor pergerakan kapal mulai dari persiapan pemuatan, pemuatan, berlayar, sandar sampai dengan pembongkaran di pelabuhan tujuan
   - ***Truck Tracking (INDIGO Tracker)***
     Truck Tracking berfungsi untuk memonitor pergerakan truk yang melakukan pengiriman pupuk menuju Gudang Penyangga dengan memanfaatkan *Global Positioning System* (GPS) pada *handphone* pengemudi.
   - **Monitoring Ketersediaan Stok Pupuk Bersubsidi**
     Sistem yang digunakan untuk monitoring ketersediaan pupuk di tingkat kabupaten dengan indikator bendera yang mencerminkan kondisi stok dari *safety stock*.

PTPI is undertaking a comprehensive digital transformation to enhance the efficiency and effectiveness of its fertilizer distribution. The utilization of data and digital technologies allows PTPI to build a more efficient, transparent, and responsive distribution ecosystem, aimed at improving service quality for farmers and business partners. This transformation is reflected in the development of various digital systems, including:

1. **Distribution Planning and Control System (DPCS)**
   DPCS is an application for monitoring and controlling outbound logistics, covering activities such as loading and unloading at subsidiary ports, vessel movements, truck movements, and stock availability at buffer warehouses, with the following features:
   - **Monitoring of Subsidiary Port Activities**
     Monitoring includes the realization of planned vessel loading and raw material unloading, supported by real-time surveillance through CCTV.
   - **Vessel Tracker**
     Used to monitor vessel movements from pre-loading, loading, sailing, berthing, to unloading at destination ports.
   - **Truck Tracking (INDIGO Tracker)**
     Enables monitoring of truck movements delivering fertilizers to buffer warehouses using Global Positioning System (GPS) on drivers' mobile devices.
   - **Monitoring of Subsidized Fertilizer Stock Availability**
     A system used to monitor fertilizer stock at the regency level using flag indicators to reflect stock conditions relative to safety stock levels.

2. **APGx (*Warehouse Management System*)**
   Aplikasi yang digunakan untuk melakukan pengelolaan seluruh aktivitas operasional gudang secara langsung (*real-time*), termasuk penyediaan visualisasi tata letak gudang secara virtual. Dalam implementasinya, setiap pengelola gudang menyusun *layout* gudang pada APGx, sehingga dapat terlihat kondisi keterisian stok suatu area, serta memudahkan pelaksanaan kegiatan *stock opname*.
3. **Sistem *Scheduling* Truk *Online* (SISTRO)**
   Sistem yang digunakan untuk mengatur antrian truk, baik di Gudang Pabrik maupun di Gudang *Distribution Center* dan Kompartemen Pengantongan Pupuk. Melalui sistem ini, ekspeditur mengetahui pembagian alokasi secara transparan dan menentukan jadwal pemuatan sehingga antrian truk dapat lebih terkendali.
4. **PAC (*Production Analytics Center*)**
   Aplikasi pemantauan realisasi produksi dari 5 (lima) Anak Perusahaan (Anper) Produsen Pupuk. Pemantauan realisasi produksi diperlukan bagi tim *outbound logistics* untuk mengevaluasi ketersediaan pupuk yang akan didistribusikan.
5. **Aplikasi DIMAS (*Distributor Management System)***
   Sistem pendaftaran dan pengelolaan distributor secara daring.
6. **WCM**
   Sistem aplikasi untuk proses transaksi penebusan serta pelaporan pengadaan dan penyaluran pupuk bersubsidi.
7. **Aplikasi iPubers**
   Aplikasi penebusan Pupuk Bersubsidi pada Titik Serah, baik oleh individu maupun kelompok tani. Aplikasi digital ini terintegrasi dengan data petani penerima pupuk bersubsidi milik Kementerian Pertanian serta sistem pengelolaan stok pupuk bersubsidi milik PTPI.
8. **Aplikasi REKAN (RMS)**
   Sistem pengelolaan stok pupuk bersubsidi secara daring untuk memberikan kemudahan bagi distributor dan kios dalam memantau dan mengelola persediaan.

2. **APGx (*Warehouse Management System*)**
   APGx is an application used to manage all warehouse operational activities in real time, including virtual visualization of warehouse layouts. Each warehouse operator inputs layout data into APGx, allowing visibility of stock occupancy by area and facilitating stock opname activities.
3. **Sistem Scheduling Truk Online (SISTRO)**
   SISTRO is a system used to manage truck queues at plant warehouses, distribution center warehouses, and Fertilizer Bagging Compartment. Through this system, logistics providers can transparently view allocation schedules and determine loading times, resulting in better-controlled truck queues.
4. **PAC (Production Analytics Center)**
   PAC is an application used to monitor production realization across five fertilizer-producing subsidiaries (Anper). This monitoring supports outbound logistics teams in evaluating fertilizer availability for distribution.
5. **Distributor Management System (DIMAS) Application**
   An online system for distributor registration and management.
6. **WCM**
   WCM is an application system used for transaction processes related to redemption, as well as reporting on procurement and distribution of subsidized fertilizers.
7. **iPubers Application**
   iPubers is a digital application for redeeming subsidized fertilizers at delivery points by individuals or farmer groups. This application is integrated with the Ministry of Agriculture's subsidized fertilizer recipient database and PTPI's subsidized fertilizer stock management system.
8. **REKAN Application (RMS)**
   This is an online system for managing subsidized fertilizer stock, enabling distributors and kiosks to monitor and manage inventory more effectively.



Pengembangan Produk Berkelanjutan

Sustainable Product Development



Pupuk merupakan input strategis yang menentukan produktivitas pertanian, efisiensi budi daya, serta keberlanjutan pengelolaan lahan. Oleh karena itu, kualitas pupuk tidak hanya menjadi indikator mutu produk, tetapi juga investasi jangka panjang bagi pembangunan nasional. PTPI berkomitmen menyediakan solusi nutrisi tanaman yang andal untuk mendukung penguatan sektor pertanian secara berkelanjutan.

Fertilizer is a strategic input that determines agricultural productivity, cultivation efficiency, and the sustainability of land management. As such, fertilizer quality is not only an indicator of product excellence but also a long-term investment in national development. PTPI is committed to providing reliable plant nutrition solutions to support the sustainable advancement of the agricultural sector.

Perusahaan memahami bahwa kebutuhan petani terus berkembang seiring perubahan pola budi daya, dinamika iklim, serta tuntutan efisiensi biaya. Untuk menjawab kebutuhan tersebut, PTPI menyediakan pupuk berkualitas tinggi yang dirancang untuk meningkatkan produktivitas sekaligus menjaga keseimbangan lingkungan. Komitmen ini diwujudkan melalui penguatan inovasi produk secara berkelanjutan, yang diarahkan untuk meningkatkan efisiensi pemanfaatan hara, menekan kehilangan nutrisi, mengurangi residu, serta meminimalkan dampak lingkungan.

The Company recognizes that farmers' needs continue to evolve in response to changing cultivation practices, climate dynamics, and cost-efficiency demands. To address these needs, PTPI provides high-quality fertilizers designed to enhance productivity while maintaining environmental balance. This commitment is realized through continuous product innovation aimed at improving nutrient use efficiency, reducing nutrient loss, minimizing residues, and mitigating environmental impact.

Sebagai bagian dari peran strategis Perusahaan, PTPI juga menjalankan mandat pemerintah dalam penyediaan pupuk bersubsidi bagi sepuluh komoditas strategis. Mandat ini memperluas akses petani terhadap input pertanian yang tepat dan terjangkau, sekaligus memperkuat inklusivitas ekonomi di sektor pertanian. Pelaksanaan mandat tersebut didukung oleh komitmen PTPI dalam menjaga kualitas produk secara konsisten agar manfaat pupuk dapat dirasakan secara optimal.

As part of its strategic role, PTPI also fulfills the Government's mandate to supply subsidized fertilizers for ten strategic commodities. This mandate expands farmers' access to appropriate and affordable agricultural inputs, while strengthening economic inclusivity in the agricultural sector. Its implementation is supported by PTPI's commitment to maintaining consistent product quality, ensuring that the benefits of fertilizers are optimally realized.

Tinjauan Kinerja Produksi

Production Performance Overview

PTPI menjaga kinerja produksi yang optimal, efisien, dan berkelanjutan guna memastikan ketersediaan pupuk berkualitas bagi sektor pertanian. Upaya tersebut dilakukan melalui penguatan teknologi, standardisasi proses, serta strategi operasional yang terukur untuk meningkatkan kapasitas produksi, mengoptimalkan pemanfaatan bahan baku, dan mengendalikan dampak lingkungan di sepanjang proses produksi.

PTPI maintains optimal, efficient, and sustainable production performance to ensure the availability of high-quality fertilizers for the agricultural sector. These efforts are supported by the strengthening of technology, process standardization, and well-defined operational strategies aimed at increasing production capacity, optimizing the use of raw materials, and managing environmental impacts throughout the production process.

Dalam memenuhi kebutuhan pupuk untuk pasar domestik maupun ekspor, Perusahaan secara konsisten mengoptimalkan kapasitas produksi melalui jaringan pabrik yang tersebar di berbagai wilayah strategis. PTPI memproduksi berbagai jenis pupuk, termasuk urea, NPK, ZA, pupuk fosfat, dan pupuk hayati, dengan volume yang disesuaikan terhadap permintaan pasar dan penugasan. Sepanjang tahun pelaporan, PTPI mencatat capaian dalam penguatan kinerja produksi, pengembangan inovasi produk, serta penerapan praktik operasional yang makin selaras dengan prinsip keberlanjutan.

In meeting fertilizer demand for both domestic and export markets, the Company consistently optimizes production capacity through a network of plants located across various strategic regions. PTPI produces a range of fertilizers, including urea, NPK, ZA, phosphate fertilizers, and biofertilizers, with volumes adjusted to market demand and government assignments. Throughout the reporting year, PTPI recorded progress in strengthening production performance, advancing product innovation, and enhancing operational practices that are increasingly aligned with sustainability principles.

Kinerja Produksi PTPI 2025
PTPI Production Performance 2025

Peningkatan efisiensi produksi melalui optimalisasi proses manufaktur dan pemanfaatan teknologi otomasi.
Improved production efficiency through the optimization of manufacturing processes and the utilization of automation technologies.

Peningkatan produksi produk majemuk (NPK) dan produk hayati sebagai bagian dari strategi diversifikasi produk.
Increased production of compound fertilizers (NPK) and bio-based products as part of the product diversification strategy.

Penyesuaian produksi berdasarkan kebutuhan sektor pertanian untuk mendukung ketahanan pangan nasional.
Alignment of production with agricultural sector demand to support national food security.

Efisiensi dan Inovasi dalam Produksi
Efficiency and Innovation in Production

Teknologi produksi rendah emisi.
Low-emission production technologies.

Optimalisasi pemanfaatan bahan baku melalui peningkatan efisiensi proses konversi bahan baku menjadi produk akhir sehingga dapat mengurangi limbah industri.
Optimization of raw material utilization through improved efficiency in the conversion of raw materials into final products, thereby reducing industrial waste.

Pengembangan produk ekonomi sirkular melalui pemanfaatan limbah produksi menjadi pupuk bernilai tambah, selaras dengan prinsip keberlanjutan.
Development of circular economy products through the utilization of production waste into value-added fertilizers, aligned with sustainability principles.

Aspek Keberlanjutan dalam Produksi
Sustainability Aspects in Production

Penerapan sistem produksi ramah lingkungan.
Implementation of environmentally friendly production systems.

Terwujudnya program dekarbonisasi.
Realization of decarbonization programs.

Sebagai fondasi dari capaian kinerja produksi tersebut, PTPI menerapkan pengendalian bahan yang ketat pada setiap produk sejak tahap awal. Setiap komposisi bahan baku diperiksa agar memenuhi ambang batas yang berlaku, termasuk zat berpotensi berbahaya (*hazardous substances*) dan kandungan minimal untuk setiap jenis pupuk. Pendekatan ini memastikan bahan baku aman, kualitas produk terjaga, serta kepatuhan terhadap regulasi, seperti Persyaratan Teknis Minimal (PTM) dan Standar Nasional Indonesia (SNI). Seluruh produk, termasuk produk baru, wajib memperoleh izin edar dari Kementerian Pertanian sebelum dipasarkan, sehingga pengguna dapat merasa aman dan yakin bahwa setiap produk telah memenuhi standar yang ketat.

As a foundation for these production performance achievements, PTPI implements stringent material controls for each product from the outset. Every raw material composition is verified to ensure compliance with applicable thresholds, including limits for hazardous substances and minimum content requirements for each type of fertilizer. This approach ensures the safety of raw materials, maintains product quality, and supports compliance with regulatory requirements, such as Minimum Technical Requirements (PTM) and Indonesian National Standards (SNI). All products, including new product developments, are required to obtain distribution permits from the Ministry of Agriculture prior to commercialization, providing assurance that each product meets stringent standards and is safe for use by customers.

Inovasi dalam Pengembangan Produk Berkelanjutan [OJK F.26]

Innovation in Sustainable Product Development

PTPI terus memperkuat inovasi dalam proses produksi serta pengembangan pupuk yang lebih ramah lingkungan untuk meminimalkan dampak negatif terhadap lingkungan dan risiko kesehatan. Melalui inovasi tersebut, PTPI menghadirkan pupuk berkualitas yang mampu menyediakan nutrisi seimbang bagi pertumbuhan tanaman, meningkatkan efisiensi penyerapan hara sehingga mengurangi kebutuhan pemupukan berlebihan, serta menekan limbah dan potensi pencemaran lingkungan melalui metode pemupukan yang lebih efisien. Dalam pengembangannya, PTPI juga mendorong pemanfaatan bahan baku yang lebih ramah lingkungan, termasuk bahan organik dan bahan hasil daur ulang, guna mengurangi jejak lingkungan produk. Upaya ini sekaligus mendukung kesehatan tanah dan keberlanjutan ekosistem pertanian.

PTPI continues to strengthen innovation in its production processes and the development of more environmentally friendly fertilizers to minimize negative environmental impacts and health risks. Through these innovations, PTPI delivers high-quality fertilizers that provide balanced nutrients for plant growth, enhance nutrient absorption efficiency to reduce excessive fertilizer use, and minimize waste and potential environmental pollution through more efficient application methods. In its development efforts, PTPI also promotes the use of more sustainable raw materials, including organic inputs and recycled materials, to reduce the environmental footprint of its products. These initiatives further support soil health and the long-term sustainability of agricultural ecosystems.

Perusahaan menerapkan prinsip manajemen mutu yang menekankan kepuasan pelanggan, pendekatan berbasis proses, dan perbaikan berkelanjutan untuk memastikan setiap produk yang dihasilkan tidak hanya mendorong produktivitas pertanian, tetapi juga berkontribusi pada pelestarian lingkungan dan kesejahteraan masyarakat. Salah satu inisiatif yang terus dikembangkan adalah pemanfaatan teknologi

The Company applies quality management principles that emphasize customer satisfaction, a process-based approach, and continuous improvement to ensure that every product not only enhances agricultural productivity but also contributes to environmental preservation and community well-being. One of the key initiatives being advanced is the utilization of Blue and Green Ammonia technologies to reduce carbon emissions, in line

Blue & Green Ammonia untuk menurunkan emisi karbon, sejalan dengan komitmen PTPI memperkuat solusi rendah karbon. Amonia yang dihasilkan tidak hanya menjadi komponen utama dalam produksi pupuk urea, tetapi juga dimanfaatkan oleh berbagai sektor industri, termasuk industri kimia, farmasi, refrigeran, dan bahan bakar.

with PTPI's commitment to strengthening low-carbon solutions. The ammonia produced serves not only as a primary component in urea fertilizer production but is also utilized across various industries, including chemicals, pharmaceuticals, refrigeration, and fuels.

Pada tahun 2025, PTPI berfokus pada pemodelan geospasial pada tanaman pangan. Pengembangan model geospasial untuk klasifikasi komoditas padi, jagung, dan tebu bertujuan mendukung pengelolaan pertanian yang lebih presisi, efisien, dan berkelanjutan melalui penyediaan informasi spasial yang akurat terkait distribusi komoditas dan dinamika pertanaman. Pemanfaatan teknologi ini diharapkan dapat meningkatkan efektivitas perencanaan budidaya, optimalisasi penggunaan input pertanian, serta mendukung peningkatan produktivitas dan ketahanan pangan secara berkelanjutan.

In 2025, PTPI focused on geospatial modeling for food crops. The development of geospatial models for classifying rice, corn, and sugarcane is aimed at supporting more precise, efficient, and sustainable agricultural management through the provision of accurate spatial information on commodity distribution and cropping dynamics. The application of this technology is expected to enhance the effectiveness of cultivation planning, optimize the use of agricultural inputs, and support sustained improvements in productivity and food security.

Produk yang Mendukung Keberlanjutan [OJK F.26]

Products Supporting Sustainability

Dalam rangka penguatan inovasi dan praktik produksi yang lebih bertanggung jawab, PTPI terus mengembangkan portofolio produk berkelanjutan. Portofolio ini dirancang untuk meningkatkan efisiensi pemupukan, menjaga kualitas lingkungan, serta mendukung produktivitas pertanian secara berkelanjutan. Hingga tahun 2025, produk berkelanjutan yang dikembangkan PTPI mencakup beberapa kategori utama sebagai berikut.

As part of strengthening innovation and more responsible production practices, PTPI continues to develop its portfolio of sustainable products. This portfolio is designed to enhance fertilizer use efficiency, preserve environmental quality, and support sustainable agricultural productivity. As of 2025, PTPI's sustainable product portfolio covers several key categories as follows.

Produk Organik

Organic Products

Deskripsi Produk

Pupuk yang berasal dari bahan organik, seperti biomassa tumbuhan, kotoran hewan, atau bahan lain yang mudah terurai secara alami oleh mikroorganisme.

Product Description

Fertilizers derived from organic materials, such as plant biomass, animal manure, or other substances that can be naturally decomposed by microorganisms.

Manfaat

- Meningkatkan kadar C-Organik tanah;
- Meningkatkan daya tahan tanah terhadap erosi;
- Memperbaiki struktur tanah; dan
- Meningkatkan kemampuan dalam menahan air dan porositas tanah.

Benefits

- Increases soil organic carbon (C-organic) content;
- Enhances soil resistance to erosion;
- Improves soil structure; and
- Increases water retention capacity and soil porosity.

Pupuk Hayati
Biofertilizers

Deskripsi Produk
Pupuk yang mengandung mikroorganisme hidup, seperti bakteri atau jamur, yang memberikan manfaat bagi tanah maupun tanaman.

Product Description
Fertilizers containing live microorganisms, such as bacteria or fungi, that provide benefits to both soil and plants.

Manfaat
- Membantu meningkatkan kualitas tanah dan penyerapan hara oleh tanaman sehingga pemupukan lebih efektif dan efisien; dan
- Meningkatkan ketahanan tanaman terhadap serangan hama dan penyakit sehingga dapat mengurangi penggunaan pestisida berlebih.

Benefits
- Helps improve soil quality and enhance nutrient uptake by plants, making fertilization more effective and efficient; and
- Enhances plant resistance to pests and diseases, thereby reducing the need for excessive pesticide use.

Biodekomposer
Biodecomposers

Deskripsi Produk
Bioaktivator yang mengandung mikroorganisme pengurai bahan organik.

Product Description
A bioactivator containing microorganisms that decompose organic matter.

Manfaat
- Mempercepat proses dekomposisi residu organik sehingga meningkatkan kesuburan tanah; dan
- Meningkatkan ketahanan tanaman terhadap penyakit sehingga dapat mengurangi penggunaan pestisida berlebihan.

Benefits
- Accelerates the decomposition of organic residues, thereby improving soil fertility; and
- Enhances plant resistance to diseases, reducing the need for excessive pesticide use.



Produk Ekonomi Sirkular
Circular Economy Products

Deskripsi Produk

Pemanfaatan hasil samping industri menjadi produk bernilai tinggi dan bermanfaat bagi tanah serta tanaman sehingga dapat mengurangi limbah dan menjadi sumber pendapatan Perusahaan. Beberapa jenis produknya, antara lain:

1. *Fly ash* (pengisi NPK);
2. PetroCAS;
3. Nitralite; dan
4. Kapur pertanian.

Product Description

Utilization of industrial by-products into high-value products that are beneficial for soil and crops, thereby reducing waste and generating additional revenue for the Company. The product types include:

1. Fly ash (as an NPK filler);
2. PetroCAS;
3. Nitralite; and
4. Agricultural lime.

Manfaat

- Alternatif bahan pengisi pupuk NPK;
- Penyedia hara nitrogen, sulfur, dan kalium; serta
- Penyedia hara kalsium dan sulfur untuk pembenah tanah sebagai pembenah tanah untuk memperbaiki struktur dan meningkatkan kualitas tanah pada lahan pertanian dan tambak perikanan.

Benefits

- Alternative filler material for NPK fertilizers;
- Source of nitrogen, sulfur, and potassium nutrients; and
- Source of calcium and sulfur for soil conditioning, improving soil structure and enhancing soil quality in agricultural land and aquaculture.

Enhanced Efficiency Fertilizer

Deskripsi Produk

Produk pupuk yang diformulasikan dengan tambahan mikroba atau senyawa tertentu untuk mengurangi kehilangan hara dan meningkatkan efisiensi pemupukan. Adapun jenis produk lanjutan adalah sebagai berikut:

1. NPK *coating* mikroba; dan
2. Urea *coating* inhibitor.

Product Description

Fertilizer products formulated with added microbes or specific compounds to reduce nutrient loss and improve fertilization efficiency. The advanced product types include:

1. Microbial-coated NPK
2. Inhibitor-coated urea.

Manfaat

- Meningkatkan penyerapan hara N, P, dan K;
- Mengurangi kehilangan hara N akibat volatilisasi dan pencucian (*leaching*);
- Meningkatkan efisiensi penggunaan hara (*nutrient use efficiency*); dan
- Mengurangi dosis penggunaan pupuk kimia.

Benefits

- Enhances the uptake of N, P, and K nutrients;
- Reduces nitrogen losses due to volatilization and leaching;
- Improves nutrient use efficiency; and
- Reduces the required dosage of chemical fertilizers.

Sistem Pertanian Presisi
Precision Farming Systems

Deskripsi Produk
Sistem atau platform yang dibangun menggunakan teknologi berbasis satelit dan *drone* multispektral, disesuaikan dengan target konsumen berdasarkan jenis tanaman dan luas lahan. Jenis produk yang dikembangkan, di antaranya:
1. PreciPalm;
2. Precicrice; dan
3. *Soil sensing kit* (nutrisense).

Product Description
A system or platform developed using satellite-based technology and multispectral drones, tailored to target customers based on crop type and land area. The products developed include:
1. PreciPalm;
2. Precicrice; and
3. Soil sensing kit (nutrisense).

Manfaat
- Mengetahui tingkat sebaran kadar hara tanah dan tanaman;
- Mendapatkan rekomendasi pemupukan sesuai dengan kebutuhan tanaman sehingga penggunaan pupuk lebih efisien; dan
- Meningkatkan nilai tambah (*added value*) produk.

Benefits
- Enables the assessment of nutrient distribution levels in soil and crops;
- Provides fertilization recommendations tailored to crop needs, improving fertilizer use efficiency; and
- Enhances the added value of products.

Bionitrogen N-Fix
Bionitrogen N-Fix

Deskripsi Produk
Pupuk hayati berbasis mikroorganisme penambat nitrogen yang berfungsi meningkatkan ketersediaan nitrogen di dalam tanah secara alami.

Product Description
Biofertilizer based on nitrogen-fixing microorganisms that enhances nitrogen availability in the soil naturally.

Manfaat
Mendukung peningkatan kesuburan tanah dan efisiensi pemupukan nitrogen sehingga membantu pertumbuhan tanaman secara lebih optimal dan berkelanjutan.

Benefits
Supports improved soil fertility and nitrogen-use efficiency, enabling more optimal and sustainable crop growth.

Urea Hydroxyapatite Nanohybrid
Urea Hydroxyapatite Nanohybrid

Deskripsi Produk
Pupuk berteknologi nano yang mengombinasikan urea dengan material hidroksiapatit untuk mengendalikan pelepasan nitrogen secara bertahap.

Product Description
Nano-based fertilizer technology that combines urea with hydroxyapatite to enable controlled, gradual nitrogen release.

Manfaat
Meningkatkan efisiensi penyerapan nitrogen oleh tanaman serta mengurangi kehilangan hara akibat pencucian dan penguapan.

Benefits
Enhances nitrogen uptake efficiency while reducing nutrient losses from leaching and volatilization.

Soil Sensing Kit
Soil Sensing Kit

Deskripsi Produk
Perangkat pemantauan kondisi tanah yang digunakan untuk mengukur parameter penting seperti kadar hara, pH, dan kelembapan tanah secara cepat dan akurat di lapangan.

Product Description
Soil monitoring device used to measure key parameters such as nutrient levels, pH, and soil moisture quickly and accurately in the field.

Manfaat
Data yang dihasilkan mendukung rekomendasi pemupukan yang lebih presisi sehingga meningkatkan efisiensi penggunaan pupuk dan produktivitas pertanian.

Benefits
Provides data-driven insights to support more precise fertilization recommendations, improving fertilizer use efficiency and agricultural productivity.

Berdasarkan penjualan produk ramah lingkungan (*sustainable products*), PTPI mengungkapkan pendapatan yang dihasilkan, sebagai indikator kontribusi bisnis terhadap keberlanjutan dan keselarasan operasional dengan prinsip ekonomi sirkular, efisiensi sumber daya, serta pengurangan dampak lingkungan.

PTPI discloses the revenue generated on sales of environmentally friendly (sustainable) products as an indicator of the Company's contribution to sustainability and the alignment of its operations with circular economy principles, resource efficiency, and environmental impact reduction.

Pendapatan dari Produk Berkelanjutan
Revenue from Sustainable Products

Rp763 Juta Million

Komitmen dalam Penyediaan Produk yang Berkualitas [OJK F.27, F.28, F.29] [GRI 416-1, 416-2]

Commitment to Delivering Quality Products

Komitmen PTPI terhadap pemenuhan standar kualitas dan keamanan dari produk yang diproduksi secara konsisten diwujudkan melalui sistem pengendalian dan penjaminan mutu yang terintegrasi. Pengujian mutu dilakukan di laboratorium terakreditasi Komite Akreditasi Nasional (KAN) dengan menerapkan standar ISO/IEC 17025. Selain itu, PTPI mengadopsi berbagai standar dan sertifikasi nasional maupun global guna memastikan kepatuhan terhadap ketentuan yang berlaku serta penerapan praktik terbaik. Penjelasan di bawah ini menerangkan berbagai standar dan sertifikasi yang diterapkan oleh PTPI. [GRI 3-3, 416-1] [OJK F.27]

PTPI's commitment to consistently meeting product quality and safety standards is implemented through an integrated quality control and assurance system. Quality testing is conducted in laboratories accredited by the National Accreditation Committee, applying ISO/IEC 17025 standards. In addition, PTPI adopts various national and international standards and certifications to ensure compliance with applicable regulations and the implementation of best practices. The following section outlines the standards and certifications applied by PTPI. [GRI 3-3, 416-1] [OJK F.27]

Sistem Manajemen Mutu ISO 9001:2015

Quality Management System ISO 9001:2015

PTPI menerapkan Sistem Manajemen Mutu berstandar internasional ISO 9001:2015 untuk memastikan seluruh proses bisnis berjalan secara konsisten, efektif, dan berorientasi pada kepuasan pelanggan. Penerapan sistem ini mendukung peningkatan kualitas produk dan layanan, efisiensi operasional, serta perbaikan berkelanjutan dalam kegiatan produksi, distribusi pupuk, dan pelayanan jasa.

PTPI implements the ISO 9001:2015 Quality Management System to ensure that all business processes are carried out consistently, effectively, and with a strong focus on customer satisfaction. The implementation of this system supports improvements in product and service quality, operational efficiency, and continuous improvement across production, fertilizer distribution, and service delivery.

Sistem Manajemen Lingkungan ISO 14001:2015

Environmental Management System ISO 14001:2015

PTPI menerapkan Sistem Manajemen Lingkungan ISO 14001:2015 guna mengelola dampak lingkungan dari seluruh aktivitas operasional secara sistematis. Penerapan sistem ini bertujuan untuk meningkatkan kinerja lingkungan melalui pengendalian aspek dan dampak lingkungan, kepatuhan terhadap peraturan, serta penerapan praktik operasi yang ramah lingkungan dan berkelanjutan.

PTPI applies the ISO 14001:2015 Environmental Management System to systematically manage the environmental impacts of all operational activities. The implementation of this system aims to enhance environmental performance through the control of environmental aspects and impacts, compliance with regulations, and the adoption of environmentally friendly and sustainable operational practices.

Sistem Manajemen Energi ISO 50001:2011
Energy Management System ISO 50001:2011

PTPI menerapkan Sistem Manajemen Energi ISO 50001:2011 untuk meningkatkan efisiensi penggunaan energi dalam kegiatan operasional. Penerapan sistem ini mendukung optimalisasi konsumsi energi, peningkatan kinerja energi, serta pengurangan emisi karbon dalam proses produksi pupuk secara berkelanjutan.

PTPI implements the ISO 50001:2011 Energy Management System to enhance energy efficiency across its operations. This system supports the optimization of energy consumption, improvement of energy performance, and the reduction of carbon emissions in fertilizer production processes on a sustained basis.

Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018
Occupational Health and Safety Management System ISO 45001:2018

PTPI menerapkan Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018 untuk memastikan terciptanya lingkungan kerja yang aman, sehat, dan produktif. Sistem ini mendukung pengendalian risiko K3 secara proaktif, pencegahan kecelakaan kerja dan penyakit akibat kerja, serta peningkatan budaya keselamatan di seluruh lingkungan kerja.

PTPI employs the ISO 45001:2018 Occupational Health and Safety Management System to ensure a safe, healthy, and productive working environment. This system supports proactive OHS risk management, the prevention of work-related accidents and occupational illnesses, and the strengthening of a safety culture across all operational areas.

Standar Industri Hijau untuk Pupuk Buatan Tunggal Hara Makro Primer (SIH 20112:2015)
Green Industry Standard for Single Primary Macronutrient Fertilizers (SIH 20112:2015)

PTPI menerapkan Standar Industri Hijau untuk Pupuk Buatan Tunggal Hara Makro Primer (SIH 20112:2015) sebagai bagian dari komitmen terhadap praktik industri berkelanjutan. Standar ini mendorong efisiensi penggunaan energi dan sumber daya, pengurangan emisi dan limbah, serta optimalisasi pemanfaatan bahan baku yang lebih ramah lingkungan dalam proses produksi pupuk.

PTPI implements the Green Industry Standard for Single Primary Macronutrient Fertilizers (SIH 20112:2015) as part of its commitment to sustainable industrial practices. This standard promotes efficient use of energy and resources, reduction of emissions and waste, and the optimization of environmentally friendly raw materials in fertilizer production processes.

Standar Industri Hijau untuk Industri Pupuk Urea, SP-36 dan ZA (SIH 20122:2018)

Green Industry Standard for Urea, SP-36, and ZA Fertilizer Production (SIH 20122:2018)

PTPI menerapkan Standar Industri Hijau untuk Industri Pupuk Urea, SP-36, dan ZA (SIH 20122:2018) sebagai bagian dari komitmen terhadap praktik produksi yang berkelanjutan. Standar ini mendorong peningkatan efisiensi energi dan sumber daya, pengendalian emisi dan limbah, serta penggunaan bahan baku yang lebih ramah lingkungan dalam proses produksi pupuk.

PTPI implements the Green Industry Standard for Urea, SP-36, and ZA fertilizer production (SIH 20122:2018) as part of its commitment to sustainable production practices. This standard promotes enhanced energy and resource efficiency, effective control of emissions and waste, and the use of more environmentally friendly raw materials in fertilizer production processes.

Sertifikat Halal untuk Bahan Kimia (Produk Petrokimia Gresik)

Halal Certification for Chemical Products (Petrokimia Gresik Products)

Produk bahan kimia tertentu yang dihasilkan oleh PT Petrokimia Gresik, sebagai bagian dari PTPI, telah memperoleh sertifikat halal dari Majelis Ulama Indonesia (MUI). Sertifikasi ini memastikan bahwa proses produksi, bahan baku, serta rantai pasok memenuhi standar kehalalan sesuai ketentuan yang berlaku.

Certain chemical products produced by PT Petrokimia Gresik, as part of PTPI, have obtained halal certification from the Indonesian Ulama Council. This certification ensures that the production processes, raw materials, and supply chain comply with applicable halal standards.

Sertifikat Halal untuk Beras (Produk Pupuk Indonesia Pangan)

Halal Certification for Rice (Pupuk Indonesia Pangan Products)

Produk beras yang diproduksi oleh Pupuk Indonesia Pangan telah memperoleh sertifikasi halal, yang menjamin bahwa proses produksi, pengolahan, dan distribusi memenuhi standar kehalalan serta aman untuk dikonsumsi oleh masyarakat.

Rice products produced by Pupuk Indonesia Pangan have obtained halal certification, ensuring that the production, processing, and distribution processes comply with halal standards and are safe for public consumption.

Sertifikat Halal untuk Amonia dan Urea (Produk Pupuk Kujang)

Halal Certification for Ammonia and Urea (Pupuk Kujang Products)

Produk pupuk berbasis amonia dan urea yang dihasilkan oleh PT Pupuk Kujang, sebagai bagian dari PTPI, telah memperoleh sertifikasi halal dari Majelis Ulama Indonesia (MUI). Sertifikasi ini memastikan bahwa proses produksi, bahan baku, serta rantai pasok memenuhi standar kehalalan sesuai dengan ketentuan yang berlaku.

Ammonia- and urea-based fertilizer products produced by PT Pupuk Kujang, as part of PTPI, have obtained halal certification from the Indonesian Ulama Council. This certification ensures that the production processes, raw materials, and supply chain comply with applicable halal standards.

Food Safety System Certification 22000 untuk Produk CO_2 Cair (Produk Petrokimia Gresik)

Food Safety System Certification (FSSC) 22000 for Liquid CO_2 Products (Petrokimia Gresik)

Produk CO_2 cair yang dihasilkan oleh Petrokimia Gresik telah memenuhi standar Food Safety System Certification (FSSC) 22000, yang merupakan standar internasional dalam sistem manajemen keamanan pangan. Sertifikasi ini memastikan bahwa produk CO_2 cair aman digunakan dalam industri pengolahan makanan dan minuman serta diproduksi melalui proses yang memenuhi persyaratan keamanan pangan.

The liquid CO_2 products produced by Petrokimia Gresik have met the Food Safety System Certification (FSSC) 22000 standard, an internationally recognized standard for food safety management systems. This certification ensures that the liquid CO_2 products are safe for use in the food and beverage processing industry and are produced through processes that comply with stringent food safety requirements.

Sistem Manajemen Pendukung Kepatuhan Lainnya

Other Compliance-Supporting Management Systems

PTPI menerapkan sistem manajemen pendukung untuk memperkuat kepatuhan dan tata kelola perusahaan. ISO 37001:2016 memastikan integritas proses bisnis dan mencegah praktik penyuapan, ISO 22301:2019 menjamin keberlangsungan operasional dan kontinuitas pasokan produk, serta ISO 55001:2014 mendukung pengelolaan aset yang andal guna menjaga stabilitas operasional dan kualitas produk. Sistem ini melengkapi penerapan standar utama dalam mendukung kepatuhan dan keberlanjutan Perusahaan.

PTPI implements supporting management systems to strengthen compliance and corporate governance. ISO 37001:2016 ensures the integrity of business processes and prevents bribery practices, ISO 22301:2019 safeguards operational continuity and the reliability of product supply, and ISO 55001:2014 supports robust asset management to maintain operational stability and product quality. These systems complement the implementation of core standards in supporting the Company's compliance and sustainability objectives.

PTPI berkomitmen memastikan setiap produk dan layanan yang dihasilkan memberikan manfaat nyata bagi sektor pertanian, sekaligus mengelola dan memitigasi potensi dampak negatifnya. Komitmen ini dijalankan melalui penguatan inovasi dan penerapan teknologi yang mendorong efisiensi pemupukan serta menekan kehilangan hara, antara lain melalui NPK Coating Mikroba dan Urea Coating Inhibitor. PTPI juga menerapkan *precision farming system* berbasis satelit, *drone*, dan *proximal sensing* untuk membantu petani menggunakan pupuk secara lebih tepat. Di sisi produksi, Perusahaan terus mengembangkan teknologi Blue & Green Ammonia guna menurunkan emisi karbon dari proses manufaktur.

Dari aspek sosial dan ekonomi, PTPI menjaga aksesibilitas pupuk bersubsidi bagi petani kecil serta memperkuat edukasi pemupukan yang bertanggung jawab agar penggunaan pupuk tidak berdampak negatif pada kualitas tanah. Perusahaan juga memastikan pemangku kepentingan memperoleh informasi yang berimbang mengenai dampak produk dan layanan, baik dari sisi manfaat maupun risiko, sebagai bagian dari upaya mendorong pertanian yang lebih berkelanjutan dan ramah lingkungan. [OJK F.28] [GRI 416-1]

Dalam rangka mendukung penyediaan produk berkualitas, PTPI turut menjaga stabilitas harga pupuk melalui penguatan efisiensi produksi dan pengelolaan biaya yang terukur. Inisiatif yang dijalankan mencakup peremajaan pabrik, peningkatan efisiensi energi melalui modifikasi berbasis audit energi, serta substitusi energi dari gas alam ke batu bara. Perusahaan juga meningkatkan efisiensi pengadaan bahan baku melalui sinergi di antara anak perusahaan untuk memanfaatkan skala ekonomi, serta menjalin kerja sama dengan pemilik tambang batuan fosfat guna memastikan ketersediaan bahan baku yang stabil dan terjangkau.

Komitmen PTPI terhadap kualitas dan keamanan produk didukung oleh sistem pengendalian mutu yang ketat di seluruh rantai produksi. Setiap produk yang dipasarkan telah memenuhi standar kualitas dan keamanan yang berlaku. Sepanjang tahun pelaporan, tidak terdapat insiden ketidakpatuhan terkait dampak kesehatan dan keselamatan produk serta tidak ada kasus penarikan kembali produk. [OJK F.29] [GRI 416-2]

PTPI is committed to ensuring that every product and service delivers tangible benefits to the agricultural sector, while effectively managing and mitigating potential negative impacts. This commitment is realized through strengthened innovation and the application of technologies that enhance fertilization efficiency and reduce nutrient loss, including NPK Microbial Coating and Urea Coating Inhibitors. PTPI also implements precision farming systems leveraging satellite technology, drones, and proximal sensing to support more accurate fertilizer application. On the production side, the Company continues to advance Blue and Green Ammonia technologies to reduce carbon emissions from manufacturing processes.

From a social and economic perspective, PTPI maintains the accessibility of subsidized fertilizers for smallholder farmers while strengthening education on responsible fertilization practices to prevent adverse impacts on soil quality. The Company also ensures that stakeholders receive balanced information regarding the benefits and potential risks of its products and services, as part of its efforts to promote more sustainable and environmentally responsible agriculture. [OJK F.28] [GRI 416-1]

In supporting the provision of quality products, PTPI also maintains fertilizer price stability through enhanced production efficiency and disciplined cost management. Key initiatives include plant revitalization, improvements in energy efficiency through audit-based modifications, and energy substitution from natural gas to coal. The Company further enhances procurement efficiency through synergies among subsidiaries to leverage economies of scale, while establishing partnerships with phosphate rock mining operators to ensure a stable and cost-effective supply of raw materials.

PTPI's commitment to product quality and safety is supported by stringent quality control systems across the entire production chain. All products marketed comply with applicable quality and safety standards. Throughout the reporting year, there were no incidents of non-compliance related to product health and safety impacts, and no product recalls were recorded. [OJK F.29] [GRI 416-2]

Kemasan dan Pelabelan [GRI 417-1, 417-2]

Packaging and Labeling

PTPI memastikan seluruh (100%) kemasan produk dilengkapi dengan informasi yang jelas, lengkap, dan mudah dipahami sebagai bagian dari komitmen terhadap transparansi dan keamanan produk. Informasi pada pelabelan bertujuan mendukung penggunaan pupuk secara aman dan tepat guna, sekaligus memastikan produk menjangkau segmen pasar yang sesuai. Informasi yang dicantumkan meliputi nama atau merek dagang, jenis dan kandungan pupuk, identitas produsen dan alamat, nomor pengaduan, logo dan nomor SNI (jika berlaku), masa edar, nomor pendaftaran, berat bersih, petunjuk penggunaan, kode produksi, serta *barcode* yang memuat informasi izin edar, informasi produk, dan NPB. [GRI 3-3]

PTPI ensures that 100% of its product packaging is equipped with clear, complete, and easily understandable information as part of its commitment to product transparency and safety. The information provided on labels is intended to support the safe and appropriate use of fertilizers, while ensuring that products reach the appropriate market segments. The information includes the product or brand name, type and composition of fertilizer, producer identity and address, complaint contact details, SNI logo and number (where applicable), validity period, registration number, net weight, usage instructions, production code, and a barcode containing distribution permit information, product details, and NPB. [GRI 3-3]

NIHIL

Zero

Sepanjang tahun pelaporan, tidak terdapat insiden ketidakpatuhan terkait informasi dan pelabelan produk maupun jasa. [GRI 417-2]

Throughout the reporting year, there were no incidents of non-compliance related to product and service information and labeling.[GRI 417-2]

PTPI menerapkan kebijakan penyeragaman kantong yang digunakan untuk mengemas produk pupuk bersubsidi. Penyeragaman identitas tersebut dilakukan untuk memudahkan pengawasan dan meningkatkan transparansi dalam rantai distribusi pupuk bersubsidi sehingga dapat lebih tepat sasaran. Di samping itu, kebijakan ini juga memberikan fleksibilitas bagi petani dalam menggunakan berbagai produk pupuk PTPI secara optimal.

PTPI implements a standardized packaging policy for subsidized fertilizer products. This uniformity in packaging identity is intended to facilitate oversight and enhance transparency within the subsidized fertilizer distribution chain, ensuring more targeted delivery. In addition, the policy provides flexibility for farmers to utilize various PTPI fertilizer products more effectively.

Selain penyeragaman kantong, PTPI menerapkan pewarnaan khusus untuk pupuk bersubsidi guna mempermudah pengawasan distribusi tanpa mengubah komposisi maupun kualitas pupuk. Pewarnaan menggunakan bahan organik yang larut dalam air, tidak merusak tanaman, serta tidak berbahaya bagi lingkungan. Standardisasi warna yang diterapkan meliputi warna merah muda untuk pupuk urea bersubsidi dan warna merah kecoklatan untuk pupuk NPK bersubsidi.

Beyond packaging standardization, PTPI applies specific color-coding to subsidized fertilizers to support distribution monitoring without altering the composition or quality of the products. The coloring uses water-soluble organic materials that are safe for crops and environmentally friendly. The standardized colors include pink for subsidized urea and reddish-brown for subsidized NPK fertilizers.

Sistem Pemasaran dan Distribusi Produk [GRI 417-3]

Product Marketing and Distribution System

PTPI memperkuat sistem pemasaran dan distribusi pupuk untuk menjaga ketersediaan pupuk sekaligus meningkatkan efisiensi operasional Perusahaan. Upaya ini dilakukan melalui sentralisasi pemasaran guna mendukung penjualan pupuk bersubsidi maupun komersial, optimalisasi logistik, serta penerapan strategi pemasaran yang lebih terarah. PTPI juga mengembangkan sistem manajemen distributor dan kios untuk mempererat koordinasi antara distributor, retailer, dan petani sehingga pemerataan pasokan dapat ditingkatkan. Dalam pelaksanaannya, PTPI menyediakan layanan yang setara kepada konsumen serta memastikan produk yang dihasilkan ditujukan untuk memenuhi berbagai kebutuhan konsumen. [OJK F.17]

PTPI continues to strengthen its fertilizer marketing and distribution system to ensure product availability while enhancing operational efficiency. These efforts include the centralization of marketing to support both subsidized and commercial fertilizer sales, optimization of logistics, and the implementation of more targeted marketing strategies. PTPI also develops distributor and retail management systems to strengthen coordination among distributors, retailers, and farmers, thereby improving the equitable distribution of supply. In its implementation, PTPI provides equal access to services for all customers and ensures that its products are designed to meet a diverse range of customer needs. [OJK F.17]

Selain itu, PTPI menjalankan mandat Pemerintah dalam distribusi pupuk bersubsidi bagi sepuluh komoditas strategis, yaitu padi, jagung, kedelai, cabai, bawang merah, bawang putih, tebu rakyat, kopi, ubi kayu dan kakao. Pelaksanaan mandat ini merupakan bagian dari upaya Perusahaan dalam memperluas akses petani terhadap input pertanian yang tepat serta mendukung inklusivitas ekonomi di sektor pertanian.

In addition, PTPI fulfills the Government's mandate to distribute subsidized fertilizers for ten strategic commodities, namely rice, corn, soybeans, chili, shallots, garlic, smallholder sugarcane, coffee, cassava, and cocoa. The execution of this mandate forms part of the Company's efforts to expand farmers' access to appropriate agricultural inputs while supporting economic inclusivity in the agricultural sector.

PTPI terus mengembangkan digitalisasi rantai pasok untuk memperkuat transparansi dan akuntabilitas distribusi. Inisiatif yang diimplementasikan mencakup aplikasi DIMAS (*Distributor Management System*) untuk pendaftaran dan pengelolaan distributor secara daring, serta WCM dan ANDALAN yang mempermudah transaksi dan pelaporan bagi distributor. PTPI juga mengoptimalkan sistem pemantauan distribusi yang mencakup DPCS, Petroport, Indigo *Truck Tracking*, Sistro, CCTV Gudang, serta *Warehouse Management System* untuk memantau pergerakan pupuk dari lini produksi hingga diterima petani.

PTPI continues to advance supply chain digitalization to strengthen transparency and accountability in distribution. Key initiatives include the DIMAS (Distributor Management System) application and management for online distributor registration, as well as WCM and ANDALAN to facilitate transaction processing and reporting for distributors. The Company also optimizes distribution monitoring systems, including DPCS, Petroport, Indigo Truck Tracking, Sistro, warehouse CCTV, and a Warehouse Management System, to track fertilizer movement from production facilities through to delivery to farmers.

Integrasi dengan kebijakan pemerintah diperkuat melalui pengembangan aplikasi iPubers, yang menghubungkan sistem penebusan pupuk bersubsidi dengan aplikasi T-Pubers milik Kementerian Pertanian serta pengelolaan stok pupuk bersubsidi di level pengecer pada sistem REKAN (RMS) milik PTPI. Digitalisasi ini mendukung penyaluran yang lebih transparan dan tepat sasaran sesuai dengan prinsip 7T, sekaligus mengurangi potensi penyimpangan di lapangan. [OJK F.17]

Integration with government policies is further strengthened through the development of the iPubers application, which connects subsidized fertilizer redemption systems with the Ministry of Agriculture's T-Pubers application, alongside stock management at the retailer level through PTPI's REKAN (RMS) system. This digitalization supports more transparent and targeted distribution in line with the 7T Right Principle, while reducing the potential for irregularities in the field. [OJK F.17]



Dalam distribusi pupuk bersubsidi, PTPI menerapkan pendekatan berbasis zonasi, termasuk optimalisasi penempatan gudang pupuk di tingkat kabupaten agar lebih dekat dengan petani. Dengan penguatan sistem distribusi tersebut, pada tahun 2025 PTPI berhasil menyalurkan 8,11 juta ton pupuk bersubsidi (Urea, NPK, ZA dan organik), 2,85 juta ton pupuk komersial domestik, serta 1,83 juta ton pupuk komersial ekspor.

In the distribution of subsidized fertilizers, PTPI applies a zonation-based approach, including the optimization of warehouse placement at the district level to ensure closer proximity to farmers. Through the strengthening of this distribution system, in 2025 PTPI successfully distributed 8.11 million tons of subsidized fertilizers (urea, NPK, ZA, and organic), 2.85 million tons of domestic commercial fertilizers, and 1.83 million tons of export commercial fertilizers.

PTPI memperkuat dukungan kepada petani melalui layanan pendampingan budi daya yang lebih menyeluruh, termasuk asistensi pemilihan produk, penerapan metode pemupukan yang efisien, serta pengendalian organisme pengganggu tanaman melalui penyediaan pestisida yang lebih ramah lingkungan. Pendampingan ini dijalankan, antara lain, melalui program Makmur Agro Solution yang memberikan edukasi dan bimbingan teknis dari hulu ke hilir mengenai penggunaan pupuk yang efektif untuk meningkatkan hasil panen serta efisiensi biaya produksi. Melalui pendekatan tersebut, PTPI mendorong peningkatan produktivitas dan pendapatan petani, sekaligus memperkuat praktik pertanian yang lebih bertanggung jawab dan berkelanjutan.

PTPI also enhances support for farmers through more comprehensive cultivation assistance services, including guidance on product selection, the application of efficient fertilization methods, and pest control through the provision of more environmentally friendly pesticides. This support is delivered through the Makmur Agro Solution program, among others, which provides education and technical guidance from upstream to downstream on effective fertilizer use to improve yields and optimize production costs. Through this approach, PTPI promotes increased farmer productivity and income, while strengthening more responsible and sustainable agricultural practices.

PTPI juga melakukan sosialisasi produk, edukasi kepada mitra dan konsumen, serta penyebaran informasi melalui berbagai media komunikasi Perusahaan untuk meningkatkan pemahaman mengenai kandungan bahan kimia dan cara penggunaan produk yang aman.

PTPI also conducts product outreach, provides education to partners and customers, and disseminates information through various corporate communication channels to enhance understanding of chemical content and safe product usage. Through these initiatives, the

Melalui inisiatif ini, Perusahaan mendorong transparansi informasi produk, keselamatan penggunaan, serta peningkatan kesadaran konsumen terhadap aspek keamanan bahan kimia yang terkandung dalam produk.

Company promotes product transparency, safe usage, and greater consumer awareness of chemical safety aspects contained in its products.

Dalam seluruh kegiatan pemasaran dan distribusi, PTPI berkomitmen mematuhi peraturan perundang-undangan yang berlaku, termasuk pada aspek komunikasi pemasaran, mulai dari promosi, pelabelan produk, hingga distribusi pupuk bersubsidi dan komersial. PTPI memastikan informasi yang disampaikan kepada pemangku kepentingan, termasuk petani, distributor, dan mitra bisnis, dilakukan secara transparan, akurat, dan sesuai ketentuan regulasi. Sepanjang tahun pelaporan, tidak terdapat insiden ketidakpatuhan terkait komunikasi pemasaran. [GRI 417-3]

Across all marketing and distribution activities, PTPI is committed to complying with applicable laws and regulations, including those governing marketing communications—from promotions and product labeling to the distribution of both subsidized and commercial fertilizers. The Company ensures that all information conveyed to stakeholders, including farmers, distributors, and business partners, is transparent, accurate, and aligned with regulatory requirements. Throughout the reporting year, there were no incidents of non-compliance related to marketing communications. [GRI 417-3]

PTPI juga menjaga kerahasiaan dan keamanan data pelanggan melalui penerapan sistem pelindungan data yang mengacu pada standar terbaik. Sepanjang periode pelaporan, tidak terdapat insiden kebocoran, kehilangan, maupun penyalahgunaan data pelanggan. [GRI 3-3] [GRI 418-1]

PTPI also safeguards customer data confidentiality and security through the implementation of data protection systems aligned with best practices. Throughout the reporting period, there were no incidents of data breaches, loss, or misuse of customer data. [GRI 3-3] [GRI 418-1]



Evaluasi Kepuasan Pelanggan [OJK F.30]

Customer Satisfaction Evaluation

Dalam rangka menjaga dan meningkatkan kepuasan pelanggan, PTPI menerapkan pendekatan layanan yang berfokus pada pelanggan (*customer-centric*). Perusahaan menyediakan berbagai saluran komunikasi resmi bagi pelanggan untuk memperoleh informasi, menyampaikan tanggapan dan masukan, serta menyampaikan pertanyaan maupun keluhan. Melalui layanan tersebut, PTPI memperkuat hubungan dengan pemangku kepentingan dan memastikan tindak lanjut atas tanggapan pelanggan dilakukan secara responsif.

To maintain and enhance customer satisfaction, PTPI adopts a customer-centric service approach. The Company provides various official communication channels through which customers can access information, submit feedback and suggestions, and raise inquiries or complaints. Through these channels, PTPI strengthens its relationships with stakeholders and ensures that customer feedback is addressed in a timely and responsive manner.

	Dukungan Support	Kelebihan Advantages
Profil Perusahaan, Info Produk, Distributor Company Profile, Product Information, Distributors	Situs web: www.pupuk-indonesia.com Website: www.pupuk-indonesia.com	Kemudahan akses Ease of access
Produk dan Pengaduan Products and Complaints	Telepon | Telephone: 0800-100-800-1 WhatsApp: 0811-1000-1959 Surel | Email: konsumen@pupuk-indonesia	Bebas pulsa, *Chat tree*, *Knowledge base* Toll-free, Chat tree, Knowledge base
Info Produk dan Kegiatan Product Information and Activities	Media Elektronik | Electronic Media • @pt.pupukindonesia • @Sahabat.Petani • PT Pupuk Indonesia • Sahabat Petani @pupuk_indonesia @sahabatpetaniofficial • PT Pupuk Indonesia Official • Sahabat Petani	Informatif Informative

Keberadaan kanal komunikasi yang beragam memastikan pelanggan dapat mengakses informasi yang lengkap serta memperoleh respons secara lebih cepat dan efektif.

The availability of multiple communication channels ensures that customers can access comprehensive information and receive responses more quickly and effectively.

PTPI secara rutin menyelenggarakan program edukasi untuk meningkatkan pemahaman pelanggan terhadap produk dan layanan, antara lain, melalui temu pelanggan dan layanan Mobil Uji Tanah. Kegiatan ini memberikan wawasan mengenai jenis pupuk, tata

PTPI regularly conducts educational programs to enhance customer understanding of its products and services, including customer gatherings and Mobile Soil Testing services. These initiatives provide insights into fertilizer types, proper application methods, agricultural

cara penggunaan yang tepat, teknologi pertanian, pemupukan berimbang, serta keunggulan produk yang ditawarkan. Pelaksanaan edukasi juga melibatkan PPTS dan PUD sebagai mitra strategis untuk memastikan informasi terkait produk PTPI tersampaikan secara konsisten kepada petani dan pengguna akhir.

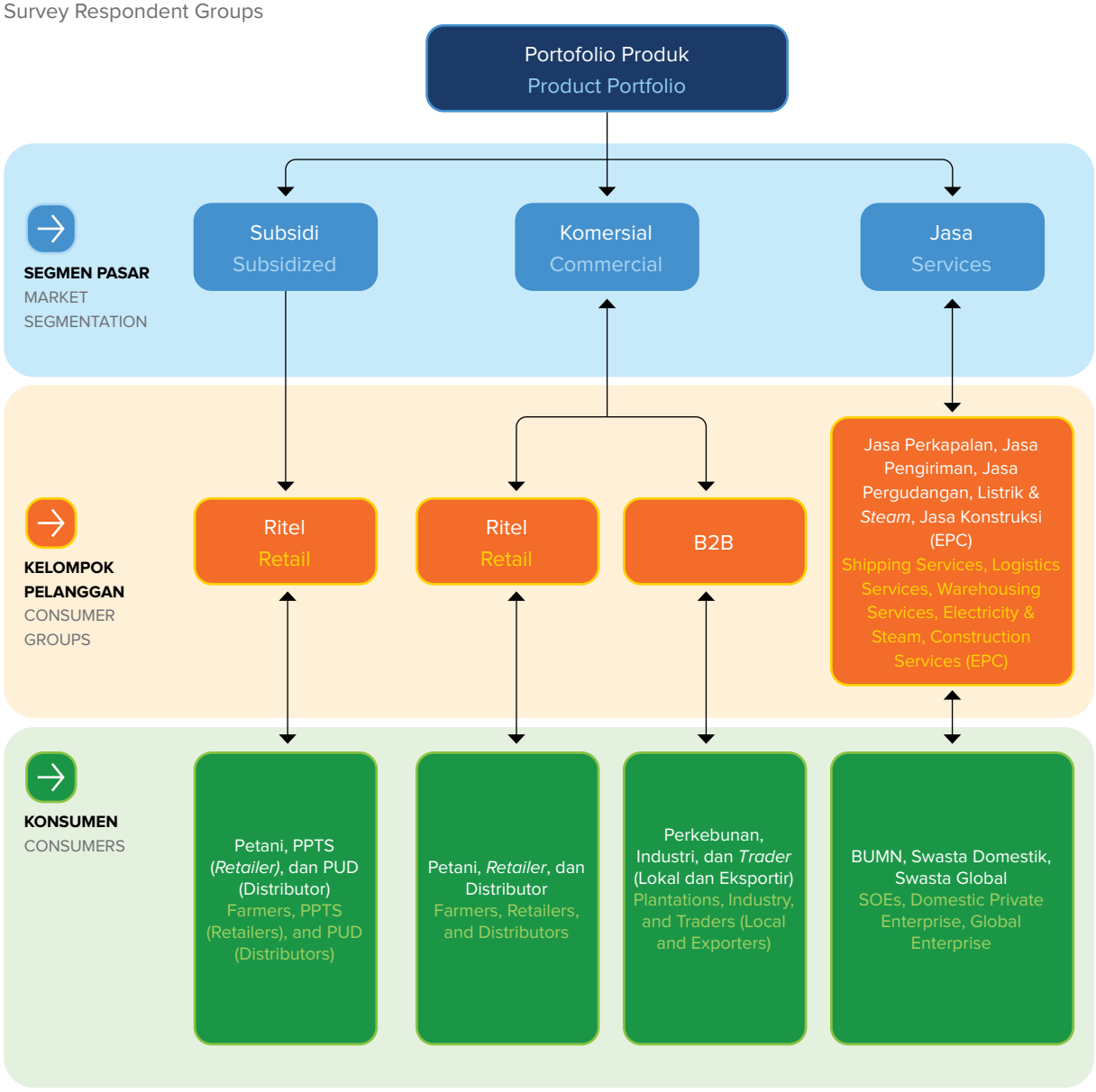
Selain menyediakan layanan dan edukasi, PTPI mengukur kepuasan pelanggan melalui survei yang dilakukan secara berkala. Hasil survei menjadi masukan penting bagi Perusahaan dalam meningkatkan kualitas produk dan layanan secara berkelanjutan. Kelompok responden survei kepuasan pelanggan pada tahun 2025 disajikan sebagai berikut. [OJK F.30]

technologies, balanced fertilization, and the advantages of the Company's products. The implementation of these programs also involves PPTS and PUD as strategic partners to ensure consistent delivery of product information to farmers and end users.

In addition to service provision and education, PTPI measures customer satisfaction through periodic surveys. The survey results serve as important input for the Company to continuously improve the quality of its products and services. The respondent groups for the 2025 customer satisfaction survey are presented as follows. [OJK F.30]

Kelompok Responden Survei

Survey Respondent Groups



Indeks Kepuasan Pelanggan [OJK F.30]
Customer Satisfaction Index

2025
93,05

2024
90,96

2023
95,68

PTPI terus menunjukkan komitmennya dalam menjaga dan meningkatkan kepuasan pelanggan melalui penyediaan produk pupuk berkualitas tinggi serta layanan yang inovatif. Hasil survei indeks kepuasan pelanggan mencatat peningkatan yang konsisten dibandingkan tahun-tahun sebelumnya, yang mencerminkan tingginya tingkat kepuasan pelanggan terhadap produk dan layanan yang diberikan.

Kepuasan pelanggan terhadap semua produk juga menunjukkan tren positif. Produk urea dan NPK tetap menjadi pilihan utama pelanggan karena kualitas dan efektivitasnya dalam mendukung produktivitas pertanian serta produk amonia dalam pemenuhan kebutuhan sektor industri nasional. PTPI terus memperkuat inovasi formulasi produk dan layanan untuk memberikan nilai tambah, termasuk melalui peningkatan efisiensi distribusi serta pengembangan solusi berbasis teknologi guna memastikan ketersediaan pupuk secara tepat waktu dan tepat sasaran.

Capaian tersebut didukung oleh upaya Perusahaan dalam menjaga konsistensi kualitas produk, mengoptimalkan sistem distribusi, serta memperkuat komunikasi dengan pelanggan melalui berbagai kanal layanan informasi. Dengan mempertahankan standar tinggi dalam produk dan layanan, PTPI berkomitmen untuk terus meningkatkan kepuasan pelanggan pada tahun-tahun mendatang, sekaligus mendukung transformasi menuju industri hijau dan inklusi ekonomi yang berkelanjutan.

PTPI continues to demonstrate its commitment to maintaining and enhancing customer satisfaction through the provision of high-quality fertilizer products and innovative services. The customer satisfaction index survey results show a consistent increase compared to previous years, reflecting a high level of customer satisfaction with the products and services delivered.

Customer satisfaction across all products also shows a positive trend. Urea and NPK products remain the preferred choice among customers due to their quality and effectiveness in supporting agricultural productivity, while ammonia products continue to meet the needs of the national industrial sector. PTPI continues to strengthen product formulation innovation and service delivery to create added value, including through improved distribution efficiency and the development of technology-based solutions to ensure timely and targeted fertilizer availability.

These achievements are supported by the Company's efforts to maintain consistent product quality, optimize distribution systems, and strengthen customer communication through various service channels. By upholding high standards in both products and services, PTPI remains committed to further enhancing customer satisfaction in the years ahead, while supporting the transition toward a greener industry and sustainable economic inclusion.



Pengembangan Talenta dan Budaya Keselamatan

Talent Development and Safety Culture



Pengembangan Karyawan
Employee Development

Sebagai salah satu pemimpin industri pupuk di Asia, PTPI memegang peran strategis dalam akselerasi ekosistem pupuk berkelanjutan. Didukung oleh 7.882 talenta profesional di seluruh PTPI dan sembilan anak perusahaannya, PTPI terus memacu inovasi portofolio produk ramah lingkungan guna memperkokoh posisi industri pupuk nasional di kancah internasional.

As one of Asia's leading fertilizer industry players, PTPI holds a strategic role in accelerating a sustainable fertilizer ecosystem. Supported by 7,882 professional talents across PTPI and its nine subsidiaries, PTPI continues to drive innovation in its environmentally friendly product portfolio, strengthening the competitiveness of Indonesia's fertilizer industry on the international stage.

Ambisi besar PTPI adalah menjadi salah satu pemain global utama dalam industri pupuk berkelanjutan yang tidak hanya menjamin ketahanan pangan dunia, tetapi juga mendorong praktik pertanian ramah lingkungan. Guna mewujudkan visi tersebut, PTPI berfokus pada pengembangan *World Class Human Capital* atau sumber daya manusia unggul yang menjadi pilar utama dalam *Strategic House* perusahaan untuk menghadapi tantangan masa depan.

PTPI aspires to also become a leading global player in the sustainable fertilizer industry, one that not only safeguards global food security but also advances environmentally responsible agricultural practices. To realize this vision, PTPI places strong emphasis on developing World-Class Human Capital as a key pillar within its Strategic House, equipping the organization to navigate future challenges.

Strategi Pengembangan Karyawan
Employee Development Strategy

Strategi pengelolaan talenta di PTPI didasarkan pada *Human Capital Management Grand Strategy* serta *Roadmap* SDM PTPI yang mengusung visi transformasi menuju *Human Experience Management* (HXM) *and World Class Talent*. Melalui pendekatan ini, PTPI menempatkan pengalaman dan kepuasan karyawan sebagai prioritas utama dalam menghasilkan sumber daya manusia bereputasi global.

PTPI's talent management strategy is anchored in its Human Capital Management Grand Strategy and Human Capital Roadmap, which set out a transformation vision toward Human Experience Management (HXM) and World-Class Talent. Through this approach, PTPI places employee experience and satisfaction as a top priority in developing globally reputable human capital.

Dalam langkah operasional, PTPI membawa budaya kerja yang adaptif dengan memprioritaskan pertumbuhan kompetensi secara berkelanjutan. PTPI menyediakan berbagai program pelatihan dan pengembangan kompetensi strategis, yang tidak hanya bertujuan meningkatkan produktivitas, tetapi juga memberikan ruang bagi setiap individu untuk mengembangkan potensi terbaik dan meningkatkan kepuasan kerja karyawan. [OJK F.22]

At the operational level, PTPI fosters an adaptive work culture by prioritizing continuous competency development. The Company provides a wide range of training programs and strategic competency development initiatives aimed not only at enhancing productivity, but also at enabling individuals to realize their full potential and improve overall job satisfaction. [OJK F.22]

Sejalan dengan pengembangan kompetensi, terciptanya ruang kerja yang aman, inklusif, dan bebas diskriminasi menjadi fondasi penting dalam menghargai keberagaman latar belakang seluruh karyawan. Komitmen ini diperkuat melalui penerapan strategi K3 secara komprehensif dan penyediaan layanan kesehatan yang memadai guna memitigasi

In line with competency development, cultivating a safe, inclusive, and discrimination-free workplace remains a fundamental priority in respecting the diverse backgrounds of all employees. This commitment is reinforced through the comprehensive implementation of OHS strategies, alongside the provision of adequate healthcare services to mitigate workplace risks

risiko kecelakaan kerja dan menjamin kesejahteraan fisik serta mental karyawan. Melalui pengawasan dan evaluasi berkala, PTPI memastikan seluruh kebijakan kesehatan, keselamatan, dan lingkungan kerja tetap efektif dan selaras dengan standar keunggulan industri.

Roadmap SDM PTPI, yang menjadi rujukan dalam pengelolaan sumber daya manusia, memiliki pilar-pilar prioritas sebagai berikut.

and safeguard employee physical and mental well-being. Through regular monitoring and evaluation, PTPI ensures that all workplace health, safety, and environmental policies remain effective and aligned with industry best practices.

PTPI's Human Capital Roadmap, which serves as the primary reference for human capital management, is guided by the following key priority pillars.



Seluruh praktik manajemen talenta di PTPI senantiasa berpijak pada kepatuhan terhadap regulasi ketenagakerjaan nasional serta penghormatan terhadap prinsip-prinsip hak asasi manusia. Beberapa peraturan utama yang menjadi pedoman, di antaranya: [GRI 2-23]

1. Undang-Undang (UU) No. 39 Tahun 1999 tentang Hak Asasi Manusia;
2. Undang-Undang Republik Indonesia No. 13 Tahun 2003 tentang Ketenagakerjaan;
3. Undang-Undang (UU) No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
4. Undang-Undang Republik Indonesia No. 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh;

All talent management practices at PTPI are consistently grounded in compliance with national labor regulations and respect for human rights principles. Key regulatory frameworks that serve as references include: [GRI 2-23]

1. Law No. 39 of 1999 on Human Rights
2. Law No. 13 of 2003 on Manpower
3. Law No. 6 of 2023 on the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation into Law
4. Law No. 21 of 2000 on Trade/Labor Unions

5. Konvensi ILO No. 87/1948 tentang Kebebasan Berserikat dan Perlindungan atas Hak Berorganisasi (*Freedom of Association and Protection of Right to Organize*); dan lainnya.

5. ILO Convention No. 87/1948 on Freedom of Association and Protection of the Right to Organize and other applicable regulations.

Program Pelatihan dan Pendidikan
Training and Education Programs

PTPI berkomitmen menyediakan ruang belajar dan kesempatan berkembang bagi setiap individu sebagai bagian dari upaya mencetak sumber daya manusia yang unggul. Berbagai inisiatif strategis telah dijalankan guna memastikan sumber daya manusia Perusahaan mampu mengintegrasikan prinsip-prinsip Lingkungan, Sosial, dan Tata Kelola (ESG) dalam operasional bisnis, di antaranya program pelatihan kepemimpinan, sesi *coaching* dan *counseling*, hingga penyelenggaraan seminar, lokakarya, serta sertifikasi kompetensi profesional. [GRI 3-3] [OJK F.22]

PTPI is committed to providing learning opportunities and development pathways for every individual as part of its efforts to cultivate high-performing human capital. Various strategic initiatives have been implemented to ensure that the Company's human capital is equipped to integrate Environmental, Social, and Governance (ESG) principles into business operations, including leadership development programs, coaching and counseling sessions, as well as the organization of seminars, workshops, and professional competency certifications. [GRI 3-3] [OJK F.22]

Investasi komprehensif pada pengembangan talenta menjadi pilar penting PTPI untuk memacu inovasi sekaligus memperkuat daya saing korporasi pada masa depan. Sepanjang tahun 2025, PTPI telah menyelenggarakan berbagai program pelatihan. Adapun yang disajikan pada tabel berikut merupakan pelatihan yang secara spesifik terkait dengan aspek keberlanjutan. [GRI 404-2] [OJK F.22]

Comprehensive investment in talent development remains a key pillar for PTPI in driving innovation while strengthening its long-term corporate competitiveness. Throughout 2025, PTPI conducted various training programs, with the following table presenting those specifically related to sustainability aspects. [GRI 404-2] [OJK F.22]

Jenis Pelatihan Training Type	Deskripsi Description	Peserta Participants
Conference	*The 10th IIHA Connect 2025 Industrial Hygiene as a Pillar of Sustainability : Recognizing Industrial Hygiene as an Essential Key for Succeeding SDGs*	2
Pelatihan | Training	*Customer Experience & Service Excellence and Industrial Automation & Process Improvement*	1
Pelatihan | Training	*Executive Forum on Sustainability Transformation in Action*	2
Pelatihan | Training	*Industrial Hygiene Professional Development Courses - The 10th IIHA Connect 2025*	2
Pelatihan | Training	*OMU 2025 Workshop 1: Industrial Hygiene in Occupational Medicine Perspective*	2
Pelatihan | Training	*Project Management in Gas/LNG Basic Course*	2
Pelatihan | Training	*Training Sustainability Reporting Bootcamp*	2
Pelatihan | Training	*Workshop & Networking Program - Indonesia Green Connect 2025*	2
Pelatihan | Training	Pelatihan PSPK 1 dan PSPK 2 Dalam Praktik Pelaporan ESG Training of PSPK 1 and PSPK 2 on ESG Reporting Practice	2
Pelatihan | Training	*Training International Financial Reporting Standards Sustainability (IFRS S1 & S2)*	2
Pelatihan | Training	*ESG Implementation*	3
Pelatihan | Training	Workshop Peningkatan Kompetensi dalam Pengembangan Proyek NbS: Aspek Teknis, Aspek Keekonomian, dan Aspek Regulasi/Legalitas Workshop on Enhancing Competence in NbS Project Development: Technical Aspects, Economic Aspects, and Regulatory/Legal Aspects	4

Jenis Pelatihan Training Type	Deskripsi Description	Peserta Participants
Pelatihan | Training	Pelatihan Teknik Pengujian, Verifikasi Metode, Ketidakpastian Pengukuran untuk Pengujian BOD dalam Air Sungai dan Air Limbah Training on Testing Techniques, Method Verification, and Measurement Uncertainty for BOD Testing in River Water and Wastewater	4
Pelatihan | Training	Bimbingan Teknis Pengelolaan IPAL/Limbah Domestik Technical Guidance on the Management of WWTP/Domestic Wastewater	17
Pelatihan | Training	Training ISO 14064-1: Sistem Manajemen Data Gas Rumah Kaca dan Penerapan *Nature-based Solutions* ISO 14064-1 Training: Greenhouse Gas Data Management Systems and the Implementation of Nature-based Solutions	5
Pelatihan | Training	*Sustainability Reporting: Standards and Implementation - Update* Terkini ISSB Standards IFRS S1 dan IFRS S2 Sustainability Reporting: Standards and Implementation - Latest Update on IFRS S1 and S2 ISSB Standards	15
Pelatihan | Training	Pengenalan AMDAL Dasar dan Peraturan Perizinan Terkait Lingkungan Introduction to Basic Environmental Impact Assessment (EIA) and Related Environmental Permitting Regulations	16
Pelatihan | Training	*Environmental Awareness : Climate Change*	20
Pelatihan | Training	*Workshop* IFRS *Sustainability Standards* (SDS) dan Standar Pengungkapan Keberlanjutan (SPK) Workshop on IFRS Sustainability Standards (SDS) and Sustainability Disclosure Standards (SPK)	23
Pelatihan | Training	*Training of ESG Audit Program to Ensure Compliance with Organizational ESG Governance and Reporting*	40
Pelatihan | Training	ESG, ISO 26000, dan GRI PI Group ESG, ISO 26000, and GRI PI Group	61
Pelatihan | Training	Webinar Manajemen Risiko "Dive into Sustainability Disclosure" Risk Management “Dive into Sustainability Disclosure” Webinar	98
Sertifikasi | Certification	*Certified Environmental and Sustainability Analyst* (CESA)	1
Sertifikasi | Certification	Sertifikasi Penyimpanan LB3 Hazardous Storage Certification	21
Sertifikasi | Certification	Sertifikasi Pengelolaan LNB3 Non-Hazardous Management Certification	12
Sertifikasi | Certification	*Certified Sustainability Reporting Specialist* (CSRS)	6
Sertifikasi | Certification	*Certified Sustainability Reporting Assurer* (CSRA)	1
Sertifikasi | Certification	Sertifikasi Penanggung Jawab Operasional Pengelolaan Air Limbah (POPAL) Certification for Operational Managers of Wastewater Management (POPAL)	2

Pada tahun 2025, tercatat [OJK F.22]
In 2025, a total of

Rp203.538 Miliar | Billion

telah PTPI investasikan untuk memperkuat pengembangan sumber daya manusia melalui pembelajaran yang inklusif dan berbasis kebutuhan kompetensi jabatan, baik secara tatap muka maupun daring, yang seluruhnya diarahkan untuk mendukung transformasi bisnis berbasis keberlanjutan.
has been invested by PTPI to strengthen human capital development through inclusive and competency-based learning aligned with job requirements, delivered both in-person and online, to support sustainability-driven business transformation.

Pada tahun 2025, rata-rata jam pelatihan karyawan, yang mencakup seluruh program pelatihan pada tingkat non manajerial tercatat sebesar 60 jam di Kantor Pusat dan 86 jam di Anak Perusahaan. Sementara itu, pada tingkat manajerial, rata-rata jam pelatihan mencapai 36 jam di Kantor Pusat dan 88 jam di Anak Perusahaan. Capaian ini mencerminkan upaya PTPI dalam membangun kapasitas dan kesadaran lingkungan karyawan secara merata di seluruh entitas. [GRI 404-1] [OJK F.22]

In 2025, the average training hours per employee, covering all training programs at the non-managerial level, reached 60 hours at the Head Office and 86 hours at Subsidiaries. At the managerial level, the average training hours amounted to 36 hours at the Head Office and 88 hours at Subsidiaries. This achievement reflects PTPI's efforts to strengthen employee capacity and environmental awareness consistently across all entities. [GRI 404-1] [OJK F.22]

PTPI berkomitmen untuk memperkuat aspek pengembangan organisasi pada masa depan dengan mengintegrasikan metode pembelajaran berbasis tim dan jaringan (*teams and network*) guna mendorong kolaborasi yang lebih dinamis. Selain itu, PTPI tengah merancang program edukasi budaya perusahaan (*cultural education*) dan percepatan transisi digital (*digital transition program*) untuk memastikan kesiapan SDM dalam menghadapi perubahan industri. PTPI juga menegaskan bahwa seluruh inisiatif pengembangan kompetensi ini akan bersifat inklusif, mencakup tidak hanya karyawan tetap, tetapi juga karyawan kontrak, demi menciptakan standar kualitas kerja yang merata di seluruh lini organisasi.

PTPI is committed to strengthening its organizational development in the future by integrating team- and network-based learning approaches to foster more dynamic collaboration. In addition, PTPI is designing corporate cultural education programs and accelerating digital transition initiatives to ensure the workforce is well-prepared to navigate industry changes. PTPI also affirms that all competency development initiatives will be inclusive, encompassing not only permanent employees but also contract employees, to establish consistent standards of work quality across all levels of the organization.

Keberagaman Karyawan
Employee Diversity

PTPI meyakini bahwa sinergi antara latar belakang, perspektif, dan pengalaman karyawan yang beragam merupakan pilar fundamental untuk memacu inovasi. Melalui keyakinan tersebut, PTPI berkomitmen membangun ekosistem kerja inklusif yang menjunjung tinggi keadilan dan memastikan setiap individu memiliki kesempatan setara untuk mengaktualisasikan potensi mereka. [GRI 3-3] [OJK F.18]

PTPI believes that the synergy of diverse backgrounds, perspectives, and experiences among its employees is a fundamental pillar in driving innovation. Guided by this belief, PTPI is committed to fostering an inclusive work environment that upholds fairness and ensures equal opportunities for every individual to realize their full potential. [GRI 3-3] [OJK F.18]

Komposisi Karyawan [GRI 2-7, 2-8, 405-1]
Employee Composition

Operasional PTPI seluruhnya didukung oleh karyawan purnawaktu dengan skema kerja 40 jam per minggu, tanpa melibatkan karyawan paruh waktu maupun pekerja di bawah umur. Hingga 31 Desember 2025, total karyawan perusahaan tercatat sebanyak 7.882 orang,

PTPI's operations are fully supported by full-time employees working 40 hours per week, with no part-time employees or underage workers. As of December 31, 2025, the Company employed a total of 7,882 employees, comprising 7,336 permanent employees

yang terdiri atas 7.336 karyawan Perjanjian Kerja Waktu Tidak Tertentu (PKWTT) dan 546 karyawan Perjanjian Kerja Waktu Tertentu (PKWT). Secara keseluruhan, komposisi ini mengalami peningkatan dibandingkan periode tahun sebelumnya yang berjumlah 7.712 karyawan. [GRI 2-7] [GRI 2-8] [OJK C.3.b]

under Permanent Employment Contracts (PKWTT) and 546 employees under Fixed-Term Contracts (PKWT). Overall, this composition increased compared to the previous year's total of 7,712 employees. [GRI 2-7] [GRI 2-8] [OJK C.3.b]

Sebaran karyawan PTPI berdasarkan gender pada tahun 2025 terdiri dari: [GRI 405-1]

The distribution of PTPI employees by gender in 2025 consisted of the following: [GRI 405-1]

795 setara dengan 10,09% karyawan wanita employees (10.09%) were female	**7.087** setara dengan 89,91% karyawan pria employees (89.91%) were male

Dari segi pendidikan, seluruh karyawan telah menempuh pendidikan hingga jenjang berikut:

In terms of educational attainment, all employees have completed education up to the following levels:

3.434 setara dengan 43,57% karyawan lulusan SMA/SMP employees (43.57%) were junior high and high school graduates	**839** setara dengan 10,64% karyawan lulusan Diploma employees (10.64%) held Diploma degrees
2.841 setara dengan 36,04% karyawan lulusan S-1 employees (36.04%) held Bachelor's degrees	**759** setara dengan 9,63% karyawan lulusan S-2 employees (9.63%) held Master's degrees
9 setara dengan 0,11% karyawan lulusan S-3 employees (0.11%) held Doctoral degrees	

Selain karyawan PKWTT dan PKWT, PTPI juga mengintegrasikan tenaga kerja alih daya dalam struktur operasionalnya. Tenaga kerja alih daya ini memegang peranan pada fungsi-fungsi pendukung, mulai dari layanan administrasi dan pengamanan hingga pemeliharaan kebersihan serta pelayanan umum. Pada tahun 2025, PTPI mengelola 7.695 tenaga kerja alih daya dengan komposisi sebagai berikut. [GRI 2-8]

In addition to permanent and contract employees, PTPI also integrates outsourced workers into its operational structure. These workers play key roles in supporting functions, ranging from administrative and security services to housekeeping and general services. In 2025, PTPI managed 7,695 outsourced workers, with the following composition. [GRI 2-8]

PT Pupuk Indonesia (Persero)	Anak Perusahaan Subsidiaries
1.363 tenaga kerja alih daya outsourced workers	**6.332** tenaga kerja alih daya outsourced workers

PTPI meyakini bahwa keberagaman latar belakang dan inklusivitas merupakan pilar inovasi, yang diwujudkan melalui pelibatan 21 penyandang disabilitas sebagai bagian integral dari keluarga besar korporasi. Melalui penyediaan fasilitas penunjang yang berkelanjutan dan pemberian kesempatan yang setara bagi setiap individu untuk berkontribusi, PTPI berhasil mempertahankan iklim kerja nondiskriminatif yang dibuktikan dengan nihilnya (0%) pengaduan insiden diskriminasi sepanjang tahun berjalan. [GRI 3-3] [GRI 2-7, 406-1]

PTPI believes that a diversity of backgrounds and inclusivity are key pillars of innovation, reflected in the inclusion of 21 persons with disabilities as an integral part of the corporate workforce. Through the continuous provision of supporting facilities and equal opportunities for every individual to contribute, PTPI maintains a non-discriminatory work environment, as evidenced by zero (0%) reported incidents of discrimination throughout the year. [GRI 3-3] [GRI 2-7, 406-1]

Melengkapi komitmen tersebut, PTPI menjunjung tinggi kesetaraan tanpa memandang suku, agama, ras, maupun antargolongan dalam seluruh proses manajemen talenta. Berdasarkan kategorisasi kewarganegaraan dan etnisitas, PTPI mencatat bahwa 100% tenaga kerja PTPI merupakan ras Asia dengan Warga Negara Indonesia (WNI). Komposisi ini mencerminkan optimalisasi talenta lokal yang memiliki latar belakang budaya beragam namun tetap selaras dalam semangat kolaborasi korporasi. [GRI 3-3] [GRI 202-2]

Reinforcing this commitment, PTPI upholds equality across all talent management processes, regardless of ethnicity, religion, race, or social group. PTPI's workforce is 100% of Asian ethnicity and Indonesian nationality. This composition reflects the optimization of local talent with diverse cultural backgrounds, united under a shared spirit of corporate collaboration. [GRI 3-3] [GRI 202-2]

Kontribusi PTPI terhadap pembangunan bangsa dijalankan melalui prioritas pengembangan talenta lokal dalam mengisi posisi kepemimpinan strategis di dalam organisasi. Jabatan manajemen senior, seperti Senior Vice President, General Manager, Kepala SPI, Sekretaris Perusahaan, dan Senior Project Manager, diberikan sepenuhnya kepada masyarakat Indonesia. [GRI 202-2]

PTPI contributes to national development by prioritizing the advancement of local talent to fill strategic leadership positions within the organization. Senior management roles, including Senior Vice President, General Manager, Head of Internal Audit (SPI), Corporate Secretary, and Senior Project Manager, are fully entrusted to Indonesian employees. [GRI 202-2]

Sepanjang 2025,
In 2025,

100%

setara dengan 189 orang posisi manajemen satu tingkat di bawah Direksi di seluruh wilayah operasional yang dijabat oleh warga negara Indonesia. [GRI 202-2]
equivalent to 189 people of management positions one level below the Board of Directors across all operational areas were held by Indonesian citizens. [GRI 202-2]

Sebaran karyawan di tingkat manajerial pada tahun 2025 terdiri dari:

The distribution of employees at the managerial level in 2025 is presented as follows:

371 (15,30%)

dari total karyawan di tingkat manajerial adalah wanita
of total employees at the managerial level were female

2.054 (84,70%)

dari total karyawan di tingkat manajerial adalah pria
of total employees at the managerial level were male

Perekrutan dan Perputaran Karyawan
Employee Recruitment and Turnover

Keberagaman dijunjung tinggi sebagai aset strategis yang memberikan nilai tambah bagi dinamika PTPI. Melalui komitmen ini, PTPI membuka kesempatan kerja bagi setiap kandidat yang memenuhi kualifikasi tanpa adanya diskriminasi berdasarkan suku, agama, afiliasi politik, kondisi disabilitas, jenis kelamin, maupun latar belakang personal lainnya. Keterbukaan ini bertujuan menciptakan lingkungan kerja yang inklusif sejak tahap awal penerimaan. [GRI 3-3]

Transparansi dan keadilan selalu diterapkan dalam setiap proses rekrutmen karyawan PTPI di seluruh tingkatan guna memastikan terpilihnya kandidat dengan kualifikasi yang paling sesuai. Prinsip kesetaraan kesempatan kerja diterapkan secara konsisten dalam menjaring insan terbaik untuk bergabung menjadi bagian dari tim. [OJK F.18]

Pemenuhan kebutuhan talenta dilakukan melalui dua mekanisme utama, yaitu jalur eksternal sebagai penjaringan talenta baru dari luar perusahaan dan jalur internal yang didedikasikan bagi pengembangan karier karyawan yang sudah bekerja melalui skema promosi maupun mutasi. Sepanjang 2025, PTPI telah merekrut 320 karyawan baru melalui jalur eksternal dan 1.002 karyawan baru melalui jalur internal dengan 76% posisi terbuka diisi oleh kandidat internal. [GRI 401-1]

Diversity is upheld as a strategic asset that adds value to PTPI's organizational dynamics. Guided by this commitment, PTPI provides equal employment opportunities to all qualified candidates without discrimination based on ethnicity, religion, political affiliation, disability, gender, or any other personal background. This openness aims to foster an inclusive work environment from the very outset of the recruitment process. [GRI 3-3]

Transparency and fairness are consistently applied across all stages of PTPI's recruitment processes at every level, ensuring the selection of candidates with the most appropriate qualifications. The principle of equal opportunity is embedded throughout the hiring process to attract and onboard the best talent to join the organization. [OJK F.18]

Talent needs are fulfilled through two primary mechanisms, namely external recruitment to attract new talent from outside the Company, and internal recruitment dedicated to the career development of existing employees through promotion and rotation schemes. Throughout 2025, PTPI recruited 320 new employees through external recruitment and 1,002 through internal recruitment, with 76% of open positions filled by internal candidates. [GRI 401-1]

Karyawan Keluar Pensiun
Employee Turnover - Retirement

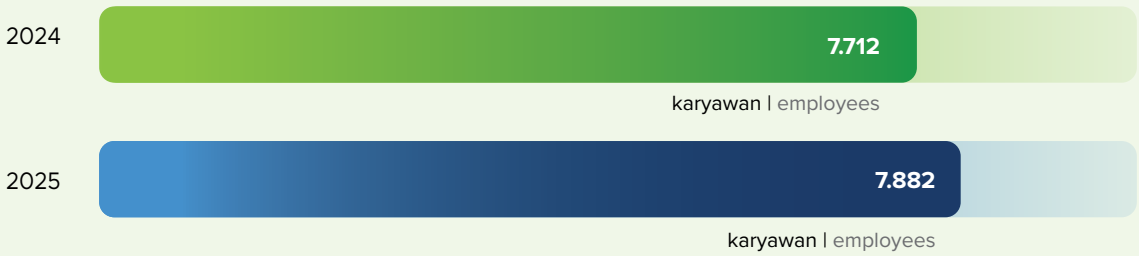
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Karyawan Keluar Non Pensiun
Employee Turnover - Non-Retirement

46 karyawan employees

Karyawan Baru
New Employees

320 karyawan employees



PTPI mencatatkan tingkat perputaran karyawan sebesar 1,90% pada 2025, lebih rendah dibandingkan periode sebelumnya. Penurunan ini menunjukkan adanya stabilitas tenaga kerja. Untuk memastikan bahwa kondisi ini mencerminkan kualitas lingkungan yang sehat, PTPI melengkapinya dengan analisis lebih lanjut, termasuk tingkat turnover akibat pengunduran diri secara sukarela dan hasil survei *employee experience*.

PTPI recorded an employee turnover rate of 1.90% in 2025, lower than the previous period, indicating improved workforce stability. To ensure that this reflects a healthy working environment, PTPI complements this with further analysis, including voluntary turnover rates and the results of employee experience surveys.

Hasil pengukuran tersebut menjadi dasar dalam mengevaluasi efektivitas upaya Perusahaan menciptakan kerja yang aman, kondusif, dan mendukung keseimbangan kehidupan kerja. Keluarnya karyawan sesuai dengan kebijakan perusahaan yang berlaku diantaranya pensiun, berakhirnya kontrak, meninggal dunia, sanksi pelanggaran, kesepakatan bersama hingga pengunduran diri secara sukarela. [GRI 401-1]

These measurement results serve as the basis for evaluating the effectiveness of the Company's efforts to create a safe, conducive work environment that supports work-life balance. Employee separations occur in accordance with applicable Company policies, including retirement, contract completion, death, disciplinary sanctions, mutual agreement, and voluntary resignation. [GRI 401-1]

Sebagai wujud transparansi, PTPI memberikan pemberitahuan minimal 14 hari sebelum pelaksanaan perubahan operasional yang signifikan. Hal ini memungkinkan karyawan untuk beradaptasi ketika menghadapi perubahan peta karier di Perusahaan, termasuk apabila terjadi kemungkinan pengakhiran hubungan kerja. Ketetapan ini dimuat dalam Peraturan Perusahaan dan Peraturan Kerja Bersama (PKB). [GRI 3-3] [402-1]

As a form of transparency, PTPI provides a minimum notice period of 14 days prior to the implementation of any significant operational changes. This allows employees to prepare for and adapt to changes in their career trajectories within the Company, including the possibility of employment termination. These provisions are outlined in the Company Regulations and the Collective Labor Agreement (CLA). [GRI 3-3] [402-1]

Hak Asasi Manusia
Human Rights

Penghormatan terhadap hak-hak dasar individu merupakan pilar utama dalam operasional keamanan PTPI di seluruh wilayah kerja. PTPI berkomitmen untuk menjaga hak asasi manusia di seluruh rantai pasok bisnis dengan mengintegrasikan prinsip-prinsip Hak Asasi Manusia (HAM) ke dalam Standar Operasional Prosedur (SOP) petugas keamanan sebagai panduan wajib dalam pelaksanaan tugas. Sepanjang tahun 2025, PTPI memastikan bahwa seluruh (100%) petugas keamanan telah menerima pelatihan resmi mengenai kebijakan HAM dan prosedur spesifik penerapannya di lapangan. [GRI 2-3, 3-3, 410-1]

Respect for fundamental human rights is a core pillar of PTPI's security operations across all operational areas. PTPI is committed to upholding human rights throughout its business value chain by integrating human rights principles into the Standard Operating Procedures (SOPs) for security personnel, serving as mandatory guidance in the execution of their duties. Throughout 2025, PTPI ensured that all (100%) of its security personnel received formal training on human rights policies and their specific implementation procedures in the field. [GRI 2-3, 3-3, 410-1]

Kewajiban pelatihan ini tidak hanya berlaku bagi petugas internal, tetapi juga menjadi persyaratan mutlak bagi organisasi pihak ketiga atau seluruh penyedia jasa alih daya yang bekerja sama di Perusahaan salah satunya tenaga pengamanan (*provider*) yang bekerja sama dengan PTPI. Melalui kolaborasi ini, PTPI melakukan

This mandatory training applies not only to internal personnel but also to third-party organizations and all outsourced service providers engaged by the Company, including security service providers partnering with PTPI. Through this collaboration, PTPI conducts regular monitoring to ensure that all third-party service

pemantauan berkala untuk menjamin bahwa seluruh penyedia jasa pihak ketiga memiliki kompetensi yang selaras dengan standar perlindungan HAM yang ditetapkan oleh PTPI. [GRI 410-1]

providers maintain competencies aligned with PTPI's human rights protection standards. [GRI 410-1]

Sebagai perwujudan tanggung jawab sosial perusahaan, PTPI melakukan penilaian terhadap kelompok rentan dalam kerangka uji tuntas (*due diligence*) hak asasi manusia. Identifikasi serta penilaian risiko HAM komprehensif dilakukan dengan jangkauan seluruh lini operasional internal yang telah dilakukan dalam program PI Peduli yang berintegrasi dengan BPJS Ketenagakerjaan dalam melindungi ekosistem Perusahaan serta pelaksanaan PI Careline yang merupakan perlindungan terhadap kesehatan mental. Berikut hasil laporan PI Peduli dan PI Careline Tahun 2025 dalam perlindungan pekerja rentan dalam ekosistem Perusahaan.

As part of its corporate social responsibility, PTPI assesses vulnerable groups within its human rights due diligence framework. Comprehensive human rights risk identification and assessment are conducted across all internal operational lines, including through the PI Peduli program, which is integrated with BPJS Ketenagakerjaan to protect the Company's broader ecosystem, as well as the implementation of PI Careline, which focuses on mental health support. The following outlines the 2025 results of PI Peduli and PI Careline in safeguarding vulnerable workers within the Company's ecosystem.

Kelompok Rentan Vulnerable Group	Risiko Terhadap HAM Human Rights Risk	Upaya Mitigasi / Program Perusahaan Mitigation Efforts / Company Programs
Pemegang HAM: Karyawan | Human Rights Holders: Employees		
Tingkat Risiko Rendah | Low Risk Level		
Pekerja usia rentan pekerja mendekati usia pensiun Vulnerable age workers workers approaching retirement age	1. Marginalisasi dalam penugasan dan akses pelatihan berbasis usia 2. Ketidaksiapan program transisi pra-pensiun 1. Marginalization in work assignments and access to training based on age 2. Lack of preparedness of pre-retirement transition programs	1. Program Masa Persiapan Pensiun (MPP) yang terstruktur 2. Jaminan Hari Tua dan Jaminan Pensiun melalui integrasi PI Peduli dengan BPJS Ketenagakerjaan 3. Dukungan kesehatan mental pra-pensiun melalui PI Careline 1. Structured Pre-Retirement Preparation Program 2. Old Age Security and Pension Security through the integration of PI Peduli with BPJS Ketenagakerjaan 3. Pre-retirement mental health support through PI Careline
Tingkat Risiko Sedang | Medium Risk Level		
Pekerja perempuan termasuk pekerja hamil dan menyusui Female workers including pregnant and breastfeeding workers	1. Diskriminasi dalam rekrutmen, promosi, dan penugasan kerja berbasis gender 2. Pelecehan seksual dan kekerasan berbasis gender di tempat kerja 3. Pelanggaran hak cuti melahirkan, menyusui, dan fasilitas laktasi 1. Discrimination in recruitment, promotion, and job assignments based on gender 2. Sexual harassment and gender-based violence in the workplace 3. Violation of maternity leave rights, breastfeeding rights, and lactation facilities provision	1. Penerapan kebijakan anti-diskriminasi dan anti-pelecehan seksual sesuai Permenaker dan Peraturan Perusahaan yang merupakan bentuk dari implementasi *Respectful Workplace Policy* (RWP) di lingkungan Perusahaan. 2. Penyediaan ruang laktasi dan jaminan cuti melahirkan sesuai ketentuan UU Ketenagakerjaan 3. Layanan PI Careline sebagai mekanisme pelaporan dan konseling bagi korban pelecehan 1. The implementation of anti-discrimination and anti-sexual harassment policies in accordance with the Minister of Manpower Regulation and Company Regulations constitutes the implementation of a Respectful Workplace Policy (RWP) within the Company. 2. Provision of lactation rooms and maternity leave guarantees in accordance with the Manpower Law 3. PI Careline service as a reporting and counseling mechanism for harassment victims

Kelompok Rentan Vulnerable Group	Risiko Terhadap HAM Human Rights Risk	Upaya Mitigasi / Program Perusahaan Mitigation Efforts / Company Programs
Pekerja tidak tetap / Pekerja kontrak waktu tertentu (PKWT) Fixed-term employees/ contract employees	1. Ketidakjelasan status hubungan kerja dan perpanjangan kontrak berulang 2. Ketimpangan akses terhadap tunjangan, pelatihan, dan jaminan sosial 3. Pemutusan hubungan kerja sepihak tanpa kompensasi yang layak 1. Unclear employment status and repeated contract renewals 2. Inequality in access to benefits, training, and social security 3. Unilateral termination of employment without adequate compensation	1. Perlindungan BPJS Ketenagakerjaan bagi seluruh PKWT 2. Penerapan ketentuan PKWT sesuai PP 35/2021 dengan monitoring kepatuhan berkala 3. Layanan PI Careline sebagai mekanisme pelaporan dan konseling bagi korban pelecehan. 4. Pemberian manfaat kesehatan fisik tambahan berupa asuransi disamping BPJS Kesehatan. 1. BPJS Ketenagakerjaan coverage for all contract employees 2. Implementation of contract employee provisions in accordance with Government Regulation No. 35/2021, with periodic compliance monitoring 3. The PI Careline service serves as a reporting and counseling mechanism for victims of abuse. 4. Provision of additional physical health benefits in the form of insurance in addition to BPJS Health
Pekerja penyandang disabilitas Workers with disabilities	1. Keterbatasan aksesibilitas fasilitas kerja dan akomodasi yang layak 2. Diskriminasi dalam proses seleksi dan pengembangan karier 1. Limited accessibility of workplace facilities and reasonable accommodation 2. Discrimination in recruitment processes and career development	1. Penyediaan akomodasi yang layak dan aksesibilitas fasilitas kerja sesuai kebijakan pemerintah 2. Kebijakan inklusif dalam rekrutmen dan pengembangan karier yang merupakan bentuk dari implementasi *Respectful Workplace Policy* (RWP). 3. Layanan PI Careline sebagai mekanisme pelaporan dan konseling bagi korban pelecehan 1. Provision of reasonable accommodation and accessible workplace facilities in accordance with government policy 2. Inclusive policies in recruitment and career development as part of the implementation of the Respectful Workplace Policy (RWP) 3. The PI Careline service as a reporting and counseling mechanism for victims of harassment
Tingkat Risiko Tinggi | High Risk Level		
Tenaga kerja alih daya (TKAD) Outsourced workers	1. Eksploitasi melalui pemotongan upah oleh pihak penyedia jasa tenaga kerja 2. Ketiadaan perlindungan K3 yang setara dengan karyawan tetap 3. Pembatasan hak berserikat dan berunding bersama 4. Ketidakjelasan mekanisme penanganan keluhan (*grievance mechanism*) 1. Exploitation through wage deductions by labor service providers 2. Lack of equivalent OHS protection compared to permanent employees 3. Restrictions on the right to associate and collective bargaining 4. Lack of clarity in grievance handling mechanisms	1. Pelindungan BPJS Ketenagakerjaan dan BPJS Kesehatan bagi seluruh TKAD 2. Klausul perlindungan HAM dan K3 dalam perjanjian kerja sama dengan penyedia jasa 3. Evaluasi kinerja dan kepatuhan berkala terhadap perusahaan alih daya 4. Akses PI Careline sebagai saluran pengaduan dan perlindungan kesehatan mental 1. BPJS Ketenagakerjaan and BPJS Kesehatan coverage for all outsourced workers 2. Human rights and OHS protection clauses in cooperation agreements with service providers 3. Periodic performance and compliance evaluations of outsourcing companies 4. Access to PI Careline as a grievance channel and mental health protection service
Pemegang HAM: Pihak ketiga (Ekosistem Perusahaan) | Human Rights Holders: Third Parties (Company Ecosystem)		
Tingkat Risiko Sedang | Medium Risk Level		
Petani pengguna produk pupuk Farmers using fertilizer products	1. Risiko kesehatan akibat paparan bahan kimia tanpa edukasi penggunaan yang memadai 2. Praktik penetapan harga yang tidak adil dalam rantai distribusi 3. Keterbatasan akses terhadap mekanisme pengaduan produk 1. Health risks due to exposure to chemicals without adequate usage education 2. Unfair pricing practices in the distribution chain 3. Limited access to product complaint mechanisms	1. Program edukasi dan pendampingan penggunaan pupuk yang aman melalui CSR Perusahaan 2. Perlindungan ekosistem petani melalui program PI Peduli yang berintegrasi dengan BPJS Ketenagakerjaan 3. Penyediaan saluran pengaduan produk yang mudah diakses 1. Education and assistance programs on safe fertilizer use through the Company's CSR initiatives 2. Protection of the farmer ecosystem through the PI Peduli program integrated with BPJS Ketenagakerjaan 3. Provision of easily accessible product grievance channels

Kelompok Rentan Vulnerable Group	Risiko Terhadap HAM Human Rights Risk	Upaya Mitigasi / Program Perusahaan Mitigation Efforts / Company Programs
UMKM mitra perusahaan vendor dan rekanan lokal SME business partners local vendors and business partners	1. Praktik pembayaran yang tidak tepat waktu dan merugikan arus kas UMKM 2. Persyaratan kontrak yang tidak seimbang (*unequal bargaining power*) 1. Delayed payment practices that negatively impact SMEs' cash flow 2. Unbalanced contract terms (unequal bargaining power)	1. Kebijakan pembayaran tepat waktu dan transparansi proses pengadaan 2. Program pembinaan dan pendampingan UMKM melalui TJSL Perusahaan 3. Perluasan perlindungan PI Peduli bagi ekosistem mitra usaha yang belum terlindungi BPJS Ketenagakerjaan 1. Timely payment policy and transparent procurement processes 2. SME development and capacity-building programs through the Company's CSR initiatives 3. Expansion of PI Peduli coverage to business partners who are not yet covered by BPJS Ketenagakerjaan
Tingkat Risiko Tinggi | High Risk Level		
Pekerja di rantai pasok (vendor, distributor, transporter) Workers in the supply chain (vendors, distributors, and transport providers)	1. Risiko kerja paksa dan kondisi kerja yang tidak layak pada rantai pasok hilir 2. Ketiadaan mekanisme uji tuntas HAM (*human rights due diligence*) pada pemasok 3. Paparan bahan berbahaya dan beracun (B3) tanpa APD memadai 1. Risk of forced labor and poor working conditions in downstream supply chains 2. Lack of human rights due diligence mechanisms for suppliers 3. Exposure to hazardous and toxic materials without adequate PPE	1. Klausul kepatuhan HAM dan K3 dalam seluruh perjanjian kerja sama rantai pasok 2. Perluasan program PI Peduli yang terintegrasi BPJS Ketenagakerjaan ke ekosistem rantai pasok 1. Human rights and OHS compliance clauses in all supply chain partnership agreements 2. Expansion of the PI Peduli program integrated with BPJS Ketenagakerjaan to the supply chain ecosystem

Langkah-langkah proaktif telah dilakukan PTPI dalam pencegahan terjadinya pelanggaran HAM di seluruh Anak Perusahaan dengan mengeluarkan Pedoman *Respectful Workplace Policy* (RWP) di Lingkungan PTPI. Inisiatif ini dirancang untuk memastikan prinsip-prinsip HAM senantiasa dijunjung tinggi dalam setiap aktivitas operasional maupun kegiatan bisnis perusahaan. Selaras dengan Prinsip Panduan PBB mengenai Bisnis dan HAM, PTPI *Holding* telah menetapkan standar serta prosedur yang jelas untuk menangani isu-isu HAM sekaligus memfasilitasi pemulihan atas dampak negatif yang mungkin timbul. Proses remediasi atau pemulihan tersebut mencakup beberapa mekanisme berikut. [GRI 2-26]

PTPI undertook proactive measures to prevent human rights violations across all subsidiaries by issuing its Respectful Workplace Policy (RWP) within PTPI. This initiative is designed to ensure that human rights principles are consistently upheld in all operational and business activities. In alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), PTPI Holding has established clear standards and procedures to address human rights issues while facilitating remediation for any potential negative impacts. The remediation process encompasses the following mechanisms. [GRI 2-26]

Pemberian permohonan maaf secara resmi
Formal issuance of an official apology

Restitusi dan rehabilitasi bagi pihak terdampak
Provision of restitution and rehabilitation for affected parties

Jaminan bahwa pelanggaran serupa tidak akan terulang kembali pada masa depan
Assurance that similar violations will not recur in the future

Pemberian kompensasi finansial maupun non finansial sebagai langkah preventif
Provision of financial and non-financial compensation as a preventive measure

Tempuhan upaya hukum sesuai regulasi yang berlaku
Pursuit of legal actions in accordance with applicable regulations

Guna memperkuat komitmen tersebut, PTPI menyediakan sistem pelaporan pelanggaran (*Whistleblowing System*/WBS) maupun kanal lain yang telah disediakan oleh PTPI sebagai sarana dalam melaporkan risiko, kekhawatiran, atau insiden terkait HAM yang menjamin perlindungan identitas pelapor maupun seluruh pihak yang terlibat. Laporan terkait dugaan pelanggaran HAM dapat disampaikan oleh karyawan, pelanggan, mitra bisnis, hingga pemangku kepentingan eksternal lainnya melalui kanal pelaporan resmi yang telah disediakan.

To reinforce this commitment, PTPI created a whistleblowing system (WBS) and other established reporting channels as mechanisms for reporting risks, concerns, or incidents related to human rights, while ensuring the protection of the identity of whistleblowers and all parties involved. Reports of alleged human rights violations may be submitted by employees, customers, business partners, and other external stakeholders through the official reporting channels provided by the Company.

Setiap pengaduan yang disertai bukti relevan akan diinvestigasi secara mendalam. Pada laporan terbukti valid, PTPI akan menjatuhkan sanksi tegas sesuai dengan kebijakan internal yang berlaku.

All complaints supported by relevant evidence are subject to thorough investigation. Where allegations are substantiated, PTPI imposes strict sanctions in accordance with its prevailing internal policies.

Sepanjang 2025,
Throughout 2025,

Tidak Ada Laporan
no reported cases

atas kasus pelanggaran HAM di lingkungan operasional, baik internal maupun di seluruh rantai pasok perusahaan.
of human rights violations were recorded across PTPI's operational environment, both internally and throughout the Company's value chain.

Tenaga Kerja Anak dan Paksa
Child and Forced Labor

PTPI berkomitmen untuk meniadakan segala bentuk penggunaan tenaga kerja di bawah umur di seluruh lini operasional. Sepanjang tahun pelaporan, tidak ditemukan adanya risiko maupun insiden yang berkaitan dengan pekerja anak maupun kerja paksa, baik di lingkungan internal perusahaan maupun di sepanjang rantai pasok. [GRI 3-3] [GRI 408-1] [OJK F.19]

PTPI is committed to eliminating all forms of child labor across its operations. Throughout the reporting year, no risks or incidents related to child labor or forced labor were identified, either within the Company's internal operations or throughout its value chain. [GRI 3-3] [GRI 408-1] [OJK F.19]

PTPI berkomitmen melindungi hak-hak seluruh tenaga kerja dengan mengadopsi standar dan peraturan internasional sebagai berikut: [GRI 3-3] [GRI 409-1]

PTPI remains committed to protecting the rights of all workers by adopting the following international standards and regulations: [GRI 3-3] [GRI 409-1]

Konvensi ILO No. 138/1973 ILO Convention No. 138/1973	**Konvensi ILO No. 182/1999** ILO Convention No. 182/1999	**Konvensi ILO No. 105/1957** ILO Convention No. 105/1957
tentang Batas Usia Minimum untuk Bekerja on Minimum Age for Employment	tentang Penghapusan Bentuk-bentuk Pekerjaan Terburuk untuk Anak on the Elimination of the Worst Forms of Child Labor	tentang Penghapusan Kerja Paksa on the Abolition of Forced Labor

PTPI mengimplementasikan program praktik ketenagakerjaan yang mencakup keselamatan dan kesehatan kerja, kesejahteraan karyawan, pengembangan kompetensi berkelanjutan, hubungan industrial harmonis, serta perlindungan hak dan etika tenaga kerja. Program-program ini diterapkan secara konsisten di seluruh entitas Grup sebagai bagian dari pengelolaan SDM yang berkelanjutan. [GRI 409-1].

PTPI implements labor practice programs encompassing occupational health and safety, employee well-being, continuous competency development, harmonious industrial relations, and the protection of workers' rights and ethics. These programs are consistently applied across all Group entities as part of sustainable human capital management. [GRI 409-1].

Manfaat Karyawan
Employee Benefits

Kompensasi dan Kesejahteraan
Compensation and Well-Being

Penetapan kompensasi PTPI ditetapkan secara objektif berdasarkan jenjang jabatan, kompetensi, serta capaian kinerja individu dengan mengesampingkan gender, suku, ras, maupun agama. PTPI menjunjung tinggi prinsip kesetaraan melalui penerapan rasio kompensasi 1:1 bagi karyawan pria dan wanita yang menduduki posisi serupa. Kebijakan ini berlaku di seluruh wilayah operasional perusahaan di Indonesia sebagai bentuk komitmen terhadap keadilan bagi seluruh karyawan. [GRI 3-3] [GRI 202-1] [GRI 405-2]

PTPI's compensation framework is determined objectively based on job level, competencies, and individual performance, without regard to gender, ethnicity, race, or religion. PTPI upholds the principle of equality by applying a 1:1 compensation ratio for male and female employees in equivalent positions. This policy is implemented across all operational areas in Indonesia as a reflection of the Company's commitment to fairness for all employees. [GRI 3-3] [GRI 202-1] [GRI 405-2]

PTPI senantiasa mengawasi secara rutin kesetaraan remunerasi dan mempertimbangkan indeks kemahalan serta standar Upah Minimum Kota (UMK) di setiap wilayah operasional guna memastikan seluruh penghasilan karyawan berada di atas ketentuan pemerintah. Pada tahun 2025, rata-rata upah terendah di Perusahaan tercatat sebesar 1,83 kali lipat dari UMK yang berlaku. Melalui kebijakan ini, PTPI memastikan bahwa setiap talenta dihargai secara adil berdasarkan kontribusi profesionalnya. [OJK F.20] [GRI 202-1]

PTPI regularly monitors pay equity and considers cost-of-living indices as well as City Minimum Wage (UMK) standards across its operational areas to ensure that all employee compensation exceeds government requirements. In 2025, the Company's average lowest wage was recorded at 1.83 times the applicable UMK. Through this policy, PTPI ensures that every talent is fairly rewarded based on their professional contribution. [OJK F.20]

Selain kompensasi bulanan, PTPI memberikan tunjangan dan insentif tambahan dengan besaran yang disesuaikan dengan capaian kinerja serta kapasitas finansial. Strategi ini diterapkan untuk memacu motivasi sekaligus meningkatkan daya tarik PTPI bagi talenta-talenta di pasar kerja. Melalui perancangan komponen kompensasi yang komprehensif, PTPI berkomitmen menjaga kesejahteraan karyawan guna menciptakan lingkungan kerja yang lebih produktif dan kompetitif. [GRI 401-2]

In addition to monthly compensation, PTPI provides additional allowances and incentives, with amounts aligned to performance achievements and the Company's financial capacity. This approach is designed to enhance motivation while strengthening PTPI's attractiveness in the talent market. Through a comprehensive compensation framework, PTPI remains committed to supporting employee well-being and fostering a more productive and competitive work environment. [GRI 401-2]

Keterangan* Description***	**Karyawan PKWTT Permanent Employees**	**Karyawan PKWT Contract Employees**
Gaji Pokok | Basic Salary	✓	✓
Tunjangan Tetap | Fixed Allowances	✓	✓
Tunjangan Tidak Tetap | Non-Fixed Allowances	✓	✓
Tunjangan Hari Raya (THR) | Religious Holiday Allowance	✓	✓
Cuti Tahunan | Annual Leave	✓	✓
Cuti Besar* | Long Leave*	✓	✗
Bantuan Tunai | Cash Assistance	✓	✓
Penghargaan Masa Kerja** | Long Service Award**	✓	✗
Kompensasi Akhir Kontrak | End-of-Contract Compensation	✗	✓

Catatan: | Notes:
* Pemberian cuti besar diberikan setelah karyawan menjadi karyawan PKWTT
Long leave is granted after employees are appointed as permanent employees
** Pemberian penghargaan masa kerja diberikan setelah karyawan menjadi karyawan PKWTT
Long service awards are granted after employees are appointed as permanent employees
*** Seluruh informasi mengenai tunjangan berlaku untuk karyawan PTPI di seluruh lokasi operasi (Indonesia)
All information regarding allowances applies to PTPI employees across all operational locations (Indonesia)

PTPI mengatur lebih baik dari ketentuan perundang-undangan dalam lembur yaitu batasan lembur maksimal 56 jam kerja dalam 1 bulan maksimum untuk menjamin kesejahteraan, mencegah kelelahan berlebih, serta menjaga produktivitas dan kesehatan karyawan secara optimal sebagai bentuk perlindungan mendasar bagi seluruh tenaga kerja. Peningkatan kesejahteraan karyawan juga diwujudkan melalui penyediaan program perlindungan sosial yang mencakup fasilitas BPJS Kesehatan dan Ketenagakerjaan serta asuransi kesehatan dan swasta sebagai tambahan. Selain aspek kesehatan, PTPI juga menerapkan keseimbangan kehidupan kerja (*work-life harmony*) melalui kewajiban pengambilan cuti tahunan berbayar bagi seluruh pekerja dan *family home visit* bagi pekerja *talent mobility* perusahaan demi mendukung pemulihan. Komitmen PTPI dalam memperhatikan aspek kemanusiaan ini sejalan dengan upaya membina hubungan industrial yang harmonis dan berkelanjutan.

PTPI applies overtime arrangements that exceed regulatory requirements by setting a maximum limit of 56 overtime hours per month. This policy is designed to safeguard employee well-being, prevent excessive fatigue, and maintain optimal productivity and health as a fundamental form of workforce protection. Employee well-being is further enhanced through the provision of social protection programs, including BPJS Kesehatan and BPJS Ketenagakerjaan, complemented by additional private health insurance coverage. Beyond health-related benefits, PTPI promotes work-life harmony through mandatory utilization of paid annual leave for all employees, as well as family home visit programs for talent mobility employees to support recovery and well-being. PTPI's commitment to these human-centered practices aligns with its efforts to foster harmonious and sustainable industrial relations.

Sebagai bentuk apresiasi atas dedikasi dan kontribusi jangka panjang, PTPI memberikan Penghargaan Bakti Kerja bagi seluruh karyawan (PKWTT dan PKWT) yang telah memenuhi kriteria yang ditetapkan perusahaan. Anugerah ini diberikan kepada karyawan yang menunjukkan loyalitas tinggi dengan masa pengabdian selama satu windu (delapan tahun) serta kelipatannya.

As a form of appreciation for their long-term dedication and contribution, PTPI grants a Long Service Award to all employees (permanent and contract) who meet the Company's established criteria. This recognition is awarded to employees demonstrating strong loyalty, marked by a service period of eight years and its multiples, including functional roles below senior

Sesuai dengan Peraturan Perusahaan (PP) dan/atau Perjanjian Kerja Bersama (PKB) masing-masing Anak Perusahaan, PTPI memberikan insentif berupa *variable pay* untuk menghargai loyalitas serta memotivasi karyawan agar terus tumbuh dan berkembang bersama PTPI. [OJK F.18]

management level. In accordance with the Company Regulations and/or Collective Labor Agreements (CLA) of each subsidiary, PTPI provides incentives in the form of variable pay to recognize loyalty and motivate employees to continue growing and developing with PTPI. [OJK F.18]

Tinjauan Kinerja
Performance Review

Implementasi sistem manajemen kinerja dilaksanakan melalui empat tahapan utama: perencanaan kinerja tahunan, monitoring dan evaluasi berkala, penilaian capaian kinerja serta kompetensi perilaku untuk menentukan peringkat individu, hingga pemberian apresiasi atas pencapaian kinerja yang selaras dengan nilai dan tujuan Perusahaan. Siklus Manajemen Kinerja dimulai pada awal tahun dengan penyusunan target kinerja yang harus dicapai oleh setiap karyawan. Adapun, indikator kuantitatif utama yang digunakan untuk mengukur keberhasilan kinerja individu karyawan sebagai berikut. [GRI 3-3]

The performance management system is implemented through four main stages: annual performance planning, regular monitoring and evaluation, assessment of performance achievements and behavioral competencies to determine individual rankings, and the provision of rewards for achievements that align with the Company's values and objectives. The Performance Management Cycle begins at the start of each year with the establishment of performance targets to be achieved by every employee. The following are the main quantitative indicators used to measure individual employee performance success. [GRI 3-3]

KPI Individu Individual KPI	***Soft Competency* 360 derajat** 360-Degree Soft Competency
Digunakan untuk mengukur dan mengevaluasi pencapaian target yang telah disepakati antara karyawan dan atasan. Used to measure and evaluate the achievement of targets agreed upon between employees and their supervisors	Metode ini memberikan gambaran perilaku karyawan secara menyeluruh melalui sudut pandang atasan, bawahan, rekan kerja, dan penilaian diri sendiri. Evaluasi ini bertujuan menghasilkan umpan balik yang lebih objektif sekaligus meminimalkan bias dalam proses evaluasi kinerja. This method provides a comprehensive view of employee behavior from multiple perspectives, including supervisors, subordinates, peers, and self-assessment. The evaluation aims to generate more objective feedback while minimizing bias in the performance review process.
Evaluasi KPI bersifat kuantitatif dan dilaksanakan setiap triwulan. KPI evaluation is quantitative in nature and conducted on a quarterly basis.	Evaluasi dilaksanakan sekali pada penghujung tahun. The assessment is conducted once at the end of the year.

Selain KPI Individu dan *Soft Competency* 360 derajat, pengukuran kinerja juga mempertimbangkan *Learning Agility Assessment* dan *Core Values*. Hasil tinjauan kinerja menjadi landasan dalam pemberian imbalan berupa *cash reward* maupun *non-cash reward*, seperti pemetaan talenta dan program pengembangan kompetensi. PTPI memastikan tinjauan kinerja secara berkala telah mencakup seluruh karyawan (100%). [GRI 404-3]

In addition to KPI and 360-degree soft competency assessments, performance evaluation also incorporates Learning Agility Assessment and Core Values. The results of the performance review serve as the basis for determining rewards, both cash and non-cash, including talent mapping and competency development programs. Throughout 2023 to 2025, PTPI ensured that periodic performance reviews covered all employees (100%). [GRI 404-3]

Kebebasan Berserikat
Freedom of Association

Jaminan atas hak karyawan untuk berserikat, berkumpul, dan menyampaikan aspirasi merupakan komitmen PTPI dalam menciptakan hubungan industrial yang harmonis. Melalui Federasi Serikat Pekerja Pupuk Indonesia yang beranggotakan serikat-serikat pekerja di lingkungan PTPI, sinergi antara manajemen dan karyawan terus diperkuat guna meningkatkan performa kolektif. Landasan hubungan ini sesuai dengan peraturan ketenagakerjaan dan diperkuat dengan kebijakan di masing-masing Perusahaan yang mengatur secara detail mengenai regulasi kerja, hak dan kewajiban kedua belah pihak serta tidak bertentangan dengan peraturan ketenagakerjaan yang berlaku. [GRI 3-3]

PTPI upholds the employee right to freedom of association, assembly, and the expression of aspirations as part of its commitment to fostering harmonious industrial relations. Through the Federation of Pupuk Indonesia Labor Unions, which comprises labor unions within PTPI, synergy between management and employees continues to be strengthened to enhance collective performance. This relationship is grounded in prevailing labor regulations and further reinforced by company-level policies that clearly define employment terms, as well as the rights and obligations of both parties, in alignment with applicable labor laws. [GRI 3-3]

PTPI mencatatkan 100% dari total karyawan, baik dengan status PKWTT maupun PKWT telah dicakup oleh perjanjian perundingan kolektif. Hak dan kewajiban karyawan pada Anak Perusahaan PTPI mengacu pada PP atau PKB. Namun demikian, syarat dan kondisi ketenagakerjaan mengacu kepada Peraturan Ketenagakerjaan dan Pedoman Penyusunan Peraturan Perusahaan dan Perjanjian Kerja Bersama guna menjamin kesejahteraan yang setara di seluruh grup. [GRI 2-30]

PTPI recorded that 100% of its employees, both under permanent and contract status, are covered by collective bargaining agreements. Employee rights and obligations within PTPI's subsidiaries refer to Company Regulations or CLA. Nevertheless, all employment terms and conditions are aligned with prevailing labor regulations and guidelines for the preparation of Company Regulations and Collective Labor Agreements, ensuring consistent and equitable employee welfare across the Group. [GRI 2-30]

Selama periode pelaporan, tidak ditemukan adanya operasi maupun pemasok yang memiliki risiko pelanggaran terhadap kebebasan berserikat dan perundingan kolektif. Sebagai langkah preventif, PTPI secara rutin melakukan pertemuan antara Perusahaan dan perwakilan Serikat Pekerja guna mendukung hak pekerja dalam menjalankan kebebasan berserikat tanpa intimidasi. [GRI 407-1]

During the reporting period, no operations or suppliers were identified as having risks related to violations of freedom of association or collective bargaining. As a preventive measure, PTPI regularly conducts meetings between the Company and labor union representatives to support employee rights to exercise freedom of association without intimidation. [GRI 407-1]

Program Pensiun
Retirement Program

Dedikasi tinggi dari setiap karyawan yang telah memasuki masa purnabakti pada usia 56 (lima puluh enam) tahun menjadi aset yang sangat dihargai oleh PTPI. Guna menjamin stabilitas finansial pada masa pensiun, PTPI berkomitmen memfasilitasi jaminan hari tua melalui dua mekanisme utama. Skema tersebut meliputi program pensiun mandiri yang dikelola secara internal serta partisipasi aktif dalam program BPJS Ketenagakerjaan sesuai dengan regulasi pemerintah. [GRI 3-3] [GRI 201-3]

The long-standing dedication of employees who reach retirement at the age of 56 (fifty-six) is highly valued by PTPI. To ensure financial stability in retirement, PTPI is committed to providing old-age security through two primary mechanisms. These include an internally managed pension fund program and active participation in the BPJS Ketenagakerjaan program in accordance with government regulations. [GRI 3-3] [GRI 201-3]

Program Pensiun Iuran Pasti (PPIP)

[GRI 201-3]
Defined Contribution Pension Program

Tabungan dana pensiun yang dikelola oleh *provider* dana pensiun. Dana yang telah terkumpul akan diberikan kepada karyawan ketika memasuki masa pensiun.
Retirement savings managed by a pension fund provider, with accumulated funds disbursed to employees upon retirement.

Iuran karyawan sebesar
Employee contribution of
4% dari gaji pokok
of basic salary

Iuran perusahaan sebesar
Employer contribution of
16%

Program Kesehatan Pensiun

[GRI 201-3]
Retiree Health Program

Program pendanaan yang bertujuan untuk membiayai pelayanan kesehatan bagi karyawan purna bakti yang akan diberikan pada saat masa pensiun.
A funding program aimed at financing healthcare services for retired employees, provided during the retirement period.

Iuran karyawan sebesar
Employee contribution of
2,5% dari gaji pokok
of basic salary

Iuran perusahaan sebesar
Employer contribution of
5%

Program Jaminan Hari Tua BPJS Ketenagakerjaan

[GRI 201-3]
BPJS Ketenagakerjaan Old-Age Security Program

Program perlindungan yang diselenggarakan untuk menjamin peserta ketika memasuki masa pensiun, mengalami cacat total tetap, atau meninggal dunia.
A protection program designed to ensure benefits for participants upon retirement, permanent disability, or death.

Iuran karyawan sebesar
Employee contribution of
2% dari *Take Home Pay*
of Take-Home Pay

Iuran perusahaan sebesar
Employer contribution of
3,7%

Program Jaminan Pensiun BPJS Ketenagakerjaan

[GRI 201-3]
BPJS Ketenagakerjaan Pension Security Program

Perlindungan untuk mempertahankan kehidupan yang layak ketika peserta kehilangan atau berkurang penghasilannya karena telah memasuki usia pensiun.
Protection to maintain a decent standard of living when participants lose or experience a reduction in income upon reaching retirement age.

Iuran karyawan sebesar
Employee contribution of
1% dari upah yang ditetapkan BPJS
of wages as determined by BPJS

Iuran perusahaan sebesar
Employer contribution of
2%

Memastikan produktivitas dan kualitas hidup setiap karyawan pada masa purnabakti merupakan tanggung jawab berkelanjutan yang dijalankan perusahaan. Guna membekali karyawan dalam menghadapi transisi tersebut, sepanjang tahun 2025 PTPI telah melaksanakan pembekalan terhadap 42 karyawan yang akan memasuki masa pensiun melalui: [GRI 404-2]

Ensuring the continued productivity and quality of life of employees during retirement is an ongoing responsibility of the Company. To support employees in navigating this transition, throughout 2025 PTPI provided pre-retirement preparation programs for 42 employees approaching retirement through the following initiatives: [GRI 404-2]

Edukasi pada Masa Pensiun
Retirement Education

Edukasi yang dirancang untuk mempersiapkan karyawan mencakup pola hidup sehat, kesiapan mental, pemetaan peluang dan tantangan pada masa pensiun, serta strategi pengelolaan keuangan yang efektif agar setiap karyawan mampu menjaga kemandirian finansial setelah masa bakti berakhir.

The education programs designed to prepare employees cover healthy lifestyle practices, mental readiness, mapping opportunities and challenges in retirement, as well as effective financial management strategies to enable employees to maintain financial independence after the end of their service.

Cuti Melahirkan
Maternity Leave

Fasilitas cuti melahirkan diberikan sebagai bentuk komitmen dalam menjamin kesejahteraan ibu dan anak. Karyawan perempuan wajib menjalani masa istirahat selama 1,5 bulan sebelum serta 1,5 bulan sesudah persalinan. PTPI juga memberikan dukungan kepada karyawan laki-laki melalui hak cuti pendampingan istri melahirkan selama 3 (tiga) hari kerja. Selain itu, sebagai bentuk empati terhadap pemulihan kesehatan fisik maupun mental, PTPI menyediakan masa pemulihan selama 45 hari kalender bagi karyawan perempuan yang mengalami keguguran. [GRI 3-3] [GRI 401-3]

Maternity leave is provided as part of PTPI's commitment to safeguarding the well-being of both mother and child. Female employees are entitled to a mandatory leave period of 1.5 months before and 1.5 months after childbirth. PTPI also extends support to male employees through paternity leave of 3 (three) working days to accompany their spouse during childbirth. In addition, as a form of care for physical and mental recovery, PTPI provides a 45-calendar-day recovery period for female employees who experience miscarriage. [GRI 3-3] [GRI 401-3]

Sepanjang tahun 2025, PTPI mencatatkan
Throughout 2025, PTPI recorded:

795 karyawan perempuan yang berhak mendapatkan cuti melahirkan
female employees were eligible for maternity leave

47 karyawan perempuan mengambil cuti melahirkan
female employees took maternity leave

7.087 karyawan pria yang berhak mendapatkan cuti mendampingi istri melahirkan
male employees entitled to paternity leave to accompany their spouse during childbirth

457 karyawan pria mengambil cuti mendampingi istri melahirkan
male employees took paternity leave to accompany their spouse during childbirth

100% karyawan kembali bekerja setelah masa cuti berakhir
employees returned to work after the end of their leave period

Pengukuran *Employee Experience*
Employee Experience Measurement

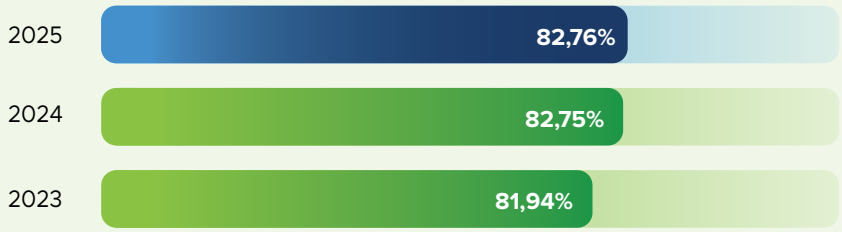
Pendekatan holistik dalam mengukur kepuasan kerja telah diadopsi sejak tahun 2023 melalui parameter *Employee Experience* yang memotret seluruh perjalanan dan interaksi karyawan di dalam organisasi. Strategi ini menjadi pilar transformasi sumber daya manusia yang berbasis *Human Experience Management* (HXM) untuk mencetak talenta berkualitas global. Integrasi teknologi turut memperkuat sistem ini guna memaksimalkan potensi individu serta membangun budaya kerja yang positif dan berkelanjutan.

A holistic approach to measuring employee satisfaction has been adopted since 2023 through the Employee Experience framework, which captures the full journey and interactions of employees within the organization. This strategy is a key pillar in PTPI's human capital transformation toward Human Experience Management (HXM), aimed at developing globally competitive talent. The integration of technology further strengthens this system to maximize individual potential and foster a positive and sustainable work culture.

Evaluasi pengalaman tersebut dilakukan secara komprehensif melalui kerangka kerja yang mencakup 82 butir pernyataan penilaian. Setiap karyawan diminta menilai tingkat dampak dan skala penerapan dari setiap pernyataan elemen esensial seperti makna pekerjaan, manajemen, lingkungan kerja, kesehatan, peluang berkembang, hingga aspek kepercayaan pada organisasi. Selain itu, dukungan teknologi dan layanan kerja juga diukur untuk memastikan seluruh kebutuhan operasional karyawan terpenuhi secara optimal.

The evaluation of employee experience is conducted comprehensively through a framework comprising 82 assessment statements. Each employee is asked to evaluate both the level of impact and the degree of implementation across essential elements, including meaning of work, management, work environment, health, development opportunities, and trust in the organization. In addition, technology support and workplace services are also assessed to ensure that employees' operational needs are optimally fulfilled.

Nilai *Employee Experience* Konsolidasi
Consolidated Employee Experience Score



Pencapaian nilai hasil Survei *Employee Experience* menunjukkan tingginya kepuasan karyawan PTPI terhadap lingkungan kerja yang disediakan. Hasil ini merefleksikan bahwa seluruh tenaga kerja di perusahaan merasakan pengalaman kerja yang positif dan produktif selama berkarier di dalam organisasi.

The Employee Experience Survey results reflect a high level of employee satisfaction with the work environment provided by PTPI. These results indicate that employees across the organization experience a positive and productive work environment throughout their careers.

Aspek dalam Pengukuran *Employee Experience*

Aspects in Employee Experience Measurement

Job Satisfaction	Hasil survei menunjukkan bahwa sebagian besar karyawan sudah merasa puas dengan pekerjaannya. Hal ini mengindikasikan bahwa PTPI telah berhasil memenuhi kebutuhan dasar karyawan terkait dengan kesesuaian keterampilan, kejelasan peran, dan dukungan tim.	The survey results indicate that the majority of employees are satisfied with their jobs. This suggests that PTPI has effectively met employee fundamental needs, including alignment of skills, clarity of roles, and team support.
Happiness	Secara keseluruhan karyawan telah merasa bahagia di tempat kerja dengan didukung penerapan program SDM, seperti implementasi *Employee Well-being Program* yang meliputi empat aspek (fisik, mental, finansial, dan sosial), penerapan *Respectful Workplace Policy*, dan implementasi DEI (*Diversity, Equity, Inclusivity*).	Overall, employees reported a positive sense of well-being at work, supported by the implementation of human capital programs, including the Employee Well-being Program covering four dimensions (physical, mental, financial, and social), the Respectful Workplace Policy, and the implementation of DEI (Diversity, Equity, and Inclusivity).
Stress	Hasil survei menunjukkan bahwa sebagian besar karyawan tidak mengalami stres di tempat kerja. Sebagai bentuk kepedulian terhadap dinamika kerja karyawan, PTPI terus mengoptimalkan *Employee Well-being Program* dengan fokus khusus pada aspek mental dan sosial guna memastikan lingkungan kerja yang suportif dan produktif. Program-program tersebut meliputi pengecekan kesehatan karyawan dan keluarga secara berkala, program *coaching & mentoring*, pelaksanaan webinar kesehatan, *Employee Assistance Program*, dan program lainnya yang mendukung terciptanya lingkungan kerja yang suportif dan produktif.	The survey results indicate that most employees do not experience work-related stress. As part of its commitment to addressing workforce dynamics, PTPI continues to enhance its Employee Well-being Program, with a particular focus on mental and social aspects to foster a supportive and productive work environment. These programs include regular health check-ups for employees and their families, coaching and mentoring initiatives, health-related webinars, an Employee Assistance Program, and other initiatives designed to support a positive and productive workplace.
Purpose	Sebagian besar karyawan telah memiliki tujuan yang jelas dalam bekerja untuk mendukung tercapainya visi dan misi perusahaan. Hal ini merupakan indikator yang sangat positif tentang pemahaman karyawan terkait kontribusi mereka terhadap perusahaan.	The majority of employees have clear work objectives that support the achievement of the Company's vision and mission. This reflects a strong level of understanding among employees regarding their individual contributions to the organization.

Dalam meningkatkan keterikatan dan kepuasan karyawan, PTPI menjalankan berbagai inisiatif penyediaan kompensasi yang kompetitif serta program perlindungan kesehatan yang komprehensif sebagai bentuk nyata dukungan kesejahteraan finansial. Di sisi lain, perhatian PTPI terhadap aspek non-finansial diwujudkan melalui pengembangan lingkungan kerja yang suportif, penyediaan jalur pengembangan karier yang jelas, serta penerapan kebijakan *work-life harmony* guna memastikan kebahagiaan dan loyalitas jangka panjang di seluruh lini organisasi.

As tangible support for financial well-being and to enhance employee engagement and satisfaction, PTPI provides competitive compensation and comprehensive health protection programs. PTPI's focus on non-financial aspects is also reflected in the development of a supportive work environment, the provision of clear career development pathways, and the implementation of work-life harmony policies to foster long-term employee well-being and loyalty across the organization.

Strategi ke Depan
Future Strategy

Penyelarasan rencana jangka panjang organisasi diwujudkan melalui perancangan program Transformasi SDM bertema *HC Transformation towards Human Experience Management* (HXM) *and World Class Talent*. Strategi pengelolaan talenta PTPI tersebut dipetakan ke dalam empat fase utama sebagai berikut:

The alignment of the Company's long-term strategy is realized through the design of a Human Capital Transformation program under the theme HC Transformation towards Human Experience Management (HXM) and World-Class Talent. PTPI's talent management strategy is structured into the following four key phases:

Fase | Phase 1	Fase | Phase 2	Fase | Phase 3	Fase | Phase 4
Process Standardization and Integration	***Optimizing Collaboration and High Performance Culture***	***Scaling Up People and Organizational Growth***	***World Class Talent***
Fokus utama pengelolaan SDM diarahkan pada standardisasi model operasi, kebijakan, dan sistem di seluruh entitas Grup melalui pemanfaatan teknologi *HCIS Single Platform* guna menjamin validitas data serta meningkatkan pengalaman karyawan secara optimal. The primary focus of human capital management is directed toward standardizing operating models, policies, and systems across all Group entities through the utilization of the HCIS Single Platform, ensuring data validity while enhancing employee experience.	Optimalisasi budaya kolaborasi dan kinerja tinggi kini menjadi fokus utama bagi fungsi SDM agar dapat bergerak lebih lincah di seluruh lingkungan Grup. Dengan fundamental proses bisnis yang telah terstandarisasi, organisasi kini siap mengalihkan orientasi pada penyusunan sasaran yang lebih strategis. Strengthening a culture of collaboration and high performance has become a key priority for the human capital function to enable greater agility across the Group. With standardized business process fundamentals in place, the organization is now positioned to shift toward more strategic goal setting.	Kegiatan transformasi SDM fokus kepada mempertahankan pertumbuhan karyawan dan organisasi. Human capital transformation initiatives are focused on sustaining both employee and organizational growth.	Fokus utama pengelolaan SDM diarahkan pada upaya meningkatkan kapabilitas ke level multinasional. SDM PTPI dikembangkan agar dapat bersaing dengan karyawan lain secara global dan memenuhi kebutuhan talenta di lingkungan perusahaan. Human capital management is further directed toward enhancing capabilities to a multinational level, developing PTPI's talent to compete globally and meet the Company's evolving talent needs.

Lingkungan Kerja yang Aman
Safe Working Environment

Sistem Manajemen dan Kebijakan K3 [GRI 403-1]
OHS Management System and Policy

PTPI juga menetapkan Kebijakan Keselamatan, Kesehatan Kerja, dan Lingkungan Hidup (K3LH), yaitu

PTPI has a Health, Safety, and Environment (HSE) Policy, namely:

> **Menempatkan keselamatan kerja, keselamatan proses, kesehatan kerja, dan lingkungan hidup, termasuk menyediakan kondisi kerja yang aman dan sehat, pada prioritas utama di seluruh aktivitas PTPI berdasarkan tata kelola perusahaan yang baik.** [GRI 3-3]
>
> Placing occupational safety, process safety, occupational health, and environmental protection, including the provision of safe and healthy working conditions as the highest priority across all PTPI's activities, in accordance with good corporate governance principles. [GRI 3-3]

PTPI mengelola keselamatan dan kesehatan kerja berdasarkan kebijakan K3LH yang menempatkan aspek keselamatan kerja, proses, dan lingkungan sebagai prioritas utama. Implementasi ini didasarkan pada standar nasional dan internasional, di antaranya: [GRI 403-1] [OJK F.21]

- Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja;
- Undang-Undang No. 17 Tahun 2023 tentang Kesehatan;
- Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan sebagaimana telah diubah menjadi Undang-Undang No. 6 Tahun 2023 tentang Cipta Kerja;
- Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3);
- Peraturan Presiden No. 7 Tahun 2019 tentang Penyakit Akibat Kerja;

PTPI manages occupational health and safety in accordance with its HSE Policy, which places occupational safety, process safety, and environmental protection as top priorities. Its implementation is guided by national and international standards, including: [GRI 403-1] [OJK F.21]

- Law No. 1 of 1970 on Occupational Safety;
- Law No. 17 of 2023 on Health;
- Law No. 13 of 2003 on Manpower as amended on Law No. 6 of 2023 on Job Creation;
- Government Regulation No. 50 of 2012 on the Implementation of Occupational Health and Safety Management Systems (OHSMS);
- President Regulation No. 7 of 2019 on Occupational Diseases;

- Permenaker No. 5 Tahun 2018 tentang Keselamatan dan Kesehatan Kerja Lingkungan Kerja;
- Peraturan Menteri Perindustrian Republik Indonesia No. 19 Tahun 2019 tentang Pencegahan dan Penanggulangan Keadaan Darurat Bahan Kimia dalam Kegiatan Usaha Industri Kimia;
- Permenaker No. 11 Tahun 2023 tentang Keselamatan dan Kesehatan Kerja di Ruang Terbatas;
- ISO 45001 *Occupational Health and Safety Management System*;
- US OSHA PSM Standard 29 CFR 1910.119-*Process Safety Management of Highly Hazardous Chemicals*; dan
- CCPS (*Center for Chemical Process Safety)-Guidelines for Risk Based Process Safety* (ISBN: 978-0-470-16569-0).

- Minister of Manpower Regulation No. 5 of 2018 on Occupational Safety and Health in the Work Environment;
- Regulation of the Minister of Industry of the Republic of Indonesia No. 19 of 2019 on the Prevention and Emergency Response for Chemical Incidents in Industrial Activities;
- Minister of Manpower Regulation No. 11 of 2023 on Occupational Safety and Health in Confined Spaces;
- ISO 45001 Occupational Health and Safety Management System;
- US OSHA PSM Standard 29 CFR 1910.119 – Process Safety Management of Highly Hazardous Chemicals; and
- CCPS (Center for Chemical Process Safety) – Guidelines for Risk-Based Process Safety (ISBN: 978-0-470-16569-0).

Untuk memastikan efektivitasnya, Direksi berkomitmen meninjau sasaran kinerja secara berkala, menyediakan ruang konsultasi bagi karyawan, serta memastikan seluruh kegiatan operasional telah memenuhi peraturan perundangan terkait pencegahan kecelakaan luar biasa dan dampak lingkungan melalui cara berikut.

To ensure effectiveness, the Board of Directors is committed to periodically reviewing performance targets, providing consultation channels for employees, and ensuring that all operational activities comply with applicable regulations on the prevention of major accidents and environmental impacts through the following measures.

Penyusunan dan Peninjauan Ulang
Development and Review

Secara berkala dilakukan penilaian dan penyusunan ulang sasaran kinerja sistem manajemen K3LH.
Conduct periodic assessments and revisions of HSE and environmental management system performance targets.

Penetapan Fungsi Kerja
Establishment of Work Functions

Menetapkan fungsi kerja yang bertanggung jawab untuk memastikan efektivitas implementasi program dan sistem manajemen K3LH.
Establish accountable work functions to ensure the effective implementation of HSE and environmental management programs and systems.

Pemenuhan Regulasi
Regulatory Compliance

Memenuhi peraturan perundang-undangan dan persyaratan lain yang berlaku sehubungan dengan potensi bahaya dan risiko di perusahaan.
Ensure compliance with applicable laws, regulations, and other requirements related to potential hazards and risks within the Company.

Pengelolaan K3
OHS Management

Memastikan pengelolaan aspek keselamatan kerja dan keselamatan proses dalam kegiatan operasi untuk memastikan tercapainya kegiatan operasi yang aman, ramah lingkungan, andal, menguntungkan, dan berkelanjutan.
Ensure the management of occupational safety and process safety aspects in operational activities to achieve safe, environmentally responsible, reliable, profitable, and sustainable operations.

Pencegahan Kecelakaan
Accident Prevention

Mencegah cedera dan kerusakan peralatan akibat kecelakaan kerja dan/atau penyakit akibat kerja sehubungan dengan potensi bahaya dan risiko yang ada di tempat kerja.
Prevent injuries and equipment damage resulting from workplace accidents and/or occupational diseases associated with existing hazards and risks.

Pencegahan Dampak Lingkungan
Environmental Impact Prevention

Mencegah pencemaran dan dampak negatif terhadap lingkungan dalam setiap aktivitas perusahaan.
Prevent pollution and adverse environmental impacts across all Company activities.

Implementasi SMK3 OHSMS Implementation	Pemenuhan Fasilitas Provision of Facilities	Penyediaan Akses Informasi Provision of Information Access
Melaksanakan dokumentasi, implementasi, dan pemeliharaan terhadap sistem manajemen K3LH. Carry out the documentation, implementation, and maintenance of the HSE and environmental management system.	Memfasilitasi karyawan, vendor, kontraktor, dan pengunjung dalam mengakses serta menerapkan informasi terkait aspek K3LH. Facilitate employees, vendors, contractors, and visitors in accessing and applying HSE and environmental information.	Memberikan kemudahan pada karyawan, vendor, kontraktor, dan pengunjung dalam menyampaikan dan menerima informasi serta dalam penerapan aspek K3LH di perusahaan. Enable employees, vendors, contractors, and visitors to effectively communicate, receive information, and implement HSE and environmental practices within the Company.

Perbaikan Kinerja Performance Improvement
Menindaklanjuti peluang perbaikan atas hasil tinjauan ulang implementasi dan kinerja K3LH. Follow up on improvement opportunities identified from the review of HSE performance.

Dalam upaya mencapai target nihil insiden, PTPI menerapkan SMK3 yang mencakup seluruh individu di lingkungan operasional tanpa terkecuali. Cakupan ini meliputi 7.336 karyawan PKWTT, 546 karyawan PKWT, serta 7.695 tenaga kerja alih daya, termasuk mitra kerja dan pengunjung. Melalui dokumentasi dan implementasi yang ketat, PTPI memfasilitasi seluruh karyawan dalam mengakses informasi K3LH guna mencegah cedera dan penyakit akibat kerja di setiap aktivitas perusahaan. [GRI 403-1] [GRI 403-8]

Mengingat karakteristik industri kimia yang berisiko tinggi, PTPI menerapkan Manajemen Keselamatan Proses (*Process Safety Management*/PSM) sebagai pedoman utama mitigasi. Langkah ini difokuskan pada pengendalian potensi bahaya, seperti paparan gas beracun (*toxic*), gas mudah terbakar (*flammable*), serta operasional dengan tekanan dan suhu tinggi yang berisiko memicu ledakan atau kebocoran. Strategi mitigasi ini tidak hanya bertujuan melindungi aset fisik, tetapi juga menjamin terciptanya kegiatan operasional yang andal, ramah lingkungan, dan berkelanjutan.

In pursuit of a zero-incident target, PTPI implements an OHSMS that covers all individuals within its operational environment without exception. This scope includes 7,336 permanent employees, 546 contract employees, and 7,695 outsourced workers, as well as business partners and visitors. Through rigorous documentation and implementation, PTPI ensures that all employees have access to HSE information to prevent work-related injuries and occupational diseases across all Company activities. [GRI 403-1] [GRI 403-8]

Given the high-risk nature of the chemical industry, PTPI applies Process Safety Management (PSM) as a primary mitigation framework. This approach focuses on controlling potential hazards such as exposure to toxic and flammable gases, as well as operations involving high pressure and temperature that may trigger explosions or leaks. This mitigation strategy is designed to both protect physical assets and ensure reliable, environmentally responsible and sustainable operations.

Tanggung Jawab K3 [GRI 403-1]
OHS Responsibilities

Guna memastikan efektivitas operasional, seluruh peran dan tanggung jawab pelaksanaan SMK3 di PTPI dipantau melalui laporan berkala kepada Direksi serta Dewan Komisaris, dengan rincian sebagai berikut:

To ensure operational effectiveness, all roles and responsibilities related to the implementation of the OHSMS at PTPI are monitored through periodic reporting to the Board of Directors and the Board of Commissioners, as follows:

Departemen K3 OHS Department	Merencanakan, memonitor, dan mengevaluasi pelaksanaan program K3 dan ketentuan yang harus dipenuhi dalam implementasi SMK3 di perusahaan. Plan, monitor, and evaluate the implementation of OHS programs and compliance requirements under the OHSMS framework within the Company.
Unit Kerja Terkait Relevant Work Units	Melaksanakan rencana dari program SMK3 sesuai dengan ketentuan dan tanggung jawab yang telah ditetapkan. Execute OHSMS programs in accordance with established provisions and assigned responsibilities.
Tim P2K3* **Departemen K3** P2K3 Team* OHS Department	Melaksanakan koordinasi perihal perencanaan, sosialisasi, pemantauan evaluasi, dan pengawasan atas implementasi SMK3 di masing-masing unit kerja. Coordinate the planning, socialization, monitoring, evaluation, and supervision of OHSMS implementation across respective work units.

Catatan: I Note:
*Panitia Pembina Keselamatan dan Kesehatan Kerja I *Occupational Health and Safety Committee

Sistem dan Prosedur K3 [GRI 403-1]
OHS Systems and Procedures

Implementasi kebijakan, strategi, serta prosedur K3 telah disusun secara terencana dan terukur guna menjamin efektivitas perlindungan di seluruh lini operasional. Dalam mengevaluasi kinerja, PTPI mengintegrasikan indikator awal (*leading indicators*) sebagai instrumen preventif serta indikator akhir (*lagging indicators*) untuk mengukur capaian keselamatan secara berkala. Sebagai wujud nyata dari komitmen tersebut, PTPI menerapkan sistem dan prosedur K3 dengan rincian sebagai berikut.

The implementation of OHS policies, strategies, and procedures is structured and systematically designed to ensure effective protection across all operational lines. In evaluating performance, PTPI integrates leading indicators as preventive tools and lagging indicators to measure safety outcomes on a periodic basis. As a demonstration of this commitment, PTPI implements OHS systems and procedures as follows.

Behavior-Based Safety (BBS)

Upaya preventif kecelakaan kerja yang berfokus pada pengelolaan perilaku aman serta mendorong partisipasi aktif karyawan dalam melaporkan potensi bahaya tanpa rasa terancam.

A preventive workplace safety initiative focused on managing safe behaviors and encouraging active employee participation in reporting potential hazards without fear of retaliation.

Life-Saving Rules (LSR)

Aturan keselamatan baku yang mengatur prosedur kerja risiko tinggi dan sanksi secara konsisten, dengan evaluasi rutin setiap enam bulan untuk memastikan kepatuhan standar K3 di seluruh Anak Perusahaan.

A set of standardized safety rules governing high-risk work procedures and the consistent enforcement of sanctions, with regular evaluations every six months to ensure compliance with OHS standards across all Subsidiaries.

Process Safety Management (PSM)

Sistem manajemen proaktif untuk mengendalikan bahaya melalui pemenuhan kompetensi karyawan, pengelolaan dokumen keselamatan, serta identifikasi risiko dan kesiapsiagaan tanggap darurat yang sistematis.

A proactive management system to control hazards through employees competency requirements, safety documentation management, and systematic risk identification and emergency preparedness.

Contractor Safety Management System (CSMS)

Sistem manajemen komprehensif yang mengatur standar keselamatan kontraktor, mulai dari tahap penilaian risiko dan seleksi lelang hingga evaluasi kinerja K3LH di setiap unit bisnis.

A comprehensive management system that governs contractor safety standards, from risk assessment and tender selection to the evaluation of HSE performance across each business unit.

Identifikasi Bahaya, Penilaian Risiko, dan Investigasi Insiden [GRI 403-2]

Hazard Identification, Risk Assessment, and Incident Investigation

Implementasi PSM dijalankan secara efektif melalui serangkaian evaluasi periodik guna memetakan area yang memerlukan penguatan aspek keamanan. Seluruh hasil evaluasi tersebut menjadi basis utama PTPI dalam memitigasi risiko pada titik-titik operasional yang rawan guna meningkatkan standar keselamatan secara berkelanjutan. Proses identifikasi bahaya dan penilaian risiko dilaksanakan secara kolaboratif oleh para ahli K3 kompeten dengan melibatkan seluruh unit kerja terkait. Selain itu, PTPI mengintegrasikan berbagai metodologi sistematis untuk mendeteksi potensi ancaman dan mengukur tingkat risiko, yang meliputi prosedur sebagai berikut: [GRI 403-2] [RT-CH-320a.2]

The implementation of PSM is carried out effectively through a series of periodic evaluations to identify areas requiring strengthened safety measures. The outcomes of these evaluations serve as a primary basis for PTPI to mitigate risks in high-risk operational areas and continuously enhance safety standards. Hazard identification and risk assessment are conducted collaboratively by competent OHS professionals, involving all relevant work units. In addition, PTPI integrates various systematic methodologies to detect potential hazards and assess risk levels, including the following procedures: [GRI 403-2] [RT-CH-320a.2]

Hazard Operability Study (HAZOP)	Metode identifikasi bahaya dan risiko, penilaian risiko, dan penentuan pengendalian risiko pada aspek operasional proses. A method for hazard identification, risk assessment, and determination of risk controls in process operations.
Hazard Identification (HAZID)	Teknik analisis risiko yang dilakukan untuk mengidentifikasi potensi bahaya dan risiko pada suatu sistem dan/atau proses. A risk analysis technique used to identify potential hazards and risks within a system and/or process.
Job Safety Analysis	Dokumen yang mencantumkan daftar pekerjaan, potensi bahaya, dan langkah pengendaliannya A document outlining work activities, potential hazards, and corresponding control measures.
Identification	Pengidentifikasian menggunakan metode lain yang dapat secara efektif memitigasi risiko dan mencegah kecelakaan kerja. Identification using other methods that effectively mitigate risks and prevent workplace accidents.
Process Safety Management (PSM) Audit	Tinjauan sistematis dan independen untuk memverifikasi kesesuaian dengan persyaratan yang ditetapkan menggunakan proses tinjauan yang terdefinisi dengan baik untuk memastikan konsistensi dan memungkinkan auditor untuk mencapai kesimpulan yang dapat dipertanggungjawabkan. A systematic and independent review conducted to verify conformity with established requirements using a well-defined review process to ensure consistency and enable auditors to reach accountable conclusions.

PTPI juga memastikan keselamatan dan kesehatan kerja karyawan dengan beberapa program, seperti:

1. Melakukan sosialisasi (*safety and health campaign*) secara berkala kepada seluruh karyawan mengenai prioritas penerapan K3 dalam pekerjaan.
2. Memberikan kesempatan kepada seluruh karyawan untuk dapat melaporkan perilaku kerja tidak aman (*unsafe action*) dan kondisi tidak aman (*unsafe condition*) pada area kerjanya.
3. Melakukan inspeksi berkala terhadap fasilitas proteksi kebakaran dan fasilitas K3 lainnya di lingkungan perusahaan.

PTPI also ensures employee occupational health and safety through several programs, including:

1. Conducting regular socializations (safety and health campaigns) to reinforce the prioritization of OHS practices across all employees.
2. Providing channels for employees to report unsafe actions and unsafe conditions within their work areas.
3. Performing periodic inspections of fire protection systems and other OHS facilities across the Company's operations.

Hak Karyawan Terkait Aspek K3 | Employee Rights Related to OHS

- Mendapatkan Lingkungan Kerja yang Aman dan Sehat
  Entitlement to a safe and healthy work environment
- Menyampaikan Pengaduan K3
  Right to report OHS-related concerns or incidents
- Mendapatkan Informasi tentang K3
  Access to OHS-related information
- Mendapatkan Pemeriksaan Kesehatan
  Access to health examinations
- Mendapatkan Pelatihan dan Penyuluhan K3
  Participation in OHS training and awareness programs
- Mendapatkan Kompensasi jika Terjadi Kecelakaan Kerja atau Penyakit Akibat Kerja
  Entitlement to compensation in the event of work-related accidents or occupational diseases
- Menggunakan Alat Pelindung Diri (APD)
  Use of Personal Protective Equipment (PPE)
- Terlibat dalam Pengawasan K3
  Participation in OHS monitoring and oversight

PTPI menyediakan mekanisme bagi pekerja untuk melaporkan potensi bahaya dan situasi berbahaya bagi Keselamatan dan Kesehatan Kerja melalui *Whistleblowing System* PTPI. Semua temuan wajib diverifikasi dan ditindaklanjuti dengan tindakan korektif guna mencegah terjadinya insiden. Untuk menjamin keamanan pelapor, PTPI menjamin kerahasiaan identitas pelapor dari sanksi disipliner, intimidasi, maupun diskriminasi guna membangun budaya proaktif dengan keselamatan menjadi tanggung jawab bersama. [GRI 403-2]

PTPI provides ways for employees to anonymously report potential hazards and unsafe conditions related to occupational health and safety through the PTPI's Whistleblowing System. All reported findings are subject to verification and must be followed up with corrective actions to prevent incidents. To ensure whistleblower's protection, PTPI guarantees the confidentiality of whistleblowers' identities from disciplinary sanctions, intimidation, or discrimination, thereby fostering a proactive safety culture where safety is a shared responsibility. [GRI 403-2]

Pada kasus terjadinya insiden di lingkungan kerja, PTPI melakukan investigasi menyeluruh yang mencakup mekanisme pelaporan serta pemantauan intensif sesuai dengan Panduan Pelaksanaan SMK3 serta elemen ke-11 PSM, yaitu Pembelajaran dari Kejadian (*Learning from Events*). Guna menjamin efektivitas dan konsistensi dalam penerapannya, elemen ini dijalankan melalui sistem yang terstruktur dengan kriteria, yaitu proses yang formal dalam melakukan investigasi terhadap kecelakaan, melakukan evaluasi dari data kecelakaan beserta hasil investigasinya guna mencegah terjadinya kecelakaan yang berulang, dan melakukan implementasi rekomendasi dan dokumentasi hasil investigasi.

In the event of workplace incidents, PTPI conducts comprehensive investigations that include reporting mechanisms and intensive monitoring in accordance with the OHSMS Implementation Guidelines and the 11th element of PSM, Learning from Events. To ensure effectiveness and consistency, this element is implemented through a structured system with defined criteria, including a formal process for incident investigation, evaluation of incident data and findings to prevent recurrence, and the implementation of recommendations along with proper documentation of investigation outcomes.

Penilaian *Process Safety Management* (PSM)
Process Safety Management (PSM) Assessment



Pencegahan dan Mitigasi Dampak Keselamatan dan Kesehatan Kerja
Prevention and Mitigation of Occupational Health and Safety Impacts

Sebagai produsen produk pupuk, PTPI menyadari adanya potensi risiko dari produk terhadap distributor maupun petani di lapangan. Oleh karena itu, PTPI berkomitmen menyediakan panduan penggunaan pupuk yang aman melalui berbagai kanal edukasi, seperti lembaran keterangan produk, sosialisasi atau temu pelanggan, serta publikasi dalam media sosial Sahabat Petani. Guna memitigasi tantangan utama berupa risiko proses di area pabrik, PTPI menerapkan strategi komprehensif untuk mencegah insiden kritikal, seperti kebakaran, ledakan, maupun kebocoran gas berbahaya. Serangkaian program preventif juga dijalankan secara sistematis sebagai langkah nyata dalam meminimalkan dampak kecelakaan kerja dan menjaga keselamatan operasional secara berkelanjutan. [GRI 403-7]

As a fertilizer producer, PTPI recognizes the potential risks its products may pose to distributors and farmers in the field. Accordingly, PTPI is committed to providing guidance on the safe use of fertilizers through various educational channels, including product information sheets, outreach programs and customer engagements, as well as publications in the Sahabat Petani social media. To mitigate key challenges, particularly process-related risks within plant operations, PTPI implements comprehensive strategies to prevent critical incidents such as fires, explosions, and hazardous gas leaks. A series of preventive programs is systematically carried out as a concrete effort to minimize workplace accident impacts and maintain operational safety on a sustainable basis. [GRI 403-7]

PSM Audit



Tinjauan sistematis dan independen untuk memverifikasi kesesuaian dengan persyaratan yang ditetapkan menggunakan proses tinjauan yang terdefinisi dengan baik untuk memastikan konsistensi dan memungkinkan auditor untuk mencapai kesimpulan yang dapat dipertanggungjawabkan.

A systematic and independent review conducted to verify compliance with established requirements, using a well-defined review process to ensure consistency and enable auditors to reach defensible conclusions.

PSM Rolled-Out Program

Berfokus pada penguatan elemen-elemen PSM seperti standardisasi panduan teknis PSM PTPI yang dilakukan secara berkelanjutan.

Focus on strengthening PSM elements through the continuous standardization of technical PSM guidelines across PTPI.

Safety Culture Assessment



Bertujuan untuk mengukur tingkat maturitas budaya keselamatan kerja di seluruh organisasi dan memperoleh gambaran objektif mengenai sejauh mana nilai, sikap, perilaku, dan kepemimpinan terkait keselamatan telah terinternalisasi dalam aktivitas operasional. Hasil pengukuran ini menjadi dasar dalam menyusun strategi peningkatan yang terarah dan berkelanjutan guna memperkuat budaya keselamatan serta meningkatkan kinerja K3 perusahaan secara konsisten.

Aimed at measuring the maturity level of the occupational safety culture across the organization and providing an objective view of how far safety-related values, attitudes, behaviors, and leadership have been embedded in operational activities. The results serve as a basis for developing targeted and sustainable improvement strategies to strengthen the safety culture and consistently enhance the Company's OHS performance.

Guna memperkuat sistem mitigasi terhadap kecelakaan kerja maupun situasi kritis, PTPI menetapkan dan menerapkan *Emergency Response Plan* (ERP) sebagai prosedur baku penanganan tanggap darurat yang terintegrasi ke dalam langkah-langkah keselamatan kerja berikut.

To strengthen mitigation systems for workplace accidents and critical situations, PTPI established and implemented an Emergency Response Plan (ERP) as a standardized procedure for emergency response, integrated into the following occupational safety measures.

1. *Safety Induction*

Memberikan safety *induction* kepada karyawan, kontraktor, dan pengunjung sebelum memulai aktivitas, baik yang berisiko rendah maupun tinggi.

Provide safety induction for employees, contractors, and visitors prior to commencing any activities, whether low-risk or high-risk.

2. *Training Safety Awareness*

Menyelenggarakan *training safety awareness* untuk meningkatkan pemahaman tentang keselamatan di kalangan karyawan, kontraktor, dan pengunjung.

Conduct safety awareness training to enhance understanding of safety among employees, contractors, and visitors.

3. *Safety Moment*

Menyampaikan *safety moment* pada setiap kegiatan P2K3 atau kegiatan lain di perusahaan untuk selalu mengingatkan pentingnya keselamatan.

Deliver safety moments at every P2K3 meeting and other Company activities to reinforce the importance of safety.

4. *Safety Briefing*

Memasukkan aspek keselamatan dalam setiap *briefing* sebelum memulai aktivitas operasional di pabrik.

Integrate safety aspects into every pre-operational briefing before commencing activities at the plant.

Peningkatan Kualitas dan Layanan Kesehatan Kerja [GRI 403-6]

Enhancement of Occupational Health Quality and Services

Kesejahteraan karyawan diyakini sebagai faktor kunci bagi kesuksesan dan keberlanjutan PTPI dalam jangka panjang. Sebagai perwujudan komitmen dalam meningkatkan taraf kesehatan karyawan, PTPI menyediakan fasilitas medis yang mumpuni melalui pengoperasian klinik umum dengan dukungan peralatan medis esensial yang lengkap untuk semua karyawan. Dalam menjamin pelayanan yang prima, fasilitas ini dikelola sepenuhnya oleh tenaga kesehatan profesional bersertifikat yang siap memastikan setiap kebutuhan medis karyawan terpenuhi secara optimal. [GRI 403-3]

Employee well-being is recognized as a key driver of PTPI's long-term success and sustainability. As part of its commitment to improving employee health standards, PTPI provides adequate medical facilities through the operation of general clinics equipped with essential medical equipment for all employees. To ensure high-quality service delivery, these facilities are fully managed by certified healthcare professionals, ensuring that employees' medical needs are addressed effectively and comprehensively. [GRI 403-3]

PTPI menjalin kemitraan strategis dengan rumah sakit terdekat dan menyediakan armada ambulans siaga untuk menjamin layanan medis yang responsif dalam kondisi darurat. Upaya preventif terhadap Penyakit Akibat Kerja (PAK) juga diimplementasikan melalui pemeriksaan kesehatan berkala yang disesuaikan dengan profil risiko jabatan. [GRI 403-6]

PTPI establishes strategic partnerships with nearby hospitals and provides standby ambulance services to ensure responsive medical care in emergency situations. Preventive measures against occupational diseases are also implemented through periodic health examinations tailored to job risk profiles. [GRI 403-6]

Adapun akses pelayanan kesehatan komprehensif bagi karyawan beserta keluarga yang menjadi tanggungannya mencakup:

- Asuransi kesehatan untuk kondisi gawat darurat, rawat inap, serta rawat jalan;
- Pemberian vaksinasi dan imunisasi;
- Kepesertaan BPJS Kesehatan sesuai ketentuan regulasi pemerintah; dan
- Program *Medical Check Up* (MCU) rutin bagi seluruh karyawan.

Comprehensive healthcare access for employees and their dependents includes:

- Health insurance coverage for emergency care, inpatient, and outpatient services;
- Provision of vaccination and immunization programs;
- Participation in BPJS Kesehatan in accordance with government regulations; and
- Routine Medical Check-Up (MCU) programs for all employees.

Dalam meningkatkan kesejahteraan karyawan, PTPI memfasilitasi sarana fisik mencakup toilet higienis, tempat ibadah, ruang laktasi, serta area parkir yang memadai di seluruh lokasi operasi. Keamanan fasilitas diperkuat dengan sistem proteksi aktif, seperti alat deteksi asap (*smoke detector*) dan sistem pemadam kebakaran terintegrasi yang memastikan setiap individu dapat bekerja secara produktif di lingkungan yang bersih, sehat, dan terlindungi dari kejadian berbahaya. [OJK F.21]

To enhance employee well-being, PTPI provides essential facilities across all operational locations, including hygienic restrooms, places of worship, lactation rooms, and adequate parking spaces. Facility safety is reinforced through active protection systems, such as smoke detectors and integrated fire suppression systems, ensuring that all individuals can work productively in a clean, healthy, and safe environment. [OJK F.21]

Peningkatan kualitas kesehatan jasmani dan mental karyawan dilakukan melalui program sosialisasi rutin serta inisiatif VIRAL (*Virtual Running, Walking and Cycling*) yang didukung promosi kesehatan melalui media cetak maupun digital. Di sisi lain, PTPI berkomitmen menjaga privasi karyawan dengan menerapkan kebijakan perlindungan data kesehatan yang ketat guna menjamin kerahasiaan dan mencegah penyalahgunaan informasi medis. [GRI 403-3]

Efforts to improve employee physical and mental health are carried out through regular awareness programs as well as the VIRAL (Virtual Running, Walking, and Cycling) initiative, supported by health promotions through print and digital media. At the same time, PTPI is committed to safeguarding employee privacy by implementing strict health data protection policies to ensure confidentiality and prevent misuse of medical information. [GRI 403-3]

Partisipasi, Konsultasi, dan Komunikasi Pekerja tentang Keselamatan dan Kesehatan Kerja [GRI 403-4]

Worker Participation, Consultation, and Communication on Occupational Health and Safety

Pembentukan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) di lingkungan PTPI dilakukan untuk memberikan saran, pertimbangan, serta mengkomunikasikan urgensi aspek K3 kepada seluruh karyawan sesuai amanat Permenaker No. 13 Tahun 2025. Susunan kepengurusannya melibatkan kolaborasi antara manajemen dan pekerja. Posisi Sekretaris dijabat oleh Ahli K3 Umum di PTPI, didampingi oleh anggota yang merupakan perwakilan resmi dari karyawan.

Sepanjang tahun 2025, PTPI telah memfasilitasi 61 rapat P2K3 yang menjadi wadah partisipasi aktif karyawan dalam pelaksanaan serta evaluasi kebijakan keselamatan kerja dapat didorong secara lebih sistematis, termasuk dalam penyebarluasan informasi terkait mitigasi risiko. Pengawasan terhadap konsistensi penerapan standar K3 dilakukan melalui penyelenggaraan rapat koordinasi setiap tiga bulan sekali. Forum triwulanan yang dipimpin oleh Ketua P2K3 ini menjadi wadah strategis bagi manajemen dan perwakilan pekerja untuk meninjau efektivitas sistem keselamatan secara menyeluruh. [GRI 403-4]

The establishment of the Occupational Health and Safety Committee (P2K3) within PTPI serves to provide recommendations, considerations, and to communicate the importance of OHS aspects to all employees, in accordance with Minister of Manpower Regulation No. 13 of 2025. Its composition reflects collaboration between management and employees, with the Secretary role held by a certified General OHS Expert at PTPI, supported by members who serve as official representatives of employees.

Throughout 2025, PTPI facilitated 61 P2K3 meetings, providing a platform for active employee participation in the implementation and evaluation of occupational safety policies in a more systematic manner, including the dissemination of risk mitigation information. Oversight of the consistent application of OHS standards is carried out through quarterly coordination meetings. This forum, led by the Chair of P2K3, serves as a strategic platform for management and employee representatives to comprehensively review the effectiveness of the safety system. [GRI 403-4]

Pelatihan K3 [GRI 403-5]
OHS Training

Penyelenggaraan pelatihan K3 secara berkala merupakan perwujudan komitmen PTPI dalam mewujudkan lingkungan kerja yang aman dan sehat bagi seluruh karyawan. Melalui program ini, PTPI memastikan keselamatan karyawan terjaga sekaligus memperkuat pemahaman, kesadaran, serta keterampilan teknis mereka dalam mengimplementasikan prosedur kerja yang selamat. [GRI 403-5]

The regular implementation of OHS training reflects PTPI's commitment to creating a safe and healthy work environment for all employees. Through this program, PTPI ensures employee safety while strengthening their understanding, awareness, and technical competencies in applying safe work procedures. [GRI 403-5]

Sepanjang tahun 2025, PTPI telah melakukan pelatihan terhadap
Throughout 2025, PTPI conducted OHS training for

10.329 karyawan dari seluruh Anak Perusahaan.
employees across all Subsidiaries.



Pelatihan/Sertifikasi K3 | OHS Training/Certification	
Pelatihan dan Sertifikasi Teknisi *Confined Space* Sertifikasi Kemnaker RI	Confined Space Technician Ministry of Manpower of Indonesia Training and Certification
Pelatihan *Basic Safety Training*	Basic Safety Training
Pelatihan Teknisi K3 Listrik Sertifikasi Kemnaker RI	Electrical OHS Technician Training Ministry of Manpower of Indonesia Certification
Pelatihan Ahli K3 Umum Sertifikasi BNSP	General OHS Expert BNSP Certification
Sertifikasi *Functional Safety Engineer* untuk Kebutuhan *Evaluasi Safety Integrity Level* (SIL)	Functional Safety Engineer Certification for Safety Integrity Level (SIL) Evaluation
Operator Development Program (ODP) *Basic Level Batch* 4 Fase 1	Operator Development Program (ODP) Basic Level Batch 4 – Phase 1
Pelatihan *Confined Space Inert Entry*	Confined Space Inert Entry Training
Pelatihan dan Sertifikasi Operator *Mobile Crane* Sertifikasi Kemnaker RI	Mobile Crane Operator Ministry of Manpower of Indonesia Training and Certification
Pelatihan dan Sertifikasi Pekerja Selam Kelas 1 Kemnaker RI	Class 1 Commercial Diver Ministry of Manpower of Indonesia Training and Certification
Pelatihan dan Sertifikasi Operator *Forklift* Sertifikasi Kemnaker RI	Forklift Operator Ministry of Manpower of Indonesia Training and Certification
Pelatihan APAR, *Fire Fighting* dan *Rescue*	Fire Extinguisher (APAR), Firefighting, and Rescue Training
Pelatihan dan Sertifikasi Ahli K3 Umum Sertifikasi Kemnaker RI	General OHS Expert Ministry of Manpower of Indonesia Training and Certification
Process Safety Boot Camp by CCPS	Process Safety Boot Camp by CCPS
Pelatihan dan Sertifikasi Operator *Boiller* Kelas 1 Kemnaker RI	Class 1 Boiler Operator Ministry of Manpower of Indonesia Training and Certification
Pelatihan dan Sertifikasi Tenaga Kerja Pada Ketinggian Tingkat 1 Kemnaker RI *Batch* 1	Working at Height Level 1 Ministry of Manpower of Indonesia Training and Certification – Batch 1
Pelatihan dan Sertifikasi Rigger Kemnaker RI	Rigger Ministry of Manpower of Indonesia Training and Certification
Pelatihan dan Sertifikasi Operator *Stacker Reclaimer*	Stacker Reclaimer Operator Training and Certification
Pelatihan dan Sertifikasi Ahli K3 Pemadam Kebakaran (Damkar A) Kemnaker RI	Fire Safety OHS Expert (Damkar A) Ministry of Manpower of Indonesia Training and Certification

Pelatihan/Sertifikasi K3 | OHS Training/Certification	
Pelatihan Petugas *Safety Representative*	Safety Representative Training
Pelatihan *Intermediate Safety Training* P3K	Intermediate First Aid (P3K) Safety Training
Pelatihan *Awareness Safe Working Practice* Pabrik 7 NPK	Safe Working Practice Awareness Training – NPK Plant 7
Pelatihan dan Sertifikasi Teknisi Pesawat Tenaga Produksi (PTP) Kemnaker RI	Production Equipment Technician (PTP) Ministry of Manpower of Indonesia Training and Certification
Training *Process Safety Management* (PSM)	Process Safety Management (PSM) Training
Onboarding Pelatihan K3 Rekrutmen Bersama BUMN (RBB) Operator Tahun 2025	OHS Onboarding Training for Joint BUMN Recruitment (RBB) Operators 2025
Pelatihan dan Sertifikasi Petugas K3 Kimia Sertifikasi Kemnaker RI	Chemical OHS Officer Ministry of Manpower of Indonesia Training and Certification
Emergency Drill	Emergency Drill
Training Basic Life Support & Fire Fighting	Basic Life Support & Firefighting Training

Kontraktor dan Keamanan Kerja
Contractors and Workplace Safety

PTPI berkomitmen untuk memastikan keselamatan dan kesehatan kerja bagi seluruh pekerja, termasuk karyawan kontraktor, diwujudkan melalui penerapan *Contractor Safety Management System* (CSMS) sebagai instrumen utama PTPI dalam menjamin keselamatan dan kesehatan di lingkungan operasional. Standar ini juga terintegrasi dalam elemen ke-9 PSM guna memastikan setiap pihak ketiga mematuhi protokol keselamatan yang ketat sesuai regulasi yang berlaku. Sebagai langkah preventif, proses seleksi mitra kerja dilakukan secara selektif melalui sistem CSMS yang menetapkan sejumlah kriteria esensial sebagai berikut: [GRI 403-5]

PTPI is committed to ensuring occupational health and safety for all workers, including contractor personnel, through the implementation of the Contractor Safety Management System (CSMS) as a key instrument to uphold safety across its operational areas. This standard is also integrated into the 9th element of PSM, ensuring that all third parties comply with stringent safety protocols in line with applicable regulations. As a preventive measure, the selection of business partners is conducted rigorously through the CSMS framework, which establishes the following essential criteria: [GRI 403-5]

01	Menetapkan persyaratan prakualifikasi K3 untuk kandidat kontraktor dan untuk pemilihan kontraktor. Establish OHS pre-qualification requirements for contractor candidates and contractor selection processes.	
02	Menetapkan sistem dan proses untuk memastikan bahwa kontraktor mematuhi standar perusahaan, persyaratan peraturan, dan standar industri. Spesifikasi teknis dan informasi K3LH lain yang relevan harus ditinjau sebelum keputusan untuk melakukan pengadaan/menetapkan kontrak. Establish systems and processes to ensure contractor compliance with Company standards, regulatory requirements, and industry standards. Relevant technical specifications and HSE information must be reviewed prior to procurement decisions or contract awards.	
03	Menetapkan sistem dan proses untuk melindungi informasi milik perusahaan melalui perjanjian kerahasiaan. Establish systems and processes to protect Company proprietary information through confidentiality agreements.	
04	Memberikan pedoman untuk identifikasi jenis kontrak-jasa yang dikenakan program Manajemen Kontraktor. Provide guidelines for identifying types of service contracts subject to the Contractor Management program.	

05	Menetapkan persyaratan untuk memberikan orientasi dan persyaratan pelatihan untuk karyawan kontraktor sebagaimana diperlukan. Establish requirements for orientation and training of contractor employees, as necessary.	
06	Menetapkan persyaratan tentang dilakukannya koordinasi antara perusahaan dan kontraktor mengenai prosedur keamanan dan prosedur tanggap darurat fasilitas/unit kerja terkait. Establish requirements for coordination between the Company and contractors regarding safety procedures and emergency response procedures within the relevant facilities or work units.	
07	Menetapkan proses untuk memastikan bahwa subkontraktor mengikuti tingkat praktik kerja aman yang sama dengan kontraktor utamanya. Establish processes to ensure that subcontractors adhere to the same level of safe work practices as the main contractors.	
08	Menetapkan proses untuk memonitor dan mengevaluasi kondisi aktual terkait kinerja, kemampuan, dan kualifikasi keselamatan kontraktor. Establish processes to monitor and evaluate contractor performance, capability, and safety qualifications.	
09	Menetapkan persyaratan, sistem dan standar terkait kinerja keselamatan kontraktor dan program keselamatan. Sistem juga harus memastikan bahwa peralatan, bahan kimia/ berbahaya lainnya, atau layanan harus mematuhi hukum dan peraturan yang berlaku. Establish requirements, systems, and standards related to contractor safety performance and safety programs, ensuring that equipment, chemicals/hazardous materials, and services comply with applicable laws and regulations.	

Kecelakaan dan Penyakit Akibat Kerja [GRI 403-9, 403-10]

Occupational Accidents and Diseases

Komitmen PTPI dalam menciptakan lingkungan kerja yang aman dan sehat bagi seluruh karyawan secara konsisten diwujudkan melalui pendataan kecelakaan kerja yang dilakukan secara berkala.

PTPI's commitment to creating a safe and healthy work environment for all employees is consistently demonstrated through the periodic recording and monitoring of workplace accidents.

Sepanjang tahun 2025, PTPI mencatat [GRI 403-10]
Throughout 2025, PTPI recorded: [GRI 403-10]

0
laporan kasus penyakit akibat kerja (PAK)
reported cases of occupational diseases

48.229.448 jam | hours
jam kerja aman
hours of safe working hours

Ketiadaan kasus PAK menggambarkan efektivitas strategi PTPI dalam menjaga standar keselamatan dan kesehatan di seluruh lini operasional.

The absence of occupational disease cases reflects the effectiveness of PTPI's strategies in maintaining health and safety standards across all operational lines.

Sepanjang tahun pelaporan, terdapat *Fatal Accident Rate* (FAR) sebesar 1,97, *Total Recordable Injury Rate* (TRIR) sebesar 0,26, dan 0 insiden transportasi. [GRI 403-9] [RT-CH-320a.1] [RT-CH-540a.1]

Throughout the reporting year, PTPI recorded a Fatal Accident Rate (FAR) of 1.97, a Total Recordable Injury Rate (TRIR) of 0.26, and zero transportation incidents. [GRI 403-9] [RT-CH-320a.1] [RT-CH-540a.1]

Keterangan Description	Jenis Kecelakaan Kerja Utama Type of Major Occupational Accident	Langkah Perbaikan Corrective Actions
Karyawan (23.955.541 jam kerja) Employees (23,955,541 working hours)	1. *Fatality* 2. *First Aid* 3. *Medical Treatment Injury* (MTI)	1. Pelatihan/sertifikasi kompetensi pekerja. 2. Sosialisasi *Safety Awareness*. 3. Program peningkatan *Safety Culture*. 4. Sosialisasi *Life Saving Rules*. 5. Penguatan *Permit to Work* (PTW) terutama *hot work, line opening*, dan *confined space entry.* 6. Peningkatan *engineering control* (*handrail, guard*, proteksi panel listrik). 7. Peningkatan program *housekeeping* dan pengamanan area kerja. 8. Peningkatan pelatihan *hazard awareness* dan penggunaan APD bagi pekerja. 1. Training and certification of worker competencies. 2. Safety awareness campaigns. 3. Safety culture enhancement programs. 4. Life Saving Rules awareness programs. 5. Strengthening of Permit to Work (PTW), particularly for hot work, line opening, and confined space entry. 6. Enhancement of engineering controls (handrails, guards, electrical panel protection). 7. Improvement of housekeeping programs and work area safety controls. 8. Enhancement of hazard awareness training and the use of PPE.
Kontraktor (26.925.631 jam kerja) Contractors (26,925,631 working hours)	1. *Medical Treatment Injury* (MTI) 2. *First Aid*	1. Penguatan *Contractor Safety Management System* (CSMS) termasuk pre-qualification kontraktor. 2. Penerapan *mandatory toolbox meeting* dan *Job Safety Analysis* (JSA) sebelum pekerjaan. 3. Inspeksi alat kerja dan *rigging equipment* sebelum digunakan (*chainblock, sling, grinder, hose*, palu). 4. Penguatan supervisi pekerjaan risiko tinggi: *lifting, hot work, confined space entry*. 5. Implementasi *dropped object prevention* program pada pekerjaan di ketinggian. 6. Verifikasi *fit test respirator* dan *breathing apparatus* sebelum *confined space entry*. 7. Penegakan standar APD dan prosedur kerja aman untuk seluruh kontraktor. 8. Peningkatan pelatihan K3 khusus kontraktor terkait hazard proses di pabrik pupuk/petrokimia. 1. Strengthening of the Contractor Safety Management System (CSMS), including contractor pre-qualification. 2. Implementation of mandatory toolbox meetings and Job Safety Analysis (JSA) prior to work execution. 3. Inspection of work equipment and rigging tools before use (chain blocks, slings, grinders, hoses, hammers). 4. Enhanced supervision of high-risk activities: lifting, hot work, and confined space entry. 5. Implementation of a dropped object prevention program for work at height. 6. Verification of respirator fit tests and breathing apparatus prior to confined space entry. 7. Enforcement of PPE standards and safe work procedures for all contractors. 8. Enhancement of OHS training for contractors, particularly on process hazards in fertilizer/petrochemical plants.





Peran Aktif dalam Pemberdayaan Masyarakat

Active Role in Community Empowerment



Transformasi Tanggung Jawab Sosial dan Lingkungan (TJSL) kini berlandaskan pada semangat kolaborasi alih-alih sekadar kontribusi. TJSL tidak lagi hanya memberi, tetapi juga bergerak aktif tumbuh bersama komunitas sebagai mitra strategis guna menciptakan nilai bersama (*creating shared value*) yang berkelanjutan.

The transformation of Corporate Social Responsibility (CSR) is now driven by a spirit of collaboration, rather than mere contribution. CSR no longer focuses solely on giving, but takes an active role in working alongside communities as strategic partners, creating shared value in a sustainable manner.



Kebijakan Tanggung Jawab Sosial dan Lingkungan

Corporate Social Responsibility Policy

Implementasi program Tanggung Jawab Sosial dan Lingkungan (TJSL) PTPI dijalankan berorientasi pada aspirasi masyarakat serta penyelarasan terhadap target Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/SDGs). PTPI memastikan seluruh inisiatif sosial terlaksana akuntabel dan transparan sehingga menghasilkan kontribusi positif yang signifikan bagi pemberdayaan komunitas serta pelestarian ekosistem secara berkelanjutan. [GRI 3-3]

The Company's Corporate Social Responsibility (CSR) programs are implemented with a focus on community aspirations and alignment with the Sustainable Development Goals (SDGs). PTPI ensures that all social initiatives are carried out in an accountable and transparent manner, delivering meaningful contributions to community empowerment and the sustainable preservation of ecosystems. [GRI 3-3]

Dalam praktik program TJSL, PTPI menyelaraskan langkahnya dengan berbagai ketentuan regulasi serta standar praktik terbaik yang berlaku, meliputi: [GRI 3-3]

In implementing its CSR programs, PTPI aligns its initiatives with applicable regulatory requirements and established best practice standards, including: [GRI 3-3]

Undang-Undang Laws	• UU No. 40 Tahun 2007 tentang Perseroan Terbatas (PT) dan perubahannya; • UU No. 16 Tahun 2025 tentang Perubahan Keempat Atas Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara; dan • PP No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas. • Law No. 40 of 2007 on Limited Liability Companies (PT) and its amandments; • Law No. 16 of 2025 on the Fourth Amendment to Law No. 19 of 2003 on State-Owned Enterprises; and • Government Regulation No. 47 of 2012 on Corporate Social and Environmental Responsibility of Limited Liability Companies.
Peraturan Menteri BUMN Ministry of SOEs Regulations	• Peraturan Menteri Badan Usaha Milik Negara No.PER-1/MBU/03/2023 Tanggal 3 Maret 2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara; • Peraturan Menteri Badan Usaha Milik Negara No. PER 2/MBU/03/2023 Tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara; • Keputusan Menteri Badan Usaha Milik Negara No. SK 277/MBU/10/2023 Tanggal 4 Oktober 2023 tentang Petunjuk Pelaksanaan Penyelesaian Piutang dan/atau Pembiayaan Syariah Bermasalah pada Program Pendanaan Usaha Mikro dan Usaha Kecil di Badan Usaha Milik Negara; • Surat Menteri BUMN No. S-721/MBU/11/2022 Tanggal 10 November 2022 tentang Kerja Sama Program Pendanaan Usaha Mikro dan Usaha Kecil ("Kerja Sama Program PUMK"); dan • Surat Edaran Kepala Badan Pengaturan Badan Usaha Milik Negara Nomor 1 Tahun 2026 tentang Pedoman Akuntansi Program Pendanaan Usaha Mikro dan Kecil Badan Usaha Milik Negara. • Minister of SOEs Regulation No. PER-1/MBU/03/2023 dated March 3, 2023, on Special Assignments and Corporate Social and Environmental Responsibility Programs of State-Owned Enterprises; • Minister of SOEs Regulation No. PER-2/MBU/03/2023 dated March 3, 2023, on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises; • Decree of the Minister of SOEs No. SK-277/MBU/10/2023 dated October 4, 2023, on Implementation Guidelines for the Settlement of Non-Performing Receivables and/or Sharia Financing under the Micro and Small Business Funding Program in State-Owned Enterprises; • Letter of the Minister of SOEs No. S-721/MBU/11/2022 dated November 10, 2022, on the Cooperation Program for Micro and Small Business Funding ("PUMK Cooperation Program"); and • Circular Letter of the Head of the SOE Regulatory Agency No. 1 of 2026 on Accounting Guidelines for the Micro and Small Business Funding Program of State-Owned Enterprises.

Otoritas Jasa Keuangan Financial Services Authority	• Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik; • Surat Edaran OJK Nomor 16/SEOJK.04/2021 mengatur tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik; dan • Surat Edaran Otoritas Jasa Keuangan No. 21/SEOJK.03/2024 tentang Panduan Akuntansi Perbankan bagi Bank Perekonomian Rakyat. • Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies; • Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies; and • Financial Services Authority Circular Letter No. 21/SEOJK.03/2024 on Banking Accounting Guidelines for Rural Banks.
Regulasi Internal Internal Regulations	Kode etik dan regulasi internal terkait masyarakat dan lingkungan. Code of conduct and internal regulations related to community and environmental matters
Tujuan Pembangunan berkelanjutan Sustainable Development Goals	Tujuan Pembangunan Berkelanjutan (TPB) atau *Sustainable Development Goals* (SDGs) Sustainable Development Goals (SDGs)

Tujuan Strategis TJSL

CSR Strategic Objectives

Operasionalisasi TJSL PTPI berpedoman pada prinsip *Triple Bottom Line (people, planet, profit)* guna menyelaraskan pertumbuhan ekonomi dengan kesejahteraan sosial dan kelestarian ekosistem. Komitmen untuk memberikan nilai tambah bagi seluruh pemangku kepentingan, termasuk karyawan, pelanggan, masyarakat sekitar, serta pihak-pihak terkait yang diwujudkan melalui empat pilar strategis.

PTPI's CSR operations are guided by the Triple Bottom Line (people, planet, profit) to align economic growth with social well-being and environmental sustainability. This commitment to delivering added value for all stakeholders, including employees, customers, local communities, and other relevant parties, is realized through four strategic pillars.



Lingkungan
Environment

PTPI berkomitmen mengurangi dampak negatif dari operasi perusahaan terhadap lingkungan, di antaranya dengan mengelola limbah, menggunakan energi baru terbarukan, dan melakukan pelestarian alam.
PTPI is committed to reducing the negative environmental impacts of its operations, including through waste management, the use of renewable energy, and environmental conservation initiatives.

Kesejahteraan
Well-being

PTPI berusaha menciptakan kemakmuran bersama melalui kolaborasi antara perusahaan, pemerintah, dan masyarakat (sejalan dengan SDGs) serta memastikan keberlanjutan bisnis pada masa depan.
PTPI strives to create shared prosperity through collaboration among the Company, government, and communities, (in alignment with the SDGs), while ensuring long-term business sustainability.

Masyarakat
Community

PTPI berusaha meningkatkan kesejahteraan masyarakat, memastikan praktik bisnis yang adil, dan memberikan dampak positif bagi karyawan serta komunitas lokal melalui pendidikan, kesehatan, dan pemberdayaan.
PTPI strives to enhance community well-being, uphold fair business practices, and deliver positive impact to employees and local communities through education, health, and empowerment initiatives.

Ekonomi
Economy

PTPI berfokus mencapai pertumbuhan ekonomi dan keberlanjutan bisnis jangka panjang yang tidak hanya menguntungkan pemegang saham, tetapi juga memberikan nilai tambah bagi pemangku kepentingan.
PTPI focuses on achieving sustainable economic growth and long-term business resilience, delivering value not only to shareholders but also creating added value for all stakeholders.

Berbagai upaya selalu dilakukan untuk merealisasikan komitmen PTPI, di antaranya dengan mewujudkan dampak positif yang luas serta berkelanjutan bagi masyarakat, lingkungan, dan sektor perekonomian secara menyeluruh.

PTPI continuously strives to realize its commitments, including delivering broad and sustainable positive impacts on communities, the environment, and the economy as a whole.



Perencanaan Program TJSL

CSR Program Planning

Penyusunan program TJSL PTPI dilakukan melalui pendekatan sistematis dan terencana yang mencakup rangkaian tahapan berikut: [RT-CH-210a.1]

The development of PTPI's CSR programs is carried out through a systematic and structured approach, encompassing the following stages: [RT-CH-210a.1]

Pemetaan Sosial
Social Mapping

Melakukan pemetaan kebutuhan, harapan, dan tantangan masyarakat melalui survei, wawancara, serta diskusi kelompok terpumpun (DKT) untuk mengidentifikasi area prioritas program.
Conducting assessments of community needs, expectations, and challenges through surveys, interviews, and focus group discussions (FGDs) to identify priority program areas.

Analisis Data
Data Analysis

Mengolah dan menganalisis data untuk menemukan pola, tren, serta isu utama yang dihadapi masyarakat sehingga dapat menentukan prioritas dan peluang yang berdampak positif.
Processing and analyzing data to identify patterns, trends, and key community issues, enabling the determination of priorities and opportunities that generate positive impact.

Perancangan Program TJSL
CSR Program Design

Merancang program dengan tujuan yang jelas, kegiatan yang terstruktur, alokasi anggaran yang tepat, serta sistem pengukuran dampak yang mendukung keberlanjutan.
Designing programs with clear objectives, structured activities, appropriate budget allocation, and impact measurement systems that support sustainability.

Konsultasi dan Keterlibatan Masyarakat
Community Consultation and Engagement

Melibatkan masyarakat dalam proses perencanaan melalui forum konsultasi terbuka dan mekanisme umpan balik yang transparan agar program sesuai dengan kebutuhan lokal.
Engaging communities in the planning process through open consultation forums and transparent feedback mechanisms to ensure alignment with local needs.

Implementasi Program
Program Implementation

Melaksanakan program sesuai rencana dengan prinsip partisipatif, kolaboratif, dan berorientasi pada hasil nyata.
Implementing programs in accordance with a plan, guided by participatory and collaborative principles, with a focus on delivering tangible results.

Evaluasi dan Penyempurnaan Program
Program Evaluation and Enhancement

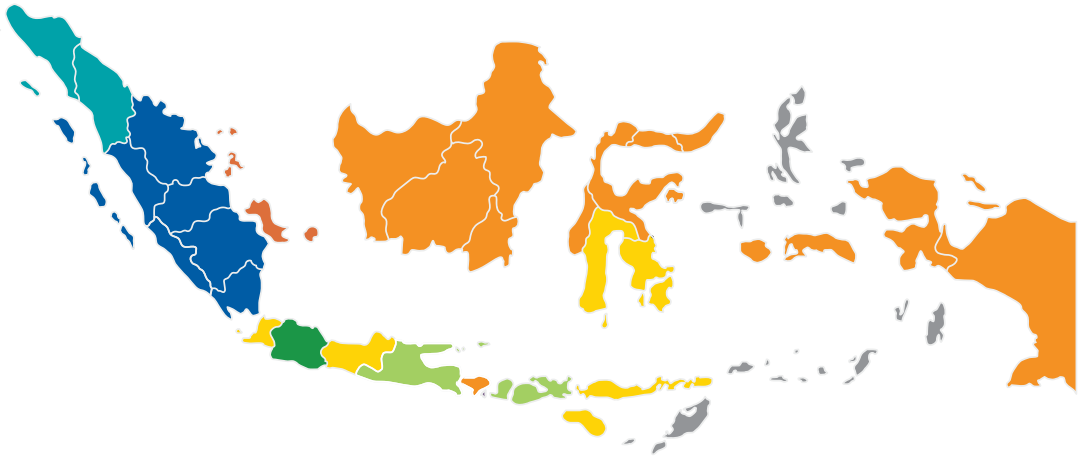
Melakukan evaluasi berkala untuk mengukur dampak, menyesuaikan program dengan dinamika sosial, serta menyempurnakan pelaksanaan agar lebih relevan dan efektif.
Conducting periodic evaluations to measure impact, adjust programs to social dynamics, and enhance implementation to ensure continued relevance and effectiveness.

Pelaporan
Reporting

Pelaporan kegiatan TJSL dilakukan secara rutin kepada pemangku kepentingan, baik internal maupun eksternal. Pelaporan ini mencakup laporan internal bulanan, laporan tahunan, dan laporan keberlanjutan.
CSR activities are reported regularly to both internal and external stakeholders. This reporting includes monthly internal reports, annual reports, and sustainability reports.

Seluruh program TJSL telah sepenuhnya (100%) disusun berdasarkan hasil pemetaan sosial untuk menjawab kebutuhan mendasar komunitas lokal. Melalui pendekatan strategis ini, PTPI mampu menjamin ketepatan sasaran sekaligus memitigasi potensi dampak negatif yang mungkin muncul dari setiap inisiatif sosial yang dijalankan. [GRI 413-1, 413-2]

All PTPI CSR programs (100%) are developed based on social mapping outcomes to address the fundamental needs of local communities. Through this strategic approach, PTPI ensures precise targeting while mitigating potential negative impacts that may arise from each social program implemented. [GRI 413-1, 413-2]



Kompartemen TJSL CSR Compartment	Lokasi Kegiatan TJSL Location of CSR Activities
PT Pupuk Indonesia (Persero)	Kemanggisan, Jakarta Barat, DKI Jakarta I Kemanggisan, West Jakarta, DKI Jakarta
PT Petrokimia Gresik	Gresik, Jawa Timur I Gresik, East Java
PT Pupuk Kujang	Cikampek, Karawang, Jawa Barat I Cikampek, Karawang, West Java
PT Pupuk Kalimantan Timur	Bontang, Kalimantan Timur I Bontang, East Kalimantan
PT Pupuk Iskandar Muda	Lhokseumawe, Aceh Utara I Lhokseumawe, North Aceh
PT Pupuk Sriwidjaja Palembang	Palembang, Sumatera Selatan I Palembang, South Sumatra
PT Rekayasa Industri	Kalibata Timur, Jakarta Selatan, DKI Jakarta I Kalibata Timur, South Jakarta, DKI Jakarta

PTPI berkomitmen memperluas cakupan pelibatan pemangku kepentingan (*stakeholder engagement*) pada masa depan hingga mencakup seluruh rantai pasok dan titik operasional yang strategis. Implementasi kebijakan ini diperkuat melalui penyediaan saluran komunikasi dua arah yang transparan dan mudah diakses oleh komunitas lokal guna menampung aspirasi serta mitigasi dampak secara langsung (*real-time*). PTPI menyediakan saluran pengaduan bagi masyarakat untuk melaporkan, menyampaikan keluhan, maupun memberikan umpan balik terkait operasi Perusahaan dan pelaksanaan program TJSL. Guna menjamin transparansi dan akuntabilitas, maka sistem pelaporan ini dijalankan melalui *whistleblowing system* (WBS). Rincian prosedur pelaporan dapat dilihat pada Bab Tata Kelola Berkelanjutan. [OJK F.24] [GRI 413-1, 413-2]

The Company is committed to expanding the scope of stakeholder engagement to cover the entire value chain and strategic operational points. This approach is reinforced through the provision of transparent and accessible two-way communication channels, enabling local communities to convey aspirations and support real-time impact mitigation. PTPI provides grievance channels for communities to report concerns, submit complaints, and provide feedback related to the Company's operations and CSR programs. To ensure transparency and accountability, this reporting mechanism is managed through a whistleblowing system (WBS). Detailed reporting procedures are presented in the Sustainability Governance chapter. [OJK F.24] [GRI 413-1, 413-2]

Selain itu, guna memastikan keterlibatan yang inklusif, Perusahaan melaksanakan program pengembangan kapasitas bagi masyarakat setempat agar mereka memiliki pemahaman dan kemampuan teknis dalam berinteraksi secara formal dengan sistem perusahaan. Dengan adanya standarisasi program pelibatan di seluruh lokasi operasional, Perusahaan menjamin bahwa setiap aktivitas bisnis senantiasa selaras dengan kebutuhan dan ekspektasi pemangku kepentingan lokal di seluruh wilayah kerja. [OJK F.24] [GRI 413-1, 413-2]

In addition, to ensure inclusive engagement, the Company implements capacity-building programs for local communities to enhance their understanding and technical capabilities in engaging formally with the Company's systems. Through the standardization of engagement programs across all operational locations, the Company ensures that its business activities remain aligned with the needs and expectations of local stakeholders throughout its areas of operation. [OJK F.24] [GRI 413-1, 413-2]

PTPI juga mempublikasikan pelaksanaan program keterlibatan pemangku kepentingan dalam laporan tahunan maupun melalui portal keberlanjutan di situs resmi. Publikasi ini mencakup dokumentasi hasil konsultasi dengan masyarakat, laporan tindak lanjut atas masukan masyarakat, serta dampak nyata dari program kolaborasi terhadap proses bisnis dan keberadaan operasional perusahaan. Melalui pengungkapan bukti yang terukur dan dapat diverifikasi, PTPI memperkuat aspek sosial serta mewujudkan sinergi antara keberlanjutan bisnis dengan pemberdayaan komunitas lokal secara luas kepada publik. [GRI 413-1, 413-2]

PTPI also publishes the implementation of its stakeholder engagement programs through its annual report and the sustainability portal on its official website. These publications include documentation of community consultations, follow-up reports on community feedback, and the tangible impacts of collaborative programs on business processes and operational presence. Through the disclosure of measurable and verifiable evidence, PTPI strengthens its social impact while fostering alignment between business sustainability and the broader empowerment of local communities. [GRI 413-1, 413-2]

PTPI melaksanakan pelibatan pemangku kepentingan secara terstruktur dan bertanggung jawab dengan mengacu pada Pedoman Etika dan Perilaku bagi Pemangku Kepentingan. Pedoman ini menjadi landasan dalam mengatur prinsip dan standar interaksi guna memastikan seluruh proses pelibatan dilakukan secara berintegritas, transparan, dan akuntabel di seluruh kelompok pemangku kepentingan. [GRI 413-1, 413-2]

PTPI conducts stakeholder engagement in a structured and responsible manner, guided by its Code of Ethics and Conduct for Stakeholders. This framework establishes the principles and standards governing interactions, ensuring that all engagement processes are carried out with integrity, transparency, and accountability across all stakeholder groups. [GRI 413-1, 413-2]

Perusahaan mengatur hubungan dengan berbagai pemangku kepentingan utama melalui ketentuan etika yang mencakup interaksi dengan pemerintah, kementerian/lembaga, auditor, asesor, aparat penegak hukum, dan pejabat publik; pemegang saham; pelanggan; mitra usaha; pesaing; kreditur dan investor; serta penyedia barang dan/atau jasa. Selain itu, Perusahaan juga menjunjung tinggi etika dalam berinteraksi dengan masyarakat dan lingkungan sekitar serta media massa. [GRI 413-1, 413-2]

The Company manages its relationships with key stakeholders through ethical provisions covering interactions with government authorities, ministries/agencies, auditors, assessors, law enforcement officials, and public officials; shareholders; customers; business partners; competitors; creditors and investors; as well as suppliers of goods and/or services. In addition, the Company upholds ethical standards in its engagement with communities, the surrounding environment, and the media. [GRI 413-1, 413-2]

Lebih lanjut, PTPI memastikan keselarasan dan konsistensi praktik pelibatan dengan anak perusahaan, asosiasi profesi, serta pemangku kepentingan lainnya. Melalui penerapan pedoman etika tersebut, PTPI berupaya membangun kepercayaan, memperkuat penerapan tata kelola perusahaan yang baik, serta menciptakan nilai berkelanjutan bagi seluruh pemangku kepentingan. [GRI 413-1, 413-2]

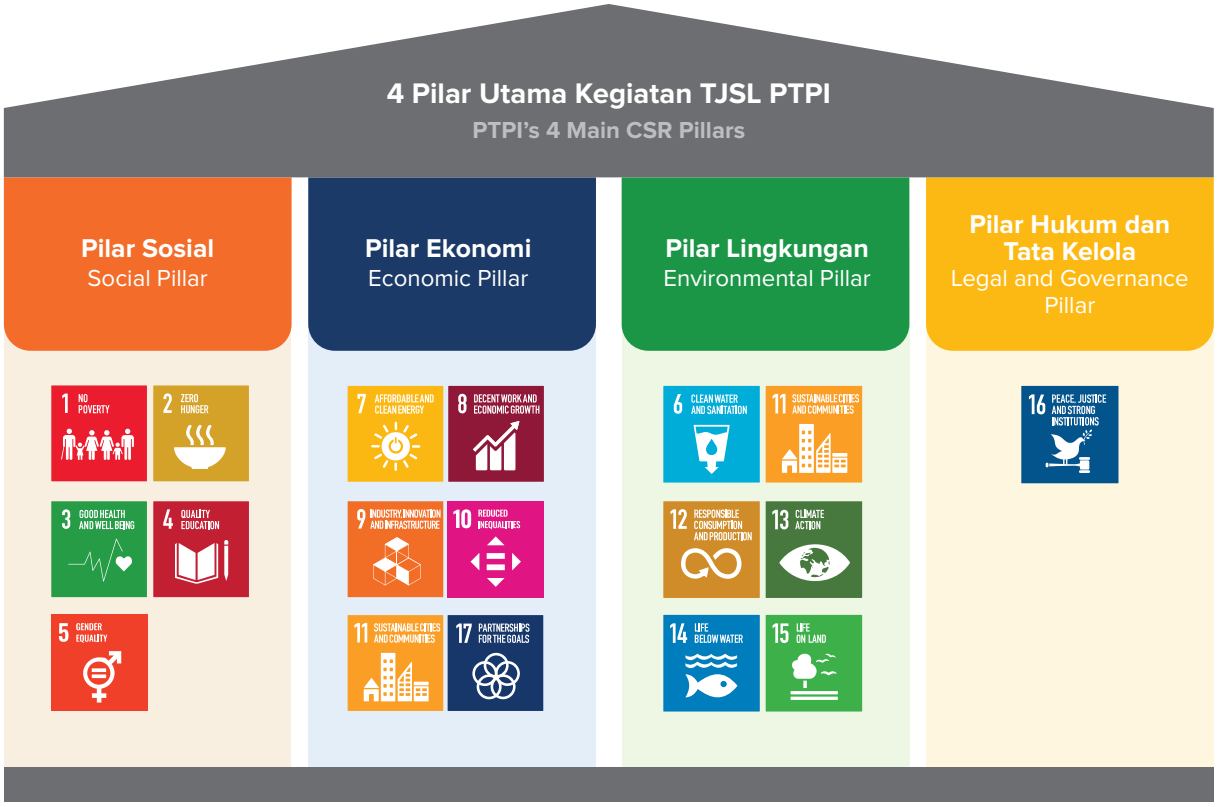
Furthermore, PTPI ensures alignment and consistency in stakeholder engagement practices across its subsidiaries, professional associations, and other stakeholders. Through the implementation of this ethical framework, PTPI seeks to build trust, strengthen good corporate governance practices, and create sustainable value for all stakeholders. [GRI 413-1, 413-2]

Program TJSL pada Pilar TPB

CSR Programs under the SDGs Pillars

Seluruh program tersebut dirancang untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB), yang diimplementasikan melalui empat pilar utama kegiatan TJSL sebagai berikut: [OJK F.25]

All programs are designed to support the achievement of the Sustainable Development Goals (SDGs), implemented through four main CSR pillars as follows: [OJK F.25]



Sepanjang tahun 2025, PTPI telah mengalokasikan dana sebesar
Throughout 2025, PTPI allocated funds amounting to

Rp259.089 juta *million*

untuk program TJSL, dengan proporsi pilar sosial 53%, pilar ekonomi 21%, pilar lingkungan 25%, serta pilar hukum dan tata kelola 1%. Nilai alokasi ini menurun 18% dibandingkan tahun sebelumnya yang mencerminkan arah dari kebijakan manajemen PTPI dalam pencapaian TPB agar memprioritaskan kepada program inti yang terbukti memberikan dampak nyata.

for CSR programs, with an allocation of 53% to the social pillar, 21% to the economic pillar, 25% to the environmental pillar, and 1% to the legal and governance pillar. This allocation decreased by 18% compared to the previous year, reflecting PTPI's management direction to prioritize core programs that have demonstrated tangible impact in advancing the SDGs.

Pilar Sosial
Social Pillar

Inisiatif pengentasan kemiskinan PTPI dirancang sebagai upaya nyata untuk menurunkan tingkat kemiskinan. Selain bertujuan memacu produktivitas ekonomi secara makro, program ini berfokus pada pemerataan pembangunan dengan membuka akses yang lebih luas terhadap peluang dan sumber daya bagi masyarakat berpenghasilan rendah. Sejalan dengan komitmen tersebut, berikut adalah beberapa inisiatif pengentasan kemiskinan yang telah PTPI jalankan. [GRI 203-2] [OJK F.23, F.25]

PTPI's poverty alleviation initiatives are designed as a tangible effort to reduce poverty levels. In addition to promoting macroeconomic productivity, these programs focus on equitable development by expanding access to opportunities and resources for low-income communities. In line with this commitment, the following are several poverty alleviation programs implemented by PTPI: [GRI 203-2] [OJK F.23, F.25]

Rumah BUMN

Rumah BUMN berperan sebagai pusat pengembangan UMK yang digagas oleh BP BUMN bersama perusahaan-perusahaan BUMN. Di Sumatera Selatan, PTPI melalui PT Pusri Palembang mengelola Rumah BUMN dengan tujuan memperkuat kapasitas serta meningkatkan daya saing UMK. Hingga saat ini, sebanyak 1.311 UMK yang telah mendapatkan pembinaan melalui Rumah BUMN Sumsel.

Rumah BUMN serves as a development hub for MSMEs, initiated by BP BUMN in collaboration with state-owned enterprises. In South Sumatra, PTPI, through PT Pusri Palembang, manages Rumah BUMN to strengthen capacity and enhance the competitiveness of MSMEs. To date, a total of 1,311 MSMEs have received support through Rumah BUMN South Sumatra.

UMK Binaan | Fostered MSEs by

1.311
UMK
MSEs

790
kategori Makanan dan Minuman
Food and Beverage category

121
kategori Jasa
Services category

96
kategori Perdagangan
Trade category

110
kategori Kerajinan
Handicrafts category

103
kategori Lainnya
Others

91
kategori *Fashion*
Fashion category

Bantuan Berbasis Pemberdayaan Masyarakat
Community Empowerment-Based Assistance

PTPI berkomitmen penuh meningkatkan taraf hidup komunitas di sekitar wilayah operasional melalui bantuan berbasis pemberdayaan. Inisiatif ini merupakan bagian dari tanggung jawab sosial perusahaan, khususnya dalam rangka mendorong pembangunan komunitas lokal yang mandiri dan sejahtera. Kegiatan pemberdayaan yang dilakukan selama tahun 2025, antara lain:

PTPI is fully committed to improving the standard of living of communities surrounding its operational areas through empowerment-based assistance. This initiative forms part of the Company's social responsibility, particularly in advancing the development of independent and prosperous local communities. The empowerment activities implemented in 2025 include:

Pemberdayaan Perempuan
Women's Empowerment

Tani Maju Makmur Sejahtera (Tajumase)
Progressive and Prosperous Farming (Tajumase)



Pengecekan Kesehatan dan Pelatihan Pemenuhan Gizi Seimbang

Medical Check-Up and Balanced Nutrition Training

60 orang | people

Melalui program Tani Maju Makmur Sejahtera (Tajumase) Lembata dilaksanakan sosialisasi tentang program kesehatan kepada wanita oleh tenaga kesehatan di Desa Hadakewa dan Desa Wowong, Kabupaten Lembata, Provinsi NTT.

Through the Tani Maju Makmur Sejahtera (Tajumase) Lembata program, health awareness activities for women were conducted by healthcare professionals in Hadakewa Village and Wowong Village, Lembata Regency, East Nusa Tenggara Province.

Pemberdayaan Masyarakat Sekitar Industri (Permaisuri)
Community Empowerment Around Industrial Areas (Permaisuri)



Peningkatan kesejahteraan wanita

Enhancing women's well-being

24 orang | people

Program Pemberdayaan Masyarakat Sekitar Industri (Permaisuri) sebagai bagian dari komitmen TJSL, yang dilaksanakan oleh PKG dan PKC berfokus pada peningkatan kesejahteraan wanita di sekitar wilayah operasional perusahaan, khususnya kelompok rentan dan penyandang disabilitas.

The Permaisuri program is part of the Company's CSR commitment, conducted by PKG and PKC focusing on the well-being of women in communities surrounding its operational areas, particularly vulnerable groups and persons with disabilities.

Sekolah Sehat Masyarakat
Community Health School



Sosialisasi Sekolah Sehat Masyarakat
Socialization of Community Health School

26
peserta
participants

Sekolah Sehat Masyarakat merupakan program yang berfokus pada peningkatan kualitas hidup masyarakat melalui edukasi kesehatan dan lingkungan. Program ini dirancang untuk membangun kesadaran serta kebiasaan hidup sehat di tingkat desa, dengan pendekatan partisipatif dan berbasis kebutuhan lokal.

PTPI's Community Health School is a program focused on improving quality of life through health and environmental education. It is designed to build awareness and promote healthy living practices at the village level, using a participatory approach based on local needs.

Dukungan Kesejahteraan: Program Tajumase
Well-being Support: Tajumase Program



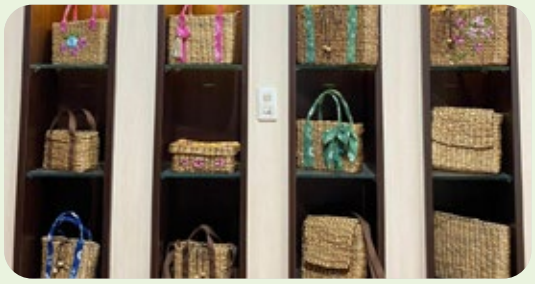
Sosialisasi Tajumase kepada
Tajumase socialization to

276 orang terdiri dari masyarakat, ibu hamil, dan anak-anak
people, including community members, pregnant women, and children.

PTPI menunjukkan dukungan kuat kepada kelompok masyarakat yang membutuhkan melalui berbagai program peningkatan kesejahteraan. Beberapa program yang telah dilaksanakan di antaranya Program Tani Maju Makmur Sejahtera (Tajumase) berupa program peningkatan produktifitas pertanian dan program kesehatan. Berpusat di Desa Hadakewa dan Desa Wowong, Kab. Lembata, kegiatan pelatihan meliputi pemupukan berimbang serta budi daya semangka dan melon, kegiatan sosialisasi kesehatan kepada tenaga kesehatan terkait pengecekan kesehatan, pelatihan pencegahan stunting, serta pelatihan pemenuhan gizi berimbang kepada masyarakat, ibu hamil, dan anak-anak.

PTPI demonstrates strong support for communities in need through various well-being enhancement programs. These initiatives include the Tajumase program, which integrates agricultural productivity improvement and health interventions. Centered in Hadakewa and Wowong Villages, Lembata Regency, the program covers training on balanced fertilization as well as watermelon and melon cultivation. It also includes health socialization for healthcare workers, health screening activities, stunting prevention training, and balanced nutrition education for community members, pregnant women, and children.

Dukungan Infrastruktur [GRI 203-1]
Infrastructure Support



Pembangunan galeri
Gallery construction

1
unit | unit

Pemberdayaan
Empowerment

1
kelompok | group

Pembangunan Galeri Sesera Kumpe *Craft* di Palembang merupakan bagian dari program TJSL yang berfokus pada pemberdayaan masyarakat Pulau Kemaro. Galeri ini hadir sebagai wadah inovasi untuk mengolah eceng gondok yang sebelumnya dianggap limbah menjadi produk kerajinan bernilai ekonomi, sekaligus mendukung Pulau Kemaro sebagai destinasi ekowisata.

The construction of the Sesera Kumpe Craft Gallery in Palembang is part of a CSR program focused on empowering the Kemaro Island community. The gallery serves as an innovation hub for transforming water hyacinth, previously considered waste, into value-added handicraft products, while also supporting Kemaro Island as an ecotourism destination.

Dukungan Pelatihan
Training Support

Kelompok Jajanan Masyarakat Sekitar (LONTAR)
Local Community Snack Group (LONTAR)



Pelatihan UMK diikuti oleh
MSEs training was attended by

26
UMK | MSEs

Pelatihan penjenamaan (*branding*) Kelompok Jajanan Masyarakat Sekitar (LONTAR) di Gresik merupakan program pemberdayaan UMK di sekitar area operasional Perusahaan. Kegiatan ini menggabungkan pelatihan brand identity dengan bazar jajanan tradisional yang melibatkan pelaku UMK untuk memperkuat citra produk lokal dan meningkatkan daya tarik pasar.

Branding training for the Local Community Snack Group (LONTAR) in Gresik is a PTPI MSE empowerment program for communities surrounding the Company's operational area. The program combines brand identity training with a traditional snack bazaar involving MSE participants to strengthen local product positioning and enhance market appeal.

Sosialisasi Standardisasi dan Penilaian Kesesuaian
Standardization and Conformity Assessment Socialization



Pelatihan UMK diikuti oleh
MSEs Training was attended by

160
peserta dari UMK binaan
participants from fostered MSEs

Rumah BUMN Sumsel bersama Badan Standardisasi Nasional (BSN) menyelenggarakan kegiatan Sosialisasi Standardisasi dan Penilaian Kesesuaian dengan tema "UMK Sumsel Unggul dengan SNI: Sinergi PT Pusri Palembang dan BSN Membangun Fondasi Mutu untuk Indonesia Emas 2045". Kegiatan tersebut dihadiri oleh UMK binaan PT Pusri Palembang dan Rumah BUMN Sumsel.

Rumah BUMN Sumsel, in collaboration with the National Standardization Agency (BSN), organized a Standardization and Conformity Assessment outreach program under the theme "South Sumatra MSEs Excel with SNI: Synergy between PT Pusri Palembang and BSN in Building a Quality Foundation for Golden Indonesia 2045". The event was attended by MSEs fostered by PT Pusri Palembang and Rumah BUMN Sumsel.

Pelatihan Kopi Kekinian dan Pelatihan Pemasaran Digital
Modern Coffee Training and Digital Marketing Training



Pelatihan Kelompok Tani diikuti oleh
Farmer Groups training were attended by

26
peserta | participants

Pelatihan Kopi Kekinian dan Pelatihan Pemasaran Digital ditujukan kepada kelompok petani kopi di Desa Tebat Benawa. Program ini dijalankan bersama Kelompok Usaha Perhutanan Sosial Hutan Adat Tebat Benawa di Pagar Alam dan Kelompok Tani Hutan Ayek Bahu Lahat Sumatera Selatan.

Modern Coffee Training and Digital Marketing Training programs were delivered to coffee farmer groups in Tebat Benawa Village. The program was implemented in collaboration with the Tebat Benawa Customary Forest Social Forestry Business Group in Pagar Alam and the Ayek Bahu Lahat Forest Farmer Group in South Sumatra.

Program Peningkatan Kesehatan
Health Improvement Program

Sebagai bagian dari tanggung jawab sosialnya, PTPI menaruh perhatian besar pada peningkatan kesehatan masyarakat lokal. Upaya ini tidak hanya berdampak pada produktivitas, tetapi juga menciptakan lingkungan yang lebih sehat, sehingga mendorong pertumbuhan ekonomi sekaligus memperkuat kinerja perusahaan. Beberapa program kesehatan yang dilaksanakan meliputi: [GRI 203-2] [OJK F.23, F.25]

As part of its social responsibility, PTPI places strong emphasis on improving the health of local communities. These efforts not only enhance productivity but also foster a healthier environment, ultimately supporting economic growth and strengthening the Company's performance. Key health programs implemented include: [GRI 203-2] [OJK F.23, F.25]

Sekar Mamamia (Sekolah Kader Mama Petrokimia)
Sekar Mamamia (Petrochemical Mothers Cadre School)



Pemberdayaan
Empowerment

96
Kader posyandu
Posyandu cadres

Terlaksana
Implemented

12
kursus dan lokakarya
courses and workshops

Program Sekar Mamamia dilaksanakan di Gresik, Jawa Timur melalui PT Petrokimia Gresik yang bertujuan meningkatkan kapasitas, pengetahuan, dan keterampilan masyarakat tentang kesehatan. Program ini menginisiasi berbagai kegiatan kursus, lokakarya, dan pelatihan interaktif mengenai pengasuhan, gizi, serta sanitasi. Program ini bertujuan meningkatkan akses pendidikan bagi ibu-ibu guna memperluas jaringan sosial serta promosi kesehatan anak demi kesejahteraan komunitas yang berkelanjutan, didukung jaringan mentor dan fasilitator yang berkualitas serta materi yang berbasis metode partisipatif.

Sekar Mamamia Program was implemented in Gresik, East Java, through PT Petrokimia Gresik, with the aim of enhancing community capacity, knowledge, and skills in health. The program initiated various courses, workshops, and interactive training sessions on parenting, nutrition, and sanitation. This program seeks to improve access to education for mothers, expand social networks, and promote child health to support sustainable community well-being, supported by a network of qualified mentors and facilitators, as well as participatory-based learning materials.

Sekolah Kader Ibu Tanggap Kesehatan (Sekar Intan)
Health-Responsive Mothers Cadre School (Sekar Intan)



Kapasitas posyandu
Posyandu capacity

68
kader | cadres

Pelatihan sebanyak
Training

12
kali | sessions

Program ini memperkuat kader posyandu di Cikampek dalam rangka mendorong transformasi posyandu dari sekadar penyedia layanan kesehatan dasar menjadi pusat pemberdayaan masyarakat di tingkat akar rumput. Posyandu selama ini dikenal sebagai garda terdepan dalam meningkatkan kesehatan ibu dan anak. Seiring dengan berjalannya waktu, peran posyandu pun makin kompleks. Posyandu tidak hanya menjadi tempat pelaksanaan imunisasi dan pemantauan tumbuh kembang, tetapi juga bagi edukasi gizi, kesehatan reproduksi, hingga pemberdayaan keluarga. Oleh karena itu, PTPI melalui PT Pupuk Kujang melihat adanya urgensi untuk meningkatkan kader posyandu agar mampu menjawab tantangan baru tersebut.

This program strengthens Posyandu cadres in Cikampek to support the transformation of Posyandu from providers of basic health services into community empowerment centers at the grassroots level. Posyandu have long been recognized as the frontline in improving maternal and child health. Over time, their role has become increasingly complex. Posyandu now serve not only as venues for immunization and growth monitoring of children, but also for nutrition education, reproductive health awareness, and family empowerment. In response, PTPI, through PT Pupuk Kujang, recognizes the urgency of enhancing the capacity of Posyandu cadres to address these new challenges.

Program Pengendalian dan Pencegahan Stunting dengan Susu dan Telur (Pedalgas Super)

Stunting Prevention and Control Program through Milk and Eggs (Pedalgas Super)



Penerima manfaat
Beneficiaries

10
baduta
children under two years old

Pemeriksaan kesehatan
Health check-up

1
kali | session

Program ini merupakan bentuk komitmen PTPI bersama PT Pupuk Kaltim dalam meningkatkan derajat kesehatan masyarakat, khususnya di Kota Bontang dan area sekitar perusahaan. Selama tiga bulan, program menyediakan susu dan telur secara rutin bagi bayi di bawah dua tahun (baduta) di Kelurahan Bontang Kuala. Penyediaan ini bertujuan memastikan anak memperoleh asupan gizi dan protein hewani yang cukup guna mendukung pertumbuhan dan kecerdasan optimal, serta mencegah *stunting*. Pada tahun 2025, program ini telah terlaksana dengan kolaborasi bersama PT Kaltim Medika Utama. Program ini tidak hanya memberikan manfaat nyata bagi balita dan keluarga penerima, tetapi juga menjadi wujud nyata kepedulian perusahaan terhadap kesehatan masyarakat. Rencananya, program ini akan kembali diinisiasi pada tahun 2026 mendatang sebagai bagian dari keberlanjutan TJSL Pupuk Kaltim.

This program reflects PTPI's commitment, in collaboration with PT Pupuk Kaltim, to improving community health, particularly in Bontang City and its surrounding areas. Over a three-month period, the program provided milk and eggs on a regular basis to children under two years old in Bontang Kuala Subdistrict. This support aims to ensure adequate intake of nutrition and animal protein to promote optimal growth and cognitive development, while preventing stunting. In 2025, the program was implemented in collaboration with PT Kaltim Medika Utama. It delivers tangible benefits to toddlers and beneficiary families, while also demonstrating the Company's commitment to public health. The program is planned to be continued in 2026 as part of Pupuk Kaltim's ongoing CSR program.

Program Akselerasi Tumbuh Kembang dan Tinggi (Astuti)
Growth and Height Acceleration Program (Astuti)



Penerima manfaat
Beneficiaries

1.522
orang | people

Pemberian makanan tambahan
Supplementary feeding

11
kali | sessions

Stunting masih menjadi masalah serius di Indonesia, termasuk di sekitar PT Pupuk Kujang yang dapat diakibatkan kurangnya gizi, layanan kesehatan terbatas, dan rendahnya kesadaran pola makan sehat. PTPI melalui PT Pupuk Kujang menginisiasi program Astuti yang berfokus pada Pemberian Makanan Tambahan (PMT) bergizi bagi ibu hamil dan balita serta peningkatan fasilitas posyandu untuk mendukung kesehatan ibu dan anak. Inisiasi ini diharapkan dapat meningkatkan gizi anak dan menurunkan angka Kekurangan Energi Kronis (KEK) dan *stunting* di sekitar perusahaan.

Stunting remains a serious issue in Indonesia, including in areas surrounding PT Pupuk Kujang, driven by factors such as inadequate nutrition, limited healthcare services, and low awareness of healthy dietary practices. PTPI, through PT Pupuk Kujang, initiated the Astuti Program, which focuses on providing Nutritious Supplementary Feeding (PMT) for pregnant women and children under five, as well as improving Posyandu facilities to support maternal and child health. This initiative is expected to enhance child nutrition and reduce the prevalence of Chronic Energy Deficiency (CED) and stunting in the Company's surrounding areas.

Program Khitan Umum
Mass Circumcision Program



Penerima manfaat
Beneficiaries

105
anak | children

Program ini menginisiasi kegiatan sunat massal gratis di Gresik, Jawa Timur, bekerja sama dengan Rumah Sakit Petrokimia Gresik (RSPG) sebagai penyedia fasilitas kesehatan.

The program initiated free mass circumcision services in Gresik, East Java, in collaboration with Petrokimia Gresik Hospital (RSPG) as the healthcare provider.

Posyandu Sehati
Posyandu Sehati



Pembinaan pada
Fostering at

32

posyandu
posyandu

Penerima manfaat
Beneficiaries

1.791

warga Palembang
residents of Palembang

Melalui program Posyandu Sehati, layanan pengobatan gratis menjangkau warga di Palembang. Selain itu, PTPI melalui PT Pusri Palembang turut memperkuat akses kesehatan masyarakat dengan membina posyandu-posyandu balita di wilayah tersebut.
Through the Posyandu Sehati program, free medical services were provided to communities in Palembang. In addition, PTPI, through PT Pusri Palembang, strengthened community healthcare access by supporting Posyandu for children under five in the area.

Program Edukasi Masyarakat
Community Education Program

Sektor pendidikan merupakan fondasi utama dalam pembangunan bangsa. Pendidikan yang berkualitas akan mendorong tumbuhnya warga negara yang berdaya saing tinggi yang pada akhirnya dapat menjadi katalisator bagi pertumbuhan ekonomi dan peningkatan kesejahteraan sosial masyarakat. PTPI menegaskan komitmennya untuk menghadirkan akses pendidikan yang bermutu bagi masyarakat di sekitar wilayah operasional. [OJK F.23, F.25]
The education sector serves as a fundamental pillar of national development. Quality education fosters the growth of competitive individuals ultimately acting as a catalyst for economic growth and improved social well-being. PTPI reaffirms its commitment to providing access to quality education for communities surrounding its operational areas. [OJK F.23, F.25]

Beasiswa Pendidikan
Education Scholarship



Penerima beasiswa
Beneficiaries

795
orang | people

Dana program beasiswa
Scholarship fund

Rp5,85
Miliar | Billion

PTPI beserta Anak Perusahaan memberikan bantuan dana pendidikan untuk pelajar kurang mampu dari SD hingga perguruan tinggi, serta melakukan pemberantasan buta huruf melalui pendidikan keaksaraan dan kesetaraan paket ABC.
PTPI, together with its subsidiaries, provides educational assistance to underprivileged students from elementary school through higher education, while also supporting literacy eradication through basic literacy and equivalency education programs (Package A, B, and C).

Beasiswa Pendidikan
Education Scholarship



Total Rumah Tahfiz Al-Quran
Total Qur'an Tahfiz Houses

17
unit | units

Dana kepada para santri
Funding for students

Rp343,4
juta | million

Melalui program Rumah Tahfiz, PTPI bersama Anak Perusahaan memberikan dukungan dana pendidikan keagamaan bagi para santri guna mencetak generasi yang berkarakter. Hingga saat ini, inisiatif tersebut tersebar di wilayah operasional dan menjadi wujud komitmen nyata PTPI dalam memperkuat pendidikan spiritual sekaligus meningkatkan kualitas sumber daya manusia di lingkungan masyarakat lokal.
Through the Tahfiz House program, PTPI and its subsidiaries provide financial support for religious education to nurture value-driven generations. To date, this initiative has been implemented across operational areas, reflecting PTPI's commitment to strengthening spiritual education while enhancing the quality of human capital within local communities.

Pilar Ekonomi
Economic Pillar

Berdasarkan data tahun 2025, sektor UMK menjadi pilar utama ekonomi nasional. Sektor ini memberikan kontribusi sebesar 61,9% terhadap Produk Domestik Bruto (PDB) Indonesia dan menyerap hingga 97% total tenaga kerja nasional. Mengingat peran vital tersebut, PTPI berkomitmen untuk terus memberdayakan pelaku UMK melalui program pendanaan yang bersumber dari laba perusahaan serta dana bergulir. Pelaksanaan inisiatif ini berpedoman pada Peraturan Menteri BUMN No. PER-1/MBU/03/2023 dengan mekanisme sebagai berikut: [GRI 203-2] [OJK F.23, F.25]

Based on 2025 data, the MSE sector has became a key pillar of the national economy. The sector contributes 61.9% to Indonesia's Gross Domestic Product (GDP) and absorbs up to 97% of the national workforce. Given their vital role, PTPI remains committed to empowering MSEs through funding programs sourced from the Company's profits and revolving funds. The implementation of these programs refers to Minister of SOEs Regulation No. PER-1/MBU/03/2023, with the following mechanisms: [GRI 203-2] [OJK F.23, F.25]

Pemberian Modal Kerja | Working Capital Financing

Menyediakan pinjaman modal kerja dengan jangka waktu pinjaman maksimal selama tiga tahun dan jasa administrasi sebesar 3% per tahun, untuk mendukung keberlangsungan usaha mitra.

Providing working capital loans with a maximum tenure of three years and an administrative fee of 3% per annum to support the continuity of partner businesses.

Fasilitas Pinjaman Tambahan | Additional Loan Facilities

Memberikan pinjaman tambahan jangka pendek guna memenuhi kebutuhan mendesak, khususnya dalam rangka memenuhi pesanan dari rekanan usaha mikro dan kecil.

Providing short-term additional loans to meet urgent needs, particularly to fulfill orders from micro and small business partners.

Pembinaan dan Peningkatan Kapasitas Mitra | Partner Development and Capacity Building

Melaksanakan program pelatihan, pendampingan, serta peningkatan kompetensi agar UMK mitra mampu berkembang secara mandiri, berdaya saing, dan berkelanjutan.

Implementation of training, mentoring, and competency development programs to enable MSE partners to be competitive, sustainable and grow independently.

PTPI konsisten menyalurkan dana kemitraan yang saat ini dikerjasamakan dengan BRI untuk mendorong kemandirian ekonomi masyarakat dengan distribusi jumlah mitra binaan yang tersebar secara strategis pada sektor industri, perdagangan, pertanian, perkebunan, perikanan, peternakan, jasa, dan lainnya. Persebaran ini sebagai langkah PTPI dalam memastikan pertumbuhan ekonomi lokal yang inklusif.

PTPI consistently disburses partnership funds, currently administered in collaboration with BRI, to promote economic self-reliance. Partner distribution is strategically spread across sectors, including industry, trade, agriculture, plantations, fisheries, livestock, services, and others, as part of PTPI's efforts to ensure inclusive local economic growth.

Nilai realisasi dana kemitraan dan jumlah mitra swakelola sepanjang tahun 2025 adalah sebagai berikut:

The realization of partnership funds and the number of self-managed partners in 2025 are as follows:

Jumlah mitra swakelola aktif
Active self-managed partners

1.185
mitra binaan | fostered partners

Jumlah mitra binaan turun sebesar 24% daripada tahun sebelumnya sebab tidak dilakukan penyaluran pinjaman semenjak tahun 2023 karena telah dikerjasamakan dengan BRI
Assisted partners decreased by 24% compared to the previous year, as no loan disbursements have been made since 2023 following the transition of financing in collaboration with BRI

Realisasi piutang dana kemitraan swakelola senilai
Outstanding self-managed partnership receivables

Rp48.973
juta | million

Total piutang swakelola turun sebesar 21% daripada tahun sebelumnya sebab semenjak tahun 2023 penyaluran pinjaman dilakukan secara kerjasama dengan BRI
Total self-managed receivables decreased by 21% compared to the previous year, as loan disbursements have been carried out in collaboration with BRI since 2023

Jumlah mitra binaan dan penyaluran dana kemitraan PTPI melalui BRI.
Number of partners and fund disbursement through BRI

Jumlah mitra binaan melalui BRI dan Pegadaian Syariah
Partners financed through BRI and Pegadaian Syariah

2.202
mitra binaan | fostered partners

Rp11.650
juta | million

Pengalihan dana ke BRI
Fund transfer to BRI

Rp55.729
juta | million

Nilai piutang
Outstanding receivables

Pemberdayaan Ekonomi Masyarakat
Community Economic Empowerment

PTPI berkomitmen mendukung pertumbuhan ekonomi lokal melalui penguatan UMK dan usaha kecil masyarakat. Dalam rangka meningkatkan daya saing dan eksposur UMK binaan, PTPI telah memfasilitasi partisipasi mereka pada berbagai ajang pameran berskala nasional seperti INACRAFT.

PTPI is committed to supporting local economic growth through the strengthening of MSEs and small community businesses. To enhance the competitiveness and exposure of its assisted MSEs, PTPI facilitates their participation in national-scale exhibitions such as INACRAFT.

Selain itu, PTPI turut memberikan dukungan berupa bantuan serta pendampingan dalam proses pengurusan sertifikasi dan legalitas usaha bagi mitra binaan sesuai dengan sektor masing-masing.

In addition, PTPI provides support and assistance in the process of obtaining business certifications and legal permits for its partners, in accordance with their respective sectors.

Sepanjang tahun pelaporan, PTPI telah mengalokasikan dana sebesar
Throughout the reporting year, PTPI allocated a total of

Rp11.650

juta | million

Dana tersebut digunakan untuk memberikan pendampingan kepada UMK melalui program peningkatan kapasitas dan kapabilitas, sehingga mereka mampu mengembangkan usaha secara mandiri, berdaya saing, dan berkelanjutan, sekaligus mendukung pertumbuhan ekonomi lokal.
These funds were used to support MSEs through capacity and capability development programs, enabling them to be competitive, sustainable and grow independently, while contributing to local economic growth.

Beberapa program yang mendukung Pilar Ekonomi yang dilakukan oleh PTPI, antara lain:

Several programs supporting the Economic Pillar implemented by PTPI include:

8 DECENT WORK AND ECONOMIC GROWTH

Gang Jamer
Gang Jamer



Penerima manfaat
Beneficiaries

23
peserta | participants

Kegiatan pelatihan
Training activity

1
kali | session

Program yang terus dikembangkan sebagai inisiatif pemberdayaan masyarakat melalui optimalisasi lahan warga untuk budi daya jahe merah sebagai bahan baku minuman herbal kesehatan. Untuk memperkuat komitmen ini, Perusahaan menyelenggarakan pelatihan berupa belajar langsung di tempat produksi jahe merah serbuk PT Berkah Baitulloh Mandiri. Kegiatan tersebut menjadi langkah penting bagi pelaku Gang Jamer untuk berinovasi dan dapat tumbuh sehingga, ekonomi lokal bergerak dari budi daya jahe merah menjadi produk yang inovatif.
This program continues to be developed as a community empowerment initiative through the optimization of community land for cultivating red ginger as a raw material for herbal health beverages. To strengthen this commitment, the Company conducted a hands-on training session at the production facility of PT Berkah Baitulloh Mandiri, focusing on powdered red ginger processing. This activity is an important step for Gang Jamer participants to innovate and grow, enabling the local economy to move beyond red ginger cultivation toward the innovative products.

PKT Sinergi Perempuan Asli Pesisir (Serasi)
PKT Coastal Women Synergy Program (Serasi)



Penerima manfaat
Beneficiaries

16
Perempuan asli pesisir
Local coastal women

Kegiatan pelatihan
Training activity

1
kali | session

Program PKT Serasi dirancang untuk memberdayakan perempuan pesisir di Kelurahan Bontang Kuala melalui standarisasi produksi, penyediaan sarana memadai, dan penguatan kelembagaan guna meningkatkan daya saing industri terasi rumahan. Inisiatif ini hadir sebagai solusi atas kendala produksi individual, keterbatasan alat, serta hambatan pemasaran yang selama ini menghambat potensi produk unggulan daerah tersebut.
PKT Serasi Program is designed to empower local coastal women in Bontang Kuala Subdistrict through production standardization, the provision of adequate facilities, and institutional strengthening to enhance the competitiveness of home-based shrimp paste industries. This initiative addresses challenges related to individual production limitations, inadequate equipment, and marketing constraints that have hindered the potential of this local flagship product.

PKT Karunia
PKT Karunia



Penerima manfaat
Beneficiaries

5
UMK | MSEs

Pembuatan media promosi
Promotional media development

1
video | video

Program PKT Karunia hadir sebagai solusi inovatif atas tantangan efisiensi stok kemasan di industri pupuk dengan mengoptimalkan penggunaan karung layak pakai melalui metode sablon ulang. Inisiatif ini menerapkan konsep *Creating Shared Value* (CSV) yang mengintegrasikan efisiensi biaya operasional perusahaan dengan pemberdayaan UMK lokal melalui standardisasi kualitas produksi. Melalui strategi ini, perusahaan tidak hanya mampu mengakselerasi proses pengadaan, tetapi juga menciptakan dampak ekonomi berkelanjutan bagi masyarakat sekitar.
PKT Karunia Program serves as an innovative solution to packaging stock efficiency challenges in the fertilizer industry by optimizing the use of reusable sacks through a reprinting method. This initiative adopts a Creating Shared Value (CSV) approach, integrating operational cost efficiency with the empowerment of local MSEs through production quality standardization. Through this strategy, the Company not only accelerates procurement processes but also generates sustainable economic value for surrounding communities.

Pembinaan UMK Pertanian
Agricultural MSE Development



Penerima manfaat
Beneficiaries

1.140
peserta | participants

Program Pembinaan UMK Pertanian Tahun 2025 memperkuat kemandirian dan daya saing pelaku usaha mikro melalui pelatihan budi daya modern, manajemen usaha, serta pendampingan pemasaran berbasis platform digital. Inisiatif ini mendorong penerapan teknologi ramah lingkungan dan inovasi produk bernilai tambah guna memperluas akses pasar melalui kolaborasi dengan berbagai mitra strategis. Dengan pendekatan yang adaptif, program ini bertujuan menciptakan ekosistem pertanian produktif yang berkontribusi nyata pada kesejahteraan lokal dan pertumbuhan ekonomi berkelanjutan. Sepanjang tahun 2025, PTPI telah menjangkau penerima manfaat langsung dari Flores Barat di Nusa Tenggara Timur, Jawa Timur, Kalimantan Timur, dan Sulawesi Selatan.

The 2025 Agricultural MSE Development Program strengthens the independence and competitiveness of micro-enterprises through modern cultivation training, business management, and marketing support leveraging digital platforms. The initiative promotes the adoption of environmentally friendly technologies and value-added product innovation to expand market access through collaboration with strategic partners. With an adaptive approach, the program aims to build a productive agricultural ecosystem that contributes meaningfully to local welfare and sustainable economic growth. Throughout 2025, PTPI reached direct beneficiaries across West Flores in East Nusa Tenggara, East Java, East Kalimantan, and South Sulawesi.

Program Pembinaan Produk Mitra Binaan
Fostered Partners Product Development Program



Penerima manfaat
Beneficiaries

1.079
Peserta | participants

Kegiatan pelatihan
Training activity

32
pelatihan | trainings

Fokus pembinaan mencakup penguatan aspek penjenamaan (*branding*), keuangan, pemasaran, hingga pengelolaan sumber daya manusia melalui pendekatan yang adaptif terhadap dinamika pasar digital. Program ini bertujuan menciptakan ekosistem kewirausahaan yang inovatif dan berkelanjutan guna memberikan kontribusi signifikan terhadap pertumbuhan ekonomi lokal di wilayah Sumatera Selatan. Tim Fasilitator Rumah BUMN Sumsel dan PTPI secara sinergis meningkatkan daya saing UMK melalui penguatan legalitas usaha, seperti sertifikasi Halal dan SNI, serta pembinaan komprehensif pada aspek produksi dan pemasaran guna memperluas akses pasar mitra binaan.

The program focuses on strengthening branding, financial management, marketing, and human resource management through an approach that adapts to the dynamics of the digital market. It aims to build an innovative and sustainable entrepreneurial ecosystem that contributes meaningfully to local economic growth in South Sumatra. The Rumah BUMN Sumsel facilitation team and PTPI work in synergy to enhance the competitiveness of MSEs by strengthening business legality, including Halal and SNI certification, as well as providing comprehensive support in production and marketing to expand market access for fostered partners.

Pilar Lingkungan [GRI 203-2] [OJK F.23, F.25]
Environmental Pillar

Kilau Samudera
Kilau Samudera



Peserta penurunan media terumbu karang
Coral reef media deployment participants

34

orang anggota kelompok Kimasea & Karaka
members of the Kimasea & Karaka groups

Program ini berupaya memberdayakan masyarakat pesisir yang diselaraskan dengan upaya konservasi terumbu karang di Kota Bontang. Program pemberdayaan difokuskan pada dua kelompok masyarakat di sekitar perusahaan, yakni Kimasea dan Karaka. Selain itu, PTPI juga mendukung peningkatan usaha ekonomi kelompok melalui budi daya perikanan. Proses budi daya dipusatkan pada titik dengan dua karakteristik utama. Pertama, lokasi dengan banyak pecahan terumbu karang (*rubble*) untuk dipasangkan *coral stabilization* dan media berbentuk atap untuk penyanggah. Kedua, lokasi berupa taman laut untuk memudahkan navigasi ketika di dalam air. Program pemberdayaan diharapkan dapat menjaga ekosistem lautan.

This program empowers coastal communities in alignment with coral reef conservation efforts in Bontang City. The initiative focuses on two community groups surrounding the Company's operations, namely Kimasea and Karaka. In addition, PTPI supports the enhancement of group-based economic activities through fisheries cultivation. The cultivation process is carried out at designated sites with two key characteristics. First, locations with abundant coral rubble are selected for the installation of coral stabilization structures and roof-shaped media as supports. Second, marine park areas are utilized to facilitate underwater navigation. Through this approach, the program is expected to contribute to the preservation of marine ecosystems.

Kampung Sehati (Sehat, Erat, Sinergi)
Sehati Village (Healthy, Cohesive, Synergistic)



Penerima manfaat
Beneficiaries

4.800

orang | people

Program *community development* yang berfokus pada penguatan masyarakat di sekitar PT Pusri Palembang. Program ini dirancang sebagai wadah kolaborasi antara perusahaan dan warga untuk mewujudkan lingkungan yang sehat, harmonis, serta berdaya secara ekonomi. Kegiatan yang dilakukan berupa pengobatan gratis melalui program "Klinik Sehati".

A community development program focused on strengthening communities surrounding PT Pusri Palembang. The program is designed as a collaborative platform between the Company and local residents to foster a healthy, harmonious, and economically empowered environment. Activities include free medical services delivered through the “Sehati Clinic” program.

Bank Sampah Sehati (Sehat, Erat, Sinergi)
Sehati (Sehat, Erat, Sinergi) Waste Bank



Nasabah di Bank Sampah Sehati
Participants of the Sehati Waste Bank

120
warga | residents

Konsep Bank Sampah Sehati dijalankan dengan berprinsip kepada 3R: *Reduce* (mengurangi), *Reuse* (menggunakan ulang), dan *Recycle* (mendaur ulang) sehingga dapat memberikan dampak yang positif bagi permasalahan sampah di sekitar lingkungan PT Pusri Palembang. Dalam jangka panjang, kehadiran bank ini diharapkan dapat mewujudkan lingkungan yang bersih guna melindungi bumi agar terus berkesinambungan.
The Sehati Waste Bank operates based on the 3R principles: Reduce, Reuse, and Recycle, contributing positively to addressing waste management issues in the area surrounding PT Pusri Palembang. In the long term, this initiative is expected to foster a cleaner environment and support environmental sustainability.

Kampung Iklim Berseri (Berdaya, Sehat, dan Lestari)
Berseri Climate Village (Empowered, Healthy, and Sustainable)



Terciptanya
Established

11
desa Berseri | Berseri villages

Kampung Iklim Berseri merupakan program untuk mewujudkan kampung berkelanjutan secara lingkungan dan ekonomi. Program ini dilaksanakan oleh PT Pupuk Kujang untuk memberdayakan masyarakat dalam pengelolaan sumber daya alam, kesehatan lingkungan, dan mitigasi dan adaptasi perubahan iklim. Dengan prinsip Berdaya, Sehat, dan Lestari, kampung ini diharapkan menjadi desa mandiri, hijau, dan tangguh. Di samping itu, kampung ini juga berperan meningkatkan kesadaran dan partisipasi masyarakat dalam menjaga lingkungan dan gaya hidup berkelanjutan.
Berseri Climate Village is a program aimed at creating environmentally and economically sustainable communities. Implemented by PT Pupuk Kujang, the program empowers communities in natural resource management, environmental health, and climate change mitigation and adaptation. Guided by the empowered, healthy, and sustainable principles, the village is expected to become self-reliant, green, and resilient. In addition, the program plays a role in increasing community awareness and participation in environmental stewardship and sustainable lifestyles.

Kujang Merawat Hutan, Sejahterakan Desa (Kuwatan Sadesa)

Kujang Preserving Forests, Empowering Villages (Kuwatan Sadesa)



Penerima manfaat
Beneficiaries

1.236
warga | residents

Pupuk Kujang, melalui program Kuwatan Sadesa, telah membina para petani kopi melalui pelatihan pascapanen. Program pelatihan ini mengajarkan tentang bagaimana seorang petani kopi mulai dari teknik budi daya, panen, pengolahan pascapanen, roasting, cupping hingga ke penyajian akhir. Petani kopi seharusnya memiliki kompetensi perencanaan lahan, pemilihan bahan tanam kopi, penanaman kopi, pemanenan kopi, pascapanen kopi, penanganan akhir pascapanen kopi, dan kompetensi perhitungan pendapatan usaha tani.
Through the Kuwatan Sadesa program, Pupuk Kujang supports coffee farmers through post-harvest training. The program covers the full coffee value chain, from cultivation techniques and harvesting to post-harvest processing, roasting, cupping, and final serving. Coffee farmers are expected to develop competencies in land planning, selection of planting materials, cultivation, harvesting, post-harvest handling, final processing, and farm income management.

Tangkolak Karawang Membangun Kehidupan Sejahtera (Tangkar Bagja)

Tangkolak Karawang Building Prosperous Livelihoods (Tangkar Bagja)



Penerima manfaat
Beneficiaries

30
orang | people

Tangkar Bagja merupakan program inovasi sosial yang dirancang untuk meningkatkan kualitas hidup masyarakat pesisir Pantai Tangkolak, Karawang. Program ini menjadi wujud nyata komitmen perusahaan dalam mendukung pembangunan berkelanjutan melalui integrasi aspek lingkungan, ekonomi, dan kesehatan masyarakat untuk meningkatkan kesejahteraan masyarakat melalui program, seperti pertanian pesisir pantai, pemberdayaan UMK, rehabilitasi mangrove, dan PHBS.
Tangkar Bagja is a social innovation program designed to improve the quality of life of coastal communities in Tangkolak Beach, Karawang. The program reflects the Company's commitment to sustainable development by integrating environmental, economic, and public health aspects to enhance community well-being through initiatives such as coastal agriculture, MSE empowerment, mangrove rehabilitation, and clean and healthy living practices.

Tawangargo *Smart-Eco Farming Village* (Tameng)
Tawangargo Smart-Eco Farming Village (Tameng)



Pemberdayaan kepada
Empowerment of

35
petani | farmers

Program inisiatif TJSL untuk menjadikan Desa Tawangargo, Malang, sebagai pusat hortikultura modern berbasis teknologi dan ramah lingkungan. Program ini mengintegrasikan *smart farming, eco-farming*, dan pemberdayaan masyarakat agar desa menjadi rujukan pertanian berkelanjutan.
This CSR initiative aims to transform Tawangargo Village, Malang, into a technology-based and environmentally friendly modern horticulture hub. The program integrates smart farming, eco-farming, and community empowerment to position the village as a model for sustainable agriculture.

Paya Nie Lestari, Damai, dan Berdaya
Paya Nie Sustainable, Peaceful, and Empowered



Penerima manfaat
Beneficiaries

98
anggota | members

Program Paya Nie merupakan inisiatif TJSL PT Pupuk Iskandar Muda berkelanjutan yang mengintegrasikan rehabilitasi ekosistem rawa di Kabupaten Bireuen dengan pemberdayaan sosial bagi masyarakat lokal dan eks kombatan. Melalui pengembangan ekowisata dan penanaman pohon, program ini berhasil menyinergikan semangat *green living* dengan upaya bina damai. Selain pelestarian lingkungan, inisiatif ini turut memperkuat ekonomi warga melalui pelatihan UMK dan dukungan pemasaran produk lokal yang berdampak langsung pada kesejahteraan masyarakat sekitar.
Paya Nie is a sustainable CSR initiative by PT Pupuk Iskandar Muda that integrates wetland ecosystem rehabilitation in Bireuen Regency with social empowerment for local communities and former combatants. Through the development of ecotourism and tree-planting activities, the program successfully aligns green living principles with peacebuilding efforts. In addition to environmental conservation, the initiative strengthens the local economy through MSE training and marketing support for local products, delivering tangible improvements in community well-being.

Penanaman Pohon
Tree Planting



Penanaman
Planting of

35.050
mangrove
mangroves

5.153
pohon lainnya
other trees

Karyawan PTPI terus menunjukkan komitmen nyata terhadap keberlanjutan lingkungan melalui kegiatan penanaman pohon. Aksi ini tidak hanya menjadi simbol kepedulian, tetapi juga wujud tanggung jawab sosial perusahaan dalam menjaga keseimbangan alam dan mendukung program penghijauan berkelanjutan. Pohon mangrove ditanam untuk memperkuat ekosistem pesisir dan mencegah abrasi, sedangkan pohon produktif dan pelindung ditanam di area sekitar perusahaan guna meningkatkan kualitas udara, memperkaya keanekaragaman hayati.

PTPI employees continue to demonstrate a strong commitment to environmental sustainability through tree-planting initiatives. These activities not only reflect environmental awareness but also represent the Company's social responsibility in preserving ecological balance and supporting long-term greening efforts. Mangrove trees are planted to strengthen coastal ecosystems and prevent abrasion, while productive and protective trees are planted around operational areas to improve air quality and enhance biodiversity.

Program *Creating Shared Value* (CSV)
Creating Shared Value (CSV) Program

Creating Shared Value (CSV) merupakan pendekatan strategis dalam menempatkan isu sosial dan kelestarian lingkungan sebagai bagian tak terpisahkan dari inti operasional PTPI. Konsep ini memosisikan keberhasilan finansial dan kesejahteraan kolektif PTPI sebagai dua hal yang saling memperkuat. Dengan menyatukan tujuan bisnis dengan kebutuhan sosial, PTPI mampu menjalin relasi yang lebih kokoh dan berkelanjutan dengan ekosistem di sekitarnya. Implementasi CSV menuntut visi jangka panjang serta kemitraan yang erat dengan pemangku kepentingan untuk memastikan tercapainya nilai tambah yang terukur, baik dari sisi ekonomi maupun dampak kemasyarakatan.

Creating Shared Value (CSV) is a strategic approach that integrates social and environmental sustainability issues into PTPI's core operations. This concept positions financial performance and collective well-being as mutually reinforcing outcomes. By aligning business objectives with societal needs, PTPI builds stronger and more sustainable relationships within its surrounding ecosystem. The implementation of CSV requires a long-term vision and close collaboration with stakeholders to ensure the delivery of measurable value, both in terms of economic performance and societal impact.

Prinsip Utama CSV | Core Principles of CSV

Rekonstruksi Produk dan Pasar Reconceiving Products and Markets	Produktivitas dalam Rantai Nilai Local Cluster Development	Rekonstruksi Produk dan Pasar Productivity in the Value Chain
Menghadirkan produk dan layanan yang menjawab kebutuhan masyarakat sekaligus membuka peluang nilai ekonomi baru. Delivering products and services that address societal needs while creating new economic value opportunities.	Meningkatkan efisiensi operasional dengan memperhatikan aspek sosial dan lingkungan sehingga biaya dapat ditekan tanpa mengorbankan keberlanjutan. Enhancing operational efficiency by integrating social and environmental considerations, enabling cost optimization without compromising sustainability.	Berinvestasi dalam pendidikan, infrastruktur, dan kesejahteraan komunitas untuk menciptakan ekosistem yang mendukung pertumbuhan bersama. Investing in education, infrastructure, and community well-being to build an ecosystem that supports shared growth.

CSV bukan sekadar strategi bisnis, melainkan kerangka kerja transformasi yang menjadikan Perusahaan sebagai mitra pembangunan sosial dan lingkungan. Sepanjang tahun 2025, PTPI telah melaksanakan beberapa program CSV, antara lain:

CSV is not merely a business strategy, but a transformational framework that positions the Company as a partner in social and environmental development. Throughout 2025, PTPI implemented several CSV programs, including:

Community Action



Ajang Kolaborasi Seluruh Insan (AKSI)
Ajang Kolaborasi Seluruh Insan (AKSI)



Penerima manfaat
Beneficiaries

298 siswa students	**160** kader kesehatan dan PKK health cadres and PKK members	**45** ibu rumah tangga housewives	**40** petani farmers
150 lansia elderly individuals	**100** relawan karyawan PTPI PTPI employee volunteers	**5** gapoktan farmer group associations	**5** guru teachers

Berlokasi di Desa Sumbersewu, Kecamatan Muncar, Kabupaten Banyuwangi, Jawa Timur, program ini bertujuan untuk:

1. Menumbuhkan kepedulian dan empati karyawan melalui keterlibatan langsung dalam kegiatan sosial, pendidikan, pertanian, dan lingkungan di wilayah operasional;
2. Membangun budaya kolaborasi dan sinergi antara karyawan, perusahaan, pemerintah, dan masyarakat untuk menciptakan dampak sosial yang berkelanjutan; dan
3. Mendorong penciptaan nilai bersama melalui kolaborasi insan perusahaan dalam pengembangan ekosistem program yang terintegrasi dengan rantai nilai perusahaan.

Program ini memberikan manfaat berupa:

1. Mengubah Perspektif: Karyawan tidak lagi hanya "orang kantor", tapi mitra bagi petani.
2. Membangun Kemandirian: Masyarakat tidak hanya diberi bantuan, tapi diberi ilmu dan infrastruktur ekonomi.
3. Menjaga Masa Depan: Memastikan tanah tetap subur dan hubungan sosial tetap terjaga guna keberlanjutan industri pupuk.

Located in Sumbersewu Village, Muncar District, Banyuwangi Regency, East Java, AKSI aims to:

1. Foster employee awareness and empathy through direct involvement in social, educational, agricultural, and environmental activities within the operational area;
2. Strengthen a culture of collaboration and synergy among employees, the Company, the government, and communities to create sustainable social impact; and
3. Promote shared value creation through employee collaboration in developing a program ecosystem integrated with the Company's value chain.

The program delivers the following benefits:

1. Shifting perspectives: Employees are no longer seen solely as office personnel, but as partners to farmers;
2. Building self-reliance: Communities are not only provided with assistance, but also equipped with knowledge and economic infrastructure; and
3. Safeguarding the future: Ensuring soil fertility and strong social cohesion to support the long-term sustainability of the fertilizer industry.

Community Development



Program Tajumase Hadakewa
Tajumase Hadakewa Program



Penerima manfaat
Beneficiaries

256
warga desa | village residents

39
petani | farmers

20
UMK | MSEs

12
pengelola wisata
tourism operators

7
kader posyandu | posyandu cadres

Berlokasi di Desa Hadakewa, Kecamatan Lebatukan, Kabupaten Lembata, Nusa Tenggara Timur (NTT), program ini bertujuan untuk:

1. Meningkatkan produktivitas lahan melalui sosialisasi pemupukan berimbang dengan prinsip 5T (Tepat Jenis, Tepat Dosis, Tepat Waktu, Tepat Cara, dan Tepat Sasaran);
2. Mendorong diversifikasi sumber pendapatan masyarakat dengan membuka peluang ekonomi baru melalui pelatihan pengolahan hasil laut menjadi produk olahan bernilai tambah;
3. Meningkatkan kesehatan dan kesejahteraan sosial dari masyarakat melalui kegiatan pemeriksaan kesehatan gratis, sosialisasi gizi seimbang, serta pelatihan kader kesehatan desa agar terjadi peningkatan pemahaman pencegahan *stunting* dan pelayanan kesehatan dasar di tingkat desa; dan
4. Memperkuat kapasitas individu dan kelompok masyarakat melalui berbagai pelatihan di bidang pertanian, kesehatan, dan perikanan.

Program ini memberikan manfaat berupa:

1. Memperkuat ketahanan pangan lokal melalui pembentukan kelompok tani baru serta pemanfaatan lahan pertanian yang sebelumnya belum digarap;
2. Meningkatkan ekonomi keluarga dengan adanya diversifikasi usaha dari nelayan dengan mengolah hasil laut sehingga memberi menambah nilai ekonomis; dan
3. Mendorong partisipasi aktif warga, memperkuat gotong royong, serta melahirkan generasi baru petani yang berorientasi pada keberlanjutan.

Located in Hadakewa Village, Lebatukan District, Lembata Regency, East Nusa Tenggara (NTT), this program aims to:

1. Enhance land productivity through socialization on balanced fertilization based on the 5T Right Principle (Right Type, Right Dosage, Right Time, Right Method, and Right Target);
2. Encourage income diversification by creating new economic opportunities through training on processing marine products into value-added goods;
3. Improve community health and social well-being through free health check-ups, nutrition awareness programs, and training for village health cadres to strengthen understanding of stunting prevention and basic healthcare services at the village level; and
4. Strengthen the capacity of individuals and community groups through various training programs in agriculture, health, and fisheries.

The program delivers the following benefits:

1. Strengthening local food security through the establishment of new farmer groups and the utilization of previously uncultivated agricultural land;
2. Improving household income through business diversification, enabling fishermen to process marine products into higher-value goods; and
3. Promoting active community participation, strengthening mutual cooperation, and fostering a new generation of farmers oriented toward sustainability.



Program Tajumase Wowong
Tajumase Wowong Program



Penerima manfaat
Beneficiaries

39
warga desa | village residents

35
petani | farmers

20
kader kesehatan
health cadres

12
UMK | MSEs

10
pengelola Toko Pe-I
Pe-I Shop operators

1
nelayan
fisherman

Berlokasi di Desa Wowong, Kecamatan Omesuri, Kabupaten Lembata, Nusa Tenggara Timur (NTT), program ini bertujuan untuk:

1. Mendorong masyarakat memanfaatkan pekarangan dan membuka lahan baru untuk produksi pangan; dan
2. Membangun partisipasi aktif warga dan melahirkan generasi baru petani berorientasi keberlanjutan.

Program ini memberikan manfaat berupa:

1. Masyarakat yang lebih mandiri dalam memenuhi kebutuhan pangan melalui pemanfaatan pekarangan dan pembukaan lahan baru; dan
2. Kemudahan bagi warga untuk memperoleh pengetahuan dan keterampilan baru dalam budi daya pertanian dan pengolahan hasil laut sehingga tumbuh kemandirian dan keberlanjutan dalam pengelolaan sumber daya desa.

Located in Wowong Village, Omesuri District, Lembata Regency, East Nusa Tenggara (NTT), this program aims to:

1. Encourage communities to utilize home yards and open new land for food production; and
2. Foster active community participation and cultivate a new generation of sustainability-oriented farmers.

Program ini memberikan manfaat berupa:

1. Increasing community self-sufficiency in meeting food needs through the utilization of home yards and the development of new agricultural land; and
2. Improving access for communities to acquire new knowledge and skills in agricultural cultivation and marine product processing, supporting greater independence and sustainable resource management at the village level.



Program Tajumase Sriwijaya Mataram
Tajumase Sriwijaya Mataram Program



Penerima manfaat
Beneficiaries

500
warga desa
village residents

41
anggota kelompok tani
farmer group members

35
kader posyandu
posyandu cadres

20
anggota KWT Gemilang
members of the Gemilang Women Farmers Group

10
anggota KWT Srikandi
members of Srikandi Women Farmers Group

Berlokasi di Desa Sriwijaya Mataram, Kecamatan Bandar Mataram, Kabupaten Lampung Tengah, Lampung, program ini bertujuan untuk:

1. Meningkatkan produktivitas dan efisiensi usaha pertanian dalam meningkatkan produktivitas lahan melalui sosialisasi pemupukan berimbang dengan prinsip 5T (Tepat Jenis, Tepat Dosis, Tepat Waktu, Tepat Cara, dan Tepat Sasaran), dan penerapan metode tumpang sari; dan
2. Mendorong diversifikasi sumber pendapatan masyarakat dengan membuka peluang ekonomi baru melalui pelatihan pengolahan hasil panen singkong menjadi produk olahan bernilai tambah.

Program ini memberikan manfaat berupa:

1. Peningkatan hasil pertanian; dan
2. Peningkatan ekonomi keluarga dengan adanya diversifikasi usaha dari KWT dengan mengolah hasil panen singkong sehingga memberi menambah nilai ekonomis.

Located in Sriwijaya Mataram Village, Bandar Mataram District, Central Lampung Regency, Lampung, this program aims to:

1. Enhance agricultural productivity and efficiency by improving land output through outreach on balanced fertilization based on the 5T Right Principle (Right Type, Right Dosage, Right Time, Right Method, and Right Target), as well as the implementation of intercropping methods; and
2. Promote income diversification by creating new economic opportunities through training on processing cassava harvests into value-added products.

The program delivers the following benefits:

1. Increasing agricultural yields; and
2. Improving household income through business diversification by women farmer groups, by processing cassava harvests into products with higher economic value.



Program Permaisuri Gresik
Permaisuri Gresik Program



Penerima manfaat
Beneficiaries

12

anggota Kelompok Swadaya Masyarakat (KSM) Permaisuri Hebat
members of the Permaisuri Hebat Community Self-Help Group (KSM)

Berlokasi di Kelurahan Tlogopojok, Kabupaten Gresik, Jawa Timur, program ini bertujuan untuk:
1. Meningkatkan pendapatan ekonomi kelompok rentan yang berada di sekitar industri; dan
2. Mendorong kemandirian dan keberlanjutan usaha KSM Permaisuri Hebat.

Program ini memberikan manfaat berupa:
1. Peningkatan ekonomi keluarga dengan adanya diversifikasi usaha dari KSM Permaisuri Hebat dengan mengolah kain perca sehingga menambah nilai ekonomis; dan
2. Memperkuat kapasitas individu dan kelompok masyarakat melalui berbagai pelatihan menjahit.

Located in Tlogopojok Subdistrict, Gresik Regency, East Java, this program aims to:
1. Increase the income of vulnerable groups in areas surrounding industrial operations; and
2. Promote the independence and sustainability of the Permaisuri Hebat Community Self-Help Group (KSM).

The program delivers the following benefits:
1. Improving household income through business diversification by the Permaisuri Hebat KSM, by transforming fabric scraps into products with higher economic value; and
2. Strengthening individual and community group capacities through various sewing training programs.

Sepanjang tahun 2025, PTPI mengalokasikan penyaluran dana TJSL sebesar
Throughout 2025, PTPI allocated CSR funds amounting to

Rp259.089

juta | million

dengan pembagian untuk pilar sosial sebesar 53%, diikuti oleh pilar lingkungan sebesar 25%, pilar ekonomi sebesar 21%, dan pilar hukum sebesar 1%.
distributed across the social pillar at 53%, followed by the environmental pillar at 25%, the economic pillar at 21%, and the legal pillar at 1%.

Evaluasi Program TJSL [OJK F.23] [GRI 203-2]

CSR Program Evaluation

Guna menjamin efektivitas serta penyempurnaan program TJSL pada masa depan, PTPI menyelenggarakan mekanisme pengawasan dan evaluasi yang dilakukan secara kontinu. Perusahaan juga aktif memantau dinamika isu lokal melalui penguatan koneksi dengan para pemangku kepentingan, yang diwujudkan melalui dialog berkala serta pemanfaatan berbagai saluran komunikasi strategis untuk menyerap aspirasi masyarakat secara rutin.

To ensure the effectiveness and continuous improvement of its CSR programs, PTPI implements ongoing monitoring and evaluation mechanisms. The Company also actively monitors evolving local issues by strengthening engagement with stakeholders through regular dialogue and the use of strategic communication channels to consistently capture community feedback.

Social Return on Investment (SROI)

Social Return on Investment (SROI)

PTPI menggunakan *Social Return on Investment* (SROI) sebagai metode pengukuran dampak sosial. Metode ini berbasis pada capaian program dan dampak nyata yang telah dinyatakan para pemangku kepentingan guna mengkaji pelaksanaan program TJSL Pupuk Indonesia. Pelaksanaan perhitungan SROI dilakukan melalui serangkaian tahapan yang terstruktur untuk memastikan nilai sosial yang dihasilkan dapat terukur, dibandingkan, dan telah mencerminkan perubahan yang PTPI bawa di lapangan.

PTPI applies the Social Return on Investment (SROI) methodology to measure social impact. This approach is based on program outcomes and the tangible impacts articulated by stakeholders, enabling a comprehensive assessment of the Company's CSR program implementation. The SROI calculation is conducted through a series of structured stages to ensure that the social value generated is measurable, comparable, and reflective of the changes delivered by PTPI in practice.

Establishing Scope & Identifying Stakeholders	***Mapping Outcomes***	***Evidencing Outcomes and GIving a Value***
Memberi batas yang jelas atas cakupan analisis pemetaan dampak. Defining clear boundaries for the scope of impact mapping analysis.	Memetakan dampak dan membuat *theory of change*. Mapping impacts and developing a theory of change.	Mengembangkan indikator *outcome*, mengumpulkan data *outcome*, serta menetapkan jadwal dan menghitung total *outcome*. Developing outcome indicators, collecting outcome data, and establishing timelines and calculating total outcomes.

Establishing Impact & Calculate SROI	***Reporting, Using & Embedding***
Memberi nilai finansial pada *outcome* dengan menyesuaikan konteks, memperhitungkan *attribute, drop off, deadweight & displacement,* serta menghitung rasio SROI Assigning financial values to outcomes by contextualizing assumptions, accounting for attribution, drop-off, deadweight, and displacement, and calculating the SROI ratio.	Menyajikan laporan untuk pemangku kepentingan dan menggunakan hasilnya dalam perumusan masukan kepada Perusahaan. Presenting reports to stakeholders and utilizing the results to inform recommendations for the Company.

Berdasarkan hasil SROI, PTPI telah berhasil menghasilkan manfaat yang signifikan pada tiga pilar keberlanjutan.

Based on the SROI results, PTPI has generated significant benefits across the three sustainability pillars.

Tajumase Lembata (Desa Hadakewa)
Tajumase Lembata (Hadakewa Village)
2,51

Tajumase Lembata (Desa Wowong)
Tajumase Lembata (Wowong Village)
2,81

Tajumase Giripurno (Desa Giripurno)
Tajumase Giripurno (Giripurno Village)
1,13

Permaisuri Gresik
Permaisuri Gresik
2,95

Indeks Kepuasan Masyarakat (IKM)
Community Satisfaction Index (CSI)

PTPI menggunakan Indeks Kepuasan Masyarakat (IKM) sebagai instrumen strategis untuk mengukur keberhasilan program berdasarkan kebutuhan, harapan, dan aspirasi nyata penerima manfaat. Melalui pengukuran ini, PTPI dapat memperoleh gambaran holistik mengenai dampak kualitatif program yang mencakup persepsi serta pengalaman masyarakat di luar capaian angka statistik semata. Dengan demikian, nilai IKM berfungsi sebagai indikator penting dalam menjamin keberlanjutan, relevansi, serta legitimasi program di mata publik.

PTPI uses the Community Satisfaction Index (CSI) as a strategic instrument to assess program effectiveness based on the actual needs, expectations, and aspirations of beneficiaries. Through this measurement, PTPI gains a holistic view of program impact, capturing qualitative aspects such as community perceptions and experiences beyond purely quantitative outcomes. As such, the CSI serves as a key indicator in ensuring the sustainability, relevance, and public legitimacy of the Company's programs.

Nilai IKM menjadi skor nilai yang diberikan masyarakat sebagai penerima manfaat terhadap kualitas aktivitas tanggung jawab sosial PTPI melalui pelaksanaan program. Nilai IKM dihitung melalui 10 (sepuluh) unsur pelaksanaan program yang diadaptasi dari PERMENPANRB Nomor 14 Tahun 2017. Berikut adalah hasil pencapaian nilai IKM PTPI:

CSI represents a score assigned by beneficiaries to evaluate the quality of PTPI's social responsibility activities through program implementation. CSI value is calculated based on 10 (ten) program implementation elements adapted from Ministerial Regulation of Administrative and Bureaucratic Reform No. 14 of 2017. The following presents PTPI's CSI achievement results:

Tajumase Lembata (Desa Hadakewa)
Tajumase Lembata (Hadakewa Village)
96,71
Sangat Baik | Very Good

Tajumase Lembata (Desa Wowong)
Tajumase Lembata (Desa Wowong)
93,97
Sangat Baik | Very Good

Tajumase Giripurno (Desa Giripurno)
Tajumase Giripurno (Desa Giripurno)
97,06
Sangat Baik | Very Good

Permaisuri Gresik
Permaisuri Gresik
97,88
Sangat Baik | Very Good



Pengelolaan Dampak Lingkungan dan Perubahan Iklim

Environmental and Climate Impact Management



Pengelolaan dampak lingkungan dan perubahan iklim merupakan bagian dari strategi keberlanjutan PTPI dalam memastikan operasi bisnis yang bertanggung jawab dan berdaya saing jangka panjang. Sebagai perusahaan yang bergerak di sektor industri pupuk, PTPI menyadari bahwa kegiatan operasional memiliki keterkaitan langsung dengan penggunaan sumber daya alam serta potensi timbulan emisi dan dampak lingkungan sehingga diperlukan pendekatan yang terstruktur, terukur, dan terintegrasi dalam setiap tahapan kegiatan usaha.

PTPI mengintegrasikan kebijakan lingkungan ke dalam Kebijakan K3LH yang ditandatangani oleh Direktur Utama. Kebijakan ini menjadi pedoman bagi seluruh Insan Perusahaan serta pemangku kepentingan, termasuk karyawan, mitra bisnis, pelanggan, dan pihak terkait lainnya. Kebijakan ini menegaskan komitmen Perusahaan untuk terus meningkatkan kinerja lingkungan melalui inovasi, evaluasi rutin, dan penerapan praktik terbaik guna meminimalkan dampak terhadap ekosistem. PTPI juga menetapkan target pengelolaan lingkungan yang terukur, yang pelaksanaannya didukung oleh program pelatihan bagi karyawan guna memperkuat pemahaman atas dampak lingkungan dan tanggung jawab masing-masing dalam mendukung pencapaian kinerja Perusahaan.

The management of environmental and climate impacts is an integral part of PTPI's sustainability strategy to ensure responsible operations and long-term competitiveness. As a company operating in the fertilizer industry, PTPI recognizes that its operational activities are inherently linked to the use of natural resources, as well as the potential generation of emissions and environmental impacts. This underscores the need for a structured, measurable, and integrated approach across all stages of its business activities.

PTPI has embedded its environmental commitments within the HSE Policy, endorsed by the President Director. This policy serves as a guiding framework for all Company employees and stakeholders, including employees, business partners, customers, and other relevant parties. It affirms the Company's commitment to continuously enhancing environmental performance through innovation, regular evaluation, and the adoption of best practices to minimize impacts on ecosystems. PTPI has also established measurable environmental management targets, supported by employee training programs designed to strengthen awareness of environmental impacts and reinforce individual accountability in contributing to the Company's overall performance.

Strategi Operasi Hijau
Green Operations Strategy

Industri pupuk berperan penting dalam mendukung ketahanan pangan nasional melalui peningkatan produktivitas pertanian. Aktivitas ini mendorong optimalisasi lahan, peningkatan hasil panen, serta memberikan kontribusi ekonomi melalui penciptaan lapangan kerja dan pengembangan teknologi pertanian. Di sisi lain, proses produksi pupuk juga menimbulkan tekanan terhadap lingkungan, seperti emisi konvensional dan gas rumah kaca, konsumsi air yang tinggi, serta potensi air limbah.

Prinsip operasi hijau menjadi landasan utama PTPI dalam mengendalikan dan mengelola dampak ke lingkungan yang terintegrasi dari hulu hingga hilir. Komitmen ini diwujudkan melalui langkah strategis yang menyeluruh, mulai dari peningkatan efisiensi energi dan proses produksi, penerapan teknologi yang

The fertilizer industry plays a critical role in supporting national food security by enhancing agricultural productivity. These activities drive land optimization, increase crop yields, and contribute to economic growth through job creation and the advancement of agricultural technologies. At the same time, fertilizer production processes exert environmental pressures, including conventional and greenhouse gas emissions, high water consumption, and the potential generation of wastewater.

Green operations principles are a core foundation for PTPI in managing and mitigating environmental impacts through an integrated, end-to-end approach across its value chain. This commitment is reflected in comprehensive strategic measures, ranging from improving energy efficiency and optimizing production

lebih bersih dan rendah emisi, hingga pengelolaan limbah yang bertanggung jawab dan memenuhi baku mutu. Pendekatan tersebut juga mencakup upaya meminimalkan dampak terhadap masyarakat di sekitar wilayah operasional serta edukasi kepada petani sebagai pengguna akhir agar pemanfaatan pupuk dilakukan secara tepat dosis dan bijak. [OJK F.23]

processes, to adopting cleaner and lower-emission technologies, and implementing responsible waste management practices in compliance with applicable standards. The approach also encompasses efforts to minimize impacts on communities surrounding operational areas, as well as initiatives to educate farmers as end users to ensure fertilizers are applied in appropriate and responsible dosages. [OJK F.23]

Sebagai bagian dari penguatan pengelolaan dampak, PTPI menerapkan metode *life cycle assessment* (LCA) dengan pendekatan *cradle to grave* untuk mengevaluasi dampak lingkungan produk pupuk urea pada seluruh tahapan siklus hidupnya, mulai dari pengadaan bahan baku, proses produksi, distribusi, penggunaan, hingga tahap akhir pengelolaan. Hasil LCA memberikan dasar kuantitatif untuk mengidentifikasi sumber dampak utama dan menentukan prioritas perbaikan kinerja lingkungan. Saat ini, sekitar 100% produk pupuk urea telah dianalisis menggunakan LCA untuk memastikan evaluasi yang menyeluruh terhadap dampak lingkungannya.

As part of strengthening its impact management, PTPI applies a life cycle assessment (LCA) methodology using a cradle-to-grave approach to evaluate the environmental impacts of its urea fertilizer products across all stages of their life cycle, from raw material sourcing and production processes to distribution, usage, and end-of-life management. The LCA results provide a quantitative basis for identifying key impact drivers and determining priority areas for environmental performance improvement. To date, 100% of urea fertilizer products have undergone LCA analysis, ensuring a comprehensive evaluation of their environmental footprint.

Hasil evaluasi LCA tersebut menjadi landasan dalam penyusunan *Environmental Product Declaration* (EPD) yang diterbitkan oleh EPD Southeast Asia sebagai deklarasi pelabelan lingkungan Tipe III. Melalui EPD, PTPI menyajikan profil dampak lingkungan produk yang transparan dan terverifikasi sehingga meningkatkan akuntabilitas sekaligus memberikan nilai tambah bagi pemangku kepentingan.

The LCA results serve as the foundation for the development of the Environmental Product Declaration (EPD), issued by EPD Southeast Asia as a Type III environmental labeling declaration. Through the EPD, PTPI presents a transparent and independently verified environmental impact profile of its products, strengthening accountability while delivering added value to stakeholders.



PTPI memastikan implementasi Operasi Hijau berjalan konsisten dan terukur dengan menetapkan strategi pengelolaan lingkungan sebagai berikut:

PTPI ensures the consistent and measurable implementation of its Green Operations by establishing the following environmental management strategies:

1. **Kepatuhan**
   Memastikan seluruh kegiatan operasional mematuhi peraturan perundang-undangan di bidang lingkungan dan secara bertahap mengadopsi standar yang melampaui ketentuan minimum (*beyond compliance*). Perusahaan memiliki dokumen lingkungan, seperti Analisis Mengenai Dampak Lingkungan (AMDAL) dan Upaya Pengelolaan serta Pemantauan Lingkungan Hidup (UKL-UPL), serta memastikan implementasi seluruh kewajiban pengelolaan dan pemantauan lingkungan berjalan sesuai ketentuan.

   Area operasional PTPI telah dilakukan audit lingkungan setiap tahun dengan cakupan sebesar 100%. Proses audit meliputi pemeriksaan pada aspek kepatuhan perizinan, pelaksanaan rencana pengelolaan dan pemantauan, serta pengendalian dampak lingkungan. Setiap temuan audit akan ditindaklanjuti melalui mekanisme perbaikan yang dipantau secara berkala hingga dinyatakan selesai tahun.

2. **Praktik Terbaik dan Sertifikasi**
   Menerapkan ISO 14001 dan ISO 50001 yang mencakup 100% dari seluruh kegiatan operasional sebagai kerangka pengelolaan lingkungan dan energi yang terintegrasi, sistematis, dan berkelanjutan. Penerapan kedua standar ini memastikan pengendalian dampak lingkungan, peningkatan efisiensi energi, serta perbaikan kinerja dilakukan secara terukur dan terdokumentasi.

   Selain itu, PTPI memenuhi Standar Industri Hijau untuk produk amonia, pupuk urea, pupuk SP-36, pupuk ZA, dan pupuk NPK, guna memperkuat efisiensi sumber daya dan daya saing produk yang lebih ramah lingkungan. Konsistensi implementasi dijaga melalui audit oleh pihak ketiga independen yang dilaksanakan setiap tahun untuk memastikan kesesuaian terhadap standar yang berlaku. Hasil audit tersebut menjadi dasar penyusunan rencana tindak lanjut dan perbaikan berkelanjutan, yang dipantau secara berkala hingga seluruh temuan terselesaikan sesuai rekomendasi yang diberikan.

3. **Strategi Operasional Berkelanjutan**
   Meningkatkan efisiensi energi, bahan baku, dan air, serta menekan emisi dan timbulan limbah melalui optimalisasi proses produksi. Optimalisasi dilakukan dengan menerapkan prinsip *rethink*,

1. **Compliance**
   PTPI ensures that all operational activities comply with applicable environmental laws and regulations, while progressively adopting standards that go beyond minimum compliance requirements. The Company maintains key environmental documents, including Environmental Impact Assessments (EIA) and Environmental Management and Monitoring Efforts (UKL-UPL), and ensures the full implementation of all environmental management and monitoring obligations in accordance with regulatory requirements.

   All PTPI operational areas have undergone annual environmental audits, with 100% coverage. These audits encompass reviews of regulatory compliance, the implementation of environmental management and monitoring plans, and the control of environmental impacts. Audit findings are systematically addressed through corrective action mechanisms, which are monitored regularly until completion within the reporting year.

2. **Best Practices and Certification**
   PTPI implements ISO 14001 and ISO 50001 across 100% of its operations, establishing an integrated, systematic, and continuous framework for environmental and energy management. The application of these standards ensures that environmental impact control, energy efficiency improvements, and performance enhancements are carried out in a measurable and well-documented manner.

   In addition, PTPI complies with Green Industry Standards for ammonia products, urea fertilizer, SP-36 fertilizer, ZA fertilizer, and NPK fertilizer, reinforcing resource efficiency and enhancing the environmental competitiveness of its products. Implementation consistency is maintained through annual independent third-party audits to ensure alignment with applicable standards. The results of these audits are the basis for follow-up action plans and continuous improvement, with progress monitored regularly until all findings are resolved in accordance with the recommendations provided.

3. **Sustainable Operational Strategy**
   PTPI enhances the efficiency of energy, raw materials, and water, while reducing emissions and waste generation through the optimization of production processes. These efforts are guided

reduce, reuse, recycle, dan *recovery* (5R) dalam kegiatan operasional, yang disertai upaya pelindungan keanekaragaman hayati di sekitar wilayah kerja.

4. **Teknologi Ramah Lingkungan**
   Mengutamakan penggunaan teknologi proses yang lebih hemat energi dan rendah emisi, serta melengkapi fasilitas produksi dengan unit pengendali pencemaran untuk memastikan limbah dan emisi berada dalam batas baku mutu.

5. **Pengembangan Produk Ramah Lingkungan**

   Mengembangkan produk pupuk yang lebih ramah lingkungan, termasuk pupuk organik, pupuk hayati, biodekomposer, produk berbasis ekonomi sirkular, *enhanced efficiency fertilizer,* sistem pertanian presisi, bionitrogen N-Fix, urea hydroxyapatite nanohybrid, dan *soil sensing kit*.

6. **Pendidikan dan Penyuluhan**
   Melakukan penyuluhan secara berkala melalui program temu pelanggan dan layanan Mobil Uji Tanah untuk mendorong pemupukan yang tepat dosis dan efisien sehingga meminimalkan dampak lingkungan pada tahap penggunaan.

Implementasi strategi tersebut menunjukkan hasil yang konsisten. Sejak tahun 2020 hingga tahun pelaporan, tidak terdapat pelanggaran terhadap peraturan lingkungan hidup di lingkungan PTPI. [GRI 2-27]

Kinerja pengelolaan lingkungan juga tecermin dalam capaian Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER), dengan perolehan PROPER periode 2024-2025 sebagai berikut:

by the principles of rethink, reduce, reuse, recycle, and recovery (5R), alongside initiatives to protect biodiversity in areas surrounding its operations.

4. **Environmentally Friendly Technology**
   PTPI prioritizes the use of energy-efficient and low-emission process technologies, while equipping its production facilities with pollution control systems to ensure that waste and emissions remain within regulatory quality standards.

5. **Development of Environmentally Friendly Products**
   PTPI continues to develop more environmentally friendly fertilizer products, including organic fertilizers, biofertilizers, biodecomposers, circular economy-based products, enhanced efficiency fertilizers, precision agriculture systems, bionitrogen N-Fix, urea hydroxyapatite nanohybrids, and soil sensing kits.

6. **Education and Socialization**
   PTPI conducts regular socialization through customer engagement programs and Mobile Soil Testing Unit services to promote precise and efficient fertilizer application. These initiatives aim to minimize environmental impacts at the product use stage while supporting sustainable agricultural practices.

The implementation of these strategies has delivered consistent results. From 2020 through the reporting year, PTPI recorded no violations of environmental regulations across its operations. [GRI 2-27]

Environmental management performance is also reflected in the Company's achievements under the Environmental Performance Rating Program (PROPER), with the following results for the 2024–2025 assessment period:

PROPER Emas
Gold PROPER

PT Pupuk Kalimantan Timur

PROPER Hijau
Green PROPER

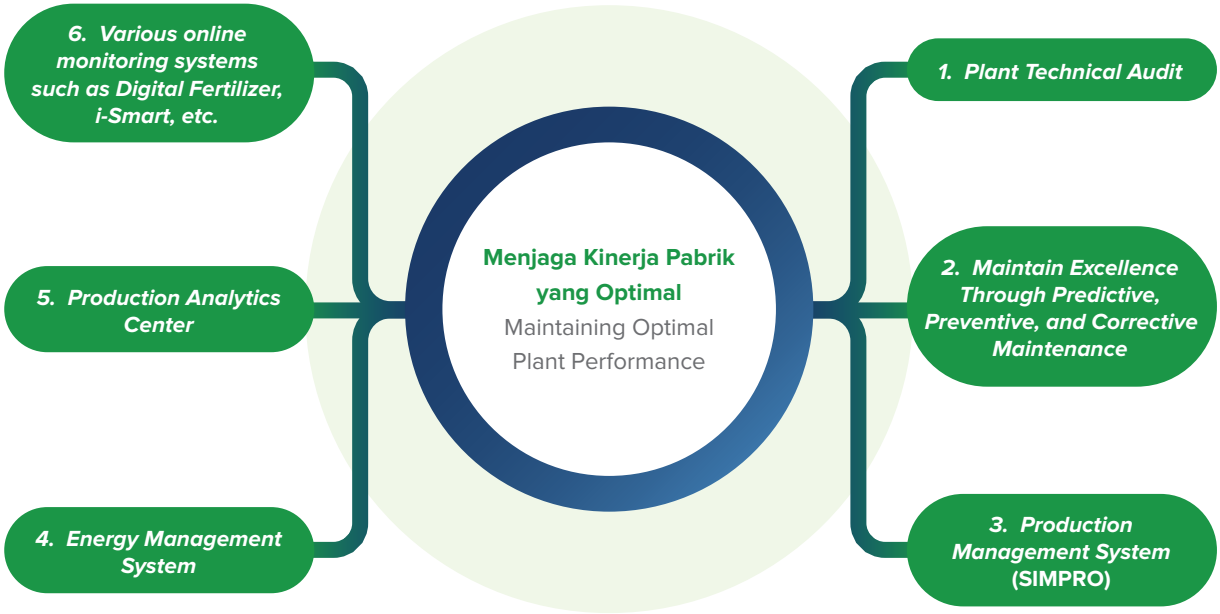
PT Petrokimia Gresik
PT Pupuk Kujang
PT Pupuk Sriwidjaja Palembang
PT Pupuk Iskandar Muda

Efisiensi Proses Produksi [OJK F.26]

Production Process Efficiency

Dalam rangka mengoptimalkan operasi Perusahaan, baik pada proses bisnis, peralatan, maupun pemanfaatan sumber daya, PTPI menetapkan strategi peningkatan efisiensi dan keandalan produksi yang selaras dengan komitmen pengelolaan lingkungan.

To optimize its operations, across business processes, equipment performance, and resource utilization, PTPI has established strategies to enhance production efficiency and reliability, in alignment with its environmental management commitments.



Implementasi strategi tersebut diwujudkan melalui inisiatif berikut:

1. **Pemeliharaan Preventif dan Prediktif**
   PTPI menerapkan manajemen pemeliharaan berbasis pemeliharaan preventif dan prediktif melalui inspeksi serta perawatan berkala untuk menjaga keandalan peralatan, memperpanjang umur aset, menekan konsumsi energi, dan mengurangi potensi emisi.
2. **Revitalisasi Pabrik**
   PTPI melakukan pemutakhiran teknologi pada pabrik yang telah beroperasi lama, termasuk PKT 1 di Bontang dan Pusri 2 di Palembang. Revitalisasi ini telah berhasil meningkatkan produktivitas sekaligus menurunkan konsumsi energi hingga 14 MMBtu/ton produk.
3. **Optimalisasi Pemanfaatan Gas**
   PTPI meningkatkan efisiensi penggunaan gas sebagai bahan baku dan sumber energi melalui penguatan manajemen produksi, optimalisasi pelaksanaan *turn around*, serta penerapan sistem pemantauan *real time* untuk memperbaiki rasio konsumsi energi/ton produk.

These strategies are realized through the following initiatives:

1. **Preventive and Predictive Maintenance**
   PTPI implements a maintenance management system based on preventive and predictive approaches, supported by routine inspections and scheduled maintenance to ensure equipment reliability, extend asset life, reduce energy consumption, and minimize potential emissions.
2. **Plant Revitalization**
   PTPI has undertaken technology upgrades at aging plants, including PKT 1 in Bontang and Pusri 2 in Palembang. These revitalization efforts have improved productivity while reducing energy consumption by up to 14 MMBtu per ton of product.
3. **Optimization of Gas Utilization**
   PTPI enhances the efficiency of gas utilization as both feedstock and energy source through strengthened production management, optimized turnaround execution, and the implementation of real-time monitoring systems to improve the energy consumption per ton of product ratio.

Energi [GRI 302-1, 302-2, 302-3, 302-4, 302-5] [OJK F.6, F.7] [RT-CH-130a.1]

Energy

Sebagai industri dengan karakteristik padat energi, proses produksi pupuk membutuhkan pasokan energi yang besar dan stabil pada setiap tahapan, mulai dari pengolahan bahan baku, sintesis amonia, produksi urea, hingga distribusi produk. Tingginya kebutuhan energi tersebut menjadikan efisiensi sebagai faktor penentu keberlanjutan operasional, struktur biaya, dan daya saing produk di pasar. [GRI 3-3]

PTPI mengelola energi secara terstruktur dengan mengacu pada Peraturan Pemerintah Republik Indonesia Nomor 33 Tahun 2023 tentang Konservasi Energi serta ISO 50001 Sistem Manajemen Energi. Penerapan standar ini dilakukan di seluruh unit produksi untuk memastikan pengendalian konsumsi, pemantauan kinerja, serta perbaikan berkelanjutan berbasis data dan evaluasi periodik. [GRI 3-3]

Sebagai bagian dari penguatan sistem manajemen energi, Perusahaan menyelenggarakan pelatihan dan sosialisasi efisiensi energi secara terstruktur kepada karyawan di unit produksi dan pendukung. Materi mencakup pengendalian konsumsi energi, identifikasi peluang penghematan, serta peran individu dalam mendukung target penurunan intensitas energi.

PTPI melakukan pemantauan dan evaluasi progres pengurangan energi secara berkala setiap bulan. Hasil evaluasi menjadi dasar penyesuaian rencana kerja, alokasi sumber daya, dan intervensi teknis guna memastikan target efisiensi tercapai.

Pada tahun pelaporan, total konsumsi energi tercatat sebesar 132.856.772 GJ, meningkat 5,59% dibandingkan tahun sebelumnya, yakni sebesar 125.827.719 GJ. Perubahan ini dipengaruhi oleh peningkatan jumlah produksi pada tahun 2025 dibandingkan tahun 2024. [GRI 302-1] [OJK F.6]

Pelaporan konsumsi energi difokuskan pada seluruh aktivitas yang berlangsung di dalam batas operasional perusahaan. Konsumsi energi tidak langsung dari kegiatan logistik pihak ketiga maupun rantai pasok belum dicatat karena berdasarkan kajian materialitas kontribusinya dinilai tidak signifikan terhadap total konsumsi energi Perusahaan. [GRI 302-2] [OJK F.6]

As an energy-intensive industry, fertilizer production requires a substantial and stable energy supply across all stages, from raw material processing and ammonia synthesis to urea production and product distribution. This high level of energy demand makes efficiency a critical factor in sustaining operations, managing cost structures, and maintaining product competitiveness in the market. [GRI 3-3]

PTPI manages energy in a structured manner, in alignment with Government Regulation No. 33 of 2023 on Energy Conservation, as well as ISO 50001 Energy Management Systems. These standards are implemented across all production units to ensure effective control of energy consumption, performance monitoring, and continuous improvement based on data-driven insights and periodic evaluations. [GRI 3-3]

As part of strengthening its energy management system, the Company conducts structured training and socialization on energy efficiency for employees across production and supporting units. The training covers energy consumption control, identification of efficiency opportunities, and the role of individuals in achieving energy intensity reduction targets.

PTPI monitors and evaluates energy reduction progress monthly. The evaluation results serve as the basis for adjusting work plans, allocating resources, and implementing technical interventions to ensure that efficiency targets are achieved.

During the reporting year, total energy consumption reached 132,856,772 GJ, representing an increase of 5.59% compared to the previous year's 125.827.719 GJ. This change was primarily driven by higher production volumes in 2025 compared to 2024. [GRI 302-1] [OJK F.6]

Energy consumption reporting covers all activities within the Company's operational boundaries. Indirect energy consumption from third-party logistics and supply chain activities has not been included, as materiality assessments indicate that their contribution is not significant to the Company's total energy consumption. [GRI 302-2] [OJK F.6]

Efisiensi penggunaan energi diukur melalui intensitas energi, yaitu jumlah energi yang dibutuhkan untuk menghasilkan satu ton produk. Penghitungan dilakukan dengan membagi total konsumsi energi dalam satuan GJ atau MMBtu dengan total volume produksi dalam satuan ton pada tahun pelaporan. Parameter ini mencakup penggunaan bahan bakar dan listrik untuk produksi amonia dan urea sesuai matriks KPI Kementerian BUMN. [GRI 302-3]

Energy efficiency is measured through energy intensity, defined as the amount of energy required to produce one ton of product. This is calculated by dividing total energy consumption, in GJ or MMBtu, by total production volume in tons during the reporting year. The parameter includes fuel and electricity usage for ammonia and urea production, in line with the KPI matrix of the Ministry of SOEs. [GRI 302-3]

Pada tahun 2025, intensitas energi produksi amonia tercatat sebesar 37,76 GJ/ton, menurun dibandingkan tahun sebelumnya sebesar 38,02 GJ/ton. Sementara itu, intensitas energi produksi urea tercatat sebesar 29,13 GJ/ton, menurun dibandingkan 29,84 GJ/ton pada tahun sebelumnya. [GRI 302-3] [OJK F.6]

In 2025, the energy intensity of ammonia production was recorded at 37.76 GJ per ton, decreasing from 38.02 GJ per ton in the previous year. Meanwhile, the energy intensity of urea production was recorded at 29.13 GJ per ton, decreasing from 29.84 GJ per ton in the prior year. [GRI 302-3] [OJK F.6]

Dibandingkan dengan *baseline* tahun 2019, kebutuhan energi per ton amonia pada tahun pelaporan berada pada posisi lebih tinggi atau lebih rendah. Perubahan ini dipengaruhi oleh stabilitas pasokan gas dan utilitas, serta tingkat keandalan operasi pabrik. Operasi di bawah kapasitas optimal menyebabkan konsumsi energi per ton meningkat karena beban utilitas dasar tetap berjalan meskipun volume produksi menurun. [GRI 302-5]

Compared to the 2019 baseline, energy consumption per ton of ammonia in the reporting year was either higher or lower, depending on operational conditions. These fluctuations were influenced by the stability of gas and utility supply, as well as plant reliability. Operations below optimal capacity tend to increase energy consumption per ton, as base utility loads remain constant even when production volumes decline. [GRI 302-5]

Sebagai bagian dari strategi menuju ekonomi rendah karbon, PTPI mendorong transformasi energi melalui tiga fokus utama, yaitu peningkatan pemanfaatan energi terbarukan, optimalisasi bahan bakar dan utilitas, serta modernisasi teknologi produksi. Langkah ini diarahkan untuk menekan emisi sekaligus meningkatkan efisiensi biaya produksi.

As part of its transition energy transformation toward a low-carbon economy, PTPI is advancing three key focus areas: increasing the use of renewable energy, optimizing fuel and utility consumption, and modernizing production technologies. These initiatives are designed to reduce emissions while improving cost efficiency.

Melalui berbagai program efisiensi dan konservasi energi, Perusahaan mencatat penurunan konsumsi energi sebesar 41.536.544 GJ, meningkat 26,42% dibandingkan tahun sebelumnya sebesar 32.830.527 GJ. Pengurangan konsumsi energi tersebut mencakup seluruh konsumsi energi pada kegiatan operasional Perusahaan. Perhitungan pengurangan energi dilakukan dengan membandingkan konsumsi energi tahun berjalan terhadap konsumsi energi tahun sebelumnya untuk mengevaluasi efektivitas implementasi program efisiensi energi. [GRI 302-4] [OJK F.7]

Through various energy efficiency and conservation programs, the Company recorded a reduction in energy consumption of 41,536,544 GJ, an increase of 26.42% compared to the previous year's reduction of 32,830,527 GJ. The reduction covered all energy consumption across the Company's operational activities. The calculation of energy reduction was conducted by comparing the current year's energy consumption with that of the previous year to evaluate the effectiveness of the implementation of energy efficiency programs. [GRI 302-4] [OJK F.7]

Inisiatif yang dilaksanakan untuk menurunkan penggunaan energi meliputi: [GRI 302-4] [OJK F.7]

1. Perubahan tahapan dan mode *start-up* pabrik untuk mempercepat durasi *start-up* sehingga dapat menghemat konsumsi energi gas;

The initiatives implemented to reduce energy consumption include: [GRI 302-4] [OJK F.7]

1. Adjustment of plant start-up stages and modes to shorten start-up duration and reduce gas energy consumption;

2. Optimasi pemanfaatan *purge* gas pabrik amonia;
3. Pengaturan operasional turbin untuk menurunkan konsumsi energi *steam*;
4. Optimasi panas di *primary reformer*;
5. Optimasi waktu penggantian katalis untuk menjaga efisiensi energi;
6. Revitalisasi pabrik untuk meningkatkan efisiensi peralatan dan proses;
7. Pelaksanaan audit pabrik pada unit amonia, urea, utilitas, dan NPK guna mengidentifikasi potensi penghematan energi;
8. Optimalisasi operasi melalui penerapan sistem manajemen produksi;
9. Modifikasi dan interkoneksi antarpabrik untuk meningkatkan pemanfaatan utilitas;
10. Pengendalian konsumsi listrik di area non produksi, termasuk pengurangan penggunaan pendingin udara;
11. Penerapan disiplin operasional dengan mematikan peralatan ketika tidak digunakan;
12. Pemasangan pembangkit listrik tenaga surya atap di area perkantoran; dan
13. Penggantian fasilitas lama dengan teknologi yang memiliki konsumsi energi lebih rendah per ton produk.

2. Optimization of purge gas utilization in ammonia plants;
3. Operational adjustments of turbines to reduce steam energy consumption;
4. Heat optimization in the primary reformer;
5. Optimization of catalyst replacement timing to maintain energy efficiency;
6. Plant revitalization to improve equipment and process efficiency;
7. Implementation of plant audits across ammonia, urea, utilities, and NPK units to identify energy-saving opportunities;
8. Operational optimization through the implementation of production management systems;
9. Modification and interconnection between plants to enhance utility utilization;
10. Control of electricity consumption in non-production areas, including reduced use of air conditioning;
11. Enforcement of operational discipline by shutting down equipment when not in use;
12. Installation of rooftop solar power systems in office areas; and
13. Replacement of legacy facilities with technologies that offer lower energy consumption per ton of product.

Material [GRI 301-1, 301-2, 301-3] [OJK F.5]

Materials

Produksi pupuk PTPI memanfaatkan kombinasi bahan baku terbarukan dan tidak terbarukan. Bahan terbarukan meliputi udara dan air, sedangkan bahan tidak terbarukan, antara lain, gas alam dan mineral tertentu. Seluruh material tersebut diproses menjadi pupuk yang mengandung unsur hara utama, yaitu nitrogen (N), fosfor (P), dan kalium (K), yang berperan penting dalam mendukung pertumbuhan dan produktivitas tanaman. [GRI 3-3]

PTPI's fertilizer production utilizes a combination of renewable and non-renewable materials. Renewable inputs include air and water, while non-renewable materials include natural gas and certain minerals. These materials are processed into fertilizers containing key nutrients, namely nitrogen (N), phosphorus (P), and potassium (K), which are essential for supporting plant growth and productivity. [GRI 3-3]

Pada pupuk urea, unsur nitrogen diperoleh dari amonia (NH_3) yang dihasilkan melalui pengolahan udara, air, dan gas alam. Sementara itu, pupuk NPK mengkombinasikan nitrogen yang bersumber dari amonia, urea, dan ammonium sulfat (ZA); fosfor dari diammonium phosphate (DAP), asam fosfat, dan batuan fosfat; serta kalium dari KCl. Penggunaan pupuk yang tepat dosis menjadi faktor penting agar manfaat agronomis tetap optimal tanpa menimbulkan risiko pencemaran air maupun peningkatan emisi.

In urea production, nitrogen is derived from ammonia (NH_3), which is produced through the processing of air, water, and natural gas. Meanwhile, NPK fertilizers combine nitrogen sourced from ammonia, urea, and ammonium sulfate (ZA); phosphorus from diammonium phosphate (DAP), phosphoric acid, and phosphate rock; and potassium from KCl. The appropriate application of fertilizers remains critical to ensuring optimal agronomic benefits while minimizing risks of water pollution and increased emissions.

Sepanjang tahun pelaporan, pemanfaatan udara sebagai bahan baku terbarukan mencapai 6.125.612.954 Nm^3 atau setara 40% dari total produksi amonia, urea, dan NPK. Dalam proses produksi urea, bahan baku utama berupa amonia cair dan CO2 digunakan hingga habis sehingga tidak terdapat material yang dapat didaur ulang. Adapun pada produksi NPK, PTPI memanfaatkan material daur ulang sebesar 65.555 ton atau sekitar 1,55% dari total kebutuhan bahan baku NPK. [GRI 301-1, 301-2]

During the reporting year, the use of air as a renewable raw material reached 6,125,612,954 Nm^3, equivalent to 40% of total ammonia, urea, and NPK production. In the urea production process, primary inputs such as liquid ammonia and CO_2 are fully consumed, resulting in no materials available for recycling. In NPK production, PTPI utilized 65,555 tons of recycled materials, representing approximately 1.55% of total NPK raw material requirements. [GRI 301-1, 301-2]

Selama periode pelaporan, tidak terdapat produk *reclaimed*, yaitu produk maupun kemasan yang dikumpulkan kembali untuk digunakan ulang atau didaur ulang setelah masa manfaatnya berakhir. [GRI 301-3]

During the reporting period, there were no reclaimed products, defined as products or packaging collected for reuse or recycling after the end of their useful life. [GRI 301-3]

Strategi Pengelolaan Bahan Kimia [RT-CH-410b.2]
Chemical Management Strategy

PTPI menerapkan sistem manajemen bahan kimia yang ketat untuk memastikan seluruh tahapan, mulai dari pengadaan, transportasi dan distribusi, penyimpanan, penggunaan, hingga pengelolaan limbah, dilaksanakan secara aman dan bertanggung jawab.

PTPI implements a robust chemical management system to ensure that all stages, from procurement, transportation and distribution, storage, and usage to waste management are carried out safely and responsibly.

Strategi yang diterapkan meliputi:

1. Kepatuhan terhadap regulasi
   Memastikan seluruh bahan kimia yang digunakan memenuhi ketentuan peraturan nasional serta standar keselamatan dan lingkungan yang berlaku.
2. Pengendalian risiko
   Melakukan identifikasi dan evaluasi risiko terhadap bahan kimia dalam proses produksi serta menerapkan langkah pencegahan dan mitigasi risiko secara sistematis.
3. Pengadaan dan pembelian
   Memastikan bahan kimia yang dibeli sesuai kebutuhan operasional dan dilengkapi Lembar Data Keselamatan Bahan (LDKB).
4. Penyimpanan
   Menyimpan bahan kimia sesuai karakteristiknya dalam wadah yang tepat dan tertutup untuk mencegah kebocoran maupun kontaminasi.
5. Penggunaan
   Mewajibkan penggunaan alat pelindung diri (APD) serta penerapan prosedur kerja aman dalam setiap aktivitas penanganan bahan kimia.
6. Pengelolaan limbah dan emisi
   Mengoptimalkan teknologi pengolahan limbah untuk menekan dampak residu bahan kimia terhadap lingkungan.

The strategy includes the following:

1. Regulatory compliance
   Ensuring that all chemicals used comply with applicable national regulations, as well as relevant safety and environmental standards.
2. Risk control
   Conducting systematic identification and assessment of chemical-related risks within production processes, followed by the implementation of preventive and mitigation measures.
3. Procurement and purchasing
   Ensuring that all procured chemicals align with operational requirements and are accompanied by Material Safety Data Sheets (MSDS).
4. Storage
   Storing chemicals according to their specific characteristics in appropriate, sealed containers to prevent leakage and contamination.
5. Usage
   Requiring the use of personal protective equipment (PPE) and adherence to safe work procedures in all chemical handling activities.
6. Waste and emissions management
   Optimizing waste treatment technologies to minimize the environmental impact of chemical residues.

7. Pelatihan dan peningkatan kesadaran
   Memberikan edukasi dan pelatihan kepada karyawan terkait prosedur penanganan bahan kimia yang aman guna meminimalkan risiko kesehatan dan lingkungan.

7. Training and awareness
   Providing employees with education and training on safe chemical handling procedures to minimize health and environmental risks.

Selain pengendalian operasional, PTPI mendorong pengembangan produk yang lebih ramah lingkungan melalui kegiatan riset dan inovasi. Perusahaan mengembangkan pupuk berbasis teknologi yang meningkatkan efisiensi penyerapan unsur hara oleh tanaman sehingga dapat mengurangi potensi pencemaran.

In addition to operational controls, PTPI advances the development of more environmentally friendly products through research and innovation initiatives. The Company develops technology-based fertilizers that enhance nutrient absorption efficiency in plants, thereby reducing the potential for environmental pollution.

Upaya pengurangan bahan kimia berisiko juga dilakukan melalui substitusi dengan alternatif yang lebih aman. Contohnya adalah penggunaan pewarna urea berbasis organik serta penggantian *coating powder* NPK berbasis silika menjadi berbasis dolomit yang lebih aman bagi kesehatan. Dalam pengembangannya, PTPI bekerja sama dengan lembaga penelitian, akademisi, dan mitra industri untuk memastikan inovasi yang dihasilkan selaras dengan prinsip keberlanjutan.

Efforts to reduce the use of hazardous chemicals are also pursued through substitution with safer alternatives. These include the use of organic-based urea dyes and the replacement of silica-based NPK coating powder with dolomite-based materials that are safer for health. In advancing these initiatives, PTPI collaborates with research institutions, academia, and industry partners to ensure that its innovations remain aligned with sustainability principles.

Produk dan Penilaian Bahaya [RT-CH-410b.1]
Product and Hazard Assessment

PTPI mengelola penggunaan bahan kimia dalam produk dengan mengacu pada Sistem Harmonisasi Global Klasifikasi dan Label pada Bahan Kimia (GHS). Evaluasi internal menunjukkan bahwa persentase produk yang mengandung bahan berbahaya dan beracun pada kategori 2, 3, 4, dan 5 berada dalam batas aman sesuai ketentuan regulasi. Setiap potensi risiko telah diidentifikasi dan dikendalikan untuk memastikan keamanan dalam penggunaan maupun penyimpanan bahan.

PTPI manages the use of chemicals in its products in accordance with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS). Internal evaluations indicate that the proportion of products containing hazardous and toxic substances under Categories 2, 3, 4, and 5 remains within safe limits as defined by applicable regulatory requirements. All potential risks have been identified and controlled to ensure the safe use and storage of these substances.

Seluruh produk PTPI juga melalui proses penilaian bahaya dan risiko sesuai standar keselamatan bahan kimia dan lingkungan. Penilaian ini mencakup analisis dampak terhadap kesehatan manusia, dan ekosistem, serta penetapan langkah pencegahan dan mitigasi yang diperlukan. Selain itu, PTPI sedang mengembangkan QR *Code* pada kemasan produk yang menyediakan informasi *Safety Data Sheet* (SDS) produk untuk meningkatkan pemahaman pelanggan terkait keselamatan dan penanganan produk. Melalui pendekatan tersebut, PTPI memastikan produk digunakan sesuai rekomendasi teknis dan mendukung praktik pertanian yang bertanggung jawab.

All PTPI products also undergo hazard and risk assessments in line with chemical safety and environmental standards. These assessments include analyses of potential impacts on human health and ecosystems, as well as the establishment of necessary preventive and mitigation measures. In addition, PTPI is currently developing QR code on product packaging that provides product's Safety Data Sheet (SDS) information to enhance customers' understanding of safety and product handling. Through this approach, PTPI ensures that its products are used in accordance with technical recommendations and support responsible agricultural practices.

Air [OJK F.8]

Water

Air merupakan salah satu sumber daya utama dalam aktivitas operasional industri pupuk. Selain digunakan sebagai bahan baku, air dimanfaatkan dalam berbagai tahapan proses produksi, yaitu: [GRI 3-3, 303-1]

- Pengolahan bahan baku;
- Proses pendinginan;
- Pelarutan, pembersihan, dan pemeliharaan peralatan; serta
- Keperluan umum di pabrik.

Air yang digunakan PTPI berasal dari berbagai sumber, yaitu air tanah, air sungai, serta sumber alternatif seperti air laut, air hujan, dan air hasil daur ulang limbah cair. PTPI mengupayakan pemanfaatan air secara bijaksana guna menjaga ketersediaan air bersih bagi masyarakat dan generasi mendatang. [GRI 303-1]

Pengelolaan sumber daya air yang bertanggung jawab merupakan bagian dari evaluasi dampak lingkungan yang dilakukan oleh PTPI dalam menetapkan tujuan serta target pengelolaan air melalui berbagai langkah, di antaranya: [GRI 303-1]

1. Menyusun AMDAL atau UKL-UPL sebelum pembangunan di kawasan industri. Hasil analisis dan perizinan menunjukkan bahwa area operasional tidak berada di wilayah yang mengalami stres air sehingga tidak memerlukan program pengendalian dan restorasi khusus.
2. Melengkapi izin lingkungan dan mengelola seluruh aktivitas terkait pemenuhan kebutuhan air sesuai peraturan perundang-undangan sehingga tidak menimbulkan dampak signifikan terhadap ekosistem dan masyarakat sekitar.
3. Menerapkan ketentuan peraturan perundang-undangan serta Standar Industri Hijau yang dikembangkan oleh Kementerian Perindustrian.
4. Mengolah air baku di instalasi pengolahan air (IPA) untuk memenuhi standar mutu limbah industri sebelum disalurkan ke badan air sesuai dengan perizinan yang diberikan.

Sebagai bagian dari strategi pengelolaan sumber daya air, PTPI menetapkan target pengelolaan air.

Water is a critical resource in fertilizer industry operations. In addition to serving as a raw material, water is utilized across multiple stages of the production process, including: [GRI 3-3, 303-1]

- Raw material processing
- Cooling processes
- Dissolution, cleaning, and equipment maintenance
- General plant operations

PTPI sources water from various origins, including groundwater, river water, and alternative sources such as seawater, rainwater, and recycled wastewater. The Company is committed to the prudent use of water to safeguard the availability of clean water for communities and future generations. [GRI 303-1]

Responsible water resource management forms an integral part of PTPI's environmental impact assessment, supporting the establishment of water management objectives and targets through the following measures: [GRI 303-1]

1. Preparing EIA or UKL-UPL prior to development in industrial areas. The assessment results and permits indicate that operational areas are not located in water-stressed regions, and therefore do not require specific control or restoration programs.
2. Securing environmental permits and managing all water-related activities in compliance with applicable regulations to prevent significant impacts on ecosystems and surrounding communities.
3. Implementing regulatory requirements and Green Industry Standards established by the Ministry of Industry.
4. Treating raw water through water treatment plants (WTP) to meet industrial wastewater quality standards before discharge into water bodies, in accordance with granted permits.

As part of its water resource management strategy, PTPI has established water management targets.

Target Tahun 2025 Target in 2025	Pencapaian Tahun 2025 [GRI 303-3] [OJK F.8] [RT-CH-140a.1] Achievement in 2025
Pengambilan air permukaan berupa air tawar sebesar 80.484 megaliter Freshwater surface water withdrawal of 80,484 megaliters	Pengambilan air permukaan berupa air tawar sebesar 78.552 megaliter Freshwater surface water withdrawal of 78,552 megaliters

Untuk mencapai target tersebut, PTPI juga melaksanakan berbagai inisiatif untuk meningkatkan efisiensi penggunaan air, antara lain:

1. Melaksanakan audit air setiap tiga tahun sekali;
2. Penggunaan kembali *process condensate* dan *steam condensate*; dan
3. Pemanfaatan *neutralized water effluent treatment* di unit *purified gypsum*.

To achieve these targets, PTPI also implements various initiatives to enhance water use efficiency, including:

1. Conducting water audits every three years;
2. Reusing process condensate and steam condensate; and
3. Utilizing neutralized water effluent treatment in the purified gypsum unit.

Konsumsi air berasal dari sumber alternatif [GRI 303-5]
Water consumption from alternative sources [GRI 303-5]

78.686 megaliter
megaliters

52,28%

PTPI menerapkan berbagai langkah pengelolaan dampak pembuangan air untuk menjaga kualitas badan air sekaligus mendukung keberlanjutan ekosistem perairan, antara lain: [GRI 303-2] [RT-CH-140a.3]

1. Pemantauan air limbah
   Melaksanakan pemantauan kualitas air limbah secara berkala baik pemantauan harian oleh internal Perusahaan dan pemantauan bulanan oleh laboratorium independen terakreditasi Komite Akreditasi Nasional (KAN).
2. Pembuangan air limbah
   Memenuhi standar baku mutu air limbah sesuai izin pembuangan yang tercantum dalam keputusan Dinas Lingkungan Hidup atau Kementerian Lingkungan Hidup serta peraturan yang berlaku.
3. Pengelolaan endapan (*sludge*)
   Mengolah air limbah dan endapan (*sludge*) di instalasi pengolahan air limbah (IPAL) yang selanjutnya dikelola oleh pihak ketiga yang memiliki izin resmi.
4. Pelaporan
   Melaporkan dampak pengambilan dan pengelolaan air, disertai neraca air, kepada instansi pemerintah terkait.

PTPI implements various measures to manage the impacts of water discharge in order to maintain water body quality and support the sustainability of aquatic ecosystems, including: [GRI 303-2] [RT-CH-140a.3]

1. Wastewater Monitoring
   Conducting regular wastewater quality monitoring, including daily monitoring by internal teams and monthly testing by independent laboratories accredited by the National Accreditation Committee.
2. Wastewater Discharge
   Ensuring compliance with wastewater quality standards in accordance with discharge permits issued by the Environmental Agency or the Ministry of Environment, as well as applicable regulations.
3. Sludge Management
   Treating wastewater and sludge through wastewater treatment plants (WWTP), with subsequent handling by licensed third-party providers.
4. Reporting
   Reporting water withdrawal and management impacts, including water balance data, to relevant government authorities.

Dalam pelaksanaannya, PTPI memastikan bahwa seluruh karyawan yang terlibat dalam pengelolaan air limbah telah memperoleh pelatihan dan sosialisasi terkait pengelolaan air serta pengendalian beban pencemar sesuai dengan prosedur dan standar yang berlaku. PTPI juga menugaskan karyawan yang memiliki kompetensi dan sertifikasi di bidang pengelolaan air dan pengendalian beban pencemar untuk memastikan setiap tahapan proses berjalan sesuai ketentuan.

Air limbah dari sumber amonia diolah di IPAL melalui proses hidrolisis dan penyisihan (*stripping*) kadar amonia. Air limbah yang telah diproses diuji oleh laboratorium independen yang terdaftar di Kementerian Lingkungan Hidup dan terakreditasi Komite Akreditasi Nasional sesuai standar Standar Nasional Indonesia (SNI). Apabila memenuhi baku mutu, air limbah dialirkan ke badan air sesuai izin yang dimiliki Perusahaan. [GRI 303-2] [OJK F.14]

PTPI melakukan pembuangan air limbah sesuai baku mutu air limbah yang ditetapkan pemerintah dan tidak melakukan pengambilan air dari wilayah yang mengalami stres air. Pada tahun pelaporan, tidak terjadi insiden ketidakpatuhan terkait izin, standar, dan peraturan kualitas air. Selain itu, tidak terdapat perubahan dalam penyimpanan air yang berdampak signifikan terhadap sumber daya air. [GRI 303-3] [RT-CH-140a.1, RT-CH-140a.2]

In its implementation, PTPI ensures that all employees involved in wastewater management have received training and socialization on water management and pollutant load control in accordance with applicable procedures and standards. The Company also assigns employees with the relevant competencies and certifications in water management and pollutant control to ensure that each stage of the process is carried out in compliance with established requirements.

Wastewater from ammonia sources is treated at WWTP through hydrolysis and ammonia stripping processes. Treated wastewater is tested by independent laboratories registered with the Ministry of Environment and accredited by the National Accreditation Committee in accordance with Indonesian National Standards (SNI). Once it meets the required quality standards, the treated water is discharged into receiving water bodies in line with the Company's permits. [GRI 303-2] [OJK F.14]

PTPI conducts wastewater discharge in compliance with government-established quality standards and does not withdraw water from water-stressed areas. During the reporting year, there were no incidents of non-compliance related to permits, standards, or water quality regulations. In addition, there were no changes in water storage that had a significant impact on water resources. [GRI 303-3] [RT-CH-140a.1, RT-CH-140a.2]



Limbah [306-1, 306-2, 306-3, 306-4, 306-5] [OJK F.13, F.14, F.15]

Waste

Seluruh kegiatan operasional produksi pupuk yang mencakup pengolahan bahan baku dan bahan penolong, pemeliharaan sarana dan prasarana, hingga aktivitas perkantoran, berpotensi menghasilkan limbah. Klasifikasi limbah tersebut, antara lain: [GRI 3-3, 306-1]

1. Cairan sisa produksi
   Air limbah yang berasal dari proses pencucian, pendinginan, dan reaksi kimia sehingga memerlukan pengolahan sebelum dialirkan ke badan air.
2. Padatan sisa produksi
   Endapan, debu, dan sisa proses produksi yang berpotensi mengandung unsur kimia dan harus dikelola sebelum dibuang.
3. Emisi gas buang
   Dihasilkan dari proses produksi maupun unit pendukung, termasuk amonia (NH_3), nitrogen oksida (NO_x), sulfur oksida (SO_x), dan karbon dioksida (CO_2).
4. Residu bahan baku
   Sisa material dari proses produksi, terutama yang berasal dari rantai pasok industri lain.
5. Residu pupuk
   Pupuk yang tidak terpakai atau tidak terserap pasar dan berpotensi menjadi limbah.

PTPI menyadari bahwa limbah yang tidak dikelola dengan baik dapat menimbulkan dampak terhadap lingkungan dan masyarakat. Oleh karena itu, Perusahaan menerapkan pengelolaan limbah secara sistematis dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku, antara lain:

1. Undang-Undang Nomor 32 Tahun 2009 tentang Pelindungan dan Pengelolaan Lingkungan Hidup dan perubahannya;
2. Undang-Undang Nomor 18 Tahun 2008 tentang Pengelolaan Sampah;
3. Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
4. Peraturan Pemerintah Nomor 22 Tahun 2021 tentang Penyelenggaraan Pelindungan dan Pengelolaan Lingkungan Hidup;
5. Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 6 Tahun 2021 tentang Tata Cara dan Persyaratan Pengelolaan Limbah Bahan Berbahaya dan Beracun; serta

All fertilizer production activities, encompassing raw and auxiliary material processing, maintenance of facilities and infrastructure, and office operations, have the potential to generate waste. These wastes are classified as follows: [GRI 3-3, 306-1]

1. Liquid waste from production
   Wastewater generated from washing, cooling, and chemical reaction processes, requiring treatment prior to discharge into water bodies.
2. Solid waste from production
   Sediments, dust, and residual materials from production processes that may contain chemical substances and must be managed before disposal.
3. Air emissions
   Generated from production processes and supporting units, including ammonia (NH_3), nitrogen oxides (NO_x), sulfur oxides (SO_x), and carbon dioxide (CO_2).
4. Raw material residues
   Residual materials from production processes, particularly those originating from other industrial supply chains.
5. Fertilizer residues
   Unused fertilizers or products not absorbed by the market that may potentially become waste.

PTPI recognizes that inadequately managed waste may result in adverse impacts on the environment and surrounding communities. Accordingly, the Company uses a systematic waste management approach in compliance with applicable laws and regulations, including:

1. Law No. 32 of 2009 on Environmental Protection and Management and its amendment;
2. Law No. 18 of 2008 on Waste Management;
3. Law Number 6 of 2023 on Stipulating Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation into Law;
4. Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management;
5. Minister of Environment and Forestry Regulation No. 6 of 2021 on Procedures and Requirements for the Management of Hazardous and Toxic Waste; and

6. Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.17/Menlhk/Setjen/Kum.1/4/2019 tentang Baku Mutu Emisi bagi Industri Pupuk dan Amonium Nitrat.

6. Minister of Environment and Forestry Regulation No. P.17/Menlhk/Setjen/Kum.1/4/2019 on Emission Standards for Fertilizer and Ammonium Nitrate Industries.

Limbah operasional PTPI dikategorikan menjadi dua jenis, yaitu limbah B3 dan limbah non-B3. [GRI 306-1]

PTPI's operational waste is classified into two categories: hazardous waste and non-hazardous waste. [GRI 306-1]

Limbah B3 Hazardous Waste	**Limbah Non B3** Non-Hazardous Waste
Meliputi katalis bekas, resin, karbon aktif bekas, minyak pelumas bekas, majun bekas, dan lain-lain. Includes spent catalysts, resins, spent activated carbon, lubricating oil, used cleaning rags, and others	Meliputi sampah domestik organik dan anorganik dari area pabrik dan perkantoran, serta limbah proses seperti *fly ash, bottom ash*, gipsum, dan kapur. Includes organic and inorganic domestic waste from plant and office areas, as well as process-related waste, such as fly ash, bottom ash, gypsum, and lime.

Program pelatihan rutin diberikan kepada karyawan guna memastikan pengelolaan limbah berjalan sesuai standar dan ketentuan yang berlaku. Materi pelatihan tersebut mencakup pemahaman karakteristik limbah, prosedur pengelolaan, serta tanggung jawab dalam menjaga kepatuhan operasional. Karyawan yang bertugas telah memperoleh kompetensi dan sertifikasi di bidang pengelolaan limbah kemudian ditugaskan secara langsung. Seluruh limbah yang timbul, diterima, dan diserahkan dicatat dalam *logbook* dan neraca limbah guna menjamin ketertelusuran, dengan data timbulan diperoleh melalui penimbangan kemasan dan moda angkut pada setiap periode pelaporan.

Regular training programs are provided to employees to ensure that waste management is conducted in accordance with applicable standards and regulations. The training covers the characteristics of waste, management procedures, and responsibilities in maintaining operational compliance. Employees assigned to waste management roles have obtained the necessary competencies and certifications and are deployed accordingly. All waste generated, received, and transferred is recorded in logbooks and waste balance sheets to ensure full traceability, with waste generation data measured through the weighing of containers and transportation units during each reporting period.

Pengelolaan limbah PTPI dilakukan berdasarkan karakteristik limbah. Limbah yang dapat ditangani secara internal dikelola secara mandiri, sedangkan sisanya dimanfaatkan oleh pihak ketiga dan disalurkan ke tempat pemrosesan akhir. Khusus limbah B3 yang tidak dapat diolah secara internal tanpa memiliki izin sehingga dilakukan pencatatan di TPS kemudian diserahkan kepada pihak ketiga berizin dan bersertifikasi disertai dokumen manifes limbah.

Waste management at PTPI is carried out based on waste characteristics. Waste that can be handled internally is managed in-house, while the remainder is utilized by third parties and sent to final disposal facilities. Specifically, hazardous waste that cannot be treated internally without the required permits is recorded at the temporary storage facility and then handed over to licensed and certified third parties, accompanied by a waste manifest document.

Dalam implementasinya, PTPI menerapkan pendekatan pengelolaan limbah secara berjenjang sebagai berikut: [GRI 306-2] [OJK F.14]

1. Pencegahan dan pengurangan
   Menggunakan material yang lebih ramah lingkungan, masa pakai lebih panjang, dan aman dari aspek K3, serta memodifikasi proses produksi dan bisnis untuk mengurangi limbah.

In its implementation, PTPI adopts a hierarchical approach to waste management as follows: [GRI 306-2] [OJK F.14]

1. Prevention and Reduction
   Utilizing more environmentally friendly materials with longer service life and safer occupational health and safety profiles, while modifying production and business processes to minimize waste.

2. Daur ulang
   Memanfaatkan limbah non-B3 sebagai bahan baku dan menampung kembali kemasan pupuk serta produk yang tidak sesuai spesifikasi atau kadaluwarsa.
3. Pengelolaan limbah
   Menyerahkan limbah B3 yang tidak bisa diolah secara internal kepada pihak berizin dan bersertifikasi sesuai ketentuan, disertai pencatatan di TPS dan dokumen manifes limbah.

Pada periode pelaporan, jumlah limbah B3 menurun sebesar 14,58% dibandingkan tahun sebelumnya yang mencapai 4.365 ton. Limbah non-B3 menurun sebesar 11,09% dari 1.277.151 ton pada tahun sebelumnya. [GRI 306-3] [OJK F.13]

Penurunan tersebut didukung oleh berbagai inisiatif pengelolaan internal. Secara khusus, pengelolaan limbah B3 dilakukan melalui:

1. Pengurangan limbah majun bekas dengan optimalisasi fungsi sling tali baja QSL;
2. Pengurangan limbah B3 katalis bekas dengan proses *decoking* menggunakan CO_2;
3. Optimasi iodine number karbon aktif di *water treatment plant;*
4. Penggunaan katalis dengan masa manfaat lebih panjang;
5. Pemanfaatan kemasan isi ulang tipe *intermediate bulk container* (IBC) berkapasitas 250 liter;
6. Modifikasi proses dan peralatan produksi;
7. Pemilihan material yang lebih ramah lingkungan; dan
8. Pemurnian oli terkontaminasi untuk digunakan kembali.

Sementara itu, pengelolaan limbah non-B3 secara internal meliputi:

1. Penarikan karung bekas pupuk untuk didaur ulang menjadi biji plastik;
2. Daur ulang seragam menjadi material isolator dan tas ramah lingkungan;
3. *Circular plastic reprocessing* (CPR) pada sampah *helm safety* menjadi *furniture* komposit;
4. Pengolahan limbah organik menjadi kompos dan pupuk organik;
5. Digitalisasi sistem untuk mengurangi penggunaan kertas;
6. Pemanfaatan limbah gipsum sebagai bahan baku produk turunan dan pupuk ZA;

2. Recycling
   Reusing non-hazardous waste as raw materials, and recovering fertilizer packaging as well as off-specification or expired products.
3. Waste Management
   Transferring hazardous waste that cannot be treated internally to licensed and certified third parties in accordance with regulations, supported by recording in temporary storage facilities and waste manifest documentation.

During the reporting period, hazardous waste decreased by 14.58% compared to the previous year, which amounted to 4,365 tons. Non-hazardous waste decreased by 11.09% from 1,277,151 tons in the previous year. [GRI 306-3] [OJK F.13]

These reductions were supported by various internal management initiatives. In particular, hazardous waste management was carried out through:

1. Reduction of used cleaning rags waste through the optimization of QSL steel wire rope sling;
2. Reduction of spent catalyst waste through decoking processes using CO_2;
3. Optimization of iodine number in activated carbon at the water treatment plant;
4. Use of catalysts with extended service life;
5. Adoption of refillable packaging in the form of 250-liter intermediate bulk containers (IBC);
6. Modification of production processes and equipment;
7. Selection of more environmentally friendly materials; and
8. Purification of contaminated oil for reuse.

Meanwhile, internal management of non-hazardous waste includes:

1. Collection of used fertilizer bags for recycling into plastic pellets;
2. Recycling of uniforms into insulating materials and eco-friendly bags;
3. Circular plastic reprocessing (CPR) of used safety helmets into composite furniture;
4. Processing of organic waste into compost and organic fertilizers;
5. Digitalization of systems to reduce paper usage;
6. Utilization of gypsum waste as raw material for derivative products and ZA fertilizer;

7. Pemanfaatan kapur sebagai material urugan reklamasi dan bahan baku pembenah tanah; dan
8. Pemanfaatan *fly ash* dan *bottom ash* (FABA) sebagai campuran pupuk NPK, bahan *paving block* dan batako, serta stabilisasi tanah.

7. Utilization of lime as reclamation fill material and soil conditioner feedstock; and
8. Utilization of fly ash and bottom ash (FABA) as a component in NPK fertilizers, as well as in the production of paving blocks and bricks, and for soil stabilization.

Selama periode pelaporan tidak terdapat kejadian tumpahan limbah. [OJK F.15]
During the reporting period, there were no waste spill incidents.

Keanekaragaman Hayati [OJK F.9, F.10]
Biodiversity

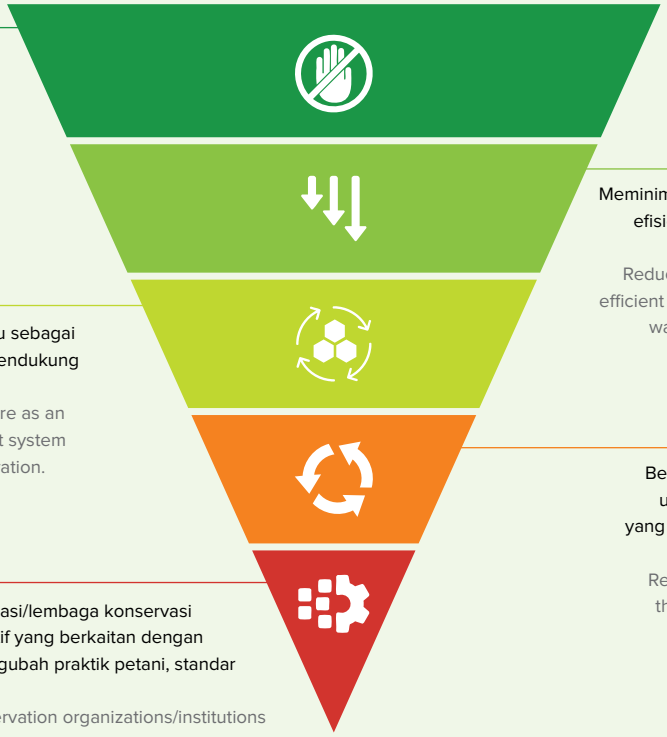
Pelestarian keanekaragaman hayati merupakan bagian dari komitmen PTPI dalam menjalankan kegiatan operasional yang berkelanjutan. Perusahaan memastikan aktivitas usaha tidak bersinggungan di area yang memiliki nilai keanekaragaman hayati tinggi, baik pada tingkat nasional maupun global. Kebijakan ini disahkan oleh Direktur Utama PTPI sebagai bentuk komitmen dan penguatan tata kelola pada tingkat pimpinan tertinggi Perusahaan. Selain itu, Perusahaan menerapkan pendekatan pelindungan keanekaragaman hayati secara terintegrasi di seluruh rantai nilai melalui penilaian risiko untuk memastikan tidak terjadinya dampak signifikan. [GRI 3-3] [GRI 101-1]

Biodiversity conservation forms an integral part of PTPI's commitment to conducting sustainable operations. The Company ensures that its business activities do not intersect with areas of high biodiversity value, at both national and global levels. This policy is endorsed by the President Director, reinforcing governance and accountability at the highest level of the organization. In addition, PTPI adopts an integrated biodiversity protection approach across its value chain, supported by risk assessments to ensure that no significant impacts occur. [GRI 3-3] [GRI 101-1]

Meskipun belum sepenuhnya selaras dengan Kunming-Montreal Global Biodiversity Framework, khususnya dalam mendukung target untuk menghentikan dan memulihkan hilangnya keanekaragaman hayati menuju Tujuan 2050 dan Target 2030, PTPI telah menetapkan target pencegahan penurunan keanekaragaman hayati pada kawasan prioritas dengan prinsip *no net loss*. Target tersebut diimplementasikan melalui penerapan hierarki mitigasi yang mencakup upaya menghindari, mengurangi dampak, memulihkan, meregenerasi, dan melakukan kompensasi apabila diperlukan. Hierarki mitigasi ditempatkan sebagai prinsip utama dalam seluruh tahapan kegiatan, mulai dari perencanaan, pengembangan, hingga operasi. Perusahaan juga melibatkan pemangku kepentingan untuk mendukung pencapaian dampak positif secara bertahap. [GRI 101-1]

Although not yet fully aligned with the Kunming–Montreal Global Biodiversity Framework, particularly in supporting targets to halt and reverse biodiversity loss toward the 2050 Goals and 2030 Targets, PTPI has established a target to prevent biodiversity decline in priority areas based on a no net loss principle. This target is implemented through the application of the mitigation hierarchy, which includes measures to avoid, minimize impacts, restore, regenerate, and provide offsets where necessary. The mitigation hierarchy is embedded as a core principle across all stages of activities, from planning and development to operations. The Company also engages stakeholders to support the gradual achievement of positive impacts. [GRI 101-1]

Hierarki Mitigasi | Mitigation Hierarchy [GRI 101-2]



Avoid

Menjauhkan operasi dari ekosistem yang sensitif.
Avoiding operations in ecologically sensitive areas.

Reduce

Meminimalkan dampak negatif melalui efisiensi bahan baku, pengelolaan limbah, dan efisiensi energi.
Reducing negative impacts through efficient use of raw materials, effective waste management, and energy efficiency.

Regenerate

Membangun infrastruktur hijau sebagai sistem pengelolaan air dan mendukung keberlangsungan spesies.
Developing green infrastructure as an integrated water management system and supports species conservation.

Restore

Bekerja sama dengan mitra lokal untuk merehabilitasi ekosistem yang terdegradasi melalui kegiatan restorasi lingkungan.
Restoring degraded ecosystems through collaboration with local partners.

Transform

Bekerja sama dengan organisasi/lembaga konservasi lokal untuk mendukung inisiatif yang berkaitan dengan keanekaragaman hayati, mengubah praktik petani, standar pemasok, dan produk.
Collaborating with local conservation organizations/institutions to support biodiversity-related initiatives, transforming farming practices, supplier standards, and products.

Sebelum pengembangan kegiatan usaha, Perusahaan melakukan penilaian risiko secara menyeluruh untuk mengidentifikasi potensi dampak terhadap habitat, spesies, serta layanan ekosistem. Proses ini menjadi bagian dari *biodiversity risk assessment* yang diperbarui secara berkala sesuai dinamika operasional dan perubahan kondisi lingkungan. Pelaksanaan kajian ini dilakukan secara bertahap di seluruh entitas anak.

Prior to the development of business activities, the Company conducts comprehensive risk assessments to identify potential impacts on habitats, species, and ecosystem services. This process forms part of the biodiversity risk assessment, which is periodically updated in line with operational dynamics and changing environmental conditions.

Hingga saat ini, penilaian telah dilaksanakan oleh PT Pupuk Kalimantan Timur dan PT Pupuk Kujang sebagai bagian dari penguatan pengelolaan risiko keanekaragaman hayati. [GRI 101-2, 101-4] [OJK F.9]

The assessment is implemented progressively across all subsidiaries by PT Pupuk Kalimantan Timur and PT Pupuk Kujang as part of strengthening biodiversity risk management. [GRI 101-2, 101-4] [OJK F.9]

Biodiversity Risk Assessment [GRI 101-2, 101-4, 101-5, 101-6, 101-8] [OJK F.9]

PTPI melalui dua entitas anaknya, PT Pupuk Kalimantan Timur dan PT Pupuk Kujang, telah melaksanakan *biodiversity risk assessment* sebagai bagian dari penguatan tata kelola risiko keberlanjutan. Penilaian ini mencakup risiko ketergantungan terhadap jasa ekosistem (*dependency-related risks*) dan risiko

Through two of its subsidiaries, PT Pupuk Kalimantan Timur and PT Pupuk Kujang, PTPI has conducted biodiversity risk assessments as part of strengthening sustainability risk governance. These assessments cover both dependency-related risks on ecosystem services and impact-related risks on biodiversity, and

dampak terhadap keanekaragaman hayati (*impact-related risks*), serta telah diintegrasikan ke dalam sistem manajemen risiko dan pengelolaan lingkungan masing-masing entitas.

PT Pupuk Kalimantan Timur melaksanakan penilaian pada seluruh area operasional seluas 443 Ha yang berlokasi di Kota Bontang, yang berbatasan dengan ekosistem pesisir, mangrove, dan laut. Mengingat sensitivitas ekologis kawasan tersebut, Perusahaan menerapkan pendekatan berbasis lokasi dengan mengidentifikasi dan mengklasifikasikan tingkat risiko menjadi *high*, *medium*, dan *low*. Proses ini mengacu pada kerangka Task Force on Nature-related Financial Disclosures (TNFD) melalui pendekatan LEAP (*Locate, Evaluate, Assess, Prepare*), didukung oleh WWF Biodiversity Risk Filter untuk sektor industri kimia, serta diselaraskan dengan ISO 31000:2018 dan ISO 26000:2010.

Ruang lingkup penilaian mencakup operasi utama, fasilitas penunjang, area sekitar operasional, serta aktivitas hulu dan hilir yang berpotensi memengaruhi ekosistem. Risiko ketergantungan yang diidentifikasi meliputi ketersediaan dan kualitas air, stabilitas tanah, fungsi ekosistem pesisir dan mangrove, serta kondisi iklim mikro. Sementara itu, risiko dampak mencakup potensi pencemaran dari limbah cair dan padat, emisi gas, penggunaan dan penyimpanan bahan kimia, pengambilan air proses, serta gangguan terhadap habitat mangrove dan terumbu karang. Hasil penilaian tersebut telah terintegrasi dalam *enterprise risk management* (ERM) dengan mempertimbangkan aspek lingkungan, sosial, finansial, dan reputasi.

Di sisi lain, PT Pupuk Kujang melaksanakan *biodiversity risk assessment* dengan mempertimbangkan karakteristik lokasi operasional yang tidak berbatasan langsung dengan kawasan lindung atau area konservasi bernilai biodiversitas tinggi. Penilaian dilakukan secara terstruktur dengan mengevaluasi risiko ketergantungan terhadap jasa ekosistem, seperti ketersediaan air, stabilitas tanah, dan fungsi drainase alami, serta risiko dampak dari penggunaan lahan, emisi, limbah cair, kebisingan, dan timbulan sampah.

Sebagai bagian dari pengelolaan risiko dan upaya konservasi, PT Pupuk Kujang melaksanakan kajian keanekaragaman hayati yang menjadi dasar pembentukan Taman Keanekaragaman Hayati (Taman Kehati) Pupuk Kujang. Kajian ini mencakup pembentukan tim ahli, pengumpulan data sekunder, survei lapangan, serta pemetaan vegetasi

have been integrated into the respective entities' risk management and environmental management systems.

PT Pupuk Kalimantan Timur conducted its assessment across its entire operational area of 443 hectares in Bontang City, which is adjacent to coastal, mangrove, and marine ecosystems. Given the ecological sensitivity of the area, the Company applied a location-based approach by identifying and classifying risks into high, medium, and low categories. The process refers to the Task Force on Nature-related Financial Disclosures (TNFD) framework using the LEAP (Locate, Evaluate, Assess, Prepare) approach, supported by the WWF Biodiversity Risk Filter for the chemical industry, and aligned with ISO 31000:2018 and ISO 26000:2010.

The scope of the assessment includes core operations, supporting facilities, surrounding operational areas, and upstream and downstream activities that may affect ecosystems. Identified dependency-related risks include water availability and quality, soil stability, the functioning of coastal and mangrove ecosystems, and microclimate conditions. Impact-related risks include potential pollution from liquid and solid waste, gas emissions, the use and storage of chemicals, process water withdrawal, and disturbances to mangrove and coral reef habitats. The assessment results have been integrated into enterprise risk management (ERM), considering environmental, social, financial, and reputational aspects.

Meanwhile, PT Pupuk Kujang conducted its biodiversity risk assessment by considering the characteristics of its operational areas, which are not directly adjacent to protected areas or high biodiversity value conservation zones. The assessment was carried out systematically by evaluating dependency-related risks on ecosystem services, such as water availability, soil stability, and natural drainage functions, as well as impact-related risks arising from land use, emissions, wastewater, noise, and waste generation.

As part of its risk management and conservation efforts, PT Pupuk Kujang conducted a biodiversity study that formed the basis for the establishment of the Pupuk Kujang Biodiversity Park (Taman Kehati). This study included the formation of an expert team, secondary data collection, field surveys, and vegetation mapping using Geographic Information Systems (GIS). The

menggunakan Sistem Informasi Geografis (SIG). Area *green barrier* Perusahaan kemudian ditetapkan sebagai Taman Kehati berdasarkan Surat Keputusan Bupati Karawang Nomor 188/Kep.369–Huk/2014 Tanggal 14 Mei 2014.

Company's green barrier area was subsequently designated as a Biodiversity Park under the Decree of the Regent of Karawang No. 188/Kep.369–Huk/2014 dated May 14, 2014.

Pendekatan pengelolaan dilakukan melalui penerapan sistem manajemen lingkungan yang mencakup pengendalian limbah, pengelolaan emisi, efisiensi energi, serta pengawasan pemanfaatan sumber daya. Dalam tahap perencanaan dan pengembangan fasilitas, Perusahaan memastikan lokasi operasional tidak berada di dalam maupun berdekatan dengan kawasan bernilai keanekaragaman hayati tinggi sehingga potensi gangguan terhadap ekosistem sensitif dapat diminimalkan sejak awal. [OJK F.9]

The management approach is implemented through an environmental management system encompassing waste control, emissions management, energy efficiency, and oversight of resource use. During the planning and development phase of facilities, the Company ensures that operational locations are not situated within or near areas of high biodiversity value, thereby minimizing potential disturbances to sensitive ecosystems from the outset. [OJK F.9]

Berdasarkan hasil identifikasi dan evaluasi dampak lingkungan, kegiatan operasional dan produk PTPI tidak memiliki dampak signifikan terhadap keanekaragaman hayati. PTPI juga tidak melakukan konversi ekosistem alami akibat kegiatan operasional sejak tanggal acuan, tidak melibatkan pemanfaatan spesies liar flora dan fauna, tidak menimbulkan risiko masuknya spesies asing invasif, serta tidak memiliki produk atau jasa dalam rantai pasok yang secara langsung menyebabkan kehilangan keanekaragaman hayati. Namun demikian, kegiatan operasional Perusahaan menghasilkan pencemar yang berpotensi menimbulkan dampak terhadap keanekaragaman hayati. Pembahasan lebih lanjut mengenai hal tersebut disampaikan pada topik pengelolaan air, air limbah, limbah, dan emisi pada bagian lain laporan ini. [GRI 101-6]

Based on the results of environmental impact identification and assessment, PTPI's operational activities and products do not have significant impacts on biodiversity. PTPI also does not undertake the conversion of natural ecosystems as a result of its operational activities since the reference date, does not involve the utilization of wild flora and fauna species, does not pose risks related to the introduction of invasive alien species, and does not have products or services within its supply chain that directly contribute to biodiversity loss. However, the Company's operational activities generate pollutants that may potentially affect biodiversity. Further discussion regarding these impacts is presented in the sections on water, wastewater, waste, and emissions management in other parts of this report. [GRI 101-6]

Adapun risiko yang teridentifikasi dikelola melalui penerapan sistem manajemen lingkungan dan pengendalian dampak secara terstruktur. Hal ini didukung oleh: [GRI 101-6]

- Penerapan sistem manajemen lingkungan secara konsisten;
- Pengelolaan limbah dan emisi sesuai dengan regulasi dan standar keberlanjutan;
- Kepatuhan terhadap seluruh perizinan lingkungan yang berlaku;
- Integrasi tindakan konservasi dengan strategi mitigasi perubahan iklim untuk memulihkan habitat, meningkatkan penyerapan karbon, dan memperkuat ketahanan lahan; [GRI 101-2]

Identified risks are managed through the structured implementation of environmental management systems and impact control measures. This is supported by: [GRI 101-6]

- Consistent implementation of environmental management systems;
- Management of waste and emissions in accordance with regulatory requirements and sustainability standards;
- Compliance with all applicable environmental permits;
- Integration of conservation actions with climate change mitigation strategies to restore habitats, enhance carbon sequestration, and strengthen land resilience; [GRI 101-2]

- Pemantauan berkala untuk memastikan bahwa upaya mitigasi perubahan iklim dan efisiensi operasional tidak menimbulkan *trade-off* terhadap keanekaragaman hayati sehingga tercipta sinergi yang mendukung keberlanjutan lingkungan secara menyeluruh; dan [GRI 101-2]
- Inovasi produk berkelanjutan melalui penerapan teknologi yang membantu efisiensi pemupukan dan mengurangi potensi pencemaran maupun degradasi lahan.

Meskipun tingkat risiko terhadap kawasan bernilai konservasi tinggi tergolong rendah, PTPI tetap melakukan investasi proaktif dalam pelindungan dan rehabilitasi ekosistem. Pelaksanaan program mengacu pada Undang-Undang Nomor 5 Tahun 1990 tentang Konservasi Sumber Daya Alam Hayati dan Ekosistemnya serta Undang-Undang Nomor 32 Tahun 2009 tentang Pelindungan dan Pengelolaan Lingkungan Hidup. Inisiatif yang dijalankan meliputi: [GRI 101-2] [OJK F.10]

- Program penghijauan dan penanaman pohon. Pada tahun 2025, Perusahaan melaksanakan kegiatan rehabilitasi melalui penanaman sekitar 687.000 pohon pada lahan seluas 1.294 Ha, termasuk area yang masih dalam tahap persiapan;
- Rehabilitasi area tertentu di sekitar wilayah operasional; dan
- Kolaborasi dengan pemangku kepentingan dalam kegiatan pelestarian keanekaragaman hayati untuk memastikan manfaat lingkungan dan sosial berjalan seimbang.

Sebagai perusahaan sektor kimia, aktivitas PTPI tidak memanfaatkan sumber daya genetik secara langsung sehingga Nagoya Protocol tentang Akses dan Pembagian Keuntungan (*Access and Benefit Sharing*/ABS) tidak berlaku. Meskipun demikian, Perusahaan tetap menghormati hak masyarakat dan mempertimbangkan kepentingan pemangku kepentingan lokal dalam setiap kegiatan operasional. Selain itu, PTPI mendorong bentuk kontribusi sukarela melalui program pengembangan masyarakat dan konservasi yang memberikan manfaat tidak langsung kepada komunitas lokal. [GRI 101-3]

Dalam konteks perubahan kondisi keanekaragaman hayati, PTPI tidak mengidentifikasi lokasi operasional dengan dampak keanekaragaman hayati paling signifikan berdasarkan hasil biodiversity risk assessment. Oleh karena itu, tidak terdapat ekosistem yang terdampak atau berpotensi terdampak yang memerlukan pelaporan rinci mengenai jenis ekosistem, luas area dalam hektar pada tahun dasar, maupun

- Regular monitoring to ensure that climate mitigation efforts and operational efficiency initiatives do not create trade-offs with biodiversity, thereby fostering synergies that support overall environmental sustainability; and [GRI 101-2]
- Sustainable product innovation through the application of technologies that improve fertilizer efficiency and reduce the potential for pollution and land degradation.

Although the level of risk to high conservation value areas is considered low, PTPI continues to undertake proactive investments in ecosystem protection and rehabilitation. Program implementation refers to Law No. 5 of 1990 on the Conservation of Biological Natural Resources and Ecosystems and Law No. 32 of 2009 on Environmental Protection and Management. The initiatives carried out include: [GRI 101-2] [OJK F.10]

- Greening and tree planting programs. In 2025, the Company carried out rehabilitation activities through the planting of approximately 687,000 trees across an area of 1,294 hectares, including areas still under preparation;
- Rehabilitation of selected areas surrounding operational sites; and
- Collaboration with stakeholders in biodiversity conservation initiatives to ensure a balanced delivery of environmental and social benefits.

As a company in the chemical sector, PTPI's operations do not directly utilize genetic resources; therefore, the Nagoya Protocol on Access and Benefit Sharing (ABS) is not applicable. Nevertheless, the Company respects community rights and considers the interests of local stakeholders in all operational activities. PTPI also promotes voluntary contributions through community development and conservation programs that provide indirect benefits to local communities. [GRI 101-3]

In the context of changes in biodiversity conditions, PTPI did not identify any operational sites with the most significant biodiversity impacts based on the results of the biodiversity risk assessment. Therefore, there are no affected or potentially affected ecosystems that require detailed disclosure regarding ecosystem types, area size in hectares in the baseline year, or comparisons between the baseline year and the current reporting

perbandingan kondisi antara tahun dasar dan periode pelaporan berjalan. Meskipun tidak terdapat dampak signifikan yang teridentifikasi, PTPI tetap secara proaktif mengelola layanan ekosistem, yaitu manfaat yang disediakan alam dan ekosistem untuk mendukung kehidupan manusia serta keberlanjutan lingkungan, melalui berbagai program keanekaragaman hayati di wilayah operasional Perusahaan, sebagaimana disajikan berikut ini. [GRI 101-7, 101-8] [OJK F.10]

period. Although no significant impacts were identified, PTPI continues to proactively manage ecosystem services, namely the benefits provided by nature and ecosystems to support human life and environmental sustainability, through various biodiversity programs across the Company's operational areas, as presented below. [GRI 101-7, 101-8] [OJK F.10]

PT Petrokimia Gresik		
Nama program Program name	Pelestarian Satwa Langka *Python bivittatus* melalui Metode Translokasi Cepat Tanggap Tim Patigeni	Conservation of the rare species *Python bivittatus* through the Rapid Translocation Method by the Patigeni Team
Lokasi program Program location	Kabupaten Gresik	Gresik Regency
Luas area Area size	550 Ha	550 Ha
Deskripsi program Program description	Program ini turut mendorong peningkatan kesadaran ekologis di kalangan karyawan dan masyarakat, sekaligus mengurangi praktik perburuan serta pembunuhan satwa liar. Selain itu, inisiatif ini memperkuat citra Perusahaan sebagai entitas yang bertanggung jawab dalam pelestarian keanekaragaman hayati. Dalam jangka panjang, implementasi program ini memberikan dampak positif yang signifikan terhadap lingkungan di sekitar wilayah operasional Perusahaan. Melalui pelaksanaan translokasi yang terencana dan berbasis kajian ilmiah, populasi satwa liar, khususnya spesies langka seperti *Python bivittatus*, dapat dilestarikan dengan memindahkannya ke habitat yang lebih aman tanpa mengganggu keseimbangan ekosistem setempat.	This program promotes greater ecological awareness among employees and local communities, as well as reducing practices of wildlife hunting and killing. It also strengthens the Company's image as a responsible entity in biodiversity conservation. In the long-term, the implementation of this program delivers significant positive environmental impacts in areas surrounding the Company's operations. Through planned and science-based translocation, wildlife populations, particularly rare species such as *Python bivittatus* can be conserved by relocating them to safer habitats without disrupting the balance of local ecosystems.
Mitra program Program partners	BKSDA, BPPD, Damkar Kab. Gresik, Komunitas Reptil Gresik, Tim Patigeni desa sekitar Perusahaan, PIKA PG.	BKSDA, BPPD, Gresik Regency Fire Department, Gresik Reptile Community, Patigeni Team from villages surrounding the Company, PIKA PG
Tujuan program Program objective	1. Menyelamatkan satwa dari ancaman manusia; 2. Mengedukasi masyarakat agar berperan aktif melestarikan satwa liar; 3. Memberikan ruang hidup bagi satwa liar; dan 4. Menjaga ekosistem di lingkungan perkotaan.	1. Rescuing wildlife from human threats; 2. Educating communities to actively participate in wildlife conservation; 3. Providing habitat for wildlife; and 4. Maintaining ecosystems in urban environments.
Status Status	Kawasan perkotaan	Urban areas
Kategori IUCN IUCN Category	1. Ular piton (*Python bivittatus*) status *vulnerable*; 2. Ular cobra (*Naja sputatrix*) status *least concern*; 3. Lebah vespa (*Vespa affinis*) status *data deficient*; 4. Tawon (*Hymenoptera*) status *data deficient*; 5. Ular bido (*Ptyas korros*) status *near threatened*; 6. Luwak (*Paradoxurus hermaphroditus*) status *least concern*; 7. Ular weling (*Bungarus candidus*) status *least concern*; 8. Biawak air (*Varanus salvator*) status *vulnerable*; dan 9. Ulat.	1. *Python bivittatus* – Vulnerable 2. *Naja sputatrix* – Least Concern 3. *Vespa affinis* – Data Deficient 4. *Hymenoptera* – Data Deficient 5. *Ptyas korros* – Near Threatened 6. *Paradoxurus hermaphroditus* – Least Concern 7. *Bungarus candidus* – Least Concern 8. *Varanus salvator* – Vulnerable and 9. *Caterpillars*

PT Pupuk Kujang		
Nama program Program name	Konservasi Keanekaragaman Hayati Taman Kehati Pupuk Kujang	Biodiversity Conservation of Pupuk Kujang Biodiversity Park
Lokasi program Program location	Taman Kehati Pupuk Kujang, Karawang, Jawa Barat	Pupuk Kujang Biodiversity Park, Karawang, West Java
Luas area Area size	47,7 Ha	47.7 Ha
Deskripsi program Program description	Program pelindungan keanekaragaman hayati di Taman Kehati Pupuk Kujang telah dimulai sejak tahun 2014. Hingga saat ini, kawasan tersebut memiliki koleksi tumbuhan penting sebanyak 64 jenis dari total 128 jenis yang tercatat. Selain itu, telah teridentifikasi pula 34 jenis burung dan 11 jenis kelelawar yang menghuni area tersebut.	The biodiversity protection program at the Pupuk Kujang Biodiversity Park has been carried out since 2014. To date, the area hosts 64 key plant species out of a total of 128 recorded species. In addition, 34 bird species and 11 bat species have been identified within the area.
Mitra program Program partners	KSM Sahabat Lingkungan	KSM Sahabat Lingkungan
Tujuan program Program objective	1. Menjaga kelestarian keanekaragaman hayati jenis lokal, endemik, dan langka; 2. Memperbaiki dan melindungi mata air; dan 3. Sebagai kawasan penghasil oksigen dan menyerap CO_2.	1. Preserving the sustainability of local, endemic, and rare biodiversity; 2. Restoring and protecting water springs; and 3. Serving as an oxygen-producing area and CO_2 sink.
Status Status	Area yang dilindungi	Protected area
Kategori IUCN IUCN Category	1. *Critically Endangered* (CR): trenggiling *(Manis javanica)* 2. *Endangered* (EN): elang jawa *(Nisaetus bartelsi)* 3. *Least Concern* (LC): tumbuhan johar *(Senna siamea)* 4. *Critically Endangered* (CR): kukang *(Nycticebus javanicus)*	1. Critically Endangered (CR): pangolin (*Manis javanica*) 2. Endangered (EN): Javan hawk-eagle (*Nisaetus bartelsi*) 3. Least Concern (LC): johar plant (*Senna siamea*) 4. Critically Endangered (CR): slow loris (*Nycticebus javanicus*)

PT Pupuk Kalimantan Timur		
Nama program Program name	RAISE (Reusing our Ash to Improve the Sea Ecosystem)	RAISE (Reusing our Ash to Improve the Sea Ecosystem)
Lokasi program Program location	Perairan Tobok Batang, Bontang, Kalimantan Timur	Tobok Batang Waters, Bontang, East Kalimantan
Luas area Area size	1,12 Ha telah ditanami media terumbu karang	An area of 1.12 Ha has been planted with coral reef structures
Deskripsi program Program description	Program konservasi terumbu karang ini telah dilaksanakan sejak tahun 2009. Setiap tahunnya, Perusahaan berkomitmen menurunkan minimal 500 unit media terumbu karang di perairan Tobok Batang, Kota Bontang. Sejak 2023, bahan baku media terumbu karang diganti sepenuhnya dari pasir menjadi *bottom ash* batu bara. Pergantian ini memiliki beberapa tujuan utama: 1. Mengurangi timbulan limbah *bottom ash* batu bara; 2. Meningkatkan kandungan mineral yang dibutuhkan bibit terumbu karang agar dapat menempel dan tumbuh lebih baik serta lebih cepat; dan	The RAISE coral reef conservation program has been implemented since 2009. Each year, the Company commits to deploying a minimum of 500 artificial reef units in the Tobok Batang waters, Bontang City. Since 2023, the raw material for the artificial reef units has been fully shifted from sand to coal bottom ash. This transition serves several key objectives: 1. Reducing the volume of coal bottom ash waste; 2. Enhancing mineral content required for coral larvae to attach and grow more effectively and rapidly; and

	3. Membantu menjaga keseimbangan ekosistem darat dengan mengurangi penggunaan pasir, yang mayoritas diperoleh dari kegiatan pertambangan ilegal. Hingga saat ini, total media tanam terumbu karang yang telah ditanam di area Tobok Batang dari tahun 2009 hingga 2025 mencapai 8.822 unit. Pada tahun 2025, tercatat 94 spesies fauna di lokasi, terdiri dari 60 spesies ikan karang dan 34 spesies karang.	3. Supporting the balance of terrestrial ecosystems by reducing the use of sand, which is predominantly sourced from illegal mining activities. To date, the total number of artificial reef units installed in the Tobok Batang area from 2009 to 2025 has reached 8,822 units. In 2025, a total of 94 fauna species were recorded at the site, comprising 60 reef fish species and 34 coral species.
Mitra program Program partners	Kelompok nelayan KIMASEA dan KARAKA	KIMASEA and KARAKA Fisher groups
Tujuan program Program objective	1. Memperbaiki ekosistem terumbu karang di perairan Tobok Batang, pada tahun 2009 tercatat mengalami kerusakan lebih dari 85% sehingga dinyatakan sebagai area ekosistem mati; 2. Mendukung nelayan Kota Bontang dalam mencari ikan agar tidak perlu melaut terlalu jauh; dan 3. Mengurangi timbulan limbah *bottom ash* dengan memanfaatkannya kembali untuk tujuan yang lebih bermanfaat.	1. Restoring the coral reef ecosystem in the Tobok Batang waters, which in 2009 was recorded as more than 85% damaged and classified as a dead ecosystem area; 2. Supporting fishermen in Bontang City by enabling them to catch fish closer to shore without having to travel far offshore; and 3. Reducing bottom ash waste by reusing it for more beneficial uses.
Status Status	Area yang dilindungi	Protected area
Kategori IUCN IUCN Category	1. *Vulnerable* (VU): *Bolbometopon muricatum, Echinopora, Pachyseris.* 2. *Endangered* (EN): *Cropora, Alveopora, Ctenactis, Fungia, Lobophyllia, Montipora, Pocillopora, Seriatopora.* 3. *Least Concern* (LC): *Acanthurus nigrofuscus, Caesio lunaris, Chaetodon vagabundus, Siganus virgatus, Leptoria, Stylophora.*	1. Vulnerable (VU): *Bolbometopon muricatum, Echinopora, Pachyseris* 2. Endangered (EN): *Cropora, Alveopora, Ctenactis, Fungia, Lobophyllia, Montipora, Pocillopora, Seriatopora* 3. Least Concern (LC): *Acanthurus nigrofuscus, Caesio lunaris, Chaetodon vagabundus, Siganus virgatus, Leptoria, Stylophora*

PT Pupuk Iskandar Muda

Nama program Program name	Konservasi Pengembangan Rusa Sambar (*Cervus unicolor*)	Sambar Deer (*Cervus unicolor*) Conservation and Breeding
Lokasi program Program location	Perumahan PT Pupuk Iskandar Muda, Krueng Geukueh, Aceh Utara	PT Pupuk Iskandar Muda Housing Complex, Krueng Geukueh, North Aceh
Luas area Area size	6,75 Ha	6.75 Ha
Deskripsi program Program description	Kawasan penangkaran rusa sambar di lingkungan PIM merupakan bentuk konservasi secara ex-situ yang bertujuan untuk pelestarian dan pelindungan spesies akibat penurunan populasi rusa sambar. Program Konservasi Rusa Sambar ini dilaksanakan di area konservasi yang telah ditetapkan, dengan harapan dapat meningkatkan populasi serta menjaga kelestariannya secara berkelanjutan. Pada tahun 2025, terdapat 20 ekor rusa sambar yang dipelihara dan dikelola dalam kawasan konservasi tersebut. Pelaksanaannya dilakukan melalui kerja sama dengan Balai Konservasi Sumber Daya Alam Aceh (BKSDA Aceh), yang secara berkala melakukan pemantauan dan koordinasi lapangan terhadap kondisi konservasi rusa sambar di PT Pupuk Iskandar Muda.	The sambar deer breeding area within PIM represents an ex-situ conservation effort aimed at preserving and protecting the species in response to the decline in the sambar deer population. The Sambar Deer Conservation Program is implemented within a designated conservation area, with the objective of increasing the population while ensuring its long-term sustainability. By 2025, there will be 20 sambar deer being cared for and managed within the conservation area. The program is carried out in collaboration with the Aceh Natural Resources Conservation Agency, which conducts regular monitoring and field coordination regarding the condition of sambar deer conservation at PT Pupuk Iskandar Muda.

Mitra program Program partners	Balai Konservasi Sumber Daya Alam (BKSDA) Aceh	Aceh Natural Resources Conservation Agency
Tujuan program Program objective	1. Meningkatkan jumlah populasi rusa sambar sebagai fauna yang dilindungi; 2. Tempat edukasi dan penelitian bagi para pengunjung; dan 3. Meningkatkan indeks keanekaragaman hayati flora dan fauna.	1. Increasing the population of sambar deer as a protected species; 2. A site for education and research for visitors; and 3. Enhancing the biodiversity index of flora and fauna.
Status Status	Kawasan konservasi yang dilindungi	Protected conservation area
Kategori IUCN IUCN Category	*Vulnerable* (VU)	Vulnerable (VU)

PT Pupuk Sriwidjaja Palembang

Nama program Program name	Integrated Forestry Farming System (IFFS)	Integrated Forestry Farming System (IFFS)
Lokasi program Program location	Desa Pulau Panas, Kecamatan Tanjung Sakti Pumi, Kabupaten Lahat, Sumatera Selatan	Pulau Panas Village, Tanjung Sakti Pumi Subdistrict, Lahat Regency, South Sumatra
Luas area Area size	20 Ha	20 Ha
Deskripsi program Program description	Program penghijauan dinamakan IFFS dan telah dimulai pada tahun 2024. Pada tahap awal, dilakukan penanaman 12.500 pohon Kopi Arabika sebagai komoditas utama, 1.100 pohon Alpukat sebagai pohon pelindung, serta penanaman sayuran dan hijauan pakan ternak (HPT) di lahan seluas 10 Ha. Setelah keberhasilan program IFFS 2024, dipandang perlu untuk menduplikasi program ini pada tahun 2025 di lokasi yang bersebelahan langsung dengan IFFS 2024. Pada program duplikasi IFFS 2025, dilakukan penanaman 20.000 pohon Kopi Arabika, 1.000 pohon Alpukat sebagai pohon pelindung, serta penanaman sayuran dan HPT.	The greening program, known as IFFS, was initiated in 2024. In its initial phase, 12,500 Arabica coffee trees were planted as the main commodity, along with 1,100 avocado trees as shade trees, as well as vegetables and forage crops on a 10-Ha area. Following the success of the 2024 IFFS program, it was deemed necessary to replicate the initiative in 2025 at a site directly adjacent to the 2024 location. Under the 2025 IFFS replication program, 20,000 Arabica coffee trees were planted, along with 1,000 avocado trees as shade trees, as well as vegetables and forage crops.
Mitra program Program partners	Kelompok Tani Hutan (KTH) Ayek Bahu, yang telah teregistrasi oleh Kementerian Lingkungan Hidup (KLHK) dengan Nomor SK: 5713/MENLHK-PSKL/PKPS/PSL.0/6/2022.	Forest Farmer Group (KTH) Ayek Bahu, registered with the Ministry of Environment and Forestry (KLHK) under Decree No. 5713/MENLHK-PSKL/PKPS/PSL.0/6/2022.
Tujuan program Program objective	1. Memperbaiki tutupan lahan dan pengkayaan vegetasi di hutan kemasyarakatan, sekaligus mendukung tata kelola air yang lebih baik; 2. Meningkatkan kualitas udara melalui pengkayaan oksigen dan penyerapan karbon dioksida, serta membantu menahan longsoran pada lahan yang rawan erosi; dan 3. Memberdayakan masyarakat setempat melalui kelompok tani yang teregistrasi di Kementerian Lingkungan Hidup dan Kehutanan, sehingga berpotensi meningkatkan pendapatan lokal.	1. Improving land cover and enhancing vegetation in community forests, while supporting better water management; 2. Improving air quality through increased oxygen production and carbon dioxide absorption, as well as helping to prevent landslides in erosion-prone areas; and 3. Empowering local communities through farmer groups registered with the Ministry of Environment and Forestry, with the potential to increase local income.
Status Status	Hutan lindung	Protected forest
Kategori IUCN IUCN Category	1. Kopi Arabika (*Coffea arabica*): *endangered* (EN); dan 2. Alpukat.	1. Arabica coffee *(Coffea arabica):* endangered (EN); and 2. Avocado.

Biaya dan Evaluasi Kinerja Lingkungan [OJK F.4, F.16]
Environmental Costs and Performance Evaluation

Sebagai bagian dari komitmen terhadap pengelolaan lingkungan yang bertanggung jawab, PTPI mengalokasikan sumber daya secara terencana untuk memastikan seluruh aktivitas operasional berjalan sesuai prinsip keberlanjutan. Sepanjang tahun 2025, Perusahaan merealisasikan anggaran pengelolaan lingkungan sebesar Rp138,59 miliar. Anggaran ini digunakan untuk mendukung pengendalian dampak lingkungan, pemantauan kualitas lingkungan, pengelolaan limbah dan emisi, kepatuhan regulasi, serta program peningkatan kinerja lingkungan lainnya. Realisasi biaya tersebut merupakan bagian dari pendekatan preventif dan korektif Perusahaan dalam meminimalkan risiko lingkungan sekaligus menjaga keberterimaan sosial di wilayah operasional. [OJK F.4]

As part of its commitment to responsible environmental management, PTPI allocates resources in a structured manner to ensure that all operational activities are aligned with sustainability principles. Throughout 2025, the Company realized an environmental management budget of Rp138.59 billion. This budget was utilized to support environmental impact control, environmental quality monitoring, waste and emissions management, regulatory compliance, and other initiatives aimed at enhancing environmental performance. The expenditure reflects the Company's preventive and corrective approach to minimizing environmental risks while maintaining social acceptance in its operational areas. [OJK F.4]

Untuk mengevaluasi efektivitas pengelolaan lingkungan, PTPI melaksanakan Survei Kepuasan Lingkungan kepada masyarakat di sekitar wilayah operasional. Survei ini bertujuan mengukur persepsi atas dampak positif dan potensi dampak negatif kegiatan Perusahaan, sekaligus menjadi dasar perbaikan kebijakan dan penyusunan program tanggung jawab sosial dan lingkungan yang lebih tepat sasaran.

To evaluate the effectiveness of its environmental management efforts, PTPI conducts Environmental Satisfaction Surveys among the communities surrounding its operational areas. These surveys aim to assess perceptions of both the positive impacts and potential negative effects of the Company's activities, while also serving as a basis for improving policies and designing more targeted social and environmental responsibility programs.

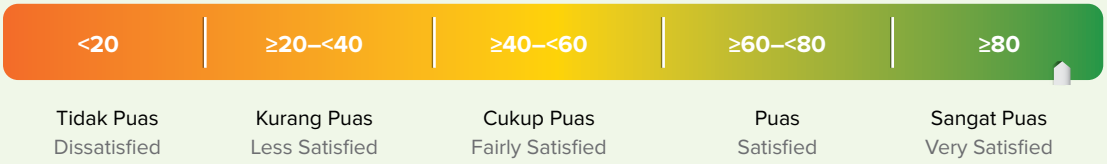
Survei Kepuasan Lingkungan Tahun 2025
Environmental Satisfaction Survey in 2025

Skor | Score
92,73

dengan kategori | with category
Sangat Puas
Very Satisfied

*menunjukkan bahwa pengelolaan dampak lingkungan dinilai berjalan baik oleh masyarakat
*Indicating that environmental impact management is perceived by the community as being implemented well.

Skala Nilai Survei Kepuasan Lingkungan
Environmental Satisfaction Survey Scale



Selain pengukuran persepsi melalui survei, Perusahaan menyediakan mekanisme pengaduan yang terbuka dan transparan untuk menampung keluhan masyarakat terkait aspek lingkungan. Seluruh pengaduan dikelola

In addition to perception measurement through surveys, the Company provides an open and transparent grievance mechanism to accommodate community environmental complaints. All grievances

secara terkoordinasi oleh Departemen Komunikasi Korporat, Departemen Lingkungan Hidup, dan Departemen Tanggung Jawab Sosial dan Lingkungan (TJSL) guna memastikan respons yang cepat dan penyelesaian yang tuntas.

are managed in a coordinated manner by the Corporate Communication Department, Environmental Department, and Corporate Social and Environmental Responsibility (TJSL) Department to ensure timely response and effective resolution.

Pengaduan Terkait Lingkungan Tahun 2025 [OJK F.16]
Environmental-Related Complaints in 2025

6
pengaduan terkait lingkungan
environmental-related complaints

100%
pengaduan telah ditindaklanjuti dan diselesaikan
of the complaints have been followed up on and resolved

Manajemen Perubahan Iklim
Climate Change Management

Perubahan iklim menjadi salah satu isu strategis yang memengaruhi ketahanan operasional, biaya produksi, ketersediaan bahan baku, serta daya saing Perusahaan dalam jangka panjang. Oleh karena itu, PTPI mengelola risiko dan peluang terkait iklim melalui pendekatan yang terstruktur, termasuk penguatan tata kelola, strategi, manajemen risiko, serta pengukuran kinerja dan target penurunan emisi.

Climate change represents a key strategic issue affecting operational resilience, production costs, raw material availability, and the Company's long-term competitiveness. Accordingly, PTPI manages climate-related risks and opportunities through a structured approach, encompassing strengthened governance, strategy, risk management, as well as performance measurement and emissions reduction targets.

Tata Kelola Perubahan Iklim [GRI 2-12, 2-13] [OJK E.1] [TCFD G2]
Climate Governance

Dalam upaya mengembangkan PTPI sebagai perusahaan yang berkelanjutan, Dewan Komisaris dan Direksi secara aktif memberikan arahan serta melakukan pengawasan atas kebijakan perusahaan. Pengawasan tersebut mencakup pemantauan implementasi Kebijakan Keberlanjutan, strategi pengembangan, serta pengelolaan risiko dan dampak yang terkait dengan pertumbuhan berkelanjutan dan pelaksanaan tanggung jawab sosial Perusahaan. [GRI 2-13]

In advancing PTPI as a sustainable company, the Board of Commissioners and the Board of Directors actively provide direction and oversight on corporate policies. This oversight includes monitoring the implementation of the PTPI Sustainability Policy, development strategies, as well as the management of risks and impacts associated with sustainable growth and the execution of corporate social responsibility initiatives. [GRI 2-13]

Sejalan dengan komitmen keberlanjutannya, PTPI menerapkan struktur tata kelola ESG melalui tim pengembangan dan implementasi ESG yang

In line with its sustainability commitment, PTPI has an ESG governance structure through an ESG Development and Implementation Team, formalized by the President

dilegalisasi oleh Direktur Utama. Tim ESG terdiri dari Direktur di tingkat divisi dan Wakil Direktur Utama sebagai penanggung jawab utama dalam memastikan kesinambungan pengelolaan aspek ESG sesuai bidang masing-masing. Direktur Utama berperan memberikan arahan serta melakukan pengawasan atas pelaksanaan kegiatan keberlanjutan. [TCFD G1] [GRI 2-13]

Manajemen perusahaan berperan penting dalam mengelola risiko dan peluang terkait iklim melalui integrasi aspek keberlanjutan ke dalam strategi bisnis. Proses ini mencakup identifikasi risiko iklim, seperti potensi gangguan rantai pasok dan peningkatan emisi, sekaligus pemetaan peluang, antara lain efisiensi energi dan pengembangan produk yang lebih ramah lingkungan. Dengan pendekatan berbasis data, Perusahaan mendorong langkah mitigasi dan adaptasi secara proaktif, termasuk melalui investasi teknologi hijau dan kolaborasi dengan pemangku kepentingan untuk mendukung transisi menuju ekonomi rendah karbon. [TCFD G1] [GRI 2-13]

PTPI juga menerapkan program insentif yang mengaitkan pencapaian target pengelolaan isu perubahan iklim dengan kompensasi variabel bagi anggota Direksi. Insentif ini didasarkan pada KPI pengurangan emisi GRK, yang dimasukkan dalam *scorecard* kinerja eksekutif dan menjadi salah satu faktor penentu besaran bonus yang diberikan. [GRI 2-19]

Perusahaan secara konsisten membahas isu perubahan iklim dalam rapat Direksi yang diselenggarakan secara berkala, setidaknya satu kali setiap bulan. Agenda ini menjadi momen penting untuk meninjau perkembangan program keberlanjutan, strategi mitigasi, capaian dan target pengurangan emisi, serta inovasi produk ramah lingkungan secara terpadu. [GRI 2-13]

Untuk meningkatkan kualitas pengungkapan perubahan iklim, PTPI juga mempersiapkan infrastruktur pendukung, mencakup penguatan kompetensi, penilaian risiko terkait iklim, studi dampak perubahan iklim terhadap aktivitas operasional dan posisi keuangan, strategi integrasi risiko dan peluang, serta penetapan metrik yang sesuai. Dalam rangka mempersiapkan penerapan IFRS S1 dan IFRS S2, PTPI menyelenggarakan berbagai pelatihan, antara lain:

Director. The ESG team comprises Directors at the divisional level, with the Vice President Director serving as the key accountable leader to ensure the effective and continuous management of ESG aspects within their respective areas. The President Director provides strategic direction and oversight of sustainability initiatives. [TCFD G1] [GRI 2-13]

Management plays a critical role in addressing climate-related risks and opportunities through the integration of sustainability considerations into business strategy. This includes identifying climate risks, such as potential supply chain disruptions and increased emissions, as well as mapping opportunities, including energy efficiency and the development of more environmentally friendly products. Through a data-driven approach, the Company advances proactive mitigation and adaptation measures, including investments in green technologies and collaboration with stakeholders to support the transition toward a low-carbon economy. [TCFD G1] [GRI 2-13]

PTPI also implements incentive programs that link the achievement of climate-related targets to variable compensation for Board of Directors members. These incentives are based on GHG emission reduction KPIs, which are incorporated into executive performance scorecards and serve as a determining factor in bonus allocation. [GRI 2-19]

Climate change issues are consistently addressed in Board of Directors meetings held regularly, at least once a month. These meetings provide a key platform to review the progress of sustainability programs, mitigation strategies, emissions reduction achievements and targets, as well as environmentally friendly product innovations in an integrated manner. [GRI 2-13]

To enhance the quality of climate-related disclosures, PTPI is strengthening its supporting infrastructure, including capability development, climate risk assessments, studies on the impacts of climate change on operational activities and financial position, the integration of climate-related risks and opportunities into strategy, and the establishment of appropriate metrics. In preparation for the adoption of IFRS S1 and IFRS S2, PTPI has conducted a series of training programs, including:

1. Sustainability Reporting: Standards and Implementation Update Terkini ISSB Standards IFRS S1 dan IFRS S2; dan
2. Workshop IFRS Sustainability Standards (SDS) dan Standar Pengungkapan Keberlanjutan (SPK).

Pada tahap ini, pengungkapan perubahan iklim dalam laporan masih bersifat terbatas dan akan terus ditingkatkan secara bertahap. [TCFD G1]

1. Sustainability Reporting: Standards and Implementation—Latest Updates on ISSB Standards IFRS S1 and IFRS S2; and
2. Workshops on IFRS Sustainability Standards (SDS) and Sustainability Disclosure Standards (SPK).

At this stage, climate-related disclosures in the report remain limited and will be progressively enhanced. [TCFD G1]

Manajemen Risiko Perubahan Iklim [OJK E.3]

Climate Risk Management

Sebagai bagian dari penerapan tata kelola perusahaan yang baik (*good corporate governance*), PTPI menerapkan sistem manajemen risiko terintegrasi untuk mendukung penciptaan nilai bagi pemegang saham serta memenuhi komitmen kepada karyawan dan pemangku kepentingan. Manajemen risiko juga menjadi instrumen penting untuk memastikan pencapaian sasaran Perusahaan, termasuk target yang ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Sejak 2013, kebijakan pengelolaan risiko PTPI mengacu pada ISO 31000:2011 Sistem Manajemen Risiko.

As part of the implementation of good corporate governance, PTPI applies an integrated risk management system to support value creation for shareholders while fulfilling its commitments to employees and stakeholders. Risk management also serves as a key instrument to ensure the achievement of corporate objectives, including targets set in the Company's Work Plan and Budget (RKAP). Since 2013, PTPI's risk management policy has been aligned with ISO 31000:2011 Risk Management Systems.

Sesuai Peraturan Menteri BUMN RI Nomor PER-2/MBU/03/2023, Perusahaan melakukan penyesuaian pedoman penerapan manajemen risiko yang dituangkan dalam Pedoman Manajemen Risiko Pupuk Indonesia Nomor Dokumen PI-SMT-PD-012 Rev 0 Tanggal 30 September 2025, serta menyusun prosedur pendukung implementasi Pedoman Manajemen Risiko. Implementasi manajemen risiko dijalankan secara berkelanjutan pada seluruh fungsi dan jenjang organisasi, dengan proses identifikasi, analisis, dan pengelolaan risiko yang dikategorikan berdasarkan taksonomi risiko perusahaan serta didukung oleh sistem informasi manajemen risiko.

In accordance with the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-2/MBU/03/2023, the Company has updated its risk management framework as outlined in the Pupuk Indonesia Risk Management Guidelines Document No. PI-SMT-PD-012 Rev 0 dated September 30, 2025, along with the development of supporting procedures for implementation. Risk management is implemented continuously across all functions and organizational levels, with processes covering risk identification, analysis, and mitigation based on the Company's risk taxonomy, supported by a risk management information system.

Risiko terkait perubahan iklim, lingkungan hidup, dan sosial dikelompokkan ke dalam taksonomi risiko sosial dan lingkungan. PTPI melakukan identifikasi dan penilaian risiko iklim melalui proses yang terstruktur, termasuk pemetaan risiko fisik dan risiko transisi dengan mempertimbangkan data lingkungan, operasional, serta perkembangan regulasi. Penilaian

Climate-, environmental-, and social-related risks are classified under the Company's environmental and social risk taxonomy. PTPI conducts climate risk identification and assessments through a structured process, including the mapping of physical and transition risks by considering environmental data, operational conditions, and regulatory developments. The assessment aims

dilakukan untuk memahami potensi dampak terhadap rantai pasok, proses produksi, dan distribusi, serta melibatkan pemangku kepentingan internal dan eksternal agar seluruh aspek risiko, termasuk bencana alam, perubahan kebijakan, dan tekanan pasar, dapat diantisipasi secara lebih menyeluruh. Perusahaan melakukan pemantauan terhadap hasil identifikasi risiko terkait perubahan iklim yang telah dilakukan. Risiko terkait perubahan iklim yang berdasarkan hasil analisis dinilai memiliki potensi dampak terhadap kinerja dan pengelolaan risiko Perusahaan selanjutnya dicatat dalam *risk register* Perusahaan dan dikelola sesuai dengan proses manajemen risiko yang berlaku. [TCFD R1]

to understand potential impacts on the supply chain, production processes, and distribution, while involving both internal and external stakeholders to ensure that all risk dimensions, including natural hazards, policy changes, and market pressures, are comprehensively addressed. The Company continuously monitors the outcomes of climate risk identification. Climate-related risks that are assessed as having potential impacts on performance and risk management are recorded in the Company's risk register and managed in accordance with the established risk management processes. [TCFD R1]

Untuk memastikan risiko utama dapat dikendalikan, Perusahaan melakukan pemantauan dan evaluasi tingkat risiko secara periodik. Berbagai langkah mitigasi dijalankan, antara lain peningkatan efisiensi energi, pengurangan emisi GRK, serta penerapan teknologi yang lebih ramah lingkungan dalam proses produksi. PTPI juga memperkuat langkah adaptasi melalui diversifikasi produk, penguatan ketahanan rantai pasok, serta penerapan Kebijakan Keberlanjutan yang selaras dengan regulasi nasional maupun global. Proses ini diawasi melalui mekanisme manajemen risiko untuk memastikan langkah yang diterapkan tetap relevan dan efektif terhadap dinamika iklim yang terus berkembang. [TCFD R2]

To ensure that key risks remain under control, the Company conducts periodic monitoring and evaluation of risk levels. Various mitigation measures are implemented, including enhancing energy efficiency, reducing GHG emissions, and adopting more environmentally friendly production process technologies. PTPI also strengthens its adaptation efforts through product diversification, improved supply chain resilience, and the implementation of sustainability policies aligned with both national and global regulations. These processes are overseen through the risk management framework to ensure that the measures remain relevant and effective in addressing evolving climate dynamics. [TCFD R2]

Proses identifikasi, penilaian, dan pengelolaan risiko iklim diintegrasikan ke dalam kerangka manajemen risiko perusahaan melalui pendekatan holistik dan berbasis data. Risiko iklim dianalisis bersama risiko strategis, operasional, finansial, serta risiko lainnya melalui mekanisme pengelolaan risiko korporasi yang mencakup seluruh unit bisnis. Hasil penilaian risiko digunakan sebagai masukan dalam pengambilan keputusan strategis, termasuk perencanaan investasi, inovasi produk, dan pengelolaan rantai pasok. Sejalan dengan hal tersebut, Perusahaan secara bertahap memperkuat pemantauan kondisi aset, evaluasi risiko lokasi, serta perencanaan pemeliharaan aset untuk mendukung ketahanan operasional, strategi adaptasi perubahan iklim, dan keberlangsungan bisnis Perusahaan. [TCFD R3]

The processes of identifying, assessing, and managing climate risks are integrated into the Company's overall risk management framework through a holistic and data-driven approach. Climate risks are analyzed alongside strategic, operational, financial, and other risk categories through enterprise-wide risk management mechanisms covering all business units. The results of these assessments serve as key inputs in strategic decision-making, including investment planning, product innovation, and supply chain management. In line with these efforts, the Company is progressively strengthening asset condition monitoring, location risk assessments, and asset maintenance planning to support operational resilience, climate change adaptation strategies, and business continuity. [TCFD R3]

Strategi Perubahan Iklim [GRI 201-2] [TCFD S1, S2, S3]

Climate Change Strategy

Sebagai bagian dari industri yang menopang sektor pertanian, PTPI menghadapi eksposur yang tinggi terhadap dampak perubahan iklim. Meningkatnya frekuensi cuaca ekstrem, pergeseran pola musim, serta degradasi lingkungan memunculkan tantangan baru bagi industri pupuk, baik dari sisi operasional, rantai pasok, maupun dinamika permintaan. Kondisi tersebut menuntut kesiapan PTPI dalam mengantisipasi berbagai implikasi perubahan iklim terhadap keberlangsungan usaha.

Sejalan dengan hal tersebut, Perusahaan mengintegrasikan pengelolaan risiko perubahan iklim ke dalam strategi bisnis dan manajemen risiko sebagai bagian dari penguatan ketahanan usaha jangka panjang. Identifikasi dan penilaian risiko dilakukan melalui analisis risiko iklim dengan mempertimbangkan potensi dampak operasional terhadap kegiatan usaha. Penilaian menggunakan *inherent heatmap* manajemen risiko untuk mengukur tingkat probabilitas dan besaran dampak yang mungkin timbul.

Dalam proses tersebut, analisis risiko iklim dilakukan berdasarkan *Risk Assessment Criteria Metric* (RACM) dengan mempertimbangkan kriteria kemungkinan risiko dan dampak risiko Pupuk Indonesia Tahun 2025. Analisis juga mempertimbangkan skenario peningkatan suhu global *below* 2°C dan *above* 4°C pada horizon waktu 2030, 2040, dan 2050 sebagai dasar pemetaan tingkat risiko serta penyusunan langkah mitigasi dan adaptasi. Skenario *below* 2°C mengacu pada skenario publik Network for Greening the Financial System (NGFS) (*Below* 2°C) dan skenario The Intergovernmental Panel on Climate Change (IPCC) Shared Socio-economic Pathways (SSP)1-2.6/ Representative Concentration Pathway (RCP)2.6 yang merepresentasikan jalur transisi rendah emisi, sedangkan skenario *above* 4°C mengacu pada skenario publik NGFS (*Current Policies*) dan skenario IPCC dengan lintasan emisi tinggi yang merepresentasikan kenaikan suhu global di atas 4°C.

Hasil analisis menunjukkan bahwa risiko perubahan iklim yang dihadapi Perusahaan terbagi menjadi risiko fisik dan risiko transisi, yang masing-masing memiliki karakteristik dampak, termasuk implikasi finansial, serta pendekatan pengelolaan yang berbeda, dengan implikasi finansial diungkapkan pada bagian tindakan mitigasi dan adaptasi. [GRI 201-2]

As a key player in supporting the agricultural sector, PTPI encounters significant exposure to the impacts of climate change. Increasing frequency of extreme weather events, shifting seasonal patterns, and environmental degradation present emerging challenges for the fertilizer industry, affecting operations, supply chains, and demand dynamics. These conditions require PTPI to strengthen its preparedness in addressing the implications of climate change on business continuity.

In line with this, the Company integrates climate change risk management into its business strategy and overall risk management framework as part of strengthening long-term business resilience. Risk identification and assessment are conducted through climate risk analysis, taking into account potential operational impacts on business activities. The assessment applies the inherent risk heatmap to evaluate the likelihood and magnitude of potential impacts.

In this process, climate risk analysis is carried out based on the Risk Assessment Criteria Metric (RACM), considering the Company's 2025 risk likelihood and impact criteria. The analysis also considers global warming scenarios of below 2°C and above 4°C over the 2030, 2040, and 2050 time horizons as the basis for risk mapping and the development of mitigation and adaptation measures. The below 2°C scenario refers to the publicly available Network for Greening the Financial System (NGFS) (Below 2°C) scenario and the The Intergovernmental Panel on Climate Change (IPCC) Shared Socio-economic Pathways (SSP)1-2.6/ Representative Concentration Pathway (RCP) 2.6 scenario, which represent a low-emission transition pathway. Meanwhile, the above 4°C scenario refers to the publicly available NGFS (Current Policies) scenario and IPCC high-emission pathways that represent global temperature increases exceeding 4°C.

The analysis indicates that the Company's climate change risks are categorized into physical and transition risks, each with distinct impact characteristics, including financial implications, as well as different management approaches, with the financial implications disclosed in the relevant mitigation and adaptation measures. [GRI 201-2]

Risiko Fisik
Physical Risks

Risiko fisik merupakan risiko yang timbul akibat perubahan kondisi iklim yang berdampak langsung terhadap aset, operasional, dan rantai pasok Perusahaan.

Physical risks arise from changes in climate conditions that have direct impacts on the Company's assets, operations, and supply chain.

Cuaca Ekstrem dan Banjir | Extreme Weather and Flooding

Risiko Risk			
	Cuaca ekstrem (badai) Peningkatan frekuensi dan intensitas badai berpotensi menyebabkan gangguan operasional serta kerusakan pada fasilitas produksi, gudang, dan persediaan. **Extreme weather (storms)** The increasing frequency and intensity of storms may disrupt operations and damage production facilities, warehouses, and inventories.	*Inherent heatmap* Low to Moderate 2030, 2040, 2050	• *Below* 2°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat rendah hingga menengah. Below 2°C Climate risks in 2030, 2040, and 2050 are generally at a low to moderate level.
		Low to Moderate 2030, 2040, 2050	• *Above* 4°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat rendah hingga menengah. Above 4°C Climate risks in 2030, 2040, and 2050 are generally at a low to moderate level.
	Cuaca hujan berlebihan (banjir pluvial) Risiko peningkatan intensitas dan frekuensi curah hujan dapat menimbulkan biaya tambahan akibat kerusakan pada aset pabrik, gudang, dan persediaan, serta berpotensi mengganggu proses produksi. **Excessive rainfall (pluvial flooding)** The increased intensity and frequency of rainfall may lead to additional costs due to damage to plant assets, warehouses, and inventories, and may disrupt production processes.	*Inherent heatmap* High 2030, 2040, 2050	• *Below* 2°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Below 2°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.
		High 2030, 2040, 2050	• *Above* 4°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Above 4°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.
	Banjir pesisir Risiko peningkatan tinggi banjir pesisir dapat menimbulkan biaya tambahan akibat kerusakan pada aset pabrik dan persediaan di gudang pabrik. **Coastal flooding** The risk of rising coastal flood levels may lead to additional costs due to damage to plant assets and inventories stored in plant warehouses.	*Inherent heatmap* High 2030, 2040, 2050	• *Below* 2°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Below 2°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.
		High 2030, 2040, 2050	• *Above* 4°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Above 4°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.

Mitigasi | Mitigation	
• Penguatan sistem drainase untuk mencegah genangan dan aliran air yang merusak fasilitas.	• Strengthening drainage systems to prevent waterlogging and water flows that may damage facilities.
• Pemeliharaan rutin sistem kelistrikan dan tanggul pengaman.	• Routine maintenance of electrical systems and protective embankments.
• Pembangunan *flood barrier* permanen di lokasi strategis.	• Construction of permanent flood barriers at strategic locations.

Adaptasi | Adaptation tambahkan disini [GRI 201-2]	
• Pada 31 Desember 2024, persediaan barang jadi diasuransikan terhadap risiko kerugian, gempa bumi, kebakaran, dan risiko lainnya dengan nilai pertanggungan sebesar Rp10,9 triliun dan USD21,9 juta. • Aset tetap Perusahaan diasuransikan terhadap risiko gempa bumi, kebakaran, dan risiko lainnya dengan nilai pertanggungan sebesar Rp18,7 triliun dan USD3,9 miliar. • Total beban asuransi Perusahaan pada tahun 2024 mencapai Rp38 miliar, yang mencerminkan langkah proteksi finansial terhadap risiko bencana.	• As of December 31, 2024, finished goods inventories were insured against risks of loss, earthquakes, fire, and other risks, with a total coverage value of Rp10.9 trillion and USD21.9 million. • The Company's fixed assets were insured against risks of earthquakes, fire, and other risks, with a total coverage value of Rp18.7 trillion and USD3.9 billion. • The Company's total insurance expenses in 2024 amounted to Rp38 billion, reflecting its financial protection measures against disaster-related risks.

Kekeringan | Drought

Risiko Risk	Perubahan pola curah hujan dan peningkatan suhu berpotensi memicu kekeringan yang dapat mengganggu pasokan air untuk proses produksi. Kondisi ini dapat meningkatkan biaya operasional akibat kebutuhan sumber air alternatif serta penyesuaian proses pendinginan. Changes in rainfall patterns and rising temperatures may trigger drought conditions that could disrupt water supply for production processes. This may lead to increased operational costs due to the need for alternative water sources and adjustments to cooling processes.	*Inherent heatmap* High 2030, 2040, 2050	• *Below* 2°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Below 2°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.
		High 2030, 2040, 2050	• *Above* 4°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat tinggi. Above 4°C Climate risks in 2030, 2040, and 2050 are generally assessed as high.

Adaptasi | Adaptation	
• Pengelolaan air terpadu untuk mengantisipasi banjir dan kekeringan. • Penyesuaian operasional *cooling tower* dan peningkatan kapasitas *heat exchange* agar sistem tetap efisien pada kondisi air terbatas. • Pelatihan operator dalam manajemen air.	• Integrated water management to anticipate flooding and drought. • Optimization of cooling tower operations and increased heat exchange capacity to maintain efficiency under limited water conditions. • Operator training in water management.

Kenaikan Suhu Air Laut | Rising Sea Water Temperatures

Risiko Risk	Peningkatan suhu air laut berpotensi memengaruhi efektivitas sistem pendinginan fasilitas produksi yang memanfaatkan sumber air laut. Rising sea water temperatures may affect the effectiveness of cooling systems in production facilities that rely on seawater as a cooling source.	*Inherent heatmap* Low to Moderate 2030, 2040, 2050	• *Below* 2°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat rendah hingga menengah. Below 2°C Climate risks in 2030, 2040, and 2050 are generally at a low to moderate level.
		Low to Moderate 2030, 2040, 2050	• *Above* 4°C Risiko iklim tahun 2030, 2040, dan 2050 secara umum berada pada tingkat rendah hingga menengah. Above 4°C Climate risks in 2030, 2040, and 2050 are generally at a low to moderate level.

Adaptasi dan Mitigasi | Adaptation and Mitigation	
• Transisi ke energi rendah karbon. • Optimalisasi sistem pendingin (*cooling system*). • Implementasi sensor suhu air laut dan sistem peringatan dini.	• Transition to low-carbon energy. • Optimization of cooling systems. • Implementation of sea water temperature sensors and early warning systems.

Risiko Fisik Lainnya yang Dipertimbangkan | Other Considered Physical Risks	
Pergeseran pola musim tanam | Shifts in planting season patterns	
Risiko Risk	Perubahan pola musim tanam akibat ketidakpastian iklim berpotensi memengaruhi pola permintaan pupuk. Changes in planting patterns due to climate uncertainty could potentially affect fertilizer demand patterns.

Risiko Transisi
Transition Risks

Risiko fisik merupakan risiko yang timbul akibat perubahan kondisi iklim yang berdampak langsung terhadap aset, operasional, dan rantai pasok Perusahaan.

Physical risks are risks arising from changes in climate conditions that directly impact the Company's assets, operations, and supply chain.

Regulasi dan Pasar Karbon | Carbon Regulations and Markets			
Risiko Risk	Kenaikan biaya operasional dapat terjadi akibat penerapan regulasi kepatuhan pajak karbon atau skema perdagangan karbon, yang mendorong penyesuaian strategi bisnis dan operasional. Operational costs may increase due to the implementation of carbon tax compliance regulations or carbon trading schemes, prompting adjustments to business and operational strategies.	*Inherent heatmap* *Moderate* 2030	• Tahun 2030 Risiko pada skenario *below* 2°C berada pada tingkat menengah. 2030: The risk under the below 2°C scenario is at a moderate level.
		High 2035, 2050	• Tahun 2035 dan 2050 Risiko pada skenario *below* 2°C meningkat menjadi tingkat tinggi. 2035 and 2050 The risk under the below 2°C scenario increases to a high level.
Peluang Opportunity	**Penghematan karbon** Potensi penghematan karbon dapat diperjualbelikan melalui mekanisme pasar karbon. **Carbon savings** Potential carbon savings can be traded through carbon market mechanisms.	*Inherent heatmap* *Low to Moderate* 2030	• Tahun 2030 Peluang pada skenario *below* 2°C berada pada tingkat rendah hingga menengah. 2030: The opportunity under the below 2°C scenario is at a low to moderate level.
		Moderate 2035, 2050	• Tahun 2035 dan 2050 Peluang pada skenario *below* 2°C meningkat menjadi tingkat menengah. 2035 and 2050 The opportunity under the below 2°C scenario increases to a moderate level.
	Proyek *carbon capture and storage* (CCS) Pengembangan proyek CCS berpotensi membuka sumber pendapatan baru bagi Perusahaan, seiring meningkatnya kebutuhan solusi penurunan emisi. **Carbon capture and storage (CCS) projects** The development of CCS projects may open up new revenue streams for the Company, in line with the growing demand for emission reduction solutions.	*Inherent heatmap* *Low to Moderate* 2030	• Tahun 2030 Peluang pada skenario *below* 2°C berada pada tingkat rendah hingga menengah. 2030 The opportunity under the below 2°C scenario is at a low to moderate level.
		High 2035, 2050	• Tahun 2035 dan 2050 Peluang pada skenario *below* 2°C meningkat menjadi tingkat tinggi. 2035 and 2050 The opportunity under the below 2°C scenario increases to a high level.

	Proyek *Nature-based Solutions* (NbS) Pengembangan proyek NbS berpotensi menjadi sumber pendapatan baru melalui penciptaan kredit karbon serta mendukung mitigasi perubahan iklim. **Nature-based Solutions (NbS) projects** The development of NbS projects may become a new source of revenue through the generation of carbon credits while supporting climate change mitigation.	*Inherent heatmap* *Moderate to High 2030*	• Tahun 2030 Peluang pada skenario *below* 2°C berada pada tingkat menengah hingga tinggi. 2030 The opportunity under the below 2°C scenario is at a moderate to high level.
		High 2035, 2050	• Tahun 2035 dan 2050 Peluang pada skenario *below* 2°C meningkat menjadi tingkat tinggi. 2035 and 2050 The opportunity under the below 2°C scenario increases to a high level.

Mitigasi | Mitigation [GRI 201-2]

• Penyusunan peta jalan dekarbonisasi hingga tahun 2050, dengan target penurunan emisi 12% pada 2030, 45% pada 2035, dan 96% pada 2050. • Penganggaran investasi pengembangan jangka panjang hingga Rp165 triliun, bersumber dari kas operasional dan pinjaman, untuk mendukung implementasi strategi dekarbonisasi. • Kajian awal terkait potensi sumber pendapatan baru dari proyek CCS dan NbS untuk mengidentifikasi peluang bisnis serta kesiapan implementasi. • Pemanfaatan peluang penghematan karbon yang dapat diperjualbelikan sebagai bagian dari strategi mitigasi transisi menuju ekonomi rendah karbon.	• Development of a decarbonization roadmap through 2050, targeting emission reductions of 12% by 2030, 45% by 2035, and 96% by 2050. • Allocation of long-term development investment of up to Rp165 trillion, sourced from operational cash flows and borrowings, to support the implementation of the decarbonization strategy. • Preliminary assessment of potential new revenue streams from CCS and NbS projects to identify business opportunities and implementation readines. • Leveraging tradable carbon savings opportunities as part of the transition strategy toward a low-carbon economy.

Preferensi Konsumen | Consumer Preferences

Risiko Risk	Perubahan preferensi konsumen global menuju produk clean ammonia dan low-carbon fertilizer berpotensi menekan pangsa pasar produk konvensional. Shifts in global consumer preferences toward clean ammonia and low-carbon fertilizers may reduce the market share of conventional products.	*Inherent heatmap* *High 2030, 2035, 2050*	Risiko ini pada skenario *below* 2°C berada pada tingkat tinggi pada tahun 2030, 2040, dan 2050. Under the below 2°C scenario, this risk is assessed as high in 2030, 2040, and 2050.

Adaptasi dan Mitigasi | Adaptation and Mitigation

• PTPI mendorong pengembangan inovasi produk rendah karbon, seperti *blue/green/pink ammonia, nitrogen-based fertilizers, low-emission urea*, dan produk sejenis.	• PTPI promotes the development of low-carbon product innovations, such as blue/green/pink ammonia, nitrogen-based fertilizers, low-emission urea, and similar products.

Risiko Transisi Lainnya yang Dipertimbangkan | Other Considered Transition Risks

Perkembangan teknologi | Technological developments

Risiko Risk	Perkembangan teknologi rendah emisi yang berpotensi menimbulkan *early stranded assets* pada pabrik. Advances in low-emission technology that could potentially lead to early stranded assets at the plant.
Peluang Opportunity	Kemajuan teknologi ini membuka potensi efisiensi operasional yang dapat dimanfaatkan oleh PTPI. This technological advancement creates opportunities for operational efficiency that can be leveraged by PTPI.

Pada tahun 2025, Perusahaan telah merealisasikan pengeluaran sebesar Rp719,78 miliar untuk implementasi rencana transisi. Realisasi ini mencerminkan komitmen Perusahaan dalam menjalankan strategi transisi, sekaligus menjadi faktor risiko yang berdampak pada kinerja keuangan. [GRI 201-2]

In 2025, the Company realized expenditures of Rp719.78 billion for the implementation of its transition plan. This reflects the Company's commitment to executing its transition strategy, while also representing a risk factor that may impact its financial performance. [GRI 201-2]

Metrik dan Target

Metrics and Targets

PTPI telah menyempurnakan peta jalan (*roadmap*) dekarbonisasi melalui validasi dan verifikasi target dekarbonisasi oleh pihak ketiga. Peta jalan ini disusun berdasarkan rerata tahun dasar 2010-2013 dan mengacu pada target nasional *Enhanced Nationally Determined Contribution* (ENDC) untuk tahun 2030, *Second Nationally Determined Contribution* (SNDC) untuk target tahun 2035, dan *Net Zero Emission* (NZE) untuk target tahun 2050. Peta jalan tersebut mencerminkan komitmen Perusahaan untuk menjalankan agenda dekarbonisasi secara bertahap seiring dengan peningkatan kapasitas produksi, sekaligus mendukung target nasional dan NZE serta selaras dengan komitmen global, termasuk Perjanjian Paris.

PTPI has refined its decarbonization roadmap through third-party validation and verification of its targets. The roadmap is developed based on the 2010–2013 baseline average and aligns with national targets, including the Enhanced Nationally Determined Contribution (ENDC) for 2030, the Second Nationally Determined Contribution (SNDC) for 2035, and Net Zero Emission (NZE) for 2050. This roadmap reflects the Company's commitment to implementing decarbonization in a phased manner alongside increasing production capacity, while supporting national and NZE targets, and aligning with global commitments, including the Paris Agreement.

Untuk menilai risiko dan peluang terkait iklim, PTPI menggunakan berbagai metrik, antara lain intensitas emisi GRK, konsumsi energi, jejak karbon produk, serta potensi kerugian akibat bencana alam dan perubahan regulasi. Metrik tersebut diselaraskan dengan strategi serta proses manajemen risiko Perusahaan guna menilai dampak perubahan iklim terhadap operasional dan kinerja keuangan. PTPI juga memantau indikator kinerja keberlanjutan, seperti efisiensi sumber daya dan tingkat adopsi teknologi ramah lingkungan, sebagai dasar dalam mengidentifikasi peluang transisi menuju ekonomi rendah karbon. [TCFD M1]

To assess climate-related risks and opportunities, PTPI applies a range of metrics, including GHG emissions intensity, energy consumption, product carbon footprint, and potential losses arising from natural disasters and regulatory changes. These metrics are aligned with the Company's strategy and risk management processes to evaluate the impact of climate change on operations and financial performance. PTPI also monitors sustainability performance indicators, such as resource efficiency and the adoption rate of environmentally friendly technologies, as a basis for identifying transition opportunities toward a low-carbon economy. [TCFD M1]

Melalui skenario *Business as Usual* (BAU), emisi GRK Cakupan 1 dan Cakupan 2 diproyeksikan meningkat signifikan sepanjang periode 2024–2050. Peningkatan ini terutama dipengaruhi oleh proyeksi pertumbuhan kapasitas produksi amonia untuk memenuhi kebutuhan domestik, serta perluasan bisnis amonia non-pupuk, seperti bahan bakar dan bahan kimia, yang menambah kontribusi emisi. Tanpa intervensi mitigasi, emisi diperkirakan meningkat hingga mendekati 25 juta ton CO_2e pada tahun 2050.

Under the Business as Usual (BAU) scenario, Scope 1 and 2 GHG emissions are projected to increase significantly over the 2024–2050 period. This increase is primarily driven by projected growth in ammonia production capacity to meet domestic demand, as well as the expansion of non-fertilizer ammonia businesses, such as fuels and chemicals, which contribute additional emissions. Without mitigation interventions, emissions are projected to rise to nearly 25 million tons of CO_2e by 2050.

Sebagai respons, PTPI menetapkan target penurunan emisi secara bertahap dibandingkan dengan skenario BAU, yaitu:

- *Short-term target* (2030),
- *Mid-term target* (2035), dan
- *Long-term target* (2050).

In response, PTPI established phased emission reduction targets relative to the BAU scenario, comprising:

- Short-term target (2030),
- Mid-term target (2035), and
- Long-term target (2050).

Peta Jalan Dekarbonisasi

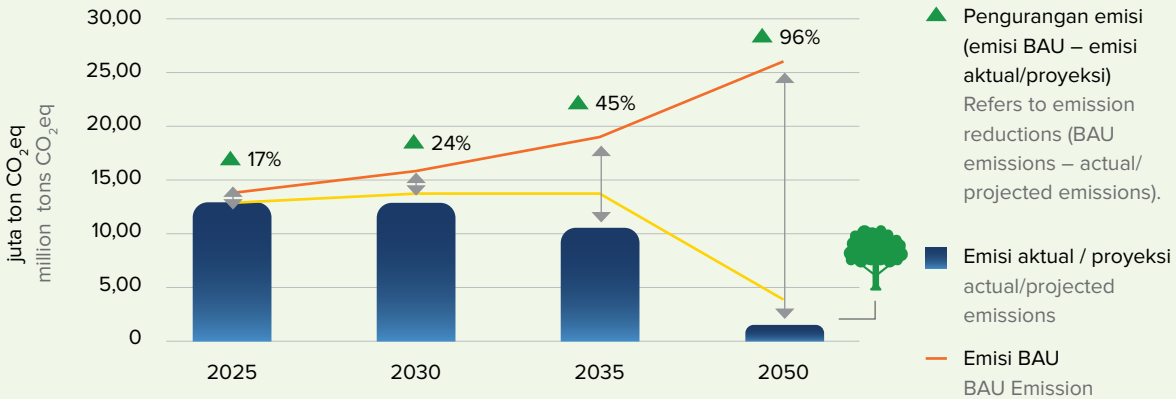
Decarbonization Roadmap

PTPI telah menetapkan peta jalan dekarbonisasi emisi GRK Cakupan 1 dan 2 dengan target penurunan emisi secara bertahap dibandingkan skenario BAU. Peta jalan ini mencakup target jangka pendek pada tahun 2030 dengan penurunan emisi sebesar 24% dari BAU, target jangka menengah pada tahun 2035 sebesar 45% dari BAU, serta jangka panjang pada tahun 2050 sebesar 96% dari BAU, yang setara dengan pencapaian NZE. [TCFD M3]

PTPI has a decarbonization roadmap for Scope 1 and 2 GHG emissions, with phased emission reduction targets against the BAU scenario. The roadmap includes a short-term target for 2030 to reduce emissions by 24% from BAU, a mid-term target for 2035 of 45% from BAU, and a long-term target for 2050 of 96% from BAU, equivalent to achieving NZE. [TCFD M3]

Peta Jalan Dekarbonisasi PTPI Tahun 2030, 2035, dan 2050

PTPI Decarbonization Roadmap for 2030, 2035, and 2050



Carbon offset residual emissions sekitar 1 juta ton CO_2eq pada 2050 untuk mencapai NZE melalui pengembangan program NbS.

Residual emissions of approximately 1 million tCO_2e in 2050 will be offset to achieve NZE through the development of NbS programs.

2025	2026–2030	2031–2035	2036–2050
• Efisiensi energi dan *fuel switching*. • Peralihan bahan bakar dari batu bara ke gas alam. • Pemanfaatan CO_2 untuk CO_2 cair dan *dry ice*. • Pemanfaatan *green energy* dan *renewable energy certificate* (REC). • *Nature-based Solutions.* • Kendaraan listrik. • Energy efficiency and fuel switching. • Transition from coal to natural gas. • Utilization of CO_2 for liquid CO_2 and dry ice production. • Adoption of green energy and renewable energy certificates (RECs). • Nature-based Solutions. • Electric vehicles.	• Efisiensi energi (Pusri-IIIB, *Revamping Ammonia* Pabrik-2 PKT) dan *fuel switching.* • Pemanfaatan CO_2 untuk *soda ash*. • *Hybrid green ammonia*. • Pemanfaatan *green energy*, REC, serta *biomass (co-firing pilot project).* • *Nature-based Solutions.* • Kendaraan listrik. • Energy efficiency (Pusri-IIIB, Revamping Ammonia Plant-2 PKT) and fuel switching. • Utilization of CO_2 for soda ash production. • Hybrid green ammonia • Adoption of green energy, RECs, and biomass (co-firing pilot project). • Nature-based Solutions. • Electric vehicles.	• Efisiensi energi dan *fuel switching.* • Komersialisasi awal CCS/ *blue ammonia*. • Pemanfaatan *green energy*, REC, dan *biomass*. • *Nature-based Solutions.* • Kendaraan listrik. • Energy efficiency and fuel switching. • Initiation of CCS/blue ammonia. • Adoption of green energy, RECs, and biomass. • Nature-based Solutions. • Electric vehicles.	• Efisiensi energi dan *fuel switching.* • Peningkatan kapasitas CCS/produksi *blue ammonia.* • *Large scale green ammonia*. • Pemanfaatan *green energy*, REC, *biomass*, dan *nuclear* (thorium). • *Nature-based Solutions.* • Kendaraan listrik. • Energy efficiency and fuel switching. • Large-scale CCS/blue ammonia. • Large-scale green ammonia. • Adoption of green energy, RECs, biomass, and nuclear (thorium). • Nature-based Solutions. • Electric vehicles .

Untuk mencapai target tahun 2030, PTPI menyiapkan portofolio inisiatif dekarbonisasi yang meliputi:

1. Transisi energi dan penguatan energi hijau, termasuk penggunaan bahan baku dan energi terbarukan sebesar 180 MW untuk produksi *hybrid green ammonia* 156.420 ton per tahun, serta peningkatan penggunaan energi terbarukan secara bertahap dengan target 195 MW;
2. Peningkatan efisiensi proses dan operasional, termasuk program efisiensi energi pada anak perusahaan, antara lain *replacement* pabrik Pupuk Sriwijaya 3/4 menjadi IIIB, *Revamping Ammonia* Pabrik-2 PKT, serta inisiatif efisiensi lainnya;
3. Dekarbonisasi energi dan mobilitas, termasuk peningkatan penggunaan kendaraan listrik serta pengalihan listrik berbasis bahan bakar fosil menuju listrik berbasis energi hijau melalui pembelian *renewable energy certificate* (REC), pemanfaatan PLTS, dan penerapan *co-firing* biomassa; dan
4. Penguatan *Nature-based Solutions* (NbS), termasuk implementasi agroforestri dan bentuk penghijauan lainnya, sebagai bagian dari strategi penyeimbangan emisi.

Untuk mempercepat pelaksanaan inisiatif dekarbonisasi, PTPI menetapkan strategi prioritas periode 2026–2030 sebagai berikut:

1. Menyusun kajian dan persiapan implementasi proyek utama, termasuk kajian CCS untuk produksi *blue ammonia* di Aceh, kajian pengembangan

To achieve its 2030 target, PTPI developed a portfolio of decarbonization initiatives, including:

1. Energy transition and strengthening of green energy, including the use of renewable feedstock and energy amounting to 180 MW for the production of 156,420 tons per year of hybrid green ammonia, as well as the gradual increase in renewable energy utilization with a target of 195 MW;
2. Enhancement of process and operational efficiency, including energy efficiency programs across subsidiaries, such as the replacement of Pupuk Sriwijaya Plant 3/4 with Plant IIIB, Revamping Ammonia Plant-2 PKT, and other efficiency initiatives;
3. Energy and mobility decarbonization, including increased adoption of electric vehicles and the transition from fossil fuel-based electricity to green energy through the purchase of renewable energy certificates (RECs), utilization of solar power plants, and the implementation of biomass co-firing; and
4. Strengthening of Nature-based Solutions (NbS), including the implementation of agroforestry and other greening initiatives as part of the Company's emissions balancing strategy.

To accelerate the implementation of these initiatives, PTPI established the following priority strategies for the 2026–2030 period:

1. Conducting studies and preparing for the implementation of key projects, including a CCS study for blue ammonia production in Aceh, feasibility

hybrid green ammonia di PIM (Pupuk Iskandar Muda), kajian pembangunan *green hydrogen* dan *green ammonia* di PKG, serta kajian *green hydrogen* PKC (Pupuk Kujang);

2. Memperkuat pengembangan energi hijau dan efisiensi, termasuk pengembangan PLTS dan sumber energi hijau lainnya, serta peningkatan kapasitas REC di seluruh anak perusahaan produsen pupuk;

3. Mengembangkan program NbS secara berkelanjutan. Pada tahun 2025, total penanaman pohon mencapai 687 ribu pohon pada lahan seluas 1.294 Ha, termasuk luas area yang sedang dalam tahap penyiapan. Program NbS akan dikembangkan secara bertahap dengan target kumulatif sekitar 7,5 juta pohon dan perluasan area sekitar 25.000 Ha pada tahun 2030; dan
4. Melaksanakan transisi mobilitas rendah karbon melalui penggantian kendaraan operasional berbasis BBM menjadi kendaraan listrik secara bertahap, baik untuk kegiatan operasional di area pabrik maupun non-pabrik.

Sejalan dengan peta jalan jangka menengah, PTPI juga menetapkan target tahun 2035 dengan penurunan emisi sebesar 45% dari BAU sebagai kelanjutan dari penguatan program transisi energi dan penerapan proyek dekarbonisasi secara bertahap.

Untuk mencapai target jangka panjang pada tahun 2050, PTPI menargetkan penurunan emisi sebesar 96% dari BAU. Sekitar 70% dari total penurunan emisi direncanakan berasal dari transisi *grey ammonia* menuju *clean ammonia*, yaitu *green ammonia* dan *blue ammonia*. Sejalan dengan pengembangan *clean ammonia*, PTPI juga menjajaki opsi energi bersih jangka panjang, termasuk energi *thorium* (nuklir).

studies for hybrid green ammonia development at PIM (Pupuk Iskandar Muda), green hydrogen and green ammonia development at PKG, and a green hydrogen study at PKC (Pupuk Kujang);

2. Strengthening green energy development and efficiency, including the expansion of solar power plants and other renewable energy sources, as well as increasing REC capacity across all fertilizer-producing subsidiaries;
3. Advancing NbS programs on a sustained basis. In 2025, total tree planting reached approximately 687,000 trees across 1,294 hectares, including areas under preparation. The NbS program will be scaled progressively, targeting a cumulative total of around 7.5 million trees and expansion of approximately 25,000 hectares by 2030; and

4. Implementing a low-carbon mobility transition through the gradual replacement of fuel-based operational vehicles with electric vehicles, both for plant and non-plant operations.

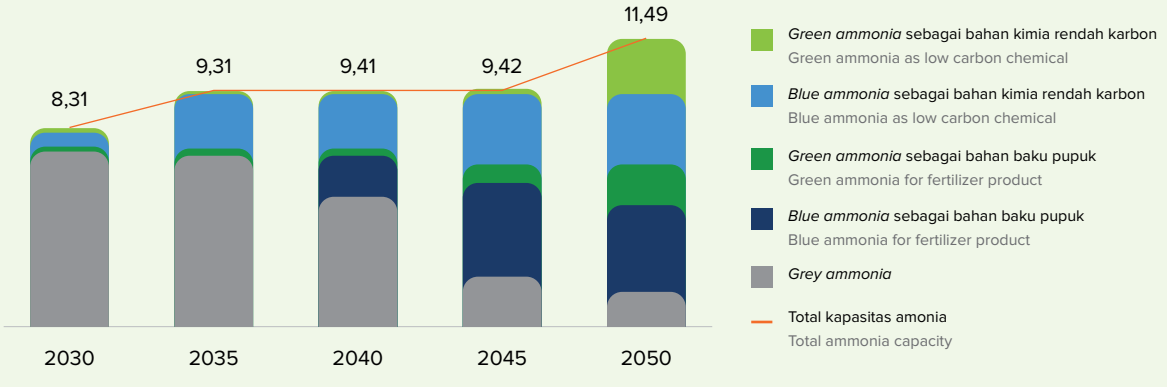
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In line with its mid-term roadmap, PTPI has also set a 2035 target of reducing emissions by 45% from the BAU scenario, as a continuation of strengthening energy transition programs and the phased implementation of decarbonization projects.

To achieve its long-term target for 2050, PTPI aims to reduce emissions by 96% from BAU. Approximately 70% of total emission reductions are expected to come from the transition from grey ammonia to clean ammonia, namely green ammonia and blue ammonia. In parallel with the development of clean ammonia, PTPI is also exploring long-term clean energy options, including thorium-based (nuclear) energy.

Rencana Kapasitas Kumulatif *Green* dan *Blue Ammonia* PTPI dari Tahun 2030 hingga 2050

Cumulative Green and Blue Ammonia Capacity Plan of the PTPI from 2030 to 2050



Dalam rangka mencapai target NZE pada tahun 2050, sisa emisi sekitar 1 juta ton CO_2e direncanakan di-*offset* melalui penyerapan karbon dari program NbS yang mencakup inisiatif restorasi mangrove, agroforestri, aforestasi, reforestasi, konservasi, REDD+, dan revegetasi. Program ini menargetkan penanaman sekitar 109,5 juta pohon pada area dengan luas kurang lebih 365.000 Ha.

To achieve its NZE target by 2050, PTPI plans to offset the remaining emissions of approximately 1 million tons of CO_2e through NbS. These initiatives include community forestry, agroforestry, afforestation, reforestation, and revegetation programs, targeting the planting of approximately 109.5 million trees across an area of around 365,000 Ha.

Selain inisiatif dekarbonisasi operasional, PTPI juga mempersiapkan partisipasi dalam pasar karbon dan perdagangan karbon melalui:

1. Penyampaian *Letter of Intent* kepada IDX Carbon perihal untuk mencatatkan kredit karbon pada Bursa Karbon Indonesia untuk proyek NbS, CCS, dan *Soda Ash*.
2. Kajian internal terkait *internal carbon pricing*.

In addition to operational decarbonization efforts, PTPI is also preparing to participate in carbon markets and carbon trading through:

1. Submission of a Letter of Intent to IDX Carbon regarding the listing of carbon credits on the Indonesia Carbon Exchange for NbS, CCS, and Soda Ash projects; and
2. Internal studies related to carbon pricing.

Emisi Gas Rumah Kaca [GRI 305-1, 305-2, 305-3, 305-4] [OJK F.11] [TCFD M2]

Greenhouse Gas (GHG) Emissions

Sebagai bagian dari komitmen terhadap pengelolaan lingkungan dan mitigasi perubahan iklim, PTPI melaksanakan pengelolaan dan inventarisasi emisi GRK secara komprehensif. Proses ini mencakup penghitungan dan pelaporan emisi berdasarkan tiga cakupan, yaitu: [GRI 3-3]

As part of its commitment to environmental management and climate change mitigation, PTPI conducts comprehensive management and inventories of GHG emissions. This process includes the calculation and reporting of emissions across three scopes, namely: [GRI 3-3]

Emisi GRK Langsung (Cakupan 1)
Direct GHG Emissions (Scope 1)

Berasal dari sumber yang dimiliki atau dikendalikan oleh Perusahaan, dengan kontribusi utama dari proses produksi dan kegiatan utilitas di pabrik amonia serta fasilitas produksi lainnya. Penghitungan Cakupan 1 mencakup emisi dari *industrial process and product use* (IPPU) serta pembangkitan energi (utilitas) di seluruh unit operasional, termasuk pabrik amonia, urea, NPK, dan fasilitas produksi lainnya.
Derived from sources owned or controlled by the Company, with primary contributions from production processes and utility operations at ammonia plants and other production facilities. Scope 1 calculations include emissions from industrial processes and product use (IPPU), as well as energy generation (utilities) across all operational units, including ammonia, urea, NPK plants, and other production facilities.

Emisi GRK Tidak Langsung (Cakupan 2)
Indirect GHG Emissions (Scope 2)

Berasal dari penggunaan listrik yang dipasok oleh Perusahaan Listrik Negara (PLN) maupun penyedia pihak ketiga, termasuk *steam* dari pihak ketiga. Penghitungan dilakukan pada empat anak perusahaan, yaitu PT Petrokimia Gresik, PT Pupuk Kujang, PT Pupuk Kalimantan Timur, dan PT Pupuk Iskandar Muda. Emisi dihitung berdasarkan konsumsi listrik untuk kebutuhan utilitas pabrik, baik dalam proses produksi maupun aktivitas non-pabrik.
Derived from the consumption of electricity supplied by Perusahaan Listrik Negara (PLN) and third-party providers, including steam sourced from third parties. The calculation covers four subsidiaries, namely PT Petrokimia Gresik, PT Pupuk Kujang, PT Pupuk Kalimantan Timur, and PT Pupuk Iskandar Muda. Emissions are calculated based on electricity consumption for plant utilities, both in production processes and non-plant activities.

Emisi GRK Tidak Langsung (Cakupan 3)
Other Indirect GHG Emissions (Scope 3)

Berasal langsung dari aktivitas rantai nilai Perusahaan, termasuk transportasi dan distribusi bahan baku, produksi bahan baku yang dibeli, serta emisi dari tahap penggunaan produk.
Directly derived from activities across the Company's value chain, including the transportation and distribution of raw materials, the production of purchased inputs, as well as emissions from the product use phase.

Dalam penyusunan inventarisasi emisi GRK Cakupan 1, 2, dan 3 yang diungkapkan dalam laporan ini, PTPI memperoleh pendampingan dari pihak ketiga yang merupakan lembaga verifikasi dan validasi emisi GRK di Indonesia. Sejalan dengan peningkatan kualitas pengungkapan, ruang lingkup penghitungan Cakupan 1 saat ini telah mencakup seluruh fasilitas produksi perusahaan, termasuk pabrik urea, NPK, amonia, dan lain-lain.

In preparing the Scope 1, 2, and 3 GHG emissions inventory disclosed in this report, PTPI engaged third-party support from a recognized emissions verification and validation institution in Indonesia. In line with efforts to enhance disclosure quality, the Scope 1 boundary has been expanded to cover all production facilities, including urea, NPK, ammonia plants, and others.

Secara keseluruhan, total emisi GRK Cakupan 1 dan 2 pada tahun 2025 tercatat mengalami peningkatan sebesar 2,10% atau sebesar 219.105 ton CO_2eq dibandingkan tahun 2024. Perubahan tersebut dipengaruhi oleh jumlah total konsumsi energi yang meningkat. [GRI 305-1, 305-2]

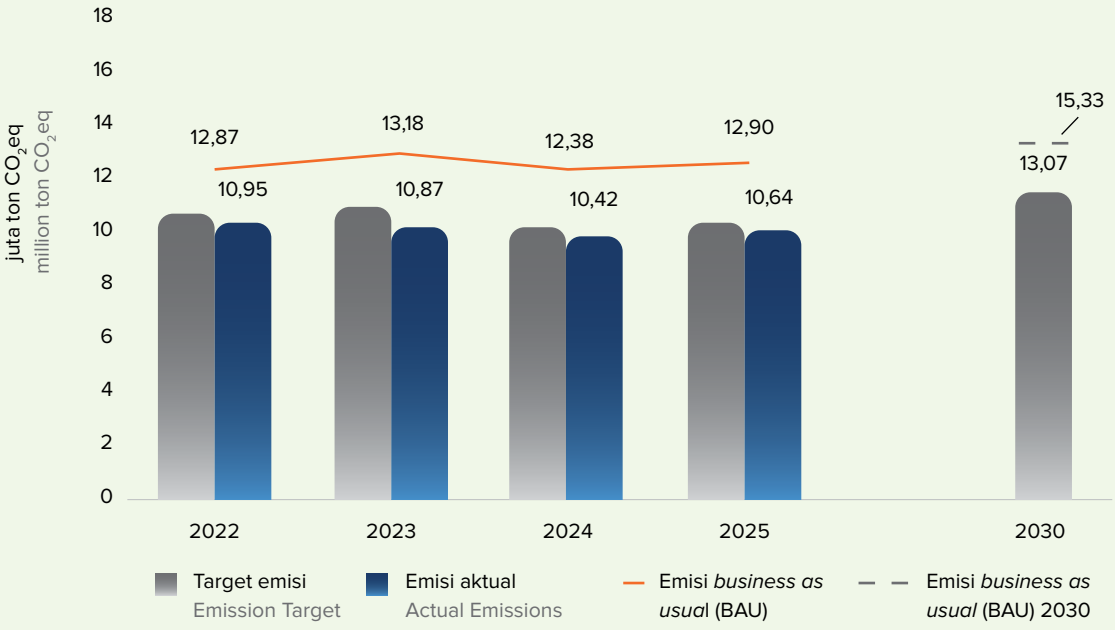
Overall, total Scope 1 and 2 GHG emissions in 2025 increased by 2.10%, equivalent to 219,105 tons of CO_2eq, compared to 2024. This change was primarily driven by higher total energy consumption. [GRI 305-1, 305-2]

Sementara itu, emisi GRK Cakupan 3 pada tahun 2025 tercatat sebesar 52,32 juta ton CO_2eq, meningkat 2,95% dibandingkan tahun 2024. Kenaikan ini terutama dipicu oleh meningkatnya penjualan pupuk urea dan NPK. [GRI 305-3]

Meanwhile, Scope 3 GHG emissions in 2025 were recorded at 52.32 million tCO_2eq, representing an increase of 2.95% compared to 2024. This increase was primarily driven by higher sales of urea and NPK fertilizers. [GRI 305-3]

Target dan Emisi Aktual Cakupan 1 dan 2 (Tahun 2025) [GRI 305-1, 305-2]

Scope 1 and 2 Emissions Targets and Actual Performance (2025)



Cakupan 1 yang dimaksud adalah Kategori 1.1 dan Kategori 1.3. Kategori 1.2 dan Kategori 1.4 hanya memiliki signifikansi di bawah 0,5% terhadap Emisi Aktual Cakupan 1 dan 2.
Scope 1 as referred to here includes Category 1.1 and Category 1.3. Category 1.2 and Category 1.4 each contribute less than 0.5% to total actual Scope 1 and 2 emissions.

Catatan: terdapat penyesuaian target emisi Cakupan 1 dan 2 untuk tahun 2030 sebagai hasil penyempurnaan peta jalan (*roadmap*) dekarbonisasi. Penyesuaian ini telah melalui proses validasi dan verifikasi oleh pihak ketiga, serta diselaraskan dengan target nasional *Enhanced Nationally Determined Contribution* (ENDC) tahun 2030.
Note: adjustments have been made to the Scope 1 and 2 emissions targets for 2030 following the refinement of the decarbonization roadmap. These adjustments have undergone third-party validation and verification and have been aligned with the national Enhanced Nationally Determined Contribution (ENDC) target for 2030.

Pada tahun 2025, PTPI mencatatkan penurunan emisi GRK Cakupan 1 dan 2 sebesar 17,47% dibandingkan skenario BAU, atau setara dengan 2,25 juta ton CO_2eq. Capaian ini melampaui target pengurangan emisi tahun 2025. Jika dibandingkan dengan tahun 2024, volume pengurangan emisi tahun 2025 tercatat lebih tinggi. [GRI 305-1, 305-2]

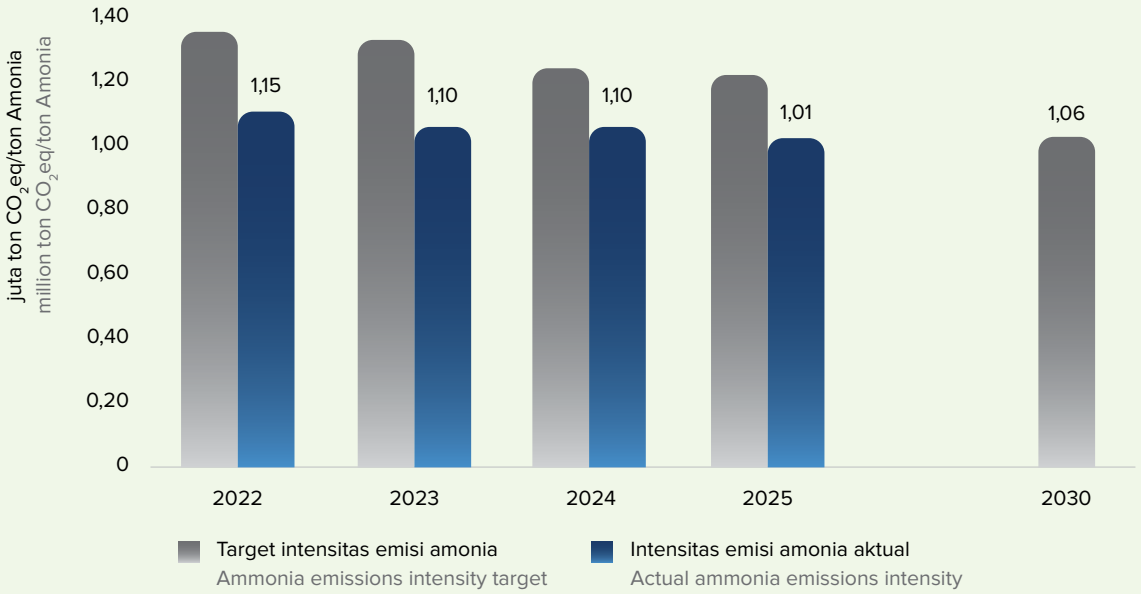
Selain pengukuran emisi secara absolut, PTPI menghitung intensitas emisi sebagai indikator efisiensi proses produksi dalam mengendalikan emisi. Intensitas emisi dihitung dengan membagi total emisi GRK Cakupan 1 dan 2 (ton CO_2eq) dengan total produksi (ton produk) untuk masing-masing komoditas, yaitu pupuk urea dan amonia. Pada tahun pelaporan, intensitas emisi GRK Cakupan 1 dan 2 tercatat sebesar 1,01 ton CO_2eq/ton amonia dan 0,48 ton CO_2eq/ton urea. Jika dibandingkan dengan *baseline* rerata tahun 2010-2013, intensitas emisi amonia menunjukkan penurunan sebesar 19,72%. [GRI 305-4]

In 2025, PTPI achieved a reduction in Scope 1 and 2 GHG emissions of 17.47% compared to the BAU scenario, equivalent to 2.25 million tons of CO_2e. This achievement exceeded the Company's emission reduction target for 2025. Compared to 2024, the volume of emission reductions recorded in 2025 was higher. [GRI 305-1, 305-2]

In addition to measuring absolute emissions, PTPI also calculates emissions intensity as an indicator of production process efficiency in managing emissions. Emissions intensity is calculated by dividing total Scope 1 and 2 GHG emissions (tons of CO_2eq) by total production volume (tons of product) for each commodity, namely urea and ammonia. During the reporting year, Scope 1 and 2 emissions intensity was recorded at 1.01 tons of CO_2eq per ton of ammonia and 0.48 tons of CO_2eq per ton of urea. Compared to the 2010–2013 baseline average, ammonia emissions intensity decreased by 19.72%. [GRI 305-4]

Target dan Intensitas Emisi Amonia Aktual (Tahun 2025) [GRI 305-4]

Ammonia Emissions Intensity Targets and Actual Performance (2025)



Catatan: terdapat perubahan angka target intensitas emisi amonia pada tahun 2030 berdasarkan hasil penyempurnaan peta jalan (*roadmap*) dekarbonisasi melalui validasi dan verifikasi target dekarbonisasi oleh pihak ketiga

Note: The 2030 ammonia emissions intensity target has been revised following the refinement of the PTPI decarbonization roadmap, based on third-party validation and verification of the decarbonization targets.

Grafik tersebut menunjukkan tren intensitas emisi GRK dari produksi amonia PTPI selama periode 2022–2025, serta target intensitas emisi yang ditetapkan untuk tahun 2030. Dalam empat tahun terakhir, intensitas emisi aktual secara konsisten berada di bawah target tahunan, yang mencerminkan efektivitas pengendalian

The chart illustrates the trend of GHG emissions intensity from PTPI's ammonia production over the 2022–2025 period, as well as the emissions intensity target set for 2030. Over the past four years, actual emissions intensity has consistently remained below annual targets, reflecting the effectiveness of emission

emisi di fasilitas produksi. Pada tahun 2030, PTPI menargetkan intensitas emisi sebesar 1,06 ton CO_2eq/ton amonia sebagai bagian dari strategi jangka pendek Perusahaan. [GRI 305-4]

control measures across production facilities. For 2030, PTPI has set an emissions intensity target of 1.06 tons of CO_2eq/ton of ammonia as part of its short-term strategy. [GRI 305-4]

Inisiatif Pengurangan Emisi Gas Rumah Kaca [GRI 305-5] [OJK F.12] [RT-CH-110a.2]

GHG Emissions Reduction Initiatives

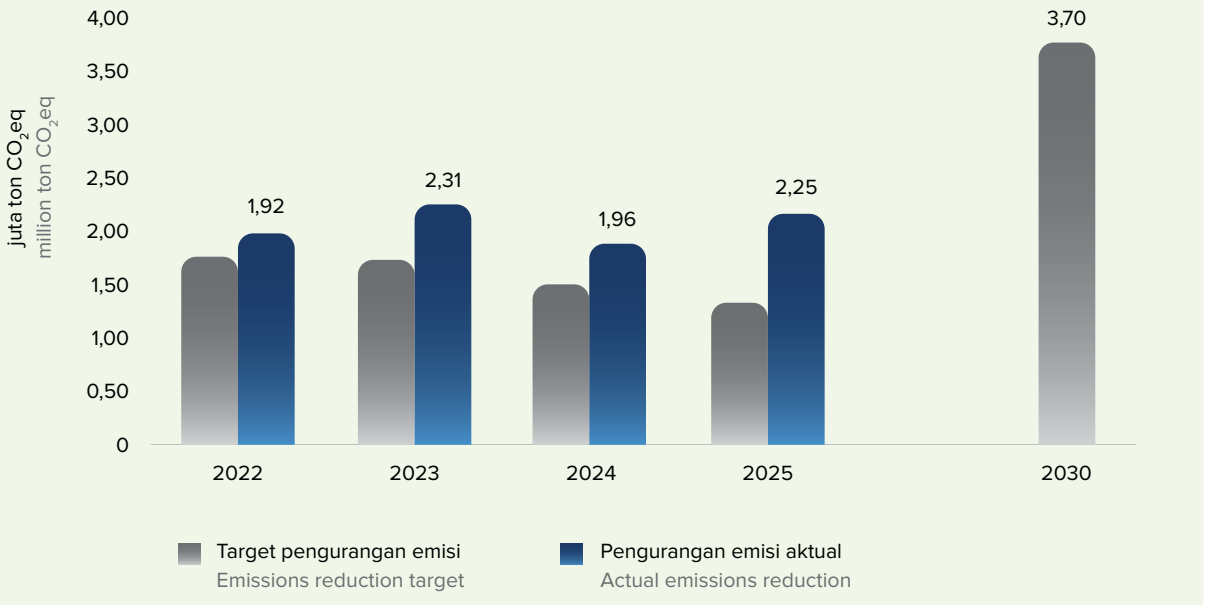
PTPI menjalankan berbagai inisiatif dekarbonisasi untuk menekan emisi GRK Cakupan 1 dan 2 agar tetap berada di bawah jalur skenario BAU serta target emisi yang ditetapkan. Pengurangan emisi dihitung berdasarkan selisih antara emisi pada skenario BAU dengan emisi aktual pada tahun yang sama.

PTPI implements a range of decarbonization initiatives to reduce Scope 1 and 2 GHG emissions, ensuring that emissions remain below the BAU trajectory and aligned with established targets. Emission reductions are calculated as the difference between emissions under the BAU scenario and actual emissions in the same year.

Sejalan dengan peta jalan dekarbonisasi, PTPI memproyeksikan total emisi GRK Cakupan 1 dan 2 pada tahun 2030 sebesar 11,63 juta ton CO_2eq. Proyeksi ini mempertimbangkan rencana penambahan kapasitas produksi amonia hingga sekitar 1,3 kali dibandingkan tahun 2025. Pada tahun 2030, PTPI menargetkan pengurangan emisi sebesar 3,70 juta ton CO_2eq melalui implementasi portofolio inisiatif dekarbonisasi yang telah dirancang secara strategis.

In line with its decarbonization roadmap, PTPI projects Scope 1 and 2 GHG emissions reductions of 11.63 million tons of CO_2eq by 2030. This projection takes into account the planned expansion of ammonia production capacity to approximately 1.3 times the 2025 level. For 2030, PTPI targets emission reductions of 3.70 million tons of CO_2eq through the implementation of a strategically developed portfolio of decarbonization initiatives.

Target dan Pengurangan Emisi Aktual
Targets and Actual Emissions Reductions



Keterangan Description	2025	2024	2023	2022
Aktual (ton CO_2eq) Actual (tons CO_2eq)	2.253.778	1.959.322	2.307.973	1.917.778
Target (ton CO_2eq) Target (tons CO_2eq)	1.460.045	1.592.481	1.756.356	1.740.572

Catatan:
1. Perhitungan ini adalah penghitungan penurunan emisi Cakupan 1, Cakupan 2, dan menghitung gas-gas CO_2, CH_4, dan N_2O dari seluruh pabrik termasuk amonia, urea, nonamonia, dan non-pabrik.
2. Penghitungan dilakukan dengan pengukuran langsung terhadap penurunan konsumsi bahan baku/bahan bakar menggunakan alat ukur, dengan metode yang sesuai dengan petunjuk teknis penghitungan emisi GRK industri pupuk dari GHG Protocol dan Kementerian Perindustrian.
3. Terdapat perubahan data pengurangan emisi di tahun 2024 karena adanya verifikasi inventarisasi emisi tahun 2024 oleh pihak ketiga (lembaga verifikasi dan validasi emisi GRK). Proses ini menghasilkan angka penurunan emisi yang dilaporkan lebih tinggi dibandingkan dengan laporan tahun sebelumnya. Hal ini mencerminkan peningkatan akurasi dalam pelaporan emisi GRK sesuai standar yang berlaku.
4. Penurunan emisi dihitung berdasarkan selisih antara BAU (*baseline* rerata tahun 2010-2013) dan emisi aktual.
5. Terdapat penyesuaian target pengurangan emisi untuk tahun 2030 sebagai hasil penyempurnaan peta jalan (*roadmap*) dekarbonisasi, yang telah melalui proses validasi dan verifikasi oleh pihak ketiga.

Notes:
1. The calculation covers Scope 1, Scope 2, and includes CO_2, CH_4, and N_2O gases from all facilities, including ammonia, urea, non-ammonia, and non-plant operations.
2. Emissions are calculated based on direct measurements of reductions in raw material and fuel consumption using metering instruments, applying methodologies in line with the GHG Protocol and the Ministry of Industry's technical guidelines for GHG emissions calculation in the fertilizer industry.
3. Adjustments have been made to the 2024 emissions reduction data following third-party verification of the 2024 emissions inventory (by an accredited GHG verification and validation body). This process resulted in a higher reported emissions reduction compared to the previous report, reflecting improved accuracy in GHG emissions reporting in accordance with applicable standards.
4. Emissions reductions are calculated as the difference between the BAU scenario (based on the 2010–2013 baseline average) and actual emissions.
5. Adjustments have also been made to the 2030 emissions reduction target following the refinement of the decarbonization roadmap, which has undergone third-party validation and verification.

Hingga tahun 2025, implementasi inisiatif dekarbonisasi dilakukan melalui berbagai program efisiensi energi, pemanfaatan energi terbarukan, serta penggunaan teknologi rendah emisi di anak perusahaan, dengan rincian sebagai berikut:

1. PT Pupuk Kujang
   - Pemanfaatan REC dengan kapasitas 4 MW dari PT PLN;
   - Pemanfaatan *hydropower off-grid* untuk suplai listrik pompa air Curug dan Cikao melalui kerja sama dengan Perum Jasa Tirta II;
   - Pemanfaatan listrik PLTS berkapasitas 133 kWp;
   - Penggunaan motor listrik sebagai transportasi dinas;
   - Implementasi efisiensi energi, termasuk optimasi beban *steam generation* K-1B dan *electrical shifting* pompa air pendingin K1B; dan
   - Utilisasi CO_2 untuk produksi CO_2 *liquid, dry ice*, dan lainnya.
2. PT Petrokimia Gresik
   - Pemanfaatan REC dengan kapasitas 3,5 MW dari PT PLN;
   - Pemanfaatan listrik PLTS berkapasitas 1,18 MWp;
   - Penggunaan kendaraan listrik sebagai kendaraan operasional; dan

As of 2025, the implementation of decarbonization initiatives is carried out through various energy efficiency programs, the utilization of renewable energy, and the adoption of low-emission technologies across subsidiaries, as detailed below:

1. PT Pupuk Kujang
   - Utilization of RECs with a capacity of 4 MW from PT PLN (Persero);
   - Utilization of off-grid hydropower for electricity supply to Curug and Cikao water pumps in collaboration with Perum Jasa Tirta II;
   - Utilization of solar power plants with a capacity of 133 kWp;
   - Use of electric vehicles for official transportation;
   - Implementation of energy efficiency measures, including optimization of steam generation load at K-1B and electrical shifting of K1B cooling water pumps; and
   - Utilization of CO_2 for the production of liquid CO_2, dry ice, and other products.
2. PT Petrokimia Gresik
   - Use of REC with a capacity of 3.5 MW from PT PLN (Persero);
   - Solar power plant use with a capacity of 1.18 MWp;
   - Use of electric vehicles for operational activities; and

- Implementasi efisiensi energi, termasuk penggantian desain *economizer* di unit pabrik dan penerapan teknologi amonia pabrik II.

3. PT Pupuk Kalimantan Timur
   - Pemanfaatan listrik PLTS 3,8 MWp untuk operasional perkantoran;
   - Konversi kendaraan berbahan bakar fosil (bus, mobil, dan motor) menjadi kendaraan listrik; dan
   - Implementasi efisiensi energi, termasuk *replacement* pabrik 1 menjadi pabrik 5.
4. PT Pupuk Iskandar Muda
   - Pemanfaatan listrik PLTS 45 kWp, 54 kWp, dan 77 kWp pada gedung bagging, gedung diklat, dan gedung *maintenance shop*; dan
   - Implementasi efisiensi energi melalui penggantian *tube superheater.*
5. PT Pupuk Sriwidjaja Palembang
   - Pemanfaatan listrik PLTS 210 kWp untuk operasi perkantoran;
   - Implementasi efisiensi energi melalui peningkatan efisiensi konsumsi energi pabrik sesuai *turn around* serta revitalisasi Pusri II menjadi Pusri IIB;
   - Pemanfaatan REC untuk Kantor Perwakilan Jakarta; dan
   - Penggunaan kendaraan listrik sebagai kendaraan operasional.

- Implementation of energy efficiency measures, including economizer redesign in plant units and the application of ammonia technology in Plant II.

3. PT Pupuk Kalimantan Timur
   - Utilization of solar power plants with a capacity of 3.8 MWp for office operations;
   - Conversion of fossil fuel-based vehicles (buses, cars, and motorcycles) to electric vehicles; and
   - Implementation of energy efficiency measures, including the replacement of Plant 1 with Plant 5.
4. PT Pupuk Iskandar Muda
   - Utilization of solar power plants with capacities of 45 kWp, 54 kWp, and 77 kWp at the bagging building, training center, and maintenance shop; and
   - Implementation of energy efficiency through the replacement of superheater tubes.
5. PT Pupuk Sriwidjaja Palembang
   - Utilization of solar power plants with a capacity of 210 kWp for office operations;
   - Implementation of energy efficiency through improved plant energy consumption during turnaround activities and the revitalization of Pusri II into Pusri IIB;
   - Utilization of REC for the Jakarta Representative Office; and
   - Use of electric vehicles for operational activities.

Emisi Udara Ambien [GRI 305-7] [OJK F.11]
Ambient Air Emissions

Dalam menjalankan kegiatan produksi, PTPI mengendalikan emisi udara sebagai bagian dari pengelolaan aspek lingkungan. Emisi yang dihasilkan dari proses operasional meliputi nitrogen oksida (NO_x) dan sulfur oksida (SO_x). Kedua parameter tersebut dipantau secara berkala karena berpotensi berdampak terhadap kesehatan dan lingkungan apabila melebihi ambang batas. PTPI memastikan emisi gas buang tetap memenuhi baku mutu sesuai Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.17 Tahun 2019 melalui sistem pemantauan dan pengendalian yang terintegrasi. [GRI 3-3]

Pada tahun 2025, emisi udara yang dihasilkan PTPI meliputi 8.203 ton SO_x, 4.810 ton NO_x, dan 4.290 ton NH_3, serta jenis emisi udara lainnya. Sementara itu, tidak tercatat emisi *volatile organic compounds* (VOC) dari kegiatan operasional perusahaan, sebagaimana

In conducting its production activities, PTPI manages air emissions as part of its environmental management practices. Emissions generated from operations include nitrogen oxides (NO_x) and sulfur oxides (SO_x). These parameters are monitored regularly due to their potential impacts on health and the environment if they exceed threshold limits. PTPI ensures that exhaust gas emissions comply with applicable standards under the Minister of Environment and Forestry Regulation No. P.17 of 2019 through integrated monitoring and control systems. [GRI 3-3]

In 2025, air emissions generated by PTPI included 8,203 tons of SO_x, 4,810 tons of NO_x, and 4,290 tons of NH_3, as well as other types of air emissions. Meanwhile, no emissions of volatile organic compounds (VOC) were recorded from the Company's operations as presented

disajikan tabel Metrik Kinerja Keberlanjutan. Kondisi ini didukung oleh penerapan teknologi proses dan prosedur operasional yang terkendali, pemilihan bahan baku yang sesuai, serta pengelolaan limbah yang terintegrasi sehingga potensi pelepasan VOC dapat dicegah sejak awal proses produksi. [OJK F.12]

in the Sustainability Performance Metrics table. This outcome is supported by the application of controlled process technologies and operational procedures, appropriate selection of raw materials, and integrated waste management practices, which collectively prevent the release of VOCs at the source. [OJK F.12]

Emisi Zat Perusak Ozon [GRI 305-6] [OJK F.11]

Ozone-Depleting Substances (ODS) Emissions

Sebagai bagian dari pengelolaan aspek lingkungan, PTPI mengidentifikasi potensi emisi *ozone-depleting substances* (ODS) dalam kegiatan operasional. Hasil identifikasi menunjukkan bahwa sumber ODS hanya berasal dari penggunaan refrigeran pada sistem pendingin udara dengan volume yang relatif kecil dan tidak signifikan sehingga tidak disajikan secara khusus dalam laporan ini. Meskipun demikian, Perusahaan tetap berkomitmen untuk mengurangi potensi emisi ODS melalui peralihan bertahap ke jenis refrigeran yang lebih ramah lingkungan. [GRI 3-3] [OJK F.12]

As part of its environmental management practices, PTPI identifies potential emissions of ozone-depleting substances (ODS) within its operations. The assessment indicates that ODS sources are limited to the use of refrigerants in air conditioning systems, with volumes that are relatively small and not material, and therefore not specifically disclosed in this report. Nevertheless, the Company remains committed to reducing potential ODS emissions through the gradual transition to more environmentally friendly refrigerants. [GRI 3-3] [OJK F.12]





Lampiran

Attachment



Metrik Kinerja Keberlanjutan
Sustainability Performance Metrics

Ikhtisar Keberlanjutan
Sustainability Highlights

Kinerja Ekonomi [OJK B.1]
Economic Performance

Jenis Type	Satuan Unit	2025	2024	2023
Pendapatan Usaha [OJK B.1.b] Operating Revenue	Rp Triliun Rp Trillion	90,40	81,62	79,21
Laba Bersih [OJK B.1.c] Net Profit	Rp Triliun Rp Trillion	5,51	8,89	6,25
Total Produksi Pupuk [OJK B.1.a] Total Fertilizer Production	Ton	12.533.088	12.243.765	11.647.154
Total Produksi Non-Pupuk [OJK B.1.a] Total Non-Fertilizer Production	Ton	6.628.034	6.725.762	7.188.735
Persentase Nilai Pengadaan dari Pemasok Lokal [OJK B.1.e] Percentage of Procurement Value from Local Suppliers	%	84,55	84,19	81,87
Produk Ramah Lingkungan [OJK B.1.d] Eco-Friendly Product	Jenis Type	12	17	16

Kinerja Lingkungan [OJK B.2]
Environmental Performance

Jenis Type	Satuan Unit	2025	2024	2023
Energi dan Emisi | Energy and Emissions				
Total Energi [OJK B.2.a] Total Energy	GJ	132.856.772	125.827.719*	121.445.674*
Intensitas Energi Urea Urea Energy Intensity	GJ/ton Urea GJ/ton Urea	29,13	29,84	29,64
Total Emisi Total Emissions	Ton CO_2eq	62.967.328	61.249.531*	56.446.642*
Intensitas Emisi Amonia Ammonia Emission Intensity	Ton CO_2eq/ton Amonia Ton CO_2eq/ton of Ammonia	1,01	1,10	1,10
Intensitas Emisi Urea Urea Emission Intensity	Ton CO_2eq/ton Pupuk Ton CO_2eq/ton of Fertilizer	0,48	0,43*	0,45
Pengurangan Emisi [OJK B.2.b] Emissions Reduction	Ton CO_2eq	2.275.205	1.959.322*	2.307.973
Air dan Limbah | Water and Effluents				
Pengambilan Air Water Withdrawal	Megaliter	142.479	141.285	136.829
Kinerja Efluen [OJK B.2.c] Effluent Performance	Megaliter	407	139*	300
Pengurangan Limbah [OJK B.2.c] Waste Reduction	Ton	142.319	373.297*	-357.198**

Jenis Type	Satuan Unit	2025	2024	2023
Investasi Lingkungan Environmental Investment				
Investasi Lingkungan [OJK F.4] Environmental Investment	Rp Juta Rp Million	138.596	136.805*	164.088*

Catatan | Notes:
* Terdapat penyajian data kembali
**Terjadi peningkatan jumlah limbah
* There is a restatement of data
**There has been an increase in the amount of waste

Kinerja Sosial [OJK B.3]
Social Performance

Jenis Type	Satuan Unit	2025	2024	2023
Jumlah Karyawan (Tetap dan Kontrak) Number of Employees (Permanent and Contract)	Orang People	7.882	7.712	7.832
Jam Kerja Aman Safety Working Hours	Jam Hours	48.229.488	48.103.759	52.800.556
Total Dana PUMK (Pelaku Usaha Mikro dan Kecil) dan TJSL Total MSE (Micro and Small Enterprises) and CSR Fund	Rp Juta Rp Million	259.089	317.261	276.229
Total Dana TJSL Total CSR Fund	Rp Juta Rp Million	247.439	294.755	210.914
Indeks Kepuasan Pelanggan Customer Satisfaction Index	Poin 1–100 Point 1-100	91,79	90,96	95,68

Jumlah Mitra Binaan dan Piutang Pendanaan UMK per Sektor (Rp Juta)
Number of Fostered Partners and Outstanding MSE Funding by Sector (Rp Million)

Sektor Sector	Jumlah Mitra Binaan Number of Fostered Partners			Nilai Piutang (Rp Juta) Loan Value (Rp Million)		
	2025*	2024	2023	2025**	2024	2023
Industri | Industry	259	163	270	5.916	3.535	6.518
Perdagangan | Trade	1.590	430	747	40.333	11.835	19.769
Pertanian | Agriculture	422	258	391	19.151	16.030	20.451
Perkebunan | Plantation	261	204	278	6.720	3.975	3.403
Perikanan | Fisheries	140	102	188	3.759	4.775	5.736
Peternakan | Livestock	155	132	143	13.337	12.559	24.915
Jasa | Services	453	200	260	12.918	6.676	9.698
Lainnya | Others	107	0	0	2.569	0	0
Jumlah | Total	**3.387**	**1.489**	**2.277**	**104.702**	**59.385**	**90.490**

Catatan | Notes:
* Merupakan jumlah mitra binaan Swakelola dan Kolaborasi BRI.
** Merupakan jumlah piutang pendanaan UMK Swakelola dan Kolaborasi BRI.
* Represents the total number of fostered partners under the Self-Managed and BRI Collaboration programs.
**Represents the total outstanding MSE funding under the Self-Managed and BRI Collaboration programs.

Kinerja Tata Kelola [OJK B.3]
Governance Performance

Deskrpsi Description	Satuan Unit	2025	2024
Kepatuhan Wajib Lapor LHKPN I LHKPN State Officials Wealth Report			
Tingkat kepatuhan Compliance rate	%	100	100
Total wajib lapor Total required to report	Orang People	2.512	2.382
Pelatihan Antikorupsi I Anti-Corruption Training			
Cakupan Coverage	%	100	100
Total karyawan yang mengikuti pelatihan Total employees participating in training	Orang People	2.481	2.382

Profil Perusahaan
Company Profile

Komposisi Persebaran Penjualan [GRI 2-6]
Sales Distribution Composition

Deskrpsi Description	Satuan Unit	2025	2024*	2023*
Domestik (termasuk PSO) Domestic (include PSO)	%	83,61	84,36	79,38
Luar Negeri (Ekspor) Overseas (Export)	%	16,39	15,64	20,62

Catatan I Notes:
* Terdapat penyajian data kembali
* There is a restatement of data

Skala Perusahaan [GRI 2-6] [OJK C.3]
Company Scale

Deskrpsi Description	Satuan Unit	2025	2024	2023
Total Aset Total Assets	Rp Triliun Rp Trillion	150,18	139,30	143,00
Total Ekuitas Total Equity	Rp Triliun Rp Trillion	103,46	99,36	91,97
Total Liabilitas Total Liabilities	Rp Triliun Rp Trillion	46,73	39,94	51,03
Jumlah Produk yang Disediakan Number of Products Offered	Unit	75	74	72
Total Produksi Total Production	Juta ton Million tons	19,24	19,05	18,84
Penjualan dan Pendapatan Usaha Lainnya Sales and Other Revenues	Rp Triliun Rp Trillion	90,40	81,62	79,21

Deskrpsi Description	Satuan Unit	2025	2024	2023
Jumlah Karyawan Tetap dan Kontrak Number of Permanent and Contract Employees	Orang Prople	7.882	7.712	7.832
Jumlah Anak Perusahaan Number of Subsidiaries	Perusahaan Companies	9	9	10
Modal Dasar Authorized Capital	Rp Triliun Rp Trillion	100	100	100
Modal Ditempatkan dan Disetor Issued and Paid-Up Capital	Rp Triliun Rp Trillion	25	25	25

Perbandingan Target dan Kinerja Produksi, Pendapatan, dan Laba Rugi [OJK F.2]
Comparison of Targets and Performance of Production, Revenue, and Profit/Loss

Deskripsi Description	Satuan Unit	2025		2024		2023	
		Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Produksi Production	ton	19.223.285	19.239.636	18.557.236	19.052.517	19.448.255	18.835.889
Pendapatan Revenue	Rp Juta Rp Million	95.235.961	90.401.649	85.783.315	81.616.208	89.997.207	79.207.267
Laba Bersih Net Profit	Rp Juta Rp Million	4.858.705	5.512.785	5.080.199	8.886.038	12.567.095	6.253.559

Jumlah Produksi
Total Production

Deskripsi Description	Satuan Unit	2025		2024		2023	
		Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Pupuk Fertilizers	ton	12.622.500	12.533.088	11.830.894	12.245.751	12.304.975	11.647.154
Non-Pupuk Non-Fertilizers	ton	6.538.185	6.628.034	6.662.222	6.725.762	7.076.300	7.121.633
Produk Sampingan By Products	ton	62.600	78.513	64.120	81.004	66.980	67.103

Perbandingan Target dan Realisasi pada Produk Berkelanjutan [OJK F.3]

Comparison of Target and Realization for Sustainable Products

Deskripsi Description	Satuan Unit	2025		2024		2023	
		Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Pupuk Organik | Organic Fertilizers							
Petroganik	ton	500.000	225.810	-	47.088	-	-
Phonska OCA	liter	24.000	5.168	-	7.966	-	-
Excow	ton	-	19	1.000	142,43	-	175,12
Phonska Alam	ton	-	13	-	14,9	-	-
Pupuk Hayati | Biofertilizer							
Ecofert	ton	250	47	250	72,82	250	44,82
Petrobiofertil	ton	48	4	15	22,2	-	34,48
Bioripah	kL	10	12	2,59	6,1	-	2,40
Bion Up	kL	-	2.534	400	0,7	-	0,27
Biotara	ton	30	13	30	1,69	5	1,80
Biodekomposer | Biodecomposer							
Gladiator Cair | Liquid Gladiator	kL	3.000	528	7,5	4,92	-	13,45
Gladiator Padat | Solid Gladiator	ton	30	1,18	1,5	0,78	-	1,71
Biodex	ton	20	12	20	20,72	45	17,70
Produk *Circular Economy* | Circular Economy Product							
Petrocas	ton	50.000	42.027	75.000	44.745	75.000	51.085
Kapur Pertanian | Agricultural Lime	ton	125.000	146.833	125.000	131.657	125.000	125.120
Nitralite	ton	3.600	621	2.000	1.531,85	-	1.320,55
Enchanced Efficiency Fertilizer | Enchanced Efficiency Fertilizer							
Urea N Stabilizer	ton	-	18.373	-	20.351	-	30.827
NPK *Coating* Mikroba | Microbial Coating NPK	ton	-	214	-	104,85	-	300,25

Nilai Ekonomi yang Diterima dan Didistribusikan (Rp Juta) [GRI 201-1]

Economic Value Generated and Distributed (Rp Million)

Deskrpsi Description	2025	2024	2023
Nilai Ekonomi yang Dihasilkan | Economic Value Generated			
Penjualan dan Pendapatan Usaha Lainnya Sales and Other Revenues	90.401.649	81.616.208	79.207.267
Pendapatan Bunga | Interest Income	1.160.425	1.026.960	925.137
Dividen | Dividends	100.120	74.211	351
Royalti | Royalty	-	-	-
Sewa Properti | Property Rental	-	-	-
Penjualan Aset | Sale of Assets	42	44.665	117
Total Nilai Ekonomi yang Dihasilkan (A) Total Economic Value Generated (A)	91.662,236	82.762.044	80.132.872
Nilai Ekonomi yang Didistribusikan | Economic Value Distributed			
Biaya Operasional | Operational Costs			
Beban Pokok Pendapatan | Cost of Revenue	75.013.927	65.590.416	63.303.146
Beban Penjualan | Selling Expenses	920.334	1.039.742	1.276.030
Beban Administrasi dan Umum | Administrative and General Expenses	5.551.810	5.970.735	5.031.467
Subtotal Biaya Operasional | Subtotal Operating Expenses	**81.486.071**	**72.600.893**	**69.610.643**
Gaji dan Tunjangan Karyawan | Employee Salaries and Benefits			
Gaji, Upah, dan Kesejahteraan Karyawan | Salaries, Wages, and Employee Welfare	2.720.319	2.844.779*	2.546.182*
Pembayaran kepada Penyedia Modal | Payments to Capital Providers			
Bunga | Interests	1.387.224	1.896.893	2.575.340
Dividen | Dividends	2.945.555	1.213.402	5.046.000
Subtotal Pembayaran kepada Penyedia Modal Subtotal Payments to Capital Providers	**4.332.779**	**3.110.295**	**7.621.340**
Pembayaran kepada Pemerintah | Payments to Government			
Pembayaran kepada Pemerintah | Payments to Government	2.490.508	2.247.193	6.587.735
Investasi Masyarakat | Community Investment			
Program Pendanaan UMK (PUMK) MSME Funding Program (PUMK)	11.650	22.506	65.315
Dana TJSL | CSR Funds	247.439	294.755	210.914
Subtotal Investasi Masyarakat | Subtotal Community Investment	259.809	317.261	276.229
Total Nilai Ekonomi yang Didistribusikan (B) Total Economic Value Distributed (B)	**91.288.766**	**81.120.421****	**86.642.109****
Nilai Ekonomi Ditahan (A-B) Economic Value Retained (A-B)	**373.470**	**1,641,623****	**(6,509,237)****
Subsidi Pemerintah | Government Subsidy	**39.507.147**	**33.323.915**	**32.512.230**

Catatan | Notes:

* Terdapat penyajian kembali data Gaji dan Tunjangan Karyawan pada tahun 2023 dan 2024 menyesuaikan Laporan Keuangan.

** Perubahan pada Gaji dan Tunjangan Karyawan pada tahun 2023 dan 2024 berimplikasi pada data Total Nilai Ekonomi yang Didistribusikan dan Nilai Ekonomi Ditahan.

* There is a restatement of the Employee Salary and Benefits data for 2023 and 2024 to align with the Financial Statements.

** Changes in Employee Salary and Benefits for 2023 and 2024 have implications for the data on Total Economic Value Distributed and Economic Value Retained.

Jumlah Pemasok dan Nilai Kontrak [GRI 204-1]
Number of Suppliers and Contract Value

Kategori Pemasok Supplier Category	2025		2024		2023	
	Jumlah Total	Nilai Kontrak (Rp Miliar) Contract Value (Rp Billion)	Jumlah Total	Nilai Kontrak (Rp Miliar) Contract Value (Rp Billion)	Jumlah Total	Nilai Kontrak (Rp Miliar) Contract Value (Rp Billion)
Pemasok Nasional National Suppliers	2.094	45.703	2.781	50.729	2.647	44.630
Pemasok Internasional International Suppliers	57	8.357	113	9.527	106	9.886
Jumlah | Total	**2.151**	**54.060**	**2.894**	**60.256**	**2.753**	**54.516**

Jumlah Pelaku Usaha Distribusi (PUD) dan Penerima Pupuk pada Titik Serah (PPTS)
Distribution Business Players (PUD) and Fertilizer Recipients at the Delivery Points (PPTS)

Deskrpsi Description	2025	2024	2023
Jumlah PUD Number of PUD	1.030	1.025	1.187
Jumlah PPTS Number of PPTS	26.459	26.912	28.296

Fasilitas dan Infrastruktur Distribusi
Distribution Facilities and Infrastructure

Deskrpsi Description	Satuan Unit	2025	2024	2023
Kendaraan | Vehicles				
Truk Trucks	Unit Units	7.204	7.111	7.294
Kapal Vessels	Unit Units	7	9	9
Kapal Rekanan (*Voyage Charter*) Partner Vessels (Voyage Charter)	Unit Units	138	191	170
Dermaga | Jetty				
Dermaga TUKS (Terminal untuk Kepentingan Sendiri) TUKS Jetty (Terimal for Private Use)	Unit Units	4	4	4
Pengantongan Pupuk (*Distribution Center*) Fertilizer Bagging Units (Distribution Center)	Unit Units	17	18	15
Gudang | Warehouses				
Gudang Pabrik (kapasitas ± 912.000 ton) Plant Warehouse (capacity of ± 912,000 tons)	Unit Units	5	5	5
Gudang Penyangga (kapasitas ± 1.966.330 ton) Buffer Warehouse (capacity of ± 1,966,330 tons)	Unit Units	500	529	529

Lingkungan
Environment

Material | Materials

Jenis Bahan Baku [GRI 301-1] [OJK F.5]
Type of Materials

Jenis Type	Satuan Unit	2025	2024	2023
Bahan Baku Terbarukan | Renewable Raw Materials				
Udara | Air	Nm^3	6.125.612.954	5.052.556.218	5.110.984.341
Bahan Baku Tidak Terbarukan | Non-Renewable Raw Materials				
Gas Alam | Natural Gas	MMBtu	155.668.656	156.603.474	159.443.565
Rock Phosphate	Ton	29.356	13.819	7.018
Kalium Klorida (KCl) | Potassium Chloride (KCl)	Ton	841.526	805.640	593.959
Clay/filter	Ton	276.180	215.157	178.160
Ammonia (NH_3)	Ton	337.761	325.203	229.023
Asam Sulfat (H_2SO_4) | Sulfuric Acid	Ton	657.749	629.063	440.311
Asam Fosfat (H_3PO_4) | Phosphoric Acid	Ton	588.216	663.519	534.619
Urea $CO(NH_2)_2$	Ton	268.516	266.523	248.741
Ammonium Sulfat (ZA)	Ton	978.964	799.610	604.508
Diammonium Fosfat (DAP)	Ton	284.321	282.604	224.509
Material Reproses | Reprocessed Materials [GRI 301-2]	Ton	65.555	53.805	109.477

Catatan | Notes:
- Jumlah penggunaan air oleh perusahaan tercatat pada bagian pemanfaatan air.
- Pencatatan konsumsi gas sebagai bahan baku pembuatan pupuk dipisahkan dengan konsumsi gas sebagai sumber energi.
- Data diambil dari pengukuran langsung.
- The total volume of water used by the Company is recorded in the water utilization section.
- The recording of gas consumption for fertilizer feedstock is separated from gas consumption for energy sources.
- Data is derived from direct measurements.

Pengolahan Limbah | Waste Management

Komposisi Limbah [GRI 306-3] [RT-CH-150a.1]
Waste Composition

Komposisi Limbah Waste Composition	Satuan Unit	2025	2024*	2023*
Limbah B3 Hazardous Waste	Ton	3.728	4.365	15.171
Limbah Non-B3 Non-Hazardous Waste	Ton	1.135.468	1.277.151	1.639.641
Total Timbulan Limbah **Total Waste Generation**	**Ton**	**1.139.197**	**1.281.516**	**1.654.812**

Catatan | Notes:
* Terdapat penyajian data kembali dikarenakan terdapat penyesuaian atas kelengkapan data dan konsistensi klasifikasi, berdasarkan hasil peninjauan ulang terhadap data pada periode sebelumnya.
* There are restatements of data due to adjustments made to improve data completeness and classification consistency, based on the results of a review of data from the previous reporting period.

Pengelolaan Limbah [GRI 306-4, 306-5] [OJK F.14] [RT-CH-150a.1]
Waste Management

Metode Pengolahan Limbah* Waste Management Method	Satuan Unit	2025		2024*		2023*	
		On Site	*Off Site*	*On Site*	*Off Site*	*On Site*	*Off Site*
Limbah B3 I Hazardous Waste							
Dialihkan dari Pembuangan Akhir I Diverted from Landfill							
Persiapan untuk digunakan kembali Preparation for reuse	Ton	0	0	0	0	0	0
Daur ulang Recycle	Ton	0	3.033	0	3.815	0	14.506
Pengolahan lainnya Other treatment	Ton	0	7	0	0	0	0
Total Limbah B3 yang Dialihkan dari Pembuangan Akhir **Total Hazardous Waste Diverted from Landfills**	**Ton**	**0**	**3.040**	**0**	**3.815**	**0**	**14.506**
Dikirimkan ke Pembuangan Akhir I Directed to Landfill							
Pembakaran dengan perolehan energi Incineration with energy recovery	Ton	0	0	0	0	0	0
Pembakaran tanpa perolehan energi Incineration without energy recovery	Ton	0	421	0	426	0	345
Penimbunan Landfill	Ton	0	268	0	124	0	320
Dikelola pihak ketiga Managed by third party	Ton	0	0	0	0	0	0
Total Limbah B3 yang Dikirim ke Pembuangan Akhir **Total Hazardous Waste Directed to Landfill**	**Ton**	**0**	**689**	**0**	**550**	**0**	**665**
Limbah Non-B3 I Non-Hazardous Waste							
Dialihkan dari Pembuangan Akhir I Diverted from Landfill							
Persiapan untuk digunakan kembali Preparation for reuse	Ton	20.559	0	38.863	0	45.888	0
Daur ulang Recycle	Ton	1.076.224	32.461	1.204.572	27.636	1.568.785	17.815
Pengolahan lainnya (pembuatan kompos) Other treatment (composting)	Ton	2.232	1.097	1.733	932	1.045	1.279
Total Limbah Non-B3 yang Dialihkan dari Pembuangan Akhir **Total Non-Hazardous Waste Diverted from Landfills**	**Ton**	**1.099.015**	**33.558**	**1.245.167**	**28.567**	**1.615.719**	**19.094**
Dikirimkan ke Pembuangan Akhir I Directed to Landfill							
Pembakaran dengan perolehan energi Incineration with energy recovery	Ton	0	0	0	0	0	0
Pembakaran tanpa perolehan energi Incineration without energy recovery	Ton	0	0	0	0	0	0
Penimbunan Landfill	Ton	0	2.896	0	3.416	0	4.828
Dikelola pihak ketiga Managed by third party	Ton	0	0	0	0	0	0

Metode Pengolahan Limbah* Waste Management Method	Satuan Unit	2025		2024*		2023*	
		On Site	*Off Site*	*On Site*	*Off Site*	*On Site*	*Off Site*
Total Limbah Non-B3 yang Dikirim ke Pembuangan Akhir **Total Non-Hazardous Waste Directed to Landfill**	**Ton**	**0**	**2.896**	**0**	**3.416**	**0**	**4.828**

Catatan | Notes:
- Seluruh limbah yang timbul, masuk, dan keluar dicatat dalam *logbook* dan neraca limbah. Pengukuran dilakukan melalui penimbangan pada sampling kemasan limbah dan moda angkut limbah.

* Terdapat penyajian data kembali dikarenakan terdapat penyesuaian atas kelengkapan data dan konsistensi klasifikasi, berdasarkan hasil peninjauan ulang terhadap data pada periode sebelumnya.
- All waste generated, received, and transported is recorded in the waste logbook and waste balance records. Measurements are conducted through weighing samples of waste packaging and waste transportation units.

* There are restatements of data due to adjustments made to improve data completeness and classification consistency, based on a review of data from the previous reporting period.

Air dan Efluen | Water and Effluent

Pengambilan Air [GRI 303-3] [OJK F.8] [RT-CH-140a.1]
Water Withdrawal

Sumber Air Water Source	Satuan Unit	2025	2024	2023**
Air Permukaan | Surface Water				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	78.552	74.035	70.616
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Air Tanah | Groundwater				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	0	0	3.446
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Air Laut | Seawater				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	62.562	67.249	61.079
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Air yang Diproduksi | Produced Water				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	0	0	0
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Air yang Berasal dari Pihak Ketiga | Thrird-Party Water				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	1.365*	0	5.135
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Total Pengambilan Air | Total Water Withdrawal	**Megaliter**	**142.479**	**141.284**	**136.829**

Catatan | Notes:
- Penghitungan pengambilan air dari pihak ketiga dan air tanah menggunakan flow meter.
- Penghitungan pengambilan air laut dan air permukaan menggunakan alat pengukur debit air.

* Terdapat pengambilan air dari pihak ketiga di tahun 2025 akibat kerusakan pipa pada salah satu anak perusahaan, sehingga kebutuhan air sementara dipenuhi melalui pihak ketiga.

**Terdapat penyajian data kembali di tahun 2023
- The calculation of water withdrawal from third parties and groundwater is measured using flow meters.
- The calculation of seawater and surface water withdrawal is measured using water flow rate meters.

* There was water withdrawal from third parties in 2025 due to a pipeline failure at one of the subsidiaries, consequently, water requirements were temporarily met through third-party sources.

**There is restatement of 2023 data.

Pembuangan Air [GRI 303-4]
Water Discharge

Pembuangan Air Water Discharge	Satuan Unit	2025	2024	2023
Berdasarkan Tujuan | Based on Destination				
Air Permukaan Surface Water	Megaliter	2.106	1.658	1.450
Air Tanah Groundwater	Megaliter	0	0	0
Air Laut Sea Water	Megaliter	2.274	2.315	2.384
Pihak Ketiga Third-Party Water	Megaliter	0	0	0
Berdasarkan Jenis Air | Based on Water Type				
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1.000 mg/L Total Dissolved Soilds)	Megaliter	4.380	3.973	3.834
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1.000 mg/L Total Dissolved Solids)	Megaliter	0	0	0
Total Pembuangan Air **Total Water Discharge**	**Megaliter**	**4.380**	**3.973**	**3.834**

Catatan | Notes:
- Penghitungan pembuangan air ke pihak ketiga dan air tanah menggunakan *flow meter.*
- Penghitungan pembuangan air ke laut dan permukaan menggunakan alat pengukur debit air.
- PTPI tidak mengambil maupun melakukan pembuangan air di wilayah stres air sesuai dengan izin dari instansi pemerintah terkait.
- The calculation of water discharge to third parties and groundwater is measured using flow meters.
- The calculation of water discharge to the sea and surface water is measured using water flow rate meters.
- PTPI does not withdraw or discharge water in water-stressed areas, in compliance with permits from the relevant government agencies.

Data Beban Pencemaran yang Dilepaskan
Data on Released Pollution Load

Parameter	Satuan Unit	2025	2024*	2023*
Chemical Oxygen Demand (COD)	Ton	471	561	455
Total Suspended Solid (TSS)	Ton	111	293	161
Minyak dan Lemak Oil and Grease	Ton	10	123	13
Total Amonia Total Ammonia	Ton	1.201	1.830	1.930
Total Kjeldahl Nitrogen (TKN)	Ton	3.170	3.593	4.788
Fluor	Ton	103	151	134

Catatan | Note:
* Terdapat penyajian data kembali dikarenakan konversi satuan yang tidak sama untuk periode tahun 2023 dan 2024.
* There are restatements of data due to inconsistencies in unit conversions for the 2023 and 2024 reporting periods.

Konsumsi Air [GRI 303-5] [RT-CH-140a.1]
Water Consumption

Sumber Air Water Source	Satuan Unit	2025	2024	2023
Air Sungai River Water	Megaliter	73.395	74.035	70.615
Air Laut (Desalinasi) Seawater (Desalinated)	Megaliter	62.562	67.249	61.078
Air Hujan Rainwater	Megaliter	1.364	32	16
Air Limbah Wastewater	Megaliter	14.760	15.515	15.369
Air dari Pihak Ketiga Water from Third Party	Megaliter	1.365	0	0
Total Konsumsi Air **Total Water Consumption**	**Megaliter**	**153.446**	**156.831**	**147.078**

Catatan | Notes:
- Penghitungan pembuangan air ke pihak ketiga dan air tanah menggunakan *flow meter.*
- Penghitungan pembuangan air ke laut dan permukaan menggunakan alat pengukur debit air.
- The calculation of water discharge to third parties and groundwater is measured using flow meters.
- The calculation of water discharge to the sea and surface water is measured using water flow rate meters.

Energi | Energy

Konsumsi Energi [GRI 302-1] [OJK F.6, F.7] [RT-CH-130a.1]
Energy Consumption

Jenis Energi Energy Type	Satuan Unit	2025	2024	2023
Sumber Energi Terbarukan | Renewable Energy Sources				
Panel Surya Solar Panel	GJ	22.420	20.260*	7.033
Total Konsumsi Energi Terbarukan **Total Renewable Energy Consumption**	GJ	**22.420**	**20.260***	**7.033**
Sumber Energi Tidak Terbarukan | Non-Renewable Energy Sources				
Gas	GJ	93.038.030	91.196.226	85.972.826
Batu Bara Coal	GJ	25.540.828	22.049.191	23.095.488
Listrik Electricity	GJ	14.244.856	12.533.880	12.353.409
Solar dan BBM Diesel and Fuel	GJ	10.638	28.162	16.918
Total Konsumsi Energi Tidak Terbarukan **Total Non-Renewable Energy Consumption**	**GJ**	**132.834.352**	**125.807.459**	**121.438.641**
Total Konsumsi Energi **Total Energy Consumption**	**GJ**	**132.856.772**	**125.827.719***	**121.445.674**

Catatan | Notes:
- Konsumsi gas alam dihitung melalui pencatatan pemakaian gas menggunakan *flow meter* dan konversi ke GJ menggunakan metode penghitungan *gross heating value.*
- Konsumsi batu bara dihitung melalui pencatatan kuantum pemakaian batu bara (*consumption rate*) dan konversi ke GJ menggunakan metode penghitungan nilai kalori.
- Konsumsi tenaga listrik perusahaan dihitung melalui meteran listrik dalam satuan kWh dan konversi ke GJ menggunakan nilai konversi kalkulator energi.
- Volume BBM dihitung sesuai pembelian yang kemudian dikonversi menjadi GJ.

* Terdapat penyajian kembali data konsumsi energi terbarukan tahun 2024 sesuai dengan hasil verifikasi oleh pihak ketiga.
- Natural gas consumption is calculated by recording gas usage via flow meters and converting it to GJ using the gross heating value calculation method.
- Coal consumption is calculated by recording the quantum of coal used (consumption rate) and converting it to GJ using the calorific value calculation method.
- The Company's electricity consumption is calculated based on electricity meters in kWh and converted to GJ using energy calculator conversion values.
- Fuel volume is calculated based on purchases, which are subsequently converted into GJ.

* There is a restatement of the 2024 renewable energy consumption data in accordance with the verification results conducted by an independent third party.

Intensitas Energi [GRI 302-3] [OJK F.6]
Energy Intensity

Intensitas Energi Energy Intensity	Satuan Unit	2025	2024	2023
Amonia Ammonia	GJ/ton produk GJ/tons product	37,76	38,20	38,07
Urea	GJ/ton produk GJ/tons product	29,13	29,84	29,64

Pengurangan Energi untuk Menghasilkan Produk [GRI 302-5] [OJK F.7]
Energy Reduction for Product Generation

Reduksi Energi Energy Reduction	Satuan Unit	2025	2024	2023
Reduksi Energi untuk Produksi Amonia Energy Reduction for Ammonia Production	GJ/Unit	0,13	(0,30)*	(0,18)*

Catatan | Notes:
- Pengurangan energi yang dibutuhkan untuk menghasilkan satu ton amonia dihitung berdasarkan selisih intensitas energi tahun berjalan dibandingkan dengan *baseline* 2019.
- The reduction in energy required to produce one ton of ammonia is calculated based on the difference between the current year's energy intensity and the 2019 baseline intensity.

* Terdapat kenaikan energi.
* There is increased on energy.

Hasil Absolut Efisiensi Energi [GRI 302-4]
Absolute Energy Efficiency

Deskripsi Description	Satuan Unit	2025	2024	2023
Efisiensi Energi Energy Efficiency	GJ	41.536.544	32.830.527	20.246.955

Catatan | Note:
- Perhitungan efisiensi energi di atas merupakan hasil implementasi inisiatif pengurangan emisi yang disajikan pada halaman 58–59. Pengurangan konsumsi energi mencakup gas alam, listrik, batu bara, dan BBM, yang dihitung menggunakan pendekatan efisiensi/konservasi pada masing-masing program dengan *baseline* tahun 2019 sebagai dasar perbandingan.
- The energy efficiency calculations above represent the results of the implementation of emission reduction initiatives presented on pages 58–59. The reduction in energy consumption covers natural gas, electricity, coal, and fuel, which was calculated using an efficiency/conservation approach for each program with 2019 as the baseline year for comparison.

Emisi | Emissions

Emisi Cakupan 1, 2, dan 3 [GRI 305-1, 305-2, 305-3] [OJK F.11] [RT-CH-110a.1]
Emissions Scope 1, 2, and 3

Jenis Emisi Emissions Type	Satuan Unit	2025	2024*	2023
Emisi Cakupan 1 | Scope 1 Emissions				
Emisi Cakupan 1 Scope 1 Emissions	Ton CO_2eq	10.505.250	10.292.551	10.561.520
Emisi Cakupan 2 | Scope 2 Emissions				
Emisi Berbasis Lokasi Emissions—Location-Based	Ton CO_2eq	138.383	131.977	328.496
Total Emisi Cakupan 2 Scope 2 Emissions	Ton CO_2eq	138.383	131.977	328.496
Total Emisi Cakupan 1 dan 2 **Total Scope 1 and 2 Emissions**	**Ton CO_2eq**	**10.643.633**	**10.424.528**	**10.890.016**

Jenis Emisi Emissions Type	Satuan Unit	2025	2024*	2023
Emisi Cakupan 3 I Scope 3 Emissions				
Kategori 3.1 - Emisi dari transportasi dan distribusi upstream (bahan baku) Category 3.1 - Emissions from upstream transportation and distribution (raw materials)	Ton CO_2eq	199.521	183.834	200.792
Kategori 4.1 - Emisi dari barang yang dibeli Category 4.1 - Emissions from purchased goods	Ton CO_2eq	5.465.998	5.557.617	4.700.514
Kategori 5.1 - Emisi dari tahap penggunaan produk Category 5.1 - Emissions from the product use phase	Ton CO_2eq	46.658.176	45.083.551	40.655.320
Total Emisi Cakupan 3 **Total Scope 3 Emissions**	**Ton CO_2eq**	**52.323.696**	**50.825.003**	**45.556.626****
Total Emisi Cakupan 1, 2, dan 3 **Total Scope 1, 2, and 3 Emissions**	**Ton CO_2eq**	**62.967.328**	**61.249.531**	**56.446.642****

Catatan I Notes:

- Batas organisasi yang digunakan dalam perhitungan inventarisasi emisi yaitu metode konsolidasi - *control approach.* Perhitungan emisi dilakukan oleh masing-masing anak perusahaan, tidak menggunakan porsi ekuitas, kontrol finansial, atau kontrol operasional.
- Sumber-sumber faktor emisi GRK yang digunakan, diantaranya adalah faktor emisi yang dihitung berdasarkan data aktual kandungan karbon dari bahan baku / bahan bakar gas yang digunakan, faktor emisi nasional, dan faktor emisi *default* IPCC 2006, dan faktor emisi Kategori 3.1 dan 4.1 dari Ecoinvent.
- Nilai *Global Warming Potential* yang digunakan untuk perhitungan emisi mengikuti 5th Assessment Report IPCC: CO_2 = 1; CH_4 = 28; N_2O = 265, berdasarkan hasil verifikasi inventarisasi emisi GRK tahun 2024 oleh Lembaga Validasi dan Verifikasi emisi GRK dan sesuai petunjuk teknis dari Kementerian Perindustrian.
- Perhitungan inventarisasi emisi Cakupan 1 terdiri dari beberapa kategori emisi berikut berdasarkan pada Annex B, ISO 14064-1:2018.
  - Emisi 1.1 - Pembakaran dari sumber tidak bergerak (seperti pembangkitan energi sebagai utilitas pabrik).
  - Emisi 1.2 - Pembakaran dari sumber bergerak.
  - Emisi 1.3 - Emisi proses dan serapan langsung dari proses industri (*Industrial Process & Product Use*).
  - Emisi 1.4 - Emisi fugitif langsung dari pelepasan GRK dalam sistem antropogenik (refrigeran, APAR, dan sebagainya).
- Perhitungan inventarisasi emisi Cakupan 2 terdiri dari beberapa kategori emisi berikut berdasarkan pada Annex B, ISO 14064-1:2018:
  - Emisi 2.1 - Emisi tidak langsung dari listrik yang diimpor.
  - Emisi 2.2 - Emisi tidak langsung dari energi yang diimpor selain listrik (*steam* dan sebagainya). Catatan: impor energi dari Pupuk Indonesia Utilitas dan Kaltim Daya Mandiri menuju Pupuk Kalimantan Timur dan Petrokimia Gresik dalam laporan ini dikategorikan sebagai emisi 1.1 karena ditinjau dari PI Group, bukan anak perusahaan tertentu.
- Perhitungan inventarisasi emisi Cakupan 3 terdiri dari beberapa kategori emisi berikut berdasarkan pada Annex B, ISO 14064-1: 2028:
  - Emisi 3.1 - Emisi dari transportasi dan distribusi *upstream* (bahan baku).
  - Emisi 4.1 - Emisi dari barang yang dibeli.
  - Emisi 5.1 - Emisi dari tahap penggunaan produk. (seperti urea, NPK, CO_2 liquid, dan lain-lain) Catatan: emisi dari penggunaan produk urea dihitung berdasarkan emisi CO_2, direct N_2O, dan indirect N_2O dengan mengacu kepada faktor emisi berdasarkan IPCC 2019 Refinement.
- Gas-gas yang termasuk dalam perhitungan emisi terdiri dari gas-gas yang termasuk dalam perhitungan, yaitu CO_2, CH_4, dan N_2O.
- Perhitungan beban emisi GRK (Cakupan 2) tidak Langsung dilakukan berdasarkan grid pada masing-masing lokasi.
- Data emisi GRK Cakupan 1, 2, dan 3 tahun 2024 telah diverifikasi oleh pihak ketiga Lembaga Validasi dan Verifikasi emisi GRK.

* Terdapat penyajian data emisi Cakupan 1, Cakupan 2, dan Cakupan 3 pada tahun 2024 berdasarkan hasil verifikasi oleh pihak ketiga Lembaga Validasi dan Verifikasi emisi GRK.

** Terdapat penyajian data kembali emisi Cakupan 3 tahun 2023 berdasarkan hasil verifikasi emisi tahun 2024 oleh Lembaga Validasi dan Verifikasi Emisi GRK.

- The organizational boundary applied in the emissions inventory uses the consolidation method under the control approach. Emissions are calculated by each subsidiary, without applying equity share, financial control, or operational control approaches.
- GHG emission factors used include factors calculated based on actual carbon content data of raw materials and gaseous fuels, national emission factors, default emission factors from the IPCC 2006 Guidelines, and emission factors for Categories 3.1 and 4.1 from Ecoinvent.
- The Global Warming Potential (GWP) values used for emissions calculations follow the IPCC 5th Assessment Report: CO_2 = 1; CH_4 = 28; N_2O = 265. These are based on the 2024 GHG emissions inventory verification conducted by an accredited GHG validation and verification body and in accordance with technical guidelines from the Ministry of Industry.
- Scope 1 emissions inventory includes the following categories based on Annex B of ISO 14064-1:2018:
  - Emissions 1.1 – Stationary combustion (e.g., energy generation for plant utilities).
  - Emissions 1.2 – Mobile combustion.
  - Emissions 1.3 – Process emissions and direct removals from industrial processes (Industrial Process & Product Use).
  - Emissions 1.4 – Direct fugitive emissions from anthropogenic systems (e.g., refrigerants, fire extinguishers).
- Scope 2 emissions inventory includes the following categories based on Annex B of ISO 14064-1:2018:
  - Emissions 2.1 – Indirect emissions from imported electricity.
  - Emissions 2.2 – Indirect emissions from imported energy other than electricity (e.g., steam). Note: Energy imports from Pupuk Indonesia Utilitas and Kaltim Daya Mandiri to Pupuk Kalimantan Timur and Petrokimia Gresik is categorized as Emissions 1.1 in this Group level rather than at the subsidiary level.
- Scope 3 emissions inventory includes the following categories based on Annex B of ISO 14064-1:2028:
  - Emissions 3.1 – Upstream transportation and distribution (raw materials).
  - Emissions 4.1 – Purchased goods.
  - Emissions 5.1 – Emissions from the use of products (e.g., urea, NPK, liquid CO_2). Note: emissions from urea use are calculated based on CO_2, direct N_2O, and indirect N_2O emissions, referring to emission factors from the IPCC 2019 Refinement.
- The gases included in the emissions calculation are CO_2, CH_4, and N_2O.
- Indirect GHG emissions (Scope 2) are calculated based on grid emission factors at each respective location.
- Scope 1, Scope 2, and Scope 3 emissions data for 2024 have been verified by an independent third-party GHG validation and verification body.

* There are restatements of the 2024 Scope 1, Scope 2, and Scope 3 emissions data based on the verification results conducted by the independent GHG Validation and Verification Body.

** The 2023 Scope 3 emissions data has been restated based on the results of the 2024 emissions verification conducted by the GHG Emissions Validation and Verification Body.

Emisi Biogenik [GRI 305-1, 305-2, 305-3] [OJK F.11]
Biogenic Emissions

Deskripsi Description	Satuan Unit	2025	2024
Total Emisi Biogenik Total Biogenic Emissions	Ton CO_2eq	1.705	1.692

Intensitas Emisi Cakupan 1 dan 2 Amonia dan Urea [GRI 305-4] [OJK F.11]
Ammonia and Urea Emissions Intensity Scope 1 and 2

Jenis Emisi Emissions Type	Satuan Unit	2025	2024	2023	*Baseyear*
Emisi Amonia Ammonia Emissions	Ton CO_2eq/Ton Amonia I Ton Ammonia	1,01	1,10*	1,10	1,26**
Emisi Urea Urea Emissions	Ton CO_2eq/Ton Urea I Ton Urea	0,48	0,43*	0,45	0,37**

Catatan I Notes:
- Intensitas emisi amonia dihitung berdasarkan emisi dari pabrik amonia dikurangi CO_2 *recovery* untuk pabrik urea.
- Intensitas emisi urea dihitung berdasarkan emisi dari pabrik urea.

* Terdapat penyajian kembali dikarenakan penyesuaian angka intensitas emisi urea tahun 2024 berdasarkan hasil verifikasi emisi tahun 2024 oleh pihak ketiga, yaitu Lembaga Validasi dan Verifikasi Emisi GRK.

** Terdapat penyajian kembali dikarenakan adanya perubahan angka intensitas emisi amonia dan urea pada tahun dasar, yang dihitung berdasarkan rerata data periode 2010 hingga 2013.

- Ammonia emission intensity is calculated based on emissions from the ammonia plant, net of CO2 recovery for the urea plant.
- Urea emission intensity is calculated based on emissions from the urea plant.

* There is a restatement due to adjustments to the 2024 urea emissions intensity figures based on the results of the 2024 emissions verification conducted by an independent GHG Validation and Verification Body.

** There is a restatement due to changes in the baseline emissions intensity figures for ammonia and urea, which were calculated based on the average data for the 2010–2013 period.

Emisi Udara [GRI 305-7] [OJK F.11] [RT-CH-120a.1]
Air Emissions

Jenis Emisi Emissions Type	Satuan Unit	2025	2024*	2023*
NO_x	ton	8.203	7.239	7.948
SO_x	ton	4.810	5.865	7.001
NH_3	ton	4.290	3.288	3.707
Partikulat I Particulate	ton	2.330	2.422	2.359
Fluor	ton	38	25	19

Catatan I Notes:
- Penghitungan emisi Perusahaan dilakukan berdasarkan konsentrasi senyawa dengan laju alir dan waktu operasi dengan menggunakan metode neraca massa. Pengukuran dilakukan pihak ketiga terakreditasi.

* Terdapat penyajian data kembali dikarenakan adanya penyesuaian perhitungan pada periode sebelumnya untuk meningkatkan akurasi data.

- The Company's emission calculations are based on compound concentrations, flow rates, and operating hours using the mass balance method. Measurements are conducted by an accredited third party.

* There are restatements of data due to adjustments made to the calculations for the previous reporting period to improve data accuracy.

Survei Kepuasan Lingkungan I Environmental Satisfaction Survey

Survei Kepuasan Lingkungan [OJK F.16]
Environmental Satisfaction Survey

Deskripsi Description	2025	2024	2023
Hasil survei I Survey score	92,73	92,26	91,05

Keluhan Lingkungan
Environmental Complaint

Jenis Keluhan Complaint Type	Jumlah Pengaduan Number of Complaints			Jumlah Pengaduan yang Ditindaklanjuti Number of Complaints Followed Up			Jumlah Pengaduan yang Terselesaikan Number of Complaints Resolved		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Emisi Emissions	5	18	27	5	18	27	5	18	27
Air Limbah Wastewater	1	0	3	1	0	3	1	0	3
Limbah B3/Sampah Hazardous Waste/ Solid Waste	0	0	0	0	0	0	0	0	0
Kebisingan/ Kebocoran Noise/Leakage	0	2	3	0	2	3	0	2	3
Keluhan Sosial Social Complaints	8	6	4	8	6	4	8	6	4
Jumlah Total	**14**	**26**	**37**	**14**	**26**	**37**	**14**	**26**	**37**

Investasi Lingkungan | Environmental Investment

Investasi Lingkungan (Rp Juta) [OJK F.4]
Environmental Investment (Rp Million)

Deskripsi Description	2025	2024*	2023*
Pemeliharaan Lingkungan Environmental Maintenance	4.609	4.221	2.398
Jasa Konsultasi, Audit dan Perizinan Consulting Services, Audit, and Permits	18.124	14.936	13.304
Pengelolaan Limbah B3, Non B3 dan Sampah Management of Hazardous, Non-Hazardous, and Domestic Waste	58.510	58.081	50.739
Peningkatan Kesadaran Lingkungan Environmental Awareness Enchancement	614	845	985
Penghijauan/Konservasi Greening/Conservation	36.598	18.074	23.583
Peralatan/Unit Pengelolaan Lingkungan Environmental management Equipment/Units	20.141	40.648	73.079
Jumlah | Total	**138.596**	**136.805**	**164.088**

Catatan | Note:
* Terdapat penyajian kembali dikarenakan adanya perubahan dalam pembebanan investasi.
* There is a restatement due to changes in the allocation of investments.

Tata Kelola
Governance

Remunerasi Dewan Komisaris dan Direksi | Remuneration Board of Commissioners and Directors

Rasio Total Kompensasi Tahunan [GRI 2-21]
Ratio of Annual Total Compensation

Deskripsi Description	2025	2024	2023
Rasio kompensasi total tahunan bagi Individu dengan bayaran tertinggi terhadap median (nilai tengah) total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi) The ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	2,96 : 1	2,85 : 1	2,61 : 1
Rasio kenaikan persentase dalam kompensasi total tahunan bagi individu dengan bayaran tertinggi di organisasi terhadap kenaikan persentase median total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi) The ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	1,02 : 1	1,32 : 1	1,45 : 1

Deskripsi Description	2025
Total Kompensasi Direktur Utama President Director's Total Compensation	Rp4.633.000.000
Total Kompensasi Seluruh Karyawan (tidak termasuk Direksi) Total Compensation for All Employees (excluding Board of Directors)	Rp169.956.344.845
Median Kompensasi Karyawan (tidak termasuk Direksi) Median Employee Compensation (excluding Board of Directors)	Rp422.310.269
Rata-rata Kompensasi Karyawan (tidak termasuk Direksi) Mean Employee Compensation (excluding Board of Directors)	Rp502.829.423
Rasio antara total kompensasi tahunan Direktur Utama dan Median Kompensasi Karyawan (tidak termasuk Direksi) Ratio of the President Director's Annual Total Compensation to the Median Employee Compensation (excluding Board of Directors)	1 : 0,09
Rasio antara total kompensasi tahunan Direktur Utama dan Rata-rata Kompensasi Karyawan (tidak termasuk Direksi) Ratio of the President Director's Annual Total Compensation to the Mean Employee Compensation (excluding Board of Directors)	1 : 0,11

Pengelolaan dan Tindak Lanjut Pengaduan [GRI 2-26] [OJK F.24]

Complaint Management and Follow-up

Deskripsi | **Description**	**2025**	**2024**	**2023**
Pengaduan | Complaints			
Situs Web | Website	4	6	19
Surel | Email	346	414	473
Telepon | Telephone	205	0	0
Desk Aduan | Complaint Desk	0	0	0
Total Pengaduan yang Bukan Dugaan Pelanggaran **Total Complaints Not Alleged Violations**	**555**	**420**	**492**
Situs Web | Website	51	45	25
Surel | Email	1	4	2
Telepon | Telephone	1	0	0
Desk Aduan | Complaint Desk	0	2	0
Total Pengaduan Dugaan Pelanggaran **Total Complaints Alleged Violation**	**53**	**51**	**27**
Jumlah Pengaduan yang Diterima **Total Complaints Received**	**608**	**471**	**519**
Proses Verifikasi | Verification Process			
Tidak Memenuhi Syarat | Not Eligible	43	28	27
Memenuhi Syarat | Eligible	10	23	0
Proses Investigasi | Investigation Process			
Proses Klarifikasi | Clarification	0	6	0
Diberi Sanksi | Sanctions Imposed	6	5	0
Tidak Terbukti | Unsubstantiated	4	12	0

Pelaporan Pelanggaran

Whistleblowing

Deskripsi **Description**	**2025**	**2024**	**2023**
Pelanggaran Karyawan Terhadap Kode Etik Employee Violations of the Code of Conduct			
Korupsi dan Penyuapan Corruption and Bribery	5	17	18
Konflik Kepentingan Conflict of Interest	4	2	5
Pelanggaran Keamanan Informasi Pelanggan Customer Information Security Breaches	0	1	0
Diskriminasi atau Pelecehan Discrimination or Harassment	7	2	0
Pencucian Uang dan/atau Perdagangan/Transaksi Orang Dalam Money-Laundering and/or Insider Trading/Dealing	0	0	0
Lain-lain Others	37	29	4

Deskripsi Description	2025	2024	2023
Status | Status			
Jumlah Pelanggaran yang Terbukti Number of Substantiated Violations	6	5	0
Dalam Proses In Progress	0	6	0
Total Pelanggaran **Total Violations**	**53**	**51**	**27**

Antikorupsi | Anti-coruption

Pelatihan Antikorupsi Berdasarkan Level Jabatan [GRI 205-2]
Anti-coruption Training by Job Level

Deskripsi Description	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Dewan Komisaris Board of Commissioners	9	100%	8	100%	7	90%
Direksi Board of Directors	9	100%	9	100%	7	80%
Grade I	51	100%	34	100%	40	80%
Grade II	119	100%	118	100%	103	90%
Grade III	215	100%	188	100%	110	91%
Grade IV	186	100%	180	100%	82	55%
Grade V-VII	150	100%	136	100%	52	50%

Pelatihan Antikorupsi Berdasarkan Anak Perusahaan
Anti-Coruption Training by Subsidiary

Deskripsi Description	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Petrokimia Gresik	2.060	100%	2.512	100%	1.955	90%
Pupuk Kujang	918	100%	311	100%	1.012	100%
Pupuk Kalimantan Timur	1.435	100%	1.307	100%	1.372	100%
Pupuk Iskandar Muda	624	100%	646	100%	575	100%
Pupuk Sriwidjadja Palembang	1.656	100%	1.790	100%	1.810	100%
Rekayasa Industri	312	100%	359	100%	980	100%
Pupuk Indonesia Niaga	67	100%	75	100%	75	100%
Pupuk Indonesia Logistik	31	100%	66	100%	40	100%
Pupuk Indonesia Utilitas	-	-	48	100%	15	100%
Pupuk Indonesia Pangan	9	100%	20	100%	12	100%

Mitra Bisnis yang Dikomunikasikan Mengenai Kebijakan dan Prosedur Anti-Korupsi Berdasarkan Wilayah [GRI 205-2]

Business Partners Communicated on Anti-Corruption Policies and Procedures by Region

Wilayah Asal Mitra Bisnis Business Partner Regions	2025		2024	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Aceh (NAD) I Aceh (NAD)	12	3,35%	9	4,29%
Sumatera Utara I North Sumatra	2	0,56%	4	1,90%
Sumatera Barat I West Sumatra	0	0,00%	0	0,00%
Riau I Riau	0	0,00%	0	0,00%
Jambi I Jambi	0	0,00%	0	0,00%
Sumatera Selatan I South Sumatra	12	3,35%	6	2,86%
Bengkulu I Bengkulu	0	0,00%	0	0,00%
Lampung I Lampung	6	1,68%	1	0,48%
Kepulauan Bangka Belitung I Bangka Belitung Islands	0	0,00%	0	0,00%
Kepulauan Riau I Riau Islands	0	0,00%	0	0,00%
DKI Jakarta I Jakarta (DKI Jakarta)	195	54,47%	72	34,29%
Jawa Barat I West Java	29	8,10%	53	25,24%
Jawa Tengah I Central Java	4	1,12%	1	0,48%
DI Yogyakarta I Special Region of Yogyakarta	2	0,56%	0	0,00%
Jawa Timur I East Java	64	17,88%	35	16,67%
Banten I Banten	9	2,51%	12	5,71%
Bali I Bali	0	0,00%	0	0,00%
Nusa Tenggara Barat (NTB) I West Nusa Tenggara (NTB)	1	0,28%	0	0,00%
Nusa Tenggara Timur (NTT) I East Nusa Tenggara (NTT)	0	0,00%	1	0,48%
Kalimantan Barat I West Kalimantan	0	0,00%	0	0,00%
Kalimantan Tengah I Central Kalimantan	0	0,00%	0	0,00%
Kalimantan Selatan I South Kalimantan	2	0,56%	0	0,00%
Kalimantan Timur I East Kalimantan	19	5,31%	16	7,62%
Kalimantan Utara I North Kalimantan	0	0,00%	0	0,00%
Sulawesi Utara I North Sulawesi	0	0,00%	0	0,00%
Sulawesi Tengah I Central Sulawesi	0	0,00%	0	0,00%
Sulawesi Selatan I South Sulawesi	0	0,00%	0	0,00%
Sulawesi Tenggara I Southeast Sulawesi	0	0,00%	0	0,00%
Gorontalo I Gorontalo	0	0,00%	0	0,00%
Sulawesi Barat I West Sulawesi	0	0,00%	0	0,00%
Maluku I Maluku	0	0,00%	0	0,00%
Maluku Utara I North Maluku	0	0,00%	0	0,00%
Papua I Papua	0	0,00%	0	0,00%
Papua Barat I West Papua	0	0,00%	0	0,00%
Luar Negeri I Overseas	1	0,28%	0	0,00%
Total	**358**	**100,00%**	**210**	**100,00%**

Mitra Bisnis yang Dikomunikasikan Mengenai Kebijakan dan Prosedur Anti-Korupsi Berdasarkan Jenis [GRI 205-2]

Business Partners Communicated on Anti-Corruption Policies and Procedures by Type

Mitra Bisnis Business Partner	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Vendor Barang & Jasa Goods & Services Vendor	131	36,59%	99	47,14%	233	31,79%
Vendor Jasa Services Vendor	95	26,54%	40	19,05%	250	34,11%
Vendor Barang Goods Vendor	127	35,47%	68	32,38%	245	33,42%
Agen Tunggal Pemegang Merk Sole Authorized Brand Agent	5	1,40%	3	1,43%	5	0,68%
Jumlah | Total	**358**	**100,00%**	**210**	**100,00%**	**733**	**100,00%**

Pemasok | Supplier

KPI untuk Penyaringan Pemasok

KPIs for Supplier Screening

Penyaringan Pemasok Supplier Screening	2025
Jumlah total pemasok Tier-1 Total number of Tier-1 suppliers	544
Jumlah total pemasok signifikan dalam Tier-1 Total number of significant suppliers in Tier-1	163
Persentase (%) dari total pengeluaran pada pemasok signifikan dalam Tier-1 Percentafe (%) of total spend on significant suppliers in Tier-1	30%
Jumlah total pemasok signifikan non Tier-1 Total number of significant suppliers in non-Tier-1	342
Jumlah total pemasok signifikan (Tier-1 dan non Tier-1) Total number of significant suppliers (Tier-1 and non-Tier-1	505

KPI untuk Penilaian dan/atau Pengembangan Pemasok [GRI 308-1, 414-1]

KPIs for Supplier Assessment and/or Development

Penilaian Pemasok Supplier Assessment		2025
Jumlah total pemasok yang dinilai melalui penilaian dokumen /penilaian di lokasi Total number of suppliers assessed via desk assessments/onsite assessments	Jumlah pemasok Total suppliers	505
	% dari pemasok signifikan % of significant suppliers	100%
Persentase (%) pemasok signifikan unik yang dinilai Percentage (%) of unique significant suppliers assessed		100%
Jumlah pemasok yang dinilai memiliki dampak negatif aktual/potensial yang signifikan Number of suppliers assessed with substantial actual/potential negative impacts		0
Persentase (%) pemasok dengan dampak negatif aktual/potensial yang signifikan yang memiliki tindakan korektif/rencana perbaikan yang disepakati Percentage (%) of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan		0
Jumlah pemasok dengan dampak negatif aktual/potensial yang signifikan yang dihentikan kerja samanya Number of suppliers with substantial actual/potential negative impacts that were terminated		0

Dukungan Rencana Tindakan Korektif Corrective Action Plan Support		2025
Jumlah total pemasok yang didukung dalam implementasi rencana tindakan korektif Total number of suppliers supported in corrective action plan implementation	Jumlah pemasok Total suppliers	505
	% dari pemasok signifikan % of significant suppliers	100%
Persentase (%) pemasok yang dinilai memiliki dampak negatif aktual/potensial yang signifikan dan didukung dalam implementasi rencana tindakan korektif Percentage (%) of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation		0

Program Peningkatan Kapasitas Capacity Building Programs		2025
Jumlah total pemasok dalam program peningkatan kapasitas Total number of suppliers in capacity building programs	Jumlah pemasok Total suppliers	505
	% dari pemasok signifikan % of significant suppliers	100%
Persentase (%) pemasok signifikan unik dalam program peningkatan kapasitas Percentage (%) of unique significant suppliers in capacity building programs		100%

Pelaporan Pajak | Tax Reporting [GRI 207-4]

Tahun Year	Satuan Unit	2025	2024
Negara Pelaporan Pajak Tax Reporting Country	#	Indonesia	
Kegiatan utama Primary activities	#	Perdagangan Menyelenggarakan kegiatan distribusi dan perdagangan pada umumnya, termasuk ekspor, impor, lokal dan interinsuler; bahan baku, bahan penolong/pembantu, peralatan produksi di bidang perpupukan, petrokimia, agrokimia, agroindustri, dan industri kimia lainnya. Jasa Pengelolaan (*Management*) Perusahaan dan jasa pengelolaan kawasan industri. Jasa Lainnya Melaksanakan studi penelitian, pengembangan, desain rekayasa, pengantongan (*bagging station*), manajemen konstruksi, pengoperasian pabrik, perbaikan, pemeliharaan, konsultasi (kecuali konsultasi bidang hukum), dan jasa teknis lainnya terkait sektor industri pupuk, petrokimia, industri kimia lainnya, digitalisasi pertanian serta jasa dalam bidang pertanian dan perkebunan. Trading Conducting general distribution and trading activities, including export, import, domestic, and inter-island trade of raw materials, auxiliary/supporting materials, and production equipment in the fertilizer, petrochemical, agrochemical, agroindustry, and other chemical sectors. Management Services Provision of corporate services and industrial estate management services. Other Services Conducting research and development activities, engineering design, bagging operations, construction management, plant operations, repair and maintenance, consulting services (excluding legal advisory), and other technical services related to the fertilizer, petrochemical, and other chemical industries, agricultural digitalization, as well as services in the agriculture and plantation sectors.	
Jumlah karyawan Number of employees	Orang People	7.882	7.712
Pendapatan Revenue	Juta Rupiah Million Rupiah	90.401.649	81.616.208
Laba (Rugi) sebelum pajak Profit (Loss) before tax	Juta Rupiah Million Rupiah	7.918.022	8.886.038
Pajak penghasilan terutang (tahun berjalan) Income tax accrued (current year)	Juta Rupiah Million Rupiah	917.904	618.793
Pajak penghasilan yang dibayarkan Income tax paid	Juta Rupiah Million Rupiah	7.154.246	6.427.852

Sosial
Social

Komposisi Badan Tata Kelola dan Karyawan | Composition of Governance Bodies and Employees

Komposisi Badan Tata Kelola dan Karyawan Berdasarkan Pendidikan dan Level Jabatan [GRI 405-1]
Composition of Governance Body and Employees by Education and Job Level

Level Jabatan Job Level	Pendidikan	2025		2024	
		Jumlah Total	%	Jumlah Total	%
Grade I	SMA/SMP | High School / Junior High School	0	0,00%	19	0,68%
	Diploma | Diploma	3	0,36%	1	0,09%
	S1 | Bachelor's Degree	69	2,43%	106	3,36%
	S2 | Master's Degree	115	15,15%	57	9,69%
	S3 | Doctoral Degree	2	22,22%	2	28,57%
Grade II	SMA/SMP | High School / Junior High School	10	0,29%	72	2,58%
	Diploma | Diploma	17	2,03%	32	2,73%
	S1 | Bachelor's Degree	319	11,23%	369	11,69%
	S2 | Master's Degree	244	32,15%	138	23,47%
	S3 | Doctoral Degree	5	55,56%	1	14,29%
Grade III	SMA/SMP | High School / Junior High School	212	6,17%	234	8,39%
	Diploma | Diploma	175	20,86%	190	16,21%
	S1 | Bachelor's Degree	973	34,25%	950	30,10%
	S2 | Master's Degree	280	36,89%	208	35,37%
	S3 | Doctoral Degree	1	11,11%	2	28,57%
Grade IV	SMA/SMP | High School / Junior High School	961	27,98%	746	26,75%
	Diploma | Diploma	383	45,65%	403	34,39%
	S1 | Bachelor's Degree	671	23,62%	742	23,51%
	S2 | Master's Degree	82	10,80%	128	21,77%
	S3 | Doctoral Degree	1	11,11%	1	14,29%
Grade V	SMA/SMP | High School / Junior High School	1.585	46,16%	1.009	36,18%
	Diploma | Diploma	173	20,62%	386	32,94%
	S1 | Bachelor's Degree	607	21,37%	775	24,56%
	S2 | Master's Degree	36	4,74%	52	8,84%
	S3 | Doctoral Degree	0	0,00%	1	14,29%

Level Jabatan Job Level	Pendidikan	2025 Jumlah Total	2025 %	2024 Jumlah Total	2024 %
Grade VI	SMA/SMP I High School / Junior High School	541	15,75%	498	17,86%
	Diploma I Diploma	41	4,89%	90	7,68%
	S1 I Bachelor's Degree	68	2,39%	193	6,12%
	S2 I Master's Degree	1	0,13%	2	0,34%
	S3 I Doctoral Degree	0	0,00%	0	0,00%
Grade VII	SMA/SMP I High School / Junior High School	125	3,64%	211	7,57%
	Diploma I Diploma	47	5,60%	70	5,97%
	S1 I Bachelor's Degree	134	4,72%	21	0,67%
	S2 I Master's Degree	1	0,13%	3	0,51%
	S3 I Doctoral Degree	0	0,00%	0	0,00%
Jumlah **Total**	**SMA/SMP I High School / Junior High School**	**3.434**	**43,57%**	**2.789**	**36,16%**
	Diploma I Diploma	**839**	**10,64%**	**1.172**	**15,20%**
	S1 I Bachelor's Degree	**2.841**	**36,04%**	**3.156**	**40,92%**
	S2 I Master's Degree	**759**	**9,63%**	**588**	**7,62%**
	S3 I Doctoral Degree	**9**	**0,11%**	**7**	**0,09%**

Komposisi Badan Tata Kelola dan Karyawan Berdasarkan Jenis Kelamin dan Level Jabatan [GRI 2-7, 405-1] [OJK C.3.b]
Composition of Governance Body and Employees by Gender and Job Level

Level Jabatan Job Level	Satuan Unit	2025 Pria Male	2025 Wanita Female	2024 Pria Male	2024 Wanita Female	2023 Pria Male	2023 Wanita Female
Grade I	Total	168	21	163	22	185	21
	%	2,37%	2,64%	2,35%	2,85%	2,62%	2,69%
Grade II	Total	502	93	523	89	544	92
	%	7,08%	11,70%	7,54%	11,51%	7,71%	11,79%
Grade III	Total	1.384	257	1.341	243	1.334	216
	%	19,53%	32,33%	19,33%	31,44%	18,92%	27,69%
Grade IV	Total	1.855	243	1.779	241	1.759	261
	%	26,17%	30,57%	25,64%	31,18%	24,94%	33,46%
Grade V	Total	2.228	173	2.093	130	1.938	139
	%	31,44%	21,76%	30,16%	16,82%	27,48%	17,82%
Grade VI	Total	645	6	738	45	1.049	47
	%	9,10%	0,75%	10,64%	5,82%	14,88%	6,03%
Grade VII	Total	305	2	302	3	243	4
	%	4,30%	0,25%	4,35%	0,39%	3,45%	0,51%
Jumlah **Total**	**Total**	**7.087**	**795**	**6.939**	**773**	**7.052**	**780**
	%	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**

Komposisi Karyawan | Employee Composition

Karyawan Berdasarkan Jenis Kelamin [GRI 2-7] [GRI 405-1]
Employees by Gender

Deskripsi Description	Satuan Unit	2025	2024	2023
Wanita Female	Orang People	795	773	780
	%	10,09%	10,02%	9,96%
Pria Male	Orang People	7.087	6.939	7.052
	%	89,91%	89,98%	90,04%
Jumlah Total	**Orang People**	**7.882**	**7.712**	**7.832**

Karyawan Berdasarkan Status Ketenagakerjaan dan Jenis Kelamin [GRI 2-7] [GRI 405-1] [OJK C.3.b]
Employees by Employment Status and Gender

Status Ketenagakerjaan Employment Status	Satuan Unit	2025		2024		2023	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	Orang People	6.614	722	6.729	727	6.761	680
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	Orang People	473	73	210	46	291	100
Jumlah Total	**Orang People**	**7.087**	**795**	**6.939**	**773**	**7.052**	**780**
		7.882		**7.712**		**7.832**	

Karyawan Berdasarkan Wilayah Kerja dan Status Ketenagakerjaan [GRI 2-7] [GRI 405-1] [OJK C.3.b]
Employees by Region and Employment Status

Status Ketenagakerjaan Employment Status	Satuan Unit	2025		2024		2023	
		Kantor Pusat Head Office	Anak Perusahaan Subsidiaries	Kantor Pusat Head Office	Anak Perusahaan Subsidiaries	Kantor Pusat Head Office	Anak Perusahaan Subsidiaries
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	Orang People	341	6.995	338	7.118	339	7.102
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	Orang People	47	499	23	233	25	366
Jumlah Total	**Orang People**	**388**	**7.494**	**361**	**7.351**	**364**	**7.468**
		7.882		**7.712**		**7.832**	

Karyawan Berdasarkan Level Jabatan dan Usia [GRI 405-1] [OJK C,3,b]

Employees by Job Level and Age Group

Level Jabatan Job Level	Kelompok Usia Age Group	2025		2024		2023	
		Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Grade I	< 30 tahun | Years Old	-	0,00%	-	0,00%	-	0,00%
	30 - 50 tahun | Years Old	117	1,86%	101	1,88%	104	2,08%
	> 50 tahun | Years Old	72	19,67%	84	17,91%	102	17,71%
Grade II	< 30 tahun | Years Old	-	0,00%	-	0,00%	-	0,00%
	30 - 50 tahun | Years Old	477	7,59%	456	8,50%	442	8,85%
	> 50 tahun | Years Old	118	32,24%	156	33,26%	194	33,68%
Grade III	< 30 tahun | Years Old	-	0,00%	6	0,32%	15	0,66%
	30 - 50 tahun | Years Old	1.512	24,06%	1.419	26,46%	1.341	26,84%
	> 50 tahun | Years Old	129	35,25%	159	33,90%	194	33,68%
Grade IV	< 30 tahun | Years Old	30	2,43%	59	3,14%	157	6,95%
	30 - 50 tahun | Years Old	2.027	32,26%	1.899	35,41%	1.789	35,80%
	> 50 tahun | Years Old	41	11,20%	62	13,22%	74	12,85%
Grade V	< 30 tahun | Years Old	468	37,96%	799	42,50%	819	36,25%
	30 - 50 tahun | Years Old	1.928	30,69%	1.417	26,42%	1.246	24,93%
	> 50 tahun | Years Old	5	1,37%	7	1,49%	12	2,08%
Grade VI	< 30 tahun | Years Old	439	35,60%	719	38,24%	1.027	45,46%
	30 - 50 tahun | Years Old	211	3,36%	63	1,17%	69	1,38%
	> 50 tahun | Years Old	1	0,27%	1	0,21%	-	0,00%
Grade VII	< 30 tahun | Years Old	296	24,01%	297	15,80%	241	10,67%
	30 - 50 tahun | Years Old	11	0,18%	8	0,15%	6	0,12%
	> 50 tahun | Years Old	-	0,00%	-	0,00%	-	0,00%

Level Jabatan Job Level	Kelompok Usia Age Group	2025		2024		2023	
		Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Total	**< 30 tahun** | Years Old	**1.233**	**100,00%**	**1.88**	**100,00%**	**2.259**	**100,00%**
	30 - 50 tahun | Years Old	**6.283**	**100,00%**	**5.363**	**100,00%**	**4.997**	**100,00%**
	> 50 tahun | Years Old	**366**	**100,00%**	**469**	**100,00%**	**576**	**100,00%**

Karyawan Berdasarkan Kelompok Usia dan Jenis Kelamin [GRI 405-1]

Employees by Age Group and Gender

Kelompok Usia Age Group	Satuan Unit	2025		2024		2023	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
< 25 Tahun | Years Old	Orang People	263	20	240	18	271	25
25 - 30 Tahun | Years Old	Orang People	1.291	117	1.489	133	1.792	171
30 - 35 Tahun | Years Old	Orang People	1.950	275	1.978	271	2.008	256
35 - 40 Tahun | Years Old	Orang People	1.781	201	1.582	197	1.361	181
40 - 45 Tahun | Years Old	Orang People	970	109	861	85	785	76
45 - 50 Tahun | Years Old	Orang People	426	36	356	33	301	29
> 50 Tahun | Years Old	Orang People	406	37	433	36	534	42
Jumlah **Total**	**Orang** **People**	**7.087**	**795**	**6.939**	**773**	**7.052**	**780**
		7.882		**7.712**		**7.832**	

Karyawan Berdasarkan Level Jabatan [GRI 405-1]

Employees by Job Level

Level Jabatan Job Level	Satuan Unit	2025	2024	2023
Grade I	Orang People	189	185	206
Grade II	Orang People	595	612	636
Grade III	Orang People	1.641	1.584	1.550
Grade IV	Orang People	2.098	2.020	2.020
Grade V-VII	Orang People	3.359	3.311	3.420
Jumlah | Total	**Orang** **People**	**7.882**	**7.712**	**7.832**

Komposisi Karyawan Perempuan
Composition of Female Employees

Indikator Indicator	Satuan Unit	2025
Persentase karyawan perempuan dari total karyawan Share of women in total workforce	%	10,09
Persentase karyawan perempuan pada posisi manajemen Share of women in all management positions	%	15,30
Persentase karyawan perempuan di posisi *junior* manajemen Share of women in junior management positions	%	15,66
Persentase karyawan perempuan di posisi *top* manajemen Share of women in top management positions	%	11,11
Persentase karyawan perempuan di posisi *revenue-generating* Share of women in management positions in revenue-generating functions	%	8,22
Persentase karyawan perempuan di posisi STEM Share of women in STEM-related positions	%	24,26

Pekerja Lainnya bukan Karyawan [GRI 2-8]
Other Non-Employee Workers

Jenis Tenaga Kerja Workforce Type	Satuan Unit	2025		2024		2023	
		Kantor Pusat Head Office	Anak Perusahaan Subsidiaries	Kantor Pusat Head Office	Anak Perusahaan Subsidiaries	Kantor Pusat Head Office	Anak Perusahaan Subsidiaries
Tenaga kerja alih daya Outsourced workers	Orang People	1.363	6.332	2.716	11.646	1.334	6.819
Jumlah **Total**	**Orang** **People**	**7.695**		**14.362**		**8.153**	

Perekrutan Karyawan | Employee Recruitment

Karyawan Baru Berdasarkan Jenis Kelamin [GRI 401-1]
New Employees by Gender

Jenis Kelamin Gender	2025		2024*		2023*	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Pria | Male	283	88,44%	140	87,50%	22	70,97%
Wanita | Female	37	11,56%	20	12,50%	9	29,03%
Jumlah | Total	**320**	**100,00%**	**160**	**100,00%**	**31**	**100,00%**

Catatan | Notes:
* Terdapat penyajian kembali data pada tahun 2023 dan 2024 sehubungan dengan perubahan ruang lingkup pelaporan yang kini mencakup seluruh PI Group.
* There are data restatements in 2023 and 2024 due to the change in reporting scope which now covers the entire PI Group.

Karyawan Baru Berdasarkan Jenis Kelamin dan Status Ketenagakerjaan [GRI 401-1]
New Employees by Gender and Employment Status

Status Ketenagakerjaan Employment Status	Satuan Unit	2025		2024		2023	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	Total	3	1	1	0	3	0
	%	1,06%	2,70%	0,71%	0,00%	13,64%	0,00%
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	Total	280	36	139	20	19	9
	%	98,94%	97,30%	99,29%	100,00%	86,36%	100,00%
Jumlah Total	**Total**	**283**	**37**	**140**	**20**	**22**	**9**
	%	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**	**100,00%**

Karyawan Baru Berdasarkan Kelompok Usia [GRI 401-1]
New Employees by Age Group

Kelompok Usia Age Group	2025		2024*		2023*	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
< 30 Tahun | Years Old	268	83,75%	151	94,38%	27	87,10%
30 - 50 Tahun | Years Old	49	15,31%	5	3,13%	3	9,68%
> 50 Tahun | Years Old	3	0,94%	4	2,50%	1	3,23%
Total	**320**	**100,00%**	**160**	**100,00%**	**31**	**100,00%**

Catatan | Notes:
* Terdapat penyajian kembali data pada tahun 2023 dan 2024 sehubungan dengan perubahan ruang lingkup pelaporan yang kini mencakup seluruh PI Group.
* There are data restatements in 2023 and 2024 due to the change in reporting scope which now covers the entire PI Group.

Karyawan Baru Berdasarkan Wilayah (Eksternal) [GRI 401-1]
New Employee by Region (External)

Wilayah Kerja Region	2025		2024*		2023*	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Kantor Pusat Head Office	38	11,88%	9	5,63%	7	22,58%
Anak Perusahaan Subsidiaries	282	88,13%	151	94,38%	24	77,42%
Jumlah **Total**	**320**	**100,00%**	**160**	**100,00%**	**31**	**100,00%**

Catatan | Notes:
* Terdapat penyajian kembali data pada tahun 2023 dan 2024 sehubungan dengan perubahan ruang lingkup pelaporan yang kini mencakup seluruh PI Group.
* There are data restatements in 2023 and 2024 due to the change in reporting scope which now covers the entire PI Group.

Karyawan Baru yang Diisi oleh Kadidat Internal
New Employee Positions Filled by Internal Candidates

Dekripsi Description	Satuan Unit	2025	2024	2023
Total karyawan baru Total new employees	Orang People	1.002	1.257	1.185
Persentase posisi yang diisi oleh kadidat internal Percentage of positions filled by internal candidates	%	75,79%	88,71%	97,45%

Biaya Perekrutan Internal dan Eksternal
Internal and External Recruitment Costs

Dekripsi Description	Satuan Unit	2025	2024	2023
Rata-rata biaya untuk perekrutan (internal dan eksternal) Average cost for recruitment (internal and external)	Rp	8.000.000	7.900.000	7.500.000

Turnover Karyawan | Employee Turnover

Perputaran Karyawan Berdasarkan Jenis Kelamin [GRI 401-1]
Employee Trunover by Gender

Jenis Kelamin Gender	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Pria | Male	133	88,67%	196	91,16%	207	95,39%
Wanita | Female	17	11,33%	19	8,84%	10	4,61%
Total	**150**	**100,00%**	**215**	**100,00%**	**217**	**100,00%**

Perputaran Karyawan Berdasarkan Kelompok Usia [GRI 401-1]
Employee Turnover by Age Group

Kelompok Usia Age Group	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
< 30 Tahun I Years Old	5	3,33%	10	4,65%	3	1,38%
30 - 50 Tahun I Years Old	47	31,33%	50	23,26%	46	21,20%
> 50 Tahun I Years Old	98	65,33%	155	72,09%	168	77,42%
Total	**150**	**100,00%**	**215**	**100,00%**	**217**	**100,00%**

Perputaran Karyawan Berdasarkan Wilayah [GRI 401-1]
Employee Turnover by Region

Wilayah Kerja Region	2025		2024		2023	
	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage	Jumlah Total	Persentase Percentage
Kantor Pusat Head Office	10	6,67%	12	5,58%	14	6,45%
Anak Perusahaan Subsidiaries	140	93,33%	203	94,42%	203	93,55%
Jumlah Total	**150**	**100,00%**	**215**	**100,00%**	**217**	**100,00%**

Alasan Perputaran Karyawan
Employee Turnover Reasons

Dekripsi Description	Satuan Unit	2025	2024	2023
Pensiun/berakhir kontrak Retirement/end of contract	Orang People	104	164	182
Meninggal dunia Death	Orang People	10	9	5
Pelanggaran peraturan perusahaan Violation of company policy	Orang People	1	0	1
Mengundurkan diri Resignation	Orang People	35	42	29
Jumlah Total	**Orang People**	**150**	**215**	**217**

Pelatihan dan Pengembangan Karyawan | Employee Training and Development

Jumlah Karyawan Penerima Tugas Belajar [OJK F.22]
Number of Employees Assigned to Study Programs

Dekripsi Description	Satuan Unit	2025	2024	2023
Dalam Negeri Domestic	Orang People	42	59	15
Luar Negeri Overseas	Orang People	2	2	2
Jumlah **Total**	**Orang** **People**	**44**	**61**	**17**

Jumlah Karyawan yang Mengikuti Pelatihan Berdasarkan Jenis Kelamin dan Status Kepegawaian [OJK F.22]
Number of Employees Participating in Training by Gender and Employment Status

Dekripsi Description	2025				2024				2023			
	PTPI		Anak Perusahaan Subsidiaries		PTPI		Anak Perusahaan Subsidiaries		PTPI		Anak Perusahaan Subsidiaries	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	634	168	6.074	798	494	133	6.324	767	546	124	5.740	768
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	24	33	335	57	13	15	387	87	67	23	452	74
Komisaris Commissioners	22	5	33	10	13	3	39	6	10	2	25	7
Direksi Directors	6	2	36	3	6	2	40	2	8	1	19	6
Tenaga Kerja Alih Daya Outsourced Workers	812	258	2.546	717	670	238	2.526	542	586	173	2.846	622
Total	**1.498**	**466**	**9.024**	**1.585**	**1.196**	**391**	**9.316**	**1.404**	**1.217**	**323**	**9.082**	**1.477**

Jumlah Hari Pelatihan
Number of Training Days

Jenis Tenaga Kerja Type of Workforce	Satuan Unit	2025		2024		2023	
		PTPI	Anak Perusahaan Subsidiaries	PTPI	Anak Perusahaan Subsidiaries	PTPI	Anak Perusahaan Subsidiaries
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	Hari Days	11.339	87.344	7.229	88.010	8.712	78.519
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	Hari Days	1.362	4.897	395	4.695	749	5.810
Komisaris Commissioners	Hari Days	133	246	37	206	31	235
Direksi Directors	Hari Days	124	304	47	228	30	285
Tenaga kerja alih daya Outsourced Workers	Hari Days	11.151	15.366	4.461	20.644	3.016	23.967
Total	**Hari Days**	**24.109**	**108.157**	**12.169**	**113.782**	**12.538**	**108.816**

Rata-Rata Jam Pelatihan per Tahun Berdasarkan Jenis Kelamin [GRI 404-1] [OJK F.22]
Average Training Hours per Year by Gender

Dekripsi Description	Satuan Unit	2025				2024				2023			
		PTPI		Anak Perusahaan Subsidiaries		PTPI		Anak Perusahaan Subsidiaries		PTPI		Anak Perusahaan Subsidiaries	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Karyawan Tetap (PKWTT) Permanent Employees (PKWTT)	Jam Hours	71	102	185	124	72	82	178	118	91	127	91	161
Karyawan Kontrak (PKWT) Contract Employees (PKWT)	Jam Hours	161	139	117	64	99	78	75	60	60	71	60	73
Komisaris Commissioners	Jam Hours	42	19	32	20	19	16	26	13	18	20	18	44
Direksi Directors	Jam Hours	63	294	41	3	57	13	52	21	22	38	22	88
Tenaga Kerja Alih Daya Outsourced Workers	Jam Hours	40	79	53	46	27	40	63	66	24	43	24	60

Rata-Rata Jam Pelatihan per Tahun Berdasarkan Level Jabatan [GRI 404-1] [OJK F.22]

Average Training Hours per Year by Job Level

Level Jabatan Job Level	Satuan Unit	2025		2024		2023	
		PTPI	Anak Perusahaan Subsidiaries	PTPI	Anak Perusahaan Subsidiaries	PTPI	Anak Perusahaan Subsidiaries
Non-Manajerial Non-Managerial	Jam Hours	60	86	39	70	51	79
Manajerial Managerial	Jam Hours	36	88	39	75	94	91

Jumlah Peserta Pelatihan Pra-Pensiun [GRI 404-2]

Number of Pre-Retirement Traning Participants

Dekripsi Description	Satuan Unit	2025	2024	2023
Kantor Pusat Head Office	Orang People	1	0	15
Anak Perusahaan Subsidiaries	Orang People	41	53	117
Jumlah Peserta **Total Participants**	**Orang** **People**	**42**	**53**	**132**

Indikator Kesetaraan Kompensasi | Compensation Equality Indicator

Kesetaraan Kompensasi berdasarkan Level Jabatan (Rp)
Compensation Equality by Job Level (Rp)

Level Jabatan Job Level		Rata-rata Gaji Karyawan Wanita Average Salary of Female Employees	Rata-rata Gaji Karyawan Pria Average Salary of Male Employees
Grade I	Gaji pokok Basic salary	302.079.754	221.147.158
	Gaji pokok dan insentif Basic salary and incentives	344.340.164	329.753.943
Grade II	Gaji pokok Basic salary	202.878.202	155.389.677
	Gaji pokok dan insentif Basic salary and incentives	262.202.058	228.543.005
Grade III	Gaji pokok Basic salary	123.619.498	89.175.452
	Gaji pokok dan insentif Basic salary and incentives	180.628.600	154.792.129
Grade IV	Gaji pokok Basic salary	74.126.798	64.017.829
	Gaji pokok dan insentif Basic salary and incentives	134.517.106	124.757.893
Grade V	Gaji pokok Basic salary	67.808.979	44.342.169
	Gaji pokok dan insentif Basic salary and incentives	108.545.762	85.965.452
Grade VI	Gaji pokok Basic salary	29.369.954	34.630.159
	Gaji pokok dan insentif Basic salary and incentives	41.623.968	64.858.973
Grade VII	Gaji pokok Basic salary	-	23.924.015
	Gaji pokok dan insentif Basic salary and incentives	-	40.058.348

Perbedaan Gaji Karyawan Pria dan Wanita
Pay Gap Between Male and Female Employees

Indikator Indicator	Satuan Unit	2025
Rata-rata perbedaan gaji antar gender Mean gender pay gap	%	31
Median perbedaan gaji antar gender Median gender pay gap	%	22
Rata-rata perbedaan bonus antar gender Mean gender bonus gap	%	19,5
Median perbedaan bonus antar gender Median gender bonus gap	%	11

Cuti Melahirkan | Parental Leave

Cuti Melahirkan [GRI 401-3]
Parental Leave

Status Ketenagakerjaan Employment Status	Satuan Unit	2025		2024		2023	
		Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Total karyawan yang berhak mendapat cuti melahirkan Total employees entitled to parental leave	Orang People	7.087	795	6.939*	773*	7.052*	780*
Total karyawan yang mengambil cuti melahirkan Total employees taking parental leave	Orang People	457	47	416	114	1.039	81
Total karyawan yang kembali bekerja pada periode pelaporan setelah cuti melahirkan berakhir Total employees returning to work during the reporting period after parental leave ends	Orang People	457	47	416	114	1.039	81
Total karyawan yang kembali bekerja setelah cuti melahirkan berakhir dan masih bekerja setelah 12 bulan Total employees returning to work after parental leave ends and remained employed after 12 months	Orang People	457	47	416	114	1.039	81
Tingkat karyawan yang mengambil cuti melahirkan yang kembali bekerja dan dapat dipertahankan Retention rate of employees taking parental leave and returning to work	Orang People	100%	100%	100%	100%	100%	100%

Catatan | Notes:
*Penyajian kembali pada data tahun 2023 dan 2024 bahwa seluruh karyawan yang berhak mendapatkan cuti melahirkan sesuai dengan peraturan ketenagakerjaan.
*There are restatements in the 2023 and 2024 data indicating that all employees were entitled to maternity leave in accordance with labor regulations.

Keselamatan dan Kesehatan Kerja | Occupational Health and Safety

Frekuensi Rapat P2K3 [GRI 403-4]
P2K3 Meeting Frequency

Dekripsi Description	2025	2024	2023
Total Rapat P2K3 Total P2K3 Meeting	61	67	70

Jumlah Karyawan yang Mengikuti Pelatihan K3 [GRI 403-5]
Number of Employees Attending OHS Training

Dekripsi Description	Satuan Unit	2025	2024	2023
Pelatihan K3 OHS Training	Orang People	10.329	6.457	10.294

Rekapitulasi Kecelakaan Kerja PTPI [GRI 403-9]
Recapitulation of Workplace Accident at PTPI

Indeks Kecelakaan Kerja Workplace Accident Index	Satuan Unit	2025	2024	2023
Fatality	Kasus Cases	1	1	0
Lost Time Injury (LTI)	Kasus Cases	0	0	0
Lost Work Day Case (LWDC)	Kasus Cases	0	0	0
Medical Treatment Injury (MTI)	Kasus Cases	11	3	12
Restricted Work Day Case (RWDC)	Kasus Cases	0	0	0
Near Miss	Kasus Cases	24	11	42

Angka Kecelakaan Kerja [GRI 403-9] [RT-CH-320a.1, RT-CH-540a.2]
Number of Workplace Accident

Dekripsi Description	Satuan Unit	2025 Karyawan Employee	2025 Kontraktor Contractor
Fatal Accident Rate (FAR)	(Angka Fatalitas x 100.000.000)/Total Jam Kerja (Number of Fatalities X 100.000.000)/Total Working Hours	1,97	0
Total Recordable Injury Rate (TRIR)	(Angka Kecelakaan Kerja yang Tercatat x 1.000.000) /Total Jam Kerja (Number of Recordable Work-Related Injury X 1.000.000)/Total Working Hours	0,26	0
Jumlah Jam Kerja **Total Working Hours**	**Jam** **Hours**	**23.955.541**	**26.925.631**
		50.881.172	

Catatan | Notes:
1. Perhitungan angka kecelakaan kerja menggunakan FAR dan TRIR sejak tahun pelaporan 2025.
1. Since 2025 the Company has used FAR and TRIR to calculate work-related accident rates.

Dekripsi Description	Satuan Unit	2024		2023	
		Karyawan Employee	Kontraktor Contractor	Karyawan Employee	Kontraktor Contractor
Jumlah dan tingkat fatalitas sebagai akibat kecelakaan kerja Number and rate of work-related fatalities	Kasus Cases	1	0	0	0
Jumlah dan tingkat kecelakaan kerja yang dapat dicatat Number and rate of high-consequence work-related injuries	Kasus Cases	1	7	10	7
Jumlah Jam Kerja **Total Working Hours**	**Jam** **Hours**	**17.107.066**	**30.996.691** **48.103.757**	**39.567.531**	

Lost Time Injury Frequency Rate (LTIFR) [GRI 403-9]

Dekripsi Description	Satuan Unit	2025	2024	2023
LTIFR Kontraktor LTIFR Contractors	(Jumlah Kasus LTI x 1.000.000)/Total Jam Kerja (Number of LTI Cases x 1,000,000)/Total Working Hours	0,00	0,03	0,00
Persentase kontraktor yang dilingkupi Percentage of contractors covered	%	100	100	100
LTIFR Karyawan LTIFR Employees	(Jumlah Kasus LTI x 1.000.000)/Total Jam Kerja (Number of LTI Cases x 1,000,000)/Total Working Hours	0,04	0,05	0,00
Persentase karyawan yang dilingkupi Percentage of employees covered	%	100	100	100

Process Safety Events - Tier 1

Dekripsi Description	Satuan Unit	2025	2024	2023
Jumlah *process safety events* tingkat 1 Number of process safety events tier 1	Jumlah/1 juta jam kerja Total / 1 million working hours	0	0	0
Persentase cakupan data Percentage of data coverage	%	100	100	100

Total Jam Kerja Aman [GRI 403-10]

Total Safe Working Hours

Dekripsi Description	Satuan Unit	2025	2024	2023
Jam Kerja Aman Safe Working Hours	Jam Hours	48.229.488	48.103.759	52.014.005

Penyakit Akibat Kerja [GRI 403-10]
Occupational Diseases

Dekripsi Description	2025		2024		2023	
	Karyawan Employee	Kontraktor Contactors	Karyawan Employee	Kontraktor Contactors	Karyawan Employee	Kontraktor Contactors
Jumlah dan tingkat fatalitas sebagai akibat penyakit akibat kerja Number and rate of fatalities due to occupational diseases	0	0	0	0	0	0
Jumlah dan tingkat penyakit akibat kerja yang dapat dicatat Number and rate of recorded occupational diseases	0	0	0	0	0	0
Jenis-jenis penyakit akibat kerja yang utama Main types of occupational diseases	0	0	0	0	0	0

Kepuasan Pelanggan dan Pemasok | Customer and Supplier Satisfaction

Survei Kepuasan Pelanggan [OJK F.30]
Customer Satisfaction Survey

Dekripsi Description	2025			2024			2023		
	Urea	NPK	Amonia Ammonia	Urea	NPK	Amonia Ammonia	Urea	NPK	Amonia Ammonia
Indeks Kepuasan Pelanggan Customer Satisfaction Index	95,01	95,44	93,24	92,00	92,40	90,10	96,03	96,49	99,49
Indeks Ketidakpuasan Pelanggan Customer Dissatisfaction Index	2,68	4,38	1,95	1,40	2,10	0,00	0,95	0,07	0,07
Total Indeks Kepuasan Pelanggan **Total Customer Satisfaction Index**	**93,05**			**90,96**			**95,68**		

Survei Kepuasan Pemasok
Supplier Satisfaction Survey

Dekripsi Description	2025	2024	2023
Indeks Kepuasan Pemasok Supplier Satisfaction Index	4,20	4,15	4,25
Indeks Ketidakpuasan Pemasok Supplier Dissatisfaction Index	1,99	2,12	1,96
Indeks Keterikatan Pemasok Supplier Engagement Index	4,05	3,97	4,08

Penjualan Pupuk [OJK F.2]
Fertilizer Sales

Dekripsi Description	Satuan Unit	2025	2024	2023
Pupuk Bersubsidi (Urea, NPK, Organik, dan ZA) Subsidized Fertilizer (Urea, NPK, Organic, and ZA)	ton	8.110.571	7.327.950	6.186.785
Pupuk Komersial Domestik Domestic Commercial Fertilizer	ton	2.849.546	3.144.760	2.493.234
Pupuk Komersial Ekspor Export Commercial Fertilizer	ton	1.834.259	1.527.104	1.685.231

Jumlah Mitra Binaan dan Piutang Pendanaan Swakelola PTPI Per Sektor
Number of Fostered Partners and Distribution of PTPI Self-Managed Financing per Sector

Sektor Sector	2025		2024		2023	
	Jumlah Mitra Binaan Number of Fostered Partners	Nilai Pinjaman (Rp Juta) Loan Value (Rp Millions)	Jumlah Mitra Binaan Number of Fostered Partners	Nilai Pinjaman (Rp Juta)* Loan Value (Rp Millions)*	Jumlah Mitra Binaan Number of Fostered Partners	Nilai Pinjaman (Rp Juta) Loan Value (Rp Millions)
Industri | Industry	120	2.861	163	3.535	270	6.518
Perdagangan | Trade	346	7.548	430	11.835	747	19.769
Pertanian | Agriculture	220	13.109	258	16.030	391	20.451
Perkebunan | Plantation	131	3.498	204	3.975	278	3.403
Perikanan | Fisheries	93	3.647	102	4.775	188	5.736
Peternakan | Livestock	126	13.151	132	12.559	143	24.915
Jasa | Services	148	5.126	200	6.676	260	9.698
Lainnya | Others	1	33	0	0	0	0
Jumlah | Total	**1.185**	**48.973**	**1.489**	**59.385**	**2.277**	**90.490****

Catatan | Notes:
* Penyajian kembali nilai pinjaman pada tahun 2024 menyesuaikan metode perhitungan.
** Penyajian kembali jumlah nilai pinjaman pada tahun 2023 menyesuaikan metode perhitungan.
* Restatement of loan amounts in 2024 to adjust the calculation method
** Restatement of total loan amounts in 2023 to adjust the calculation method

Kinerja Program Agrosolution
Agrosolution Program Performance

Komoditas Commodity	2025		2024		2023	
	Luas Lahan Land Area (Ha)	**Jumlah Petani** Number of Farmers	**Luas Lahan** Land Area (Ha)	**Jumlah Petani** Number of Farmers	**Luas Lahan** Land Area (Ha)	**Jumlah Petani** Number of Farmers
Padi | Rice	220.183	188.577	124.845	80.383	90.944	38.989
Jagung | Corn	26.083	25.201	27.672	12.427	19.695	7.756
Tebu | Sugarcane	79.619	12.238	62.408	9.750	61.575	8.434
Sawit | Palm Oil	195.675	43.002	188.965	40.416	163.356	37.824
Kopi | Coffee	13.306	7.217	13.065	7.164	1.382	530
Horti & Lainnya | Horticulture & Others	18.191	14.713	34.582	20.829	21.902	14.109
Jumlah | Total	**553.057**	**290.948**	**451.537**	**170.969**	**358.854**	**107.642**

Penyaluran Dana TJSL [OJK F.25]
Dsitribution of CSR Funds

Pilar Pillar	Satuan Unit	2025	2024	2023
Pilar Sosial Social Pillar	Rp Juta Rp Million	136.640	140.883	99.424
Pilar Ekonomi Economic Pillar	Rp Juta Rp Million	54.283	87.124	119.969
Pilar Lingkungan Environmental Pillar	Rp Juta Rp Million	64.985	78.692	54.289
Pilar Hukum dan Tata Kelola Legal and Governance Pillar	Rp Juta Rp Million	3.181	10.562	2.547
Jumlah | Total	**Rp Juta** **Rp Million**	**259.089**	**317.261**	**276.229**

Tautan TPB dalam Standar GRI

SDGs Linkage in the GRI Standards

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
Tanpa Kemiskinan No Poverty 	1.1 Pada tahun 2030, memberantas kemiskinan ekstrem untuk semua orang di mana pun, yang saat ini diukur sebagai orang yang hidup dengan kurang dari $1,25 per hari. 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day.	202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016	Sosial Social	183
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		203-2			138, 218-228, 229-239, 246-247
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	1.2 Pada tahun 2030, mengurangi setidaknya setengah proporsi laki-laki, perempuan dan anak-anak dari segala usia yang hidup dalam kemiskinan dalam segala dimensinya menurut definisi nasional. 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016	Sosial Social	183
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		203-2			138, 218-228, 229-239, 246-247
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	1.3 Menerapkan sistem dan langkah-langkah pelindungan sosial yang tepat secara nasional untuk semua, termasuk golongan terbawah, dan pada tahun 2030 mencapai cakupan yang substansial bagi masyarakat miskin dan rentan. 1.3 Implement nationally appropriate social protection systems and measures for all, including the poorest and most vulnerable, and by 2030 achieve substantial coverage of the poor and the vulnerable.	202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016	Sosial Social	183
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		203-2			138, 218-228, 229-239, 246-247
		401-2	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016		183-185

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016	Sosial Social	176
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	1.4 Pada tahun 2030, memastikan bahwa semua laki-laki dan perempuan, khususnya yang miskin dan rentan, memiliki hak yang sama atas sumber daya ekonomi, serta akses ke layanan dasar, kepemilikan dan kendali atas tanah dan bentuk kepemilikan lainnya, warisan, sumber daya alam, teknologi baru yang tepat dan layanan keuangan, termasuk keuangan mikro. 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.	202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016	Sosial Social	183
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		203-2			138, 218-228, 229-239, 246-247
		401-2	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016		183-185
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
Tanpa Kemiskinan Zero Hunger 	2.3 Pada tahun 2030, melipatgandakan produktivitas pertanian dan pendapatan produsen pangan skala kecil, khususnya perempuan, masyarakat adat, keluarga petani, penggembala dan nelayan, termasuk melalui akses yang aman dan setara ke lahan, sumber daya dan input produktif lainnya, pengetahuan, layanan keuangan, pasar dan peluang untuk penambahan nilai dan pekerjaan nonpertanian. 2.3 By 2030, double the productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Sosial Social	131, 303

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	Sosial Social	221
		203-2			138, 218-228, 229-239, 246-247
		411-1	GRI 411: Hak-Hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous People 2016		59
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
Kehidupan Sehat dan Sejahtera Hood Health and Well-Being 	3.2 Pada tahun 2030, mengakhiri kematian bayi baru lahir dan anak di bawah usia 5 tahun yang dapat dicegah, dengan semua negara bertujuan untuk mengurangi kematian neonatal setidaknya hingga 12 per 1.000 kelahiran hidup dan kematian di bawah 5 hingga setidaknya 25 per 1.000 kelahiran hidup. 3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.	401-2a	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	Sosial Social	183-185
		403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018		201-202
		403-6			201-202
		403-7			199-200
	3.3 Pada tahun 2030, mengakhiri epidemi AIDS, tuberkulosis, malaria dan penyakit tropis terabaikan serta memerangi hepatitis, penyakit yang ditularkan melalui air dan penyakit menular lainnya. 3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.	403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	201-202
		403-6			201-202
		403-7			199-200
	3.4 Pada tahun 2030, mengurangi sepertiga kematian dini akibat penyakit tidak menular melalui pencegahan dan pengobatan serta meningkatkan kesehatan dan kesejahteraan mental. 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	201-202
		403-6			201-202
		403-7			199-200

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	3.5 Memperkuat pencegahan dan pengobatan penyalahgunaan zat, termasuk penyalahgunaan obat narkotika dan penggunaan alkohol yang berbahaya. 3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.	403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	201-202
		403-6			201-202
		403-7			199-200
	3.6 Pada tahun 2020, mengurangi separuh jumlah kematian dan cedera global akibat kecelakaan lalu lintas jalan. 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.	403-1	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	192-196
		403-2			196-198
		403-4			202, 335
		403-5			203-205, 335
	3.7 Pada tahun 2030, memastikan akses universal terhadap layanan kesehatan seksual dan reproduksi, termasuk untuk keluarga berencana, informasi dan pendidikan, dan integrasi kesehatan reproduksi ke dalam strategi dan program nasional. 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs.	403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	201-202
		403-6			201-202
		403-7			199-200
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	3.8 Mencapai cakupan kesehatan universal, termasuk pelindungan risiko finansial, akses ke layanan perawatan kesehatan esensial berkualitas dan akses ke obat-obatan dan vaksin esensial yang aman, efektif, berkualitas dan terjangkau untuk semua. 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	403-3	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	201-202
		403-6			201-202
		403-7			199-200
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	3.9 Pada tahun 2030, secara substansial mengurangi jumlah kematian dan penyakit akibat bahan kimia berbahaya serta polusi dan kontaminasi udara, air dan tanah. 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Sosial Social	261-262
		303-4			308
		305-7	GRI 305: Emisi 2016 GRI 305: Emissions 2016		294-295, 312
		306-1	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264
		306-2			263, 264-265
		306-3			263, 265, 305
		306-4			263, 306-307
		306-5			263, 306-307

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
		403-2	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	196-198
		403-4			202, 335
		403-5			203-205, 335
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
Pendidikan Berkualitas Quality Education 	4.3 Pada tahun 2030, memastikan akses yang setara bagi semua perempuan dan laki-laki terhadap pendidikan teknis, kejuruan dan tersier yang terjangkau dan berkualitas, termasuk universitas. 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016	Sosial Social	174, 331-332
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		405-2			183
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
	4.4 Pada tahun 2030, secara substansial meningkatkan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknis dan kejuruan, untuk pekerjaan, pekerjaan yang layak, dan kewirausahaan. 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016	Sosial Social	174, 331-332
		404-2			172-173, 188, 332
	4.5 Pada tahun 2030, menghapuskan disparitas gender dalam pendidikan dan memastikan akses yang setara ke semua tingkat pendidikan dan pelatihan kejuruan bagi kelompok rentan, termasuk penyandang disabilitas, masyarakat adat, dan anak-anak dalam situasi rentan. 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.	404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016	Sosial Social	174, 331-332
		404-2			172-173, 188, 332
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
Kesetaraan Gender Gender Equality 	5.1 Mengakhiri segala bentuk diskriminasi terhadap semua perempuan dan anak perempuan dimanapun. 5.1 End all forms of discrimination against all women and girls everywhere.	202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016	Sosial Social	183
		401-1	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016		177-178, 327-329
		404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		174, 331-332
		404-3			185
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		405-2			183
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
	5.2 Menghapuskan segala bentuk kekerasan terhadap semua perempuan dan anak perempuan di ruang publik dan privat, termasuk perdagangan dan seksual serta jenis eksploitasi lainnya. 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	408-1	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	Sosial Social	182
		409-1	GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016		182-183
		414-1	GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016		136-137
		414-2			136-137
	5.4 Mengakui dan menghargai perawatan yang tidak dibayar dan pekerjaan rumah tangga melalui penyediaan layanan publik, kebijakan infrastruktur dan pelindungan sosial dan promosi tanggung jawab bersama dalam rumah tangga dan keluarga sebagaimana layaknya secara nasional. 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.	201-3	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Sosial Social	186-188

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
		202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016		183
		401-2	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016		177-178, 327-329
		401-3			183-185
	5.5 Menjamin partisipasi penuh dan efektif perempuan dan kesempatan yang sama untuk kepemimpinan di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi dan public. 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	2-7	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Sosial Social	175-176, 322-323
		2-9			59-60, 85-86, 88-94
		404-3	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		185
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		405-2			183
Air Bersih dan Sanitasi Layak Clean Water and Sanitation 	6.3 Pada tahun 2030, meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan dan meminimalkan pelepasan bahan kimia dan bahan berbahaya, mengurangi separuh proporsi air limbah yang tidak diolah dan secara substansial meningkatkan daur ulang dan penggunaan kembali yang aman secara global. 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Lingkungan Environmental	261-262
		303-4			308
		306-2	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264-265
		306-4			263, 306-307
		306-5			263, 306-307
	6.4 Pada tahun 2030, secara substansial meningkatkan efisiensi penggunaan air di semua sektor dan memastikan pengambilan dan pasokan air tawar yang berkelanjutan untuk mengatasi kelangkaan air dan secara substansial mengurangi jumlah orang yang menderita kelangkaan air. 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	303-1	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Lingkungan Environmental	260
		303-2			261-262
		303-5			261, 309

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	6.6 Pada tahun 2020, melindungi dan memulihkan ekosistem terkait air, termasuk pegunungan, hutan, lahan basah, sungai, akuifer, dan danau 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.	303-1 303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Lingkungan Environmental	260 261-262
	6.a Pada tahun 2030, memperluas kerja sama internasional dan dukungan pembangunan kapasitas untuk negara-negara berkembang dalam kegiatan dan program terkait air dan sanitasi, termasuk pemanenan air, desalinasi, efisiensi air, pengolahan air limbah, teknologi daur ulang dan penggunaan kembali. 6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies.	2-28 2-29	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Lingkungan Environmental	81 61-63
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		303-1	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		260
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	6.b Mendukung dan memperkuat partisipasi masyarakat setempat dalam meningkatkan pengelolaan air dan sanitasi 6.b Support and strengthen the participation of local communities in improving water and sanitation management.	2-29	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Lingkungan Environmental	61-63
		303-1	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		260
		413-1 413-2	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216 215-216
Energi Bersih dan Terjangkau Affordable and Clean Energy 	7.2 Pada tahun 2030, tingkatkan secara substansial porsi energi terbarukan dalam bauran energi global. 7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.	302-1	GRI 302: Energi 2016 GRI 302: Energy 2016	Lingkungan Environmental	255, 309
		302-2			255
		302-3			255, 256, 310
		302-4			255-256, 310
		302-5			255-256, 310
	7.3 Pada tahun 2030, menggandakan tingkat peningkatan global dalam efisiensi energi. 7.3 By 2030, double the global rate of improvement in energy efficiency.	302-1	GRI 302: Energi 2016 GRI 302: Energy 2016	Lingkungan Environmental	255, 309
		302-2			255
		302-3			255, 256, 310
		302-4			255-256, 310
		302-5			255-256, 310

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
Pekerjaan yang Layak dan Pertumbuhan Ekonomi Decent Work and Economic Growth 	8.1 Mempertahankan pertumbuhan ekonomi per kapita sesuai dengan keadaan nasional dan, khususnya, setidaknya 7 persen pertumbuhan produk domestik bruto per tahun di negara kurang berkembang. 8.1 Maintain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries.	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Sosial Social	131, 303
	8.2 Mencapai tingkat produktivitas ekonomi yang lebih tinggi melalui diversifikasi, peningkatan teknologi dan inovasi, termasuk melalui fokus pada sektor bernilai tambah tinggi dan padat karya. 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value- added and labor-intensive sectors.	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Sosial Social	131, 303
		203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		221
		203-2			138, 218-228, 229-239, 246-247
	8.3 Mendorong kebijakan berorientasi Pembangunan yang mendukung kegiatan produktif, penciptaan lapangan kerja yang layak, kewirausahaan, kreativitas dan inovasi, serta mendorong formalisasi dan pertumbuhan usaha mikro, kecil dan menengah, termasuk melalui akses ke jasa keuangan. 8.3 Promote policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	Sosial, Tata Kelola Social, Governance	221
		203-2			138, 218-228, 229-239, 246-247
		401-1	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016		177-178, 327-329
	8.4 Meningkatkan secara progresif, hingga tahun 2030, efisiensi sumber daya global dalam konsumsi dan produksi dan berupaya untuk memisahkan pertumbuhan ekonomi dari degradasi lingkungan, sesuai dengan Kerangka Program 10-Tahun untuk Konsumsi dan Produksi Berkelanjutan, dengan negara-negara maju memimpin. 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the leads.	301-1	GRI 301: Material 2016 GRI 301: Materials 2016	Lingkungan Environmental	257-258, 305
		301-2			257-258, 305
		301-3			257-258

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	8.5 Pada tahun 2030, mencapai lapangan kerja penuh dan produktif serta pekerjaan yang layak bagi semua perempuan dan laki-laki, termasuk bagi kaum muda dan penyandang disabilitas, dan upah yang sama untuk pekerjaan yang bernilai sama. 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	401-1	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	Sosial Social	177-178, 327-329
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		405-2			183
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
	8.6 Pada tahun 2020, secara substansial mengurangi proporsi kaum muda yang tidak bekerja, berpendidikan atau pelatihan. 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.	401-1	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	Sosial Social	177-178, 327-329
		404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		174, 331-332
		404-2			172-173, 188, 332
		404-3			185
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
	8.7 Mengambil langkah-langkah segera dan efektif untuk memberantas kerja paksa, mengakhiri perbudakan modern dan perdagangan manusia dan menjamin pelarangan dan penghapusan bentuk-bentuk pekerjaan terburuk untuk anak, termasuk perekrutan dan penggunaan tentara anak-anak, dan pada tahun 2025 mengakhiri pekerja anak dalam segala bentuknya. 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	408-1	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	Sosial Social	182
		409-1	GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016		182-183
		414-1	GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016		136-137
		414-2			136-137

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja, termasuk pekerja migran, khususnya migran perempuan, dan pekerja tidak tetap. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	401-2	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	Sosial Social	183-185
		403-1	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018		192-196
		403-2			196-198
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
Industri, Inovasi, dam Infrastruktur Industry, Innovation, and Infrastructure 	9.1 Mengembangkan infrastruktur yang berkualitas, andal, berkelanjutan, dan tangguh, termasuk infrastruktur regional dan lintas batas, untuk mendukung pembangunan ekonomi dan kesejahteraan manusia, dengan fokus pada akses yang terjangkau dan merata bagi semua. 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	Tata Kelola, Sosial Governance, Social	221
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	9.4 Pada tahun 2030, meningkatkan infrastruktur dan retrofit industri agar berkelanjutan, dengan peningkatan efisiensi penggunaan sumber daya dan penerapan teknologi dan proses industri yang bersih dan ramah lingkungan, dengan semua negara mengambil tindakan sesuai dengan kemampuan masing-masing. 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	301-1	GRI 301: Material 2016 GRI 301: Materials 2016	Tata Kelola, Lingkungan Governance, Environmental	257-258, 305
		301-2			257-258, 305
		302-3	GRI 302: Energi 2016 GRI 302: Energy 2016		255, 256, 310
		302-4			255-256, 310
		305-1	GRI 305: Emisi 2016 GRI 305: Emissions 2016		289-391, 310-312
		305-2			289-391, 310-312

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	9.5 Meningkatkan penelitian ilmiah, meningkatkan kemampuan teknologi sektor industri di semua negara, khususnya negara berkembang, termasuk, pada tahun 2030, mendorong inovasi dan secara substansial meningkatkan jumlah pekerja penelitian dan pengembangan per 1 juta orang dan belanja penelitian dan pengembangan publik dan swasta. 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Tata Kelola, Sosial Governance, Social	131, 303
		203-2	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016		138, 218-228, 229-239, 246-247
		404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		174, 331-332
Berkurangnya Kesenjangan Reduce Inequalities 	10.3 Menjamin kesempatan yang sama dan mengurangi ketidaksetaraan hasil, termasuk dengan menghapus undang-undang, kebijakan, dan praktik yang diskriminatif dan mempromosikan undang-undang, kebijakan yang sesuai dan tindakan dalam hal ini. 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	2-7	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Sosial Social	175-176, 322-323
		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325
		405-2			183
		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
	10.4 Mengadopsi kebijakan, terutama kebijakan fiskal, upah dan pelindungan sosial, dan secara bertahap mencapai kesetaraan yang lebih besar. 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	2-23	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Sosial, Tata Kelola Social, Governance	56-57, 84, 171-173
		2-27			119, 253
		202-1	GRI 202: Keberadaan Pasar 2016 Market Presence 2016		183
		405-2	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		183

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
Kota dan Pemukiman yang Berkelanjutan Sustainable Cities and Communities 	11.2 Pada tahun 2030, menyediakan akses ke sistem transportasi yang aman, terjangkau, dapat diakses, dan berkelanjutan untuk semua, meningkatkan keselamatan di jalan, terutama dengan memperluas transportasi umum, dengan perhatian khusus pada kebutuhan mereka yang berada dalam situasi rentan, perempuan, anakanak, penyandang disabilitas, dan lanjut usia orang. 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.	203-1	GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	Sosial Social	221
		203-2			138, 218-228, 229-239, 246-247
	11.6 Pada tahun 2030, mengurangi dampak buruk kota terhadap lingkungan per kapita, termasuk dengan memberikan perhatian khusus pada kualitas udara dan pengelolaan limbah perkotaan dan lainnya. 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Lingkungan Environmental	261-262
		306-1	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264
		306-2			263, 264-265
		306-4			263, 306-307
		413-2	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
Konsumsi dan Produksi yang Bertanggungjawab Responsible Consumption and Production 	12.2 Pada tahun 2030, mencapai pengelolaan yang berkelanjutan dan penggunaan sumber daya alam yang efisien. 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	301-1	GRI 301: Material 2016 GRI 301: Materials 2016	Lingkungan Environmental	257-258, 305
		301-2			257-258, 305
		301-3			257-258
		302-3	GRI 302: Energi 2016 GRI 302: Energy 2016		255, 256, 310
		302-4			255-256, 310
		303-5	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		261, 309
		306-2	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264-265
		306-4			263, 306-307

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
	12.4 Pada tahun 2020, mencapai pengelolaan bahan kimia dan semua limbah yang berwawasan lingkungan sepanjang siklus hidupnya, sesuai dengan kerangka kerja internasional yang disepakati, dan secara signifikan mengurangi pelepasannya ke udara, air, dan tanah untuk meminimalkan dampak buruknya terhadap kesehatan manusia dan lingkungan. 12.4 By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	Lingkungan Environmental	261-262
		305-7	GRI 305: Emisi 2016 GRI 305: Emissions 2016		294-295, 312
		306-1	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264
		306-2			263, 264-265
		306-5			263, 306-307
	12.5 Pada tahun 2030, secara substansial mengurangi timbulan sampah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	306-1	GRI 306: Limbah 2020 GRI 306: Waste 2020	Lingkungan Environmental	263, 264
		306-2			263, 264-265
		306-3			263, 265, 305
		306-4			263, 306-307
		306-5			263, 306-307
	12.8 Pada tahun 2030, memastikan bahwa semua orang di manapun memiliki informasi dan kesadaran yang relevan untuk Pembangunan berkelanjutan dan gaya hidup yang selaras dengan alam. 12.8 By 2030, ensure that all people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	2-29	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Sosial Social	61-63
		413-1	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
		404-1	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		174, 331-332
Penanganan Perubahan Iklim Climate Action 	13.1 Memperkuat ketahanan dan kapasitas adaptasi terhadap bahaya terkait iklim dan bencana alam di semua negara. 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	201-2	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Lingkungan Environmental	280, 282, 284, 285
		302-1	GRI 302: Energi 2016 GRI 302: Energy 2016		255, 309
		302-2			255
		302-3			255, 256, 310
		302-4			255-256, 310
		302-5			255-256, 310

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
		305-1	GRI 305: Emisi 2016 GRI 305: Emissions 2016		289-391, 310-312
		305-2			289-391, 310-312
		305-3			289, 290, 310-312
		305-4			291-292, 312
		305-5			292-294
Ekosistem Laut Live Below Water	14.2 Pada tahun 2020, mengelola dan melindungi ekosistem laut dan pesisir secara berkelanjutan untuk menghindari dampak merugikan yang signifikan, termasuk dengan memperkuat ketahanannya, dan melakukan tindakan restorasi guna mencapai lautan yang sehat dan produktif. 14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.	101-1	GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	Lingkungan Environmental	266
		101-2			267, 269-270
		101-4			267-269
		101-5			267-269
		101-6			267-270
		101-7			271-274
		101-8			267-269, 271-274
		303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		261-262
		303-4			308
		306-1	GRI 306: Limbah 2020 GRI 306: Waste 2020		263, 264
		306-2			263, 264-265
		306-4			263, 306-307
	14.3 Meminimalkan dan mengatasi dampak pengasaman laut, termasuk melalui peningkatan kerjasama ilmiah di semua tingkatan. 14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels.	101-2	GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	Lingkungan Environmental	267, 269-270
		101-4			267-269
		101-8			267-269, 271-274
		303-2	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		261-262
		303-4			308
		305-1	GRI 305: Emisi 2016 GRI 305: Emissions 2016		289-391, 310-312
		305-2			289-391, 310-312
		305-3			289, 290, 310-312
		305-5			292-294
		305-7			294-295, 312
		404-2	GRI 404: Pendidikan dan Pelatihan 2016 GRI 404: Training and Education 2016		172-173, 188, 332

Uraian Description	Target	Pengungkapan GRI Disclosure of GRI	Sumber Source	Klasifikasi ESG ESG Classification	Halaman Page
Ekosistem Darat Live on Land 	15.1 Pada tahun 2020, memastikan konservasi, pemulihan dan penggunaan berkelanjutan ekosistem darat dan air tawar darat serta jasanya, khususnya hutan, lahan basah, pegunungan dan lahan kering, sejalan dengan kewajiban berdasarkan perjanjian internasional. 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	101-1	GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	Lingkungan Environmental	266
		101-2			267, 269-270
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		303-1	GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018		260
		303-3			261, 262, 307
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	15.2 Pada tahun 2020, mendorong implementasi pengelolaan berkelanjutan dari semua jenis hutan, menghentikan deforestasi, memulihkan hutan yang terdegradasi dan secara substansial meningkatkan aforestasi dan reboisasi secara global. 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	101-1	GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	Lingkungan Environmental	266
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		308-1	GRI 308: Penilaian Lingkungan Pemasok 2016 GRI 308: Supplier Environmental Assessment 2016		136-137, 319
		308-2			136-137
	15.5 Mengambil tindakan segera dan signifikan untuk mengurangi degradasi habitat alami, menghentikan hilangnya keanekaragaman hayati dan, pada tahun 2020, melindungi dan mencegah kepunahan spesies terancam. 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	101-1	GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	Lingkungan Environmental	266
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		101-8			267-269, 271-274
Perdamaian, Keadilan, dan Kelembagaan yang Tangguh Peace, Justice, and Strong Institutions 	16.1 Secara signifikan mengurangi segala bentuk kekerasan dan angka kematian terkait di mana pun. 16.1 Significantly reduce all forms of violence and related death rates everywhere.	403-2	GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	Sosial Social	196-198
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		410-1	GRI 410: Praktik-praktik Keamanan 2016 GRI 410: Security Practices 2016		178-179

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		406-1	GRI 406: Non Diskriminasi 2016 GRI 406: Non Discrimination 2016		176
	16.2 Mengakhiri penyalahgunaan, eksploitasi, perdagangan, dan segala bentuk kekerasan dan penyiksaan terhadap anak. 16.2 End abuse, exploitation, trafficking, and all forms of violence and torture against children.	408-1	GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	Sosial Social	182
		409-1	GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016		182-183
	16.3 Memajukan supremasi hukum di tingkat nasional dan internasional dan menjamin akses yang sama terhadap keadilan bagi semua. 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.	2-25	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	117-118
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		413-2	GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016		215-216
	16.5 Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya. 16.5 Substantially reduce corruption and bribery in all their forms.	2-11	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	87-88
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		205-1	GRI 205: Antikorupsi 2016 GRI 205: Anticorruption 2016		112
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	16.6 Mengembangkan kelembagaan yang efektif, akuntabel dan transparan di semua tingkatan. 16.6 Develop effective, accountable, and transparent institutions at all levels.	2-11	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	87-88
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		205-1	GRI 205: Antikorupsi 2016 GRI 205: Anticorruption 2016		112
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	16.7 Memastikan pengambilan keputusan yang tanggap, inklusif, partisipatif, dan representatif di semua tingkatan. 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels.	2-26	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	113-115, 181, 315
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		405-1	GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016		174-176, 321-325

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	16.10 Menjamin akses publik terhadap informasi dan melindungi kebebasan mendasar, sesuai dengan undang-undang nasional dan kesepakatan internasional. 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national laws and international agreements.	2-5	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	34-35, 382-387
		2-26			113-115, 181, 315
Kemitraan untuk Mencapai Tujuan Partnership for Goals 	17.1 Memperkuat mobilisasi sumber daya domestik, termasuk melalui dukungan internasional kepada negara-negara berkembang, untuk meningkatkan kapasitas domestik untuk pengumpulan pajak dan pendapatan lainnya. 17.1 Strengthen domestic resource mobilization, including through international support to developing countries, to improve domestic capacity for tax and other revenue collection.	2-6	GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	Tata Kelola Governance	46, 48-51, 135-136, 139-143, 300-301
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	17.3 Memobilisasi sumber keuangan tambahan untuk negara berkembang dari berbagai sumber. 17.3 Mobilize additional financial resources for developing countries from multiple sources.	201-1	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	Tata Kelola Governance	131, 303
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Sumber: Linking the SDGs and the GRI Standard, GRI, 2022
Source: Linking the SDGs and the GRI Standard, GRI, 2022.

Indeks Isi GRI

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Pernyataan Penggunaan **Statement of Use**	PT Pupuk Indonesia (Persero) telah melaporkan sesuai dengan Standar GRI untuk periode 1 Januari hingga 31 Desember 2025. PT Pupuk Indonesia (Persero) has reported in accordance with the GRI Standards for the period January 1 until December 31, 2025.
GRI 1 yang Digunakan **GRI 1 Used**	GRI 1: Landasan 2021 GRI 1: Foundation 2021
Standar Sektor GRI yang berlaku **Applicable GRI Sector Standards**	Industri Manufaktur, Perdagangan, dan Jasa (Standar sektor belum tersedia) Manufacturing, Trade and Services Industry (Sector standard not yet available)

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Independent Assurance Statement [GRI 2-5] [OJK G.1]

CBC GLOBAL Indonesia AA1000 Licensed Report 000-310/V3-WM1VR

INDEPENDENT ASSURANCE STATEMENT

PT Pupuk Indonesia (Persero)
Sustainability Report 2025
Statement No: 06/IAS/CBC/V/2025
Type 2, Moderate Level

Scope of Engagement in Assurance
CBC Global Indonesia ("CBC Global Indonesia", "us" or "we") were commissioned by PT Pupuk Indonesia (Persero) ("PTPI") with the objective to provide assurance of PTPI's 2025 Sustainability Report (the "Report") in relation with accordance to GRI Standards and the adherence to AA1000 Accountability Principles (2018) with assurance over the Subject Matter presented in the Report, for the period from 1st January 2025 to 31st December 2025. **This statement is intended to be used by stakeholders & management of PTPI.**

The **scope and limitation** of our work is restricted to the following areas:

1. **Subject Matters**
   - Indirect Economic Impact
   - Energy
   - Water and effluents
   - Emission
   - Waste
   - Occupational Health and Safety
   - Local Communities

2. **AA1000 Principles (2018)**
   Our assurance engagement was planned and performed to meet the requirements of a **Type 2 "moderate level"** of assurance as defined by AA1000 Assurance Standard (AA1000AS) v3 to evaluate the nature and extent of PTPI's adherence to the four AA1000 AccountAbility Principles (2018): Inclusivity, Materiality, Responsiveness and Impact. Sufficient appropriate evidence has been obtained to support our conclusion. This reduces the risk of error, but does not reduce it to a very low level or to zero.

We have not performed any work, nor do we express any conclusion, on information other than the Subject Matter included within the scope of our assurance engagement that may be presented in the Report. We have assumed that the financial data and figures provided by PTPI have been audited by independent parties. Accordingly, the presentation of financial data and figures in the Report is not within the scope of this assurance engagement. The verification of greenhouse gas emissions was conducted based on the methodology applied by PTPI. Our assurance procedures included reviewing the underlying activity data and performing sample-based recalculations. No additional external verification standard was applied in relation to the emissions data.

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Responsibilities of the Management of PTPI
The Management of PTPI is responsible for the preparation and fair presentation of the Subject Matter in accordance with the Reporting Criteria. This responsibility includes designing, implementing, and maintaining appropriate internal controls to ensure that the Subject Matter information is free from material misstatement, whether arising from fraud or error. Management is also responsible for ensuring that the data and information subject to assurance are not edited, amended, or otherwise altered following the completion of the assurance engagement.

Responsibilities, Competencies and Independency of CBC Global Indonesia
Our responsibility is to conduct the assurance engagement in accordance with the agreed scope and criteria, and to express an independent conclusion based on the procedures performed. We plan and perform our work to obtain a moderate level of assurance that the Subject Matter information is free from material misstatement.

The engagement was carried out by a team of qualified sustainability assurance professionals with appropriate knowledge, skills, and experience in sustainability reporting, non-financial data verification, and assurance methodologies. At least one member of the team holds the Certified Sustainability Assurance Practitioner (CSAP) credential issued by AccountAbility.

CBC Global Indonesia is bounded by rules of conduct and professional practice relating to independence and quality overseen by AccountAbility (www.accountability.org/standards/licensing/ AA1000 as licensed-providers) and has established policies and procedures that are designed to ensure that our team maintain independence and integrity. We had no financial interest in the operation of PTPI other than for the assessment and assurance of this report. We don't accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

Methodology
We conduct the following assurance procedures and activities:

- Pre-engagement to ensure the independence and impartiality of the assurance team.
- Kick-off meeting and initial analysis of the report draft.
- Review, assess and evidence the reliability and quality of sustainability performance and disclosed information as specified in the Report content for the reporting period of 1st of January up to 31st of December 2025.
- Evaluate the adherence of report content, disclosure and presentation against the agreed criteria.
- Conduct in-depth interview with the representatives of the relevant functions/divisions of PTPI.
- Obtained an understanding of how material topics are identified, how responses to these topics are managed, and how material impacts are monitored and measured, including stakeholder engagement. It also includes understanding how information and data are collected, compiled, and aggregated internally.
- Performed limited substantive testing, on a sample basis, of the sustainability information identified, to verify the assumptions, estimations and computations PTPI made and to check that data had been appropriately measured, recorded, collated and reported.

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- Compare the subject matter presented in the report to corresponding information in the relevant underlying sources on a sample basis.
- Discuss and analysis data and reports with management of PTPI and data contributor to determine whether there are any material misstatement of fact or material inconsistencies based on our understanding obtained as part of our assurance engagement.

Finding and Conclusions
Based on the assurance procedures performed and the evidence obtained, a detailed review against the agreed criteria is presented below:

INCLUSIVITY
PTPI has identified its stakeholders as those who can affect or are affected by the Company's operations. Stakeholder engagement activities have been conducted periodically, using approaches tailored to the specific characteristics of each stakeholder group to ensure effective participation. In line with its organizational context, PTPI also extends its engagement to farmers as end-users of its products, recognizing their relevance within the value chain. These engagement processes are designed to capture and understand stakeholders' concerns, expectations, and perspectives regarding PTPI's operational activities. Furthermore, in determining material topics, PTPI has involved both internal and external stakeholder groups in assessing the significance of impacts as well as associated risks. This inclusive approach supports a more balanced and representative identification of material issues, reflecting the interests and priorities of key stakeholders.

MATERIALITY
PTPI has identified its material topics with the support of an external consultant to ensure a structured and robust approach. The process began with a comprehensive review of relevant standards and global frameworks applicable to PTPI's industry, alongside consideration of topics emphasized by recognized rating agencies. This initial step enabled PTPI to establish a long list of potentially relevant sustainability topics aligned with industry expectations and best practices. Subsequently, the identified topics were evaluated to determine their level of significance, considering both outward impacts on the economy, environment, and society, as well as inward risks and opportunities that may affect PTPI's business continuity and performance. This assessment involved the active participation of both internal and external stakeholders, ensuring that diverse perspectives were incorporated into the evaluation. Through this process, PTPI established a set of material topics that reflect its most significant impacts and risks, providing a balanced and comprehensive basis for its sustainability reporting and strategic decision-making.

RESPONSIVENESS
PTPI has demonstrated its responsiveness by integrating sustainability considerations into its overall business strategy, as reflected in its Long-Term Corporate Plan (RJPP) 2025–2029, which was approved on 10 October 2024. This plan incorporates the identified material topics, including occupational health and safety, climate, and corporate social responsibility, ensuring that key sustainability priorities are embedded within the Company's strategic direction. To support effective implementation, PTPI has established an ESG Team led by a Director, with clear roles and responsibilities to ensure that sustainability strategies are executed, monitored,



and regularly evaluated for their effectiveness. In addition, ESG-related key performance indicators (KPIs) have been integrated into the performance metrics of governance bodies, reinforcing accountability at the organizational level. In response to the global issue of climate change, PTPI has also integrated climate-related risks into its enterprise risk management framework. Furthermore, the Company has developed a decarbonization roadmap, supported by defined metrics and targets, which is aligned with relevant government programs. These initiatives demonstrate PTPI's commitment to proactively addressing sustainability challenges and continuously enhancing its performance.

IMPACT

PTPI has implemented a series of initiatives across environmental, social, and governance aspects, aligned with its strategy to achieve established targets and manage its key impacts. These efforts demonstrate a structured approach to translating commitments into measurable actions. From an environmental perspective, PTPI has advanced its water management practices, with more than 50% of its total water consumption sourced from alternative supplies. In response to climate-related challenges, the Company continues to strengthen its energy efficiency initiatives through the implementation of an energy management system, while progressively increasing the use of renewable energy, particularly solar power, complemented by the purchase of Renewable Energy Certificates (RECs). On the social front, PTPI continues to enhance its community empowerment initiatives through the *Tani Maju Makmur Sejahtera* (TAJUMASE) program. This program extends beyond economic development to also address social and environmental aspects, reflecting a more holistic approach to stakeholder impact. In addition, to improve occupational health and safety performance, PTPI has strengthened its management practices across the value chain by standardizing contractor control policies through the implementation of a Contractor Safety Management System (CSMS) across its subsidiaries, particularly within higher-risk manufacturing operations. Overall, these initiatives indicate PTPI's commitment to actively managing and improving its environmental and social impacts in line with its sustainability objectives.

GRI STANDARDS

The disclosures in the Report are in accordance with the GRI Standards, consistent with PTPI's claim regarding the preparation of the Report. The disclosures of management approach for each material topic in general are fairly disclosed. The Management of PTPI has applied the principles for defining the report's quality (balance, comparability, accuracy, timeliness, clarity, and reliability) and the principles for defining the report's content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and supporting documents were adequately presented during the assurance.

Opinion Statement

Our professional and certified team of sustainability report assurer has assured this report in accordance with AA1000AS v3. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion, nothing has come to our attention that causes us to believe that the subject matter in the Report for the period from 1 January 2025 to 31 December 2025 are materially misstated. The Report provides a fair representation in accordance with the agreed criteria.



Conclusion & Recommendations

- **Enhancement of Materiality Determination Process**
  PTPI may consider further refining its materiality determination process by providing stakeholders with opportunities to contribute not only to the assessment of the significance of impacts and risks, but also to share qualitative inputs on the specific issues that matter most to them. In addition, PTPI could systematically evaluate insights gathered from stakeholder engagement activities conducted throughout the reporting period and incorporate these as key inputs into the materiality assessment. Incorporating these stakeholder-driven inputs alongside the existing review of relevant ESG standards and frameworks would support a more holistic and comprehensive determination of material topics.

- **Alignment of Energy Efficiency and Emissions Reduction Targets**
  In responding to climate-related risks, PTPI has demonstrated a strong commitment by establishing a decarbonization roadmap extending to 2050, supported by defined emissions reduction targets derived from national commitments. These targets have been translated into annual targets and embedded within the Company's long-term planning documents (RJP), including initiatives such as energy efficiency, green energy adoption, and fuel switching across its subsidiaries. Building on this strong foundation, PTPI may consider further enhancing the linkage between its energy efficiency targets and emissions reduction targets, particularly where different baseline years are applied. While the use of different baselines is understandable, strengthening the alignment between these targets would help ensure that energy efficiency initiatives consistently support the achievement of overall emissions reduction objectives within an integrated framework. This approach would provide greater clarity on the contribution of energy efficiency improvements to emissions reduction outcomes, while also supporting the effective implementation of the ISO 50001 energy management system in achieving the Company's broader decarbonization goals.

- **Establishment of Waste Management Targets**
  PTPI has demonstrated a strong commitment to environmental management, as reflected in the establishment of various targets related to water, energy, and emissions. Building on this foundation, PTPI may consider setting specific targets for waste management in the future. While regulatory requirements may not yet mandate such targets, their adoption would reflect a commitment that goes beyond compliance. PTPI has already implemented a number of initiatives aimed at reducing waste generation. Formalizing these efforts through measurable targets would further strengthen its approach. These targets do not need to be immediately ambitious, such as achieving zero waste to landfill, but could begin with incremental steps, such as increasing recycling rates or promoting reuse practices. Such an approach would support continuous improvement while remaining practical and achievable.

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- **Enhancement of Sustainability Reporting as a Communication Tool**
  PTPI may further enhance its sustainability reporting as an effective communication tool for its stakeholders. As a key medium of communication, the sustainability report should provide balanced and informative disclosures that reflect not only compliance with reporting requirements but also meaningful insights into the Company's performance and challenges. To strengthen transparency, PTPI is encouraged to provide additional relevant information beyond minimum disclosure requirements. For example, in the case of fatalities occurring during the reporting period, PTPI could elaborate on the actions taken to prevent recurrence, demonstrating its commitment to continuous improvement in occupational health and safety. Similarly, for other key issues such as indigenous peoples' rights, PTPI may consider providing contextual explanations regarding its potential impacts on indigenous communities. This would help clarify the significance of disclosures, including statements on the absence of violations, and reinforce PTPI's commitment to responsible and accountable operations.

For and on behalf of:
Jakarta, May 11th, 2026

Dr. Erna Lovita, SE., MSi., Ak., CA., CSRS., CSRA
Engagement Leader

Certified Sustainability Reporting Specialist No. S-UB3-1407-305
Certified Sustainability Reporting Assurer No. A-UB1-1506-146

PT CBC Global Indonesia
The Icon Horizon Broadway Blok M.5 No.3BSD City, Tangerang, Indonesia 15345
Tel: (62)(21) 87780058
Email: services@cbcglobalindonesia.com

Lembar Umpan Balik [OJK G.2]

Feedback Sheet

Profil Anda (Mohon diisi bila berkenan)
Your Profile (Please fill in if you wish)

Nama
Name:

Institusi/Perusahaan
Institution/Company:

Email:

Telepon
Telephone:

Golongan Pemangku Kepentingan
Groups of Stakeholders

- Pemegang saham/investor — Shareholders/Investor
- Serikat Pekerja — Union Labor
- Organisasi Masyarakat/NGO — Community Organizations / NGOs
- Pelanggan — Customer
- Media — Media
- Pemerintah/OJK — Government / OJK
- Pegawai — Employees
- Pemasok — Suppliers
- Organisasi Bisnis — Business Organizations

Bagaimana penilaian Anda mengenai penulisan laporan ini:
How do you feel about the writing of this report:

	Tidak Setuju Strongly Disagree	Kurang Setuju Disagree	Tidak Tahu Neutral	Setuju Agree	Sangat Setuju Strongly Agree
Laporan ini mudah dimengerti This report is easy to understand					
Laporan ini bermanfaat This report is useful					
Laporan ini sudah menggambarkan kinerja Perusahaan dalam membangun usaha berkelanjutan This report describes the performance of Financial Services Institutions in sustainable development					

Bagaimana penilaian Anda mengenai tingkat materialitas topik-topik di bawah:
How do you assess the materiality level of the topics below?

	Tidak Penting Not Important	Kurang Penting Less Important	Tidak tahu Do Not Know	Penting Important	Sangat Penting Very Important
Strategi Perubahan Iklim Climate Change Strategy					
Energi Energy					
Praktik Ketenagakerjaan Employment Practices					
Pengelolaan Sumber Daya Manusia Human Resource Management					
Keselamatan dan Kesehatan Kerja Occupational Health and Safety					
Hubungan dan Dampak terhadap Masyarakat Community Relations and Impact					
Limbah dan Pencemar Waste and Pollution					
Air Water					
Tanggung Jawab Produk Product Responsibility					
Etika Bisnis Business Ethics					
Kebijakan dan Pengelolaan Lingkungan Environmental Policy and Management					
Manajemen Rantai Pasok Supply Chain Management					
Keanekaragaman Hayati Biodiversity					
Kinerja Ekonomi Economic Performance					
Tata Kelola Perusahaan Corporate Governance					
Transparansi dan Pelaporan Transparency and Reporting					
Keamanan Informasi, Keamanan Siber, dan Keandalan Sistem Information Security, Cybersecurity, and System Reliability					
Hubungan dengan Pelanggan Customer Relations					
Strategi Perpajakan Tax Strategy					
Hak Asasi Manusia Human Rights					

	Tidak Penting Not Important	Kurang Penting Less Important	Tidak tahu Do Not Know	Penting Important	Sangat Penting Very Important
Manajemen Risiko dan Krisis Risk and Crisis Management					
Keterlibatan dalam Kebijakan Publik Public Policy Engagement					
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts					

Mohon berikan saran, usul, atau komentar Anda atas laporan ini:
Please provide your suggestions, inputs or comments on this report:

Contact Point [GRI 2-3]

Jika terdapat pertanyaan mengenai laporan ini atau isi dari laporan ini, pembaca dapat menghubungi:
If you have any questions about this report or its contents, you can contact:

PT Pupuk Indonesia (Persero)
Kantor Pusat
Jl. Taman Anggrek, Kemanggisan Jaya
Jakarta 11480

+62 21 53654900
+62 21 5482455, 5480607
info@pupuk-indonesia.com
http://www.pupuk-indonesia.com
informasi (bebas pulsa): 0800-100-800-1

2025 Laporan Keberlanjutan
Sustainability Report

PT Pupuk Indonesia (Persero)

Kantor Pusat Head Office
Jalan Taman Anggrek, Kemanggisan Jaya,
Jakarta 11480, Indonesia

Telepon (Hunting) +62 21 536 53654900
Faksimile +62 21 5482455, 5480607

Email: info@pupuk-indonesia.com
Website: http://www.pupuk-indonesia.com

Layanan Informasi
0800-100-800-1 (Toll Free)