

Sustaining Our Shared World

Laporan Keberlanjutan 2025 | 2025 Sustainability Report

PT Lautan Luas Tbk

Sustaining Our Shared World

Sejalan dengan misi #BetteringYourWorld, Lautan Luas berupaya mempertahankan keberlanjutan usaha dengan menyeimbangkan target ekonomi dan pelestarian ekosistem. Upaya ini didukung oleh inisiatif terukur yang menitikberatkan pada penurunan emisi karbon, guna memastikan bahwa keberadaan perusahaan mampu memberikan perlindungan jangka panjang bagi sumber daya alam dan kesejahteraan masyarakat luas.

In line with the #BetteringYourWorld mission, Lautan Luas strives to maintain business sustainability by balancing economic targets with ecosystem preservation. This effort is supported by measurable initiatives focused on reducing carbon emissions, ensuring that the company's presence contributes to the long-term protection of natural resources and the well-being of the broader community.



Pernyataan Disclaimer

Laporan Keberlanjutan PT Lautan Luas, Tbk yang selanjutnya disebut "Perseroan" dan "Kami" menyajikan informasi material bagi pemangku kepentingan, namun pembaca perlu memahami adanya pernyataan bersifat pandangan ke depan (*forward-looking statements*) yang mengandung risiko serta ketidakpastian sehingga hasilnya mungkin berbeda dari proyeksi. Oleh karena itu, Perseroan tidak dapat menjamin keakuratan data terkait proyeksi masa depan tersebut, sementara untuk pemaparan data numerik, laporan ini menggunakan standar kaidah bahasa Indonesia pada tabel dan grafik, serta kombinasi standar bahasa Inggris dan Indonesia dalam teks sesuai dengan konteksnya.

The Sustainability Report of PT Lautan Luas, Tbk, hereinafter referred to as "The Company" and "We," presents material information for stakeholders; however, readers should understand that this report contains forward-looking statements involving risks and uncertainties that may cause actual results to differ materially from projections. Consequently, the Company cannot guarantee the accuracy of data regarding such future projections, while numerical data in tables and graphs follow Indonesian standards, and numerical presentation within the text employs both English and Indonesian standards depending on the context.



Daftar Isi Table of Contents

Strategi Keberlanjutan Sustainability Strategy	6
Ikhtisar Kinerja Keberlanjutan Sustainability Performance Highlights	11
Penjelasan Direksi Board of Directors' Statement	18
Tentang PT Lautan Luas Tbk About PT Lautan Luas Tbk	23
Tentang Laporan Keberlanjutan About the Sustainability Report	36
Kinerja Pengelolaan Lingkungan Environmental Management Performance	45
Kinerja K3 dan Ketenagakerjaan Occupational Health & Safety (OHS) and Employment Performance	69
Menciptakan Nilai Bersama Creating Shared Value	89
Etika Bisnis dan Tata Kelola Keberlanjutan Business Ethics and Sustainability Governance	109
Lembar Verifikasi Verification Sheet	123
Daftar Pengungkapan POJK No. 51/POJK.03/2017 POJK No. 51/POJK.03/2017 Disclosure Index	127
Indeks Standar GRI GRI Standard Index	130
ASEAN Corporate Governance Scorecard ASEAN Corporate Governance Scorecard	135
Lembar Umpan Balik Feedback Form	140

Daftar Singkatan Abbreviation List

Singkatan Abbreviation	Kepanjangan Full Form
AC	Air Conditioner
AEO	Authorized Economic Operator
APAR	Alat Pemadam Api Ringan Fire Extinguisher
B3	Bahan Berbahaya dan Beracun Hazardous and Toxic Materials
Bappenas	Badan Perencanaan Pembangunan Nasional The Ministry of National Development Planning of Indonesia
BEI	Bursa Efek Indonesia Indonesia Stock Exchange
BPJS	Badan Penyelenggara Jaminan Sosial Social Security Administering Body
B POM	Badan Pengelola Obat dan Makanan Indonesian Food and Drug Authority
CFC	Chlorofluorocarbons
DMA	Double Materiality Assessment
EBT	Energi Baru Terbarukan Renewable Energy Sources
ERM	Enterprise Risk Management
ESDM	Kementerian Energi dan Sumber Daya Mineral Ministry of Energy and Mineral Resources
ESG	Environmental, Social, Governance
FDA	Food and Drug Administration
FGD	Focus Group Discussion
FSSC	Food Safety System Certification
GCG	Good Corporate Governance
GJ	Gigajoule
GOTS	Global Organic Textile Standard
GRI	Global Reporting Initiative
GRK	Gas Rumah Kaca Greenhouse Gasses (GHG)
GWP	Global Warming Potential
HAM	Hak Asasi Manusia Human Rights
HIPERKES	Higiene Perusahaan dan Kesehatan Kerja Occupational Hygiene and Health
HIRADC	Hazard Identification Risk Assessment and Determining Control
IADL	Identifikasi Aspek Dampak Lingkungan Identification of Environmental Aspects and Impacts
IKE	Intensitas Konsumsi Energi Energy Used Intensity (EUI)
IMA	Incredible Mom Agent
IPAL	Instalasi Pengelolaan Air Limbah Wastewater Treatment Plant
IPCC	Intergovernmental Panel on Climate Change
IT	Information Technology
IUCN	International Union for Conservation of Nature
JHT	Jaminan Hari Tua Old-Age Security
K3	Keselamatan dan Kesehatan Kerja Occupational Health and Safety (OHS)
KPI	Key Performance Indicators
KPPU	Komisi Pengawas Persaingan Usaha The Indonesia Competition Commission
LKS Bipartit	Lembaga Kerja Sama Bipartit Bipartite Cooperation Institution
LST	Lingkungan, Sosial, Tata Kelola Environmental, Social, Governance
LTI	Lost Time Injury
MCU	Medical Check Up

Singkatan Abbreviation	Kepanjangan Full Form
ML	Megaliter Megaliters
MUI	Majelis Ulama Indonesia Indonesian Ulama Council
NKV	Nomor Kontrol Veteriner Veterinary Control Number
NOA	Number of Accident
NSF	National Sanitation Foundation
ODS	Ozone Depleting Substances
PAK	Penyakit Akibat Kerja Occupational Disease
PBF BBO	Pedagang Besar Farmasi Bahan Baku Obat Pharmaceutical Raw Material Wholesaler
PDAM	Perusahaan Daerah Air Minum Local Water Utility Company
PHK	Pemutusan Hubungan Kerja Termination of Employment atau Layoff
PMI	Palang Merah Indonesia Indonesian Red Cross Society
POJK	Peraturan Otoritas Jasa Keuangan Financial Services Authority Regulation
PROPER	Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Program for Company Performance Rating in Environmental Management
PUPR	Kementerian Pekerjaan Umum dan Perumahan Rakyat Ministry of Public Works and Housing
QHSE	Quality, Health, Safety, and Environment
RECP	Resource Efficiency and Clean Production
SCB	Sustainability Council Board
SDS	Safety Data Sheet
SEOJK	Surat Edaran Otoritas Jasa Keuangan Sustainable Finance, and Financial Services Authority Circular Letter
SLHS	Sertifikat Laik Higienis Sanitasi Hygienes and Sanitation Eligibility Certificate
SMK3	Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System
SNI	Standar Nasional Indonesia Indonesian National Standard
SOP	Standard Operating Procedure
SPS	Strategic Partner Solution
SROI	Social Return on Investment
Tbk	Terbuka Public
TJSL	Tanggung Jawab Sosial dan Lingkungan Corporate Social Responsibility
TKDN	Tingkat Komponen dalam Negeri Domestic Component Level
Ton CO ₂ eq	Ton CO ₂ equivalent
TPA	Tempat Pemrosesan Akhir
TPB	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals (SDGs)
TPS	Tempat Penampungan Sementara Temporary Storage Facility
TRIR	Total Recordable Incident Rate
UMP	Upah Minimum Provinsi Province Minimum Wage
UMR	Upah Minimum Regional Regional Minimum Wage
UNGC	United Nations Global Compact
VSD	Variable Speed Drive
WBS	Whistleblowing System



Strategi Keberlanjutan Sustainability Strategy

Strategi Keberlanjutan Grup Lautan Luas telah diimplementasikan dan terintegrasi ke dalam strategi bisnis Perseroan, sejalan dengan visi, misi, dan nilai-nilai yang dianut. Melalui penerapan yang konsisten di seluruh lini usaha, Perseroan mengelola aspek lingkungan, sosial, dan tata kelola (LST/ESG) sebagai bagian dari proses pengambilan keputusan dan operasional bisnis sehari-hari. Integrasi ini didukung oleh penerapan Pilar Keberlanjutan dan Peta Jalan Keberlanjutan 2022–2031, yang menjadi kerangka kerja dalam memastikan keberlanjutan usaha sekaligus memperkuat kontribusi Perseroan terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB)/Sustainable Development Goals (SDGs).

The Lautan Luas Group's Sustainability Strategy has been implemented and integrated with the Company's overall business strategy, in line with its Vision, Mission, and Values. Through consistent implementation across all lines of business, the Company manages environmental, social, and governance (ESG) aspects as an integral part of its decision-making processes and daily business operations. This integration is supported by the implemented Sustainability Pillars and the 2022–2031 Sustainability Roadmap, which serve as the framework to ensure business continuity while strengthening the Company's contribution to achieving the Sustainable Development Goals (SDGs).

Visi, Misi dan Nilai-nilai Perseroan [C.1] Company Vision, Mission, and Values



VISI
Vision



MISI
Mission

**A Better World
Through What We Do**

**Enhancing the World
for People and
Future Generations**



NILAI
Values



LEAD

Mempimpin dengan penuh semangat untuk mencapai pertumbuhan eksponensial dan meraih keberlanjutan
Leading with drive for exponential growth and sustainability



TRANSFORM

Bertransformasi dengan menanamkan jiwa kewirausahaan dan kegigihan untuk terus meningkatkan standar kinerja
Transforming with entrepreneurship and raising performance bars



LEAP

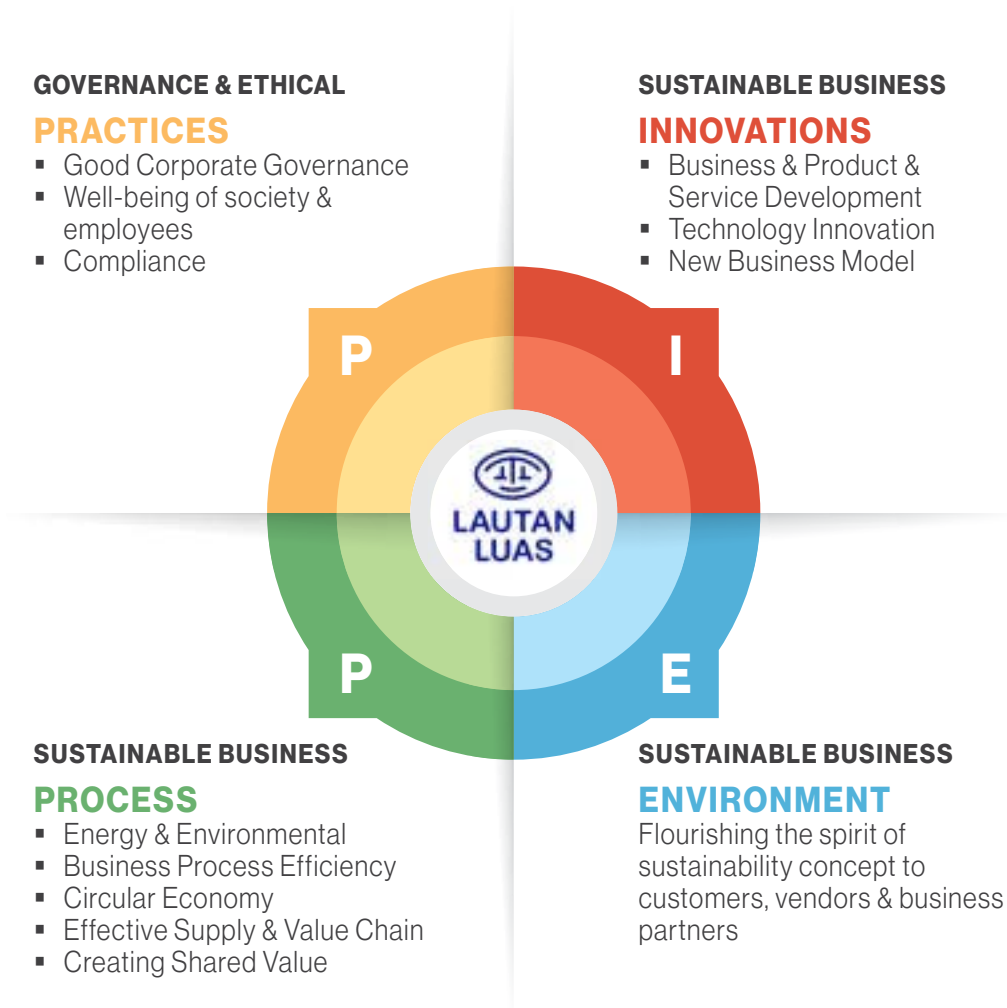
Melompat dengan dorongan yang kuat dalam kerja sama tim dan kolaborasi untuk melampaui batasan dan meraih kesuksesan bersama
Leaping with relentless drive for teamwork and collaboration



STRIVE

Berjuang dengan penuh semangat untuk menciptakan dunia yang lebih baik bagi generasi mendatang
Striving with passion to bettering the planet for future generations

Pilar Keberlanjutan Sustainability Pillars



Sejalan dengan peningkatan upaya keberlanjutan, pada Desember 2025 Perseroan resmi menjadi peserta United Nations Global Compact (UNGC), sebuah platform global yang mendorong integrasi praktik lingkungan, sosial dan tata kelola (LST) dalam operasi dan strategi bisnis. Keikutsertaan ini menegaskan komitmen Perseroan untuk terus meningkatkan transparansi, akuntabilitas, dan penerapan prinsip keberlanjutan secara konsisten di seluruh lini bisnis, termasuk dalam pengelolaan lingkungan, hak asasi manusia dan ketenagakerjaan, serta anti korupsi.

In line with the expansion of its sustainability efforts, in December 2025 the Company officially became a participant of the United Nations Global Compact (UNGC), a global platform that promotes the integration of environmental, social, and governance (ESG) practices into business operations and strategies. This participation reaffirms the Company's commitment to continuously enhancing transparency, accountability, and the consistent implementation of sustainability principles across all lines of its business, including environmental management, human rights and labor practices, as well as anti-corruption.



Membangun Budaya Keberlanjutan dan Peta Jalan Keberlanjutan [2-24][F.1] Developing a Sustainability Culture and Sustainability Roadmap



Pada tahun 2021, PT Lautan Luas Tbk menetapkan Peta Jalan Keberlanjutan sebagai kerangka strategis jangka panjang yang mengarahkan integrasi prinsip keberlanjutan ke dalam aktivitas usaha Perseroan untuk periode 2022–2031. Dokumen ini berfungsi sebagai pedoman dalam penyusunan kebijakan dan pelaksanaan program keberlanjutan yang dirancang selaras dengan karakteristik bisnis dan fokus kinerja pada masing-masing tahapan pelaksanaan. Memasuki fase kedua, Perseroan telah beralih dari tahap perencanaan ke tahap pelaksanaan strategi keberlanjutan secara lebih sistematis, yang disertai dengan penguatan mekanisme pemantauan dan evaluasi untuk memastikan konsistensi implementasi dan pencapaian sasaran yang telah ditetapkan. Sejalan dengan kerangka tersebut, berbagai rencana aksi keberlanjutan telah dikembangkan dan mulai diimplementasikan secara bertahap, guna memastikan integrasi strategi keberlanjutan ke dalam proses bisnis serta mendorong pencapaian target keberlanjutan secara terukur.

In 2021, PT Lautan Luas Tbk established a Sustainability Roadmap as a long-term strategic framework to guide the integration of sustainability principles into the Company's business activities for the 2022–2031 period. This document serves as a reference for formulating policies and implementing sustainability programs aligned with the Company's business characteristics and performance priorities at each stage of implementation. Entering the second phase, the Company has moved from the planning stage to a more systematic execution of its sustainability strategy, accompanied by strengthened monitoring and evaluation mechanisms to ensure consistent implementation and the achievement of established targets. In line with this framework, sustainability action plans have been developed and gradually implemented to ensure the integration of sustainability strategies into business processes and to support the measurable achievement of sustainability targets.

Fase I (2022- 2023)
Phase I (2022- 2023)

Fase I merupakan tahapan bagi Perusahaan untuk memperkuat tata kelola organisasi, menegaskan praktik bisnis berkelanjutan, serta mempersiapkan inisiatif yang akan dilakukan pada fase selanjutnya, dengan menyusun panduan teknis. Pada fase ini, Perusahaan juga mengembangkan dan menerapkan sumber-sumber dan potensi untuk meningkatkan produktivitas sekaligus mengelola dampak, risiko dan peluang.

Phase I is the stage when the Company strengthens its organizational governance, enforces the sustainability business practices, as well as prepares initiatives to be taken in the upcoming phase by formulating a technical guideline. In this phase, the Company also develops and implements resources and the potential to increase productivity while managing impacts, risks and opportunities.

Fase II (2024- 2026)
Phase II (2024- 2026)

Pada fase II, Perusahaan telah mengimplementasikan dan menjalankan kerangka strategi baru. Perusahaan juga melakukan pengawasan dari setiap hasil yang dicapai dari kerangka strategi yang dilaksanakan. Berbagai rencana aksi telah mulai dikembangkan dan dilaksanakan berdasarkan kerangka strategi keberlanjutan.

In phase II, the Company implements and executes the new strategic framework. The Company also conducts monitoring of all achieved results from the implemented strategic framework. The development of action plans has been initiated and implemented based on the sustainability strategy.

Fase III (2027- 2031)
Phase III (2027- 2031)

Fokus Fase III, yaitu menjalankan dan evaluasi keberlanjutan Perusahaan. Pelaksanaan Peta Jalan Keberlanjutan Perusahaan dapat disesuaikan dengan dinamika perubahan situasi dan kondisi yang ada tanpa harus mengubah dokumen ini secara keseluruhan.

The focus of Phase III is on conducting and evaluating Company sustainability. The Implementation of the Company Sustainability Roadmap can be adjusted to the changing dynamics of the existing situations and conditions without entirely altering the document.



Kerangka Keberlanjutan | Sustainability Framework

Aspek Tata Kelola dan Praktik Etika
Governance and Ethical Practices Aspect

Aspek Proses Bisnis Berkelanjutan
Sustainable Business Process Aspect

Aspek Lingkungan Bisnis Berkelanjutan
Sustainable Business Environment Aspect

Aspek Inovasi Bisnis Berkelanjutan
Sustainable Business Innovation Aspect



Konteks Keberlanjutan | Sustainability Context

Lingkungan
Environment

- Pengelolaan Energi
- Pengendalian Emisi
- Pengelolaan Limbah
- Pengelolaan Air dan Efluen
- Pengembangan Teknologi Ramah Lingkungan
- Energy Management
- Emission Control
- Waste Management
- Water and Effluent Management
- Development of Eco-friendly Technology

Sosial
Social

- Keselamatan dan Kesehatan Kerja (K3)
- Kualitas dan Keamanan Produk
- Kesehatan dan Keselamatan Pelanggan
- Ketenagakerjaan
- Pemberdayaan Masyarakat
- Occupational Health and Safety (OHS)
- Product Quality and Safety
- Customer Health and Safety
- Employment
- Community Empowerment

Tata Kelola
Governance

- Etika Bisnis
- Business Ethics



Dukungan Terhadap Tujuan Pembangunan Berkelanjutan (TPB) Support for Sustainable Development Goals (SDGs)

Fokus Dukungan TPB SDG's Support Focus



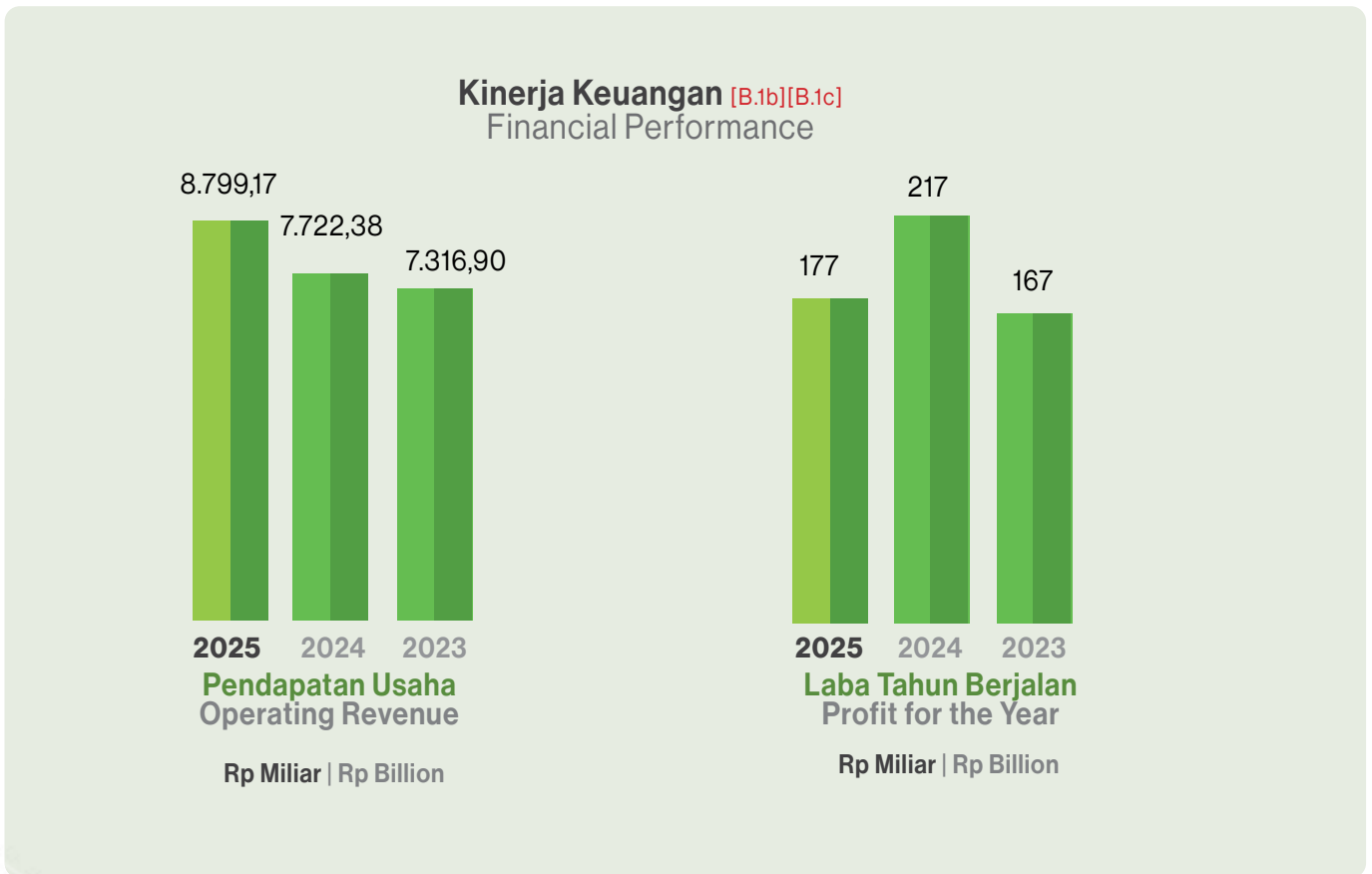
Melalui penerapan strategi keberlanjutan yang terintegrasi, Perseroan berkontribusi dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan dengan mengacu pada Metadata Indikator TPB Indonesia yang disusun oleh Bappenas. Berdasarkan pemetaan tersebut, Perseroan memfokuskan dukungan pada 10 TPB prioritas yang diimplementasikan melalui kebijakan, program, dan inisiatif keberlanjutan yang selaras dengan karakteristik usaha dan strategi jangka panjang Perseroan.

Through the implementation of its integrated sustainability strategy, the Company contributes to supporting the achievement of the Sustainable Development Goals by referring to the Indonesian SDG Indicator Metadata developed by Bappenas. Based on this mapping, the Company focuses its support on 10 priority SDGs, through policies, programs, and sustainability initiatives aligned with the Company's business characteristics and long-term strategy.

Ikhtisar Kinerja Keberlanjutan ^[B] Sustainability Performance Highlights

Kinerja Pengelolaan Ekonomi ^[B.1] Economic Management Performance

Kinerja Produksi Unit Bisnis Manufaktur ^[B.1a] Production Performance of Manufacturing Business Unit



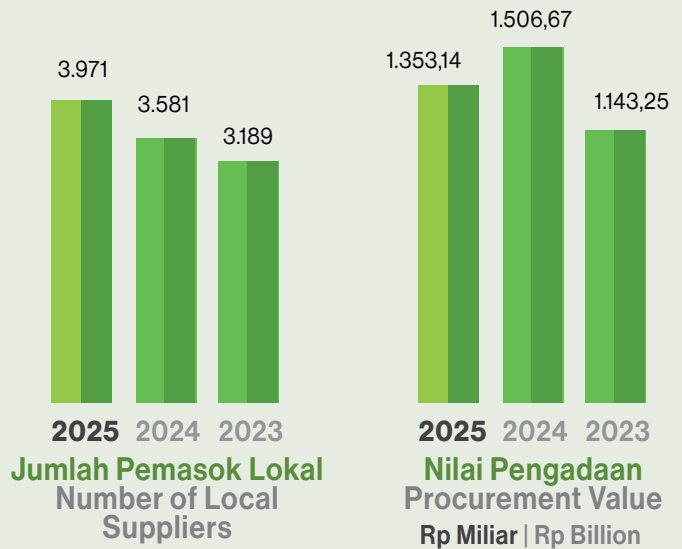
Pasokan Air Bersih dari Penggunaan Unit Pengolah Air oleh Pelanggan

Clean Water Supply from Customer Use of Water Treatment Units



Pelibatan Pemasok Lokal [B.1e]

Local Supplier Engagement



Jumlah Produk Ramah Lingkungan Berdasarkan Industri [B.1d]

Number of Environmentally Friendly Products by Industry



Kinerja Pengelolaan Lingkungan Hidup [B.2] Environmental Management Performance

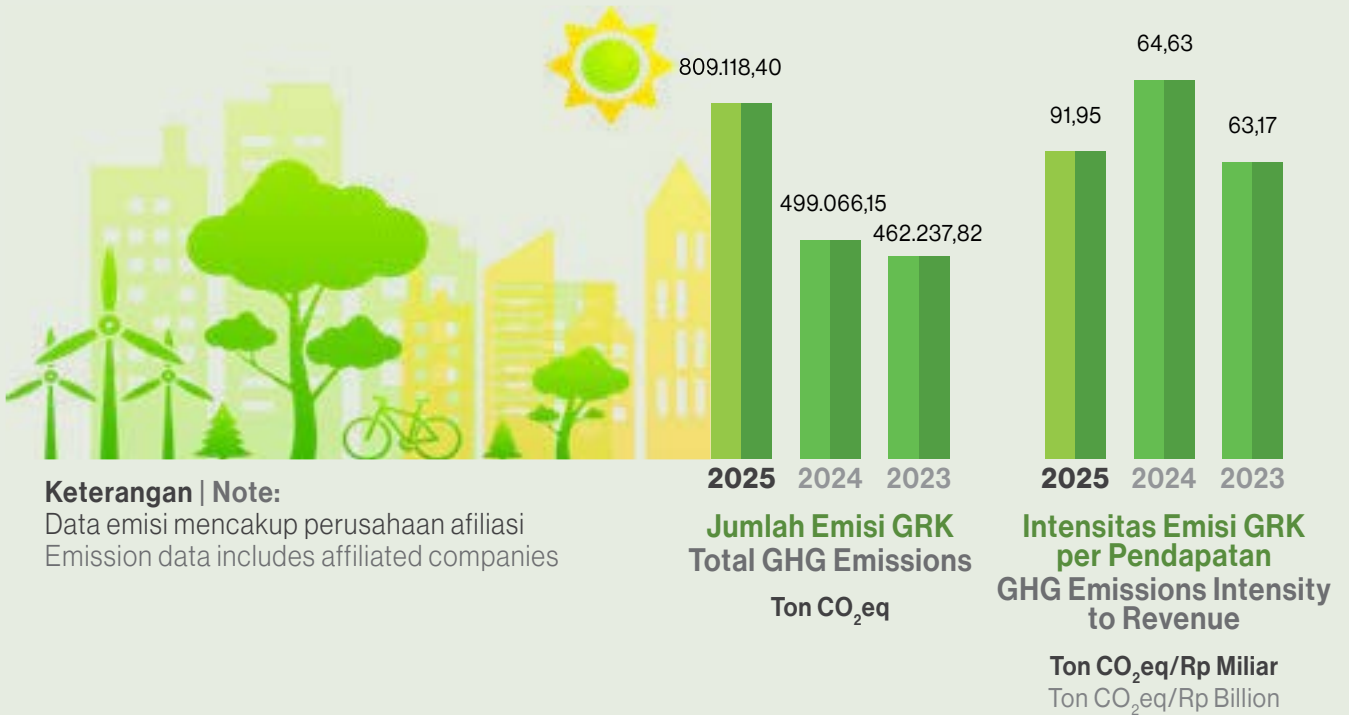
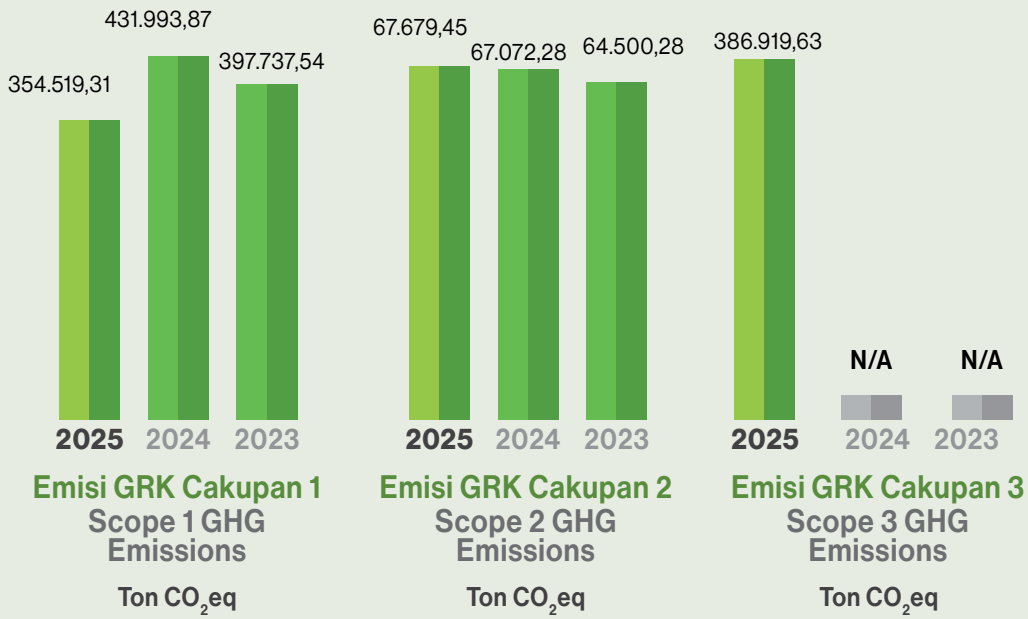
Konsumsi Energi [B.2a] Energy Consumption



Keterangan | Note:
Data energi mencakup perusahaan afiliasi
Energy data includes affiliated companies

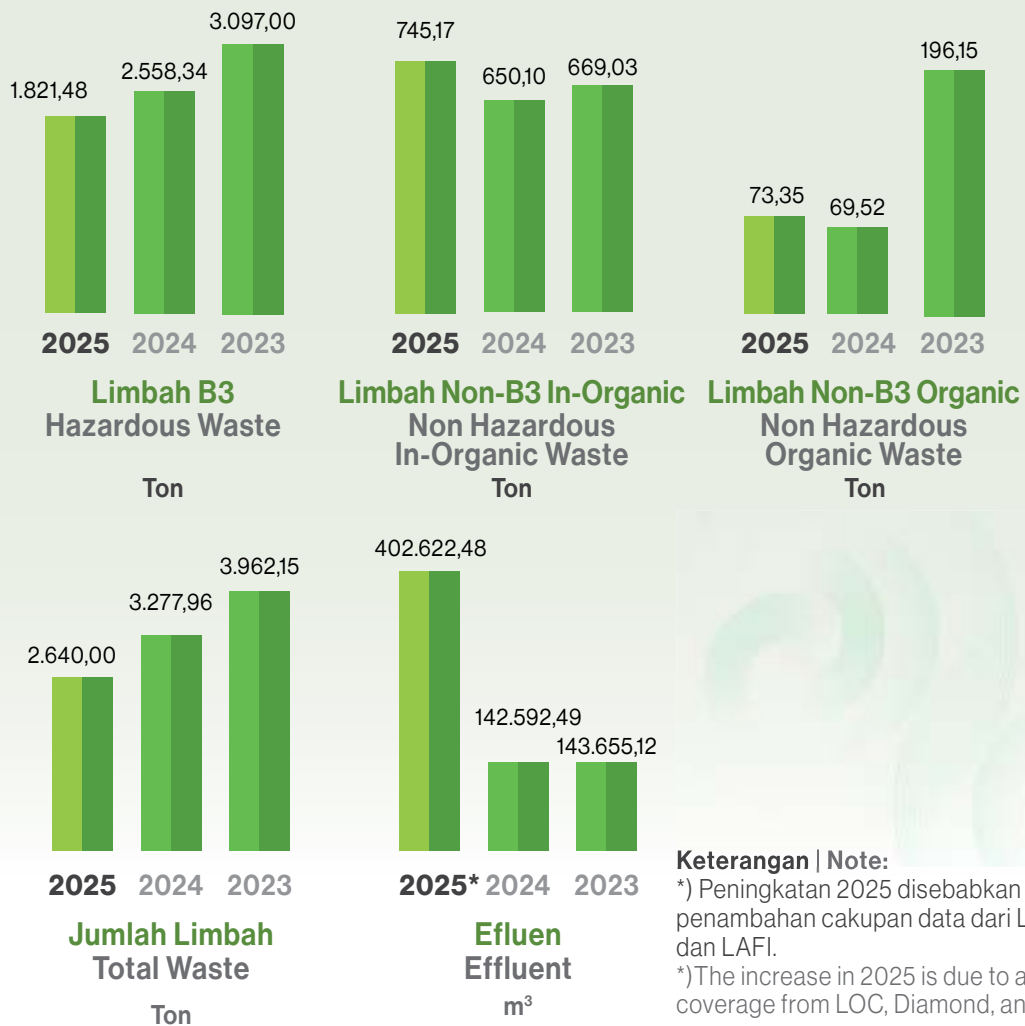


Emisi Gas Rumah Kaca (GRK)^[B.2b] Greenhouse Gas (GHG) Emissions



Keterangan | Note:
Data emisi mencakup perusahaan afiliasi
Emission data includes affiliated companies

Total Timbunan Limbah dan Efluen [B.2a]
Total Waste and Effluent Generation



Keterangan | Note:
*) Peningkatan 2025 disebabkan oleh penambahan cakupan data dari LOC, Diamond, dan LAFI.
*)The increase in 2025 is due to additional data coverage from LOC, Diamond, and LAFI.

Pelestarian Keanekaragaman Hayati [B.2d]
Biodiversity Conservation



20.000
Pohon | Trees

Penanaman Pohon
Tree Planting

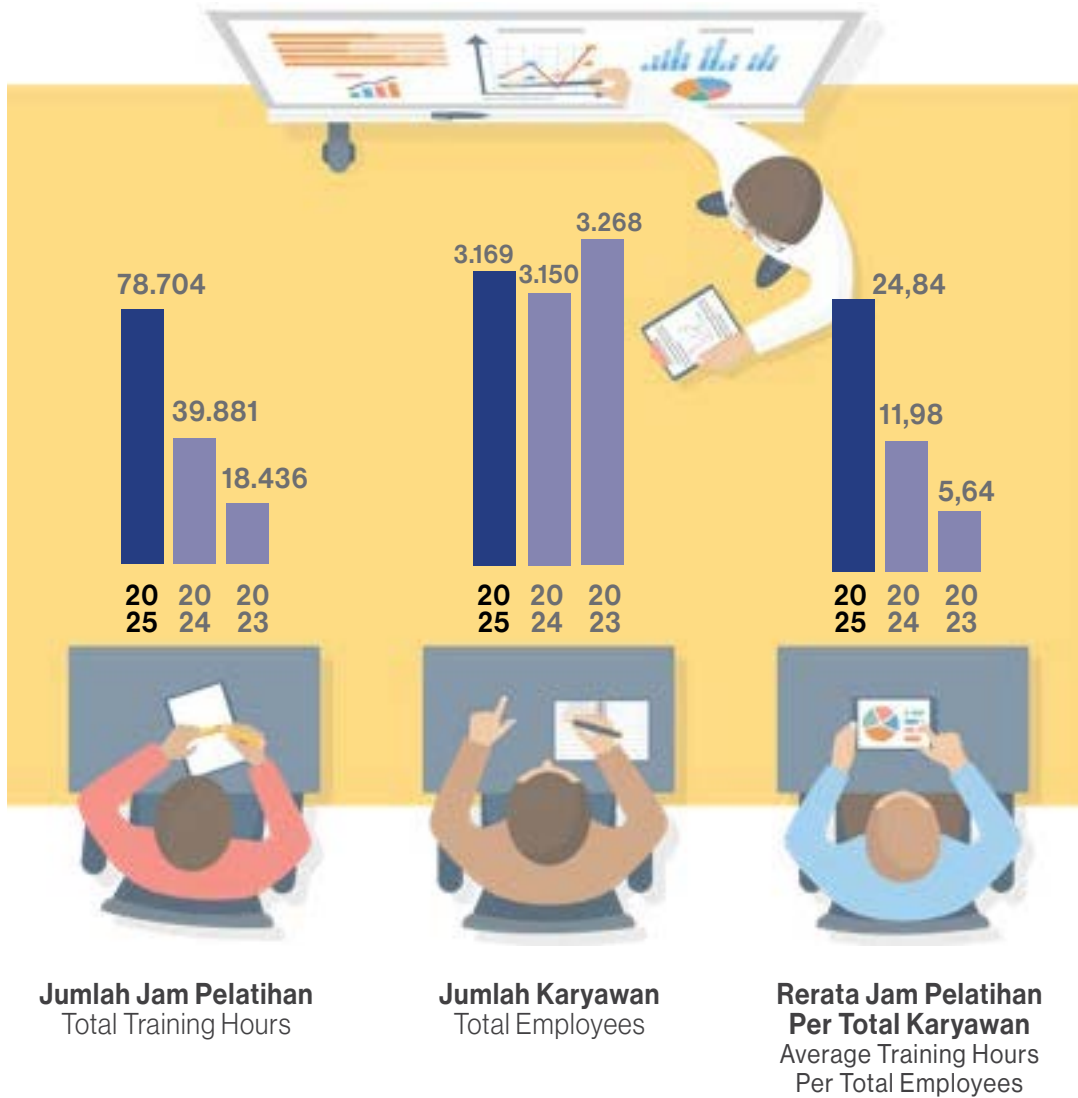
1

Luasan Area Konservasi (Ha)
Conservation Area (Ha)



Kinerja Pengelolaan Sosial [B.3] Social Management Performance

Jumlah dan Rerata Jam Pelatihan Karyawan Total and Average Employee Training Hours



Keselamatan dan Kesehatan Kerja Occupational Health and Safety

Uraian Description	2025	2024	2023
Pelatihan K3 (Orang) OHS Training (People)	7.759	1.371	-
Total Recordable Incident Rate (TRIR)*	0.36	0,79	0,56
Jam Kerja Selamat (Jam) Safe Working Hours (Hours)	8.243.189	11.457.926	10.605.943

Keterangan | Note:
 *) berdasarkan 200.000 jam kerja
 *) based on 200,000 working hours



Pemberdayaan Masyarakat

Community Empowerment

Uraian Description	2025	2024	2023
Pengeluaran Dana Untuk Masyarakat (Rp Miliar) Disbursement of Funds for the Community (Rp Billion)	5,78	8,10	7,30
Penerima Manfaat Beneficiary			
Kecamatan Districts	8	10	6
Kota City	5	5	4
Jiwa People	7.126	7.476	3.732

Incredible Mom Agent (IMA)

Uraian Description	2025	2024	2023
Jumlah Peserta Number of Participants	134	43	39
Besar Komunitas Community Size	771	180	69
Nilai Pendapatan Tambahan per Peserta (Rp Juta) Additional Income Value per Participant (Rp Million)	3,73	1,64*	12,70

Keterangan | Note:

*) terdapat penambahan member secara signifikan, namun masih sebagian kecil yang aktif.

*) there was a significant increase in the number of members; however, only a small portion of them are active.



Penjelasan Direksi [D.1][2-22]

The Board of Directors' Statement



” Kami menerapkan standar dan praktik keberlanjutan di tingkat nasional maupun global untuk memperkuat kinerja dan menanamkan nilai-nilai keberlanjutan dalam setiap aspek operasional sebagai investasi untuk masa depan yang lebih baik.

We implement sustainability standards and practices at both national and global levels to strengthen performance and embed sustainability values across all aspects of our operations as an investment for a better future.

Indrawan Masrin

Presiden Direktur
President Director

Para pemangku kepentingan yang terhormat, Dalam lanskap global yang terus berubah, isu lingkungan, sosial, dan tata kelola (LST) semakin menjadi faktor penting dan daya saing usaha. PT Lautan Luas Tbk memandang dinamika tersebut bukan semata sebagai tantangan, melainkan sebagai konteks strategis yang mendorong perusahaan untuk terus beradaptasi, memperkuat tata kelola, serta mengelola risiko dan peluang secara terintegrasi. Pendekatan ini kami jalankan untuk memastikan bahwa pertumbuhan usaha tetap berjalan seiring dengan tanggung jawab terhadap lingkungan dan masyarakat.

Sepanjang 2025, Perseroan terus mengintegrasikan prinsip keberlanjutan ke dalam proses pengambilan keputusan dan kegiatan operasional. Kami memaknai keberlanjutan sebagai investasi jangka panjang untuk menjaga ketahanan bisnis, menciptakan nilai jangka panjang, serta memberikan kontribusi nyata bagi pemangku kepentingan. Sejalan dengan hal tersebut, Perseroan turut mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) melalui inisiatif dan praktik usaha yang mempertimbangkan dampak, baik negatif maupun positif bagi kinerja ekonomi, sosial, dan lingkungan.

Dear esteemed stakeholders, In an increasingly dynamic global landscape, environmental, social, and governance (ESG) issues have become critical factors to determine business resilience and competitiveness. PT Lautan Luas Tbk views these dynamics not only as challenges, but as a strategic context that drives the Company continuously adapts, strengthens governance, and manages risks and opportunities in an integrated manner. This approach ensures that business growth remains aligned with our responsibility toward the environment and society.

Throughout 2025, the Company continued to integrate sustainability principles into its decision-making processes and operational activities. We view sustainability as a long-term investment to safeguard our business resilience, create sustainable value, and deliver tangible contributions to our stakeholders. In line with this commitment, the Company supports the achievement of the Sustainable Development Goals (SDGs) through its business initiatives and practices that consider both the negative and positive impacts on economic, social, and environmental performance.

Kebijakan Merespons Tantangan Keberlanjutan

Sebagai perusahaan penyedia bahan baku dan solusi terintegrasi, PT Lautan Luas Tbk menyadari bahwa aktivitas bisnis Perseroan memiliki keterkaitan erat dengan berbagai isu LST. Perubahan iklim dalam jangka menengah dan panjang, dinamika teknologi, serta tuntutan efisiensi dan ketahanan rantai pasok menjadi faktor eksternal yang semakin mempengaruhi keberlangsungan operasional dan daya saing usaha.

Dalam merespons tantangan sekaligus menangkap peluang yang muncul, Perseroan menerapkan kebijakan yang fokus pada efisiensi dengan mengurangi dampak operasional melalui pengelolaan emisi gas rumah kaca (GRK), penggunaan energi, pengelolaan limbah, serta penggunaan bahan baku yang lebih ramah lingkungan. Upaya ini bertujuan untuk mendukung pelestarian sumber daya alam dan menciptakan nilai jangka panjang bagi Perseroan, serta pemangku kepentingan.

Pada kebijakan sosial, Perseroan menempatkan kesehatan dan keselamatan kerja, inklusivitas, serta penghormatan terhadap hak asasi manusia sebagai landasan dalam menjalankan kegiatan usaha. Prinsip-prinsip tersebut diterapkan dalam hubungan dengan karyawan, mitra usaha, dan masyarakat di sekitar wilayah operasional. Adapun kebijakan tata kelola menjadi dasar untuk memastikan prinsip kepatuhan terhadap regulasi, etika bisnis, transparansi, dan akuntabilitas. Secara keseluruhan, Perseroan terus menyelaraskan inisiatif keberlanjutan dengan tujuan bisnis untuk bersama menciptakan masa depan yang lebih baik.

Pencapaian Penerapan Keberlanjutan

Sepanjang 2025, Perseroan mencatat pertumbuhan kinerja ekonomi yang positif. Pendapatan usaha meningkat sebesar 13,94% dari Rp7.722,38 miliar pada 2024 menjadi Rp8.799,17 miliar. Laba bersih tercatat Rp177 miliar, turun 18,34% dari tahun lalu yang sebesar Rp217 miliar. Kontribusi pendapatan terutama berasal dari sektor makanan & minuman, nutrisi & pakan hewan, perawatan pribadi & rumah. Capaian ini mencerminkan ketahanan bisnis Perseroan di tengah dinamika pasar, sekaligus menjadi fondasi untuk meningkatkan nilai tambah bagi pemangku kepentingan.

Pertumbuhan kinerja diiringi dengan upaya pengelolaan lingkungan yang diarahkan pada peningkatan efisiensi energi dan penurunan emisi gas rumah kaca (GRK). Melalui anak usaha PT Lautan Natural Krimerindo, PT Dunia Kimia Jaya (DKJ) dan PT Liku Telaga (LTG). Perseroan memanfaatkan energi terbarukan dengan memasang 2.097 panel surya berkapasitas total 1.052 kWp di 2025.

Policies to Respond to Sustainability Challenges

As an integrated ingredients and solutions provider company, PT Lautan Luas Tbk recognizes that its business activities are closely interconnected with various ESG issues. Medium- and long-term climate change, technological developments, as well as increasing demands for efficiency and supply chain resilience, have become external factors that increasingly influence our operational sustainability and business competitiveness.

To address these challenges while seizing emerging opportunities, the Company implements policies focused on operational efficiency and impact reduction. These efforts include the management of greenhouse gas (GHG) emissions, energy consumption optimization, responsible waste management, and the use of more eco-friendly raw materials. Through these measures, the Company aim is to support natural resource conservation and create long-term value for both the Company and its stakeholders.

From a social policy perspective, the Company places occupational health and safety (OHS), inclusiveness, and respect for human rights at the core of its business conduct. These principles are applied in our relationships with employees, business partners, and communities surrounding our operational areas. Governance policies serve as the foundation for ensuring compliance with regulations, adherence to business ethics, transparency, and accountability. Overall, the Company continues to align its sustainability initiatives with its business objectives to collectively create a better future.

Sustainability Implementation Achievements

In 2025, the Company recorded positive economic performance growth. Revenue increased by 13.94% from Rp7,722.38 billion in 2024 to Rp8,799.17 billion. Net profit reached Rp177 billion, a decrease of 18.34% compared to the previous year's Rp217 billion. Revenue contributions were primarily derived from F&B, animal feed & nutrition, personal care & homecare. These achievements reflect the Company's business resilience amid market dynamics and provide a strong foundation for enhancing its long-term stakeholder value.

Performance growth was accompanied by strengthened its environmental management initiatives aimed at improving energy efficiency and reducing greenhouse gas (GHG) emissions. Through its subsidiaries, PT Lautan Natural Krimerindo, PT Dunia Kimia Jaya (DKJ), and PT Liku Telaga (LTG), the Company utilized renewable energy by installing 2,097 solar panels with a total capacity of 1,052 kWp.



Selain itu, Perseroan terus mengoptimalkan pemanfaatan cangkang sawit sebagai sumber energi alternatif ramah lingkungan, dengan total penggunaan mencapai 50.607,19 GJ dan potensi reduksi emisi GRK sebesar 4.788,83 ton CO₂eq jika dibandingkan dengan batu bara. Intensitas emisi GRK per pendapatan di 2025 sebesar 91,95 ton CO₂eq/Rp Miliar, meningkat jika dibandingkan tahun lalu. Sementara itu, intensitas penggunaan energi per pendapatan di 2025, tercatat 485,38 GJ/Rp Miliar. Dari sisi pengelolaan limbah, Perseroan secara konsisten menerapkan 4R (*reduce, reuse, recycle, and replacement*), sehingga mampu mengolah 35,05 Ton limbah padat Non B3, dan 21,56 Ton B3.

Pada kinerja sosial, Perseroan terus meningkatkan penerapan sistem manajemen keselamatan dan kesehatan kerja (K3). Pada tahun 2025 tercatat satu kasus *fatality*, yang telah ditangani melalui investigasi dan analisa, serta ditindaklanjuti dengan langkah pencegahan seperti peningkatan pelatihan karyawan dan penguatan fasilitas serta infrastruktur pendukung keselamatan kerja. Aspek pengelolaan sumber daya manusia (SDM) diimplementasikan dengan memperhatikan prinsip hak asasi manusia (HAM), mulai dari perekrutan, pengembangan karir, hingga memasuki masa purnabakti.

Di samping itu, Perseroan menjalankan program tanggung jawab sosial dan lingkungan (TJSL) yang berfokus pada pemberdayaan masyarakat dan peningkatan kualitas hidup. Sepanjang 2025, Perseroan melanjutkan Program Kampung Lautan Luas serta berbagai inisiatif pemberdayaan ekonomi, pendidikan, dan kesehatan, antara lain melalui Program Incredible Mom Agent (IMA), penyediaan beasiswa, praktik kerja lapangan, serta kegiatan kesehatan dan kemanusiaan. Seluruh kegiatan dilaksanakan di bawah program 'Lautan Luas Agent of Love' dengan melibatkan karyawan sebagai agen perubahan untuk menciptakan dampak sosial yang nyata.

Strategi Pencapaian Target dan Prospek Usaha

Perseroan menjadikan Peta Jalan Keberlanjutan 2022–2031 sebagai kerangka strategis utama dalam menetapkan arah dan target kinerja keberlanjutan jangka menengah hingga panjang. Dalam implementasinya, Perseroan mengembangkan usaha dan menciptakan inovasi-inovasi baru untuk mendukung berbagai sektor industri dan kebutuhan sehari-hari masyarakat melalui manufaktur dan distribusi bahan kimia dasar maupun bahan kimia khusus, serta penyediaan layanan terintegrasi

In addition, the Company continued to optimize the use of palm kernel shells as an environmentally responsible alternative energy source, with total consumption reaching 50,607.19 GJ and a potential GHG emission reduction of 4,788.83 tons CO₂eq. GHG emissions intensity per revenue in 2025 was recorded at 91.95 tons CO₂eq/Rp Billion, representing an increase compared to the previous year. While, energy intensity per revenue stood at 485.38 GJ/Rp Billion. For waste management, the Company consistently applied the 4R (*reduce, reuse, recycle, and replacement*) principles, enabling the processing of 35.05 tons of non-hazardous solid waste through 4R initiatives and 21.56 tons of hazardous waste.

From a social performance perspective, the Company continued to strengthen the implementation of its occupational health and safety (OHS) management system. In 2025, one fatality case was recorded, which has been addressed through investigation and analysis, followed by preventive measures, including enhanced employee training and the strengthening of safety-related facilities and infrastructure. The Company's human capital management is implemented with due consideration to human rights principles, covering the entire employee lifecycle—from recruitment and career development to retirement.

In addition, the Company carries out corporate social and environmental responsibility (CSER) programs focused on community empowerment and improving quality of life. Throughout 2025, the Company continued the Kampung Lautan Luas Program and various initiatives in economic empowerment, education, and health, including the Incredible Mom Agent (IMA) Program, scholarship provision, internship programs, as well as health and humanitarian activities. All initiatives are implemented under the "Lautan Luas Agent of Love" program, involving employees as agents of change to create meaningful social impact.

Achievement Strategy Target and Business Prospects

The Company has established the Sustainability Roadmap 2022–2031 as the primary strategic framework for defining medium- and long-term sustainability performance targets. For its implementation, the Company continues to expand its business and develop innovative solutions to support various industries and daily consumer needs through the manufacturing and distribution of basic and specialty chemicals, as well as the provision of integrated services.

Sebagai penyedia bahan baku dan solusi terintegrasi, Perseroan menyediakan lebih dari 1.000 produk kimia untuk lebih dari 2.000 pelanggan industri di Indonesia dan Asia Pasifik dalam melayani sektor makanan, pengolahan air, produk perawatan pribadi & rumah tangga, konstruksi, otomotif, dan lain-lain. Semua sektor ini melayani kebutuhan manusia, termasuk kebutuhan primer sehingga membuka prospek usaha yang menjanjikan di masa depan. Untuk itu sebagai penyedia bahan baku dan solusi terintegrasi, Perseroan akan terus menciptakan berbagai inovasi pada produk dengan segmen yang bernilai tinggi seperti *food ingredients* dan *water treatment*.

Perseroan mempertimbangkan dampak lingkungan dan sosial di sepanjang siklus hidup produk yang banyak dipengaruhi oleh situasi eksternal, misalnya fluktuasi harga komoditas dan bahan baku; perubahan regulasi; dan kondisi ekonomi makro. Faktor-faktor luar kendali ini dapat berdampak langsung pada operasional, reputasi, dan kinerja keuangan, serta berpengaruh pada prospek usaha di masa depan. Untuk itu, Perseroan menetapkan indikator kinerja utama (KPI) yang relevan dan selaras untuk memaksimalkan setiap peluang.

Apresiasi

Atas nama Direksi, kami menyampaikan apresiasi yang setinggi-tingginya kepada para pemegang saham, karyawan, mitra bisnis, pelanggan, masyarakat, serta seluruh pemangku kepentingan atas kepercayaan, dukungan, dan kontribusi yang telah diberikan sepanjang 2025. Kami berharap kolaborasi yang telah terbangun dapat terus diperkuat, sehingga kita semua dapat mencapai keberlanjutan bagi bumi yang kita pijak bersama. Semoga setiap penciptaan nilai dapat berkontribusi untuk masa depan yang lebih baik.

As an integrated ingredients and solutions provider, The Company supplies more than 1,000 chemical products to over 2,000 industrial customers across Indonesia and the Asia-Pacific region, serving sectors such as food, water treatment, construction, and automotive. These sectors serve essential human needs, including primary necessities, thereby opening up promising business prospects for the future. As an integrated ingredients and solutions provider, the Company will continue to innovate in high-value segments such as food ingredients and water treatment solutions

The Company considers environmental and social impacts throughout the product life cycle, which are significantly influenced by external conditions, including commodity and raw material price fluctuations, regulatory changes, and macroeconomic developments. These external factors, beyond the Company's control, may directly affect operations, reputation, and financial performance, as well as future business prospects. Therefore, the Company has established relevant and aligned key performance indicators (KPIs) to maximize opportunities and strengthen resilience in navigating uncertainties.

Appreciation

On behalf of the Board of Directors, we would like to express our highest appreciation to our shareholders, employees, business partners, customers, the communities, and all stakeholders for the trust, support, and contributions extended throughout 2025. We look forward to strengthening our collaboration so that together we may achieve sustainability for the planet we share. May every value we create contribute to a better future for generations to come.

Jakarta, April 2026

Indrawan Masrin

Presiden Direktur
President Director



Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris Tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Lautan Luas Tbk

Statement Letter of Members of the Board of Directors and Members of the Board of Commissioners regarding Responsibility for the 2025 Sustainability Report of PT Lautan Luas Tbk

Kami menyatakan semua informasi dalam Laporan Keberlanjutan 2025 PT Lautan Luas Tbk telah dimuat lengkap, dan bertanggung jawab penuh atas kebenaran isi Laporan.

We certify that all information in the 2025 Sustainability Report of PT Lautan Luas Tbk has been presented completely, and we take full responsibility for the accuracy of the contents of the Report.

Jakarta, April 2026

Dewan Komisaris Board of Commissioners



Isien Fudianto
Presiden Komisaris
President Commissioners



Pranata Hajadi
Wakil Presiden Komisaris
Vice President Commissioners



Benny Wachjudi
Komisaris Independen
Independent
Commissioners



Rifana Erni
Komisaris Independen
Independent
Commissioners



Diah Maulida
Komisaris Independen
Independent
Commissioners



Jhonny Siahaan
Komisaris Independen
Independent
Commissioners

Direksi Board of Directors



Indrawan Masrin
Presiden Direktur
President Director




**Joshua
Chandraputra
Asali**
Direktur Pengelola
Managing Director



**Elly Mariana
Tansil**
Direktur Keuangan
Finance Director



Hendrik Gunawan
Direktur
Pengembangan Bisnis
Business
Development Director



**Soewandhi
Soekanto**
Direktur Komersial
Commercial Director



**Subakti
Setiawan**
Direktur Rantai Pasok
Supply Chain Director

Tentang PT Lautan Luas Tbk [C.2][C.6] [2-1]

About PT Lautan Luas Tbk

Nama Perusahaan | Company Name : PT Lautan Luas Tbk

Tanggal Berdiri | Date of Establishment : 13 Juli | July 1951

Status Badan Hukum : Perseroan Terbatas Terbuka
Legal Entity Status : Public Limited Company

Terdaftar di Bursa Efek Indonesia (BEI) : 21 Juli 1997
Listed on the Indonesia Stock Exchange (IDX) : July 21, 1997

Kode Saham | Stock Code: LTLS

Alamat Perusahaan | Company Address

Kantor Pusat | Head Office
Graha Indramas
Jl. AIP II K.S. Tubun Raya No.77, Jakarta 11410, Indonesia

Telepon | Phone : +62 21 8066-0777

Surat Elektronik | Email : info@lautan-luas.com

Situs | Website : www.lautan-luas.com

Alamat entitas anak disampaikan dalam Laporan Tahunan 2025 PT Lautan Luas Tbk.

Addresses of subsidiaries can be found in the 2025 Annual Report of PT Lautan Luas Tbk.



Sepanjang tahun 2025, terdapat perubahan pada struktur organisasi Perseroan melalui pengambilalihan 21% saham PT Lautan Organo Water (LOW), sehingga LOW kini menjadi entitas anak Perseroan.

Throughout 2025, there was a change in the Company's organizational structure following the acquisition of a 21% shareholding in PT Lautan Organo Water (LOW), resulting in LOW becoming a subsidiary of the Company.

Skala Usaha, Daftar Pemegang Saham, Area Operasi [C.3][2-1]

Scale of Business, List of Shareholders, Operational Areas

Skala Usaha

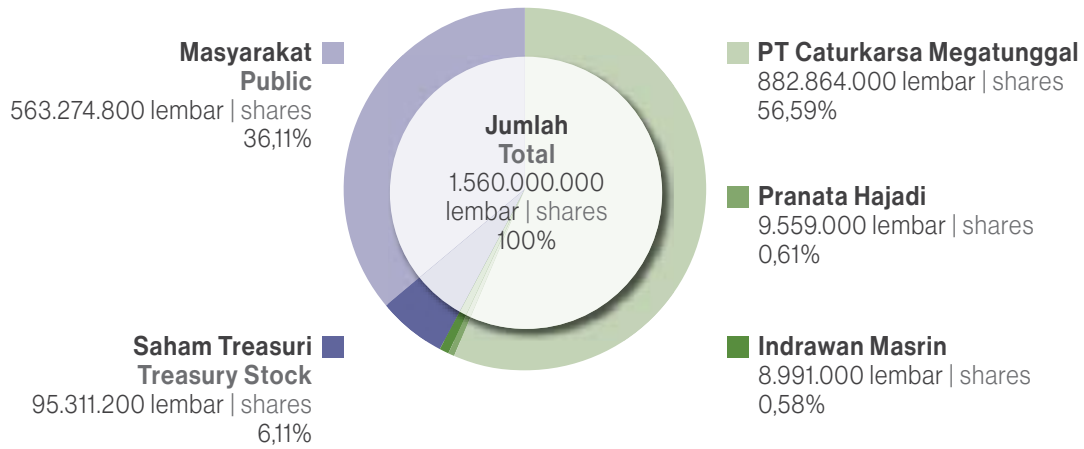
Scale of Business

Uraian Description		2025	2024	2023
Jumlah Entitas Anak Number of Subsidiaries		14	13	14
Jumlah Karyawan (Orang) Number of Employees (People)		3.169	3.150	3.268
Pendapatan usaha (Rp Miliar) Operating Revenue (Rp Billion)		8.799,17	7.722,38	7.316,90
Laba Bersih (Rp Miliar) Net Profit (Rp Billion)		177	217	167
Total Aset Total Assets		6.682	6.060	5.629
Total Kapitalisasi (Rp Miliar) Total Capitalization (Rp Billion)	Liabilitas Liabilities	3.376	2.930	2.655
	Ekuitas Equity	3.306	3.131	2.973



Daftar Pemegang Saham dan Persentase Kepemilikan Saham

List of Shareholders and Percentage of Share Ownership

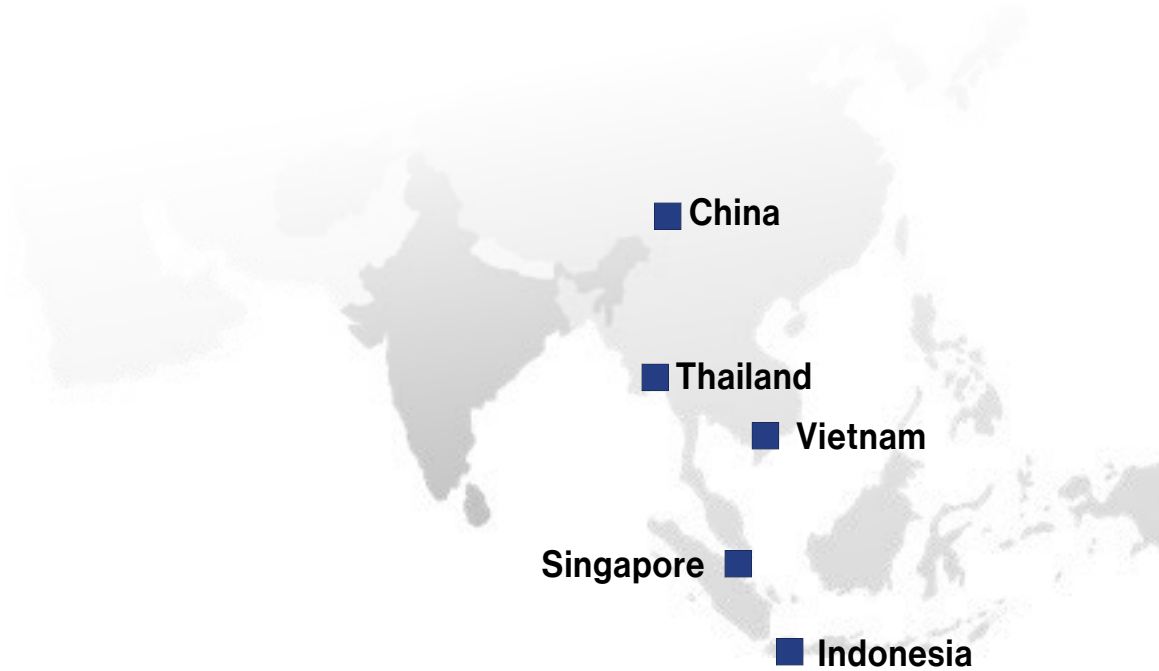


Area Operasi

PT Lautan Luas Tbk beroperasi di Indonesia serta di negara lain yaitu Singapura, Tiongkok, Thailand, dan Vietnam.

Operating Areas

PT Lautan Luas Tbk operates in Indonesia as well as in other countries, including Singapore, China, Thailand, and Vietnam.



Produk, Layanan dan Kegiatan Usaha [C.4][2-6] Products, Services, and Business Activities

Kegiatan Sesuai Anggaran Dasar Perseroan

Distributor dan manufaktur bahan kimia dasar dan khusus, serta memiliki usaha pendukung dan jasa.

Kegiatan Utama Perseroan

1. Distribusi

Bekerja sama dengan lebih dari 100 prinsipal internasional, dan memasok lebih dari 1.000 produk kimia untuk kebutuhan industrial.

2. Manufaktur

Perseroan mengoperasikan 12 fasilitas manufaktur di Indonesia dan 2 di Tiongkok.

3. Pendukung dan Jasa

Logistik yang terintegrasi; solusi IT.

Perseroan menjalankan kegiatan usaha di bidang penyedia bahan baku dan solusi terintegrasi yang melayani berbagai sektor industri, antara lain pengolahan air, makanan dan minuman, perawatan pribadi dan rumah tangga, pakan ternak, serta pertanian. Selain itu, melalui segmen jasa logistik, Perseroan menyediakan layanan pergudangan, transportasi, dan *freight forwarding*. Informasi lebih lanjut mengenai produk dan layanan yang disediakan oleh PT Lautan Luas Tbk dapat diakses melalui situs resmi Perseroan.

Activities based on the Company's Articles of Association

Distributor and manufacturer of basic and specialty chemicals, as well as support and service businesses.

Main Activities of the Company

1. Distribution

Working with more than 100 international principals and supplying over 1,000 chemical products for industrial needs.

2. Manufacturing

The Company operates 12 manufacturing facilities in Indonesia and 2 in China.

3. Support and Services

Integrated logistics and IT solutions.

The Company conducts business activities as an integrated ingredients and solutions provider, serving various industries, including water treatment, food and beverage, personal and household care, animal feed, and agriculture. Through its logistics services segment, the Company also provides warehousing, transportation, and freight forwarding services. Further information regarding the products and services provided by PT Lautan Luas Tbk are available on the Company's official website.

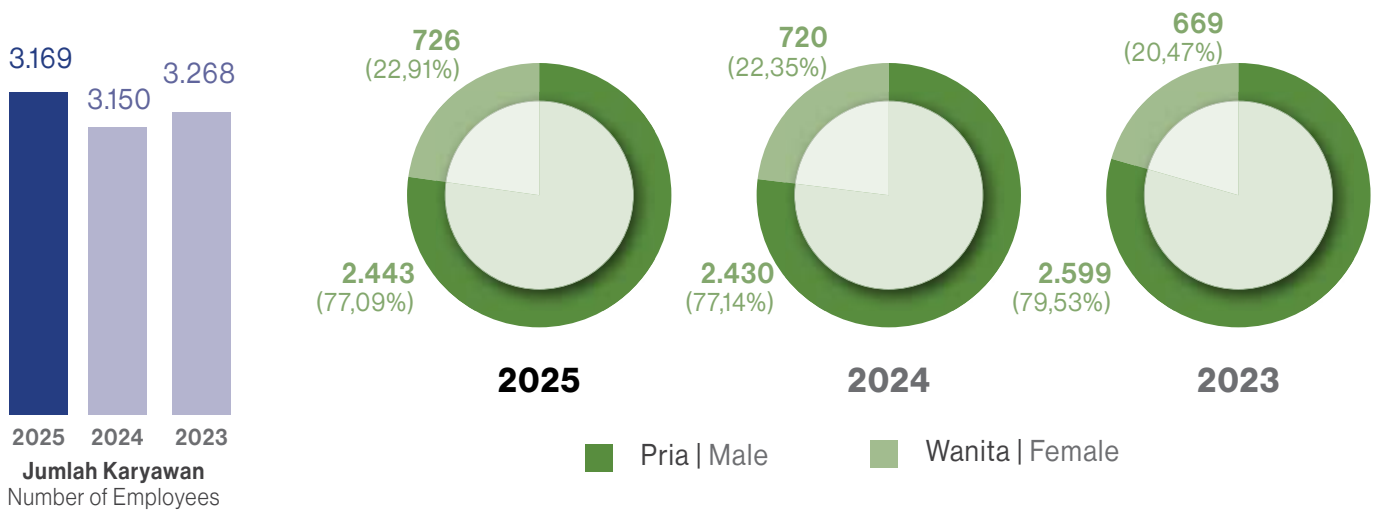


Informasi Mengenai Karyawan [C.3][2-7][2-8] Employee Information

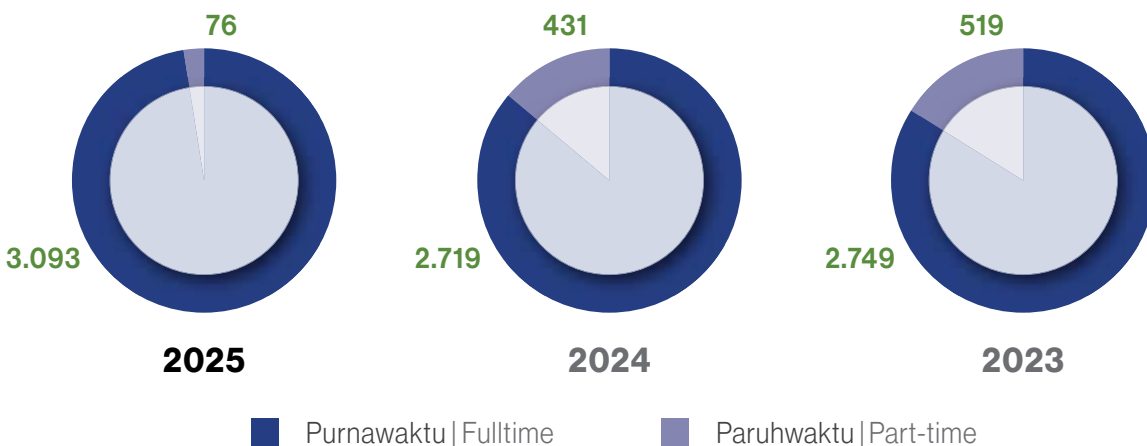
Fungsi Human Capital bertanggung jawab atas pengelolaan kinerja dan kesejahteraan karyawan. Hingga 31 Desember 2025, PT Lautan Luas Tbk mempekerjakan sebanyak 3.169 karyawan dan tidak menggunakan tenaga kerja borongan. Selain karyawan tetap, pada periode pelaporan Perseroan juga memanfaatkan pekerja lain yang bukan merupakan karyawan Perseroan, yaitu pekerja alih daya yang dipekerjakan berdasarkan perjanjian kerja dengan perusahaan penyedia jasa. Berdasarkan dokumen administrasi kontrak kerja, jumlah pekerja alih daya pada tahun 2025 tercatat sebanyak 1.419 orang. Tenaga alih daya tersebut dialokasikan sebagai tenaga pendukung (*supporting*). [2-7][2-8]

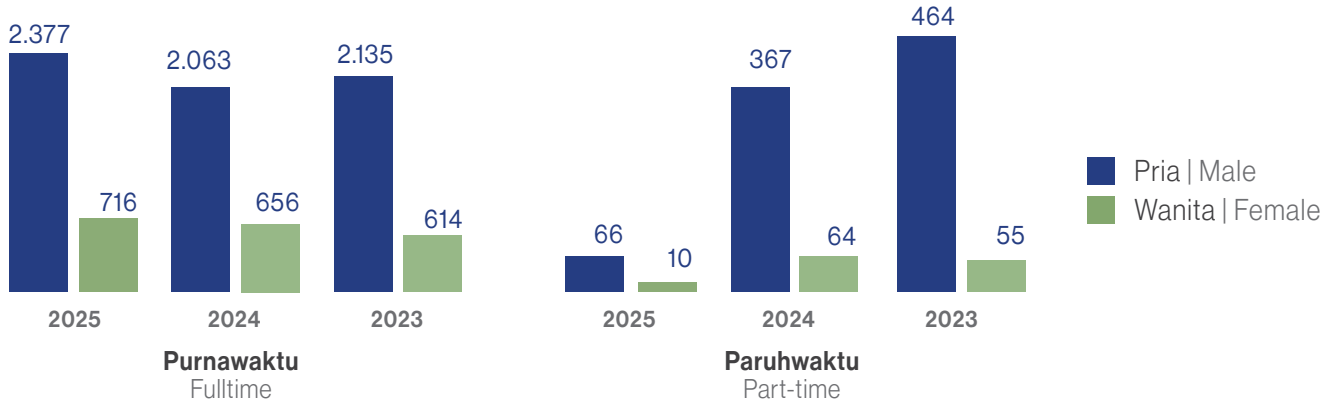
The Human Capital function is responsible for managing employee performance and welfare. As of December 31, 2025, PT Lautan Luas Tbk employed a total of 3,169 employees and did not engage contract workers. In addition to permanent employees, during the reporting period the Company also utilized other workers, namely outsourced personnel engaged under employment agreements with service providers. Based on contract administration documents, the number of outsourced workers in 2025 was recorded at 1,419 people. These outsourced workers were allocated as supporting personnel. [2-7][2-8]

Jumlah dan Persentase Karyawan Berdasarkan Gender [C.3][2-7] Number and Percentage of Employees by Gender



Jumlah Karyawan Berdasarkan Gender dan Jenis Kontrak Ketenagakerjaan [C.3][2-7] Number of Employees by Gender and Type of Employment Contract





Jumlah Karyawan Berdasarkan Gender dan Tingkat Pendidikan [C.3][2-7]

Number of Employees by Gender and Education Level

Tingkat Pendidikan Level of Education	2025			2024			2023		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Doktoral Doctoral	4	0	4	3	0	3	3	0	3
Magister Master	61	34	95	51	28	79	55	29	84
Sarjana Bachelor	758	549	1.307	651	481	1.132	704	484	1.188
Diploma	124	73	197	117	82	199	127	81	208
SMA Senior High School	1.288	58	1.346	1.258	55	1.313	1.535	73	1.628
SMP Junior High School	85	2	87	81	2	83	108	2	110
SD Elementary School	33	0	33	41	0	41	67	0	67
Lain-lain Other	90	10	100	227	72	299	0	0	0
Jumlah Total	2.443	726	3.169	2.430	720	3.150	2.599	669	3.268

Jumlah Karyawan Berdasarkan Gender dan Tingkat Jabatan [C.3][2-7]

Number of Employees by Gender and Position Level

Jabatan Position	2025			2024			2023		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Manager	230	94	324	203	89	292	210	82	292
Supervisor	195	78	273	192	87	278	213	86	299
Officer	171	170	341	180	164	342	100	135	235
Staf Staff	570	359	929	545	341	886	502	331	833
Non-staf Non-staff	1.277	25	1.302	1.310	39	1.349	1.574	35	1.609
Jumlah Total	2.443	726	3.169	2.430	720	3.150	2.599	669	3.268



Jumlah Karyawan Berdasarkan Gender dan Kelompok Usia

Number of Employees by Gender and Age Group

Kelompok Usia Age Group	2025			2024			2023		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
< 25 Tahun Years	98	72	170	113	77	190	141	51	192
25-30 Tahun Years	388	177	565	410	155	565	448	132	580
31-35 Tahun Years	520	166	686	543	170	713	559	187	746
36-40 Tahun Years	490	129	619	468	130	598	488	121	609
41-45 Tahun Years	439	98	537	386	89	475	407	76	483
46-50 Tahun Years	302	39	341	292	51	343	309	53	362
>50 Tahun Years	206	45	251	218	48	266	247	49	296
Jumlah Total	2.443	726	3.169	2.430	720	3.150	2.599	669	3.268



Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas	Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> ▪ Target 9.5 Memperkuat riset ilmiah, meningkatkan kapabilitas teknologi ▪ Indikator 9.5.2 Proporsi sumberdaya manusia bidang ilmu pengetahuan dan teknologi dengan gelar Doktor (S3). 	<p>Indikator 9.5.2 Jumlah karyawan Perseroan yang memiliki gelar pendidikan pascasarjana (S2) mencapai 95 orang atau 3,00% dari total karyawan, dan gelar pendidikan doktoral (S3) mencapai 4 orang atau 0,12% dari total karyawan.</p>	<p>Indikator 9.5.2 Mendukung karyawan yang memiliki gelar pendidikan S2 dan S3.</p>
<ul style="list-style-type: none"> ▪ Target 9.5 Strengthen scientific research, enhance technological capabilities. ▪ Indikator 9.5.2 Proporsi sumberdaya manusia bidang ilmu pengetahuan dan teknologi dengan gelar Doktor (S3). 	<p>Indicator 9.5.2 The number of employees in the Company with a postgraduate (Master's) degree (S2) reached 95 people, accounting for 3.00% of the total workforce, while those with a doctoral (Ph.D.) degree (S3) amounted to 4 people, or 0.12% of the total employees.</p>	<p>Indicator 9.5.2 Support employees to pursue Master's (S2) and Doctoral (S3) degrees.</p>



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

Association Membership

Lini Bisnis Distribusi

Distribution Business Lines

Nama Asosiasi Name of Association	Posisi Entitas Entity Position	
	Pengurus Board	Anggota Member
Kamar Dagang dan Industri Indonesia (KADIN)	PT Lautan Luas Tbk	
Asosiasi Pengusaha Indonesia (APINDO)		PT Lautan Luas Tbk
Asosiasi Emiten Indonesia (AEI)		PT Lautan Luas Tbk
Perkumpulan Penasihat Hukum Internal Perusahaan (ICCA)		PT Lautan Luas Tbk
Asosiasi Industri Kimia Khusus Indonesia (AIKKI)	PT Lautan Luas Tbk	
Persatuan Perusahaan Kosmetika Indonesia (PERKOSMI)	PT Lautan Luas Tbk	
Federasi Industri Kimia Indonesia (FIKI)	PT Lautan Luas Tbk	
Asosiasi Perusahaan Jalur Prioritas (APJP/MITA)	PT Lautan Luas Tbk	
Indonesia Corporate Secretary Association (ICSA)		PT Lautan Luas Tbk
Responsible Care Indonesia (RCI)		PT Lautan Luas Tbk
Asosiasi Obat Hewan Indonesia (ASOHI)		PT Lautan Luas Tbk
Gabungan Importir Nasional Seluruh Indonesia (GINSI)		PT Lautan Luas Tbk
Perkumpulan Pusat Logistik Berikat Indonesia (PPLBI)		PT Lautan Luas Tbk
Gabungan Perusahaan Farmasi (GP Farmasi)		PT Lautan Luas Tbk
Asosiasi Investor Relations Indonesia (AIIR)	PT Lautan Luas Tbk	
Association of Carbon Emission Experts Indonesia		PT Lautan Luas Tbk
United Nations Global Compact (UNGC)		PT Lautan Luas Tbk
Perhimpunan Hubungan Masyarakat Indonesia		PT Lautan Luas Tbk



Lini Bisnis Manufaktur

Manufacturing Business Lines

Nama Asosiasi Name of Association	Posisi Entitas Entity Position	
	Pengurus Board	Anggota Member
Gabungan Importir Nasional Seluruh Indonesia (GINSI)		PT Dunia Kimia Jaya
Industri Olefin, Aromatik, dan Plastik Indonesia (INAPLAS)		PT Dunia Kimia Jaya
Asosiasi Pengusaha Indonesia (APINDO)		PT Dunia Kimia Jaya PT Liku Telaga PT Lautan Natural Krimerindo
Responsible Care Indonesia (RCI)		PT Dunia Kimia Jaya PT Cipta Mapan Logistik
Asosiasi Industri Kimia Khusus Indonesia (AIKKI)		PT Dunia Kimia Jaya PT Lautan Air Indonesia
Forum Komunikasi Lingkungan Hidup Sumber Daya Manusia (FKKSM)		PT Dunia Kimia Jaya
Persatuan Perusahaan Kosmetika Indonesia (PERKOSMI)		PT Dunia Kimia Jaya
Asosiasi Kimia Dasar Anorganik Indonesia (AKIDA)	PT Dunia Kimia Jaya PT Dunia Kimia Utama PT Indonesian Acid Industry PT Mahkota Indonesia	PT Dunia Kimia Jaya PT Liku Telaga PT Lautan Air Indonesia
Kamar Dagang dan Industri Indonesia (KADIN)		PT Lautan Natural Krimerindo PT Lautan Air Indonesia
Gabungan Pengusaha Makanan dan Minuman Indonesia (GAPMMI)		PT Lautan Natural Krimerindo
Asosiasi Pengusaha Kafe dan Resto Indonesia (APKRINDO)		PT Lautan Natural Krimerindo
Perhimpunan Pegiat Pangan Fungsional dan Nutrasetikal Indonesia (P3FNI)	PT Lautan Natural Krimerindo	
Forum Komunikasi Personalia Mojokerto	PT Lautan Natural Krimerindo	
Perhimpunan Hubungan Masyarakat Indonesia (PERHUMAS)		PT Lautan Natural Krimerindo

Lini Bisnis Pendukung dan Jasa

Services and Support Business Lines

Nama Asosiasi Name of Association	Posisi Entitas Entity Position	
	Pengurus Board	Anggota Member
Kamar Dagang dan Industri Indonesia (KADIN)		PT Strategic Partner Solution
Asosiasi Industri Teknologi Informasi (AITI)		PT Strategic Partner Solution
Asosiasi Perusahaan Pengadaan Komputer dan Telematika Indonesia (ASPEKMI)		PT Strategic Partner Solution
Asosiasi Pengusaha TIK Nasional Indonesian ICT Business Association (APTIKNAS)		PT Strategic Partner Solution
Responsible Care Indonesia (RCI)		PT Cipta Mapan Logistik
Asosiasi Pengusaha Indonesia (APINDO)		PT Cipta Mapan Logistik

Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan | Awards



ESG Rating - ECOVADIS

Memperoleh Committed Badge dengan score 61, mengalami peningkatan skor sebesar 60% dari tahun 2024 dengan score 38

Achieved the Committed Badge with a score of 61, representing a 60% increase from the 2024 score of 38.



PROPER BIRU | BLUE PROPER

Dunia Kimia Utama, Indonesian Acids Industry, Lautan Air Indonesia, Dunia Kimia Jaya (Cikarang), Dunia Kimia Jaya (Cibitung), Lautan Natural Krimerindo, Lautan Luas Semarang & Lautan Organo Water

Sertifikasi | Certifications



Sertifikasi Halal 2020-2028

Beberapa anak Perseroan mendapatkan sertifikat halal yang menunjukkan bahwa produk telah memenuhi standar kehalalan sesuai Syariat Islam, dan menjamin kepastian serta keamanan bagi konsumen sesuai UU No. 33 Tahun 2014 tentang jaminan produk halal.

Halal Certification 2020 - 2028

Several of the Company's subsidiaries have obtained halal certificates indicating that the products have met halal standards according to Islamic law, and guarantee certainty and safety for consumers according to Law No. 33 of 2014 concerning halal product guarantees.



Sertifikasi ISO 2023 -2027

Perseroan dan anak perusahaan telah memperoleh berbagai sertifikasi ISO terkait pengelolaan mutu, lingkungan, dan keselamatan kerja.

ISO Certification 2023 -2027

The Company and its subsidiaries have obtained the following ISO certifications related to the management of quality, environmental, and workplace safety management systems.



- Tsertifikasi ISO 9001:2015 Quality Management System untuk 100% lini bisnis manufaktur dan 100% lini bisnis distribusi (tidak termasuk entitas afiliasi dan anak perusahaan tidak langsung).
 - Tsertifikasi ISO 14001:2015 Environmental Management System untuk 83% lini bisnis manufaktur dan 100% lini bisnis distribusi (tidak termasuk entitas afiliasi dan anak perusahaan tidak langsung).
 - Tsertifikasi ISO 45001:2018 Occupational Health and Safety Management System untuk 83% lini bisnis manufaktur dan 100% lini bisnis distribusi (tidak termasuk entitas afiliasi dan anak perusahaan tidak langsung).
- Certified to ISO 9001:2015 Quality Management System across 100% of manufacturing and 100% of distribution business lines (excluding affiliated entities and second-tier subsidiaries).
 - Certified to ISO 14001:2015 Environmental Management System across 83% of manufacturing and 100% of distribution business lines (excluding affiliated entities and second-tier subsidiaries).
 - Certified to ISO 45001:2018 Occupational Health and Safety Management System across 83% of manufacturing and 100% of distribution business lines (excluding affiliated entities and second-tier subsidiaries).



Authorized Economic Operator (AEO) 2026 – 2031

Perseroan telah mendapatkan sertifikasi AEO sejak tahun 2016, yaitu sertifikasi untuk pemenuhan standar keamanan dan kepatuhan dalam rantai pasok perdagangan internasional.

Authorized Economic Operator (AEO) 2026 – 2031

The Company has been AEO certified since 2016, which is a certification for meeting security and compliance standards in the international trade supply chain.



SMK3 2022 – 2027

Perseroan dan beberapa anak perusahaan telah melaksanakan sertifikasi SMK3 untuk tingkat emas, yang menandakan Perseroan telah menerapkan dan mengelola sistem manajemen K3 sesuai dengan peraturan perundang-undangan yang berlaku.

SMK3 2022 – 2027

The Company and several subsidiaries have implemented SMK3 (OHSMS) certification at the gold level, which indicates that the Company has implemented and managed the OHS management system in accordance with applicable laws and regulations.



Global Organic Textile Standard (GOTS) Berlaku selama tercantum dalam Database Publik GOTS

Sertifikasi dimiliki anak Perseroan, yaitu PT Dunia Kimia Jaya, yang menandakan jaminan keaslian tekstil organik, melindungi lingkungan, menjaga kesejahteraan pekerja, dan transparan dalam rantai pasoknya.

Global Organic Textile Standard (GOTS) Valid while listed in the GOTS Public Database

The certification is held by a subsidiary, PT Dunia Kimia Jaya, which guarantees the authenticity of organic textiles, protects the environment, supports worker welfare, and ensures transparency in its supply chain.



Sertifikat SNI Aktif Pada 2025

Beberapa anak Perseroan telah mendapatkan sertifikat SNI atau Standar Nasional Indonesia, untuk memastikan produk memiliki kualitas, keamanan, dan keselamatan yang sesuai dengan standar yang berlaku.

SNI Certification, Active As Of 2025

Several of the Company's subsidiaries have obtained SNI or Indonesian National Standard certificates, ensuring their products have quality, safety, and security that comply with applicable standards.



Food Safety Certification (FSSC 22000 Version 6) 2025 – 2028

Sertifikat dimiliki PT Lautan Natural Krimerindo, sebagai bentuk komitmen Perseroan untuk memastikan keamanan pangan yang tinggi dan memastikan kepatuhan terhadap regulasi global.

Food Safety Certification (FSSC 22000 Version 6) 2025 – 2028

The certificate is held by PT Lautan Natural Krimerindo as a commitment to ensuring high food safety and compliance with global regulations.



Nomor Kontrol Veteriner (NKV) Untuk Unit Pengolahan Susu 2021 – 2026

Sertifikasi dimiliki PT Lautan Natural Krimerindo, yang menandakan Perseroan memenuhi persyaratan higienis dan sanitasi dalam produksi pangan asal hewan sehingga produk yang diperjual belikan aman untuk dikonsumsi.

Veterinary Control Number (NKV) For Milk Processing Unit 2021 – 2026

The certification is held by PT Lautan Natural Krimerindo, indicating that the company complies with hygiene and sanitation requirements in the production of animal-based food products, ensuring the products sold are safe for consumption.



Sertifikasi U.S. Food and Drug Administration (FDA) dan Industri Pengolahan Kosmetik dengan Cara Pembuatan Yang Baik (BPOM) 2025 – 2026

Sertifikasi diberikan kepada PT Lautan Natural Krimerindo yang menandakan telah memenuhi syarat untuk memasarkan produknya di Amerika Serikat, dan penyajian produknya sudah sesuai dengan regulasi Indonesia.

U.S. Food And Drug Administration (FDA) And Good Manufacturing Practices For Cosmetics (BPOM) 2025 – 2026

Certification was granted to PT Lautan Natural Krimerindo, indicating that the company has met the requirements to market its products in the United States, and that its product manufacturing complies with Indonesian regulations.





Sertifikasi National Sanitation Foundation (NSF)

Sertifikasi diberikan kepada PT Lautan Air Indonesia karena telah membuktikan bahwa produknya telah diuji dan diverifikasi untuk memenuhi standar keselamatan, sanitasi, dan kualitas internasional.

National Certification Sanitation Foundation (NSF)

Certification was awarded to PT Lautan Air Indonesia, demonstrating that its products have been tested and verified to meet international safety, sanitation, and quality standards.



Sertifikat Tingkat Komponen Dalam Negeri (TKDN) 2024 - 2027

Sertifikasi diberikan kepada PT Lautan Air Indonesia & PT Liku Telaga karena telah memenuhi ketentuan persentase kandungan lokal dalam produk Perseroan.

Domestic Component Level (TKDN) Certificate 2024 - 2027

Certification was awarded to PT Lautan Air Indonesia & PT Liku Telaga for meeting the required percentage of local content in its products.



Sertifikasi Laik Higiene Sanitasi 2024 - 2027

Sertifikat ini diberikan kepada PT Lautan Air Murni karena telah memenuhi standar kebersihan dan sanitasi sesuai regulasi yang berlaku dan menjamin keamanan pangan, kebersihan lingkungan, serta kesehatan konsumen.

Hygiene and Sanitation Eligibility Certification 2024 - 2027

This certificate was awarded to PT Lautan Air Murni for meeting the hygiene and sanitation standards in accordance with applicable regulations and for ensuring food safety, environmental cleanliness, and consumer health.



Sertifikasi Pedagang Besar Farmasi Bahan Baku Obat (PBF BBO) 2024 - 2029

Perseroan telah menerima sertifikasi PBF BBO sebagai bukti distribusi bahan baku obat telah dilakukan sesuai standar keamanan, mutu, dan efektivitas, serta dilengkapi izin untuk mendistribusikan bahan baku obat kepada industri farmasi Indonesia.

Pharmaceutical Raw Material Wholesaler (PBF BBO) Certification 2024 - 2029

The Company has received PBF BBO certification, proving that its distribution of pharmaceutical raw materials is carried out in accordance with safety, quality, and efficacy standards, and that it is authorized to supply pharmaceutical raw materials to the Indonesian pharmaceutical industry.



Sertifikasi Cara Distribusi Obat yang Baik 2029

Perseroan telah menerima sertifikasi GDP yang menunjukkan bahwa proses distribusi obat yang dilakukan oleh Perseroan sesuai dengan standar mutu, keamanan, dan keabsahan produk farmasi.

Good Distribution Practices (GDP) Certification 2029

The Company has received GDP certification, indicating that its pharmaceutical distribution processes comply with standards for quality, safety, and product authenticity.



Vegan Certification 2024 – 2026

Sertifikasi dimiliki PT Lautan Natural Krimerindo untuk memastikan bahwa beberapa produk yang dijual tidak mengandung bahan dari hewan atau turunannya dan produk yang ada tidak diuji kepada hewan.

Vegan Certification 2024 – 2026

PT Lautan Natural Krimerindo holds vegan certification to ensure that some of its products do not contain animal-derived ingredients or by-products and that the products are not tested on animals



Depot Air Minum Dengan Pemenuhan Komitmen Sertifikat Laik Higienie Sanitasi (SLHS)

Penghargaan ini diberikan kepada PT Lautan Air Murni, sebagai bukti bahwa Perseroan telah memenuhi standar kebersihan dan sanitasi yang diterapkan oleh pemerintah, khususnya dalam pengelolaan air minum yang aman dan layak konsumsi.

Drinking Water Depot with Compliance to Hygiene and Sanitation Eligibility Certificate (SLHS)

This award was presented to PT Lautan Air Murni as proof that the company has met the hygiene and sanitation standards set by the government, particularly in ensuring the safe and potable management of drinking water.



Tentang Laporan Keberlanjutan About the Sustainability Report

Laporan Keberlanjutan ini disusun dengan mengacu pada GRI Standards 2021 dengan pendekatan *reference to the GRI Standards*, serta selaras dengan ketentuan Peraturan Otoritas Jasa Keuangan (POJK) No. 51/OJK.03/2017 tentang Penerapan Keuangan Berkelanjutan dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021 mengenai Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik. Dalam penyusunannya, Perseroan telah mempertimbangkan prinsip-prinsip pelaporan yaitu akurasi, keseimbangan, kejelasan, keterbandingan, ketepatan waktu, dan verifikasiabilitas diterapkan untuk memastikan kualitas dan keandalan informasi dalam laporan ini.

Laporan Keberlanjutan diterbitkan secara tahunan, dengan laporan sebelumnya dipublikasikan pada 17 April 2025. Lingkup pelaporan mencakup kinerja keberlanjutan pengelolaan aspek lingkungan, sosial, dan tata kelola, termasuk HAM pada Perseroan dan entitas anak pada lini bisnis distribusi, manufaktur, serta jasa dan pendukung, untuk periode 1 Januari hingga 31 Desember 2025. Informasi keuangan yang disajikan dalam laporan ini mengacu pada Laporan Keuangan Konsolidasian Perseroan untuk tahun buku yang berakhir pada 31 Desember 2025. Sebagai bagian dari upaya peningkatan kualitas pelaporan, Laporan Keberlanjutan 2025 tidak memuat pernyataan kembali (restatement) atas beberapa pengungkapan topik material yang telah disampaikan pada periode sebelumnya. [2-2][2-3][2-4]

Laporan Keberlanjutan ini merupakan laporan pertama Perseroan yang memperoleh penjaminan (*external assurance*) oleh pihak independen sebagai bagian dari upaya peningkatan kualitas, kredibilitas, dan akuntabilitas pelaporan keberlanjutan. Melalui persetujuan Direksi, Perseroan menunjuk PT Sejahtera Rambah Asia (SRAI) sebagai penyedia jasa yang fokus pada verifikasi laporan keberlanjutan, yang dipilih melalui proses seleksi dengan mempertimbangkan kompetensi profesional, pengalaman, independensi, serta pemahaman terhadap standar dan praktik keberlanjutan. Verifikasi atas Laporan Keberlanjutan dilakukan dengan mengacu pada AA1000 Assurance Standard (AA1000AS) dan mencakup seluruh konten laporan, termasuk pengungkapan kinerja lingkungan, sosial, dan tata kelola. Proses verifikasi difokuskan pada penilaian kesesuaian penerapan prinsip inclusivity, materiality, responsiveness, serta impact dalam penyusunan dan pengungkapan laporan. [G.1][2-5]

This Sustainability Report has been prepared with reference to the GRI Standards 2021 using references to the GRI Standards approach, and in alignment with Financial Services Authority Regulation (POJK) No. 51/OJK.03/2017 concerning the Implementation of Sustainable Finance, and Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 concerning the Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies. In its preparation, the Company applied the reporting principles of accuracy, balance, clarity, comparability, timeliness, and verifiability to ensure the quality and reliability of the information presented in this report.

This Sustainability Report is published annually, with the previous report published on April 17, 2025. The reporting scope covers the sustainability performance for the environmental, social, and governance aspects, including human rights, across the Company and its subsidiaries during the distribution, manufacturing, and support and services business lines for the period from January 1 to December 31, 2025. The financial information presented in this report refers to the Company's Consolidated Financial Statements for the fiscal year ended December 31, 2025. As part of the efforts to enhance reporting quality, the 2025 Sustainability Report does not contain any restatements of several material topic disclosures previously presented in earlier reporting periods. [2-2][2-3][2-4]

This Sustainability Report is the Company's first report to gain external assurance from an independent party as part of its commitment to enhancing the quality, credibility, and accountability of sustainability reporting. With the approval of the Board of Directors, the Company has appointed PT Sejahtera Rambah Asia (SRAI) as a service provider specializing in the verification of sustainability reports, selected through a process that considered professional competence, experience, independence, as well as an understanding of sustainability standards and practices. The verification of this Sustainability Report was conducted in accordance with the AA1000 Assurance Standard (AA1000AS) and covered the entire content of the report, including environmental, social, and governance performance disclosures. The assurance process focused on assessing the application of the principles of inclusivity, materiality, responsiveness, and impact in the preparation and disclosure of the report. [G.1][2-5]

Untuk mendorong keterlibatan pemangku kepentingan, Laporan Keberlanjutan ini dilengkapi dengan Lembaran Umpan Balik yang dapat digunakan untuk menyampaikan pendapat, saran, maupun kritik. Perseroan menerima tanggapan atas Lembaran Umpan Balik yang disediakan pada Laporan Keberlanjutan tahun 2024 yaitu pemetaan dampak finansial, meningkatkan kredibilitas dokumentasi data dan melakukan verifikasi. Atas masukan ini, laporan keberlanjutan 2025 menyampaikan pemetaan topik material selain materialitas dampak, juga dampak finansial, serta verifikasi. Adapun data-data yang disampaikan juga diawasi melalui sistem pencatatan data kinerja ESG. [G.2][G.3]

To encourage stakeholder engagement, this Sustainability Report includes a Feedback Form to collect opinions, suggestions, and constructive feedback. The Company received responses to the Feedback Form provided in the 2024 Sustainability Report, including suggestions to map financial impacts, enhance the credibility of data documentation, and conduct verification. In response to this feedback, the 2025 Sustainability Report presents the mapping of material topics not only in terms of impact materiality but also financial impact, along with verification. The data presented in this report is also monitored through an ESG performance data recording system. [G.2][G.3]

Informasi terkait Laporan Keberlanjutan dapat disampaikan melalui: [2-3]
For further information about the Sustainability Report, please contact:

PT Lautan Luas Tbk
Eurike Hadijaya
Head of Investor Relations, Corporate Communication & ESG
☎ Telepon | Phone : +62 21 8066 0777 atau +62 21 8066 0020
✉ Surat Elektronik | Email : investor.relations@lautan-luas.com
🌐 Situs | Website : www.lautan-luas.com



Topik Material, Dampak Terhadap Pemangku Kepentingan dan Pengelolaannya [3-1][3-2][3-3]

Material Topics, Impact on Stakeholders and Its Management

Perseroan melakukan penyesuaian topik material dan terdapat perubahan topik dari periode pelaporan sebelumnya. Dalam diskusi kaji ulang topik material, Perseroan mempertimbangkan dinamika konteks keberlanjutan, pengelolaan aspek lingkungan, sosial, dan tata kelola (LST), termasuk dampak perubahan iklim dan HAM. Kaji ulang topik material 2025 menggunakan *double materiality assessment* (DMA) yang mempertimbangkan dua dimensi utama:

1. Materialitas dampak (*impact materiality*), yaitu sejauh mana kegiatan operasional dan rantai nilai Perseroan menimbulkan dampak aktual maupun potensial terhadap lingkungan dan sosial (*stakeholders approach*).
2. Materialitas finansial (*financial materiality*), yaitu sejauh mana isu-isu lingkungan, sosial, dan peraturan dapat mempengaruhi kinerja keuangan, posisi keuangan, serta prospek usaha Perseroan (*financial approach*).

Dalam *focus group discussion* (FGD) kaji ulang topik material, yang melibatkan berbagai perwakilan divisi, dihasilkan 8 topik material prioritas. Topik material yang ditetapkan telah ditinjau dan memperoleh persetujuan Direktur Utama Perseroan sebagai bagian dari tata kelola keberlanjutan.

The Company adjusted its material topics, as there were changes from the previous reporting period. In the material topic review discussion, the Company considered the dynamics of the sustainability context, environmental, social, and governance (ESG) management, included the impact of climate change and human rights. The 2025 material topic review used a double materiality assessment (DMA) that considered two main dimensions:

1. Impact materiality, namely the extent to which the Company’s operational activities and value chain have actual and potential impacts on the environment and society (stakeholder approach).
2. Financial materiality, namely the extent to which environmental, social and regulatory issues can affect the Company’s financial performance, financial position and business prospects (financial approach).

A focus group discussion (FGD) reviewed the material topics, involving representatives from different divisions, which resulted in eight priority material topics. These material topics were reviewed and approved by the Company’s President Director as part of sustainability governance.

Hasil Topik Material Prioritas

Priority Material Topics Results

No.	Topik Material (Berdasarkan Prioritas) Material Topic (By Priority)	Impact Materiality	Financial Materiality
1	Product Quality and Customer Safety	●●●●	●●●●
2	Responsible Supply Chain	●●●●	●●●●
3	Occupational Health and Safety (OHS)	●●●●	●●●●
4	Innovation and Ecofriendly Technology	●●○○	●●●●
5	Energy and Emission Management	●●●○	●●●○
6	Business Ethics	●○○○	●●●●
7	Talent Development and Employee Wellbeing	●○○○	●●●○
8	Waste and Water Management	●●●○	●○○○

Keterangan | Note:


○ : Environmental topics ○ : Social topics ○ : Governance

Skala | Scale 1-4 (Very Low – Very High):

●○○○ = 1 (Very Low) ●●○○ = 2 (Low) ●●●○ = 3 (High) ●●●● = 4 (Very High)

Topik Material, Isu Signifikan, dan Prioritas Target SDGs

Material Topics, Significant Issues, and Priority SDG Targets

Isu Signifikan Significant Issues		TPB SDGs	Fokus Keberlanjutan Sustainability Focus
Product Quality and Customer Safety			
<ul style="list-style-type: none"> Mencegah bahan kimia terkontaminasi Isu negatif terkait produk Kualitas produk SNI One stop solution services 	<ul style="list-style-type: none"> Chemical contamination prevention Negative product-related issues Product quality SNI One-stop solution services 	12.6.1	Good and quality product
Responsible Supply Chain			
<ul style="list-style-type: none"> Assessment pemasok Pembaharuan kebijakan procurement Pelatihan kepada pemasok 	<ul style="list-style-type: none"> Supplier assessment Procurement policy updates Supplier training 	12.7.1	Sustainable supply chain
Occupational Health and Safety (OHS)			
<ul style="list-style-type: none"> Pengelolaan kecelakaan kerja Hazardous Chemical dan instalasi 	<ul style="list-style-type: none"> Workplace accident management Hazardous chemicals and installations 	3.6.1	Zero fatality
Innovation and Eco-friendly Technology			
<ul style="list-style-type: none"> Melakukan studi kelayakan 	<ul style="list-style-type: none"> Conducting feasibility studies 	9.5.2	Environmentally responsible innovation
Energy and Emission Management			 
<ul style="list-style-type: none"> Ketersediaan bahan baku Pemasangan panel surya Penurunan emisi GRK Efisiensi energi 	<ul style="list-style-type: none"> Availability of raw materials Installation of solar panels Reduction of GHG emissions Energy efficiency 	7.3.1 9.4.1	Energy efficient and emission reduction
Business Ethics			
<ul style="list-style-type: none"> Kebijakan Kewajaran Transaksi 	<ul style="list-style-type: none"> Transaction Fairness Policy 	16.5.1	Fair business practices
Talent Development and Employee Wellbeing			  
<ul style="list-style-type: none"> Technical training untuk manajemen level atas 	<ul style="list-style-type: none"> Technical training for upper-level management 	8.5.1 8.8.1 9.5.2 13.2.1 13.2.2	Future leader
Waste and Water Management			 
<ul style="list-style-type: none"> Penggunaan air pada lini bisnis manufaktur Kepatuhan pengelolaan limbah cair dan limbah padat 	<ul style="list-style-type: none"> Water usage in manufacturing business lines Compliance with wastewater and solid waste management regulations 	6.1.1 6.3.1 12.4.2 12.5.1 12.6.1	Clean Water & Waste management



Pengelolaan Topik Material

Material Topic Management

Product Quality and Customer Safety	
Dampak Positif dan Negatif	Positive and Negative Impacts
Kualitas produk dan keselamatan pelanggan yang terjaga mendukung kepercayaan pasar serta keberlanjutan hubungan dengan pelanggan industri. Sebaliknya, ketidaksesuaian spesifikasi atau insiden keselamatan produk berpotensi menimbulkan klaim, penarikan produk, dan gangguan reputasi.	Maintaining product quality and customer safety supports market confidence and sustainable relationships with industrial customers. Conversely, non-conformance to specifications or product safety incidents can potentially lead to claims, product recalls, and reputational damage.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial dapat timbul dari biaya penanganan keluhan, kompensasi, penarikan produk, dan potensi litigasi. Di sisi lain, konsistensi kualitas dan keselamatan produk membuka peluang peningkatan loyalitas pelanggan, efisiensi biaya jangka panjang, serta pertumbuhan penjualan di segmen industri yang menuntut standar tinggi.	Financial risks can arise from the costs of handling complaints, compensation, product recalls, and potential litigation. Consistent product quality and safety, on the other hand, opens up opportunities for increased customer loyalty, long-term cost efficiency, and sales growth in industry segments that demand high standards.
Pengelolaan Topik Material	Material Topic Management
Perseroan mengelola topik ini melalui penerapan standar mutu dan keselamatan produk, pengendalian kualitas sepanjang rantai pasok, serta pemantauan kepatuhan terhadap regulasi dan kebutuhan pelanggan. Upaya ini didukung dengan evaluasi berkala, mekanisme penanganan keluhan, dan perbaikan berkelanjutan untuk meminimalkan risiko dan menjaga kinerja usaha.	The Company manages this issue through the application of product quality and safety standards, quality control throughout the supply chain, and monitoring compliance with regulations and customer needs. These efforts are supported by regular evaluations, a complaint handling mechanism, and continuous improvements to minimize risks and maintain business performance.
Timeframe	
Jangka Pendek, Jangka Menengah, Jangka Panjang	Short Term, Medium Term, Long Term

Responsible Supply Chain	
Dampak Positif dan Negatif	Positive and Negative Impacts
Pengelolaan rantai pasok yang bertanggung jawab mendukung kontinuitas operasional dan keandalan pasokan bahan baku. Sebaliknya, ketidaksesuaian pemasok terhadap standar mutu, keselamatan, atau etika dapat menimbulkan gangguan produksi dan risiko reputasi.	Responsible supply chain management supports operational continuity and reliable raw material supply. Conversely, supplier non-compliance with quality, safety, or ethical standards can lead to production disruptions and reputational risks.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial mencakup peningkatan biaya akibat gangguan pasokan, ketidaksesuaian kualitas, atau sanksi kepatuhan. Di sisi lain, rantai pasok yang dikelola baik membuka peluang efisiensi biaya dan stabilitas margin usaha.	Financial risks include increased costs due to supply disruptions, quality deficiencies, or compliance sanctions. On the other hand, a well-managed supply chain opens up opportunities for cost efficiency and stable business margins.
Pengelolaan Topik Material	Material Topic Management
Perusahaan mengelola topik ini melalui seleksi dan evaluasi pemasok, penerapan standar mutu dan keselamatan, serta pemantauan kepatuhan secara berkala.	The Company manages this issue through supplier selection and evaluation, application of quality and safety standards, and regular compliance monitoring.
Timeframe	
Jangka Pendek, Jangka Menengah, Jangka Panjang	Short Term, Medium Term, Long Term

Occupational Safety & Health (OSH)	
Dampak Positif dan Negatif	Positive and Negative Impacts
Penerapan K3 yang efektif melindungi pekerja dan mendukung kelangsungan operasional, khususnya pada aktivitas berisiko tinggi. Insiden keselamatan kerja dapat menyebabkan gangguan produksi, kerugian manusia, dan penurunan produktivitas.	Effective OHS protects workers and supports operational continuity, particularly in high-risk activities. Occupational safety incidents can lead to production disruptions, human casualties, and decreased productivity.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial timbul dari biaya kecelakaan kerja, klaim, dan potensi penghentian operasi. Sebaliknya, kinerja K3 yang baik berpotensi menekan biaya operasional dan meningkatkan produktivitas jangka panjang.	Financial risks arise from the costs of workplace accidents, claims, and potential operational downtime. Conversely, good OHS performance has the potential to reduce operational costs and increase long-term productivity..
Pengelolaan Topik Material	Material Topic Management
Pengelolaan dilakukan melalui penerapan sistem manajemen K3, pelatihan keselamatan, serta pemantauan dan evaluasi kinerja keselamatan secara berkelanjutan.	Management is carried out through the application of an OHS management system, safety training, and continuous monitoring and evaluation of safety performance.
Timeframe	
Jangka Pendek, Jangka Menengah	Short Term, Medium Term

Innovation & Eco-friendly Technology	
Dampak Positif dan Negatif	Positive and Negative Impacts
Inovasi dan penerapan teknologi ramah lingkungan mendukung daya saing produk dan respons terhadap kebutuhan pasar yang berkembang. Keterlambatan inovasi berpotensi menurunkan relevansi produk dan daya saing usaha.	Innovation and the application of eco-friendly technologies support product competitiveness and responsiveness to evolving market needs. Delays in innovation have the potential to reduce product relevance and business competitiveness.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial dapat muncul dari investasi teknologi yang tidak optimal atau tidak sesuai kebutuhan pasar. Sebaliknya, inovasi membuka peluang pertumbuhan pendapatan dan efisiensi proses produksi.	Financial risks can arise from technology investments that are suboptimal or not aligned with market needs. Conversely, innovation opens up opportunities for revenue growth and production process efficiency.
Pengelolaan Topik Material	Material Topic Management
Perusahaan mengelola topik ini melalui pengembangan produk, peningkatan proses, serta evaluasi teknologi yang mendukung efisiensi dan keberlanjutan.	The Company manages this topic through product development, process optimization, and the evaluation of technologies that support efficiency and sustainability.
Timeframe	
Jangka Pendek, Jangka Menengah, Jangka Panjang	Short Term, Medium Term, Long Term



Energy & Emission Management	
Dampak Positif dan Negatif	Positive and Negative Impacts
Pengelolaan energi dan emisi yang efektif membantu menekan dampak lingkungan dan mendukung kepatuhan regulasi. Penggunaan energi yang tidak efisien dapat meningkatkan biaya operasional dan eksposur terhadap risiko regulasi.	Effective energy and emissions management helps minimize environmental impacts and supports regulatory compliance. Inefficient energy use can increase operational costs and exposure to regulatory risks.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial meliputi kenaikan biaya energi dan potensi biaya kepatuhan. Peluang muncul melalui efisiensi energi yang dapat menurunkan biaya dan meningkatkan kinerja operasional.	Financial risks include rising energy costs and potential compliance costs. Opportunities arise through energy efficiency, which can lower costs and improve operational performance.
Pengelolaan Topik Material	Material Topic Management
Pengelolaan dilakukan melalui pemantauan konsumsi energi, upaya efisiensi, dan pengendalian emisi secara bertahap di seluruh lini operasi. Pengelolaan lingkungan melibatkan seluruh pemangku kepentingan, dan dievaluasi melalui pelaporan berkala kepada pihak-pihak berwenang serta kesertaan lini bisnis manufaktur pada PROPER dari Kementerian Lingkungan Hidup.	Management is carried out through monitoring energy consumption, efficiency efforts, and gradual emission control across all operational lines. Environmental management involves all stakeholders and is evaluated through regular reporting to authorities and the manufacturing business line's participation in the Ministry of Environment PROPER program.
Timeframe	
Jangka Pendek, Jangka Menengah, Jangka Panjang	Short Term, Medium Term, Long Term

Business Ethics	
Dampak Positif dan Negatif	Positive and Negative Impacts
Penerapan etika bisnis yang konsisten memperkuat kepercayaan pemangku kepentingan dan keberlanjutan usaha. Pelanggaran etika berpotensi menimbulkan dampak reputasi dan gangguan operasional.	Consistent implementation of business ethics strengthens stakeholder trust and supports business sustainability. Conversely, ethical violations may give rise to reputational risks and operational disruptions.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial mencakup biaya penanganan reputasi dan litigasi. Di sisi lain, praktik etika yang kuat mendukung stabilitas usaha dan efisiensi pengelolaan risiko.	Financial risks include reputational costs and litigation. On the other hand, strong ethical practices support business stability and efficient risk management.
Pengelolaan Topik Material	Material Topic Management
Penerapan GCG dilaksanakan dengan menerapkan etika bisnis yang harus dipatuhi oleh semua pemangku kepentingan, dan menjalankan Sistem Pelaporan Pelanggaran (WBS).	The implementation of Good Corporate Governance (GCG) is carried out through the enforcement of a Code of Business Ethics that must be upheld by all stakeholders, as well as the operation of a WBS.
Timeframe	
Jangka Pendek, Jangka Menengah	Short Term, Medium Term

Talent Development and Employee Well-being

Dampak Positif dan Negatif	Positive and Negative Impacts
Pengembangan talenta dan kesejahteraan karyawan mendukung produktivitas dan keberlanjutan organisasi. Tingginya tingkat turnover atau rendahnya kesejahteraan dapat mempengaruhi kinerja operasional.	Talent development and employee well-being support organizational productivity and sustainability. High turnover rates or low employee well-being can impact operational performance.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial timbul dari biaya rekrutmen dan pelatihan akibat kehilangan talenta. Peluang muncul melalui peningkatan produktivitas dan efisiensi kerja.	Financial risks arise from recruitment and training costs resulting from the loss of talent. Opportunities arise through increased productivity and work efficiency.
Pengelolaan Topik Material	Material Topic Management
Perusahaan mengelola topik ini melalui program pengembangan kompetensi, kesehatan kerja, dan keseimbangan kerja-kehidupan.	The Company manages this topic through competency development programs, occupational health initiatives, and the promotion of work-life balance.
Timeframe	
Jangka Pendek, Jangka Menengah	Short Term, Medium Term

Waste and Water Management

Dampak Positif dan Negatif	Positive and Negative Impacts
Pengelolaan limbah dan air yang baik mengurangi dampak lingkungan dan mendukung kepatuhan regulasi. Pengelolaan yang tidak memadai berpotensi menimbulkan pencemaran dan sanksi.	Proper waste and water management reduces environmental impacts and supports regulatory compliance. Inadequate management has the potential to lead to pollution and penalties.
Risiko dan Peluang Finansial	Financial Risks and Opportunities
Risiko finansial meliputi biaya pengelolaan limbah, sanksi, dan remediasi lingkungan. Peluang muncul dari efisiensi penggunaan sumber daya dan penghematan biaya jangka panjang	Financial risks include waste management costs, penalties, and environmental remediation. Opportunities arise from efficient resource use and long-term cost savings.
Pengelolaan Topik Material	Material Topic Management
Pengelolaan dilakukan melalui pengendalian limbah, efisiensi penggunaan air, serta pemantauan kepatuhan lingkungan secara berkala.	Management is carried out through waste control, efficient water use, and regular environmental compliance monitoring.
Timeframe	
Jangka Pendek, Jangka Menengah, Jangka Panjang	Short Term, Medium Term, Long Term



Kinerja Pengelolaan Lingkungan [A.1]

Environmental Management Performance

Sebagai perusahaan dengan beragam lini usaha, PT Lautan Luas Tbk mengelola dampak lingkungan dari seluruh aktivitas operasional dan bisnis untuk meminimalkan risiko terhadap lingkungan dan mendukung keberlanjutan usaha. Sejalan dengan topik material, fokus pengelolaan lingkungan sepanjang tahun 2025 diarahkan pada mitigasi perubahan iklim melalui peningkatan efisiensi energi, pengendalian emisi gas rumah kaca (GRK), serta pengelolaan limbah, air, dan efluen secara terintegrasi di seluruh segmen usaha.

Seluruh upaya pengelolaan lingkungan yang terlaksana di Grup Lautan Luas mengedepankan kepatuhan terhadap regulasi yang berlaku, serta didukung oleh mekanisme pengaduan dan penyediaan sumber daya yang memadai guna memastikan penerapan pengelolaan lingkungan yang konsisten dan bertanggung jawab di seluruh lini usaha.

As a Company with diverse business lines, PT Lautan Luas Tbk manages the environmental impacts of all operational and business activities to minimize environmental risks and support business sustainability. In line with the identified material topics, environmental management efforts throughout 2025 focused on climate change mitigation through improved energy efficiency, greenhouse gas (GHG) emission control, and the integrated management of waste, water, and effluents across all business segments.

All environmental management initiatives implemented across the Lautan Luas Group prioritizes compliance with applicable regulations and are supported by grievance mechanisms and the provision of adequate resources to ensure consistent and responsible environmental management across all business lines.





<p>Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas</p>	<p>Realisasi 2025 2025 Realization</p>	<p>Target 2026 2026 Target</p>
<ul style="list-style-type: none"> ▪ Target 12.6 Mendorong perusahaan, terutama perusahaan besar dan transnasional, untuk mengadopsi praktik-praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan mereka. ▪ Indikator 12.6.1 Jumlah perusahaan yang mempublikasikan laporan keberlanjutannya. ▪ Indikator 12.6.1.(a) Jumlah perusahaan yang menerapkan sertifikasi SNI ISO 14001. 	<ul style="list-style-type: none"> ▪ Indikator 12.6.1 Perseroan telah menerbitkan dan mempublikasikan laporan keberlanjutan sejak tahun 2019. Publikasi dilakukan melalui situs Perseroan pada tautan https://www.lautan-luas.com/id/reports/. ▪ Indikator 16.5.1.(a) Pada lini manufaktur, Perseroan memiliki 5 dari 6 anak perusahaan yang masih beroperasi (83%) yang telah menerapkan sertifikasi SNI ISO 14001:2015 Sistem Manajemen Lingkungan. Sementara itu, pada lini distribusi, 1 Kantor Pusat dan 4 Kantor Cabang (100%) telah tersertifikasi. 	<ul style="list-style-type: none"> ▪ Indikator 12.6.1 Meningkatkan kualitas pelaporan dengan melakukan penjaminan atau assurance oleh pihak ketiga. ▪ Indikator 12.6.1. (a) Mendorong entitas anak yang belum memiliki sertifikasi SNI ISO 14001:2015 Sistem Manajemen Lingkungan untuk menerapkan standar internasional tersebut.
<ul style="list-style-type: none"> ▪ Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. ▪ Indikator 12.6.1 Number of companies publishing sustainability reports. ▪ Indikator 12.6.1.(a) Number of companies implementing SNI ISO 14001 certification. 	<ul style="list-style-type: none"> ▪ Indikator 12.6.1 The Company has issued and published a sustainability report since 2019. The report is published on the Company's website at https://www.lautan-luas.com/id/reports/. ▪ Indikator 16.5.1.(a) In the manufacturing line, the Company has 5 out of 6 operating subsidiaries (83%) that have implemented SNI ISO 14001:2015 Environmental Management System certification. While, in the distribution line, 1 Head Office and 4 Branch Offices (100%) are certified. 	<ul style="list-style-type: none"> ▪ Indikator 12.6.1 To improve the quality of reporting by seeking third-party assurance. ▪ Indikator 12.6.1. (a) To encourage subsidiaries not yet certified with SNI ISO 14001:2015 Environmental Management System to apply the international standard.



Kepatuhan, Pengaduan, dan Biaya Pengelolaan Lingkungan

Compliance, Grievances, and Environmental Management Costs

Kepatuhan dan Pengaduan Terkait Lingkungan [F.16][2-27]

Sepanjang 2025, Perseroan tidak dikenakan denda maupun sanksi hukum terkait ketidakpatuhan terhadap ketentuan lingkungan hidup, serta tidak menerima pengaduan masyarakat yang berkaitan dengan aspek lingkungan. Komitmen Perseroan terhadap kepatuhan lingkungan juga tercermin dari perolehan peringkat PROPER dari Kementerian Lingkungan Hidup, dengan capaian 8 PROPER Biru. Selain itu, Perseroan menerapkan Sistem Manajemen Lingkungan ISO 14001, khususnya pada lini bisnis manufaktur dan distribusi, sebagai bagian dari upaya pengelolaan lingkungan yang terstruktur dan berkelanjutan.

Compliance and Environmental Grievances [F.16][2-27]

Throughout 2025, the Company did not incur any fines or legal sanctions related to non-compliance with environmental regulations and did not receive any community complaints concerning environmental aspects. The Company's commitment to environmental compliance is also reflected in the PROPER rating from the Ministry of Environment, with the achievement of 8 Blue PROPER. In addition, the Company implements the ISO 14001 Environmental Management System, particularly within its manufacturing and distribution business line, as part of its structured and sustainable environmental management efforts.

Kami menyediakan akses untuk pemangku kepentingan menyampaikan pengaduan terkait pengelolaan lingkungan:

We provide access for stakeholders to submit complaints related to environmental management:

- ✉ Surat Elektronik | Email : Whistleblowreport@lautan-luas.com
- ☎ Telepon | Phone : +62 21 8066 0777 atau | or +62 21 8066 0020
- 🌐 Situs | Website : www.lautan-luas.com

Biaya Pengelolaan Lingkungan [F.4]

Environmental Management Costs

Biaya Pengelolaan Lingkungan (Rp Juta)

Environmental Management Costs (Rp Million)

Peruntukan Allocation	2025	2024
Biaya Uji Lingkungan Environmental Test Costs	937	1.028
Biaya Pembuangan Limbah B3 Hazardous Waste Management Cost	3.407	3.362
Pengujian Air Limbah Domestik Domestic Effluent Test	199	186
Operasional IPAL/Biofilter WWTP/Biofilter Operation	3.597	9
Pengujian Air Minum Drinking Water Tests	29	5
Jumlah Total	8.169	4.590

Perseroan mengalokasikan biaya pengelolaan lingkungan setiap tahun, yang meningkat dari Rp3,00 miliar pada 2023 dan Rp4,59 miliar pada 2024 menjadi Rp8,17 miliar pada 2025. Peningkatan ini dikarenakan adanya penambahan cakupan data pada tahun berjalan.

The Company allocates environmental management expenditures annually, increasing from Rp3.00 billion in 2023 and Rp4.59 billion in 2024 to Rp8.17 billion in 2025. This increase resulted from the inclusion of additional data scope during the current year.



Pengendalian Dampak Terhadap Lingkungan [2-25] Controlling Impact on the Environment

Perseroan berupaya meremediasi dampak lingkungan yang berpotensi timbul dari kegiatan operasional melalui integrasi praktik keberlanjutan dalam proses produksi, distribusi dan layanan pendukung guna meminimalkan risiko pencemaran dan kerusakan lingkungan. Upaya tersebut didukung oleh penerapan proses produksi yang lebih ramah lingkungan, yaitu dengan pemanfaatan teknologi yang menekan konsumsi air, energi, dan emisi. Pendekatan ekonomi sirkular juga diterapkan untuk meningkatkan efisiensi pemanfaatan sumber daya sekaligus mengurangi limbah dan emisi GRK.

The Company seeks to remediate potential environmental impacts arising from its operational activities by integrating sustainability practices into production, distribution, and support services processes to minimize the risks of pollution and environmental degradation. These efforts are supported by the implementation of more environmentally friendly production processes, utilizing technologies that reduce water and energy consumption as well as emissions. A circular economy approach is also applied to enhance resource efficiency while reducing waste generation and greenhouse gas (GHG) emissions.

Perseroan menerapkan penilaian risiko lingkungan melalui Identifikasi Aspek dan Dampak Lingkungan (IADL) pada 100% dari 12 fasilitas manufaktur di Indonesia. Penilaian dilakukan secara formal dan dilaksanakan dua kali dalam setahun sebagai bagian dari pengelolaan risiko lingkungan yang terintegrasi.

The Company implements environmental risk assessments using the Environmental Aspects and Impacts Identification (IADL) process across 100% of its 12 manufacturing facilities in Indonesia. The assessments are conducted formally and carried out twice a year as part of the Company's integrated environmental risk management process.

Selain itu, Perseroan juga menyediakan mekanisme pengaduan yang melibatkan pemangku kepentingan dalam proses perancangan, evaluasi, dan penyempurnaan sistem pengelolaan lingkungan. Efektivitas langkah-langkah yang dijalankan dipantau secara berkala melalui evaluasi kinerja serta pemanfaatan umpan balik pemangku kepentingan sebagai dasar perbaikan berkelanjutan.

The Company also provides a grievance mechanism that involves stakeholders in the design, evaluation, and refinement of its environmental management system. The effectiveness of the measures implemented is monitored periodically through performance evaluations and by leveraging stakeholder feedback as a basis for continuous improvement.

Penggunaan Material Ramah Lingkungan [F.5] Use of Environmentally Friendly Materials

Jumlah Produk Ramah Lingkungan Berdasarkan Industri [B.1d] Number of Environmentally Friendly Products by Industry



Perseroan secara bertahap meningkatkan penggunaan material ramah lingkungan dengan melibatkan rantai pasok dalam mendukung praktik usaha yang berkelanjutan. Penggunaan material tersebut mencakup bahan baku, bahan pendukung, serta material kemasan, dengan kriteria ramah lingkungan yang diperkuat melalui sertifikasi ecolabel, termasuk yang berasal dari pemasok dan mitra kerja. Hingga akhir 2025, Perseroan dalam aktivitas bisnisnya telah mulai menggunakan material ramah lingkungan, meskipun Perseroan belum melakukan perhitungan kuantitatif atas total material yang digunakan dalam proses produksi. Kendati demikian, Perseroan terus mengutamakan penggunaan material terbarukan sebagai bagian dari komitmen keberlanjutan. Perseroan belum melakukan penarikan kembali kemasan dari produk akhir yang pascapakai untuk didaur ulang secara langsung.

Anak usaha perseroan telah memanfaatkan kembali drum plastik bekas bahan baku sebagai kemasan produk jadi. Drum yang memenuhi kriteria dibersihkan secara menyeluruh dan dilakukan pengujian mutu untuk memastikan keamanan serta kesesuaian standar sebelum digunakan kembali dalam operasional. Hingga tahun 2025, PT Dunia Kimia Jaya (DKJ) telah menjalankan inisiatif pemulihan sebesar 1.455 pcs drum bekas, dengan tingkat pemulihan mencapai 89% dari total drum yang layak untuk digunakan kembali. Selain itu, PT Lautan Air Indonesia juga melakukan inisiatif pemulihan sebesar 1.268 pcs *drum* bekas.

Selain pemanfaatan kembali kemasan, Perseroan juga berupaya menekan timbulan limbah dan meningkatkan efisiensi penggunaan produk oleh pelanggan melalui substitusi bahan baku turunan petrokimia dengan bahan berbasis sumber terbarukan mencapai 663.724,21 kg. Perseroan juga melakukan optimalisasi sistem distribusi dengan penggunaan isotank untuk mengurangi kebutuhan kemasan sekali pakai seperti *drum* dan *Intermediate Bulk Container* (IBC), sehingga mendukung pengurangan limbah kemasan dalam rantai operasional.

Sejalan dengan berbagai upaya tersebut, Perseroan juga memantau pengembangan portofolio produk ramah lingkungan secara berkala. Sepanjang 2025, Perseroan mencatat sebanyak 89 produk ramah lingkungan, meningkat 15% dibandingkan tahun sebelumnya yang tercatat sebanyak 77 produk. Produk-produk tersebut menunjukkan kontribusi masing-masing sektor industri dalam mendukung keberlanjutan, dengan industri kertas dan kemasan sebagai kontributor terbesar, serta sektor lain seperti pertanian dan farmasi yang turut berperan dalam pengembangan produk yang lebih ramah lingkungan.

The Company has gradually increased the use of environmentally friendly materials by engaging its supply chain to support sustainable business practices. Such materials include raw materials, auxiliary materials, and packaging materials, with environmentally friendly criteria strengthened through ecolabel certifications, including those obtained from suppliers and business partners. As of the end of 2025, the Company in its business activity had begun utilizing environmentally friendly materials, although the Company has not yet conducted a quantitative calculation of the total materials used in the production process. Nevertheless, the Company continues to prioritize the use of renewable materials as part of its sustainability commitment. The Company has not conducted a direct take-back program for post-consumer end-product packaging for recycling purposes.

The Company's subsidiaries has implemented the reuse of plastic drums previously used for raw materials as packaging for finished products. Drums that meet the required criteria undergo thorough cleaning and quality testing to ensure safety and compliance with applicable standards before being reused in operations. As of 2025, PT Dunia Kimia Jaya (DKJ) has implemented a recovery initiative involving 1,455 used drums, achieving a recovery rate of 89% of the total drums deemed suitable for reuse. In addition, PT Lautan Air Indonesia has also carried out a recovery initiative involving 1,268 used drums.

In addition to reusing packaging, the Company also looks to reduce waste generation and improve the efficiency of product use by customers through the substitution of petrochemical-derived raw materials with renewable-based materials, reaching 663,724.21 kg. The Company has also optimized its distribution system by utilizing isotanks to reduce the need for single-use packaging such as drums and Intermediate Bulk Containers (IBC), thereby supporting the reduction of packaging waste across its operational value chain.

In line with these efforts, the Company also regularly monitors the development of its environmentally friendly product portfolio. Throughout 2025, the Company recorded 89 environmentally friendly products, representing a 15% increase compared to the previous year's 77 products. These products reflect the contribution of each industry sector in supporting sustainability, with the paper and packaging industry as the largest contributor, alongside other sectors such as agriculture and pharmaceuticals that also play a role in developing more environmentally friendly products.



Pengendalian Emisi Emission Control

Sebagai perusahaan penyedia bahan baku dan solusi terintegrasi, Perseroan menyadari bahwa aktivitas operasionalnya berpotensi menghasilkan emisi gas rumah kaca (GRK), baik dari penggunaan energi, proses produksi, maupun aktivitas transportasi dan pergudangan. Oleh karena itu, pengendalian emisi menjadi bagian penting dari pengelolaan lingkungan Perseroan dalam mendukung upaya mitigasi perubahan iklim. Selanjutnya, pengendalian emisi GRK dilakukan melalui identifikasi sumber-sumber emisi GRK, penghitungan volume emisi yang dihasilkan, serta penerapan inovasi dan inisiatif berkelanjutan untuk menurunkan intensitas dan total emisi GRK secara bertahap.

Sebagai bagian dari upaya tersebut, Perseroan telah menyelenggarakan pelatihan terkait konservasi energi dan aksi iklim melalui sosialisasi dan workshop Sustainability IFRS S1 dan S2 yang diikuti oleh 32 peserta. Selain itu, Perseroan juga melaksanakan audit emisi GRK pada anak usaha PT Lautan Natural Krimerindo.

Jumlah dan Intensitas Emisi GRK

[F.11][305-1][305-2][305-3][305-4]

Berdasarkan hasil identifikasi sumber emisi GRK di seluruh lini bisnis, Perseroan melakukan penghitungan emisi GRK yang mencakup Cakupan 1, yaitu emisi langsung yang berasal dari proses produksi, serta Cakupan 2, yaitu emisi tidak langsung yang bersumber dari penggunaan listrik. Hingga periode pelaporan, Perseroan sudah melakukan penghitungan emisi GRK Cakupan 3 yaitu kategori *upstream transportation, downstream transportation, employee commuting*. Penghitungan emisi employee commuting dilakukan berdasarkan survei yang mencakup 37% dari total karyawan. Seluruh emisi GRK dihitung untuk semua jenis gas, kecuali CO₂ biogenik, dan dinyatakan dalam satuan ton CO₂ ekuivalen (CO₂eq). Perseroan sudah menetapkan tahun 2024 sebagai dasar (*base year*) sebagai acuan awal penghitungan emisi. Perhitungan emisi GRK mengacu pada metodologi IPCC dan Greenhouse Gas Protocol (GHG), dan hasilnya digunakan untuk mengidentifikasi sumber emisi utama serta mendukung peningkatan efisiensi energi dan penurunan emisi GRK.

Penghitungan emisi GRK dilakukan dengan mengacu pada metodologi dan faktor emisi Intergovernmental Panel on Climate Change (IPCC) 2006 melalui pendekatan kepemilikan saham, termasuk penggunaan nilai rata-rata Global Warming Potential (GWP). Berdasarkan hasil penghitungan pada tahun 2025, total emisi GRK cakupan 1, 2 dan 3 tercatat sebesar 809.118,40 ton CO₂eq, meningkat 62,12% dibandingkan dengan tahun 2024 sebesar 499.066,15 ton CO₂eq.

As an integrated ingredients and solution provider company, the Company understands that its operations have the potential to generate greenhouse gas (GHG) emissions, arising from energy consumption, production processes, as well as transportation and warehousing activities. Therefore, emission control constitutes a key component of the Company's environmental management efforts to supporting climate change mitigation. GHG emissions control is implemented through identifying GHG emission sources, calculating total emissions generated, and adopting continuous innovations and sustainability initiatives aimed at gradually reducing both GHG emissions intensity and absolute emissions over time.

As part of these efforts, the Company conducted training on energy conservation and climate action through a Sustainability IFRS S1 and S2 socialization and workshop session attended by 32 participants. In addition, the Company carried out a GHG emissions audit of its subsidiary, PT Lautan Natural Krimerindo.

Quantity and Intensity of

GHG Emissions [F.11][305-1][305-2][305-3][305-4]

Based on the identification of GHG emission sources across all business lines, the Company calculates GHG emissions covering Scope 1, namely direct emissions from production processes, and Scope 2, namely indirect emissions from electricity consumption. As of the reporting period, the Company has also calculated Scope 3 GHG emissions for the following categories: upstream transportation, downstream transportation, employee commuting. Employee commuting emissions were estimated based on a survey covering 37% of total employees. All GHG emissions are calculated for all gases, excluding biogenic CO₂, and are expressed in tons of CO₂ equivalent (CO₂eq). The Company has established 2024 as the base year as the initial reference for emissions calculations. GHG Emissions were calculated in accordance with the IPCC methodology and the Greenhouse Gas (GHG) Protocol, and the results are used to identify key emission sources and support improvements in energy efficiency and GHG emissions reduction efforts.

GHG emissions are calculated in accordance with the Intergovernmental Panel on Climate Change (IPCC) 2006 methodology and emission factors, using an equity share approach and incorporating average Global Warming Potential (GWP) values. Based on the 2025 calculation results, the total GHG emissions from Scope 1, Scope 2, and Scope 3 amounted to 809,118.40 tons CO₂eq, representing an increase of 62.12% compared to 499,066.15 tons CO₂eq in 2024. This increase was

Peningkatan ini terutama disebabkan oleh perluasan cakupan perhitungan emisi pada tahun 2025 yang telah mencakup cakupan 3. Informasi emisi GRK disajikan dalam bentuk tabulasi dan dilengkapi dengan intensitas emisi GRK, yang dihitung sebagai ton CO₂eq per Rp miliar pendapatan.

primarily driven by the expansion of the emissions calculation scope in 2025, which includes Scope 3 emissions. GHG emissions information is presented in tabular form and is complemented by GHG emissions intensity, which is calculated as tons of CO₂eq per Rp billion of revenue.

Jumlah Volume Emisi GRK (Ton CO₂eq) [305-1][305-2][305-3] Total Volume of GHG Emissions (Ton CO₂eq)

Tahun Year	Cakupan 1 Scope 1	Cakupan 2 Scope 2	Cakupan 3 Scope 3	Jumlah Total
2025	354.519,31	67.679,45	386.919,63	809.118,40
2024	431.993,87	67.072,28	-	499.066,15
2023	397.737,54	64.500,28	-	462.237,82

Keterangan | Note:

Data mencakup | Data Includes:

Anak Usaha | Subsidiaries: PT Lautan Luas (LTL) Indonesia, PT Lautan Natural Krimerindo (LNK), PT Lautan Air Indonesia (LAI), PT Dunia Kimia Jaya (DKJ), PT Dunia Kimia Utama (DKU), PT Indonesian Acid Industry (IAI), PT Liku Telaga (LTG), PT Mahkota Indonesia (MI), PT Cipta Mapan Logistik (CML), PT Strategic Partner Solution (SPS), PT Lautan Organo Water (LOW).

Perusahaan Afiliasi | Affiliated Companies: PT Lautan Otsuka Chemical (LOC), PT Lautan Ajinomoto Fine Ingredients (LAFI), Lautan Hongze Chemical Industry, Jiangsu Diamond Chemical Technology Industry.

Penghitungan Emisi GRK Pada Lini Bisnis Distribusi (Ton CO₂eq) [305-1][305-2][305-3] Calculation of GHG Emissions in the Distribution Business Line (Ton CO₂eq)

Uraian Description	2025	2024	2023
Volume Emisi GRK Cakupan 1 Scope 1 GHG Emission Volume	498,89	498,88	573,10
Volume Emisi GRK Cakupan 2 Scope 2 GHG Emission Volume	2.281,09	1.850,29	2.442,17
Volume Emisi GRK Cakupan 3 Scope 3 GHG Emission Volume	41.551,21	-	-
Jumlah Emisi GRK (Cakupan 1, 2, dan 3) Total GHG Emissions (Scope 1,2, and 3)	44.331,20	2.349,16	3.015,27

Penghitungan Emisi GRK pada Lini Bisnis Manufaktur (Ton CO₂eq) [305-1][305-2][305-3] Calculation of GHG Emissions in Manufacturing Business Line (Ton CO₂eq)

Uraian Description	2025	2024	2023
Volume Emisi GRK Cakupan 1 Scope 1 GHG Emission Volume	352.272,81	426.886,57	397.164,44
Volume Emisi GRK Cakupan 2 Scope 2 GHG Emission Volume	63.713,13	63.733,26	60.478,60
Volume Emisi GRK Cakupan 3 Scope 3 GHG Emission Volume	345.028,96	-	-
Jumlah Emisi GRK (Cakupan 1, 2, dan 3) Total GHG Emissions (Scope 1, 2, and 3)	761.014,90	490.619,83	457.643,03



Penghitungan Volume dan Intensitas Emisi GRK Pada Lini Bisnis Dukungan dan Jasa (Ton CO₂eq) [305-1][305-2][305-3]

Calculation of Volume and Intensity of GHG Emissions in Services and Support Business Lines (Ton CO₂eq)

Uraian Description	2025	2024	2023
Volume Emisi GRK Cakupan 1 Scope 1 GHG Emission Volume	1.747,61	4.608,43	-
Volume Emisi GRK Cakupan 2 Scope 2 GHG Emission Volume	1.685,22	1.488,73	1.579,52
Volume Emisi GRK Cakupan 3 Scope 3 GHG Emission Volume	339,46	-	-
Jumlah Emisi GRK (Cakupan 1 dan 2) Total GHG Emissions (Scope 1 and 2)	3.772,30	6.097,16	1.579,52



Intensitas Emisi GRK (Ton CO₂eq/Miliar Rp) [305-4]

GHG Emission Intensity (tons CO₂eq/Rp Billion)

91,95
2025

64,63
2024

63,17
2023

Reduksi Emisi GRK [F.12][305-5]

Meskipun total emisi GRK meningkat pada tahun 2025 seiring dengan mulai diperhitungkannya emisi GRK cakupan 3, secara operasional Perseroan berhasil menurunkan emisi GRK cakupan 1 dan cakupan 2 sebesar 15,4% dibandingkan tahun 2024, yang mencerminkan upaya peningkatan efisiensi energi dan pengelolaan emisi pada kegiatan operasional.

Perseroan terus melakukan inisiatif untuk mendukung upaya penurunan emisi GRK melalui substitusi bahan turunan petrokimia dengan bahan baku yang berasal dari sumber terbarukan, seperti tanaman atau hewan. Selain itu, Perseroan juga melakukan penggunaan biodiesel B40, pemanfaatan cangkang sawit sebagai bahan bakar proses pemanasan pada *boiler*, serta penerapan *Variable Speed Drive (VSD)* pada pompa *cooling tower* untuk meningkatkan efisiensi penggunaan energi listrik. Perseroan juga melakukan instalasi panel surya pada beberapa anak usaha serta optimalisasi proses pengeringan guna mendukung peningkatan efisiensi energi dalam kegiatan operasional.

GHG Emission Reduction [F.12][305-5]

Although total GHG emissions increased in 2025 following the inclusion of Scope 3 emissions, the Company successfully reduced Scope 1 and Scope 2 emissions by 15.4% compared to 2024, reflecting improved energy efficiency and emissions management in operational activities.

The Company continues to implement various initiatives to support the reduction of GHG emissions. These efforts include substituting petrochemical-derived materials with raw materials sourced from renewable resources, such as plant- or animal-based materials. In addition, the Company has implemented the use of B40 biodiesel, utilized palm kernel shells as fuel for the boiler heating process, and applied Variable Speed Drives (VSD) on cooling tower pumps to improve electricity efficiency. The Company has also installed solar panels in several subsidiaries and optimized the dryer process to further enhance energy efficiency in operational activities.

Pengendalian Emisi Mengandung ODS ^[305-6]

Sepanjang tahun 2025, Perseroan belum melakukan perhitungan volume emisi yang mengandung zat perusak ozon (ODS). Meski demikian, Perseroan tetap melanjutkan upaya pengendalian emisi ODS melalui penggantian bertahap AC berbasis Chlorofluorocarbon (CFC) menjadi AC non-CFC yang diperoleh dari pemasok atau mitra kerja. Pada lini distribusi telah sepenuhnya (100%) menggunakan AC non-CFC. Lebih lanjut, anak usaha perseroan seperti, PT Strategic Partner Solution (SPS), PT Indonesian Acids Industry, PT Lautan Air Indonesia, PT Dunia Kimia Utama, dan PT Liku Telaga telah sepenuhnya (100%) menggunakan AC non-CFC, sedangkan mayoritas anak usaha lainnya telah mencapai sekitar 60% penggunaan AC non-CFC.

Pengendalian Emisi Lain ^[305-7]

Perseroan menerapkan berbagai teknologi dan langkah pengendalian untuk memitigasi emisi udara, khususnya partikulat (PM), di fasilitas operasional. Upaya tersebut meliputi pemasangan cerobong yang dilengkapi filter/saringan pada unit genset, penggunaan *exhaust fan* dan sistem ventilasi di area operasional, serta penerapan teknologi pengendalian emisi pada fasilitas produksi. Pembuatan serta pengelolaan area hijau dan pemeliharaan rutin peralatan juga dilakukan untuk mendukung pengendalian emisi.

Selain itu, Perseroan melakukan pemantauan, pengukuran, dan penghitungan kualitas udara ambien secara berkala di seluruh fasilitas manufaktur, termasuk parameter SO_x, NO_x, dan partikulat. Berdasarkan hasil pengukuran sepanjang tahun 2025, tingkat emisi berada dalam ambang batas baku mutu lingkungan yang ditetapkan pemerintah, sehingga memastikan kepatuhan terhadap peraturan yang berlaku.

Control of ODS-Containing Emissions

^[305-6]

Throughout 2025, the Company did not calculate the volume of ozone-depleting substances (ODS) emissions. Nevertheless, the Company continued its efforts to control ODS emissions by gradually replacing air conditioners using Chlorofluorocarbon (CFC) with non-CFC units sourced from suppliers or business partners. In the distribution line, air conditioners using non-CFC refrigerants have been fully implemented (100%). Furthermore, the Company's subsidiaries—PT Strategic Partner Solution (SPS), PT Indonesian Acids Industry, PT Lautan Air Indonesia, PT Dunia Kimia Utama, and PT Liku Telaga—have also fully implemented (100%) the use of non-CFC air conditioners, while majority of other subsidiaries have reached approximately 60% adoption of non-CFC air conditioners.

Control of Other Emissions ^[305-7]

The Company has implemented technologies and control measures to mitigate air emissions, particularly particulate matter (PM), across its operational facilities. These measures include installing stacks equipped with filters/screens on generator units, using exhaust fans and ventilation systems in operational areas, and applying emission control technologies in production facilities. Green area management and routine equipment maintenance are also carried out to support emission control efforts.

In addition, the Company conducts periodic monitoring, measurement, and calculation of ambient air quality across all manufacturing facilities, covering parameters such as SO_x, NO_x, and particulate matter. Based on measurement results throughout 2025, emission levels remained within the regulatory environmental quality standards set by the government, ensuring compliance with applicable environmental regulations.

Hasil Pemantauan Tertinggi Kualitas Udara Ambien Tahun 2025 ^[305-7]

Highest Measurement Result of Ambient Air Quality in 2025

Parameter Parameters	Satuan Unit	Nilai Baku Mutu Quality Standard Value	Tertinggi Highest
NO _x		1.000	381
SO _x	mg/m ³	800	670
Total Partikulat Total Particulates		500	44,79


Keterangan | Notes:

- Baku Mutu Emisi Sumber Tidak Bergerak Bagi Ketel Uap, Peraturan Gubernur Sumatera Selatan Nomor 6 Tahun 2012 | Emission Standards for Stationary Sources for Steam Boilers, Governor Regulation of South Sumatra Number 6 of 2012
- Lokasi pemantauan pada pabrik di Jawa dan Sumatra | Monitoring locations at factories in Java and Sumatra
- Data berasal dari anak usaha manufaktur | Data collected from manufacturing subsidiaries



Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas		Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> Target 9.4 Pada tahun 2030, meningkatkan infrastruktur dan retrofit industri agar dapat berkelanjutan, dengan peningkatan efisiensi penggunaan sumberdaya dan adopsi yang lebih baik dari teknologi dan proses industri bersih dan ramah lingkungan, yang dilaksanakan semua negara sesuai kemampuan masing-masing Indikator 9.4.1 Rasio emisi CO₂/emisi GRK dengan nilai tambah sektor industri manufaktur. 	<p>Indikator 9.4.1 Nilai Intensitas Emisi dihitung sebagai emisi GRK per perolehan pendapatan (ton CO₂eq/Rp Miliar). Besaran nilai Intensitas Emisi tahun 2025 adalah 91,95, lebih tinggi dari tahun 2024 sebesar 64,63.</p> <p>Indikator 9.4.1.(a) Jumlah volume emisi GRK tahun 2025 mencapai 809.118,40 ton CO₂eq, meningkat 310.052,25 ton CO₂eq, dibandingkan dengan tahun 2024 yang disebabkan oleh perluasan cakupan perhitungan emisi yang telah mencakup cakupan 1, 2 dan 3 pada tahun pelaporan.</p>	<p>Indikator 9.4.1 Menjaga nilai Intensitas Emisi untuk memastikan pengendalian emisi berjalan dengan baik, dan mengupayakan penurunan volume lepasan emisi GRK.</p>	
<ul style="list-style-type: none"> Target 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities. Indikator 9.4.1 CO₂/GHG emissions per unit of manufacturing value added. 	<p>Indicator 9.4.1 The Emission Intensity value is calculated as GHG emissions per revenue generation (tons CO₂eq / Rp Billion). The Emission Intensity in 2025 was 91.95, higher than 64.63 in 2024.</p> <p>Indicator 9.4.1.(a) The total volume of GHG emissions in 2025 reached 809,118.40 tons CO₂eq, representing an increase of 310,052.25 tons CO₂eq compared to 2024. This increase was primarily driven by the expansion of the emissions calculation scope, which includes scope 1, 2 and 3 in the reporting year.</p>	<p>Indicator 9.4.1 Maintain Emission Intensity values to ensure emission control is implemented properly, and reduce the volume of GHG emission releases.</p>	



<p>Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas</p>	<p>Realisasi 2025 2025 Realization</p>	<p>Target 2026 2026 Target</p> 
<ul style="list-style-type: none"> ▪ Target 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi dan perencanaan nasional. ▪ Indikator 13.2.1 Terwujudnya penyelenggaraan inventarisasi gas rumah kaca (GRK), serta monitoring, pelaporan dan verifikasi emisi GRK yang dilaporkan dalam dokumen Biennial Update Report (BUR) dan National Communication. ▪ Indikator 13.2.2 Jumlah emisi gas rumah kaca (GRK) per tahun. ▪ Indikator 13.2.2.(a) Potensi penurunan emisi GRK. 	<ul style="list-style-type: none"> ▪ Indikator 13.2.1 Perseroan telah melakukan inventarisasi GRK, dan pemantauan, yang meliputi Cakupan 1, Cakupan 2, dan Cakupan 3. ▪ Indikator 13.2.2 Berdasar hasil penghitungan emisi GRK Perseroan untuk Cakupan 1, Cakupan 2, dan Cakupan 3, jumlah volume emisi GRK mencapai 809.118,40 ton CO₂eq. 	<ul style="list-style-type: none"> ▪ Indikator 13.2.1 Melakukan koordinasi dengan pihak-pihak berwenang terkait pelaporan inventarisasi GRK yang dijalankan Perseroan. ▪ Indikator 13.2.2 Melanjutkan penghitungan lepasan emisi GRK. ▪ Indikator 13.2.2.(a) Melanjutkan penghitungan lepasan emisi GRK.
<ul style="list-style-type: none"> ▪ Target 13.2 Integrate climate change measures into national policies, strategies and planning. ▪ Indikator 13.2.1 The realization of the greenhouse gas (GHG) inventory, as well as monitoring, reporting and verification of GHG emissions reported in the Biennial Update Report (BUR) and National Communications documents. ▪ Indikator 13.2.2 Total greenhouse gas (GHG) emissions per year. ▪ Indikator 13.2.2.(a) GHG emission reduction potential. 	<ul style="list-style-type: none"> ▪ Indikator 13.2.1 The Company has conducted GHG inventory, and monitoring, which covered Scope 1, Scope 2, and Scope 3. ▪ Indikator 13.2.2 Based on the calculation of the Company's GHG emissions for Scope 1 and Scope 2, the total volume of GHG emissions reached 809,118.40 tons CO₂eq. 	<ul style="list-style-type: none"> ▪ Indikator 13.2.1 .Coordinate with relevant authorities regarding the GHG inventory reporting by the Company. ▪ Indikator 13.2.2 Continue the calculation of GHG emissions. ▪ Indikator 13.2.2.(a) Continue the calculation of GHG emissions.

Pengelolaan Energi Energy Management

Pengelolaan energi di lingkungan Perseroan dilaksanakan melalui pendekatan efisiensi energi yang didukung oleh pemanfaatan teknologi dan penerapan transformasi industri 4.0 dalam proses operasional, khususnya pada lini manufaktur. Upaya peningkatan efisiensi energi berkontribusi langsung terhadap penurunan konsumsi energi sekaligus mendukung pengendalian emisi GRK. Komitmen tersebut tercermin dari berbagai apresiasi yang diterima Perseroan dan entitas anak, antara lain Juara III Apresiasi Efisiensi Energi Nasional (PEEN) dari Kementerian Energi dan Sumber Daya Mineral (ESDM), Pemenang Inovasi Khusus dari Kementerian ESDM, Sertifikasi Industri Hijau dari Kementerian ESDM, serta Penghargaan Lingkungan Hidup 2025 dari Kepala Dinas Lingkungan Hidup.

Sebagai bagian dari implementasi pengelolaan energi tersebut, Perseroan menerapkan inisiatif efisiensi energi melalui optimalisasi teknologi dan peralatan operasional di fasilitas perusahaan dan entitas anak. Upaya ini dilakukan antara lain melalui pemanfaatan biomassa berupa limbah cangkang sawit sebagai sumber panas alternatif untuk *boiler* guna mengurangi ketergantungan pada bahan bakar fosil. Selain itu, Perseroan juga meningkatkan efisiensi penggunaan energi listrik melalui pemasangan *Variable Speed Drive* (VSD) pada sejumlah motor berdaya tinggi, termasuk pada pompa *cooling tower* di fasilitas pabrik.

Energy management within the Company is carried out through an energy efficiency approach supported by the use of technology and the application of Industry 4.0 transformation in operational processes, particularly within the manufacturing business lines. Efforts to enhance energy efficiency directly contribute to reducing overall energy consumption while supporting greenhouse gas (GHG) emission control. This commitment is reflected in various recognitions received by the Company and its subsidiaries, including Third Place in the National Energy Efficiency Award (PEEN) from the Ministry of Energy and Mineral Resources (ESDM), the Special Innovation Award from the Ministry of ESDM, the Green Industry Certification from the Ministry of ESDM, and the 2025 Environmental Award from the Head of the Environmental Agency.

As part of its energy management practices, the Company has implemented energy efficiency initiatives through the optimization of technology and operational equipment across the Company's facilities and subsidiaries. These efforts include utilizing biomass in the form of palm kernel shell waste as an alternative heat source for boilers to reduce dependence on fossil fuels. In addition, the Company has improved electricity usage efficiency through the installation of Variable Speed Drives (VSD) on several high-capacity motors, including cooling tower pumps at one of the manufacturing facilities.

Jumlah dan Intensitas Energi Digunakan [F.6][302-1][302-2][302-3][302-4] Volume and Intensity of Energy Use

Perseroan menggunakan energi yang bersumber dari energi tidak terbarukan yaitu bahan bakar fosil, batu bara, dan pasokan listrik dari PT PLN (Persero). Di samping itu, Perseroan juga telah memanfaatkan energi baru terbarukan (EBT) yang seluruhnya berasal dari *on-site generation* (100%), meliputi pemanfaatan cangkang sawit sebagai bahan bakar biomassa, penggunaan biodiesel, serta instalasi panel surya. Fasilitas panel surya tersebut berlokasi di Gresik dan digunakan untuk mendukung kebutuhan energi operasional Perseroan.

Berdasarkan hasil penghitungan, konsumsi energi Perseroan pada tahun 2025 yaitu 4.270.952,45 GJ, turun dari 2024 yang tercatat 5.025.659,82 GJ. Penurunan ini didukung oleh berbagai inisiatif efisiensi energi dan pemanfaatan energi terbarukan, seperti implementasi panel surya, optimalisasi peralatan dan sistem produksi yang lebih efisien energi, serta peningkatan pengendalian dan pemantauan penggunaan energi di fasilitas operasional. Nilai Intensitas Konsumsi Energi (IKE), yang dihitung sebagai kebutuhan energi per Rp miliar pendapatan, tercatat sebesar 485,38 GJ/Rp miliar, atau lebih kecil dari intensitas di 2024 yaitu 650,79 GJ/Rp miliar.

The Company uses energy sourced from non-renewable resources, including fossil fuels, coal, and electricity supplied by PT PLN (Persero). The Company also uses new and renewable energy sources, all of which are derived from 100% on-site generation, including the use of palm kernel shells as biomass fuel, the use of biodiesel, and the installation of solar panels. The solar panel facilities are located in Gresik and are used to support the Company's operational energy needs.

Based on the calculation results, the Company's total energy consumption in 2025 was 4,270,952.45 GJ, an decrease compared to 5,025,659.82 GJ in 2024. This decrease was supported by various energy efficiency and renewable energy initiatives, including the implementation of solar panels, optimization of energy-efficient equipment and production systems, and enhanced monitoring and control of energy use across operational facilities. The Energy Used Intensity (EUI), calculated as energy demand per Rp billion of revenue, was 485.38 GJ/Rp billion, a decrease compared to the 2024 intensity of 650.79 GJ/Rp billion.

Jumlah Pemakaian Energi Berdasarkan Sumber Energi (GJ) [302-1][302-2]

Total Energy Use by Energy Source (GJ)

Tahun Year	Terbarukan Renewable			Tidak Terbarukan Non-Renewable				Lainnya Other	Jumlah Total
	Cangkang Sawit Palm Kernel Shells	Biodiesel	Solar Panel Solar Panel	Bensin Gasoline	Solar Diesel Fuel	Batu Bara Coal	Gas Alam Natural Gas	Listrik PLN PLN Electricity	
2025	50.607,19	72.858,89	3.879,19	16.705,31	939,55	3.422.507,11	348.457,26	354.997,95	4.270.952,45
2024	55.867,77	89.983,05	1,59	28.392,07	-	4.090.277,60	396.430,67	364.707,07	5.025.659,82
2023	59.268,11	70.410,80	-	17.588,26	-	3.814.483,90	371.237,79	348.701,54	4.681.690,40

Keterangan | Note:

Data mencakup | Data Includes:

Anak Usaha | Subsidiaries: PT Lautan Luas (LTL) Indonesia, PT Lautan Natural Krimerindo (LNK), PT Lautan Air Indonesia (LAI), PT Dunia Kimia Jaya (DKJ), PT Dunia Kimia Utama (DKU), PT Indonesian Acid Industry (IAI), PT Liku Telaga (LTG), PT Mahkota Indonesia (MI), PT Cipta Mapan Logistik (CML), PT Strategic Partner Solution (SPS), PT Lautan Organo Water (LOW).

Perusahaan Afiliasi | Affiliated Companies: PT Lautan Otsuka Chemical (LOC), PT Lautan Ajinomoto Fine Ingredients (LAFI), Lautan Hongze Chemical Industry, Jianguo Diamond Chemical Technology Industry.

Jumlah Pemakaian Energi Berdasarkan Lini Bisnis (GJ) [302-1][302-2]

Total Energy Use by Business Line (GJ)

Tahun Year	Manufaktur Manufacturing	Distribusi Distribution	Dukungan dan Jasa Support and Services	Jumlah Total
2025	4.208.653,02	16.717,37	45.582,07	4.270.952,45
2024	4.936.930,44	14.823,27	73.906,11	5.025.659,82
2023	4.609.709,31	18.337,75	53.643,34	4.681.690,40



Nilai Intensitas Konsumsi Energi [302-3]

Energy Use Intensity

485,38 **650,79** **639,85**
2025 2024 2023



Penggunaan Energi Baru Terbarukan

[F.7][302-4][302-5]

Sebagai bagian dari komitmen untuk menurunkan konsumsi energi tidak terbarukan dan mendukung transisi energi. Pada tahun 2024, anak usaha PT Lautan Natural Krimerindo (LNK), telah mengoperasikan sejumlah pembangkit listrik tenaga surya yang mengurangi ketergantungan terhadap energi fosil dan memberikan kontribusi terhadap penurunan emisi GRK. Keberlanjutan inisiatif tersebut berlanjut pada tahun 2025, di mana Perseroan melalui PT Dunia Kimia Jaya (DKJ) dan PT Liku Telaga (LTG) juga memanfaatkan sistem panel surya untuk mendukung transisi energi di fasilitas produksi. Bersama dengan PT Lautan Natural Krimerindo (LNK), pemanfaatan energi surya menghasilkan konsumsi energi bersih sebesar 3.879,19 GJ.

Upaya tersebut sejalan dengan pencapaian terbaru Perseroan dalam meraih pengakuan *Ecovadis Sustainability Rating-Committed*, yang menegaskan kemajuan LTLS dalam menerapkan praktik keberlanjutan secara menyeluruh termasuk pengelolaan energi, lingkungan, dan pengadaan berkelanjutan.

Use of Renewable Energy

[F.7][302-4][302-5]

As part of its commitment to reducing non-renewable energy consumption and supporting the energy transition, in 2024 the subsidiary PT Lautan Natural Krimerindo (LNK) operated several solar power systems that reduced reliance on fossil fuels and contributed to the reduction of greenhouse gas (GHG) emissions. This initiative continued in 2025, with the Company through PT Dunia Kimia Jaya (DKJ) and PT Liku Telaga (LTG) utilizing solar panel systems to support the energy transition in production facilities. Together with PT Lautan Natural Krimerindo (LNK), the use of solar energy generated clean energy consumption of 3,879.19 GJ per year.

These efforts are in line with the Company's recent achievement in obtaining the EcoVadis Sustainability Rating-Committed, which reaffirms LTLS's progress in applying comprehensive sustainability practices, including energy management, environmental stewardship, and sustainable procurement.

Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas		Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> ▪ Target 7.3 Pada tahun 2030, melakukan perbaikan efisiensi energi di tingkat global sebanyak dua kali lipat. ▪ Indikator 7.3.1 Intensitas energi primer. 	<ul style="list-style-type: none"> ▪ Indikator 13.2.1 Nilai Intensitas Konsumsi Energi (IKE) dihitung sebagai energi dibutuhkan per perolehan pendapatan atau GJ/ Rp Miliar. Besaran IKE tahun 2025 mencapai 485,38 GJ/ Rp Miliar, lebih rendah dari tahun 2024 yang sebesar 650,79 GJ/ Rp Miliar. 	<ul style="list-style-type: none"> ▪ Indikator 7.3.1 Menjaga nilai IKE untuk memastikan penggunaan energi tetap efisien. 	
<ul style="list-style-type: none"> ▪ Target 7.3 Double the rate of energy efficiency improvement by 2030. ▪ Indicator 7.3.1 Primary energy intensity. 	<ul style="list-style-type: none"> ▪ Indicator 13.2.1 The Energy Used Intensity (EUI) value is calculated as energy required per income or GJ/Rp Billion. EUI value in 2025 reached 485.39 GJ/Rp Billion, lower than in 2024, which was 650.79 GJ/Rp Billion. 	<ul style="list-style-type: none"> ▪ Indicator 7.3.1 Maintain EUI to ensure energy use remains efficient. 	



Pengelolaan Air dan Efluen

Water and Effluent Management

Sebagai perusahaan penyedia bahan baku dan solusi terintegrasi, dimana salah satunya adalah solusi pengolahan air, Grup Lautan Luas memandang air sebagai sumber daya penting yang mendukung keberlangsungan proses produksi dan aktivitas operasional pendukung. Perseroan memastikan pemanfaatan sumber daya air secara efisien serta menerapkan berbagai upaya konservasi air guna meminimalkan dampak terhadap lingkungan dan menjaga ketersediaan air bagi keberlanjutan usaha serta masyarakat di sekitar area operasional.

Kebijakan Penggunaan Air dan Pengelolaan Efluen [F.8]

Perseroan menggunakan air tawar yang bersumber dari pasokan perusahaan air minum (PDAM), air tanah, serta air hasil pemanfaatan kembali dari instalasi pengolahan air limbah (IPAL). Sebagian lokasi operasional Perseroan berada di Pulau Jawa, yang berdasarkan publikasi Kementerian Pekerjaan Umum dan Perumahan Rakyat (PUPR) tergolong wilayah dengan tingkat stres air yang relatif tinggi. Namun demikian, Perseroan telah memanfaatkan air dari sumber yang sesuai dengan persyaratan peraturan perundang-undangan. Pengelolaan air dilakukan secara terukur melalui pemantauan dampak secara berkala, disertai kerja sama dengan pemangku kepentingan dan pemasok untuk memastikan praktik penggunaan air yang bertanggung jawab. Fokus pengelolaan diarahkan pada peningkatan efisiensi dan pengurangan konsumsi air dengan mempertimbangkan kebijakan publik serta kondisi setempat. [303-1]

Air limbah yang dihasilkan dari kegiatan operasional diolah terlebih dahulu melalui IPAL sebelum dialirkan kembali ke lingkungan. Proses pengolahan dan kualitas efluen dipantau secara rutin oleh personel yang kompeten serta diuji secara berkala di laboratorium independen terakreditasi sesuai ketentuan yang berlaku. Pada entitas anak di bidang manufaktur kimia, pengujian kualitas efluen juga dilakukan setiap hari melalui laboratorium internal. Metode pengujian mengacu pada Standar Nasional Indonesia (SNI), termasuk prosedur pengambilan sampel, serta dilengkapi dengan penerapan standar internal berbasis praktik terbaik industri untuk fasilitas yang belum memiliki ketentuan lokal. Berdasarkan hasil pengujian tahun 2025, kualitas efluen telah memenuhi baku mutu sesuai Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 68 Tahun 2016, dengan tetap mempertimbangkan karakteristik badan air penerima agar tidak menimbulkan dampak terhadap ekosistem. Dengan demikian, air hasil olahan IPAL dapat dimanfaatkan kembali dan/atau dilepaskan ke badan air secara aman. [303-2]

As an integrated ingredients and solutions provider Company including water treatment solutions, the Lautan Luas Group recognizes water as a vital resource that supports production processes and supporting operational activities. The Company ensures the efficient use of water resources while implementing various water conservation initiatives to minimize environmental impacts and maintain water availability for business sustainability and surrounding communities.

Water Use and Effluent Management Policy [F.8]

The Company uses freshwater sourced from municipal water supply companies (PDAM), groundwater, and reused water from wastewater treatment plants (IPAL). Several of the Company's operational locations are situated on the island of Java, which, based on publications from the Ministry of Public Works and Housing (PUPR), is categorized as an area with relatively high water stress. Nevertheless, the Company utilizes water sources in compliance with applicable regulatory requirements. Water management is conducted in a measurable manner through periodic impact monitoring, supported by collaboration with stakeholders and suppliers to ensure responsible water use practices. Management efforts focus on improving efficiency and reducing water consumption while considering public policies and local conditions. [303-1]

Wastewater generated from operational activities is treated through wastewater treatment plants (WWTP) prior to discharge into the environment. The treatment process and effluent quality are routinely monitored by competent personnel and periodically tested by accredited independent laboratories in accordance with applicable regulations. For subsidiaries engaged in chemical manufacturing, effluent quality testing is also conducted daily through internal laboratories. Testing methods refer to the Indonesian National Standard (SNI), including sampling procedures, and are complemented by internal standards based on industry best practices for facilities without specific local requirements. Based on the 2025 testing results, effluent quality complied with the standards stipulated under Minister of Environment and Forestry Regulation No. 68 of 2016, while taking into account the characteristics of receiving water bodies to prevent adverse impacts on ecosystems. Accordingly, treated wastewater from IPAL may be reused and/or safely discharged into water bodies. [303-2]



Pengambilan Air, Debit Air, dan Konsumsi Air

Debit pasokan air dari perusahaan air minum (PDAM) pada setiap wilayah operasi Perseroan sepenuhnya ditetapkan oleh masing-masing penyedia layanan. Sementara itu, pengambilan air tanah dilakukan berdasarkan perizinan dari pemerintah daerah dan dipantau secara berkala untuk mencegah pengambilan yang berlebihan. Air yang bersumber dari PDAM maupun air tanah digunakan secara langsung dalam operasional tanpa proses penyimpanan, sehingga volume air yang diambil diasumsikan setara dengan volume pemakaian.

Perhitungan volume air dilakukan berdasarkan selisih angka meter air pada awal dan akhir periode pemantauan, sesuai dengan praktik pengukuran yang diterapkan di seluruh fasilitas operasional. Sepanjang tahun 2025, total volume pengambilan air Perseroan tercatat sebesar 1.034,53 megaliter (ML). [303-3][303-4]

Water Withdrawal, Debit, and Consumption

The volume of water supplied by municipal water companies (PDAM) in each of the Company's operational areas is fully determined by the respective service providers. While, groundwater extraction is carried out based on permits issued by local governments and is periodically monitored to prevent excessive withdrawal. Water sourced from PDAM and groundwater is used directly in operations without storage, therefore the volume of water withdrawn is assumed to be equivalent to the volume consumed.

Water volume is calculated based on the difference in water meter readings at the beginning and end of the monitoring period, in accordance with the measurement practices applied across all operational facilities. In 2025, the Company's total water withdrawal and consumption amounted to 1,034.53 megaliters (ML). [303-3][303-4]

Volume Pengambilan Air Berdasarkan Sumber Air (Megaliter)

Volume of Water Withdrawal and Consumption by Water Source (Megaliters)

Sumber Air Water Sources	2025	2024	2023
Perusahaan Air Bersih/PDAM Drinking Water Company	452,30	429,99	438,35
Air Tanah Groundwater	582,23	609,72	519,97
Jumlah Total	1.034,53	1.039,71	958,31

Keterangan | Note:

Data mencakup | Data Includes:

Anak Usaha | Subsidiaries: PT Lautan Luas (LTL) Indonesia, PT Lautan Natural Krimerindo (LNK), PT Lautan Air Indonesia (LAI), PT Dunia Kimia Jaya (DKJ), PT Dunia Kimia Utama (DKU), PT Indonesian Acid Industry (IAI), PT Liku Telaga (LTG), PT Mahkota Indonesia (MI), PT Cipta Mapan Logistik (CML), PT Strategic Partner Solution (SPS), PT Lautan Organo Water (LOW).

Perusahaan Afiliasi | Affiliated Companies: PT Lautan Otsuka Chemical (LOC), PT Lautan Ajinomoto Fine Ingredients (LAFI), Lautan Hongze Chemical Industry, Jianguo Diamond Chemical Technology Industry.



Volume Pemakaian Air (ML) [303-5]
Water Consumption (ML)

631,90
2025

897,11
2024

814,66
2023

Penurunan pada 2025 disebabkan oleh dimasukkannya data water discharge LOC yang belum termasuk dalam perhitungan tahun 2023–2024. Tanpa data LOC, total pemakaian air 2025 adalah 892,60 ML.

Perseroan menjalankan sejumlah inisiatif untuk mendukung keberlanjutan sumber daya air di sekitar area operasional, antara lain melalui pembangunan lubang resapan biopori guna meningkatkan daya resap air tanah. Hingga akhir tahun 2025, Perseroan telah memiliki 227 lubang resapan biopori di lingkungan kantor. Selain itu, volume pembuangan air tahun 2025 tercatat sebesar 402,62 (ML).

Perseroan menerapkan pemanfaatan air alternatif dan air daur ulang di beberapa fasilitas operasional, termasuk implementasi sistem pemanenan air hujan di Gedung Perkantoran Graha Indramas (Kantor Pusat) melalui tiga tangki berkapasitas masing-masing 1 m³ yang digunakan kembali untuk kebutuhan operasional non-konsumsi guna mengurangi penggunaan air tanah dan pasokan PDAM. Salah satu anak usaha juga memanfaatkan air limbah untuk kegiatan pencucian di area produksi, yang berkontribusi pada penurunan intensitas penggunaan air di salah satu *Plant Specialty* sebesar 13%. Selain itu, sistem pengelolaan limbah cair berbasis *closed-loop* diterapkan melalui pengolahan air di IPAL untuk digunakan kembali dalam proses produksi, dengan kontribusi sekitar 10% dari total penggunaan air di salah satu plant. Sepanjang periode pelaporan, total volume air yang berhasil didaur ulang dan digunakan kembali dalam kegiatan operasional mencapai 2.197 m³. [303-4]

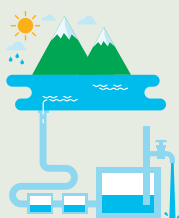
Salah satu Anak Perseroan telah melaksanakan inisiatif efisiensi penggunaan air melalui optimalisasi sistem pendingin pada salah satu plant. Sistem yang sebelumnya menggunakan metode *once-through* diubah menjadi sistem *recirculate*, sehingga air dapat digunakan kembali dalam proses produksi. Implementasi inisiatif tersebut dapat mengurangi penggunaan air sebesar 47%.

The decrease in 2025 is due to the inclusion of LOC water discharge data, which was not included in the 2023–2024 calculation. Without LOC data, the 2025 water consumption would be 892.60 ML.

In response to this condition, the Company has implemented initiatives to support water resource sustainability across its operational areas, including the construction of biopore infiltration holes to enhance groundwater absorption. As of the end of 2025, the Company had constructed 227 biopore infiltration holes within its office premises. In addition, the total volume of water discharged in 2025 amounted to 402.62 (ML).

The Company uses alternative and recycled water across several operational facilities, including the rainwater harvesting system at the Graha Indramas Office Building (Head Office), which uses three storage tanks, each with a capacity of 1 m³, which are reused for non-consumptive operational purposes to reduce groundwater and municipal water (PDAM) consumption. One of the subsidiaries also reused reject water for washing activities in the production area, contributing to a 13% reduction in water use intensity at one of the Specialty Plants. In addition, a closed-loop wastewater management system is used through treatment at the WWTP, allowing treated water to be reused in production processes, contributing approximately 10% of total water consumption at one plant. Throughout the reporting period, the total volume of water recycled and reused in operational activities reached 2,197 m³. [303-4]

One of the Company's subsidiaries has implemented a water efficiency initiative through the optimization of the cooling system at one of the plants. The previous system, which operated using a once-through method, has been converted into a recirculation system, allowing water to be reused in the production process. This initiative has reduced water consumption by 47%.



Volume Olahan Efluen Dialirkan ke Badan Air (ML)

Treated Effluent Discharged to Water Bodies (ML)

402,62	142,59	143,66
2025	2024	2023

Keterangan | Note:

*) Peningkatan 2025 disebabkan oleh penambahan cakupan data dari LOC, Diamond, dan LAFI. The increase in 2025 is due to additional data coverage from LOC, Diamond, and LAFI.



Pengelolaan Limbah Waste Management

Pengelolaan limbah dilaksanakan secara terintegrasi untuk menekan timbulan limbah dan mengurangi potensi dampak lingkungan.

Jumlah Timbulan Limbah dan Mekanisme Pengelolaannya [F.13][F.14]

Kegiatan operasional Perseroan menghasilkan berbagai jenis limbah yang berpotensi berdampak terhadap lingkungan, baik limbah bahan berbahaya dan beracun (B3) maupun limbah non-B3. Limbah B3 meliputi antara lain oli dan gemuk bekas, filter dan material terkontaminasi, limbah kimia padat dan cair, residu pewarna, lampu bekas, aki, toner, serta limbah medis. Sementara itu, limbah non-B3 mencakup cangkang sawit, plastik, kardus dan kemasan, kertas bekas, serta sampah organik yang timbul dari aktivitas pabrik, gudang, dan perkantoran. [306-1]

Pengelolaan limbah dilakukan dengan mengedepankan prinsip 4R (*reduce, reuse, recycle, replacement*) sebagai bagian dari penerapan ekonomi sirkular. Pendekatan ini diterapkan secara adaptif di seluruh lini bisnis, didukung oleh kerja sama dengan pihak ketiga berizin untuk pengelolaan jenis limbah tertentu. Seluruh proses pengelolaan limbah dipantau dan dicatat melalui sistem neraca limbah pada masing-masing unit operasional. [306-2]

Setiap fasilitas operasional Perseroan, termasuk pabrik, gudang, dan kantor, dilengkapi dengan tempat penampungan sementara (TPS) untuk limbah B3 dan non-B3. Sepanjang tahun 2025, Perseroan tidak melakukan pembakaran maupun penimbunan limbah. Limbah yang tidak dikelola secara internal diangkut oleh pihak ketiga berizin ke fasilitas pengolahan di dalam negeri. Selain itu, Perseroan mengoperasikan Bank Sampah dan Composting sebagai bagian dari pengelolaan limbah mandiri, dengan memanfaatkan sampah organik menjadi kompos, pupuk organik, dan media tanam. [306-2]

Waste management is carried out in an integrated manner to reduce waste generation and minimize potential environmental impacts.

Total Waste Generation and Management Mechanism [F.13][F.14]

The Company's operational activities generate types of waste that may have potential environmental impacts, including hazardous and toxic waste and non-hazardous waste. Hazardous waste includes used oil and grease, contaminated filters and materials, solid and liquid chemical waste, dye residues, used lamps, batteries, toner cartridges, and medical waste. While, non-hazardous and toxic waste consists of palm shells, plastics, cardboard and packaging materials, used paper, and organic waste generated from factory, warehouse, and office activities. [306-1]

Waste management is carried out by prioritizing the 4R principles (*reduce, reuse, recycle, replacement*) as part of the Company's circular economy implementation. This approach is applied adaptively across all business lines and supported by collaboration with licensed third parties for the management of certain types of waste. All waste management processes are monitored and recorded through a waste balance system at each operational unit. [306-2]

Each of the Company's operational facilities, including factories, warehouses, and offices, is equipped with temporary storage facilities for both hazardous and toxic or not. Throughout 2025, the Company did not conduct any waste incineration or landfilling activities. Waste not managed internally was transported by licensed third parties to domestic treatment facilities. In addition, the Company operates a Waste Bank and Composting as part of its self-managed waste program, converting organic waste into compost, organic fertilizer, and planting media. [306-2]

Volume Timbulan Sampah Organik dan Persentase Pengolahan Organic Waste Generation Volume and Processing Percentage

Tahun Year	Volume Timbulan Sampah Organik (Ton) Volume of Organic Waste Generated (Tons)	Kompos Compost	
		Volume (Ton Tons)	%
2025	73,35	6,95	9,47
2024	69,52	19,29	27,72
2023	196,12	6,42	3,27

Pada tahun 2025, total limbah B3 yang dihasilkan adalah sebesar 1.821,48 sementara yang diserahkan kepada pihak ketiga berizin tercatat sebesar 1.794,11 ton, mengalami penurunan sebesar 29% dibandingkan tahun 2024. Selain itu, kami juga melakukan recovery terhadap limbah B3 yang dihasilkan yaitu sebesar 21,56 ton dan pembuangan ke TPA sebesar 5,80 ton. Sementara itu, timbulan limbah non-B3 pada tahun 2025 mencapai 818,52 ton, yang terdiri atas 497,48 ton dikelola oleh pihak ketiga berizin, 285,98 ton dibuang ke tempat pemrosesan akhir (TPA), serta 35,05 ton didaur ulang. Secara keseluruhan, jumlah timbulan limbah non-B3 tersebut mengalami peningkatan sebesar 15% dibandingkan tahun 2024, yang totalnya sebesar 650,10 ton. [306-4][306-5]

In 2025, the total hazardous and toxic waste (B3) generated was 1,821.48 tons, while the amount transferred to licensed third parties was recorded at 1,794.11 tons, representing a 29% decrease compared to 2024. In addition, we carried out recovery of the generated hazardous waste totaling 21.56 tons, and 5.80 tons were disposed of at landfill sites. Meanwhile, non-hazardous waste generated in 2025 reached 818.52 tons, consisting of 497.48 tons managed by licensed third parties, 285.98 tons disposed of at final disposal sites, and 35.05 tons recycled. Overall, the total volume of non-hazardous waste increased by 15% compared to 2024, which amounted to 650.10 tons. [306-4][306-5]

Volume dan Pengelolaan Timbulan Limbah Lini Bisnis Distribusi [306-3][306-4][306-5] Waste Generation Volume and Management in Distribution Business Line

Tahun Year	Limbah B3 Dikelola Pihak Ketiga (Ton) Hazardous Waste Managed by Third Party (Tons)	Limbah Non-B3 (Ton) Non-hazardous waste (Tons)	
		Diangkut ke TPA Transported to the Final Disposal Site	Dikelola Pihak Ketiga Managed by Third Party
2025	1,66	8,98	4,01
2024	17,22	13,02	4,03
2023	1,63	9,75	6,55

Pada 2025, lini bisnis distribusi menghasilkan limbah B3 sebesar 1.66 ton, yang diserahkan kepada pihak ketiga berizin untuk dikelola di fasilitas pengolahan mereka, dibandingkan dengan 17,22 ton pada 2024. Sementara itu, timbulan limbah non-B3 pada 2025 tercatat sebesar 12.99 ton, dengan 69.13% diangkut ke tempat pemrosesan akhir (TPA) dan 30.87% dikelola oleh pihak ketiga berizin, dibandingkan dengan total 17,05 ton pada 2024, yang terdiri atas 76,3% ke TPA dan 23,7% dikelola oleh pihak ketiga berizin. [306-4][306-5]

In 2025, the distribution business line generated 1.66 tons of hazardous waste, which was handed over to licensed third parties for treatment at their facilities, compared to 17.22 tons in 2024. While, non-hazardous waste generated in 2025 amounted to 12.99 tons, with 69.13% transported to final disposal sites and 30.87% managed by licensed third parties, compared to a total of 17.05 tons in 2024, of which 76.3% was sent to final disposal sites and 23.7% was managed by licensed third parties. [306-4][306-5]



Volume dan Pengelolaan Timbulan Limbah Lini Bisnis Manufaktur [306-3][306-4][306-5]

Waste Generation Volume and Management in Manufacturing Business Line

Tahun Year	Limbah B3 Dikelola Pihak Ketiga (Ton) Hazardous Waste Managed by Third Party (Tons)	Limbah Non-B3 (Ton) Non-hazardous waste (Tons)	
		Diangkut ke TPA Transported to the Final Disposal Site	Dikelola Pihak Ketiga Managed by Third Party
2025	1.777,37	277,00	392,75
2024	2.539,03	245,53	277,14
2023	3.094,74	116,73	251,71

Pada 2025, lini bisnis manufaktur menghasilkan limbah B3 sebesar 1.777,37 ton, yang diserahkan kepada pihak ketiga berizin untuk dikelola di fasilitas pengolahan mereka, dibandingkan dengan 2.539,03 ton pada 2024. Sementara itu, timbulan limbah non-B3 pada 2025 tercatat sebesar 669,75 ton, dengan 41,36% dialirkan ke tempat pemrosesan akhir (TPA) dan 58,64% dikelola oleh pihak ketiga berizin, dibandingkan dengan total 522,67 ton pada 2024, yang terdiri atas 47,0% ke TPA dan 53,00% dikelola oleh pihak ketiga berizin. [306-4][306-5]

In 2025, the manufacturing business line generated 1,777.37 tons of hazardous waste, which was handed over to licensed third parties for treatment at their facilities, compared to 2,539.03 tons in 2024. While, non-hazardous waste generated in 2025 amounted to 669.75 tons, with 41.36% sent to final disposal sites and 58.64% managed by licensed third parties, compared to a total of 522.67 tons in 2024, of which 47.0% was sent to final disposal sites and 53.00% was managed by licensed third parties. [306-4][306-5]

Volume dan Pengelolaan Timbulan Limbah Lini Bisnis Pendukung dan Jasa [306-3][306-4][306-5]

Waste Generation Volume and Management in Support and Services Business Line

Tahun Year	Limbah B3 Dikelola Pihak Ketiga (Ton) Hazardous Waste Managed by Third Party (Tons)	Limbah Non-B3 (Ton) Non-hazardous waste (Tons)	
		Diangkut ke TPA Transported to the Final Disposal Site	Dikelola Pihak Ketiga Managed by Third Party
2025	15,08	0	100,72
2024	2,08	83,81	26,65
2023	0,64	242,46	41,83

Pada 2025, lini bisnis pendukung dan jasa menghasilkan limbah B3 sebesar 15,08 ton, yang diserahkan kepada pihak ketiga berizin untuk dikelola di fasilitas pengolahan mereka, dibandingkan dengan 2,08 ton pada 2024. Sementara itu, timbulan limbah non-B3 pada 2025 tercatat sebesar 100,72 ton, dengan 100% dikelola oleh pihak ketiga berizin, dibandingkan dengan total 110,46 ton pada tahun 2024, yang terdiri atas 75,9% ke TPA dan 24,1% dikelola oleh pihak ketiga berizin. [306-4][306-5]

In 2025, the support and services business line generated 15.08 tons of hazardous waste, which was handed over to licensed third parties for treatment at their facilities, compared to 2.08 tons in 2024. While, non-hazardous waste generated in 2025 amounted to 100.72 tons, with 100% managed by licensed third parties, compared to a total of 110.46 tons in 2024, of which 75.9% was sent to final disposal sites and 24.1% was managed by licensed third parties. [306-4][306-5]



<p>Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas</p>	<p>Realisasi 2025 2025 Realization</p>	<p>Target 2026 2026 Target</p> 
<ul style="list-style-type: none"> ▪ Target 12.4 Pada tahun 2020, mencapai pengelolaan berwawasan lingkungan, atas bahan kimia dan semua jenis limbah lainnya di sepanjang siklus hidupnya, sesuai dengan kerangka kerja internasional yang telah disepakati, dan secara signifikan mengurangi pelepasan bahan-bahan kimia dan limbah tersebut ke udara, air dan tanah untuk meminimalkan dampak buruk terhadap kesehatan manusia dan lingkungan. ▪ Indikator 12.4.2 (a) Limbah B3 yang dihasilkan per kapita; (b) Proporsi limbah B3 yang ditangani/ diolah berdasarkan jenis penanganannya/ pengelolaannya. 	<ul style="list-style-type: none"> ▪ Indikator 12.4.2 Jumlah volume timbulan limbah B3 mencapai 1.821,48 ton, berkurang dari tahun 2024 sebanyak 2.558,34 ton. Proporsi limbah B3 yang diangkut ke pihak ketiga berizin sebanyak 98,5% sehingga menurunkan beban pencemaran. 	<ul style="list-style-type: none"> ▪ Indikator 12.4.2 Mengurangi timbulan limbah B3 melalui berbagai inisiatif.
<ul style="list-style-type: none"> ▪ Target 12.4 By 2020, achieve an environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment . ▪ Indikator 12.4.2 (a) Hazardous waste generated per capita; (b) Proportion of hazardous waste treated, by type of treatment 	<ul style="list-style-type: none"> ▪ Indikator 12.4.2 The total volume of hazardous waste generated amounted to 1.821,48 tons, a decrease from 2,558.34 tons in 2024. A total of 98.5% of the hazardous waste was transported to licensed third parties for treatment, thereby reducing the potential pollution burden. 	<ul style="list-style-type: none"> ▪ Indikator 12.4.2 Reduce hazardous waste generation through several efforts.
<ul style="list-style-type: none"> ▪ Target 12.5 Pada tahun 2030, secara substansial mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali. ▪ Indikator 12.5.1.(a) Jumlah timbulan sampah yang didaur ulang. 	<ul style="list-style-type: none"> ▪ Indikator 12.5.1.(a) Jumlah volume timbulan sampah non-B3 organik yang telah didaur ulang menjadi kompos mencapai 6,95 ton, atau 9,47% dari jumlah volume timbulan sampah organik 	<ul style="list-style-type: none"> ▪ Indikator 12.5.1.(a) Meningkatkan volume daur ulang timbulan sampah, terutama untuk produk pupuk/kompos.
<ul style="list-style-type: none"> ▪ Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse. ▪ Indikator 12.5.1.(a) Amount of recycled waste 	<ul style="list-style-type: none"> ▪ Indikator 12.5.1.(a) The total volume of non-hazardous organic waste recycled into compost amounted to 6.95 tons, representing 9.47% of the total organic waste generated. 	<ul style="list-style-type: none"> ▪ Indikator 12.5.1.(a) Increase the volume of waste recycling, especially for fertilizer/compost products.



Pencegahan dan Penanganan Tumpahan [F.15]

Perseroan mengelola risiko tumpahan bahan kimia secara menyeluruh di seluruh tahapan operasional, mulai dari penerimaan bahan baku, penyimpanan, proses produksi, hingga distribusi produk kepada pelanggan. Upaya pencegahan dan penanganan tumpahan didukung oleh penerapan pedoman teknis yang disesuaikan dengan jenis dan karakteristik bahan kimia, dengan mengacu pada Keputusan Menteri Tenaga Kerja Nomor KEP-187/MEN/1999 tentang Pengendalian Bahan Berbahaya di Tempat Kerja. Setiap fasilitas produksi dilengkapi dengan *spill kit* serta personel yang memiliki kompetensi khusus untuk menangani kondisi darurat. Sepanjang 2025, tidak terdapat kejadian kebocoran maupun tumpahan bahan kimia yang bersifat signifikan dan berpotensi mencemari lingkungan.

Pelestarian Keanekaragaman Hayati Biodiversity Conservation

Perseroan terus melaksanakan inisiatif yang mendukung pelestarian keanekaragaman hayati sebagai bagian dari komitmen keberlanjutan dan kontribusi terhadap aksi perubahan iklim. Salah satu program keberlanjutan yang dijalankan adalah Lautan Luas Green Belt Program, yang mencakup penanaman 10.000 pohon mangrove di Semarang Mangrove Center. Pada akhir 2025, jumlah pohon yang telah ditanam sebanyak 20.000. Kegiatan ini melibatkan karyawan dan mitra lokal serta dirancang untuk memperkuat ekosistem pesisir, mengurangi dampak perubahan iklim, dan meningkatkan ketahanan lingkungan melalui penyerapan karbon dan perlindungan habitat pesisir. Program ini juga merupakan kelanjutan dari penanaman mangrove yang telah dimulai sebelumnya di Mauk, Kabupaten Tangerang, dan dipantau perkembangannya secara berkala untuk memastikan keberhasilan tumbuhnya vegetasi mangrove 2025–2028 demi manfaat jangka panjang. [F.10]

Seluruh wilayah operasional Perseroan berada di luar kawasan lindung dan tidak berbatasan langsung dengan area yang memiliki nilai keanekaragaman hayati tinggi. Dengan demikian, aktivitas usaha yang dijalankan tidak menimbulkan dampak langsung terhadap kawasan lindung maupun habitat dengan nilai konservasi tinggi. Sejalan dengan kondisi tersebut, Perseroan belum melakukan identifikasi spesies dilindungi, baik berdasarkan regulasi nasional maupun Daftar Merah IUCN, karena area operasional tidak bersinggungan dengan wilayah yang memiliki spesies dilindungi. [F.9]

Spill Prevention and Handling [F.15]

The Company manages the risk of chemical spills comprehensively across all stages of its operations, from raw material receipt and storage to production processes and product distribution to customers. Spill prevention and response efforts are supported by technical guidelines tailored to the type and characteristics of the chemicals handled, with reference to the Minister of Manpower Decree No. KEP-187/MEN/1999 concerning the Control of Hazardous Substances in the Workplace. Each production facility is equipped with spill kits and personnel with specific competencies to respond to emergency situations. Throughout 2025, there were no significant leakage or chemical spill incidents with the potential to cause environmental contamination.

The Company continues to implement initiatives that support biodiversity conservation as part of its sustainability commitment and contribution to climate action. One of the sustainability programs carried out is the Lautan Luas Green Belt Program, which includes the planting of 10,000 mangrove trees at the Semarang Mangrove Center. By the end of 2025, a total of 20,000 trees had been planted. This activity involves employees and local partners and is designed to strengthen coastal ecosystems, mitigate the impacts of climate change, and enhance environmental resilience through carbon absorption and coastal habitat protection. The program is a continuation of the mangrove planting initiative previously initiated in Mauk, Tangerang Regency, and its progress will be monitored periodically from 2025 to 2028 to ensure the successful growth of mangrove vegetation for long-term benefits. [F.10]

All of the Company's operational areas are located outside protected areas and are not directly adjacent to sites with high biodiversity value. Therefore, the Company's business activities do not pose any direct impact on protected areas or habitats with high conservation value. Therefore, the Company has not conducted identification of protected species, whether based on national regulations or the IUCN Red List, as its operational areas do not touch locations that host protected species. [F.9]







Kinerja Kesehatan dan Keselamatan Kerja (K3) dan Ketenagakerjaan ^[A.1]

Occupational Health and Safety (OHS) and Labor Performance

Perseroan menempatkan aspek kesehatan dan keselamatan kerja (K3) serta pengelolaan ketenagakerjaan sebagai bagian integral dari pengelolaan operasional yang bertanggung jawab. Melalui penerapan standar K3 yang konsisten, pemenuhan ketentuan ketenagakerjaan, serta penguatan budaya kerja yang aman dan inklusif, Perseroan berupaya menciptakan lingkungan kerja yang sehat, produktif, dan berkelanjutan bagi seluruh karyawan di seluruh lini usaha.

The Company places occupational health and safety (OHS) and labor management as integral parts of responsible operational management. Through the consistent application of OHS standards, fulfillment of labor regulations, and the strengthening of a safe and inclusive work culture, the Company strives to create a healthy, productive, and sustainable working environment for all employees across all business lines.

Lingkungan Bekerja yang Layak dan Aman [F.21]

Decent and Safe Working Environment

Komitmen Perseroan terhadap kesehatan dan keselamatan kerja (K3) diwujudkan melalui penerapan ISO 45001:2018, Sistem Manajemen K3 (SMK3) sesuai PP No. 50 Tahun 2012, serta prinsip Responsible Care® Indonesia pada entitas anak manufaktur kimia. Hingga akhir 2025, Perseroan mencatat bahwa 83% dari *site* operasional Lautan Luas telah menerapkan ISO 45001:2018. Sistem manajemen K3 tersebut diterapkan secara menyeluruh dan mencakup 100% karyawan, pekerja non-karyawan, mitra kerja, serta pihak lain yang berada di lingkungan operasional Grup Lautan Luas. [403-1][403-8]

The Company's commitment to occupational health and safety (OHS) is realized through the implementation of ISO 45001:2018, the OHS Management System (SMK3) in accordance with Government Regulation (PP) No. 50 of 2012, and the Responsible Care® Indonesia principles at chemical manufacturing subsidiaries. As of the end of 2025, the Company recorded that 83 % of Lautan Luas operational sites have implemented ISO 45001:2018. This OHS management system is implemented comprehensively and covers 100% of employees, non-employee workers, business partners, and other parties within the Lautan Luas Group's operational environment. [403-1][403-8]

Identifikasi Bahaya, Asesmen Risiko, dan Investigasi [403-2]

Hazard Identification, Risk Assessment, and Investigation

Penerapan sistem manajemen K3 di Grup Lautan Luas diawali dengan proses identifikasi bahaya dan penilaian risiko yang dilaksanakan secara sistematis oleh Departemen QHSE bersama para Manajer di masing-masing unit kerja. Proses ini mencakup aspek keselamatan kerja, kesehatan, serta dampak lingkungan, yang didokumentasikan dalam Hazard Identification, Risk Assessment and Determining Control (HIRADC), Identifikasi Aspek dan Dampak Lingkungan (IADL), serta Risk Assessment QHSE sebagai dasar penetapan langkah pengendalian risiko. Perseroan memastikan bahwa proses identifikasi bahaya dan penilaian risiko ini telah dilakukan di 100% *site* operasional Grup Lautan Luas. Hal ini merupakan bentuk kepatuhan terhadap standar keamanan yang ketat di seluruh lini usaha. Selain itu, Perseroan juga memiliki prosedur tanggap darurat untuk menghadapi kondisi darurat yang berpotensi membahayakan keselamatan karyawan. Prosedur tersebut mengacu pada dokumen-dokumen prosedur internal masing-masing anak usaha yang mengatur mekanisme pelaporan kondisi darurat serta langkah penanganan awal untuk melindungi keselamatan personel di lingkungan kerja.

The implementation of the OHS management system within the Lautan Luas Group begins with a systematic hazard identification and risk assessment process conducted by the QHSE Department in collaboration with Managers in each work unit. This process covers aspects of work safety, health, and environmental impact, documented in the Hazard Identification, Risk Assessment and Determining Control (HIRADC), Environmental Aspect and Impact Identification (IADL), and QHSE Risk Assessment as the basis for determining risk control measures. The Company ensures that this hazard identification and risk assessment process has been conducted at 100% of the Lautan Luas Group's operational sites. This reflects compliance with strict safety standards across all business lines. Furthermore, the Company has emergency response procedures to handle emergency conditions that potentially endanger employee safety. The procedure refers to the respective internal procedural documents of each subsidiary, which regulates emergency reporting mechanisms and initial handling steps to protect personnel safety in the workplace.

Sebagai bagian dari penguatan sistem, Perseroan secara berkala melaksanakan audit internal dan eksternal atas penerapan K3. Hasil audit tahun 2025 menunjukkan bahwa Perseroan tetap mempertahankan sertifikasi ISO 45001, tanpa adanya temuan mayor di seluruh unit usaha. Terdapat beberapa rekomendasi perbaikan minor pada beberapa anak usaha dan seluruhnya telah dilaksanakan.

As part of its system strengthening, the Company periodically conducts internal and external audits on the implementation of OHS (Occupational Health and Safety). The 2025 audit results indicate that the Company has maintained its ISO 45001 certification, with zero major findings across all business units. While there were several recommendations for minor improvements in certain subsidiaries, all have been fully implemented.

Perseroan menyediakan mekanisme pelaporan kondisi tidak aman, insiden kerja dan isu-isu terkait K3 yang dapat diakses oleh seluruh karyawan, sesuai dengan prosedur operasional standar yang berlaku, antara lain SOP Pelaporan dan Investigasi Insiden, Instruksi Kerja Penanggulangan Kecelakaan dan Insiden Kerja, serta SOP Pelaporan dan Investigasi Kecelakaan. Setiap potensi bahaya dan insiden yang dilaporkan akan dievaluasi dan menjadi bahan pertimbangan pembaruan dokumen *risk assessment*, HIRADC, dan IADL sebagai bagian dari pengendalian risiko.

Proses investigasi insiden dilaksanakan sesuai dengan ketentuan internal yang mengatur pelaporan dan investigasi kecelakaan kerja serta penyakit akibat kerja, termasuk standar manajemen risiko dan pengelolaan aspek dampak lingkungan. Setiap entitas anak memiliki prosedur khusus yang dilakukan oleh unit K3 terkait pelaporan insiden, ketidaksesuaian, dan tindakan korektif, serta mekanisme perbaikan berkelanjutan.

Sepanjang 2025, seluruh insiden yang terjadi telah ditindaklanjuti melalui proses investigasi sesuai prosedur yang berlaku, dan tidak terdapat kejadian yang mengharuskan evakuasi karyawan ke lokasi aman akibat kondisi kerja berbahaya. Namun demikian, dalam situasi keadaan darurat tertentu seperti gempa bumi atau bencana alam lainnya, prosedur evakuasi tetap dilaksanakan sesuai dengan ketentuan tanggap darurat yang berlaku. Untuk meningkatkan efektivitas pengendalian risiko, Perseroan terus mengembangkan praktik HSE berbasis teknologi, antara lain melalui digitalisasi izin kerja guna memperkuat pengawasan terhadap pekerjaan berisiko tinggi, seperti pekerjaan di ketinggian, panas, dan kelistrikan, serta memastikan perlindungan keselamatan personel dan keamanan instalasi operasional.

The Company provides mechanisms for reporting unsafe conditions, work incidents, and OHS issues accessible to all employees, in accordance with applicable standard operating procedures, including the SOP for Incident Reporting and Investigation, Work Instructions for Accident and Work Incident Mitigation, and the SOP for Accident Reporting and Investigation. Every reported potential hazard and incident is evaluated and incorporated into updates of the risk assessment, HIRADC, and IADL documents as part of risk control.

Incident investigation processes are carried out in accordance with internal provisions governing the reporting and investigation of occupational accidents and work-related illnesses, including risk management standards and the management of environmental impact aspects. Each subsidiary has specific procedures implemented by the respective OHS unit for incident reporting, non-conformity management, corrective actions, and continuous improvement mechanisms.

Throughout 2025, all incidents that occurred were followed up through an investigation process in accordance with applicable procedures, and there were no incidents requiring employee evacuation to safe locations due to hazardous working conditions. However, in certain emergency situations such as earthquakes or other natural disasters, evacuation procedures are implemented in accordance with the applicable emergency response protocols. To improve the effectiveness of risk control, the Company continues to develop technology-based HSE practices, including the digitalization of work permits to strengthen supervision over high-risk activities, such as working at heights, hot work, and electrical work, as well as to ensure the safety of personnel and the security of operational installations.



Kesehatan Karyawan dan Promosi Kesehatan Bukan PAK [403-3][403-6]

Employee Health and Non-Occupational Health Promotion

Upaya pencegahan penyakit akibat kerja (PAK) mengacu pada Keputusan Presiden No. 22 Tahun 1993 tentang Penyakit yang Timbul karena Hubungan Kerja. Melalui fungsi HSE di setiap entitas anak, Perseroan secara berkala melakukan penilaian risiko kesehatan melalui dokumen HIRADC yang berkaitan dengan jenis pekerjaan dan kondisi area kerja di seluruh lini operasional. Penilaian tersebut menjadi dasar dalam menetapkan langkah pengendalian dan pencegahan risiko kesehatan kerja.

Sebagai bagian dari pengelolaan kesehatan kerja, dilakukan pemantauan kualitas lingkungan kerja secara rutin, yang mencakup aspek ergonomi, kualitas udara, tingkat kebisingan, pencahayaan, bau, serta pemeriksaan mikrobiologi. Pada entitas anak yang bergerak di bidang manufaktur, tersedia fasilitas unit P3K kesehatan serta bekerja sama dengan dokter perusahaan bersertifikat HIPERKES, guna mendukung pemantauan dan penanganan kesehatan kerja secara langsung.

Perseroan memastikan bahwa paparan bahan kimia di lingkungan kerja berada dalam batas aman bagi pekerja dan lingkungan, serta memberikan pelatihan kesehatan kerja kepada karyawan, khususnya bagi mereka yang bekerja di area dengan risiko tinggi. Setiap potensi maupun kejadian paparan kesehatan dicatat dan ditindaklanjuti sesuai dengan SOP Pelaporan dan Investigasi Insiden serta Instruksi Kerja Penanggulangan Kecelakaan dan Insiden Kerja. Sepanjang 2025, tidak terdapat insiden paparan bahan kimia yang berdampak pada penyakit akibat kerja (PAK).

Selain pengelolaan PAK, Perseroan juga memperhatikan kesehatan karyawan di luar risiko pekerjaan (bukan PAK). Seluruh karyawan terdaftar sebagai peserta BPJS Kesehatan, sehingga memiliki akses terhadap layanan kesehatan mulai dari fasilitas kesehatan tingkat pertama hingga rumah sakit rujukan. Untuk mendukung gaya hidup sehat dan pencegahan penyakit bukan akibat kerja, Perseroan secara berkala menyelenggarakan berbagai program promosi kesehatan, yang bertujuan meningkatkan kesadaran karyawan terhadap pentingnya menjaga kesehatan fisik dan mental.

Efforts to prevent occupational diseases (PAK) refer to Presidential Decree No. 22 of 1993 regarding Diseases Caused by Occupational Relations. Through the HSE function in each subsidiary, the Company periodically conducts health risk assessments through HIRADC documentation related to types of work and work area conditions across all operational lines. These assessments serve as the basis for establishing occupational health risk control and prevention measures.

As part of occupational health management, routine monitoring of the working environment quality is conducted, covering aspects of ergonomics, air quality, noise levels, lighting, odor, and microbiological examinations. In manufacturing subsidiaries, first aid units are available, and the Company collaborates with a HIPERKES-certified occupational physician to support direct occupational health monitoring and treatment.

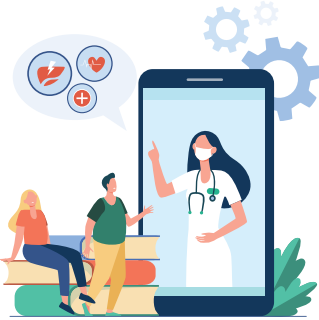
The Company ensures that chemical exposure in the work environment remains within safe limits for workers and the environment, and provides occupational health training to employees, particularly those working in high-risk areas. Every potential or actual health exposure incident is recorded and followed up in accordance with the SOP for Incident Reporting and Investigation and the Work Instructions for Accident and Work Incident Mitigation. Throughout 2025, there were no chemical exposure incidents impacting employee health.

In addition to managing occupational diseases, the Company also pays attention to employee health outside of work risks (non-occupational). All employees are registered as members of BPJS Kesehatan, providing access to health services ranging from first-level health facilities to referral hospitals. To support a healthy lifestyle and the prevention of non-occupational diseases, the Company periodically organizes various health promotion programs aimed at increasing employee awareness of the importance of maintaining physical and mental health.



Promosi Kesehatan dan Pencegahan Bukan PAK

Health Promotion and Non-Occupational Disease Prevention



Distribusi
Distribution

Perseroan menjaga kesehatan karyawan melalui pemeriksaan kesehatan rutin, *Health Talk* dan mini MCU berkala, edukasi BPJS dan asuransi tambahan, serta dukungan aktivitas olahraga dan komunikasi kesehatan internal. Program ini mencakup seluruh operasi distribusi di Indonesia.

The Company maintains employee health through routine health check-ups, *Health Talks*, periodic mini MCUs, BPJS education, supplementary insurance, as well as support for sports activities and internal health communications. This program covers all distribution operations in Indonesia.



Manufaktur
Manufacturing

Upaya promosi kesehatan dilakukan melalui edukasi BPJS, mini MCU berkala, *Health Talk* bersama rumah sakit mitra terkait isu kesehatan kerja dan mental, serta penyediaan kegiatan olahraga rutin untuk mendukung kebugaran karyawan, fasilitas P3K, edukasi kesehatan bersama tenaga medis, *Safety Talk* dan media edukasi K3.

Health promotion efforts are conducted through education on the BPJS Health program, periodic mini medical check-ups (MCU), and *Health Talks* with partner hospitals regarding occupational and mental health issues, and the provision of routine sports activities to support employee fitness.



Support Service

Perseroan mendukung kesehatan dan keselamatan karyawan melalui senam rutin, edukasi kesehatan bersama tenaga medis, kegiatan donor darah, penyediaan fasilitas P3K, serta pelaksanaan *Safety Talk* dan media edukasi K3. Data pada segmen ini mencakup PT Cipta Mapan Logistik.

The Company supports employee health and safety through routine exercise, joint health education with medical professionals, blood donation drives, provision of first-aid facilities, and the implementation of *Safety Talks* and OHS educational media. Data for this segment includes PT Cipta Mapan Logistik.

Partisipasi Karyawan dan Pelatihan K3 ^{[403-4][403-5]}

Employee Participation and OHS Training

Sebagai langkah preventif, Perseroan rutin memberikan pelatihan terkait K3 kepada seluruh karyawan. Selain itu, karyawan juga dilibatkan dalam partisipasi, konsultasi dan komunikasi dalam berbagai kesempatan, termasuk dengan Panitia Pembina K3 (P2K3).

Kegiatan yang dijalankan sepanjang 2025, di antaranya:

- Penyelenggaraan HSE Week
- Penyelenggaraan Bulan K3 Nasional
- *Health Talk*

As a preventive measure, the Company routinely provides OHS-related training to all employees. Furthermore, employees are involved in participation, consultation, and communication on various occasions, including through the Occupational Health and Safety Committee.

Activities conducted throughout 2025 included:

- The Company organized HSE Week
- Implementation of the National OHS Month
- Health Talk



Sepanjang 2025, Perseroan melaksanakan berbagai program pelatihan kesehatan, keselamatan, dan lingkungan (K3L) guna meningkatkan kompetensi dan kesadaran karyawan terhadap aspek keselamatan kerja. Program pelatihan mencakup pelatihan teknis dan sertifikasi/lisensi, antara lain K3 dasar, petugas K3 kimia, HSE *mandatory, basic safety*, kesadaran standar ISO, pengelolaan limbah, serta ergonomi kerja. Program pelatihan juga mencakup pengelolaan bahan kimia berbahaya melalui pelatihan *Chemical Handling, Chemical Transportation Safety Management, dan Chemical Security*, yang diikuti oleh total 7.759 karyawan sepanjang tahun pelaporan.

Pada tahun 2025, Perseroan secara grup telah menyelenggarakan 292 pelatihan / penyuluhan / *health talk* tentang K3 yang diikuti oleh karyawan dari berbagai unit kerja. Pelaksanaan program ini merupakan bagian dari komitmen Perseroan dalam meningkatkan kompetensi dan kesadaran terhadap keselamatan dan kesehatan kerja di lingkungan operasional.

Pelaksanaan pelatihan K3L dilakukan secara terencana dan berkesinambungan, disesuaikan dengan karakteristik risiko pada masing-masing lini bisnis, sebagai bagian dari komitmen Perseroan dalam menciptakan lingkungan kerja yang aman, sehat, dan produktif.

Pencegahan dan Mitigasi K3 Terkait Relasi Bisnis [403-7] OHS Prevention and Mitigation Related to Business Relationships

Perseroan mendorong pemasok/mitra kerja melakukan pencegahan dan mitigasi K3 terhadap kesehatan dan keselamatan pekerja mereka. Beberapa upaya yang dilakukan selama 2025:

- Mewajibkan pemasok/mitra kerja mendaftarkan pekerja mereka pada kepesertaan BPJS Kesehatan, sebagai syarat utama pada proses seleksi pemasok/mitra kerja;
- Mengutamakan pemasok/mitra kerja yang telah memiliki ISO 45001 yang telah tersertifikasi sistem manajemen K3 karyawan atau SMK3;
- Memastikan pemasok/mitra menyediakan alat pelindung diri (APD) untuk pekerja dan digunakan saat melakukan pekerjaan di lingkungan Perseroan;
- Memberikan informasi kebijakan dan prosedur terkait K3 kepada pemasok/mitra kerja;
- Memastikan pemasok/mitra melengkapi dokumen identifikasi bahaya dan pengendaliannya terkait aktivitas kerja di lingkungan Perseroan.

Throughout 2025, the Company implemented various Occupational Health, Safety, and Environment (OHSE) training programs to enhance employees' competencies and awareness of workplace safety. These programs included technical training and certification/licensing, such as basic OHSE, chemical safety officers, HSE mandatory training, basic safety, ISO standards awareness, waste management, and workplace ergonomics. The training initiatives also covered hazardous chemical management through Chemical Handling, Chemical Transportation Safety Management, and Chemical Security programs, with a total of 7,759 employees participating during the reporting year.

In 2025, the Company at the group level conducted 292 HSE-related training sessions, awareness programs, and Health Talks attended by employees from various business units. The implementation of these programs reflects the Company's commitment to enhancing competencies and raising awareness of occupational health and safety within its operational environment.

The implementation of HSE training is conducted in a planned and continuous manner, tailored to the risk characteristics of each business line, as part of the Company's commitment to creating a safe, healthy, and productive working environment.

The Company encourages suppliers/business partners to conduct OHS prevention and mitigation for their workers' health and safety. Efforts made during 2025 included:

- Requiring suppliers/business partners to register their workers in BPJS Kesehatan membership as a primary requirement in the supplier/partner selection process;
- Prioritizing suppliers/business partners who have achieved ISO 45001 certification for their employee OHS management system;
- Ensuring suppliers/partners provide Personal Protective Equipment (PPE) for workers and ensure its use while working within the Company's environment;
- Providing information on OHS-related policies and procedures to suppliers/business partners;
- Ensuring that suppliers/partners complete the hazard identification and control documents related to work activities within the Company's environment.



Kinerja Keselamatan Kerja [403-9]

Pencatatan dan pelaporan capaian penerapan K3 mencakup insiden yang dialami karyawan Perseroan, dengan mengecualikan pekerja lain bukan karyawan Perseroan serta pekerja pemasok/mitra kerja. Penghitungan untuk statistik kinerja keselamatan kerja dilakukan dengan pendekatan per 200.000 jam kerja orang.

Sepanjang tahun 2025, Perseroan mencatat adanya satu insiden fatal yang terjadi pada karyawan *outsorce*. Berdasarkan investigasi mendalam, insiden tersebut disebabkan oleh *human error*. Menanggapi kejadian tersebut, Perseroan telah mengambil langkah penanganan yang komprehensif, mencakup pelatihan karyawan dan peningkatan fasilitas infrastruktur pendukung. Perseroan berkomitmen penuh untuk melakukan perbaikan berkelanjutan guna memastikan mitigasi risiko yang lebih ketat demi mewujudkan target *Zero Accident* di masa mendatang.

Work Safety Performance [403-9]

The recording and reporting of OHS implementation achievements include incidents experienced by the Company's employees, excluding non-employee workers and supplier/partner workers. Statistical calculations for work safety performance use a rate per 200,000 man-hours.

Throughout 2025, the Company recorded one fatality incident involving an outsourced employee. Based on an in-depth investigation, the incident was caused by human error. In response to the incident, the Company has taken comprehensive handling measures, including employee training and improvements to supporting OHS infrastructure facilities. The Company is fully committed to continuous improvement to ensure stricter risk mitigation in order to achieve the Zero Accident target in the future.

Jumlah Insiden K3 [403-9]

Number of OHS Incidents

Kategori Category	2025	2024	2023
Near Miss	216	129	103
Ringan (termasuk First Aid) Minor (Include First Aid)	66	86	135
Sedang Intermediate	3	5	2
Berat Major	2	2	3
Fatal/Meninggal Fatal	1*	0	0

Keterangan | Note :

*) Insiden fatality terjadi pada karyawan *outsorce*.

*) A fatality incident occurred involving an outsourced employee.

Kinerja Keselamatan Kerja K3 [403-9]

OHS Performance on Occupational Safety

Uraian Description	2025	2024	2023
Jam Kerja Selamat Safe Working hours	8.243.189	11.457.926	10.605.943
Lost Time Injury (LTI)	8	4	2
Number of Accident (NOA)	15	9	6
Total Recordable Incident Rate (TRIR)*	0,36	0,79	0,56
Frequency Rate (FR)	0,22	0,35	0,19

Keterangan | Note :

*) Berdasarkan 200.000 jam kerja. | Based on 200,000 working hours.



Pada 2025, perusahaan mencatatkan total 8.244.245 jam kerja karyawan. Dari total jam kerja tersebut, tercatat sebanyak 132 hari kerja yang hilang yang disebabkan oleh kecelakaan kerja maupun penyakit akibat kerja. Perseroan secara berkelanjutan melakukan penyempurnaan sistem dan praktik kerja untuk meningkatkan keselamatan dan keamanan kerja. Upaya tersebut antara lain dilakukan melalui pemberian HSE Reward setiap bulan kepada karyawan yang aktif menyampaikan saran, laporan *near-miss*, atau masukan terkait K3L kepada Tim QHSE. Sepanjang 2025, penghargaan tersebut diberikan kepada karyawan terpilih dari masing-masing anak usaha sebagai bentuk apresiasi atas partisipasi aktif dalam pencegahan risiko.

Selain itu, Perseroan menyusun dan mensosialisasikan buku saku HSE, khususnya bagi karyawan di entitas anak manufaktur kimia, sebagai panduan praktis penerapan keselamatan kerja. Perseroan juga memperkuat mitigasi untuk pekerjaan berisiko tinggi dengan mewajibkan pengisian *Job Safety Analysis* (JSA) atau Work E-Permit sebelum pekerjaan dilaksanakan, yang selanjutnya dipantau secara rutin oleh PIC area dan Departemen HSE.

Untuk aktivitas dengan risiko spesifik, seperti bongkar muat material B3, Perseroan menerapkan berbagai langkah pengendalian, meliputi sosialisasi penyimpanan bahan kimia sesuai karakteristik dan *Safety Data Sheet* (SDS), inspeksi rutin pada peralatan keselamatan dan peralatan kerja setiap bulan, kesiapan tim tanggap darurat, penyediaan APAR, audit ekspedisi muatan, penggunaan alat pelindung diri (APD), pelatihan manual handling, serta pemanfaatan alat bantu angkut. Sementara itu, pengendalian risiko pada penggunaan peralatan seperti pesawat angkat angkut, pesawat uap, dan kompresor dilakukan melalui rekayasa teknis, pemasangan pelindung mesin, pemenuhan sertifikasi izin alat, serta lisensi K3 bagi operator.

Kinerja Kesehatan Kerja ^[403-10] Occupational Health Performance

Perseroan melakukan pemantauan dan pengelolaan dampak kesehatan terkait pekerjaan melalui pelaksanaan *medical check-up* (MCU) bagi karyawan minimal satu kali dalam setahun. Sepanjang 2025, sebanyak 100% karyawan telah mengikuti MCU sebagai bagian dari upaya deteksi dini dan pencegahan PAK. Berdasarkan hasil pemantauan tersebut, tidak ditemukan indikasi PAK yang bersifat dominan pada karyawan Perseroan.

In 2025, the company recorded a total of 8,244,245 employees working hours. Out of these total hours, 132 lost workdays were recorded due to work-related accidents and occupational illnesses. The Company continuously improves its work systems and practices to enhance occupational safety and security. These efforts include providing a monthly HSE Reward to employees who actively submit suggestions, near-miss reports, or HSE-related input to the QHSE Team. Throughout 2025, this award was presented to selected employees from each subsidiary as a form of appreciation for their active participation in risk prevention.

Furthermore, the Company developed and disseminated an HSE Pocketbook, specifically for employees in chemical manufacturing subsidiaries, as a practical guide for work safety implementation. The Company also strengthened mitigation for high-risk tasks by requiring the completion of a Job Safety Analysis (JSA) or Work E-Permit before work commences, which is subsequently monitored routinely by the Area PIC and the HSE Department.

For activities with specific risks, such as the loading and unloading of OHS materials, the Company implements control measures, including socialization on chemical storage according to characteristics and Safety Data Sheets (SDS), routine inspections of safety and work equipment every month, emergency response team readiness, provision of fire extinguishers, shipping audits, the use of PPE, manual handling training, and the use of transport aids. On the other hand, risk control for the use of equipment such as lifting and carrying equipment, steam boilers, and compressors is carried out through engineering controls, the installation of machine guards, fulfillment of equipment certification permits, and OHS licenses for operators.

The Company monitors and manages work-related health impacts through the medical check-ups (MCU) for employees at least once a year. Throughout 2025, 100% employees participated in MCUs as part of early detection and prevention efforts for occupational diseases. Based on the monitoring results, no dominant indications of occupational diseases were found among the Company's employees.

Selain aspek kesehatan fisik, Perseroan menaruh perhatian besar pada kesehatan mental dan psikososial karyawan melalui penyediaan fasilitas konseling bersama psikolog profesional, yang pada tahun 2025 telah dimanfaatkan oleh 16 karyawan. Seluruh hasil pemeriksaan dan tindak lanjutnya dikelola dengan kerahasiaan tinggi serta digunakan sebagai landasan perbaikan program kesehatan kerja secara berkelanjutan. Sebagai langkah preventif, Perseroan juga rutin menyelenggarakan uji psikologi sebanyak 1 kali per tahun untuk memantau tingkat stres kerja, di mana pada tahun 2025 program ini diikuti oleh perwakilan karyawan dari setiap anak usaha dengan hasil rata-rata dalam kategori stres ringan-sedang. Untuk mendukung aksesibilitas bantuan, karyawan dapat menghubungi saluran khusus konseling atau program pendampingan psikologis melalui Divisi Human Capital.

Beyond physical health, the Company places significant emphasis on mental and psychosocial health by providing counseling facilities with professional psychologists, which were utilized by 16 employees in 2025. All examination results and follow-up actions are managed with high confidentiality and serve as a basis for continuous improvement of occupational health programs. As a preventive measure, the Company routinely conducts annual psychological tests to monitor work stress levels. In 2025, this program involved employee representatives from each subsidiary, with average results falling within the mild-to-moderate stress category. To ensure accessibility, employees can reach out to dedicated counseling channels or psychological assistance programs through the Human Capital Division.

Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas		Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> ▪ Target 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja, termasuk pekerja migran, khususnya pekerja migran perempuan, dan mereka yang bekerja dalam pekerjaan berbahaya. ▪ Indikator 8.8.1.(a) Jumlah perusahaan yang menerapkan norma K3. 	<ul style="list-style-type: none"> ▪ Indikator 8.8.1.(a) Perseroan dan seluruh entitas anak telah menerapkan norma K3, dengan memenuhi standar ISO 45001:2018 Sistem Manajemen K3 (SMK3) sesuai Peraturan Pemerintah Nomor 50 Tahun 2012, dan prinsip-prinsip dari Responsible Care® Indonesia untuk entitas anak manufaktur kimia. 	<ul style="list-style-type: none"> ▪ Indikator 8.8.1. (a) Melakukan evaluasi berkala standarisasi manajemen K3, dengan melibatkan pihak eksternal untuk memastikan penerapan K3 telah berjalan dengan baik, menerapkan digitalisasi, serta berupaya meningkatkan jam kerja selamat, menurunkan LTI, NOA dan TRIR. 	
<ul style="list-style-type: none"> ▪ Target 8.8 Protect labor rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment. ▪ Indicator 8.8.1.(a) Number of companies that implement OHS norms. 	<ul style="list-style-type: none"> ▪ Indicator 8.8.1.(a) The Company and all subsidiaries have implemented OHS norms by complying with ISO 45001:2018, OHS Management System (OHSMS) based on Government Regulation No. 50 Year 2012, and the principles of Responsible Care® Indonesia for chemical manufacturing subsidiaries. 	<ul style="list-style-type: none"> ▪ Indicator 8.8.1. (a) Conduct periodic evaluation of OHS management standardization, involving external parties to ensure OHS implementation is running properly, implement digitalization, and increase safe man-hours, reduce LTI, NOA and TRIR. 	



Pengelolaan Ketenagakerjaan Employment Management

Sumber daya manusia merupakan elemen kunci dalam keberlangsungan dan daya saing usaha Perseroan. Oleh karena itu, Perseroan mengelola aspek ketenagakerjaan secara bertanggung jawab dengan menjunjung tinggi prinsip kesetaraan, perlindungan hak pekerja, pengembangan kompetensi, serta penciptaan lingkungan kerja yang layak dan aman. Pengelolaan ketenagakerjaan dilaksanakan dengan mengacu pada peraturan perundang-undangan yang berlaku, standar ketenagakerjaan nasional, serta prinsip keberlanjutan yang relevan, guna mendukung kinerja organisasi dan kesejahteraan pekerja secara berkelanjutan.

Human resources are a key element in the Company's business sustainability and competitiveness. Therefore, the Company manages labor aspects responsibly by upholding the principles of equality, protection of workers' rights, competency development, and the creation of a decent and safe working environment. Labor management is implemented with reference to applicable laws and regulations, national labor standards, and relevant sustainability principles, in order to support organizational performance and the sustainable welfare of workers.

Kesetaraan Kesempatan [F.18] Equal Opportunity

Perseroan menerapkan prinsip kesetaraan kesempatan dalam seluruh proses ketenagakerjaan, termasuk rekrutmen, pengembangan karir, dan pengelolaan sumber daya manusia. Setiap individu memperoleh kesempatan yang sama tanpa diskriminasi berdasarkan gender, suku, agama, ras, afiliasi politik, maupun latar belakang lainnya.

The Company applies the principle of equal opportunity across all employment processes, including recruitment, career development, and human resource management. Every individual receives the same opportunity without discrimination based on gender, ethnicity, religion, race, political affiliation, or any other background.

Sepanjang 2025, Perseroan merekrut 371 karyawan baru, yang terdiri dari 242 orang (65,23%) laki-laki dan 129 orang (34,8%) perempuan. Pada periode yang sama, jumlah karyawan yang mengakhiri hubungan kerja tercatat sebanyak 430 orang, sehingga tingkat perputaran karyawan berada pada level 13,56%. [401-1]

Throughout 2025, the Company recruited 371 new employees, consisting of 242 men (65.23%) and 129 women (34.8%). During the same period, the number of employees who terminated their employment was recorded at 430, placing the employee turnover rate at 13.56%. [401-1]

Jumlah Karyawan Baru Berdasarkan Gender [401-1] Number of New Employees by Gender

Tahun Year	Jumlah Total	Gender	
		Pria Male	Wanita Female
2025	371	242	129
2024	388	267	121
2023	262	187	75

Jumlah Karyawan Baru Berdasarkan Daerah Asal [401-1] Number of New Employees by Region

Daerah Asal Region	2025	2024
Pulau Jawa Java Island	316	346
Luar Pulau Jawa Outside Java Island	55	42
Total	371	388

Perseroan telah menerapkan panduan *Respectful Workplace* yang memuat langkah-langkah pencegahan diskriminasi dan pelecehan di tempat kerja. Sebagai sarana pelaporan formal, Perseroan menyediakan saluran pengaduan melalui WBS yang menjamin kerahasiaan dan perlindungan bagi pelapor. Secara prosedural, apabila terjadi insiden diskriminasi atau pelecehan, Perseroan telah menyiapkan berbagai opsi penanganan, salah satunya melalui penyediaan pendampingan psikologi bagi penyintas. Selama periode pelaporan, Perseroan tidak menerima pengaduan atau laporan terkait praktik diskriminasi dan pelecehan di lingkungan kerja. Meskipun demikian, Perseroan tetap melakukan evaluasi serta penguatan kebijakan ketenagakerjaan secara berkelanjutan guna memastikan terciptanya lingkungan kerja yang adil, inklusif, dan saling menghormati.

Perseroan menyediakan berbagai tunjangan dan fasilitas kesejahteraan kepada seluruh karyawan (100%) tanpa membedakan status ketenagakerjaan. Fasilitas tersebut meliputi kepesertaan BPJS Kesehatan, pemeriksaan kesehatan (MCU), layanan konseling dengan psikolog, webinar kesehatan mental, Jaminan Hari Tua, Jaminan Pensiun, serta program promosi kesehatan yang bersifat sukarela. Pemberian fasilitas ini bertujuan untuk mendukung kesehatan fisik dan mental karyawan secara menyeluruh. [401-2]

Perseroan juga menjamin pemenuhan hak cuti melahirkan sesuai ketentuan yang berlaku. Karyawan perempuan memperoleh hak cuti melahirkan selama 90 hari kalender, sedangkan karyawan laki-laki yang berstatus suami diberikan cuti selama dua hari kalender untuk mendampingi istri pada masa persalinan. Sepanjang tahun 2025, tercatat sebanyak 19 karyawan perempuan mengambil cuti melahirkan dan 82 karyawan laki-laki mengambil cuti melahirkan bagi ayah (*paternity leave*). Sebanyak 14 karyawan perempuan yang telah menyelesaikan masa cuti melahirkan telah kembali ke posisi semula, tanpa adanya pengunduran diri setelah periode cuti tersebut. [401-3]

The Company has implemented 'Respectful Workplace' guidelines, which include preventive measures against discrimination and harassment. As a formal reporting mechanism, the Company provides a dedicated channel through the WBS, ensuring confidentiality and protection for all reporters. Procedurally, in the event of discrimination or harassment, the Company has established various handling options, including the provision of psychological counseling and support. During the reporting period, the Company received zero complaints regarding discrimination or harassment within the work environment. Nevertheless, the Company continues to evaluate and strengthen its employment policies to ensure a fair, inclusive, and respectful workplace for all.

The Company provides various benefits and welfare facilities to all employees (100%) regardless of employment status. These facilities include BPJS Kesehatan membership, medical check-ups (MCU), counseling services with psychologists, mental health webinars, Old Age Security (JHT), Pension Security (JP), and voluntary health promotion programs. The provision of these facilities aims to support the overall physical and mental health of employees. [401-2]

The Company also guarantees the fulfillment of parental leave rights in accordance with applicable regulations. Female employees are entitled to 90 calendar days of maternity leave, while male employees are granted two calendar days of paternity leave to accompany their wives during childbirth. Throughout 2025, 19 female employees took maternity leave and 82 male employees took paternity leave. A total of 14 female employees who completed their maternity leave have returned to their original positions, with no resignations following the leave period. [401-3]



Menghormati dan Menerapkan Prinsip Hak Asasi Manusia (HAM) [F.1]

Sebagai bagian dari budaya keberlanjutan dan bisnis yang bertanggung jawab, Grup Lautan Luas menghormati dan menerapkan prinsip-prinsip universal HAM, baik terhadap pekerja, masyarakat maupun pemangku kepentingan.

Kesetaraan Gender dan Keberagaman [405-1]

Perseroan menjunjung prinsip kesetaraan gender dengan memberikan peluang yang setara bagi karyawan perempuan dan laki-laki dalam pengembangan karier, termasuk pada jenjang kepemimpinan. Sepanjang 2025, karyawan perempuan yang menduduki posisi manajemen tercatat sebanyak 3 orang atau sekitar 25% dari total dewan direksi dan dewan komisaris. Pada tingkat jabatan Manajer, perempuan menempati 94 posisi atau setara dengan 29,0% dari total Manajer. Adapun persentase jumlah seluruh karyawan wanita 22,9% dibandingkan dengan total keseluruhan karyawan. Komposisi ini mencerminkan komitmen Perseroan dalam mendorong keberagaman dan inklusivitas dalam struktur organisasi.

Respecting and Implementing Human Rights Principles (HAM) [F.1]

As part of a sustainability culture and responsible business, the Lautan Luas Group respects and applies universal Human Rights principles toward its workers, the community, and all stakeholders.

Gender Equality and Diversity [405-1]

The Company upholds the principle of gender equality by providing equal opportunities for female and male employees in career development, including at leadership levels. Throughout 2025, female employees holding management positions amounted to 3 people, or approximately 25% of the total board of directors and board of commissioners. At the Managerial level, females occupied 94 positions, equivalent to 29.0% of total Managers. The percentage of total female employees was 22.9% of the entire workforce. This composition reflects the Company's commitment to fostering diversity and inclusivity within the organizational structure.

Pejabat Perseroan Tahun 2025 Berdasarkan Gender [405-1]

Company Officers in 2025 by Gender

Tingkat Jabatan Job Level	Jumlah Total	Gender	
		Pria Male	Wanita Female
Manager Manager	324	230	94
Penyelia/Pemimpin Unit Supervisor/Unit Leader	273	195	78
Jumlah Total	597	425	172

Pejabat Perseroan Tahun 2025 Berdasarkan Kelompok Usia [405-1]

Company Officers in 2025 by Age Group

Tingkat Jabatan Job Level	Jumlah Total	Kelompok Usia Age Group		
		<30	30-50	>50
Tingkat Senior Senior Level	313	12	258	43
Tingkat Menengah Mid Level	595	132	424	39
Jumlah Total	908	144	682	82

Jumlah Karyawan Wanita di Manajemen dan Persentase Terhadap Total Karyawan

Perseroan [405-1]

Number of Women in Management and Percentage of Total Employees of the Company

Tingkat Jabatan Job Level	2025		2024		2023	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Manager	94	54,65	89	50,57	82	48,81
Penyelia/Pemimpin Unit Supervisor/Unit Leader	78	45,35	87	49,43	86	51,19
Jumlah Total	172	100,00	176	100,00	168	100,00

Tidak Ada Tenaga Kerja Anak dan Tenaga Kerja Paksa [F.19]

No Child Labor and Forced Labor

Perseroan berkomitmen penuh untuk mencegah praktik tenaga kerja anak di seluruh kegiatan operasional dan rantai pasok. Mengacu pada Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan, pekerja anak didefinisikan sebagai individu yang berusia di bawah 18 tahun. Ketentuan internal Perseroan, sebagaimana diatur dalam Peraturan Perusahaan (PP) dan menetapkan batas usia minimum calon karyawan adalah 18 tahun pada saat penerimaan, dengan kewajiban memiliki identitas resmi yang sah. Komitmen ini juga disampaikan kepada pemasok dan mitra kerja untuk memastikan kepatuhan yang konsisten terhadap ketentuan larangan pekerja anak.

Selain itu, Perseroan memastikan tidak adanya praktik kerja paksa dalam seluruh aktivitas usaha. Jam kerja karyawan diterapkan sesuai ketentuan peraturan perundang-undangan yang berlaku, termasuk pemberian kompensasi atas kelebihan jam kerja (lembur) sesuai ketentuan. Sepanjang periode pelaporan, tidak terdapat pengaduan maupun indikasi terkait praktik kerja paksa maupun aksi pemogokan karyawan. Pada seluruh entitas anak yang bergerak di bidang manufaktur, sistem kerja diberlakukan secara shift untuk mendukung kelangsungan proses produksi dan menjaga stabilitas operasional. Pengaturan jam kerja ini disesuaikan dengan kebutuhan operasional masing-masing unit, dengan tetap memperhatikan ketentuan peraturan ketenagakerjaan yang berlaku. Perseroan juga memastikan bahwa pengaturan shift dilakukan secara terencana guna menjaga keseimbangan beban kerja, kesehatan, dan keselamatan karyawan.

The Company is fully committed to preventing child labor practices across all operational activities and supply chains. Referring to Law Number 13 of 2003 concerning Labor, a child worker is defined as an individual under the age of 18. The Company's internal provisions, as regulated in the Company Regulations (PP) and set the minimum age limit for prospective employees at 18 years at the time of recruitment, with the obligation to possess a valid official identity. This commitment is also communicated to suppliers and business partners to ensure consistent compliance with the prohibition of child labor provisions.

Furthermore, the Company ensures the absence of forced labor practices in all business activities. Employee working hours are implemented in accordance with applicable laws and regulations, including the provision of compensation for overtime work as stipulated. Throughout the reporting period, there were no complaints or indications related to forced labor practices or employee strike actions. In several subsidiaries operating in the manufacturing sector, a shift work system is implemented to support continuous production processes and maintain operational stability. Working hours are arranged in accordance with the operational needs of each unit, while remaining compliant with applicable labor regulations. The Company ensures that shift scheduling is carefully managed to maintain a balanced workload and to safeguard employees' health and safety.



Lembaga Kerja Sama Bipartit (LKS Bipartit) [2-30]

Sepanjang tahun 2025, Perseroan tidak melakukan tindakan apa pun yang membatasi atau menghalangi kebebasan karyawan untuk berserikat maupun membentuk serikat pekerja. Hubungan industrial dijalankan secara konstruktif melalui dialog antara manajemen dan perwakilan pekerja, antara lain melalui Lembaga Kerja Sama Bipartit (LKS Bipartit) yang berfungsi sebagai forum komunikasi dan konsultasi terkait berbagai aspek hubungan industrial di lingkungan Perseroan. LKS Bipartit diatur dalam Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan. Adapun jumlah anggota yang mewakili Perseroan sebanyak 5 orang.

Perseroan juga memberlakukan Peraturan Perusahaan (PP) kepada 100% karyawan termasuk karyawan kontrak, sebagai dasar pengaturan hak dan kewajiban antara perusahaan dan karyawan. LKS Bipartit maupun PP ditinjau dan diperbarui secara berkala setiap dua tahun untuk memastikan kesesuaiannya dengan perkembangan regulasi dan kebutuhan hubungan kerja.

Praktik Pengamanan

Perseroan menjalankan fungsi pengamanan melalui petugas satuan pengamanan (satpam) yang telah dibekali pelatihan dan sertifikasi dari Kepolisian Negara Republik Indonesia sesuai Peraturan Kapolri Nomor Pol. 18 Tahun 2006, termasuk pemahaman prinsip HAM. Pada tahun 2025, Perseroan didukung oleh 292 petugas satpam (*outsourcing* dan *insourcing*). Dari jumlah tersebut, sebanyak 284 petugas satpam atau sekitar 97% telah mengikuti pelatihan HAM sebagai bentuk pemenuhan standar kompetensi serta peningkatan profesionalisme dalam menjalankan tugas pengamanan.

Hak Penduduk Asli

Tidak ada wilayah operasi Perseroan yang ditinggali penduduk asli/masyarakat adat. Dengan demikian Laporan ini tidak mengungkapkan informasi terkait hak-hak penduduk asli/masyarakat adat.

Kebijakan terkait Minimum Waktu Pemberitahuan Informasi Signifikan

Perseroan memiliki kebijakan internal yang mengatur kewajiban penyampaian informasi signifikan kepada karyawan, termasuk dalam hal terjadinya perubahan operasional yang berpotensi berdampak pada hubungan kerja. Sesuai dengan PP dan ketentuan internal yang berlaku, Perseroan menetapkan periode pemberitahuan kepada karyawan sebelum pelaksanaan pemutusan hubungan kerja (PHK), guna memastikan keterbukaan informasi dan kesiapan karyawan terdampak. Di 2025, Perseroan tidak melakukan pemutusan hubungan kerja terhadap karyawan.

Bipartite Cooperation Institution (LKS Bipartite) [2-30]

Throughout 2025, the Company did not take any actions that restrict or hinder employees' freedom of association or their right to form labor unions. Industrial relations are conducted constructively through dialogue between management and employee representatives, including through the Bipartite Cooperation Institution, which serves as a communication and consultation forum for various industrial relations matters within the Company. The Bipartite Cooperation Institution is regulated under Law No. 13 of 2003 on Manpower. The number of members representing the Company in the Bipartite Cooperation Institution is five.

The Company also implements Company Regulations applicable to 100% of employees, including contract employees, as the basis for governing the rights and obligations between the Company and its employees. Both the Bipartite Cooperation Institution and the Company Regulations are reviewed and updated periodically every two years to ensure alignment with regulatory developments and the evolving needs of industrial relations.

Security Practices

The Company carries out security functions through security officers who have been provided with training and certification from the Indonesian National Police in accordance with Police Chief Regulation No. Pol. 18 of 2006, including an understanding of Human Rights principles. In 2025, the Company was supported by 292 security personnel (outsourced and insourced). Of this total, 284 personnel, or approximately 97%, had participated in human rights training as part of fulfilling competency standards and strengthening professionalism in carrying out security duties.

Rights of Indigenous Peoples

None of the Company's operational areas are inhabited by indigenous peoples/customary communities. Consequently, this Report does not disclose information regarding the rights of indigenous peoples/customary communities.

Policy Regarding Minimum Notification Period for Significant Information

The Company maintains internal policies governing the mandatory disclosure of significant information to employees, including operational changes that could potentially impact employment status. In accordance with the Company Regulations and applicable internal provisions, the Company has established a notification period for employees prior to the execution of employment terminations, ensuring transparency and readiness for the affected staff. In 2025, the Company did not carry out any layoffs or terminations.

Mekanisme Pelaporan Karyawan

Karyawan yang memiliki keluhan terkait dengan ketenagakerjaan terlebih dahulu menyampaikan permasalahan kepada atasan langsung. Apabila permasalahan belum dapat diselesaikan pada tahap ini, atasan langsung akan meneruskan laporan kepada Divisi Human Capital untuk ditindaklanjuti. Jika penyelesaian masih belum tercapai, maka akan dilanjutkan ke tahap penanganan dan penyelesaian perselisihan karyawan sesuai dengan ketentuan yang berlaku.

Asesmen Risiko HAM

Perseroan menegaskan komitmennya terhadap penghormatan HAM dengan melakukan asesmen kepatuhan terhadap UU Ketenagakerjaan (IRMA) secara rutin satu kali dalam setahun yang mencakup seluruh entitas grup (100%). Meskipun asesmen IRMA tidak secara khusus berfokus pada HAM, evaluasi tersebut telah mencakup unsur-unsur fundamental HAM seperti batasan usia kerja minimum, standar upah, dan jam kerja di seluruh situs operasional.

Upah Minimum Regional dan Rasio Remunerasi [F.20][405-2] Regional Minimum Wage and Remuneration Ratio

Perseroan menetapkan kebijakan remunerasi dengan mempertimbangkan status kepegawaian, lokasi penugasan, serta ketentuan Upah Minimum Provinsi (UMP) yang berlaku di masing-masing wilayah operasional. Penetapan remunerasi dilakukan secara adil dan setara, tanpa perbedaan rasio upah antara karyawan perempuan dan laki-laki pada jenjang jabatan yang sama. Remunerasi yang diberikan kepada karyawan baru pada tingkat jabatan terendah, baik perempuan maupun laki-laki, minimal sesuai dengan ketentuan UMP di seluruh wilayah operasional Perseroan. Untuk Kantor Pusat yang berlokasi di DKI Jakarta, upah terendah karyawan telah memenuhi ketentuan UMP yang berlaku.

Perseroan senantiasa melakukan peninjauan remunerasi secara berkala setiap tahun dengan mempertimbangkan tingkat inflasi, UMP yang ditetapkan pemerintah, upah sektoral, kemampuan perusahaan, serta kinerja karyawan. Hingga akhir 2025, 100% karyawan telah mendapatkan upah minimal sesuai dengan UMP. Selain upah pokok, remunerasi juga dilengkapi dengan berbagai tunjangan dan fasilitas kesejahteraan guna mendukung kecukupan penghasilan secara menyeluruh. Perseroan memastikan bahwa informasi terkait struktur remunerasi, komponen penghasilan, serta mekanisme peninjauan gaji dikomunikasikan kepada seluruh karyawan melalui Peraturan Perusahaan.

Employee Grievance Reporting Mechanism

Employees with employment-related grievances are encouraged to first report the issue to their immediate supervisor. If the matter cannot be resolved at this stage, the immediate supervisor will escalate the report to the Human Capital Division for further follow-up. Should a resolution still not be reached, the matter will proceed to the formal process for handling and resolving employee disputes in accordance with the applicable regulations.

Human Rights Risk Assessment

The company underscores its commitment to respecting human rights by conducting regular annual compliance assessments against the Labor Law (IRMA), covering all group entities (100%). Although the IRMA assessment does not focus exclusively on human rights, the evaluation encompasses fundamental human rights elements—such as minimum working age limits, wage standards, and working hours—across all operational sites.

The Company establishes its remuneration policy by considering employment status, assignment location, and the Provincial Minimum Wage provisions applicable in each operational region. Remuneration is determined fairly and equally, with no difference in the wage ratio between female and male employees at the same job level. The remuneration provided to new employees at the entry-level position, for both women and men, is at a minimum in accordance with the Provincial Minimum Wage regulations across all of the Company's operational areas. For the Head Office located in DKI Jakarta, the lowest employee wage has met the applicable wage requirements.

The Company regularly conducts an annual review of remuneration by taking into account the inflation rate, the government-mandated Provincial Minimum Wage, sectoral wage standards, the Company's financial capacity, as well as employee performance. As of the end of 2025, 100% of employees have received minimum wages according the applicable standard. In addition to basic salary, the remuneration is supplemented by various allowances and welfare facilities to ensure overall income adequacy. The Company ensures that information regarding the remuneration structure, income components, and salary review mechanisms is communicated to all employees through the Company Regulations.



Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas			Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> ▪ Target 8.5 Pada tahun 2030, mencapai pekerjaan tetap dan produktif dan pekerjaan yang layak bagi semua perempuan dan laki-laki, termasuk bagi pemuda dan penyandang difabilitas, dan upah yang sama untuk pekerjaan yang sama nilainya. ▪ Indikator 8.5.1.(a) Upah rata-rata per jam kerja. 	<ul style="list-style-type: none"> ▪ Indikator 8.5.1.(a) Perseroan telah memiliki ketentuan remunerasi karyawan, yang minimal sesuai dengan upah minimum provinsi (UMP) sehingga telah memenuhi ketentuan upah rata-rata per jam kerja yang ditentukan pemerintah berdasar penghitungan UMP. 	<ul style="list-style-type: none"> ▪ Indikator 8.5.1 Meninjau ulang penghitungan remunerasi sebagai penyesuaian terhadap perubahan UMP yang ditetapkan pemerintah. 		
<ul style="list-style-type: none"> ▪ Target 8.5 By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. ▪ Indicator 8.5.1.(a) Average hourly wage. 	<ul style="list-style-type: none"> ▪ Indicator 8.5.1.(a) The Company has established employee remuneration provisions that are at a minimum in accordance with the Provincial Minimum Wage, thereby fulfilling the government-mandated average hourly wage requirements based on its calculations. 	<ul style="list-style-type: none"> ▪ Indicator 8.5.1 Review remuneration calculation as an adjustment to changes in Provincial Minimum Wage established by the government. 		



Penilaian Karyawan ^[404-3] Employee Assessment

Perseroan menerapkan penilaian kinerja secara menyeluruh terhadap seluruh karyawan (100%) yang dilaksanakan secara berkala dua kali dalam satu tahun, yaitu pada pertengahan dan akhir tahun. Proses penilaian ini dirancang untuk mengevaluasi pencapaian kinerja, perilaku kerja, serta keselarasan kontribusi karyawan terhadap tujuan Perseroan. Hasil penilaian kinerja akhir tahun menjadi dasar dalam penetapan penyesuaian imbal jasa, perencanaan pengembangan kompetensi, serta pertimbangan promosi dan pengembangan karir karyawan. Pada 2025, penilaian kinerja dan pengembangan karir telah diberikan kepada 2.443 karyawan laki-laki dan 726 karyawan perempuan.

The Company implements a comprehensive performance assessment for all employees (100%), conducted periodically twice a year, specifically at mid-year and year-end. This assessment process is designed to evaluate performance achievements, work behavior, and the alignment of employee contributions with the Company's objectives. The results of the year-end performance assessment serve as the basis for determining remuneration adjustments, competency development planning, as well as considerations for promotions and employee career development. In 2025, performance and career development assessments were provided to 2,443 male employees and 726 female employees.



Pelatihan dan Pengembangan Kemampuan Karyawan [F.22]

Employee Training and Competency Development

Perseroan menyelenggarakan program pelatihan dan pengembangan kompetensi karyawan secara terencana dan berkelanjutan. Pelatihan diberikan berdasarkan hasil penilaian kinerja (*performance appraisal*) yang mengidentifikasi kesenjangan kompetensi, kebutuhan jabatan, serta usulan atasan maupun karyawan yang dituangkan dalam *Individual Development Plan* (IDP). Perseroan memastikan setiap karyawan memperoleh kesempatan yang setara untuk mengikuti program pengembangan sesuai dengan peran dan tanggung jawabnya. [404-1]

Sepanjang 2025, sebanyak 17.132 karyawan, yang terdiri dari 5.040 karyawan wanita dan 12.092 karyawan pria, mengikuti berbagai program pelatihan dan pengembangan dengan total jam pelatihan mencapai 78.704 jam, sehingga rata-rata jam pelatihan per karyawan tercatat sebesar 4,59 jam. Program pengembangan kompetensi mencakup peningkatan *soft skill*, *hard skill*, serta sertifikasi keahlian tertentu. Pelatihan *soft skill* antara lain meliputi kepemimpinan, komunikasi, strategi pemasaran, dan pengembangan interpersonal, sementara pelatihan *hard skill* mencakup kompetensi teknis seperti proses produksi, perawatan mesin, keselamatan kerja, pengolahan air, serta pengembangan produk. [404-2]

The Company organizes planned and sustainable employee training and competency development programs. Training is provided based on performance appraisal results that identify competency gaps, positional requirements, as well as proposals from supervisors or employees as outlined in the Individual Development Plan (IDP). The Company ensures that every employee receives an equal opportunity to participate in development programs according to their roles and responsibilities. [404-1]

Throughout 2025, a total of 17,132 employees—comprising 5,040 female and 12,092 male employees, representing 100% of the total workforce—participated in various training and development programs. With total training hours reaching 78,704 hours, the average training duration per employee was recorded at 4.59 hours. Competency development programs include enhancing soft skills, hard skills, and specific professional certifications. Soft skill training includes leadership, communication, marketing strategy, and interpersonal development, while hard skill training includes technical competencies such as production processes, machine maintenance, work safety, water treatment, and product development. [404-2]

Pelaksanaan Pelatihan dan Pengembangan Karyawan

Implementation of Employee Training and Development

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Dana Pelatihan Total Training Fund	Rp Juta Rp Million	5.397	5.379	1.417
Jumlah Peserta Pelatihan Total Training Participants	Orang People	17.132	8.646	3.197

Pelaksanaan Kegiatan Pelatihan dan Rerata Jam Pelatihan Karyawan [404-1]

Implementation of Training Activities and Average Employee Training Hours

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Jam Pelatihan Total Training Hours	Jam Hours	78.704	39.881	18.436
Jumlah Karyawan Total Employees	Orang People	3.169	3.328	3.268
Rerata Jam Pelatihan Per Total Karyawan Average Training Hours Per Total Employees	Jam Hour	24,84	11,98	5,64



Selain itu, Perseroan juga menyediakan program pelatihan bagi karyawan yang memasuki masa purnabakti sebagai bagian dari persiapan transisi pascakerja. Program ini bertujuan membekali karyawan dengan pengetahuan dan keterampilan agar tetap produktif setelah pensiun. Pada 2025, sebanyak 41 karyawan pensiun telah mengikuti program persiapan pensiun yang diselenggarakan Perseroan. [404-2]

In addition, the Company also provides training programs for employees entering retirement as part of their post-employment transition preparation. This program aims to equip employees with the knowledge and skills to remain productive after retirement. In 2025, a total of 41 retiring employees participated in the retirement preparation program organized by the Company. [404-2]

Kewajiban Program Imbalan Pasti dan Rencana Pensiun Lainnya [201-3] Defined Benefit Plan Obligations and Other Retirement Plans

Program imbalan pascakerja bagi karyawan dilaksanakan sesuai ketentuan perundang-undangan di Indonesia melalui kepesertaan pada Program Jaminan Hari Tua (JHT) dan Jaminan Pensiun (JP) yang dikelola oleh BPJS Ketenagakerjaan. Iuran kepesertaan dibayarkan secara bersama oleh perusahaan dan karyawan dengan persentase yang mengacu pada Undang-Undang Nomor 24 Tahun 2011 tentang BPJS. Pada 2025, total iuran yang dibayarkan mencapai Rp28.878 juta. Informasi lebih lanjut mengenai nilai liabilitas program pensiun telah tersaji dalam Laporan Keuangan Audited.

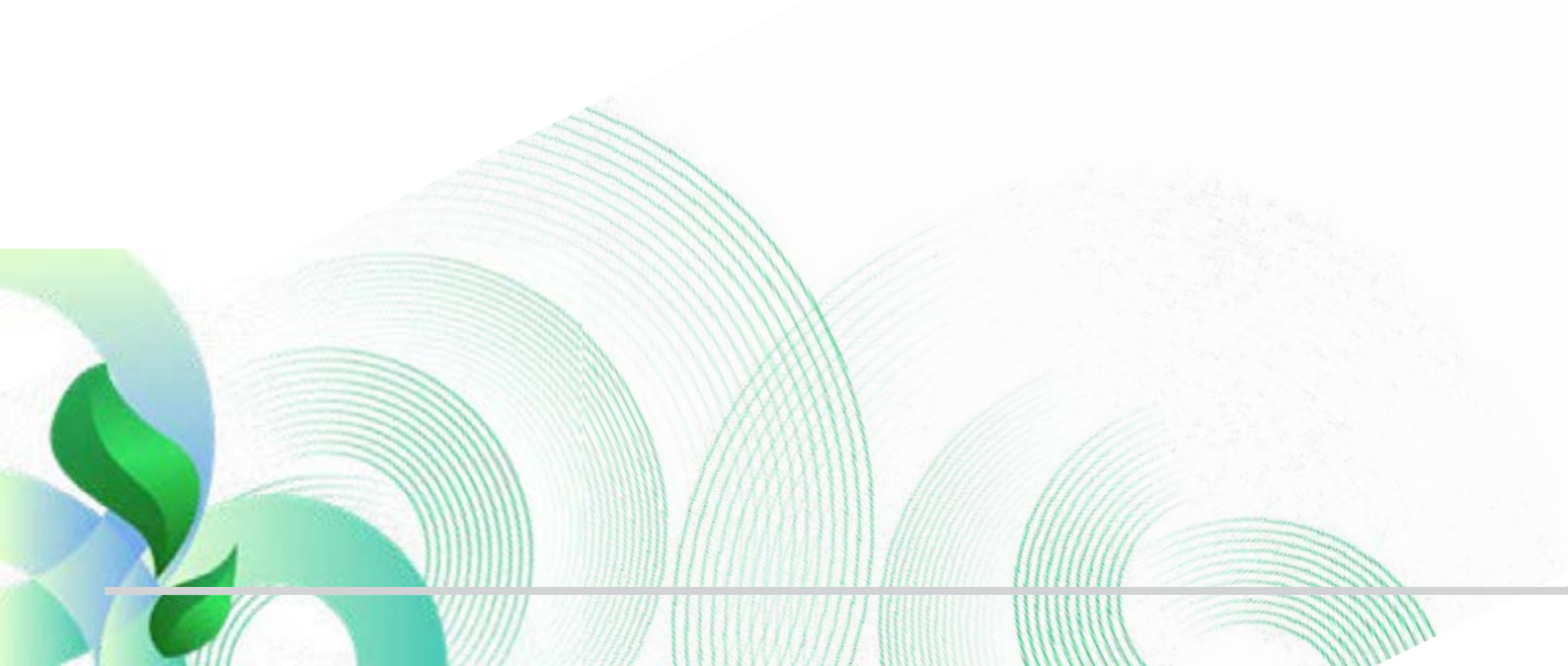
Post-employment benefit programs for employees are implemented in accordance with Indonesian laws and regulations through participation in the Old Age Security (JHT) and Pension Security (JP) programs managed by BPJS Ketenagakerjaan. Membership contributions are paid jointly by the company and the employees, with percentages referring to Law Number 24 of 2011 concerning BPJS. In 2025, the total contributions paid reached Rp28,878 million. Further information regarding the value of the pension program liabilities is presented in the Audited Financial Statements.

Selain program imbalan pasti tersebut, tersedia pula program pensiun iuran pasti bagi karyawan tetap yang dikelola oleh Dana Pensiun Lembaga Keuangan Bumiputera John Hancock dan telah memperoleh persetujuan dari Menteri Keuangan Republik Indonesia. Kontribusi perusahaan ditetapkan sebesar 6% dari penghasilan dasar pensiun karyawan, dengan total kontribusi yang dibebankan sebagai biaya operasional pada 2025 sebesar Rp1.913 juta.

In addition to the defined benefit program, a defined contribution pension plan is also available for permanent employees, managed by the Bumiputera John Hancock Financial Institutions Pension Fund (DPLK), which has received approval from the Minister of Finance of the Republic of Indonesia. The company's contribution is set at 6% of the employee's basic pensionable income, with the total contribution charged as an operating expense in 2025 amounting to Rp1,913 million.

Berdasarkan ketentuan internal, usia pensiun karyawan ditetapkan pada 55 tahun. Sepanjang 2025, terdapat 52 karyawan yang memasuki masa pensiun, dan seluruh kewajiban imbalan pascakerja telah dipenuhi sesuai ketentuan yang berlaku. Untuk program iuran pasti, kewajiban telah dipenuhi secara penuh sehingga tidak terdapat kewajiban tambahan yang perlu dicadangkan.

Based on internal provisions, the employee retirement age is set at 55 years. Throughout 2025, 52 employees entered retirement, and all post-employment benefit obligations were fulfilled in accordance with applicable regulations. For the defined contribution program, obligations were fully met; therefore, there are no additional liabilities that need to be reserved.



Dukungan Bagi Keluarga Karyawan

Support for Employees' Families

Perseroan juga memberikan berbagai manfaat bagi keluarga karyawan sebagai bentuk komitmen terhadap kesejahteraan yang menyeluruh. Dalam bidang kesehatan, Perseroan menyediakan fasilitas asuransi yang memberikan perlindungan komprehensif bagi istri dan anak karyawan. Di bidang pendidikan, Perseroan menjalin kemitraan strategis dengan Swiss German University (SGU) untuk menyediakan program potongan biaya kuliah bagi karyawan dan anak karyawan. Inisiatif ini bertujuan untuk meringankan beban finansial keluarga sekaligus mendukung pengembangan potensi generasi mendatang.

The Company also provides various benefits to employees' families as part of its commitment to holistic well-being. In the area of healthcare, the Company offers insurance facilities that provide comprehensive coverage for employees' spouses and children. In the field of education, the Company has established a strategic partnership with Swiss German University (SGU) to offer a tuition fee discount program for employee and employee's children. This initiative aims to ease families' financial burden while supporting the development of future generations' potential.

Survei Kepuasan Karyawan

Employee Satisfaction Survey

Perseroan menyelenggarakan survei kepuasan karyawan secara rutin satu kali setiap tahun untuk mengukur tingkat keterlibatan dan kesejahteraan pekerja. Evaluasi ini mencakup parameter komprehensif mulai dari *Alignment* (pemahaman visi-misi), *Integrity* (keadilan dan objektivitas), *Community* (kerjasama tim), hingga kecukupan *Resources* (fasilitas, informasi, dan pelatihan). Selain itu, survei ini juga menilai aspek *Mastery* (kebebasan berpendapat), *Well-being*, *Recognition*, serta *Growth* untuk memastikan pertumbuhan karir karyawan. Dukungan dari *Line Managers* serta peran strategis *Senior Leadership* dalam memberikan inspirasi bisnis turut menjadi indikator utama guna memastikan bahwa remunerasi dalam bentuk Rupiah dan fasilitas yang diberikan selaras dengan kepuasan serta performa seluruh tim di setiap situs operasional.

The Company conducts a routine employee satisfaction survey once a year to measure engagement and worker welfare. This comprehensive evaluation covers parameters ranging from *Alignment* (vision-mission understanding), *Integrity* (fairness and objectivity), *Community* (teamwork), to the adequacy of *Resources* (facilities, information, and training). Furthermore, the survey assesses aspects of *Mastery* (freedom of expression), *Well-being*, *Recognition*, and *Growth* to ensure employee career development. Support from *Line Managers* and the strategic role of *Senior Leadership* in providing business inspiration also serve as key indicators to ensure that the Rupiah and facilities provided are aligned with the satisfaction and performance of the entire team across all operational sites.



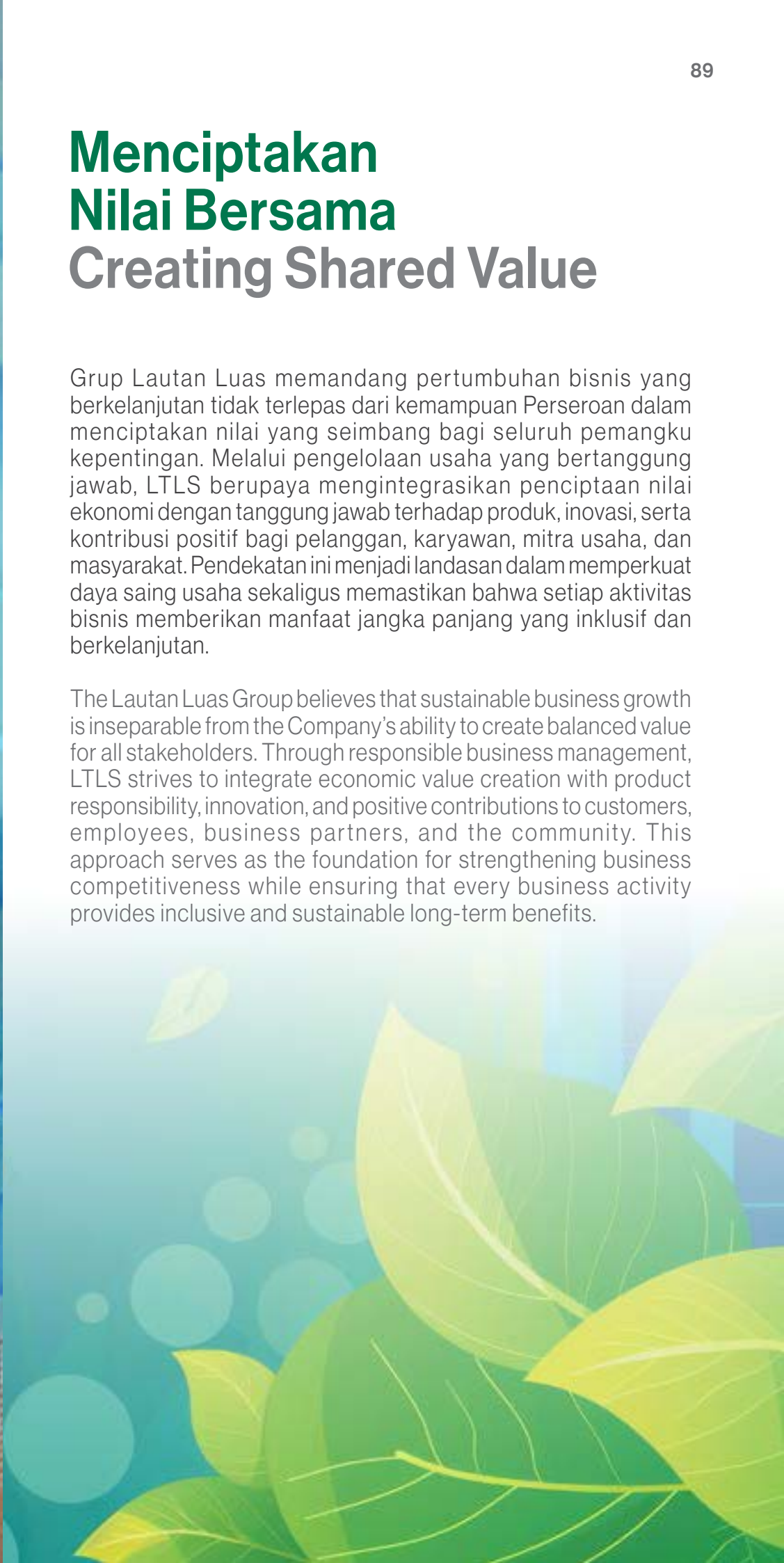


Menciptakan Nilai Bersama

Creating Shared Value

Grup Lautan Luas memandang pertumbuhan bisnis yang berkelanjutan tidak terlepas dari kemampuan Perseroan dalam menciptakan nilai yang seimbang bagi seluruh pemangku kepentingan. Melalui pengelolaan usaha yang bertanggung jawab, LTLS berupaya mengintegrasikan penciptaan nilai ekonomi dengan tanggung jawab terhadap produk, inovasi, serta kontribusi positif bagi pelanggan, karyawan, mitra usaha, dan masyarakat. Pendekatan ini menjadi landasan dalam memperkuat daya saing usaha sekaligus memastikan bahwa setiap aktivitas bisnis memberikan manfaat jangka panjang yang inklusif dan berkelanjutan.

The Lautan Luas Group believes that sustainable business growth is inseparable from the Company's ability to create balanced value for all stakeholders. Through responsible business management, LTLS strives to integrate economic value creation with product responsibility, innovation, and positive contributions to customers, employees, business partners, and the community. This approach serves as the foundation for strengthening business competitiveness while ensuring that every business activity provides inclusive and sustainable long-term benefits.



Kinerja Ekonomi Economic Performance

Kinerja ekonomi Perseroan mencerminkan kemampuan dalam menjaga pertumbuhan usaha yang sehat sekaligus menciptakan nilai bagi pemangku kepentingan. Melalui pengelolaan bisnis yang *prudent* dan selaras dengan prinsip keberlanjutan, nilai ekonomi yang dihasilkan tidak hanya memperkuat fondasi keuangan, tetapi juga didistribusikan secara bertanggung jawab kepada para pemangku kepentingan sebagai bagian dari kontribusi terhadap penciptaan nilai jangka panjang.

The Company's economic performance reflects its ability to maintain healthy business growth while creating value for stakeholders. Through prudent business management aligned with sustainability principles, the economic value generated not only strengthens the financial foundation but is also distributed responsibly to stakeholders as part of the contribution toward long-term value creation.

Perbandingan Target dan Kinerja Produksi [F.2][201-1] Production Target and Performance Comparison

Kinerja produksi Perseroan direpresentasikan melalui pencapaian Pendapatan Usaha dengan membandingkan realisasi terhadap target yang telah ditetapkan. Pada 2025, total Pendapatan Usaha tercatat sebesar Rp8.799 miliar, melampaui target sebesar Rp382 miliar atau 104,5% dari target Rp8.417 miliar, serta meningkat sebesar 13,94% dibandingkan tahun 2024 yang tercatat sebesar Rp7.722 miliar. Sebagian dari nilai Pendapatan Usaha tersebut didistribusikan kepada para pemangku kepentingan dalam bentuk nilai ekonomi yang didistribusikan, dengan total sebesar Rp751,15 miliar pada 2025, meningkat sebesar 12,42% dibandingkan tahun sebelumnya sebesar Rp668,16 miliar.

The Company's production performance is reflected in its Operating Revenue, measured by comparing actual results against the established targets. In 2025, total Operating Revenue reached Rp8,799 billion, exceeding the target by Rp382 billion, or 104.5% of the Rp8,417 billion target, and representing a 13.94% increase compared to 2024, which recorded Rp7,722 billion. A portion of this Revenue was distributed to stakeholders in the form of distributed economic value, totaling Rp751,15 billion in 2025, an increase of 12.42% compared to the previous year's Rp668.16 billion.

Perseroan belum melakukan kajian dan penghitungan pengaruh fenomena perubahan iklim terhadap kinerja keuangan. Namun secara keseluruhan, Perseroan mampu menjaga pasokan bahan baku dan distribusi produk maupun jasa kepada pelanggan. [201-2]

The Company has not yet conducted a study or calculation regarding the financial implications of climate change phenomena on its performance. However, overall, the Company has been able to maintain the supply of raw materials and the distribution of products and services to customers. [201-2]

Pengungkapan nilai ekonomi yang dihasilkan dan didistribusikan disajikan berdasarkan pendekatan *cash basis*, dengan mengacu pada Laporan Keuangan Konsolidasian Perseroan yang telah diaudit oleh Kantor Akuntan Publik. Tidak ada bantuan finansial dari Pemerintah. [201-4]

The disclosure of generated and distributed economic value is presented based on a cash basis approach, referring to the Company's Consolidated Financial Statements audited by a Public Accounting Firm. There is no financial assistance from the Government. [201-4]

Perbandingan Target dan Realisasi Pendapatan Usaha (Rp Miliar) Tahun 2025 [F.2] Comparison of Target and Realization of Revenue (Rp Billion) Year 2025

Tahun Year	Target Pertumbuhan Growth Target	Realisasi Realization	% Pencapaian % Achievement
2025	9-12%	8.799,17	13,9
2024	8-10%	7.722,38	5,5
2023	9%	7.316,90	(7,1)

Nilai Ekonomi Diperoleh dan Didistribusikan (Rp Miliar) [201-1]

Economic Value Generated and Distributed (Rp Billion)

Uraian Description	2025	2024	2023
Nilai Ekonomi Diperoleh Economic Value Generated			
Pendapatan Usaha Revenue	8.799,17	7.722,38	7.316,90
Pendapatan Bunga Interest Income	3,62	3,80	2,91
Pendapatan Operasi Lain Other Operating Income	94,31	86,70	21,88
Total Pendapatan Total Revenue	8.897,10	7.812,88	7.341,69
Nilai Ekonomi Didistribusikan Economic Value Distributed			
Remunerasi dan Tunjangan Karyawan Employee Remuneration and Benefits	616,30	512,75	451,17
Dividen bagi Pemegang Saham Dividends to Shareholders	65,91	52,15	77,74
Pembayaran Pajak kepada Pemerintah Tax Payments to Governments	63,16	96,08	66,40
Pengeluaran untuk Masyarakat Expenditure for Community	5,78	8,10	7,30
Jumlah Nilai Ekonomi Didistribusikan Total Economic Value Distributed	751,15	668,16	602,63
Nilai Ekonomi Ditahan (Jumlah Nilai Ekonomi Diperoleh – Jumlah Nilai Ekonomi Didistribusikan) Economic Value Retained (Total Economy Generated – Total Economic Value Distributed)			
Jumlah Nilai Ekonomi Ditahan Total Economic Value Retained	8.145,95	7.144,71	6.739,06

Pembayaran Pajak Kepada Pemerintah

Tax Payment to the Government

Laporan ini hanya menyampaikan pembayaran pajak kepada Pemerintah Indonesia sesuai wilayah operasi Perseroan di Indonesia. Total pembayaran pajak tahun 2025 mencapai Rp63.158 juta. Pembayaran pajak menjadi bentuk kepatuhan kepada peraturan perpajakan yang berlaku, termasuk UU Nomor 7 Tahun 2021 tentang Harmonisasi Peraturan Perpajakan. Tata kelola perpajakan di Perseroan menjadi tanggung jawab Divisi Tax & Accounting dan dijalankan dengan menerapkan pengelolaan risiko terhadap perubahan peraturan yang bisa berdampak di bidang perpajakan. Kami berkoordinasi dengan kantor pelayanan pajak di wilayah operasi Perseroan dan lembaga keuangan dalam mendapatkan informasi adanya peraturan-peraturan baru serta penerapannya.

This report only discloses tax payments to the Government of Indonesia in accordance with the Company's operational areas within Indonesia. Total tax payments in 2025 reached Rp63,158 million. Tax payments represent a form of compliance with applicable tax regulations, including Law Number 7 of 2021 concerning the Harmonization of Tax Regulations. Tax governance within the Company is the responsibility of the Tax & Accounting Division and is carried out by implementing risk management regarding regulatory changes that could impact the taxation sector. We coordinate with tax service offices in the Company's operational areas and financial institutions to obtain information regarding new regulations and their implementation.



Investasi yang Mendukung Penerapan Keuangan Berkelanjutan [F.3] Investments Supporting Sustainable Finance Implementation

Pada 2025, Grup Lautan Luas memperkuat komitmennya terhadap praktik bisnis berkelanjutan melalui investasi strategis di lini manufaktur, yang diawali dengan pengoperasian sistem panel surya berkapasitas 303,45 kWp oleh PT Dunia Kimia Jaya di fasilitas Gresik untuk menekan emisi karbon hingga 371 ton per tahun Langkah hijau ini diperkuat oleh PT Liku Telaga yang juga mengoperasikan 171 sistem panel surya berkapasitas 113,7 kWp, yang diproyeksikan mampu mengurangi emisi sebesar 141,5 ton per tahun Secara kolektif, inisiatif kedua anak usaha ini tidak hanya meningkatkan efisiensi operasional dan mengurangi ketergantungan pada energi fosil, tetapi juga menjadi bukti nyata transformasi grup dalam menjaga kelestarian lingkungan secara jangka panjang.

In 2025, the Lautan Luas Group strengthened its commitment to sustainable business practices through strategic investments in its manufacturing lines. This was initiated by the operation of a solar panel system with a capacity of 303.45 kWp by PT Dunia Kimia Jaya at its Gresik facility, aimed at reducing carbon emissions by up to 371 tons per year. This green initiative was further reinforced by PT Liku Telaga, which also operated 171 solar panel systems with a capacity of 113.7 kWp, projected to reduce emissions by 141.5 tons per year. Collectively, these initiatives by the two subsidiaries not only enhance operational efficiency and reduce dependence on fossil fuels but also serve as tangible evidence of the group's transformation in maintaining long-term environmental sustainability.

Rantai Pasokan Berkelanjutan Sustainable Supply Chain

Rantai pasokan merupakan bagian strategis dalam mendukung keberlanjutan operasional dan penciptaan nilai jangka panjang Grup Lautan Luas. Sebagai topik material dalam laporan, rantai pasokan yang berkelanjutan dan bertanggung jawab merupakan elemen penting untuk memastikan ketersediaan bahan dan jasa, sekaligus memitigasi risiko lingkungan dan sosial yang dapat timbul dari aktivitas pemasok. Oleh karena itu, Perseroan telah memiliki dokumen asesmen lingkungan dan sosial terhadap pemasok sebagai bagian dari praktik pengadaan, guna memastikan bahwa mitra usaha menjalankan praktik keberlanjutan, mematuhi kebijakan, serta berkontribusi terhadap operasional yang bertanggung jawab di sepanjang rantai nilai.

The supply chain is a strategic component in supporting the Lautan Luas Group's operational sustainability and long-term value creation. As a material topic in this report, a sustainable and responsible supply chain is an essential element to ensure the availability of materials and services, while simultaneously mitigating environmental and social risks that may arise from supplier activities. Consequently, the Company has implemented environmental and social assessment processes for suppliers as part of its procurement practices, ensuring that business partners execute sustainability practices, comply with policies, and contribute to responsible operations throughout the value chain.

Asesmen Kriteria Sosial untuk Pemasok Baru [414-1][414-2] Social Criteria Assessment for New Suppliers

Perseroan memiliki proses penilaian sosial terhadap pemasok dan mitra kerja baru melalui koordinasi fungsi Health, Safety and Environment (HSE), Marketing, dan Procurement. Proses skrining ini dilakukan dengan mengacu pada kepatuhan terhadap ketentuan peraturan perundang-undangan yang relevan, termasuk aspek ketenagakerjaan, kesehatan dan keselamatan kerja (K3), non-diskriminasi dan kesetaraan kesempatan serta tanggung jawab sosial dan lingkungan (TJSL).

The Company has a social assessment process for new suppliers and business partners in coordination with the Health, Safety and Environment (HSE) and Procurement functions. This screening process is carried out with reference to compliance with applicable laws and regulations, including aspects of employment practices, occupational health and safety (OHS), non-discrimination and equal opportunity, as well as social and environmental responsibility (CSR).

Asesmen Kriteria Lingkungan untuk Pemasok Baru [308-1][308-2] Environmental Criteria Assessment for New Suppliers

Perseroan melalui fungsi Health, Safety, and Environment (HSE), Marketing dan Procurement menerapkan proses seleksi dan pengelolaan pemasok

The Company, through the Health, Safety, and Environment (HSE), Marketing and Procurement functions, implements a meticulous supplier selection

secara cermat, termasuk dalam aspek pengelolaan lingkungan. Dalam pengelolaan limbah, ketiga fungsi tersebut memastikan bahwa pemasok dan mitra kerja memenuhi persyaratan perizinan yang berlaku, memiliki kompetensi yang memadai, didukung oleh peralatan dan teknologi yang sesuai, serta menjalani evaluasi atas kinerja pekerjaan yang dilaksanakan. Perseroan mendorong seluruh mitra kerja menjalankan kegiatan usahanya dengan mengedepankan tanggung jawab terhadap lingkungan.

and management process, including environmental management aspects. Regarding waste management, all functions ensure that suppliers and business partners meet applicable licensing requirements, possess adequate competence, are supported by appropriate equipment and technology, and undergo evaluations of their work performance. The Company ensures that all partners conduct their business activities with a strong commitment to environmental responsibility.

Pelibatan dan Proporsi Pemasok Lokal ^[204-1] Local Supplier Engagement and Proportion

Secara konsisten, Grup Lautan Luas meningkatkan keterlibatan pemasok dan mitra kerja lokal sebagai bagian dari penguatan rantai pasok yang berkelanjutan. Hingga akhir tahun 2025, Perseroan bekerja sama dengan sebanyak 5.095 pemasok/mitra kerja, di mana 3.971 di antaranya merupakan pemasok/mitra kerja lokal, yang didefinisikan sebagai perusahaan yang beroperasi di wilayah sekitar tempat operasi Perseroan dan entitas anak.

Lautan Luas Group consistently increases local suppliers and partners engagement as part of strengthening a sustainable supply chain. By the end of 2025, the Company collaborated with 5,095 suppliers/partners, of which 3,971 were local suppliers/partners, defined as companies operating in the vicinity of the Company's and its subsidiaries' operational areas.

Sepanjang 2025, nilai kontrak pekerjaan yang diberikan kepada pemasok/mitra kerja lokal mencapai Rp1.353,14 miliar atau setara dengan 19,29% dari total nilai kontrak pekerjaan Perseroan. Kebijakan ini mencerminkan komitmen Perseroan dalam mendukung perekonomian lokal serta mendorong pertumbuhan usaha di wilayah operasional.

In 2025, the value of work contracts awarded to local suppliers/partners reached Rp1,353.14 billion, or equivalent to 19.29% of the Company's total contract value. This policy reflects the Company's commitment to supporting the local economy and encouraging business growth within its operational areas.

Jumlah dan Persentase Pemasok/Mitra Kerja ^[204-1] Number and Percentage of Suppliers/Partners

Tahun Year	Pemasok Lokal Local Supplier		Pemasok Nasional National Supplier		Pemasok Global Global Supplier		Jumlah Total	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
2025	3.971	77,94	641	12,58	483	9,48	5.095	100
2024	3.581	75,01	756	15,84	437	9,15	4.774	100
2023	3.189	76,35	583	13,96	405	9,84	4.177	100

Jumlah dan Persentase Nilai Kontrak Pekerjaan Pemasok/Mitra Kerja (Rp Miliar) ^[204-1] Amount and Percentage of Work Contract Value of Suppliers/Partners (Billion Rupiah)

Tahun Year	Pemasok Lokal Local Supplier		Pemasok Nasional National Supplier		Pemasok Global Global Supplier		Jumlah Total	
	Nilai Value	%	Nilai Value	%	Nilai Value	%	Nilai Value	%
2025	1.353,14	19,29	1.416,71	20,20	4.255,84	60,61	7.025,69	100
2024	1.506,67	25,42	1.209,09	20,41	3.210,33	54,17	5.926,09	100
2023	1.143,25	21,33	1.109,03	20,69	3.107,37	57,98	5.359,64	100



Kualitas dan Keamanan Produk

Product Quality and Safety

Melalui tiga lini bisnis utama, yaitu distribusi, manufaktur, dan layanan pendukung, Perseroan menyediakan beragam produk dan jasa yang dirancang untuk memenuhi kebutuhan pelanggan lintas industri. Untuk menjaga kepercayaan pelanggan, Perseroan secara konsisten menerapkan standar kualitas dan keamanan produk yang terukur, patuh terhadap regulasi, serta didukung layanan yang andal, guna memastikan setiap produk dan jasa yang disalurkan aman, berkualitas, dan bernilai tambah bagi pelanggan. Sebagai bagian dari penerapan standar tersebut, Perseroan menyediakan *Safety Data Sheet* (SDS) untuk seluruh produk sebagai panduan penggunaan yang aman, penyimpanan, penanganan darurat, dan pengelolaan limbah dan pembuangan produk.

Through three main business lines—distribution, manufacturing, and support services—the Company provides a diverse range of products and services designed to meet the needs of customers across various industries. To maintain customer trust, the Company consistently implements measurable quality and product safety standards, complies with regulations, and is supported by reliable services, ensuring that every product and service delivered is safe, high-quality, and provides added value to customers. As part of these standards, the Company provides Safety Data Sheets (SDS) for all products to guide customers on safe use, storage, emergency handling, as well as waste management and proper product disposal in accordance with applicable regulations.

Inovasi dan Pengembangan Produk [F.26]

Product Innovation and Development

Inovasi terhadap produk dan layanan pendukung dilaksanakan masing-masing *Distribution Channel* (DC), tidak terkecuali inovasi maupun pengembangan produk ramah lingkungan. Selama 2025 ada beberapa inovasi yang dilakukan pada setiap lini bisnis, di antaranya menghadirkan produk berkualitas dengan formulasi yang mendukung pencegahan risiko kolesterol, diabetes, dan gangguan pencernaan guna berkontribusi pada terciptanya generasi yang lebih sehat serta berkolaborasi dengan perguruan tinggi untuk menciptakan produk unggulan.

Innovation in products and support services is carried out by each Distribution Channel (DC), and includes innovations and the development of environmentally friendly products. Throughout 2025, several innovations were implemented across every business line, including the introduction of high-quality products with formulations that support the prevention of cholesterol, diabetes, and digestive disorder risks to contribute to a healthier generation, as well as collaborating with universities to create flagship products.

Produk Ditarik Kembali [F.29]

Products Recalled

Perseroan memiliki kebijakan keberlanjutan terkait penyusunan pengembangan dan inovasi produk dengan *circular economy*, *long-life time product* dan *eco-friendly*, yang bertujuan untuk meningkatkan efisiensi penggunaan sumber daya serta meminimalkan dampak lingkungan sepanjang siklus hidup produk. Tidak terdapat produk yang ditarik kembali atau dihentikan peredarannya, baik atas inisiatif internal maupun akibat tindakan regulator. Kondisi ini mencerminkan bahwa produk kimia, bahan baku industri, serta produk manufaktur telah memenuhi persyaratan mutu, keselamatan, dan kepatuhan terhadap standar teknis serta regulasi yang berlaku di masing-masing segmen usaha.

The Company has a sustainability policy related to the development and innovation of products based on circular economy principles, long-life time products, and eco-friendly approaches, aimed at improving resource efficiency and minimizing environmental impacts throughout the product life cycle. There were no products recalled or withdrawn from circulation, whether through internal initiatives or due to regulatory actions. This reflects that the chemical products, industrial raw materials, and manufactured products have met quality and safety requirements, as well as compliance with technical standards and applicable regulations in each business segment.

Solusi Teknologi Pengolahan Air sebagai Produk Unggulan

Water Treatment Technology Solutions as a Leading Product

Seiring meningkatnya kebutuhan air di sektor industri dan rumah tangga serta terbatasnya ketersediaan sumber daya air, Perseroan mengembangkan solusi teknologi pengolahan air sebagai bagian dari kontribusi terhadap pengelolaan sumber daya yang berkelanjutan. melalui lini bisnis manufaktur serta pendukung dan jasa, Perseroan menyediakan teknologi pengolahan air minum dan air limbah yang dirancang secara fleksibel sesuai dengan kebutuhan pengguna, baik untuk sektor industri maupun domestik.

Teknologi pengolahan air yang disediakan memungkinkan pelanggan memperoleh kualitas air minum dan air bersih yang memenuhi ketentuan peraturan perundang-undangan yang berlaku, termasuk standar Sistem Penyediaan Air Minum serta standar kesehatan lingkungan. Demikian pula, teknologi pengolahan air limbah dirancang untuk memastikan hasil olahan memenuhi baku mutu sesuai regulasi nasional bagi berbagai sektor industri, termasuk industri tekstil.

Sepanjang tahun 2025, unit pengolahan air yang digunakan oleh pelanggan memasok total 5.811.379,85 ribu m³ air bersih, yang terutama berasal dari pengolahan air limbah industri dan daur ulang, serta penyediaan air bersih untuk kebutuhan rumah tangga dan air minum. Pemanfaatan teknologi ini berkontribusi pada pengurangan penggunaan air baku baru dan mendukung ketersediaan air, khususnya pada periode musim kemarau. Mengacu pada pedoman Organisasi Kesehatan Dunia (WHO) mengenai kebutuhan air minum harian, pasokan air minum dari unit pengolahan air yang dioperasikan pelanggan setara dengan pemenuhan kebutuhan air minum bagi sekitar 56 juta orang per hari.

In line with the increasing water demand in the industrial and household sectors and the limited availability of water resources, the Company has developed water treatment technology solutions as part of its contribution to sustainable resource management. through manufacture and service business line, the Company provides drinking water and wastewater treatment technologies designed flexibly to meet user needs, both for industrial and domestic sectors.

The provided water treatment technology enables customers to obtain drinking water and clean water quality that complies with applicable laws and regulations, including Water Supply System standards and environmental health standards. Similarly, the wastewater treatment technology is designed to ensure that treated water meets quality standards in accordance with national regulations for various industrial sectors, including the textile industry.

In 2025, the water treatment units used by customers supplied a total of 5,811,379.85 thousand m³ of clean water, primarily sourced from industrial wastewater treatment and recycling, as well as the provided clean water for household and drinking purposes. The use of this technology contributes to reducing the use of new raw water and supports water availability, especially during the dry season. Based on World Health Organization (WHO) guidelines regarding daily drinking water requirements, the drinking water supply from customer-operated water treatment units is equivalent to meeting the drinking water needs of approximately 56 million people per day.

Pasokan Air Bersih dari Penggunaan Unit Pengolah Air oleh Pelanggan (Ribu m³)

Clean Water Supply from the Use of Water Treatment Units by Customers (Thousand m³)

Pasokan Air Bersih Clean Water Supply	2025	2024	2023
Air Limbah dari Industri Industrial Wastewater	176.357,91	1.070.228,27	1.142.282,23
Air Bersih untuk Industri Clean Water for Industry	3.040.533,03	744.842,89	1.171.135,53
Air Daur Ulang untuk Industri Recycled Water for Industry	-	1.051,57	939.072,00
Air Bersih untuk Rumah Tangga Clean Water for Households	2.594.392,32	2.102.838,31	2.395.210,07
Pengolahan Air Limbah untuk Rumah Tangga oleh OM Wastewater Treatment for Households by OM	-	-	2.057,27
Air Minum Drinking Water	96,57	83,07	64,64
Jumlah Total	5.811.379,85	3.919.044,12	4.711.688,81



<p>Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/ Bappenas</p>	<p>Realisasi 2025 2025 Realization</p>	<p>Target 2026 2026 Target</p> 
<ul style="list-style-type: none"> ▪ Target 6.1 Pada tahun 2030 mencapai akses universal dan merata terhadap air minum yang aman dan terjangkau bagi semua. ▪ Indikator 6.1.1 Persentase rumah tangga yang menggunakan layanan air minum yang dikelola secara aman. 	<p>Indikator 6.1.1 Kapasitas unit pengolah air minum yang dioperasikan pelanggan rumah tangga 2.594.392,36 ribu ML per tahun.</p>	<p>Indikator 6.1.1 Meningkatkan jumlah unit pengolah air minum yang dioperasikan pelanggan rumah tangga.</p>
<ul style="list-style-type: none"> ▪ Target 6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all. ▪ Indikator 6.1.1 The proportion of population using safely managed drinking water services. 	<p>Indikator 6.1.1 The capacity of drinking water treatment units operated for household customers is 2,594,392.36 thousand ML per year.</p>	<p>Indikator 6.1.1 Increase the number of drinking water treatment units operated by household customers.</p>
<ul style="list-style-type: none"> ▪ Target 6.3 Pada tahun 2030, meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan, dan meminimalkan pelepasan material dan bahan kimia berbahaya, mengurangi setengah proporsi air limbah yang tidak diolah, dan secara signifikan meningkatkan daur ulang, serta penggunaan kembali barang daur ulang yang aman secara global. ▪ Indikator 6.3.1.(a) Persentase limbah cair industri yang diolah secara aman. 	<p>Indikator 6.3.1.(a) Kapasitas area pengolahan air limbah yang dioperasikan oleh anak usaha Lautan Luas dibidang air yaitu sebanyak 39 area. Total kapasitas yang diolah aktual sejumlah 408.221 m³/hari.</p>	<p>Indikator 6.3.1.(a) Meningkatkan jumlah unit pengolah air limbah yang dioperasikan pelanggan industri.</p>
<ul style="list-style-type: none"> ▪ Target 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. ▪ Indikator 6.3.1.(a) Proportion of industrial wastewater flow safely treated. 	<p>Indikator 6.3.1.(a) The wastewater treatment capacity operated by Lautan Luas' water-related subsidiary comprises 39 treatment facilities, with a total actual treated volume of 408,221 m³ per day.</p>	<p>Indikator 6.3.1.(a) Increase the number of wastewater treatment units operated by industrial customers.</p>

Survei Kepuasan Pelanggan [F.30][2-25] Customer Satisfaction Survey

Untuk memastikan kualitas produk dan layanan tetap memenuhi ekspektasi pelanggan di seluruh lini bisnis, Perseroan secara konsisten melaksanakan survei kepuasan pelanggan secara berkala. Survei ini mencakup beberapa aspek utama penilaian, antara lain kualitas layanan pelanggan, mutu produk, nilai tambah, dukungan layanan teknis, serta aspek kesehatan, keselamatan, dan lingkungan. Hasil survei tahun 2025 menunjukkan indeks kepuasan pelanggan mencapai 96%, mencerminkan tingkat kepercayaan dan kepuasan yang tinggi terhadap kinerja Perseroan.

Selain melalui survei, Perseroan juga menyediakan mekanisme layanan pelanggan, termasuk melalui fungsi CSR, untuk menerima dan menangani pengaduan atau keluhan pelanggan. Setiap pengaduan ditindaklanjuti secara terkoordinasi oleh unit terkait di Perseroan maupun entitas anak. Selama 2025, tercatat 43 pengaduan pelanggan, dan seluruhnya telah ditindaklanjuti.

To ensure that the quality of products and services continues to meet customer expectations across all business lines, the Company consistently conducts regular customer satisfaction surveys. This survey covers several key assessment aspects, including customer service quality, product quality, added value, technical service support, as well as health, safety, and environmental aspects. The 2025 survey results showed a customer satisfaction index of 96%, reflecting a high level of trust and satisfaction with the Company's performance.

In addition to surveys, the Company also provides customer service mechanisms, including through the CSR function, to receive and handle customer grievances or complaints. Every complaint is followed up in a coordinated manner by the relevant units within the Company and its subsidiaries. In 2025, there were 43 recorded customer complaints, all of which were resolved.

Hasil Survei Kepuasan Pelanggan [F.30] Results of Customer Satisfaction Survey

2025		2024	
Target	Realisasi Realization	Target	Realisasi Realization
96%	96%	96%	95%



Keselamatan dan Kesehatan Pelanggan

Customer Safety and Health

Dalam menjalankan kegiatan usaha di seluruh lini bisnis, Perseroan menempatkan keselamatan dan kesehatan pelanggan sebagai prioritas utama. Komitmen ini diwujudkan melalui penerapan standar mutu produk, kepatuhan terhadap regulasi yang berlaku, serta pengelolaan risiko yang terintegrasi dalam proses produksi, distribusi, dan penyediaan layanan jasa. Dengan pendekatan tersebut, Perseroan berupaya memastikan bahwa setiap produk dan layanan yang dihadirkan aman digunakan serta memberikan nilai tambah yang berkelanjutan bagi pelanggan.

In conducting business activities across all business lines, the Company places customer health and safety as a top priority. This commitment is realized through the implementation of product quality standards, compliance with applicable regulations, and integrated risk management within the production, distribution, and service provision processes. Through this approach, the Company strives to ensure that every product and service presented is safe to use and provides sustainable added value for customers.

Komitmen Memberikan Layanan yang Setara [F.17]

Commitment to Equal Service

Sampai dengan akhir tahun 2025 Perseroan memiliki lebih dari 2.000 pelanggan industrial. Perseroan berkomitmen memberikan layanan terbaik dan setara kepada seluruh pelanggannya, sesuai kebutuhan masing-masing.

As of the end of 2025, the Company served more than 2,000 industrial customers. The Company is committed to providing excellent and equitable service to all its customers, tailored to their respective needs.

Evaluasi Keamanan Produk dan Jasa Bagi Pelanggan [F.27][416-1][416-2]

Evaluation of Product and Service Safety for Customers

Seluruh (100%) produk Perseroan telah melalui proses pengujian mutu secara menyeluruh untuk memastikan aspek keselamatan dan keamanan bagi pelanggan. Pengendalian kualitas dimulai sejak tahap pengadaan bahan baku dari pemasok dengan kewajiban penyertaan *Certificate of Analysis* (COA) dan *Safety Data Sheet* (SDS) yang memuat informasi spesifikasi serta klasifikasi bahaya material. Untuk produk yang dihasilkan oleh entitas anak di sektor manufaktur kimia, proses evaluasi dilakukan secara berlapis, mulai dari analisis kesesuaian spesifikasi, pengujian kualitas produk, hingga persetujuan akhir oleh Departemen *Quality Control* sebelum produk didistribusikan kepada pelanggan. Pada 2025, tidak terdapat denda finansial maupun sanksi hukum yang dikenakan kepada Perseroan terkait ketidakpatuhan terhadap aspek keselamatan dan kesehatan produk.

All of the Company's products (100%) have undergone a comprehensive quality testing process to ensure safety and security aspects for customers. Quality control begins at the raw material procurement stage, with the mandatory inclusion of a Certificate of Analysis (COA) and a Safety Data Sheet (SDS), which contain information on material specifications and hazard classifications. For products manufactured by subsidiaries in the chemical manufacturing sector, a multi-layered evaluation process is conducted, ranging from specification conformity analysis and product quality testing to final approval by the Quality Control Department before the products are distributed to customers. In 2025, there were no financial fines or legal sanctions imposed on the Company related to non-compliance with product health and safety aspects.

Pemasaran dan Pelabelan [417-1][417-2][417-3]

Marketing and Labeling

Sebagai bagian dari komitmen perlindungan konsumen, seluruh produk ritel dilengkapi dengan label informasi yang telah dievaluasi dan disesuaikan dengan ketentuan regulator yang berlaku. Informasi pada label mencakup antara lain nama produk, Nomor Izin Edar (NIE), berat bersih, petunjuk penggunaan, tanggal kadaluwarsa, serta nomor layanan pelanggan, dan untuk produk tertentu juga dilengkapi dengan sertifikasi halal. Selama periode pelaporan, Perseroan tidak menerima sanksi atas ketidakpatuhan terhadap ketentuan pelabelan produk.

As part of the commitment to consumer protection, all retail products are equipped with information labels that have been evaluated and adjusted in accordance with applicable regulatory requirements. The information on the labels includes, among others, product name, Marketing Authorization Number (NIE), net weight, instructions for use, expiration date, and customer service contact number; furthermore, specific products are also equipped with Halal certification. During the reporting period, the Company received no sanctions for non-compliance with product labeling regulations.

Kegiatan promosi dan komunikasi pemasaran dilaksanakan melalui kerja sama dengan pihak ketiga dengan tetap mengedepankan prinsip transparansi dan keakuratan informasi. Seluruh materi dan aktivitas pemasaran disusun dengan memperhatikan ketentuan Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen. Selama periode pelaporan, tidak terdapat sanksi maupun temuan ketidakpatuhan terkait praktik komunikasi pemasaran Perseroan.

Promotional and marketing communication activities are carried out in collaboration with third parties while prioritizing the principles of transparency and accuracy of information. All marketing materials and activities are developed in accordance with the provisions of Law No. 8 of 1999 concerning Consumer Protection. During the reporting period, there were no sanctions or findings of non-compliance regarding the Company's marketing communication practices.

Dampak Produk/Jasa dan Pengelolaannya [F.28][2-25] Impact of Products/Services and Management

Produk dan layanan jasa utama Perseroan berada pada sektor kimia dan kimia khusus yang memiliki potensi dampak terhadap lingkungan dan keselamatan, seperti pencemaran tanah dan air, gangguan pernapasan ringan, serta kulit terpapar bahan kimia. Dalam mengelola dampak tersebut, Perseroan mengacu pada prinsip-prinsip Responsible Care® Indonesia sebagai kerangka komitmen dalam pengelolaan produk kimia yang bertanggung jawab sepanjang siklus hidupnya. Penerapan prinsip tersebut didukung oleh sistem manajemen terintegrasi yang mencakup Sistem Manajemen Mutu ISO 9001:2015, Sistem Manajemen Lingkungan ISO 14001:2015, serta Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018, guna memastikan pengendalian risiko produk dan layanan jasa dilakukan secara konsisten dan terukur.

The Company's main products and services are within the chemical and specialty chemical sectors, which possess potential impacts on the environment and safety, such as soil and water contamination, mild respiratory issues, and skin exposure to chemical substances. In managing these impacts, the Company refers to the principles of Responsible Care® Indonesia as a commitment framework for responsible chemical management throughout its life cycle. The implementation of these principles is supported by an integrated management system that includes ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and ISO 45001:2018 Occupational Health and Safety Management System, ensuring that risk control for products and services is conducted consistently and measurably.

Sebagai bagian dari upaya perbaikan berkelanjutan, Perseroan secara aktif mengidentifikasi peluang peningkatan kinerja lingkungan pada setiap tahapan siklus hidup produk, termasuk untuk mendukung penerapan ekonomi sirkular dan pengurangan timbulan limbah. Sepanjang 2025, inisiatif yang dilakukan antara lain:

1. Pemanfaatan kembali kemasan drum plastik bekas bahan baku sebagai kemasan barang jadi yang tetap memenuhi standar kualitas dan mutu yang ditetapkan.
2. Pemanfaatan kembali kemasan *jumbo bag* bekas bahan baku sebagai wadah pengemasan internal di area produksi.
3. Penjualan kembali *jumbo bag* bekas kepada pihak ketiga untuk dimanfaatkan kembali sesuai peruntukannya.
4. Pengelolaan sampah organik melalui program komposting secara *onsite*, dengan hasil kompos dimanfaatkan untuk pemupukan taman di area entitas anak.
5. Palet kayu yang sudah tidak layak pakai atau tidak dapat diperbaiki kembali disalurkan kepada masyarakat sekitar untuk dilakukan proses *rework* dan pemanfaatan lebih lanjut.
6. Pengelolaan sampah dedaunan menjadi pupuk kompos sebagai bagian dari upaya pengurangan limbah organik.
7. Implementasi budidaya maggot (*larva Black Soldier Fly*) untuk membantu mengurangi limbah makanan di lingkungan operasional.

As part of continuous improvement efforts, the Company actively identifies opportunities to enhance environmental performance at all stages of the product life cycle, including supporting the implementation of a circular economy and waste reduction. In 2025, initiatives undertaken included:

1. Reutilization of used plastic drum packaging from raw materials as finished goods packaging, while ensuring compliance with established quality and safety standards.
2. Reuse of used jumbo bags from raw materials as internal packaging containers within the production area.
3. Resale of used jumbo bags to third parties for further utilization in accordance with their intended purpose.
4. Management of organic waste through an onsite composting program, with the resulting compost utilized for landscaping and garden fertilization within subsidiary areas.
5. Distribution of wooden pallets that are no longer fit for use or cannot be repaired to surrounding communities for rework and further utilization.
6. Processing of fallen leaves into compost fertilizer as part of organic waste reduction efforts.
7. Implementation of maggot (Black Soldier Fly larva) cultivation to help reduce food waste within operational areas.



Pemberdayaan Masyarakat Community Empowerment

Perseroan meyakini bahwa keberlanjutan usaha tidak dapat dipisahkan dari kesejahteraan masyarakat di sekitar wilayah operasional. Melalui pelaksanaan program tanggung jawab sosial dan lingkungan (TJSL), Perseroan berkomitmen mendorong pemberdayaan masyarakat secara berkelanjutan, khususnya di sekitar pabrik, gudang, dan kantor operasional, agar tercipta nilai bersama yang mendukung pertumbuhan ekonomi, sosial, dan lingkungan secara seimbang.

The Company believes that business sustainability is inseparable from the well-being of the communities surrounding its operational areas. Through the implementation of Social and Environmental Responsibility (CSR) programs, the Company is committed to fostering sustainable community empowerment, particularly in the vicinity of factories, warehouses, and operational offices, to create shared value that supports balanced economic, social, and environmental growth.

Pengelolaan Dampak Operasi dan Pelibatan Masyarakat [F.23][413-1][413-2] Operational Impact Management and Community Involvement

Hingga saat ini, Perseroan belum melaksanakan asesmen formal untuk mengidentifikasi dampak sosial aktual maupun potensi dampak sosial dari kegiatan operasional pabrik, gudang, dan kantor terhadap masyarakat sekitar. Meskipun demikian, melalui komunikasi dan interaksi yang berkelanjutan dengan masyarakat setempat, Perseroan secara aktif melaksanakan berbagai program TJSL. Program-program tersebut dirancang dengan melibatkan masyarakat, termasuk melalui kegiatan pemberdayaan, sebagai bagian dari upaya Perseroan untuk mengelola dan meminimalkan potensi dampak negatif operasional serta memperkuat hubungan yang harmonis dengan komunitas sekitar.

To date, the Company has not yet conducted a formal assessment to identify actual or potential social impacts of the operational activities of its factories, warehouses, and offices on the surrounding communities. Nonetheless, through continuous communication and interaction with local communities, the Company actively carries out various CSR programs. These programs are designed by involving the community, including through empowerment activities, as part of the Company's efforts to manage and minimize potential negative operational impacts while strengthening harmonious relationships with the surrounding community.

Dampak Ekonomi Tidak Langsung

Keberadaan Perseroan memberikan kontribusi terhadap perekonomian masyarakat setempat, terutama melalui penciptaan lapangan kerja. Karyawan yang bekerja di Perseroan memperoleh penghasilan yang digunakan untuk memenuhi kebutuhan sehari-hari, sehingga turut menggerakkan aktivitas ekonomi di wilayah sekitar operasional. Hingga akhir tahun 2025, Perseroan juga memprioritaskan penyerapan tenaga kerja lokal yang berdomisili di kabupaten/kota sekitar wilayah operasional sebagai bagian dari upaya mendukung pertumbuhan ekonomi daerah. [413-1]

Indirect Economic Impact

The Company's presence contributes to the local economy, particularly through job creation. Employees working at the Company earn income that supports their daily needs, thereby stimulating economic activity in areas surrounding the Company's operations. As of the end of 2025, the Company also prioritizes the recruitment of local workers residing in the districts/cities surrounding its operational areas as part of its efforts to support regional economic development. [413-1]

Dari sisi infrastruktur, pada 2025 Perseroan membangun fasilitas yang secara langsung dapat dimanfaatkan bersama oleh masyarakat, yaitu pembangunan jembatan penghubung menuju tempat pemakaman umum (TPU) Budi Dharma, di Semper Jakarta Utara. Perseroan telah melakukan pengukuran dampak atas jembatan yang dibangun, masyarakat merasa terbantu. [203-1]

In terms of infrastructure, in 2025, the Company constructed facilities that can be directly utilized by the community, namely the construction of a connecting bridge to the Budi Dharma Public Cemetery (TPU) in Semper, North Jakarta. The Company has conducted an impact assessment of the constructed bridge, and the community feels has found it beneficial. [203-1]



Ibu Midah - PKK Semper | Ms Midah - PKK Semper

Dengan adanya jembatan dari Lautan Luas, akses menuju TPU dan jalur ambulans kini jauh lebih mudah. Dulu kami sering kesulitan ketika ada keadaan darurat, sekarang semuanya jadi lebih aman dan cepat.

With the construction of the bridge by Lautan Luas, access to the cemetery and ambulance routes has become much easier. In the past, we often faced difficulties during emergencies, but now everything is safer and faster.



Sekali lagi terima kasih kepada PT Lautan Luas Tbk yang telah menyumbangkan dan memungkinkan kita membangun sebuah jembatan sebagai jalan akses.

Once again, we would like to express our gratitude to PT Lautan Luas Tbk for their contribution, which has enabled us to build a bridge as an access route.

Bapak Salih - Wakil Camat Cilincing
Mr. Salih - Deputy Sub-district Head of Cilincing

Selain itu, Perseroan juga menciptakan dampak ekonomi tidak langsung lainnya bagi masyarakat, antara lain melalui pemberdayaan ekonomi dan penguatan rantai pasok. Program Incredible Mom Agent (IMA), yang diinisiasi oleh entitas anak PT Lautan Natural Krimerindo sejak Desember 2020, bertujuan membantu perempuan dan ibu rumah tangga memperoleh penghasilan tambahan melalui penjualan produk FiberCreme. Pada 2025, jumlah komunitas IMA mencapai 771 orang. Di samping itu, pelibatan pemasok dan mitra kerja dalam rantai pasok Perseroan turut membuka peluang kerja bagi masyarakat lokal.

Kehadiran karyawan Perseroan serta pekerja mitra kerja juga mendorong tumbuhnya aktivitas ekonomi pendukung, seperti penyediaan hunian sewa, usaha makanan dan minuman, toko kelontong, serta berbagai jasa lainnya di sekitar wilayah operasional. [203-2]

Additionally, the Company creates other indirect economic impacts for the community, including through economic empowerment and supply chain strengthening. The Incredible Mom Agent (IMA) program, initiated by the subsidiary PT Lautan Natural Krimerindo since December 2020, aims to help women and housewives earn additional income through the sale of FiberCreme products. In 2025, the number of IMA community reached 771 people. Furthermore, the involvement of suppliers and partners in the Company's supply chain creates job opportunities for local communities.

The presence of the Company's employees and partner workers also stimulates the growth of supporting economic activities, such as rental housing, food and beverage businesses, grocery stores, and various other services around operational areas. [203-2]



Mekanisme Pengaduan Masyarakat [F.24][2-25][413-1]

Community Grievance Mechanism

Perseroan menyediakan mekanisme bagi masyarakat di sekitar wilayah operasional untuk menyampaikan keluhan atau pengaduan yang berkaitan dengan dampak sosial kegiatan usaha. Penyampaian pengaduan dilakukan melalui sistem pelaporan pelanggaran (*whistleblowing system/WBS*) yang dapat diakses oleh pemangku kepentingan eksternal. Setiap pengaduan yang diterima ditindaklanjuti oleh Audit Internal sesuai dengan prosedur yang berlaku. Di 2025, tidak terdapat pengaduan atau laporan dari masyarakat terkait pengelolaan dampak sosial kegiatan operasional Perseroan.

The Company provides a mechanism for communities around operational areas to submit complaints or grievances related to the social impacts of business activities. Complaints are submitted through a whistleblowing system (WBS) accessible to external stakeholders. Every complaint received is followed up by the Internal Audit in accordance with applicable procedures. In 2025, there were no recorded complaints or reports from the community regarding the management of the social impacts of the Company's operational activities.

Realisasi Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) [F.25]

Realization of Social and Environmental Responsibility (CSR)

Di 2025, Grup Lautan Luas menjalankan berbagai program TJSL dengan total biaya Rp5,78 miliar. Kegiatan dibagi menjadi 4 pilar, yaitu pemberdayaan masyarakat dan kesehatan, pendidikan, pengembangan mata pencaharian, dan kegiatan sosial lainnya. Perseroan berupaya memberikan dampak positif bagi seluruh lapisan masyarakat termasuk kelompok rentan, mencakup kaum perempuan, ibu hamil, serta balita dan anak-anak.

In 2025, Lautan Luas Group implemented various CSR programs with a total expenditure of Rp5.78 billion. Activities are divided into 4 pillars: Community Empowerment and Health, Education, Livelihood Development, and Other Social Activities. The Company strives to provide a positive impact for all levels of society, including vulnerable groups such as women, pregnant women, toddlers, and children.

Pilar Pemberdayaan Masyarakat dan Kesehatan

Kampung Lautan Luas – Mauk & Tanjung Kait

Sebagai bagian dari komitmen pemberdayaan masyarakat pesisir, Perseroan melanjutkan program peningkatan kualitas hidup masyarakat di wilayah Mauk dan Tanjung Kait. Inisiatif ini mencakup perbaikan hunian warga serta penguatan fasilitas *water center* guna memperluas akses air bersih yang layak. Pada 2025, program pengembangan kawasan direncanakan menjangkau 30 rumah dengan jumlah penerima manfaat sebanyak 120 jiwa. Secara keseluruhan, sejak dimulainya program ini, Perseroan telah membangun total 105 rumah secara kumulatif. Program ini diarahkan untuk menciptakan lingkungan hunian yang lebih sehat, aman, dan mendukung peningkatan kesejahteraan ekonomi masyarakat.

Donor Darah

Perseroan secara berkelanjutan mendukung pemenuhan kebutuhan darah nasional melalui pelaksanaan program donor darah rutin bekerja sama dengan Palang Merah Indonesia (PMI). Sepanjang 2025, program donor darah direncanakan dilaksanakan sebanyak 3 kali dan diharapkan dapat memberikan manfaat bagi 651 pasien. Inisiatif ini juga menjadi sarana untuk menumbuhkan kepedulian sosial dan semangat kemanusiaan di lingkungan Perseroan dan masyarakat.

Community Empowerment and Health Pillar

Kampung Lautan Luas – Mauk & Tanjung Kait

As part of its commitment to coastal community empowerment, the Company continued its program to improve the quality of life in Mauk and Tanjung Kait. This initiative includes home renovations and the enhancement of water center facilities to expand access to clean water. In 2025, the area development program is planned to reach 30 houses, benefiting 120 individuals. Cumulatively, the Company has constructed a total of 105 houses since the program's inception. This program is designed to create a healthier and safer living environment while supporting the economic well-being of the community.

Blood Donation

The Company continuously supports the fulfillment of national blood requirements through routine blood donation programs in collaboration with the Indonesian Red Cross. In 2025, the blood donation program was planned to be held 3 times and was expected to provide benefits for 651 patients. This initiative also serves as a means to foster social awareness and a spirit of humanity within the Company environment and the community.

Terapi Wicara

Perseroan menyelenggarakan program pelatihan dan terapi wicara yang menargetkan lebih dari 120 anak disabilitas di Bandung. Program ini bertujuan untuk meningkatkan kemampuan komunikasi dan kemandirian fungsional para penerima manfaat melalui intervensi medis serta edukasi berkelanjutan. Fokus utama inisiatif ini adalah memberikan akses layanan kesehatan yang inklusif guna mendukung tumbuh kembang anak secara optimal di wilayah tersebut.

Pilar Pendidikan

Pembangunan Sekolah Berbasis Eco Blocks

Sebagai bagian dari komitmen terhadap pendidikan dan lingkungan berkelanjutan, pada 2025 Perseroan merealisasikan pembangunan satu unit sekolah baru di wilayah Mauk. Unit ini memanfaatkan *eco blocks* dari daur ulang sekitar 5,5 ton sampah plastik yang berhasil mengurangi 12,9 ton karbon, serta melayani 40 siswa-siswi di wilayah tersebut. Dengan selesainya bangunan ini, Perseroan secara kumulatif telah membangun total 3 sekolah melalui inisiatif ramah lingkungan tersebut hingga akhir periode pelaporan.

Program Beasiswa

Perseroan menjalankan program beasiswa sebagai upaya memperluas akses pendidikan tinggi dan mendukung pengembangan generasi muda berprestasi. Melalui Beasiswa Lautan Luas Pintar, Perseroan memberikan dukungan biaya pendidikan hingga lulus serta bantuan biaya hidup melalui kerja sama dengan Yayasan Karya Salemba Empat (KSE), disertai pendampingan dan pemantauan perkembangan akademik penerima beasiswa secara berkala. Sebanyak 25 anak menerima beasiswa ini pada tahun berjalan, sehingga secara kumulatif, program ini telah memberikan manfaat kepada 8.243 penerima sejak awal pembentukannya.

Pilar Mata Pencaharian

Praktik Kerja Lapangan

Di 2025, Perseroan kembali bekerja sama dengan institusi pendidikan untuk menjalankan program magang bagi mahasiswa dari berbagai perguruan tinggi. Dengan magang, mereka akan ditempatkan di departemen yang sesuai dengan bidang studi mereka, serta memperoleh pengalaman kerja nyata. Selain itu, mereka dapat mengembangkan keterampilan teknis dan meningkatkan kepercayaan diri ketika akan memasuki dunia kerja. Sebanyak 192 mahasiswa dan pelajar SMK/ sederajat telah diterima magang di Lautan Luas.

Speech Therapy

The Company provides training and speech therapy programs targeting more than 120 children with disabilities in Bandung. This initiative aims to improve communication skills and functional independence for beneficiaries through medical intervention and continuous education. The primary focus is to ensure inclusive healthcare access that supports optimal child development within the region.

Education Pillar

Eco Blocks-Based School Construction

As part of its commitment to education and environmental sustainability, in 2025, the Company completed the construction of a new school unit in the Mauk area. This specific unit utilized eco-blocks made from approximately 5.5 tons of recycled plastic waste, successfully reducing 12.9 tons of carbon and serving 40 students. This completion brings the total number of schools built under this initiative to 3 units as of the end of the reporting period.

Scholarship Program

The Company runs a scholarship program as an effort to expand access to higher education and support the development of high-achieving young generations. Through the Lautan Luas Pintar Scholarship, the Company provides tuition support until graduation as well as living cost assistance through collaboration with the Karya Salemba Empat (KSE) Foundation, accompanied by regular mentoring and monitoring of the scholarship recipients' academic progress. A total of 25 students received this scholarship during the current year, bringing the cumulative number of beneficiaries to 8,243 since the program's inception.

Livelihood Pillar

Internship

In 2025, the Company once again collaborated with educational institutions to conduct internship programs for students from various universities. Through the internship, they are placed in departments that align with their fields of study and gain real work experience. Additionally, they can develop technical skills and increase their self-confidence when entering the world of work. A total of 192 students have been accepted for internships at Lautan Luas.



Pilar Kegiatan Sosial Lainnya

Penanaman 10.000 Mangrove

Dalam upaya memperkuat komitmen terhadap pelestarian lingkungan dan mitigasi perubahan iklim, Perseroan kembali melaksanakan program penanaman mangrove sebagai bagian dari Lautan Luas Green Belt Program. Pada 2025, Perseroan menanam 10.000 bibit mangrove di Semarang Mangrove Center, yang melibatkan karyawan serta mitra lokal. Program ini dirancang untuk memperkuat ekosistem pesisir, mengurangi emisi karbon, mencegah abrasi, serta meningkatkan keanekaragaman hayati di wilayah pesisir. Program penanaman ini merupakan kelanjutan dari inisiatif serupa yang dilakukan sebelumnya dan akan dipantau secara berkala dalam tiga tahun ke depan (2025–2028) bersama mitra komunitas dan pemangku kepentingan setempat, guna memastikan pertumbuhan tanaman yang optimal dan manfaat lingkungan jangka Panjang.

Pelatihan Pengolahan Sampah

Perseroan menyelenggarakan program edukasi pengelolaan sampah yang melibatkan lebih dari 450 anak di Bandung. Inisiatif ini mencakup penyediaan peralatan penunjang, pelatihan pemilahan sampah sejak dini, serta praktik pengolahan limbah menjadi barang bernilai guna. Program ini bertujuan untuk menanamkan kesadaran lingkungan dan membentuk kebiasaan hidup bersih serta berkelanjutan bagi generasi muda di wilayah tersebut.

Emergency Response

Perseroan menyalurkan bantuan tanggap darurat kepada 1.030 penyintas bencana kebakaran di Taman Sari dan berbagai wilayah terdampak bencana di Aceh. Bantuan ini difokuskan pada pemenuhan kebutuhan dasar, pemulihan pascabencana, serta dukungan logistik cepat guna meringankan beban warga terdampak. Inisiatif ini merupakan bagian dari komitmen sosial untuk memastikan kehadiran layanan kemanusiaan yang responsif di tengah situasi darurat nasional.

Other Social Activities Pillar

Planting 10,000 Mangroves

In an effort to strengthen its commitment to environmental conservation and climate change mitigation, the Company once again ran a mangrove planting program as part of the Lautan Luas Green Belt Program. In 2025, the Company planted 10,000 mangrove seedlings at the Semarang Mangrove Center, involving employees and local partners in these voluntary activities. This program is designed to strengthen coastal ecosystems, reduce carbon emissions, prevent abrasion, and enhance biodiversity in coastal areas. This planting program is a continuation of similar initiatives conducted previously and will be monitored periodically over the next three years (2025–2028) together with community partners and local stakeholders, to ensure optimal plant growth and long-term environmental benefits.

Training of Waste Management

The Company implemented a waste management education program involving more than 450 children in Bandung. This initiative includes the provision of necessary equipment, training on early-stage waste sorting, and practical sessions on processing waste into value-added products. The program aims to instill environmental awareness and establish clean, sustainable living habits among the younger generation in the region.

Emergency Response

The Company provided emergency response assistance to 1,030 survivors of the fires in Taman Sari and various disaster-affected areas in Aceh. This assistance focused on meeting basic needs, post-disaster recovery, and rapid logistical support to alleviate the burden on affected residents. This initiative is part of a social commitment to ensure responsive humanitarian services during national emergency situations.



Tanggung Jawab Sosial dan Lingkungan di Entitas Anak

Entitas anak Perseroan melaksanakan berbagai program CSR yang dirancang untuk memberikan dampak positif dan relevan bagi masyarakat di wilayah operasional masing-masing. Pelaksanaannya mengacu pada kerangka dan pilar CSR yang ditetapkan oleh kantor pusat di Jakarta, yang mencakup pemberdayaan masyarakat dan kesehatan, pendidikan, pemberdayaan mata pencaharian, serta kegiatan sosial lainnya. Pendekatan ini bertujuan memastikan keselarasan strategi CSR di seluruh Grup sekaligus menjawab kebutuhan spesifik masyarakat setempat.

Social and Environmental Responsibility in Subsidiaries

The Company's subsidiaries implement various CSR programs designed to provide a positive and relevant impact for the community in their respective operational areas. The implementation refers to the CSR framework and pillars established by the head office in Jakarta, which include community empowerment and health, education, livelihood strengthening, as well as other social activities. This approach aims to ensure the alignment of CSR strategies across the Group while addressing the specific needs of local communities.


Penilaian Tingkat Keberhasilan Program

Untuk mengukur efektivitas dan dampak sosial dari program CSR, Perseroan menerapkan metode *social return on investment* (SROI). Pada 2025, pengukuran SROI dilakukan pada program 21st Century Education. Hasil pengukuran menunjukkan bahwa program CSR yang dijalankan mampu menghasilkan manfaat sosial yang signifikan dibandingkan dengan sumber daya yang diinvestasikan, sekaligus menjadi dasar evaluasi dan penyempurnaan program ke depan.

Program Success Rate Assessment

To measure the effectiveness and social impact of CSR programs, the Company applies the social return on investment (SROI) method. In 2025, SROI measurements were conducted for the program 21st Century Education. The measurement results showed that the implemented CSR programs were capable of generating significant social benefits compared to the resources invested, while also serving as a basis for the evaluation and refinement of future programs.



<p>Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/ Bappenas</p>	<p>Realisasi 2025 2025 Realization</p>	<p>Target 2026 2026 Target</p> 
<ul style="list-style-type: none"> ▪ Target 4.a Membangun dan meningkatkan fasilitas pendidikan yang ramah anak, ramah penyandang cacat dan gender, serta menyediakan lingkungan belajar yang aman, anti-kekerasan, inklusif dan efektif bagi semua. ▪ Indikator 4.a.1 Proporsi sekolah dengan akses terhadap: (a) listrik (b) internet untuk tujuan pengajaran, (c) komputer untuk tujuan pengajaran, (d) air minum layak, (e) fasilitas sanitasi dasar per jenis kelamin, (f) fasilitas cuci tangan (terdiri air, sanitasi, dan higienis bagi semua (WASH)). 	<p>Indikator 4.a.1 Melalui Program Kampung Lautan Luas, Perseroan membangun 1 sekolah.</p>	<p>Indikator 4.a.1 Melengkapi bangunan sekolah yang telah dibangun dengan fasilitas ruang kelas, toilet dan area bermain.</p>
<ul style="list-style-type: none"> ▪ Target 4.a Build and upgrade child-friendly, disability- and gender-friendly education facilities, and provide safe, non-violent, inclusive and effective learning environments for all. ▪ Indikator 4.a.1 Proportion of schools with access to: (a) electricity (b) internet for teaching purposes, (c) computers for teaching purposes, (d) safe drinking water, (e) basic sanitation facilities per gender, (f) handwashing facilities comprising water, sanitation, and hygiene (WASH) for all. 	<p>Indicator 4.a.1 Under the Lautan Luas Village Program, the Company built 1 school.</p>	<p>Indicator 4.a.1 To complement the constructed school building with classroom facilities, toilets, and a playground area.</p>







LAUTAN LUAS



PELAUTAN LINDUNG TON
2018-2020

Etika Bisnis dan Tata Kelola Keberlanjutan

Business Ethics and Sustainability Governance

Penguatan tata kelola keberlanjutan terus dilakukan untuk memastikan penerapan prinsip tata kelola perusahaan yang baik (*good corporate governance*) berjalan secara konsisten. Melalui pendekatan ini, kepercayaan pemangku kepentingan semakin terjaga sekaligus mendukung keberlanjutan operasional dan kinerja bisnis dalam jangka panjang.

The strengthening of sustainability governance is continuously pursued to ensure the consistent implementation of good corporate governance (GCG) principles. Through this approach, stakeholder trust is maintained while supporting operational sustainability and long-term business performance.



Penanggung Jawab Penerapan Keberlanjutan [E.1] Responsibility for Sustainability Implementation

Penerapan keberlanjutan dikelola melalui struktur organisasi khusus yang memiliki mandat dan tanggung jawab yang jelas. Peran tersebut dijalankan oleh Sustainability Council Board (SCB) sebagai organ yang mengkoordinasikan dan mengawasi implementasi keberlanjutan di lingkungan perusahaan.

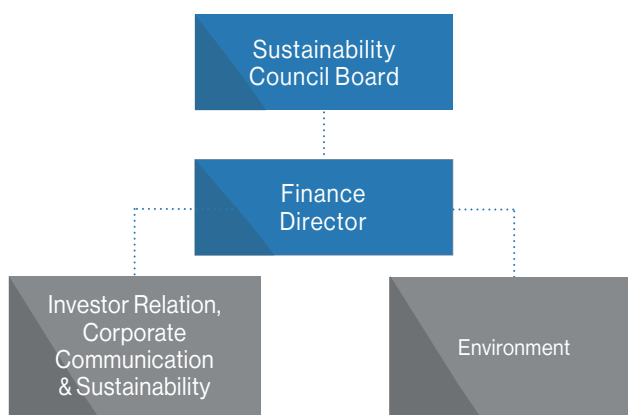
Sustainability implementation is managed through a dedicated organizational structure with clear mandates and responsibilities. This role is carried out by the Sustainability Council Board (SCB) as the body responsible for coordinating and supervising sustainability implementation across the company.

Komposisi dan Struktur Tata Kelola Keberlanjutan [2-9][2-11] Composition and Structure of Sustainability Governance

Sebagai badan tertinggi dalam tata kelola keberlanjutan, SCB menjalankan fungsi pengarah dan pengawasan atas strategi serta kebijakan keberlanjutan. Dalam pelaksanaan tugas, tanggung jawab, dan kewenangannya, SCB didukung oleh Direktur Keuangan yang membawahi fungsi Investor Relations, Corporate Communications & Sustainability, serta Environment. Informasi lebih rinci mengenai komposisi dan biodata dalam struktur tata kelola keberlanjutan disajikan dalam Laporan Tahunan.

As the highest body in sustainability governance, the SCB performs steering and oversight functions for sustainability strategies and policies. In executing its duties, responsibilities, and authorities, the SCB is supported by the Chief Financial Officer (CFO), who oversees the functions of Investor Relations, Corporate Communications & Sustainability, and Environment. Further details regarding the composition and profiles within the sustainability governance structure are presented in the Annual Report.

Struktur Organisasi Tata Kelola Keberlanjutan PT Lautan Luas Tbk
Sustainability Governance Organizational Structure of PT Lautan Luas Tbk



Peran SCB Mengawasi Pengelolaan Dampak [2-12] Role of the SCB in Overseeing Impact Management

Tanggung jawab SCB mencakup penerapan keberlanjutan di tingkat perusahaan maupun entitas anak, termasuk pengelolaan dampak terhadap aspek lingkungan, sosial, dan tata kelola (LST). Pelaksanaan keberlanjutan dilakukan dengan mengedepankan prinsip kepatuhan yang berlandaskan etika, integritas, dan transparansi dalam menjalankan kegiatan usaha. Untuk memastikan efektivitas pengelolaan dampak tersebut, evaluasi dilakukan melalui mekanisme pelaporan berkala dari setiap fungsi di perusahaan dan entitas anak.

The SCB’s responsibilities include the implementation of sustainability at both the corporate and subsidiary levels, including the management of environmental, social, and governance (ESG) impacts. Sustainability implementation is carried out by prioritizing compliance principles based on ethics, integrity, and transparency in business activities. To ensure the effectiveness of this impact management, evaluations are conducted through periodic reporting mechanisms from every function within the company and its subsidiaries.

Pendelegasian Tanggung Jawab Pengelolaan Dampak [2-13][2-14]

Dalam rangka memastikan efektivitas penerapan keberlanjutan, kewenangan pengelolaan dampak dapat didelegasikan oleh SCB kepada fungsi-fungsi terkait di tingkat Perseroan maupun entitas anak, termasuk dalam pelaksanaan komunikasi dengan pemangku kepentingan. Pelaporan dari eksekutif senior dan karyawan terkait kepada organ tata kelola tertinggi dilakukan secara berkala melalui rapat Direksi bulanan yang membahas aspek keberlanjutan dan pengelolaan dampak sesuai kebutuhan, serta melalui pelaporan rutin kepala divisi kepada Direktur Keuangan atas perkembangan signifikan yang memerlukan perhatian. Adapun dalam penyusunan Laporan Keberlanjutan, tanggung jawab didelegasikan kepada fungsi Investor Relations, Corporate Communication & ESG, serta Environment dengan pengawasan langsung dari Direktur Keuangan.

Komunikasi Hal-hal Kritis dan Pelaporan Pelanggaran [2-16]

Komunikasi mengenai hal-hal kritis terkait pengelolaan lingkungan, sosial, dan tata kelola (LST) dilaksanakan melalui mekanisme internal dan eksternal yang terstruktur. Di tingkat internal, pembahasan isu-isu strategis dan material dilakukan melalui rapat-rapat Direksi, serta rapat koordinasi dengan Dewan Komisaris dan komite-komite terkait, sesuai dengan kewenangan dan fungsi pengawasan masing-masing organ. Topik yang dikomunikasikan mencakup, antara lain, temuan audit internal maupun eksternal, realisasi dan rencana investasi ramah lingkungan, jam kerja, remunerasi, tunjangan, insiden kepatuhan, serta isu kritis lainnya yang berpotensi mempengaruhi kinerja dan keberlanjutan usaha.

Sebagai pelengkap mekanisme internal tersebut, perusahaan menyediakan saluran komunikasi eksternal bagi pemangku kepentingan melalui Sistem Pelaporan Pelanggaran (*whistleblowing system/ WBS*) dan mekanisme pengaduan masyarakat, guna memastikan seluruh isu material dapat teridentifikasi dan ditindaklanjuti secara tepat. Sepanjang 2025, tidak diterima pengaduan apapun melalui sistem ini, baik dari pemangku kepentingan eksternal maupun pemangku kepentingan internal.

Delegation of Responsibility for Impact Management [2-13][2-14]

To ensure the effective implementation of sustainability practices, authority for impact management may be delegated by the SCB to relevant functions at both the Company and subsidiary levels, including in the execution of stakeholder engagement. Reporting from senior executives and relevant personnel to the highest governance body is conducted periodically through monthly Board of Directors meetings, where sustainability and impact management matters are discussed as needed, as well as through regular updates from division heads to the Finance Director on any significant developments requiring attention. With respect to the preparation of the Sustainability Report, responsibilities are delegated to the Investor Relations, Corporate Communication & ESG, and Environment functions, under the direct supervision of the Finance Director.

Communication of Critical Concerns and Grievance Reporting [2-16]

Communication regarding critical matters related to Environmental, Social, and Governance (ESG) management is conducted through structured internal and external mechanisms. At the internal level, discussions of strategic and material issues are carried out through Board of Directors meetings, as well as coordination meetings with the Board of Commissioners and relevant committees, in accordance with the respective authorities and supervisory functions of each governing body. The topics communicated include, among others, internal and external audit findings, the realization and planned environmentally friendly investments, working hours, remuneration and benefits, compliance incidents, as well as other critical issues that may potentially affect the Company's performance and business sustainability.

As a complement to these internal mechanisms, the Company provides external communication channels for stakeholders through a Whistleblowing System (WBS) and a public grievance mechanism, to ensure that all material issues can be properly identified and addressed in a timely manner. Throughout 2025, no grievances were received through this system from either external or internal stakeholders.



Evaluasi Kinerja Tata Kelola Keberlanjutan [2-18] Performance Evaluation of Sustainability Governance

Penilaian atas kinerja tata kelola keberlanjutan dilaksanakan secara berkala setiap kuartal dalam satu tahun melalui mekanisme pelaporan dari setiap fungsi di tingkat perusahaan dan entitas anak kepada SCB. Mekanisme ini digunakan untuk menilai efektivitas penerapan kebijakan, pengelolaan dampak, serta pencapaian komitmen keberlanjutan secara menyeluruh.

The assessment of sustainability governance performance is conducted periodically on a quarterly basis throughout the year through a reporting mechanism from each function at the company and subsidiary levels to the SCB. This mechanism is used to assess the effectiveness of policy implementation, impact management, and the overall achievement of sustainability commitments.

Pencegahan Konflik Kepentingan dan Antikorupsi [2-15] Prevention of Conflict of Interest and Anti-Corruption

Penerapan prinsip GCG didukung oleh berbagai ketentuan yang mengatur fungsi, tugas, tanggung jawab, dan kewenangan setiap organ tata kelola, termasuk ketentuan untuk mencegah terjadinya benturan kepentingan yang berpotensi merugikan perusahaan. Kerangka pengaturan tersebut dituangkan dalam kebijakan internal, termasuk Kode Etik, yang dapat diakses melalui situs resmi perusahaan pada bagian tata kelola perusahaan.

The implementation of GCG principles is supported by various provisions governing the functions, duties, responsibilities, and authorities of each governance body, including provisions to prevent conflicts of interest that could potentially harm the company. This regulatory framework is outlined in internal policies, including the Code of Ethics, which is accessible through the company's official website under the corporate governance section.

Upaya pencegahan benturan kepentingan juga diperkuat melalui peran Komite Audit serta mekanisme pelaporan pelanggaran yang terintegrasi dengan WBS. Mekanisme ini memungkinkan pelaporan dugaan benturan kepentingan secara aman dan rahasia melalui saluran resmi perusahaan. Di 2025, tidak terdapat laporan maupun kejadian yang dikategorikan sebagai benturan kepentingan.

Efforts to prevent conflicts of interest are also strengthened through the role of the Audit Committee and a grievance mechanism integrated with the WBS. This mechanism allows for the reporting of suspected conflicts of interest securely and confidentially through the company's official channels. In 2025, there were no reports or incidents categorized as conflicts of interest.

Informasi mengenai Kode Etik dan WBS selengkapnya dapat diakses pada Laporan Tahunan 2025 PT Lautan Luas Tbk.

Complete information regarding the Code of Ethics and WBS can be accessed in the 2025 Annual Report of PT Lautan Luas Tbk.

Komitmen Kebijakan [2-23][2-24][2-26] Policy Commitments

Komitmen terhadap perilaku etis dan berintegritas dituangkan dalam Kode Etik (*Code of Conduct*) yang disahkan oleh Presiden Direktur dan berlaku bagi seluruh Dewan Komisaris, Direksi, serta karyawan di lingkungan Lautan Luas Group. Kode Etik tersebut dikenal sebagai Nilai-Nilai Dasar PT Lautan Luas Tbk dan disusun dengan mengacu pada prinsip transparansi, akuntabilitas, tanggung jawab, kemandirian, keadilan,

Commitment to ethical and high-integrity behavior is outlined in the Code of Conduct, which is ratified by the President Director and applies to all members of the Board of Commissioners, the Board of Directors, and employees within the Lautan Luas Group. This Code of Conduct is known as the Core Values of PT Lautan Luas Tbk and is formulated based on the principles of transparency, accountability, responsibility,

serta kesetaraan hak. Prinsip-prinsip ini juga terintegrasi dalam berbagai ketentuan internal lainnya sebagai landasan bagi penyelenggaraan kegiatan usaha yang beretika dan berintegritas.

Untuk memastikan kepatuhan terhadap Kode Etik, perusahaan menerapkan mekanisme penguatan yang mencakup kegiatan sosialisasi kepada Dewan Komisaris, Direksi, dan karyawan di seluruh jenjang organisasi. Selain sosialisasi Perseroan juga memberikan pelatihan kode etik dengan topik *Core Value*. Penyampaian nilai-nilai etika juga dilakukan kepada pemangku kepentingan serta pihak-pihak yang memiliki hubungan kerja dengan perusahaan, guna menjaga konsistensi praktik bisnis yang berintegritas. Setiap pelanggaran terhadap Kode Etik dikenakan sanksi sesuai ketentuan yang berlaku, mulai dari surat peringatan hingga pemutusan hubungan kerja. Sepanjang 2025, tidak terdapat laporan pelanggaran terhadap Kode Etik.

Kebijakan Anti-korupsi [205-1][205-2][205-3] Anti-Corruption Policy

Upaya pencegahan dijalankan secara konsisten melalui penerapan Kebijakan Antikorupsi yang ditetapkan berdasarkan Surat Keterangan Direksi Nomor K.LGL.0240. Kebijakan ini menjadi pedoman dalam mencegah praktik korupsi, termasuk namun tidak terbatas pada balas jasa (*kickbacks*), gratifikasi, serta fraud atau kecurangan, yaitu setiap tindakan yang bertujuan memperkaya diri sendiri atau pihak lain dan berpotensi menimbulkan kerugian bagi perusahaan.

Ketentuan antikorupsi tersebut berlaku mengikat bagi seluruh karyawan tanpa pengecualian, serta bagi pemangku kepentingan lain yang berinteraksi dengan perusahaan. Untuk meningkatkan pemahaman dan kesadaran terhadap prinsip integritas, sosialisasi Kebijakan Antikorupsi dilaksanakan sepanjang 2025 melalui *pop-up* otomatis terkait antikorupsi pada laptop karyawan.

Sebagai bagian dari mekanisme pengendalian, saluran pelaporan dugaan tindakan korupsi juga disediakan melalui WBS. Sepanjang 2025, tidak terdapat atau 0 laporan yang terkonfirmasi dan terbukti sebagai tindakan korupsi, sehingga tidak diperlukan tindak lanjut berupa sanksi maupun tindakan perbaikan. Adapun, Perseroan telah melakukan *risk mapping* secara keseluruhan, termasuk di dalamnya indikator korupsi. Namun demikian, belum dilakukan penilaian secara khusus untuk aspek korupsi.

independence, fairness, and equality of rights. These principles are also integrated into various other internal provisions as the foundation for conducting ethical and integrity-based business activities.

To ensure compliance with the Code of Conduct, the Company applies strengthening mechanisms that include socialization activities for the Board of Commissioners, Board of Directors, and employees at all organizational levels. As well as socialization, the Company also provided Code of Ethics training covering the topics of Core Value. Ethical values are also communicated to stakeholders and parties with business relationships with the Company to maintain consistency in business practices with integrity. Any violation of the Code of Conduct is subject to sanctions in accordance with applicable regulations, ranging from warning letters to termination of employment. In 2025, there were no reported violations of the Code of Conduct.

Prevention efforts are consistently implemented through the enforcement of the Anti-Corruption Policy, established under Board of Directors Decree No. K.LGL.0240. This policy serves as a guideline in preventing corrupt practices, including but not limited to kickbacks, gratification, and fraud, defined as any action aimed at enriching oneself or other parties and potentially causing losses to the company.

These anti-corruption provisions are binding for all employees without exception, as well as for other stakeholders interacting with the Company. To enhance an understanding and awareness of integrity principles, socialization of the Anti-Corruption Policy was carried out throughout 2025 through automated anti-corruption pop-ups on employee laptops.

As part of the control mechanism, reporting channels for suspected acts of corruption are also provided through the WBS. Throughout 2025, there were no (0) confirmed reports proven to be acts of corruption; therefore, no follow-up actions in the form of sanctions or corrective measures were required. Meanwhile, the Company has conducted an overall risk mapping, including corruption indicators. However, a specific assessment for the corruption aspect has not yet been carried out.



Metadata Indikator TPB Kementerian PPN/Bappenas SDG Indicator Metadata Ministry of National Development Planning/Bappenas			Realisasi 2025 2025 Realization	Target 2026 2026 Target
<ul style="list-style-type: none"> ▪ Target 16.5 Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya. ▪ Indikator 16.5.1.(a) Indeks Perilaku Antikorupsi. 	<ul style="list-style-type: none"> ▪ Indikator 16.5.1.(a) Menerapkan Kebijakan Antikorupsi yang ditetapkan berdasarkan Surat Keterangan Direksi Nomor K.LGL.0240., sebagai panduan pencegahan tindakan korupsi. 	<ul style="list-style-type: none"> ▪ Indikator 16.5.1. (a) Sosialisasi Kebijakan Antikorupsi kepada pemangku kepentingan eksternal. 		
<ul style="list-style-type: none"> ▪ Target 16.5 Substantially reduce corruption and bribery in all their forms. ▪ Indikator 16.5.1.(a) Anti-Corruption Behavior Index 	<ul style="list-style-type: none"> ▪ Indikator 16.5.1.(a) Implementing the Anti-Corruption Policy established under Board of Directors Decree No. K.LGL.0240., as a guideline for preventing acts of corruption. 	<ul style="list-style-type: none"> ▪ Indikator 16.5.1. (a) Dissemination of Anti-Corruption Policies to external stakeholders. 		



Aksi Legal Untuk Persaingan Usaha Sehat [206-1]

Legal Actions for Fair Competition

Prinsip persaingan usaha yang sehat diterapkan sebagai dasar dalam menjalankan strategi bisnis dan memenangkan pasar. Dalam praktiknya, seluruh kegiatan usaha diarahkan untuk menghindari perilaku anti-kompetitif, termasuk pembentukan *trust*, monopoli, maupun bentuk pembatasan persaingan lainnya yang dilarang oleh peraturan perundang-undangan. Sepanjang 2025, tidak terdapat sanksi hukum maupun hukuman yang dijatuhkan oleh Komisi Pengawas Persaingan Usaha (KPPU) atau otoritas berwenang lainnya sehubungan dengan dugaan praktik persaingan usaha tidak sehat.

Principles of fair competition are applied as the foundation for executing business strategies and winning the market. In practice, all business activities are directed toward avoiding anti-competitive behavior, including the formation of trusts, monopolies, or other forms of competition restrictions prohibited by laws and regulations. Throughout 2025, there were no legal sanctions or penalties imposed by the Commission for the Supervision of Business Competition (KPPU) or other competent authorities regarding alleged unfair business competition practices.



Remunerasi Pejabat Tata Kelola Keberlanjutan [2-19][2-20][2-21]

Remuneration of Sustainability Governance Officers

Pengaturan remunerasi bagi pejabat tata kelola, termasuk anggota Direksi dan Dewan Komisaris, ditetapkan melalui Peraturan Perusahaan sebagai bagian dari kerangka tata kelola. Pengungkapan terkait remunerasi mencakup kebijakan remunerasi, proses penetapan remunerasi, serta rasio kompensasi tahunan bagi Direksi dan Dewan Komisaris. Informasi tersebut disajikan secara lengkap dalam Laporan Tahunan 2025 PT Lautan Luas Tbk sebagai bentuk transparansi dan akuntabilitas kepada pemegang saham dan pemangku kepentingan. Perseroan belum secara khusus menetapkan *Key Performance Indicators* (KPI) bagi Direksi terkait kinerja keberlanjutan.

The remuneration arrangements for governance officers, including members of the Board of Directors and the Board of Commissioners, are established through Company Regulations as part of the governance framework. Remuneration disclosures cover remuneration policies, the determination process, and the annual compensation ratio for the Board of Directors and the Board of Commissioners. This information is presented in full in the 2025 Annual Report of PT Lautan Luas Tbk as a form of transparency and accountability to shareholders and stakeholders. The Company has not yet established specific Key Performance Indicators (KPIs) for the Board of Directors related to sustainability performance.

Pengembangan Kompetensi Keberlanjutan [E.2][2-17]

Development of Sustainability Competencies

Penguatan kompetensi keberlanjutan menjadi bagian dari upaya berkelanjutan dalam memperkuat tata kelola. Berbagai inisiatif peningkatan kapasitas secara konsisten dilaksanakan bagi pemangku kepentingan internal, khususnya pada level manajerial dan kepemimpinan. Sepanjang 2025, program pelatihan keberlanjutan yang diselenggarakan Perseroan dan anak usaha juga diikuti oleh level manajerial mulai dari manajer hingga anggota Direksi.

Strengthening sustainability competencies is part of an ongoing effort to reinforce governance. Various capacity-building initiatives are consistently implemented for internal stakeholders, particularly at the managerial and leadership levels. Throughout 2025, sustainability training programs organized by the Company and its subsidiaries were also attended by managerial levels, ranging from managers to members of the Board of Directors.

Sepanjang tahun 2025, Perseroan telah menyelenggarakan program pengembangan kompetensi keberlanjutan bagi jajaran kepemimpinan. Peserta pelatihan tersebut mencakup Dewan Komisaris serta Manajemen Kunci yang terdiri dari level Manager hingga jajaran Direksi, sebagai bentuk komitmen dalam memperkuat tata kelola keberlanjutan di setiap lini manajemen.

Throughout 2025, the Company conducted sustainability competency development programs for its leadership ranks. The training participants included the Board of Commissioners and Key Management, ranging from the Manager level to the Board of Directors, as a form of commitment to strengthening sustainability governance across all management lines.

Adapun topik-topik pelatihan terkait keberlanjutan mencakup:

- Webinar *Waste to Energy*
- Manajemen Risiko untuk Membangun Budaya K3 dalam Mewujudkan Tempat Kerja yang Aman, Sehat dan Selamat
- Webinar Sosialisasi Sertifikasi Industri Hijau BBSPJIFKFK Dalam Mendukung Daya Saing Industri
- *Training Waste Management*
- Pengendalian Pencemaran Air & Udara
- Sosialisasi Visi Misi & Kebijakan SMK3 ML
- Sosialisasi *Sustainability for Production Team*
- Pelatihan Pengolahan Air Limbah
- Sosialisasi *Roadmap Energi and Emission Reduction*
- Sosialisasi *Roadmap Water Reduction*
- *Environmental Protection Training*

Sustainability-related training topics include:

- Waste to Energy Webinar
- Risk Management to Build an OHS Culture in Achieving a Safe and Healthy Workplace
- BBSPJIFKFK Socialization Webinar on Green Industry Certification to Support Industrial Competitiveness
- Waste Management Training
- Water & Air Pollution Control
- Socialization of OHSMS Vision, Mission, and Policies
- Sustainability Socialization for Production Team
- Wastewater Treatment Training
- Socialization of Energy and Emission Reduction Roadmap
- Socialization of Water Reduction Roadmap
- Environmental Protection Training



Penilaian dan Pengelolaan Risiko LST ^[E.3] ESG Risk Assessment and Management

Dalam pelaksanaan kegiatan usaha, berbagai ketidakpastian yang bersumber dari faktor internal maupun eksternal berpotensi mempengaruhi pencapaian tujuan perusahaan. Pengelolaan risiko atas kondisi tersebut dilaksanakan oleh Divisi Manajemen Risiko dengan pendekatan yang terstruktur. Sejak tahun 2011, kerangka kerja Committee of Sponsoring Organizations of the Treadway Commission (COSO) – *Enterprise Risk Management* (ERM) telah diterapkan untuk mendukung proses identifikasi dan pengkajian risiko operasional.

Penguatan penerapan ERM dilakukan secara bertahap sejak tahun 2018 guna mengidentifikasi risiko utama (*key risks*) di tingkat korporasi, entitas anak, hingga unit operasional. Berdasarkan kerangka ERM tersebut, enam risiko utama ditetapkan dan dikelola melalui penetapan langkah-langkah mitigasi yang pelaksanaannya melibatkan seluruh divisi dan personel terkait.

Pengungkapan lengkap mengenai profil dan pengelolaan risiko disajikan dalam Laporan Tahunan 2025 PT Lautan Luas Tbk. Adapun dalam laporan keberlanjutan ini, informasi yang disampaikan difokuskan pada risiko-risiko utama yang relevan terhadap penerapan kinerja keberlanjutan serta strategi mitigasi yang dijalankan.

Aspek Lingkungan

Risiko terkait kinerja keberlanjutan:

- Dalam proses produksi terdapat potensi risiko pencemaran udara, air, dan tanah.
- Dalam hal penyimpanan bahan kimia berpotensi terhadap risiko terjadinya tumpahan/ceceraan bahan kimia.
- Pada segmen usaha distribusi, manufaktur, dan logistic yang mayoritas masih menggunakan sumber energi tidak terbarukan berpotensi akan menimbulkan emisi GRK yang berdampak pada perubahan iklim.

Mitigasi dan pengelolaan:

- Menerapkan sistem pengelolaan lingkungan sesuai ISO 14001, yang mencakup pengelolaan energi, emisi, limbah, air, dan air limbah.
- Bekerja sama dengan pihak ketiga yang memiliki izin dari Kementerian Lingkungan Hidup untuk mengelola limbah B3 dan non-B3.
- Perseroan memiliki sistem tanggap darurat bahan kimia yang berlaku pada seluruh rantai pasok, apabila

In conducting business activities, various uncertainties arising from both internal and external factors have the potential to affect the achievement of company objectives. The management of risks associated with these conditions is carried out by the Risk Management Division using a structured approach. Since 2011, the Committee of Sponsoring Organizations of the Treadway Commission (COSO) – Enterprise Risk Management (ERM) framework has been implemented to support the identification and assessment of operational risks.

The strengthening of ERM implementation has been conducted gradually since 2018 to identify key risks at the corporate, subsidiary, and operational unit levels. Based on this ERM framework, six key risks have been established and managed through the determination of mitigation measures, the execution of which involves all relevant divisions and personnel.

Full disclosure regarding the risk profile and management is presented in the 2025 Annual Report of PT Lautan Luas Tbk. In this sustainability report, the information provided focuses on the key risks relevant to sustainability performance and the mitigation strategies implemented.

Environmental Aspect

Sustainability performance risks:

- In the production process, there is a potential risk of air, water, and soil pollution.
- Regarding chemical storage, there is a potential risk of chemical spills or leaks.
- In the distribution, manufacturing, and logistics segments—the majority of which still utilize non-renewable energy sources—there is a potential for GHG emissions that impact climate change.

Mitigation and management:

- Implementing an environmental management system in accordance with ISO 14001, covering the management of energy, emissions, waste, water, and wastewater.
- Collaborating with third parties licensed by the Ministry of Environment to manage hazardous and non-hazardous waste.
- The Company maintains a chemical emergency response system applicable across the entire supply

terjadi tumpahan/ceceran bahan kimia ke lingkungan untuk mencegah pencemaran lingkungan.

- Perseroan berkomitmen membangun kesadaran setiap unit usaha manufaktur untuk menerapkan *Resource Efficiency and Clean Production* (RECP), dengan menjalankan ekonomi sirkuler melalui pengelolaan limbah yang tepat.
- Mengkaji potensi penggunaan energi terbarukan.
- Pada segmen distribusi dan logistik, Perseroan melakukan evaluasi kinerja dan pemenuhan kepatuhan para transporter terhadap aspek LST.

chain to prevent environmental pollution in the event of chemical spills or leaks.

- The Company is committed to building awareness within every manufacturing business unit to implement Resource Efficiency and Clean Production (RECP) by practicing a circular economy through proper waste management.
- Assessing the potential use of renewable energy.
- In the distribution and logistics segments, the Company evaluates the performance and compliance of transporters regarding ESG aspects.

Aspek Sosial

Risiko terkait kinerja keberlanjutan:

1. Perseroan memiliki tanggung jawab untuk memenuhi hak pekerja sesuai peraturan ketenagakerjaan, serta memperhatikan & memastikan keselamatan dan kesehatan di lingkungan kerja. Dalam pelaksanaannya, terdapat potensi risiko pelanggaran terhadap pemenuhan kesejahteraan pekerja.
2. Lautan Luas juga memiliki tanggung jawab terkait pembangunan kesejahteraan masyarakat di lingkungan tempat Perseroan beroperasi. Terdapat risiko operasional yang dapat mengganggu kehidupan bermasyarakat.
3. Beberapa produk Perseroan merupakan produk konsumsi sehingga harus terjamin kesehatan dan keamanannya saat dikonsumsi konsumen.
4. Risiko kualitas sumber daya manusia (SDM).

Mitigasi dan pengelolaan:

- Perseroan memastikan seluruh aspek terkait hubungan industrial dengan pekerja telah dijalankan sesuai dengan Undang-Undang Ketenagakerjaan, Undang-Undang Cipta Kerja dan peraturan perundang-undangan lain.
- Perseroan dan entitas anak sudah menerapkan pengelolaan keselamatan dan kesehatan kerja (K3) tersertifikat ISO 45001, untuk mendukung lingkungan kerja yang aman, sehat dan nyaman bagi pekerja.
- Perseroan berkomitmen memberikan kontribusi nyata dalam membangun masyarakat yang lebih baik dan sejahtera, melalui kegiatan tanggung jawab sosial yang berkelanjutan berdasarkan empat pilar yaitu Pemberdayaan Komunitas, Pendidikan, Pengembangan Mata Pencaharian, dan Kegiatan Sosial lainnya dengan melibatkan seluruh pemangku kepentingan melalui program yang telah dipersiapkan dan dianggarkan secara khusus.
- Perseroan dan entitas anak menerapkan sistem manajemen mutu tersertifikat ISO 9001 dan SNI untuk menjamin kualitas setiap produk yang dihasilkan. Untuk produk-produk yang dikonsumsi, entitas anak juga menyertakan sertifikasi Halal.

Social Aspect

Sustainability performance risks:

1. The Company is responsible for fulfilling labor rights in accordance with labor regulations, as well as monitoring and ensuring occupational health and safety. In practice, there is a potential risk of non-compliance regarding employee welfare.
2. Lautan Luas also bears the responsibility for fostering community well-being in the areas where the Company operates. There are operational risks that could potentially disrupt community life.
3. Several of the Company's products are consumer goods; therefore, their health and safety must be guaranteed during consumption.
4. Quality of human resources.

Mitigation and management:

- The Company ensures that all aspects of industrial relations with employees are conducted in accordance with the Labor Law, the Job Creation Law, and other statutory regulations.
- The Company and its subsidiaries have implemented ISO 45001 certified Occupational Health and Safety (OHS) management to support a safe, healthy, and comfortable working environment for employees.
- The Company is committed to providing a tangible contribution to building a better and more prosperous society through sustainable social responsibility activities based on four pillars: Community Empowerment, Education, Livelihood Development, and other Social Activities, involving all stakeholders through programs that have been specifically prepared and budgeted.
- The Company and its subsidiaries implement ISO 9001 and SNI certified quality management systems to guarantee the quality of every product produced. For consumable products, subsidiaries also include Halal certification.



Aspek Tata Kelola

Risiko terkait kinerja keberlanjutan:

- Perseroan dalam menjalankan usaha untuk memberikan nilai tambah dan return kepada para pemangku kepentingan tidak terlepas dari risiko pelanggaran yang termasuk korupsi, kolusi, dan nepotisme (KKN), baik oleh pihak-pihak internal maupun eksternal.
- Perubahan iklim usaha dan pasar yang cepat, serta transformasi teknologi yang berkembang pesat, menimbulkan potensi risiko kesiapan Perseroan dalam pengelolaan otomatisasi maupun digitalisasi dan perlindungan data dari kebocoran, serta memastikan kegiatan usaha yang dikelola berkesinambungan (*business continuity management*).
- Pemerintah yang terus menyesuaikan peraturan dan kebijakan dalam menyikapi perkembangan usaha, memberikan risiko terhadap Perseroan dalam menjalankan strategi usaha.

Mitigasi dan Pengelolaan:

- Perseroan menjunjung tinggi praktik-praktik usaha yang transparan dan berintegritas, dengan menerapkan kebijakan Anti-KKN, yang terus disosialisasikan kepada semua pemangku kepentingan. Perseroan juga memiliki WBS yang sudah disosialisasikan dan dipublikasikan di halaman web Perseroan.
- Perseroan menjalankan program otomasi dan digitalisasi di semua lini usaha untuk meningkatkan kegiatan maupun proses operasional serta pelayanan kepada pelanggan, dan peningkatan infrastruktur teknologi untuk mendukung perlindungan data. Tim Informasi dan Teknologi (IT) Perseroan telah melakukan pengkajian terhadap sistem keamanan terhadap semua data dan membangun cetak biru pengembangan aplikasi maupun sistem yang bisa menunjang kegiatan usaha.
- Perseroan membentuk tim khusus untuk mengambil tindakan yang cepat dan tepat untuk memastikan semua kegiatan operasional dan pelayanan terhadap pelanggan, guna menghadapi situasi yang tidak pasti dan stabil baik ekonomi maupun politik.
- Terkait dengan perubahan iklim usaha dan pasar, maka setiap pimpinan unit usaha dan departemen telah melakukan studi dan menetapkan sasaran jangka pendek dan panjang, serta strategi usaha terkini sesuai tren pasar maupun perubahan perilaku pelanggan. Perseroan secara aktif juga menjadi anggota dari beberapa asosiasi agar bisa menerapkan peraturan dan regulasi terkini yang diberlakukan pemerintah.

Governance Aspect

Sustainability performance risks:

- In conducting business to provide added value and returns to stakeholders, the Company is not exempt from the risk of violations including corruption, collusion, and nepotism, involving both internal and external parties.
- Rapid changes in the business and market climate, as well as fast-evolving technological transformations, pose potential risks to the Company's readiness in managing automation, digitalization, and data protection, and in ensuring Business Continuity Management.
- The government's continuous adjustment of regulations and policies in response to business developments poses a risk to the Company's business strategy execution.

Mitigation and Management:

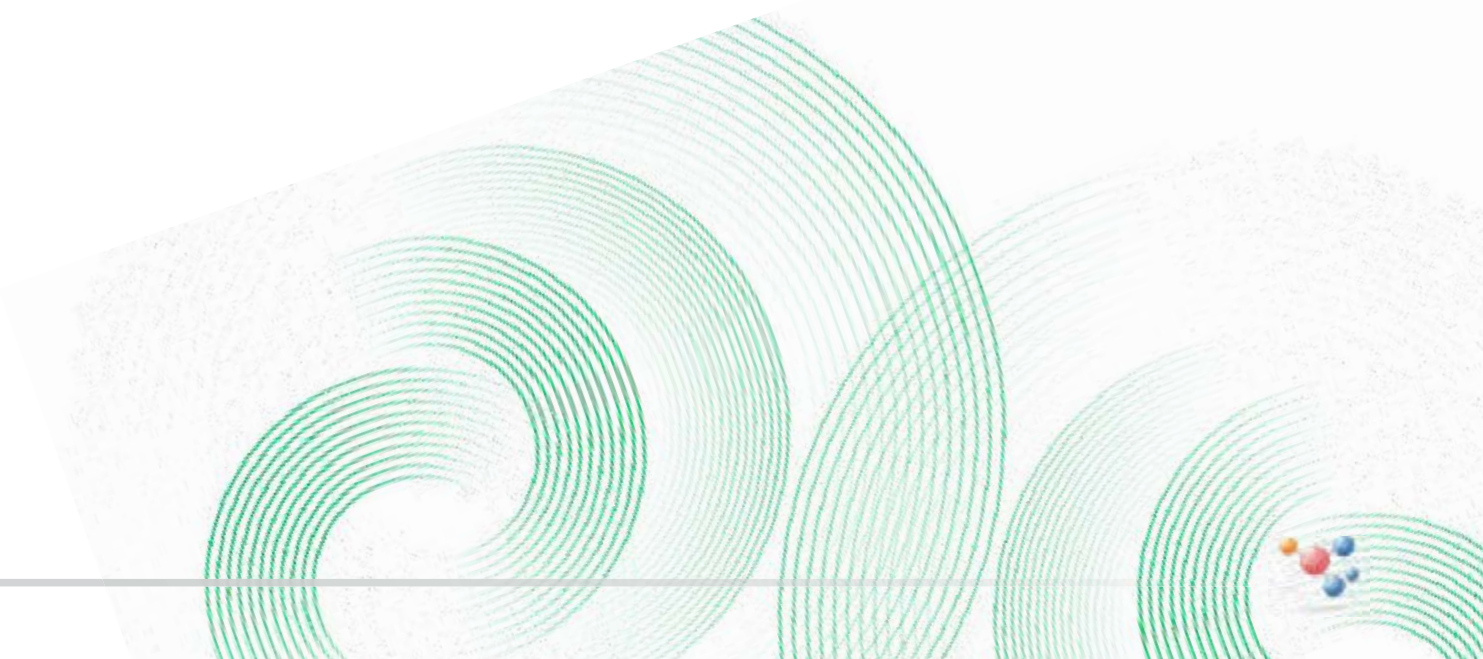
- The Company upholds transparent and high-integrity business practices by implementing Anti-KKN policies, which are continuously socialized to all stakeholders. The Company also maintains a Whistleblowing System (WBS) that has been socialized and published on the Company's website.
- The Company executes automation and digitalization programs across all business lines to enhance operational processes and customer service, alongside upgrading technology infrastructure to support data protection. The IT team has conducted security assessments on all data and developed a blueprint for application and system development to support business activities.
- The Company has formed a special team to take swift and appropriate action to ensure all operational activities and customer services continue amidst uncertain economic and political situations.
- Regarding changes in the business and market climate, every business unit and department head has conducted studies and established short- and long-term targets, as well as current business strategies aligned with market trends and changing customer behavior. The Company also actively participates in several associations to implement the latest government rules and regulations.

Tinjauan atas Penerapan Manajemen Risiko

Pelaksanaan mitigasi risiko ditelaah secara berkala melalui audit berbasis risiko yang dilakukan oleh fungsi Audit Internal. Pendekatan ini digunakan untuk menilai efektivitas pengendalian serta kesesuaian pelaksanaan mitigasi dengan hasil penilaian risiko yang telah ditetapkan. Di sisi lain, pemantauan berkelanjutan dilakukan oleh Divisi Manajemen Risiko melalui penyampaian laporan secara periodik kepada Komite Audit dan Dewan Komisaris. Rekomendasi perbaikan juga diberikan dengan mempertimbangkan dinamika kegiatan usaha serta perkembangan praktik terbaik di pasar.

Review of Risk Management Implementation

The execution of risk mitigation is reviewed periodically through risk-based audits conducted by the Internal Audit function. This approach is used to assess the effectiveness of controls and the alignment of mitigation execution with established risk assessment results. Furthermore, continuous monitoring is carried out by the Risk Management Division through periodic reports submitted to the Audit Committee and the Board of Commissioners. Recommendations for improvement are also provided, taking into account the dynamics of business activities and the development of market best practices.



Hubungan dengan Pemangku Kepentingan [E.4][2-29]

Stakeholders Engagement

Pelibatan pemangku kepentingan merupakan bagian integral dari penerapan strategi keberlanjutan. Melalui komunikasi dan kolaborasi yang berkelanjutan, hubungan yang dibangun diarahkan untuk menumbuhkan kepercayaan serta menciptakan manfaat bersama dalam mendukung penguatan inisiatif keberlanjutan, selaras dengan kebutuhan dan ekspektasi masing-masing pihak.

Pemangku kepentingan diidentifikasi sebagai individu atau kelompok yang memiliki kepentingan serta pengaruh signifikan terhadap penerapan keberlanjutan. Penetapan dilakukan berdasarkan tingkat relasi dan intensitas interaksi yang saling mempengaruhi, serta telah memperoleh persetujuan Direksi. Proses pelibatan dilaksanakan melalui komunikasi yang berkesinambungan dengan pendekatan inklusif, dengan menyelaraskan kebutuhan dan kepentingan yang bersifat material dari setiap kelompok pemangku kepentingan.

Stakeholder engagement is an integral part of implementing the sustainability strategy. Through ongoing communication and collaboration, the relationships built are directed toward fostering trust and creating mutual benefits to support the strengthening of sustainability initiatives, aligned with the needs and expectations of each party.

Stakeholders are identified as individuals or groups that have significant interests in and influence over the implementation of sustainability. This identification is determined based on the level of relationship and intensity of mutually influential interaction and has received approval from the Board of Directors. The engagement process is carried out through continuous communication using an inclusive approach, aligning the needs and material interests of each stakeholder group.

Pelibatan Pemangku Kepentingan

Stakeholders Engagement

Pemangku Kepentingan Stakeholders	Topik Utama Key Topics	Metode Pendekatan, Respon Perseroan dan Frekuensi Pelibatan Approach, Company Response, and Engagement Frequency
Pemegang Saham dan Investor Shareholders and Investors	Kinerja Perseroan, kepatuhan dan penerapan GCG. Company performance, compliance, and GCG implementation.	<p>Pelaporan kinerja secara berkala, untuk periode pelaporan triwulan, semester dan tahunan. Periodic performance reporting for quarterly, semi-annual, and annual periods.</p> <p>Pelaksanaan Rapat Umum Pemegang Saham (RUPS). <ul style="list-style-type: none"> RUPS Tahunan diselenggarakan satu kali untuk setiap tahun. RUPS Luar Biasa diselenggarakan sesuai kebutuhan. </p> <p>General Meeting of Shareholders (GMS): <ul style="list-style-type: none"> Annual GMS held once a year. Extraordinary GMS held as needed. </p> <p>Pelaksanaan <i>Public Expose</i> minimal satu kali dalam setahun. Public Expose held at least once a year.</p>
Karyawan Employees	Kesejahteraan serta hak normatif, termasuk keselamatan dan kesehatan kerja (K3). Welfare and normative rights, including Occupational Health and Safety (OHS).	<p>Pemenuhan hak-hak normatif sesuai regulasi dan penerapan standar baik ISO maupun nasional, dilaksanakan sepanjang tahun sesuai kebutuhan Perseroan, dengan tinjauan dan asesmen berkala sesuai masa berlaku standarisasi. Fulfillment of normative rights in accordance with regulations and implementation of ISO and national standards, carried out throughout the year as needed, with periodic reviews and assessments.</p> <p>Melakukan survei rutin untuk kepuasan pelanggan setiap satu tahun sekali. Conducting routine customer satisfaction surveys on an annual basis.</p>

Pelibatan Pemangku Kepentingan Stakeholders Engagement

Pemangku Kepentingan Stakeholders	Topik Utama Key Topics	Metode Pendekatan, Respon Perseroan dan Frekuensi Pelibatan Approach, Company Response, and Engagement Frequency
Pelanggan Customers	<p>Jaminan mutu, kesehatan dan keamanan produk, serta layanan yang baik.</p> <p>Quality assurance, product health and safety, and good service.</p>	<p>Penerapan manajemen mutu, sertifikasi, dan asesmen keamanan produk yang dilaksanakan sepanjang tahun sesuai kebutuhan.</p> <p>Implementation of quality management, certification, and product safety assessments conducted throughout the year as needed.</p> <p>Layanan Pelanggan (<i>Customer Service Representatives /CSR</i>) untuk penanganan keluhan pelanggan, kunjungan pelanggan dan survei kepuasan pelanggan. Dilaksanakan sepanjang tahun sesuai kebutuhan.</p> <p>Customer Service Representatives (CSR) for handling complaints, customer visits, and satisfaction surveys. Conducted throughout the year as needed.</p> <p>Pada salah satu anak perusahaan, yaitu PT Lautan Natural Krimerindo (LNK) dilaksanakan pertemuan untuk membahas inovasi produk yang berkaitan dengan rasa (produk <i>end-to-end</i>).</p> <p>At one of the subsidiaries, PT Lautan Natural Krimerindo (LNK), meetings are held to discuss product innovations related to taste (<i>end-to-end</i> products).</p>
Pemasok/Mitra Kerja Suppliers/Business Partners	Kontrak kerja berkelanjutan. Sustainable work contracts.	<p>Transparansi seleksi pemasok/mitra kerja, tender, dan evaluasi pekerjaan pemasok/mitra kerja. Dilaksanakan sepanjang tahun, sesuai kebutuhan.</p> <p>Transparency in supplier/partner selection, tenders, and performance evaluations. Conducted throughout the year as needed.</p>
Pemerintah dan Regulator Government and Regulators	Kepatuhan. Compliance.	<p>Penyesuaian terhadap regulasi baru yang ditetapkan Pemerintah/regulator, dilaksanakan sepanjang tahun sesuai kebutuhan.</p> <p>Adjustments to new regulations set by the Government/regulators, carried out throughout the year as needed.</p> <p>Pemenuhan kewajiban termasuk pembayaran pajak dan Penerimaan Negara Bukan Pajak (PNBP), dilaksanakan sepanjang tahun sesuai kebutuhan.</p> <p>Fulfillment of obligations, including tax payments and Non-Tax State Revenue (PNBP), carried out throughout the year as needed.</p>
Masyarakat Public	Peningkatan kesejahteraan. Improved welfare.	<p>Penyediaan lapangan kerja untuk tenaga kerja lokal, dilaksanakan sepanjang tahun sesuai kebutuhan.</p> <p>Provision of jobs for local labor, carried out throughout the year as needed.</p> <ul style="list-style-type: none"> • Pemenuhan tanggung jawab sosial dan lingkungan (TJSL) dengan fokus pilar pemberdayaan masyarakat dan kesehatan, pilar pendidikan, pilar mata pencaharian, serta pilar kegiatan sosial lainnya. • Seluruh program dilaksanakan sepanjang tahun sesuai kebutuhan. • Fulfillment of Corporate Social and Environmental Responsibility (CSR) with a focus on community empowerment and health, education, livelihoods, and other social activity pillars. • All programs are implemented throughout the year as needed.

Tantangan Penerapan Keberlanjutan [E.5]

Challenges in Sustainability Implementation

Sepanjang 2025, penerapan keberlanjutan dihadapkan pada sejumlah tantangan, baik dari sisi internal maupun eksternal. Keberagaman lini bisnis, manufaktur, distribusi, serta pendukung dan jasa, menuntut penyesuaian pendekatan keberlanjutan sesuai karakteristik operasional masing-masing, sehingga integrasi lintas fungsi terus diperkuat. Perbedaan tingkat pemahaman keberlanjutan di antara pejabat dan karyawan juga menjadi perhatian, yang ditindaklanjuti melalui penguatan kapasitas dan berbagi pengetahuan secara berkelanjutan. Di sisi eksternal, kompleksitas regulasi yang masih tumpang tindih turut memengaruhi konsistensi penerapan.

Seiring meningkatnya perhatian investor terhadap kinerja lingkungan, sosial, dan tata kelola (ESG), perusahaan juga mencermati pentingnya pemeringkatan ESG sebagai bagian dari ekspektasi pasar. Dalam konteks tersebut, penguatan praktik dan transparansi keberlanjutan terus diupayakan untuk mendukung peningkatan penilaian EcoVadis, sejalan dengan tren penilaian ESG yang semakin berkembang.

Throughout 2025, the implementation of sustainability faced a number of challenges from both internal and external factors. The diversity of business lines—manufacturing, distribution, as well as support and services—demands adjustments in sustainability approaches according to their respective operational characteristics, necessitating the continuous strengthening of cross-functional integration. Differences in the level of sustainability understanding among officers and employees also remain a concern, which is being addressed through ongoing capacity building and knowledge sharing. Externally, the complexity of overlapping regulations continues to affect the consistency of implementation.

As investor attention toward environmental, social, and governance (ESG) performance increases, the company also recognizes the importance of ESG ratings as part of market expectations. In this context, efforts to strengthen sustainability practices and transparency are continuously pursued to support the improvement of EcoVadis scores, in line with the evolving trends in ESG assessments.





Independent Assurance Statement The 2025 Sustainability Report of PT Lautan Luas Tbk

Number	: 08/000-758/IV/2026/SRAI
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standards	: GRI Universal Standard and ASEAN Corporate Governance Scorecard (ACGS) regarding Resilience Sustainability
Reporting Regulation	: Otoritas Jasa Keuangan Regulation (POJK) Number 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021

Dear stakeholders,

PT Sejahtera Rambah Asia or “SRAI” is issuing an **Independent Assurance Statement** (“the Statement”) of the **2025 Sustainability Report** (“the Report”) of **PT Lautan Luas Tbk** (“the Company”). The Company is a chemical company that supplies raw materials, handles distribution, and provides manufacturing services for various industrial sectors. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1st to December 31st, 2025**. As agreed with Management, SRAI’s responsibility is to make an assessment based on the data and content of the Report for the year.

Intended User and Purpose

The purpose of the Statement is to present our opinion including the findings and recommendations based on the results of assurance work to the Company’s stakeholders. The assessor team in accordance with specific procedures and a specific scope of work carried out the assessment. Except for the areas covered in the scope of the assurance, we encourage all NOT to solely interpret the Statement as the basis to conclude the Company’s overall sustainability performance.

Responsibilities

Our obligations to the Management involve assessing the Report’s content, generating findings, and recommendations, and issuing a Statement. Additionally, we are tasked with establishing conclusions and recommendations according to agreed-upon standards, methods, and approaches. Consequently, SRAI’s evaluation is solely based on the most recent editorial and data received as of April 2nd, 2026, regarding the final draft. SRAI’s responsibility lies solely in providing assurance work, distinct from an audit, in accordance with the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. Management bears the sole responsibility for presenting data, information, and disclosures within the Report. Therefore, any parties relying on the Report and Statement must assume and manage their own risk.

Independence, Impartiality, and Competency

SRAI confirms NO relationships between the assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assessor team members have knowledge of ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **A moderate level of assurance** to the procedure on the Report content and evidence, where the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1st to December 31st, 2025**.
2. Material topics presented in the Report: **Product Quality and Customer Safety, Responsible Supply Chain, Occupational Health and Safety (OHS), Innovation and Ecofriendly Technology, Energy and Emissions Management, Business Ethics, Talent Development and Employee Wellbeing, and Waste and Water Management**.
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. SRAI does NOT include financial data, information, and figures in the Report content. We assumed that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. Adherence to the following reporting principles, standards, and regulations:
 - a) Regulation of Otoritas Jasa Keuangan (OJK) No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institution, Listed, and Public Companies (POJK 51) with reference to OJK Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021
 - b) ASEAN Corporate Governance Scorecard (ACGS) regarding Resilience Sustainability
 - c) GRI Sustainability Reporting Standards (GRI Universal Standards).

Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.

Methodology and Source Disclosure

1. Form an Assuror Team whose members are capable in sustainability report development and assurance.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the Assuror Team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the SRAI Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. Conducted the On-Site Engagement (OSE) through direct interviews with both internal and external stakeholders.
7. The Company incorporated our recommendations in the draft Report and released the final Report content.



8. Prepare the Statement and send it to AA1000 AccountAbility for review to get approval before submitting it to the Company.
9. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The Company has demonstrated the existence of effective mechanisms for engaging internal stakeholders, carried out through annual evaluations, internal communication forums, and town hall meetings. However, implementation remains limited and does not yet include external stakeholder groups, so improvements are needed to ensure more inclusive and comprehensive engagement.

Materiality – The Company has implemented a double materiality approach, taking into account both impact materiality and financial materiality in determining material topics. However, this process has only involved internal stakeholders and has not yet included external stakeholders. In the next period, it is hoped that the Company will involve external stakeholders in the process of determining material topics.

Responsiveness – The implementation of mechanisms by the Company to ensure a response to stakeholder issues and feedback has been carried out adequately. Follow-up is conducted through integration with KPIs, the ESG roadmap, and the balanced scorecard, as well as through communication forums and focus group discussions (FGDs) to identify the impacts and risks associated with each topic. Feedback received via email is processed and responded to systematically, demonstrating that the company has appropriate and effective procedures for addressing feedback.

Impact – All the impacts resulting from the company's operations have been effectively managed and are reflected in its long-term sustainability strategy. By implementing established performance indicators, the company ensures that every impact can be measured and monitored on an ongoing basis.

Statement of Use: "with Reference to the GRI Standards" – Our experts evaluated the Report content against the GRI Universal Standards principles, disclosures, and requirements for reporting. We believe the Report has fulfilled the requirements of its statement of use; publish a GRI Content Index, provide a statement of use, and notify GRI.

On Site Engagement: On-Site Engagement (OSE) constitutes one of our procedures performed to assess the Company's adherence to the AA1000 Principles (Inclusivity, Materiality, Responsiveness, and Impact), based on a sample of material topics. Based on the OSE performed, we conclude that the Company has implemented the process in a generally sufficient and appropriate manner, covering the aspects of Inclusivity, Materiality, Responsiveness, and Impact as identified, mapped, and applied in its engagement with internal stakeholders.

GRI Standards Principles – As the assurance work was taken, the report content sufficiently indicates its adherence to the Reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management provided sufficient support during the assurance work by submitting evidence/documents as requested.





Recommendation

1. To strengthen stakeholder inclusivity, the Company is encouraged to involve external stakeholders in the identification and prioritization of material topics through structured mechanisms such as surveys, questionnaires, or interviews.
2. To enhance the effectiveness of the materiality process, the Company is encouraged to integrate the determination of material topics into the budget planning stage, ensuring alignment with budget allocation, activity planning, and reporting.
3. To enhance alignment and strategic relevance, the Company is encouraged to link the roadmap to its core values, as well as its vision and mission, ensuring consistency with the Company's overall direction and commitments.

The assurance provider,

Jakarta, April 2nd 2026

Dr. Lim Hendra, LCSAP
Assurance Director
 PT Sejahtera Rambah Asia
 (SRAI)



Daftar Pengungkapan POJK No.51/POJK.03/2017 [G.4]

POJK No.51/POJK.03/2017 Disclosure Index

No Indeks No Index	Nama Indeks Index Name	Halaman Location
Strategi Keberlanjutan Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Elaboration on Sustainability Strategy	6-10
Ikhtisar Kinerja Aspek Keberlanjutan Summary of Sustainability Aspect Performance		
B.1	Aspek Ekonomi Economic Aspects	11-12
B.2	Aspek Lingkungan Hidup Environmental Aspects	13-15
B.3	Aspek Sosial Social Aspects	16-17
Profil Perusahaan Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Values of Sustainability	6
C.2	Alamat Perusahaan Company's Address	23
C.3	Skala Usaha Enterprise Scale	23, 26-29
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities	25
C.5	Keanggotaan pada Asosiasi Membership in Association	29
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in Issuers and Public Companies	23
Penjelasan Direksi The Board of Directors' Explanation		
D.1	Penjelasan Direksi The Board of Directors' Explanation	18-21
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Responsible for Implementing Sustainable Finance	110-112
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan Competency Development Related to Sustainable Finance	115
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment of the Implementation of Sustainable Finance	116-119
E.4	Hubungan dengan Pemangku Kepentingan Relations with Stakeholders	120-121
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems with the Implementation of Sustainable Finance	122
Kinerja Keberlanjutan Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan Sustainable Culture Development Activities	8
Kinerja Ekonomi Economic Performance		



No Indeks No Index	Nama Indeks Index Name	Halaman Location
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of targets to performance of production, portfolio, financing targets, or investments, revenue as well as profit and loss	90
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of target to performance of portfolio, financing target, or investments in financial instruments or projects in line with the implementation of Sustainable Finance	92
Kinerja Lingkungan Hidup Environmental Performance		
Aspek Umum General Aspect		
F.4	Biaya Lingkungan Hidup Environmental Costs That Incur	47
Aspek Material Material Aspect		
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	48-49
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	56-57
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	58
Aspek Air Water Aspect		
F.8	Penggunaan Air Water usage	59-61
Aspek Keanekaragaman Hayati Aspects of Biodiversity		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts from Operational Areas that are Near or Located in Conservation Areas or Have Biodiversity	66
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	66
Aspek Emisi Emission Aspect		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Total and Intensity of Emissions Generated by Type	50-52
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievements of Emission Reduction Made	52
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	62-64
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	62-64
F.15	Tumpahan yang Terjadi (jika ada) Occurring Spills (if any)	66
Aspek Pengaduan Terkait Lingkungan Hidup Complaint Aspects Related to the Environment		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	47

No Indeks No Index	Nama Indeks Index Name	Halaman Location
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Services on Equal Products and/or Services to Consumers	98
	Aspek Ketenagakerjaan Employment Aspect	
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	78
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	
F.20	Upah Minimum Regional Regional Minimum Wage	81
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Work Environment	83
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capability Training and Development	70-77
	Aspek Masyarakat Community Aspect	
F.23	Dampak Operasi terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	100-101
F.24	Pengaduan Masyarakat Community Complaints	102
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Social Responsibility (CSR)	102-105
	Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development	
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	98
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services That Have Been Evaluated for Safety for Customers	94
F.28	Dampak Produk/Jasa Product/Service Impact	97
F.29	Jumlah Produk yang Ditarik Kembali Number of Product Recalls	94
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Financial Products and/or Services	97
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Party (if any)	36, 123-126
G.2	Lembar Umpan Balik Feedback Sheet	142
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Responses to Feedback on the Previous Year's Sustainability Report	127-129
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	127-129



Indeks Standar GRI

GRI Standard Index

Pernyataan penggunaan
Statement of use

PT Lautan Luas Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI ini untuk periode 1 Januari – 31 Desember 2025 dengan merujuk kepada Standar GRI.

PT Lautan Luas Tbk has reported the information cited in this GRI content index for the period January 1 – December 31, 2025 with reference to the GRI Standards.

GRI 1 yang digunakan
GRI 1 used

GRI 1: Landasan 2021
GRI 1: Foundation 2021

Standar GRI GRI Standard	Indikator Indicator	Pengungkapan Disclosure	Halaman Location
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Rincian organisasi Organizational details	23
	2-2	Entitas yang dimasukkan dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	36
	2-3	Periode, frekuensi, dan titik kontak pelaporan Reporting period, frequency and contact point	36, 37
	2-4	Penyajian kembali informasi Restatements of information	36
	2-5	Penjaminan eksternal External assurance	36
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	25
	2-7	Tenaga kerja Employees	26-28
	2-8	Pekerja yang bukan pekerja langsung Workers who are not employees	26
	2-9	Struktur dan komposisi tata kelola Governance structure and composition	110
	2-10	Pencalonan dan pemilihan badan tata kelola tertinggi Nomination and selection of the highest governance body	Laporan Tahunan Annual Report
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body	110
	2-12	Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak Role of the highest governance body in overseeing the management of impacts	110
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	111
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	111
	2-15	Konflik kepentingan Conflicts of interest	112

Standar GRI GRI Standard	Indikator Indicator	Pengungkapan Disclosure	Halaman Location
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-16	Komunikasi masalah penting Communication of critical concerns	111
	2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	115
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	112
	2-19	Kebijakan remunerasi Remuneration policies	115
	2-20	Proses untuk menentukan remunerasi Process to determine remuneration	115
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	115
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	18-21
	2-23	Komitmen kebijakan Policy commitments	112
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	8, 112
	2-25	Proses untuk memperbaiki dampak negatif Processes to remediate negative impacts	48, 97, 99, 102
	2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah Mechanisms for seeking advice and raising concerns	112
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	47
	2-28	Asosiasi keanggotaan Membership associations	29-30
	2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	120-121
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	82
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	Proses menentukan topik material Process to determine material topics	38
	3-2	Daftar topik material List of material topics	38
	3-3	Manajemen topik material Management of material topics	38-43
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	90-91
	201-2	Implikasi finansial akibat perubahan iklim Financial implications due to climate change	90
	201-3	Kewajiban program imbalan pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	86
	201-4	Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	90

Standar GRI GRI Standard	Indikator Indicator	Pengungkapan Disclosure	Halaman Location
GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	100
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	101
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	93
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	205-1	Operasi yang dinilai memiliki risiko korupsi Operations assessed for risks related to corruption	113
	205-2	Komunikasi dan pelatihan kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	113
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	113
GRI 206: Perilaku Antipersaingan 2016 GRI 206: Anti-competitive Behavior 2016	206-1	Tindakan hukum untuk perilaku antipersaingan, praktik antitrust, dan monopoli Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	114
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	56-57
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	56-57
	302-3	Intensitas energi Energy intensity	56-57
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	56, 58
	302-5	Pengurangan kebutuhan energi produk dan jasa Reductions in energy requirements of products and services	58
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	59
	303-2	Pengelolaan dampak terkait air Management of water-related impacts	59
	303-3	Pengambilan air Water withdrawal	60
	303-4	Pembuangan air Water discharge	60, 61
	303-5	Konsumsi air Water consumption	60
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK langsung (Scope 1) Direct (Scope 1) GHG emissions	50-52
	305-2	Emisi GRK tidak langsung energi (Scope 2) Energy indirect (Scope 2) GHG emissions	50-52
	305-3	Emisi GRK tidak langsung lainnya (Scope 3) Other indirect (Scope 3) GHG emissions	50-52

Standar GRI GRI Standard	Indikator Indicator	Pengungkapan Disclosure	Halaman Location
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-4	Intensitas emisi GRK GHG emissions intensity	52
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	52
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Pengelolaan dampak terkait limbah Management of waste-related impacts	62
	306-2	Pengelolaan dampak signifikan limbah Management of significant waste-related impacts	62
	306-3	Limbah yang dihasilkan Waste generated	63-64
	306-4	Limbah yang dialihkan dari pembuangan Waste diverted from disposal	63-64
	306-5	Limbah yang diarahkan ke pembuangan Waste directed to disposal	63-64
GRI 308: Penilaian Lingkungan Pemasok 2016 GRI 308: Supplier Environmental Assessment 2016	308-1	Pemasok baru yang diseleksi dengan kriteria lingkungan New suppliers screened using environmental criteria	92-93
	308-2	Dampak lingkungan negatif dalam rantai pasok Negative environmental impacts in the supply chain	92-93
GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan perputaran karyawan New employee hires and employee turnover	78
	401-2	Tunjangan bagi karyawan tetap Benefits provided to full-time employees	79
	401-3	Cuti melahirkan Parental leave	79
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen K3 Occupational health and safety management system	70
	403-2	Identifikasi bahaya dan investigasi insiden Hazard identification and incident investigation	70
	403-3	Layanan kesehatan kerja Occupational health services	72
	403-4	Partisipasi pekerja Worker participation	73-74
	403-5	Pelatihan K3 Worker training on OHS	73-74
	403-6	Promosi kesehatan pekerja Promotion of worker health	72
	403-7	Pencegahan dampak K3 dalam hubungan bisnis Prevention of OHS impacts linked to business relationships	74
	403-8	Pekerja yang tercakup sistem K3 Workers covered by OHS management system	70
	403-9	Cedera kerja Work-related injuries	75-76
	403-10	Penyakit akibat kerja Work-related ill health	76-77



Standar GRI GRI Standard	Indikator Indicator	Pengungkapan Disclosure	Halaman Location
GRI 404: Pelatihan dan Pendidikan 2016	404-1	Jam pelatihan rata-rata per karyawan Average hours of training per year per employee	85
GRI 404: Training and Education 2016	404-2	Program peningkatan keterampilan karyawan Programs for upgrading employee skills	85-86
	404-3	Persentase karyawan yang menerima tinjauan kinerja dan pengembangan karir Percentage of employees receiving regular performance and career development reviews	84
GRI 405: Keanekaragaman dan Peluang Setara 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	80-81
GRI 405: Diversity and Equal Opportunity 2016	405-2	Rasio gaji dan remunerasi perempuan dan laki-laki Ratio of basic salary and remuneration of women to men	83
GRI 413: Masyarakat Setempat 2016	413-1	Operasi dengan keterlibatan masyarakat lokal Operations with local community engagement	100, 102
GRI 413: Local Communities 2016	413-2	Operasi dengan dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	98, 100
GRI 414: Penilaian Sosial Pemasok 2016	414-1	Pemasok baru yang diseleksi dengan kriteria sosial New suppliers screened using social criteria	92
GRI 414: Supplier Social Assessment 2016	414-2	Dampak sosial negatif dalam rantai pasok Negative social impacts in the supply chain and actions taken	92
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016	416-1	Penilaian dampak kesehatan dan keselamatan produk dan layanan Assessment of the health and safety impacts of product and service categories	98
GRI 416: Customer Health and Safety 2016	416-2	Insiden ketidakpatuhan terkait kesehatan dan keselamatan produk Incidents of non-compliance concerning the health and safety impacts of products and services	98
GRI 417: Pemasaran dan Pelabelan 2016	417-1	Persyaratan informasi dan pelabelan produk dan layanan Requirements for product and service information and labeling	98
GRI 417: Marketing and Labeling 2016	417-2	Insiden ketidakpatuhan terhadap informasi dan pelabelan produk dan layanan Incidents of non-compliance concerning product and service information and labeling	98
	417-3	Insiden ketidakpatuhan terkait komunikasi pemasaran Incidents of non-compliance concerning marketing communications	98
GRI 418: Privasi Pelanggan 2016	418-1	Pengaduan yang terbukti terkait pelanggaran privasi pelanggan Substantiated complaints concerning breaches of customer privacy	98
GRI 418: Customer Privacy 2016			

ASEAN Corporate Governance Scorecard

No	Deskripsi Description	Halaman Location
B	Keberlanjutan dan Ketahanan Perusahaan Sustainability and Resilience	
B.1	Pengungkapan terkait keberlanjutan disajikan secara konsisten, dapat diperbandingkan, dan andal, serta mencakup informasi material, baik yang bersifat historis maupun prospektif, yang relevan bagi investor dalam pengambilan keputusan investasi atau pemberian suara Sustainability-related disclosure should be consistent, comparable and reliable, and include retrospective and forward-looking material information that a reasonable investor would consider important in making an investment or voting decision.	
B.1.1	Apakah perusahaan mengidentifikasi dan melaporkan topik lingkungan, sosial, dan tata kelola (ESG) yang bersifat material terhadap strategi perusahaan? Does the company identify/report ESG topics that are material to the organization's strategy?	37, 38, 39-42
B.1.2	Apakah perusahaan mengidentifikasi perubahan iklim sebagai isu yang relevan bagi kegiatan usaha perusahaan? Does the company identify climate change as an issue?	18, 37
B.1.3	Apakah perusahaan mengadopsi standar atau kerangka pelaporan keberlanjutan yang diakui secara internasional, termasuk GRI, Integrated Reporting, SASB, dan IFRS Sustainability Disclosure Standards? Does the company adopt an internationally recognized reporting framework or standard for sustainability (i.e. GRI, Integrated Reporting, SASB, IFRS Sustainability Disclosure Standards)?	36, 130-136
B.1.4	Apakah perusahaan mengungkapkan target keberlanjutan yang bersifat kuantitatif? Does the company disclose quantitative sustainability target?	29, 96, 106, 114
B.1.5	Apakah perusahaan mengungkapkan kemajuan kinerja terkait keberlanjutan dibandingkan dengan target yang telah ditetapkan sebelumnya? Does the company disclose sustainability-related performance progress in relation to its previously set targets?	29, 96, 106, 114
B.1.6	Apakah perusahaan mengungkapkan bahwa Laporan Keberlanjutan atau Pelaporan Keberlanjutan telah ditinjau dan/atau disetujui oleh Dewan Direksi atau Komite Dewan? Does the company confirm that its Sustainability Report / Reporting is reviewed and /or approved by the Board or Board Committee?	22
B.2	Kerangka tata kelola perusahaan memungkinkan terjadinya dialog yang konstruktif antara perusahaan, pemegang saham, dan para pemangku kepentingan dalam membahas isu-isu keberlanjutan Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters	
B.2.1	Apakah perusahaan melibatkan pemangku kepentingan internal untuk bertukar pandangan dan mengumpulkan masukan terkait isu keberlanjutan yang material bagi kegiatan usaha perusahaan? Does the company engage internal stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	120-121
B.2.2	Apakah perusahaan melibatkan pemangku kepentingan eksternal untuk bertukar pandangan dan mengumpulkan masukan terkait isu keberlanjutan yang material bagi kegiatan usaha perusahaan? Does the company engage external stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	120-121
B.3	Kerangka tata kelola perusahaan memastikan bahwa Dewan secara memadai mempertimbangkan risiko dan peluang keberlanjutan yang material dalam menjalankan fungsi utamanya, termasuk dalam peninjauan, pemantauan, dan pengarahannya praktik tata kelola, pengungkapan, strategi, manajemen risiko, dan sistem pengendalian internal, termasuk risiko fisik dan risiko transisi terkait perubahan iklim The corporate governance framework should ensure that boards adequately consider material sustainability risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks.	



No	Deskripsi Description	Halaman Location
B.3.1	Apakah perusahaan mengungkapkan bahwa Dewan melakukan peninjauan secara tahunan atas kesesuaian struktur permodalan dan utang perusahaan dengan tujuan strategis serta tingkat toleransi risiko perusahaan? Does the company disclose that the board reviews on an annual basis that the company's capital and debt structure is compatible with its strategic goals and its associated risk appetite?	N/A
B.4	Kerangka tata kelola perusahaan mengakui hak-hak pemangku kepentingan yang ditetapkan oleh hukum atau melalui perjanjian bersama, serta mendorong kerja sama aktif antara perusahaan dan pemangku kepentingan dalam menciptakan nilai, lapangan kerja, dan keberlanjutan perusahaan yang sehat secara finansial The corporate governance framework should recognise the rights of stakeholders established by law or through mutual agreements and encourage active co operation between corporations and stakeholders in creating wealth, jobs, and the sustainability of financially sound enterprises.	
B.4.1	Apakah perusahaan mengungkapkan keberadaan dan cakupan upaya yang dilakukan untuk melindungi dan meningkatkan kesejahteraan pelanggan? The existence and scope of the company's efforts to address customers' welfare?	97, 98
B.4.2	Prosedur penunjukan pemasok dan/atau kontraktor? Supplier/contractor selection procedures?	92
B.4.3	Apakah perusahaan mengungkapkan upaya untuk memastikan bahwa rantai nilai perusahaan ramah lingkungan atau sejalan dengan prinsip pembangunan berkelanjutan? The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	48-49, 91
B.4.4	Upaya Perusahaan untuk berinteraksi dengan masyarakat di wilayah tempat perusahaan beroperasi? The company's efforts to interact with the communities in which they operate?	100-104
B.4.5	Apakah perusahaan mengungkapkan program dan prosedur anti-korupsi yang diterapkan? The company's anti-corruption programmes and procedures?	112-113
B.4.6	Bagaimana hak-hak kreditur dilindungi? How creditors' rights are safeguarded?	N/A
B.4.7	Apakah perusahaan memiliki laporan atau bagian tersendiri yang membahas upaya perusahaan terkait isu lingkungan, ekonomi, dan sosial? Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?	45-67, 69-87, 89-107
B.5	Dalam hal kepentingan pemangku kepentingan dilindungi oleh hukum, pemangku kepentingan memiliki kesempatan untuk memperoleh mekanisme pemulihan yang efektif atas pelanggaran terhadap hak-hak mereka Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.	
B.5.1	Apakah perusahaan menyediakan informasi kontak melalui situs web perusahaan atau Laporan Tahunan yang dapat digunakan oleh pemangku kepentingan, termasuk pelanggan, pemasok, dan masyarakat umum, untuk menyampaikan kekhawatiran dan/atau keluhan terkait kemungkinan pelanggaran hak mereka? Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	37, 111
B.6	Mekanisme partisipasi karyawan diperbolehkan dan didukung untuk berkembang Mechanisms for employee participation should be permitted to develop.	
B.6.1	Apakah perusahaan secara eksplisit mengungkapkan kebijakan dan praktik terkait kesehatan, keselamatan, dan kesejahteraan karyawan? Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	70-72
B.6.2	Apakah perusahaan secara eksplisit mengungkapkan kebijakan dan praktik terkait program pelatihan dan pengembangan bagi karyawan? Does the company explicitly disclose the policies and practices on training and development programmes for its employees?	85
B.6.3	Apakah perusahaan memiliki kebijakan penghargaan atau kompensasi yang mempertimbangkan kinerja perusahaan di luar ukuran keuangan jangka pendek? Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	84

No	Deskripsi Description	Halaman Location
B.7	Para pemangku kepentingan, termasuk karyawan secara individu dan badan perwakilannya, dapat secara bebas menyampaikan kekhawatiran mengenai praktik ilegal atau tidak etis kepada Dewan tanpa dikompromikannya hak-hak mereka Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.	
B.7.1	Apakah perusahaan memiliki kebijakan pelaporan pelanggaran yang mencakup prosedur pengaduan oleh karyawan dan pemangku kepentingan lainnya terkait dugaan perilaku ilegal dan tidak etis, serta menyediakan informasi kontak melalui situs web perusahaan atau laporan tahunan? Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report	111
B.7.2	Apakah perusahaan memiliki kebijakan atau prosedur untuk melindungi karyawan atau pihak lain yang mengungkapkan dugaan perilaku ilegal atau tidak etis dari tindakan pembalasan? Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?	79
BONUS		
(B)A	Hak dan Perlakuan Setara bagi Pemegang Saham Rights and Equitable Treatment of shareholders	
(B)A.1	Hak pemegang saham untuk berpartisipasi secara efektif dan memberikan suara dalam Rapat Umum Pemegang Saham, serta memperoleh informasi mengenai ketentuan yang mengatur Rapat Umum Pemegang Saham, termasuk prosedur pemungutan suara Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.	
(B)A.1.1	Apakah perusahaan menerapkan pemungutan suara elektronik jarak jauh yang aman dan dilakukan secara real time pada Rapat Umum Pemegang Saham? Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	N/A
(B)A.2	Perlakuan yang setara bagi seluruh pemegang saham Equitable treatment of shareholders	
(B)A.2	Pemberitahuan Rapat Umum Pemegang Saham Tahunan Notice of AGM	
(B)A.2.1	Apakah perusahaan menerbitkan pemberitahuan Rapat Umum Pemegang Saham Tahunan, termasuk agenda yang rinci dan penjelasan terkait, sebagaimana diumumkan kepada Bursa, sekurang-kurangnya 28 hari sebelum tanggal pelaksanaan rapat? Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	N/A
(B)B	Keberlanjutan dan Ketahanan Sustainability and Resilience	
(B)B.1		
(B)B.1.1	Apakah perusahaan mengungkapkan bagaimana perusahaan mengelola risiko dan peluang yang terkait dengan perubahan iklim? Does the company disclose how it manages climate-related risks and opportunities?	19, 116
(B)B.1.2	Apakah perusahaan mengungkapkan bahwa Laporan Keberlanjutan atau Pelaporan Keberlanjutan telah mendapatkan penjaminan atau assurance dari pihak eksternal? Does the company disclose that its Sustainability Report / Sustainability Reporting is externally assured?	36, 123-126
(B)B.1.3	Apakah perusahaan mengungkapkan saluran keterlibatan dengan kelompok pemangku kepentingan serta bagaimana perusahaan menanggapi isu ESG yang disampaikan oleh para pemangku kepentingan? Does the company disclose the engagement channel with stakeholder groups and how the company responds to stakeholders' ESG concerns?	37, 120
(B)B.1.4	Apakah perusahaan memiliki unit, divisi, atau komite yang secara khusus bertanggung jawab untuk mengelola isu-isu keberlanjutan? Does the company have a unit / division / committee who is specifically responsible to manage the sustainability matters?	110



No	Deskripsi Description	Halaman Location
(B)B.1.5	Apakah perusahaan mengungkapkan pengawasan Dewan Direksi dan/atau Dewan Komisaris terhadap risiko dan peluang yang terkait dengan keberlanjutan? Does the company disclose board of directors/commissioners' oversight of sustainability-related risks and opportunities?	110, 111
(B)B.1.6	Apakah perusahaan mengungkapkan keterkaitan antara remunerasi Direksi Eksekutif dan Manajemen Senior dengan kinerja keberlanjutan untuk tahun sebelumnya? Does the company disclose the linkage between executive directors and senior management remuneration and sustainability performance for the previous year?	N/A
(B)B.1.7	Apakah Sistem Pelaporan Pelanggaran perusahaan dikelola oleh pihak atau lembaga yang independen? Is the company's Whistle Blowing System managed by independent parties / institutions?	N/A
(B)C	Pengungkapan dan Transparansi Disclosure and transparency	
(B)C.1	Kualitas Laporan Tahunan Quality of Annual Report	
(B)C.1.1	Apakah laporan keuangan tahunan yang telah diaudit diterbitkan dalam jangka waktu 60 hari sejak akhir tahun buku? Are the audited annual financial report /statement released within 60 days from the financial year end?	N/A
(B)D	Tanggung Jawab Dewan Responsibilities of the Board	
(B)D.1	Kompetensi dan Keberagaman Dewan Board Competencies and Diversity	
(B)D.1.1	Apakah perusahaan memiliki sekurang-kurangnya satu Direktur atau Komisaris Independen perempuan? Does the company have at least one female independent director/commissioner?	N/A
(B)D.1.2	Apakah perusahaan memiliki kebijakan serta mengungkapkan tujuan yang terukur terkait keberagaman Dewan dan melaporkan kemajuan pencapaiannya? Does the company have a policy and disclose measurable objectives for board diversity and report progress?	78-79
(B)D.2	Struktur Dewan Board Structure	
(B)D.2.1	Apakah Komite Nominasi seluruhnya terdiri dari Direktur atau Komisaris Independen? Is the Nominating Committee comprise entirely of independent directors/commissioners?	N/A
(B)D.2.2	Apakah Komite Nominasi melaksanakan proses untuk mengidentifikasi kualitas Direktur atau Komisaris yang selaras dengan arah strategis perusahaan? Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	N/A
(B)D.3	Pengangkatan dan Pemilihan Kembali Dewan Board Appointments and Re-Election	
(B)D.3.1	Apakah perusahaan menggunakan firma pencari profesional atau sumber eksternal lainnya, seperti basis data direktur yang dibentuk oleh asosiasi direktur atau pemegang saham, dalam mencari kandidat untuk Dewan Direksi atau Dewan Komisaris? Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/commissioners?	N/A
(B)D.4	Struktur dan Komposisi Dewan Board Structure & Composition	
(B)D.4.1	Apakah Direktur atau Komisaris Independen non-eksekutif mencakup lebih dari 50% dari total anggota Dewan Direksi atau Dewan Komisaris pada perusahaan yang memiliki Ketua Dewan Independen? Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners for a company with independent chairman?	N/A
(B)D.5	Struktur dan Komposisi Dewan Board Structure & Composition	

No	Deskripsi Description	Halaman Location
(B)D.5.1	<p>Apakah perusahaan mengungkapkan bahwa Dewan telah mengidentifikasi risiko utama terkait teknologi informasi, termasuk gangguan operasional, keamanan siber, dan pemulihan bencana, untuk memastikan bahwa risiko tersebut dikelola dan terintegrasi ke dalam kerangka manajemen risiko secara keseluruhan?</p> <p>Does the company disclose that its Board identified key risk in relation to information technology including disruption, cyber security, and disaster recovery, to ensure that such risks are managed and integrated into the overall risk management framework?</p>	N/A
(B)D.6	Kinerja Dewan Board Performance	
(B)D.6.1	<p>Apakah perusahaan memiliki Komite Risiko tersendiri di tingkat Dewan?</p> <p>Does the company have a separate board level Risk Committee?</p>	N/A



Lembar Umpan Balik [G.2] Feedback Form

Laporan keberlanjutan PT Lautan Luas Tbk telah memberikan gambaran mengenai kinerja keberlanjutan dan tata kelola Perseroan. PT Lautan Luas Tbk mengharapkan masukan dari Bapak/Ibu/Saudara sekalian atas laporan keberlanjutan ini melalui *e-mail* atau formulir ini.

PT Lautan Luas Tbk's sustainability report has provided an overview of the Company's sustainability and governance performance. PT Lautan Luas Tbk would like to receive your feedback on this sustainability report via e-mail or this form.

Profil Anda | Your Profile

Nama (bila berkenan) Name (if preferred)	:
Institusi/Perusahaan Institute/Company	:
Surel Email	:
Telp/Hp Phone/Mobile	:

Kelompok Pemangku Kepentingan | Stakeholder Group

<input type="checkbox"/> Pemegang Saham Shareholder	<input type="checkbox"/> Karyawan Employee	<input type="checkbox"/> Mitra Usaha Business Partner
<input type="checkbox"/> Pelanggan Consumer	<input type="checkbox"/> Pemerintah Government	<input type="checkbox"/> Masyarakat Public
<input type="checkbox"/> Lainnya, sebutkan Others, specify	

Mohon pilih jawaban berikut yang paling sesuai.
Please select the most suitable answer below.

Ya | Yes **Tidak | No**

Laporan ini mudah dimengerti.
This report is easy to understand.

Laporan ini mengungkapkan informasi positif dan negatif pada aspek keberlanjutan secara seimbang.
This report discloses both positive and negative information on sustainability in a balanced manner.

Laporan ini sudah menggambarkan kinerja keberlanjutan yang relevan bagi bidang usaha Perseroan.
This report has described the sustainability performance that is relevant to the Company's line of business

Mohon berikan pendapat topik material yang menurut anda merupakan prioritas:
We require your opinion regarding material topics that is priority:

.....

.....

Terima kasih atas partisipasi anda. Mohon agar lembar umpan balik ini dikirimkan kembali ke:
Thank you for your participation. Please send this feedback form to:

E-mail: info@lautan-luas.com