



SUSTAINABILITY REPORT 2025

GALVANIZING GROWTH

Driving the Future through
Sustainable Green Aluminium

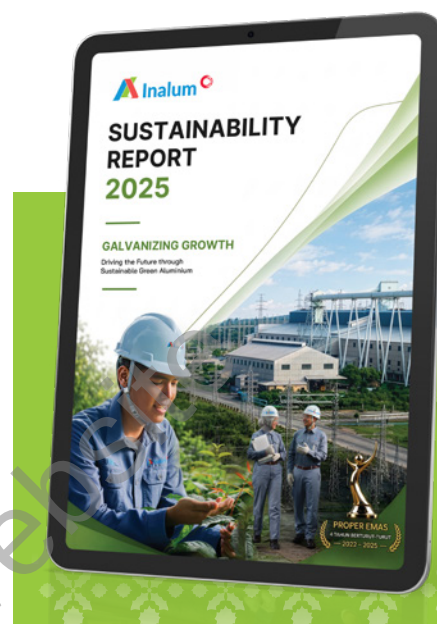


PROPER EMAS
4 TAHUN BERTURUT-TURUT
— 2022 – 2025 —

Theme **Explanation** _____

GALVANIZING GROWTH

Driving the Future through
Sustainable Green Aluminium



In the spirit of sustainable growth, PT Indonesia Asahan Aluminium (INALUM) continues to strengthen its position as a leader in environmentally friendly aluminium production in Indonesia. Through an integrated Environmental, Social, and Governance (ESG) approach, the Company has achieved its best operational performance in its history, optimizing production processes with the latest technology and significantly reducing production costs. Our commitment to environmental sustainability has been further strengthened by the Gold PROPER award for the Kuala Tanjung smelter and the Green PROPER award for the Paritohan Hydroelectric Power Plant, in addition to the continued Aluminium Stewardship Initiative (ASI) certification. Using renewable energy, circular waste management, and conservation efforts in the Lake Toba watershed are key pillars in reducing carbon emissions and preserving nature.

Socially, INALUM actively promotes community empowerment through impactful corporate social responsibility programs, while simultaneously continuing to develop superior human capital within the Company. This achievement strengthens INALUM's contribution to domestic aluminium market dominance and the development of a greener national aluminium value chain. Overall, the performance and achievements throughout the year reflect the Company's commitment to supporting Indonesia's transition to a low-carbon economy, while creating long-term value for stakeholders and future generations.



Disclaimer and Limitation of Liability



This Sustainability Report contains information of INALUM's financial condition, operational performance, projections, plans, strategies, policies, and objectives that can be categorized as forward-looking statements in accordance with applicable laws and regulations, excepting those related to historical matters. These statements have risks and uncertainties that could cause actual results to differ materially from those disclosed.

The forward-looking statements in this report are based on a number of assumptions regarding INALUM's current conditions and future projections, as well as the dynamics of the business environment in which the Company operates. Therefore, statements in this Sustainability Report cannot be relied upon as a guarantee of future performance, as actual results may differ due to factors beyond the Company's control.

The PT Indonesia Asahan Aluminium 2025 Sustainability Report was prepared with reference to Law No. 40 of 2007 concerning Limited Liability Companies and the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of SOEs. In its preparation, this report also refers to Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, as well as Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies. Although INALUM is neither an issuer nor a public company, these regulations are still used as references as they are the official guidelines available in Indonesia. In addition, the preparation of this report also refers to global standards, namely the GRI Universal Standards 2021 published by the Global Reporting Initiative, Amsterdam, the Netherlands; The SASB Metals & Mining Standard, developed by the Sustainability Accounting Standards Board (SASB) and now managed by the International Sustainability Standards Board (ISSB) – IFRS Foundation; and the Aluminium Stewardship Initiative (ASI) standard, published by the Aluminium Stewardship Initiative.

The preparation of this report is part of INALUM's commitment to increasing transparency for Shareholders while building stakeholder understanding and trust by providing accurate, balanced, and relevant information. In this PT Indonesia Asahan Aluminium 2024 Sustainability Report, the terms "INALUM" and "Company" refer to PT Indonesia Asahan Aluminium, which operates in the aluminium production and processing sector. The terms "Rupiah," "Rp," or "IDR" refer to the official currency of the Republic of Indonesia, while "US Dollar," "US\$," or "USD" refer to the official currency of the United States.

This Sustainability Report is presented in Indonesian and English using easy-to-read fonts and sizes and is printed in good quality. This document can also be accessed and downloaded through the Company's official website at www.inalum.id



Table of **Content**

3	Theme Explanation
5	Disclaimer and Limitation of Liability
6	Table of Contents

01 About This Report

10	Explanation of the Board of Directors
-----------	---------------------------------------

02 Explanation of the Board of Directors

16	Message from The Board of Directors
22	Statement Letter from the Members of the Board of Commissioners About Responsibility for the PT Indonesia Asahan Aluminium 2025 Sustainability Report
23	Statement Letter from the Members of Board of Directors About Responsibility for the PT Indonesia Asahan Aluminium 2025 Sustainability Report

03 Sustainability Performance Highlights

26	Sustainability Performance Highlights
-----------	---------------------------------------

04 Company Profile

30	Company Identity
32	INALUM's Vision, Mission, and Core Values
40	Organizational Structure
42	Organization Structure below the Board of Commissioners
43	Corporate Group Structure
44	Shareholder Composition
45	Business Activities and Company Products and/or Services
46	Products/Services Produced
48	Company's Operational Areas



49	Market Share
50	Business Scale
50	Supply Chain
52	Significant Changes in Organization and Supply Chain
52	Membership in Associations
53	External Initiatives

05 5 MIND ID Sustainability Pathway

62	MIND ID Noble Purpose
63	MIND ID Sustainability Pathway
65	Materiality Framework & Assessment

06 Pillar 1 – Environment and Climate Change

84	Best Achievement in the Environmental Sector
86	INALUM's Environmental Management Commitment and Policies
90	Biodiversity and Conservation
93	Water and Air
96	Decarbonization
101	Responsible Production

07 Pillar 2 – Smart Operations & Product Stewardship

- 112 Operational Excellence
- 115 Automation, Digitalization, and Innovation
- 119 Quality and Responsible Products
- 120 Marketing and Sales
- 121 Customer Satisfaction
- 122 Supply and Contractor Management

08 Pillar 3 – Human Capital

- 126 INALUM's Best Achievement in the Field of OHS
- 127 Occupational Health and Safety (OHS)
- 136 Security
- 137 Recruitment
- 140 Inclusion and Diversity
- 149 Training and Development
- 153 Workers' Rights

09 Pillar 4 – Communities

- 162 INALUM's Best Achievement in the Communities
- 164 Social Investment
- 184 Human Rights
- 186 Stakeholder Relations

10 Pillar 5 – Economic Development

- 194 Best Economic Achievements
- 194 Economic Impact
- 199 Local Development and Creating Shared Value (CSV)
- 201 Financial Performance
- 203 Business Expansion and Diversification

11 Pillar 6 – Corporate Governance

- 207 GCG Principles
- 208 Leadership and Decision-Making
- 218 Transparency and Accountability
- 221 Business Ethics and Compliance
- 231 Risk Management
- 249 Climate Change Risks Financial and Financial Impacts

12 Appendix and Disclosure Index

- 254 Strategic Plan 2022-2027
- 266 GRI Standards Content Index 2021
- 273 MIND ID Sustainability Pathway Fulfillment Index
- 274 Aluminium Stewardship Initiative (ASI) Content Index
- 275 List of Disclosures According to POJK 51/POJK.03/2017
- 277 GRI Standards Link to Sustainable Development Goals (SDGs)
- 284 Index Metals & Mining Sustainability Accounting Standards Board (SASB)
- 289 Stakeholder Feedback Form
- 291 Response to Previous Year's Report Feedback





01

ABOUT THE REPORT

INALUM's Sustainability Report reflects the Company's commitment to strengthening sustainable business practices, increasing transparency and accountability, and supporting the achievement of the Sustainable Development Goals (SDGs), particularly in environmental and social aspects.





About the Report



As a Company engaged in the aluminium extractive and processing industry, PT Indonesia Asahan Aluminium (INALUM) has the potential for significant environmental and social impacts. Therefore, publishing an annual Sustainability Report is crucial to demonstrate transparency regarding the Company's operational activities. Through this report, INALUM discloses its environmental impact management plans and implementation, as well as its contribution to the social and economic development of communities in its operational areas as well as at the national level.

In addition, the Sustainability Report serves as a means to strengthen the Company's accountability to all stakeholders, both internal and external. The presence of this report reflects INALUM's commitment to implementing responsible and sustainable business practices. In addition to increasing market confidence, the publication of this report also serves as part of the Company's efforts to strengthen its competitiveness. Also,

the Sustainability Report demonstrates INALUM's contribution to supporting the achievement of the Sustainable Development Goals (SDGs), particularly in the environmental and social development aspects. Therefore, this report not only serves to fulfill our obligations but also reflects the Company's concrete commitment to business and environmental sustainability.

The 2025 Sustainability Report is the third report prepared after INALUM officially separated or transformed from the Mining Industry Holding, now known as PT Mineral Industri Indonesia (Persero) or MIND ID. However, INALUM previously published Sustainability Reports from fiscal year 2019 to 2022, when INALUM continued its role as the Mining Industry Holding at the end of 2017, pursuant to Government Regulation No. 47 of 2017 concerning the Increase in State Capital Participation by the Republic of Indonesia into the share capital of PT Indonesia Asahan Aluminium.

As part of the MIND ID Mining Industry Holding, INALUM's Sustainability Report is prepared in accordance with the reporting structure followed by the Holding. For ease of presentation, this report uses several substitute terms, such as "INALUM," "The Company," and "We," which refer to PT Indonesia Asahan Aluminium. In addition, certain terms or abbreviations are used to refer to business units within the scope of this report.

REPORTING PRINCIPLES

When preparing the Sustainability Report, INALUM refers to the eight reporting principles as defined in GRI 1, Foundation 2021, as follows:

- 1. Accuracy**
The information presented is accurate and detailed so that it can be used as a basis for stakeholders' considerations in making decisions and assessing the Company's impact.
- 2. Balance**
The information presented illustrates the sustainability impact of the Company's activities so that a comprehensive assessment of the Company's performance can be conducted.
- 3. Clarity**
The information presented is understandable and accessible to stakeholders.
- 4. Comparability**
The information presented is structured consistently so that stakeholders can analyze changes in the Company's performance and its impact over time, or even on other companies.
- 5. Completeness**
The information provided is compiled in a comprehensive and adequate manner to enable stakeholders to assess the Company's impacts.
- 6. Sustainability Context**
The Company reports information on its impacts within the broader context of sustainable development.
- 7. Timeliness**
Reports are available regularly and in a timely manner for stakeholders to make informed decisions.
- 8. Verifiability**
The Company collects, records, compiles, and analyzes information in a manner that allows for verification to ensure the quality of the reports.

SCOPE AND BOUNDARIES OF REPORTING [GRI 2-2]

This Sustainability Report presents INALUM's operational performance, covering economic, social, and environmental aspects, together with their impact for the reporting period from January 1, 2025, to December 31, 2025. The report presentation structure refers to the six pillars of the MIND ID Sustainability Pathway.

Although the subsidiaries' financial statements have been consolidated into INALUM's Financial Statements, this report does not cover the economic, social, or environmental performance of the Company's subsidiaries.

REPORTING PERIOD AND STATEMENT OF USE [GRI 2-3]

This report is published annually as an integral part of the Company's Annual Report. INALUM has disclosed information listed in the GRI Content Index for the period from January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.



REPORT REFERENCES

This Sustainability Report has been prepared in accordance with POJK No. 51/POJK.03/2017, SEOJK No. 16/SEOJK.04/2021, GRI Universal Standards 2021, the Aluminium Stewardship Initiative (ASI), and the Metals & Mining Sustainability Accounting Standards Board (SASB). To facilitate users in navigating the information based on these references, this report has special markers in the form of numbers and letters placed at the end of the relevant sentence or paragraph. A complete mapping between the report content and these references is presented at the end of this report.

Within the framework of sustainable development, this report also serves as a means for INALUM to communicate its contribution to achieving the Sustainable Development Goals (SDGs). In line with this, the relevance of the material topics in this report to the SDGs is also presented, by referring to SDG Compass: The Guide for Business Action on the SDGs, compiled by GRI, the United Nations Global Compact, and the World Business Council for Sustainable Development (WBCSD).

REPORT-RELATED CHANGES (GRI 3-2)

The material topics in the 2025 Sustainability Report are the same as last year. The topic determination refers to the MIND ID Group Materiality Matrix Framework or MIND ID Pathway, where material topics are determined based on the Company's risk register and stakeholder expectations. In line with this approach, INALUM has reviewed the 2024 material topics by engaging internal and external stakeholders in accordance with the 2021 GRI Standards Universal guidelines through a face-to-face Focus Group Discussion (FGD) held on Wednesday, January 21, 2026, in Medan, North Sumatra.

Through this review process, the Company not only continuously identifies and evaluates impacts but also ensures that the material topics presented in this report truly reflect the most significant impacts during the reporting period. Based on the joint review results, stakeholders agreed to maintain the existing material topics unchanged, given that all topics are aligned with the MIND ID Pathway framework.

RESTATEMENT OF INFORMATION (GRI 2-4)

To ensure the validity and consistency of the report content, some information presented in previous reports has been restated, as indicated by *restated. In this report, the restatements include greenhouse gas emissions in scopes 1, 2, and 3, up from only scopes 1 and 2 previously.

VERIFICATION BY AN INDEPENDENT PARTY (GRI 2-5)

GRI and the Financial Services Authority (OJK) recommend the use of external assurance by an independent third party to ensure the quality and reliability of the information presented in the report. In line with this recommendation, INALUM conducted the assurance process by appointing an independent party, TUV Rheinland, to verify compliance with the AA1000 Accountability Principles 2018 standards. The Company has no other working relationship with the assurer beyond the assurance assignment for this report. Also, the assurer was not involved in the report preparation process, thus avoiding potential conflicts of interest in the assurance process. The assurer appointment was made with the approval of the Board of Directors, represented by the Corporate Secretary.

ACCESS TO INFORMATION ON THE SUSTAINABILITY REPORT (GRI 2-3)

INALUM provides broad access to information related to this Sustainability Report for all stakeholders, including investors and the general public, through the following contact:



Corporate Secretary PT Indonesia Asahan Aluminium

Mahyaruddin AR
Kuala Tanjung, Kecamatan Sei Suka, Kabupaten Batu Bara, Sumatera Utara 21657
Telephone: +62 622 31311
Email: corsec@inalum.id
Website: www.inalum.id
Instagram: @inalum
Facebook: PT Indonesia Asahan Aluminium – Persero
X: @INALUM_Official
LinkedIn: PT Indonesia Asahan Aluminium
Youtube: Inalum Official





02

MESSAGE FROM THE BOARD OF DIRECTORS

INALUM's financial performance in 2025 recorded solid growth across various key indicators. This achievement reflect the Company's commitment to driving sustainable growth, strengthening its competitiveness, and creating added value for all stakeholders.





Message from The Board of Directors (OJK D.1) (GRI 2-22)



INALUM's financial performance in 2025 recorded solid growth across various key indicators, reflecting the Company's consistency in conducting operations effectively, adaptively, and sustainably. This achievement reinforces INALUM's commitment to creating added value, maintaining sustainable business growth, and making a positive contribution to all stakeholders in the future.

**Melati
Sarnita**

President Director

Dear Respected Shareholders and Stakeholders,

We express our gratitude to God Almighty, for by His grace, PT Indonesia Asahan Aluminium (INALUM) successfully navigated the dynamic year of 2025, posting its best performance in its operational history. Marking a significant milestone in the Company's five-decade journey, the Company successfully achieved record-high production and sales figures, serving as clear evidence of INALUM's resilience and innovation in navigating global economic challenges.

This excellent performance was also supported by the optimization of a leaner financial structure through a reduction in assets and liabilities, balanced by equity growth that strengthened the Company's capital foundation. Throughout the year, a surge in revenue from customer contracts and an increase in gross profit and operating profit were achieved through the optimization of operational excellence, which was synergistically strengthened by an improved liquidity position thanks to lower finance costs and the share of losses of associated entities.

This peak success in 2025 was complemented by a significant increase in net other income, which drove profit before tax and profit for the year to record impressive growth amidst an increase in income tax expense as a logical consequence of increasingly solid performance. The positive transformation reflected in each of these financial indicators not only demonstrated improvements compared to 2024, but also reinforced INALUM's commitment to creating long-term added value for all stakeholders. With this achievement, the Board of Directors believes that the positive momentum that has been built will form a strong foundation for the Company's sustainable growth in the future.

INALUM'S POLICIES IN RESPONSE TO FULFILLING THE SUSTAINABILITY STRATEGIES CHALLENGES

The Board of Directors believes that sustainability has transformed into a key pillar in maintaining business continuity while creating long-term value for all stakeholders. Amidst the increasingly competitive dynamics of the aluminium industry, INALUM is responding to the challenges by positioning sustainability as a strategic element that strengthens resilience and competitiveness. Therefore, ESG principles are thoroughly integrated into the Company's business strategy, risk management, decision-making, and operations. The application of the double materiality approach ensures that the Company balances its operational impacts on the environment and society with the sustainability risks and opportunities that impact business performance. The Company also continues to strengthen the integration of sustainability risk and climate-related risk into enterprise risk management.

As part of its response to the complexity of sustainability issues, INALUM has instigated a structured, systematic, and inclusive formulation process. This includes identifying strategic issues, cross-functional discussions, internal validation, and final determination by the Board of Directors, ensuring that each resulting priority truly reflects both business needs and stakeholder expectations. The results of these determinations are then integrated into the Company's strategic planning documents, including the Company's Long-Term Plan (RJPP) and the Company's Work Plan and Budget (RKAP). With this approach, sustainability does not only exist as a separate initiative, but rather becomes an inherent part of business development direction and corporate decision-making.

In its implementation, INALUM's sustainability policy focuses on several key priorities, including environmental and climate change management, energy efficiency, water and waste management, occupational safety and health, social responsibility, and strengthening governance and compliance. A number of strategic initiatives are consistently implemented, including strengthening energy management systems, developing a decarbonization roadmap, improving operational efficiency, and managing a responsible supply chain.

2025 was a phase of consolidation and acceleration of the Company's transformation towards more sustainable and competitive growth. These efforts helped affirm INALUM's commitment to addressing sustainability challenges while driving the transformation towards a more resilient and globally competitive aluminium industry.

IMPLEMENTATION OF SUSTAINABLE ACTIVITIES IN 2025

In 2025, INALUM consistently conducted its business operations based on sustainability principles. The Company endeavored to align economic, environmental, and social aspects to create added value for all stakeholders, with the following achievements:

Economic Aspect Performance

For the economic aspect, INALUM continued to demonstrate solid performance, with positive revenue growth and profitability amidst global commodity price volatility. Throughout 2025, the Company successfully recorded aluminium production of 280,082 metric tons (MT) and sales of 280,141 MT, the highest achievements in more than five decades of operations. Production performance also exceeded the aggregate target, reaching 102.16%, supported by ingot production reaching 116.67% of the target, although some products, such as alloys, billets, and molten aluminium, did not fully meet the plan. This achievement underscores INALUM's resilience as a national aluminium producer capable of competing amidst the dynamics of the global industry.



2025 was also a phase of consolidation and acceleration for the Company, with a focus on increasing production capacity, operational efficiency, and strengthening business foundations through strategic project development. Financially, revenue reached USD785,697,000, or 84.69% of the target, while net profit reached USD142,805,000, or 138.01% of the target, representing a 15% year-on-year growth. Improvements were also evident in other performance indicators, including significant growth in EBITDA, as well as profitability ratios such as ROA, which increased to 6% and ROE to 7%. Overall, this performance reflects the Company's increasingly strong fundamentals, supporting sustainable growth.

Environmental Aspect Performance

INALUM's environmental aspect performance continued to demonstrate improvement through emission control, energy efficiency, water optimization, and sustainable waste management. As aluminium production capacity increased from 274,230 tons to 280,082 tons, energy consumption also increased. However, the Company managed to reduce energy intensity from 59.12 GJ/ton to 57.58 GJ/ton of aluminium. This achievement was due to the technological upgrades at Pottle 2, which improved operational efficiency while reducing greenhouse gas emissions. At the same time, water consumption also decreased thanks to the optimization of the utility compressor's chilled water recycling, which has a direct impact on reducing the volume of wastewater discharged into water bodies.

In line with these efforts, waste management also underwent significant improvements, for both hazardous and non-hazardous waste. The reduction in hazardous waste was driven by optimizing the operational life of the reduction furnaces, and implementing innovative partial/semi-partial pot reconstruction methods, while the reduction in non-hazardous waste was driven by increased recycling activities through community empowerment programs, such as the Berseri Waste Bank in Kuala Tanjung Village. All these initiatives were integrated into an eco-innovation approach through energy efficiency, emission reduction, water optimization, and the application of the Reduce, Reuse, and Recycle (3R) principles. As a result, scope 1 emissions were successfully reduced through technological modernization, although scope 2 emissions increased due to additional electricity supply from the PLN grid to support production expansion.

The consistent implementation of these initiatives was reflected in nationally recognized external performance achievements, including the Corporate Performance Rating Program in Environmental Management (PROPER). INALUM has consistently maintained its PROPER Gold and PROPER Green ratings for four consecutive years, demonstrating its superior sustainability implementation. This achievement was further enhanced by the Gold PROPER award in 2022, which has been maintained until 2025. These achievements confirm that sustainability principles are embedded in the Company's operational DNA and reflect INALUM's long-term commitment to positively impacting the environment and society.

Social Aspect Performance

INALUM realizes its commitment to social aspects by fulfilling the rights of both internal and external stakeholders. Internally, the Company successfully maintained harmonious industrial relations with employees and management across divisions, with no complaints or labor disputes reported throughout the reporting year. INALUM also ensured an inclusive and ethical work environment, as reflected in the absence of cases of discrimination, child labor, or forced labor practices. This commitment was reinforced by efforts to create a safe and healthy workplace. In 2025, the Company again achieved zero fatalities and zero occupational diseases as part of its commitment to HSSE excellence.

In line with this, INALUM continued to strengthen inclusive and sustainable human capital development to support its long-term business transformation. Throughout 2025, total training hours increased by approximately 5.3% compared to the previous year, with a significant contribution from increased participation by female employees at many levels. The number of training sessions for female executives increased by approximately 43.4%, for female supervisors by 93.9%, and for female managers by over 100%. This increase reflects the Company's commitment to promoting inclusivity while strengthening the capacity and role of women at all levels of the organization, particularly in supporting the implementation of strategic programs.

Externally, INALUM's social responsibility was realized through CSR/SER programs focused on economic empowerment and improving the quality of life of the communities. The Micro and Small Enterprise Funding Program (PUMK) is distributed to various sectors such as trade, fisheries, agriculture, plantations, and services. Funds are managed in collaboration with Bank Rakyat Indonesia, and reached Rp1.28 billion by 2025. In addition, Rp33.63 billion in non-PUMK SER funds were used for social and environmental programs with measurable impacts through a Social Return on Investment (SROI) approach, including the Ponot Waterfall Tourism Village Program (SROI 1:5.00), OHS Heights (1:2.31), and Kuala Tanjung Village (1:2.80). For customers, INALUM also continued to maintain product and service quality through continuous innovation, supported by Aluminium Stewardship Initiative (ASI) and ISO 9001:2015 certification, as reflected in its 98.75% customer satisfaction rate.

Together with implementing economic, environmental, and social aspects, the Company continued to strengthen its governance practices by increasing transparency, accountability, and compliance with applicable regulations. Overall, the performance achieved was not only on track with the established targets but also exceeded expectations across a number of key indicators, reflecting the increasingly solid effectiveness of the Company's strategy and management.

The Company's achievements were supported by the use of hydroelectric-based green energy and the strengthening of a culture of sustainability across the organization. Internalizing corporate values based on AKHLAK, increasing employee engagement, and strengthening the Social and Environmental Responsibility (SER) program were key factors in ensuring that sustainability principles

were implemented not only at the policy level but also in real-world operations.

INALUM's consistency in conducting its business by aligning economic, social, and environmental performance was recognized by stakeholders with awards. During 2025, INALUM received awards including the GOLD PROPER for the Kuala Tanjung Smelter and the Green PROPER for the Paritohan Hydroelectric Power Plant from the Ministry of Environment and Forestry; the Indonesia ESG Leadership Award from the BGK Foundation; the Top Business: Top CSR Awards 2025 from TOP Business Id.; the GRC & Leadership Awards 2025 from BusinessNews Indonesia Magazine; and the Eco-Tech Pioneer and Sustainability Award (EPSA) from Universitas Diponegoro.

TARGET ACHIEVEMENT STRATEGY, CHALLENGES, AND SOLUTIONS

INALUM's commitment to following its sustainability agenda was strongly supported by a carefully planned economic performance, outlined in the 2025 Corporate Work Plan and Budget (RKAP). This document contains policy directives, strategic initiatives, work programs, and targets that serve as the Company's primary references. The business strategy was formulated based on a comprehensive evaluation of conditions at the end of 2024, combined with optimistic economic growth projections. The strategy's implementation resulted in optimal economic value, driven by business development, improved cost and system efficiency, strengthened key equipment reliability to support operational excellence, and the development of capabilities and optimization of the Company's business portfolio.

In line with strengthening economic performance, INALUM continued to maintain its commitment to ensuring product quality meets international standards. Aluminium, as a primary product, is marketed to meet domestic and export demand, with quality assurance supported by integrated quality, environmental, occupational safety, and energy management standards. This consistency was reflected in the certifications achieved, including the Aluminium Stewardship Initiative (ASI), which shows that the Company's operations have comprehensively met sustainability principles.

To ensure all performance targets were achieved, the Company regularly monitors the implementation of its business strategy through the Board of Directors and Board of Commissioners forums. This monitoring process not only serves to supervise the achievement of economic targets, but also serves as a means to identify potential obstacles and formulate corrective measures quickly and appropriately. Through this approach, the Company is able to maintain consistent performance while increasing responsiveness to evolving dynamics.

Despite these achievements, the Board of Directors understands that future challenges will be increasingly complex, particularly due to fluctuations in global energy and commodity prices, increasing expectations for international ESG standards, and the need for significant investment to support the transition to a low-carbon industry. To anticipate this, INALUM is strengthening its enterprise risk management, integrating sustainability risk and

climate-related risk. The mitigation approach taken is designed to be comprehensive, measurable, and sustainable to ensure business resilience is maintained.

Despite these challenges, the Board of Directors sees significant growth opportunities as aluminium demand for infrastructure, electric vehicles, and the global energy transition increases. In response to external dynamics such as commodity price fluctuations, changes in global environmental policies, and hydrological conditions, the Company applies adaptive strategies through optimizing production planning, controlling costs, and strengthening operational resilience to ensure business stability and continuity.

PROSPECTS AND OPPORTUNITIES FOR 2026

As we enter 2026, INALUM is optimistic about strengthening its position as a leading green aluminium company supporting national industrialization and a sustainable energy transition. Aluminium is increasingly positioned as a strategic material in supporting sustainable development and the global energy transition, opening up significant growth opportunities for this industry. Responding to this, INALUM continues to accelerate strategic initiatives, including expanding production capacity, accelerating the downstreaming of the national aluminium industry, and strengthening the implementation of the decarbonization roadmap as part of the transformation towards a greener and more sustainable industry.

In line with this direction, INALUM has begun shifting from the planning stage to the execution phase, particularly for downstream projects included in the National Strategic Projects (PSN). The development of strategic projects such as SGAR and Smelter 2 Mempawah are a crucial part of strengthening the national aluminium downstream sector.

To ensure the success of these strategic projects, INALUM continues to strengthen synergies with stakeholders, particularly in long-term energy supply. The Company is currently finalizing a partnership with PT Bukit Asam Tbk and collaborating with PLN to support the development of a power plant for smelter operations. This synergy is a key factor for accelerating the downstreaming of the national aluminium industry, given that reliable energy availability is a primary prerequisite for maintaining operational sustainability and achieving long-term growth targets. With a strong foundation of strategy, projects, and collaboration, INALUM is optimistic about creating sustainable value while making a tangible contribution to the national economy.

APPRECIATION

INALUM's superior performance throughout 2025 reflects the Company's healthy, resilient, and sustainable business conditions. In addition to being influenced by external factors such as national economic growth, this achievement was primarily driven by the effective implementation of strategic initiatives and policies that were designed and consistently implemented by all levels of management, employees, and governance bodies.



In this regard, we would like to express our appreciation to the Board of Commissioners for their constructive supervision and guidance, enabling the Board of Directors to optimally carry out the Company's operations.

We extend our sincere appreciation to all employees, our primary assets, and the driving force behind the Company's performance, for their dedication, loyalty, and contributions. We also extend our appreciation to our customers, business partners, the government and regulators, and the wider community who continued to support INALUM's sustainability and growth. This

support provided a crucial foundation for the Company to continue growing and strengthening its position in the future. Going forward, INALUM will continue to strengthen synergy and innovation to create long-term added value for the country, society, and all stakeholders.

Kuala Tanjung, April 30, 2026
On Behalf of the PT Indonesia Asahan
Aluminium Board of Directors

MELATI SARNITA
President Director



Published on Website



Statement Letter of Member of the Board of Commissioners **About Responsibility for the Sustainability Report Sustainability Report 2025**

We, the undersigned, declare that all information in the Sustainability Report of PT Indonesia Asahan Aluminium Year 2025 has been fully contained, has been reviewed, and is fully responsible for the correctness of the contents of the Sustainability Report.

Thus this statement is made with truth.

Jakarta 30 April, 2026

BOARD OF COMMISSIONERS

Musa Bangun
President Commissioner/
Independent

Indra Simarta
Commissioner

Hari Soebagijo
Independent Commissioner

Ali Said
Commissioner

Kardwigan Ukur
Commissioner

Statement Letter of Member of the Board of Commissioners **About Responsibility for the Sustainability Report Sustainability Report 2025**

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Thus this statement is made with truth.

Jakarta 30 April, 2026

BOARD OF DIRECTORS



Melati Sarnita
President Director



Benny Alexander FD. Wiwoho
Director of Strategic Support &
Human Capital



Arif Haendra
Director of Business Development



Ivan Ermisyam
Director of Operations



Ramadi Ken Permana
Director of Finance

03

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

INALUM is committed to integrating economic, social, and environmental aspects in a balanced manner into all operational activities and decision-making, as part of its efforts to achieve sustainable business growth and long-term value creation.





Sustainability Performance **Highlights**

Aluminium production and sales in 2025 were the highest achievements in the Company's history (all-time high performance).

Description	Unit	2025	2024	2023
Economic Aspect [OJK B.1]				
Quantity of products/ services sold	Product Category	1. Aluminum Products: a. Aluminum Ingot b. Aluminum Billet c. Aluminum Foundry Alloy d. Molten Aluminum 2. Services a. Co-working space ICO Space – INALUM Main Office b. Electricity	1. Aluminum Products: a. Aluminum Ingot b. Aluminum Billet c. Aluminum Foundry Alloy d. Molten Aluminum 2. Services a. Co-working space ICO Space – INALUM Main Office b. Electricity	1. Aluminum Products: a. Aluminum Ingot b. Aluminum Billet c. Aluminum Foundry Alloy 2. Services a. Co-working space ICO Space – INALUM Main Office b. Electricity
Revenue	USD Thousands	785.697	716.987	544.848
Profit (Loss) for the Year	USD Thousands	142.805	123.717	475.830
Environmentally friendly products	Energy Source	PLTA	PLTA	PLTA
Involvement of local (domestic) parties	Company/ Partner	141	362	329
Environmental Aspect [OJK B.2]				
Amount of Energy Use	Gigajoule	16.571.629	16.452.879	12.985.357
Greenhouse Gas Emissions	Ton CO ₂ e	1.668.780,03	971.550,25	898.185,91
Absolute Results of Emission Reduction	Ton CO ₂ e	263.105,88	73.364,34	30.690,02
Water Withdrawal	Megaliter	1.516,06	1.628,96	1.580,80
Water Consumption	Megaliter	1.488,90	1.488.90	1.448,80
Addition (Reduction) of Wastewater from the Previous Year	Megaliter	(7,62)	8,05	11,00
Addition (Reduction) of Non-B3 Solid Waste from the Previous Year	Ton	(364,26)	343,70	(15,55)
Addition (Reduction) of B3 Solid Waste from the Previous Year	Ton	(1.534,83)	3.310,67	1.672,91

Description	Unit	2025	2024	2023
Biodiversity Conservation	Number of trees planted	200.000	200,000 trees, 49,000 mangrove	185,000 trees, 23,000 mangrove
	Number of Endemic Trees Planted	455	130	1.080
	Number of animals bred	11	18 tail	18 tail
Environmental Costs	Million Rupiah	48.414	43.029	39.377
Social Aspect [OJK B.3]				
Number of Employees	People	1.780	1.789	1.819
Number of Female Employees	People	129	124	126
Employee turnover	Percentage	0,9	1,1	0,71
Number of Fatalities	Cases	0	0	0
UMK Funding	Million Rupiah	13	77	1.150
SER Assistance Funds and/or Other Activities (Non-B3) PUMK)	Million Rupiah	12.111	42.385	33.420
Customer satisfaction	Percentage	98,75	98,97	96,36
Customer engagement	Percentage	97,71	97,31	97,36

04

COMPANY PROFILE

INALUM integrates sustainability strategies through safe, profitable, and environmentally friendly aluminium smelting operations to create responsible long-term value for all stakeholders.







Company Identity



Company Name [GRI 2-1]

PT Indonesia Asahan Aluminium



Initial Name [GRI 2-1]

INALUM



Date of Establishment

January 6, 1976



Company Status [GRI 2-1]

Limited Liability Company



Legal Basis of Establishment

PT Indonesia Asahan Aluminium was established based on Deed No. 2 dated January 6, 1976, made before Julian Nimrod Siregar Gelar Mangaradja Namora, S.H., Notary in Jakarta. The Company's deed of establishment was approved by the Minister of Justice based on Decree No. Y.A.5/12/20 dated January 10, 1976 and was announced in the Supplement to State Gazette No. 4 on January 13, 1976.



Line of Business [OJK C.4]

Aluminium Production and Processing



Authorized Capital

Rp21.724.959.915.000



Share Ownership

[GRI 2-1][OJK C.3]



Head Office Address [GRI 2-1][OJK C.2]

Kuala Tanjung, Kecamatan Sei Suka, Kabupaten Batu Bara, Sumatera Utara 21657



Corporate Contact

Corporate Secretary:

Kuala Tanjung, Kecamatan Sei Suka, Kabupaten Batu Bara, Sumatera Utara 21657
Telephone: +62 622 31311,
E-mail: corsec@inalum.id





Office Network

Kantor Pusat:

Kuala Tanjung, Kecamatan Sei Suka,
Kabupaten Batu Bara,
Sumatera Utara 21657
Telepon: +62 622 31311
E-mail: corsec@inalum.id

Kantor Perwakilan Jakarta:

Gedung Energy Lt. 16 SCBD
Jl. Jendral Sudirman Kav 52-53
Jakarta Selatan 12190
DKI Jakarta, Indonesia
(021) 27517566
E-mail: corsec@inalum.id

Kantor PLTA, Paritohan:

Paritohan, Kecamatan Pintu Pohan Meranti 22388
Kabupaten Toba, Sumatera Utara, Indonesia
(0622) 31311

Kantor Penghubung, Medan:

Jl R.A. Kartini 21, Medan 20152
Sumatera Utara, Indonesia
(0621) 4556946



Situs/Website



Social Media



@inalum



@INALUM_Official



INALUM Official



PT Indonesia Asahan Aluminium



PT Indonesia Asahan Aluminium



Number of Employees (QJK F.3)

1,780 people as of December 31, 2025





INALUM'S Vision, Mission and **Core Values** (OJK C.1)

VISION

To become a Leading Global Company Based on Eco-Friendly Integrated Aluminum.

MISSION

1. Running an integrated aluminium smelting operations that is profitable, safe and environmentally friendly to increase value for Stakeholders.
2. Contribute to regional and national economic growth through operational activities and sustainable business development.
3. Participate in empowering the surrounding community through Corporate Social Responsibility (CSR), and Partnership Program and Development Program (PCDP/"PKBL").
4. Improving HC competencies in a planned and sustainable manner for the smooth operation and development of the aluminium industry.

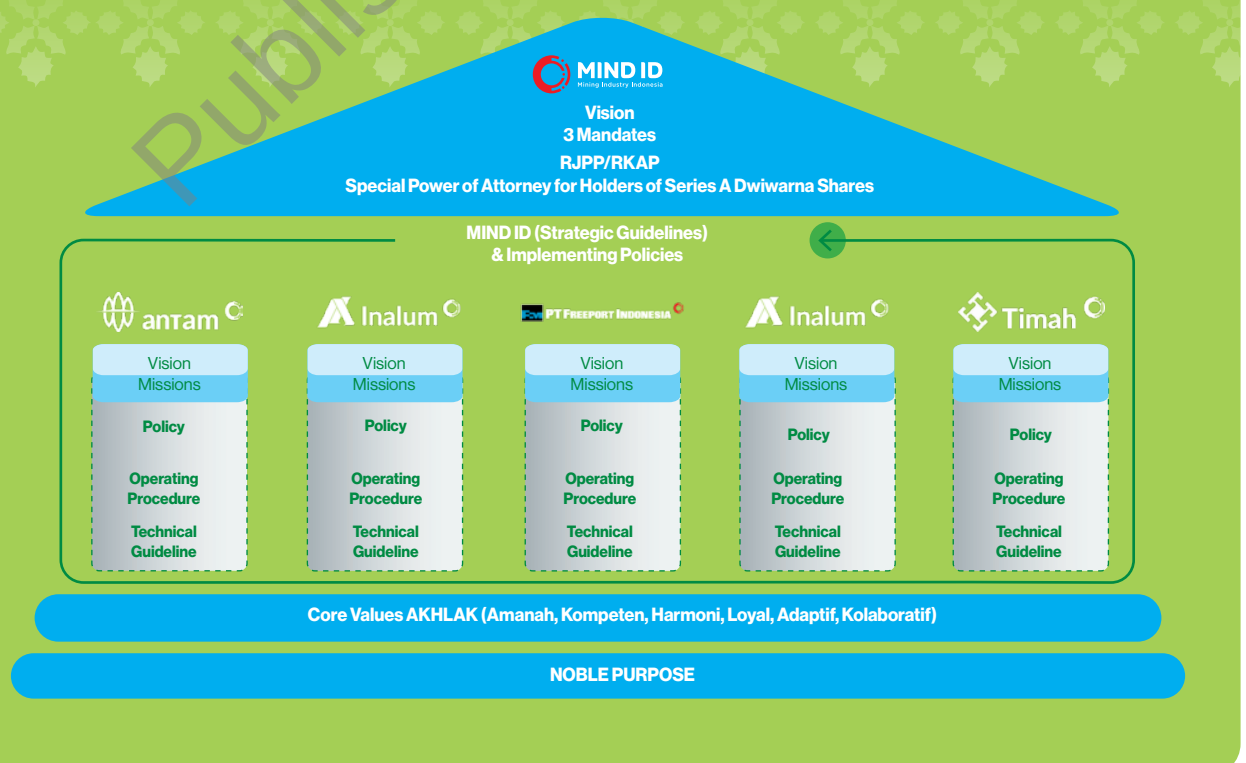


The Company's vision and mission to operate a profitable, safe, and environmentally sound aluminium smelting operation serve as the primary foundation for an integrated sustainability strategy. This commitment to operational excellence and profitability ensures long-term business continuity while providing the financial capacity to invest in energy efficiency, emission reduction, technological innovation, and strengthening Occupational Health and Safety (OHS) systems. Contributions to regional and national economic growth through operational activities and sustainable business development reflects the Company's active role in creating added value, strengthening downstream industrial processes, and generating inclusive economic impact. In addition, the targeted application of Corporate Social Responsibility (CSR) and PCDP/PKBL programs underscores the Company's commitment to empowering communities and building harmonious relationships with stakeholders. Planned and continuous improvements of HC competencies helps ensure the organization's readiness to face the industry dynamics and the challenges of transitioning to more sustainable business practices. Thus, the Company's vision and mission consistently support responsible long-term value creation for all stakeholders.

SOCIALIZATION AND INTERNALIZATION OF CORPORATE VALUES

INALUM consistently internalizes Corporate Values in line with the directives of the Ministry of State-Owned Enterprises*, which establishes AKHLAK as the core value and foundation for character building throughout the BUMN.

*) As of October 6, 2025, the Ministry of SOEs was transformed into the BUMN Regulatory Agency in line with the ratification of Republic of Indonesia Number Law 16 of 2025 concerning the Fourth Amendment to Law Number 19 of 2023 concerning State-Owned Enterprises.



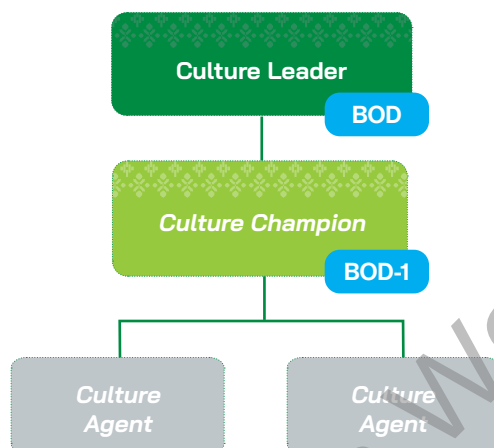


By integrating AKHLAK into the Corporate Values, it is hoped that all Company lines will be more optimal and have a clear direction in future development. To internalize the AKHLAK culture, INALUM has mapped the cultural programs into 3 types, namely:

1. Joint Program
2. Thematic Program and
3. Specific Program.

To ensure the program reaches the lowest level, the Company has established a cultural management structure where the Board of Directors act as Culture Leader, BOD-1 level officials as Culture Champion and Culture Agent in all functions in the Company to carry out internalization of the pre-determined programs.

Cultural Management Structure



In 2025, INALUM undertook the following program initiatives to internalize the AKHLAK culture:

1. INALUM Culture & Learning Fest 2025

To strengthen its work culture and enhance its HC competitiveness, the Company held the INALUM Culture and Learning Fest (ICLF) 2025 from December 1–5, 2025, with the theme "Forging a Culture of Growth, Ownership, and Sustainability to Leap Forward." This event featured dozens of national speakers and served as an integrated learning platform to encourage the internalization of corporate culture, strengthen the ownership mindset, and enhance employee capabilities to support productivity and organizational readiness to face industry dynamics.





2. INALUM Learning Series

To demonstrate its commitment to building a culture of continuous learning, the Company regularly hosts the INALUM virtual Learning Series every month. This program presents diverse topics relevant to business needs, covering technical aspects, leadership, and soft skills development, and is supported by external resource persons who are experts in their fields. Through this initiative, the Company encourages consistent employee capability development to remain adaptive and aligned with industry dynamics.



3. INALUM Sport Festival

The INALUM Sport Festival (ISF) 2025 was held as part of the Company's efforts to strengthen togetherness, solidarity, and collaboration among employees. This activity serves not only as a sporting event but also as a means to build synergy and team spirit, which are expected to be carried through to daily operational activities as part of a culture of continuous improvement. Through ISF 2025, employees gained collaborative experiences that strengthened cooperation, fostered tolerance and empathy, and encouraged a commitment to making the best possible contribution to the Company's performance and sustainability.



4. Employee Involvement in the SER Program

The Social and Environmental Responsibility (SER) Program is actively and routinely supported by employees to show their concern for the community and the environment. Their participation was particularly evident in the response to floods and landslides in North Sumatra, West Sumatra, and Aceh, through fundraising and distribution of aid to affected communities. This involvement reflects employees' commitment and solidarity in supporting social sustainability in the Company's operational areas.

KETERLIBATAN PEGAWAI DALAM KEGIATAN TJSL TAHUN 2025

JENIS KEGIATANNYA

Bidang Pendidikan - INALUM mengajar, gerakan sumbang buku, menjadi narasumber dan volunteer, **Bidang Lingkungan** - Menanam pohon, gotong royong, gerakan pungut sampah, dan lain lain, **Bidang Pengembangan UMKM** - Sharing ilmu Wirausaha dan Pembelian Produk UMKM, **Bidang Kegiatan Sosial** - Santunan Anak Yatim, Donasi Pakaian Bekas, Donasi Sembako, dan Donor Darah

SYARAT & KETENTUAN

Program ini **wajib bagi seluruh pegawai INALUM**. Kegiatan yang dilakukan bukan menggunakan dana perusahaan. Melaporkan kegiatan yang telah dilakukan melalui link berikut : <https://bit.ly/KPKT2025>

INFORMASI +62 813 1223 6941 efendi@inalum.id

5. Employee Assistance Program (EAP)

As part of its commitment to employee well-being, the Company has an Employee Assistance Program (EAP) to support employee mental and emotional health, in line with the aspirations of Shareholders and the BP BUMN. This program aims to maintain work-life balance, help reduce stress levels, and create a safe and inclusive work environment. The EAP is voluntary and can be accessed independently by employees, with full assurance of the confidentiality of data and information provided during counseling sessions.

Danantara Indonesia **Inalum**

KONSELING

Pertemuan tatap muka dengan profesional berpengalaman

Untuk mendukung penerapan *employee well-being* sebagai bagian komitmen Perusahaan terhadap kesehatan mental dan emosional Pegawai, yuk daftarkan diri kamu dalam Program Konseling melalui:

<https://tinyurl.com/EAPINALUM>

Kegiatan akan dilakukan secara rutin setiap bulan sesuai dengan penjadwalan yang dilakukan oleh Perusahaan.

Helpdesk
corporateculture@inalum.id
0813-6099-5224

In collaboration with:

6. INALUM Relawan (I-WAN)

INALUM Relawan (I-WAN) is an official organization under the auspices and guidance of the Company, providing a platform for employees to contribute to the community through volunteerism. I-WAN runs programs focused on three main pillars: education, environment, and social activities, ranging from learning support and educational assistance, environmental conservation and cleanliness initiatives, to social and humanitarian activities. Through these initiatives, the Company strengthens a culture of caring, collaboration, and mutual cooperation while making tangible contributions to the communities surrounding its operational areas.





7. Employee Engagement Survey

As part of its commitment to building an inclusive work culture oriented towards continuous improvement, INALUM actively participates in and fully supports the Employee Engagement Survey (EES), which is conducted simultaneously across the MIND ID Group. This online survey serves as a strategic tool to capture employee aspirations and perceptions and serves as a basis for developing improvement programs aligned with the Group's performance targets.



EMPLOYEE ENGAGEMENT SURVEY 2025





The Employee Engagement Survey is used as a reference for **developing employee experience strategies**. It aims to assess the relationship and engagement of each employee with the Company and identify areas for improvement as a foundation for increasing company productivity.

The purpose of the 2025 Employee Engagement Survey was to:

	Measure employee engagement scores for the MIND Group in 2025 and compare them with the results of the previous year's survey.
	Link the current year's EES results with the previous year's MIND ID Member productivity metrics to identify tactical and appropriate work program initiatives for improvement.
	Identify critical strengths and areas for improvement (gap analysis) based on the current year's EES results by creating a follow-up roadmap.
	

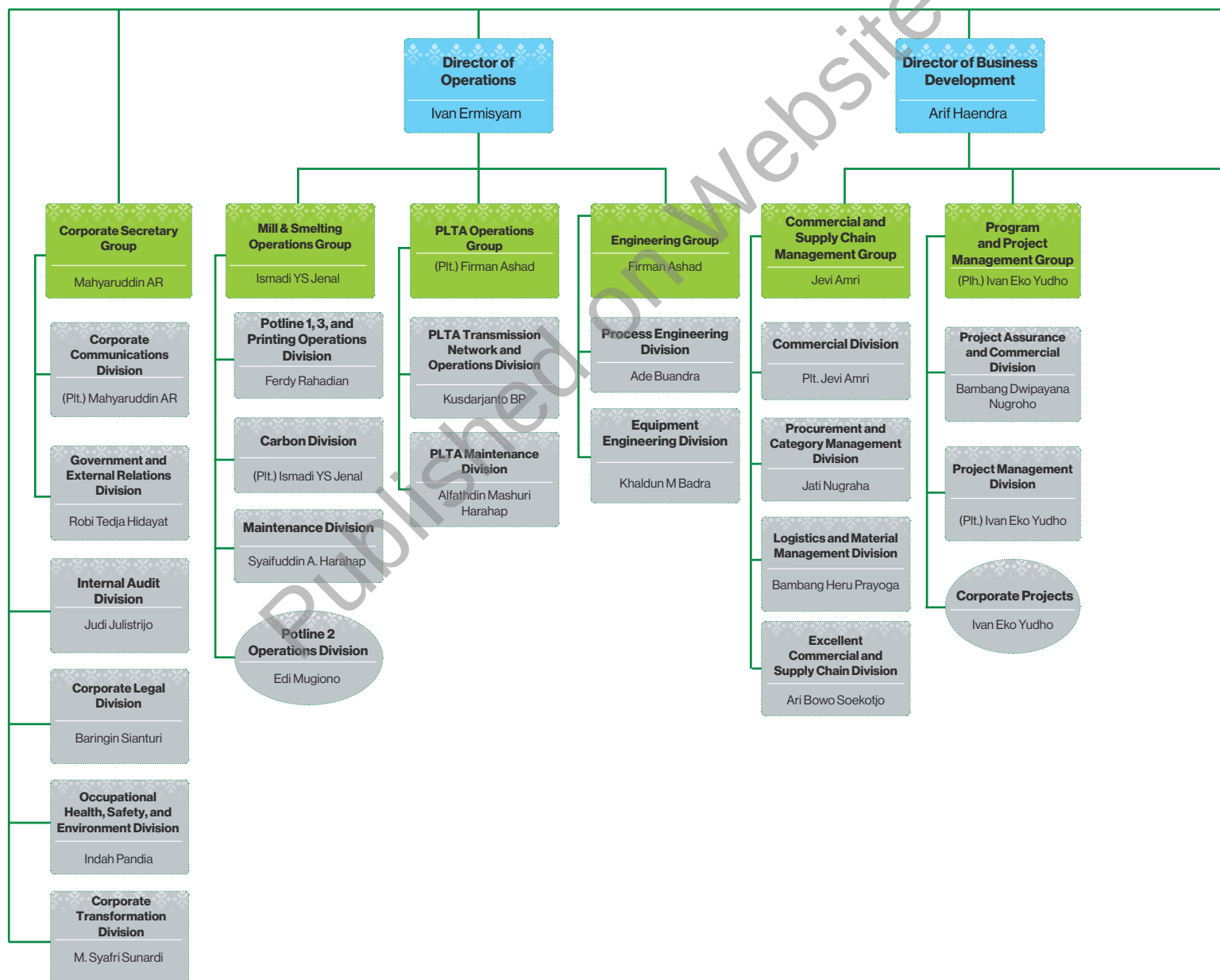


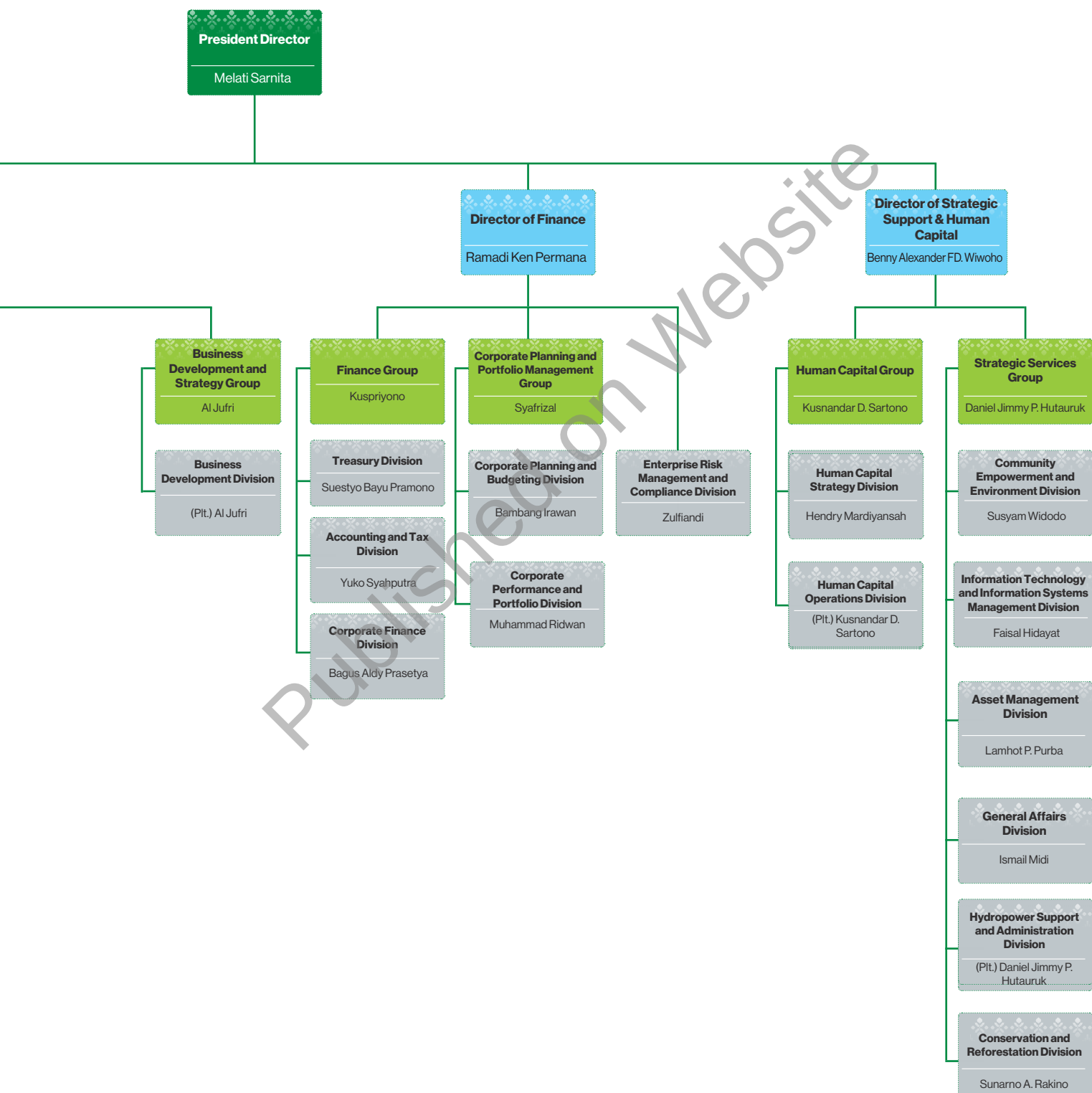


Organizational Structure

The Company's organizational structure for 2025 refers to Board of Directors Decree No. SK-001/DIR/2025 dated February 12, 2025, and Board of Directors Regulation No. PER-007/DIR/2025 dated July 1, 2025, as shown below.

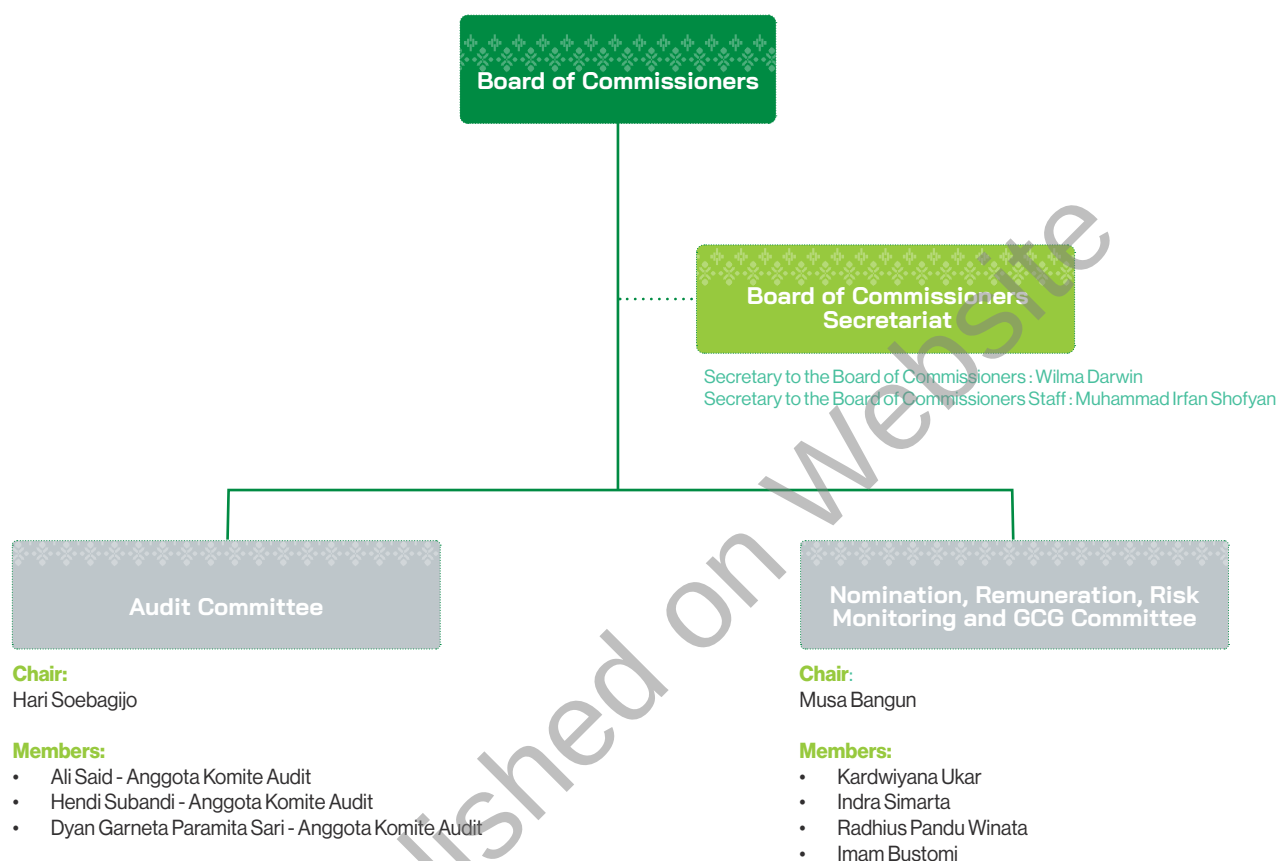
This organizational structure was established to strengthen the effectiveness of corporate governance, enhance synergy and coordination among functions, and optimally support the Company's strategic decision-making process, as shown in the attachment below.





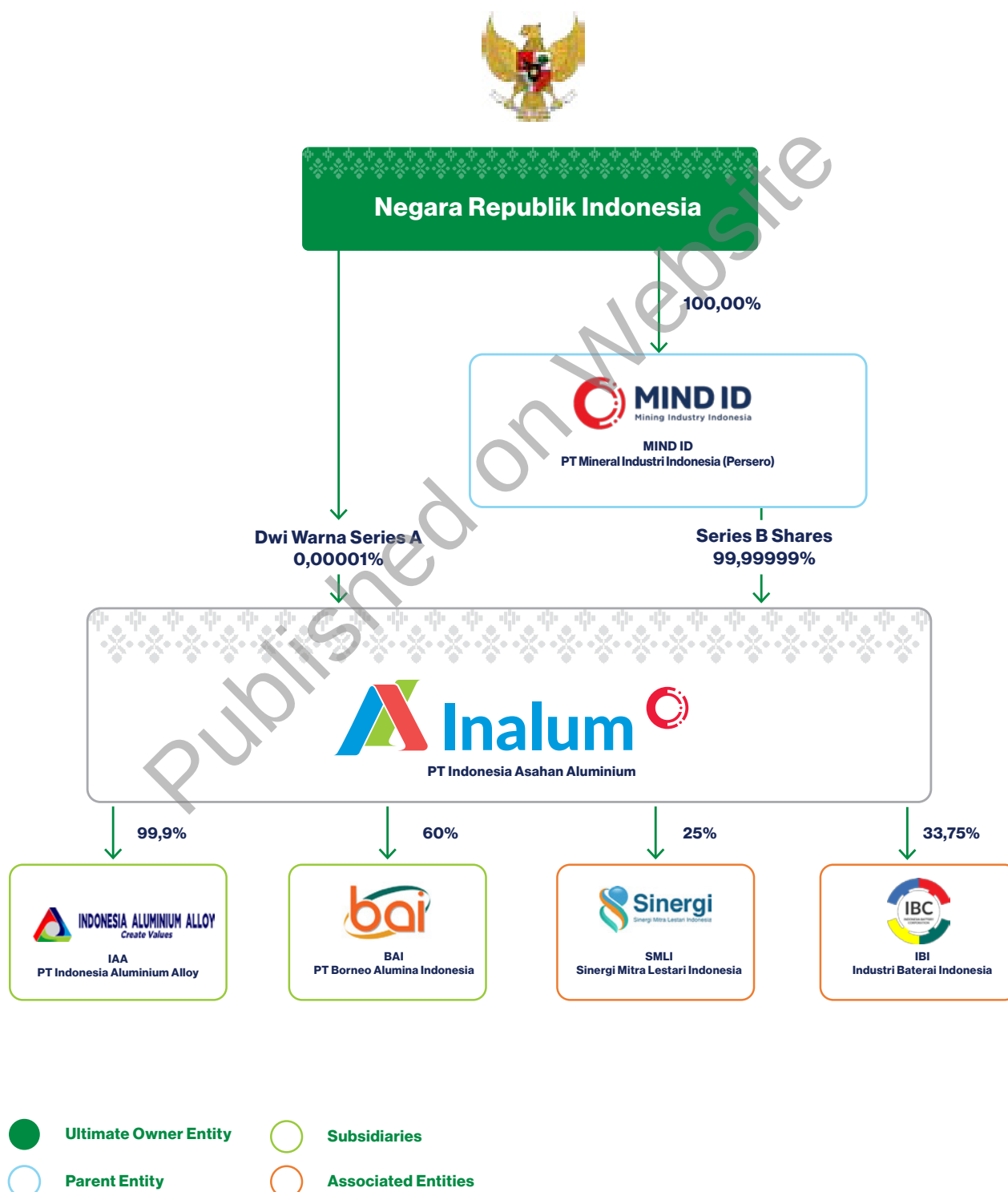


Organization Structure below the Board of Commissioners



Corporate Group Structure [GRI 2-6]

The group's structure supports the strengthening of the national aluminium value chain from upstream to downstream.





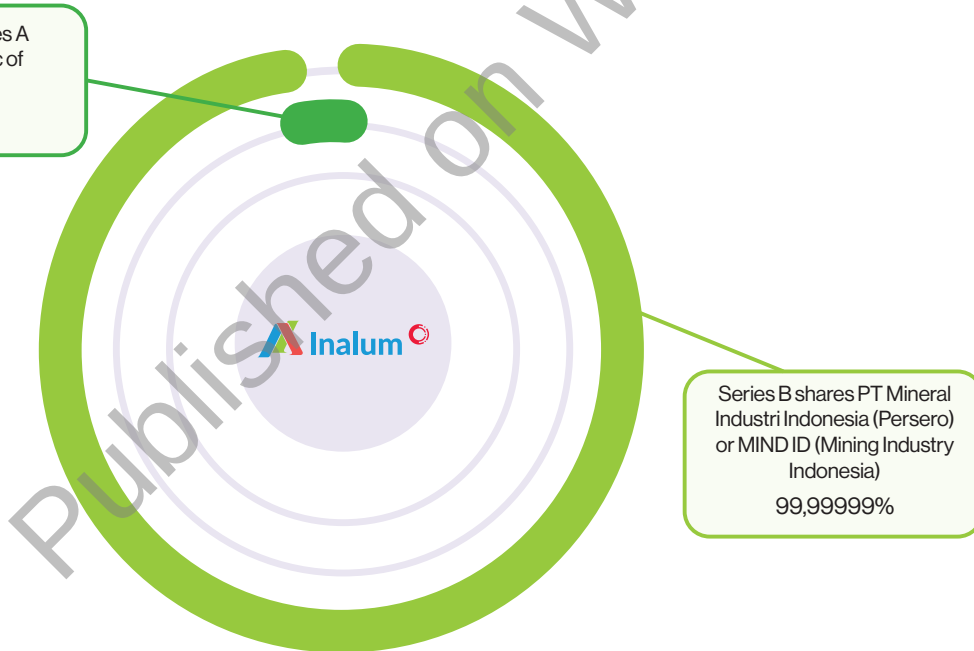
Shareholder Composition

The shareholder composition reflects the Company's strategic role in supporting the national industrialization agenda. In 2025, there were no changes to the shareholder composition. Therefore, the shareholder composition as of December 31, 2024, and December 31, 2025, remains the same. [\[GRI 2-1\]](#)

Company Share Ownership Composition as of December 31, 2025

Name of Shareholders	Number of shares	(%) Percentage Ownership	Total (USD)
Republic of Indonesia	1 Dwiwarna Share	0,00001%	99
PT Mineral Industri Indonesia (Persero)	13.087.325	99,99999%	1.294.189.347
Total	13.087.326	100%	1.294.189.446

Dwiwarna Series A
Share Republic of
Indonesia
0,00001%



Series B shares PT Mineral
Industri Indonesia (Persero)
or MIND ID (Mining Industry
Indonesia)
99,99999%

Business Activities and Company Products and/or Services [OJK C.4] [GRI 2-6]

BUSINESS ACTIVITIES BASED ON ARTICLES OF ASSOCIATION

As stated in Article 3 of the Company's Articles of Association, which was last amended and ratified through Deed No. 138 dated March 21, 2023, made before Jose Dima Satria, S.H., M.Kn., Notary, in Jakarta, the Company's aims and objectives are to carry out business in the integrated aluminum, mining and industrial sectors, as well as the Company's resources optimization to manufacture high-quality and highly competitive goods and/or services to generate profits to increase the Company value by applying the Limited Liability Company principles. To achieve its aims and objectives, the Company can carry out the following main business activities:

1. Building and running a business in the field of Alumina production and processing, Coke Calcination Plant including its derivative products, Aluminium Smelting Plant and Secondary Aluminium Factory and including its derivative products, including:
 - a. Non-ferrous base metal manufacturing industry;
 - b. Non-ferrous metal milling industry;
 - c. Non-ferrous metal and steel casting industry; and
 - d. Coal product industry.
2. Building and operating a business in the mineral mining sector including but not limited to copper, tin, iron, nickel, bauxite and gold, including general investigations, explorations, feasibility studies, construction, mining, processing, refining, transportation, sales and post-mining activities; including:
 - a. Bauxite ore mining;
 - b. Copper ore mining;
 - c. Nickel ore mining;
 - d. Other precious metal ore mining;
 - e. Tin ore mining;
 - f. Black tin ore mining;
 - g. Iron sand mining; and
 - h. Iron ore mining.
3. Coal mining.
4. Other mining and excavation support activities;
5. Wholesale trade of metals and metal ores;
6. Motorized transportation for public goods;

7. Operating a business in the service sector, including construction development services:
 - a. Industrial building construction;
 - b. Other civil building construction;
 - c. Residential building construction;
 - d. Office building construction;
 - e. Accommodation building construction; and
 - f. Entertainment and sports venue building construction.
 - g. Other management consulting activities; and
 - h. Electric power generation.

Apart from the main business activities referred to, the Company may carry out other business activities to optimize the use of the Company's resources for:

1. Carrying out business activities in the service sector, including consultancy services, engineering/design services and waste management engineering services; including:
 - a. Treatment and disposal of non-hazardous wastewater;
 - b. Treatment and disposal of hazardous wastewater; and
 - c. Technology and engineering research and development.
2. Industrial areas;
3. Carrying out activities for Trading house, real estate, warehousing, sports, hospitals, other health services, skills training/training/education related to mining; including:
 - a. Warehousing and other storage;
 - b. Owned or leased real estate; and
 - c. Private clinic activities.

BUSINESS ACTIVITIES CARRIED OUT BY THE COMPANY DURING THE FISCAL YEAR

In the current fiscal year, the Company carried out its business activities in the production and processing of aluminium sustainably to produce high-quality products, prioritizing operational excellence, adherence to good corporate governance principles, and a commitment to environmental protection.



Products/Services

Produced [GRI 2-6][OJK C.4]

1. ALUMINIUM PRODUCTS

INALUM is committed to producing aluminium products of the highest quality to meet customer expectations and satisfaction. The aluminium products produced by INALUM are as follows:

a. Aluminium Ingots

The first product variant produced by INALUM weighs 22.7 kg per bar with four levels of purity, namely 99.70%, 99.85%, 99.90%, and 99.92%. Aluminium ingots generally require

a remelting process in order to be formed into various end products such as automotive components, building construction, and others. The quality of INALUM's aluminium ingots complies with JIS H2120 (Virgin Aluminium Ingot) and JIS H1305 (Optical Emission Spectrochemical Analysis Method for Aluminium and Aluminium Alloys).

Grade		Element Analyzed			Each of Ti & Mn	Sum of Elements	Aluminium Purity
INALUM	JIS H2102:2009	Si	Fe	Cu			
S1-A	-	0,04% Max	0,04% Max	0,01% Max	0,01% Max	0,08% Max	99,92%
S1-B	-	0,04% Max	0,06% Max	0,01% Max	0,01% Max	0,10% Max	99,90%
S2	-	0,08% Max	0,12% Max	0,01% Max	0,01% Max	0,15% Max	99,85%
G1	Class 1	0,15% Max	0,20% Max	0,01% Max	0,20% Max	0,30% Max	99,70%

b. Aluminium Billets

INALUM produces 6061, 6063, 6005, and 6463 series aluminium billets with diameters of 5, 7, and 8 inches. Billets are used as a material mixture for railroad cars, motor vehicle frames, and are widely used in roof and building construction.

Inalum Billet production with Inallet trading products uses fully automatic equipment with several advantages including:

- Electromagnetic stirrer from ABB that ensures a more homogeneous product;
- Vertical direct casting from Hycast with Gas Cushion from Hycast that is recognized for its superiority in the billet manufacturing industry thereby guaranteeing

product quality and ensuring maximum separation of hydrogen content and other inclusion materials; and

- Batch homogenization from Herwitch- Austria that produces products requiring lower extrusion pressures, higher mechanical properties and easy final processing.

The Company continues to improve its product quality through unmatched advantages, with minimal surface segregation, thinner shell zones, finer grain structure, smoother surface appearance, less oxide generation, and lower surface porosity.

Product	Type	Si	Mg	Cu	Cr	Mn	Ti	Fe	Zn	Other Elements
6063	B1	0,38–0,46	0,50–0,58	0,10 max	0,10 max	0,10 max	0,01–0,02	0,25 max	0,10 max	0,05 max
6061	SC	0,70–0,75	1,00–1,10	0,17–0,27	0,05–0,10	0,05–0,10	0,02–0,03	0,15–0,25	0,02 max	0,05 max
6005	B2	0,62–0,70	0,49–0,59	0,10 max	0,03–0,10	0,04–0,10	0,02–0,04	0,10–0,25	0,10 max	0,05 max
6463	B1	0,30–0,40	0,45–0,55	0,15–0,25	0,05 max	0,05 max	0,01–0,02	0,10–0,16	0,05 max	0,05 max
6060	-	0,38–0,45	0,40–0,53	0,02 max	0,02 max	0,02–0,05	0,20 max	0,15–0,24	0,02 max	0,02 max

c. Aluminium Foundry Alloy

INALUM produces Aluminium Foundry Alloy type A356.2 using a degassing process using nitrogen to remove hydrogen content and separate impurities so that the Aluminium Foundry Alloy products produced are of high quality. The products can be used to produce rims, vehicle engine blocks, vehicle frames and other automotive needs. The production process for Inalum's main alloy, which has the Inalloy trademark, uses ODT technology from Australia using a Reverberatory Furnace with a Magnetic Stirrer that guarantees a homogeneous mixture. Ceramic Foam Filters are used to filter out inclusions to maintain alloy quality.

The Company always carries out statistical quality control for its main alloy products, with support from accredited INALUM laboratories. Quality control techniques based on statistics ensure that the alloy products are excellent and comply with the INALUM laboratory composition standards, as accredited by the National Accreditation Committee (KAN). Each shipment or batch from the INALUM laboratory will be accompanied by a factory certificate.

Product	Grade	Si	Fe	Ti	Mn	Ni	Zn	Cu	Mg	Sr	Other Elements	Total Other Elements
A356.2	A-3	6,70 – 7,30	0,10 max	0,10 – 0,20	0,02 max	-	0,02 max	0,01 max	0,34 – 0,42	0,022 – 0,030	0,05 max	0,15 max
AC2B	-	5,7 – 6,4	0,19 max	0,028 max	0,027 max	0,3 max	0,3 max	1,8 – 2,2	0,19 – 0,27	-	-	-
A941	-	2,6 – 3,1	0,25 max	0,25 max	0,02 max	-	0,02 max	0,02 max	0,02 max	0,001 – 0,005	0,02 max	0,15 max

2. NON ALUMINIUM PRODUCTS

In addition to aluminium products, the Company offers non-aluminium products in the form of services, including co-working spaces and the ICO Space – INALUM main office, designed to provide a safe, comfortable, and productive work environment. Through the ICO Space – INALUM main office, the Company offers a unique and efficient work experience in a leading industrial area. This facility is equipped with complete amenities, including super-fast internet connection.



Company's Operational Areas [OJK C.3]

[GRI 2-1]



The Company's operational areas play a vital role in supporting regional economic growth and sustainable community empowerment. INALUM conducts all of its operations in Indonesia through its head office, smelter, liaison office, representative offices, and hydroelectric power plant (PLTA) offices located in the following regions:



Smelting Plant Head Office, Kuala Tanjung

Kuala Tanjung. Kecamatan Sei Suka 21257.
Kabupaten Batu Bara Sumatera Utara, Indonesia
P.O. BOX 1 Kuala Tanjung
Telp : (+62622) 31311
Fax : (+62622) 31001
Email : corsec@inalum.id



INALUM Representative Office, Jakarta

Gedung Energy Lt. 16 SCBD Jl. Jenderal Sudirman
Kav. 52-53 Jakarta 12190.
P.O. BOX 6917 Jakarta Selatan, Indonesia
Telp : (+6221) 27517566
Email : corsec@inalum.id



Liaison Office, Medan

Jl. R.A. Kartini No.21, Madras Hulu, Kec. Medan
Polonia, Kota Medan, Sumatera Utara 20152,
Indonesia
Telp : (+621) 4556946



Hydroelectric power plant office, Paritohan

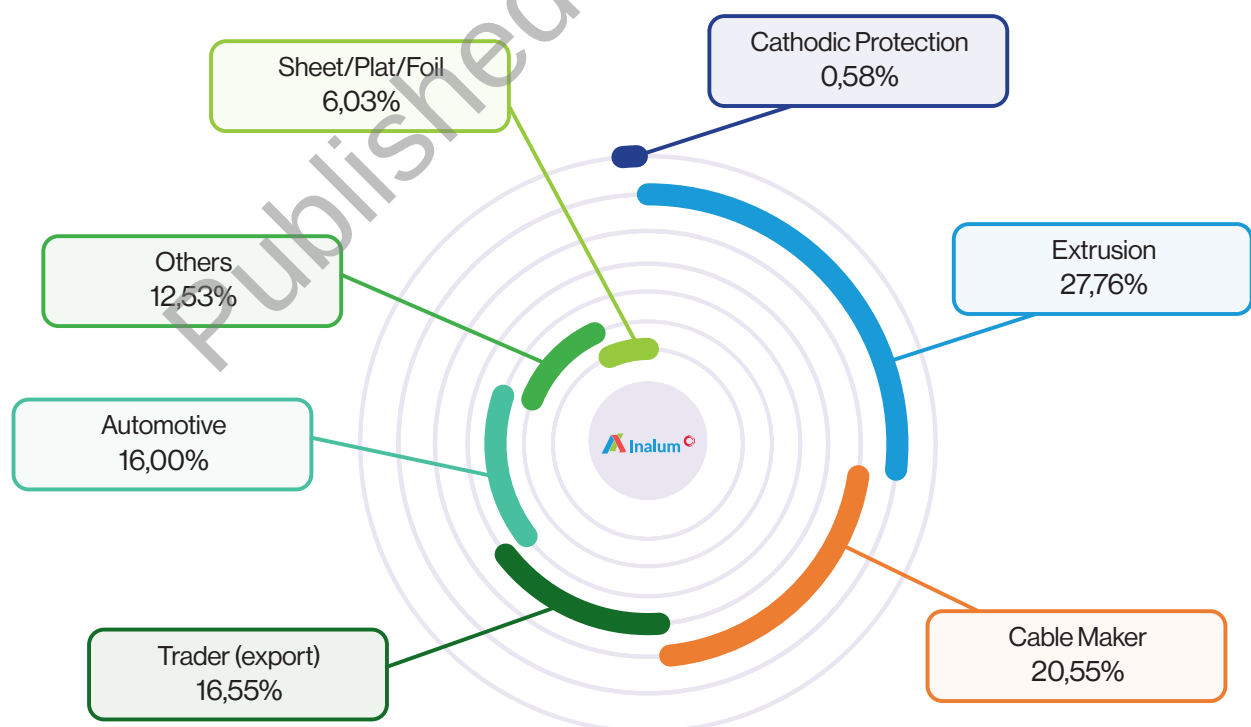
Paritohan. Kecamatan Pintu Pohan Meranti
22388, Kabupaten Toba Samosir, Sumatera Utara,
Indonesia
P.O. BOX 1 Porsea
Telp : (+62622) 31331
Fax : (+62622) 31332
Email : corsec@inalum.id

Market Share [GRI 2-6]

The company continues to strengthen its competitiveness in both domestic and global markets by improving product quality, operational excellence, and implementing sustainability in its business activities. As part of its commitment to supporting the downstreaming and strengthening of the national aluminium industry, INALUM prioritizes meeting domestic market needs with an 83% sales share, with 16.55% of its sales allocated to export markets to maintain brand presence and expand market reach globally.

2025 market share:

Segmentation	Market Share (%)
Automotive	16,00%
Cable Maker	20,55%
Extrusion	27,76%
Sheet/Plat/Foil	6,03%
Cathodic Protection	0,58%
Others	12,53%
Trader (export)	16,55%
Total	100





Business Scale (OJK C.3) _____

The Company's business scale in 2025 is reflected in its continued solid operational and financial performance, supported by effective and adaptive business management. The Company continues to strengthen its business capacity and competitiveness through operational optimization, strengthening its financial structure, and following a sustainable growth strategy, as shown in the following table:

Description	Unit	2025	2024	2023
Number of Employees	People	1.780	1.789	1.819
Total Operations	Factory	1	1	1
Revenues	USD Thousands	785.697	716.987	544.848
Total Assets	USD Thousands	2.391.531	2.477.154	2.528.838
Total Liabilities	USD Thousands	362.044	490.565	510.352
Total Equity	USD Thousands	2.029.487	1.986.589	2.018.486
Profit (Loss) for the Year	USD Thousands	142.805	123.717	475.830

Supply Chain _____

Supply chain management and procurement of goods and services play a strategic role in supporting INALUM's aluminium production process. As a company engaged in aluminium production and processing, INALUM relies heavily on the smooth supply of its primary raw material, alumina. Therefore, an efficient supply chain is key to ensuring timely availability of raw materials of appropriate quality, enabling the production process to run optimally and without interruption. Disruptions to the supply chain, such as delayed deliveries or fluctuations in raw material prices, have the potential to directly impact the Company's operational efficiency and production cost structure.

In addition, optimal procurement management of goods and services contributes to the sustainability of INALUM's production activities. The equipment and technology used in the aluminium smelting process must remain in reliable condition to efficiently produce high-quality products. Therefore, the procurement of spare parts, equipment, and maintenance and repair services is a crucial factor in the Company's operations. With the appropriate procurement strategy, INALUM can optimize operational costs,

increase productivity, and maintain the continuity of aluminium production, ensuring competitiveness in both domestic and international markets.

As a Sub Holding of MIND ID, as well as a State-Owned Enterprise, the procurement of goods and services at INALUM refers to the provisions and regulations stipulated by the Ministry of State-Owned Enterprises, including the Republic of Indonesia Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. In addition to these regulations, policies and guidelines for procurement of goods and services at INALUM are regulated through Director of Business Development Regulation No. PER-001/DIRPU/2024 concerning Procurement of Goods and Services of PT Indonesia Asahan Aluminium, as updated by the Director of Business Development Regulation No. PER-001/DIRPU/2025 concerning Procurement of Goods and Services of PT Indonesia Asahan Aluminium in November 2025, the Board of Directors Regulation No. PER-009/DIR/2024 concerning the Authority of Authorized Officials for Procurement of Goods and Services of PT Indonesia Asahan Aluminium, as updated by Board of Directors Regulation of the No. PER-008/DIR/2025 concerning the Authority of Authorized Officials for the Procurement of Goods and Services of PT Indonesia Asahan Aluminium in October 2025.



In the procurement of goods and services, the Company upholds the principles of efficiency, effectiveness, competitiveness, transparency, fairness and reasonableness, openness, and accountability. The procurement of goods and services objectives at INALUM obtaining goods and services of the right quality, quantity, time, cost, location, and provider; supporting the creation of added value for BUMN; improving operational efficiency; encouraging the use of domestic production; enhancing the role of national businesses, including Micro and Small Enterprises (MSMEs); and strengthening synergies between BUMN, BUMN subsidiaries, and/or BUMN affiliated companies.

The types of suppliers working with INALUM include manufacturers or producers, authorized distributors, contractors, suppliers, consultants, and MSMEs. The business relationships between the Company and its suppliers include short-term and long-term contracts, for both routine and project-based work.

In line with its commitment to strengthening local engagement while reducing carbon emissions, INALUM prioritizes collaboration with local suppliers, namely those operating and domiciled in the same province as the Company's operational locations. If local suppliers are unable to meet the Company's goods and services needs, INALUM will collaborate with national suppliers domiciled outside the operational province but still within Indonesia. Furthermore, if local and national suppliers are unable to meet these needs, or for specific reasons, the Company may collaborate with international or foreign suppliers operating and domiciled outside Indonesia.

INALUM's commitment to involving local and national suppliers also demonstrates its support for the government's policy of encouraging the optimization of the Domestic Content Level (TKDN) in the procurement of goods and services. Based on these criteria and commitments, the suppliers of goods and services and their contract values in INALUM's supply chain are shown below:

Suppliers of Goods and Services and Contract Values for 2023-2025

Description	Number of Suppliers of Goods and Services			Contract Value (Rp Million)		
	2025	2024	2023	2025	2024	2023
Local	141	362	329	1.036.948	931.266	811.497
National	100	532	432	3.006.138	1.460.576	1.311.847
International/Foreign	14	88	77	3.765.362	4.611.061	3.868.625
Total	255	982	838	7.808.448	7.002.904	5.991.970

As shown in the table above, the percentage of local suppliers of goods and services in INALUM's supply chain in 2025 was 55.29% of the total, an increase from 36.86% in 2024. This increase was followed by an increase in contract value compared to the previous year.



Significant changes in Organization and Supply Chain (GRI 2-6) (OJK C.6)

In 2025, INALUM significantly strengthened its supply chain by accepting alumina supplies from PT Borneo Alumina Indonesia (BAI) through the Smelter Grade Alumina Refinery (SGAR) project in Mempawah, West Kalimantan. This step marked a strategic shift towards utilizing integrated domestic supplies, while reducing dependence on imported raw materials. The alumina supply from Mempawah not only enhanced the resilience and sustainability of INALUM's supply chain but also supported the national mineral downstreaming program, optimizing the Domestic Content Level (TKDN), and the synergy between entities within the MIND ID Group. In addition to providing added value to the national and regional economies, the use of domestic

raw materials also has the potential to improve logistics efficiency and reduce the environmental footprint of the Company's supply chain activities.

During 2025, INALUM participated in national aluminium downstreaming efforts by using domestic alumina. INALUM used approximately 249,200 metric tons (MT) of alumina supplied by BAI for its aluminium production process. Of this amount, INALUM produced 124,600 MT of aluminium, meaning 45% of INALUM's total aluminium production used alumina sourced from BAI.

Membership in Associations (OJK C.5)(GRI 2-28) (GO3)

INALUM actively participates in external associations and institutions relevant to the Company's business and service areas. This participation allows INALUM to stay abreast of current issues and topics, whilst at the same time contributing to the

views and ideas to drive collective progress. The associations and organizations INALUM participated in throughout 2025 were as follows

Name of Organization / Association	Scope	Position	Membership Due Date	Annual Fee
Asosiasi Gabungan Industri Aluminium Indonesia (GALUNESIA)	Nasional	Founding Board and Chair of Internal and External Relations	January 2028	3million / 3 months
Aluminium Stewardship Initiative (ASI)	Internasional	Member	February 2026	\$ 13,650
United Nations Global Compact (UNGC)	Internasional	Member	January 2026	\$1,500

In 2020, INALUM initiated the formation of a national aluminium industry association, which was officially recognized as GALUNESIA in 2023. The association's formation was driven by the desire to unite all stakeholders in the national aluminium industry to encourage growth, collaboration, and industry competitiveness at both the domestic and global levels. To date, INALUM continues to play an active role as a founding board member and serves as its chair, demonstrating its ongoing commitment to strengthening the national aluminium industry ecosystem and supporting the industry's overall progress.

External Initiatives

Participation in external initiatives reflects INALUM's commitment to global sustainable business practices. The Company adopts external national and international standards relevant to its business activities.

INALUM's consistency in applying these standards has earned recognition from various parties through a number of awards. Participation in external initiatives reflects INALUM's commitment to global sustainable business practices. The certifications and standards adopted and still valid in 2025, along with the awards received by INALUM, are presented in the following table:



CERTIFICATION

1 Name of Certificate ISO 50001: 2018 Energy Management Systems Scope of Certification Aluminium Smelting and Casting into Ingots, Billets and Alloys as well as Hydroelectric Power including supporting activities Validity Period 2 Januari 2028 Certification Body SGS Italia S.P.A	2 Name of Certificate Aluminium Stewardship Initiative Performance Standards Scope of Certification Aluminium smelting and Casthouses Validity Period January 4, 2026 Certification Body Aluminium Stewardship Initiative Ltd	3 Name of Certificate ISO 45001:2018 Scope of Certification Smelting of Aluminium and Casting into Ingot, Foundry Alloy, Billet and Alloy and the Operation of Hydro Power Plant Include Validity Period August 30, 2027 Certification Body SGS United Kingdom Ltd
4 Name of Certificate ISO 14001:2015 Scope of Certification Smelting of Aluminium and Casting into Ingot, Billet and Alloy and the Provision of Hydro Electricity (including Clinic) Validity Period May 16, 2023 – April 5, 2026 Certification Body SGS United Kingdom Ltd	5 Name of Certificate International & Port Facility Security (ISPS) Code Scope of Certification TUKS Kuala Tanjung Smelting Plant Validity Period April 19, 2022 - April 6, 2027 Certification Body Director General of Maritime Transportation of the Republic of Indonesia	



7

Name of CertificateOccupational Safety and Health
Management System**Scope of Certification**

Aluminium Smelting and Casting

Validity Period

June 9, 2023 - June 8, 2026

Certification BodyMinister of Manpower of the Republic of
Indonesia

8

Name of CertificateOccupational Safety and Health
Management System**Scope of Certification**

Hydroelectric Power Plants (PLTA)

Validity Period

June 9, 2023 - June 8, 2026

Certification BodyMinister of Manpower of the Republic of
Indonesia

9

Name of CertificateSNI ISO 37001:2016 Anti-Bribery
Management System**Scope of Certification**Aluminium Smelter and Hydroelectric Power
Plant, include Supporting Units**Validity Period**

August 10, 2023 - August 11, 2026

Certification Body

MUTU Internasional

10

Name of CertificateISO 45001:2018 Occupational Health and
Safety Management System**Scope of Certification**Aluminium smelting, casting Aluminium Ingot,
Billet, Alloy, and hydroelectric power
generation operations, including supporting
activities.**Validity Period**

August 30, 2027

Certification Body

SGS United Kingdom Ltd

11

Name of CertificateISO 9001:2015 on Quality Management
Systems**Scope of Certification**Aluminium smelting, casting Aluminium Ingot,
Billet, Alloy, and hydroelectric power
generation operations, including supporting
activities**Validity Period**

October 5, 2027

Certification Body

SGS United Kingdom Ltd

12

Name of CertificateISO 27001:2013 Information Security
Management System**Scope of Certification**

Data Center Operations

Validity Period

April 4, 2029

Certification Body

British Standards Institution



13	Name of Certificate	14	Name of Certificate	15	Name of Certificate
	Environmental Product Declaration (EPD)		Security Management System based on National Police Chief Regulation No. 2019		ISO 20000-1:2018 Information Technology Service Management System
	Scope of Certification		Scope of Certification		Scope of Certification
	Carbon Use in the Production of Company Commodities (G1 Ingots)		Aluminium Smelting and Casting		Data Centers, Networks & Internet, and End-User Devices
	Validity Period		Validity Period		Validity Period
	November 10, 2025 - November 9, 2030		December 8, 2027		February 20, 2028
	Certification Body		Certification Body		Certification Body
	EPD International AB		Kepolisian Negara RI		British Standards Institution



AWARDS

February 25, 2025



PROPER Hijau & PROPER Emas



Corporate Performance Rating
Program for Environmental
Management (PROPER) 2024



Ministry of Environment and
Forestry

15 Mei 2025



Bronze Winner : The Most Promising
Company in Tactical Marketing
Kategori Perusahaan BUMN



BUMN Entrepreneurial Marketing
Awards 2025



Markplus

May 15, 2025



Penghargaan
Dewi BUMN



BUMN Entrepreneurial Marketing
Awards 2026



Markplus

June 11, 2025



TOP CSR AWARDS 2025 #Star 5



Top Business: Top CSR Awards
2025



Top Business

November 12, 2025



Leadership AA - Excellence Leader
In ESG Transparency



Indonesia ESG Leadership



BGK Foundation

November 12, 2025



The Best Overall for Leadership &
Innovation Excellence 2025
(Mining Industries)



GRC & Leadership Awards 2025



Business News Indonesia
Magazine

February 25, 2025



The Best Corporate in
Operation 2025 (Mining Industries)



GRC & Leadership
Awards 2025



Ministry of Environment and
Forestry

November 12, 2025



The Best Chief Executive Officer
(CEO) 2025 - Ibu Melati Sarnita



GRC & Leadership Awards 2025



Business News Indonesia
Magazine

August 31, 2025



Gold Category : Community
Development (PROGRAM ECO-
CULTURAL TOURISM DESA MEAT Inovasi
Circular Economy untuk Pemberdayaan
Masyarakat Berkelanjutan)



Eco-Tech Pioneer and Sustainability
Award (EPSA)



Universitas Diponegoro

August 31, 2025



Bronze Category Eco-Innovation
(Pabriksi Press Bearing Tools dengan
Reuse Ferrosrap Unit Power Plant)



Eco-Tech Pioneer and Sustainability
Award (EPSA)



Universitas Diponegoro

August 31, 2025



Bronze Category : Eco - Hazard
Innovation (Penggantian Rubber Hose
Centrifugal Oil Purifier dengan Fixed
Pipe Installation pada Proses Transfer
Oil)



Eco-Tech Pioneer and Sustainability
Award (EPSA)



Universitas Diponegoro

August 31, 2025



Bronze Category : Ecosystem Protection
(Pemijahan Spesies Neolissochilus
Sumateranus dengan Metode Artificial
Insemination)



Eco-Tech Pioneer and Sustainability
Award (EPSA)



Universitas Diponegoro



August 31, 2025



Silver Category : Green Power Innovation (Tecnologi Static VAR Compensators (SVC) sebagai Optimalisasi Head Oil Pump)



Eco-Tech Pioneer and Sustainability Award (EPSA)



Universitas Diponegoro

August 31, 2025



Silver Category : Hydro Smart Innovation (Kombinasi Oxygenation Aerator dan Static Mixer Chlorine D1031 System dalam Peningkatan Dekontaminasi Air Limbah)



Eco-Tech Pioneer and Sustainability Award (EPSA)



Universitas Diponegoro

August 31, 2025



Bronze Category : Low Carbon Innovation (Pengaplikasian Spare Main Water Supply Pump (MSWP) dalam Mengurangi Idle Time Turbin)



Eco-Tech Pioneer and Sustainability Award (EPSA)



Universitas Diponegoro

November 26, 2025



BHR Improving Company,
Rating BB (Skor : 71)



Malam Apresiasi Anugerah Bisnis & HAM



Setara Institute





05

5 MIND ID SUSTAINABILITY PATHWAY

The ESG principles in MIND ID's Noble Purpose serve as the operational foundation for INALUM implementing the six pillars of the Sustainability Pathway in an integrated, consistent, and coordinated manner across all MIND ID Group entities.



MIND ID Noble Purpose [OJK A.1] [GRI 2-24, 2-25]

In line with the MIND ID Group Noble Purpose, "We explore natural resources for civilization, prosperity and a brighter future", INALUM is committed to providing added value to the communities through its operational activities when producing aluminium and its supply chain in an innovative and environmentally friendly manner. INALUM is committed to improving the quality of life and empowering the communities to grow and prosper together, while maintaining the environmental sustainability for future generations. All of these efforts are implemented prioritizing the Environmental, Social and Governance (ESG) principles.

Through its presence, INALUM endeavors to improve the quality of life and empower communities to grow and develop sustainably. At the same time, the Company continues to safeguard environmental sustainability as part of its responsibility to future generations. All of these initiatives are implemented by prioritizing Environmental, Social, and Governance (ESG) principles as the foundation for every decision-making and business operation.

INALUM implements a sustainability strategy, as outlined in the Company's Long-Term Plan (RJPP). This strategy includes five key pillars that are regularly communicated in the Board of Directors' Meetings attended by the Board of Directors and officials at the same level as the Board of Directors. This strategy is also communicated to all employees through Townhall Meetings to ensure a comprehensive understanding and implementation across all Company lines.



The ESG principles contained in the MIND ID's Noble Purpose form the primary foundation for INALUM's operations. As part of the BUMN Mining holding, INALUM has adopted and integrated these principles into the six pillars of the Sustainability Pathway, which are implemented in a coordinated manner across all entities within the MIND ID Holding, including INALUM.

The Sustainability Pathway is a strategic ESG framework developed by MIND ID in collaboration with all its member entities, including INALUM, to ensure the implementation of responsible and sustainable operational practices across the group. This framework is a progressive step to encourage the MIND ID Group's active role in supporting the achievement of the Sustainable Development Goals (SDGs) and the national sustainable development agenda.

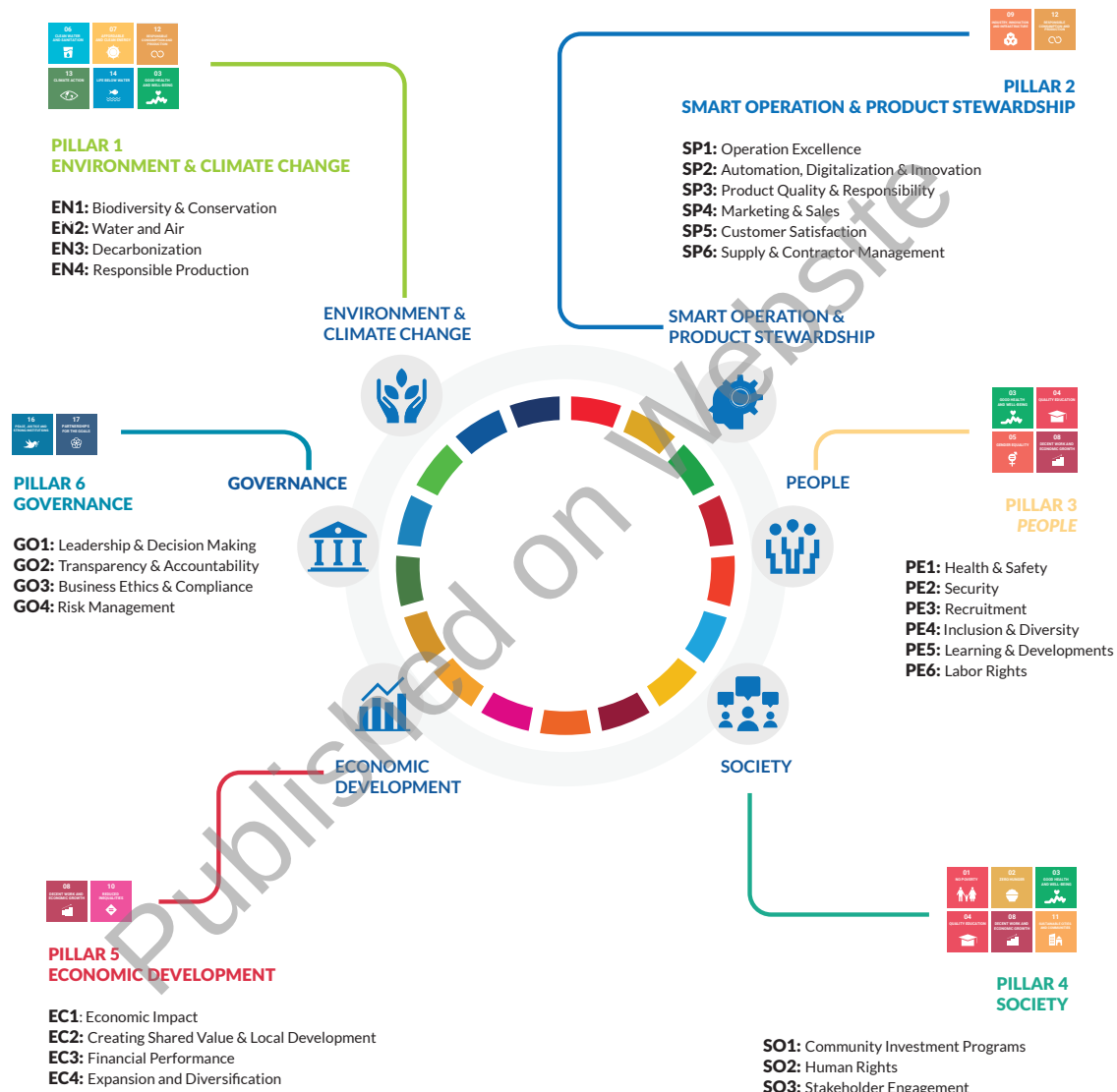
As part of these efforts, INALUM actively contributes to achieving the SDGs targets, referring to Presidential Regulation No. 59 of 2017, which was updated through Presidential Regulation No. 111 of 2022 concerning the Implementation of Sustainable Development Goals.

By upholding the MIND ID Noble Purpose and Sustainability Pathway, INALUM is committed to maintaining a balance between environmental sustainability, inclusive economic growth, and social welfare. By so doing, INALUM is optimistic that the goals and aspirations developed together with the MIND Group and all stakeholders can be achieved sustainably.



MIND ID

Sustainability Pathway [OJK A.1] [GRI 2-22, 2-24]



The above chart shows that the Sustainability Pathway embodies the MIND ID Group's Noble Purpose, and includes six pillars and 27 sustainability topics, and serves as a reference for INALUM when planning, implementing, and making decisions in all its business activities to ensure they remain aligned with the sustainability principles.



As part of the MIND ID Group, INALUM is committed to implementing the Noble Purpose and the Sustainability Pathway through integration into the Company's management system. This commitment is reinforced by the implementation of ESG best practices, including the adoption of sustainability principles in aluminium production in accordance with the Aluminium Stewardship Initiative (ASI) standards.

The MIND ID Sustainability Pathway strategic framework consists of six pillars and 27 sustainability topics that serve as guidelines for INALUM in planning, implementing, and making decisions across all its business activities to ensure they remain aligned with the sustainability principles.

In its efforts to achieve long-term sustainability, INALUM prioritizes social and environmental responsibility management, and strengthening the sustainability culture in the Company. AKHLAK, as core values, so they are thoroughly internalized and integrated with the sustainability principles in every business process, and by doing so making a real contribution to environmental preservation while delivering sustainable benefits to stakeholders. Also, the implementation of a sustainability culture contributes to increased operational efficiencies and strengthens the Company's reputation as a responsible and future-oriented entity.

Throughout 2025, INALUM implemented programs to strengthen its sustainability culture, including: **[OJK F.1] [GRI 2-24]**

1. Internal socialization regarding the Decarbonization Roadmap towards Net Zero Emissions.
2. Implementing an ISO 50001-based energy management system across all operational units.
3. Organizing an Employee Volunteering program for simultaneous tree planting activities.

Materiality Framework & Assessment [GRI 3-1, 3-2, 3-3]

Since 2022, the MIND ID Group, including INALUM, has implemented a risk-based approach and considered stakeholder expectations when determining material topics. This risk-based approach is used to identify the most significant risks and opportunities in the Company's operations that could potentially impact its performance. Through this approach, INALUM proactively manages risks and opportunities to create added value for the Company and its stakeholders.

During the process, stakeholder surveys, expert judgment, and workshops with stakeholders within the MIND ID Group are also conducted.

Also, stakeholder expectations are considered to understand their views and interests on specific issues. Both approaches reflect the MIND ID Group's efforts to apply a concept of double materiality when determining material topics. When following this concept, INALUM, together with all entities within the MIND ID holding company, considers both the impact of operational activities on the environment and society, as well as the influence of sustainability aspects on the Company's long-term financial and operational performance.

An overview of the topic materiality determination process based on the MIND ID Group's materiality framework is as follows:

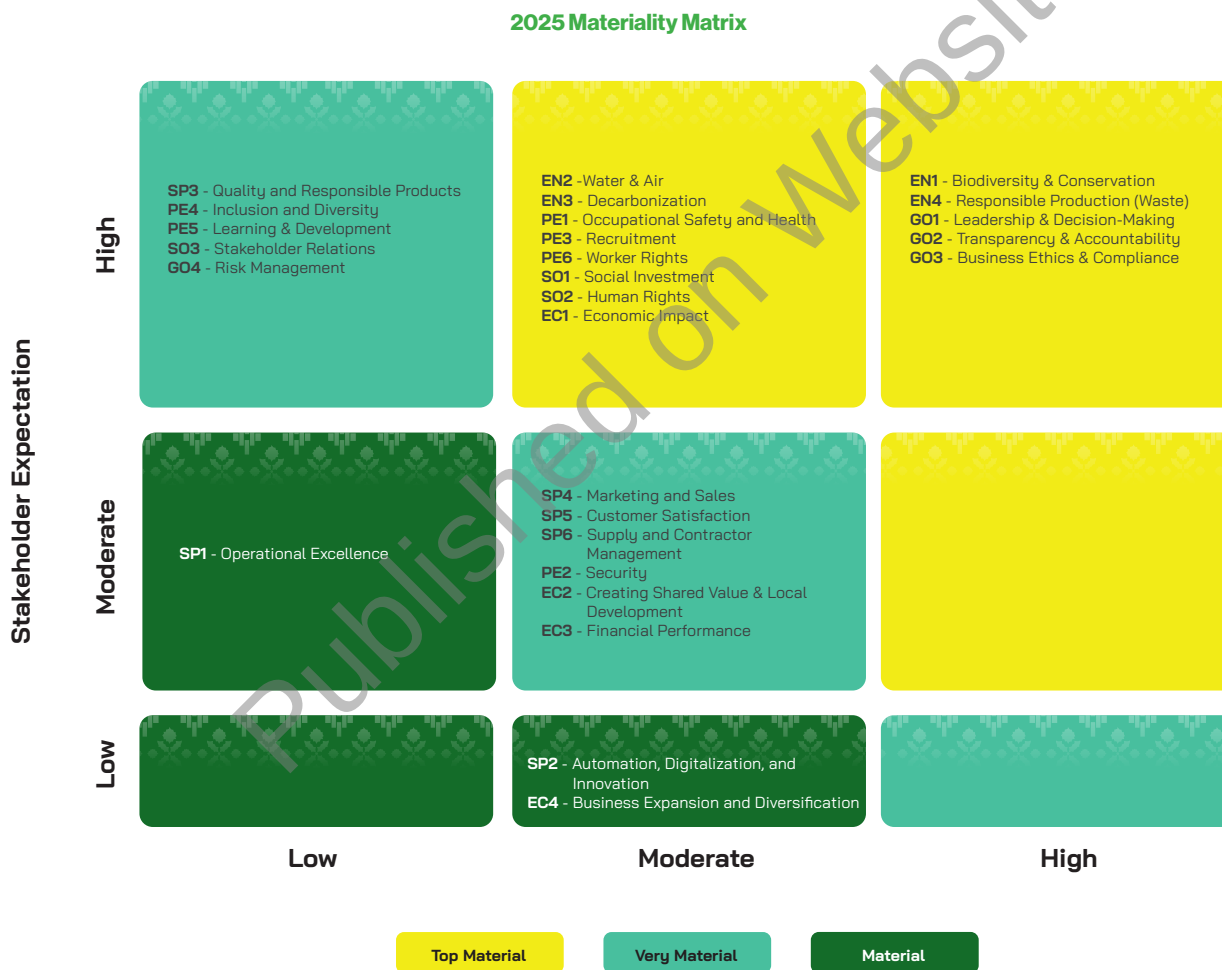




In line with these stages, in the process of determining material topics for this Sustainability Report, INALUM held a kick-off meeting for the preparation of the Annual Report and Sustainability Report, as well as a Focus Group Discussion (FGD), involving those responsible for preparing the Sustainability Report from the divisions on Wednesday, January 21, 2026. This meeting also involved consultants and users of the Sustainability Report as external stakeholders, and also served as the momentum to reviewing the material topics for the 2024 report. As agreed in the discussion, the material topics for 2024 remained relevant to the conditions and challenges facing INALUM in 2025. Therefore, the material topics in the 2025 Sustainability Report are the same as those in the previous year. [\[GRI 3-1\]](#)

Also, stakeholder expectations are assessed based on the number of national and international standards that address each emerging issue, including OJK Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, the Global Reporting Initiatives (GRI), ISO 26000 Social Responsibility Guidelines, the Sustainable Accounting Standards Board (SASB) Metrics for Mining & Metals, and the Aluminium Stewardship Initiatives (ASI). [\[ASI 3.1\]](#)

As a result of this process, as stated in the Board of Directors' Circular Letter No. SE-004/DIR/2025 dated August 20, 2025, concerning Sustainability Materiality, there have been changes in the materiality weight of each topic in 2025 compared to 2024, as shown in the following chart: [\[GRI 3-2\]](#)



2024 Materiality Matrix



Material Topic Arrangement Based on Priority Scale for 2025

Top Material (14)	Very Material (10)	Material (3)
EN2: Water & Air Limbah EN3: Decarbonization PE1: Health & Safety PE3: Recruitment PE4: Inclusion & Diversity PE6: Labor Rights SO1: Community Investment Programs SO2: Human Rights EC1: Economic Impact EN1: Biodiversity EN4: Responsible Production (Waste) GO1: Leadership & Decision Making GO2: Transparency & Accountability GO3: Business Ethics & Compliance	SP3: Product Quality & Responsibility PE5: Learning & Development SO3: Stakeholder Engagement GO4: Risk Management SP4: Marketing & Sales SP5: Customer Satisfaction SP6: Supply & Contractor Management PE2: Security EC2: Creating Shared Value & Local Development EC3: Financial Performance	SP1: Operation Excellence SP2: Automation, Digitalization & Innovation EC4: Expansion and Diversification



According to the above table, there were 27 material topics in accordance with GRI Standard 2021 as follows [GRI 3-2, 3-3]:

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Biodiversity					
Operational Locations Close to Protected Areas and Areas with High Biodiversity Value	GRI 304-1	Local habitat changes	Habitat destruction around the operational area due to uncontrolled external activities in the surrounding community	• Burning of waste or vegetation by communities around operational areas • Lack of public awareness of the importance of habitat protection • Land use without adequate environmental management	• Decrease in Company credibility in sustainability reporting and ESG commitments • Pressure from regulators or NGOs regarding environmental damage around operational areas
Significant impacts of activities, products and services on	GRI 304-2	Changes in soil quality	Decrease in land quality in operational areas due to external activities outside the Company's operations	• Waste disposal by the communities in open areas adjacent to the operational areas. No monitoring system for the environmental impact of external activities is available.	• Obstacles in meeting the Company's sustainability targets. • Decrease in PROPER or ESG performance scores.
Habitats protected or restored	GRI 304-3				
IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI 304-4	Shifting conservation strategies through collaborative efforts	Low effectiveness of conservation collaboration at the local level	• Minimal involvement of local government and communities in conservation programs • Lack of structured communication and coordination mechanisms with local stakeholders	• Potential resistance or social conflict to Company conservation initiatives • Decrease in PROPER assessment scores or ESG performance • Deterioration in Company reputation as a result of failure to achieve conservation outcomes
Water and Air					
Interactions with water as a shared resource	GRI 303-1	Shifting water management practices	Water management inefficiencies due to high water use in smelting activities	• No recycling or closed circulation system for water management is available. • Water usage monitoring is not yet comprehensive and in real time. • Limited technical capacity to design water conservation measures in the smelting unit.	• Increased tensions with local communities due to pressure on public water availability • Increased operational costs due to uncontrolled water consumption • Regulatory warnings for management inefficiencies • Resources • Decrease in PROPER and ESG scores related to industrial water management
Management of water discharge related impacts	GRI 303-2				
Priority substances that deserve attention for disposal					
Water withdrawal	GRI 303-3				
Water withdrawal	GRI 303-4				
Water consumption	GRI 303-5				
Emissions of ozone-depleting substances (ODS)	GRI 303-6				
Emissions of ozone-depleting substances (ODS)	GRI 303-7				

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
		Changes in water resource strategy	The need for adequate supporting infrastructure hinders the adoption of water resource strategies.	- Infrastructure for water source diversification (such as reservoirs, desalination, and recycling) is not yet available. - Infrastructure development costs are considered high and have not been prioritized. - Comprehensive technical and financial feasibility studies for water infrastructure have not been conducted.	- Increased risk of water scarcity due to dependence on a single primary source - Decreased operational efficiency in areas with high water stress - Declining ESG and PROPER scores due to a lack of preparedness for strategic adaptation
		Changes in Air Quality Management Practices	Air quality declines below standards due to emissions from smelting activities	- Emission control systems (e.g., scrubbers, filters, or particulate traps) are not optimal. - Routine, data-based air quality monitoring is not carried out. Coordination with local environmental authorities is not systematic.	- Increased complaints from the surrounding community regarding environmental impacts - Decrease in PROPER and ESG scores due to weak air pollution control - Declining company reputation in environmental impact management
Decarbonization					
Energy consumption in the organization	GRI 302-1	Climate change due to changes in greenhouse gas concentrations	Greenhouse gas emission reduction performance has not been achieved in a measurable and targeted manner.	- Inconsistencies in GHG emission calculation and tracking methods across entities due to the lack of integrated guidelines - Low technical capacity and understanding of international emission standards - Absence of incentives or internal control mechanisms to ensure consistent emission reductions	- Achieving decarbonization and net-zero targets becomes unaccountable. - Declining corporate credibility in its commitment to climate change mitigation. - Declining PROPER scores and ESG ratings.
Energy consumption outside of the organization	GRI 302-2				
Energy intensity	GRI 302-3				
Reducing energy consumption	GRI 302-4				
Direct (Scope 1) GHG emissions	GRI 305-1				
Indirect (Scope 2) GHG energy emissions)	GRI 305-2				
Other indirect (Scope 3) GHG emissions	GRI 305-3				
GHG emission intensity	GRI 305-4	Changes in operational strategy due to changes in energy availability	Disruptions in energy supplies for operational activities	- Climate variability affecting water availability for hydropower generation - Lack of reliable backup or alternative energy systems - Absence of an early warning system for decreased energy supply from primary sources	- Increased energy costs due to the use of more expensive alternative resources - Decrease in operational performance due to unstable energy supplies. Delays in achieving the Company's energy efficiency targets
GHG emission reduction	GRI 305-5				



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
		Changes in smelting operations due to changes in equipment technology	Disruption in transforming smelting operations due to limited focus on technology adoption	- The Company's focus is more on short-term operations than long-term technology investments. - Minimal budget allocation for operational fleet modernization and operational system digitalization. - Lack of a roadmap for smelting and electrification technology adoption. - Limited HR and local partners for the installation and maintenance of supporting technology.	- Increased operational costs due to continued reliance on fossil fuels - Lost opportunities for long-term efficiency and emission reductions from electrification - Deterioration of the Company's reputation when implementing decarbonization strategies - Risk of not achieving established environmental or net-zero targets
		Technological shift towards carbon capture	Adoption of carbon capture technology to decarbonize the aluminium smelting process is hampered.	- Proven effective CCS/CCUS technology for aluminium smelting processes is not yet available in Indonesia. - Limited investment and incentives for research and development of carbon capture technology. - Minimal strategic collaboration with technology providers and international research institutions. - High initial operational and infrastructure costs for CCS/CCUS implementation.	- Failure to achieve decarbonization and net-zero targets - Exposure to future emissions policies or carbon taxes - The Company's reputation lags behind more progressive global industry players
		Shifting carbon reduction strategies through collaboration	Weak collaborative integration between group entities in decarbonization efforts	- Absence of standardized collaboration processes in the planning and implementation of decarbonization programs - Lack of a system or platform for systematically sharing knowledge, data, and best practices - Weak coordination mandate from the parent company to encourage a cross-entity approach	- Group decarbonization targets are difficult to achieve in an integrated manner - Efficiency and innovation opportunities for emission reduction are not being collectively exploited - Resource waste due to duplication of initiatives or misaligned direction
Responsible Production					
Waste generation and significant waste-related impacts	GRI 306-1	Shifting waste management practices towards efficient and responsible operations	Environmental contamination and operational vulnerabilities due to improper waste management	- A hazardous waste management system based on environmental standards is not yet available. - Limited infrastructure for hazardous waste processing and storage facilities. - Inadequate quality and quantity of technical human resources for hazardous waste management.	- Increased risk of public complaints and environmental audits from regulators - Disruption of operational continuity due to waste accumulation or delayed disposal - Deterioration of the company's reputation due to perceived incompetence in hazardous waste management
Management of significant waste-related impacts	GRI 306-2				
Waste generated	GRI 306-3				
Waste diverted to final disposal	GRI 306-4				
Waste directed to final disposal	GRI 306-5				

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Pillar 2 SMART OPERATION & PRODUCT STEWARDSHIP	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impact
Operational Excellence					
Programs implemented by the company to increase cost efficiency and increase productivity in company operations.	GRI 2-5	Operational changes towards lean methods	Implementation of the lean management program has been hampered.	- Low understanding of the concepts and benefits of implementing Lean methods - Lack of structured and ongoing training for employees and management - Delayed adoption of Lean-supporting technologies such as automation and process digitization - A work culture that is not yet ready for systematic change and Lean operational disciplines	- Failure to achieve overall operational efficiency at the Company level - Wasted costs and resources (time, labor, raw materials) - Delayed operational transformation targets, impacting management and investor confidence
Certification					
Awards					
Automation, Digitalization, & Innovation					
Substantiated complaints regarding violations of customer privacy and loss of customer data	GRI 418-1	Shifting mining processes towards technology adoption	Operational inefficiencies and incomplete technology adoption	- High initial investment costs for digitalization and automation. - Differences in digital maturity (hardware) levels between business units. - Lack of an integrated digital transformation roadmap. - Human resource gaps (skills, capacity, and digital leadership).	- Increased operational costs. - Reputational risk and market perception as a Company slow to transform, potentially reducing competitiveness and investor interest.
Realized automation and digitalization projects		Shifting data protection towards cybersecurity practices	Data breaches and other cyberattacks	Failure to update legacy data protection systems to modern cybersecurity standards, lack of standardized cybersecurity protocols, and low awareness among subsidiaries.	- Financial losses due to fines for information/data leaks. - Decrease in customer and business partner trust, resulting in decreased revenue. - Decrease in the Company's reputation.
Realized projects related to product innovation					
Product Quality & Responsibility					
Number of Products recalled	OJK F.9	Changing customer preferences regarding product information and safety	Declining customer confidence in the Company's products	Inability to adapt product information and safety standards to evolving customer expectations	- Decrease in customer satisfaction - Decrease in brand reputation
Assessment of the health and safety impacts of products and services	GRI 416-1				
Incidents of non-compliance concerning the health and safety impacts products and services	GRI 416-2				
Marketing & Sales					
Requirements for product and service information and labeling	GRI 417-1	Shifts in marketing strategy related to ongoing commitments	Perceptions of greenwashing	Inadequate integration of sustainability branding into marketing strategies, including the lack of clear and verified ESG communication standards and consistency between marketing messages and corporate sustainability practices.	- Decrease in Company's reputation - Decrease in trust from customers, investors, and other stakeholders
Incidents of non-compliance concerning product and service information and labeling	GRI 417-2				
Incidents of non-compliance related to marketing communications	GRI 417-3				



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Customer Satisfaction					
Customer satisfaction survey	OJK.F30	Changes in customer preferences due to customer engagement processes	Declining Customer Satisfaction Levels	- Inability to engage customers in line with digital and sustainability expectations, including the lack of dedicated functionality for customer engagement. - Ship delays in delivering stock to warehouses in Jakarta and Surabaya, resulting in delayed deliveries to customers.	- Decrease in reputation if the Company is perceived as unresponsive to customer needs and sustainability issues - Potential financial loss due to loss of customers
Supply & Contractor Management					
New suppliers selection using environmental criteria	GRI 308-1	Shifting responsible supplier selection practices	Supplier targets not met as assessed using ESG requirements	Difficulty identifying suppliers that meet sustainability and operational requirements	- ESG Rating Decrease - Decrease in the Company's reputation due to involvement with suppliers who are not environmentally friendly and/or responsible.
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	Shifting vendor collaboration practices toward sustainability	Failure to transition vendor collaboration practices toward sustainability principles	Different levels of ESG implementation maturity between companies and suppliers	- ESG Rating Decrease - Decrease in the Company's reputation due to involvement with suppliers who are not environmentally friendly and/or responsible.
New suppliers selection using social criteria	GRI 414-1	Adjustments to contractual agreements to include sustainability criteria	Failure to implement sustainability principles in supply chain contractual processes	Vendor resistance to sustainability requirements	- ESG Rating Decrease - Decrease in the Company's reputation due to involvement with suppliers who are not environmentally friendly and/or responsible.
Negative social impacts in the supply chain and actions taken	GRI 414-2	Changes in supplier collaboration strategies related to supplier sustainability capabilities	Suppliers' unpreparedness to meet the ESG standards set by the Company	Supplier development programs related to ESG capabilities are limited and ineffective, and there are no standardized ESG performance indicators to objectively measure the progress of suppliers' ESG implementation.	- ESG Rating Decrease - Decrease in the Company's reputation due to involvement with suppliers who are not environmentally friendly and/or responsible.

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Pillar 3 PEOPLE	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Health & Safety					
Occupational Health and Safety Management System	GRI 403-1	Changes to safety protocols through the implementation of advanced technology for operations	Ineffective implementation of advanced safety technology	Inadequate training and guidance on the use of advanced safety technology can lead to misuse and/or resistance from employees who feel unprepared or uncomfortable using new equipment.	- Increase in accident/workplace incident rates due to improper use of safety equipment - Financial waste due to inappropriate use of safety equipment
Hazard identification, risk assessment, and incident investigation	GRI 403-2				
Layanan Kesehatan Kerja	GRI 403-3	Shifts in workplace productivity related to mental health	Decreased employee well-being and mental health due to a work environment that is not supportive of employee mental health and well-being.	Lack of support or access to mental health programs, as well as unsafe work environments.	- Decrease in employee productivity and work quality - High employee turnover - The Company's reputation as a workplace that does not care about employee welfare
Worker Participation, Consultation and Communication on Occupational Health and Safety 7665	GRI 403-4				
Worker training on occupational health and safety	GRI 403-5				
Improving the quality of workers' health	GRI 403-6	Changes in work culture due to the emphasis on "zero-harm culture"	Unsafe work practices and an increased risk of accidents in the workplace.	Ineffective empowerment of a zero harm culture, resulting in safety values not being integrated into decision-making processes and daily activities.	- Financial losses due to incidents and/or workplace accidents among employees - Negative reputation of the Company as an unsafe workplace.
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7				
Workers covered by a management system	GRI 403-8	Changing work practices towards health and safety education practices	Low employee awareness and understanding of work safety procedures.	Failure to provide comprehensive and up-to-date occupational health and safety training to employees, contractors, and stakeholders	- Increased accident/workplace incident rates - Operational disruptions - Increased costs due to incidents. - Decrease in the Company's reputation for its commitment to workplace safety.
Work accidents	GRI 403-9				
Occupational illnesses	GRI 403-10				



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Security					
Security strategy and security performance related to OBVITNAS	GRI 12:12	Operational changes due to enhanced physical security	Physical security breaches of Company assets and facilities (e.g., unauthorized access, theft, damage, or sabotage of valuable assets and facilities)	Inadequate physical security initiatives	- Financial loss caused by the theft of critical assets or confidential information - Negative reputation for the Company
		Operational changes due to increased emergency response capabilities	Failure to timely activate business recovery plans and respond to emergencies.	Failure to timely activate business recovery plans and respond to emergencies.	- Significant operational disruption. - Financial loss due to the interruption of business activities. - Damage to the organization's reputation among customers, partners, and stakeholders. - Potential loss of data, assets, or business opportunities.
Rekrutmen					
New employee recruitment and employee turnover	GRI 401-1	Shifting hiring practices related to diversity	Failure to meet the employee composition requirements based on DEI	Limited talent pool available to meet DEI needs	- ESG Rating Decrease - Company reputation as an employer becomes negative (non-inclusive)
Benefits given to full-time employees that are not given to temporary or part-time employees	GRI 401-2	Shifting recruitment approaches related to sustainability commitments	Failure to attract new talent that aligns with the Company's needs and standards.	The ineffective integration of ESG aspects into employer branding, resulting in a mismatch between claimed ESG values and actual company practices.	- Decrease in Company attractiveness to qualified job candidates. - Negative reputation of the Company as an employer. - Loss of competitive advantage due to loss of qualified talent.
Maternity leave	GRI 401-3	Changes in digital-based recruitment practices	Data breaches and leaks of candidate information.	Weak or outdated security and data protection systems.	- The Company's reputation as an employer will be negatively impacted. - Potential lawsuits or regulatory sanctions due to data breaches.
Inclusion & Diversity					
Employee Information	GRI 2-7	Changes in leadership composition	Failure to meet the leadership composition requirements based on DEI	Government directives, limited candidate skills, and inadequate pipeline development make it difficult to create an inclusive work environment.	- ESG Rating Decrease - Company's reputation as an employer becomes negative (non-inclusive).
Information on workers who are not employees	GRI 2-8	towards diversity and equality			
Ratio of standard entry-level employee wages by gender to regional minimum wages	GRI 202-1	Shifting workplace culture towards diversity, equality, and inclusivity	Failure to create a diverse, equitable, and inclusive workplace culture	DEI initiatives are ineffective as they are deemed too general and do not take into account the unique needs and circumstances of different teams, demographics, and/or organizations.	- Low levels of employee engagement and satisfaction with DEI programs. - Decrease in employee retention rates due to unmet DEI aspects. - Decrease in Company reputation as a workplace that supports diversity.
Minimum notice period regarding operational changes	GRI 402-1				
Diversity of governance bodies and employees	GRI 405-1				
Ratio of basic salary and remuneration for female compared to male	GRI 405-2				
Incidents of discrimination and corrective actions taken	GRI 406-1				

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Learning & Development					
Average Training Hours Per Year Per Employee	GRI 404-1	Shifting the learning and development approach towards continuous and adaptive learning	The unpreparedness of the workforce to face future changes and demands in the mining industry	Failure to align learning and development programs with the evolving needs of the mining business and future skills requirements	- Decrease in productivity and operational efficiency. - Failure to meet industry and regulatory standards. - Loss of competitive advantage.
Employee Skills Enhancement Program and Transition Assistance Program	GRI 404-2				
Percentage of Employees Receiving Regular Performance and Career Development Reviews	GRI 404-3	Changes to leadership training programs related to ESG competencies	The ineffectiveness of internalizing ESG values into the corporate culture.	Lack of ESG training for leaders tailored to specific roles and responsibilities, as well as non-sustainable or one-time ESG training.	- Failure to achieve the company's ESG targets - ESG Rating Decrease - Loss of opportunity due to a decrease in the Company's attractiveness to investors and strategic partners
		Changing learning methodologies with e-learning solutions	Ketidakefektifan program e-learning	E-learning training methods that are not interactive or not relevant to the work context	- Decrease in productivity and work quality - Wasted training budget due to suboptimal results
Labor Rights					
Operations and suppliers where the rights to freedom of association and collective bargaining may be at risk	GRI 407-1	Shifting labor policies towards fairness	Employee disputes and dissatisfaction during the employment policy change process	Unstructured change management, including non-transparent communication and lack of employee involvement in the change process.	- Operational disruption due to policy rejection - Decrease in the Company's reputation as a responsive and fair workplace
Operations and suppliers at significant risk of child labor incidents	GRI 408-1	Shifting the dynamics of labor relations by prioritizing collective bargaining	Failure to create dynamic and harmonious labor relations	Significant differences of opinion between management and the union regarding rights and obligations, and the absence of a neutral mediator or facilitator in the negotiation process.	- Operational disruptions impacting productivity and business continuity - Potential strikes or demonstrations - Potential financial losses due to the temporary suspension of operational activities
Operations and suppliers at significant risk of incidents of forced or compulsory labor	GRI 409-1				
Collective labor agreement	GRI 2-30	Changes in workers' rights protection through comprehensive policies	Identification of the use of child labor in the organization's supply chain	The absence of effective verification or reporting mechanisms from partners or vendors, as well as a lack of supervision of labor practices in the supply chain.	- ESG Rating Decrease - Negative reputation of the company among the public, media, and stakeholders, as well as decreased credibility - Potential legal and regulatory sanctions for negligence
Pillar 4 SOCIETY	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Community Investment Program					
Infrastructure Investment*	GRI 203-1	Changes to community engagement programs based on local development	The ineffectiveness of corporate social responsibility (CSR) programs in creating real impact	Community development projects that are not aligned with the actual needs and priorities of local communities, as well as government directives and mandates.	• Potential rejection, protests, or obstacles in project implementation • Risk of project cancellation or delay, impacting costs and schedule • Decrease in the Company's Reputation
Significant Indirect Economic Impact*	GRI 203-2				
Operations with Local Community Engagement, Impact Assessment, and Development Programs	GRI 413-1				
Operations that have actual or potential significant negative impacts on local communities	GRI 413-2	Community Development Through Collaborative Efforts	Community Development Through Collaborative Efforts	Inefficiencies in implementing community development projects, lack of coordination and communication between internal entities and external partners or collaborators, and the absence of clear and structured collaboration mechanisms.	• Decrease in trust from communities and partners in the effectiveness of the program • Financial losses due to inefficient use of resources • Failure to meet community needs, as well as government directives and mandates
*: for infrastructure investments related to local community activities		Changing the relocation process to be community-centered	Failure to address the needs and impacts of relocation of communities surrounding operational areas	Inadequate relocation planning and implementation, including lack of communication, community participation, and socio-economic impact mitigation.	• Operational disruptions due to protests or social conflict • Deterioration of the Company's reputation in the eyes of the public and stakeholders • Potential fines or sanctions from the government or related institutions • Additional costs for handling social crises and community compensation

*: for infrastructure investments related to local community activities

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk			
			Risk Event	Causes	Impacts	
Human Rights						
Incidents of violations involving the rights of indigenous peoples	GRI 411-1	Shifting human rights supervision through due diligence and impact assessments	Undetected and ongoing human rights violations	Failure to conduct due diligence on human rights in operations and supply chains	- Decrease in the Company's reputation in the eyes of the public and investors - Loss of trust from consumers and business partners - Potential lawsuits or sanctions from regulators - Additional costs for recovery, compensation, and system improvements - ESG Rating Decrease	
Security officers trained in human rights policies or procedures	GRI 410-1		Shifting approach to resolving complaints and grievances	Public complaints and grievances are not properly managed.	Lack of adequate remediation and response mechanisms	- Legal costs due to potential disputes and demonstrations - Negative Company reputation - ESG Rating Decrease
			Shifting human rights through advocacy and awareness	Increased risk of human rights violations in operations and supply chains	Lack of adequate advocacy and education efforts can lead to low awareness of human rights issues.	- Decrease in the Company's reputation in the eyes of the public and stakeholders - Loss of trust from consumers, investors, and business partners - Potential legal or administrative sanctions - ESG Rating Decline
			Policy shifts and implementation for indigenous communities	Loss of social license to operate	Lack of understanding of indigenous community rights, non-inclusive communication approaches, and minimal community involvement in decision-making processes.	- Potential lawsuits or claims from indigenous communities - Additional costs for mediation, compensation, or restoration of relationships - Decrease in the Company's reputation locally and globally
			Human rights shift through collaborative action	Lack of strategic partnerships with national and international bodies for human rights initiatives	Lack of corporate initiative or strategy in establishing partnerships with international organizations such as the UN, as well as a limited understanding of the benefits of global collaboration.	- Decrease in the Company competitiveness and credibility on sustainability and human rights issues - Potential loss of funding opportunities or support from international institutions
Stakeholder Engagement						
Approaches to stakeholder engagement	GRI 2-29	Perubahan dalam keterlibatan pemangku kepentingan menuju komunikasi yang transparan dan respectful	Kegagalan identifikasi dan pemetaan peluang potensial dalam mendukung tujuan perusahaan	Kurangnya kapabilitas dan kesadaran seksi terkait dalam mengidentifikasi dan memanfaatkan peluang potensial dari pemangku kepentingan terkait, serta tidak adanya sistem atau proses formal untuk pemetaan dan evaluasi peluang	- Kehilangan peluang strategis akibat tidak terbangunnya kerja sama dengan pemangku kepentingan - Penurunan kepercayaan dari stakeholder terhadap kemampuan organisasi perusahaan dalam merespons dinamika pasar dan kebutuhan pemangku kepentingan	
Land use issues	GRI 12:10					
Pillar 5 ECONOMIC DEVELOPMENT	Disclosure	Main Topics (ID)	Risk			
			Risk Event	Causes	Impacts	



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Economic Impact					
Infrastructure Investment and Service Support*	GRI 203-1	Changing local and national economic contributions towards job creation, investment, and development	Obstruction of development initiatives impacting the local community economy	Lack of coordination between stakeholders (government, companies, communities), as well as complex development permitting and bureaucratic processes	- Additional costs for rebuilding relationships and accelerating development programs - Decrease in the Company's reputation among the public and local stakeholders - Deterioration of the social license to operate
Tax Approach	GRI 207-1				
Tax Governance, Control, and Risk Management	GRI 207-2				
Stakeholder Engagement and Tax-Related Concern Management	GRI 207-3				
Country-by-Country Report	GRI 207-4				
*: for infrastructure investments related to the Company's operational activities					
Creating Shared Value & Local Development					
Proportion of senior management drawn from the local community	GRI 202-2	Changing local economic support mechanisms through entrepreneurship	Failure to achieve local procurement targets	The capacity and quality of local suppliers do not meet Company standards, and the Company lacks a strategy to improve the capabilities of local suppliers, such as through supplier development programs.	- Decrease in the Company's reputation in the eyes of the community and government - Decrease in stakeholder trust in the Company's social commitments - Potential scrutiny or pressure from regulators regarding local commitments - Lost opportunities to build long-term relationships with local communities
Proportion of spending on local suppliers	GRI 204-1				
Significant indirect economic impact*	GRI 203-2				
*: for infrastructure investments related to local community activities		Changing community empowerment efforts through collaborative programs	Social conflict or community resistance to Company activities	Lack of community involvement in empowerment programs leads to public distrust of the program's intentions and benefits.	- Wasted resources (time, funds, manpower) because the program doesn't deliver tangible impact - Reduced social license to operate - Reputational risk as a company unresponsive to local needs
		Adjusting recruitment strategies to focus on local job creation	Failure to achieve the target for local recruitment of employees	Limited talent pool that meets the Company's skill standards and needs in the Company's operational areas (local communities), as well as a lack of local training or capacity building programs prior to recruitment.	- ESG Rating Decrease - Negative reputation for failing to meet local recruitment targets

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Financial Performance					
Financial Report (Production Performance and Production Targets)	OJK F.2	Adjusting investment strategies to incorporate ESG criteria	Failure to align ESG targets with financial objectives in smelter/refinery operations	Differences in priorities between sustainability and finance teams due to a perceived misalignment between ESG standards and the operational realities of smelters/refineries.	- Decrease in reputation and trust of ESG investors - Risk of losing access to green financing or sustainable markets - Financial losses due to decisions that do not balance sustainability and efficiency
Direct economic value generated and distributed	GRI 201-1				
Defined Benefit Pension Plan Obligations and Other Pension Plans	GRI 201-3				
Financial Assistance Received from the Government	GRI 201-4	Changing the cost management approach towards operational efficiency	Deterioration in the quality, safety, or innovation of products and services	Management's overly focussed on short-term cost reductions, while neglecting long-term investments in quality, safety, and innovation.	- Long-term losses due to unsustainable efficiency decisions - Brand reputation - Delays in strategic projects
		Shifting access to green finance and connecting with sustainability	Loss of access to green finance or sustainable markets	The high environmental impact of smelting activities, as well as the mining industry's reputation as environmentally unfriendly	Loss of opportunity to obtain financing at lower interest rates
Expansion and Diversification					
Reserves and Resources	M: EX	Shifting expansion strategies toward blue/green mineral markets	Delay or cancellation of smelter development projects for blue/green minerals	Limited blue/green energy sources at the project site, and reliance on unstable or expensive energy sources	- Investment losses and loss of potential income - Delays in meeting blue/green mineral needs
Investments Related to Business Development and Diversification	OJK F.3				
Downstream Projects	GRI 12.2	Shifting end-of-life material management methods toward recycling and collection	Disruption of the sustainability of recycled product production	Challenges in collecting recycled materials (e.g., inconsistent volume, low quality, inefficient logistics)	- Increase in operational costs - Financial losses due to potential loss of customers or business contracts - Decrease in Company competitiveness
Pillar 6: GOVERNANCE	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts



Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Leadership & Decision Making					
Governance structure and composition	GRI 2-9	Leadership KPI Changes Reflect Sustainable Goals	Failure to achieve long-term sustainability goals	Internal leadership KPIs/ performance assessments that only measure short-term ESG indicators that are not aligned with the Company's long-term sustainability goals.	Decrease in confidence from potential investors and stakeholders, potentially leading to the loss of strategic opportunities.
Nomination and selection of the highest governance body	GRI 2-10				
Chairman of the highest governance body	GRI 2-11	Shifting the decision-making process in an effort to achieve transparency	Leakage of Company data or strategic information to unauthorized parties	The absence of clear policies or guidelines regarding transparency boundaries, such as internal data classification (e.g., confidential, public, etc.), data security systems, etc.	- Potential financial losses and loss of competitive advantage due to data or strategic information leaks - Negative reputation for the Company due to inadequate data security systems
Role of the highest governance body	GRI 2-12				
Delegation of responsibility for impact management	GRI 2-13	Shifting governance structures towards effectiveness and sustainability	Inefficiencies in implementation and failure to achieve sustainability targets	Absence of a standardized sustainability governance structure across all Group entities, unclear roles, responsibilities, and mandates of ESG-related units or individuals, and an ill-defined model of inter-functional interaction.	- ESG Rating Decrease - Decrease in Company Reputation - Loss of attractiveness to investors/other stakeholders due to unmet sustainability goals
Collective knowledge of the highest governance body	GRI 2-17				
Performance evaluation of the highest governance body	GRI 2-18				
Transparency & Accountability					
Role of the highest governance body in sustainability reporting	GRI 2-14	Shifting ESG data disclosure with stakeholders	Obstructing the credibility of ESG data disclosure	Lack of independent third-party verification of ESG data accuracy	- Decrease in investor and stakeholder confidence - ESG Rating Decrease - Potential penalties or sanctions from regulators if non-compliances are found
Communication on critical issues	GRI 2-16				
Remuneration policy	GRI 2-19	Shifting ESG reporting towards compliance with global standards	Non-compliance of ESG reporting with global standards and ESG rating requirements	Lack of organizational capacity to adapt to evolving global standards and changing ESG rating requirements, including limited understanding, resources, and flexible reporting systems.	- ESG Rating Decrease - Decrease in stakeholder and investor confidence - Potential loss of sustainable investment opportunities
Process for determining remuneration	GRI 2-20				
Annual total compensation ratio	GRI 2-21				
Mechanism for soliciting feedback and raising concerns	GRI 2-26				

Pillar 1 Environment & Climate Change	Disclosure	Main Topics (ID)	Risk		
			Risk Event	Causes	Impacts
Business Ethics & Compliance					
Conflicts of Interest	GRI 2-15	Changing work policies and practices through anti-bribery and anti-corruption promotion	Bribery and/or corruption and ongoing unethical behavior	Weaknesses in the enforcement and monitoring of anti-bribery and/or anti-corruption policies (i.e., ineffective internal oversight systems, lack of ethics training and awareness, and weak management commitment to implementing anti-corruption policies)	- Financial losses due to bribery and/or corruption or abuse of authority - Damage to the Company's reputation in the eyes of the public and stakeholders - Potential legal and administrative sanctions from regulators - Decrease in investor and business partner confidence
Policy Commitments	GRI 2-23				
Embodying Policy Commitments	GRI 2-24				
Processes for Remediating Negative Impacts	GRI 2-25				
Compliance with Laws and Regulations	GRI 2-27				
Association membership	GRI 2-28	Shifting governance structures that promote fairness and integrity	Delays in identifying and addressing compliance issues	The lack of integrated oversight due to compliance activities being spread across various departments can lead to fragmented accountability and coordination.	- Potential for legal and regulatory violations increases due to non-standardized monitoring. - Decrease in reputation or loss of public, investor, and business partner trust due to violations.
Operations assessed as having corruption-related risks	GRI 205-1				
Communication and training on anti-corruption policies and procedures	GRI 205-2	Advanced compliance and standards system changes	Non-compliance with new or amended regulations	Lack of compliance system capability to adapt to regulatory changes (i.e., inflexible compliance systems, inadequate monitoring of regulatory developments, and minimal regular updates to internal policies and procedures)	- Potential fines and legal sanctions from relevant authorities - Decrease in reputation or loss of trust from the public, investors, and business partners due to violations
Proven corruption incidents and actions taken	GRI 205-3				
Political contributions	GRI 415-1				
Risk Management					
Financial implications and other risks and opportunities resulting from climate change	GRI 201-2	Shifting the risk assessment process by incorporating ESG factors	Vulnerability to future emerging ESG challenges	Failure to thoroughly identify and evaluate relevant ESG factors, including long-term impacts	- Decrease in stakeholder trust in the Company's sustainability commitments - Decrease in reputation and financial performance due to reactive responses to ESG issues
		Shifting Organizational Readiness to Face Potential Disruptions	Low Company preparedness to face unexpected or diverse business and strategic challenges	Failure to incorporate a range of possible future conditions into the scenario planning process, with a limited focus on specific events or factors, and a lack of ESG integration into the planning and decision-making process.	



06

ENVIRONMENT AND CLIMATE CHANGE

INALUM is committed to sustainable operations by minimizing environmental impact, preserving biodiversity, and supporting the MIND ID Sustainability Pathway.





Best Achievement in the Environmental Sector

INALUM places the environment and climate change as a key pillar in the MIND ID Group's Sustainability Pathway, a strategic guideline for preserving biodiversity, promoting decarbonization, managing water and waste, and ensuring responsible production. Thanks to various sustainable initiatives and the team's hard work, INALUM achieved several environmental milestones through 2025, as follows:

PROPER 2025 Achievements



Sustainability 2025 Achievements *)

Total Energy Increase	Total Emission Reduction	Total Water Consumption Reduction	Total Hazardous Waste Reduction	Total Non-Hazardous Waste (Reduction)/ Addition	Total Waste Water Reduction
118,750 GJ	66.884,08 TCO ₂ eq	112,9 Mega Liter	1.534,83 Ton	364,26 Ton	7,62 Mega Liter

*)Data compared to previous year's achievements

The increase in energy consumption was due to an increase in aluminium production capacity from 274,230 tons to 280,082 tons. On the other side, INALUM successfully reduced energy intensity from 59.12 GJ/ton to 57.58 GJ/ton Al. To support increased production capacity, INALUM upgraded its technology on potline 2, resulting in a positive impact on reducing greenhouse gas emissions.

Water consumption decreased in line with the increase in the volume of recycled compressor cooling water for utilities. Reducing water consumption also contributed to a decrease in the volume of wastewater discharged into water bodies.

In addition, the reduction in B3 waste was due to the longer optimal operational life of the reduction furnaces, and the innovation of partial/semi-partial pot reconstruction. While, the decrease in non-B3 waste was due to the increased amount of waste recycled through the Kuala Tanjung Village Community Empowerment Program for the Berseri Waste Bank.

In its operations, INALUM prioritizes Eco-Innovation projects that include improving energy efficiency, controlling emissions, optimizing water usage, reducing hazardous waste, and applying the Reduce, Reuse, and Recycle (3R) principles for both solid and non-B3 waste. Also, the Company has instigated a community investment program focused on sustainable environmental initiatives.

As part of the Eco-Cultural Tourism Desa Meat program, INALUM held a Meat Beach Coloring Contest, installed a solar power plant (PLTS), and installed a composting machine. It also instigated the Zero Carbon Village concept by utilizing non-hazardous waste such as scrap metal, pipes, and tires to support village activities. These efforts have had a positive impact on the community as it provides raw materials for village development. Total non-B3 waste utilization, made up of 1,519 tons of scrap metal, 0.005 tons of pipes, and 1.5 tons of tires, equates to a GWP reduction of 4,741.159 kg CO₂ eq.

INALUM's other environmental-friendly activities in 2025 included:

1. Reducing global warming potential and cumulative energy demand through innovative pot baking processes using graphite.
2. Reducing spent pot waste intensity through innovative partial and semi-partial pot reconstruction.
3. Verifying environmental product declarations (EPDs).
4. Empowering communities through the Kuala Tanjung Village's Bank Sampah Berseri program, which uses organic waste to breed maggots for animal feed and recycles waste into products.
5. Kuta View Eduagrowisata in Kuala Tanjung Village, where visitors can exchange recycled waste for admission to the Bank Sampah Berseri. Activities focus on environmentally friendly farming, with additional facilities including a hall and swimming pool, are available.

ALUMINIUM STEWARDSHIP INITIATIVE CERTIFICATION



INALUM received the Aluminium Stewardship Initiative Performance Standard (ASI V3, 2022) Certificate for its aluminium smelter in Kuala Tanjung, Batu Bara Regency, North Sumatra Province, Indonesia. ASI certification was developed through an extensive multi-stakeholder consultation process and is the only comprehensive voluntary sustainability standard initiatives in the aluminium value chain. This certification marked the first issuance of the ASI V3 (2022) Performance Standard, which was updated and launched in May 2022 after a multi-year revision process.

ASI certification defines 11 principles and 62 criteria under three sustainability pillars: Environment, Social, and Governance, to address critical issues in the aluminium value chain, such as biodiversity, indigenous peoples' rights, circularity, and greenhouse gas emissions, all of which have been met by INALUM through an independent audit by TÜV Rheinland Cert GmbH.



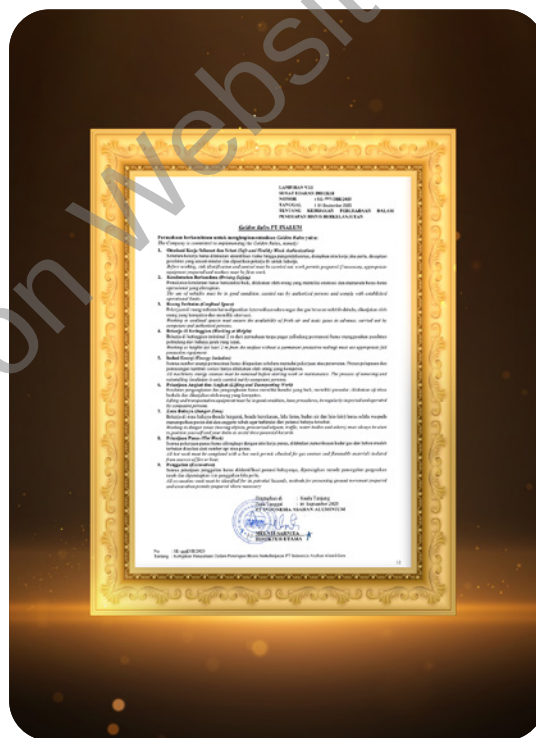
INALUM's Environmental Management Commitments and Policies [GRI 3-3]

As a responsible corporation, INALUM is committed to conducting sustainable operations by minimizing the negative impacts on the environment, and protecting and preserving biodiversity around its operational areas. In line with these principles, as part of the MIND ID Group, INALUM supports the MIND ID Sustainability Pathway has designed and applied strategic plans and programs focused on biodiversity protection in its operational areas. This commitment is stated in the environmental management policy regulated by Circular Letter No. SE-003/DIR/2025 concerning Corporate Sustainable Business Policies, issued on September 1, 2025. In this policy, INALUM affirms its commitment to environmental management through the integrated Environmental and Energy Management System. [EM-MM-150a.10]

Based on the above policy, INALUM has 15 commitments that serve as guidelines for implementing environmental management procedures, including:

1. Protecting and caring for the environment, as well as preventing environmental pollution.
2. Managing hazardous and toxic (B3) waste by prioritizing the Reduce, Reuse, Recycle & Recovery (4R) program.
3. Managing non-B3 waste by prioritizing the Reduce, Reuse, Recycle & Recovery (4R) program.
4. Managing domestic waste by prioritizing a restriction program to minimize generation and maximize recycling and reuse.
5. Mitigating against climate change and environmental damage (water, air, and land).
6. Mitigating against the decline in the Biodiversity Index (BDI).
7. Participating in reducing the impact of conventional air emissions (non-GHG) and greenhouse gases (GHG).
8. Improving water efficiency, including efforts to reduce the pollutant load from wastewater.
9. Carrying out environmental management efforts that contribute to the Sustainable Development Goals (SDGs).
10. Consulting with stakeholders on environmental issues and striving to minimize environmental impacts, and communicating our environmental performance.
11. Conducting evaluations and efforts to continuously improve environmental performance based on monitoring, audits, and life cycle assessments, which are reviewed periodically.
12. Promoting energy efficiency and optimizing the use of renewable energy sources and conserving natural resources.

13. Ensuring availability of information and resources needed to achieve goals and objectives.
14. Providing employee training and undertaking continuous improvement to enhance the Environmental and Energy Management System's performance.
15. Implementing an internationally recognized environmental management system and complying with applicable laws and regulations and other requirements, including stakeholder requirements.



INALUM's Environmental and Energy Policies are determined, communicated and implemented to all stakeholders consistently, and are evaluated and continuously improved to ensure their effectiveness. These policies are also continuously evaluated and improved to ensure their effectiveness, whilst reflecting INALUM's commitment to compliance with the following laws and regulations:

1. Law Number 1 of 1970 concerning Occupational Safety;
2. Law Number 32 of 2009 concerning Environmental Protection and Management, as last amended by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation as Law;

3. Law Number 30 of 2007 concerning Energy;
4. Law Number 39 of 1999 concerning Human Rights;
5. Republic of Indonesia Government Regulation Number 50 of 2012 concerning Implementation of the Occupational Safety and Health Management System
6. Republic of Indonesia Government Regulation Number 70 of 2009 concerning Energy Conservation;
7. Republic of Indonesia Government Regulation Number 22 of 2021 concerning Environmental Protection and Management;
8. Republic of Indonesia Minister of Environment/Head of the Environmental Control Agency Decree Number 1375 of 2025 concerning the Company Environmental Management Performance Rating Assessment Program
9. ISO 9001:2015 Standard concerning Quality Management Systems
10. ISO 14001:2015 Standard concerning Environmental Management Systems
11. ISO 45001:2018 Standard concerning Occupational Health and Safety Management Systems
12. ISO 50001:2018 Standard concerning Energy Management Systems
13. Aluminium Stewardship Initiative (ASI) Performance Standard.

INALUM consistently complies with environmental regulations to ensure its business operations maintain the highest standards. The Company has invested significantly in environmental management, particularly in the development of an integrated emission control system within its factory operations, and in the optimization of environmental management to prevent any negative impact of smelting activities. These efforts are in line with INALUM's commitment to the Sustainable Development Goals (SDGs), while ensuring sustainable and environmentally friendly operations.

ENVIRONMENTAL MANAGEMENT SYSTEM

Environmental Performance

INALUM demonstrates its superior environmental performance through regulatory compliance, including achieving a PROPER Gold rating for its hydroelectric power plant and a PROPER Green rating for its Kuala Tanjung aluminium smelter in North Sumatra. These achievements underscore the Company's commitment to environmental management and social responsibility.

Achieving the Gold PROPER rating, as the highest PROPER award, demonstrates that INALUM has exceeded the standards for energy efficiency, emission reduction, and waste and natural resource management. This award reflects both superior

environmental performance and social innovation that positively impacts the community. Achieving the PROPER Gold rating also solidifies INALUM's reputation as a responsible and sustainable company, and contribution to the achievement of the Sustainable Development Goals (SDGs).

As in previous years, in 2025, INALUM again received a PROPER Gold for its Kuala Tanjung aluminium smelter in North Sumatra and a PROPER Green for its operational hydroelectric power plant. These achievements demonstrate the Company's compliance with applicable environmental regulations and significant commitment to energy efficiency and waste management.

Internal and External Environmental Audits

To ensure the effectiveness of the ISO 14001:2015 Environmental Management System (EMS), INALUM routinely conducts internal and external audits covering aluminium smelting, ingot, alloy, and billet molding, as well as hydroelectric power plants and other supporting facilities. The internal audit was conducted from May 6 to July 18, 2025, while the external audit was conducted from August 4 to 8 August 2025 by PT SGS, an independent party.

Corrective Actions for Continuous Improvement

The results of the internal and external audits of the ISO 14001:2015 Environmental Management System and the life cycle assessment showed that several corrective actions for continuous improvement, were needed as follows:

1. Reducing global warming potential and cumulative energy demand through innovative pot baking processes using graphite media.
2. Reducing spent pot waste intensity through innovative partial pot reconstruction.

Monitoring and Measurement

INALUM monitored and measured its environmental performance throughout 2025, including the water, emissions, and ambient air quality aspects, through internal and external mechanisms. The Company also participated in the ESG rating assessment by the internationally recognized OJK agency, Sustainalytics, and recorded a rating score of 38.7.



Environmental Programs

In 2025, INALUM instigated the following environmental protection programs as part of its commitment to sustainable operations:

1. **Emission Control**
The smelters are equipped with a gas cleaning system to control emissions from the reduction and anode manufacturing processes, with control parameters including the SO_x, NO_x, and HF levels
2. **Greenhouse Gas Emission Reduction**
 - a. Instigating cleaner production through pot optimization and pot technology upgrades to reduce Perfluorocarbon (PFC) emissions resulting from the anode effect.
 - b. Converting fuel from B30 diesel and LPG to LNG in the anode roasting and aluminium product molding processes to reduce carbon emissions.
 - c. Instigating other supporting activities that directly contribute to emission reduction.
 - d. Reducing global warming potential through innovative pot baking processes using graphite media.
3. **Managing hazardous and toxic waste (B3) from production and support processes.**
4. **Saving water consumption by implementing a water recycling system in the cooling systems of the gas cleaning and reduction plants and rodding plants.**
5. **Conducting energy management activities through technical and non-technical approaches.** Technically, this includes optimizing operational processes, modifying equipment, increasing lighting efficiency, and regulating room cooling. While, from a non-technical perspective, the Company intensified supervision by installing stickers and energy-saving campaigns in the workplace.
6. **Planting trees in the Lake Toba area in collaboration/synergy with state-owned enterprises (BUMN) and their subsidiaries, NGOs, and community groups.**
7. **Carrying out comprehensive resource conservation at all stages, starting with the provision, management, utilization, and conservation of natural resources.**
8. **Planning and applying resource efficiencies through the Company's economical, responsible, and environmentally conscious operational activities in accordance with the respective duties and responsibilities.**

Appointment of Duties and Responsibilities

The Head of the Occupational Safety, Health, and Environment Department is responsible for managing environmental aspects and coordinating the Environmental, Social & Governance (ESG) principles in INALUM, as stipulated in Decree SK-001/DIR/2025 concerning the Organizational Structure, Job Descriptions, and Work Divisions of PT Indonesia Asahan Aluminium.

Identification of Products, Activities, and Services with Significant Impacts

INALUM is committed to conducting a Life Cycle Assessment (LCA) at all stages of product development and business processes as the primary tool for identifying, evaluating, and mitigating environmental impacts, from raw material selection to the end of the product's life cycle.

LCA has been in place since 2021 using a cradle-to-grave approach. In 2023, INALUM conducted another LCA study with the same scope and conducted an impact evaluation to measure the effectiveness of natural resource management programs based on the reduction of impacts identified in the LCA results.

One of the programs included the Reduction of Hazardous Waste in Reconstruction Pots through the Partial and Semi-Partial Reconstruction Pots to reduce C₂H₄ emissions. This helped contribute to a reduction in the following impact categories, including acid rain potential, eutrophication potential, photochemical oxidation, terrestrial ecotoxicity, freshwater ecotoxicity, marine ecotoxicity, carcinogenicity, toxicity, water footprint, and cumulative energy demand (non-renewable). This aligns with the objective of INALUM's Life Cycle Assessment (LCA), which is to assess its environmental footprint to mitigate impacts by developing future improvement programs.

An LCA update was conducted in 2025 to evaluate impact changes when following the eco-innovation program, a program aimed at reducing potential global warming and cumulative energy demand through innovative pot baking processes using graphite media.

External and Internal Communications Related to Environmental Issues (GRI 2-16) (QJK F.16)

The Head of the Occupational Safety, Health, and Environment Division periodically reports the results of the application of the environmental policies, objectives, targets, and programs to the Board of Directors for review and evaluation for developing the environmental strategies.

The Company reports environmental conditions periodically to relevant government agencies (Ministry of the Environment, the North Sumatra Provincial Environmental Agency, and the Batu Bara Regency Housing, Residential Areas, and Environment Agency) in accordance with applicable environmental approvals.

The Government and External Relations Division coordinates with the Occupational Safety, Health, and Environment Division follow up on complaints in accordance with established mechanisms. However, as of December 31, 2025, INALUM did not received any environmental complaints.

Goals and Targets

INALUM has established targets to maintain and improve environmental management performance beyond regulations, as evidenced by the PROPER Gold rating, greenhouse gas emission verification, and ASI (Aluminium Stewardship Initiative) certification.

Environmental Competency Development

In an effort to strengthen the sustainability practices and improve human capital capacity in environmental management, INALUM organized and engaged employees in the following environmental education and training programs:

Environmental Training, Certification, and Socialization

NO	Training Title	Start Date	End date	Number of Participants	Organizer/Institution	Venue
1	IVLS#04: Sustainability Starts with You - Climate Action and Personal Responsibility	April 22, 2025	April 22, 2025	248	INALUM and INSPIGO	Online
2	Carbon Border Adjustment Mechanism (CBAM) Awareness Training and Workshop	April 14, 2025	April 14, 2025	30	Verval Nusantara Hijau	Online Training
3	Environmental Impact Analysis (AMDAL) and ESG Training	August 11, 2025	August 13, 2025	23	Benefita	Millenial Hub, T. Gading
4	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A GRC Approach to Managing Climate Risk	October 24, 2025	October 24, 2025	22	MIND ID	Online Training
5	Webinar on Rooftop Solar Power Plants In Industry: Towards Energy Independence and Reducing our Carbon Footprint	October 8, 2025	October 8, 2025	21	INALUM	SRC Office, K. Tanjung
6	Sharing Session "Limited Space Work in a Baked Anode Factory"	December 15, 2025	December 15, 2025	10	INALUM	Baking Plant, K. Tanjung
7	3r Certification (Reduce, Reuse, Recycle) Non-B-3 Solid Waste	July 14, 2025	July 17, 2025	4	Online	Benefita
8	Electronic Environmental and Forestry Reporting System Training (Simple Klnk)	May 9, 2025	May 10, 2025	2	Ensindo	Medan
9	Energy Manager Certification	May 20, 2025	May 27, 2025	2	Optinergi Consultant	Blended Training (Jakarta)
10	Procedures for Using a Body Harness	July 4, 2026	July 4, 2025	2	INALUM	SGA-TO, T. Gading
11	Certified Sustainability Reporting Specialist (CSRS) Training Batch 3	September 9, 2025	September 11, 2025	2	Forum TJSL	Bali
12	Energy Manager Certification	October 27, 2025	October 28, 2025	2	Katalis Talenta Indonesia	Online
13	B3 Emergency	March 8, 2025	March 8, 2025	1	Ensindo	Smelter
14	B3 Waste Management Training	April 21, 2025	April 23, 2025	1	Benefita	Bandung
15	MIND ID Group Sustainability Strategic Planning Workshop And Training	June 11, 2025	June 12, 2025	1	MIND ID	Jakarta
16	Water Pollution Control Personnel (PPPA) Training and Certification	November 10, 2025	November 13, 2025	1	Benefita	Online
17	B3 Storage Manager Training and Certification	November 17, 2025	November 20, 2025	1	Benefita	Online



Biodiversity and Conservation (OJK F.10)

(EM-MM-160a.1) (ASI 8.2) (EN1)

INALUM understands that biodiversity preservation and environmental conservation are crucial elements in achieving sustainable operations. As a company engaged in the aluminium smelting industry, INALUM is committed to minimizing any environmental impacts by applying responsible and sustainability-oriented business practices.

This commitment is realized by protecting the ecosystem surrounding its operational areas, as well as effective and measurable management of energy, emissions, and waste. By maintaining biodiversity and environmental sustainability, INALUM not only supports ecosystem sustainability, but also ensures the availability of natural resources for future generations.

OPERATIONAL LOCATIONS OWNED, LEASED, MANAGED, OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS (OJK F.9)

(GRI 304-1) (EN1)

INALUM recognizes that the Company's operational locations are adjacent to conservation areas, which places a high degree of responsibility on it for maintaining environmental sustainability. This responsibility is demonstrated not only in controlling impacts during operational activities but also through proactive efforts to preserve the biodiversity surrounding the operational areas.

To demonstrate this commitment, INALUM has determined the Environment, Biodiversity, and Conservation as the primary focus within the Company's Environmental, Social, and Governance (ESG) framework. To do so, INALUM has prepared a Biodiversity Policy outlining the following strategic approaches to environmental management and biodiversity protection:

1. Regular monitoring of the Biodiversity Index;
2. Revegetating the Company's operational areas;
3. Conserving endemic flora and fauna species;
4. Maintaining river basins around the operational areas;
5. Planting different types of trees, such as Multi-Purpose Tree Species (MPTS) and hardwood trees in the Lake Toba catchment area;
6. Preventing abrasion and erosion to maintain aquatic ecosystems and coastline;
7. Collaborating with stakeholders, including local communities, regional governments, third parties, and other parties, to ensure collaboration in wildlife and protected animal conservation activities, including conducting socialization on the importance of biodiversity protection.



Currently, several of INALUM's operational areas are located adjacent to protected areas. According to Government Regulation No. 76 of 2016, 350.86 hectares are located in the Toba Regency; 207.05 hectares in the Asahan Regency; and 20.86 hectares in the Simalungun Regency. Then, based on the Protected Forest Area Borrow-to-Use Permit (IPPKH) No. 35/1/ IPPKH/PMDH/2016, INALUM obtained a permit to work in the protected forest areas in Toba and Asahan Regencies, covering an area of 0.31 hectares, which will be used for the construction of a Microwave Tower and its supporting facilities.

SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY (GRI 304-2) (EN1)

INALUM's business activities are limited to aluminium smelting and therefore do not have a significant negative impact on biodiversity in the Company's operational areas. To support environmental conservation efforts, INALUM has instigated initiatives, including tree planting in the Lake Toba Catchment Area to maintain the stability of Lake Toba's water level.

While, the 271 towers with a 120-km-long 275 kV Extra High Voltage Overhead Line (SUTET) transmission line connecting two power plants in Paritohan, Toba Samosir Regency, North Sumatra, with the smelter in Kuala Tanjung, North Sumatra, has no impact on biodiversity.

BIODIVERSITY AND ECOSYSTEM RISK AND IMPACT ASSESSMENT

INALUM has conducted a risk and impact assessment on biodiversity and ecosystems related to the operation of its aluminium smelter in Kuala Tanjung and the 271 high-voltage power lines (SUTET) stretching 120 km from Paritohan to Kuala Tanjung. The assessment results showed no significant impacts on biodiversity.

Alien Species

INALUM uses the Kuala Tanjung, North Sumatra Port, to receive imported alumina raw materials, from Australia, China, India, and Vietnam. At the same port, the Company also ships products in the form of ingots, billets, and alloys. During the loading and unloading process, there is the potential for alien species to be carried, including plants, animals, and microorganisms, particularly those originating from other countries.

Under certain conditions, alien species can be invasive if they reproduce rapidly and disrupt the balance of the local ecosystem, for example by competing with native species for resources, preying on local species, or introducing new diseases.

As of December 31, 2025, the Company did not receive any information from the authorities regarding the discovery of alien species during the inspection process of raw materials received at INALUM ports.

PROTECTED OR PRESERVED HABITATS (GRI 304-3) (EN1) (OJK F.10)

To support biodiversity conservation, INALUM has built a Biodiversity Park (Taman Kehati) in the PT INALUM Paritohan Housing Complex, Pintupohan Meranti District, Toba Regency, covering an area of ± 4 hectares. In the park there are a number of conservation programs, including the cultivation of endemic plants from the Toba region, koi fish farming, and mixing eco-enzymes in ponds as part of the sustainable environmental management efforts.

Also, as part of its habitat preservation efforts, in 2025 INALUM planted 200,000 trees in Humbang Hasundutan Regency, Karo Regency, Samosir Regency, Simalungun Regency, and Toba Regency. The Company also bred 11 deer as of December 31, 2025, and continued its migratory waterbird protection program as part of its long-term commitment to biodiversity conservation.

IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS (GRI 304-4) (EN1) (OJK F.10)

As part of its commitment to maintaining biodiversity, INALUM has mapped species listed in the International Union for Conservation of Nature (IUCN) Red List, and species listed on national conservation lists around the Company's operational areas. This initiative is aimed at identifying endangered species and ensuring appropriate protection measures are taken to support the sustainability of the ecosystem in the areas surrounding its operations.

In its implementation, INALUM runs a species protection and rehabilitation program that adheres to the IUCN list. These conservation activities are carried out in two coastal areas in Batu Bara Regency: Pantai Sejarah and Pantai Perjuangan, as well as the surrounding villages. Through this program, INALUM plays an active role in maintaining the balance of coastal ecosystems while supporting the conservation of endangered species.

Flora and Fauna Species Conserved by INALUM in 2025

Name of Species	Status IUCN
Flora	
Sampinur (<i>Dacrycarpus imbricatus</i>)	Least Concern
Kemenyan (<i>Styrax paralleloneurus</i>)	Least Concern
Sentul (<i>Sandoricum koetjape</i>)	Least Concern
Andaliman (<i>Zanthoxylum acanthopodium</i>)	Least Concern
Anturmangan (<i>Casuarina sumatrana</i>)	Least Concern
Suren (<i>Toona sureni</i>)	Least Concern
Maja (<i>Aegle Marmelos</i>)	Least Concern
Fauna	
Monyet Ekor Panjang (<i>Macaca fascicularis</i>)	Least Concern
Perenjak Jawa (<i>Prinia familiaris</i>)	Least Concern
Penyu Hijau (<i>Chelonia mydas</i>)	Least Concern
Cobra (<i>Ophiophagus hannah</i>)	Least Concern



Cultivation of Toba Endemic Plants in the Paritohan Kehati Park (QJK F.10)

The Company operates a biodiversity program to cultivate endemic Toba plants at PT INALUM's Biodiversity Park (Taman Kehati), located in the Paritohan Housing Complex. This activity has been ongoing since 2022. The types and numbers of endemic plants cultivated are as follows:

Plant Types	2025	2024	2023
Kemenyan (Styrax paralleloneurum)	300 trees	-	1,000 trees
Sampinur (Dacrycarpus imbricatus)	30 trees	30 trees	10 trees
Sotul (Sandoricum koetjape)	20 trees	-	10 trees
Andaliman (Zanthoxylum acanthopodium DC)	20 trees	40 trees	50 trees
Anturmangan (Casuarina sumatrana)	50 trees	30 trees	10 trees
Suren (Toona sureni)	35 trees	30 trees	-

GRI 101 Biodiversity Disclosures 2024

The Global Sustainability Standards Board (GSSB) released GRI 101: Biodiversity 2024, which became effective for reports published on or after January 1, 2026. The full disclosures are as follows:

- 101-1 Policies to halt and reverse biodiversity loss
- 101-2 Management of biodiversity impacts
- 101-3 Access and sharing of benefits
- 101-4 Identification of biodiversity impacts
- 101-5 Locations with biodiversity impacts
- 101-6 Direct drivers of biodiversity loss
- 101-7 Changes in biodiversity condition
- 101-8 Ecosystem services

However, given that PT Indonesia Asahan Aluminium (INALUM) operates in aluminium production and processing, it does not impact biodiversity. Therefore, Disclosure 101 is not relevant for this report. The biodiversity activities described cover the restoration of critical land in the Lake Toba area. The biodiversity topic falls into the most material category as it reflects stakeholder aspirations and has the potential to generate positive social impacts.

INALUM's parent entity, MIND ID, has conducted an ESG risk analysis with 27 pillars as the output. Therefore, INALUM refers to these 27 pillars in assessing material topics. However, as the environmental impact analysis study did not address biodiversity impacts, this topic is not directly relevant to the Company.

Water and Air

INTERACTION WITH WATER AS A SHARED RESOURCE [GRI 303-1] (EMMM-140A.1, EM-MM-140A.2) [ASI 6.2, 7.1, 7.2] (EN2)

Water is a vital component in INALUM's operations, both in the offices and in its manufacturing facilities. To maintain its sustainability, INALUM has instigated a water management policy that includes conservation procedures to protect rivers, lakes, and springs from potential pollution or disturbances that could degrade the quality and damage the ecosystems. As part of its sustainability commitment, INALUM strives to reduce new water withdrawals from natural sources, to optimize its recycling system, and to ensure water returned to the environment meets applicable quality standards. [GRI 3-3]

The primary source of water used by INALUM comes from surface water, specifically the Asahan River, with its in Lake Toba, primarily for electricity generation. In addition, the Company also uses water from the Tanjung and Dalu-Dalu Rivers to support smelter operations. INALUM ensures that water withdrawals do not originate from areas with water scarcity, so as not to disrupt the balance of the local ecosystem. To ensure transparency and accuracy of recording, the volume of surface water withdrawals is measured using flow meters and is documented in a daily logbook.

WATER ASSESSMENT AND DISCLOSURE

In carrying out its business activities, INALUM emphasizes the evaluation of water resource use and management to ensure environmental sustainability. The Company uses water from the Asahan River as an important element in its operations, particularly to support the Hydroelectric Power Plant (PLTA), which is the primary energy source in the aluminium production process. INALUM also conducts regular wastewater quality monitoring through an accredited independent third party, ensuring that physical, chemical, and biological parameters comply with applicable regulations. This assessment process includes identifying potential operational impacts on local ecosystems as a mitigation measure against the risk of environmental damage.

As a form of accountability and transparency to stakeholders, INALUM regularly discloses its policies, strategies, and water quality monitoring results in its sustainability report. In addition, the Company has instigated initiatives for efficient water usage and reduction in the liquid waste pollutant burden, in line with its commitment to preserving water resources for future

generations. With this approach, INALUM not only meets its environmental regulatory obligations but also contributes to the preservation of aquatic habitats and biodiversity around its operational areas.

WASTEWATER DISCHARGE IMPACT MANAGEMENT [GRI 303-2] (EMMM-140A.1, EM-MM-140A.2) [ASI 6.2, 7.1, 7.2] (EN2)

Wastewater management at INALUM is a crucial aspect for maintaining environmental sustainability and minimizing any potential negative impacts from the Company's operational activities. By implementing strict policies and the use of advanced treatment technology, INALUM ensures that all wastewater produced meets the quality standards before being discharged into the environment. This step not only aims to protect the surrounding ecosystem but also reflects the Company's social responsibility in maintaining public health and environmental quality.

For wastewater management, INALUM has obtained a special permit from the Ministry of Environment and Forestry through Decree No. SK.445/Menlhk/Setjen/PKL.1/7/2019 concerning the Permit for Wastewater Discharge into the Sea on behalf of PT Indonesia Asahan Aluminium (Persero). To meet the requirements of this permit, INALUM consistently monitors and controls wastewater quality parameters, including physical parameters (temperature, pH, turbidity), chemical parameters (Biochemical Oxygen Demand/BOD, Chemical Oxygen Demand/COD, Total Suspended Solids/TSS, and heavy metals such as lead/Pb, mercury/Hg, and cadmium/Cd), and biological parameters (pathogenic bacteria and other potentially harmful organisms). Wastewater quality monitoring is carried out periodically by an independent third party accredited by the National Accreditation Committee and an environmental laboratory in accordance with applicable laws and regulations.

Wastewater treatment from gas cleaning systems using physical and chemical methods consists of several stages: chemical addition, coagulation, sedimentation, and pH adjustment of the treated wastewater until it meets the quality standards specified in the applicable permit.

WATER WITHDRAWAL [GRI 303-3] (EN2) [OJK F.8](EM-MM-140A.1)

To ensure that water withdrawals are not carried out from areas experiencing water scarcity, INALUM consulted and coordinated with the government during the Surface Water Withdrawal Permit (SIPA) issuance process. These permits include SIPA Sungai



Tanjung No.PB-UMKU: 912010047205800030007, which serve as the legal basis for the Company's surface water withdrawals.

As of December 31, 2025, INALUM's total water withdrawal from the Tanjung and Dalu-Dalu Rivers decreased compared to 2024, mainly due to the increased volume of recycled compressor cooling water for utilities.

Water Withdrawal (Mega Liters) 2023-2025

Water Source	2025	2024	2023
Surface Water	1.516,06	1.628,96	1.580,80
Total	1.516,06	1.628,96	1.580,80

The river water intake location is not located in an area experiencing water scarcity, and the Company has measured the Total Dissolved Solids (TDS) parameter in the river water, with results indicating that the water quality meets freshwater standards below 1,000 mg/L.

WATER DISCHARGE (GRI 303-4) (EN2) (EM-MM-140A.1)

After undergoing treatment at the wastewater treatment plants, and in accordance with the permit requirements, INALUM discharges wastewater that meets quality standards into the sea as a receiving body of water. As shown in the table below, the total water discharged into water bodies in 2025 decreased compared to the previous year, when 100% of the wastewater was discharged into the sea. This decrease in volume was influenced by the cooling water requirements of the gas cleaning system, which regulates the duration and heat intensity of the baked anode production process.

Total Water Discharged to Water Bodies (Mega Liters) [OJK F.13] [EN2]

Receiving Water Bodies	2025	2024	2023
Sea			
TDS ≤ 1000 mg/L	129,03	137,55	102,00
TDS > 1000 mg/L	10,47	2,50	31,00
Total	139,50	140,05	132,00

WATER CONSUMPTION (GRI 303-5) (EN2) (EM-MM-140A.1)

Based on the difference in water intake and wastewater discharge data, as shown in the table below, water consumption in 2025 decreased compared to 2024. This was due to an increase in the amount of recycled compressor cooling water used for utilities.

Total Water Consumption (Mega Liter)

Water Source	2025	2024	2023
Surface Water	1.376,56	1.488,90	1.448,80
Total	1.376,56	1.488,90	1.448,80

According to the table above, there is a water efficiency of 105.27 megaliters, equivalent to Rp622,502,308.47..

Water Consumption Intensity Table

Description	Unit	Year		
		2025	2024	2023
Volume of Water Consumption	Mega liter	1.383,63	1.488,90	1.448,80
Total Revenue	USD Thousands	785.697	716.940	544.848
Water Consumption Intensity	Mega liter/ USD Thousands	0,0018	0,0021	0,0027

OZONE-DEPLETING SUBSTANCES [GRI 305-6] (EN2)

Controlling ozone-depleting substances (ODS) emissions is an environmental aspect that receives serious attention from INALUM, given their significant impact on environmental sustainability and human health. Compounds such as hydrochlorofluorocarbons (HCFCs) and chlorofluorocarbons (CFCs), which are often used in industrial practices as refrigerants and fire extinguishers, are known to have the potential to damage the ozone layer in the stratosphere. This ozone depletion can increase exposure to ultraviolet (UV) radiation at the Earth's surface, which poses a risk of health problems such as skin cancer and cataracts, as well as negatively impacting marine and terrestrial ecosystems. Therefore, managing and controlling ODS emissions is a crucial step for maintaining the integrity of the ozone layer while supporting the global agenda for climate change mitigation.

Regarding this issue, INALUM does not produce, import, or export ozone-depleting substances (ODS) in its aluminium smelting plant operations. For cooling systems such as air conditioners and refrigerators, the Company uses the more environmentally friendly refrigerant R-32. The fire extinguishing agent used by INALUM is halotron.

NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS [GRI 305-7] (EN2) (EM-MM-120A.1)

In addition to CO₂ emissions, INALUM also produces other air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), and other particulates during the aluminium smelting process. To measure NOx and SOx emissions, the Company uses a 350 flue gas analyzer, while particulate matter measurements are conducted directly with a high-volume air sampler.

As shown in the table below, actual NOx and SOx emissions in 2025 remained consistent compared to the previous year. This was because the gas cleaning system operated at optimal conditions to ensure emissions were significantly better than quality standards.

NOx, HF, SOx, and Particulate Emissions

Air Emissions	Unit	Total		
		2025	2024	2023
NOx	Ton	98,03	100,62	96,94
HF	Ton	3,44	3,41	3,57
SOx	Ton	2.620,60	2.569,48	2.489,03
CO	Ton	0,19	0,03	0,03
Hg	Ton	0,03	0,03	0,03
Pb	Ton	1,72	1,70	1,71
Materi partikulat (PM)	Ton	295,82	288,80	236,08

NON-GHG AIR EMISSIONS PROGRAM

INALUM's aluminium smelters are equipped with a gas cleaning system to prevent air pollution from exhaust gases, including fluoride and dust from the reduction plant, and SOx and tar from the anode roasting plant.

In addition, the smelting facility is supported by 27 dry scrubbing units integrated with three pot lines. In the emission control process, alumina is sprayed into the fluoride-containing gas stream, allowing most of the fluoride to react and be adsorbed by the alumina. The fluoride-enriched alumina and other particulates are then returned to the smelting furnace for reuse, while the cleaned gas is released through the chimney in accordance with applicable regulations.



Decarbonization (OJK F.3) (EM-MM-110a. 2) (EN3) _____

As a business entity that upholds the social and environmental responsibility principles, INALUM has placed decarbonization as a strategic agenda to respond to the challenges of climate change. This commitment is realized through structured initiatives to reduce greenhouse gas emissions in a measurable and sustainable manner.

For its implementation, the Company has set ambitious emission reduction targets, particularly for those originating from energy use and factory operational processes. INALUM has targeted an 8% reduction in its carbon footprint by 2030 compared to the business-as-usual (BAU) scenario for the same year, whilst supporting the Indonesian Government's aspiration to achieve net-zero emissions by 2060. INALUM's decarbonization strategy include:



INALUM's Long-Term Decarbonization Plan:

1. Increasing the Use of Hydroelectric Power Plants
2. Watershed Conservation
3. Tree Planting in the Lake Toba Catchment Area

ENERGY CONSUMPTION IN THE ORGANIZATION [OJK F.6] [GRI 302-1] [EM-MM-130A.1] [EN3]

A commitment to providing efficient, affordable, and environmentally friendly energy has been the foundation of INALUM since its establishment to support its aluminium smelter operations. To achieve this strategy, the Company has built a Hydroelectric Power Plant (PLTA) by using the current in the Asahan River from Lake Toba, North Sumatra. This initiative is known as the Asahan River Project 2. [GRI 3-3]

In its current operations, INALUM operates three dams and two hydroelectric power plants (PLTA) as part of the Asahan Project 2: the Pengaturan Dam, the Siguragura Dam, the Tangga Dam, and the Siguragura and Tangga hydroelectric power plants. This infrastructure uses the hydropower potential of the Asahan River as the Company's main energy source.

The Siguragura PLTA has a maximum capacity of 286 MW, while the Tangga PLTA has a capacity of 316.8 MW. The electricity generated by these two plants is distributed through a 120-km

transmission network consisting of 271 towers with a voltage of 275 kV to Kuala Tanjung. At the Kuala Tanjung substation, electricity is then distributed to three reduction furnace buildings and other supporting facilities through two silicon rectifier units with a capacity of 37 kA and 800 V DC.

In addition to hydropower-based electricity supply, INALUM also uses fuel (BBM) and gas to support the anode roasting process, aluminium molding, and other smelter operations.

By the end of 2025, 95.7% of INALUM's total energy consumption came from renewable energy sources, with the main contribution coming from two PLTA on the Asahan River. This energy source serves as the backbone of the Kuala Tanjung Smelter's operations and reinforces the Company's commitment to supporting the transition to sustainable energy. Compared to 2024, the renewable energy use decreased in 2025, due to maintenance activities at INALUM's hydroelectric turbines from the month of June to November 2025 resulting in a decrease in electricity supply from INALUM's PLTA. To meet its aluminium production needs, INALUM increased its electricity supply from the PLN grid. Compared to 2024, INALUM's energy intensity decreased due to upgrades to reduction furnace technology on potline 2. [OJK F.5]

Energy Consumption and Intensity [OJK F.6] [GRI 302-1, 302-3] [ASI 5.1] [EN3]

Energy Source	Unit	Energy Consumption		
		2025	2024	2023
Non-renewable Energy (LPG, Natural Gas, B35 and B40 Biodiesel, RON 90, PLN Grid)	Gigajoule	696.515,43	113.154	206.471
Renewable energy	Gigajoule	15.875.114,13	16.339.725	12.778.887
Total	Gigajoule	16.571.629	16.452.879	12.985.357
Total Production	Ton	287.822	278.289	211.424
Energy Intensity	Gigajoule/Ton Produk	57,58	59,12	61,42

Note:

- INALUM's energy calculations have taken into account the amount of renewable energy from electricity sold to PLN
- Conversion factors use IPCC (UNEP) 2006, GHG Protocol (WBCSD, WRI) standards. KESDM 2021, ISO 14064
- Energy Efficiency and Renewable Energy Use [OJK F.7] [GRI 302-4, 302-5]

ENERGY CONSUMPTION REDUCTION [GRI 302-4] [OJK F.7]

As part of its decarbonization agenda, INALUM is committed to continuously improving energy efficiency while expanding the use of renewable energy in its operations. Energy efficiency is a key pillar in the Company's environmental management policy, with a focus on optimizing energy usage effectively, efficiently, and sustainably.

The energy management strategy is implemented through a structured process, starting with identification, measurement, monitoring, and controlling energy consumption. This approach is accompanied by continuous improvement measures to reduce energy consumption.

To show this commitment, INALUM has obtained ISO 50001:2018 certification for Energy Management Systems. This certification strengthens the implementation of the Energy Management System (EnMS), which encourages systematic and sustainable improvements in energy efficiency.



In addition, the Company is instigating energy-saving innovations, including the use of LNG. One such initiative is optimizing the aluminium molding process, which allows for reduced fuel consumption through a more efficient use of substitute gas. [OJK F.7]

Electricity Savings Realization

Location	Unit	2025	2024	2023
Smelter	Gigajoule	118.542,58	17.531,28	86.070,98
Carbon Factory	Gigajoule	35.056,22	5.989,41	49.689,97
Reduction Plant	Gigajoule	52.991,74	887,19	126,14
Reduction Plant	Gigajoule	30.341,93	10.591,0	35.138,67
Storage Yard	Gigajoule	28,30	42,46	296,44

Realized energy savings are based on estimated energy consumption differences after program implementation

INALUM's products consist of aluminum ingots, aluminum billets, and aluminum alloys; therefore, they have no direct correlation with the reduction in energy required for products and services. [GRI 302-5]

ENERGY INTENSITY [GRI 302-3] (EN3) [OJK F.16]

Energy intensity in 2025 was 57.58 Gigajoules/ton of product, a decrease compared to 59.12 GJ in 2024. This was due to upgrades in reduction furnace technology on potline 2, modifications to the furnace heating automation system in the molding process, a program to convert biodiesel to natural gas in the anode baking process, and optimization of the electric baking process in the production furnace.

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION [GRI 302-2] (EN3)

For energy consumption outside the organization, such as fuel used by suppliers or partners, INALUM cannot yet able to report quantitatively, is due to the absence of a clause in the cooperation agreement requiring partners to record and report the volume of energy they use. However, in accordance with the Corporate Value Chain Accounting and Reporting Standard (Scope 3) of the Greenhouse Gas (GHG) Protocol, the Company has identified relevant sources of indirect energy consumption outside the organization, namely business travel, particularly travel by aircraft.

In the context of this report, air travel refers to travel undertaken by the Board of Commissioners and Board of Directors. The estimated total energy or fuel consumed during official travel by aircraft is calculated using the carbon emission calculator developed by the International Civil Aviation Organization (ICAO).

In 2025, total energy consumption from business travel by plane was 205.140 Gigajoules, an decrease compared to 221,567.72 Gigajoules in 2024. This decrease was in line with the decrease in the frequency of business travel by the Board of Commissioners and Board of Directors during the reporting period.

DIRECT GHG EMISSIONS (SCOPE 1) [GRI 305-1] (EN3)

INALUM has set emission management and control as a strategic sustainability issue, given that emissions from the combustion process have the potential to cause air pollution and impact environmental quality around the operational areas. Decreased air quality can impact ecosystem balance, including flora and fauna, as well as human health. [GRI 3-3]

As a mitigation measure, INALUM consistently implements an emission control system in its aluminium smelting process to ensure emissions remain below the Emission Quality Standards stipulated in laws and regulations. This effort not only aims to maintain air quality around the operational areas but also supports the achievement of Indonesia's Net Zero Emission (NZE) target for 2060.

Within the broader environmental management framework, INALUM also endeavors to reduce both conventional air emissions and greenhouse gas (GHG) emissions. One mechanism adopted is the Clean Development Mechanism (CDM), which creates opportunities for companies in developing countries, including Indonesia, to participate in joint emission reduction programs with developed countries.

For its implementation of CDM, INALUM received an international award related to carbon credits from the LRQA in 2012. In addition, based on the LME Passport – Sustainability Disclosures 2022 published by the London Metal Exchange, INALUM was categorized in range one (0–4 tons of CO₂-e per metric ton of aluminium), reflecting the relatively low carbon emission intensity in its production process.

Related to GHG emission management, INALUM routinely conducts an emissions inventory in accordance with Republic of Indonesia Presidential Regulation No. 71 of 2011 concerning the National Greenhouse Gas Inventory. The main sources of Scope 1 GHG emissions come from fossil fuel-based energy consumption and the use of renewable energy such as solar power. [GRI 305-1]

INDIRECT GHG EMISSIONS (SCOPE 2) [GRI 305-2] (EN3)

INALUM calculates Scope 2 GHG emissions based on electricity consumption purchased from third parties, including supplies from PLN, as well as electricity generated by the Company's own generating facilities and used to support operational activities.

OTHER INDIRECT GHG EMISSIONS (SCOPE 3) [GRI 305-3] (EN3) [OJK F.11]

For Scope 3, INALUM identifies relevant sources of energy consumption outside the Company's direct operations, specifically from the upstream category of emissions arising from business travel. In this report, available activity data includes business travel by aircraft by the Board of Commissioners and Board of Directors. The calculation of Scope 3 GHG emissions from aircraft travel uses the carbon calculator developed by the International Civil Aviation Organization (ICAO).

In 2025, Scope 3 GHG emissions reached 90 tonsCO₂eq, a decrease compared to 134 tonsCO₂eq in 2024. This decrease was in line with the decrease in the frequency of business travel by aircraft by the Board of Commissioners and Board of Directors during the reporting period.

GHG EMISSION INTENSITY [GRI 305-4] (EN3) [OJK F.11]

INALUM calculates emission intensity by comparing total emissions generated to the amount of molten aluminium produced. Based on this calculation, as shown in the following table, emission intensity in 2025 decreased compared to 2024. This was due to increased current efficiencies in the electrolysis process.

The Company also calculates emission intensity by comparing total emissions to total revenue. Based on this formula, emission intensity in 2025 decreased compared to 2024. This was due to a higher increase in total business revenue compared to a growth in emissions.

Compared to 2024, scope 1 emissions decreased due to the upgrade of reduction furnace technology on potline 2, and scope 2 emissions increased due to the increased electricity supply from the PLN grid to support increased production capacity. [OJK F.5]

**Scope 1, 2, and 3 Emissions and Resulting Emission Intensity**
[GRI 305-1, 305-2, 305-3, 305-4] [EM-MM-110a.1] [OJK F.11] [ASI 5.1] [EN3]

Emission Sources	Unit	2025	2024	2023
Scope 1	TCO ₂ eq	676.932,91	880.152,33	869.764,34
Scope 2	TCO ₂ eq	227.599,24	77.330,31	28.375,29
Scope 3	TCO ₂ eq	821.637,25	1.023.316,78	46,28
• 3.1 Purchases of goods and services	TCO ₂ eq	784.267,69	990.254,81	-
• 3.3 Activities related to fuel and energy	TCO ₂ eq	8.410,61	7.759,62	-
• 3.4 Upstream transportation and distribution	TCO ₂ eq	28.958,95	25.302,35	-
• 3.6 Air travel	TCO ₂ eq	131,63	134,00	46,28
Total (Scope 1 + 2 + 3)	TCO ₂ eq	1.726.301,03	1.960.933,42	898.185,91
Total molten aluminium produced	Ton	280.082	274.230	211.424
GHG Emission Intensity (Scope 1+2)	TCO ₂ eq/Ton	3,23	3,42	4,17
GHG Emission Intensity (Scope 1+2+3)	TCO ₂ eq/Ton	6,16	7,15	4,17
Total Revenue	USD Ribuan	785.697	716.940	544.848
Intensity/Revenue	TCOeq/USD Ribuan	2,19	2,73	1,64
Emisi biogenik	Ton CO ₂ eq	1.216,90	2.268,34	3.404,54

- GHG emissions calculations in this report refer to the following references: GWP100 values and atmospheric lifetimes based on AR6 WGI (IPCC), 2019, which updates the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Greenhouse Gas Inventory Guidelines, Direct and Indirect Emissions from Refrigeration, Air Conditioning, Fire Protection, and Industrial Gases (United States Environmental Protection Agency Environmental Protection Agency, 2014), IPCC Guidelines for National Greenhouse Gas Inventories, 2006, Decision of the Director General of Oil and Gas No. 486 K.10/DJM.S/2017, Decision of the Director General of Oil and Gas No. 146 K.10/DJM/2020, GWP100-AR6 SM7, Emission Factors for CO₂: Director General of the Electricity System in 2019, EF Source: Ecometrica (2011). Specific Emission Factors for Grid Electricity, EPA. 2013, Default CoM Emission Factors for Member States of the European Union, 2017 Dataset Version, <https://www.icao.int/environmental-protection/Carbonoffset>.
- Scope 1 emissions consist of direct emissions from stationary combustion (use of B30 biodiesel, LPG, and natural gas), direct emissions from mobile combustion (use of biodiesel and pertalite for transportation), direct emissions and absorption from industrial processes (Prebake CO₂ from electrolysis and combustion furnace volatile oxidation, soda ash consumption, PFC emissions), direct emissions leaked from GHG emissions in anthropogenic systems (use of air conditioning and fire extinguishers).
- Scope 2 emissions consist of indirect emissions from imported electricity (electricity from hydroelectric power plants and PLN).
- Scope 3 emissions from business travel by BOD and BOC. For 2024 and 2025, this includes business travel for the Board of Directors and Board of Commissioners, transportation and upstream distribution of raw materials, as well as the purchase of raw materials and fuel.
- The GHG emission calculation table above includes: CO₂, CH₄, and N₂O.
- The GHG emissions calculations for 2024 and 2025 have been verified by a third party, TÜV Rheinland Indonesia, in accordance with ISO standards.

GHG emissions intensity in 2025 was recorded at 6.16 TCO₂eq/metric ton of aluminum, down from 7.15 TCO₂eq/metric ton of aluminum in 2024.

GHG EMISSION MANAGEMENT AND REDUCTION [GRI 305-5] [OJK F.12] [ASI 5.3] [EN3]

INALUM has a strategic plan for managing and reducing greenhouse gas emissions, as outlined in the appendix at the back of this report. The Company has established 19 emission reduction programs, including success indicators. Through these programs, INALUM successfully reduced emissions by 130,893.19 tons of CO₂eq in 2025, with the largest contribution coming from the Alumina Feeding Technology Engineering program: Migration from a Shutter Gate System to a Point Feeder to Reduce CO₂ Emissions in Potline 2, Section SR, and the Use of LNG as a Substitute for LPG in the Aluminium Product Printing Process.

Responsible Production

ENVIRONMENTAL IMPACT ASSESSMENT (EN4)

INALUM demonstrated its consistent commitment to environmental management by achieving Gold and Green PROPER ratings in the Company Performance Rating Assessment Program (PROPER) organized by the Republic of Indonesia Ministry of Environment and Forestry in 2025. In previous years, the Company has achieved Gold and Green PROPER ratings, reflecting a high level of compliance with environmental regulations and the application of sustainability-oriented operational practices.

INALUM also received a Certificate of Emission Reduction from the United Nations Framework Convention on Climate Change (UNFCCC) in recognition of its success in reducing greenhouse gas emissions through clean development mechanisms. This achievement places INALUM among the few global aluminium companies to achieve this certification, and also confirms its commitment to environmentally friendly and sustainable production processes.



LIFE CYCLE ASSESSMENT (EN4)

Aluminium is produced from alumina, the primary raw material, which INALUM obtains through third-party partners, namely MIND Trading (South32, Glencore, Trafigura, and Well Harvest Winning). Recognizing that bauxite, the primary source of alumina, is a finite natural resource, INALUM is committed to managing it responsibly.

Aluminium has special characteristics, such as its light weight and high recyclability, making it crucial in supporting the transition to a low-carbon economy. However, its production process still has potential environmental impacts that need to be managed.

To minimize these impacts, INALUM uses electricity from hydroelectric power plants (PLTA) as the primary energy source in its production process.

As part of its sustainability strategy, INALUM conducts a Life Cycle Assessment (LCA) approach to ensure its products have a lower environmental footprint. In 2025, with a production molten aluminium of 287,822 tons, INALUM will process alumina through a cradle to gate production process to produce different aluminium products, including ingots, alloys, and billets. These products are then distributed to customers (grave), creating a sustainable production cycle in the aluminium industry.

To strengthen its commitment to environmentally friendly and globally competitive products, on September 22, 2023, INALUM conducted a Life Cycle Assessment (LCA) study to assess the environmental footprint of its entire operational chain. The results of this study will serve as the basis for developing a continuous improvement program, identifying opportunities for improving environmental performance, and consistently reducing any environmental impact.

The LCA study was conducted using a cradle to grave approach and prepared in accordance with the following standards:

1. ISO 14040:2016 and ISO 14044:2017;
2. PCR Basic Aluminium Products and Special Alloys 08:2022 Version 1.0 UN CPC: 4153;
3. Minister of Environment and Forestry Regulation No. 1 of 2021.

Based on the LCA results, it was concluded that the significant environmental impacts in the aluminium production process were as follows:

The cradle, gate, and grave points are Global Warming Potential (GWP), potential for ozone depletion, potential for acid rain, potential for eutrophication, photochemical oxidation, abiotic degradation (fossil and non-fossil), biotic degradation, carcinogenic, toxicity, water footprint, land use change, and cumulative energy demand.

The LCA study can be used as a first step for evaluating a product's environmental performance and can be further developed into a more comprehensive analysis in accordance with applicable regulations. The results can be used as the basis for developing Environmental Product Declarations-Share Environmental Metrics of Products to Customers. [ASI 4.1]



Environmental Impact Assessment Percentage Table for Aluminium Product Production Processes (Gate)

No	Impact Category	Unit	Method	Port	Storage	Green Plant	Baking Plant	Rodding Plant
Primary Impact								
1	Potential for global warming	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	0,00	0,01	0,02	3,48	0,04
2	Potential for ozone depletion	%	ReCiPe 2016 Midpoint (H) V1.04	0,02	0,03	0,09	25,23	0,18
3	Potential for acid rain	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,36	3,17	0,00
4	Potential for eutrophication	%	CML-IA Baseline V3.06	0,00	0,00	2,08	52,28	0,00
Secondary Impact								
5	Photochemical oxidation	%	CML-IA Baseline V3.06 and IPCC, 2019	0,00	0,00	0,37	3,66	0,00
Potential for abiotic decline (fossils and non-fossils) consisting of:								
6	a. Abiotic depletion (fossil fuels)	%	CML-IA Baseline V3.06	0,00	0,00	0,00	0,00	0,00
	b. Abiotic depletion	%	CML-IA Baseline V3.06	0,00	0,00	0,00	0,00	0,00
Potential for biotic decline consisting of:								
7	a. Terrestrial ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	2,00	0,00
	b. Freshwater ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,78	0,00
	c. Marine ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	1,69	0,00
8	Carcinogenic	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,98	0,00
9	Toxicity	%	CML-IA Baseline V3.06	0,00	0,00	0,52	1,85	0,00
10	Water Footprint	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	14,07	0,00
11	Land Use Change	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	0,00	0,00	0,00	0,00	0,00
Impact of Energy Usage								
Cumulative Energy Demand, consisting of:								
12	a. Non renewable	%	Cumulative Energy Demand	0,01	0,02	0,07	53,33	0,20
	b. Renewable	%	Cumulative Energy Demand	0,00	0	0	0,14	0,00

Additional Table of Percentages of Environmental Impact Assessments for Aluminium Product Production Processes (Gate)

No	Impact Category	Unit	Method	Reduction Plant	Printing Plant	WWTP	Fuel Production and Transportation	Fuel Production and Transportation
Primary Impact								
1	Potential for global warming	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	95,29	0,03	0,00	0,49	0,00
2	Potential for ozone depletion	%	ReCiPe 2016 Midpoint (H) V1.04	44,34	0,14	0,00	29,34	0,02
3	Potential for acid rain	%	ReCiPe 2016 Midpoint (H) V1.04	95,65	0,00	0,00	0,82	0,00
4	Potential for eutrophication	%	CML-IA Baseline V3.06	33,23	0,00	1,23	11,15	0,00
Secondary Impact								
5	Photochemical oxidation	%	CML-IA Baseline V3.06 and IPCC, 2019	94,08	0,00	0,00	1,20	0,00
Potential for abiotic decline (fossils and non-fossils) consisting of:								
6	a. Abiotic depletion (fossil fuels)	%	CML-IA Baseline V3.06	0,00	0,00	0,00	100,00	0,00
	b. Abiotic depletion	%	CML-IA Baseline V3.06	0,00	0,00	0,00	100,00	0,00
Potential for biotic decline consisting of:								
7	a. Terrestrial ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	97,06	0,00	0,00	0,94	0,00
	b. Freshwater ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	43,13	0,00	0,02	56,07	0,00
	c. Marine ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	84,90	0,00	0,00	13,40	0,00
8	Carcinogenic	%	ReCiPe 2016 Midpoint (H) V1.04	95,11	0,00	0,00	3,91	0,00
9	Toxicity	%	CML-IA Baseline V3.06	88,71	0,00	0,00	8,92	0,00
10	Water Footprint	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	85,93	0,00
11	Land Use Change	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	0,00	0,00	0,00	0,74	0,00
Impact of Energy Usage								
Cumulative Energy Demand, consisting of:								
12	a. Non renewable	%	Cumulative Energy Demand	32,99	7,78	0,00	0,00	5,61
	b. Renewable	%	Cumulative Energy Demand	0,00	0,00	0,00	0,00	99,82



ADDITIONAL TABLE OF PERCENTAGES OF ENVIRONMENTAL IMPACT ASSESSMENTS FOR ALUMINIUM PRODUCT PRODUCTION PROCESSES (GATE)

No	Impact Category	Unit	Method	Land Usage	Product Transportation to the Port	Solid waste treatment	Hazardous waste treatment
Primary Impact							
1	Potential for global warming	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	0,00	0,11	0,34	0,19
2	Potential for ozone depletion	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,61	0,00	0,00
3	Potential for acid rain	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
4	Potensi eutrofikasi	%	CML-IA Baseline V3.06	0,00	0,01	0,00	0,00
Secondary Impact							
5	Photochemical oxidation	%	CML-IA Baseline V3.06 and IPCC, 2019	0,00	0,00	0,66	0,03
Potential for abiotic decline (fossils and non-fossils) consisting of:							
6	a. Abiotic depletion (fossil fuels)	%	CML-IA Baseline V3.06	0,00	0,00	0,00	0,00
	b. Abiotic depletion	%	CML-IA Baseline V3.06	0,00	0,00	0,00	0,00
Potential for biotic decline consisting of:							
7	a. Terrestrial ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
	b. Freshwater ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
	c. Marine ecotoxicity	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
8	Carcinogenic	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
9	Toxicity	%	CML-IA Baseline V3.06	0,00	0,00	0,00	0,00
10	Water Footprint	%	ReCiPe 2016 Midpoint (H) V1.04	0,00	0,00	0,00	0,00
11	Land Use Change	%	ReCiPe 2016 Midpoint (H) V1.04 and IPCC, 2019	99,26	0,00	0,00	0,00
Impact of Energy Usage							
Cumulative Energy Demand, consisting of:							
12	a. Non renewable	%	Cumulative Energy Demand	0,00	0,00	0,00	0,00
	b. Renewable	%	Cumulative Energy Demand	0,00	0,04	0,00	0

This study identified critical points that were the main sources of environmental impacts, both from the production process and the resulting products, and based on these findings, INALUM could formulate and implement more targeted mitigation measures to effectively and sustainably reduce environmental impacts.

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS (GRI 306-1) (EN4)

INALUM has implemented an optimal waste management system to ensure waste generated from operational activities does not have a significant impact on the environment and remains in accordance with applicable regulations.

SPENT POT LINING (GRI 306-1) (EN4)

Spent Pot Lining (SPL) is solid waste generated from the aluminium smelting process at INALUM, specifically from the inner layers of electrolysis pots that have reached their usage limit. SPL consists of two main layers: the first cut layer that contains carbon residue, and the second cut layer that contains refractory material. Because it contains hazardous substances such as fluoride and cyanide, SPL is classified as hazardous and toxic waste (B3), requiring careful handling and compliance with applicable regulations.

When managing its wastewater treatment plants (SPL), INALUM applies strict environmental standards, adhering to national regulations and industry best practices. The management process includes safe and controlled collection, storage, and processing, including collaboration with third parties officially licensed by the Ministry of Environment and Forestry (KLHK). In addition to ensuring regulatory compliance, INALUM continues to develop innovative solutions for its wastewater treatment plants (SPL), such as recycling for reuse as raw materials for the cement industry or construction materials, to reduce the environmental impact, to support the circular economy principles. [QJK F.14]

As part of its sustainability commitment, INALUM regularly monitors, measures, and reports its SPL management to the relevant authorities to ensure all processes comply with safety and environmental protection standards. To date, there have been no significant incidents related to SPL management, demonstrating the effectiveness of the Company's waste management system, so that INALUM not only complies with regulatory obligations but also contributes to reducing the environmental footprint of the aluminium industry.

DROSS (GRI 306-1) (EN4)

Dross is waste or residual material that still contains some aluminium. Its main components include Al, Al_2O_3 , Na_3AlF_6 , and small amounts of other metal oxides. Dross is categorized as B3 waste with the code B313-3. This waste has economic value as its aluminium content can still be extracted and recycled. Therefore,

INALUM has an effective and sustainable dross management strategy to minimize environmental impacts while optimizing resource utilization.

INALUM uses dross processing technology to extract the remaining aluminium through mechanical and thermal separation methods. The extracted aluminium is then reused in the production process. While, the dross residue that cannot be recovered is managed in accordance with applicable environmental regulations, either through safe storage or use as an alternative raw material in other industries, such as cement or construction. [QJK F.14]

As part of its sustainability commitment, INALUM routinely monitors and evaluates dross management and collaborates with licensed third parties to ensure safe and responsible processing. This strategy has proven effective in reducing the amount of waste ending up in landfills, while supporting the circular economy principles in the aluminium industry.

As of December 31, 2025, total dross was 2,409.14 tons, a decrease from 3,393.95 tons in 2024. This decrease was due to increased operational effectiveness. [QJK F.13]

MANAGEMENT OF SIGNIFICANT IMPACTS RELATED TO WASTE (GRI 306-2) (EN4) (QJK F.14)

INALUM understands that responsible waste management is a fundamental aspect in preserving the environment and protecting public health. Waste generated from the aluminium production process has the potential to cause environmental and social impacts, such as water, soil, and air pollution, which can disrupt the balance of the ecosystem and impact human health. Therefore, the Company is committed to managing waste effectively in an integrated manner to minimize these potential negative impacts.

For its management, INALUM consistently adheres to applicable laws and regulations, and ensures that all waste processing, storage, and disposal processes comply with established standards and are supervised by the K3LH function and authorized agencies. Some waste is also managed through collaboration with third parties that have official permits from the Ministry of Environment and Forestry (KLHK) under agreed contractual agreements.

As of the end of 2025, there were no significant incidents related to the management of hazardous materials or waste, demonstrating the effectiveness of the Company's waste management system.



The following are the waste management methods carried out by INALUM

Types of Waste	Management and Monitoring Program
Non - B3 Solid Waste	- Managing the domestic waste generated. - Carrying out the 3R (Reduce, Reuse, Recycle) program for domestic waste. - Carrying out waste separation and sorting (organic-non-organic). - Collaborating and providing assistance to the Waste Bank with the community. - Reducing plastic use.
B3 Waste	- Managing B3 waste generated. - Implementing a B3 waste reduction program. - Storing B3 waste at a licensed hazardous waste storage facility. - Transporting and disposing of B3 waste in cooperation using a third party licensed by the relevant agency: - Incineration with energy recovery: Clinical waste, used medical gowns, and similar items. - Raw material substitution: dross, used batteries, sludge from wastewater treatment plants, dust and/or sludge from air pollution control facilities, Cathodes (Spent Pot Lining), used refractory materials from thermal facilities, anode scraps. - Fuel substitution: used lubricating oil.

WASTE GENERATION (GRI 306-3) (ASI 6.5) (OJK F.13) (EN4) (EM-MM-150A.7)

As shown in the table below, the total waste generated in 2025 decreased compared to 2024, due to changes in the number of pots reconstructed in 2025.

B3 Solid Waste Generated

Types of B3 Solid Waste	Total Waste (Ton) 2025	Total Waste (Ton) 2024	Total Waste (Ton) 2023
Cathodes (Spent Pot Lining) (B313-4)	10.038,50	11.743,870	14.118,48
Spent refractories generated from thermal facilities (B417)	518,75	307,880	310,00
Anode Scraps (B313-1)	1.998,56	1.348,110	355,46
Dust and/or Sludge from Air Pollution Control Facilities (B313-6)	7.384,62	8.338,240	3640,92
Sludge from IPAL (B313-8)	389,08	226,040	368,71
Black Dross from Secondary Production (B313-3)	3.478,28	3.393,950	3222,07
Used Lubricating Oil (B105d)	61,60	64,000	54,60
Used Batteries (A102d)	9,54	12,010	10,92
Used Majun Cloth and Similar Materials (B110d)	23,82	17,580	17,75
Electronic Waste (B107d)	3,80	0,180	2,79
Used Filters from Air Pollution Control Facilities (B109d)	22,18	12,920	51,58
Laboratory Waste Containing B3 Materials (A106d)	0,85	-	1,24
Contaminated B3 Waste (A108d)	-	-	0,00
Clinical Waste Contains Infectious Characteristics (A337-1)	3,01	2,628	2,22
Total B3 Solid Waste Generated	23.932,58	25.467,41	22.156,74

Non-B3 Solid Waste Generated [EM-MM-150a.4]

Types of Non-B3 Solid Waste	Total Waste (Ton) 2025	Total Waste (Ton) 2024	Total Waste (Ton) 2023
Offices	198,6	199,70	201,40
Wooden Pallets	21,6	24,90	25,00
Wooden Pallets	1,2	1,20	1,20
Households	691,1	973,60	718,60
Trees and Grass	1369,74	1447,10	1.356,60
Total Non-B3 Solid Waste Generated	2.282,24	2.646,50	2.302,80

SCRAP AND THE ALUMINIUM PROCESS

Scrap is leftover or used material that can be recycled and reused in INALUM's production process. The Company applies sustainable scrap management to increase production efficiency and reduce waste. The scrap used by the Company consists of internal scrap from the aluminium smelting and casting process. By using scrap, INALUM can reduce its dependence on primary raw materials such as alumina, and strengthen the circular economy principles in the metals industry.

In its production process, INALUM uses electrolysis technology in reduction cells to convert alumina into liquid aluminium, which is then cast into various products such as ingots, billets, and alloys used in various industries. The use of scrap in the production process helps reduce energy consumption and carbon emissions, as smelting scrap requires less energy than producing aluminium from primary raw materials. INALUM also ensures that the scrap used has undergone a sorting and refining process to ensure product quality is in accordance with international standards.

As part of its sustainability commitment, INALUM has a monitoring and reporting system for scrap use in its operations. The Company complies with applicable regulations, including Government Regulation No. 22 of 2021 concerning Environmental Protection and Management, and global industry standards such as the Aluminium Stewardship Initiative (ASI) and the International Aluminium Institute (IAI). With these strategies, INALUM not only increase production efficiency but also contributes to reducing greenhouse gas (GHG) emissions and more responsible resource management.

By the end of 2025, the total scrap used was 1,114.4 tons, an increase compared to the previous year's 782.8 tons. This was due to the strategy of using recycled materials. [QJK F.13]

WASTE DIVERTED FROM FINAL DISPOSAL [GRI 306-4] [QJK F.14] [EN4]

In 2025, total waste diverted from final disposal in the B3 solid waste category increased, while non-B3 waste decreased compared to 2024. The increase in B3 waste occurred due to increased production capacity, while generation of anode butt waste increased. This anode butt waste was then reused by INALUM as material for making new anodes. The decrease in non-B3 waste was due to making it available as waste/material for composting.

Types of Waste Treatment	Unit	2025		2024		2023	
		B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste
Preparation for reuse	Ton	0,00	0,00	0,00	0,00	0,00	0,00
Recycling/Kompos	Ton	0,00	20,00	0,00	75,13	0,00	105,33
On-Site Recovery Operation: Penggunaan kembali puntung anoda (butt untuk memproduksi anoda yang baru)	Ton	57.542,65	0,00	50.624,53	0,00	46.359,94	0,00



Types of Waste Treatment	Unit	2025		2024		2023	
		B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste
Off-site Recovery	Ton	20.035,24	0,00	24.571,10	0,00	21.922,72	0,00
TOTAL		77.577,88	20,00	75.195,63	75,13	68.282,66	105,33

WASTE SENT TO FINAL DISPOSAL (GRI 306-5) (EN4) (OJK F.14)

Types of Waste Treatment	Unit	2025		2024		2023	
		B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste
Insinerasi (dengan energy recovery)	Ton	0,00	0,00	0,00	0,00	0,00	0,00
Insinerasi (tanpa energy recovery)	Ton	0,00	1.714,00	0,00	1.763,50	0,00	1.784,33
Landfilling*)	Ton	3,80	0,00	0,00	0,00	3,09	0,00
TOTAL		3,80	1.714,00	0,00	1.763,50	3,09	1.784,33

*) Disposal of B3 waste in landfills is managed by a third party that holds a hazardous waste permit for final disposal.

Description	2025		2024		2023	
	B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste	B3 solid waste	Non-B3 solid waste
Diversion Rate	% 99,9	% 1,15	98,82%	2,84%	99,66%	4,57%

MATERIAL SPILLS AND LEAKAGE CONTROL (OJK F.15) (EM-MM-150A.9) (ASI 6.3, 6.4) (EN4)

The Company has established a B3 and B3 Waste Management Emergency Team responsible for controlling potential spills and leakages of materials and waste. Implementation procedures have been formally established in the Oil Spill Response Plan and the Hazardous and Toxic Materials Management Emergency Document.

The control chain includes identifying processes and locations with the potential to cause spills, applying preventative measures for the movement and storage of materials and waste, and providing spill response equipment and resources that involve the Company's internal team and the support of third-party

partners, prepared according to the level of response needed (Tier 1, Tier 2, and Tier 3). In addition, the team competencies are developed through regular simulations to ensure preparedness in the event of an emergency.

Thanks to the responsible material and waste management system, during 2025 there were no incidents of spills or leaks of B# materials and waste within the Company's operational areas.

ENVIRONMENTAL COSTS (OJK F.4) (EN4)

INALUM is committed to creating a better environment by allocating a dedicated budget for environmental management and protection purposes to support programs and activities related to environmental aspects in the Company's operational areas.

In 2025, total environmental costs amounted to Rp48,413,643,279.00, an increase compared to Rp43,028,552,557 in 2024. Details of the environmental costs and their allocation are as follows: [OJK F.4]

Environmental Costs

Type of Environmental Program	Total Costs (Rp) 2025	Total Costs (Rp) 2024	Total Costs (Rp) 2023
Reclamation and Revegetation	-	-	-
Erosion and Sedimentation Control			
Waste Management	27.078.959.750	35.847.311.500	30.907.100.100
Research and Collaboration	437.251.000	458.314.560	-
Environmental Monitoring	766.401.000	824.251.000	835.948.000
Tree Planting	9.454.767.997	6.150.440.087	4.773.596.593
Mangrove Planting	70.000.000	135.000.000	135.000.000
Dredging DAS towards Dam	7.311.336.090	11.475.033.306	11.526.058.204
Dredging Siguragura Dam	3.294.927.442	4.130.116.854	3.157.326.553
TOTAL	48.413.643.279	43.028.552.557	39.376.913.290

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07

SMART OPERATION & PRODUCT STEWARDSHIP

INALUM has made Operational Excellence its primary focus by encouraging continuous improvements to enhance efficiencies, product quality, and customer satisfaction, while creating added value for shareholders and all stakeholders.





Operational Excellence

Achieving operational excellence is one of INALUM's primary focuses when conducting its business activities. The Company is committed to realizing Operational Excellence (OE) through increased efficiency, quality, and customer satisfaction to create added value for shareholders and all stakeholders. This commitment was reinforced in the policy outlined in Circular Letter SE-001/DIROP/2022 dated August 9, 2022. This policy encourages continuous improvement in aspects, including enhancing product quality, reducing waste, optimizing technology-based production efficiency, meeting environmental and occupational safety standards, and collaborating with suppliers to ensure the timely availability of quality raw materials.

Strengthening HC competency is also a crucial part of this policy, so the Company emphasizes employee training and certification to ensure adequate competency and compliance with operational standards. Production processes are also monitored and evaluated regularly to identify opportunities for continuous improvement.

Operational Excellence is implemented through structured operational control programs whereby INALUM implements a Shop Floor Management program to strengthen operational control and ensure the achievement of the Key Performance

Indicators (KPIs). This program follows the 5R method (Concise, Neat, Clean, Careful, and Diligent) and three key pillars: Standardized Work, Point Management, and Ownership Maintenance. In addition, this commitment to occupational safety has been strengthened through the establishment of a Central Safety Committee (CSC) that functions as the main supervisor for ensuring the implementation of Occupational Safety and Health (OHS) programs across all operational lines.

THE COMPANY HAS IMPLEMENTED PROGRAMS TO IMPROVE COST EFFICIENCIES AND INCREASE PRODUCTIVITY IN ITS OPERATIONS (SP1)

To increase its competitiveness, INALUM has implemented strategic initiatives to drive cost efficiency while increasing operational productivity. These programs include the Operations Optimization Program for upgrading one 235 kA power line and two 196 kA power lines.

In terms of efficiency, the Operations Optimization Program initiative has resulted in a 1.3% reduction in DC Power Consumption and a 2.2% increase in production.

CERTIFICATION RELATED TO ESG MANAGEMENT (SP1)

As a form of INALUM's commitment to operational excellence, the Company's certifications include:

Name of Certificate	Scope of Certification	Validity Period	Certification Body
ISO 9001: 2015 Quality Management System	Aluminium smelting, molding of aluminium ingots, billets, alloys, and hydroelectric power generation operations, including supporting activities.	October 5, 2027	SGS United Kingdom Ltd
ISO 50001: 2018 Energy Management System	Aluminium smelting, molding of aluminium ingots, billets, alloys, and hydroelectric power generation operations, including supporting activities.	January 2, 2028	SGS Italia S.P.A
ISO 45001: 2018 Occupational Safety and Health Management System	Aluminium smelting, molding of aluminium ingots, billets, alloys, and hydroelectric power generation operations, including supporting activities.	August 30, 2027	SGS United Kingdom Ltd
Aluminium Stewardship Initiative Performance Standards	Smelter and Casthouse	January 4, 2026	Aluminium Stewardship Initiative Ltd
ISO 14001: 2015 Environmental Management System	Aluminium smelting, molding of aluminium ingots, billets, alloys, and hydroelectric power generation operations, including supporting activities.	August 29, 2027	SGS United Kingdom Ltd

Name of Certificate	Scope of Certification	Validity Period	Certification Body
Occupational Health and Safety Management System (PP No. 50 of 2012)	Aluminium Smelting and Casting	June 9, 2026	Republic of Indonesia Minister of Manpower
Occupational Health and Safety Management System (PP No. 50 of 2012)	Hydroelectric Power Generation (PLTA)	June 9, 2026	Republic of Indonesia Minister of Manpower
ISO 37001: 2016 Anti-Bribery Management System	Aluminium smelter and hydroelectric power plant, including supporting units	August 11, 2026	Mutu International
International & Port Facility Security (ISPS) Code	TUKS Kuala Tanjung Smelting Plant	April 6, 2027	Director General Republic of Indonesia Sea Transportation
ISO 27001: 2013 Information Security Management System	Kuala Tanjung Smelting Plant Data Center Operations	October 31, 2025	British Standards Institution
Security Management System based on Police Chief Regulation No. 7 of 2019	Aluminium Smelting and Casting	December 8, 2027	Indonesian National Police

2025 AWARDS (SP1)

Recognition of the Company's performance and contributions is reflected in the awards received throughout 2025, which demonstrates INALUM's dedication to achieving industrial excellence whilst simultaneously have a positive impact on the communities and the environment. The awards received in 2025 included:

No.	Name of Award	Award Presenter	Year	Decree
1	Smelting Plant Proper Gold	Republic of Indonesia Ministry of the Environment	2025	Republic of Indonesia Minister of Environment/Head of the Environmental Management Agency Decree No. 1.581 of 2026
2	Hydroelectric Power Plant Proper Green	Republic of Indonesia Ministry of the Environment	2025	
3	Bronze Winner: The Most Promising Company in Tactical Marketing in the BUMN Category	Markplus	2025	-
4	BUMN Female Leaders Award	Markplus	2025	-
5	TOP CSR AWARDS 2025 #Star 5	Top Business Id	2025	-
6	Leadership AA - Excellence Leader In ESG Transparency	BGK Foundation	2025	-
7	The Best Overall for Leadership & Innovation Excellence 2025 (Mining Industries)	Business News Indonesia Magazine	2025	-
8	The Best Corporate in Operation 2025 (Mining Industries)	Business News Indonesia Magazine	2025	-
9	The Best Chief Executive Officer (CEO) 2025 - Ibu Melati Sarnita	Business News Indonesia Magazine	2025	-



No.	Name of Award	Award Presenter	Year	Decree
10	Gold Category: Community Development (MEAT VILLAGE ECOCULTURAL TOURISM PROGRAM: Circular Economy Innovation for Sustainable Community Empowerment)	Universitas Diponegoro	2025	-
11	Bronze Category Eco-Innovation (Manufacturing Press Bearing Tools with Reusable Ferro-Scrap Power Plant Unit)	Universitas Diponegoro	2025	-
12	Bronze Category: Eco-Hazard Innovation (Replacing Rubber Hose Centrifugal Oil Purifier with Fixed Pipe Installation in the Oil Transfer Process)	Universitas Diponegoro	2025	-
13	Bronze Category: Ecosystem Protection (Spawning Neolissochilus Sumatranus Species Using Artificial Insemination)	Universitas Diponegoro	2025	-
14	Silver Category: Green Power Innovation (Static VAR Compensator (SVC) Technology as Oil Pump Head Optimization)	Universitas Diponegoro	2025	-
15	Silver Category: Hydro Smart Innovation (Combination of Oxygenation Aerator and Static Mixer Chlorine D1031 System to Improve Wastewater Decontamination)	Universitas Diponegoro	2025	-
16	Bronze Category: Low Carbon Innovation (Application of Spare Main Water Supply Pump (MSWP) to Reduce Turbine Idle Time)	Universitas Diponegoro	2025	-
17	BHR Improving Company, Rating BB (Score: 71)	Setara Institute	2025	-

Automation, Digitalization and Innovation [OJK F.26] [SP2]



SUBSTANTIATED COMPLAINTS REGARDING VIOLATIONS OF CUSTOMER PRIVACY AND LOSS OF CUSTOMER DATA

Protecting customer data is a top priority for maintaining the trust placed in the Company. As awareness of personal data protection increases, INALUM strives to protect sensitive customer information from unauthorized access and misuse, including potential cyber attacks. A strict privacy policy ensures that all collected data is used only for legitimate purposes and in accordance with applicable regulations.

This commitment to data security also strengthens long-term relationships with customers, enhances the Company's reputation, and also ensures INALUM's compliance with good corporate governance principles. Therefore, data protection is not only a legal obligation but also an important strategy in maintaining customer trust and loyalty.

During the reporting year, there were no complaints regarding privacy breaches, leaks, or loss of customer data filed against INALUM. [GRI 418-1]

REALIZATION OF AUTOMATION AND DIGITALIZATION PROJECTS/ INITIATIVES [SP2]

Industry 4.0 transformation is a key pillar in INALUM's strategy to achieve operational efficiency, high productivity, and long-term sustainability. The application of digital technology and automation has been realized in a number of operational and production lines, including:

- 1. Reduction Furnace Control System**
Improving the furnace control system using a Programmable Logic Controller (PLC). Changing manual control parameters to automatic had a significant impact on maintaining furnace operational stability..
- 2. Super Dense Phase Control System (SDPCS)**
Automating alumina raw material distribution using the SDPCS (Alumina Conveying System). This system enables the automatic delivery of alumina material from the storage area to the Reduction Pot, replacing the previous method via ACC/PTM. SDPCS is a form of Pneumatic Conveying System.
- 3. Automasi Casting Machine**
Automation the reduction casting process on Ingot Line 4 at the Casting Plant covers the casting and stacking of ingots, thereby improving safety and work efficiency.
- 4. Alumina Feeding Strategy**
Modifying alumina feeding to increase efficiencies and reduce the potential for emissions resulting from reduction furnace activities under unstable conditions.

**DIGITALIZATION (SP2)**

In addition to automation, INALUM carried out the following digitalization initiatives:

Name of Digitalization Project	Brief Description	Goals and Targets
Upgrade Sistem ERP-SAP	SAP is an ERP (Enterprise Resource Planning) application that is an integration system aimed at supporting operational activities in business effectively to achieve the results targeted by the Company.	To upgrade to SAP S/4HANA to meet INALUM's future business development needs.
Revamping Dashboard System	The Dashboard System is an application system that displays vital data from various lines of the Company's business as supporting data for decision making.	To increase efficiency, visibility, and fast and accurate decision making. The Company can more easily adapt to rapidly changing business needs and developing strategies.
HSE Digitalization	Information system and monitoring of employee HSE (Health, Safety and Environment) compliance	To increase employee safety and health, reduce risks, and provide significant added value to the Company.
Implementation of Online Legal Applications	A digital-based application system used to manage legal services, documents, and processes electronically and in an integrated manner.	To facilitate access to legal services and information quickly, transparently, and efficiently through digital platforms.
Development of the Lake Toba DTA website	Website related to the preservation of the Lake Toba DTA area through tree planting activities around the Lake Toba DTA area	To support the Conservation of the Lake Toba Watershed Area
Asset Number Recording System	A system to assist in recording and monitoring Inalum assets	To support digitalization in the Finance Department, especially regarding Assets
Renewal of Medical Check Up System (Module report)	Development and update of Inalum Medical Check Up System	To support digitalization in the Inalum Hospital area
SGA Transport Service (Module Request Bus)	Request system for use of Inalum buses and operational vehicles	To support digitalization in the GA area
Tanjung Gading City News	Website/Portal for publishing information related to the Tanjung Gading housing area	To support digitalization in the GA area
Digitalization and Green Plant SCADA Systems	Control System Integration, SCADA Development, and Green Plant Production Parameter Digitalization	To support digitalization in the Operations areas, particularly the Green Plant

CYBER SECURITY AND DATA PRIVACY (SP2)

The development of digital technology presents both opportunities and risks for companies. Digitalization brings potential cyber security threats such as theft, loss, manipulation, and misuse of data, which can compromise the confidentiality, integrity, and availability of information.

In response to these risks, INALUM has applied Information Technology (IT) governance that aligns with the Company's vision, mission, values, and culture. This governance covers management and organizational arrangements, data and application management, and the role and structure of Information and Communication Technology (ICT) to ensure IT systems support the achievement of the Company goals.

Cyber security management is the responsibility of all parties with access to the Company's devices, applications, data, and information. To manage cyber security risks, INALUM has instigated ICT management policies in accordance with applicable security standards, which are monitored through the Enterprise Risk Management system and reported periodically to the Board of Directors.

INALUM's cyber security management policies includes the following:

1. Implementation of ISO-20000-1 began in 2023, when a Gap Analysis report has been produced.

2. Implementing cyber security best practices in application system development, such as security technology standards, application security vulnerability testing through penetration testing, and implementing single sign-on (SSO) to optimize application access path protection.
3. Increasing the Company's HC awareness of cyber security threats and important steps that can be taken to increase employee resilience against cyber security attacks through the Security Awareness Campaign and training/webinars.
4. Standardizing protective measures and application systems against cyber security attacks, from the user, network, and server perspectives, and conducting continuous monitoring to identify attacks early. These standards have been finalized and outlined in the Standard Operating Procedure (SOP) Manual and Working Instruction.

To ensure operational continuity, the Company has also established a Business Continuity Management policy through a Board of Directors Regulation. This policy supports disaster recovery management to ensure all major risks are identified, managed, and reported to the Board of Directors and the Board of Commissioners.

IT SECURITY AUDIT (SP2)

As part of its information security management systems, INALUM routinely carries out security audits, vulnerability assessments and penetration tests on its systems, products, and user data, both internally and externally.

Item	Description
IT implementation strategy and planning	INALUM has a standardized IT implementation strategy and plan and has considered the costs, risks and quality of each process.
Implementation of IT operations	The IT implementation at INALUM has been adjusted to the planning Carried out. In its implementation, INALUM also has controls to maintain the continuity of IT operations.
Evaluation of IT implementation	INALUM has carried out regular monitoring and evaluation of the IT implementation. INALUM has also set and continuously evaluated the targets for achieving IT implementation in the Company.



In 2025, INALUM implemented three development plan items with the following results:

Item	Realization
INDI 4.0 Readiness Index assessment as directed by the Republic of Indonesia Ministry of Industry	Following the Ministry's directive, INALUM, involved the relevant units including the Information Technology Team, Operation Technology Team, and Human Capital Team, and conducted an INDI 4.0 assessment, which was completed by March 3, 2025.
Cybersecurity Blueprint development as a guideline for IT security programs and policies	The assessment, determination of the Company's cyber threat landscape, and preparation of the Cybersecurity Blueprint was completed by May 28, 2025.
Extended Detection and Response (XDR) implementation as a one-stop solution for detecting, investigating, and responding to cross-platform cyberattacks	The XDR installation and integration into both the application system and user devices was completed by March 31, 2025.

REALIZATION OF PROJECTS RELATED TO PRODUCT INNOVATION THAT SUPPORT SUSTAINABILITY (SP2)

INALUM's product innovation project that supports sustainability through the Anode Tracking program, which consists of three phases:

1. Phase 1, building a Green Plant, Baking Plant, and Transport data integration system, which was completed in September 2024.
2. Phase 2, building a Phase 1 dashboard and connecting it to the baked anode quality laboratory, which was completed in October 2025. Phases 1 and 2 are currently being refined.
3. Phase 3, building an integration system with a rodding plant, Rod Repair Shop (RRS), and Reduction Plant, which will start in 2026.

Quality and Responsible Products

POLICY COMMITMENT [GRI 2-23] (SP3)

Product quality assurance is the primary foundation for maintaining customer trust and the Company's reputation, so INALUM has implemented a rigorous quality control program to ensure that each product meets regulatory standards and customer requirements. One of the steps taken is sample testing and quality testing before product distribution, in accordance with international standards. These efforts ensure that all products have been evaluated for consumer safety and security and do not negatively impact customer health.

To strengthen its quality control commitment, INALUM issued Circular Letter SE-003/DIR/2025 concerning the Company's Policy on the Implementation of Sustainable Business, which was enacted on September 1, 2025. [GRI 3-3]

1. Quality, Occupational Health and Safety, and Security Policy.
2. Environmental and Energy Policy.
3. Human Rights Policy.
4. Social and Environmental Responsibility Policy.
5. Responsible Supply Chain Policy.
6. Tuberculosis and HIV/AIDS Prevention and Control Policy.
7. Drug Abuse and Illicit Trafficking Prevention and Eradication Policy (P4GN).
8. Implementation of the Golden Rules.
9. Obligations of Workers and Supervisors in Implementing the Golden Rules

To strengthen its quality system, INALUM products are ISO 9001:2015 certified. All products also undergo a comprehensive assessment process to ensure their quality and compliance with applicable standards. [OJK F.27] [GRI 416-1]

When providing services, INALUM consistently upholds the principle of equality for consumers/customers without discrimination based on ethnicity, religion, race, or other backgrounds. [OJK F.17]

INSTILLING POLICY COMMITMENT [GRI 2-24] (SP3)

The internalization of its commitment to quality is carried out consistently throughout all operational stages, and INALUM applies strict quality standards from raw material selection through the manufacturing process, to product distribution to customers. This commitment is realized by adopting an internationally recognized quality management system based on ISO 9001:2015, by implementing comprehensive quality testing and control to ensure that all products meet the technical

specifications and safety requirements. To instill commitment to the policy, the Company socializes information to employees and partners, and provides access to all policies through its website: <https://www.inalum.id/id/esg/tata-kelola/kebijakan-perusahaan>.

COMPLIANCE WITH LAWS AND REGULATIONS [GRI 2-27] (SP3)

Compliance with regulations is an integral part of good corporate governance, and INALUM ensures that all product production and distribution processes comply with applicable laws and regulations, both at the national and international levels, and that internal and external audits are conducted periodically to ensure compliance with industry regulations and customer requirements.

During the reporting year, there were no sanctions or fines imposed on INALUM for violations or non-compliance with regulations related to product quality.

NUMBER OF RECALLED PRODUCTS [OJK F.29] (SP3)

INALUM strictly adheres to production standards and procedures to ensure each product meets the Company's established qualifications. With these controls, no products were recalled due to non-conformance with specifications throughout 2025.

HEALTH AND SAFETY IMPACT ASSESSMENT OF VARIOUS PRODUCT AND SERVICE CATEGORIES [GRI 416-1] (SP3)

INALUM's products, including aluminium ingots, alloys, and billets, do not pose any negative impact on consumer health or safety.

INCIDENTS OF NON-COMPLIANCE RELATED TO THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES [GRI 416-2] (SP3)

In accordance with the INALUM product specifications above, there were no incidents of non-compliance related to the health or safety impacts of the Company's products and services.



Marketing and Sales

The marketing strategy is aimed at strengthening the competitiveness of INALUM's green aluminium products in the domestic and global markets.

REQUIREMENTS FOR LABELING AND PRODUCT AND SERVICE INFORMATION

[GRI 417-1] [OJK F.28] [SP4]

Transparency of product information is an essential part of responsible marketing practices. INALUM produces three main types of aluminium products: ingots, billets, and alloys, all of which have brand logos in the form of barcode labels. These labels contain product identification such as Bundle Number, Lot Number, and Production Date. Additional information, including chemical composition and product weight, is listed on a certificate that references the label identification. [GRI 3-3]

INALUM Aluminium Ingots are also listed on the London Metal Exchange under the INALUM identity, confirming recognition of the quality and international standards applied. All products comply with applicable procedures and are environmentally friendly, recyclable, emission-free (green product), durable, and light weight. [GRI 417-1]

INCIDENTS OF NON-COMPLIANCE RELATED TO PRODUCT AND SERVICE LABELING AND INFORMATION

[GRI 417-2] [SP4]

In 2025, there were no incidents of non-compliance related to product and service labeling or information, so INALUM did not receive any fines, sanctions, or warnings related to these aspects.

INCIDENTS OF NON-COMPLIANCE RELATED TO MARKETING COMMUNICATIONS

[GRI 417-3] [SP4]

INALUM's marketing approach is strategically designed and focused on customer needs, both in the domestic and international markets. The marketing activities consistently adhere to applicable regulations in Indonesia and in export destination countries. This step is carried out to maintain the existing market share while expanding its reach into new segments and regions.

As a Company committed to remaining a major player in the Indonesian aluminium production and processing industry, INALUM proactively develops and implements digital-based marketing strategies. The strategic steps include transforming its commercial approach from a product-driven to a market-driven model, supported by Industry 4.0 technology. This shift uses AI data analytics, digital platforms, and IoT to understand customer needs in real time, thereby increasing INALUM's competitiveness in both the domestic and global aluminium markets.

INALUM's presence and competitiveness in the global market is strengthened through active participation in international conferences to maintain its reputation in the global metals industry. In addition, the Company runs marketing campaigns through sponsorships for promotional activities for customers' finished products as part of its after-sales service. This initiative not only strengthens customer relationships but also increases INALUM's brand visibility in various sectors, including the domestic property and automotive industries.

The Company's branding strategy continues to be developed through other innovations, one of which is the "Green Aluminium" campaign at corporate events. This campaign aims to highlight the superiority of INALUM's environmentally friendly products compared to similar products in the market. In addition, INALUM holds an interactive forum titled "Aluminium Talk" that brings together customers from various industry segments to discuss macroeconomic conditions, the aluminium industry developments, and future collaboration. This forum also serves as part of its after-sales service that strengthens long-term relationships with customers.

Increasing customer loyalty is also a key focus in the "Loyalty Customer" program for buyers who meet certain criteria, both in terms of purchasing commitment and ongoing collaboration. This program is expected to encourage other customers to increase their collaboration with INALUM. In addition, the Company provides sales engineering services to provide technical support to customers facing challenges in the production process or product quality, thus ensuring an optimal customer experience.

Developing new products through a differentiation strategy is also part of the effort to expand domestic market share. Simultaneously, global market penetration is continuously strengthened to enhance the Company's international presence. Through these strategies, INALUM is optimistic it can capture broader collaboration opportunities and strengthen its position as a leader in the national aluminium industry.

Compliance with marketing communications regulations in Indonesia and in export destination countries is the primary foundation for all promotional activities. During the reporting period, there were no incidents of non-compliance related to marketing communications, and therefore, INALUM did not receive any fines, sanctions, or warnings for violations in this area. [GRI 417-3]

Customer Satisfaction [OJK F.30] [SP5]

CUSTOMER SATISFACTION SURVEY FOR SUSTAINABLE FINANCIAL PRODUCTS AND/OR SERVICES [SP5]

Customer perceptions are evaluated periodically through customer satisfaction and engagement surveys, where these surveys measure the level of satisfaction with product quality, customer loyalty, and engagement with the Company's brands and services. Survey results are used to identify areas for improvement, understand customer expectations, and the design strategies for strengthening long-term relationships.

The 2025 survey results serve as a basis for INALUM to improve its quality product and service innovations to strengthen its competitiveness in the global market.

2025		2024		2023	
Satisfaction	Engagement	Satisfaction	Engagement	Satisfaction	Engagement
98,75%	97,71%	98,97%	97,31%	96,36%	97,36%

CERTIFICATION RELATED TO PRODUCT QUALITY [SP1]

INALUM's strengthening of product credibility can be seen in the certifications it holds, which includes the Performance Standard Certificate from the Aluminium Stewardship Initiative (ASI) for its smelter in Kuala Tanjung, North Sumatra. This certification confirms the application of responsible and sustainable aluminium industry practices covering the environmental, social, and governance aspects. In addition, INALUM retained its ISO 9001:2015 certification for its quality management system.

To develop its workforce competency, the Company collaborated with the Center for Standardization and Services for Metal and Machinery Industries (BBSPJILM) for BNSP training and certification for Oxy-Acetylene welding. This training was conducted to ensure the workforce possess the skills that meet national industry standards.



Supply and Contractor Management [SP6]

The procurement process is an area highly vulnerable to fraud and corruption risks. To mitigate these risks, INALUM has ratified the ISO 37001:2016 certification regarding the Anti-Bribery Management System, to prevent corruption, collusion, and nepotism, including in the goods and services procurement process. [GRI 3-3]

As part of its commitment to good governance, INALUM consistently implements the Supply Chain Management (SCM) to ensure transparent and accountable supply chain management. This system includes controls over requirement planning, procurement processes, delivery, and inventory management.

To strengthen transparency, all suppliers are required to register through the e-procurement system and sign an integrity pact as a commitment to anti-bribery practices and compliance with contractual provisions. In addition, communication with suppliers is conducted professionally through the e-SCM platform and communication forums involving business partners. The company also routinely conducts supplier satisfaction surveys to identify levels of satisfaction, expectations, and feedback, which serve as the basis for continuous improvement of the procurement system.

The Company applies supply chain management through the consistent and integrated implementation of a Supply Chain Management (SCM) system, which includes supply requirements planning, procurement processes, distribution/shipping, and inventory control. To ensure its effectiveness, the Company has established the following SCM success indicators, namely:

1. Procurement lead times are achieved as targeted;
2. Sourcing of goods and services is increasingly competitive;
3. Inventory management is more cost-effective.

In 2025, the identification results showed that approximately 4.2% of suppliers perform high-risk work, while the remainder fall into the medium and low risk categories.

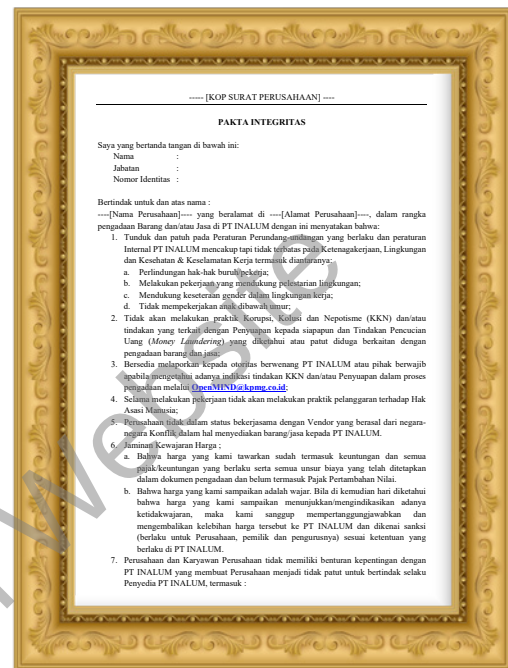
RESPONSIBLE SOURCING [SP6]

As part of its commitment to the Aluminium Stewardship Initiative sustainability standards, INALUM has established Responsible Sourcing guidelines and Supplier Registration and Evaluation Procedures to ensure that all suppliers and business partners align with the Company's values and principles. For responsible procurement practices, INALUM adheres to the basic principles of the Organisation for Economic Co-operation and Development (OECD) concerning Responsible Supply Chains, and is committed to not sourcing from countries categorized as Conflict-Affected and High-Risk Areas (CAHRA). This commitment is stated in the Responsible Sourcing document and Integrity Pact, which all suppliers must sign to show their compliance with the good corporate governance, environmental protection, and social responsibility principles in all their operational activities.

SELECTION OF NEW SUPPLIERS USING ENVIRONMENTAL CRITERIA [GRI 308-1] [SP6]

INALUM is committed to conducting its business operations ethically and responsibly in the goods and services procurement. Therefore, in addition to providing an electronic procurement channel at <https://ipro.inalum.id/>, the Company has issued a circular on responsible supply chains. This policy addresses respect for human rights, labor rights, freedom of association, prohibitions on forced labor and child labor, and emphasizes the importance of suppliers conducting business in accordance with applicable environmental regulations, provisions, and standards.

In line with this, suppliers must sign an Integrity Pact, which states their commitment to comply with INALUM requirements. These requirements include protecting labor/worker rights, supporting gender equality, conducting work that supports environmental conservation, and other matters. In the reporting year, all new suppliers (100%) signed an integrity pact, which included compliance with environmental aspects.



NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN [GRI 308-2] [SP6]

Based on the Company's evaluation, no negative environmental impacts were identified in the supply chain during the reporting year. Therefore, INALUM did not take any specific action against suppliers related to environmental aspects.

SELECTION OF NEW SUPPLIERS USING SOCIAL CRITERIA [GRI 414-1] [SP6]

As part of fulfilling the environmental criteria for suppliers, in the reporting year, all new suppliers (100%) met the responsible supply chain policy qualifications and signed integrity pacts, which included compliance with social aspects.

NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN [GRI 414-2] [SP6]

Based on the Company's evaluation, no negative social impacts were identified in the supply chain during the reporting year. Therefore, INALUM did not need to take any specific action against suppliers related to social aspects.

HIGH-RISK AND CONFLICT-AFFECTED AREAS [SP6]

INALUM's procurement policy strictly avoids cooperation with suppliers operating in Conflict-Affected and High-Risk Areas (CAHRA). These areas are considered to pose a high risk of social, legal, and ethical issues that could negatively impact the supply chain and the Company's reputation. This measure not only complies with international practices but also reflects INALUM's commitment to avoiding involvement in human rights violations, financing armed groups, potential legal sanctions, and preventing the risk of reputational damage and public trust.

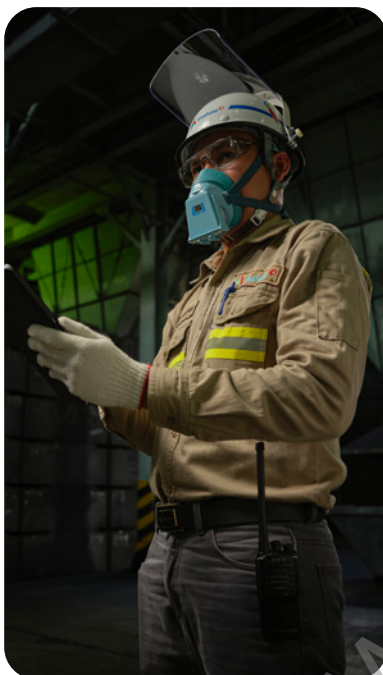
08

HUMAN CAPITAL

INALUM is committed to developing superior human capital through training, career development, and welfare improvements to support the success of the Company's vision, innovations, and long-term business sustainability.







INALUM's success in realizing its vision and mission as a competitive aluminium company is largely determined by the quality of its human capital (HC). Operational sustainability and the ability to innovate depends heavily on the competence, dedication, and well-being of its employees. Therefore, INALUM is committed to developing superior HC through training programs, career development, and welfare improvements. By providing a safe, inclusive, and conducive workplace, the Company ensures that all employees can work optimally and make the best contribution to the Company's progress.

From a long-term sustainability perspective, HC is also a strategic factor in maintaining INALUM's business continuity. The availability of a competent workforce enables the Company to improve operational efficiency, strengthen a productive work culture, and adapt to the latest technology in its business processes. Through competency-based and meritocratic HC management, INALUM strives to create a workforce that is not only technically superior, but also upholds integrity and commitment to the principles of sustainability and good corporate governance. **[GRI 3-3]**

INALUM's Best Achievement in the Field of OHS

INALUM's commitment to Occupational Health and Safety (OHS) is a primary concern in all its operational activities. For employees, contractors, and all individuals in the workplace, safety is a non-negotiable priority. For all work units and contractor partners, the Company proactively identifies potential hazards and implements risk controls in accordance with the OHS control hierarchy to create a safe and healthy workplace.

As proof of this commitment, INALUM has implemented an Occupational Health and Safety Management System (OHSMS) that adheres to the Republic of Indonesia Government Regulation No. 50 of 2012, and the international standard ISO 45001:2018.

Occupational Health and Safety

[OJK F.21] [GRI 403] [PE1]

In the high-risk aluminium smelting industry, Occupational Health and Safety (OHS) aspects are the main foundation of Company management. Any potential occupational risks that could endanger employees, contractors, and other stakeholders are managed systematically and measurably.

The Company continues to strengthen its OHS culture by involving all employees, management, and business partners through ongoing training and socialization programs. All employees are given an understanding of safety procedures, the use of personal protective equipment (PPE), and the steps to take in an emergency. In addition, OHS audits and inspections are conducted regularly to ensure all safety standards are consistently applied across all operational lines. These efforts are aimed at creating a workplace free from accidents and occupational diseases, while raising awareness of the importance of OHS in daily activities.

To strengthen the implementation of OHS, INALUM provides adequate safety facilities and infrastructure, including a risk monitoring system, emergency response facilities, and well-structured and documented evacuation procedures. The Company applies a risk control hierarchy that includes elimination, substitution, engineering, administrative control, and the use of PPE. Through these measures, INALUM is committed to achieving zero accidents, preventing fatal workplace accidents, and safeguarding the well-being of all workers and partners.

OHS MANAGEMENT SYSTEM [GRI 403-1] [PE1]

INALUM's Occupational Safety and Health Management System (OHSMS) ensures a safe and healthy workplace for all employees, contractors, and other stakeholders. The OHS policy is regulated in INALUM's Board of Directors' Circular Letter No. SE-003/DIR/2025 concerning the Company's Policy on Sustainable Business Implementation. This document serves as the primary guideline for managing occupational safety aspects and reflects the Company's commitment to preventing occupational accidents and illnesses.

In its implementation, INALUM's OHSMS policy refers to ISO 45001:2018 (Occupational Health and Safety Assessment Series) and Government Regulation No. 50 of 2012. One crucial element this standard is emergency preparedness. To support this, INALUM has established Emergency Response Teams based on Decree SK-018/DIRPEL/2021. Each team is responsible for developing and implementing emergency preparedness and response

programs to protect the safety of employees, contractors, guests, and the surrounding communities, while also preventing potential environmental pollution. Regular emergency response training and simulations are conducted to enhance the readiness of all personnel to face potential risks. [ASI 2.7]

Top management commitment is a critical factor in the successful implementation of OHS at INALUM. Top management establishes and communicates policies, provides necessary resources, ensures regulatory compliance, and fosters a strong OHS culture to create a safe and healthy workplace. Responsibility for OHS management, as part of the Environmental, Social, and Governance (ESG) principles, lies with the Head of the OHS and Environment Department, in accordance with Decree SK-002/DIR/2024 concerning the Organizational Structure, Job Descriptions, and Work Divisions of PT Indonesia Asahan Aluminium.

Integrating OHS principles into all operational systems are the main approach for ensuring safety is implemented optimally. In all operational activities, the Company is committed to complying with regulations, identifying and managing potential hazards, increasing OHS awareness, and carrying out continuous evaluation and improvements to the current system. To achieve this commitment, INALUM implements the following principles:

1. Creating a safe, comfortable, healthy and efficient workplace and continuously improving the quality of occupational safety management by implementing an Occupational Health and Safety Management System to prevent work accidents, fires, dangerous incidents and occupational diseases.
2. Identifying, assessing, evaluating and controlling of OHS risks to eliminate or reduce the potential for work accidents.
3. Complying with applicable laws and regulations and other requirements including stakeholder requirements.
4. Making continuous improvements to improve the OHS Management System performance by involving workers in the consultation and worker participation process.
5. Everyone has the right to stop work if unsafe actions or conditions and violations or non-compliance with applicable OHS procedures are found.

Before working in INALUM areas, each contractor is required to go through a qualification process that includes a work risk assessment, initial evaluation of OHSE performance, and selection based on compliance with safety standards. Only contractors who meet the INALUM Contractor Management for Environmental Safety Health (ICMESH) requirements are allowed



to work, whether in low, medium or high risk work. ICMESH is an assessment mechanism to ensure compliance with Occupational Safety, Health and Environmental (OHSE) standards, which are also part of the requirements in the auction process.

Supervision of contractor performance does not stop at the initial selection stage, but is carried out continuously during the projects. This process includes an initial inspection before work begins, monitoring during work, and final evaluation and follow-up improvements. Through this approach, INALUM ensures that all contractors carry out their work according to the established OHSE standards.

The ICMESH program objectives include:

1. Facilitating access to initial contractors' OHSE performance assessment services for prospective contractors/existing contractors.
2. Facilitating access to job risk assessments, evaluations of contractors' OHSE performance while working and at the end of work for users and requesters.
3. Facilitating INALUM to verify job risk assessments from requesters, evaluate initial assessments of contractors' OHSE performance, and evaluate contractors' OHSE while working and at the end of work.
4. Facilitating INALUM in issuing certificates/awards or sanctions to contractors, both based on patrol findings and on the results of the final evaluation of contractors' OHSE performance.
5. Facilitating access to information for procurement, contractors and requesters regarding the contractors' OHSE performance evaluation results.

Developing the capacity of local contractors is also the aim of implementing ICMESH in supporting industrial growth in Kuala Tanjung. Through this system, contractors not only meet safety standards, but also gain increased competence and professionalism. Consistent supervision is the key to successful implementation of ICMESH so that all provisions are complied with in a disciplined manner. INALUM applies a transparent performance evaluation mechanism, gives awards to outstanding contractors, and imposes sanctions on parties who do not meet standards as part of its continuous improvement efforts.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INVESTIGATION AND PROCEDURES (GRI 403-2) (PE1)

The operational characteristics of aluminium smelting and molding plants places the OHS aspect as a major concern due to the high level of risk. To realize this, INALUM consistently carries out hazard identification and risk control based on the control hierarchy. In addition, risk profile assessments, measurements and recording are carried out for each potential hazard to ensure the effectiveness of OHS management.

Preparing a risk profile is carried out by identifying potential hazards and assessing the severity and trends in the frequency of incidents that occur. This process uses the Hazard Identification Risk Assessment Determining Controls (HIRADC) method, and is carried out by OHS experts. As part of our continuous improvement commitment, the risk profile is updated annually based on historical data and previous experience. If the assessment results show that the risk is not yet in the very low category, the Company will increase supervision and implement additional control measures.

The Company's OHS Policy is the main basis for risk identification and management, which must be complied with by all work units and partners before starting work. To encourage active participation in creating a safe workplace, anyone can report dangerous conditions or situations through the Safety Observation Report (SOR) online platform at <https://hse-inalum.id>. In addition, the "STOP WORK" principle is applied by giving everyone the right to stop work if unsafe conditions or violations of OHS procedures are found. This principle strengthens the work safety culture at INALUM to ensure all operational activities run according to applicable standards.

The following table shows the OHS-related risks identified by INALUM through risk assessments and mitigation approaches carried out during the reporting year:

Type of Hazard	Health Risk	Safety Risk	Mitigation Efforts
Physical hazard factors, falls from heights	Risk of physical and mental health disorders	Risk of falling from a height	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazards from exposure to hot work or molten metal	Physical factors, hazards of exposure to hot work or molten metal	Exposure to excessive heat can result in lost work days, death, property/asset damage, and losses from the impact of the damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazards, contact with electric current or high voltage	Risk of physical health problems, burns, etc.	Electric shock resulting in death and/or damage to equipment resulting in compensation for property damage	Fit-to-Work/Pre-Work Health Test, Critical Control Verification (CCV), Standard-Compliant Electrical Equipment and Automation Technology Systems, Establishment of SOPs and Work Permits, On-Site Supervision, and Personal Protective Equipment (PPE)

Type of Hazard	Health Risk	Safety Risk	Mitigation Efforts
Chemical and physical factors, explosion hazards, and contamination from hazardous and/or pressurized substances	Risk of respiratory and physical health problems, burns, vision problems, etc.	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit-to-Work/Pre-Work Health Test, Critical Control Verification (CCV), Modernization of Leak and Explosion Protection Equipment and Automation Technology Systems, establishment of SOPs and Work Permits, On-Site Supervision, and Personal Protective Equipment (PPE)
Chemical, ergonomic, physical, and psychosocial factors of confined space occupational hazards	Risks of respiratory and physical health problems, burns, vision problems, and mental health issues	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit-to-Work/Pre-Work Health Test, Critical Control Verification (CCV), equipment modernization, worker rotation procedures, SOPs, and work permits, on-site supervision, and personal protective equipment (PPE)
Physical hazards associated with work using moving equipment and the potential for being hit, pinched, crushed, etc.	Risk of physical and visual impairment	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazards associated with work using moving equipment, sharp objects, and the potential for cuts, slashes, etc.	Risk of physical, and visual health problems	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Chemical and physical factors from exposure to radiation or asbestos	Risk of respiratory, physical, and visual health problems	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit-to-Work/Pre-Work Health Test, Critical Control Verification (CCV), equipment modernization, worker rotation procedures, SOPs, and work permits, on-site supervision, and personal protective equipment (PPE)
Physical factors and hazards from work that result in excessive exposure to gases, dust, and/or other fine particles	Risk of respiratory, physical, and visual health problems	The risk of lost workdays, death, and losses due to damage to equipment or assets.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical and chemical hazards from work in water areas with the potential for drowning	Risk of respiratory, physical, visual, and mental health problems	Risk of lost work days or death	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).

To improve OHS performance in the Company are realized through the implementation of the "AGILE OHS" program (OHS Appreciation, OHS Echo, Hazard Identification, OHS Locomotives, and OHS Education). This program is designed to foster a safety culture by encouraging awareness and concern for occupational safety and health aspects among all individuals within INALUM.

INTERNAL OR EXTERNAL OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM ARE CONDUCTED AT LEAST EVERY THREE YEARS AUDITS

To ensure the Occupational Health and Safety Management System (OHSMS) effectiveness, it is evaluated periodically to ensure compliance with Government Regulation No. 50 of 2012 and ISO 45001:2018. Therefore, the Company conducts routine internal and external audits, covering aluminium smelting, aluminium ingot molding, aluminium alloy, aluminium billet, and hydroelectric power plant (PLTA) operations.

From May 6 to July 18, 2025, the internal audit was conducted by the Company's internal auditors, while the external audit for ISO 45001:2018 was conducted from August 4 to 7, 2025, by PT SGS, an independent certification body. While, external audits of the OHSMS, based on Government Regulation No. 50 of 2012, are conducted every three years.

INDUSTRY-RELEVANT GUIDELINES OR OPERATIONAL PROCEDURES [403-1] (PE1)

Compliance with aluminium industry standards forms the basis for developing INALUM's operational guidelines and procedures. Standard Operating Procedures (SOPs) are implemented in the aluminium smelting, molding, and processing processes to ensure efficiency, quality, and safety. These guidelines include Standard Operating Procedures (SOPs) for the aluminium smelting, molding, and processing processes, which are in line with ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, ISO 45001:2018 for occupational health and safety, and ISO 50001:2018 for energy management.



In line with this, INALUM has adopted the Aluminium Stewardship Initiative (ASI) Performance Standard, which ensures the Company's operations comply with the principles of sustainability and social responsibility. All employees and contractors are required to follow safety procedures, including hazard identification through the Hazard Identification, Risk Assessment, and Determining Control (HIRADC), and the reporting mechanism for unsafe conditions and actions through the Safety Observation Report (SOR). By instigating these procedures, the Company maintains the highest operational standards while minimizing risks and improving performance sustainably.

PERFORMANCE MONITORING AND MEASUREMENT

INALUM periodically monitors and measures the Occupational Safety and Health Management System (OSHMS) performance to ensure its effectiveness and continuous improvement. Monitoring and measurement is carried out internally and externally through equipment inspection tests and workplace measurements as well as medical check-ups (MCU) of workers.

OCCUPATIONAL HEALTH SERVICES

[GRI 403-3] (PE1)

Maintaining the health of employees and contractors is an integral part of INALUM's commitment to occupational safety. The company provides occupational health services that include periodic health checks (MCU), medical treatment, health counseling, occupational health and safety training, and promotional programs such as diet management, exercise, and the provision of fitness facilities in various work areas. This program is designed to ensure all workers are in optimal health to support productivity and safety.

As a preventative measure, all employees undergo medical check-ups at least once a year, with examination parameters tailored to the type and location of their work as part of risk management. The examination includes a physical evaluation, laboratory tests (blood, urine, or stool samples), and supporting examinations such as radiology (X-rays). Employees in the high-risk categories receive special control and monitoring based on their health condition, while those in the medium- and low-risk categories are encouraged to participate in the Come On Guys (COG) Sports program, which recommends a minimum of 150 minutes of physical activity per week.

Health support is also provided to employees' families through health services, socialization, and health talks. To support a healthy lifestyle, INALUM provides sports facilities and a gym on the smelter site to provide employees with access to adequate fitness facilities.

Types of Occupational Health Services	PKWT Employees	PKWTT Employees	Contractors
Annual MCU	✓	✓	✓
BPJS Kesehatan	✓	✓	✓
Employee and Family Health Treatment and Care Facilities	✓	✓	

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY [GRI 403-4] (PE1)

The success of OHS implementation at INALUM is heavily influenced by active worker participation and open and effective communication. The Company involves employees in OHS-related decision-making, socializes programs through media, and provides ongoing training to build a strong safety culture.

As a formal communication tool, an OHS forum is held regularly through meetings of the Occupational Health and Safety Advisory Committee (OHSAC) or Central Safety Committee (CSC). This forum serves as a forum for discussion and coordination between management and employees to improve OHS implementation. Both top-down and bottom-up approaches are implemented to encourage transparency in the delivery of information and collaborative resolution of safety issues.

The CSC, as a forum in each work unit, is divided into three management levels:

- CSC Level 1 (Corporate Strategic), consists of the President Director and all Division Heads, who meet regularly every six months.
- CSC Level 2 (Strategic and Tactical), consists of Directorate Heads and Department Heads, who meet regularly every three months.
- CSC Level 3 (Implementation), consists of Group Heads or Division Heads and Safety Promoter Managers, who meet regularly every month.

In the communication forum, the OHS aspects are comprehensively discussed, including strategies for achieving Zero Accidents and Zero Occupational Diseases, evaluation of OHS implementation, and occupational safety improvement programs. This forum involves the active participation of all Company elements, including management, employees, and contractors, to ensure a safe and healthy workplace that meets established standards.

OHS Forum Name	OHS Aspects that are the Focus of Discussion	Frequency per year	Peserta			
			Management	Employees	Contractors	Anak Usaha
Occupational Health and Safety Development Committee (OHSAC) or Central Safety Committee (CSC) Level 1-3	Evaluation of OHS in the Company (results of patrols, accidents, near misses, IKA, audit results, 5R, etc.)	144 times/ year	√	√		
Safety Promotor	OHS improvement program at the work site	12 times/ year	√	√	√	
Subsidiaries and Contractors Development	OHS Evaluation	24 times/ year			√	√

CSC AS A FRAMEWORK FOR EACH WORK UNIT IS DIVIDED INTO THREE MANAGEMENT LEVELS: TRAINING FOR WORKERS ON OCCUPATIONAL SAFETY AND HEALTH [GRI 403-5][EM-MM-320A.1] [PE1]

Strengthening worker competency in the field of OHS is one of INALUM's top priorities. Through structured training programs, each employee is equipped with adequate understanding and skills to maintain safety and health in the workplace:

1. Basic OHS Training: This training is given to all INALUM employees to provide a basic understanding of the importance of maintaining occupational safety and health.
2. Special OHS training: This training is given to employees who work in the workplaces with higher risks or hazards.
3. Firefighting training: This training is given to employees responsible for extinguishing fires in the work areas.
4. Emergency Evacuation Training: This training is given to all employees to ensure they have sufficient knowledge and skills to evacuate during an emergency in the work areas.
5. OHS competency certification: This certification is given to employees responsible for OHS implementation.

During 2025, the OHS training attended by employees was as follows:

No	Type of Training	Duration of Training (hours)	Number of Participants (people)	
			Male	Female
1	Basic OHS Training (Mind ID Academy: Inalum OHS Culture)	8	1481	108
2	Special OHS Training: Shisa Kanko Awareness	16	114	2
3	Competency Certification: First Aid Officer	24	57	4
4	OHS Seminar - Employee Health Risk Assessment and Control	2	259	58
5	INALUM Virtual Learning Series (IVLS) - Safety Leadership: Safety for Ourselves and Others	2	231	40
6	Excellent OHS and 5R Work Culture	4	86	1
7	Forklift OHS Operator Training and Certification - Class 2	24	65	0
8	Basic Fire Fighting and Fire Extinguisher Use Training	4	50	0
9	First Aid Training (P3K)	3	44	1
10	OHS Training & Certification	24	24	2
11	Confined Space OHS Technician Training and Certification	40	25	0
12	Aircraft OHS Expert Certification for Production Workers (Ptp)	208	2	0
13	Junior OHS Expert Training and Certification for Workplaces	56	2	0
14	Certification of Person in Charge of Hazardous and Toxic Waste Management	32	0	1
15	General Occupational Health and Safety Expert Certification - BNSP	32	1	0
16	Health Seminar on Controlling Infectious Diseases in the Workplace - ISP	4	167	27



No	Type of Training	Duration of Training (hours)	Number of Participants (people)	
			Male	Female
17	Health Seminar on Managing Infectious Diseases in the Workplace - IPP	3	24	4
18	Health Seminar on Managing Infectious Diseases in the Workplace - IJO	4	12	6
19	Online Occupational Health and Safety Webinar - Fatality Risk Management	2	163	21
20	Mind ID GRC Series #13: Operational Risk In Mining & Metals Industry - Our Roles As Safety Leaders	2	47	5
21	Troubleshooting Operational Plant Disturbances and OHS Regulations in the Reduction Buildings	4	61	0
22	Confined Space OHS Technician Training and Certification	40	25	0
23	BNSP Certified Electrical OHS Expert Training	32	4	0
24	Chemical OHS Officer Training and Certification	48	2	0
25	OHS Team Training and Certification Class C Fire Fighting	48	1	0

IMPROVING THE QUALITY OF WORKER HEALTH (GRI 403-6) (PE1)

To improve the quality of worker health, INALUM is conducting a series of programs and activities, including health campaigns, outreach, and education, throughout 2025, as presented in the following table:

No.	Activities	Number of Participants (people)	
		Employees	Contractors
1	First Aid Workshop	120	57
2	OHS Lecture "Health Problems Caused by Dust"	250	31
3	Health Seminar on Controlling Infectious Diseases in the Workplace - Isp	194	-
4	OHS Seminar - Employee Health Risk Assessment and Management	317	-
5	OHS Socialization in the Carbon Division	118	-
6	MCU Fit Health Increases Productivity Seminar	33	-
7	Health Seminar on Infectious Disease Management in the Workplace - IPP	28	-
8	Health Seminar: The Impact of Dental and Oral Health on Health and Its Relation to OHS	23	-
9	OHS in Modern Nursery Work	8	-
10	Be Here Now Podcast: Caring for the Mental Health of Perfectionists	4	-
11	Invitation to a Seminar on Infectious Diseases in the Workplace	1	-

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY THAT HAVE A DIRECT IMPACT ON BUSINESS RELATIONSHIPS (GRI 403-7, 403-10) (PE1)

The reliability of production assets is a critical factor in maintaining the safety and smooth operation of the Company. Therefore, INALUM ensures that workplace security aspects are optimally managed as part of risk prevention in business relationships. Efforts to maintain workplace security include the following:

1. Installing CCTV to help monitor activities around the workplace.
2. Installing Speed Alarms on official vehicles to monitor driving speeds in accordance with applicable regulations.
3. Implementing a Safe Work Permit System (SIKA) for high-risk jobs.
4. Implementing Safety Golden Rules to improve supervisors' ability to prevent incidents among workers.
5. Conducting OHS training for workers to increase awareness and compliance with OHS standards.
6. Preparing evacuation and emergency response plans: Evacuation and emergency response plans must be made and practiced regularly so that employees and workers are well prepared to face emergency situations.

To handle critical incidents, the Company has a dedicated, well-trained team equipped with the latest equipment and technology to ensure a swift and accurate response. An transparent and accountable incident reporting system is also in place, allowing for real-time and continuous monitoring.

Type of Hazard	Health Risks	Safety Risks	Mitigation Measures
Physical hazard factors: falls from a height	Risk of physical and mental health problems	Risk of falling from a height	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazard factors: exposure to hot work or molten metal	Risk of physical health problems, dehydration, shortness of breath, burns, etc.	Exposure to excessive heat can result in lost work days, death, property/asset damage, and losses from the impact of the damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazard factors: contact with electric current/high voltage	Risk of physical health problems, burns, etc.	Electrocution can result in death and/or equipment damage, resulting in asset compensation.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Chemical and physical factors, explosion hazards, and contamination from hazardous and/or pressurized substances	Risk of respiratory and physical health problems, burns, vision problems, etc.	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Chemical, ergonomic, physical, and psychosocial factors of confined space work hazards	Risk of respiratory, physical, burn, vision, and mental health problems	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, Close Supervision, and Personal Protective Equipment (PPE).
Physical hazards associated with work using moving equipment and the potential for being hit, pinched, crushed, etc.	Risk of physical and vision problems	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment and Protective System Modernization, Technology and Automation Updates, On-the-Go Supervision and Personal Protective Equipment (PPE).
Physical hazards associated with work using moving equipment, sharp objects, and the potential for cuts, slashes, etc.	Risk of physical and visual health problems	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment and Protective System Modernization, Technology and Automation Updates, On-the-Go Supervision and Personal Protective Equipment (PPE).
Chemical and physical factors from radiation or asbestos exposure	Risk of respiratory, physical, and visual health problems	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment and Protective System Modernization, Technology Updates, On-Demand Supervision and Personal Protective Equipment (PPE).
Physical factors and hazards from work that result in excessive exposure to gases, dust, and/or other fine particles	Risk of respiratory, physical, and visual health problems	Risk of lost work days, death, and losses due to equipment or asset damage.	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, On-Demand Supervision and Personal Protective Equipment (PPE)
Physical and chemical hazards of working in water areas with the potential for drowning	Risk of respiratory, physical, visual, and mental health problems	Risk of lost workdays or death	Fit to Work/Pre-Work Health Test, Critical Control Verification (CCV), Equipment Modernization, Worker Rotation Arrangements, SOPs and Work Permits, On-Demand Supervision and Personal Protective Equipment (PPE)

WORKERS COVERED BY THE OHSMS (GRI 403-8) (PE1)

The scope of OHSMS at INALUM applies to 100% of internal employees, contractors, suppliers, and work partners through the ICMESH system.

**PERFORMANCE (GRI 403-1) (PE1)**

Compliance with regulations is demonstrated through quarterly reporting by OHS management to the Provincial Manpower Office. This report includes statistics on workplace accidents, occupational diseases, MCU results, equipment inspection data and tests, OHS personnel data, workplace monitoring results, OHS awards, P2K3 activities, and patrol activities.

REPORTING ON HEALTH AND SAFETY PROGRAMS AND TARGETS TO REDUCE HEALTH AND SAFETY INCIDENTS

The commitment to reducing incidents is realized through regular hazard identification, risk assessment and control, including the application of the AGILE K3 program (OHS Appreciation, OHS Echo, Hazard Identification, OHS Locomotive, and OHS Education) and the Golden Rules (Establishing performance standards and worker obligations for high-risk jobs).

To measure the achievement, the Company has established the following leading and lagging indicators as benchmarks for safety performance:

Leading Indicator	Unit	Target	Achievements		
			2025	2024	2023
Safety Observation Card (SOC)	SOC/employee/year	1	4,8	5,88	1,19
P2K3 Implementation	times/year	24	106	96	24
Contractor Safety Forum	times/year	2	12	13	13
Emergency Drill	times/year/unit	4	28	9	6
HRA	report	17	7	17	6
Medically High Risk Employee Management	people	<316	259	292	316

WORK ACCIDENTS (GRI 403-9) (PE1) (EM-MM-320A.1)

INALUM's OHS management prioritizes the prevention of occupational accidents and occupational diseases. Work accidents are defined as unwanted events that can cause injury, death, or damage to operational equipment and facilities. The following shows the work accident statistics, which serve as lagging indicators for 2025, with a comparison with the previous two years, including incidents experienced by employees and contractors (non-employees):

Employee Work Accident Rate

Description	Unit	Total Work Accidents		
		2025	2024	2023
Number of Hours Worked	Million Hours	4,28	4,64	4,53
Fatalities	Times	0	0	0
Recordable Incidents	Times	2	3	2
Frequency Rate (FR) / Lost Time Incident rate (LTIR)	Times/1 Million Work Hours	0,19	0,65	0,44
Severity Rate (SR)	Days/1 Million Work Hours	4,69	40,5	0
TRIR – (Total Recordable Incident Rate)	Times/200 Thousand Work Hours	0,08	0,13	0,04
Near Miss Frequency Rate (NMFR)	Incidents/1 Million Work Hours	4	4	0

Note:

TRIR or Total Recordable Incident Rate is a metric used by OSHA (Occupational Safety and Health Administration) to measure the Company's safety performance

Based on the above workplace accident rate data, there was a decrease compared to the previous year, so the Company has taken the following steps:

1. Maintained the commitment and involvement of all stakeholders in implementing OHS.
2. Increased educational and promotional programs to achieve OHS targets.
3. Implemented close supervision by risk managers and comprehensively identified high-risk jobs

Employee Workplace Accident Rate

Description	Unit	Total Work Accidents		
		2025	2024	2023
Number of Hours Worked	Million Hours	6,51	5,68	6,79
Fatalities	Times	0	0	0
Recordable Incidents	Times	2	5	1
Frequency Rate (FR) / Lost Time Incident rate (LTIR)	Times/1 Million Work Hours	0,15	0,88	0,15
Severity Rate (SR)	Days/1 Million Work Hours	6,46	55	265
TRIR – (Total Recordable Incident Rate)	Times/200 Thousand Work Hours	0,06	0,18	0,09
Near Miss Frequency Rate (NMFR)	Incidents/1 Million Work Hours	0	0	0

Note:

TRIR, or Total Recordable Incident Rate, is a metric used by OSHA (Occupational Safety and Health Administration) to measure a Company's safety performance

OCCUPATIONAL DISEASES (GRI 403-10) (PE1)

Risk control for Occupational Diseases (OCDs) is carried out through a systematic and preventive approach. Occupational diseases are diseases that arise from exposure to risk factors in the workplace, whether physical, chemical, biological, ergonomic, or psychosocial, which over a certain period of time can cause health problems in workers.

In Indonesia, occupational safety and health is regulated in Ministerial Regulation No. 5 of 2018 concerning Occupational Safety and Health in the Workplace, which lists occupational diseases, including respiratory disorders due to toxic dust, hearing loss due to noise, skin diseases due to chemical exposure, and musculoskeletal disorders due to poor working posture.

As a mitigation measure, INALUM has periodic MCUs, workplace risk controls, and OHS education and training for all workers. Based on the results of the 2025 health check-up, no occupational diseases (PAK) were found in INALUM's workplaces, demonstrating the effectiveness of the implemented preventive measures.

EMERGENCY PREPAREDNESS (GRI 403-1) (PE1)

Emergency response is regulated through a comprehensive emergency response plan based on Decree SK-018/DIRPEL/2021 concerning the Emergency Response Team. The emergency response plan was developed to ensure the Emergency Management Team can respond to and manage situations that could negatively impact employees, assets, operations, the environment, and Company objectives. Emergency situations include fires, explosions, environmental pollution, B3 or waste storage facility spills, and workplace accidents resulting in human casualties. The plan includes the emergency response team structure, team activation procedures, rescue, evacuation, basic needs fulfillment, and post-emergency recovery.

To support this preparedness, INALUM conducts regular training for employees to improve their preparedness and response to emergencies. Emergency response training/simulations conducted in 2025 included:

1. Business Interruption Level 1 (BCP) Response
2. NG gas leak emergency drill
3. Electrical fire emergency drill

To maintain business sustainability, INALUM also implements Business Continuity Management (BCM) in accordance with Decree SK-051/DIRPEL/2021 concerning the PT Indonesia Asahan Aluminium Business Continuity Management System Team and PER-015/DIRPEL/2021 concerning the PT Indonesia Asahan Aluminium Business Continuity Management System Guidelines.



Security [GRI 410-1](PE2)

SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS MANAGEMENT POLICIES OR PROCEDURES [GRI 410-1] (PE2)

Security management is a crucial part of creating a safe and orderly workplace. The Company ensures that all security personnel have attended Gada Pratama training, including an understanding of general law, human rights, the Criminal Code, and the Criminal Procedure Code. This standard also applies to third-party security service providers who provide security personnel to INALUM so that high security standards can be consistently applied throughout the Company's operational areas.

To secure assets, INALUM has instigated the following programs:

1. Cooperating and closely coordinating with the Indonesian National Armed Forces (TNI) and the Indonesian National Police (Polri), as the authorities responsible for maintaining regional security.
2. Cooperating with FORKOPIMDA (Regional Leadership Communication Forum) to secure the Extra High Voltage Air Line (SUTET) transmission lines.
3. Installing CCTV to help monitor activities around the work sites.
4. Deploying security guards: Experienced security guards can help prevent and address crimes such as theft, vandalism, and intrusion at the work sites.
5. Creating a strict security system: A strict security system, such as securing doors and windows, and restricting entry to authorized personnel, can help control access to the work sites.

6. Security training: Conducting security and safety training for employees and workers can help improve awareness and compliance with security policies.
7. Conducting regular reviews of the Security Risk Analysis (ARP) and conducting simulations of any potential security threats in Company operations.

SECURITY STRATEGY AND SECURITY PERFORMANCE RELATED TO NATIONAL VITAL OBJECTS

As part of its responsibility to maintain operational sustainability, INALUM has instigated a comprehensive and high-standard security system to protect national vital objects within its scope of activities. This commitment is demonstrated by obtaining a National Vital Object (Obvitnas) Security Management System Audit Certificate from the Indonesian National Police (Polri), confirming that the security mechanisms and procedures meet regulatory requirements and required standards.

This certification recognition reflects INALUM's commitment to ensuring optimal operational security and safety, while simultaneously strengthening public and investor confidence in corporate governance. To support this system's effectiveness, INALUM consistently conducts training and maintains close coordination with relevant authorities, ensuring that all security personnel are competent and prepared to anticipate potential risks. This approach ensures smooth operations while ensuring optimal protection for strategic assets critical to the national economy.

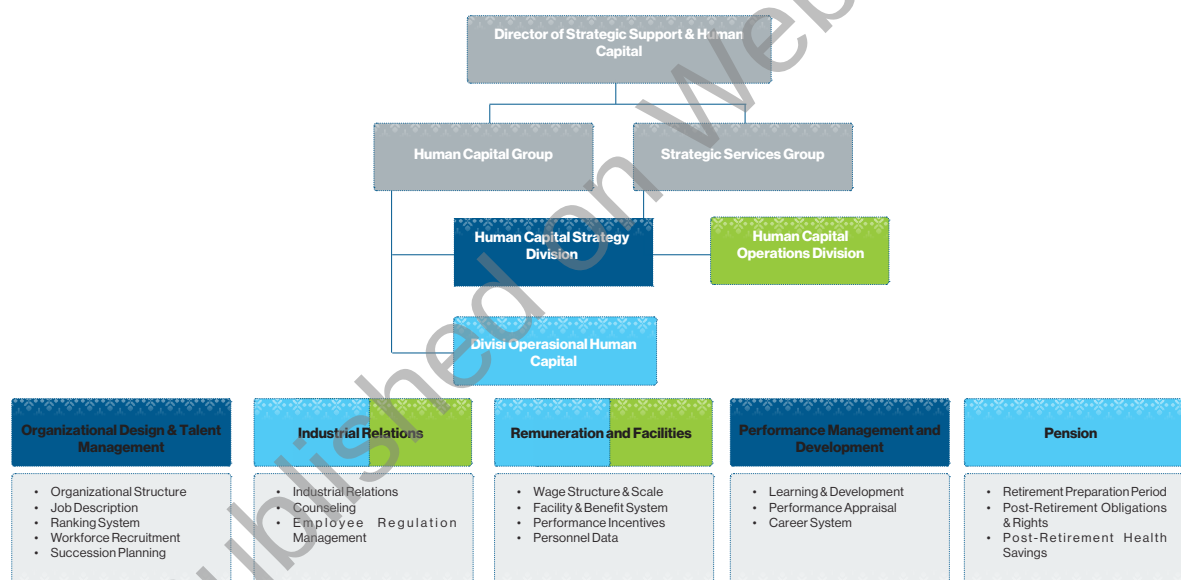
Recruitment (PE3)

HUMAN CAPITAL MANAGEMENT

Human Capital (HC) management at INALUM is coordinated by the Human Capital Group, which reports to the Director of Strategic Support & Human Capital, to ensure HC management aligns with the Company's strategy and business needs. This structure consists of the Human Capital Strategy Division and the Human Capital Operations Division, supported by the PLTA Administration and Support Division for on-site operations.

The Human Capital Strategy Division plays a role in formulating HC policies and strategies, including organizational design,

talent management, succession planning, and performance management to ensure long-term capability and leadership readiness. While, the Human Capital Operations Division insigates these policies through effective, transparent, and accountable management of personnel administration, remuneration and benefits, industrial relations, and HC reporting in accordance with good corporate governance principles.



NEW EMPLOYEE RECRUITMENT AND EMPLOYEE REPLACEMENT (GRI 401-1) (PE3)

INALUM consistently upholds its commitment to the principles of inclusivity and anti-discrimination in its recruitment process. All selection processes are conducted based on the principle of equality and are open to all individuals without exception, including those from the regions surrounding the Company's operational areas. Through this approach, INALUM provides the widest possible space for the nation's best talents to join and develop their careers together.

Apart from recruitment, INALUM's success is also reflected in its ability to maintain a low employee turnover rate, which refers to the number of employees who leave the Company and are then replaced by new employees within a specific period, as a key indicator in assessing the effectiveness of HC management.



In 2025, INALUM maintained employee engagement, and strengthened a work culture aligned with increased productivity. This was reflected in the decline in the turnover rate to 0.9% compared to 1.1% the previous year. This achievement demonstrates the effectiveness of its HC management strategy in creating a healthy, supportive, and competitive workplace, resulting in increased retention and overall job satisfaction. Further details on recruitment activities and employee turnover dynamics during the reporting period can be seen in the following section.

Employee Recruitment Based on Gender and Age Range 2023-2025

Gender	2025					2024					2023				
	<30	30-40	40-50	50-56	>56	<30	30-40	40-50	50-56	>56	<30	30-40	40-50	50-56	>56
Male	11	3	1	9	3	11	3	0	2	0	10	4	1	1	2
Female	4	1	1	0	0	4	1	0	0	0	7	3	2	0	0
Total	15	4	2	9	3	15	4	0	2	0	17	7	3	1	2

Employees Leaving Based on Gender and Age Range 2023-2025

Gender	2025					2024					2023				
	<30	30-40	40-50	50-56	>56	<30	30-40	40-50	50-56	>56	<30	30-40	40-50	50-56	>56
Male	4	5	5	0	0	7	7	1	2	0	5	0	6	2	0
Female	2	0	0	0	0	1	0	2	0	0	0	0	0	0	0
Total	6	5	5	0	0	8	7	3	2	0	5	0	6	2	0

Employee Recruitment Based on Gender and Work Area 2023-2025

Gender	2025		2024		2023	
	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office
Male	24	3	15	1	13	6
Female	2	4	3	2	7	4
Total	26	7	18	3	20	10

Employees Leaving Based on Gender and Work Area 2023-2025

Gender	2025		2024		2023	
	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office	Head Office, Medan Liaison Office and Paritohan Hydroelectric Power Plant Office	Jakarta Representative Office
Male	13	1	17	0	13	0
Female	0	2	2	1	0	0
Total	13	3	19	1	13	0

Employee Turnover Based on Position Level 2023-2025

Position Level	2025			2024			2023		
	Rotation	Promotion	Demotion	Rotation	Promotion	Demotion	Rotation	Promotion	Demotion
Management	86	48	0	20	24	0	111	38	0
Supervisors	95	121	0	19	93	0	72	15	0
Executives	43	390	0	70	247	0	83	7	0
Total	224	559	0	109	364	0	266	60	0

Outside recruitment, INALUM's success is also reflected in its ability to maintain a low employee turnover rate. The turnover rate, which refers to the number of employees who leave the company and are then replaced by new employees within a given period, is a key indicator in assessing the effectiveness of human capital management.

During 2025, INALUM maintained employee engagement and strengthened a work culture aligned with increased productivity. This was reflected in a decrease in the turnover rate to 0.9% compared to 1.1% the previous year. This turnover rate reflects the number of employees leaving under non-normal circumstances, such as resignations and terminations. The employee turnover data is presented as follows:

	2025	2024	2023
Total Employee Turnover (People)	16	20	13
Total Number of Employees (People)	1780	1789	1819
Employee Turnover Ratio (Turnover/Number of Employee)	0.9%	1.1%	0.7%

Whilst, the number of employees retiring over the past three years has remained relatively stable, reflecting the effectiveness of workforce planning and employee career cycle management. This indicates that the Company has anticipated replacement needs through a succession program, thereby avoiding disruptions to operational continuity. Further data on the number of employees retiring over the past three years is presented in the following section.

2025	2024	2023
17	28	24



Inclusion and Diversity (PE4)

INALUM is committed to the principles of inclusion and diversity in its human capital management. Although the metal industry is often associated with the dominance of male workers, INALUM provides equal opportunities for every individual to join, develop, and contribute regardless of gender, religion, race, ethnicity, or physical condition. The Company ensures equality in every aspect, from recruitment, performance evaluation, job promotion, to the remuneration system. This encourages the increased role and capacity development of women at various organizational levels. [OJK F18]

To support inclusion and diversity, in 2025, INALUM conducted training programs and campaigns, including:

1. INALUM Culture & Learning Fest 2025
2. INALUM Sports Festival
3. INALUM Volunteers
4. Employee Assistance Program (EAP)
5. Employee Involvement in the SER Program
6. INALUM Volunteers (I-Wan)
7. MIND ID Academy Learning Management System (LMS) on topics including Respectful Workplace Policy (RWP), AKHLAK, and others.

EMPLOYEE INFORMATION [OJK C.3] [GRI 2-7] (EM-MM-000.B) [GRI 405-1] (PE4)

As of December 31, 2025, INALUM had 1,780 employees, consisting of 1,734 permanent employees or employees with Indefinite Term Employment Agreements (PKWTT) and 46 non-permanent employees or employees with Certain Term Employment Agreements (PKWT). This number was relatively stable compared to the previous year's 1,789 employees. This stability aligns with the Company's business strategy and commitment to maintaining productivity through continuous improvement and operational excellence across all business processes.

Employee Demographics Based on Gender (people)

Gender	2025	2024	2023
Male	1.651	1.665	1.693
Female	129	124	126
Total	1.780	1.789	1.819

Employee Demographics by Position and Age Range (people)

Position	2025			2024			2023		
	Years 30 >	50-30 Years	Years 50 <	Years 30 >	50-30 Years	Years 50 <	Years 30 >	50-30 Years	Years 50 <
Commissioner	0	0	5	0	0	4	0	1	5
Director	0	2	3	0	1	3	0	3	2
Head of Group	0	3	6	0	3	5	0	2	5
Head of Division/ Equivalent	0	19	12	0	18	12	0	20	12
Head of Department/ Equivalent	0	41	15	0	40	17	0	44	14
Head of Section/Equivalent	0	95	3	0	77	3	0	83	4
Supervisor	62	281	9	70	249	21	82	229	24
Executor	324	854	56	440	785	49	571	676	53
Total (Employees + Management)	386	1295	109	510	1.173	114	653	1.058	119

Employee Demographics Based on Educational Background

Position	2025					2024					2023				
	S2	S1	D1-D3	SMA/SMK	SMP	S2	S1	D1-D3	SMA/SMK	SMP	S2	S1	D1-D3	SMA/SMK	SMP
Head of Group	5	4	0	0	0	4	4	0	0	0	2	5	0	0	0
Head of Division/ Equivalent	15	15	1	0	0	14	16	0	0	0	17	15	0	0	0
Head of Department/ Equivalent	14	25	17	0	0	17	24	16	0	0	18	24	16	0	0
Head of Section/ Equivalent	7	70	21	0	0	7	57	16	0	0	7	61	19	0	0
Supervisor	7	79	195	71	0	9	73	208	50	0	6	63	211	55	0
Executor	0	11	31	1.115	77	0	10	31	1160	73	0	11	32	1.173	84
Total	48	204	265	1.186	77	51	184	271	1.210	73	50	179	278	1.228	84

Employee Demographics Based on Employee Status - Organic Employees

Status	2025				2024				2023			
	M	F	Total	Composition	M	F	Total	Composition	M	F	Total	Composition
Permanent Employee	1.617	117	1.734	97%	1.631	115	1.746	98%	1.663	114	1.777	98%
Contract employees	34	12	46	3%	34	9	43	2%	30	12	42	2%
Total	1.651	129	1.780	100%	1.665	124	1.789	100%	1.693	126	1.819	100%

M = Male / F = Female

Employee Demographics Based on Nationality

Nationality	2025		2024		2023	
	Total	Composition	Total	Composition	Total	Composition
Indonesia	1.780	100%	1.789	100%	1.819	100%

Employee Demographics Based on Work Location

Area	Business Unit/Activity	2025		2024		2023	
		L	P	L	P	L	P
North Sumatra	Pabrik Peleburan Kuala Tanjung	1.462	96	1.475	95	1.486	97
	PLTA Paritohan	155	14	162	13	180	14
	Kantor Penghubung Medan	3	1	4	1	5	2
Jakarta	Kantor Perwakilan INALUM	31	18	24	15	22	13
Total		1.651	129	1.665	124	1.693	126

M = Male / F = Female

INFORMATION ON NON-EMPLOYEE WORKERS (GRI 2-8)

When carrying out its business operations, INALUM is also supported by non-direct employees, namely individuals who perform work for INALUM but do not have a direct working relationship with INALUM as they are structurally under the management of a partner company. Workers in this category include outsourced employees working in operational support, security, and general affairs.

**Employee Demographics Based on Employee Status: Inorganic/Outsourced Employees**

2025			2024			2023		
L	P	Total	L	P	Total	L	P	Total
2.440	219	2.659	2.186	208	2.394	1.875	182	2.057

M = Male / F = Female

RATIO OF ENTRY-LEVEL EMPLOYEE WAGE STANDARDS BY GENDER TO THE REGIONAL MINIMUM WAGE (GRI 202-1) (OJK F.20) (PE6)

Regional Minimum Wage (RMW) is the minimum wage that companies must pay to workers or employees every month in accordance with applicable regulations regarding regional minimum wages. Referring to the Minister of Manpower and Transmigration Decree No. 226 of 2000, wages at INALUM always take into account the Regional Minimum Wage (formerly known as RMW Level I) and the Regency/City Minimum Wage (formerly known as RMW Level II).

Based on these regulations, as well as in line with the commitment to provide welfare to employees, INALUM provides wages to the lowest level permanent employee in accordance with the prevailing wages in each work area. Because INALUM's operational offices are located in North Sumatra and DKI Jakarta, the wages of the lowest level permanent employee adjust to the minimum wage in the region. The ratio of the lowest level permanent employee wage to the minimum wage for each region is as follows:

Province	District/City	Comparison Ratio
North Sumatra	Kabupaten Batu Bara	1:1
	Kabupaten Toba	1:1.3
	Kota Medan	1:1.2
DKI Jakarta	-	1:1.3

INALUM applies the principle of equality in its wage policy without discrimination based on gender. The same provisions apply to non-permanent workers or PKWT (Working Permit) workers.

PROPORTION OF EMPLOYEES FROM THE LOCAL COMMUNITY (EC2)

To show the Company's commitment to providing contributions and benefits to the local community is in line with applicable regulations, including Batu Bara Regency Regulation No. 5 of 2017, INALUM currently employs 1,450 employees (81% of the total employees) from the North Sumatra area across its work units at all position levels in the organization.

INALUM also endeavors to improve employee competency in line with its vision and mission, to increase the Company's contribution to regional and national growth and support for its sustainability efforts.

PROPORTION OF SENIOR MANAGEMENT FROM THE LOCAL COMMUNITIES (GRI 202-2)

The empowerment of local talent is also reflected in the Company's leadership structure. INALUM provides equal opportunities for local people to develop and occupy strategic positions as decision-makers and senior management. As of December 31, 2025, 25 management personnel held management (Board of Directors) and senior management positions (one level below the Board of Directors) in North Sumatra Province, an increase of approximately 4% compared to 24 in 2024. Overall, the proportion of senior management positions from the local

The senior management composition, namely employees at the department head level and above, was as follows:

- 1 Director
- 6 Group Heads & Equivalent
- 18 Division Heads & Equivalent

MINIMUM NOTICE PERIOD FOR OPERATIONAL CHANGES (GRI 402-1)

Employee information certainty regarding operational changes is a Company priority. INALUM sets a minimum notice period of one month in accordance with laws and regulations and the Collective Labor Agreement (CLA). With this provision, there is sufficient time for employees to adjust to the changes, including the possibility of losing their jobs. During this period, there is also an opportunity for effective consultation and communication between management and employees.

DIVERSITY OF GOVERNANCE BODY AND EMPLOYEES (GRI 405-1) (PE4)

As part of its commitment to building an inclusive, fair, and competitive workplace, INALUM has established the principle of diversity as a foundation within its Governance Body structure and

at the employee level. This diversity includes differences in gender, age range, educational background, professional experience, and even culture, all of which enrich perspectives in the decision-making process and encourage innovation in the Company.

At the leadership level, INALUM ensures a proportional and competency-based composition to enhance the effectiveness of corporate governance. This approach ensures that each strategic position is filled by individuals with the capacity and integrity needed by the organization.

At the employee level, the Company also provides equal opportunities for career development, access to training, and job promotions based on performance and competency. Through these principles, INALUM is committed to continuously strengthening a work culture that values diversity as a foundation for sustainable business growth.

Name	Position	Age	Gender	Education	Work Experience	Expertise
Board of Commissioners						
Musa Bangun	President Commissioner and Independent Commissioner	68	Male	- Seskoad (1998) - Akabri (1983)	- Commander of Military District 091/Aji Surya Natakesuma (2009-2010) - Inspector of the Army Strategic Reserves Command (Kostrad), Director of the Army Education and Training Command (2012-2013) - Commander of Military District 131/Santiago (2013-2015) - Legal Expert for the Army Chief of Staff (2015) - Coordinating Expert for the Army Chief of Staff (2015-2017)	Management
Hari Soebagijo	Independent Commissioner	61	Male	- Master of Law - Universitas Diponegoro (2010) - Bachelor of Political Science - Universitas Terbuka	- Aslog Kasdam I/BB (2013) - Pamen DAM IM (2014) - Intermediate Analyst for BTD Bid Ditfasjasa Kemhan RI (2014) - Head of Fasbang & BMN Regional Secretariat Meeting of the Ministry of Defense of the Republic of Indonesia (2017) - Kapuskon Baranahan Ministry of Defense of the Republic of Indonesia (2019) - Pati Army Headquarters (2022)	Law



Name	Position	Age	Gender	Education	Work Experience	Expertise
Indra Simarta	Commissioner	61	Male	- Bachelor of Architecture-Curtin University, Perth Western Australia (1991) - Bachelor of Architectural Science - Curtin University, Perth Western Australia (1989)	- Independent Commissioner of Lippo Cikarang (2008-2015) - Independent Commissioner of Goa Makassar Township Development (2015-2017) - President Commissioner of PT Pialang Asuransi Provis Mitra Sinergi (2019-present)	Management
Ali Said	Commissioner	59	Male	Bachelor of Economics - Universitas Islam Bandung	- Director of PT GALIRASIO UTAMA (2000 - 2005) - Director of PT TONIS MITRA SEJAHTERA (2003 - Present) - President Director of PT Karya Abadi Selaras (2010 - Present) - Director of PT Energi Madani Cemerlang (2013 - Present) - Director of PT Citra Bangun Selaras (2014 - 2019) - Director of PT Pesona Agri Bumi (2018 - Present) - President Director of PT Gowa Makassar Tourism Development Tbk (2018 - Present) - President Commissioner of PT Crystal Cakrawala Indah (Present) - Commissioner of PT Indonesia Asahan Aluminium (Present)	Management
Kardwiyana Ukur	Commissioner	52	Male	Master of Law - University of Melbourne (2003) Faculty of Law - Universitas Padjajaran (1998)	- Head of Human Rights - Cabinet Secretariat of the Republic of Indonesia (2015-2016) - Head of Regional Autonomy and Village Government - Cabinet Secretariat of the Republic of Indonesia (2016-2019) - Assistant Deputy for Domestic Politics - Cabinet Secretariat of the Republic of Indonesia (2019-2020) - Assistant Deputy for Domestic Government - Cabinet Secretariat of the Republic of Indonesia (2020-2023) - Expert Staff to the Cabinet Secretary for Communication - Cabinet Secretariat of the Republic of Indonesia (2023-2024) - Deputy for Cabinet Work Support - Cabinet Secretariat of the Republic of Indonesia (2024) - Deputy for Cabinet Press Meetings - Cabinet Secretariat of the Republic of Indonesia (2024-Present) - Commissioner of PT Indonesia Asahan Aluminium (Present)	Law

Name	Position	Age	Gender	Education	Work Experience	Expertise
Melati Sarnita	President Director	48	Female	- Master of Strategic Management from Universitas Gadjah Mada (2008) - Bachelor of Metallurgical Engineering from Sarjana Universitas Indonesia, (1999)	- Director of Business Development at PT Indonesia Asahan Aluminium (2023-2025) - Commissioner at PT Indonesia Aluminium Alloy (2023-2024) - Commercial Director at PT Krakatau Steel (Persero) (2020-2023) - Commissioner at PT Krakatau Baja Industri (2021) - President Commissioner at PT KHI Pipe Industries (2021) - President Commissioner at PT Krakatau Nasional Resources (2021) - President Commissioner at PT Krakatau Bandar Samudra (2021) - President Commissioner at PT KHI Pipe Industries (2021) - Director of Business Development at PT Krakatau Steel (2019-2020) - President Commissioner at PT Krakatau Osaka Steel (2019) - Acting President Commissioner at PT Krakatau Daya Listrik (2019) - Commercial Director at PT Perusahaan Gas Negara LNG Indonesia (2017-2019)	Management Metallurgist
Benny Alexander FD. Wiwoho	Director of Strategic Support & Human Capital	54	Male	Bachelor of Human Resources Management from Universitas Trisakti (1996)	- Senior Executive Vice President of Human Resources at PT Indonesia Asahan Aluminium – INALUM (2021-2023) - Head of Corporate Human Capital & Operations – PT Toba Sejahtera (2012-2021) - General Manager of Human Resources & Facilities – PT Everbesindo Surya Jaya (2010-2011) - Head of Human Resources – Global TV (MNC Group) (2010-2011) - Vice President of Human Resources & Admin – Astro Pay TV Plc (2005-2010) - Director of Human Resources & Admin – MTV Asia Networks (2002-2005) - Held various positions at PT Indonesia Asahan Aluminium: - Head of Business Development & Strategy Group – INALUM (April 2023-July 2024) - Head of Project and Program Management Office Group INALUM (April 2023-June 2024)	Human Capital



Name	Position	Age	Gender	Education	Work Experience	Expertise
Ivan Ermisyam	Director of Operations	53	Male	Bachelor of Chemical Engineering from Universitas Sumatera Utara (1997)	- Held various positions at PT Indonesia Asahan Aluminium: - Head of Business Development & Strategy Group – INALUM (April 2023-July 2024) - Head of Project and Program Management Office Group – INALUM (April 2023-June 2024) - Head of Business Development Department – INALUM (December 2022-April 2023) - Head of Strategic Performance Department – INALUM (June 2019-November 2022) - Head of Engineering Department (April 2014-June 2019) - Head of Reduction & Casting Department (February 2012-March 2014)	Operations
Arif Haendra	Director of Business Development	54	Male	- Doctor of Management and Business from Institut Pertanian Bogor (2021) - Master of Mechanical/Materials Engineering from Institut Teknologi Bandung (2020) - Bachelor of Mechanical Engineering from Institut Teknologi Bandung (1995)	- President Director of PT Garam (2022-2025) - Director of Operations and Development of PT Garam (Persero) (2021-2022) - Director of Development of PT Garam (Persero) (2020-2021) - President Director of PT Kaltim Industrial Estate (2019-2020) - General Manager of Investment and Development of PT Pupuk Kalimantan Timur (2018-2019) - General Manager of Engineering and Information Systems of PT Pupuk Kalimantan Timur (2016-2018)....	Management
Ramadi Ken Permana	Director of Finance	36	Male	- he London School of Economics & Political Science (LSE) - Corporate Finance and Strategy (2025) • Master of Finance from Curtin University (2013) • Bachelor of Mechanical Engineering from Institut Teknologi Surabaya (2011)	- Head of Strategic Finance at PT Mineral Industri (2025) - Senior Advisor to the Director of PT Telkom Indonesia (2023-2024) - Vice President of Strategic Partnerships at Goto Group (2021-2023) - Assistant Vice President, Investment Banking at PT Mandiri Sekuritas (2014-2021)	Finance

GENDER EQUALITY AND WOMEN'S EMPOWERMENT (OJK F:18)

INALUM consistently endeavors to create an inclusive and equitable workplace as an integral part of the Company's sustainability strategy. The principle of gender equality is applied across all operational aspects, from recruitment and career development to job promotions, to providing access to training and competency development programs.

By the end of 2025, INALUM employed 129 females, or approximately 7% of the total workforce. Despite operating in the metals industry, which has historically been dominated by males, the Company continues to increase female participation, particularly in strategic positions and decision-making roles.

To show its female empowerment in the workplace, the Company formed the INALUM Female Employee Family Association (IKKI), which is officially under the auspices of management. This organization serves as a space for communication, collaboration, and capacity development for female employees. Through IKKI, competency development initiatives are actively implemented, such as training, certification, seminars, and webinars, as well as synergies with other parties, such as Srikandi BUMN. This series of programs is aimed at strengthening female contributions to supporting the Company's progress and creating a more equal and empowering workplace.

EMPLOYEES WITH DISABILITIES

INALUM demonstrates its commitment to implementing Law No. 8 of 2016 concerning Persons with Disabilities by providing inclusive employment opportunities for people with disabilities. Currently, the Company employs 21 employees with disabilities, or approximately 1% of the total number of employees across different work units within the organization. These employees have a range of disabilities, including physical and sensory disabilities.

In line with the commitment to applying the human rights principles in accordance with the President Director's Circular Letter concerning Quality, OHS, Security, Environment, Energy, Human Rights, Tuberculosis Prevention, HIV/AIDS, P4GN (Pandemic Prevention and Control), and the Golden Rules in the Company, INALUM manages the HC policy is without discrimination. Through this policy, the Company provides equal opportunities to all employees in every aspect of their work, regardless of background or individual circumstances.

RATIO OF BASIC SALARY AND REMUNERATION FOR FEMALES COMPARED TO MALES (GRI 405-2) (PE4)

INALUM's remuneration system is based on the principles of fairness and equality. The salary structure is determined based on performance, competency, and job responsibilities without distinction of gender. The ratio of basic salary and remuneration between female and male employees demonstrates equality based on job structure and level. The ratio of basic salary and remuneration for females and males at INALUM demonstrates equality is shown below:

Group Assignment	Male	Female	Ratio of basic salary and remuneration Male: Female
Managerial	181	13	1:1
Supervisor	315	37	1:1
Executive	1.155	79	1:1
Total	1.651	129	1:1



The data above shows that INALUM upholds the principle of equality, where every employee receives compensation commensurate with their position and level.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN [GRI 406-1] [PE6]

The principle of non-discrimination is INALUM's primary commitment to carrying out all of the Company's operational activities, including recruitment, HC management, and daily employment relations. Every employee is guaranteed fair treatment regardless of ethnicity, religion, race, gender, age, disability, or other background. This commitment is in line with applicable laws and regulations, including Law No. 13 of 2003 concerning Manpower, which prohibits all forms of discrimination in employment relations, and Government Regulation No. 35 of 2021, which affirms the right of employees to equal treatment.

The implementation of this non-discrimination policy has shown positive results, as reflected in the absence of any incidents of discrimination throughout 2025. Following this achievement, INALUM did not need to take corrective measures related to labor relations regulations, whether between fellow employees, between employees and management, or between employees and management and other stakeholders.

DIVERSITY PROGRAM

INALUM continues to demonstrate its commitment to building an inclusive and diverse workplace through its workforce diversity program. The Company provides the widest possible opportunities for individuals from diverse backgrounds, whether gender, ethnicity, religion, or physical condition to join, contribute, and grow with INALUM.

This initiative involves competency-based recruitment free from discrimination, diversity training to enhance cross-cultural understanding, and policies that support equality in promotion and career development. With these measures, INALUM ensures that every employee has equal opportunities to develop and make optimal contributions in a harmonious and inclusive workplace.

Published on Website

Training and Development (PE5)

AVERAGE TRAINING HOURS PER YEAR PER EMPLOYEE (GRI 404-1) (OJK F.22) (PE5)

The recognition that the quality of HC is a key determinant of the Company's success encourages INALUM to prioritize HC. In the Company's view, HC are key partners for producing high-quality products that meet international standards. Therefore, INALUM is committed to developing a workforce with integrity, global competence, productivity, and a strong focus on product quality. Competency development is carried out to develop human capital that are adaptive, innovative, and ready to face industrial transformation.

This commitment is realized through well-planned and sustainable training and competency development programs across all operational lines. This is supported by policies outlined in Board of Directors' Decree No. SK-022/DIRPEL/2019 and

its derivative regulations, ensuring effective HC management aligned with the Company's business needs and dynamics.

To strengthen INALUM's HC management and monitoring, it applies a Human Capital blueprint supported by a Human Capital Information System (HCIS). This platform includes Employee Self Service (ESS) and an HC Dashboard, enabling real-time monitoring of employee competency and performance. INALUM also continues to strengthen its culture of continuous learning as part of its long-term human capital development.

Through this approach, each employee's professional and personal development can be managed more systematically and effectively while ensuring optimal contribution to achieving the Company targets. The following shows the average annual training hours per INALUM employee.

Total training hours per year per employee

Description	Category	2025			2024			2023		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total training hours provided to employees in 1 reporting year (Hours)	Executor	62.303	6.251	68.554	63.867	4.359	68.226	57.521	4.885	62.406
	Supervisor	41.082	5.214	46.296	35.913	2.688	38.601	31.768	2.976	34.744
	Managerial	24.098	1.193	25.291	25.693	588	26.281	24.845	105	24.950
	Total Training Hours	127.483	12.658	140.141	125.472	7.635	133.108	114.134	7.966	122.100

In 2025, INALUM increased its total training hours by 5.3% compared to 2024, reflecting the Company's commitment to strengthening sustainable competency development. This increase was primarily due to a significant increase in female employees at different levels, with a 43.4% increase in female executives, 93.9% increase in female supervisors, and over 100% increase in female managers. This demonstrates the Company's commitment to promoting more inclusive human capital development while strengthening the capacity and role of female employees at all levels of the organization, particularly in supporting the Company's strategic programs.

Average training hours per year per employee

Description	Category	2025			2024			2023		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Training provided to employees within the reporting year (Hours)	Pelaksana	52	79	54	54	56	54	48	61	55
	Penyelia	118	106	117	134	177	133	112	103	107
	Manajerial	123	108	128	159	196	160	143	52	55
	Total Training Hours	75	92	77	78	73	78	69	72	69



To strengthen employee understanding of sustainability principles, especially at the senior management level, INALUM consistently conducts ongoing training and development programs. These initiatives cover a number of strategic topics, including:

1. Environmental Impact Analysis (AMDAL) and ESG Training
2. Carbon Border Adjustment Mechanism (CBAM) Awareness Training and Workshop
3. Life Cycle Cost Analysis (LCCA) Training
4. ISO 50004, 50006, and 50015 Training

In addition to internal training, INALUM also encourages senior management to participate in external forums, seminars, and professional certification programs in the field of sustainability to ensure their competencies and insights remain aligned with global dynamics. Through this approach, the Company affirms its commitment to building an corporate culture that is adaptive, grounded in sustainability principles, and oriented toward creating long-term value for all stakeholders.

Senior Management Sustainability Training 2025

Position	Number of Participants	Type of Training	Training Purpose
Group Head and Division Head	20	Seminar In-House	Inalum Learning Series: Agile Leadership – Adapting to Market Shifts and Disruption
Department Head	23		Enhancing the capabilities of Company leaders to be more adaptive, agile, and effective in making decisions and leading organizations amidst the dynamics and changes in the business environment.
Section Head	26		
Group Head and Division Head	4	In-House Training	Financial Management and Market Outlook
Department Head	4		Strengthening leaders' capacity to understand market conditions and projections and optimize financial management, enabling them to develop more prudent, adaptive strategies aligned with the Company's sustainable performance.
Section Head	5		
Group Head and Division Head	22	Seminar In-House	ICLF 2025 – Strategic Awareness in Navigating the Global Landscape
Department Head	30		Increasing the strategic awareness of leaders in understanding global dynamics, anticipating changes in the external environment, and making strategic decisions that align with the Company's business direction and sustainability amidst the ever-evolving global landscape.
Section Head	37		

EMPLOYEE SKILLS ENHANCEMENT PROGRAM AND TRANSITION ASSISTANCE PROGRAMS (GRI 404-2) (PE5)

In addition to development for active employees, INALUM also organizes retirement preparation training for employees who will reach age of 56 in the next five years. This program helps employees prepare themselves mentally, plan post-retirement activities, and understand investment opportunities. In 2025, INALUM provided training from April 23–29, 2025, in Jakarta and Bogor, and from May 16–22, 2025, in Bandung, Garut, and Tasikmalaya. The program was attended by 17 employees (10 from executive and supervisory positions, and 7 from managerial positions).

C. TRAINING PROGRAMS FOR EMPLOYEES

During 2025, INALUM organized 656 training programs for employees, with flagship programs shown in the following table:

No.	Name of Training	Time of Training	Total Participants	Organizer
1	Leading Innovation Culture	July	87	PT Intihub Inovasi Indonesia
2	Safety Awareness and Integration of Pointing and Calling into Workplaces (Shisa Kanko)	March	116	Phitagoras
3	Training and Certification for Trainers in the OHS Sector	August	26	Garuda Systrain
4	Finance for Non-Finance	May	29	FEB UI
5	Carbon Border Adjustment Mechanism (CBAM) Awareness and Implementation Training	April	45	Verval Nusantara Hijau
6	Export, Import, and Customs	February	47	CBM Institute
7	Leader's Effectiveness Program	January - March	10	Rumah Mentor Indonesia
8	Basic Statistics for Data Science	June	25	Binus Center
9	First Aid Training and Certification (P3K)	August, September	61	Phitagoras
10	Process Improvement Using PDCA (Plan-Do-Check-Act) and 7 QC Tools	April	77	PQM Consultant
11	Advanced Kaizen	May	25	PQM Consultant
12	First Time Manager	July - September	69	Rumah Mentor Indonesia
13	Basic Supervisory	May	64	PQM Consultant
14	INALUM Culture and Learning Festival (ICLF) 2025	December	2733	INALUM x Inspigo
15	INALUM Learning Series	January - December	3895	INALUM x Inspigo
16	INALUM K3 Culture (AGILE K3)	November - December	1589	INALUM x MIND ID Academy

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS [GRI 404-3] [PE5]

In an effort to align organizational targets with individual performance, INALUM's management applies a structured and comprehensive employee performance management system. Through this system, the Company and employees will have a shared understanding of the goals to be achieved, the strategies to achieve them, and the optimal utilization of resources.

Other than being an evaluation instrument, the system is designed to foster a culture of learning and performance achievement, while motivating employees to continuously improve their competencies and contributions to the Company. The performance measurement process is implemented transparently, systematically, and objectively, ensuring compensation and rewards are provided fairly and proportionally according to each employee's level of achievement.



The employee performance management process includes the following:

1. Planning and preparing individual performance target contracts
2. Monitoring individual performance
3. Individual performance assessment and feedback
4. Individual performance rewards

Periodically, the Company, through its Human Capital department, conducts annual assessments of all employees to identify their potential and talent. The results of these evaluations are then used as the basis for developing development plans and meeting organizational needs within the Company.

This assessment process refers to the Board of Directors' Decree No. SK-022/DIRPEL/2019 concerning the Human Capital Development System, and PER-002-DIRHC-2024 concerning the Individual Performance Management System. Based on these policies, talent management at INALUM is carried out in a structured, systematic, and sustainable manner.

The assessment aims to:

1. Improve employee performance in line with Company performance;
2. Serve as a parameter for measuring competency and a basis for planning employee and organizational development programs;
3. Serve as a foundation for developing a Talent Management System to map the Company's potential talent;
4. Increase employee retention; and
5. Strengthen aspects in employee career planning.

INALUM's performance assessment system is conducted systematically and continuously through Key Performance Indicators (KPIs) that are cascaded from the Company targets and then aligned with work unit and individual targets. The evaluation process is conducted in stages while upholding the principles of transparency and objectivity. As part of our commitment to encouraging superior performance and sustainable talent management, all 1,780 Company employees received periodic reviews of their performance and career development until the end of 2025.

To strengthen employee retention and development, INALUM also implements a force distribution system that ensures the distribution of responsibilities, access to development opportunities, and proportional and fair rewards. Through this mechanism, every individual has an equal opportunity to grow and make an optimal contribution to the Company's success.

The 2025 performance achievement shows an average employee KPI realization of 100.04%, reflecting high motivation and dedication to meeting targets and improving competencies to support the Company's strategic plan. INALUM also continues to emphasize the importance of diversity in its governance structure and workplace, including aspects of gender, religion, race, ethnicity, nationality, age, and physical condition. This diversity is believed to be a key factor in driving performance improvements while strengthening the Company's sustainability.

Workers' Rights (ASI PRINSIP 10) (PE6)

In carrying out its business activities, INALUM places respect for Human Rights (HAM) as one of the Company's main commitments. This commitment is formally outlined in the Human Rights Policy as stipulated the Board of Directors through Circular Letter No. SE-001/DIROP/2022 dated August 9, 2022, concerning the Occupational Safety and Health, Environment, Energy, and ing Human Rights Policy of PT Indonesia Asahan Aluminium (Persero). These policies have been widely disseminated to stakeholders, and is published on INALUM's official website, which can be accessed at the following link:

<https://www.inalum.id/storage/media/2025/10/kebijakan-hak-asasimanusia-pt-inalum-wyduk4.pdf>.

Based on this policy, INALUM affirms its commitment to implementing ethical and responsible operational practices, ensuring respect for human rights throughout the business value chain, and building an inclusive and equitable workplace for all employees and business partners. This Human Rights Policy also serves as the Company's primary foundation for ensuring all operational activities are conducted in accordance with ethical and responsible principles. Accordingly, INALUM is committed to:

1. Respect and protect the human rights of workers, parties in the value chain, and the communities surrounding the Company.
2. Comply with applicable laws and regulations and other requirements, including stakeholder requirements.
3. Respect labor rights to freedom of association, to refrain from forced labor practices, and to refrain from employing workers under 18 years of age.
4. Provide equal opportunities without discrimination and respect female rights in all aspects of work, as well as provide a conducive and safe workplace.
5. Ensure wages paid to workers meet local industry minimum standards and comply with applicable laws and industry standards regarding working hours.

These commitments form the foundation for formulating policies for implementing respect for human rights. Referring to the Policy on Respect for Human Rights, INALUM applies a strategic approach to ensure human rights protection by:

1. Implementing mechanisms to identify, assess, and control potential human rights risks and impacts, make improvements if human rights risks and impacts occurring, and prepare a facilities for submitting complaints.
2. Providing training on human rights policies as part of employee and contractor on-boarding programs.

3. Employing individuals above the minimum legal working age as stipulated by national regulations or in accordance with International Labour Organization (ILO) Conventions.
4. Promoting diversity and inclusion.
5. Regularly monitoring the performance of key suppliers and partners regarding human rights issues.
6. Reporting on policies, approaches, and performance related to respect for human rights in the annual Sustainability Report.

One important dimension in efforts to protect human rights is the fulfillment of labor rights. These rights encompass aspects of workers' welfare, including the right to a decent wage, proportional working hours, a safe and healthy workplace, freedom of association, equal employment opportunities based on qualifications, and guaranteed protection from discriminatory practices and harassment. In addition, every worker has the right to file complaints and access adequate legal protection.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES (GRI 401-2)

In addition to a salary, INALUM provides additional remuneration components to employees. The remuneration policy is transparent, fair, and without discrimination, and covers basic salaries, allowances, and other benefits. Salary determination takes into account work experience, educational level, and job responsibilities.

Other allowances are also provided, including allowances for location, position, family, religious holidays, and other allowances as stipulated. Employees can also receive performance-based incentives tailored to the achievement of Company targets.

INALUM also provides additional benefits in the form of insurance, BPJS Ketenagakerjaan and BPJS Kesehatan membership, parental leave, and a pension program. However, certain benefits, such as the Financial Institution Pension Fund (DPLK), performance incentives, and Home Return Trips (HRT), are specifically provided to permanent employees.

In line with the Company's current structure and status, the Company does not yet have an Employee Stock Option Program (ESOP). This is because the Company is not yet a public company, and therefore, employee stock ownership instruments cannot be implemented.



Remuneration Component	Permanent Employees	Non-Permanent Employees
Basic Salary	✓	✓
Location Allowance	✓	✓
Position Allowance	✓	✓
Family Allowance	✓	✓
Religious Holiday Allowance	✓	✓
Performance Incentive	✓	✓ (Proporsional)

Facilities and Benefits	Permanent Employees	Non-Permanent Employees
Housing and supporting facilities	✓ (For employees who work in remote areas)	According to the Provisions (For Employees Whose Work Locations Are in Remote Areas)
Financial Institution Pension Fund (DPLK)	✓	X
BPJS Employment, including Life Insurance	✓	✓
BPJS Health	✓	✓
Treatment and Care Facilities Employee and Family Health	✓	✓
Transportation Facilities*	✓	✓
Laptop or Computer Facilities	✓	✓ (According to Provisions)
Home Return Trip (HRT)	✓ (According to Provisions)	X

*For operational facilities used for the purposes of going to and from work and Company Operations.

MATERNITY LEAVE (GRI 401-3)

Parental leave regulations refer to Law No. 13 of 2003 concerning Manpower, which was amended through Law No. 6 of 2023 concerning Job Creation. This right is given to employees to care for and accompany newborn children as part of supporting a work-family balance. INALUM provides three months leave for female employees and two to four days for male employees to accompany their wives during childbirth.

The employees who take parental leave and return to the workplace reflects the Company's commitment to supporting their roles as parents. INALUM recorded a return-to-work rate of 100%, with a retention rate after parental leave also reaching 100%. This achievement confirms the Company's strong support for employee parenting and demonstrates the creation of a positive and inclusive workplace, where employees feel valued and satisfied with the policies and support provided, thus choosing to return and maintain their careers at the Company. INALUM's reputation as a family-friendly workplace is also strengthened, in line with the strong commitment and loyalty of its employees to the Company. This success demonstrates that INALUM's parental leave program is effective in supporting employees, retaining talent, and encouraging a harmonious balance between professional and family life.

Parental Leave 2024-2025

Total number of employees entitled to parental leave, by gender	Jumlah (Orang)								
	2025			2024			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
a. Total number of employees entitled to take leave (Company Policy)	1.515	92	1.607	1.511	83	1.594	1.472	85	1.557
b. Total number of employees using parental leave rights (excluding circumcision)	140	14	154	192	5	197	166	18	184
c. Total number of employees who returned to work in the reporting year after the end of the parental leave period taken	140	14	154	192	5	197	166	18	184
d. Total number of employees who returned to work after parental leave ended and were still working 12 months after returning to work	192	5	197	166	18	184	229	14	243
e. Total number of employees who have taken parental leave and will return to work after the leave period ends	140	14	154	192	5	197	166	18	184
f. Total number of employees who returned to work after parental leave ended in the previous reporting year	192	5	197	166	18	184	229	14	243
g. Return to work rate c/e X 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
h. Retention Rate d/f X 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

OPERATIONS AND SUPPLIERS WHERE THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK (GRI 407-1) (EM-MM-310A.2) (PE6)

Industrial relations are the relationships between employers or companies and their employees or the unions that represent them. For these relationships to be healthy and productive, companies and unions need to build mutually respectful cooperation and work together to find solutions to labor-related issues.

To show its commitment to harmonious industrial relations practices, INALUM guarantees freedom of association for all employees by supporting the existence of trade unions in the workplace. INALUM's trade unions are organizations formed by employees to fight for their rights and interests, including welfare, occupational safety and health, and social security. As strategic partners of the Company, trade unions contribute to creating a productive and equitable workplace, while also helping employees understand and exercise their rights and obligations in accordance with applicable regulations.

The trade unions INALUM are called SP LEM SPSI (Smelting Office) and SP LEM SPSI (Paritohan Office), which were established in 1998 and registered with the Ministry of Manpower and Transmigration based on Ministerial Decree No. 02/GSP/VIII/1998 dated August 26, 1998, which was subsequently updated with No. 019/ADM/PUK-LEM/IX/2022 dated September 1, 2022. SP KEP SPSI was established in 2024 and registered with the Batu Bara Regency, based on Manpower, Industry, and Trade Office No. 568/1759/DKPP-BB/2024 dated July 12, 2024. INALUM supports trade union activities by establishing constructive and respectful relationships, as stated in the Collective Labor Agreement (CLA), which is periodically updated and signed by Management and the INALUM Trade Unions.

When carrying out its roles and responsibilities, the INALUM trade unions operate independently without interference from political, religious, or group interests. The Company also ensures that there are no significant risks that could hinder freedom of association in all its operational areas. To maintain effective communication, INALUM and the trade unions regularly hold meetings to socialize policies, discuss management programs, and resolve labor issues. As of the end of 2025, there were no labor issues resulting in strikes or operational shutdowns.



CHILD LABOR (GRI 408-1) (SO2) (OJK F.19)

As part of its responsibility, INALUM affirms its commitment to ensure that child labor is eliminated in all of the Company's operational activities. This commitment is explicitly stated in Circular Letter No. SE-001/DIROP/2022 dated August 9, 2022, concerning the Occupational Safety and Health, Environment, Energy, and Human Rights Policy of PT Indonesia Asahan Aluminium. This policy serves as the foundation for building an ethical and equitable workplace, and in accordance with human rights principles and applicable labor regulations.

As a concrete step to eliminating child labor, the Company sets a minimum employee age limit of 18 years. In addition to complying with labor laws, this employee age policy is in line with the Republic of Indonesia Law No. 20 of 1999 concerning the Ratification of ILO Convention No. 100. 138 Concerning Minimum Age for Admission to Employment, and Republic of Indonesia Law No. 1 of 2000 concerning Ratification of ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor.

On the other hand, suppliers or INAMUM risk exposure to child labor. To mitigate this, INALUM conducts supplier selection, and suppliers are required to agree to an integrity pact.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK OF CHILD LABOR INCIDENTS (GRI 408-1) (SO2) (OJK F.19)

As of December 31, 2025, there were no recorded INALUM operations or suppliers at significant risk of child labor incidents.

FORCED LABOR (GRI 409-1) (SO2) (OJK F.19)

In line with efforts to eliminate child labor, INALUM strengthened its commitment to upholding human rights in the workplace by ensuring that forced labor practices are eliminated in all operational activities. The Company strictly prohibits all forms of forced labor, including hidden practices such as withholding employee documents, forcing overtime without adequate compensation, and restricting freedom of movement in the workplace. This policy aligns with the Manpower Law and ILO Convention No. 105 concerning the Elimination of Forced Labor, which has been ratified by the Indonesian Government. In addition, INALUM periodically evaluates its employment system and provides a transparent and secure complaint mechanism for employees to report potential violations.

This commitment has shown positive results, as reflected in the absence of any incidents of forced labor throughout the reporting year.

However, INAMUM's suppliers or partners are at risk of exposure to forced labor. To mitigate this, INALUM conducts supplier selection and requires suppliers to agree to an integrity pact. The same applies to child labor.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK OF FORCED OR COMPULSORY LABOR INCIDENTS (GRI 409-1) (SO2) (OJK F.19)

As of December 31, 2025, no INALUM operations or suppliers were recorded as having a significant risk of forced or compulsory labor incidents.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING AGREEMENT (GRI 2-30, 407-1) (PE6) (EM-MM-310A.1)

A Collective Bargaining Agreement (CBA) is a written agreement drafted and approved by a Company and trade unions to regulate the rights and obligations of all parties in the employment relationship. This document serves as a formal basis for building fair and balanced employment relations, and regulates the aspects of employment, including wages and benefits, working conditions, occupational safety and health (OHS), employee training and development, and mechanisms for resolving industrial relations disputes.

The provisions regarding OHS in the CLA contain comprehensive and operational provisions, including the provision of work clothing and personal protective equipment, inspections for compliance with OHS standards, procedures for reporting work accidents, prohibitions on work for employees who are sick, obligations to report infectious diseases, and the provision of free food and special supplementary food. The contents of the CLA is formulated with reference to applicable laws and regulations, including Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law.

In 2025, all INALUM employees were fully protected and bound by the provisions of the Collective Labor Agreement (CLA). The implementation of this CLA strengthens employee protection while ensuring their aspirations can be effectively expressed through the Trade Unions. This also encourages harmonious industrial relations and supports the Company's sustainable growth.

VIOLENCE AND HARASSMENT

The commitment to providing a safe, inclusive workplace free from all forms of violence and harassment is an integral part of INALUM's policy. The Company firmly opposes any act of violence, whether physical, verbal, psychological, or sexual, that could potentially compromise the safety and well-being of employees.

This commitment is demonstrated through the anti-violence and anti-harassment policy, as outlined in the Company's Code of Ethics and other internal regulations. This policy is reinforced by preventative measures, including socialization and training for all employees, together with a strict monitoring system to prevent actions that conflict with the Company's values and principles.

INALUM also provides a transparent and secure reporting mechanism for any employee who experiences or witnesses violence or harassment in the workplace. The whistleblowing system is designed to protect the anonymity of the whistleblower, so that each report can be processed without fear. All complaints received will be followed up through an objective and independent investigation. Reports of alleged violations must be submitted in writing to the Whistleblowing Team through the following designated whistleblowing channels:

- Website : OpenMind-wbs.com
- Email : OpenMIND@kpmg.co.id
- WhatsApp : 0811-1464-632 / 0811-646-343
- Post Mail : PT KPMG Siddharta Advisory
- Attn: KPMG EthicsLine (MIND ID)
- Address: Menara Astra Lantai 21, Jl. Jend. Sudirman Kav. 5-6, Jakarta 10220

WORKING HOURS

INALUM emphasizes that its employee working hour policy always complies with the limits set by laws and regulations and the Company's internal labor standards. This policy is applied to ensure employee well-being, increased productivity, and compliance with regulations regarding working hours and overtime.

Rules related to working hours are stipulated in the CLA and Procedure Manual No. SHO-PM17-006/0 concerning Arrangement of Working Hours and Rest Hours. The division of working hours and rest hours for regular work (day shifts) is determined as follows:

No.	Days	Working Hours	Rest Hours	Working Hours
1	Monday to Friday	07.30 - 12.00	12.00 - 12.50	12.50 - 16.00
2	Friday	07.30 - 11.50	11.50 - 13.30	13.30 - 16.00
3	Saturday	-	-	-
4	Sunday	-	-	-

Working hours and rest periods for shift work are regulated differently based on operational needs.

WORKER RIGHTS INFORMATION

The Company ensures that all employees receive clear and transparent information regarding their rights in the workplace, including the right to decent wages, reasonable working hours, benefits and facilities, occupational safety and health, freedom of association, and protection from discrimination, harassment, and forced labor. These rights are socialized through communication channels, such as employee handbooks, internal Company portals, socialization sessions, and the Collective Labor Agreement (CLA) prepared in collaboration with the trade union.

Selama tahun pelaporan, Perusahaan tidak menerima pengaduan terkait kekerasan dan pelecehan.

COMMUNICATION

When carrying out its operations, the Company prioritizes open, transparent, and two-way communication, both between management and employees and with stakeholders. Communication channels are provided to ensure clear and effective information delivery, including regular meetings, dialogue forums, internal media, and a complaints system.

INALUM also continues to optimize the use of digital technology and modern communication platforms to increase efficiency while encouraging employee involvement in expressing aspirations, input, and complaints. By strengthening a culture of constructive communication, INALUM strives to create a collaborative and harmonious workplace that supports optimal performance.



In general, the CLA contains information on employee rights, including:

1. The right to organize
2. Rights related to leave/holidays and leave of absence
3. Rights related to wages
4. Rights related to medical treatment and health care
5. Rights related to occupational safety and health
6. Rights related to social security and welfare, and
7. Rights related to education and training

INALUM also provides a secure and confidential complaint mechanism, allowing every employee to submit complaints or alleged violations of their rights without fear of repressive action. This mechanism includes a Human Capital hotline for internal employees and a whistleblowing system accessible to both internal employees and external parties.

ADDRESSING ACCEPTABLE LIVING CONDITIONS

INALUM is committed to creating decent working conditions and supporting the well-being of every employee. The Company provides welfare-supporting facilities, such as competitive wages in accordance with laws and regulations, health benefits, a pension program, and access to occupational safety and health facilities. INALUM also provides accommodation at select operational locations, ensures safe workplaces, and facilitates a balance between professional and personal life. These efforts are in line with the Company's commitment to building a workplace that supports productivity, employee welfare, and workforce sustainability.

EMPLOYEE ENGAGEMENT SURVEY

As part of its efforts to strengthen employee engagement and satisfaction, INALUM regularly carries out Employee Engagement Surveys to obtain comprehensive feedback from all employees. These surveys measure the level of employee engagement with the Company, covering the aspects of leadership, work culture, communication, career development, and work-life balance. In 2025, the employee engagement rate reached 86%, an increase from 81% in 2024, demonstrating the Company's commitment to continuously improving employee well-being and creating a more positive and productive work environment.







09

COMMUNITIES

INALUM actively organizes community empowerment programs in education, health, the environment, and the economy through direct community participation to improve social and economic welfare in the areas surrounding its operations.





Inalum's Best Achievement In The Communities

The Company's community programs are aimed at creating a sustainable social impact for the communities surrounding its operational areas.

SROI RATIO

Program Name	SROI Ratio
Ponot Waterfall Tourism Village Program, Tangga Village (Dalihan Na Tolu)	1:5,00
High OHS	1:2,31
Kuala Tanjung Village Program (Hikayat SIKUTA)	1:2,80

PUBLIC SATISFACTION INDEX (IKM)

Program Name	IKM Value
Community Satisfaction Index for the High OHS Certification Program	89,34 (Excellent)
Community Satisfaction Index for Tangga Village	85,59 (Excellent)

AWARDS

Eco-Pioneer and Sustainability Award (EPSA) 2025



INALUM received a prestigious award at EPSA 2025, held by the Department of Environmental Engineering at Universitas Diponegoro, with a "Gold Award" rating in the "Community Development" category.

Green PROPER & Gold PROPER



Green PROPER & Gold PROPER

TOP CSR Award 2025



INALUM received the #STAR 5 award at the 2025 TOP CSR Awards for its strategic and sustainable CSR performance and implementation.

TOP Leader on CSR Commitment 2025



Genting Partner Appreciation Award



OTHERS

Coordinator of the Corporate Social and Environmental Responsibility Forum for Batu Bara Regency

BUMN Disaster Coordinator for the North Sumatra Region





Social Investments (GRI 203-1) (SO1)

The Company's social investments are focused on community empowerment and sustainable improvement in quality of life.

PROGRAMS INVOLVING THE COMMUNITY

INALUM actively implements programs involving the communities as part of its commitment to sustainable development. These programs are designed to improve the social and economic welfare of communities surrounding its operational areas through initiatives in education, health, and the environment.

The activities include scholarship programs, skills development training, support for micro and small enterprises (MSEs), and environmental rehabilitation programs such as mangrove planting and biodiversity conservation. Through direct community involvement at every stage of the program, INALUM ensures that the initiatives implemented provide tangible, sustainable benefits and align with the needs and aspirations of local communities.

The Head of the Community and Environmental Empowerment Division is responsible for implementing social programs involving the communities, and reporting social performance to the Board of Directors for review and evaluation in developing strategies and monitoring social performance.

INFRASTRUCTURE INVESTMENTS (GRI 203-1) (EC1)

INALUM invests in infrastructure to support the Company's smooth operations while providing added value to the communities surrounding its operational areas. These investments include the construction and provision of infrastructure, education, religious facilities, healthcare, environmental management, and other physical facilities. All of these infrastructure investment programs are implemented pro bono and are free of charge for the public interest.

INALUM has undertaken infrastructure development projects and measures their benefits through the 2025 Social Return on Investment (SRI). Under the Daliha Na Tolu Impact: Ponot Waterfall Ecotourism program, INALUM built infrastructure in the form of supporting facilities and infrastructure for tourist locations, including the Ponot Waterfall in Tangga Village, Siharimo Waterfall, a religious area in Toba Regency, and the Ponot Waterfall Observatory in Halado Village. The development of facilities and infrastructure

International-standard information providing comprehensive information about tourist attractions in the Toba Samosir Geopark; construction and repair of educational infrastructure at SMPN 2 Pintu Pohan Meranti; road and bridge paving; and renovation of underprivileged houses in Toba and Asahan Regencies. In addition to the Hikayat Si Kuta infrastructure development program, INALUM has renovated houses, built classrooms for MIS Al-Mukhlisin, a primary education foundation in Kuala Tanjung Village; built a household sanitation system in Kuala Tanjung Village; and provided an agricultural water pump for farmers in Kuala Tanjung Village.

SIGNIFICANT INDIRECT ECONOMIC IMPACTS (GRI 203-2) (EC2)

As part of a State-Owned Enterprise (BUMN), INALUM is committed to growing sustainably with the community while respecting local culture and traditions. INALUM applies its Social and Environmental Responsibility (SER) program in accordance with applicable regulations and best practice standards for corporate social responsibility. INALUM focuses this program on strengthening community independence through sustainable initiatives that generate positive impacts.

In practice, INALUM's operational activities have made a significant contribution to improving social and economic conditions in the surrounding areas, through job creation, strengthening community empowerment, and increasing local revenue. In addition, the Company plays a role in supporting infrastructure development in its operational areas. However, the Company is also aware of the potential for negative impacts, such as changes in environmental conditions and social dynamics, including the possibility of economic inequality between local communities and migrant workers. Therefore, INALUM is committed to managing all these impacts responsibly through the appropriate and sustainable mitigation strategies.

In an effort to minimize negative impacts while maximizing positive ones, INALUM has prepared and implemented SER programs oriented towards regional development and improving the welfare of local communities. One such effort was to provide opportunities for local talent to join the Company through a transparent, fair recruitment process based on the principles of equality and anti-discrimination. Through this approach, local communities are encouraged to play an active role in regional economic development and become part of sustainable transformation.

[GRI 413-2]

All of these initiatives are part of INALUM's contribution to supporting the achievement of the Sustainable Development Goals (SDGs) through programs that integrate aspects of economic prosperity, social sustainability, and environmental protection. In line with the Republic of Indonesia Number Presidential Regulation 111 of 2022 concerning the achievement of SDGs, INALUM applies a collaborative approach involving stakeholders to ensure the effectiveness and success of program implementation.

To consistently realize this commitment, INALUM optimizes its resources through its Social and Environmental Responsibility (SER) program, which aligns with the Company's vision of becoming a leading global company based on integrated, environmentally friendly aluminium. This program also refers to the Minister of BUMN Regulation PER-1/MBU/03/2023 concerning Special Assignments and the BUMN (BUMN SER), ensuring the Company's contribution to national development is inclusive and sustainable.

The BUMN SER program followed by INALUM aims to:

1. Provide benefits for economic development, social development, environmental development, as well as legal and governance development for the Company;
2. Contribute to the creation of added value for the Company based on integrated, targeted, measurable, and accountable principles;
3. Foster micro and small businesses to become more resilient and independent, as well as the communities surrounding the Company.

The implementation of SER is based on the following main pillars:

1. Social, to achieve the fulfillment of basic human rights with quality, fair and equal treatment to improve the welfare of all people.
2. Environmental, to ensure the sustainable management of natural resources and the environment as a support for all life.
3. Economy, to achieve quality economic growth through sustainable job and business opportunities, innovation, inclusive industry, adequate infrastructure, affordable clean energy, and supported partnerships.
4. Law and Governance, to realize legal certainty and effective, transparent, accountable, and participatory governance to create security stability and achieve a state based on the rule of law.

For its implementation, the 4 (four) main pillars cover 17 Sustainable Development Goals, namely: (1) No Poverty; (2) Zero Hunger; (3) Good health and well-being; (4) Quality Education; (5) Gender Equality; (6) Clean Water and Sanitation; (7) Affordable and Clean Energy; (8) Decent Work and Economic Growth; (9) Industry, Innovation and Infrastructure; (10) Reduced Inequalities; (11) Sustainable Cities and Communities; (12) Responsible Consumption and Production; (13) Climate Action; (14) Life Below Water; (15) Life On Land; (16) Peace, Justice and Strong Institutions; (17) Partnerships For the Goals.

BUMN SER Pillars





INALUM'S COMMITMENT TO THE IMPLEMENTATION OF SER

INALUM is committed to implementing SER programs as outlined in the Social and Environmental Responsibility Program Policy in Circular Letter SE-003/DIR/2025 concerning Corporate Policy on Sustainable Business Implementation, which contains the following:

1. Implementing social responsibility programs to ensure the Company's sustainability by providing optimal benefits from its profits for environmental preservation and community development, as a form of social responsibility to the community, in accordance with the Company's capabilities and applicable laws and regulations.
2. Contributing and taking an active role in preserving nature and community development through:
 - a. Increasing efforts to preserve nature, especially Lake Toba, through greening movements and public and stakeholder awareness.
 - b. Improving the capacity of small community businesses to become resilient and independent through the Micro and Small Enterprise Funding Program (PUMK), and
 - c. Empowering the social conditions of the community through Community Engagement and Development Programs
3. Implementing a sustainable community development process to improve welfare and prosperity

THREE PRIORITY SER SECTORS

Based on the BUMN SER regulation, INALUM's SER program is prioritized in 3 (three) areas, namely:

1. Education Sector
2. Environmental Sector
3. MSE Development Sector

SER PROGRAM PRINCIPLES

1. Integrated, namely based on risk analysis and business processes that are linked to stakeholders;
2. Directional, namely having a clear direction to achieve the Company's goals;
3. Measurable impact, namely having a contribution and providing benefits that produce change or added value for stakeholders and the Company; and
4. Accountability, namely being accountable so as to avoid potential abuse and irregularities.

LEGAL BASIS OF INALUM'S SER ACTIVITIES

INALUM's SER activities refer to and align with the Company's Vision and Mission, as well as the Environmental, Social, and Governance (ESG) aspects, and is guided by the following regulations:

1. Law Number 19 of 2003 concerning State-Owned Enterprises

2. Law Number 40 of 2007 concerning Limited Liability Companies
3. Law Number 13 of 2011 concerning Handling of the Poor
4. Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation
5. Government Regulation (PP) Number 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies
6. Government Regulation of the Republic of Indonesia Number 96 of 2021 concerning Mineral and Coal Mining Business Activities
7. Minister of BUMN Regulation PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises (BUMN SER)
8. Republic of Indonesia Minister of Energy and Mineral Resources Decree Number 1824 K/30/MEM/2018 concerning Guidelines for Implementing Community Development and Empowerment
9. INALUM Board of Directors Regulation concerning SER.

SER VISION AND MISSION

Vision

Realizing Company sustainability through community empowerment programs that create independence and establish harmonious relationships with stakeholders.

Mission

1. Implement SER programs for the sustainability of Company operations and harmonious relations with the surrounding communities.
2. Create prosperity in the surrounding communities through programs that create independence and community clusters.
3. Support government programs to strengthen regions and villages within the framework of a unitary state.

INALUM SER STRATEGY

1. Social responsibility programs to ensure the Company's sustainability by providing optimal benefits from its profits for environmental preservation and community development, as a manifestation of its social responsibility to the communities, in accordance with the Company's capabilities and applicable laws and regulations.
2. Contribute and play an active role in preserving nature and community development through:
 - a. Increasing efforts to preserve nature, especially Lake Toba, through greening movements and public and stakeholder awareness.
 - b. Improving the capabilities of small community businesses to become resilient and independent through the Partnership Program,
 - c. Empowering social conditions in communities through the Community Development Program.

- Undertake a sustainable community development process to improve the welfare and prosperity of the surrounding community, integrated with the conservation of Lake Toba.

SER ACTIVITY STAGES

The BUMN SER Program is carried out in a structured and integrated manner to ensure effective implementation, target achievement, and impact management of INALUM's SER Program, aligned with the priorities and objectives established in the work plan. The INALUM SER Program is carried out through the following stages:

- Planning:**
Includes Strategy, Alignment, Social Mapping, Public Consultation, and Multi-Stakeholder Partnerships.
- Implementation:**
In line with Shareholder aspirations, we focus on Priority Areas and capacity building for SER management personnel.
- Evaluation and Monitoring:**
Impact measurements include:
 - » Calculating Social Return on Investment (SROI)
 - » Using outcome and impact (output) indicators to assess either quantitative or qualitative changes
 - » Monitoring changes in community perceptions
 - » Using participatory methods in the monitoring and evaluation process

Planning			
Strategy	Alignment	Social Mapping	Public Consultation and Multi-party Partnership
- Review of risks and impacts of business operations - Prepare short and long term plans - Focus on priority areas and/or those that have significant impact - Provide resources - Coordinate with other functions e.g. Government Relations, K3LH, Local Procurement	- Alignment with Company Vision and Mission, Sustainability Pathway with Sustainable Development Goals - Alignment with program plans and National and Regional Development Strategic Plans - Alignment with program plans and the Provincial Government Blueprint and RI PPM (for subsidiaries that manage mining sites)	- Participating with the community to understand socio-economic conditions as well as social structures, culture, politics and customs - Position the Company as a partner of stakeholders in local development	- Carry out deliberations to solicit the views of external parties (Government, community, academics, and others) in preparing programs - Position the Company as a partner of stakeholders in local development
Execution		Monitoring	
- Focusing on priority areas of Education, Environment and MSE Development - Creating programs to reduce dependency and provide long-term benefits - Implementing a viable exit strategy or handover strategy for sustainable programs - Carrying out Capacity Building and local organizational development		- Carrying out SROI calculations - Using outcome and impact (output) indicators to see quantitative or qualitative changes - Monitoring changes in community satisfaction index - Using participatory methods in the monitoring and evaluation process	

As part of the participatory planning stages of SER activities, INALUM carries out social mapping and public consultation activities with the community and stakeholders.

IMPLEMENTATION OF SER PROGRAM (QJK F.23, F.25)

For its implementation, INALUM's SER program is classified into two categories: the Micro and Small Enterprise Funding Program (PUMK) and the Non-PUMK SER Program. The PUMK program aims to strengthen the capacity of micro and small businesses to become more independent and competitive, thereby driving sustainable economic growth. While, the Non-PUMK SER Program focuses on improving the community's quality of life and environmental preservation, in line with INALUM's commitment to sustainable development. These programs are designed to provide comprehensive benefits, encompassing economic, social, environmental, and legal and governance aspects. This classification is an adaptation of the BUMN SER implementation guidelines, which allows for programs to be implemented in the form of financing for micro and small businesses, as well as providing assistance or other activities, including coaching.



INALUM's SER program aligns with the Company's vision, particularly its third vision, "Participating in empowering communities and the surrounding environment through targeted CSR and PKBL programs." Through this approach, INALUM strives to create a sustainable positive impact on the communities surrounding its operational areas.

Implementation Methods for the SER Program

BUMN SER Program Format	
Micro and Small Business Financing	Providing Assistance and/or Other Activities, including Coaching
Through the MSE Funding Program	- Including coaching with the costs being part of the SER Program costs - With a priority focus on education, the environment and MSE development

Through the two main SER programs, INALUM seeks to encourage the creation of synergy between the Company and the surrounding communities to indirectly foster a sense of trust and positive support from the communities towards INALUM's business processes.

SER IMPLEMENTATION AREAS

INALUM implements the Community Empowerment and Development (SER) and Community Empowerment (PUMK) programs in two regions: Kuala Tanjung and Paritohan, North Sumatra. To optimize the implementation of the Community Empowerment Program in the operational areas, INALUM has designated 10 (ten) regencies/cities as priority areas:

1. Toba Regency
2. Samosir Regency
3. Karo Regency
4. Dairi Regency
5. Simalungun Regency
6. North Tapanuli Regency
7. Humbang Hasundutan Regency
8. Batu Bara Regency
9. Asahan Regency
10. Tanjung Balai City

LEADING EDUCATIONAL PROGRAMS

1. Undergraduate Scholarships and INALUM Leadership Camp

Increasing Access to Higher Education to Become an Agent of Change

INALUM is committed to increasing access to higher education while encouraging community independence in its operational areas through its undergraduate scholarship program. Since its launch in 2019, this program has become a tangible manifestation of INALUM's contribution to supporting the improvement of the quality of education, particularly at the tertiary level. INALUM believes that education is the primary foundation for developing professional, productive, innovative, and competitive human resources. Therefore, improving the quality of education remains a priority within the social pillar of the Social and Environmental Responsibility (SER) program, in line with government policies and regional and national development plans

In 2025, 150 male and female students were registered as INALUM scholarship recipients. The recipients were outstanding students from families with limited financial resources who have gone through a rigorous internal selection process. They are studying at USU, UNIMED, and UIN-SU, and come from 10 regencies/cities within INALUM's SER priority areas.

In addition to providing financial support through regular scholarships, INALUM also hosts the INALUM Leadership Camp, a tiered leadership training program designed to develop the capacity and soft skills of scholarship recipients. The training materials cover national insight, environmental and cultural preservation, strengthening tolerance, effective communication and leadership, as well as personal development and village development program planning. Through this series of training programs, INALUM hopes that scholarship recipients will grow into outstanding individuals and be prepared to act as agents of change in their respective regions.

This scholarship program is the result of synergies with strategic partners, including Yayasan Karya Salemba Empat (KSE), as well as the Paguyuban KSE from Universitas Sumatera Utara, Universitas Negeri Medan, and Universitas Negeri Medan, and Universitas Islam Negeri Sumatera Utara. INALUM is committed to continuing this program sustainably, as its positive impact on improving the quality of education ultimately contributes to the welfare of the communities over the long term.

Program Location

10 Cities/Regencies around the Smelting Plant, North Sumatra operation area.

Business Unit Location

Aluminium Smelter

Program Implementation Steps 2025 :

- The selection process for 15 D1 students – Akipba was completed.
- Scholarships were awarded to 100 students in a collaborative program with KSE.
- Mentoring five students from Toba Regency and five students from Samosir Regency to continue their education at the superior DEL and YASOP high schools was carried out.
- Assisting 20 students in Ring 1 of Toba Regency to continue their education at university.

Program Achievements

By the end of 2025, the total number of scholarship recipients was 450, 120 of whom were employed. Based on the Company's monitoring, 85% of INALUM undergraduate scholarship recipients have seen their GPA increase. The SROI is recorded at 1:3.5.

Budget Realization

The realized funds for the 2025 S1 Scholarship and INALUM Leadership Camp SER Program was Rp1,150,000,000, an increase compared to Rp1,073,978,512 in 2024.

2. INATA PAUD

Improving the Quality of Early Childhood Education and Increasing Women's Participation in the Workforce

INALUM is committed to supporting Indonesia's efforts to develop a superior next generation from an early age. This commitment is realized through the INATA PAUD Program, a sustainable initiative applied around the Company's operational areas to improve the quality of human resources, in line with the Golden Indonesia 2045 vision. INATA PAUD plays a strategic role in supporting children's growth and development during the golden age (0–6 years), a crucial period for the formation of character, intelligence, and cognitive abilities. INALUM believes that education at this stage provides a vital foundation for children's future development, therefore, the Company's focus is not only on higher education but also on early childhood education.

The INATA Early Childhood Education (PAUD) program was initiated and developed in 2017 in collaboration with various strategic partners, including the Pengurus PAUD INATA and the Bunda PAUD Batu Bara. Based on the positive impact felt in the community, INALUM is committed to continuing this program on an ongoing basis until PAUD INATA can operate independently. Through this initiative, INALUM hopes to contribute to developing a future generation that is intelligent, competitive, and ready to face global challenges.

Program Implementation Steps

- 2017: Initiation of the formation of PAUD Binaan near the Indrapura market.

- 2018: Establishment of PAUD INATA and socialization of the importance of early childhood education.
- 2019: 100% of traders in the market no longer invite their toddlers to sell at dawn.
- 2020: PAUD INATA graduated 80 students.
- 2021: PAUD INATA began to be independent and was supported by INALUM as part of its operational costs.
- 2022: PAUD INATA was included in the superior PAUD category in Batu Bara Regency
- 2023: Increase in the number of students enrolled in PAUD INATA.
- 2024: Sustainability and Independence of PAUD INATA Program
- 2025: Became a PROPER assessment participant

Program Achievements

INATA repair assistance has been implemented, and additional learning support facilities have been provided. INATA has become a Child-Friendly Foster Care (Tamasya) program, which is one of the PROPER assessment items. By the end of the year, 26 children were enrolled in PAUD INATA.

Program Location

Batu Bara Regency, North Sumatra

Business Unit Location

Aluminium Smelter

Budget Realization

The realization of the PAUD SER Program funds in 2025 was Rp50,800,000, an increase compared to Rp31,000,000 in 2024.

OTHER EDUCATIONAL PROGRAMS

In 2025, INALUM organized the following other educational programs:

1. Assistance for the rehabilitation of SMK Swasta Karya Bhakti
2. Construction of a new classroom at SMA IT AH Ahmad Batu Bara
3. Construction of a new classroom at Muhammadiyah Sunggal Branch
4. Assistance for the renovation of SD Advent Simoding
5. Construction of a hall at SMA N 1 Sei Suka
6. Construction of a fence at SD N 18 Lalang
7. Renovation of a classroom at MTs AI Wasliyah Bandar Sono
8. Renovation of a classroom at MDTA AI Wasliyah Sukaramai
9. Construction of SMA Plus Darul Ilmi
10. Renovation of a classroom at SMK N 1 Medang Deras
11. Repair of the parking canopy at SDN 22 Lalang
12. Construction of a fence/toilets at SD N 27 Lalang
13. Assistance for the renovation of MIS Syeh Muhammad Zein
14. Infrastructure improvements at SMA N 1 Pintu Pohan
15. Infrastructure improvements at SDN 177939 Halado
16. Infrastructure improvements at SMPN 2 Aek Songsongan



Testimony

Kalimadewi, a mother from Indrapura Village, a beneficiary of the PAUD INATA:

As a trader at Delima Market, the presence of the PAUD INATA and the Smart Kids Inclusion Center has been a huge relief for me, as my special needs child can receive a decent, free education without me having to worry while selling.

Novanda Makarios Pandia, Universitas Sumatera Utara (USU) Campus Scholarship Recipient:

Previously, my GPA dropped because I had to work after school to cover living expenses. Since being selected as an INALUM scholarship recipient, I've been able to refocus on my studies and significantly improve my GPA. This scholarship is an opportunity to pursue my dreams without the fear of dropping out.

Tohir, Principal of Karya Bakti Vocational School, Pakam Village Raya, Beneficiary of School Renovation:

Our school feels much better after this assistance with the renovations. We are more enthusiastic about coming to school every morning, and the teachers seem happier while teaching as the school facilities are now more adequate and comfortable to use.

Azizi, Tani Cinta Mangrove Group (KTCM), Beneficiary of the Mangrove Conservation Program:

The mangrove planting by INALUM was not just planting trees, but building a living fortress for our village. Now our coastline is better protected from abrasion, and the area is starting to attract visitors from outside the area as an educational tourist destination, which clearly helps supplement our income.

INALUM'S CONTRIBUTION TO THE SDGs SOCIAL PILLAR

- Increasing the number of boys and girls completing early childhood education equally and with quality.
- Increasing the number of boys and girls with access to quality early childhood development and care.
- Increasing access for boys and girls to quality higher education.
- Reducing gender disparities in education and ensure equal access to all levels of education for local communities.
- Improving literacy and numeracy skills for adolescent girls and boys.
- Building and improving child- and gender-friendly educational facilities.
- Increasing the number of scholarship recipients.
- Increasing the pool of qualified teachers.

FEATURED PROGRAMS IN THE ENVIRONMENTAL FIELD

1. Foster Tree

Planting Mangroves to Sustain Coastal Ecosystems

INALUM initiated a maritime conservation program through mangrove planting activities in an effort to preserve coastal ecosystems while protecting existing environmental potential. One of the program's flagship initiatives was Pohon Asuh designed to ensure the long-term sustainability of mangrove growth so that its ecological benefits could be optimally enjoyed. Going forward, INALUM is committed to expanding the program's scope by involving more stakeholders, both corporate and individual, to encourage broader participation in coastal area conservation through a mangrove adoption scheme.

In 2025, INALUM collaborated with coastal communities in Batu Bara Regency to plant 15,000 mangrove seedlings. In addition to maintaining the balance of the coastal ecosystem, this initiative also aims to raise public awareness of the importance of environmental conservation in addressing the impacts of climate change. Through this program, INALUM hopes to contribute to realizing a more sustainable coastal environment while encouraging active community involvement in the protection and sustainable management of mangrove ecosystems.

Program Achievements

- Mangrove Planting by the KTH Lestari Pesisir in Kuala Sipare Hamlet, Medang Village, in 2025
- Mangrove Planting Assistance from the Indonesian Fishermen's Association (HMNI) - Batu Bara Regency
- Mangrove Planting and Enrichment Program by the Kelompok Tani Cinta Mangrove (KTCM) in Perupuk Village

Program Location

Batu Bara Regency, North Sumatra

Business Unit Location

Aluminium Smelter

Budget Realization

The realized funds for the Foster Tree SER Program in 2025 was Rp190,000,000 compared to Rp135,000,000 in 2024

2. Migratory Waterbird Conservation

Migratory Bird Conservation Socialization

INALUM is committed to preserving biodiversity through conservation programs around the Company's operational areas. One key initiative was the protection of migratory birds in several coastal areas of Batu Bara Regency. This program aims to preserve the migratory bird species that stop in the area while ensuring the sustainability of their habitat ecosystem.

These efforts are part of INALUM's support for government policies on natural resource conservation, in line with Law Number 5 of 1990 concerning the Conservation of Biological Natural Resources and their Ecosystems and the Minister of Environment and Forestry Regulation P106/MENLHK/SETJEN/KUM.1/12/2018 concerning Protected Plant and Animal Species. As a concrete implementation, INALUM actively conducted socialization and education to coastal communities in Batu Bara Regency regarding the importance of protecting endangered species and their habitats.

This migratory bird protection program was initiated due to growing concerns about poaching activities in the Perjuangan Beach area and several other coastal locations in Batu Bara Regency. This area has been designated a Key Biodiversity Area (KBA), meaning areas with concentrations of unique, rare, or endangered species or ecosystems. The coastal mudflats in Batu Bara Regency also serve as a crucial habitat for migratory waterbirds that stop over on their migration routes. Therefore, sustainable management and integrated conservation measures are a priority to maintain the overall balance of the ecosystem.

The Migratory Waterbird Conservation Program was implemented through collaboration with various parties, including the Living Heritage of Sumatra Indonesia (WHIS), the Love Mangrove Farmers Group (KTCM), and the Jono Beach Community (KMPJ). INALUM plays an active role in preventing poaching and protecting the habitats of protected and endangered species, particularly various migratory bird species.

INALUM is committed to continuously strengthening and developing this program to ensure the continued maintenance of migratory bird populations. Socialization and coordination will also be expanded to stakeholders, including the Batu Bara Regency Environmental Agency and village governments along the coast, so that biodiversity protection efforts can be implemented more effectively, collaboratively, and sustainably.

Program Achievements

- A Prospective Ecotourism Guide Workshop was held on May 28-29 (2 days). Day 1 included presentations in Tomacco, Tanjung Gading, and Day 2 included field practice on the Historical Coast.
- A workshop was presented by two speakers: Joko Winarno (President Director of Bumdes Tirta Mandiri, Ponggok Village) and Chairunna Adha Putra (WHIS, Bird Researcher and Lecturer at the Faculty of Biologi-Unimed).
- 21 participants from local communities participated: KTCM, Sekolah Alam, Batik Mangrove, MSMEs, and River Cruises.
- The WHIS team will assist KTCM in drafting a conservation tourism business plan.

Program Location

Batu Bara Regency, North Sumatra

Business Unit Location

Aluminium Smelter

Budget Realization

The 2025 Migratory Waterbird Conservation Community and Environmental Management (SER) Program budget realized Rp50,000,000, an increase compared to Rp49,840,000 in 2024.

3. Increasing the use of renewable energy

In addition to mangrove planting, INALUM is also promoting the use of renewable energy by installing solar power plants (PLTS) for the "Kuta View" Rice Field Tourism Program in Kuala Tanjung and supporting the sustainability of the KUPSS Silvofishery inland fisheries program in Perupuk Village. This initiative utilizes PLTS with a total capacity of 2,750 Wp to support operational needs.

The energy generated is used to support the operations of the Kuta View Rice Fields Tourism Park, including the children's pool water pump, lighting system, and the development of a biofloc program for inland fisheries. Through this program, INALUM not only encourages emission reduction and energy efficiency but also strengthens the sustainability of an environmentally-based community economy.

CONTRIBUTION TO ENVIRONMENTAL SDGs

- Increase agricultural productivity and income of small-scale food producers, especially women and indigenous communities and farmers.
- Improve sustainable food production systems.
- Increase the use of renewable energy.
- Reduce the impact of climate change through carbon sequestration by planting trees.
- Manage and protect marine and coastal ecosystems in a sustainable manner.
- Education and implementation of more sustainable fishing practices.
- Increase economic benefits through sustainable management of fisheries, aquaculture, and tourism.
- Improve conservation, restoration, and sustainable use of terrestrial ecosystems.
- Maintain protected flora and fauna.
- Integrate ecosystem and biodiversity values into poverty reduction.
- Increase the local community capacity for sustainable livelihood opportunities.

MSE DEVELOPMENT PROGRAM

The Micro and Small Enterprise Funding Program (PUMK) is an initiative within the Social and Environmental Responsibility



(SER) framework aimed at improving the quality of life of the communities through the development and mentoring of micro and small enterprises, with active community participation. This program aims to expand access to capital for MSEs, while strengthening their business capacity to become more resilient, adaptive, and independent in the face of dynamic competition.

The PUMK program is based on the Minister of State-Owned Enterprises Regulation Number PER-1/MBU/03/2023 concerning Special Assignments and the Social and Environmental Responsibility Program for State-Owned Enterprises. INALUM understands that this program is not only limited to providing financing, but also includes mentoring, training, and facilitating market access for MSEs. Through this integrated approach, INALUM is optimistic that MSEs can increase their competitiveness, expand their market share, and have the opportunity to move up a level, thereby making a more significant contribution to the local economic growth.

MSEs targeted by this program must meet the following criteria:

1. Owned by Indonesian citizens;
2. Have not yet met the criteria or have access to loans from funding institutions or banks;
3. Priority is given to micro and small businesses with business types that align with and/or support the business of state-owned enterprises (BUMN);
4. Priority is given to micro and small businesses located within the BUMN's operational areas;
5. Independent, not a subsidiary or branch of a company owned, controlled, or affiliated, directly or indirectly, with a medium-sized or large business;

6. Businesses run by individuals and/or groups of individuals, unincorporated business entities, or incorporated business entities; and have business potential and prospects for development.

PUMK PROGRAM DISTRIBUTION

INALUM allocated SER funds budget as part of the activity costs calculated in the 2025 fiscal year. The PUMK Program provides working capital loans, with priority given to MSEs producing superior regional commodities with potential for export, MSEs with a high labor absorption capacity, and businesses that provide positive social and economic impacts to the communities.

To ensure program sustainability, INALUM uses funding sources from:

1. The balance of Partnership Program funds allocated as of the end of 2015; and/or
2. Margin loan / profit-sharing administration fees, deposit interest, and/or current account fees derived from Partnership Program funds.

The additional realized funds for the 2025 PUMK Program, distributed in collaboration with Bank Rakyat Indonesia (BRI), amounted to Rp30,000,000, or 230.77% of the 2025 Work Plan and Budget of Rp13,000,000. Thus, the total available funds for INALUM's PUMK managed through BRI in 2025 reached Rp1,279,410,604.

During 2025, PUMK program disbursements were classified by business sectors and distribution areas.

Distribution of PUMK Programs and Number of Fostered Partners by Business Sector in 2025

No.	Sector	Number of Foster Partners	Total Disbursement (Rp)
1.	Trading	5	210.000.000
2.	Agriculture	1	80.000.000
3.	Plantations	6	190.000.000
4.	Services	1	100.000.000
5.	Others	1	20.000.000
TOTAL		14	600.000.000

Based on KBUMN recommendations PUMK funds are channeled through BRI to be managed by BRI and distributed back to MSEs.

*)As of October 6, 2025, the Ministry of BUMN became the BUMN Regulatory Agency in line with the ratification of Republic of Indonesia Law Number 16 of 2025 concerning the Fourth Amendment to Law Number 19 of 2023 concerning State-Owned Enterprises..

PUMK Program Distribution and Number of Fostered Partners Based on Distribution Areas in 2025

No	Region	2025 Realization	
		Number of Foster Partners	Total (Rp)
1	North Sumatra	14	600.000.000
Total		14	600.000.000

Goal 8: Decent Work and Economic Growth

Metadata TPB Ministry of National Development Planning/Bappenas		Company Support	
Target	Indicators	2025 Target	Realization in 2025
8.3 Promote development policies that support productive activities, the creation of decent jobs, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small, and medium enterprises, including through access to financial services.	8.3.1.[a] Proportion of MSMEs that access credit from formal financial institutions	Distribution of funding to MSMEs through BRI amounting to Rp13,000,000	Realization of PUMK program funds in 2025 was Rp30,000,000, or 230.77% of the 2025 Work Budget Plan of Rp13,000,000. These funds were added to the remaining balance in the INALUM PUMK account managed by Bank BRI, bringing the total accumulated PUMK funds at BRI to Rp1,279,410,604.
		Provision of business equipment assistance to 100 MSMEs in 10 districts/ cities located in ring-1 of the Company	INALUM provided capacity development assistance to 112 MSMEs, as follows: • Mushroom cultivation facilities to Rumah Jamur 208 Kisaran • Equipment to the MSME Corner in Tanjung Gading • Equipment to 16 MSMEs in the Pecotot Reborn Tourism Center in Pulau Sejuk Village • Business equipment for 20 AC technicians • Village Chicken Farming Development (Gading Bahagia Livestock Business Group) 1 group • Mangrove Flower Batik Tools for the Sejarah Mangrove Beach 2 groups • Post-Modern Retail Curation MSME Product Packaging 6 groups • Equipment assistance to 2 MSMEs in the Ring-1 area and transmission line • Tent Procurement Assistance for 30 MSMEs around the Company • Equipment to 25 MSMEs in the Operational and Transmission Areas
		Provision of promotional assistance to 100 MSMEs in 10 districts/cities located in ring-1 of the Company	INALUM provided promotional assistance to 105 MSMEs, as follows: • 40 MSMEs under its guidance exhibited at the Tao Toba Samosir Jou-Jou event • 9 MSMEs at the MIND ID booth at the Solo National Athletics Championship • 7 MSMEs at the APKASI EXPO Tangerang • 5 MSMEs at the Pre-JKI Medan event • 11 MSMEs at the INALUM Tanjung Gading Indonesian Independence Day MSME Bazaar • 13 MSMEs at the Indonesian Culinary Expo Exhibition • 8 MSMEs at the Vendor Gathering event in Bali • 12 MSMEs at the Kriya Fest Exhibition at the Jakarta Convention Center (JCC) Jakarta



Metadata TPB Ministry of National Development Planning/Bappenas		Company Support	
Target	Indicators	2025 Target	Realization in 2025
		Provision of capacity development assistance to 100 SMEs in 10 districts/ cities located in the Company's ring-1 area	INALUM provided capacity development assistance to 184 MSMEs, as follows: • A Go MSME and Go Digital Workshop was held on May 16-17, 2025, in Tanjung Gading, with 100 MSMEs from Batu Bara Regency participating. • A total of 13 MSMEs in Toba received AI-based digital marketing training. • On May 26, 2025, an AI-based MSME capacity development training for digital marketing was held at Rumah BUMN Toba, with 29 MSMEs participating. • Collaborating with PAJ, we conducted training and production of Ecoprint MSME products for the Bunda Ponot Creation MSME group on August 3, 2025. • 35 MSME participants participated in the AI-based MSME digital marketing training workshop at the North Tapanuli BUMN House on August 7-8, 2025. • 10 MSMEs participated in the MSME Upgrade workshop in Kabanjahe on August 13, 2025.

PUMK PERFORMANCE

The calculation of the loan repayment collectibility category in the INALUM Micro and Small Business Funding Program (PUMK) refers to the provisions in the Minister of BUMN Decree No. Kep-100/MBU/2002 dated July 4, 2002. Based on this, INALUM classifies the loan quality of Fostered Partners receiving MSE funding into four categories, namely: current, substandard, doubtful, and non-performing.

The receivables collectibility level reflects the extent to which fostered MSEs fulfill their obligations in repaying loans. The higher the level of collectibility, the smoother the loan repayment, which ultimately supports the sustainability of the program. INALUM is committed to maintaining an optimal level of collectibility so that PUMK funds can continue to roll out and provide wider benefits to fostered MSEs. PUMK performance is measured based on the effectiveness of fund distribution and the collectibility level, which directly reflects the amount of funds that have been successfully distributed and returned by fostered MSEs to support increasing their productivity.

Description	2025	2024	2023
Distribution Effectiveness	87%	100%	95%
Collectability of Receivables	94%	99%	100%

FOSTER PROGRAM

INALUM remains committed to fostering its Fostered Partners, consisting of micro and small enterprises (MSEs), to improve their business governance towards better, more professional, and sustainable practices. Through consistent and targeted coaching, INALUM encourages increased business capacity in its Fostered Partners, enabling them to create broader economic value for the surrounding communities.

The foster program is designed taking into account the actual conditions and challenges faced by each MSE, using a needs-based approach. This approach ensures that each foster activity is targeted and has an optimal impact on the business development of the Foster Partners.

INALUM also optimizes this program by providing guidance, training, and support to low-income businesses in an integrated, targeted, and measurable manner, in line with the principles of sustainable development. Through the training and mentoring program, INALUM hopes that its Fostered Partners can develop, increase their competitiveness, and transform to move up a level.

As an Agent of Change, INALUM helps strengthen the MSE ecosystem through various initiatives, both within the BUMN

ecosystem, such as the MSME Digital Market (PaDi) program, and through its broader ecosystem network. INALUM also encourages innovation and capacity building by its Foster Partners by providing access to training, certification, and participation in trade and industry exhibitions. This program is carried out through synergy and collaboration with stakeholders to expand its positive impact on MSE development.

The Fostered Partner Development Fund is part of the SER fund distribution, which is directed at strengthening business capacity and capabilities, in line with Minister of BUMN Regulation No. PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs for BUMN. The implementation of the Foster Partner Development program by INALUM in 2025 was as follows:

Implementation Time	Program Description	Location	Number of Participants from Fostered MSEs
April 16-17, 2025	MSME Go Modern and Go Export Workshop	MPH INALUM, Tanjung Gading	100 people
May 17, 2025	Artificial Intelligence (AI)-Based Digital Marketing Training for MSMEs Assisted by Rumah BUMN Samosir	Rumah BUMN Samosir	20 people
August 7-8, 2025	MSME Workshop: Using Artificial Intelligence (AI) for MSME Business Development in North Tapanuli Regency	Rumah BUMN Tarutung	18 people
August 13, 2025	MSME Upgrade Workshop (UMKM Class II App)	Hotel Sibayak, Berastagi	10 people
May 26, 2025	MSME Workshop: Smart Practices Using Artificial Intelligence for Business	Rumah BUMN Toba	29 people

GROWTH OF UPGRADED FOSTERED MSEs

In line with the Ministry of BUMN directive to encourage the empowerment of MSMEs to enable them to move up the ladder, INALUM continues to strengthen the capacity of its fostered MSEs through various ongoing development programs. Through innovation and strengthened implementation of the SER Program, INALUM plays an active role in helping MSEs face business challenges and increase their competitiveness in the marketplace.

In 2025, INALUM successfully promoted business upgrades for five Foster Partners. This achievement refers to the definition of Upgraded Foster MSEs as stated in Appendix II of the Minister of BUMN Letter No. S-348/MBU/DSI/11/2022 concerning the Preparation of the 2021 BUMN SER Program. MSEs are declared upgraded if they experience increased business capacity, reflected in improved economic conditions and independence, and meet at least two of the following criteria:

1. Increase in the number of employees;
2. Increase in loan value;
3. Increase in production capacity;
4. Increase in turnover;
5. Involvement of local communities to produce products;
6. Marketing products outside the city/country;
7. Obtained a national/international certificate



SUCCESS STORIES OF FOSTER PARTNERS (2-3 PARTNERS)

Realizing the SER Program that supports the Sustainable Development Goals

Women Packing Mushroom Baglogs

- **Gubuk Kamur's business has a multiplier effect on the development of community welfare.**

Mushroom cultivation requires baglogs as a growing medium (sawdust, bran, lime, water) packaged in sterile PP plastic for oyster mushroom growth. Dani utilizes INALUM's assistance to mix the baglog media using a mixer, making the process more efficient than manually using a hoe.

Having previously cultivated the mushroom crop independently, Dani now encourages local women to package the mushroom bags.

This is one indicator of the success of the SER program, which has a multiplier effect on community well-being.



"Bestie" Crispy Mushrooms Now Available at Local Supermarkets

- **From raw mushrooms, Dani's processed mushroom products are now marketed as a typical Kuala Tanjung souvenir.**

Initially, Dani could only sell raw oyster mushrooms. In an effort to increase their selling value, Dani utilized INALUM's assistance to purchase an oil spinner, expanded the mushroom production area, add shelves, and sterilization equipment.

Now, with the assistance of INALUM, Dani's mushroom production has a high selling value as it has been processed into attractively packaged "crispy mushrooms" that are marketed in local supermarkets as a typical Kuala Tanjung souvenir.



➔ BANG NAGA SOFT CRAB SOUGHT AFTER BY INTERNATIONAL BUYERS

➔ Owner of a Soft-Breasted Crab Farming Group

Affectionately called "Bang Naga," he exudes a warm, welcoming presence. With his beaming smile, Edi successfully leads his farming group to meet export demand in Shanghai and European countries.

Edi is a native of the region and understands the intricacies of marine animal cultivation. Due to his coastal location, Edi has had several experiences cultivating tiger shrimp and mangroves. Edi also admits that he is fortunate to have a large plot of land behind his house, which INALUM is also using to build its Extra High Voltage Overhead Line (SUTET) infrastructure.

Edi Sinaga "Bang Naga"



Edi's land, with its potential due to its size and roadside location, motivated INALUM to encourage him to maximize its use for personal and local economic development. In 2018, he tried to cultivate lemons, a trend in 2019, but this failed when COVID-19 struck.

Edi and INALUM continued their collaboration to use land for high-value local crops. Starting with secondary crop cultivation and building small ponds, Edi's business has now expanded into soft-shell crab cultivation. INALUM responds to Edi's requests for assistance with pond expansion, additional buildings, and procurement of supporting equipment (pipes) to maximize crab harvests.

➔ INALUM's Ongoing Support

Edi continues to collaborate with INALUM to use the land for high-value cultivation.





Program Name	Location	Objective	Beneficiaries	SDG	Budget (Rp)	Realization (Rp)	
School Building Assistance Program	Priority Ring 1 and 2 (Around the Company's operational area, housing complexes, and villages along the power grid)	Building/ renovating/ improving school buildings to make them suitable and comfortable for teaching and learning.	Schools Near the Company	04	1.000.000.000	1.054.075.000	
Support Program for the Development and Support of Inclusive Schools for Children with Special Needs	Company Ring 1 (Smelter)	Accommodating and providing free and/or subsidized education to toddlers, market vendors, and the surrounding community.	50 children	04	200.000.000	234.000.000	
Community-Based Competency Training Program	Priority Ring 1 and 2 (Around the Company's operational area, housing complexes, and villages along the power grid)	Providing relevant competency training for the community to compete in the workforce.	Local youth (10 districts/cities)	04	280.000.000	229.084.995	
Endemic Animal Conservation Program in North Sumatra	Mount Leuser National Park (TNGL) Ecosystem, Langkat Regency, North Sumatra	Contributing to the preservation of ecosystems and endemic endangered species through appropriate partners through a Community Development approach.	2 Forest Patrol Teams (14 people)	15	50.000.000	50.000.000	

	KPI	Program Achievements	Program Impact
	15 schools	Implemented programs: - Assistance for the rehabilitation of SMK Swasta Karya Bhakti - Construction of new classrooms for SMA IT AH Ahmad Batu Bara - Construction of new classrooms for the Branch Leadership Muhammadiyah Sunggal - Assistance for the renovation of SD Advent Simoding - Construction of the hall at SMAN 1 Sei Suka - Construction of the school fence at SDN 18 Lalang - Rehabilitation of classrooms at MTs Al Wasliyah Bandar Sono - Rehabilitation of classrooms at MDTA Al Wasliyah Sukaramai - Construction of SMA Plus Darul Ilmi - Renovation of classrooms at SMKN 1 Medang Deras - Repair of the parking canopy at SDN 22 Lalang - Construction of the fence/toilets at SDN 27 Lalang - Assistance for the rehabilitation of MIS Syeh Muhammad Zein - Infrastructure improvements at SMAN 1 Pintu Pohan - Infrastructure improvements at SDN 177939 Halado - Infrastructure improvements at SMPN 2 Aek Songsongan	- Improves the quality of learning facilities/infrastructure, such as new, more suitable classrooms and more adequate supporting facilities that support the teaching and learning process. - A better learning environment increases student enthusiasm for learning and teacher motivation.
	SCD 1 School 1 Therapy Center	- Construction of 1 Therapy Center (Smart Kids Inclusion House) has been completed and inaugurated in November 2025. - INATA repair assistance has been provided, and additional learning support facilities have been provided. INATA is part of the Taman Asuh Sayang program. - Children (Excursions) is one of the PROPER assessment items.	- Smart Kids Inclusion House is the only therapy center for children with special needs in Batu Bara Regency. Currently, around 20 children receive therapy at Smart Kids. - The community, especially traders at Delima Market in Indrapura who have toddlers, have greatly benefited from INATA's presence, particularly in saving on education costs and ensuring the safety of their children's development. - This is a social innovation program submitted for the Proper Assessment.
	50 youth - SCD: 30 Youth certified in 3 Villages - PCD: 20 Youth certified in 2 Villages	Programs implemented:: - Training and certification for Working at Heights for 10 participants from the area surrounding the smelter. - Training for air conditioning technicians for 20 residents of the community surrounding the smelter's operational area. - Emergency First Aid training, certified by the North Sumatra Provincial BPBD, in Tangga Village for 28 youth. - Gada Madya training and certification for 7 participants from 6 villages surrounding the hydroelectric power plant. Number of training participants: 65.	- Providing education and skills for the community to make them competitive in obtaining jobs. - Significantly improving occupational safety among youth who receive OHS training. - Increasing the capacity for community self-reliance, by creating new job opportunities and independent businesses that benefit the local economy.
	1 Training Session 2 Information Boards 1 Patrol Activity - Uniform assistance for 2 Patrol Teams	- Socialization with the patrol team, LCP, and BBTNGL at the TNGL Medan office on June 11, 2025. - Uniforms were provided to two SMART Patrol teams (14 people) under the LCP and BBTNGL. - Information boards were installed at two locations: (1) Pamah Semilir and (2) Bukit Lawang. - Advanced training and patrols for the SMART Patrol team were also conducted from June 21-30, 2025, in Pamah Semilir (a location adjacent to the TNGL forest area). - One lot of animal medication was handed over by the LCP team to the Smart Patrol team.	- Maintaining the survival of endemic species in North Sumatra - Supporting the balance of the food chain and natural ecosystems. - Encouraging the protection of forests and conservation areas. - Increasing public understanding of the importance of endemic wildlife conservation.



Program Name	Location	Objective	Beneficiaries	SDG	Budget (Rp)	Realization (Rp)	
Emergency Response and Climate Change Programs	Company Ring-1	Disaster mitigation, climate adaptation, sustainability, education, collaboration, greening, energy, waste, resilience, environment.	Communities in the Company's Ring-1 Area	13	150.000.000	190.000.000	
Clean Water Facilities	Batu Bara Regency	Access, sanitation, health, hygiene, sustainability, quality, conservation, education, environment, well-being.	3 Foster Villages in the Smelter Operational Area	06	50.000.000	75.000.000	
Disability Assistance	Company Ring-1 power plant area	Inclusion, accessibility, independence, education, empowerment, equality, health, support, opportunity, well-being.	Communities in the 3 Company Supported Villages	10	200.000.000	192.039.609	
Celebration of Religious Holidays	Company Ring-1	Company support for stakeholders in observing religious holidays.	Places of Worship, Community Leaders, and Local Government	10	800.000.000	799.000.000	

KPI	Program Achievements	Program Impact
2 Fostered Villages • SCD: 1 Village • PCD: 1 Village	The Proklam assessment for two villages (Kuala Tanjung and Lubuk Cuik) was completed yesterday (July 7, 2025) via online Zoom with direct verification from the Ministry of Environment and Forestry. For approximately 2.5 hours (2:00 PM - 4:30 PM), the Kuala Tanjung village government and the Seroja Lubuk Cuik Village Community Forestry Group (KWT Seroja) were questioned in detail by the Ministry of Environment and Forestry. Inalum and the Department of Environment and Forestry (DisperkimLH) only provided assistance. The results were: • Kuala Tanjung had no document improvements; the Village Head performed very well in presenting and answering questions. • Lubuk Cuik had document improvements and minor evidence needed to be submitted. • Tangga and Pintu Pohan Villages have registered for Proklam and are awaiting further announcements from the Ministry of Environment and Forestry for field verification in July 2025. Pintu Pohan Village: Verification by the Ministry of Environment and Forestry was completed on July 8, 2025 (to obtain the Main Certificate) and is currently completing the data. Tangga Village: Received an Intermediate Certificate this year • Disaster response training: Emergency first aid and water rescue were conducted at the Ponot waterfall (Tangga Village) in July, with 28 participants. • Pintu Pohan Village received a trophy and a PROKLIM Utama certificate from the Ministry of Environment on December 1-2, 2025.	• Increasing collective public awareness through environmental education and a culture of safety • Supporting sustainable tourism and establishing a community preparedness network • Encouraging community participation in strengthening climate change adaptation and mitigation capacity.
• SCD: 3 Fostered Villages • Update: 2 Fostered Villages	• Assistance for the construction of one drilled well for clean water facilities at Sukaramai Village, Air Putih District, Batu Bara Regency, for Rp25,000,000. • Assistance for the construction of two drilled wells for clean water facilities at Kuala Indah Village, for Rp 50,000,000.	• Ensuring water availability for basic daily needs. • Supporting clean and healthy living practices (PHBS). • Supporting more controlled and hygienic water resource management.
PCD: 3 Fostered Villages	• PCD: Assistance in the form of promotional tools and goods for families with disabilities at the Silalahi Restaurant MSME in Tangga Village, (under the guidance of INALUM) for a total cost of Rp8,423,076. • Assistance to the CBR (Cahaya Bersama Rakyat) Disability Foundation in Nauli Siahaan Village, Sigumpar District, in the form of a plaque with the Foundation's name and INALUM logo, and a flagpole, was handed over at the end of December 2025. • Assistance to the Hephata HKBP Disability Center in Sintong Marnipi Village, Laguboti District, Toba Regency, in the form of a hand tractor, an overlock machine, and a sewing machine, was handed over at the end of December 2025. • PCD: Assistance to persons with disabilities in Aek Songsongan Village in the form of a goods pedicab, a soybean hull separator, and a sit-down stove, was handed over at the end of December 2025. • Assistance for the celebration of Disability Day to the CBR Foundation in accordance with the Foundation's proposal. • Socialization of Handling Children with Special Needs (ABK) in 3 villages (Pintu Pohan, Tangga, Halado, and Ambar Halim). • Total: 7 Villages (done)	• Improving Welfare & Basic Needs: Help meet food needs and living expenses, reducing poverty and family burdens. • Psychological & Social Support: Assistance to improve self-confidence, social integration, and the quality of life of people with disabilities. • Economic Stimulus: Assistance to provide capital for building small businesses and promoting financial independence.
2 Religious Holiday Activities	• The Ramadan Safari program provided aid packages to 40 mosques and provided assistance to 100 orphans. • Easter celebration assistance to churches near the company. • Sacrificial animal assistance for Eid al-Adha 1447H, consisting of 16 cows and 5 goats to Toba and Asahan Regencies, and 26 cows to 4 sub-districts and 15 villages in Batu Bara Regency. • Christmas 2025 assistance to churches, associations, and communities near the company.	• Increasing tolerance, mutual understanding, and harmony between religious communities. • Assistance during religious holidays to ease the economic burden on communities. • Promoting caring, solidarity, and social empathy values. • Strengthening relationships with religious leaders, community leaders, and local governments.



OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENT AND DEVELOPMENT PROGRAMS [GRI 413-1]

To measure the effectiveness and impact of its programs, INALUM applies the Social Return on Investment (SROI) method. This method is used to assess the value of the benefits generated from the Company's social investments. The SROI approach is stakeholder-oriented and aims to comprehensively calculate and evaluate the total impact and benefits of social responsibility programs.

Through this method, INALUM can identify, measure, and communicate the resulting positive and negative social and environmental impacts. These measurement results serve as a basis for the Company to improve the quality, effectiveness, and sustainability of future programs.

1. Ponot Waterfall Tourism Village Program, Tangga Village (Dalihan Na Tolu)

SROI Result -> 1:5.00

PT Indonesia Asahan Aluminium's hydroelectric power plant social innovation program, which began in 2023, demonstrates its commitment to strengthening economic independence, environmental quality, and the social welfare of the Tangga Village community, Aek Songsongan District, Asahan Regency. This program involves stakeholders, including the Tangga Village Government, youth and housewife groups, the Ponot Tourism Awareness Group (Pokdarwis), farmer groups, waste bank managers, local MSMEs, educational institutions, and external partners such as RM Silalahi and other private sectors involved in the tourism and renewable energy value chains.

2. OHS at Heights

SROI Results -> 1:2.31

INALUM improves the quality of HC in its operational areas through Occupational Health and Safety (OHS) training and certification, particularly high-risk work at heights

3. Kuala Tanjung Village Program (Hikayat SIKUTA)

SROI Results -> 1:2.80

INALUM collaborates with local communities to improve the environment and society through various initiatives, such as organic and inorganic waste management, the Kuta View agro-tourism program, oyster mushroom cultivation by Gubuk Jamur Dani, and scholarships and training for youth in Kuala Tanjung Village to foster community independence, environmental conservation, and strengthen social cohesion.

Thus, from the aforementioned programs, it can be concluded that the high SROI scores, above 1, and even the Ponot Waterfall Tourism Village reaching a score of 5, indicates the significant impact of INALUM's SER programs. This can be considered a

success and serves as a learning experience for the Company to improve the program going forward.

ORGANIZATION AND AFFECTED POPULATIONS

INALUM ensures that all operational activities are carried out with consideration of their potential impact on the organization and the communities surrounding its operational areas. The Company is committed to minimizing negative impacts and optimizing social and economic benefits through the implementation of targeted SER/ CSR programs. Affected groups include communities surrounding the production facilities, including indigenous peoples, micro and small businesses, and workers in related sectors. Through active and continuous stakeholder engagement, INALUM endeavors to maintain a balance between business growth and the socio-economic sustainability of the community.

For the management and control of 200 hectares of land by INALUM, the ownership history is clear, namely, HPL status is with State Capital Participation, so there are no impact or violations on indigenous communities.

To demonstrate its social responsibility and mitigation measures against potential operational impacts, INALUM maintains harmonious relationships with the communities through effective complaint management. The Company provides a transparent, accessible, and responsive communication mechanism for the public to submit complaints, feedback, and requests for information related to its operational activities. Each complaint is followed up professionally, objectively, and in a timely manner to achieve a fair and constructive resolution. This proactive approach strengthens public trust while ensuring INALUM's operational activities align with the interests and well-being of the local communities.

OPERATIONS THAT HAVE ACTUAL OR POTENTIAL SIGNIFICANT NEGATIVE IMPACTS ON LOCAL COMMUNITIES [GRI 413-2] (EM-MM-210B.1)

INALUM recognizes that its operational activities have the potential to impact local communities, both actual and potential. These impacts can include changes in environmental quality, disruptions to social and economic activities, and potential risks to health and safety.

As an anticipatory measure, INALUM has instigated proactive risk mitigation efforts through strict environmental management, targeted social responsibility programs, and fostering open dialogue with affected communities. The Company also conducts regular monitoring and evaluation to ensure negative impacts are minimized and is committed to following up on all complaints in a transparent, accountable, and responsible manner.

No.	Potential actual and negative impacts	Impacted locations	Impact mitigation
1	The water level of Lake Toba is affected by the presence of the INALUM Hydroelectric Power Plant Dam..	Around Lake Toba	People's garden seedling program and tree planting on critical land around Lake Toba DTA
2	Villages close to the INALUM electricity tower transmission from the Hydroelectric Power Plant to the Smelter cannot plant oil palm/coconut/other tall trees that could interfere with the INALUM transmission line.	Along the transmission tower PT INALUM line/electricity	Farmer empowerment program in areas passed by transmission Development of Fostered Villages for Lubuk Cuik Village chili barn
3	The flow and discharge of water in the Asahan River is affected by the presence of the INALUM Hydroelectric Dam.	Villages through which the Asahan River passes	Development of Rafting tourism on the Asahan River and Asahan River Basin (DAS) Conservation Program
4	The presence of INALUM Port in the smelter plant area makes Fishermen's Access limited in certain zones so as not to disrupt the Company's operational activities.	Coastal villages around the PT INALUM Port	Installation of artificial coral reefs for traditional fishermen, fish ponds for buying and selling marine catches as well as supplying fish to INALUM canteens, and assistance with boats and fishing gear for traditional fishermen

Identifying actual and potential negative impacts based on the materiality assessment results.

PROGRAMS INVOLVING THE COMMUNITIES

INALUM actively implements programs involving community participation as part of its commitment to sustainable development. These programs are designed to improve the social and economic well-being of communities surrounding its operational areas through initiatives in education, health, the environment, and economic empowerment.

These activities include scholarship programs, skills development training, support for micro and small enterprises (MSEs), and environmental rehabilitation programs such as mangrove planting and biodiversity conservation. Through direct community involvement in every stage of the program, INALUM ensures that its initiatives provide tangible, sustainable benefits and align with the needs and aspirations of local communities.



Human Rights (SO2)

INALUM is committed to respecting human rights principles in all of the Company's operational activities and business relationships.

INCIDENTS OF VIOLATIONS INVOLVING THE RIGHTS OF INDIGENOUS PEOPLES (GRI 411-1)

INALUM is committed to respecting human rights principles in all of the Company's operational activities and business relationships. This commitment is demonstrated through the Policy on Human Rights, which includes the protection of indigenous peoples' rights, the preservation of local culture, and the recognition and protection of customary rights. In addition, INALUM also implements the Policy on Community Development and Empowerment, which emphasizes capacity building and the active involvement of indigenous communities in social and economic programs.

INALUM's commitment to respecting human rights was reinforced through Circular Letter (SE-003/DIR/2025) concerning the Company's Policy on Sustainable Business. The Legal Division is responsible for coordinating the Human Rights Policy and human rights-related programs in collaboration with relevant divisions and stakeholders. It also reports the implementation of human rights policies and programs to the Board of Directors and the Chair of the PT INALUM ESG and SER Committee.

In line with this commitment, INALUM has adopted a Free, Prior, and Informed Consent (FPIC) Principle, an international standard that guarantees the right of communities, particularly indigenous or local communities, to give their free, prior, and informed consent before implementing projects or activities that may affect their lands, resources, or livelihoods. This principle aligns with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which recognizes the unique right of indigenous peoples to implement FPIC mechanisms in all decisions that affect them. The application of human rights principles is part of strengthening responsible governance and business practices.

The application of this policy has shown positive results, as reflected in the absence of incidents of violations of indigenous peoples' rights during the reporting year. Moving forward, INALUM will continue to strengthen its complaint mechanism and improve internal understanding regarding respect for indigenous peoples' rights to ensure inclusive, sustainable, and responsible business practices.

HUMAN RIGHTS IMPACT ASSESSMENT

INALUM consistently places respect for and protection of human rights as the foundation of all its operational activities. To ensure the application of these principles, the Company periodically conducts human rights impact assessments to identify, prevent, and mitigate potential risks to employees, local communities, and other stakeholders. This assessment process covers the aspects of employment, protection of indigenous peoples' rights, fulfillment of the right to a healthy environment, and the application of responsible business practices. The evaluation results form the basis for developing more inclusive sustainability policies and programs oriented towards shared prosperity. In line with this, INALUM continues to strengthen its internal understanding and capacity regarding human rights to ensure all operational activities remain aligned with sustainability principles and applicable international standards.

Based on the results of the Human Rights (HAM) impact assessment for the reporting year, the Company's operations were deemed to have integrated the principles of respect for human rights and adequately controlled the risk of violations. The assessment covered employment practices, interactions and relationships with local communities, and the level of compliance with relevant laws and regulations in the human rights sector.

To enhance respect for human rights, INALUM regularly sends its employees to human rights training. This policy is part of an effort to ensure the Company operations are conducted in accordance with ethical principles and respect for individual rights. This training is designed to enhance the employees' understanding of human rights issues relevant to operational activities, including workers' rights, non-discrimination, occupational safety and health, and equitable interactions with communities surrounding its operational areas. Thus, INALUM not only ensures compliance with national regulations and international standards but also instills a culture of respect for human rights in all aspects of its business, ensuring its operations align with social responsibility and sustainability.

Human rights training attended by employees during 2025 included Human Rights Policy Socialization, Respectful Workplace Policy (RWP), Understanding Behaviors That Support RWP, Implementation of Respectful Workplace Policy, and others. A total of 1,681 employees participated in the training, across all job levels in the Group, Division, and Department organizations.

HUMAN RIGHTS DUE DILIGENCE

INALUM conducts human rights due diligence to ensure its operational activities align with internationally recognized human rights principles. The due diligence process covers all operational areas (100%), through the stages of identifying, assessing, and mitigating risks that could impact employees, surrounding communities, and other stakeholders. Due diligence is applied through regular monitoring, community engagement and dialogue, and supply chain evaluation to ensure responsible business practices free from human rights violations. The results of this due diligence serve as the basis for policy refinements, procedural improvements, and strengthening strategic measures to create an inclusive, equitable, and sustainable work and social environment.

As part of strengthening human rights governance, INALUM also carried out due diligence by an independent third party at the end of 2022. This process was conducted to evaluate the Company's practices' compliance with its responsibility to respect human rights as stipulated in the UN Guiding Principles on Business and Human Rights (UNGPs). The assessment results indicated that INALUM had applied human rights management practices that align with the pillars of the UN Guiding Principles on Business and Human Rights (UNGPs).

To ensure accessibility and accountability, INALUM provides a complaints mechanism for the public and other stakeholders regarding human rights issues through the official email channel corsec@inalum.id.

In the reporting year, INALUM did not receive any complaints related to human rights. [GRI 411-1, 2-23] [EM-MM-210b.1] [ASI 2.6]

MANAGEMENT OF PUBLIC COMPLAINTS HANDLING

INALUM maintains a transparent, responsive, and sustainable public complaint handling mechanism related to the Environmental, Social, and Governance (ESG) aspects to ensure all stakeholder aspirations, complaints, and requests for information are processed promptly and effectively. In addition to in-person visits to the Company's address, complaint channels are available via telephone, fax, email, the official website, the Whistleblowing System (WBS), and social media platforms, including Instagram, Twitter, Facebook, and YouTube.

All complaints received are recorded/documented, verified, and followed up according to applicable procedures, with a focus on objective, fair, and beneficial resolution for all parties. To maintain service quality, INALUM periodically reviews and refines its complaint management system to strengthen transparency and build constructive and harmonious relationships with communities surrounding its operational areas.

During the reporting year, INALUM received no complaints from the public or other stakeholders.

LAND USE ISSUES

The Company views land use management as an integral part of responsible business practices, taking into account legality, environmental sustainability, and the interests of communities surrounding its operational areas. In all activities requiring land use, INALUM ensures compliance with laws and regulations and engages stakeholders through consultation processes to prevent and minimize potential conflicts.

The applied approach prioritizes transparency and prudence, in the licensing process, land use, and management of potential environmental and social impacts. When issues related to land use arise, the Company prioritizes resolution through open and constructive dialogue with the communities and in coordination with authorized agencies to achieve fair and sustainable solutions. The application of these measures has shown positive results, as reflected in the absence of land use cases or disputes involving INALUM throughout 2025.



Stakeholder Relations [OJK E.4] [GRI 2-29] [SO3]

The Company continues to strengthen relationships with stakeholders through transparent communication, construction, and sustainability.

APPROACH TO STAKEHOLDER ENGAGEMENT

When carrying out its business activities, INALUM endeavors to create tangible added value for the communities and environment surrounding its operational areas. The Company contributes to improving the quality of social life and environmental preservation as part of its corporate responsibility, in line with the sustainable development principles.

These efforts are applied through the Corporate Social and Environmental Responsibility (SER) or the Corporate Social Responsibility (CSR) programs that are designed to maximize benefits for stakeholders while managing potential negative impacts from operational activities. The application of the SER/CSR programs involves the active participation of local communities and relevant stakeholders to ensure broader, more targeted, and more sustainable benefits.

INALUM believes that constructive relationships and the provision of measurable benefits to the communities will foster shared prosperity and strengthen the Company's reputation. Through an integrated sustainability approach, INALUM continuously endeavors to grow with the communities while supporting the national development agenda aligned with the Sustainable Development Goals (SDGs). [OJK F.23] [GRI 413-1]

Stakeholder engagement aims to obtain information that can be used to identify potential impacts, material topics, and mitigation efforts. Internal and external stakeholder engagement, and is structured based on Procedure Manual SPR-PM02320-001-0 and refers to AccountAbility's AA1000 SES (Stakeholder Engagement Standard) 2015. [GRI 2-29]

LIST OF STAKEHOLDERS, ENGAGEMENT METHODS, FREQUENCY, TOPICS PROPOSED BY STAKEHOLDERS.

The Company has identified key stakeholder groups by considering their involvement and influence on the Company's performance and business strategy direction, as shown in the following table:

Internal Stakeholders

Stakeholders	Engagement Method	Frequency	Key Topics Raised	Company Response
Shareholders	Information and Engagement: - Regular publications such as annual reports, quarterly financial reports, quarterly exploration reports, and websites. - Multi-stakeholder forums. - Holding GMS (General Meeting of Shareholders).	At least once a year.	Accountability for the Company's economic, environmental and social performance.	- Conveying Company performance information transparently through regular publications, the website, and multi-stakeholder forums. - Holding a General Meeting of Shareholders (GMS) as a means of accountability and strategic decision-making. - Implementing Good Corporate Governance (GCG) principles and following up on Shareholder directives to improve performance and business sustainability.

Stakeholders	Engagement Method	Frequency	Key Topics Raised	Company Response
Employees & Trade Unions	Information Provision, Consultation, Negotiation, and Engagement: - Corporate bulletins, business unit bulletins, communication via email, intranet, website, social media, instant messaging. - Employee engagement surveys, including culture, satisfaction, perception, understanding of the Collective Labor Agreement, etc. - Preparation and determination of the Collective Labor Agreement for a period of 2 (two) years and its derivative regulations that include provisions related to the rights and obligations of the Company and all employees in accordance with the relationship between employees. - Bipartite LKS and Quarterly Meeting between management and labor unions.	Every month and when needed	- OHS Performance - Employee Welfare	- Conducting an onboarding program for new employees to ensure a comprehensive initial understanding of the Company's profile, policies, and culture. - Providing a Human Capital Call Center hotline as a communication and service channel for employees, particularly regarding welfare and administrative needs. - Optimizing bipartite communication forums and regularly conduct employee engagement surveys as a basis for data-driven decision-making. - Ensuring consistent and sustainable implementation of the Collective Labor Agreement (CLA) to maintain harmonious industrial relations. - Strengthening the implementation of the OHS program through continuous socialization, monitoring, and compliance improvement, including through the Come On Guys (COG) program, which involves a minimum of 150 minutes of exercise per week, submitting at least one Safety Observation Report (SOR) per week, and other innovative programs.



External Stakeholders

Stakeholders	Method of Engagement	Frequency	Key Topics Raised	Company Response
Customers	Information and Consultation Provision: - Preparation of commercial contracts for product sales with guarantees of product quality, continuity of supply, and delivery accuracy. - Regular meetings with consumers and customer satisfaction surveys at least once a year.	Anytime when needed.	- Product/service quality - Commercial relations/ customer retention	- Issue a Cooperation Agreement (MSA/ Spot) and a Sales and Purchase Contract (KJB), which accommodates agreements on quantity, quality, supply schedules, and transaction techniques between the Seller and Customer. - Develop and execute regular monthly customer visits as a form of after-sales service and to maintain cooperative relationships. - Conduct and evaluate Customer Satisfaction Surveys every semester.
Central and Regional Governments, and Legislative Members	Stakeholder Relationship Development: - Providing input to the government on policies and regulations. - Routine reporting such as AMDAL, RKTTL, Post-Mining Plan, quarterly reports to OJK, etc., and the website. - Consultation with Ministries/Institutions and agencies, public consultation. - Development Planning Deliberation (Musrenbang) with local governments; Payment of taxes, PNPB, and other obligations to the State. - Integration of Government representatives in the Company's Board of Commissioners.	Every month and when needed.	- Community empowerment through SER/ PPM programs - Payment of taxes and obligations to the state	- Establish proactive and transparent relationships with the central, regional, and legislative governments. - Submit reports in a timely manner in accordance with applicable regulations. - Accommodate input and recommendations in the formulation of company policies and operations. - Actively participate in development consultation and planning forums (Musrenbang). - Ensure compliance with all regulations, including tax and non-tax state revenue (PNPB). - Support synergy of regional development programs through ongoing collaboration.
Contractors and Other Partners	Information Provision and Collaboration: - Organizing regular work contract tenders in an open and transparent manner; work contract documents that include compliance with the law, including OHS and environmental aspects. - Implementing joint projects: Regular coordination with the Indonesian National Police (Polri) and the Indonesian National Armed Forces (TNI) regarding asset security and law enforcement. - Welcoming all parties to register as partners through e-procurement. - Conducting regular socialization, training, and other programs to improve provider capabilities.	As needed	- Transparency in procurement of goods and services - Economic, social, and environmental performance - Asset security	- Accept all parties to register as partners through e-procurement. - Conduct regular outreach, training, and other programs to improve provider capabilities.

Stakeholders	Method of Engagement	Frequency	Key Topics Raised	Company Response
Mass Media	Monitoring, Informing, Consulting, and Engagement: - Daily media monitoring - Routine information delivery through media releases and press conferences as needed; providing interview opportunities - Company Website	Anytime when needed.	- Socialization and distribution of SER Program funds - Community assistance and empowerment - Management of the economic, social, and environmental impacts of the mining industry - Compliance with Regulations	- Prepare press releases and social media submissions. - Review program/relationship submissions from the mass media. - Conduct regular monitoring and report any negative news or crises. - Issue standby statements if needed. - Coordinate with the IT Department regarding website management.
Community	Information, Consultation, and Engagement: - Engagement, Collaboration, and Empowerment - AMDAL socialization; regular meetings with community members; reports; - Receiving community input in the AMDAL process; Participation in Development Planning Deliberations (Musrenbang) with the community and local government - Information on local business and employment opportunities - Community involvement in planning, implementation, monitoring and evaluation of SER and community development - Cooperation in multi-stakeholder initiatives with the community - Integration of community representatives (Independent Commissioners) into the Board of Commissioners	Anytime when needed.	- Socialization and implementation of SER programs. - Community assistance and empowerment. - Management of economic, social, and environmental impacts.	- Implement open and ongoing communication with the surrounding communities. - Responsively and effectively address community aspirations, complaints, and input. - Implement targeted and impactful SER programs. - Encourage active community participation in every stage of the program (planning, implementation, and evaluation). - Responsibly manage social, economic, and environmental impacts. - Improve community welfare through empowerment and local economic opportunities.
Non-Governmental Organizations	Information Provision, Consultation, and Collaboration: - AMDAL socialization, reports, websites - Public consultation - Social research cooperation, mentoring cooperation, and community empowerment	Anytime when needed.	- Community assistance and empowerment. - Management of economic, social, and environmental impacts of the mining industry..	- Accommodate NGO input as part of improving the company's sustainability performance. - Involve NGOs in community mentoring and empowerment programs. - Maintain information transparency through published reports and discussion forums. - Collaborate on social research and environmental impact management. - Prioritize the principles of accountability and sustainability in all collaborations.



COMPLAINTS AND REQUESTS FOR INFORMATION FROM STAKEHOLDERS

As part of applying the principles of transparency and accountability, INALUM provides a structured and responsive system to receive and follow up on complaints and requests for information from stakeholders. All reports received, whether from the public, business partners, or other relevant parties, are documented and processed in accordance with applicable regulations. Complaints are handled professionally, objectively, and in a timely manner to maintain public trust and encourage continuous improvement of services and programs.

In addition, the Company proactively communicates its sustainability policies, programs, and performance through communication channels to ensure stakeholders have access to adequate, accurate, and relevant information.

Complaints and requests for information can be submitted directly to the INALUM office or through other channels, including telephone, fax, email, the official website, the Whistleblowing System (WBS), and the Company's social media channels, including Instagram, Twitter, Facebook, and YouTube. Complaints and requests for information can also be submitted through the Government and External Relations Division. By the end of 2025, INALUM had received 9 (nine) whistleblowing system reports. Of these, 2 (two) met the criteria and/or were followed up and resolved, while 7 (seven) were not followed up on as they fell outside the scope of the reporting category.





10

ECONOMIC DEVELOPMENT

INALUM's 2025 economic achievement was the optimal result of applying strategic initiatives in the 2025 Work Plan and Budget (RKAP), including improving systems and cost efficiencies, increasing equipment reliability, developing capabilities, and optimizing the portfolio.







Best Economic Achievements [OJK F.2] [EC1] [EM-MM-000.A]

The Company's economic performance reflects the resilience of its business and the effectiveness of its sustainable growth strategy.

The Company's economic performance reflects the resilience of its business and the effectiveness of its sustainable growth strategy.

Description	Unit	2025		2024		2023	
		Target	Realization	Target	Realization	Target	Realization
Production	Ton	274.150	280.082	274.140	274.230	209.718	214.883
Revenue	USD Ribu	927.737	785.697	714.015	716.987	602.840	544.848
Net Profit	USD Ribu	103.471	142.805	38.752	123.717	-41.191	475.830
Investing in the communities	Rp Miliar	12,10	12,11	43,59	42,46	37,29	34,57

Economic Impact

INALUM contributes to national economic growth through industrial downstreaming, job creation, and strengthening the domestic supply chain.

1. Direct economic value generated and distributed [GRI 201-1] [EC3]

Description	In Thousand USD		
	2025	2024	2023
Economic Value Generated			
Net Revenue	785.697	716.987	544.848
Other Revenue	27.903	36.258	503.555
Total Economic Value Generated	813.600	753.245	1.048.403
Economic Value Distributed			
Operational Costs	533.695	480.320	453.349
Employee salaries and other benefits	64.915	76.091	68.632
Total payments to investors	-	-	-
Expenditures for government obligations (taxes, royalties, etc.)	64.936	60.614	41.426
Expenditures to the Community: for Community Development	3.640	4.342	4.495
Other Expenses	3.609	8.162	4.671
Total Economic Value Distributed	670.795	629.528	572.573
Economic Value Retained	142.805	123.717	475.830

Referring to the table above, the economic value generated in 2025 increased by USD 60,355 thousand, or 8.01%, compared to 2024. The Company's economic value consists of Operating Revenue, Financial Revenue, Other Revenue, and the share of Net Profit from Associated Entities and Joint Venture Investments. The resulting increase in economic value was due to an increase in Net Revenue that reached USD785,697 thousand.

The increase in net revenue was due to increases in sales volumes and product selling prices. Operating costs also increased in line with the increase in production volume. While, the decrease in salaries and other employee benefits expenses was mainly due to accrual adjustments to management compensation components during the current period.

The economic value distributed increased by USD 41,267 thousand, or 6.56%, compared to 2024, due to increases in Operating Costs, Employee Salaries and Other Benefits, and Expenditure for Government Obligations (Taxes, Royalties, etc.).

Based on the economic value generated and distributed, INALUM recorded a retained economic value of USD 142,805 thousand, an increase of USD 19,088 thousand, or 15.43%, compared to 2024. Retained economic value is the difference between the economic value generated minus the economic value distributed.

INALUM's 2025 economic value achievement reflected the optimal outcome of the strategic policies and initiatives outlined in the 2025 Corporate Work Plan and Budget (RKAP). These strategic policies and initiatives included:

1. Implementing strategic initiatives to support business development.
2. Improving systems and cost efficiencies to support target achievement.
3. Increasing the reliability of key equipment to support operational excellence.
4. Developing capabilities and optimizing portfolios.

In an effort to strengthen its performance, INALUM continued to strengthen its commitment to maintaining product quality in accordance with international standards. The Company's flagship product is aluminium, which is marketed both domestically and exported to global markets. To ensure product quality, the Company met the quality standards, environmental management, occupational safety, and energy management requirements throughout its production process. INALUM's strong commitment to quality was demonstrated by its achievement of the Aluminium Stewardship Initiative certification.

The productivity of the Company's products in 2025 was as follows: **(OJK F.2)**

Aluminium Product	Unit of Measurement	2025		2024		2023	
		Target	Realization	Target	Realization	Target	Realization
Primary							
Ingot	Ton	206.694	241.160	197.302	229.813	164.364	166.700
Alloy	Ton	30.050	17.846	39.420	21.672	24.713	23.322
Billet	Ton	29.237	14.711	29.237	21.589	20.642	24.861
Aluminum cair	Ton	8.169	6.075	8.181	1.156	-	0
Sub Total	Ton	274.150	280.082	274.140	274.230	209.719	214.883

In addition to achieving optimal economic performance, INALUM, as a company that promotes sustainability, implements various financing and investment programs in instruments and projects aligned with sustainability principles. The criteria for financing, investment or project programs in line with sustainable activities includes the following:

1. Prioritizing efforts for efficiency and effectiveness in the use of natural resources in a sustainable manner;

2. Preventing/limiting/reducing/repairing environmental damage, increased pollution, waste, ecosystem damage, and social injustices/inequalities; or
3. Providing solutions for communities facing the impact of climate change.

Based on the above criteria, INALUM financing or investment projects complied with the following sustainable activity principles: **(OJK F.3)**

Program	2025		2024		2023	
	Target	Realization	Target	Realization	Target	Realization
Social and Environmental Responsibility Program (SER)	12,10	12,11	43,59	42,46	37,29	34,57

(Rp miliar)

**INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT (GRI 203-1) (EC1)**

As a manifestation of its contribution to sustainable development, INALUM invests in infrastructure that supports the Company's smooth operations while also provide benefits to the surrounding communities. These investments include infrastructure construction and maintenance, such as roads, bridges, electricity networks, and clean water facilities in its operational areas. In addition, INALUM supports the construction of public facilities, including schools, health centers, and places of worship, to improve the quality of life in the local communities. These investment programs not only support the Company's business activities but also positively impacts the social and economic welfare in the surrounding operational areas. All infrastructure investments are provided pro bono and are fully utilized for the public.

Infrastructure investments and service support undertaken by INALUM in 2025 included the following:

Infrastructure Facilities	Infrastructure Investment and Support Services for Communities
Education Facilities	- Assisting in the rehabilitation of SMK Swasta Karya Bhakti - Constructing new classrooms at SMA IT AH Ahmad Batu Bara - Constructing new branch leadership classrooms - Muhammadiyah Sunggal - Assisting in the renovation of SD Advent Simoding - Constructing a hall at SMA N 1 Sei Suka - Constructing a fence at Sekolah SD N 18 Lalang - Renovation of classrooms at MTs Al Wasliyah Bandar Sono - Renovation of classrooms at MDTA Al Wasliyah Sukaramai - Constructing SMA Plus Darul Ilmi - Renovation of classrooms at SMK N 1 Medang Deras - Repair of the parking canopy at Lalang State Elementary School 22 - Construction of the fence/toilets at SD N 27 Lalang - Assistance for the rehabilitation of MIS Syeh Muhammad Zein - Infrastructure improvements at SMA N 1 Pintu Pohan - Infrastructure improvements at SDN 177939 Halado - Infrastructure improvements at SMPN 2 Aek Songsongan - Construction of a Therapy Center (Rumah Inklusi Smart Kids) - Assistance for the repair and addition of supporting learning facilities at PAUD INATA
Other Facilities for MSMEs	- Supporting facilities for two tourism groups (Pokdarwis) in Pakam and Ku Tanjung Villages - Business equipment for one MSME in Mandarsah Village - Mushroom cultivation facilities for the 208 Kisaran Mushroom House - Equipment for the Tanjung Gading MSME Corner - Equipment for 16 MSMEs in the Pecotot Reborn Tourism Center in Pul Sejuk Village - AC technical equipment for 20 people - Free-range chicken farming development (Kelompok Usaha Tern Gading Bahagia) 1 group - Mangrove flower batik making equipment for the Historical Coast 2 groups - Post-Modern Retail Curation MSME product packaging 6 groups - Equipment assistance for two MSMEs in the Ring-1 and transmission line areas - Tent procurement assistance for 30 MSMEs near the Company - Equipment for 25 MSMEs in the operational and transmission areas - Business tools and promotional items for families with disabilities at the Silalahi Restaurant MSME in Tangga Village. (under the guidance of INALUM) - Assistance to the CBR (Cahaya Bersama Rakyat) Disability Foundation in Nauli Siahaan Village, Sigumparr District, in the form of a Foundation nameplate and INALUM logo, as well as a flagpole. - Assistance to the Hephata HKBP in Sintong Marnipi Village, Laguboti District, Toba Regency, in the form of a hand tractor, overlock machine, and sewing machine. - Assistance to people with disabilities in Aek Songsongan Village, in the form of a goods pedicab, a soybean hull separator, and a sit-down stove.
Environmental Facilities	- Construction of environmentally friendly public toilets at - Ponot Waterfall Tourist Site (Land Grant Management) - Toilet construction assistance program for 5 families - Underprivileged families in Kuala Indah Village - Toilet construction assistance program for 15 families - Underprivileged families in Kuala Tanjung Village - Construction assistance for clean water facilities: 1 drilled well - Unit to Sukaramai Village, Air Putih District, Batu Bara Regency - Construction assistance for clean water facilities: 2 drilled wells - Unit to Kuala Indah Village

In addition to infrastructure investment, INALUM also provides community support services through social responsibility programs and collaborations with the government, institutions, and third parties. These programs include skills training for local communities, MSME-based economic empowerment, and free healthcare services for the surrounding communities. Through these initiatives, INALUM seeks to create added value for stakeholders by promoting inclusive and sustainable economic development.

To measure the impact and effectiveness of infrastructure investment programs and the services provided, INALUM regularly conducts Social Return on Investment (SROI) surveys to analyze the economic, social, and environmental benefits generated for both the Company and the surrounding communities. Survey findings are used to formulate more targeted program strategies, ensuring that every infrastructure and service developed provides long-term benefits, while also improves productivity, community welfare, and the sustainability of INALUM's operations.

In 2025, the programs surveyed were as follows:

No.	Program Name	SROI Value
1	Ponot Waterfall Tourism Village Program, Tangga Village	1:5,00
2	(Daliha Na Tolu)	1:2,80
3	Kuala Tanjung Village Program (Hikayat SIKUTA) K3 Heights	1:2,31

For INALUM, the infrastructure investment and service support programs also provides an opportunity to engage the communities and other stakeholders, including addressing complaints or grievances arising from the Company's operations. In addition to direct submissions, public complaints can be submitted through the channels provided by the Company, which include telephone, fax, email, the official website, the whistleblowing system, and social media (Instagram, Twitter, Facebook, and YouTube). As of December 31, 2025, INALUM has recorded five public complaints, all of which resolved satisfactorily. [QJK F.24]

SIGNIFICANT INDIRECT ECONOMIC IMPACT [GRI 203-2] (EC2)

INALUM's presence provides significant indirect economic contributions to the surrounding communities, primarily through job creation, increased economic activity, and infrastructure development. In addition to serving as a hub for local economic growth, INALUM provides employment opportunities and opens up opportunities for local entrepreneurs to become goods and services suppliers. In addition, through its Social and Environmental Responsibility (SER) program and its Corporate Social Responsibility (CSR) program, the Company contributes by constructing public facilities, such as roads, schools, and places of worship, which directly improved community welfare.

In addition, INALUM's infrastructure development attracts local investors and entrepreneurs to open new businesses, expanding business opportunities for the surrounding communities. This impact not only improves individual welfare but also drives overall regional economic growth. Thus, in addition to optimizing aluminium production operations, INALUM also embodies its commitment by providing a broad positive impact on the surrounding communities through sustainable economic development.

The indirect economic impact of INALUM's presence is also felt by the communities through community empowerment

programs. These programs include scholarships, funding and development of MSMEs, tourism village development, business capital loans, environmental conservation, and other initiatives. INALUM provides more detailed information on these programs in the Company's 2025 Corporate Social Responsibility (CSR) Report, published separately.

APPROACH TO TAX [GRI 207-1] (EC1)

INALUM applies a transparent and responsible tax approach as part of its commitment to good corporate governance practices. To that end, the Company ensures its tax strategy aligns with business objectives and applicable regulations, both nationally and internationally. This strategy includes establishing effective and harmonious communication with the Central Tax Authorities and Regional Governments, increasing tax awareness among all Company employees, collaborating with tax consultants or third parties to provide input on tax planning and tax opinions, and digitizing tax administration.

At INALUM, the governance body or executive-level position authorized to review and approve tax strategies is the Audit Committee. Reviews are conducted whenever there are changes to tax policies or regulations, both at the central and regional levels, and whenever there are changes to strategies for handling tax issues. To ensure compliance, INALUM has established tax regulations that include a list of current tax regulations and Tax Standard Operating Procedures (SOPs).

INALUM is also committed to transparently disclosing tax information through sustainability reports and annual reports, so that stakeholders can understand the Company's tax contributions to economic development. With this approach, INALUM demonstrates its commitment to transparent business practices with integrity and support for sustainable economic growth.



TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT (GRI 207-2) (EC1)

The Company's applies tax governance, whereby all tax matters are the Company's responsibility. To support its tax obligations are in accordance with applicable regulations, INALUM engages with all Company employees through tax education programs, dissemination of relevant tax regulations, and the provision of a tax portal.

This approach is applied consistently to prevent tax risks, such as late payment or tax reporting, any imposition of fines or sanctions, and the risk of tax crimes. Tax risk prevention is crucial as the negative impact for INALUM may include revocation of its Compliant Taxpayer status, inefficient tax costs, and strained relationships with central and regional tax authorities. As part of its efforts to ensure compliance, INALUM also authorizes internal auditors to review the Company's tax reporting.

Stakeholder Engagement and Management of Tax-Related Concerns (GRI 207-3) (EC1)

INALUM understands the importance of stakeholder engagement for ensuring transparent and accountable tax management. Therefore, the Company actively communicates with other parties, including tax authorities, the government, investors, and the public, to ensure its tax policies and practices align with applicable regulations and the principles of good governance. The Company is committed to building a constructive relationship with the Directorate General of Taxes through full compliance with regulations and transparency in all aspects of tax reporting. In addition, INALUM regularly discloses information regarding its tax contributions through sustainability reports and annual reports to ensure transparency to external stakeholders.

To manage tax-related concerns, the Company provides a complaint system and dialogue forum that allows stakeholders to raise questions or concerns regarding tax policies. In addition to using a third-party complaint channel, INALUM also maximizes the role of Account Representatives (ARs) at the Tax Office to support effective communication.

In addition, INALUM routinely monitors developments in tax policies at both the national and international levels to ensure any regulatory changes are promptly adopted into the Company's business strategy. The Company also continuously improves internal tax literacy through training for employees in finance and taxation, so they can contribute to more effective and transparent

tax management. Through this approach, INALUM ensures that every aspect of taxation not only supports business sustainability but also benefits national economic development and public welfare.

Country-by-Country Report (GRI 207-4) (EC1)

INALUM has instigated a transparent and accountable tax policy to ensure all tax obligations are met accurately and reported openly. In its tax reports, the Company discloses information regarding revenue, profit before tax, the amount of taxes owed and paid, and tax incentives received.

INALUM also maintains a tax governance system that ensures tax reporting is accurate and in accordance with regulations. The Company regularly conducts internal tax audits to verify the accuracy of financial and tax data, and coordinates with tax authorities to ensure optimal compliance. This transparent approach also serves as INALUM's effort to build trust with stakeholders, including the government, investors, and the communities.

With regard to tax reporting, the Company operates only in Indonesia and does not have any operational offices abroad, therefore, all tax reporting focuses on obligations in Indonesia.

Payments to the State (ASI 3.3)

MIND ID owns 99.99999% of PT Indonesia Asahan Aluminium, while 0.00001% is owned by the State through its Dwiwarna A Share. Therefore, MIND ID is the sole shareholder of INALUM. Dividends paid represents INALUM's contribution to the state through MIND ID, which is 100% state-owned.

Other than dividends, INALUM's payments to the state include taxes, royalties, and other payments. As of December 31, 2025, the Company paid taxes, royalties, and other payments totaling USD 67,538 thousand, a decrease compared to USD 70,119 thousand in 2024.

Local Development and Creating Shared Value (CSV) (EC2)

Building and developing regions is a complex process involving stakeholders, including the government, communities, the private sector, and non-profit organizations. The primary goal is to improve community welfare and strengthen the local economy so that regions can grow independently and sustainably. As a company that uses natural resources, INALUM has a responsibility to play an active role in supporting the development and progress of the areas surrounding its operations.

By creating a developed region, communities will become prosperous, independent, and motivated to make changes for the better. This is a shared goal for all parties, fostering regional independence. In addition, a conducive environment is created as the Company receives positive support from the surrounding communities. The Company's local development efforts simultaneously strengthen the communities' economic independence and create inclusive growth. [GRI 3-3]

The CSV program is aimed at creating sustainable economic and social impacts in the surrounding communities. The following shows some of INALUM's efforts to develop and advance the areas surrounding the Company's operational locations:

1. Infrastructure Development: INALUM has built several infrastructure projects, such as roads, bridges, places of worship, schools, educational facilities, village offices, and other public facilities.
2. Education: INALUM has a scholarship program aimed at children of farmers and fishermen who want to continue their education.
3. Local Industry: The Fostered MSEs (Micro, Small, and Medium Enterprises) is a form of local industry development to enable them to compete and produce products with high sales value.
4. Tourism is also a source of income for the regions that need development. In addition to providing income, it also creates new jobs and boosts the economy of local residents who sell goods at tourist locations.

ACTIVITIES, SUPPLY CHAIN, AND OTHER BUSINESS RELATIONSHIPS

[GRI 2-6]

INALUM carries out operational activities, including aluminium production and smelting, as part of the manufacturing industry supply chain in Indonesia. As a leading aluminium producer,

the Company manages the supply chain, from raw material procurement through the production process to product distribution to different industrial sectors, such as the automotive, construction, and electronics sectors. In carrying out its operations, INALUM establishes business relationships with local and international suppliers, as well as strategic partners, who support business efficiency and sustainability. The Company is also committed to promoting responsible business practices by ensuring its supply chain meets environmental, social, and governance (ESG) standards, while simultaneously promoting local economic growth through the empowerment of domestic suppliers.

The Company's suppliers are divided into several categories, including Manufacturers/Producers, Official Distributors, Contractors, Suppliers, Consultants, and MSMEs. The type of business relationship with suppliers is differentiated based on the project duration: long-term and short-term, project-based, through formal contracts, or without contracts.

PROPORTION OF EXPENDITURE WITH LOCAL SUPPLIERS (GRI 204-1)

Using local suppliers in the goods and services procurement is a strategic step taken by INALUM to strengthen local communities while supporting sustainable economic growth. This approach helps increase the competitiveness of local suppliers so they can compete with international suppliers. In addition, working with local suppliers offers other benefits, including reducing risks in the supply chain, accelerating communication and coordination without the constraints of distance, and optimizing delivery costs and lead times.

By the end of 2025, INALUM has partnered with 255 suppliers. Of this total, 94.51% are local and national suppliers, while 5.49% are international suppliers. Local suppliers partnering with INALUM includes companies domiciled and operating in Indonesia. Their involvement aligns with the Company's commitment to supporting domestic industry while promoting national economic independence.



Goods and Services Suppliers and Contract Values in 2023-2025

Description	Number of Goods and Services Suppliers					
	2025	%	2024	%	2023	%
Local	141	55,29	362	36,86	329	39,26
National	100	39,22	532	54,18	432	51,55
International/Foreign	14	5,49	88	8,96	77	9,19
Total	255	100	982	100	838	100

Goods and Services Supplier Contract Value in 2023-2025

Description	Contract Value (Rp Million)					
	2025	%	2024	%	2023	%
Local	1.036.948	13,28	931.266	13,30	811.497	13,54
National	3.006.138	38,50	1.460.576	20,86	1.311.847	21,89
International/Foreign	3.765.362	48,22	4.611.061	65,84	3.868.625	64,57
Total	7.808.448	100	7.002.904	100	5.991.970	100

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Financial Performance

The Company's financial performance reflects increasingly strong business fundamentals and supports long-term growth. Strengthening financial performance is aligned with the application of sustainability principles and good governance.

FINANCIAL REPORT

In accordance with the 2024 PT Indonesia Asahan Aluminium Code of Conduct, INALUM personnel involved in financial management must implement financial accountability.

Guidelines:

1. Present accurate, relevant, and timely financial reports in accordance with financial accounting standards and other generally applicable provisions in Indonesia.
2. Record all transactions accurately in the Company's books.
3. Prevent fraud in financial reports.
4. Do not create duplicate financial reports for any purpose.

INVESTING IN BUSINESS DEVELOPMENT AND DIVERSIFICATION

In 2025, INALUM plans included investing and developing its business, with the following realizations as of December 31, 2025:

Project Name	Location	(%) Progress	Project Description
Smelter Grade Alumina Refinery (SGAR) fase 1	Mempawah, West Kalimantan	98,56	The Smelter Grade Alumina Refinery project, with a capacity of 1 MTPA alumina, by connecting the supply chain between bauxite ore (IUP Antam) and the Aluminum Smelter Plant (INALUM).
Pot Upgrading	Kuala Tanjung, North Sumatera	100	The Upgrading Project, a technology optimization and upgrade project for INALUM's existing smelting plant to increase production capacity to 25 KTPA.

OBLIGATIONS OF DEFINED BENEFIT PENSION PLAN AND OTHER PENSION PLANS (GRI 201-3) (EC3)

INALUM operates a pension program in accordance with applicable labor laws and regulations, namely a defined benefit and defined contribution program, and other pension security programs through employee participation in the TAKESPEN program, BPJS Ketenagakerjaan, and DPLK in partnership with trusted financial institutions. A defined benefit pension plan is a pension plan that determines the amount of pension benefits to be paid, usually based on one or more factors such as age, length of service, or compensation. While, a defined contribution pension plan is a pension plan under which the Company pays fixed contributions to a separate entity and has no legal or constructive obligation to pay further contributions if the pension fund does not have sufficient assets to pay all employee benefits related to service rendered by the employee in the current and prior periods.

The defined obligation benefit pension plans recorded in the consolidated statement of financial position represents the present value of the defined benefit obligation at the reporting date, less the fair value of plan assets. This defined obligation benefit is calculated annually by an independent actuary using the

projected unit credit method. The present value of the obligation is determined by discounting the estimated future cash outflows using government bond interest rates, taking into account the current inactivity of the market for high-quality corporate bonds, and adjusting for the currency and term of the obligation.

Pension fund management is carried out by an independent and professional third party, in accordance with prudential principles and applicable regulations, to ensure the continuity of pension benefit payments in the future.

At INALUM, the Company offers three pension programs to employees:

1. Defined Contribution Pension Benefits
2. Retirement Health Savings
3. Old Age Security and Pension Benefits from BP Jamsostek



Pension program plans 1 and 2 are provided to permanent employees managed by the Financial Institution Pension Fund (DPLK). Under the pension program, employees contribute 6% of their base salary, and the Company contributes 23% of their base salary. In 2025, the Company paid Rp 83.56 billion in pension program contributions, with 1,734 employees participating.

By December 31, 2025, seven employees retired, consisting of two employees from the Supervisory Task Group and five employees from the Executive Task Group.

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (GRI 201-4) (EC3)

In 2025, PT Borneo Alumina Indonesia (PT BAI), a subsidiary of INALUM, received financial assistance from the government in the form of a tax holiday (corporate income tax exemption).

PROBLEMS WITH THE IMPLEMENTATION OF SUSTAINABLE ACTIVITIES (QJK E.5)

Although INALUM is not an issuer or public company and therefore not required to apply Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, the Company still adopts the spirit of this regulation. This was realized by implementing sustainable operations, such as company operations carried out with due regard to the economic, environmental, and social aspects.

INALUM did not encounter any significant issues in implementing sustainable activities throughout 2025.

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Business Expansion and Diversification

Business expansion and diversification is carried out to strengthen the Company's competitiveness and future business sustainability. Business development is geared towards supporting the strengthening of the national aluminium downstream industry and the creation of domestic added value.

RESERVES AND RESOURCES

Currently, INALUM does not have any natural resource reserves as the Company is not engaged in mining but rather acts as a processor of mining products. INALUM, in collaboration with ANTAM, established PT Borneo Alumina Indonesia, which focuses on processing bauxite into alumina, also known as the Smelter Grade Alumina Refinery (SGAR). In addition to being a downstream for mining products, the SGAR project plays a strategic role in ensuring the availability of alumina for INALUM while reducing its dependence on imported alumina raw materials.

DOWNSTREAM PROJECT (EC4)

INALUM is actively implementing downstream programs to increase the added value of aluminium products at the national level. One of its key initiatives is the construction of a Smelter Grade Alumina Refinery (SGAR) in Mempawah, West Kalimantan, which was targeted for full operation in 2025. This facility has been designed to produce 1 million tons of alumina per year, which will serve as raw material for INALUM's aluminium smelter in Kuala Tanjung. In addition, INALUM plays a pioneering role in downstreaming in Indonesia and continues to accelerate the downstreaming of the national aluminium industry by developing a synergistic and integrated aluminium industry ecosystem from upstream to downstream.

On Tuesday, April 29, 2025, INALUM officially received 21,467 metric tons (MT) of alumina from the first shipment of alumina from the Smelter Grade Alumina Refinery (SGAR) in Mempawah, West Kalimantan. Throughout 2025, PT BAI delivered 232,166 MT of alumina in 10 shipments to INALUM. In addition, seven export shipments of alumina were made through MIND ID Trading (MIT), totaling 62,629 MT. This represents a major milestone for INALUM and BAI as they continue the expansion of the SGAR project to Phase 2, with a planned capacity of 1 million tons of alumina.

Suspended Operation

In the reporting year, there were no suspended operations at INALUM.

Mergers and Acquisitions

In 2025, INALUM did not conduct any mergers or acquisitions.

Displacement

In the reporting year, there were no population displacements resulting from INALUM's operations.

Closure, Decommissioning & Divestment

As of December 31, 2025, there were no corporate actions related to closure, decommissioning, and divestment.

Closure and Rehabilitation

As of December 31, 2025, there were no closures or rehabilitations related to INALUM's operations.

11

CORPORATE GOVERNANCE

INALUM is fully committed to implementing Good Corporate Governance (GCG) as a foundation for sustainable, transparent, accountable, and ethical business growth, in accordance with applicable laws and regulations.







INALUM is fully committed to consistently implementing Good Corporate Governance (GCG) to ensure sustainable business growth. For the Company, GCG implementation is not merely a regulatory obligation, but a vital instrument for maintaining stakeholder trust through transparent, accountable, and ethical business practices.

Through good governance, INALUM is able to align its operations with public expectations, building a solid reputation. Internally, GCG has been proven to improve efficiency and financial performance through strict supervision and decision-making based on sound analysis. In addition, GCG principles ensure that social and environmental responsibility remain a priority in supporting sustainable development. All governance practices at INALUM are guided by Law Number 40 of 2007 concerning Limited Liability Companies, Law Number 1 of 2025 concerning the Third Amendment to Law Number 19 of 2003 concerning State-Owned Enterprises, Republic of Indonesia Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, and the General Guidelines for GCG in Indonesia issued by the National Committee for Governance Policy (KNKG), namely the General Guidelines for Indonesian Corporate Governance (PUG-KI).



Principles

GCG implementation is the primary foundation for maintaining the integrity, transparency, and sustainability of the Company's business.



INALUM's sustainability and progress are clear evidence of its consistent implementation of GCG principles across all lines of the Company. By upholding the principles of Transparency, Accountability, Responsibility, Independence, and Fairness and Equality, INALUM ensures business continuity for the benefit of all stakeholders.

GCG implementation at INALUM is aligned with Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 and is aligned with the Company's unique values. Furthermore, INALUM has adopted updates from the National Committee on Governance Policy (KNKG) through the General Guidelines for Indonesian Corporate Governance (PUG-KI). These guidelines are inspired by the four pillars of corporate governance: Ethical Behavior, Accountability, Transparency, and Sustainability, first introduced in the 2021 PUGKI (Corporate Governance and Corporate Governance Standards) and are an extension of the TARIF core values (Transparency, Accountability, Responsibility, Independence, and Fairness), most recently adopted in the 2019 PUGKI. The four core principles of the 2021 PUGKI are as follows:

1. **Ethical Behavior**
When carrying out its activities, corporations always prioritize honesty, treat all parties with respect, fulfill commitments, build and maintain moral values and trust consistently. Corporations pay attention to the interests of shareholders and other stakeholders based on the principles of fairness and equality, which are managed independently so that one Company organ does not dominate another and cannot be intervened by other parties.
2. **Accountability**
Corporations can be held accountable for their performance in a transparent and fair manner. Therefore, Corporations must be managed properly, measurably and in accordance with corporate interests while still taking into account the interests of shareholders and stakeholders. Accountability is a prerequisite for achieving sustainable performance.
3. **Transparency**
To maintain objectivity in conducting business, corporations provide material and relevant information in a way that is easily accessible and understood by stakeholders. Corporations take the initiative to disclose not only issues required by laws and regulations, but also matters that are important for decision-making by shareholders, creditors, and other stakeholders.
4. **Sustainability**
Corporations comply with laws and regulations and are committed to carrying out their responsibilities towards the communities and the environment to contribute to sustainable development through cooperation with all relevant stakeholders to improve their lives in a manner in line with business interests and the sustainable development agenda.



Leadership and Decision-Making (GO1)

The Company's leadership is geared towards supporting strategic, accountable, and long-term decision-making. ESG aspects are a crucial part of the Company's decision-making and risk management processes.

GOVERNANCE STRUCTURE AND COMPOSITION (GRI 2-9, 2-11) (GRI 2-9) (ASI-1)

INALUM's governance structure is guided by Law No. 40 of 2007 concerning Limited Liability Companies (PT Law), and consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. In accordance with the Company's Articles of Association, INALUM adheres to a two-tier system in which the Board of Commissioners and the Board of Directors have clearly separate authorities and responsibilities.

To optimize its supervisory function, the Board of Commissioners is assisted by supporting organs including the Secretary to the Board of Commissioners, the Audit Committee, and the Nomination, Remuneration, Risk Monitoring, and Good Corporate Governance (GCG) Committee. The Board of Directors is assisted by the Corporate Secretary and Internal Audit. (GRI 2-9)



To ensure effective management of economic, environmental, and social impacts, the Board of Directors delegates responsibility to specific functions in the area of sustainability. This was stipulated in President Director Decree No. SK-002/DIRUT/2023 concerning Changes to the Organizational Structure, Job Descriptions, and Work Divisions of PT INALUM, dated May 31, 2023. The parties responsible for operational activities based on ISO 26000 at INALUM are as follows: (QJK E.1) (GRI 2-13)

Corporate Social Responsibility Aspects		Person in Charge within INALUM
Sustainability Aspects in Accordance with ISO 26000	Environment	Safety, Occupational Health and Environment Department
	Human rights	Human Capital Strategy Department and Corporate Legal & Compliance Department
	Fair Operating Practices	Operations Directorate
	Employment Practices, Occupational Health and Safety	Human Capital Operations Department and Safety, Occupational, Health and Environment Department
	Social and Community Development	Community and Environmental Empowerment Department
	Responsibility of Consumers and Products/ Services and Work Partners	Commercial Department and Procurement & Category Management Department

NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODIES (GRI 2-10) (GO1)

The selection and nomination process for members of INALUM's highest governance body is carried out by the Nomination, Remuneration, Risk Monitoring and GCG Committee with reference to the Minister of SOEs Regulation No. PER-3/MBU/03/2023 concerning SOE Organs and Human Resources.

The selection criteria is developed comprehensively, taking into account expertise, experience, integrity, leadership, and a deep understanding of sustainability. The appointment of the President Director and the Board of Commissioners as Chairpersons of the Highest Governance Body is carried out in accordance with Minister of BUMN Decree No. SK-56/MBU/03/2023, and MIND ID President Director Decree No. SK-02/DIRUT/III/2023 for the President Director, and Minister of BUMN Decree No. SK-55/MBU/03/2023, and MIND ID President Director Decree No. SK-01/DIRUT/III/2023 for the President Commissioner.

CHAIRMAN OF THE HIGHEST GOVERNANCE BODY (GRI 2-11) (GO1)

At INALUM, the President Director serves as the head of the highest governance body and is part of the senior executive board, appointed directly by the shareholders. The President Director holds full responsibility for the Company's overall operations, assisted by other members of the Board of Directors as senior executives.

Under the supervision of the Board of Commissioners, the Board of Directors is tasked with establishing the Company's strategic direction, including sustainability policies and targets that cover the social, economic, and environmental aspects. All strategic directions are then integrated into INALUM's strategic policies. INALUM's Board of Commissioners and Board of Directors composition as of December 31, 2025, was as follows:

Name	Position	Diversity	
		Age	Gender
Musa Bangun	President Commissioner/Independent	68	Male
Hari Soebagijo	Independent Commissioner	61	Male
Indra Simarta	Commissioner	61	Male
Ali Said	Commissioner	59	Male
Kardiyana Ukur	Commissioner	52	Male
Melati Sarnita	President Director	48	Female
Ivan Ermisyam	Director of Operations	53	Male
Benny Alexander FD. Wiwoho	Director of Strategic Support & Human Capital	54	Male
Arif Haendra	Director of Business Development	54	Male
Ramadi Ken Permana	Director of Finance	36	Male

The complete profiles of the Board of Directors and Board of Commissioners, as well as their supporting bodies, can be found in the Good Corporate Governance Chapter in INALUM's 2025 Annual Report.

THE ROLE OF THE HIGHEST GOVERNANCE BODY IN MONITORING MANAGEMENT IMPACTS (GRI 2-12) (GO1)

The Board of Governance plays a strategic role in managing the impact of Company's environment and society activities. All policies, strategies, and sustainability initiatives fall under the responsibility of this body. The Board of Directors is responsible for formulating policies, setting strategies and targets, and implementing sustainability programs. While the Board of Commissioners supervises sustainability performance and achievements to ensure alignment with the Company's vision and objectives.



In carrying out its responsibilities, the Board of Directors establishes policies to manage environmental and social impacts and provides strategic direction in the decision-making process. While, the Board of Commissioners supervises the implementation of sustainability policies to ensure effectiveness and compliance with applicable regulations.

Sustainability policies and strategies are discussed in meetings involving the Board of Directors, the Board of Commissioners, and management-level officials. Shareholders and other stakeholders can provide input through communication channels, including the General Meeting of Shareholders (GMS), Company email, official letters, and formal reports. All input is periodically evaluated as needed and used as a basis for improving the Company's performance and strategic direction.

DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS [GRI 2-12, 2-13] [GO1]

To assist the Board of Directors in monitoring and supervising the implementation of its Governance, Environmental, Social (ESG) and Social and Environmental Responsibility (SER) Commitments, PT INALUM has established an ESG and SER Committee.

In the ESG Committee, the Director of Strategic Support & Human Capital serves as the Steering Committee chaired by the Head of the Health, Safety, and Environment Division. The ESG Committee's responsibilities include ensuring ESG standard targets are met, conducting ESG assessments, and reporting ESG performance to the Steering Committee and Top Management on a periodic basis once a year.

The ESG Committee composition is as follows:

No.	Position	Position in the Team
1.	Director of Strategic Support & Human Capital	Steering Committee
2.	Head of ISE Department	Chair
3.	Head of ICR Department	Vice Chair
4.	SSM Section Supervisor	Secretary
5.	Head of SEP Section	Environmental Aspect Coordinator
6.	Head of PCD Section	Social Aspect Coordinator
7.	Head of SCG Section	Governance Aspect Coordinator
8.	Senior Advisor to the SRM	Member
9.	Head of PES Section	Member
10.	Head of SAS Section	Member
11.	Head of SAS Section	Member
12.	Head of SCP-Supporting Section	Member
13.	Head of SEP Sub-Section	Member
14.	Head of PAS Sub-Section	Member
15.	Head of SCA Sub-Section	Member
16.	Head of SGC Sub-Section	Member
17.	Head of SHS Sub-Section	Member
18.	Head of SHD Section	Member
19.	Head of SHO Sub-Section	Member
20.	Head of SHO Sub-Section	Member
21.	Head of JMS Sub-Section	Member
22.	Head of SVC Section	Member
23.	Head of SVC Section	Member
24.	Head of SPE Sub-Section	Member
25.	ITO Supervisor	Member
26.	PCD Section Supervisor	Member
27.	SCG Section Supervisor	Member
28.	SLA Section Supervisor	Member

For managing economic, environmental, and social impacts, the Board of Directors delegates its authority to functions related to sustainability topics in accordance with Board of Directors Decree No. SK-002/DIR/2024 concerning PT INALUM Organizational Structure, Job Descriptions, and Work Divisions dated December 30, 2024. These functions include the Corporate Social Responsibility (CSR) Department and the Health, Safety, and Environment (HSE) Department.

Procedurally, both functions report their performance results related to managing the Company's impact on economic, environmental, and social aspects to the highest governance body periodically, namely monthly, during meetings of the Board of Commissioners and the Board of Directors. Topics discussed at these joint meetings include:

1. Environment and Climate Change

2. Operational Excellence and Product Governance
3. Human Capital
4. Community
5. Economic Development
6. Governance

COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY [GRI 2-17] [OJK E.2] [G01]

INALUM provides opportunities for the Board of Commissioners, the Board of Directors, and functions dealing with sustainability topics to participate in various competency development activities and programs, including those related to sustainability issues and practices. Details of the competency development activities during 2025 were as follows:

Board of Commissioners

President Commissioner and Independent Commissioner – Musa Bangun

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leaders	Online, January 14, 2025	MIND ID
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assessing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, May 26, 2025	MIND ID
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Commissioner - Indra Simarta

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assesing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, May 26, 2025	MIND ID
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID

**Commissioner - Indra Simarta**

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Independent Commissioner – Hari Soebagijo

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leaders	Online, January 14, 2025	MIND ID
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assesing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, 26 Mei 2025	MIND ID
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Commissioner – Ali Said

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID

Commissioner – Ali Said			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Commissioner – Kardwiyana Ukur			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

President Director - Melati Sarnita			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leaders	Online, January 14, 2025	MIND ID
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Training	Leading Strategic Growth & Change	New York, March 17-18, 2025	Columbia Business School
Conference	Fastmarkets Bauxite & Alumina 2025	Miami, March 30 – April 7, 2025	Fastmarkets
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assesing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, May 26, 2025	MIND ID
Keynote Speaker	Indonesia Criticals Minerals Conference and Expo 2025	Jakarta, June 5, 2025	Asosiasi Penambang Nikel Indonesia (APNI)
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Training	CEO Program	Tokyo, September 24 – 26, 2025	Mc Kinsey
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID



President Director - Melati Sarnita			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Conference	FT Metals & Mining Summit	London, October 9 – 10, 2025	Financial Times Live (Ft Live)
Seminar	London Metals Exchanges Metals Seminar 2025	London, October 13, 2025	The London Metal Exchange
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Keynote Speaker	ICLF 2025 - One INALUM: Building Collective Ownership Beyond The Company	Kuala Tanjung, December 4, 2025	INALUM
Seminar	ICLF 2025 - Confident Decision-Making: Balancing Speed, Precision, and Governance	Kuala Tanjung, December 5, 2025	INALUM
Seminar	ICLF 2025 - Redefining Work as a Personal Mission to Build Legacy	Kuala Tanjung, December 5, 2025	INALUM
Keynote Speaker	Women Leadership Summit	Jakarta, December 16, 2025	Srikandi Danantara
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID
Director of Strategic Support & Human Capital - Benny Alexander F.D. Wiwoho			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leaders	Online, January 14, 2025	MIND ID
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assesing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, May 26, 2025	MIND ID
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Training	Business Sustainability Program – INSEAD	Fountainebleu, October 13 – 17, 2025	INSEAD
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Keynote Speaker	ICLF 2025 - Setting Up the Context: Starting with the "Why?"	Kuala Tanjung, December 1, 2025	INALUM
Seminar	ICLF 2025 - Confident Decision-Making: Balancing Speed, Precision, and Governance	Kuala Tanjung, December 5, 2025	INALUM
Seminar	ICLF 2025 - Redefining Work as a Personal Mission to Build Legacy	Kuala Tanjung, December 5, 2025	INALUM
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Director of Operations - Ivan Ermisyam			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leaders	Online, January 14, 2025	MIND ID
Webinar	MIND ID GRC Series #14: Investment Risk	Online, March 14, 2025	MIND ID
Seminar	TMS 2025 Annual Meeting & Exhibition	Las Vegas, March 23 – 27, 2025	The Minerals, Metals and Materials Society (TMS)
Webinar	MIND ID GRC Series #15: From Risk To Reality: A Method for Assessing The Impact of Corporate Risk	Online, May 2, 2025	MIND ID
Webinar	MIND ID GRC Series #16: GRC Perspective on Sustainability in Mining & Metals Industries	Online, May 26, 2025	MIND ID
Keynote Speaker	The First Integrated and Longest Gas Transmission Pipeline in South East Asia	Online, June 18, 2025	Pertagas
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Conference	43rd International Conference and Exhibition - International Committee for Study of Bauxite, Alumina & Aluminium (ICSOBA)	Nanning, October 26 -31, 2025	International Committee For Study of Bauxite, Alumina & Aluminium (ICSOBA)
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Seminar	ICLF 2025 - DRIVING OPERATIONAL EXCELLENCE THROUGH PEOPLE AND TECHNOLOGY	Online, November 21, 2025	INALUM
Seminar	ICLF 2025 - Confident Decision-Making: Balancing Speed, Precision, and Governance	Kuala Tanjung, December 2, 2025	INALUM
Seminar	ICLF 2025 - Redefining Work as a Personal Mission to Build Legacy	Kuala Tanjung, December 5, 2025	INALUM
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Finance Director - Ramadi Ken Permana			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Conference	INTERNATIONAL CRITICAL MINERALS & METALS SUMMIT: INDONESIA	London, September 24 -26, 2025	FASTMARKET
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID



Finance Director - Ramadi Ken Permana

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Conference	FT Metals & Mining Summit	London, October 9 – 10, 2025	Financial Times Live (Ft Live)
Seminar	London Metals Exchanges Metals Seminar 2025	London, October 13, 2025	The London Metal Exchange
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Keynote Speaker	ICLF 2025 - Smarter Spending: Building a Shared Responsibility for Efficiency and Sustainability	Kuala Tanjung, December 2, 2025	INALUM
Seminar	ICLF 2025 - Confident Decision-Making: Balancing Speed, Precision, and Governance	Kuala Tanjung, December 5, 2025	INALUM
Seminar	ICLF 2025 - Redefining Work as a Personal Mission to Build Legacy	Kuala Tanjung, December 5, 2025	INALUM
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

Director of Business Development - Arif Haendra

Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #17: Innovation Through A Lens Of Mature Corporation - Is It A Risk Or Opportunity?	Online, June 20, 2025	MIND ID
Seminar	In-depth Study of Corporate Action Risk Management at the MIND ID Group through the Role and Function of JAMDATUN RI as State Attorney	Bogor, July 4, 2025	MIND ID
Webinar	MIND ID GRC Series #18 - Beyond The Ore: Unearthing Security Risks In Mining & Metals Industries	Online, July 18, 2025	MIND ID
Webinar	MIND ID GRC Series #19 - Future-Proofing Mind Id Leveraging Grc To Navigate Industry Challenge	Online, August 29, 2025	MIND ID
Seminar	Program Xcellence Batch 3 - Showcase	Jakarta, August 29, 2025	MIND ID
Seminar	Xcellence Program Batch 3 - Showcase Jakarta, August 29, 2025 MIND ID Seminar, BUMN Mining Legal Forum	Jakarta, September 16, 2025	MIND ID
Webinar	MIND ID GRC Series #20 - Maximizing Social Impact: How Grc Strengthens Community Investment	Online, September 26, 2025	MIND ID
Keynote Speaker	Downstreaming the Natural Resource Processing Industry to Increase Added Value and National Competitiveness	Jakarta, September 26, 2025	Badan Kejuruan Kimia Persatuan Insinyur Indonesia
Keynote Speaker	Harnessing Artificial Intelligence to Unlock Mining's Next Frontier	Jakarta, October 14, 2025	KATADATA
Keynote Speaker	Identification and Sharpening of Logistics and Connectivity Infrastructure	Jakarta, October 22, 2025	Kementerian Investasi & Hilirisasi (BKPM)
Webinar	MIND ID GRC Series #21 - Climate Resilience & Value Creation: A Grc Approach To Managing Climate Risk	Online, October 24, 2025	MIND ID
Conference	43rd International Conference And Exhibition - International Committee For Study Of Bauxite, Alumina & Aluminium (Icsoba)	Nanning, October 26 -31, 2025	International Committee for Study of Bauxite Alumina & Aluminium (ICSOBA)

Director of Business Development - Arif Haendra			
Type of Education and Training	Education and Training Material	Date and Place	Organizer
Webinar	MIND ID GRC Series #22 - Strengthening Corporate Image And Managing Communication Risk	Online, November 21, 2025	MIND ID
Keynote Speaker	ICLF 2025 - Collaborating for Impact: Business Development as a Catalyst for Long-Term Growth	Kuala Tanjung, December 3, 2025	INALUM
Seminar	ICLF 2025 - Smarter Spending: Building a Shared Responsibility for Efficiency and Sustainability	Kuala Tanjung, December 5, 2025	INALUM
Seminar	ICLF 2025 - Redefining Work as a Personal Mission to Build Legacy	Kuala Tanjung, December 5, 2025	INALUM
Webinar	MIND ID GRC Series #23: Transforming Governance Excellence: The Role of Internal Control over Financial Reporting (ICFR) in Enhancing Reliability and Trust in the Mining Industry	Online, December 10, 2025	MIND ID

While, in 2025, the leadership and members of the Corporate Social Responsibility (CSR) Department and the Health, Safety, and Environment (HSE) Department, which manage economic, environmental, and social impacts, participated in the following various education and training programs:

1. IVLS#04: Sustainability Starts with You - Climate Action and Personal Responsibility
2. Environmental Impact Analysis (EIA) and ESG Training
3. Biodiversity Training
4. MIND ID GRC SERIES #13: Operational Risk in the Mining & Metals Industry - Our Roles as Safety Leaders
5. MIND ID ACADEMY: Module 1 - Respectful Workplace Policy
6. ICLF 2025 - Leading with Insight: Harnessing Data for Better Decisions
7. Online OHS Webinar - Fatality Risk Management
8. Safety Awareness and Integration of Point-and-Call Training in the Workplace (Shisa Kanko)
9. Online OHS Webinar - Fatality Risk Management



Transparency and Accountability [G02]

The Company's economic performance reflects the resilience of its business and the effectiveness of its sustainable growth strategy.

ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING [GRI 2-14] [G02]

The role of the highest governance bodies at INALUM in the preparation and publication of the Sustainability Report is to:

1. Define the objectives and targets related to the environmental, social, and economic issues that are the focus of the sustainability report.
2. Prepare policies and procedures related to the preparation and publication of the sustainability report.
3. Monitor the sustainability programs and ensure that the targets set are achieved.
4. Identify material issues to be included in the Sustainability Report.
5. Communicate with stakeholders.
6. Select an appropriate assurer to ensure the validity and reliability of the report. [GRI 2-5]
7. Review and approve the content of the sustainability report.

COMMUNICATING CRITICAL ISSUES [GRI 2-16] [G02]

The Company provides an Integrated Whistleblowing System (WBS) through the MIND ID Group for stakeholders to report critical issues related to potential or actual negative impacts arising from INALUM's operations. This system ensures transparency and accountability.

Reports are handled by an Independent Third Party, who conducts an initial analysis to determine compliance with the reporting criteria or scope. The results are then submitted to the INALUM WBS Management Team, which consists of the Legal, Governance, Human Capital, Risk Management, and Internal Audit functions. These results are then submitted quarterly to the President Director.

In 2025, nine reports were received through reporting channels, and two of these reports were followed up by the INALUM WBS Management Team as they met the reporting scope. However, no critical issues were faced by the Company and discussed in the highest governance body meetings.

The scope of reporting categories followed up covers:

1. Corruption and bribery;
2. Fraud, including actions that resulted in financial loss to the Company, including but not limited to:

- a. Falsification, manipulation, or destruction of financial documents/reports or other reports;
 - b. Conflicts of interest, gratification, and all forms of bribery; and
 - c. Other fraudulent acts, including misappropriation of assets, theft of Company assets, and/or condoning a violation;
3. Other crimes, including extortion, coercion by force, or threats to provide something for the purpose of gaining personal or other benefit, whether from internal or external parties, that are not in accordance with applicable laws and regulations;
 4. Violations in the work environment, including any actions that create an unfavorable work environment, sexual harassment, bullying, and defamation, including gender and racial discrimination, and any unwanted actions, whether physical or non-physical, causing offense, or degrading dignity;
 5. Other violations, including but not limited to:
 - a. Violations of the Company's code of ethics, as stipulated in the Company's Code of Conduct;
 - b. Violations of confidentiality (information leaks), except for information that is already in the public domain;
 - c. Favoring one party (unfairness) and being objective in implementing Company decisions; and
 - d. Violations related to pollution and/or environmental destruction committed through negligence that may result in property damage and/or harm to human health or physical integrity.
 6. Management of Key Risk Profiles
As of December 31, 2025, INALUM's key risks were as follows:
 - a. Strategic risk
 - b. Project risk
 - c. Legal reputation compliance risk
 - d. Operational risk
 - e. Financial risk
 - f. Market & macroeconomic risk
 - g. IT & cybersecurity risk
 - h. Social & environment risk

REMUNERATION POLICY [GRI 2-19] [G02]

INALUM's Board of Commissioners remuneration is determined by the Minister of BUMN based on Letter No. SR-167/MBU/03/2023 dated March 21, 2023, concerning the Determination of the Remuneration for the Board of Directors and Board of Commissioners of PT Indonesia Asahan Aluminium for 2023, and No. SR-291/MBU/05/2023 dated May 26, 2023, concerning a Revision to the Letter Determining the Remuneration for the Board

of Directors and Board of Commissioners of PT Indonesia Asahan Aluminium for 2023, where the determination of Remuneration became effective as of March 21, 2023.

The remuneration components of the Board of Commissioners and Board of Directors are prepared based on the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises, with the following details:

No.	Total Income/Facilities	Board of Directors	Board of Commissioners
1	Salary/Honorarium	The President Director's salary is the reference for the Board of Directors members' salaries with the provision that the members of the Board of Directors are 85% of the President Director.	The President Commissioner's Honorarium is set at 45% of the President Director's Salary, and the Honorarium for the Board of Commissioners members is set at 90% of the President Commissioner's Honorarium
	Religious Holiday Allowances	Given 1 (one) times salary	Given 1 (one) times honorarium
	Housing Allowances	In accordance with the Shareholders' decision	-
	Transportation Allowances	-	Given 20% of the honorarium
2	Post-Service Insurance	A maximum premium of 25% of salary for 1 (one) year	Awarded during tenure with an insurance premium of 25% of the honorarium for one year
	Medical Facilities	In the form of insurance or reimbursement of medical expenses (at cost)	
	Legal Aid	Legal assistance facilities are provided to members of the Board of Commissioners and Board of Directors as needed	
3	Official Vehicle	One unit with maintenance costs and operational costs, taking into account the Company's financial condition -	
4	Tantiem/Performance Incentive/Special Incentive	Provided in cash after considering improvements in the Company's performance and capabilities	

PROCESS FOR DETERMINING REMUNERATION (GRI 2-20) (GO2)

Determining the remuneration for INALUM's Board of Directors and Board of Commissioners is the sole authority of the Shareholders, in accordance with applicable laws and regulations for State-Owned Enterprises (SOEs). This mechanism is carried out through a General Meeting of Shareholders (GMS), taking into account strategic parameters and the Company's operational performance.

Determination of remuneration for the Board of Directors and Board of Commissioners is based on several key factors, namely:

1. Company Performance
 - Evaluation of the financial and operational targets achievement set out in the Company's Work Plan and Budget (RKAP).
 - Growth in revenue, net profit, cost efficiency, and contribution to state and shareholder revenues.
2. Compliance with Regulations
 - Referring to the provisions stipulated in the SOE Law, the Minister of SOEs Regulation, and regulations related to good corporate governance (GCG).
 - Compliance with remuneration policies applicable in similar industries, particularly SOEs in the mining sector and the downstream aluminium industry.
3. Job Competencies and Responsibilities
 - The amount of remuneration also takes into account the complexity of the duties and responsibilities of the Board of Directors and Commissioners in managing and supervising the Company.
 - Comparison with remuneration in similar industries to maintain competitiveness in attracting and retaining the best talent at the top management level.

4. Economic and Industry Conditions

- External factors such as global market dynamics, aluminium commodity prices, and national economic conditions can influence remuneration policies.
- In certain situations, for example during an economic downturn, remuneration policies can be adjusted to remain aligned with the Company's sustainability strategy.

Overall, INALUM's remuneration policy is designed based on the principles of fairness, transparency, and accountability to ensure the compensation is aligned with each individual's performance and contribution to the Company's growth and sustainability.

ANNUAL TOTAL COMPENSATION RATIO (GRI 2-21) (GO2)

In 2025, the total remuneration paid to INALUM's Board of Directors and Board of Commissioners was Rp19.5 billion, while the Company's total employee salary costs in 2025 was Rp 1.05 trillion. Based on a comparison, the ratio between the Board of Directors and Board of Commissioners remuneration compared to the total employee salary costs was 1.85%.

For comparison, in 2024, the total remuneration received by the Board of Directors and Board of Commissioners was Rp18.6 billion, and the total employee salary costs was Rp1.03 trillion. Based on this calculation, the ratio of the Board of Directors and Board of Commissioners remuneration to total employee salary costs in 2024 was 1.81%. In line with this change, the ratio increased in 2025 compared to 2024.



MECHANISM FOR REQUESTING ADVICE AND RAISING CONCERNS (GRI 2-26) [GO2]

To mitigate potential negative impacts arising from operational activities, INALUM has a Stakeholder Relationship Management Implementation Policy, which includes a complaint handling mechanism. This policy is designed to ensure that every complaint from the public can be responded to effectively, objectively, and transparently. The Company is committed to implementing a complaint handling mechanism across all operational units, ensuring that all reports are followed up, responded to, and resolved in accordance with applicable laws and regulations and business ethics standards. Furthermore, the Company provides easy access for stakeholders to ensure that every relevant complaint receives adequate attention and handling.

To support optimal complaint submission, INALUM provides communication channels that can be utilized by stakeholders. These channels include social media, email, mailboxes, and a Whistleblowing System accessible through the Company's official website. The available complaint channels are as follows:

No.	Channel	Address	PIC
1	Whistleblowing System		
	Website	OpenMind-wbs.com	
	Email	OpenMIND@kpmg.co.id	
	Whatsapp	0811-1464-632 / 0811-646-343	An independent third party, namely the PT KPMG Siddharta Advisory Team
	Pos Mail	PT KPMG Siddharta Advisory Attn. KPMG Ethics Line (MIND ID) Menara Astra Lt. 21, Jalan Jenderal Sudirman Kav. 5-6, Jakarta 10220	
2	Website (Chatbot)	www.inalum.id	Humas/Corporate Secretary/IT
3	Email	corsec@inalum.id	Humas/Corporate Secretary

As of December 31, 2025, the Company received nine complaints, two of which met the criteria and/or had been followed up and resolved, and seven other reports were not followed up on because they fell outside the scope of the reporting category.

Two reports that met these criteria related to ethical violations. INALUM has followed up on these reports in accordance with the applicable Company regulations.

GOVERNANCE BODY PERFORMANCE EVALUATION (GRI 2-18) [GO1]

Conducting a governance body performance evaluation is a crucial step to ensure the governance body carries out its functions effectively and is able to fulfill its responsibilities to the organization or Company. This evaluation includes an assessment of the governance body's performance in supervising the management of the Company's economic, environmental, and social impacts. The performance evaluation process is carried out with reference to the duties and responsibilities stipulated in the Board Manual and is measured against key performance indicators (KPIs) and the Work Plans of the Boards of Commissioners and Boards of Directors. In the reporting year, the evaluation involved an independent party. Follow-up to the 2025 evaluation results, including a Board of Directors (BOD) and Board of Commissioners (BOC), performance evaluation was conducted based on INALUM's 2025 Collegial KPIs, as stipulated in the Management Contract. Therefore, MIND ID, as the PS, conducted an evaluation of INALUM's KPI achievements. This was then followed by an AUP conducted by KAPEY, which will be used as part of INALUM's 2025 Performance Evaluation Report (LHEK).

Related to sustainability issues, INALUM conducts sustainability evaluations through several mechanisms, including:

1. Evaluation of Corporate and Board of Directors' KPIs related to ESG.
2. Evaluation of the fulfillment of Shareholder Aspirations related to ICMM.
3. Monitoring and Evaluation Reporting of MIND ID Members, which includes sustainability issues.
4. Evaluation of sustainability performance achievements, such as PROPER level achievement, Good Corporate Governance (GCG) score achievement, ESG Index achievement, and so on.

These evaluations are conducted at least once a month, and are discussed in Board of Directors Meetings, Board of Commissioners Meetings, Joint Meetings of the Board of Directors and Board of Commissioners, and on the agenda for discussing sustainability performance at meetings of the highest governance body. In addition, evaluations are also part of regular meetings with the State-Owned Enterprises Regulatory Agency, technical ministries, and other high-ranking state institutions, and are presented at the Annual General Meeting of Shareholders (GMS).

Business Ethics and Compliance (G03)

INALUM upholds integrity and business ethics as part of its sustainable corporate culture. To that end, the Company applies zero-tolerance principles towards corrupt practices and ethical violations.

A. CONFLICTS OF INTEREST (GRI 2-15(G03))

A conflict of interest is a situation where a discrepancy exists between the Company's economic interests and the personal interests of a member of the Board of Directors, a member of the Board of Commissioners, or a shareholder, which could potentially cause harm to the Company. In this regard, the Company is committed to preventing and avoiding all forms of conflict of interest by ensuring that the selection process for officials, from the Board of Directors, the Board of Commissioners, Division Heads, to the managerial level, is carried out based on the principles of professionalism and integrity. Furthermore, to maintain independence and implement good corporate governance, each member of the Board of Directors should have no affiliation with other members of the Board of Directors, members of the Board of Commissioners, or Controlling Shareholders.

1. Managing Conflicts of Interest among the Board of Directors

A conflict of interest involving the Board of Directors is a situation where the personal interests of a member of the Board of Directors could potentially conflict with the Company's interests in increasing Company value, generating profits, and achieving the Company's Vision and Mission as mandated by the Shareholders.

To prevent conflicts of interest and their potential impact, the Company applies principles for managing conflicts of interest for the Board of Directors. These principles serve as guidelines adopted by the Company to ensure decision-making remains objective and in line with the Company's interests, as follows:

- Compliance with all applicable policies, regulations, and procedures.
- Does not own shares in any business entity that is a business partner of the Company, either in one's own name or as a nominee (using another person's name), or in the name of a family member (up to the third degree, either vertically or sideways, including relationships arising from marriage).
- Does not hold concurrent positions or jobs in other companies that are business partners of the Company.
- Does not receive benefits in any form from any prospective or business partners of the Company. This also applies to employee families.

2. Management of Board of Commissioners' Conflicts of Interest

Management and control of potential conflicts of interest involving the Board of Commissioners are implemented with reference to the Good Corporate Governance (GCG) Guidelines, the Company's Code of Conduct, and the Code of Governance for the Board of Commissioners and Board of Directors. In carrying out its duties and responsibilities, the Board of Commissioners consistently strives to avoid conflicts of interest, including:

- Avoiding conflicts of interest.
- Avoiding any activity that could affect independence in carrying out their duties.
- Completing a special list of share ownership.
- Not responding to requests from any party for any reason, whether directly or indirectly, including those related to the procurement of goods and services in the Company, as long as this can influence decision-making.
- Not exploiting one's position for personal gain or that of other persons or parties that conflict with the interests of the Company.
- Disclosing any potential conflict of interest, and the relevant member of the Board of Commissioners/ Board of Directors may not involve themselves in the Company's decision-making process related to the matter.

Complete information regarding conflict of interest management can be found in INALUM's 2025 Annual Report namely:

- Chapter on Affiliated Relationships between Members of the Board of Directors, Board of Commissioners, and Controlling Shareholders
- Chapter on Board of Directors Conflict of Interest Management
- Chapter on Board of Commissioners Conflict of Interest Management

In an effort to effectively manage conflicts of interest, INALUM applies a process for identifying, reporting, and handling potential conflicts of interest while upholding the principle of integrity. The Company also encourages transparency and objectivity in all decision-making, by



taking into account the interests of all relevant parties. In 2025, the Company did not record any material transactions containing conflicts of interest, whether involving members of the Board of Commissioners, Board of Directors, suppliers, related parties, or other third parties.

B. POLICY COMMITMENT [GRI 2-23] [G03]

As part of its commitment to good corporate governance (GCG), INALUM ensures that its conflict of interest policy is consistently and comprehensively implemented at all levels of the organization. The Company has established clear mechanisms to identify, prevent, and address potential conflicts of interest that could affect independence in decision-making. These policies include reporting procedures for employees and management regarding situations that could potentially give rise to conflicts of interest, as well as risk management and mitigation mechanisms implemented in accordance with applicable laws and regulations.

To support the effectiveness of its conflict of interest policy, INALUM regularly conducts socialization and training for the Board of Directors, Board of Commissioners, and employees at other levels of the organization. In addition, the Company provides a conflict of interest reporting system through various channels, including an internal reporting system and a Whistleblowing System (WBS), to increase transparency and accountability. With this approach, INALUM consistently strives to maintain stakeholder trust and to ensure all business processes are carried out professionally, with integrity, and free from the influence of personal or group interests. [GRI 2-26]

C. ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY

As part of its commitment to environmental, social, and governance (ESG) principles, INALUM consistently integrates ESG policies into all of its operational activities. To support this commitment, the Company has established seven key policies covering ESG aspects. These policies include the Occupational Quality, Safety, and Health Policy; Environmental and Energy Policy; the Human Rights Policy; the Social and Environmental Responsibility Policy; the TB and HIV/AIDS Prevention and Control Policy; the Drug Abuse Prevention and Eradication Policy (P4GN), and the Golden Rules Implementation Policy. These policies are designed

to ensure that all aspects of INALUM's operations align with the principles of sustainability and social responsibility. More information about these policies can be accessed through the website: <https://www.inalum.id/id/esg/tata-kelola/kebijakan-perusahaan?>

D. INSTILLING POLICY COMMITMENTS [GRI 2-24] [G03]

In an effort to strengthen its sustainability commitment, INALUM continuously integrates environmental, social, and governance (ESG) policies into all aspects of the Company's operations. This commitment is realized by applying the policies that emphasize compliance with laws and regulations, environmental protection, respect for human rights, and improving community welfare. To ensure effective implementation, INALUM integrates sustainability principles into its business strategies and operational activities, including supply chain management and interactions with stakeholders.

To support its ESG policies, INALUM fosters a culture of sustainability through socialization and training activities involving all employees and business partners. Through this approach, the Company instills sustainability values as part of its work ethic so that all individuals within the organization have an understanding of and responsibility for policy implementation. In addition, the Company periodically conducts evaluations and monitoring to measure the effectiveness of its policies, ensuring INALUM's contribution to achieving sustainable development goals and creating a positive impact on the environment and society.

E. ANTI-CORRUPTION AND ANTI-GRATIFICATION [GRI 205-1][EM-MM-510A.1]

To demonstrate its commitment to implementing business practices with integrity, INALUM conducts business activities cleanly and free from corruption and bribery, while actively supporting efforts to prevent and eradicate corruption in the Company. This commitment is outlined in the Gratification Control Policy, as stipulated in the Board of Directors' Decree No. SK-012/DIR/2019 and Board of Directors' Regulation No. PER-011/DIR/2025 concerning the Anti-Bribery Management System (SMAP) Guidelines. Both policies are formulated with reference to applicable laws and regulations to ensure compliance, transparency, and integrity in all Company operations. To ensure compliance with these regulations, INALUM grants full authority to the Anti-Bribery Compliance Function (FKAP) to conduct supervision and monitoring.

This anti-corruption policy aims to prevent potential losses to the Company, both material in the form of illicit commercial gain and immaterial losses that could impact the Company's reputation. In addition, the policy is designed to align with efforts to increase compliance with regulatory provisions and support government programs to prevent and eradicate corruption in Indonesia. To strengthen its anti-corruption control system, INALUM applies the ISO 37001 standard on the risk-based Anti-Bribery Management System (ABMS). The process of identifying risks related to bribery is carried out through risk management guidelines applied comprehensively across all Company departments and work units.

As part of its governance category, which includes controlling gratification, corruption, fraud, and conflicts of interest, INALUM affirms its commitment to not accepting or soliciting gratification in any form. This commitment is reinforced through a Statement of Commitment to Implementing Gratuity Control, which outlines the basic principles of gratification control within the Company. This statement confirms that the Company consistently implements a gratification control mechanism, allocates a dedicated budget to support its implementation, provides human resources responsible for its implementation, and cooperates with the Corruption Eradication Commission (KPK) to maintain the confidentiality of whistleblower data.

Reporting and Sanctions

INALUM personnel and other parties not directly involved but aware of alleged gratification violations involving INALUM management or employees can report the receipt of gratification through the reporting channels provided by the Company, as follows:

1. Reports of the receipt or rejection of gratification can be submitted to UPG INALUM via the reporting form or the Internal GCG System. Employees are required to submit their gratification reports to the UPG INALUM no later than 7 (seven) working days after the gratification occurs. External stakeholders can report incidents of gratification related to INALUM employees through the Whistleblowing System.
2. Violations of the Company's gratification control policy are subject to sanctions in accordance with applicable regulations, and failure to report gratification will be considered and evaluated based on the employee's level of compliance.

Reporting Mechanism

Based on the provisions in the Board of Directors Decree No. SK-012/DIR/2019 concerning Gratification Control, all INALUM employees are required to report any receipt or rejection of gratification to the INALUM Gratification Control Unit (UPG). This report must be submitted no later than seven (7) working

days after the gratification is received or rejected. Employees can submit gratification reports using the established reporting form or through the Company's internal GCG system. The INALUM UPG will review the reports received to determine which ones should be forwarded to the Corruption Eradication Commission (KPK), and, all gratification reports received by the INALUM UPG will be submitted periodically every six (6) months to the President Director.

Throughout 2025, the Gratification Control Unit ("UPG") received no gratification reports.

F. CODE OF ETHICS

To build a dignified Company, uphold ethical values, and develop INALUM personnel who are compliant and behave ethically, a commitment from all employees and management is required, as outlined in the Company's Code of Conduct. This Code references applicable laws and regulations and best practices through the application of Good Corporate Governance (GCG) principles.

Code of Ethics Principles

Business Conduct covers the Company's relationships with:

1. Employees
2. Customers
3. Suppliers
4. Creditors
5. Partners
6. Competitors
7. Regulators
8. Society
9. Communities and Professional Organizations
10. Media
10. MIND ID and MIND ID Group Members
11. Subsidiaries and Joint Ventures Work

Work Conduct includes:

1. Compliance with the law
2. Ethical Behavior towards fellow INALUM Employees
3. Conflicts of Interest
4. Giving and Receiving Gratification
5. Recognition and Respect for Human Rights
6. Intellectual Property Rights
7. Fair Employment Opportunity
8. Confidentiality of Data and Information
9. Supervision and Use of Assets
10. Financial Reports
11. Unfair Payments
12. Occupational Safety, Health, and the Environment
13. Use of Social Media
14. Political Activities



To ensure an understanding and implementation of ethical values, the Code of Ethics is socialized to all employees through regular socialization programs and other internalization activities. In addition to employees, the Code of Ethics is also communicated to external stakeholders, including partners and suppliers, to ensure ethical alignment throughout the business chain. All employees at all levels of the organization are committed to and responsible for consistently implementing the Code of Ethics in all work activities. The Board of Directors and the Audit Committee continuously emphasizes the importance of the Code of Ethics in maintaining the Company's sustainability and reputation. Further information concerning the latest Code of Ethics, published in 2024, can be accessed through the Company's official website: <https://www.inalum.id/storage/media/2024/06/pedoman-perilaku-perusahaan-coc-eyro7b.pdf>

By the end of 2025, there were 10 (ten) violations of the Code of Ethics, and the Company imposed sanctions in accordance with the following regulations:

Category of Violation	Type of Sanction	Number of Violations per Year		
		2025	2024	2023
Light	Warning Letter	1	5 (five)	0 (none)
Medium	Ordinary Warning Letter	1	5 (five)	9 (nine)
Heavy	Final Warning Letter	8	6 (six)	2 (two)

G. WHISTLEBLOWING SYSTEM PROGRAM

[GRI 2-26]

INALUM, as a member of the MIND ID Group, has integrated a whistleblowing system ("WBS") within the MIND ID Group (tone at the top). This system is expected to be effective, reliable, and independent, with the option of anonymous, independent, and objective reporting. This ensures that identities and confidentiality are well maintained and provides a platform for all stakeholders (internal and external) to report any fraud or violations occurring within the Company. The Company's Whistleblowing System Guidelines are regulated in Company Regulation No. PER-001/DIRUT/2024 concerning the Guidelines for the Whistleblowing System of PT Indonesia Asahan Aluminium. The scope of violations to be followed up includes:

1. Corruption and Bribery
2. Fraud, including actions that result in financial losses to the Company, including but not limited to:
 - a. Falsification, manipulation, or destruction of financial documents/reports or other reports;
 - b. Conflicts of interest, gratification, and all forms of bribery; and
 - c. Other fraudulent acts, including misappropriation of assets, theft of assets, and/or financing a violation.
3. Other criminal acts, including extortion, coercion by force, or threats to provide something for the purpose of gaining personal or other benefits, whether from internal or external parties, that are not in accordance with applicable laws and regulations.

4. Violations in the work environment, including any actions that create an unfavorable work environment, sexual harassment, bullying, and defamation, including gender and racial discrimination, and any unwanted actions, whether physical or non-physical, that cause feelings of offense or degrading dignity.
5. Other violations, including but not limited to:
 - a. Violations of the Company's code of ethics, as stipulated in the Company's Code of Conduct;
 - b. Violations of confidentiality (information leaks), except for information that is already in the public domain;
 - c. Unfair bias and a lack of objectivity in implementing Company decisions; and pollution violations;
 - d. and/or environmental destruction due to negligence that may result in property loss and/or harm to human health or physical health.

WBS Structure and Mechanism

The Whistleblowing System management structure is as follows:

1. **Independent Third Party**
 - a. The MIND ID Group's integrated WBS, including INALUM, is managed by an independent third party appointed by MIND ID to carry out the operational management of MIND ID Group WBS reports;
 - b. The independent third party is directly responsible to the respective MIND ID and INALUM WBS management teams;
 - c. The independent third party plays a role in maintaining the objectivity and integrity of the reporting process; and
 - d. Through the independent third party, whistleblowers

have the right to submit reports that will be processed confidentially and have the option to report anonymously.

2. WBS Management Team

Name	Management Team Positions
President Director	Person in Charge
Head of Legal and Litigation Division	Chair
Head of Strategic Human Capital Division	Member
Head of Risk Management Division	Member
Head of Internal Audit Division	Member
Supervisor of the Audit Consulting and Quality Assurance Section	Member
Head of Governance & Compliance Department	Secretary

3. Investigation Team

The Investigation Team is a team appointed by the Company and must follow up on the recommendations of the WBS Management Team in accordance with the provisions.

WBS Socialization

In 2025, the Company conducted WBS socialization to all stakeholders and INALUM employees through the following activities:

1. Company Website (www.inalum.id/id/whistle-blowing-system)
2. Banners
3. Emails to provide advice on controlling gratification during religious holidays
4. Online socialization to INALUM suppliers or vendors on June 30, 2025.
5. Online socialization to INALUM customers on August 7, 2025.
6. Hybrid socialization (offline & online) to INALUM procurement, logistics, and commercial employees on August 29, 2025.
7. Socialization to employees through the MIND ID Academy LMS application (<https://academy.mind.id>) in January 2025. Signing of INALUM employees' commitment to the Company's Code of Conduct on July 28-August 31, 2025.
8. Signing of INALUM employees' commitment to the Company's Code of Conduct on July 28-August 31, 2025.

In addition to providing an understanding of the WBS, the Company conducted socialization to encourage all INALUM employees to actively report any attempts or suspected misconduct.

Violation Report Submission Mechanism

1. Reports will be received through the integrated WBS channel, OpenMIND, provided by MIND ID. The channels provided include:

Website : OpenMind-wbs.com
e-mail : OpenMIND@kpmg.co.id
Whatsapp : 0811-1464-632 / 0811-646-343
Post Mail : PT KPMG Siddharta Advisory, Attn: KPMG EthicsLine (MIND ID), Menara Astra Lantai 21, Jl. Jend. Sudirman Kav. 5-6, Jakarta 10220

which can only be accessed by Independent Third Parties. Information regarding the WBS channel must be provided and announced on the Company's website.

2. A case reference number is provided to the whistleblowers to be used as a reference by which the Reporter can monitor the status of the report.
3. Taking independence and objectivity into consideration, in accordance with applicable policies, the report will be forwarded for follow-up to the authorized parties at PT INALUM, including the State-Owned Enterprises Regulatory Agency (especially concerning members of the Board of Directors and Board of Commissioners).

Protection for Whistleblowers

The Company is obliged to maintain the confidentiality of the whistleblower's identity and the substance of the report submitted. Furthermore, the Company guarantees protection to the whistleblower from all forms of threats, intimidation, or unpleasant treatment from any party, as long as the whistleblower maintains the confidentiality of the reported incident. In addition, the Company may reward whistleblowers for reports of violations that can be substantiated and contribute to the preservation of the Company's assets and finances.

Complaint Handling

The Whistleblowing Management Team, as the manager of the whistleblowing system report handling, is responsible for:

1. Receiving initial analysis reports and monthly summaries from Independent Third Parties, including deciding whether to follow up on reports received through investigation or closure;
2. Conducting additional confirmation to the whistleblowers through an Independent Third Party if necessary;
3. Maintaining confidentiality and providing protection for the whistleblowers, including the whistleblowers identity (as long as it is relevant), and maintaining the confidentiality of information and the reporting process;
4. The INALUM WBS Team follows up on reports submitted by independent third parties. In carrying out follow-up, the Whistleblowing Team has the right to:
 - a. summon related internal and external parties to obtain documents/data necessary for follow-up;



- b. review and prepare a report on the results of the follow-up, including recommendations on the submitted reports;
- c. report the results of the follow-up and recommendations to the President Director, who is responsible for the WBS.
5. The INALUM WBS Management Team submits quarterly management reports to the President Director and the MIND ID WBS Management Team;
6. Actively coordinate with Independent Third Parties to ensure the effective receipt and management of WBS reports; and
7. Monitor the effectiveness of the integrated WBS and make continuous improvements, and conduct regular training and socialization on the WBS within the Company, in collaboration with relevant Departments/Sections.
8. To ensure that reports of violations can be followed up, the whistleblowers:
 - a. Can provide information regarding personal data or without personal data (anonymous);
 - b. The report must include information, evidence, or allegations that are clear, correct, honest, and accountable;
 - c. The whistleblowers must provide information that meets the elements of what, where, when, who, and how ("4W + 1H") in the alleged violation report as follows:

What	What were the alleged violations known to the whistleblower and if any, the amount of loss and evidence to support the allegations?
Where	Where was the location of the unit or Company where the alleged violations occurred?
When	When did the alleged violations occur and how often? Have the violations occurred before?
Who	Who was involved in the alleged violations, including those who were harmed and those who benefited, and who ordered the violations?
How	What was the chronology of the violations committed by the reported party?

- d. Whistleblowers may supplement their report with data/information/other supporting evidence (e.g., documents, photos, recordings, and videos) to support the follow-up process;
- e. Reports will only be accepted or processed if they meet the 4W+1H requirements and/or if the information is deemed adequate;
- f. The whistleblower is encouraged to provide a contact person to facilitate the analysis of the report. However, the whistleblower may choose to report anonymously (without identifying themselves, or withholding their identity); and
- g. Company employees are required to submit reports of any suspected violations through the provided WBS media.
9. An independent third party, to the extent possible, will verify the received report based on the 4W+1H principles and collaborate with the whistleblower to gather supporting evidence.
10. The independent third party will prepare an initial analysis report together with proposed follow-up actions based on information received through the media or reporting channels and submit the initial analysis report together with the proposed follow-up actions to the INALUM WBS Management Team (with a copy to the MIND ID WBS Management Team).
11. The provisions regarding the reported party are as follows:

No	Report Substance	Reporting
1	INALUM personnel and other external parties (other than the Board of Directors, Board of Commissioners and WBS Team)	- Chair and Members of the INALUM WBS Team; - WBS Supervisory Board with a copy to the INALUM President Director (if the report is categorized as out of scope, then the verbatim report will be forwarded to the Director in charge of compliance); and - Chair and Members of the MIND ID WBS Team.
2	INALUM Board of Directors (other than the President Director)	- President Director of INALUM - WBS Supervisory Board of INALUM. - Chair and Members of the MIND ID WBS Team.
3.	INALUM President Director	- WBS Supervisory Board of INALUM - President Director of MIND ID - Chair and Members of the MIND ID WBS Management Team

No	Report Substance	Reporting
4.	Board of Commissioners, Audit Committee, and other Committees at INALUM	- President Director of INALUM - WBS Supervisory Board of INALUM. - Chair and Members of the MIND ID WBS Team.
5.	Chair or Member of INALUM WBS Team	- President Director of INALUM - WBS Supervisory Board of INALUM. - Chair and Members of the MIND ID WBS Team.

Parties Managing Complaints

The MIND ID Group's integrated Whistleblowing System, including INALUM, is managed by an Independent Third Party with the following duties and responsibilities:

1. Receiving reports received through the reporting system's facilities/media/channels provided by the Company and providing additional information to the whistleblower if necessary;
2. Conducting an initial adequacy analysis and submitting a report based on the 4W+1H principles along with other supporting documents (if any) based on the information provided by the whistleblower to the Independent Third Party;
3. Submitting an initial analysis report, proposals or recommendations for follow-up actions, and other supporting documents (if any) to the WBS Management Team. In handling INALUM WBS reports, the Independent Third Party will submit an initial analysis report to the INALUM WBS Management Team with a copy to the MIND ID WBS Management Team.
4. Reporting the number of reports, report categories, and report status monthly to the INALUM WBS Management Team. The MIND ID WBS Management Team will receive a summary report for all reports received by OpenMIND, including reports related to MIND ID Members. The MIND ID Member WBS Management Team will receive a summary report related to their respective entities;
5. Maintaining confidentiality and providing protection for the whistleblower (including the whistleblower identity to the extent relevant), and maintaining the confidentiality of the information and reporting process; and
6. Delivering the status of the report to the whistleblower, including the progress and closure of the report (including the results of follow-up actions), in coordination with the INALUM Management Team.

Number of Complaints Received and Processed in 2025

As of December 31, 2025, the Company received 9 (nine) reports of alleged employee violations. These reports have been followed up in accordance with Company regulations. Of the 9 (nine) complaints, 7 (seven) fell outside the scope of this category, resulting in 2 (two) being further processing and have been declared resolved.

Sanctions/Follow-up on Complaints Processed in the Fiscal Year

Any reported party found guilty of a violation will be subject to sanctions in accordance with the provisions established by the Company.

H. PROCESS TO RESTORE NEGATIVE IMPACTS [GRI 2-25] [G03]

As part of its commitment to responsible management of potential negative impacts arising from its operational activities, INALUM has established a structured and sustainable recovery mechanism. This recovery process includes the identification, evaluation, and implementation of mitigation measures for environmental, social, and economic impacts that could potentially affect stakeholders. For its implementation, INALUM is committed to collaborating with local communities and relevant stakeholders in designing relevant programs, including those related to responsible waste management. Through this approach, the Company not only seeks to minimize negative impacts but also encourages the creation of added value for communities surrounding its operational areas.

To ensure the effectiveness of the impact recovery process, INALUM involves various relevant parties, including the government, local communities, and non-governmental organizations, at every stage of implementation. The Company also provides a grievance mechanism that allows the public to submit complaints about perceived negative impacts, which are then followed up with appropriate and solution-oriented responses. In addition, regular monitoring and evaluation are conducted to measure the success of the recovery program and to adjust the strategy if necessary. With this approach, INALUM strives to minimize the negative impacts of its operational activities while creating sustainable value for the environment and surrounding communities.



As of the end of 2025, INALUM did not record any negative impacts arising from its operational activities. In light of this situation, the Company did not undertake any specific impact recovery for its operational activities in the reporting year.

I. COMPLIANCE WITH LAWS AND REGULATIONS (GRI 2-27) (ASI 3.2) (G03)

As a state-owned company, INALUM compliance with all laws and regulations is an integral part of its corporate governance. To ensure this, the Company regularly conducts internal audits to evaluate compliance with applicable external regulations and internal policies. In addition, INALUM continuously provides training and education for employees regarding legal and regulatory developments relevant to its operational activities. Internal policies and procedures are also regularly reviewed and updated to stay in line with the dynamics of regulatory changes, thus maintaining an optimal level of Company compliance.

When carrying out its operations, INALUM consistently ensures compliance with all applicable regulations, including the clean, transparent, and accountable governance. Referring to Law Number 7 of 2017 concerning General Elections, which prohibits SOEs from providing campaign funds or other forms of support to political parties, INALUM confirms that during the reporting period, the Company did not provide financial assistance or assistance in the form of goods or services (in-kind) to political parties. The Company also does not make any contributions that could be categorized as political support, in line with its commitment to the principles of good corporate governance.

During the reporting year, INALUM did not record any violations of laws and regulations committed by INALUM employees.

J. NON-COMPLIANCE AND OBLIGATIONS

When carrying out its business activities, INALUM affirms its commitment to complying with all applicable laws and regulations, both at the national and international levels. To support this compliance, the Company consistently implements a monitoring system and regular internal audits to detect and anticipate potential non-compliance at an early stage. Concurrently, operational policies and procedures are continuously reviewed and updated to remain aligned with regulatory developments that could potentially impact business activities. If any indication of non-compliance is detected, INALUM has established mitigation mechanisms and corrective actions designed to minimize legal, financial, and reputational risks.

Regarding fulfilling its legal and regulatory obligations, INALUM adheres to the principle of transparency by submitting compliance reports to the relevant authorities. The Company also ensures that all aspects of compliance, including environmental, employment, and governance, are carried out responsibly in accordance with applicable standards. If any violations or non-compliances occur in its operations, INALUM is committed to immediately taking corrective measures and coordinating with relevant parties to thoroughly resolve the issues. Through this approach, the Company continues to strengthen good corporate governance while building stakeholder trust in transparent and accountable business sustainability.

K. OPERATIONS ASSESSED AS HAVING CORRUPTION RISKS (GRI 205-1) (G03)

To achieve clean and transparent corporate governance, INALUM routinely reviews operational activities that have the potential to pose corruption risks. In the reporting year, the Company conducted corruption risk assessments across its operational units and its supply chain. Risk identification was carried out through a risk-based assessment, taking into account key aspects, including the location of business activities, transaction characteristics, and the intensity of interactions with third parties. The results of these reviews were used as a basis for formulating mitigation measures to prevent corrupt practices that could negatively impact the Company and its stakeholders. Based on the study, functions vulnerable to corruption risks include the ICE, IGN, IMT, IPA, IPM, ISE, POT, SCB, SGM, and Corporate Project Divisions, with the highest exposure level in goods and services procurement activities (81.81%), followed by commercial (9.09%) and project (9.09%).

To mitigate these risks, INALUM has instigated strategic measures such as strengthening its internal control system, increasing transparency and accountability in business processes, and implementing continuous monitoring and evaluation of high-risk activities. In addition to implementing the Anti-Bribery Management System (SMAP) SNI ISO 37001:2016, the Company also strengthened its corruption risk mitigation efforts by optimizing complaint channels, including the Whistleblowing System (WBS), and controlling gratification managed by the Gratuity Control Unit (UPG). [GRI 2-26]

In addition to the Anti-Bribery Management System (SMAP) SNI ISO 37001:2016, the Company strengthened its corruption risk mitigation efforts using procurement mechanisms based on the Procurement Director's Decree and the Budget Use Authority Determination Director's

Decree, and by optimizing the complaint channels, including the Whistleblowing System (WBS), and by controlling gratification managed by the Gratification Control Unit (UPG). [GRI 2-26]

L. COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES (GRI 205-2) (G03)

To strengthen its commitment to anti-corruption and anti-gratification principles, INALUM carries out socialization to communicate its anti-corruption policies to all internal and external stakeholders. Socialization to governance bodies, including the Board of Commissioners and Board of Directors, as well as employees, is conducted through the MIND ID Academy LMS application (<https://academy.mind.id>), the MIND ID Group GRC Series Webinar, online socialization to employees in the procurement, logistics, and commercial functions, and the publication of all policies related to anti-bribery and/or anti-corruption on the Company's website. Through this socialization, as of December 31, 2025 5 of people of the Board of Commissioners, 5 of people of the Board of Directors, and 100% of employees received information on anti-corruption policies and procedures.

Furthermore, communication of the anti-corruption policy to partners/vendors and other stakeholders is carried out through online socialization and vendor integrity pacts. Through this mechanism, 100% of partners/vendors have received and understood information regarding the anti-corruption policies and procedures applicable to INALUM.

In addition to socialization, the Company also demonstrates its anti-corruption commitment by organizing and actively participating in anti-corruption training programs for INALUM employees. Based on this policy, by the end of 2025 100% of the Board of Directors participated in anti-corruption training, while 100% of the total employees at the BOD-1 and BOD-2 levels participated in similar training programs.

Referring to the anti-corruption socialization and training activities throughout 2025, it was recorded that 10 of the Board of Commissioners and Board of Directors participated in training related to anti-corruption policies and procedures, or 100% of the total members of the Board of Commissioners and Directors. While, the number of employees and management who participated in anti-corruption training reached 1,780 people, or 100% of the total employees and management.

Anti-Corruption Training in 2025

Name of Training	Time of Training	Organizer	Total Participants
MIND ID ACADEMY: Anti-Bribery & Anti-Corruption Training Module	January 5, 2025	MIND ID Academy	1,780 Employees
Anti-Corruption Micro Learning	January 11, 2025	Balai Besar Pelatihan Kesehatan (BBPK)	1 Employee
National Workshop: Corruption Prevention and Eradication in Indonesia	February 20, 2025	Perkumpulan Anti Korupsi & Kriminalitas Indonesia (PAKKSA)	3 Employees
Seminar on Corporate Implementation and Gratification of Authority and Position Related to Corruption and Money Laundering in BUMN, BUMD, and the National Private Sector	June 19, 2025	Baladhika Adhyaksa Nusantara	1 Employee
Seminar on the Implications of Amendments to the BUMN Law on the Attorney General's Authority in Corruption Investigations and the Role of the Civil and State Administrative Divisions in Legal Assistance for BUMN	October 29, 2025	Company Legal Division	43 Employees

M. PROVEN CORRUPTION INCIDENTS AND ACTIONS TAKEN (GRI 205-3) (G03)

By the end of 2025, the Company has not been able to provide information regarding any proven corruption incidents or actions taken regarding the alleged corruption in the sale of Aluminium Alloy, as the case is still under investigation by law enforcement and has not yet received a final and binding decision.

Nevertheless, INALUM always respects and supports all ongoing legal processes in accordance with applicable regulations, while ensuring good corporate governance (GCG) is adhered to and implemented in all business processes.



N. POLITICAL CONTRIBUTIONS [GRI 415-1] [G03]

Referring to PT Indonesia Asahan Aluminium's 2024 Corporate Code of Conduct, INALUM employees must maintain a neutral attitude toward all legislative candidates nominated by political parties and the choices of presidential/vice-presidential candidates, regional head candidates, and candidates for the Regional Representative Council (DPRD).

Guidelines: [GRI 3-3]

1. All INALUM employees must carry out their duties in accordance with their responsibilities, acting and behaving professionally and neutrally.
2. All INALUM employees are prohibited from using their position, Company assets, and facilities to support the activities and interests of certain political groups/parties, and executive and legislative candidates.
3. All INALUM employees are prohibited from serving as an administrator of a political party and/or executive/legislative candidates, including, but not limited to, organizations affiliated with a particular political party, as well as volunteering as a supporter of an executive candidate.
4. All INALUM employees and their immediate families are prohibited from carrying, using, displaying, installing, and distributing symbols, images, and ornaments of political parties and their chosen Presidential/Vice Presidential Candidates, Candidates for Regional Heads Level I and II, and Candidates for Representative of the Regional Council Representatives within the Company's assets.

O. LOBBYING AND POLITICAL EXPENDITURES

Regarding lobbying practices and political spending, INALUM has clearly established regulations in the 2024 PT Indonesia Asahan Aluminium Corporate Governance Guidelines. These provisions are contained in the Involvement in Political Activities section, which outlines the principles, limitations, and mechanisms for the Company's involvement in political activities, and are as follows:

1. The Company recognizes the right of every Employee to express their political aspirations.
2. The Company does not force or limit an individual's right to express their political aspirations to the extent permitted by applicable laws and regulations.
3. It is a Company policy that Employees who are members of Political Party Management, including but not limited to Organizations affiliated with a particular Political Party, as well as volunteers supporting executive candidates, must choose to resign from the Company or relinquish their management positions, evidenced by a Statement Letter.
4. The Company does not permit INALUM employees to coerce other INALUM employees, thereby limiting their right to express their political aspirations.
5. The Company prohibits the use of assets or the provision of donations in any form to political parties, including but not limited to organizations affiliated with specific political parties or other political activities, as well as volunteer support for executive candidates outside the provisions of applicable laws and regulations.

MONEY LAUNDERING

INALUM remains committed to ethical business practices. To uphold the principles of transparency and independence, the Company does not engage in activities that could potentially lead to fraud, bribery, corruption, or money laundering. This commitment is also outlined in policies including Gratification Control, Conflict of Interest, and the Anti-Bribery Management System Guidelines ("SMAP").

Risk Management [OJK E.3] [GRI 2-23, 2-25]

Risk management is the primary foundation for the Company in maintaining business sustainability while driving long-term growth. Therefore, the Company applies a structured and systematic approach to identify, analyze, manage, and monitor risks that have the potential to impact operational performance and the achievement of strategic objectives. Risk is understood as a critical element that can have a sustained negative impact and potentially disrupt the stability and continuity of the Company's performance. Therefore, effective risk management is an integral part of business continuity. To do so, INALUM has instigated a risk management system that adheres to the principles of Enterprise Risk Management and the ISO 31000:2018 standards. This system is coordinated by the Risk Management Department and involves all levels of the organization. It comprehensively integrates sustainability issues into the risk management process.

Furthermore, the Company affirms its commitment to applying good corporate governance principles in its risk management by upholding the aspects of transparency, accountability, responsibility, independence, and fairness, which are realized through:

- 1. Preparing risk policies and guidelines in accordance with national standards and the Shareholder Directives (MIND ID).
- 2. Enforcing a risk awareness culture at all levels of the organization.
- 3. Involving the Compliance Department and Internal Audit in evaluating the effectiveness of risk management.

Through this approach, INALUM is able to identify, analyze, evaluate, and respond to risks in a measured and optimal manner, while maximizing the use of opportunities that support the achievement of the Company's goals.

To foster a strong risk management culture, the Company conducts socialization and training for all employees. This training assists in assessing risks across various work locations, promotes risk and opportunity management across all work areas, facilitates risk assessments within each department, and contributes to risk coordination and reporting within the Company's governance structure.

The role of the Board of Directors is a key element in ensuring the effectiveness of risk management within the Company. The Board of Directors is responsible for ensuring Risk Management is consistent and that all risks are within an acceptable tolerance level. To strengthen this, the Board of Directors has established guidelines and policies that serve as references for risk management. In every strategic decision-making process, the Board of Directors also actively considers input from the Board of Commissioners, the Risk Management Department, the Legal function, and Compliance. As a concrete step to mitigating risk while simultaneously improving the achievement of the Company's goals, INALUM has established a Departmental Risk Management Team (TMRD). In addition, the Company has developed a digital SIMRI system (Risk Management Information System), to support Risk Owners in managing and monitoring risks more effectively and efficiently.

Risk management encompasses economic, operational, environmental, social, and climate change aspects.

2025 RISK PROFILE AND MITIGATION

The Company's risk profile and mitigation measures applied by INALUM throughout 2025 were as follows:

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
1a	Strategic Risk: Subsidiary's profit contribution does not meet targets.	PT BAI 1. Preparation and land clearing of mining roads (hauling roads)	a. Coordinate with ANTAM to resolve land disputes b. Coordinate with Synergy to accelerate the progress of the Hauling Road Project c. Monitor Project Progress	Dec-25	83,5%	1 In progress: As of December 2025, the Hauling Road Project progress was 59.79% (target 71.64%). Due to a land conflict between residents and the land permit holder, intensive coordination with ANTAM regarding the land conflict has been conducted.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
	2. Acceleration of completion of operational and production permits		a. Coordinate licensing with relevant parties for the completion of licensing processes b. Conduct workshops/seminars involving licensing agencies c. Request BAI complete the required documents and use the services of consultants for licensing processing (if necessary)	Apr-Dec 25	84,6%	2 In progress: Nine of the 13 PT BAI permits have been issued: the Tailings Landfill SLO, the Facility SLF, the Industrial Business Permit (IUI), the Hauling Road MoU, PERTEK Toho Landfill, PERTEK Emissions, Export Permit, the Hauling Road and Landfill Integration, and SLO for PLTU Units 2 & 3. The other four permits are still in progress: the PERTEK Toho Wastewater, the AMDAL Expansion, the Toho Landfill Area PKKNK, and the Determination of a National Vital Object in the Industrial Sector.
	3. Negotiations regarding bauxite prices and availability		a. Benchmark the price of Antam's bauxite and other sources. b. Amend the Bauxite Sales and Purchase Agreement with ANTAM. c. Joint procurement with the MIND ID Group (Implementation of Derivative Contracts).	Jun-Dec 25	100%	3 Done: There is a Bauxite requirement contract for April - January 31, 2026.
	4. Submitting funding for BAI		a. Submit a capital injection to INALUM b. Undertake project financing in order to reduce interest burden (currently the Tanamera project is underway)	Jun-25	87,5%	4 In progress: a. INALUM's capital injection was realized on May 27, 2025, amounting to Rp600 billion (USD 37.5 million), and ANTAM's on April 21, 2025, amounting to Rp400 billion (USD 25 million), as outlined in Deed No. 5 dated August 1, 2025 b. The project financing process is currently in the process of resolving technical, legal, and ESG due diligence issues (currently, BAI is focusing on Aurecon's Red Flag findings)
	5. Coordinate with Pelindo to deepen the Kijing port sea channel		Request BAI send a letter to Pelindo regarding information on the planned use of ships with a Draft of 10.5-11M (current condition 9.5 M)	Dec-25	100%	5 Done: Coordination has been carried out with Pelindo. The BUMN ESDM has sent a letter to the Director of Ports and the Director General of Sea Transportation at the Ministry of Transportation regarding a request for deepening the Kijing Mempawah Port sea channel.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
1b	Strategic Risk: Subsidiary's profit contribution does not meet targets.	PT IAA	- Conduct reviews and/or updates on scrap studies/maps at PT IAA - Use molten, either G1 or high impurity, base metal, pot scrap, but ends and others as alternative raw materials. - Collaborate on purchasing raw materials through traders (MIT or other trusted traders) - Procure a Scrap Pre-treatment System (SPS) - Participate in scrap aluminium exhibitions and expos	Dec-25	80%	1 In progress: - As a follow-up to the IAA going concern study, the winning bidder was determined, with business consultant Bahana and technical consultant Hatch as the final winner. Data collection is currently underway. - In accordance with the directives Leadership Meeting (RaPim) on July 23-24, 2025, and the Board of Directors Meeting on August 19, 2025, the IAA raw material mix is 85:15. Therefore, IAA maximized the use of recycled materials, with recycled material usage in October to reach 11.7%. In October 2025, molten usage was limited to 30% to reduce SFG. Consequently, external scrap usage has not been optimal and has not reached the 15% target due to the priority of SFG absorption to maintain the composition according to buyer requirements. The next action plan is for IAA to prepare base metal with a composition closer to 6063. - PT IAA collaborated with MIT to explore raw materials. The profiling process for several companies through MIT was as follows - Broadway (Malaysia) --> Financial reports still show negative equity; - Omar Syarif (Thailand) --> MIT still has insufficient data fulfillment. The above vendors have not yet been able to supply raw materials to IAA - The use of Inalum's pot scrap as an alternative raw material has undergone melting trials. Based on the results of the melting trials, the scrap from the pot scrap was technically feasible, but economically infeasible. IAA explored a more appropriate cutting scheme with other partners between November 3-7. However, the follow-up process is currently on hold due to several considerations and constraints



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		2. Optimize sales strategies by explore potential domestic and global buyers	a. Establish communication to obtain information on buyer needs b. Submit offers regularly using a trial order approach c. Collaborate with Sales Agent / Trader d. Participate in the secondary Aluminium exhibition and expo	Dec-25	100%	2 Done: 2a-b. Monthly visitations and offer updates have been conducted to encourage buyers to place trial orders. Sales are focused on fulfilling repeat orders with several buyers, including Alfo Citra, Hyosung, Legion, Aluworl, Chiang Jiang, El Mega, and Alluto. Due to operational disruptions, INALUM will conduct a reassessment with PT IAA to review its operational performance 2c. Price offer updates have been sent to several potential customers, including MIMHAS Group, Technical Extrusion, Thyssenkrupp, and others, as well as to several traders, including MIND ID Trading and Vietnam Stavian Metal.
		3. Submit SHL to INALUM (if required)	Submit SHL as working capital to purchase raw materials	Dec-25	100%	3 Done: Currently, RFA for the provision of SHL amounting to 17.8 billion to PT IAA is held by Radir on August 19, 2025
		4. Business diversification	Conduct business development in the field of Dross Management, Reconstruction Pots, Rod Repair Shop	Des-25	100%	4 Done: - Dross management at IAA has been carried out. The total dross from INALUM as of December 2025 was 4,300 MT, and the base metal produced from this dross was 743 MT. - Following INALUM management's directive, as of July 2025, PT IAA will no longer sell processed base metal, but will instead use it as raw material. - As of December, IAA has completed the PR pots according to the Reduction schedule. IAA completed 51 pots by the end of December 2025.
2	Project Risk: Delays in project completion and potential cost overruns	1. Procure legal consultants for the preparation of contract documents and assistance with the Contract Discussion Agreement process	a. RFI b. PR Release c. Bidding d. Technical and Business Evaluation e. Business Negotiations f. SPK & Contracts	Mar-Jun 25	100%	1 Done: - The ToR has been submitted to the legal consultant, and no further procurement will be conducted (using the current INALUM retainer consultant). The price offer is scheduled for May 26, 2025. - The legal consultant for the Alumina Conveying System/ Anode Cover Recycling Material and Pot Tending Machine has been contracted with AHP (Assegaf Hamzah & Partners). The final report was received on July 21, 2025.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
	2. Conduct periodic coordination meetings to build strong communication with suppliers, logistics providers and customs authorities to receive timely updates regarding potential delays		a. Conduct routine meetings b. Conduct incidental meetings c. Correspond with relevant parties	Dec-25	100%	2 Done: - Correspondence was sent to several suppliers (Feeder & Crust Breaker, Anode-Cathode Ring Busbar, Flexible Preheat, Pot Construction Service) on March 27, 2025. - A coordination meeting was held with the operations team regarding design and Simultaneous Operations (SIMOPS) for design execution on May 27, 2025. - The Operations Directorate (IOP) approved the internal process requirements and material balance reviews on December 30, 2025.
	3. Use INALUM Retainer Consultant services currently to accelerate procurement		Prepare KAK	Jun-Dec 25	100%	3 Done: - A coordination meeting was held with the operations team regarding the design and update of KAK on May 27, 2025. Meeting with PwC to explain the scope of work for an update on production increase studies, new potline and pot control system technology on July 3, 2025. - A request for clarification (RFC) was received on August 28, 2025 and has gone through a technical evaluation process. - The SPK consultancy with PwC regarding production increase items was approved on October 1, 2025. The agreement period starts from October 1, 2025 to January 14, 2026.
	4. Submit a Request for Information (RFI) directly to the technology provider to obtain more accurate and relevant pricing information		External Letter	Jun-Dec 25	100%	4 Done: On August 28, 2025, RFI submissions were made to technology providers pot control system technology, pot technology provider, PTM provider technology, acs/acrm technology.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
3	Legal, Reputation & Compliance Risk: Lawsuits/lawsuits from regulators and third parties	1. Assistance for the Case of Cancellation of HPL Certificate No. 1 through an external legal consultant	a. Request for postponement of the implementation of the State Administrative Court decision to the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency b. Conduct a Focus Group Discussion (FGD) with the National Land Agency and other relevant parties c. Report Tekardjo Angkasa et al. to the Batu Bara District Attorney's Office regarding alleged land grabbing and/or illegal land ownership (land mafia)	Dec-25	100%	1 a. Done: On January 14, 2025, a letter requesting legal protection was sent to the Minister of ATR/BPN, with copies to the Anti-Land Mafia Task Force, the Ministry of BUMN, MIND ID, the North Sumatra BPN Regional Office, and the Asahan Land Office. The letter requested legal protection and requested a stay of execution of the Decision related to HPL No. 1/INALUM. 1b. Done: On January 3, 2025, ILC/SLA held a Focus Group Discussion (FGD) with the Nomination, Remuneration, Risk Monitoring, and GCG Committee, along with the Audit, Risk Management, and Asset Management Departments, regarding the development and strategy for resolving the dispute with Tekardjo Angkasa. 1c. Done: The process followed included: In November 2025, the INALUM Report was escalated to an Investigation, and subsequent witness testimony was taken and evidence was collected.

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No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
	2. Assistance in civil cases related to the validity of SKT through external legal consultants		a. Appoint an External Legal Consultant b. Prepare a Civil Lawsuit c. Coordinate with the National Land Agency (BPN) and other relevant parties	Dec-25	100%	2 2a. Done: On March 3, 2025, the President Director of INALUM signed a Special Power of Attorney to Janis & Associates to assist in filing a civil lawsuit at the Kisaran District Court against Tekardjo Angkasa, et al 2b. Done: - On December 4, 2025, a hearing was held with the agenda of examining witnesses from the Plaintiff. Three witnesses were presented (one witness from INALUM who explained the history of the acquisition of land for HPL 1 (in the name of INALUM), INALUM's land ownership, and evidence of INALUM's land rights; and two witnesses who were former Asahan Authority officials who explained the basis for land acquisition and measurement, as well as the processing of land certificates for HPL 5 (in the name of OA), as well as the land's status as a State Property), and one agrarian expert, Dr. Arsin Lukman, S.H., C.N. (UI Lecturer) explaining the legal validity of SKT and certificates, the validity of certificates that have been revoked by a State Administrative Court decision but not yet executed, the HPL issuance process, and state/ state land ownership rights. - December 8, 2025, a trial was held with the agenda of Examination of Witnesses from Defendants I, II, III, IV, which presented 3 witnesses (who explained the control of Tekardjo Angkasa and the owner of the SKT, as well as the dismantling of the Tekardjo Angkasa fence by INALUM and the police), and 2 experts, namely Agrarian Expert - Prof. Dr. Tan Kamello SH., MS (USU Lecturer), explaining the PMH lawsuit and the civil relationship between land and legal subjects, and Agrarian Law Expert - Prof. Dr. Muhammad Yamin SH., MS., CN. (USU Lecturer), explaining about the land control rights of the state, the validity of the SKT, the legal force of the certificate that has been canceled by the TUN Decision. - December 11, 2025, a trial was held with the agenda of Examination of Witnesses from Defendants VI, XIII, XVI, XVIII, XIX, XX, which presented 2 witnesses, who explained the control and basis of the SKT rights. - On December 15, 2025, a hearing was held with the agenda of examining experts for co-defendants. 2c. Done: On January 9, 2025, INALUM coordinated with the Asahan Regional Office.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		3. Obtain support from the Ministry of ATR/BPN and the Anti-Land Mafia Task Force	Application for legal protection	Dec-25	100%	3 Done: On January 14, 2025, a letter regarding a request for legal protection was sent to the Minister of ATR/BPN, with copies to the Anti-Land Mafia Task Force, the BUMN, MIND ID, the North Sumatra BPN Regional Office, and the Asahan Land Office.
		4. Install a fence for HPL land No. 1, former coal-fired power plant (PLTU).	a. Prepare a timeline for implementation, procurement, and civil works b. Map the requirements checklist c. Select fencing implementation options	Dec-25	100%	4 Done: a. The timeline was prepared on January 20, 2025. b. The IAS Department has collected data according to the checklist regarding the installation of the former PLTU fence (HPL 01) following the Land Security Coordination Meeting (Ex-PLTU Fence Installation) on January 20, 2025. c. The fencing of the former INALUM PLTU land has progressed to 99.36%, out of 89.03% (as of November 2025) of the target of 96.77%.
4	Operational Risk: Disruption of key equipment availability Operational Risk: Disruption of key equipment availability (continued)	1. Increase percentage of spare part purchases through OLA	b. Increase the percentage of spare part purchases through OLA contract system by entering into umbrella contracts for fast-moving spare parts by 80%. c. Optimize the minimum and maximum for fast-moving spare parts. d. Perform an expediting function as the Company's control tower to monitor the arrival of PM spare parts according to the due date schedule.	Dec-25	100%	1 Done: The following is the progress as of December 2025: OLA contracts have been issued at 87.69%, up from 86.11% in November, with a target of 80% for fast-moving spare parts.
		2. Purchase directly from the manufacturer with the requirements of a COO and/or COM and a Mill Certificate in the terms of reference document.	a. Identify the need for original spare parts b. Add a COO and/or COM and a Mill certificate to the TOR document c. Procure through a direct contract with the manufacturer	Dec-25	100%	2 Done: Critical spare parts procurement is carried out by direct appointment with the manufacturer.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		3. Implement a predictive maintenance pilot project	a. Identify the main equipment to be installed in the pilot project b. Conduct benchmarking c. Implement the pilot project	Dec-25	100%	3 Done: A pilot project predictive maintenance study has been conducted. This activity was implemented through a "Digitalization Study" work contract led by the Engineering Team. The work contract has been executed, and work began in January 2026.
		4. Review the derived manual procedures for maintaining production facilities and equipment	a. Review the SOP for evaluating maintenance schedules (including submitting the schedule to the operations team). b. Review the SOP for triggering Maintenance Order (M O) requirements.	Jun-25	100%	4 Done: The review process for the derivative manual procedures for maintenance of production facilities and equipment has been thoroughly completed.
		5. Fulfill OLA by prioritizing the allocation of spare parts for major equipment	a. OLA ACC b. OLA Green Plant c. OLA Rodding d. OLA PTM	Apr-Dec 25	87,69%	5 In progress: 5a. OLA ACC (533/602 OLA or 88.5%) 5b. OLA Green Plant (298/369 OLA or 80.7%) 5c. OLA Rodding (606/726 OLA or 83.5%) 5d. OLA PTM (835/882 OLA or 94.67%)
		6. Accelerate IPRO improvements as a strategic step to optimize the availability and timeliness of key equipment procurement	The ICE and IPM Departments coordinate with the IMT Department regarding IPRO improvements	Dec-25	100%	6 Done: 6a. IMT issues an improvement contract (Valsix/SMLI Contractor) 6b. Valsix development completed by the end of November 2025
5	Operasional Risk: Shortage of primary raw materials	1. Enter into a Long-Term Contract (LTC)	a. Prepare a Service Contract for the Charter of Alumina Vessels (FOB) b. Prepare an OLA contract for the purchase of BBU for one year	Apr-Dec 25	100%	1 Done: Alumina loading and supply from PT BAI for October-December 2025 has been fully delivered. CPC and CTP Alumina contracts have been executed throughout 2025.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		2. Digitally monitor the supply chain for primary raw materials	a. Create a dashboard to monitor the movement and availability of key raw materials in real time. b. Weekly material inventory updates	Dec-25	100%	2 Done: a. The dashboard design was completed in August 2025. b. Inventory updates were conducted weekly until the end of December 2025.
		3. Rapid procurement program for emergency materials with registered vendors	a. Create a clear and detailed contingency plan for the rapid procurement of materials in the event of an emergency b. Conduct rapid procurement based on the contingency plan and actual conditions (if needed)	Dec-25	100%	3 Done: Will be done if necessary
		4. Implement Material Requirement Planning (MRP) at the Min-Max level to meet the needs of primary raw materials	a. Daily MRP runs b. PR issuance for Planned Orders generated from MRP runs	Dec-25	100%	4 Done: Running MRP and publishing PR results from MRP have been carried out periodically until December 2025.
		5. Monitoring Ship Condition and Ship Repair (Docking) Schedule	Update the ship's condition and follow-up repair schedule	Jan-Dec 2025	100%	5 Done: The ship's condition will be continuously updated until its final delivery from BAI in December 2025.
	6	Operasional Risk: Decreased production due to performance pot	1. Enter recycled materials	Load metal scrap and balls	Des-25	100%
		2. Increase the BT pot within range	Change feeding patterns (feeding method and quantity)	Jan-Dec 25	100%	2 Done: The feeding pattern has been implemented well, resulting in a 67% Pot BT in Range achievement for December 2025.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		3. Optimize and improve the quality and availability of anodes and the application of two types of anodes	a. Purchase anodes and monitoring their arrival b. Use two types of anodes: LA 3 (for potlines 1 and 3), LA 4 (for potline 2)	Jan-Dec 25	100%	3 a. Done: For the H1 2025 anode purchase (first delivery), 11,011 units were received from April 11 to August 27, 2025. For H2 2025, 3,102 units were received from August 1 to 25, 2025, and 2,000 units were received in December 2025. b. Done: The use of LA-3 anodes at PL1 & PL3 has been in place since February 27, 2025. The use of LA-4 anodes at PL2 has been in place since March 25, 2025. The use of these two anode types will continue to be monitored and evaluated by the SRC Department.
		4. Ensure the implementation of the Reconstruction Project is in accordance with the schedule	a. Ensure the availability of the 2025 PR budget b. Ensure adequate PR material inventory c. Accelerate the Reconstruction Project (if necessary)	Jun-25	100%	4 Done: The 2025 PR budget has been fully approved by the IPB Department (Updated February 2025). As of June 2025, the implementation of the Reconstruction Program and the provision of sufficient PR material inventory were on schedule.
7	Operasional Risk: Occurrence of work-related accidents and occupational diseases (KAPTK)	1. Increase understanding of risks and potential hazards	a. Training on hazard identification and control b. Prepare IBPPR by all supervisors according to their respective roles c. Monitor Top Risks in each Central Safety Committee (CSC). d. Verify and monitor Top Risks at the corporate level e. Align SOPs with operational needs	Dec-25	100%	1 Done: - Shisa Kankou and Safety Risk Awareness training was conducted from March to December 2025. - The IBPPR has been adjusted to the new IBOS system. - The IBOS system was completed on July 25, 2025, and socialization was conducted on August 14-15, 2025. - Critical Control Verification (CCV) has been discussed and reported at every CSC Level 3 Monthly Meeting.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		2. Complete follow-up actions based on safety observations, medically high-risk monitoring, and ICMESHAudits	a. Monitor completion at each CSC b. Corporate verification and monitoring c. ICMESHAassessment for high-risk work d. Inherent supervision of safe operations e. Follow-up on environmental parameters exceeding threshold values	Dec-25	100%	2 Done: - By December 2025, the completion of SOR findings, audits, and Medically High Risk Employee (MHRE) will become leading indicators and will be monitored at every CSC meeting. - Organic Safety Officers will begin their duties effectively from the second week of March to December 2025. - Each Section will be monitored for control based on work environment measurements using the HRA (Health Risk Assessment) method.
		3. Improve Occupational Health and Safety (OHS) culture	a. OHS flyer campaign, socialization, lectures etc. b. Implement OHS rewards and punishment c. Monitor the achievement of SOR and COG per individual	Dec-25	100%	3 Done: - An OHS campaign has been implemented through the commemoration of National OHS Month, using videotrons, billboards, OHS Workshops, Fatality Risk Management Webinars, Driving Safety Campaigns, and OHS Innovation Competitions. - Direct socialization or safety talks at the start of work conducted by safety officers. - Monitoring of individual SOR and COG achievement has been communicated weekly via WhatsApp to all employees until December 2025.
8	Financial Risk: Limited financial capacity of the Company to carry out operations and projects	1. Funding through INALUM and/or its subsidiaries	Funding through the Company and Subsidiaries, currently underway is the Tanamera Project	Aug-25	75%	1 In progress: The BAI project financing process is currently resolving technical due diligence issues. The majority of the project financing proceeds will be used to refinance SHL's loan to INALUM.
		2. Seek alternative funding sources	a. Conduct IPO preparations, including IPO readiness assessment and bookbuilding, company valuation b. Other funding options, such as notional pooling and umbrella facility (if necessary)	Dec-25	100%	2 Done: - Pre-IPO: On hold, awaiting further directive from shareholders. - The BocoBo facility has been available as a standby facility since July 2025.
9	Market & Macroeconomic Risk: Declining aluminium commodity prices	1. Implement INALUM Pricing	a. Update the PERDIR related to the pricing method developed with the consultant. b. Implement the PERDIR related to INALUM pricing.	Jun-25	100%	1 Done: The PERDIR update is based on a pricing study conducted in collaboration with Deloitte Consultants. PERDIR PER-015/DIR/2024 concerning the Marketing and Commercialization of Aluminum Products, By-Products, and Unused Goods of PT INALUM was issued on March 19, 2025.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
		2. Implement product mix strategy	Submit production requests based on the product mix demanded by the market (market-driven)	Dec-25	100%	2 Done: By December 2025, ICM has submitted a product mix request to the production department for December 2025 sales.
		3. Cost control monitoring (control)	a. Gap analysis of department costs and recommendations for follow-up b. Review of raw material contracts (if necessary)	Dec-25	100%	3 Done: - Cost realization reports have been prepared for the December 2025 period and are submitted monthly at the Executive Management Meeting. - Price negotiations for the contracted imported alumina (4 shipments through June 2025) have been conducted in line with the decline in alumina prices. However, the Supplier remains at the previously agreed price (December 2024).
10	Information Technology & Cybersecurity Risk: Cyber attacks that disrupt Company operations	1. Use the latest cyber protection system	a. Use of cyber protection systems at the network hub (XDR, Firewall, WAF, PAM) b. Use of cyber protection systems at the user end (XDR, Web Security Gateway)	Mar-25	100%	1 Done: a. As of March 2025, XDR had been installed on 73 servers and 3 Domain Controllers. The firewall, WAF, and PAM were up and running. b. As of February 2025, XDR had been installed on 783 desktop and laptop devices. All outbound internet access was routed using the Web Security Gateway.
		b. Develop user knowledge regarding cyber risks	a. Conduct a Security Awareness Campaign b. Conduct security awareness training/webinar c. Measure the level of security awareness	Dec-25	100%	2 Done: a. Security Awareness Campaign on December 1, 2025, with the topic "Fighting Social Engineering Attacks." b. INALUM Virtual Learning Series #1 2025 with the theme "Social Media Savvy: Managing Risk in the Digital World" was held on January 31, 2025, to understand and manage risks emerging in the digital world. c. Security awareness measurement, previously planned for Q3 2025, is still under further discussion with service providers.
		3. Perform database backup (control)	Monthly database backups	Jan-Dec 25	100%	3 Done: Monthly database backups have been performed, with the last backup occurring on December 31, 2025.



No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
11	Social & Environment Risk: Environmental management targets not met	1. Focus group discussions/workshops on materiality determination and ESG programs	a. Conduct FGDs/workshops to determine materiality and ESG programs b. Conduct materiality assessments c. Establish programs to reduce GHG emissions d. Conduct ESG training	Mar-Nov. 25	100%	1 Done: a. A focus group discussion (FGD)/workshop on determining materiality and the ESG program was held on January 31, 2025. b. Circular Letter No. SE-001/DIRUT/2025 concerning Materiality Assessment was issued by the President Director on March 14, 2025. c. The ESG program was determined on March 21, 2025. d. ESG training was conducted on December 16-18, 2025.
		2. Review ESG performance data indicators	Determine leading indicators	Mar-25	100%	2 Done: The establishment of leading indicators for ESG KPIs and monthly ESG indicator monitoring were conducted on March 12, 2025.
		3. Review of Greenhouse Gas (GHG) Emission Reduction Programs	a. GHG inventory b. Determine hotspots and programs c. Program monitoring d. Technical training related to GHG emission reduction methodologies e. Develop a Decarbonization Roadmap (additional)	Jun-Jul 25	100%	3 Done: a. GHG Inventory – Done b. Determination of hotspots and programs – Done c. A final evaluation has been conducted, indicating a reduction in AE, so that GHG emissions are estimated to be >2.7% compared to 2024, in accordance with the KPI. d. GHG (Carbon Border Adjustment Mechanism/CBAM) training was conducted from April 16-17, 2025 – Done e. On July 8, 2025, the Board of Directors ratified PT INALUM's decarbonization roadmap.
		4. Review of waste management implementation	a. Increase the number of partners for economically valuable waste management b. Evaluate the performance of wastewater treatment plants (WWTP) and gas cleaning c. Monitor the quality standards for wastewater treatment plants (WWTP) and gas cleaning	Jun-Dec 25	100%	4 Done: a. An SCM contract has been issued for the sale of 1,000 tons of anode scrap to Sinergi ID, and coordination with SCM has been established to obtain economically valuable waste utilization. b. The performance of the wastewater treatment plant (WWTP) and gas cleaning has been evaluated. As a result, the construction of a water stabilization unit will begin in 2026. c. Routine monitoring of emissions and wastewater is being carried out. The construction of the wastewater stabilization unit is currently required to ensure consistent TDS standards are met.

No	Type of Risk	Mitigation	Action Plan	Due Date	% Prog	Progress, Issues, and Follow-up
12	Market & Macroeconomic Risk: Reduced market share and competitiveness of INALUM due to the presence of new competitors in the domestic aluminium industry	1. Provide competitive prices for aluminium products by implementing price flexibility in the form of premium discounts for domestic buyers	a. Conduct a review of the new pricing strategy (INALUM Pricing) b. Update the PERDIR (Regional Revenue Directorate) regarding the pricing method developed with the consultant c. Implement INALUM pricing	Jun-25	100%	1 Done: The new pricing study was prepared in collaboration with Deloitte consultants. The updated PERDIR PER-015/DIR/2024 concerning the Marketing and Commercialization of Aluminum Products, By-Products, and Unused Goods of PT INALUM was issued on March 19, 2025.
		2. Enter into strategic long-term contracts (LTC) with global players to promote INALUM products in the global market	Establish Heads of Agreement (HOA) with several traders (Hartree, Tiberius, etc.) to strengthen the INALUM brand in the international market	Dec-25	100%	2 Done: Update: As of March 2025, Long-Term Contracts (LTC) for exports in 2025 have been signed with two global players (Tiberius and Hartree).
		3. Develop new products at INALUM	a. Communicate with buyers/potential buyers regarding product requirements b. Coordinate with production regarding new product development	Dec-25	100%	3 Done: By the end of December 2025, development of new products such as the CH-11/Chemco, A356 2-Y (YPMI), and A356 2-W (Paoakuina) has been completed, as well as the Dynamic Design (AC7A).
13	Market & Macroeconomic Risk: Increase in prices of primary raw materials	1. Execute Long-Term Contracts (LTC) for Raw Materials	a. Determine contract terms and conditions b. Determine prices based on historical data and CRU, Woodmac, MBR, and BAI information bulletins for CPC and CTP c. Create OLA contracts for the purchase of BBU (Alumina, CPC, and CTP)	Mar-Dec 25	100%	1 Done: Long Term Contracts for Alumina, CPC & CTP are in place until the end of 2026
		2. Develop cost optimization initiative programs, with the reports monitored in monthly executive management meetings	Develop initiative programs for each department, including increasing revenue, reducing costs, and increasing other income	Dec-25	100%	2 Done: Each Department's initiative programs were presented and approved at the Coordination Meeting on January 23, 2025. The ITO Department has created a project charter and conducted a deep dive into these initiative programs, with monitoring reported at the Executive Management Meeting.
		3. Review the main raw material contract (if necessary)	a. Conduct contract evaluations b. Conduct negotiations and/or renegotiations	Dec-25	100%	3 Done: Four deliveries have been made using the previously agreed price (December 2024).



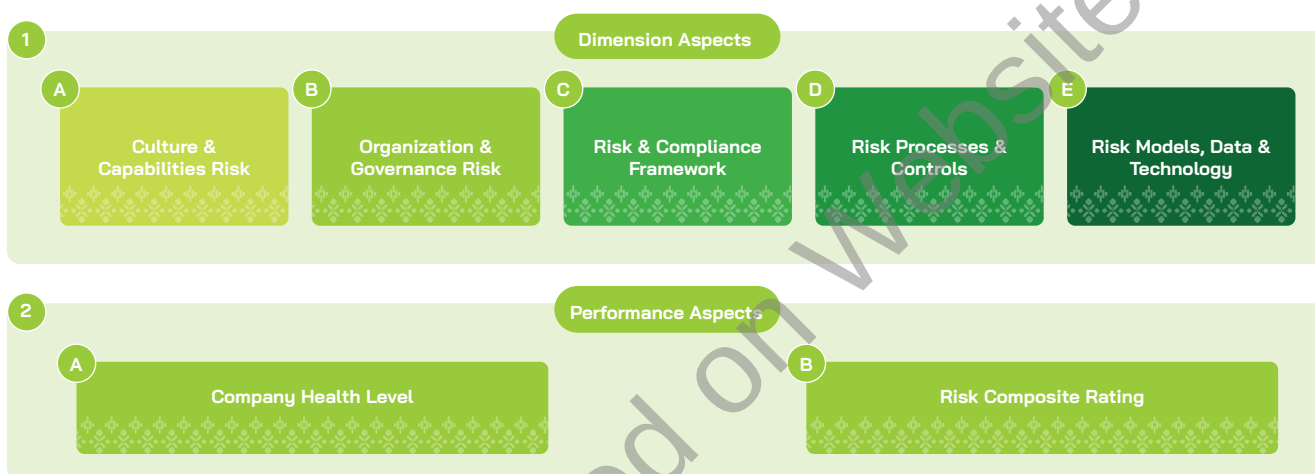
REVIEW OF THE EVALUATION AND EFFECTIVENESS OF RISK MANAGEMENT IMPLEMENTATION

Based on Article 74 of the State-Owned Enterprises Regulation (PER-2/MBU/03/2023), which states that "State-Owned Enterprises are required to assess their risk maturity index based on dimensions and performance aspects by referring to technical instructions SK-8/DKU.MBU/12/2023", PT INALUM evaluates its risk management through a risk maturity index measurement conducted by an independent party and the Internal Audit Department.

The risk maturity assessment is based on:

1. Five dimensions, including governance, processes, infrastructure, risk culture, and integration with strategic planning; and
2. Two performance aspects, which reflect the effectiveness of risk management in supporting the achievement of Company objectives and actual risk management.

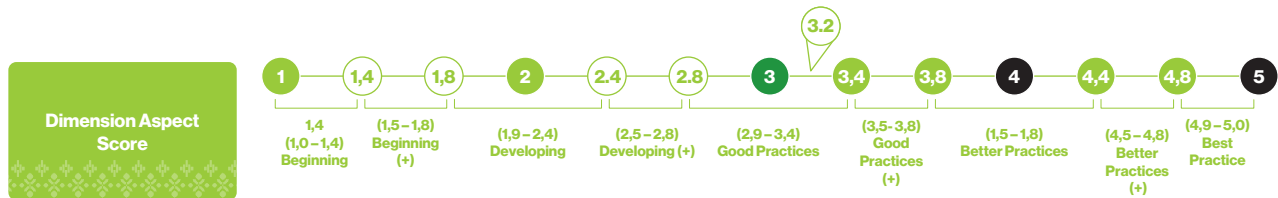
By taking this approach, PT INALUM is committed to continuously improving the maturity of its risk management system, in order to strengthen business resilience while ensuring the sustainable achievement of the Company's long-term goals.



To strengthen the Company's resilience to strategic and operational risks, INALUM has instigated a structured, measurable, and sustainable risk management system, which includes five main components that are periodically evaluated to ensure their effectiveness and suitability to the Company's needs:

1. **Risk Culture and Capability**
Describes the extent to which a risk-aware culture has been embedded at all levels of the organization. The Company actively develops ongoing training and socialization programs to improve the risk management capabilities of risk owners and all INALUM employees.
2. **Risk Organization and Governance**
Assesses the organizational structure and risk governance, including clarity of roles and responsibilities of all departments in the risk management process. This also involves the Board of Directors, the Board of Commissioners, and the role of the Risk Management Department as the main coordinator.
3. **Risk and Compliance Framework**
Evaluates the availability and compliance of risk management policies, procedures, and guidelines with international standards (ISO 31000:2018) and national regulations (PER-2/MBU/03/2023 and SK-8/DKU.MBU/12/2023). The Company also ensures this framework supports the integration of risk and compliance (governance, risk & compliance).
4. **Risk Process and Control**
Measures the effectiveness of the risk identification, assessment, mitigation, and monitoring processes. This process is carried out systematically, involving all levels of the organization and supported by the SIMRI digital system (INALUM Risk Management Information System).
5. **Risk Models, Data, and Technology**
Assesses the Company's ability to utilize data, information technology, and quantitative models as tools to support risk-based decision-making.

The effectiveness of INALUM's risk management has been evaluated by an independent party and Internal Audit through the Risk Maturity Index (RMI) measurement in accordance with technical guidelines SK-8/DKU.MBU/12/2023. Based on the assessment results for the 2024 fiscal year, INALUM scored 3.2 on a scale of 5.0, which is in the "Good Practice" category. This result reflects the Company's commitment to building a strong risk governance foundation and fostering a culture of risk awareness across all operational lines.



RISK MATURITY LEVEL EVALUATION RESULTS

Dimension Aspects			
Parameter	Dimension	Description	Dimension Score
1 – 3	1	1. Risk Culture and Capabilities	3,3
4 – 19	2	2. Risk Organization and Governance	3,7
20 – 33	3	3. Risk and Compliance Framework	3,2
34 – 40	4	4. Risk Processes and Controls	3,3
41 – 42	5	5. Risk Models, Data, and Technology	2,5
Overall 1 – 42		Overall 1–42 Dimension Aspect Scores	3,45

Performance Aspects						
No	Aspects	Aspect Score	Conversion Score	Weight	Conversion Score x Weight	Score
1	Health Status Final Rating	AA	90	50%	45	45
2	Composite Risk Rating	2	78	50%	39	39
	Performance Aspect Score					84
	Score Adjustment					-0,25
RMI Score = (Dimension Aspect Score + Performance Aspect Score)					3,45 + (-0,25)	3,20



Steps for Future Improvement

To achieve the "Better Practice" level (Score ≥ 3.5), the Company will take the following steps:

1. Enhance Digital Capabilities in Risk Management: through technology-based systems to improve the effectiveness of risk monitoring and reporting.
2. Improve Policies and Procedures: Evaluating and refining policies to be more adaptive to business and regulatory dynamics.
3. Enhance Evaluation and Supervision: Strengthening the risk supervision function with greater senior management involvement in risk-based decision-making.

Achieving a score of 3.2 reflects that the Company has a strong foundation in its risk management. Going forward, the Company will continue to make improvements and innovations to ensure risk management is not only a mitigation tool, but also an enabler for achieving sustainable growth.

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Climate Change Risks Financial and Financial Impacts

Currently, the world faces several major challenges that require global cooperation to find effective solutions. One of the main challenges is climate change and global warming, the negative impact of which are increasingly being felt. These changes give rise to phenomena, such as extreme weather, rising air temperatures, higher rainfall intensity with unpredictable patterns, and longer dry seasons, which can trigger crop failures and other impacts. In addition to disrupting environmental balance, climate change also has negative consequences for human life and the ecosystem as a whole. **[GRI 3-3]**

The impact of climate change due to global warming is a challenge that must be faced by all businesses and industrial sectors in Indonesia, including the aluminium smelting industry. Phenomena that need to be anticipated include changes in rainfall patterns, an increased frequency of extreme weather events, and sea level rises. For INALUM, these conditions have the potential to impact operational stability, energy costs, and the smooth operation of the raw material and logistics supply chain.

1. **Operational stability:** Extreme weather such as floods or prolonged droughts can disrupt the availability of water needed for the aluminium smelting process and increase the risk of operational disruptions due to natural disasters.
2. **Energy costs:** Rising global temperatures can increase the energy demand for cooling and environmental control systems in production facilities, resulting in increased operational costs.
3. **Raw material and logistics supply chain:** Climate change can hinder the transportation of raw materials and finished products due to disruptions to infrastructure and accessibility, potentially increasing costs and disrupting smooth distribution.

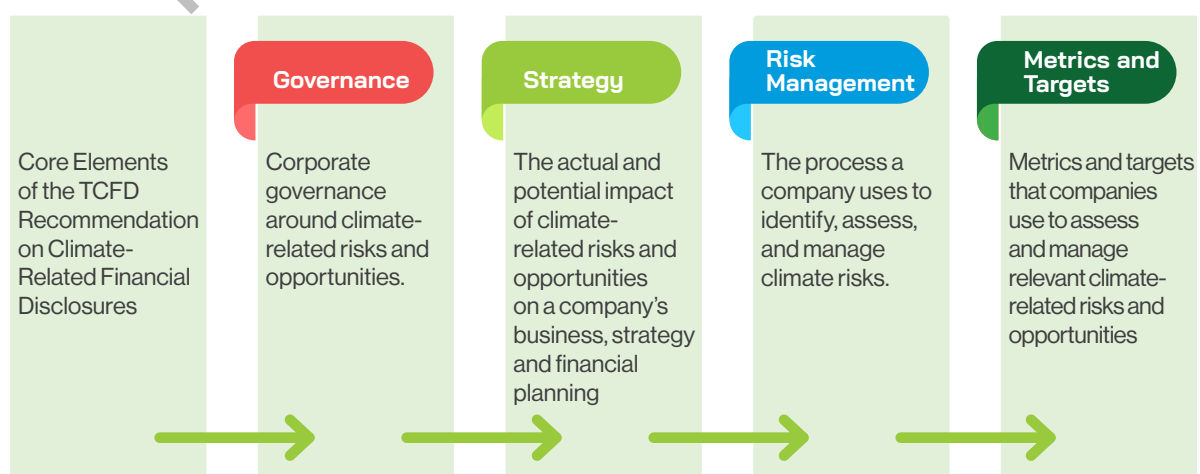
To address the above challenges, the Company has established the following mitigation measures:

1. Energy efficiency and diversification of energy sources, as well as accelerating the transition to renewable energy to reduce greenhouse gas emissions.
2. Operational adaptation to climate risks by developing weather monitoring systems and mitigating the impact of disasters to maintain production and infrastructure stability.
3. Developing a supply chain resilience strategy, including supplier diversification and distribution channel optimization to reduce the risk of disruptions due to climate change.

In addition to established mitigation measures, INALUM also evaluates climate risks through the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as a key strategy for managing climate change-related risks. The TCFD framework aims to improve the quality of reporting on risks and opportunities arising from climate change, which are directly related to INALUM's operational activities and project activities.

The TCFD framework maps climate change risks into two main categories: physical risks and transition risks. Physical risks include extreme weather events such as droughts and floods, and long-term impacts such as increases in global average temperatures. Transition risks include the global shift towards a low-carbon economy, regulatory changes, and innovations in energy efficiency. To effectively manage these risks, the Company routinely encourages the involvement of all stakeholders in efforts to mitigate the environmental impacts that may arise from business activities. The Company also continues to strengthen its business resilience in the face of climate change risks and the transition to a low-carbon economy.

TCFD Framework





IDENTIFICATION OF CLIMATE CHANGE RISKS AND OPPORTUNITIES FOR INALUM (GRI 201-2) (GO4)

Climate change has a significant impact on industrial sectors, including the aluminium smelting industry. PT INALUM proactively identifies and assesses potential physical risks arising from the climate crisis, both those directly impacting operations and those indirectly affecting financial and supply chain aspects. The following is a summary of the identification of key physical risks together with the strategic steps the Company has prepared:

A. Physical Risk

Physical Risk	Risk Triggers	Possibility of Risk	Risk	Potential Financial Impact	Mitigation Measures / Strategies to Respond to Risk
1	Natural disasters (floods, earthquakes, fires)	High	Facility damage & operational disruptions	Infrastructure repair costs and lost production	Implement disaster security and protection systems, insurance protection against strategic assets
2	Extreme weather	Medium - High	Supply chain disruptions & production delays	Increased operational costs due to disruptions in raw material distribution	Supplier diversification & increase in raw material stock
3	Major equipment failure	Medium	Production downtime & reduced efficiency	Loss of revenue due to decreased production	Preventive & predictive maintenance and real-time monitoring of equipment conditions
4	Workplace accidents	Medium	Worker injuries & equipment damage (Damage of Properties)	Worker medical costs, repairs to damaged equipment	Occupational safety training (OHS), Socialization of the use of Personal Protective Equipment and implementation of periodic OHS audits
5	Pollution & environmental contamination	Medium - High	Regulatory violations & environmental sanctions	Fines, reputational damage	Waste management systems & regulatory compliance

Through this approach, INALUM is committed to continuously strengthening its early detection and disaster response systems, as well as managing physical risks that could potentially disrupt business continuity. This mitigation strategy is not only focuses on reducing negative impacts but also serves as a proactive step to increase the Company's operational resilience to the risks posed by climate change.

In addition to physical risks, climate change also poses transition risks associated with the shift to a low-carbon economy. This transition process involves regulatory changes, increasing stakeholder expectations, technological innovations, and market dynamics that demand more sustainable and environmentally responsible business practices.

PT INALUM has identified several key transition risks that could potentially impact the Company's operations, financial performance, and reputation, which are explained in the following table:

B. Transition Risk

Transition Risk	Risk Triggers	Possibility of Risk	Risk	Potential Financial Impact	Mitigation Measures / Strategies to Respond to Risk
1	Changes in environmental regulations	High	Additional investment obligations for compliance	High costs for modifying production systems	Proactively following regulatory changes and conducting sustainability studies
2	Shift to renewable energy	Medium - High	High costs in the transition to environmentally friendly energy sources	Significant investment in new technologies	Adopting an energy transition roadmap

Transition Risk	Risk Triggers	Possibility of Risk	Risk	Potential Financial Impact	Mitigation Measures / Strategies to Respond to Risk
3	Increase in raw material prices due to carbon regulations	High	Production costs increase	Profit margins are declining	Energy efficiency & carbon emission reduction in production processes
4	Changes in carbon emission tax policy	Medium - High	Additional charges for carbon tax	Increasing operating expenses	Decarbonization strategies & optimization of energy use

INALUM realizes that the risk of transition is not only a challenge, but also opens up strategic opportunities in transformation towards more sustainable operations. Therefore, all mitigation policies are designed not only to avoid losses, but also to create long-term values through efficiency, innovation, and compliance with global environmental standards.

Climate change not only poses a risk, but also opens up strategic opportunities for companies that are able to adapt and innovate quickly. For INALUM, the global environmental challenges will become a trigger to transform towards a more sustainable, efficient, and tougher business model in the long run.

Some of the main opportunity drivers that can be utilized by INALUM in the context of climate change are as follows:

C. Opportunity Drivers

No.	Opportunity Drivers	Financial Potential	Opportunity Description
1	High demand for eco-friendly products	High	Ekspansi ke pasar hijau dengan inovasi produk berkelanjutan
2	Government incentives for renewable energy	Medium - High	Leveraging subsidies and tax incentives for clean energy projects
3	Digitalization and automation of production processes	Medium	Production cost efficiency and increased productivity
4	Strategic partnership with green technology companies	High	Increasing competitiveness through collaborative technological innovation
5	Expansion into export markets	Medium - High	Increasing revenue through international market diversification

INALUM also recognizes that climate change is both a real challenge and a call to strategic and sustainable action. With a proactive approach to identifying physical and transition risks, and optimizing emerging opportunities, the Company affirms its commitment to being part of the global solution to the climate crisis.

The application of the Task Force on Climate-related Financial Disclosures (TCFD) framework, and disclosures based on the GRI 201-2 standards reflect INALUM's efforts to maintain transparency and accountability regarding the management of environmental impacts relevant to its business activities. The mitigation and adaptation measures applied demonstrate that climate risk management has gone beyond mere compliance and is now an integral part of the Company's business strategy and a source of competitive advantage.

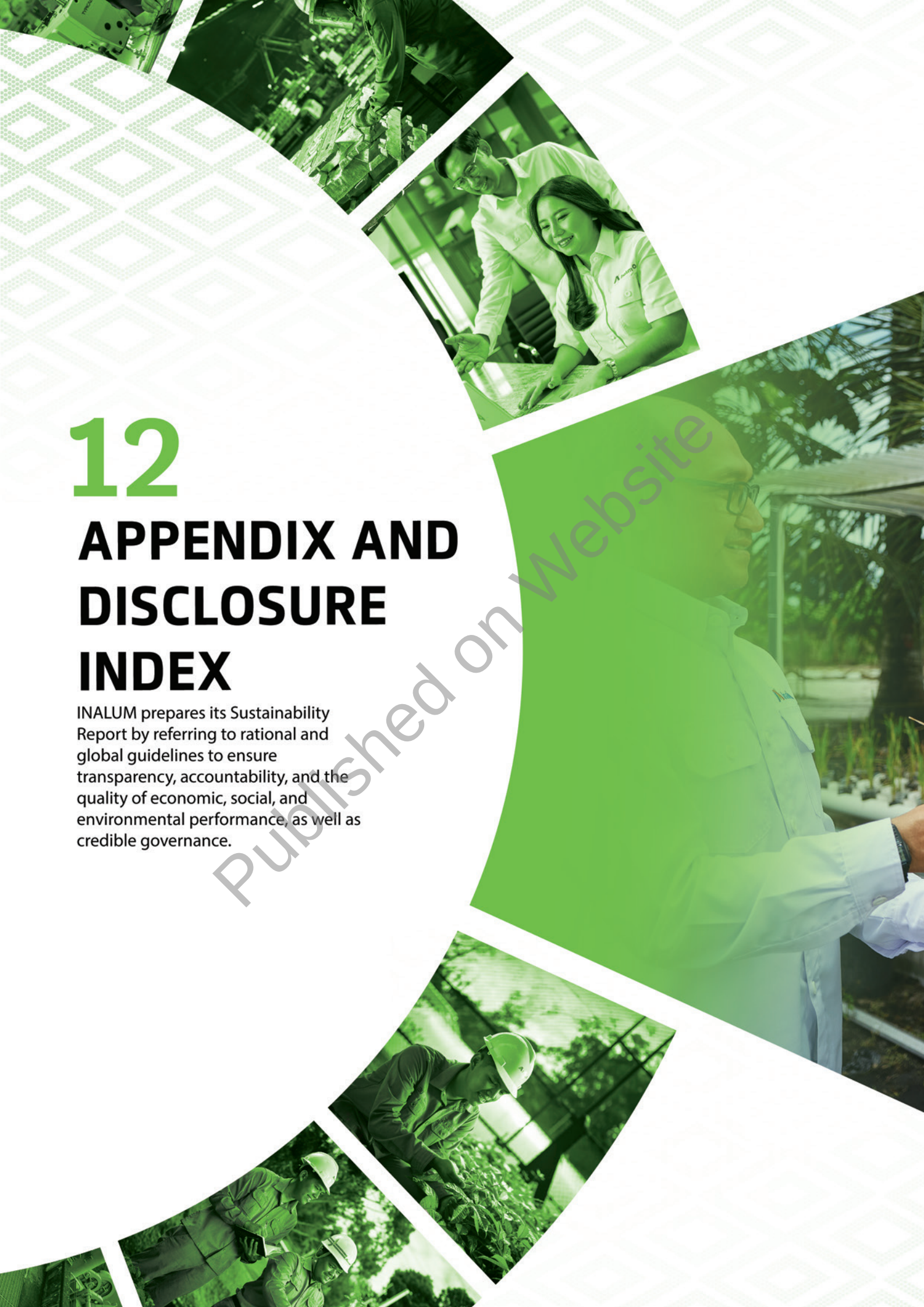
To support this, INALUM has integrated resources, from budgets and human resources to equipment, into its operational resource planning. Based on the Company's 2025 mapping, there has been no significant financial impact from climate change on INALUM's operations.

Moving forward, INALUM will continue to strengthen the integration of sustainability aspects into all strategic decision-making processes, encourage innovations in low-carbon technologies, and expand collaboration with other parties to support the national energy transition and the sustainability of the Indonesian aluminium industry. Through these steps, the Company will not only be able to withstand any changes, but will also grow resiliently, and be responsible for future generations.

12

APPENDIX AND DISCLOSURE INDEX

INALUM prepares its Sustainability Report by referring to rational and global guidelines to ensure transparency, accountability, and the quality of economic, social, and environmental performance, as well as credible governance.





**Strategic Plan 2022 -2027**
Water Aspect

No	Program Name	Objective	Target	Location	Success Indicators	Implementation Schedule					
						2022	2023	2024	2025	2026	2027
1	Recycling Main Fan cooling water in Gas Cleaning Unit	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 418,386.00 m ³						
2	Replacing compressor cooling water circulation pipe in utility plant	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 77,432.14 m ³						
3	Recycling cooling water for pressing and heating equipment at the Rodding Plant	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 50,793.10 m ³						
4	HYFIRE (Recycling Compressor Cooling Water as Raw Material for Fire Hydrants and Fire Truck Water Tanks)	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 30,870.00 m ³						
5	Saving Water Consumption for Steam Boiler Operations	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 1,496.77 m ³						
6	Modifying Gas Cooler Inlet Engineering in the Baking Plant Flue Gas Cooling System to Save Water Consumption	Implementing Water Efficiency	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 1,496.77 m ³						
10	Providing Clean Water Sources for School Operations	Implementing Water Efficiency	Implementing Water Efficiency in Communities	Communities	Reducing Water Usage by 5,000,000.00 m ³						
11	Providing Clean Water Sources for the Operation of the Nurul Huda Mosque in Tanjung Gading	Implementing Water Efficiency	Implementing Water Efficiency in Communities	Communities	Reducing Water Usage by 12,500,000.00 m ³						
12	Reducing the water pollutant load (F = Flour) by recycling the main fan cooling water in the gas cleaning unit.	Reducing Water Pollution Load	Implementing Water Efficiency in Production Facilities	Production Facilities	Reducing Water Usage by 0.04 Ton						

Strategic Plan 2022 -2027 Water Aspect

No	Program Name	Objective	Target	Location	Success Indicators	Implementation Schedule					
						2022	2023	2024	2025	2026	2027
14	Reducing water pollutant load (TDS = Total Dissolved Solids) by installing palm fiber in the WWTP	Reducing Water Pollutant Load	Reducing Water Pollutant Load in Production Facilities	Production Facilities	Reducing water use by 5.30 ton						
15	SHELLFILTER : Clamshell Filtration Innovation for Improving Wastewater Quality	Reducing Water Pollutant Load	Reducing Water Pollutant Load in Production Facilities	Production Facilities	Reducing water use by 4.27 tons						

Strategic Plan 2022 -2027 Energy Efficiency Aspect

No	Program Name	Objective	Target	PIC	Location	Success Indicators	Implementation Schedule					
							2022	2023	2024	2025	2026	2027
1	Optimizing the electric baking process in the pot (from 72 hours to 48 hours)	Implementing Energy Efficiency	Implementing Energy Savings in the Production Facility	Edy Priyanto (Energy Manager)	Production Facility	Implementing Energy Savings of 192.15 GJ						
2	Optimizing the billet and alloy molding process to save LPG consumption	Implementing Energy Efficiency	Implementing Energy Savings in Production Facilities	Angga Pratama (Energy Auditor)	Production Facilities	Implementing Energy Savings of 34,968.37 GJ						
3	Application Program for Converting High-Speed Diesel (HSD) to Liquefied Natural Gas (LNG) in the Anode Roasting Process	Implementing Energy Efficiency	Implementing Energy Savings in Production Facilities	Panataran Marpaung (Energy Auditor)	Production Facilities	Implementing Energy Savings of 3,747 GJ						
4	Application Program for Modifying the Heating Automation System in the Billet Printing Process to Save Energy	Implementing Energy Efficiency	Implementing Energy Savings in the Production Facilities	Edy Priyanto (Energy Manager)	Production Facilities	Implementing Energy Savings of 12,603 GJ						

**Strategic Plan 2022 -2027**
Energy Efficiency Aspect

No	Program Name	Objective	Target	PIC	Location	Success Indicators	Implementation Schedule					
							2022	2023	2024	2025	2026	2027
5	Potline 2 Technology Upgrade Application Program in Reduction Pots for Energy-Efficient Production Improvement	Implementing Energy Efficiency	Implementing Energy Savings in Production Facilities	Angga Pratama (Energy Auditor)	Production Facilities	Implementing Energy Savings of 12,603 GJ						
6	Installation of a Variable Speed Drive for an Exhaust Fan IF-301E	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Implementing Energy Savings of 557.52 GJ						
7	Installation of a Variable Speed Drive for the CR-201 Crusher (Coke Crushing System)	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Implementing Energy Savings of 515.57 GJ						
8	Installation of Variable Speed Drives for the TF-201 Table Feeder (Coke Grinding System), AS-201 Air Separator (Coke Grinding System), and CR-202 Crusher (Belt & GS Receiving System)	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Implementing Energy Savings of 467.26 GJ						
9	Installation of a Variable Speed Drive for the SM-201 Vacuum Pump (Block Forming System)	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Implementing Energy Savings of 567.21 GJ						
10	Installation of Variable Speed Drives for Anode Baking Cranes ABC-301 & 303	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Implementing Energy Savings of 134.42 GJ						
11	Lighting replacement in the Green Plant area	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 100.92 GJ						
12	Renewal of Spot Lighting in the Factory Fence Area	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Energy Savings of 48.49 GJ						

Strategic Plan 2022 -2027
Energy Efficiency Aspect

No	Program Name	Objective	Target	PIC	Location	Success Indicators	Implementation Schedule					
							2022	2023	2024	2025	2026	2027
13	Replacing Street Lighting in the Main Office Area	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 43.36 GJ						
14	Replacing Street Lighting at Gas Cleaning	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 93.35 GJ						
15	Replacing Lighting in the Warehouse Area (SWH)	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Energy Savings of 56.76 GJ						
16	Replacing Lighting in the Auxiliary Rodding Plant area	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 312.84 GJ						
17	Replacing Fluorescent Lamps with LEDs in Gas Cleaning	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 78.18 GJ						
18	Lighting Fixture Renewal at the Green and Carbon Office	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Energy Savings of 81.68 GJ						
19	Replacing Substation Outdoor Lighting	Implementing Energy Efficiency	Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 157.68 GJ						
20	Replacing Lamp Fixture at the Anode Casting Plant	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 93.66 GJ						
21	Replacing Outdoor and Indoor Lighting in the MTH Area	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Energy Savings of 182.91 GJ						
22	Green Lighting Fixture Renewal	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 333.18 GJ						
23	Replacing Streetlight in the Baking Plant Area	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 52.03 GJ						
24	Replacing Mercury Outdoor Lights with LEDs in the Reduction Area	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Angga Pratama (Energy Auditor)	Supporting Facilities	Energy Savings of 63.07 GJ						

**Strategic Plan 2022 -2027**
Energy Efficiency Aspect

No	Program Name	Objective	Target	PIC	Location	Success Indicators	Implementation Schedule					
							2022	2023	2024	2025	2026	2027
25	Replacing fluorescent lamps with LEDs at the Alumina Handling Building	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 170.29 GJ						
26	Replacing mercury lamps with energy-saving ones at the Reduction Building	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Edy Priyanto (Energy Manager)	Supporting Facilities	Energy Savings of 1513.73 GJ						
27	Graphite Material Application without Shunt Resistors (Modification of Reduction Furnace Heating Media Using Graphite Without Shunt Resistors)	Implementing Energy Efficiency	Implementing Energy Savings in Production Facilities	Angga Pratama (Energy Auditor)	Production Facilities	Achieving Energy Savings of 51.01 GJ						
28	Replacing Mercury Lamps with Energy-Saving Lights in the Printing Factory	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 1,513.73 GJ						
29	Replacing Mercury Lamps with Energy-Saving Lights in the Baking Plant Building	Implementing Energy Efficiency	Implementing Energy Savings in Supporting Facilities	Panataran Marpaung (Energy Auditor)	Supporting Facilities	Energy Savings of 1,513.73 GJ						
30	Using Energy-Efficient Electric Lights for School Operations Near the Company	Implementing Energy Efficiency	Energy Conservation in the Community	Edy Priyanto (Energy Manager)	Communities	Energy Savings of 1,635.29 GJ						
31	Using Solar Power Plants as a Renewable Energy Alternative to Support Community Activities Near the Company	Implementing Energy Efficiency	Energy Conservation in the Community	Angga Pratama (Energy Auditor)	Communities	Energy Savings of 26.49 GJ						

Strategic Plan 2022 -2027
Emission Reduction Aspect

No	Program Name	Objective	Target	Location	Success Indicators	Total Target ((TCO2eq						
							2022	2023	2024	2025	2026	2027
1	Revamping Anode Baking Furnace	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 4,000.35 Tons							
2	Modified busbar arrangement	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 13.81 tons of CO2 eq							
3	Pilot project upgrading 3 pots to 1 potline	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 5.97 Tons of CO2 eq							
4	Increasing CE in the transition pot	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 4.57 Tons of CO2 eq							
5	Heating the ladle in the pot	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 384.70 Tons of CO2 eq							
6	Using LNG as a substitute for LPG in INALUM's Business Process	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 1,623.83 Tons of CO2 eq							
7	Reducing the anode effect frequency using a combination of longitudinal and slot anodes in the shutter gate feeding system	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 98.18 Tons CO2 eq							
8	CARBON-FREE	Melakukan Pengurangan Emisi	Melakukan Pengurangan Emisi di Fasilitas Produksi	Fasilitas Produksi	Melakukan Penghematan Emisi Sebesar 692,50 Ton CO2 eq							
9	Alumina Feeding Technology Engineering: Migrating from a Shutter Gate System to a Point Feeder to Reduce CO2 Emissions in Potline 2, SRO Section	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 124.05 Tons CO2 eq							

**Strategic Plan 2022 -2027**
Emission Reduction Aspect

No	Program Name	Objective	Target	Location	Success Indicators	Total Target ((TCO ₂ eq						
							2022	2023	2024	2025	2026	2027
10	Replacing diesel-powered motorcycles with electric ones	Reducing Emissions	Reducing Emissions in the Production Facilities	Production Facilities	Emission Savings of 4.20 Tons CO ₂ eq							
11	Replacing lighting in the green plant area	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 1,345 Tons CO ₂ eq							
12	Renewal of Spot Lighting in the factory fence area	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 0.32 Tons CO ₂ eq							
13	Replacing Road Lighting in the Main Office Area	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 0.29 Tons CO ₂ eq							
14	Replacing Road Lighting in the Gas Cleaning Area	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 0.31 Tons CO ₂ eq							
15	Replacing Lighting in the Warehouse (SWH) area	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 0.38 Tons CO ₂ eq							
16	Auxiliary lighting rodding	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 3.36 Tons CO ₂ eq							
17	Gas cleaning of building lighting	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 1.27 Tons CO ₂ eq							
18	Replacing lights at the station	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Supporting Facilities	Emission Savings of 0.38 Tons CO ₂ eq							
19	Optimizing Employee Transportation Using Company Buses	Reducing Emissions	Reducing Emissions in the Supporting Facilities	Offices	Emission Savings of 4.59 Tons CO ₂ eq							

Written Verification from an Independent Party [OJK G.1] _____

This Sustainability Report has been verified in writing by an Assurance Services Provider for the period of assurance services for the financial year 2025, namely TUV Rheinland, which is carried out in accordance with the AA1000 standard. The Assuror was not involved in the process of preparing the report and thus there is no conflict of interest.

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INDEPENDENT ASSURANCE STATEMENT

The 2025 Sustainability Report of PT Indonesia Asahan Aluminium Statement No: 688/TRID-A04/5/2026

PT TÜV Rheinland Indonesia (hereinafter "TÜV Rheinland" or "we") has been engaged by the management of PT Indonesia Asahan Aluminium (hereinafter "INALUM" or "the Reporting Company") to provide an independent assurance of the PT Indonesia Asahan Aluminium Sustainability Report 2025 (hereinafter, "the Report"). TÜV Rheinland, headquartered in Germany, is a global independent Environmental, Social, and Governance ("ESG") & Sustainability Assurance service provider with qualified ESG practitioners worldwide.

This assurance statement applies only to the relevant information included in the scope of the assurance. The entire content and information of the Report is in the responsibility of INALUM. The responsibility of the assurance team (the "Assurance Team" or the "Assurer") is to provide INALUM and its stakeholder with an independent assurance statement based on our expert opinions by applying the verification methodology for the specified assurance scope. The overall objective is to provide INALUM's stakeholders with assurance on the reliability and objectivity of the information contained in the Report. The intended users of this assurance statement are stakeholders who are interested in INALUM's overall sustainability performance and the impacts of its business activities.

SCOPE OF ASSURANCE AND SUBJECT MATTER

The scope of assurance engagement agreed upon with INALUM includes the following:

1. The reporting period: 1st January 2025 to 31st December 2025.
2. The assurance covers the Report against the reporting criteria including evaluation of quality, accuracy and reliability of performance information.
3. Material topics identified and reported by INALUM consist of 27 material topics (the "Subject Matter"). These material topics include the following:
 - Biodiversity & Conservation.
 - Responsible Production (Waste).
 - Leadership & Decision Making.
 - Transparency & Accountability.
 - Business Ethics & Compliance.
 - Water & Air.
 - Decarbonization.
 - Health & Safety.
 - Recruitment.
 - Labor Rights.
 - Community Investment Programs.
 - Human Rights.
 - Economic Impact.
 - Marketing & Sales.
 - Customer Satisfaction.
 - Supply & Contractor Management.
 - Security.
 - Creating Shared Values & Local Development.



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- Financial Performance.
- Product Quality & Responsibility.
- Inclusion & Diversity.
- Learning & Development.
- Stakeholder Engagement.
- Risk Management.
- Automation, Digitalization & Innovation.
- Expansion & Diversification.
- Operational Excellence.

REPORTING CRITERIA AND FRAMEWORK

- Reporting in accordance with the Global Reporting Initiative Standards 2021 ("GRI 2021").
- The Regulation of Financial Services Authority Number 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.
- The Circular Letter of The Financial Services Authority Number 16/SEOJK.04/2021 on the Form and Content of the Annual Report of Issuers or Public Companies.
- Sustainability Accounting Standard Board (Metals & Mining).
- Aluminium Stewardship Initiative Performance Standard (ASI).

ASSURANCE STANDARD AND LEVEL OF ASSURANCE

The independent assurance was conducted in accordance:

- AA1000AP (2018) Principles, covering the accountability principles of inclusivity, materiality, responsiveness, and impact (the "AA1000AP (2018) Principles").
- AA1000AS v3 with assurance engagement: **Type 2** and level of assurance: **Moderate**.

LIMITATIONS

The assurance was performed at a moderate assurance level in accordance with AA1000AS. The information and performance data subject to assurance is limited to the content of the Report and supporting data provided by the reporting organization. It implies that no significant errors were found during the assurance process and that there are limitations related to the unavoidable risks that may exist.

ASSURANCE METHODOLOGY

We have evaluated the overall sustainability strategy, targets and commitments disclosed in the Report. We have performed an objective review of the reported information and evidence gathered against the criteria defined in the assurance standards, i.e. the accountability principles of inclusivity, materiality, responsiveness and impact. The processes and system controls applied by the Reporting Company in the disclosure of quantitative and qualitative information on sustainability performance, from source to aggregation, were evaluated. Analytical procedures, interviews, and data testing were performed on a sample basis to test the generation and collection of data for defined sustainability key performance indicators in accordance with INALUM's corporate sustainability strategy, governance, and management systems as disclosed in the Report. Our work included interviews with INALUM representatives, including senior management at the executive and functional levels, as well as relevant employees responsible for collecting, aggregating and reporting the data. The assurance work was performed by our multidisciplinary team of experienced professionals in the areas of corporate sustainability, climate



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change, environmental, social, governance and stakeholder engagement. The opinion expressed is based on a moderate level of assurance and at the level of materiality of the Assurer's professional judgment.

ADHERENCE TO THE AA1000AP (2018) PRINCIPLES

Inclusivity:

INALUM ensures inclusiveness by proactively identifying and engaging with diverse stakeholder groups, whose concerns are systematically addressed throughout the Report. Its approach to stakeholder engagement is supported by formal strategies designed to foster ongoing communication and collaboration. This commitment comes from the highest levels of leadership within the organization. Engagement activities include a variety of formats, including customer and employee surveys, meetings, and group discussions. Each interaction is carefully documented, and dedicated personnel are responsible for managing the feedback received. In addition, INALUM is transparent in communicating sustainability goals and commitments to stakeholders. This ensures that stakeholders are well-informed about initiatives and progress toward its sustainability goals.

Materiality:

INALUM has systematically conducted a materiality assessment of sustainability issues, taking into account the industry landscape, due diligence findings, risk assessments and stakeholder engagement. This assessment, which has become an annual practice, is a cornerstone of their commitment to sustainability. The Sustainability Steering Group reflecting the commitment of top management, carefully reviews and approves the list of material issues. The materiality assessment provides a comprehensive understanding of the relevant issues. These material issues are then methodically addressed in specific sections, each outlined by measurable metrics. INALUM's senior management and cross-functional teams are well versed in these processes, which are informed by extensive documentation and interviews.

Responsiveness:

INALUM is committed to addressing stakeholder concerns through a multi-faceted approach embedded in the sustainability strategy, policies, procedures, code of conduct and established sustainability goals. INALUM actively promotes stakeholder engagement through various channels, including multi-stakeholder platforms and customer interfaces. In particular, the dialog-driven approach is exemplified throughout the Report.

Impact:

INALUM adheres to the GRI 2021, which prioritize the assessment of internal and external impacts. INALUM has systematically identified the impacts associated with its operations and products. Their commitment to impact assessment is reflected in careful documentation and tracking of impacts through internal processes and systems. Impact analysis covering environmental, economic, social, people and its human rights. In addition, their commitment to identifying and mitigating negative impacts is evident in their annual risk and materiality assessment.

STATEMENT OF RESPONSIBILITY OF THE MANAGEMENT OF INALUM

The Management of INALUM has sole responsibility for preparing and presenting the Subject Matter (material topics) in accordance with GRI 2021 and preparing the Report in adherence to the AA1000AP (2018) Principles. INALUM's responsibilities also include maintaining effective internal



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controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

STATEMENT OF RESPONSIBILITY, COMPETENCY, INDEPENDENCY AND IMPARTIALITY OF ASSURANCE PROVIDER

TÜV Rheinland ensures that appropriately qualified individuals are selected based on their qualifications, training and experience. We have maintained complete impartiality and independence throughout the assurance engagement and have not been involved in the preparation of the content of the Report or provided any related information. The assurance statement is only valid if it is published in its entirety with the Report. TÜV Rheinland does not accept any liability or responsibility to any third party for any perception or decision regarding INALUM based on this assurance statement.

CONCLUSION AND OPINION

In conclusion, we can mention that no instances or information came to our attention that would be contrary to the statement made below:

- The Report 2025 **meets** the requirements of the AA1000AP Accountability Principles.
- The Report **meets** the requirements of **Type 2, Moderate Assurance Level** according to the AA1000AS v3 and follows the requirements of reporting in accordance with GRI 2021.
- The Report contains statements and claims that reflect INALUM's sustainability achievements and challenges, supported by documentary evidence and internal records.
- The Assurer concludes that the Report for all the performance indicators related to the material topics are **reasonably represented**, and nothing has come to our attention that would cause us to believe that INALUM has not presented accurate and not reliable data.

For and on behalf of PT TÜV Rheinland Indonesia
Jakarta, 20 Mei 2026



Nyoman Susila
President Director



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GRI Standards **Content Index 2021**

The GRI Index is presented to ensure transparency and traceability of the Company's sustainability disclosures.

Statement of Usage	PT Indonesia Asahan Aluminium has reported the information cited in this GRI content index for the period January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.
GRI 1	GRI 1: Foundation 2021
GRI Sector Standards	-

GRI Standards	Disclosure	Page	Exceptions		
			Excluded Requirements	Reason	Explanation
GRI Disclosure General 2021	2-1 Organization details	30, 44, 48			
	2-2 Entities included in the organization's sustainability report	11			
	2-3 Reporting period, frequency and contact points	11, 12			
	2-4 Restatement of information	12			
	2-5 External assurance	12, 71, 218			
	2-6 Activities, value chains and other business relationships	30, 31, 43, 45, 46, 49, 52, 199			
	2-7 Employees	140			
	2-8 Workers who are not direct employees	141			
	2-9 Governance structure and composition	208			
	2-10 Nomination and selection of top governance officials	209			
	2-11 Chief governance officer	208, 209			
	2-12 The role of the highest governance official in monitoring management impact	209, 210			
	2-13 Delegation of responsibility for managing impacts	208, 210			
	2-14 The role of the highest governance in sustainability reporting	218			
	2-15 Conflict of interest	221			
	2-16 Critical attention-related communication	88, 218			
	2-17 Collective knowledge of the highest governance	211			
	2-18 Performance evaluation of the highest governance	220			
	2-19 Remuneration policy	218			
	2-20 Process to determine remuneration	219			
	2-21 Annual total compensation ratio	219			
	2-22 Statement on sustainable development strategy	16			
	2-23 Policy commitment	119, 222, 231			
	2-24 Embedding policy commitment	64, 119, 222			
	2-25 Process to remedy negative impacts	227, 231			

GRI Standards	Disclosure	Page	Exceptions		
			Excluded Requirements	Reason	Explanation
	2-26	Advising mechanism and increasing attention	220, 222, 224, 228, 229		
	2-27	Compliance with laws and regulations	119, 228		
	2-28	Membership association	52		
	2-29	Approach to stakeholder engagement	186		
	2-30	Collective bargaining agreement	156		

MATERIAL TOPIC	Disclosure	Page	Exceptions		
			Excluded Requirements	Reason	Explanation
GRI 3: Material Topic 2021	3-1	Process for determining material topics	65, 66		
	3-2	List of material topics	12, 66, 68		

SPECIAL STANDARD DISCLOSURES

ECONOMIC TOPIC

ECONOMIC PERFORMANCE

GRI 3: Material Topic 2021	3-3	Material topic management	66, 68, 79, 81, 249		
	201-1	Direct economic value generated and distributed	194		
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities resulting from climate change	250		
	201-3	Obligation of defined benefit pension plan and other pension plans	201		
	201-4	Financial assistance received from the government	202		

MARKET EXISTENCE

GRI 3: Material Topic 2021	3-3	Management of material topics	66, 68, 74, 126		
GRI 202: Market Presence 2016	202-1	Ratio of entry-level employee wage standard by gender to regional minimum wage	142		
	202-2	Proportion of senior management from local communities	142		

INDIRECT ECONOMIC IMPACT

GRI 3: Material Topic 2021	3-3	Management of material topics	66, 68, 76, 78		
GRI 203: Indirect Economic Impact	203-1	Infrastructure investment and service support	164, 196		
	203-2	Significant indirect economic impact	164, 197		

PROCUREMENT PRACTICES

GRI 3: Material Topic 2021	3-3	Management of material topics	66, 78, 199		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	199		



MATERIAL TOPIC	Disclosure		Page	Exceptions	
				Excluded Requirements	Reason
ANTI-CORUPTION					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 80		
GRI 205: Anti-Corruption 2016	205-1	Operations assessed as having corruption-related risks	222, 228		
	205-2	Communication and training on anti-corruption policies and procedures	229		
	205-3	Proven corruption incidents and actions taken	229		
TAX					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 78		
GRI 207: Pajak 2019	207-1	Approach to tax	197		
	207-2	Tax governance, control and risk management	198		
	207-3	Stakeholder engagement and managing tax-related concerns	198		
	207-4	Country-by-country report	198		
ENVIRONMENTAL TOPIC					
ENERGY					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 69, 86, 97		
GRI 302: Energy 2016	302-1	Energy consumption in the organization	97		
	302-2	Energy consumption outside the organization	98		
	302-3	Energy intensity	97, 98		
	302-4	Reduction of energy consumption	97		
	302-5	Reduction in energy required for products and services	97, 98		
WATER AND EFFLUENTS					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 68, 86, 93		
GRI 303: Water and Effluent 2018	303-1	Interaction with water as a shared resource	93		
	303-2	Management of impacts related to water discharge	93		
	303-3	Water intake	93		
	303-4	Water discharge	94		
	303-5	Water consumption	94		
BIODIVERSITY					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 68, 86		

MATERIAL TOPIC	Disclosure	Page	Exceptions		
			Excluded Requirements	Reason	Explanation
GRI 304: Biodiversity 2016	304-1	Operating sites owned, leased, managed by, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	90		
	304-2	Significant impacts of activities, products, and services on biodiversity	90		
	304-3	Habitat protected or restored	91		
	304-4	IUCN (International Union for Conservation of Nature) Red List species and national conservation list species with habitats within the area affected by the operation	91		
EMISI					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 68, 69, 86, 99		
GRI 305: Emission 2016	305-1	Direct GHG emissions (Scope 1)	99, 100		
	305-2	Indirect GHG energy emissions (Scope 2)	99, 100		
	305-3	Other indirect GHG emissions (Scope 3)	99, 100		
	305-4	GHG emission intensity	99, 100		
	305-5	GHG emission reduction	100		
	305-6	Emissions of ozone depleting substances (ODS)	95		
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	95		
WASTE					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 70, 86		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105		
	306-2	Management of significant waste-related impacts	105		
	306-3	Waste generation	106		
	306-4	Waste diverted from final disposal	107		
	306-5	Waste sent to landfill	108		
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topic 2021	3-3	Management of material topics	72, 86, 122		
GRI 308: Supplier Environmental Assessment 2016	308-1	Selection of new suppliers using environmental criteria	122		
	308-2	Negative environmental impacts in the supply chain and actions taken	123		
SOCIAL TOPIC					
PERSONNEL					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 74, 126		



MATERIAL TOPIC	Disclosure	Page	Exceptions		
			Excluded Requirements	Reason	Explanation
GRI 401: Employment 2016	401-1	New hires and employee turnover	137		
	401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	153		
	401-3	Maternity leave	154		
LABOR/ MANAGEMENT RELTIONS					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 74, 126		
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice period of operational changes	143		
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 73, 126		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	127, 129, 134, 135		
	403-2	Hazard identification, risk assessment and incident investigation	128		
	403-3	Occupational health services	130		
	403-4	Employee participation, consultation and communication on occupational health and safety	130		
	403-5	Training for workers on occupational safety and health	131		
	403-6	Improved employee health quality	132		
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	132		
	403-8	Employee covered by an occupational health and safety management system	133		
	403-9	Work Accidents	134		
	403-10	Occupational diseases	135		
TRAINING AND EDUCATION					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 75, 126		
GRI 404: Training and Education 2016	404-1	Average annual training hours per employee	149		
	404-2	Programs to enhance employee skills and transitional assistance programs	150		
	404-3	Percentage of employees receiving regular performance and career development reviews	151		
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 74, 126		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Governance board and employee diversity	140, 143		
	405-2	Ratio of basic salary and remuneration of female compared to male	147		

MATERIAL TOPIC		Disclosure	Page	Exceptions		
				Excluded Requirements	Reason	Explanation
NON DISCRIMINATION						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 74, 126			
GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	148			
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 75, 126			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	155, 156			
CHILD LABOR						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 75, 126			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk of child labor incidents	156			
FORCED OR COMPULSORY LABOR						
GRI 3: Material Topic 2021	3-3	Management of material topics	75, 126			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk of forced or compulsory labor incidents	156			
SAFETY PRACTICES						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 77, 126			
GRI 410: Security Practices 2016	410-1	Security guards trained on human rights policies or procedures	136			
RIGHT OF INDIGENOUS PEOPLE						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 77			
GRI 411: Indigenous Peoples' Rights 2016	411-1	Incidents of violations involving the rights of indigenous peoples	184, 185			
LOCAL COMMUNITIES						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 76			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessment, and development programs	182, 186			
	413-2	Operations that actually and potentially have significant negative impacts on local communities	165, 182			
SUPPLIER SOCIAL ASSESMENT						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 72, 122			
GRI 414: Supplier Social Assessment 2016	414-1	New supplier selection using social criteria	123			
	414-2	Negative social impacts in the supply chain and actions taken	123			



MATERIAL TOPIC	Disclosure		Page	Exceptions		
				Excluded Requirements	Reason	Explanation
PUBLIC POLICY						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 80, 230			
GRI 415: Public Policy 2016	415-1	Political contribution	230			
CUSTOMER HEALTH AND SAFETY						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 71, 119			
GRI 416: Customer Health and Safety 2016	416-1	Health and safety impact assessment of different categories of products and services	119			
	416-2	Incidents of noncompliance in relation to health and safety impacts of products and services	119			
MARKETING AND LABELING						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 120			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service labeling and information	120			
	417-2	Incidents of noncompliance related to product and service information and labeling	120			
	417-3	Non-compliance incidents related to marketing communications	120			
CUSTOMER PRIVACY						
GRI 3: Material Topic 2021	3-3	Management of material topics	66, 71			
GRI 418: Customer Privacy 2016	418-1	Complaints based on violation of customer privacy and loss of customer data	115			

GRI 101 DISCLOSURES BIODIVERSITY 2024

The Global Sustainability Standards Board (GSSB) released GRI 101: Biodiversity 2024, which becomes effective for reports published on or after January 1, 2026. The full disclosures in GRI 101 includes the following:

- 101-1 Policies to Halt and Reverse Biodiversity Loss
- 101-2 Biodiversity Impact Management
- 101-3 Access and Benefit Sharing
- 101-4 Identification of Biodiversity Impacts
- 101-5 Locations Impacted by Biodiversity
- 101-6 Direct Drivers of Biodiversity Loss
- 101-7 Changes in Biodiversity Conditions
- 101-8 Ecosystem Services

However, given that PT Indonesia Asahan Alumunium (INALUM) operates in aluminium production and processing, it does not impact biodiversity. Therefore, disclosure 101 is not relevant for this report. The biodiversity activities presented cover the restoration of critical land in the Lake Toba area. The biodiversity topic falls into the most material category as it represents stakeholder aspirations and has the potential to provide positive social impacts.

INALUM's parent entity, MIND ID conducted an ESG risk analysis with 27 pillars as its output. Therefore, INALUM refers to these 27 pillars in its assessment of material topics. However, as the environmental impact analysis (AMDAL) study did not include biodiversity impacts, this topic is not related to the Company's direct impacts.

MIND ID Sustainability Pathway Fulfillment Index

Fulfillment of the Sustainability Pathway demonstrates the Company's commitment to supporting MIND ID's sustainability agenda in an integrated manner.

No.	Disclosure	Pages
Top Material		
1	EN2 - Water & Wastewater	93, 94, 95
2	EN3 - Decarbonization	96, 97, 98, 99, 100
3	PE1: Health & Safety	127, 128, 129, 130, 131, 132, 133, 134, 135
4	PE3: Recruitment	237
5	PE4: Inclusion & Diversity	140, 143, 147
6	PE6: Labor Rights	142, 148, 153, 155, 156
7	SO1: Community Investment Programs	164
8	SO2: Human Rights	156, 184
9	EC1: Economic Impact	164, 194, 196, 197, 198
10	EN1: Biodiversity	90, 91
11	EN4 - Responsible Production (Waste)	101, 105, 106, 107, 108
12	GO1: Leadership & Decision Making	208, 209, 210, 211, 220
13	GO2: Transparency & Accountability	218, 219, 220
14	GO3: Business Ethics & Compliance	221, 222, 227, 228, 229, 230
Very Material		
1	SP3: Product Quality & Responsibility	119
2	PE5: Learning & Development	149, 150, 151
3	SO3: Stakeholder Engagement	186
4	GO4: Risk Management	250
5	SP4: Marketing & Sales	120
6	SP5: Customer Satisfaction	121
7	SP6: Supply & Contractor Management	122, 123
8	PE2: Security	136
9	EC2: Creating Shared Values & Local Development	142, 164, 197, 199
10	EC3: Financial Performance	194, 201, 202
Material		
1	SP1 - Operation Excellence	112, 113, 121
2	SP2: Automation, Digitalization & Innovation	115, 116, 117, 118
3	EC4: Expansion and Diversification	203



Aluminium Stewardship Initiative (ASI)

Content Index

The application of ASI standards strengthens INALUM's position as a responsible green aluminum producer.

ASI Standard	ASI Ref	Disclosure Requirement	Page number
Human Rights Impact Assessment	2.6	Human Rights Impact Assessment and the latest active version of the Human Rights Impact Management Plan	185
Emergency Response Plan	2.7	The latest version of the emergency response plans	127
Sustainability Reporting	3.1	Governance approach and material, environmental, social and economic impacts	66
Non-Compliance & Liability	3.2	Information on significant fines, judgments, penalties and non-monetary sanctions for failure to comply with applicable law	228
Payment to Governments	3.3	Payments to governments, building on existing audit and assurance systems	198
Environmental Life Cycle Assessment	4.1	Provide, on customer request, adequate cradle-to-gate Life Cycle Assessment (LCA) information on its Aluminium (containing) product(s).	101
information on its Aluminium (containing) product(s).	5.1	Material GHG emissions and energy use by source	97, 100
GHG Emissions Reduction Plans	5.3	Time-bound GHG emissions reduction targets	100
Emission to Air	6.1	Emissions to air	
Discharge to Water	6.2	Discharge to Water	93
Assessment and Management of Spills & Leakages	6.3	Management Plan of Spills & Leakages	108
Public Disclosure of Spills & Leakages	6.4	Impact assessments of any significant spills and remediation actions taken	108
Waste Management Reporting	6.5	Quantity of hazardous and non-hazardous waste generated and associated waste disposal methods	106
Water Assessment & Disclosure	7.1	Water withdrawal and use by source and type	93
Water Management	7.2	Water management plan	93
Biodiversity Management	8.2	Biodiversity Action Plan and associated targets and share with Affected Populations and Organisations	90

List of Disclosures According To **POJK 51/** **POJK.03/2017** (OJK G.4)

Disclosures are made to ensure compliance and transparency of the Company's sustainability information.

No Indeks	Index Name	Page
Sustainability Strategy		
A.1	Sustainability Strategy Explanation	62,63
Overview Of Sustainability Performance		
B.1	Economic Aspect	26
B.2	Environmental Aspect	26
B.3	Social Aspect	27
Company Profile		
C.1	Sustainability Vision, Mission and Values	32
C.2	Company Address	30
C.3	Scale of Business	30, 31, 48, 50, 140
C.4	Products, Services and Business Activities	30, 45, 46
C.5	Membership in Association	52
C.6	Significant Changes in Issuers and Public Companies	52
Explanation From Board of Directors		
D.1	Explanation from Board of Directors	16
Sustainability Governance		
E.1	Unit in Charge of Sustainable Finance Implementation	208
E.2	Unit in Charge of Sustainable Finance Implementation	211
E.3	Competency Development related to Sustainable Finance	231
E.4	Relations with Stakeholders	186
E.5	Issues with Sustainable Finance Implementation	202
Sustainability Performance		
F.1	Activities to Build a Culture of Sustainability	64
Sustainability Performance		
F.2	Comparison of Target and Performance of Production, Portfolio, Financing Target, or Investment, Revenue and Profit and Loss	194, 195
F.3	Comparison of Portfolio Targets and Performance, Financing Targets, or Investments in Financial Instruments or Projects Aligned with Sustainable Finance	96, 195
Environmental Performance		
General Aspect		
F.4	Environmental Costs	108, 109
Material Aspect		
F.5	Use of Environmentally Friendly Materials	97, 99
Energy Aspect		
F.6	Amount and Intensity of Energy Used	97, 98
F.7	Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	97, 98
Water Aspect		
F.8	Water Usage	93



No Indeks	Index Name	Page
Biodiversity Aspect		
F.9	Impacts from Operational Areas Near or in Conservation or Biodiversity Areas	90
F.10	Biodiversity Conservation Efforts	90, 91, 92
Emissions Aspect		
F.11	Number and Intensity of Emissions Generated by Type	99, 100
F.12	Efforts and Achievements for Emission Reduction	100
Waste and Effluent Aspect		
F.13	Amount of Waste and Effluent Generated by Type	94, 105, 106, 107
F.14	Waste and Effluent Management Mechanism	105, 107, 108
F.15	Occurring Spills (if any)	108
Environmental Complaints Aspect		
F.16	Number and Material of Environmental Complaints Received and Resolved	88
Social Performance		
F.17	Commitment of Financial Services Institutions, Issuers, or Public Companies to provide services for products and/or equivalent services to consumers	119
Employment Aspect		
F.18	Equal Work Opportunity	140, 147
F.19	Child Labor and Forced Labor	156
F.20	Regional Minimum Wage	142
F.21	Decent and Safe Working Environment	127
F.22	Employee Capability Training and Development	149
Community Aspect		
F.23	Impact from Operations on Surrounding Communities	167, 186
F.24	Public Complaints	197
F.25	Social and Environmental Responsibility (SER) Activities	167
Responsibility For Sustainable Product/Service Development		
F.26	Innovations and Development of Sustainable Products/Services	115
F.27	Products/Services that have been Evaluated for Customer Safety	119
F.28	Impact of Products/Services	120
F.29	Number of Products Withdrawn	119
F.30	Customer Satisfaction Survey on Sustainable Financial Products and/or Services	121
Others		
G.1	Written Verification from Independent Parties (if any)	261
G.2	Feedback Sheet	289
G.3	Response to Feedback on Previous Year's Sustainability Report	291
G.4	List of Disclosures according to the Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance in Financial Services Institutions, Issuers and Public Companies.v	275

GRI Standards Link to Sustainable Development Goals (SDGs)

The Company supports the achievement of the Sustainable Development Goals (SDGs) through its integrated sustainability programs. This support is conveyed through links between programs/activities in the Company's Sustainability Report, in accordance with GRI Standards, and the SDGs, as outlined in the SDG Compass guidelines published by GRI, the United Nations Global Compact, and the World Business Council for Sustainable Development (WBCSD), as shown in the table below:

Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Ending Poverty in All Its Forms Everywhere	Provision of employment, income, wages and benefits	GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	194
				201-3 Obligation of defined benefit pension plan and other pension plans	201
				202-1 Ratio of entry-level employee wage standard by gender to regional minimum wage	142
			GRI 202: Market Presence	202-2 Proportion of senior management from local communities	142
				401-1 New hires and employee turnover	137
			GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	153
		Developing and empowering local communities	GRI 203: Indirect Economic Impact	203-2 Significant indirect economic impact	164, 197



Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Ending Hunger, Achieving Food Security and Improving Nutrition, and Promoting Sustainable Agriculture	Providing employment, income, wages and benefits	GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	194
				201-3 Obligation of defined benefit pension plan and other pension plans	201
			GRI 202: Market Presence	202-1 Ratio of entry-level employee wage standard by gender to regional minimum wage	142
				202-2 Proportion of senior management from local communities	142
			GRI 401: Employment	401-1 New hires and employee turnover	137
				401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	153

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Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Ensuring Healthy Lives and Promoting the Well-Being of All People of All Ages	Recruiting local employees, local suppliers, financing/ mentoring of MSMEs, other activity/assistance programs through the SER program	GRI 403: Occupational Health and Safety	403-1 Occupational Health and Safety	127, 129, 134, 135
				403-2 Hazard identification, risk assessment and incident investigation	128
				403-3 Occupational health services	130
				403-4 Employee participation, consultation and communication on occupational health and safety	130
				403-5 Training for workers on occupational safety and health	131
				403-6 Improved employee health quality	132
				403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	132
				403-8 Employee covered by an occupational health and safety management system	133
				403-9 Work Accidents	134
				403-10 Occupational diseases	135
	Ensuring Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All	Improving competencies without distinguishing gender and employee background	GRI 203: Indirect Economic Impact	203-2 Significant indirect economic impact	164, 197
				404-1 Average annual training hours per employee	149
				404-2 Programs to enhance employee skills and transitional assistance programs	150
				404-3 Percentage of employees receiving regular performance and career development reviews	151



Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Achieving Gender Equality and Empowering Women	Recruiting local employees, local suppliers, financing/mentoring MSMEs	GRI 203: Indirect Economic Impact	203-2 Significant indirect economic impact	164, 197
	Ensuring Availability and Sustainable Management of Clean Water and Sanitation for All	Treating river water as clean water sources for factory operations and employee housing and management	GRI 203: Indirect Economic Impact	203-1 Infrastructure investment and service support	164, 196
	Ensuring Access to Affordable, Reliable, Sustainable and Modern Energy for All	Managing energy wisely, including carrying out efficiency measures	Energy	302-1 Energy consumption inside the organization 302-4 Reduction in energy required for products and services	97 97
	Promoting Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All	Coaching and increasing the capacity of MSMEs in North Sumatra	GRI 203: Indirect Economic Impact	203-2 Dampak ekonomi tidak langsung yang signifikan	164, 197
		Providing employment and normative rights for workers	GRI 401: Employment	401-1 New hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	137 153
	Building Resilient Infrastructure, Promoting Inclusive and Sustainable Industry, and Encouraging Innovation	Developing of educational facilities, places of worship, infrastructure facilities, health facilities through the SER Program	GRI 203: Indirect Economic Impact	203-1 Infrastructure investment and service support	164, 196

Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Reducing Intra and Inter-Country Disparities	Providing employment, income, wages and benefits	GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	194
				201-3 Obligation of defined benefit pension plan and other pension plans	201
			GRI 202: Market Presence	202-1 Ratio of entry-level employee wage standard by gender to regional minimum wage	142
				202-2 Proportion of senior management from local communities	142
			GRI 401: Employment	401-1 New hires and employee turnover	137
				401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	153
	Making Cities and Settlements Inclusive, Safe, Resilient and Sustainable	Developing housing for employees and management	GRI 203: Indirect Economic Impact	203-1 Infrastructure investment and service support	164, 196
				203-2 Significant indirect economic impact	164, 197
	Ensuring Sustainable Production and Consumption Patterns	Coaching and capacity building of MSMEs in North Sumatra	GRI 203: Indirect Economic Impact	203-2 Significant indirect economic impact	164, 197



Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Taking Urgent Action to Address Climate Change and Its Impacts	Protecting the ecosystem through tree planting in the Lake Toba Watershed Area	GRI 305: Emissions	305-1 Direct GHG emissions (Scope 1)	99,100
				305-2 Indirect GHG energy emissions (Scope 2)	99,100
				305-3 Other indirect GHG emissions (Scope 3)	99,100
				305-4 GHG emission intensity	99,100
				305-5 GHG emission reduction	100
				305-6 Emissions of ozone-depleting substances (ODS)	95
				305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	95
	Conserving and Sustainably Utilizing Marine and Ocean Resources for Sustainable Development	Protecting the ecosystem through mangrove planting on the coast	GRI 304: Biodiversity	304-3 Habitat protected or restored	91
		Protecting the ecosystem through tree planting in the Lake Toba Watershed Area	GRI 304: Biodiversity	304-3 Habitat protected or restored	91

Logo	Purpose	Report Discussion	Conformity with GRI Standards	Disclosures	Page
	Reducing emissions as a cause of global warming and climate change		GRI 305: Emissions	305-1 Direct GHG emissions (Scope 1)	99, 100
				305-2 Indirect GHG energy emissions (Scope 2)	99, 100
				305-3 Other indirect GHG emissions (Scope 3)	99, 100
				305-4 GHG emission intensity	99, 100
				305-5 GHG emission reduction	100
				305-6 Emissions of ozone-depleting substances (ODS)	95
				305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	95
	Protecting, Restoring and Promoting Sustainable Use of Terrestrial Ecosystems, Sustainably Managing Forests, Halting Desertification, Reverse Land Degradation, and Halting Biodiversity Loss	Managing waste so as not to pollute the environment	GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	105
				306-2 Management of significant waste-related impacts	105
				306-3 Waste generation	106
				306-4 Waste diverted from final disposal	107
				306-5 Waste sent to landfill	108
	Mapping operational locations to avoid negative impacts on biodiversity. On the other hand, the Company carries out activities to protect flora and fauna near operational locations		GRI 304: Biodiversity	304-1 Operating sites owned, leased, managed by, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	90
				304-2 Significant impacts of activities, products, and services on biodiversity.	90
				304-3 Habitat protected or restored	91
				304-4 IUCN (International Union for Conservation of Nature) Red List species and national conservation list species with habitats within the area affected by the operation.	91
	Penjagaan ekosistem melalui penanaman pohon di Daerah Tangkapan Air Danau Toba				



Index Metals & Mining Sustainability Accounting Standards Board (SASB)

Disclosures adhere to international standards to enhance the quality and credibility of the sustainability report.

Table Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations Emisi Cakupan 1 global bruto, persentase yang tercakup dalam peraturan pembatasan emisi	Quantitative	Metric tons (t) CO ₂ -e, Percentage (%)	EM-MM-110a.1	676.932,91tCO ₂ eq (100%)	100
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-MM-110a.2	Strategic plan for reducing GHG emissions is set for a five-year program (2022–2027).	96, 254-260
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	1. CO: 0,19 Ton 2. NO _x : 98.03 Ton 3. SO _x : 2.620,60 Ton 4. Material partikulat (PM): 295.82 Ton 5. Merkuri (Hg): 0,03 Ton 6. Lead (Pb): 1,72 Ton 7. Volatile organic compounds: -	95
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	1. Total energy consumed: 16,571,629 Gigajoules 2. Total percentage of grid electricity: 69.651543 Gigajoules (4.2%) 3. Total percentage of renewable energy: 16,875,114.13 Gigajoules (95.8%)	97
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³), Percentage (%)	EM-MM-140a.1	1. Total water withdrawn: 1,516.06 Megaliters 2. Total water consumed: 1,376.56 Megaliters	93-94
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	EM-MM-140a.2	There were no incidents of non-compliance associated with permits, standards, and regulations.	93

Table Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	Metric tons (t)	EM-MM-150a. 4	2.282,34 Ton	107
	Total weight of tailings produced	Quantitative	Metric tons (t)	EM-MM-150a. 5	N/A INALUM's aluminium production process does not produce tailings.	-
	Total weight of waste rock generated	Quantitative	Metric tons (t)	EM-MM-150a. 6	N/A INALUM's aluminium production process does not produce any waste rock.	-
	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	EM-MM-150a. 7	23.932,58 Ton	106
	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	EM-MM-150a. 8	20.0735,24 Ton	107-108
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150a. 9	There were no significant incidents (leaks or spills) associated with hazardous waste management.	108
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	n/a	EM-MM-150a.10	The waste management policy is regulated in the Company policy, which was updated through Circular Letter SE-003/DIR/2025 on September 1, 2025. It explains that hazardous and hazardous waste management prioritizes Reduce, Reuse, Recycle, and Recovery (4R).	86
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	n/a	EM-MM-160a.1	Environmental management policies related to biodiversity are regulated in the Company policy, which was updated through Circular Letter SE-003/DIR/2025 on September 1, 2025, which explains that the Company has instigated mitigation efforts against any decline in the biodiversity index.	90
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160a. 2	N/A The Company does not own any mining sites and does not engage in mining activities that could potentially produce acid drainage.	-
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a. 3	N/A The Company has no proven or probable reserves as it does not engage in mining activities.	-



Table Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	N/A INALUM has no proven or probable reserves in or near conflict areas.	-
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	N/A INALUM focuses on downstream industrial development through the operation of an aluminium smelter and a hydroelectric power plant (PLTA). Therefore, the Company does not have any exploration activities or ownership of proven and probable mineral and coal reserves in or near indigenous communities' territories.	-
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-MM-210a.3	N/A None of INALUM's operational areas are located in conflict areas or indigenous communities' territories, and there were no human rights violations that require a special due diligence process.	-
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-MM-210b.1	- The water level of Lake Tobais affected by the presence of the INALUM Hydroelectric Power Plant (PLTA) dam. - Villages near the INALUM electricity transmission tower from the hydroelectric power plant to the smelter are prohibited from planting oil palms, coconut trees, or other tall trees that could interfere with the INALUM transmission line. - The flow and discharge of the Asahan River is affected by the INALUM Hydroelectric Power Plant (PLTA) dam. - The presence of the INALUM Port in the smelter plant area restricts fishing access within a specific zone to avoid disrupting the Company's operational activities.	182-183

Table Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
	Number and duration of non-technical delays	Quantitative	Number, Days	EM-MM-210b.2	N/A No projects or operational activities experienced non-technical delays during the 2025 reporting period.	-
Labour Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	Percentage (%)	EM-MM-310a.1	All INALUM employees are registered as protected and fully bound by the provisions in the Collective Labor Agreement (CLA).	156, 155
	Number and duration of strikes and lockouts ¹	Quantitative	Number, Days	EM-MM-310a.2	No strikes occurred in 2025	155
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Rate	EM-MM-320a.1	MSHA all-incidence rate 1. employees: 0.08 times/200 thousand working hours 2. contractors: 0.06 times/200 thousand working hours	122-123 134-135
					Fatality rate 1. employees: 0 times/200 thousand hours worked 2. contractors: 0 times/200 thousand man hours	134-135
					NMFR 1. employees: 4 incidents/1 million hours worked 2. contractors: 0 incidents/1 million man hours	134-135
					Average OHS and Emergency Response Training 1. Employees: 667 hours 2. Contractors: NA	131-132
Business Ethics & Transparency	Description of the management system for prevention of Pegawai and bribery throughout the value chain	Discussion and Analysis	n/a	EM-MM-510a.1	INALUM conducts clean business activities free from corruption and bribery, while actively supports efforts to prevent and eradicate corruption within the Company. This commitment is outlined in the Gratification Control Policy, regulated by Board of Directors Decree No. SK-012/DIR/2019 and Board of Directors Regulation No. PER-011/DIR/2025 concerning the Anti-Bribery Management System (SMAP) Guidelines. To strengthen its anti-corruption control system, INALUM applies the ISO 37001 standard on a risk-based Anti-Bribery Management System (ABMS).	222



Table Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
Tailsings Storage Facilities Management	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	Quantitative	Metric tons (t) saleable	EM-MM-510a.2	N/A All of the Company's production operations are located in Indonesia, which is not among the 20 lowest-ranking countries in the Transparency International's Corruption Perception Index.	-
	Tailsings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailsings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Quantitative	Various	EM-MM-540a.1	N/A The Company does not have a tailsings storage facility (TSF) as its production processes does not generate tailsings, unlike mining operations.	-
	Summary of tailsings management systems and governance structure used to monitor and maintain the stability of tailsings storage facilities	Discussion and Analysis	n/a	EM-MM-540a.2	N/A The Company does not have a tailsings storage facility (TSF) and a tailsings management system, as the aluminium production process does not produce tailsings.	-
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailsings storage facilities	Discussion and Analysis	n/a	EM-MM-540a.3	N/A The Company does not have a tailsings storage facility (TSF), and therefore has not prepared a specific EPRP for that facility.	-

Table 2. Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE	PAGE
Production of (1) metal ores and (2) finished metal products	Quantitative	Metric tons (t) saleable	EM-MM-000.A	Total production: 280,082 tons	194
Total number of employees, percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	Employees: 1,780 people	140

Stakeholder Feedback Form [OJK G.2] _____

Thanks to the ladies and gentlemen/siblings for reading the PT Indonesia Asahan Aluminium 2025 Sustainability Report. To improve the quality of the report in the following year, we would request that you fill out this feedback sheet.

YOUR PROFILE

Name : _____
Institution/Company : _____
Email : _____
Telp./HP : _____

Types of stakeholder:

- Customer
- Shareholder
- Central and regional governments, as well as legislative member
- Employee & Trade Union
- Other contractor & partner
- Mass media
- Society
- Non –government community organization
- Industry, Mining Business, & Business Association
- Others, please mention: _____

Please select the answer that most suitable by placing a ✓ sign in the box provided:

1. This report is useful for you:

☐ Strongly disagree ☐ Don't agree ☐ Neutral ☐ Agree ☐ Strongly agree

2. This report illustrates the Company's performance for sustainability development:

☐ Strongly disagree ☐ Don't agree ☐ Neutral ☐ Agree ☐ Strongly agree

3. This report is easy to understand:

☐ Strongly disagree ☐ Don't agree ☐ Neutral ☐ Agree ☐ Strongly agree

4. This report is interesting:

☐ Strongly disagree ☐ Don't agree ☐ Neutral ☐ Agree ☐ Strongly agree

5. This report increases my trust in the Company's sustainability:

☐ Strongly disagree ☐ Don't agree ☐ Neutral ☐ Agree ☐ Strongly agree

Please complete:



1. Which report section was most useful for you:

2. Which report section was less useful for you:

3. Which report was most interesting for you:

4. Which report section was less interesting to you:

5. Please give us your suggestions/proposals/comments on this report:

Thank you for participating, ladies and gentlemen. Please return this feedback sheet to:

Corporate Secretary
PT Indonesia Asahan Aluminium
Kuala Tanjung, Sei Suka District, Batu Bara Regency,
North Sumatra 21657
Email : corsec@inalum.id
Situs Web : www.inalum.id

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Response to the Previous **Year's Report Feedback** [OJK G.3] _____

Stakeholder input is a crucial part of the process of continually improving the quality of the Company's sustainability reports. However, in 2025, PT Indonesia Asahan Aluminium did not receive any feedback from stakeholders regarding its 2024 Sustainability Report. Therefore, this report does not contain specific information regarding the Company's follow-up actions in response to stakeholder responses.

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GALVANIZING GROWTH

Driving the Future through
Sustainable Green Aluminium



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