BUMN UNTUK INDONESIA

Timah

BERKONTRIBUSI BAGI KESEJAHTERAAN BANGSA

CONTRIBUTING TO THE NATION'S WELFARE



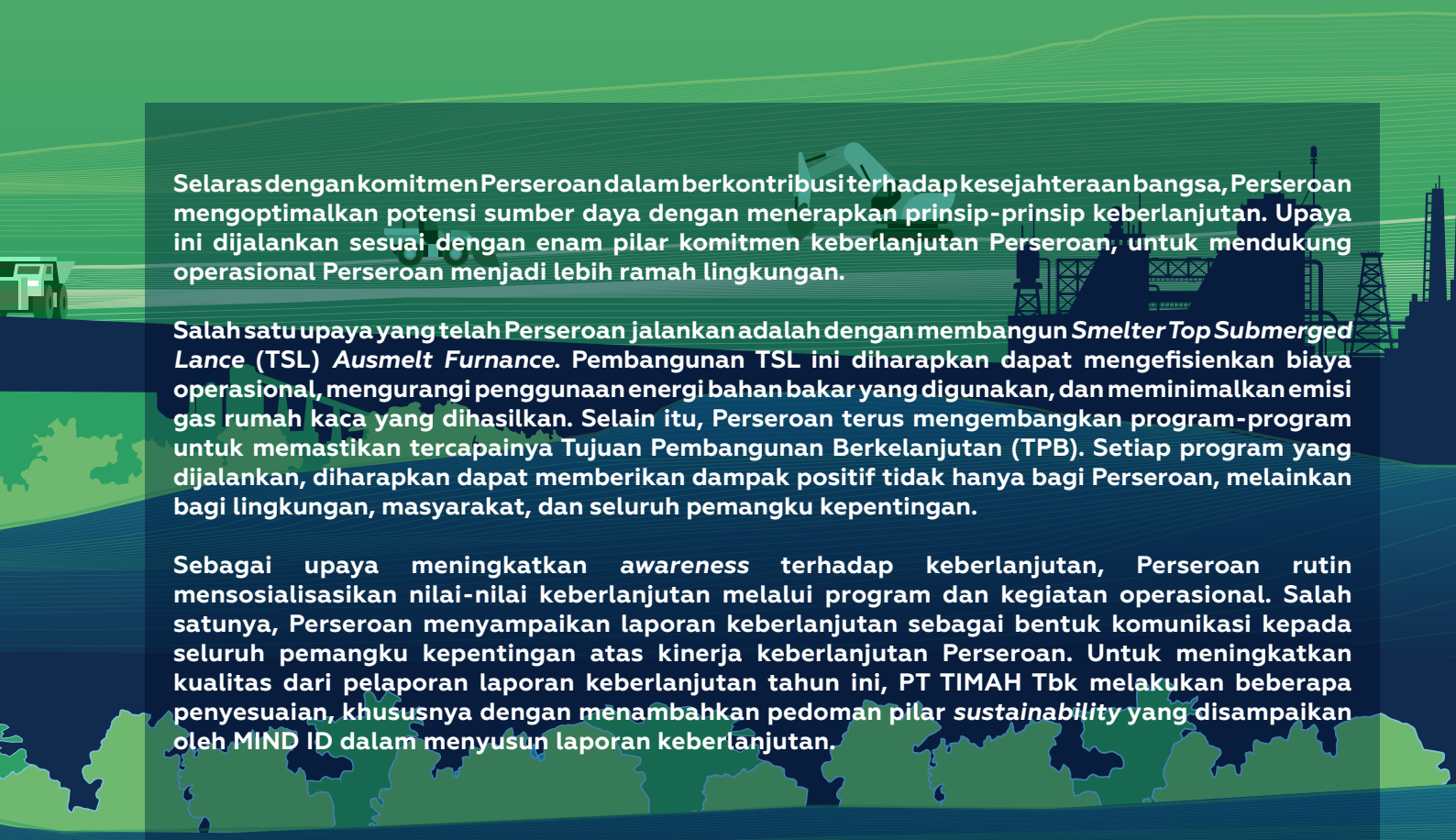
PT TIMAH Tbk

Laporan Keberlanjutan
Sustainability Report | **2022**



BERKONTRIBUSI BAGI KESEJAHTERAAN BANGSA

CONTRIBUTING TO THE NATION'S WELFARE



Selaras dengan komitmen Perseroan dalam berkontribusi terhadap kesejahteraan bangsa, Perseroan mengoptimalkan potensi sumber daya dengan menerapkan prinsip-prinsip keberlanjutan. Upaya ini dijalankan sesuai dengan enam pilar komitmen keberlanjutan Perseroan, untuk mendukung operasional Perseroan menjadi lebih ramah lingkungan.

Salah satu upaya yang telah Perseroan jalankan adalah dengan membangun *Smelter Top Submerged Lance* (TSL) *Ausmelt Furnance*. Pembangunan TSL ini diharapkan dapat mengefisienkan biaya operasional, mengurangi penggunaan energi bahan bakar yang digunakan, dan meminimalkan emisi gas rumah kaca yang dihasilkan. Selain itu, Perseroan terus mengembangkan program-program untuk memastikan tercapainya Tujuan Pembangunan Berkelanjutan (TPB). Setiap program yang dijalankan, diharapkan dapat memberikan dampak positif tidak hanya bagi Perseroan, melainkan bagi lingkungan, masyarakat, dan seluruh pemangku kepentingan.

Sebagai upaya meningkatkan *awareness* terhadap keberlanjutan, Perseroan rutin mensosialisasikan nilai-nilai keberlanjutan melalui program dan kegiatan operasional. Salah satunya, Perseroan menyampaikan laporan keberlanjutan sebagai bentuk komunikasi kepada seluruh pemangku kepentingan atas kinerja keberlanjutan Perseroan. Untuk meningkatkan kualitas dari pelaporan laporan keberlanjutan tahun ini, PT TIMAH Tbk melakukan beberapa penyesuaian, khususnya dengan menambahkan pedoman pilar *sustainability* yang disampaikan oleh MIND ID dalam menyusun laporan keberlanjutan.

In line with the Company's commitment to contributing to the nation's welfare, the Company optimizes the potential of its resources by implementing sustainability principles. This effort is implemented in accordance with six sustainability commitments, to support the Company's operationals to be more environmentally friendly.

One of the efforts that we have carried out is by constructing Smelter Top Submerged Lance (TSL) Ausmelt Furnace. This TSL construction is expected to streamline operational costs, reduce the use of fuel energy, and minimize the generated green house gas. In addition, the Company continues to develop programs to ensure the realization of Sustainable Development Goals (SDGs). Each of the implemented program is expected to have positive impacts not only for the Company, but for the environment, community, and all of our stakeholders.

As an effort to increase awareness of sustainability, the Company regularly socializes sustainability values through programs and activities in operations. One of which is by submitting a sustainability report as a form of communication to all stakeholders regarding the Company's sustainability performance. To improve the reporting quality of this year's sustainability report, PT TIMAH Tbk made several adjustments, in particular by adding the pillars of sustainability guidelines issued by MIND ID in the preparation of sustainability report.

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IKHTISAR KINERJA ASPEK KEBERLANJUTAN
SUSTAINABILITY ASPECT PERFORMANCE HIGHLIGHTS





IKHTISAR KINERJA ASPEK KEBERLANJUTAN [POJK51.B]
SUSTAINABILITY ASPECT PERFORMANCE HIGHLIGHTS [POJK51.B]

Aspek Ekonomi [POJK51.B.1]
Economic Aspect [POJK51.B.1]

2022 2021 2020

Pendapatan Usaha
Operating Revenues

12.504,30 Rp Miliar / Rp Billion

14.607,00 15.215,98

Kuantitas Produksi Bijih Timah
Quantity of Tin Ore Production

20.079 Ton / Tonnes

26.465 45.698

Laba (Rugi) Bersih Tahun Berjalan
Net Profit (Loss) for the Year

1.041,56 Rp Miliar / Rp Billion

1.302,84 340,60

Kuantitas Produksi Logam Timah
Quantity of Tin Metal Production

19.825 Metrik Ton / Metric Tonnes

26.465 45.698

Kontribusi Pajak dan Royalti Negara
State Tax and Royalty Contributions

1.873,21 Rp Miliar / Rp Billion

1.371,57 1.257,75

Pemasok Lokal
Local Suppliers

27,70 %

34,32 32,06

*Perseroan telah menerapkan operasional yang ramah lingkungan untuk mendukung terciptanya produk yang lebih ramah lingkungan.
*The Company has implemented environmentally friendly operations to realize more environmentally friendly products.

Aspek Lingkungan Hidup [POJK51.B.2]
Environmental Aspect [POJK51.B.2]

2022 2021 2020

Penghargaan PROPER dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia
PROPER Award from the Ministry of Environment and Forestry (KLHK) of the Republic of Indonesia

2022	2	PROPER EMAS GOLD PROPER	1	PROPER HIJAU GREEN PROPER	6	PROPER BIRU BLUE PROPER
2021	1	PROPER EMAS GOLD PROPER	2	PROPER HIJAU GREEN PROPER	5	PROPER BIRU BLUE PROPER
2020	-	PROPER EMAS GOLD PROPER	2	PROPER HIJAU GREEN PROPER	4	PROPER BIRU BLUE PROPER

Penggunaan Energi Listrik
Electricity Consumption

80.491 GJ / GJ

63.715 | 48.942

Volume Pengambilan Air
Water Intake Volume

410 Mega Liter / Mega Liter

810 | 1.033

Intensitas Penggunaan Listrik
Intensity of Electricity Consumption

4,06 GJ/ton / GJ/tonnes

2,41 | 1,07

Pengurangan Emisi
Emission Reduction

32.842 Ton CO_2eq / Tonnes of CO_2eq

24.523 | 26.193

Emisi GRK yang Dihasilkan
Generated GHS Emissions
(cakupan 1 dan 2/scope 1 and 2**)**

153.685 Ton CO_2eq / Tonnes of CO_2eq

137.478 | 92.027

Intensitas Emisi
Intensity of Emissions
(cakupan 1 dan 2/scope 1 and 2**)**

7,75 Ton CO_2eq / Tonnes of CO_2eq

5,19 | 2,01

Pengelolaan Limbah B3
Hazardous Waste Management

15,31 Ton / Tonnes

14,07 | 26,19

Penghematan Konsumsi Energi
Efficiency of Electricity

74.943 GJ / GJ

109.859 | 48.764

Aspek Lingkungan Hidup [POJK51.B.2]
Environmental Aspect [POJK51.B.2]

● 2022 ● 2021 ● 2020

Investasi pada Lingkungan Hidup
Environmental Investment

55,43 Rp Miliar / Rp Billion

● 54,55 ● 53,36

Total Pohon Ditanam*
Total Trees Planted*

382.696 Pohon / Trees

● 81.006 ● 144.790

*Jumlah tersebut merupakan akumulasi dari program penanaman pohon yang dilakukan oleh TIMAH, seperti program reklamasi area pasca-tambang ataupun program yang bekerja sama dengan masyarakat, pemerintah, dan pihak ketiga lain.
Types of Herpetofauna*The number is an accumulation from the TIMAH's tree planting program in the post-mining area as well as collaboration programs with the community, government, and other third parties.

Akumulasi Pohon yang Telah Ditanam Tahun 2015-2022:
Accumulation of Trees Planted in 2015-2022:

1.966.102 Pohon / Trees

Program Konservasi tahun 2022
Conservation Program in 2022

Wilayah Bangka
Bangka Area

12	34	3	12
Jenis Mamalia / Types of Mammals	Jenis Burung / Types of Birds	Jenis Herpetofauna / Types of Herpetofauna	Jenis Pohon / Types of Trees

Wilayah Kepri & Riau
Riau & Riau Islands Area

7	11
Jenis Burung / Types of Birds	Jenis Pohon / Types of Trees

Wilayah Belitung
Belitung Area

6	9
Jenis Burung / Types of Birds	Jenis Pohon / Types of Trees

Aspek Sosial [POJK51.B.3]
Social Aspect [POJK51.B.3]

● 2022 ● 2021 ● 2020

Kinerja Internal/Internal Performance

Persentase Jumlah Karyawan Perempuan Dibanding Total Karyawan
Percentage of Total Female Employees Compared to Total Employees

6,4 %

● 6,6 ● 6,6

Uraian/Description	Satuan/Unit	2022	2021	2020
Jumlah Rerata Jam Pelatihan/Total Average Training Hours	Jam/Orang Hours/Person	56	48	69
Indeks Employee Engagement	Skala 100/Scale of 100	93,47	93,6	90
Total Recordable Injury	-	0,042	0,11	0,078
Fatality	Kejadian/Incident	*Zero*	*Zero*	*Zero*
Indeks Kepuasan Pelanggan/Customer Satisfaction Index	Skala 5/Scale of 5	4,77	4,51	4,47

Kegiatan Tanggung Jawab Sosial/Social Responsibility Activity

Uraian/Description	Satuan/Unit	2022	2021	2020
Total Investasi Program Tanggung Jawab Sosial Total Investment on Social Responsibility Program	Rp Miliar Rp Billion	33,15	54,31	59,58
Mitra Binaan Naik Kelas/Assisted Partners Go Upmarket	Orang/Person	21	55	105
Penerima Manfaat dari Program Tanggung Jawab Sosial Perusahaan Beneficiary of Corporate Social Responsibility Programs	Orang/Person	18.215	14.757	16.138
Jumlah Kegiatan *Corporate Social Responsibility* (CSR) Total Corporate Social Responsibility (CSR) Activities	Kegiatan/Activities	1.217	1.102	910

PERISTIWA PENTING KEBERLANJUTAN
SIGNIFICANT SUSTAINABILITY EVENTS

JANUARI | JANUARY **2022**



Pemberian Bantuan Pembuatan Peralatan
Provision of Donation for Equipment Manufacturing

PT TIMAH Tbk memberikan bantuan kepada Golom Sentot selaku penyandang disabilitas yang mencetuskan *design* peralatan pengangkat tubuh. Dengan adanya bantuan yang diberikan Perseroan, Golom dapat mewujudkan *design* peralatan tersebut sehingga dapat mempermudah mobilitas.

PT TIMAH Tbk provided donation to Golom Sentot as a person with disabilities who initiated the design of body lifting equipment. With the Company's assistance, Golom can realize the equipment design that can facilitate mobilities.

FEBRUARI | FEBRUARY **2022**

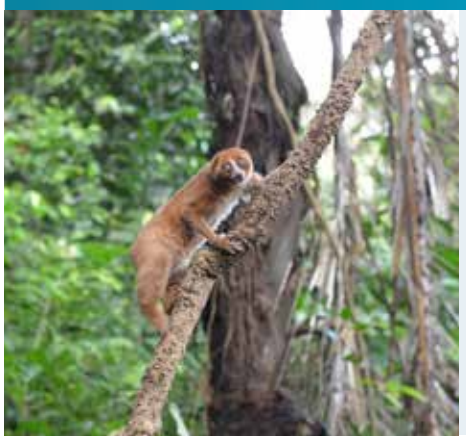


Pelaksanaan Program Dekarbonisasi dan Pencegahan Abrasi
Implementation of the Decarbonization and Abrasion Prevention Program

Perseroan mendukung program rehabilitasi mangrove dengan penanaman sebanyak 2.500 batang bibit mangrove di Kelurahan Opas, Kecamatan Taman Sari, Kota Pangkalpinang dan 3.000 batang bibit mangrove di Kawasan Pesisir Pantai Teluk Rubiah, Kelurahan Tanjung, Kabupaten Bangka Barat. Upaya ini merupakan bentuk komitmen perusahaan dalam menerapkan nilai *Enviroment, Social and Governance* (ESG) dalam mendukung pembangunan yang berkelanjutan. Selain itu, Perseroan juga mendapatkan bibit mangrove dari kelompok masyarakat sekitar. Sehingga kegiatan ini juga turut berdampak terhadap perekonomian masyarakat setempat.

The Company supported the mangrove rehabilitation program by planting 2,500 mangrove seedlings in Opas Village, Taman Sari District, Pangkalpinang City and 3,000 mangrove seedlings in the Teluk Rubiah Coastal Area, Tanjung Village, West Bangka Regency. This innitiative is a form of the Company's commitment to implement the Environment, Social and Governance (ESG) values to support the sustainable development. In addition, the Company also obtained mangrove seedlings from local community groups. So that this activity also has an impact on the economy of the local community.

FEBRUARI | FEBRUARY **2022**



Pelepasliaran Empat Kukang di Kawasan BIO
Wild Release of Four Slow Lorises in the BIO Area

Perseroan bekerja sama dengan Alobi Foundation dalam melepasliarkan empat ekor kukang *(Nyciticebus bancanus)* di Kawasan Hutan Lindung Bangka *Island Outdoor* (BIO), Sungailiat, Kabupaten Bangka. Kukang yang dilepasliarkan ini merupakan satwa hasil serahan masyarakat dan titipan dari BKSDA Sumatra Selatan yang sebelumnya telah direhabilitasi di Pusat Penyelamatan Satwa (PPS) Alobi di Kampoeng Reklamasi Air Jangkang.

The Company cooperates with the Alobi Foundation in releasing four slow lorises (Nyciticebus bancanus) to the Bangka Island Outdoor (BIO) Protected Forest Area, Sungailiat, Bangka Regency. These slow lorises were handed over by the community and entrusted by the South Sumatra BKSDA and were previously rehabilitated at the Alobi Animal Rescue Center (PPS) in Air Jangkang Reclamation Village.

MARET | MARCH **2022**



Penangkaran Rusa Sambar di Batu Besi
Sambar Deer Breeding at the Iron Rock Mine

Perseroan telah memiliki izin penangkaran Rusa Sambar dan Kijang dari Direktorat Jenderal Konservasi Sumber Daya Alam dan Ekosistem Kementerian Lingkungan Hidup dan Kehutanan untuk melakukan penangkaran rusa sambar dan kijang di tiga lokasi yakni di Pangkalpinang, Bangka Barat dan Belitung Timur. Untuk itu, Perseroan bekerja sama dengan Balai Konservasi Sumber Daya Alam (BKSDA) Sumatera Selatan melakukan pemindahan 10 ekor indukan Rusa Sambar ke lokasi penangkaran di Tambang Besar Batu Besi, Kecamatan Damar, Kabupaten Belitung Timur.

The Company already has permits for breeding Sambar Deer and Roes from the Directorate General of Natural Resources and Ecosystem Conservation of the Ministry of Environment and Forestry in three locations, including in Pangkalpinang, West Bangka and East Belitung. Therefore, the Company cooperates with the South Sumatra Natural Resources Conservation Agency (BKSDA) to transfer 10 Sambar deer broodstock to a breeding location at the Iron Stone Primary Mine, Damar District, East Belitung Regency.

MARET | MARCH **2022**



Perseroan Memperoleh 2 Penghargaan *TOP CSR Award* 2022
The Company Won 2 TOP CSR Award 2022

PT TIMAH Tbk berhasil mendapatkan dua penghargaan dalam ajang *TOP CSR Awards* 2022 dari Majalah *Top Business* di kategori Bintang Empat (*Star* 4). Penghargaan ini merupakan hasil positif dari komitmen kami dalam menyusun dan mengimplementasikan program-program CSR yang telah kami selaraskan dengan Tujuan Pembangunan Berkelanjutan.

PT TIMAH Tbk managed to obtain two awards at the TOP CSR Awards 2022 event from Top Business Magazine in the Four Star (Star 4) category. This award is a positive result of our commitment to develop and implement CSR programs that we have aligned with the Sustainable Development Goals.

APRIL | APRIL **2022**



55 Mitra Binaan Naik Kelas
55 Promoted Fostered Partners

Perseroan melalui program PUMK berhasil mendorong 55 pelaku UMKM mitra binaan untuk naik kelas dengan memenuhi berbagai kriteria yang ditetapkan. Berbagai upaya yang dilakukan Perseroan seperti: memasarkan produk UMKM ke pasar digital diantaranya melalui Pasar Digital UMKM BUMN (PaDI), meningkatkan pemasaran produk melalui *Tins Gallery* dan *Galery* Serumpun Sebalai. Selain membantu dalam pemasaran, Perseroan juga aktif dalam melakukan pembinaan para mitra binaan untuk dapat mengembangkan usaha.

The Company through the PUMK program succeeded in encouraging 55 fostered partners to receive promotion by fulfilling a number criteria. Various efforts carried out by the Company include: promoting the MSMEs products in the digital market through the Digital Market of SOEs MSMEs (PaDi), improving products marketing through Tins Gallery and Serumpun Sebalai Gallery. Other than assisting the product marketing, the Company also actively fosters the fostered partners to develop their businesses.

MEI | MAY **2022**



Pemanfaatan Lahan Bekas Tambang menjadi Perkebunan Buah
Utilization of Post-mining Land into Fruit Plantations

Perseroan berhasil mengubah lahan bekas tambang yang berada di sekitar tambang besar primer Batu Besi di Desa Burung Mandi, Kecamatan Damar, Kabupaten Belitung Timur menjadi lahan perkebunan anggur serta buah-buahan lainnya. Perseroan bekerja sama dengan Badan Usaha Milik Desa (BUMDes) Maju Bersama Desa Burong Mandi untuk dapat memberikan dampak ekonomi bagi masyarakat.

The Company has succeeded in converting post-mining land around the Iron Stone primary mine in Burung Mandi Village, Damar District, East Belitung Regency into plantation of grape and other fruits. The Company cooperates with Maju Village Owned Enterprises (BUMDes) and Burong Mandi Village to provide economic impact on the community.

JUNI | JUNE 2022



Penanaman Ratusan Cemara
Planting Hundreds of Pines

Dalam rangka memperingati hari lingkungan, Perseroan menjalankan program penghijauan, dengan menanam ratusan batang pohon cemara. Program penghijauan ini dilakukan di Kawasan PLTD PT TIMAH, Jalan Hang Tuah Desa Perayun, Kecamatan Kundur Utara, Kabupaten Karimun.

In commemoration of environment day, the Company carried out a greening program, by planting hundreds of pine trees. The greening program was carried out in PT TIMAH's PLTD area, Jalan Hang Tuah, Perayun Village, North Kundur District, Karimun Regency.

JULI | JULY 2022



Penghargaan GRC & *Performance Excellence Award* 2022
GRC Award & Performance Excellence Award 2022

Perseroan berhasil meraih penghargaan *The Best GRC Overall For Corporate Governance & Performance 2022 (Mining Industries)* dari Majalah Business News Indonesia. Penghargaan tersebut meliputi lima emas dalam ajang *Governance, Risk and Compliance* (GRC) and *Performance Excellence Award* 2022, dengan skor 90,64 hasil sangat baik.

The Company won The Best GRC Overall Award for Corporate Governance & Performance 2022 (Mining Industries) from Business News Indonesia Magazine. The award includes five gold awards in the Governance, Risk and Compliance (GRC) and Performance Excellence Award 2022, with a score of 90.64 or very good result.

AGUSTUS | AUGUST 2022



Penetasan dan Pelepasliaran Ratusan Telur Penyu
Hatching and Release of Hundreds of Turtle Eggs

Perseroan bekerja sama dengan Alobi Foundation, Balai Konservasi Sumber Daya Alam (BKSDA) Sumatera Selatan dalam upaya pembuatan tempat penetasan semi alami. Kerja sama ini dilakukan dengan tujuan untuk menjaga kelestarian penyu. Terdapat 400 ekor anak penyu yang berhasil menetas dengan sempurna di Kawasan Bangka *Island Outdoor.* Seluruh anak penyu tersebut dilepasliarkan di Pulau Ketawai yang merupakan habitat penyu.

The Company collaborates with the Alobi Foundation, the South Sumatra Natural Resources Conservation Center (BKSDA) in an effort to create semi-natural hatcheries. This collaboration aims to preserving turtles. There were 400 baby turtles that hatched perfectly in the Bangka Island Outdoor Area. All the baby turtles were released to the wild on Ketawai Island, which is the turtle's habitat.

AGUSTUS | AUGUST 2022



Penghargaan Penilaian Risiko Bisnis dan Hak Asasi Manusia (PRISMA)
Business Risk Assessment and Human Rights Award (PRISMA)

Perseroan berhasil meraih penghargaan sebagai perusahaan yang telah memenuhi perlindungan, penghormatan, dan pemulihan Hak Asasi Manusia sesuai indikator PRISMA oleh Kemenkumham. Perusahaan berkomitmen dalam melaksanakan prinsip penghormatan HAM di seluruh proses bisnis Perseroan.

The Company won an award as a company that has fulfilled the protection, respect and restoration of human rights according to the PRISMA indicator by the Ministry of Justice and Human Rights. The Company is committed to implement the principle of respecting human rights in all of its business processes.

SEPTEMBER 2022



Raih 7 Penghargaan *Environmental and Social Innovation Award*
Obtained 7 Environmental and Social Innovation Awards

Perseroan melalui Unit Produksi Kundur PT TIMAH Tbk berhasil meraih penghargaan *Environmental and Social Innovation Award* atau ENSIA yang digelar oleh Sucofindo. Penghargaan tersebut diberikan atas upaya-upaya pada aspek efisiensi energi, penurunan emisi, pengurangan limbah B3, 3R limbah padat non B3, efisiensi air dan penurunan beban pencemaran, perlindungan keanekaragaman hayati, serta inovasi sosial.

The Company, through PT TIMAH Tbk's Kundur Production Unit won the Environmental and Social Innovation Award or ENSIA which was held by Sucofindo. The award was given for the efforts in the aspects of energy efficiency, emission reduction, reduction of B3 waste, 3R of non-B3 solid waste, water efficiency and reduction of pollution load, protection of biodiversity, and social innovation.

SEPTEMBER 2022



Penanaman Cemara Laut dan Bambu
Sea Pine and Bamboo Planting

Perseroan bekerja sama dengan Dinas Lingkungan Hidup Belitung Timur untuk menjaga kelestarian Pulau Penanas Desa Bukulimau, Kecamatan Manggar, Kabupaten Belitung Timur. Upaya ini dilakukan dengan penanaman 150 batang cemara laut dan bambu, sehingga dapat menjaga keberadaan pulau-pulau kecil di laut Belitung Timur.

The Company cooperated with the East Belitung Environment Agency to maintain the sustainability of Penanas Island, Bukulimau Village, Manggar District, East Belitung Regency. This innitaitve was carried out by planting 150 sea pines and bamboo sticks, with the intention to maintain the existence of small islands in the East Belitung sea.

SEPTEMBER 2022



Peluncuran Kebijakan *Business & Human Rights*
Launch of Business & Human Rights Policy

Sebagai bentuk komitmen penegakkan pelaksanaan HAM diproses bisnis, Perseroan meluncurkan 'Kebijakan HAM PT TIMAH Tbk'. Kebijakan ini akan menjadi dasar bagi pengembangan berbagai kebijakan dan standar operasional prosedur PT TIMAH Tbk. Kebijakan HAM ini mencakup hak sipil dan politik, hak ekonomi, sosial dan budaya yang paling relevan dengan operasional PT TIMAH Tbk, mitra dan rantai pasok.

As a form of commitment to uphold the implementation of human rights in the business process, the Company launched 'PT TIMAH Tbk Human Rights Policy'. This policy will be the foundation in the development of various policies and standard operating procedures in PT TIMAH Tbk. This human rights policy covers civil and political rights, economic, social and cultural rights that are most relevant to PT TIMAH Tbk's operations, partners and supply chain.

OKTOBER | OCTOBER 2022



Penghargaan Subroto 2022
Subroto Award 2022

Perseroan berhasil mendapatkan penghargaan tertinggi dari Kementerian ESDM untuk Bidang Inovasi Teknologi Pertambangan Mineral dan Batu Bara yang Efektif menuju *Net Zero Emission* (NZE). PT TIMAH Tbk membuat inovasi dengan modifikasi teknologi mikropropagasi yang memanfaatkan energi baru terbarukan (EBT) berbasis *Environment, Social and Good Governance* (ESG) dalam mendukung *Net Zero Emission* (NZE).

The Company managed to obtain the highest award from the Ministry of Energy and Mineral Resources in the Category of Effective Mineral and Coal Mining Technology Innovation towards Net Zero Emissions (NZE). PT TIMAH Tbk makes innovations by modifying micropropagation technology that utilizes new and renewable energy (EBT) based on Environment, Social and Good Governance (ESG) to support Net Zero Emissions (NZE).

OKTOBER | OCTOBER 2022



Penghargaan ESG *Disclosure Awards* 2022
2022 ESG Disclosure Awards

Perseroan berhasil meraih penghargaan *ESG Disclosure Awards* 2022 dari Majalah Investor yang bekerja sama dengan Bumi *Global Karbon Foundation*. Penghargaan yang diberikan berupa predikat *Management* BB. Penghargaan ini merupakan bentuk capaian dari komitmen Perseroan dalam mengimplementasikan *green economy,* ekonomi sirkular yang mengedepankan dan menerapkan ESG dalam operasional.

The Company won the 2022 ESG Disclosure Awards from Investor Magazine in collaboration with the Bumi Global Karbon Foundation. The award was given in the form of BB Management title. This award is a form of the Company's achievement in its commitment to implement green economy, a circular economy that prioritizes and implements ESG in the operations.

OKTOBER | OCTOBER **2022**



Realisasi Reklamasi di Pulau Belitung
Realization of Reclamation in Belitung Island

Kegiatan reklamasi ini merupakan salah satu upaya PT TIMAH Tbk dalam menata, memulihkan, dan memperbaiki kualitas lingkungan dan ekosistem. Program reklamasi yang dilakukan di Pulau Belitung tahun 2022 terlaksana di dua Kabupaten yakni di Kabupaten Belitung 26 hektar, Kabupaten Belitung Timur 68 hektar dan lintas Kabupaten sebanyak 16 hektar. Bentuk reklamasi yang dilakukan adalah pengembangan kampoeng reklamasi Selinsing, penanaman tanaman buah, ubi kasesa, kelapa sawit dan lainnya.

The realization of this reclamation is one of the efforts of PT TIMAH Tbk to organize, recover, and repair the quality of the environment and ecosystem. The reclamation was carried out on Bangka Belitung Island in 2022 in two Regencies, including 26 hectares at Belitung Regency, 68 hectares at East Belitung Regency and 16 hectares across regencies. The reclamation was conducted through the development of Selinsing reclamation village, planting fruit trees, cassava, palm trees and others.

NOVEMBER 2022



Pengembangan Wisata Bawah Laut di Pulau Putri
Development of Underwater Tourism on Putri Island

Perseroan menenggelamkan *Coral Garden,* yang merupakan karang hasil kebun transplantasi karang dari program reklamasi laut PT TIMAH Tbk. Perseroan juga melakukan monitoring berkala untuk memastikan karang-karang yang telah ditanam dapat tumbuh dan berkembang dengan baik. Kami berharap penanaman karang ini, dapat meningkatkan daya tarik dan potensi wisata dari Pulau Putri, dan mendukung perekonomian.

The Company sank a Coral Garden, which comes from the coral transplantation garden of PT TIMAH Tbk's sea reclamation program. The Company also conducts periodic monitoring to ensure that the corals that have been planted are ector and developing properly. We hope that this coral planting can increase the attractiveness and tourism potential of Putri Island, and support the economy.

NOVEMBER 2022



Penghargaan *Gold Asia Sustainability Reporting Rating* (ASRRAT) tahun 2022
Gold Award in the Asia Sustainability Reporting Rating (ASRRAT) of 2022

Penilaian didasarkan pada tingkat kepatuhan pelaporan keberlanjutan terhadap Standar GRI.

The assessment is based on the level of compliance with the sustainability reporting in the GRI Standards.

NOVEMBER 2022



Kampoeng Reklamasi Air Jangkang
Air Jangkang Reclamation Village

Perseroan mengubah lahan bekas tambang di Kampoeng Reklamasi Air Jangkang menjadi kawasan terintegrasi dan destinasi wisata. PT TIMAH Tbk mengusung konsep *edu eco tourism*. Dengan adanya tempat wisata tersebut, memberikan dampak ekonomi tidak langsung bagi masyarakat sekitar.

The Company converted the post-mining land in Air Jangkang Reclamation Village into an integrated area and tourist destination. PT TIMAH Tbk carries the concept of edu eco tourism. The existence of this tourist attraction has an indirect economic impact on the surrounding community.

NOVEMBER 2022

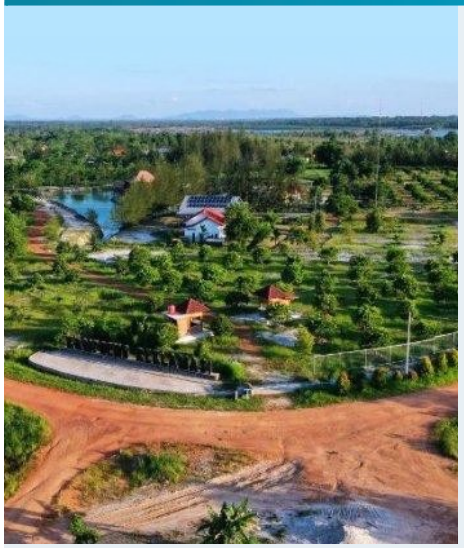


Pelestarian Mangrove
Mangrove Conservation

PT TIMAH Tbk telah menanam sebanyak 3.000 mangrove jenis Pedada, sebagai upaya kami untuk menjaga ekosistem laut. Penanaman mangrove ini dilaksanakan di Desa Batu Belubang, Kecamatan Pangkalan Baru, Kabupaten Bangka Tengah. Perseroan juga turut melibatkan para pelajar dari SD 10 Pangkalan Baru dan SMPN 2 Pangkal Baru dalam aktivitas penanaman mangrove ini. PT TIMAH Tbk berharap inisiatif ini tidak hanya mendukung kelestarian lingkungan, tetapi juga dapat menumbuhkan rasa cinta lingkungan di generasi masa muda.

PT TIMAH Tbk has planted 3,000 mangroves of the Pedada type, as an effort to protect the marine ecosystem. This mangrove planting was carried out in Batu Belubang Village, Pangkalan Baru District, Central Bangka Regency. The Company also invited students from SD 10 Pangkalan Baru and SMPN 2 Pangkal Baru in this mangrove planting activity. PT TIMAH Tbk hopes that this initiative will not only support environmental sustainability, but also foster a sense of love for the environment in the younger generation.

DESEMBER | DECEMBER **2022**



Reklamasi yang Berkelanjutan
Sustainable Reclamation

Salah satu komitmen Perseroan dalam menjaga kelestarian lingkungan adalah dengan melakukan reklamasi yang berkelanjutan. Sepanjang tahun 2022, Perseroan telah melaksanakan reklamasi di darat dan laut. Realisasi reklamasi darat mencapai 366,5 hektar atau 91% dari target reklamasi darat tahun 2022 seluas 402,5 hektar. Sementara itu, reklamasi laut yang dilakukan oleh Perseroan adalah dengan penenggelaman 1.920 unit *artificial reef* di 11 lokasi Pulau Bangka, pemasangan 450 meter penahan abrasi, penanaman mangrove seluas 1,5 hektar, pemantauan kualitas air dan melakukan *restocking* 20.000 ekor cumi-cumi, dan *restocking* 1.400 ekor kepiting bakau.

One of the Company's commitments in maintaining environmental sustainability is to carry out sustainable reclamation. Throughout 2022, the Company has conducted land and sea reclamations. The realization of land reclamation reached 366.5 hectares or 91% of the 2022 land reclamation target of 402.5 hectares. Meanwhile, the sea reclamation conducted by the Company was by sinking 1,920 artificial reefs in 11 locations on Bangka Island, installing 450 meters of abrasion barrier, planting 1.5 hectares of mangroves, monitoring water quality and restocking 20,000 squid, and restocking 1,400 tails mud crab.

DESEMBER | DECEMBER **2022**

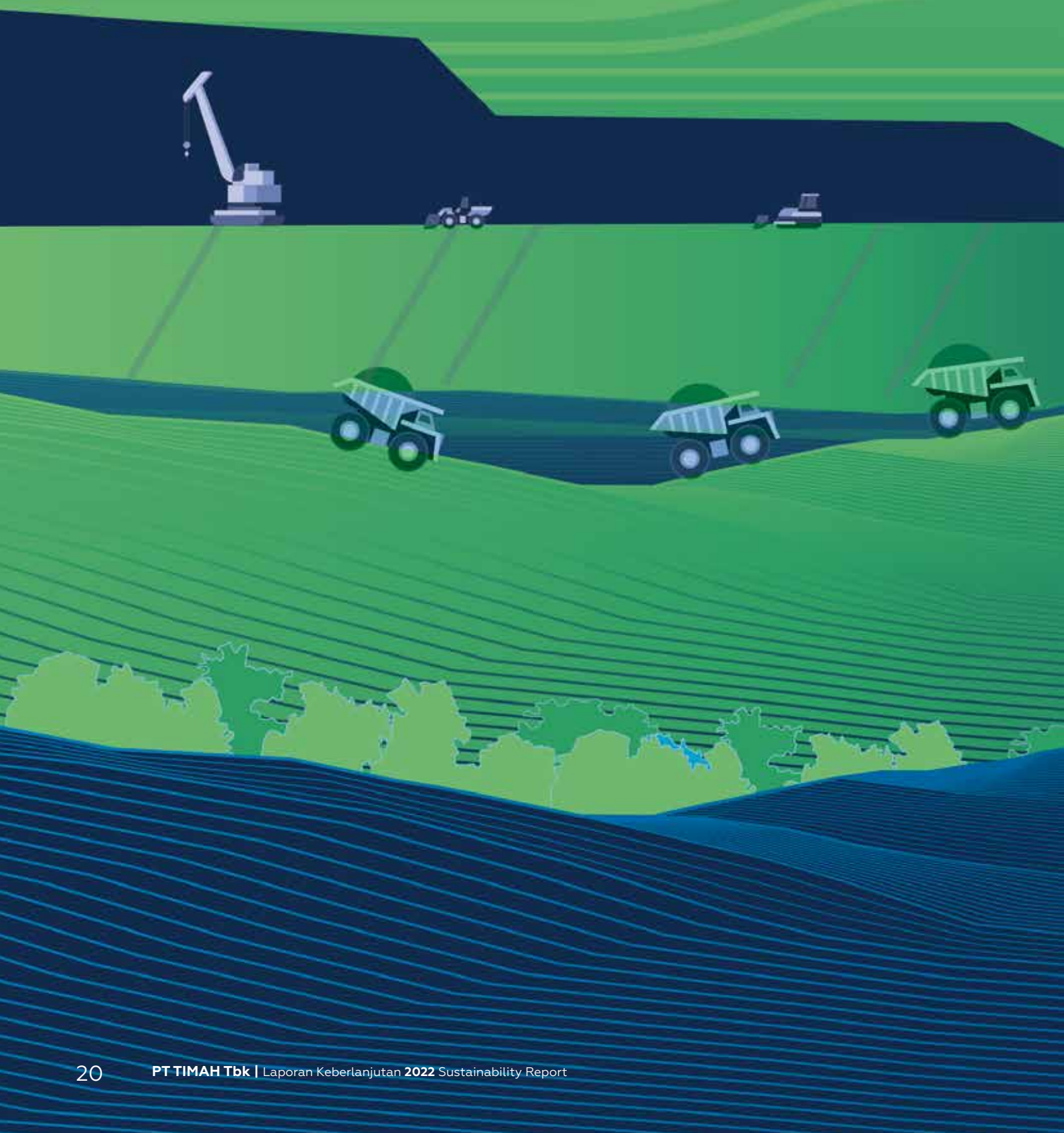


Meraih PROPER EMAS
Achieved PROPER GOLD

PT TIMAH Tbk meraih dua PROPER Emas dan satu PROPER Hijau yang diselenggarakan oleh KLHK. Penghargaan PROPER Emas ini berhasil diraih oleh PT TIMAH Tbk Unit Metalurgi Muntok dan PT TIMAH Tbk Wilayah Operasi Kepri dan Riau. PROPER Hijau diberikan kepada PT TIMAH Tbk UPTP Batu Besi.

PT TIMAH Tbk won two PROPER Gold and one PROPER Green from the Ministry of Environment and Forestry. The PROPER Gold Award was awarded to PT TIMAH Tbk's Muntok Metallurgical Unit and PT TIMAH Tbk's Riau Islands and Riau Operations Areas. The PROPER Green was awarded to PT TIMAH Tbk's UPTP Batu Besi.

TENTANG LAPORAN [2-2]
ABOUT THE REPORT [2-2]





PRINSIP PELAPORAN
REPORT PRINCIPLES

Laporan keberlanjutan PT TIMAH Tbk disusun menggunakan acuan Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017, Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021, dan *Standar Global Reporting Initiative* (GRI) 2021.

The sustainability report of PT TIMAH Tbk was prepared by referring to the Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017, Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021, and the Global Reporting Initiative (GRI) Standards of 2021.

LINGKUP DAN BATASAN PELAPORAN [2-2]
REPORTING SCOPE AND BOUNDARIES [2-2]

Pengungkapan mengenai data Laporan Keuangan 2022 mencakup 12 entitas anak, baik langsung maupun tidak langsung, serta 5 entitas asosiasi di 4 pilar usaha. Adapun lingkup dan batasan yang termasuk dalam Laporan Keberlanjutan 2022 hanya data-data dari PT TIMAH Tbk. Laporan Keberlanjutan PT TIMAH Tbk 2022 tersedia dalam bentuk media cetak (buku) maupun *softcopy* yang dapat diunduh di situs web resmi perusahaan www.timah.com.

The disclosure of the 2022 Financial Statements data includes 12 subsidiaries, both direct and indirect, as well as 5 associated entities in 4 business pillars. However, the scope and boundaries included in the 2022 Sustainability Report only cover the data from PT TIMAH Tbk. The 2022 Sustainability Report of PT TIMAH Tbk is available in printed (book) and softcopy version that can be downloaded at the Company's official website, www.timah.com.

PERIODE PELAPORAN [2-3]
REPORTING PERIOD [2-3]

Laporan Keberlanjutan PT TIMAH Tbk Tahun 2022 diterbitkan setiap tahun dan laporan sebelumnya telah dipublikasikan pada tanggal 28 April 2022. Periode pelaporan sejak 1 Januari hingga 31 Desember 2022.

PT TIMAH Tbk's 2022 Sustainability Report is published in every year and the previous report has been published on April 28, 2022 for the reporting period of January 1 until December 31, 2022.

PERUBAHAN SIGNIFIKAN [2-6] [POJK51.C.6]
SIGNIFICANT CHANGES [2-6] [POJK51.C.6]

Hingga akhir periode pelaporan, tidak terdapat perubahan signifikan dari periode pelaporan sebelumnya seperti daftar topik material dan batasan topik. Hal ini terjadi mengingat sepanjang tahun pelaporan tidak terdapat perubahan signifikan terkait penutupan atau pembukaan kantor cabang, struktur kepemilikan, bidang usaha, dan lainnya.

As of the end of reporting period, there were no significant changes from the previous reporting period including the material topics and boundaries, considering that there no significant changes related to the closure or opening of new branch offices, ownership structure, line of business, and others.

PERNYATAAN KEMBALI INFORMASI [2-4]
RESTATEMENT OF INFORMATION [2-4]

Selama periode pelaporan, tidak terdapat data ataupun perubahan dan penyajian kembali atas informasi yang telah disampaikan pada Laporan Keberlanjutan tahun 2021.

Throughout the reporting period, there were no data or changes and restatement of information that have been disclosed in the 2021 Sustainability Report.

VERIFIKASI DARI PIHAK INDEPENDEN [POJK51.G.1] [2-5]
INDEPENDENT PARTY VERIFICATION [POJK51.G.1] [2-5]

Laporan Keberlanjutan ini telah diverifikasi oleh PT Moores Rowland Indonesia, sebuah lembaga independen dan kredibel untuk melakukan verifikasi sesuai dengan standar ISAE3000. Pihak verifikator tidak terlibat dalam proses penyusunan laporan dan dengan demikian, tidak ada benturan kepentingan. Pihak verifikator telah melalui tahapan seleksi berdasarkan kebijakan Perseroan dalam memilih dan menentukan penyedia jasa *assurance*. Sementara itu, untuk angka keuangan telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan anggota PT PricewaterhouseCoopers Indonesia Advisory untuk keperluan Laporan Tahunan Perseroan. Seluruh pengungkapan informasi pada laporan ini sudah melalui proses verifikasi internal Perseroan sehingga dapat diandalkan untuk proses evaluasi dan pengambilan keputusan.

This Sustainability Report has been verified by PT Moores Rowland Indonesia, an independent and credible institution to verify compliance with the ISAE3000 standard. The verifier is not involved in the report preparation process and thus, there is no conflict of interest. Meanwhile, the financial numbers have been audited by public accounting firm Tanudiredja, Wibisana, Rintis & Rekan member of PT PricewaterhouseCoopers Indonesia Advisory for the Company's Annual Report. All information disclosures in this report have been verified through the Company's internal verification process so that they can be accounted for evaluation and decision-making processes.

TANGGAPAN UMPAN BALIK LAPORAN TAHUN SEBELUMNYA [POJK51.G.3]
FEEDBACK ON PREVIOUS YEAR'S REPORT [POJK51.G.3]

Hingga akhir tahun 2022, Perseroan tidak menerima masukan terkait laporan keberlanjutan tahun sebelumnya.

Until the end of 2022, the Company has not receive feedback on previous sustainability report.

STANDAR PENGUKURAN DATA
STANDARD OF DATA MEASUREMENT

Seluruh pengumpulan dan pengukuran data yang disampaikan dalam laporan telah sesuai dengan standar-standar yang berlaku, di antaranya:

All data collection and measurement presented in this report have been in accordance with the applicable standards, including:

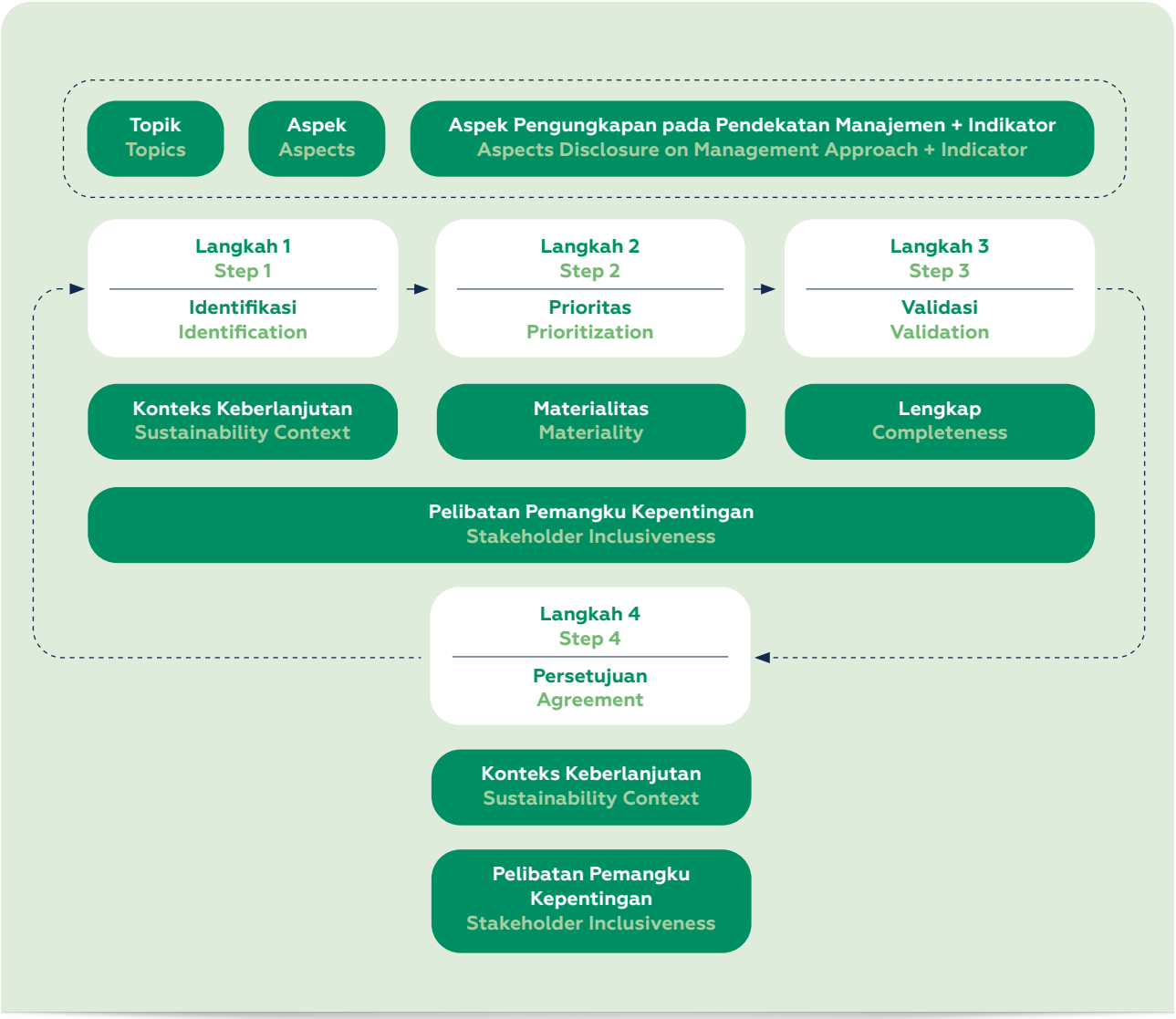
1. Data lingkungan mengacu pada ketentuan Kementerian Lingkungan Hidup dan Kehutanan, AMDAL, dan ISO 14001:2015.
2. Data Kinerja Keselamatan dan Kesehatan Kerja mengacu pada ketentuan Kementerian ESDM, Kementerian Ketenagakerjaan dan OHSAS 18001:2015.
3. Data keuangan mengacu pada *International Financial Reporting Standard* (IFRS) atau PSAK.
4. Perhitungan dan faktor emisi berdasarkan sumber IPCC (*Intergovernmental Panel on Climate Change*) 2006.

1. Environmental data refer to the provisions of the Ministry of Environment and Forestry, EIA documents, and ISO 14001:2015.
2. Occupational health and safety performances data refer to the provisions of the Ministry of Energy and Mineral Resources, the Ministry of Labor, and OHSAS 18000:2015.
3. Financial data refer to the International Financial Reporting Standard (IFRS) or PSAK.
4. Calculation and emission factors are based on IPCC (Intergovernmental Panel on Climate Change) of 2006.

PROSES PENENTUAN ISI LAPORAN [3-1]
DETERMINATION OF REPORT CONTENTS [3-1]

Dalam menentukan topik dan isi laporan, Perseroan melakukan empat tahapan yaitu:

In determining the topics and contents of the report, the Company implemented the following four steps:



1. **Identifikasi**
   Perseroan melakukan identifikasi topik-topik yang material pada aspek ekonomi, sosial, dan lingkungan bagi keberlanjutan Perseroan. Proses Identifikasi dilakukan sesuai prinsip-prinsip konteks keberlanjutan dan mengajak keterlibatan para pemangku kepentingan. Penentuan akhir topik atau isu yang material didasarkan pada tingkat pengaruh atau dampaknya terhadap produk dan kegiatan bisnis Perseroan.

2. **Penentuan Prioritas**
   Perseroan membuat skala prioritas terhadap topik yang telah diidentifikasi. Proses penentuan prioritas menggunakan penilaian materialitas.

3. **Validasi *Materiality Matrix***
   a. Melakukan validasi *materiality matrix* yang telah disusun bersama dengan pihak ketiga eksternal/ internal.
   b. *Expert Panel* yang terdiri dari tim internal Perseroan sesuai dengan bidang keahliannya.
   c. Apabila manajemen telah memutuskan untuk tidak melakukan validasi *Expert Panel* eksternal, maka proses validasi ini dapat dilakukan bersama dengan Dewan Direksi dan Dewan Komisaris.
   d. Proses validasi ini dapat dilakukan melalui *Focus Group Discussion* (FGD) atau *one-by-one meeting* ataupun metode lainnya yang disesuaikan dengan kebutuhan.
4. **Persetujuan**
   Masukan, validasi, dan persetujuan final dari Direksi dan Dewan Eksekutif untuk *Materiality Topic* dan *Materiality Matrix*.

Lebih lanjut dalam menentukan isi Laporan, Perseroan mengacu pada empat prinsip sesuai Standar GRI, yaitu:

1. **Keterlibatan Pemangku Kepentingan**
   Perseroan menyajikan laporan keberlanjutan yang mempertimbangkan masukan dari pemangku kepentingan. Isi laporan menjelaskan perkembangan isu-isu terkait keberlanjutan yang terjadi di Perseroan sehingga pemangku kepentingan dapat mengetahui kondisi perusahaan dengan cepat.
2. **Materialitas**
   Perseroan berupaya mengungkapkan isu-isu penting yang menjadi aspek material dan berpengaruh secara substansial terhadap keputusan pemangku kepentingan.
3. **Konteks Keberlanjutan**
   Isi laporan keberlanjutan disampaikan untuk menyajikan kinerja Perseroan terkait aspek lingkungan, sosial, dan ekonomi sebagai penjabaran konsep keberlanjutan.

4. **Kelengkapan**
   Pemenuhan kelengkapan data dan informasi yang disajikan merupakan hal yang menjadi prioritas Perseroan. Data dan informasi yang disampaikan dalam laporan ini merupakan seluruh data PT TIMAH Tbk yang mencakup data kualitatif dan kuantitatif.

1. **Identification**
   The Company started the report preparation process by identifying economic, social, and environmental aspects and topics that are considered material for the sustainability of PT TIMAH Tbk. This process is carried out within the context of sustainability and through engagement with the stakeholders. The final decision on material aspects or issues arebased on the level of influence or impact on the Company's product and business activities.
2. **Assigning Priority**
   The Company assigns the level of priority to the aspects that have been identified. The prioritization process by employing a materiality matrix assessment is explained further in the following section.
3. **Validating Materiality Matrix**
   a. Validating the materiality matrix prepared with external/internal third parties.
   b. The Expert Panel consists of internal team of the Company based on their field of expertise.
   c. If management has decided not to carry out external Expert Panel validation, then this validation process can be carried out together with the Board of Directors and Board of Commissioners.
   d. This validation process can be carried out through Focus Group Discussion (FGD) or one-by-one meetings or other methods that are tailored to the needs.
4. **Approval**
   Feedback, validation, and final approval from the Board of Directors and Board of Executive on the Materiality Topic and Materiality Matrix.

Afterward, in determining report content, the Company refers tofour principles in accordance with GRI Standards, including:

1. **Stakeholders Engagement**
   The Company presents a sustainability report that takes into account input from stakeholders. The report explains the development of issues related to sustainability that occur in the Company so that stakeholders can quickly find out the condition of the Company.

2. **Materiality**
   The Company strives to disclose significant issues that become material aspects and substantially influence the decisions of stakeholders.
3. **Sustainability Context**
   The content of the sustainability report is presented to display the Company's performance related to the environmental, social, and economic aspects, as an explication of the concept of sustainability.
4. **Completeness**
   The Company prioritizes the completeness of data and information presented. The data and information presented in this report comprise the entire data of PT TIMAH Tbk, including both qualitative and quantitative data.

Perseroan juga berupaya memastikan, bahwa konten Laporan senantiasa memenuhi 6 prinsip kualitas yang direkomendasikan GRI, yaitu:

The Company also strives to ensure that the content of the Report always meets the 6 quality principles recommended by GRI, including:



Akurat
Accurate

Keseimbangan
Balance

Kejelasan
Clarity

Daya Banding
Comparison

Keandalan
Reliability

Ketepatan Waktu
Timeliness

UJI MATERIALITAS DAN BATASAN LAPORAN [3-1]

MATERIALITY TEST AND BOUNDARIES OF THE REPORT [3-1]

Perseroan telah melakukan uji materialitas yang berdasarkan pedoman standar *Materiality Framework & Assessment*.

The Company has conducted a materiality test based on the standard Materiality Framework & Assessment guidelines.

Untuk menentukan aspek material dan batasan laporan dalam penyusunan Laporan Keberlanjutan, Perseroan melakukan kegiatan *Focus Group Discussion* (FGD) secara berkala. Perseroan ini mengajak berbagai pemangku kepentingan untuk mengikuti kegiatan FGD, di antaranya Pemerintah Daerah, karyawan, dan penduduk *buffer zone*. Harapannya melalui kegiatan ini Perseroan dapat memperjelas makna topik material yang ditetapkan oleh GRI Standar. Seluruh kegiatan dan penyusunan laporan keberlanjutan menjadi tanggung jawab Sekretaris Perusahaan yang ditunjuk langsung oleh Direksi Perseroan melalui surat penunjukan. Perseroan belum memiliki titik kontak khusus yang dialokasikan untuk menampung kritik dan saran terkait laporan keberlanjutan. Sehingga, apabila terdapat masukan terkait laporan keberlanjutan, dapat disampaikan melalui informasi kantor pusat yang terdapat pada halaman 36. [2-14]

Pelaksanaan kegiatan FGD dilakukan dengan cara setiap peserta memberikan pendapat masing-masing sesuai dengan latar belakang kepentingan. Selanjutnya setiap isu yang disampaikan akan diberikan skala penilaian, di mana skala 1 untuk "sangat tidak penting" sampai 10 untuk "sangat penting". Hasil penilaian untuk aspek yang mendapatkan mayoritas persetujuan peserta FGD, akan menjadi material dalam laporan keberlanjutan.

To determine material aspects and report boundaries in the preparation of the Sustainability Report, the Company conducts regular Focus Group Discussion (FGD). The Company invites various stakeholders to take part in FGD, including the Regional Government, employees and residents of the buffer zone. It is expected that through this FGD, the Company can clarify the meaning of the material topics set by the GRI Standards. All activities and preparation of sustainability reports are the responsibility of the Corporate Secretary who is directly appointed by the Board of Directors of the Company through a letter of appointment. The Company is yet to have special contact point allocated to accommodate criticism and suggestions related to the sustainability report. Therefore, any feedback related to the sustainability report can be submitted to the main office information which is available on page 36. [2-14]

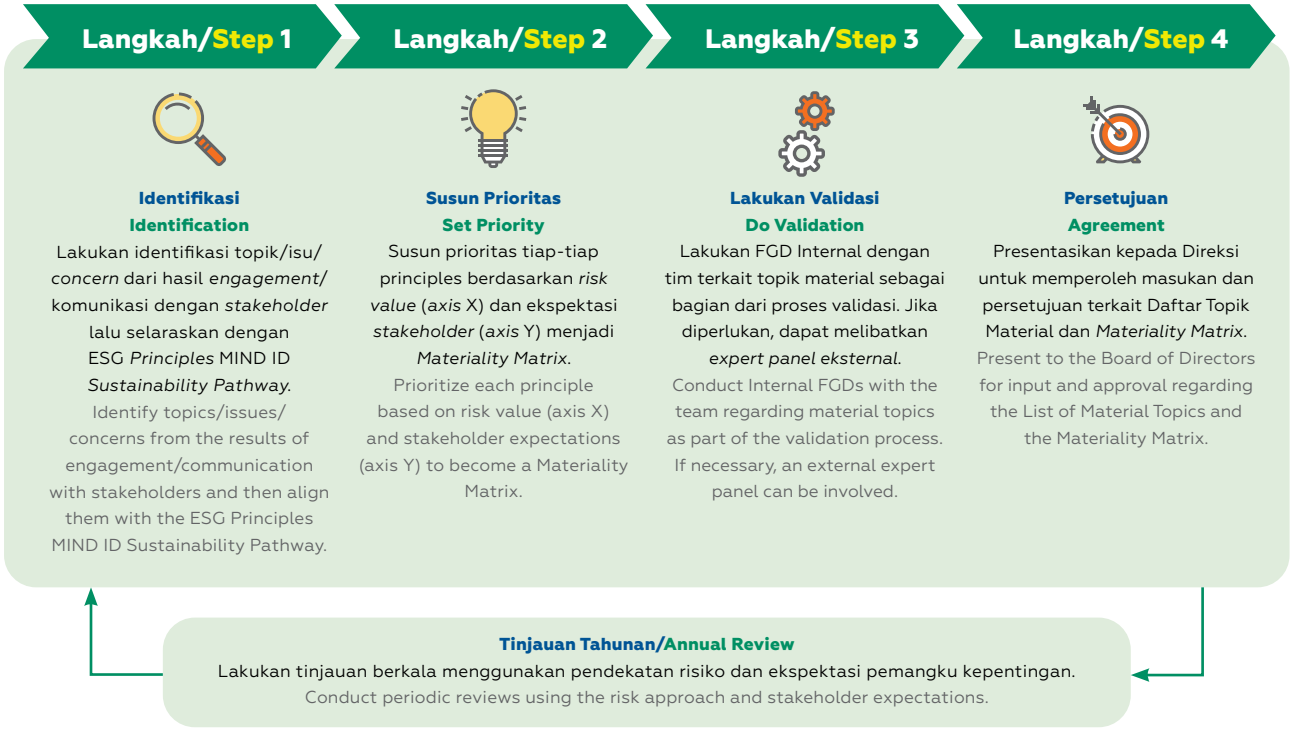
The organization of FGD was carried out with each participant conveying their respective opinions according to their background of interest. Afterwards, each issue presented will be given a rating, where a scale of 1 is for "very unimportant" isssues to 10 for "very important" issues. The results of the assessment for aspects that were approved by the majority FGD participants will become the material of the sustainability report.

MATRIKS MATERIALITAS [3-1]
MATERIALITY MATRIX [3-1]

Framework Materiality Matrix Grup MIND ID berdasarkan risiko dan ekspektasi pemangku kepentingan untuk menjadi referensi dalam mengembangkan *Materiality Matrix* yang dapat digunakan sebagai basis perencanaan operasional, *stakeholder engagement plan,* ataupun penyusunan laporan keberlanjutan. Tujuan *framework* ini adalah untuk menyelaraskan topik-topik material di seluruh Grup MIND ID sehingga diperoleh data dan informasi yang dapat dikonsolidasi secara komprehensif untuk *proof point* komunikasi ESG kepada dengan *stakeholder* Grup MIND ID dalam rangka membangun reputasi dan peningkatan ESG rating. Perseroan menggunakan *materiality assessment* berdasarkan MIND ID *Sustainability Pathway* ESG *Principles*. Hasil dari *assessment* tersebut dapat digunakan baik untuk pengambilan keputusan strategis terkait isu ESG, pemetaan risiko ESG, penyusunan laporan keberlanjutan, dan penyusunan strategi pelibatan pemangku kepentingan.

The MIND ID Group's Materiality Matrix Framework is based on the risks and expectations of stakeholders as a reference in developing the Materiality Matrix that can be used as a foundation in operational planning, stakeholder engagement plans, or preparation of sustainability report. The purpose of this framework is to align material topics across MIND ID Group so that comprehensive data and information can be consolidated for proof point ESG communication with MIND ID Group's stakeholders in order to build reputation and increase ESG rating. The Company utilizes a materiality assessment based on the MIND ID Sustainability Pathway ESG Principles. The assessment results can be used both for making strategic decisions related to ESG issues, mapping ESG risks, preparing sustainability report, and developing stakeholder engagement strategies.

Gambaran Umum Proses Analisa Materiality Grup MIND ID
Overview of the MIND ID Group Materiality Analysis Process



Axis X- Risiko dan Dampak:

Ditentukan menggunakan parameter *risk rating* yang telah disusun oleh tim *Risk Management* untuk menentukan tingkat risiko dan dampak setiap topik yang diindentifikasi pada Langkah 1 dengan *risk quardrant (Likelihood x Impact)* menggunakan angka *Risk Based Value* berdasarkan 5x5 RA *Matrix (Likelihood x Impacts).*

Axis X- Risks and Impacts:

Determined using the risk rating parameters that have been prepared by the Risk Management team to determine the level of risks and impacts of each identified topic in Step 1 with the risk quardrant (Likelihood x Impact) using the Risk Based Value figure based on the 5x5 RA Matrix (Likelihood x Impacts).

Axis Y-Ekspektasi Pemangku Kepentingan:	Axis Y-Stakeholder Expectations:
1	Topik tersebut adalah ekspektasi dari POJK 51, dan GRI Standard. This topic is the expectation from POJK 51, and GRI Standard.
2	Topik tersebut adalah ekspektasi dari POJK 51, GRI Standard, dan *Sustainable Development Goals* (SDGs). This topic is the expectation from POJK 51, and GRI Standard, and Sustainable Development Goals (SDGs).
3	Topik tersebut adalah ekspektasi dari POJK 51, *GRI Standard, Sustainable Development Goals* (SDGs), dan *United Nation Global Compact* (UNGC). This topic is the expectation from POJK 51, GRI Standard, Sustainable Development Goals (SDGs), and the United Nation Global Compact (UNGC).
4	Topik tersebut adalah ekspektasi dari POJK 51, *GRI Standard, Sustainable Development Goals* (SDGs), *United Nation Global Compact* (UNGC), ICMM atau ASI, serta SASB, dan CDP. This topic is the expectation from POJK 51, and GRI Standard, Sustainable Development Goals (SDGs), the United Nation Global Compact (UNGC), ICMM or ASI, as well as SASB, and CDP.
5	Topik tersebut adalah ekspektasi dari POJK 51, *GRI Standard, Sustainable Development Goals* (SDGs), *United Nation Global Compact* (UNGC), ICMM atau ASI, serta SASB, CDP, TCFD, dan ESG *Rating Sustainalytics* dan MSCI. This topic is the expectation from POJK 51, GRI Standard, Sustainable Development Goals (SDGs), the United Nation Global Compact (UNGC), ICMM or ASI, as well as SASB, CDP, TCFD, and ESG Rating Sustainalytics and MSCI.

Tim Kerja ESG melakukan identifikasi topik material setiap tahun untuk tahun fiskal berikutnya pada kuartal-4, sejalan dengan *timeline* dan proses penyusunan *Risk Projection* oleh *Risk Management*. Identifikasi topik material dengan menyusun *initial list* isu material berdasarkan:

1. **Ekspektasi Pemangku Kepentingan** (umpan balik pemangku kepentingan) yang diperoleh dari pelibatan langsung dengan pemangku kepentingan yang dilakukan oleh setiap divisi/departemen/fungsi yang berhubungan langsung dengan tiap-tiap kelompok pemangku kepentingan. Pengumpulan informasi dari setiap divisi/departemen/fungsi tersebut dapat dilakukan dengan metode kuesioner, interview, ataupun *Focus Group Discussion* (FGD). Proses ini dilakukan secara terus menerus dan dilakukan rekapitulasi setiap bulan melalui *Stakeholder Management Module* pada MIND ID *SuperApps*. Kelompok pemangku kepentingan minimal yang harus dipetakan ekspektasinya/isu adalah:

The ESG Work Unit identifies material topics every year for the next fiscal year in the 4th quarter, in line with the timeline and the preparation process of Risk Projection by Risk Management. The material topics are identified by compiling an initial list of material issues based on:

1. **Stakeholder Expectations** (stakeholder feedback) obtained from direct engagement with stakeholders carried out by each division/department/function that is directly related to each stakeholder group. The collection of information from each division/department/function can be carried out using questionnaires, interviews, or Focus Group Discussion (FGD). This process is carried out continuously and is recapitulated every month through the Stakeholder Management Module on MIND ID SuperApps. The minimum stakeholder groups whose expectations/issues should be mapped are:



2. ***Best Practice* dari Sektor Industri,** antara lain ICMM *Principles, Aluminium Sustainability Initiatives* (ASI), *United Nation Global Compact* (UNGC), *Sustainable Development Goals* (SDGs), dan lain sebagainya.
3. ***Standar Disclosure* dan Kriteria Pelaporan *Sustainability Report*,** antara lain kriteria POJK 51/2017, *Global Reporting Initiatives* (GRI) termasuk sektor standar yang berlaku, *Matrix Performance* SASB, Rekomendasi *Task-Force on Climate-Related Financial Disclosure* (TCFD).
4. **Kriteria ESG *Rating Sustainalytics* dan MSCI,** terutama kriteria yang dapat mendukung target manajemen dalam rangka perbaikan *ranking rating* dari *Holding* dan AH.
5. ***Emerging Trend*** (Isu-Isu Terkini di Bidang ESG), misalnya transisi energi (dekarbonisasi), isu gender dan HAM, perubahan iklim dan *climate change scenario analysis*, dan lain-lain baik di tingkat nasional.
6. **Arah dan Kebutuhan Bisnis/Operasional,** berikut risiko-risiko yang terkait dengan arah strategis bisnis tersebut sesuai dengan pemetaan *Risk Universe* dari tim *Risk Management*.

2. **Best practices from the industrial sector,** including ICMM Principles, Aluminum Sustainability Initiatives (ASI), United Nation Global Compact (UNGC), Sustainable Development Goals (SDGs), and so on.
3. **Disclosure standards and reporting criteria of sustainability report,** including POJK 51/2017 criteria, Global Reporting Initiatives (GRI) including applicable standards sectors, SASB Performance Matrix, Recommendations of the Task-Force on Climate-Related Financial Disclosure (TCFD).
4. **ESG rating criteria for Sustainalytics and MSCI,** especially criteria that can support management targets in order to improve the rating from Holding and AH.
5. **Emerging trends (current ESG issues),** for example the energy transition (decarbonization), gender and human rights issues, climate change and climate change scenario analysis, and others issues in national level.
6. **Business/operational direction and needs,** along with the risks associated with the business strategic direction in accordance with the Risk Universe mapping of the Risk Management team.

Matriks Prioritas TIMAH

TIMAH Priority Matrix

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

Daftar Topik Material, *Boundary*, dan *Index Disclosure* [3-1] [3-2]
List of Material Topics, Boundary, and Index Disclosure [3-1] [3-2]

Prioritas Priority			Topik Material Material Topics
PRIORITY 1	High Risk High Expectation	1	EN1: Biodiversity
		2	EN2: Water & Air
		3	EN3: Decarbonization
		4	EN4 : Responsible Production (Waste)
		5	PE1: Health & Safety
	High Risk Moderate Expectation	6	SP4: Marketing & Sales
		7	EC4: Expansion and Diversification (including Exploration and Reserve)
	Moderate Risk High Expectation	8	SP1: Operation Excellence
		9	PE3: Recuitment
		10	PE4: Inclusion & Diversity
		11	PE5: Learning & Development
		12	PE6: Labor Rights
		13	SO2: Human Rights
		14	SO3: Stakeholder Engagement
		15	EC1: Economic Impact
		16	GO3: Business Ethics & Compliance
		17	GO4: Risk Management
	Low Risk High Expectation	18	GO1: Leadership & Decision Making
		19	GO2: Transparency & Accountability
PRIORITY 2	Moderate Risk Moderate Expectation	20	SP6: Supply & Contractor Management
		21	SO1: Community Investment Programs
		22	EC2: Creating Shared Values & Local Development
		23	EC3: Financial Performance
	Low Risk Moderate Expectation	24	SP2: Automation, Digitalization & Innovation
		25	SP3: Product Quality & Responsibility
		26	SP5: Customer Satisfaction
	High Risk Minimum Expectation	27	PE2: Security

	Pemangku Kepentingan Shareholders	Pengungkapan GRI GRI Disclosure	MIND ID Sustainability Pathway
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media Shareholders (MIND ID), Government, Regulator, Media	304-1, 2, 3, 4	Environment & Climate Change
		303-1, 3, 4, 5, 305-6, 7	Environment & Climate Change
		305-1, 2, 3, 4, 5, 302-1, 2, 3, 4, 5	Environment & Climate Change
		306-3, 403-1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Environment & Climate Change
		306-1, 2, 3, 4, 5	People
	Pemegang Saham (MIND ID), Pemerintah, Karyawan Shareholders (MIND ID), Government, Employees	417-1, 2, 3	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Karyawan Shareholders (MIND ID), Government, Regulator, Employees	NA	Economic Development
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Karyawan Shareholders (MIND ID), Government, Regulator, Employees	NA	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Pemerintah, Karyawan Shareholders (MIND ID), Government, Employees	401-1	People
		401-2, 3, 402-1, 202-1, 2, 405-1, 2, 406-1	People
		404-1, 2	People
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media, Karyawan Shareholders (MIND ID), Government, Regulator, Media, Employees	2-19, 2-30, 407-1, 408-1, 409-1	People
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media, Masyarakat, Akademisi, Media Shareholders (MIND ID), Government, Regulator, Media, Society, Academic, Media	411-1	Society
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media, Masyarakat, Akademisi, Karyawan , Mitra Usaha, Pelanggan Shareholders (MIND ID), Government, Regulator, Media, Society, Academic, Employees, Partners, Customers	2-29	Society
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Karyawan Shareholders (MIND ID), Government, Regulator, Employees	202-2, 203-1, 2, 207-1, 2, 3, 4	Economic Development
		2-27, 205-1, 2, 3, 415-1	Governance
		201-2, 12.2, 3-3	Governance
	Pemegang Saham (MIND ID), Pemerintah, Karyawan Shareholders (MIND ID), Government, Employees	GRI 2- (9-28)	Governance
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media Shareholders (MIND ID), Government, Regulator, Media	2-4, 5	Governance
	Pemegang Saham (MIND ID), Pemerintah, Mitra Usaha Shareholders (MIND ID), Government, Partners	308-1, 2, 414-1, 2	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media, Masyarakat, Akademisi Shareholders (MIND ID), Government, Regulator, Media, Society, Academic	413-1, 2, 203-2	Society
		204-1	Economic Development
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Karyawan Shareholders (MIND ID), Government, Regulator, Employees	201-1, 2, 3, 4	Economic Development
	Pemegang Saham (MIND ID), Pemerintah, Karyawan Shareholders (MIND ID), Government, Employees	418-1	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Pemerintah, Regulator, Media, Karyawan Shareholders (MIND ID), Government, Regulator, Media, Employees	416-1, 2	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Pemerintah, Pelanggan Shareholders (MIND ID), Government, Customers	416-1, 2	Smart Operation & Product Stewardship
	Pemegang Saham (MIND ID), Karyawan, Masyarakat Shareholders (MIND ID), Employees, Society	410-1	People

SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS DAN ANGGOTA DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN PT TIMAH TBK TAHUN BUKU 2022

Kami selaku Dewan Komisaris dan Direksi yang bertanda tangan di bawah ini menyatakan bahwa semua informasi yang terdapat dalam Laporan Keberlanjutan PT TIMAH Tbk Tahun Buku 2022 ini telah disampaikan secara lengkap sesuai dengan POJK No. 51/POJK.03/2017. Kami bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

Demikian lembar persetujuan ini dibuat dengan sebenarnya.

Pangkalpinang, 28 April 2023

Dewan Komisaris
Board of Commissioners



M. Alfan Baharudin
Komisaris Utama/Independen
President Commissioner/Independent



Agus Rajani Panjaitan
Komisaris Independen
Independent Commissioner



Rustam Effendi
Komisaris
Commissioner



Yudo Dwinanda Priaadi
Komisaris
Commissioner



Danny Praditya
Komisaris
Commissioner



Sufyan Syarif
Komisaris
Commissioner

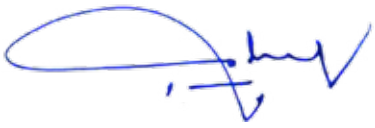
BOARD OF COMMISSIONERS' AND BOARD OF DIRECTORS' STATEMENTS OF ACCOUNTABILITY ON THE 2022 SUSTAINABILITY REPORT OF PT TIMAH TBK

We, the undersigned, as the Board of Commissioners and Board Directors, declare that all the information presented in the 2022 Sustainability Report of PT TIMAH Tbk has been submitted comprehensively in accordance with POJK No. 51/POJK.03/2017. We are fully responsible for the validity of the Company's Sustainability Report contents.

Thus, this consent form was made truthfully.

Pangkalpinang, 28 April 2023

Direksi
Board of Directors



Achmad Ardianto
Direktur Utama
President Director



Purwoko
Direktur Operasi dan Produksi
Director of Operation and Production



Alwin Albar
Direktur Pengembangan Usaha
Director of Business Development



Yennita
Direktur Sumber Daya Manusia
Director of Human Resources



Fina Eliani
Direktur Keuangan dan Manajemen Risiko
Director of Finance and Risk Management

PROFIL PERUSAHAAN
COMPANY PROFILE





INFORMASI PERUSAHAAN [2-1] [POJK51.C.2]
CORPORATE INFORMATION [2-1] [POJK51.C.2]

NAMA PERUSAHAAN
COMPANY NAME

PT TIMAH Tbk

TANGGAL PENDIRIAN
DATE OF ESTABLISHMENT

2 Agustus 1976
August 2, 1976

BIDANG USAHA
LINE OF BUSINESS

Bidang usaha pertambangan, perindustrian, perdagangan, pengangkutan, dan jasa yang berkaitan dengan bidang usaha pertambangan serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan

To run business in mining, industry, trade, transportation sectors, and services that pertain to mining business sector as well optimizing the utillization on the resources

DASAR HUKUM PENDIRIAN
LEGAL BASIS OF ESTABLISHMENT

Akta Pendirian PT Tambang Timah (Persero) No. 1 tanggal 2 Agustus 1976 dibuat di hadapan Imas Fatimah, S.H., Notaris di Jakarta yang telah mendapat pengesahan dari Menteri Kehakiman Republik Indonesia berdasarkan Keputusan No.Y.A.5/65/17 tanggal 5 Februari 1977 yang telah beberapa kali diubah dan terakhir dengan Akta Pernyataan Keputusan Rapat PT TIMAH Tbk No. 13 tanggal 3 Juni 2022 yang dibuat oleh Rini Yulianti, S.H., Notaris di Jakarta Timur, yang telah diterima dan dicatat dalam Sistem Administrasi Badan Hukum Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia Direktorat Jenderal Administrasi Hukum Umum sesuai surat Penerimaan Pemberitahuan Perubahan Anggaran Dasar PT TIMAH Tbk No. AHU-AH.01.03-0245855 tanggal 6 Juni 2022 serta telah mendapat persetujuan dari Menteri Hukum dan Hak Asasi Manusia sesuai dengan surat Persetujuan Perubahan Anggaran Dasar PT TIMAH Tbk No. AHU-0037801.AH.01.02.TAHUN 2022 tanggal 6 Juni 2022

The Deed of Establishment of PT Tambang Timah (Persero) No. 1 dated August 2, 1976 was signed before Imas Fatimah, S.H., a Notary in Jakarta, which obtained approval from the Minister of Justice of the Republic of Indonesia pursuant to the decree No.Y.A.5/65/17 dated February 5, 1977, further amended for several times and the latest was through the Deed of Meeting Resolution of PT TIMAH Tbk No. 13 dated June 3, 2022, signed before Rini Yulianti, S.H., a Notary in East Jakarta, which was accepted and recorded in the Legal Entity Administration System of the Ministry of Justice and Human Rights of the Republic of Indonesia's Directorate General of General Legal Administration in accordance with the Receipt of Notification of Amendment to the Articles of Association of PT TIMAH Tbk No. AHU-AH.01.03-0245855 dated June 6, 2022 and was approved by the Minister of Justice and Human Rights in accordance with the letter of Approval for Amendment of PT TIMAH Tbk's Articles of Association No. AHU-0037801.AH.01.02. TAHUN 2022 dated June 6, 2022

KEPEMILIKAN
OWNERSHIP

Pemerintah Republik Indonesia berupa 1 lembar saham seri A Dwiwarna

The Government of the Republic of Indonesia which owns 1 share of series A Dwiwarna



KODE SAHAM
TICKER CODE

TINS

NAMA BURSA
NAME STOCK EXCHANGE

Bursa Efek Indonesia (BEI)
Indonesia Stock Exchange (IDX)

TANGGAL *GO PUBLIC*
SHARE LISTING DATE

19 Oktober 1995
October 19, 1995

MODAL DASAR
AUTHORIZED CAPITAL

10.000.000.000 saham dengan nilai nominal total Rp500.000.000.000 atau masing-masing bernilai Rp50

10,000,000,000 shares with a total nominal value of Rp500,000,000,000 or Rp50 each

MODAL DITEMPATKAN DAN DISETOR PENUH
ISSUED AND FULLY PAID-UP CAPITAL

7.447.753.454 saham dengan nilai nominal total Rp372.388.000.000

7,447,753,454 shares with a total nominal value of Rp372,388,000,000

ALAMAT KANTOR PUSAT
HEAD OFFICE ADDRESS

Jl. Jenderal Sudirman No. 51
Pangkalpinang 33121, Bangka
Provinsi Kepulauan Bangka Belitung, Indonesia
Tel./Phone : +62 717 425 8000
Situs Web/Website : www.timah.com
Email : corsec@pttimah.co.id

ALAMAT KANTOR PERWAKILAN
REPRESENTATIVE OFFICE ADDRESS

Jl. Medan Merdeka Timur No. 15
Jakarta Pusat 10110
Email : corsec@pttimah.co.id

SEKRETARIS PERUSAHAAN
CORPORATE SECRETARY

Abdullah Umar Baswedan

MEDIA SOSIAL
SOCIAL MEDIA

PT TIMAH Tbk | PT TIMAH Tbk | @official_TIMAH
@officialtimah | @officialtimah | Officialtimah

PROFIL SINGKAT
COMPANY AT A BRIEF

PT TIMAH Tbk atau yang selanjutnya disebut "TIMAH" atau "Perseroan", berdiri pada tanggal 2 Agustus 1976 dan terdaftar pada Bursa Efek Indonesia sejak 19 Oktober 1995. Perseroan bergerak di bidang Pertambangan, Perindustrian, Perdagangan, Pengangkutan, dan Jasa. TIMAH merupakan produsen dan eksportir logam timah, yang memiliki segmen usaha penambangan timah terintegrasi mulai dari kegiatan eksplorasi, penambangan, pengolahan hingga pemasaran.

Informasi lebih lengkap terkait Profil Perseroan dapat dilihat pada Laporan Tahunan 2022.

PT TIMAH Tbk or hereinafter referred to as "TIMAH" or "the Company" was established on August 2, 1976, and listed its shres in the Indonesia Stock Exchange on October 19, 1995. The Company is engaged in Mining, Industry, Trading, Transportation, and Services Industries. TIMAH is a producer and exporter of tin metal that has an integrated tin mining business segment ranging from exploration, mining, processing to marketing activities.

More complete information regarding Profile The company can be seen in the 2022 Annual Report.



JEJAK LANGKAH
THE MILESTONE

1953-1958
Nasionalisasi tiga perusahaan tambang timah Belanda di Indonesia menjadi Perusahaan Negara (PN) Tambang Timah Bangka, PN Tambang Timah Belitung, dan PN Tambang Timah Singkep.
The nationalization of three Dutch tin mining companies in Indonesia to become State Company (PN) Tambang Timah Bangka, PN Tambang Timah Belitung, and PN Tambang Timah Singkep.

1961-1968
- **Pembentukan Badan Pimpinan Umum Perusahaan Negara Tambang-tambang Timah (BPU PN Tambang Timah) dan Perseroan bertindak sebagai koordinator ketiga PN tersebut.**
- **Peleburan ketiga PN dan BPU tersebut menjadi PN Tambang Timah.**
- *Establishment of the General Leadership Agency of the State Company of Tambang Timah (BPU PN Tambang Timah) as the coordinator of the three PNs.*
- *The merger of the three PNs and BPU into PN Tambang Timah.*

1976
- **PN Tambang Timah dialihkan bentuknya menjadi Perusahaan Perseroan (Persero) dengan nama PT Tambang Timah (Persero).**
- **Perseroan mulai beroperasi secara komersial pada tanggal 2 Agustus 1976.**
- *PN Tambang Timah was transformed into a Limited Liability Company (Persero) under the name PT Tambang Timah (Persero).*
- *The Company began its commercial operations on August 2, 1976.*

1995
Pencatatan saham di Bursa Efek Jakarta dan Bursa Efek Surabaya (sekarang Bursa Efek Indonesia), dan pencatatan *Global Depositary Receipts* (GDRs) Perseroan di Bursa Efek London (London Stock Exchange).
Listing of shares on the Jakarta Stock Exchange and Surabaya Stock Exchange (now the Indonesia Stock Exchange), and listing of the Company's Global Depositary Receipts (GDRs) on the London Stock Exchange.

1996
Perubahan Nama Perseroan menjadi Perusahaan Perseroan (Persero) PT Tambang Timah Tbk.
Change of Company Name into a Limited Liability Company (Persero) PT Tambang Timah Tbk.

2004
Pendirian entitas anak PT Timah Investasi Mineral (PT TIM).
Establishment of a subsidiary, PT Timah Investasi Mineral (PT TIM).

2006
Penghentian pencatatan *Global Depositary Receipts* (GDRs) Perseroan di Bursa Efek London.
Termination of the listing of the Company's Global Depository Receipts (GDRs) on the London Stock Exchange.

2008
- **Pemecahan nominal saham dari sebelumnya Rp500 per lembar saham menjadi Rp50 per lembar saham.**
- **Perubahan jumlah saham yang diperdagangkan dari 503.302.000 lembar menjadi sejumlah 5.033.020.000 lembar.**
- *The stock split from the previous Rp500 per share to Rp50 per share.*
- *The amount of shares traded changed from 503,302,000 shares to 5,033,020,000 shares.*

2009
Pembangunan proyek hilirisasi timah di Cilegon Banten.
The construction of a tin downstream project in Cilegon Banten.

2012
Peluncuran Kapal Bor Geotin III untuk mengintensifikasi kegiatan eksplorasi.
The launch of the Geotin III Drill Ship to intensify exploration activities.

2014

- Penggabungan usaha PT Tambang Timah ke dalam Perseroan.
- Penggabungan usaha antara PT Timah Investasi Mineral dengan PT Timah Eksplomin, yang berlaku efektif sejak tanggal 1 Desember 2014.
- Perseroan menjadi anggota Bursa Komoditas Timah Indonesia (ICDX).
- PT Rumah Sakit Bakti Timah resmi menjadi entitas anak Perseroan.
- *The merger of PT Tambang Timah into the Company.*
- *The merger between PT Timah Investasi Mineral and PT Timah Eksplomin, which was effective as of December 1, 2014.*
- *The Company became a member of the Indonesia Commodity and Derivatives Exchange (ICDX).*
- *PT Rumah Sakit Bakti Timah officially became a subsidiary of the Company.*

2017

- Perubahan nama PT TIMAH (Persero) Tbk menjadi PT TIMAH Tbk menyusul perubahan kepemilikan saham seri B sebanyak 4.841.053.951 saham atau setara 65% dari Pemerintah RI kepada PT Indonesia Asahan Aluminium (Persero).
- Pelaksanaan Penawaran Umum Berkelanjutan Obligasi dan Sukuk Ijarah Berkelanjutan I Timah Tahap I Tahun 2017 sebesar Rp1.500.000.000.000.
- *The name change of PT TIMAH (Persero) Tbk into PT TIMAH Tbk following the change of B series share ownership amounting to 4,841,053,951 shares or equivalent to 65% from the Government of Indonesia to PT Indonesia Asahan Aluminium (Persero).*
- *Implementation of the Shelf Registration Public Offering of Shelf Registration Bonds and Sukuk Ijarah I Timah Phase I of Year 2017 amounting to Rp1,500,000,000,000.*

2019

- Peluncuran Logo baru Perseroan.
- Penerapan teknologi *fuming furnace* untuk melebur *tin slag*.
- Pelaksanaan Penawaran Umum Berkelanjutan Obligasi dan Sukuk Ijarah Berkelanjutan I Timah Tahap II Tahun 2019 sebesar Rp1.193.000.000.000.
- *The launch of the Company's new Logo.*
- *The application of fuming furnace technology to smelt tin slag.*
- *The implementation of the Shelf Registration Offering of Shelf Registration Bonds and Sukuk Ijarah I Timah Phase II of Year 2019 amounting to Rp1,193,000,000,000.*

2020

- Divestasi sebanyak 100% atau setara 50.000 lembar saham Indometal Corporation (Asia Pacific) Pte Ltd salah satu entitas cucu perusahaan dari Perseroan kepada MIND ID selaku *Holding* Industri Pertambangan BUMN pada 29 Juni 2020 di Jakarta.
- Divestasi 67% saham PT Rumah Sakit Bakti Timah (RSBT) kepada PT Pertamina Bina Medika IHC selaku *Holding* Rumah Sakit BUMN pada 7 Agustus 2020.
- Pengimplementasian Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016.
- *Divestment of 100% shares or equivalent to 50,000 shares of Indometal Corporation (Asia Pacific) Pte Ltd, one of the company's indirect subsidiaries, to MIND ID as the Holding of State-Owned Mining Industry on June 29, 2020, in Jakarta.*
- *Divestment of 67% shares of PT Rumah Sakit Bakti Timah (RSBT) to PT Pertamina Bina Medika IHC as the Holding of State-Owned Hospitals on August 7, 2020.*
- *The Implementation of ISO 37001:2016 about Anti-Bribery Management System (ABMS).*

2021

- Pembelian kembali (*buyback*) sebagian obligasi dan sukuk ijarah.
- Perseroan melalui Unit Metalurgi Muntok meraih penghargaan PROPER Emas.
- *Buybacks of some bonds and sukuk ijarah.*
- *The Company through the Muntok Metallurgical Unit won the Gold PROPER award.*

2022

- Pelaksanaan Penawaran Terbatas *Medium Term Notes* I PT TIMAH Tbk Tahun 2022 sebesar Rp626.000.000.000.
- Penambahan penyertaan modal pada PT Timah Investasi Mineral sebanyak 1.570 saham. Sehingga jumlah saham milik Perseroan menjadi sebesar 124.277 saham atau 99,965% dari seluruh saham yang telah ditempatkan dan disetor dalam PT Timah Investasi Mineral.
- Penambahan penyertaan modal pada PT Timah Karya Persada Properti sebanyak 74.961 saham. Sehingga jumlah saham milik Perseroan menjadi sebesar 280.625 saham atau 99,75% dari seluruh saham yang telah ditempatkan dan disetor dalam PT Timah Karya Persada Properti.
- Perseroan melalui Unit Metalurgi Muntok dan Unit Metalurgi Kundur meraih penghargaan dua PROPER EMAS.
- *The implementation of the Limited Offering of Medium-Term Notes I of PT TIMAH Tbk in 2022 amounting to Rp626,000,000,000.*
- *The addition of the equity investment in PT Timah Investasi Mineral amounting to 1,570 shares, making the number of shares owned by the Company amounting to 124,277 shares or 99.965% of all shares issued and paid up in PT Timah Investasi Mineral.*
- *The addition of equity investment in PT Timah Karya Persada Properti amounting to 74,961 shares, making the number of shares owned by the Company amounting to 280,625 shares or 99.75% of all shares issued and paid up in PT Timah Karya Persada Properti.*
- *The Company through the Muntok Metallurgical Unit and Kundur Metallurgical Unit won two GOLD PROPER awards.*

VISI, MISI, NILAI-NILAI & BUDAYA PERUSAHAAN [POJK 51.C.1]

VISION, MISSION, VALUES & CORPORATE CULTURE [POJK 51.C.1]

VISI
VISION

Menjadi perusahaan pertambangan terkemuka di dunia yang ramah lingkungan.

To be the world's leading environmentally friendly mining company.

MISI
MISSION

1. **Membangun sumber daya manusia yang tangguh, unggul, dan bermartabat.**
   To build a resilient, excellent, and respectable human resources.

2. **Melaksanakan tata kelola pertambangan yang baik dan benar.**
   To implement a good and appropriate mining governance.

3. **Mengoptimalkan nilai perusahaan dan kontribusi terhadap pemegang saham serta tanggung jawab sosial.**
   To optimize the corporate value and contribution to shareholders and social responsibility.

Review Visi dan Misi Perusahaan [POJK 51.F.1]

Pada tahun 2022, Dewan Komisaris dan Direksi Perseroan telah melakukan review dan menyetujui bahwa visi dan misi yang ada saat ini masih relevan dengan kondisi Perseroan. Visi dan misi tersebut kami selaraskan dengan *Noble Purpose* MIND ID yang kemudian menjadi bagian budaya keberlanjutan kami. Wujud dari tujuan mulia tersebut adalah menjajaki sumber daya alam untuk peradaban, kesejahteraan, dan masa depan yang lebih cerah.

Review of the Company's Vision and Mission [POJK 51.F.1]

In 2022, the Board of Commissioners and Board of Directors have reviewed and approved that the current vision and mission are still relevant with the Company's conditions. We align these vision and mission with the Noble Purpose of MIND ID which then became part of our sustainability culture. The Noble Purpose is to Explore Natural Resources for Civilization, Prosperity, and a Brighter Future.

Nilai-Nilai & Budaya Perusahaan [POJK 51.F.1]

Untuk mewujudkan peran Perseroan sebagai mesin pertumbuhan ekonomi, akselerator, kesejahteraan sosial serta mendukung peningkatan kinerja secara berkelanjutan, Perseroan sebagai bagian dari BUMN telah menetapkan pedoman implementasi *Core Values* AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif) sebagai identitas dan perekat budaya kerja untuk dapat diterapkan secara sungguh-sungguh dan konsisten oleh setiap insan perusahaan. Dengan demikian, Perseroan berharap dapat membangun Sumber Daya Manusia yang memiliki loyalitas yang tinggi terhadap Perseroan dan berintegritas sesuai dengan nilai-nilai utama yaitu AKHLAK.

Berikut penerapan budaya perusahaan dan nilai-nilai utama (*Core Values*) di lingkungan Perseroan:

1. Perseroan selaku anggota MIND ID menjadikan *Noble Purpose* MIND ID sebagai landasan Perseroan beroperasi – *We Explore Natural Resources for Civilization, Prosperity and a Brighter Future*.

2. Dalam kapasitasnya sebagai anggota MIND ID yang berstatus BUMN, maka nilai-nilai perusahaan atau *Core Values* yang sebelumnya ada digantikan dengan *Core Values* BUMN, yaitu AKHLAK, yang merupakan akronim dari:

Corporate Values & Culture [POJK 51.F.1]

To realize the Company's role as an engine of economic growth, accelerator, social welfare and support the continuous improvement of the performance, the Company as part of SOEs has established guidelines for the serious and consistent implementation of AKHLAK Core Values (Trustworthy, Competent, Harmonious, Loyal, Adaptive, Collaborative) as an identity and the bond of work cultures among the personnel of the company. Thus, the Company expects to develop Human Resources of high loyalty and integrity to the Company in accordance with the core values, namely AKHLAK.

The following is the implementation of the corporate culture and Core Values within the Company's environment:

1. The Company as a member of MIND ID puts MIND ID's Noble Purpose as the foundation of the Company's operations – We Explore Natural Resources for Civilization, Prosperity and a Brighter Future.

2. In its capacity as a member of MIND ID carrying the status of an SOE, the previous corporate values or Core Values were replaced with the SOEs' Core Values, namely AKHLAK, which is an acronym for:

AKHLAK

a. Amanah, yaitu memegang teguh kepercayaan yang diberikan;
Panduan Perilaku:
i. Memenuhi janji dan komitmen.
ii. Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan.
iii. Berpegang teguh kepada nilai moral dan etika.

b. Kompeten, yaitu terus belajar dan mengembangkan kapabilitas;
Panduan Perilaku:
i. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah.
ii. Membantu orang lain belajar.
iii. Menyelesaikan tugas dengan kualitas terbaik.

c. Harmonis, yaitu saling peduli dan menghargai perbedaan;
Panduan Perilaku:
i. Menghargai setiap orang apapun latar belakangnya.
ii. Suka menolong orang lain.
iii. Membangun lingkungan kerja yang kondusif.

d. Loyal, yaitu berdedikasi dan mengutamakan kepentingan Bangsa dan Negara;

Panduan Perilaku:
i. Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara.

a. Trustworthy, namely to uphold the mandates;

Behavioral Guidance:
i. Fulfill promises and commitments.
ii. Responsible for the tasks, decisions and actions performed.
iii. Hold moral and ethical values.

b. Competent, namely to continue to learn and develop capabilities;
Behavioral Guidance:
i. Improve self-competence to answer constantly-changing challenges.
ii. Help others to learn.
iii. Complete the task at the highest quality.

c. Harmonious, namely mutual care and respect for differences;
Behavioral Guidance:
i. Appreciate everyone regardless their background.
ii. Love to help others.
iii. Build a conducive work environment.

d. Loyal, namely being dedicated and putting the interests of the Nation and the Country as the top priorities;
Behavioral Guidance:
i. Maintain the reputation of fellow employees, leaders, SOEs, and the Country.

ii. Rela berkorban untuk mencapai tujuan yang lebih besar.
iii. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.

e. Adaptif, yaitu terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan;
Panduan Perilaku:
i. Cepat menyesuaikan diri untuk menjadi lebih baik.
ii. Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi.
iii. Bertindak proaktif.

f. Kolaboratif, yaitu membangun kerja sama yang sinergis.
Panduan Perilaku:
i. Memberi kesempatan kepada berbagai pihak untuk berkontribusi.
ii. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.
iii. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.

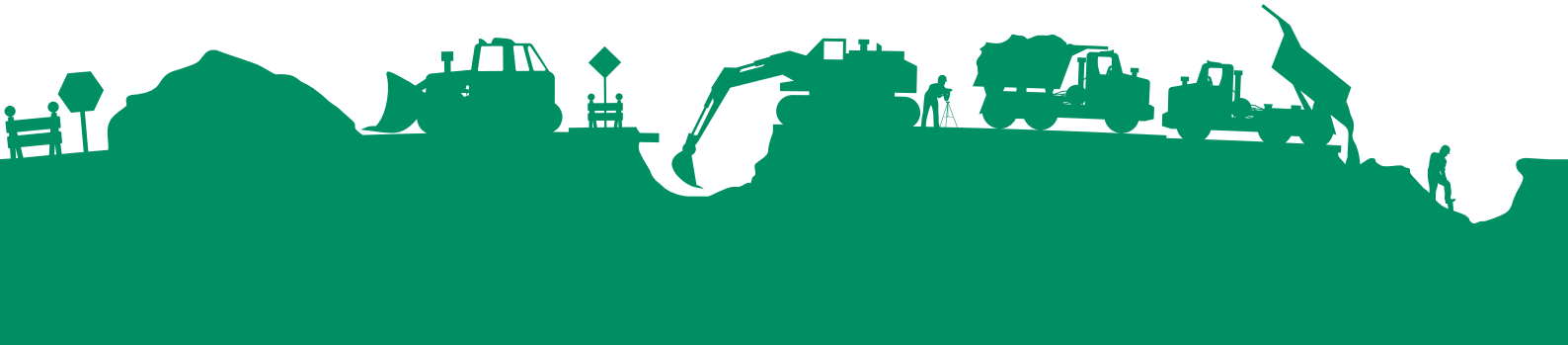
3. Perseroan juga mengimplementasikan MIND ID *Key Behaviours* yaitu:
   a. *Agile* atau tanggap terhadap tantangan baru, yaitu selalu terbuka, fleksibel, dan mampu beradaptasi dengan tantangan baru. Tantangan menjadi alat untuk berinovasi, berpikir kreatif, dan maju;
   b. *Going Extra Miles* atau bekerja melampaui target, yaitu semangat untuk bekerja cerdas dan mengupayakan hasil kerja nyata sesuai target atau bahkan melebihi target demi kepentingan perusahaan;
   c. *Accountable* atau bertindak dengan penuh tanggung jawab, yaitu memastikan setiap tindakan yang diambil harus dapat dipertanggungjawabkan dan sesuai dengan peraturan perundang-undangan yang berlaku.

ii. Willing to sacrifice to achieve greater goals.
iii. Obey the leaders as long as it does not conflict with the law and ethics.

e. Adaptive, namely to continue to innovate and be enthusiastic in moving or facing change;
Behavioral Guidance:
i. Quickly adjust to get better.
ii. Make continuous improvements in line with technological developments.
iii. Act proactively.

f. Collaborative, namely to build a synergy.
Behavioral Guidance:
i. Giving various parties the opportunity to contribute.
ii. Open to cooperation to generate added value.
iii. Drive the utilization of various resources for a common goal.

3. The Company also implements MIND ID's Key Behaviours, namely:
   a. Agile or responsive to new challenges, that is, always open, flexible, and able to adapt to new challenges. Challenges become tools for innovating, thinking creatively, and moving forward;
   b. Going Extra Miles or working beyond the target, namely the spirit to work smart and strive for real work results according to the targets or even exceed the targets in the interests of the company;
   c. Accountable or act responsibly, namely ensuring that every action taken must be accountable and in accordance with applicable laws and regulations.



4. Untuk memastikan efektivitas implementasi dan internalisasi *Noble Purpose, Core Values* BUMN (AKHLAK) dan *Key Behaviours* MIND ID, Perseroan telah menyusun rangkaian program Budaya Perusahaan yang memenuhi 3 (tiga) aspek penting/kegiatan utama, yaitu:
   a. Komitmen Pimpinan
      Dicerminkan melalui komitmen dan keterlibatan Direksi, Dewan Komisaris/Dewan Pengawas, dan Pimpinan di berbagai tingkat manajemen, Duta *Velocity*, dan seluruh SDM BUMN dalam program aktivasi dan implementasi budaya perusahaan.

   b. Sistem
      Dicerminkan dengan upaya Manajemen Perseroan dalam menyelaraskan Nilai-Nilai Utama SDM BUMN dengan sistem manajemen atau prosedur yang telah ada pada perusahaan, dalam hal namun tidak terbatas pada: sistem manajemen talenta, sistem penilaian kinerja dan penghargaan, program pembelajaran dan pengembangan.
   c. Simbol
      Dicerminkan melalui terciptanya atribut dan lingkungan yang mendukung program aktivasi dan implementasi budaya perusahaan, yang dapat dilakukan dengan penyelarasan aturan atau kebiasaan yang berlaku di Perseroan, metode komunikasi dan pencitraan perusahaan, serta refleksi atas pandangan hidup.
5. Perseroan juga melakukan pengukuran tingkat keberhasilan melalui survei, *Focus Group Discussion* (FGD), wawancara, survei *multi-rater* dan observasi, untuk mengetahui efektivitas keberhasilan transformasi budaya perusahaan, baik di tahap penerimaan serta perubahan perilaku yang melibatkan seluruh karyawan.

4. To ensure the effective implementation and internalization of Noble Purpose, BUMN Core Values (AKHLAK) and MIND ID Key Behaviours, the Company has compiled a series of Corporate Culture programs that meet (three) key aspects / main activities, namely:
   a. Leadership Commitment
      Reflected through the commitment and involvement of the Board of Directors, Board of Commissioners/ Supervisory Board, and Leaders at various levels of management, Velocity Ambassador, and all SOE human resources in the activation and implementation of corporate culture programs.
   b. System
      Reflected by the efforts of the Company's Management in aligning the HR Core Values of SOEs with the existing management system or procedures in the Company, in terms of but not limited to: talent management system, performance and reward assessment system, learning and development programs.
   c. Symbol
      Reflected by creating attributes and environment that supports the activation program and the implementation of the corporate cultures, which can be done by aligning the rules or customs that apply in the company, methods of communication and building a corporate image, as well as reflection on the view of life.
5. The Company also measures the success rate through surveys, Focus Group Discussions (FGDs), interviews, multi-rater surveys and observations, to determine the success rate of the Company's cultural transformation, both at the acceptance stage and behavior changes involving all employees.



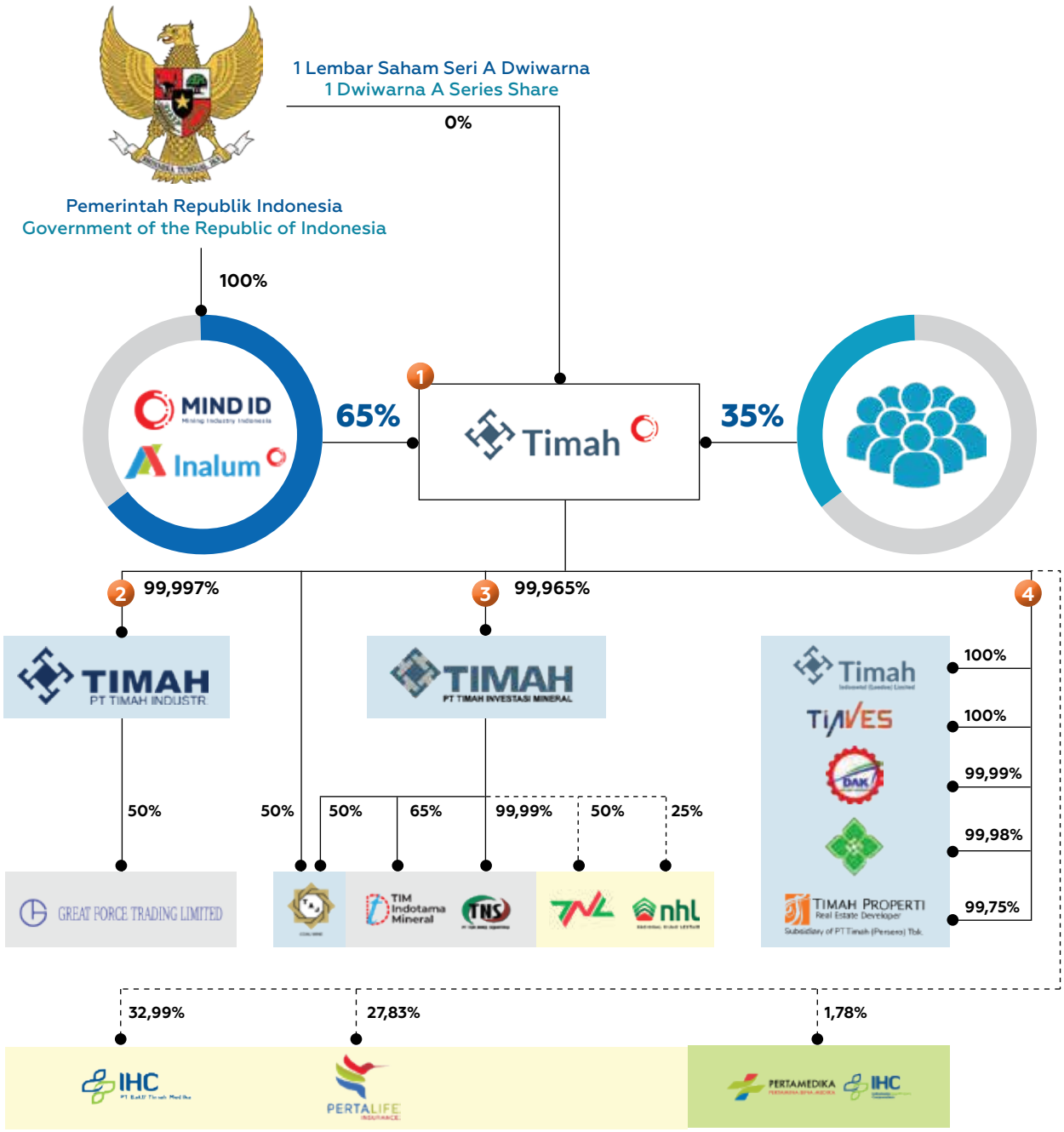
STRUKTUR GRUP PERUSAHAAN DAN KOMPOSISI PEMEGANG SAHAM [POJK51.C.3.C]

COMPANY GROUP STRUCTURE AND SHAREHOLDER COMPOSITION [POJK51.C.3.C]

Hingga akhir tahun 2022, tidak terdapat perubahan terhadap komposisi pemegang saham PT TIMAH Tbk. Pemerintah Republik Indonesia (sebanyak 1 lembar saham seri A Dwiwarna) menjadi pemegang saham pengendali Perseroan dan PT Indonesia Asahan Aluminium (Persero) menjadi pemegang saham utama Perseroan yang menguasai 65% saham seri B, serta 35% saham seri B lainnya dimiliki oleh publik.

As of the end of 2022, there were no changes to the composition of shareholders of PT TIMAH Tbk, with the Government of the Republic of Indonesia (with 1 Dwiwarna series A share) as the controlling shareholder of the Company and PT Indonesia Asahan Aluminium (Persero) as the major shareholder of the Company by owning 65% of series B shares, and the remaining 35% of the series B shares are owned by the public.





Entitas Anak
Subsidiaries

Entitas Anak Tidak Langsung
Indirect Subsidiaries

Entitas Asosiasi
Associated Entities

Entitas - Investasi Penyertaan Saham
Entities - Investment in shares

Lini Bisnis:
Line of Business:

1. Penambangan Timah
   Tin Mining
2. Hilirisasi Timah
   Tin Downstream
3. Penambangan Non Timah
   Non-tin Mining
4. Bisnis Berbasis Kompetensi
   Competence-Based Business

Pemegang Saham Shareholder	Jumlah Saham yang Dimiliki Number of Shares Owned	Persentase Kepemilikan Saham (%) Ownership Percentage (%)
Saham Seri A Dwiwarna/Dwiwarna A Series Shares Pemerintah Republik Indonesia Government of the Republic of Indonesia	1	0,00
Saham Seri B/B Series Shares		
PT Indonesia Asahan Aluminium (Persero)	4.841.053.951	65,00
Publik/Public	2.606.699.502	35,00
Jumlah Total	7.447.753.454	**100,00**

SKALA USAHA [POJK51.C.3]
SCALE OF BUSINESS [POJK51.C.3]

2022 2021 2020



Jumlah Karyawan
Total of Employees

5.462 Orang / Peoples

4.323 4.421



Pendapatan Usaha
Operating Revenues

12.504,30 Rp Miliar / Rp Billion

14.607,00 15.215,98



Lokasi Operasi
Operational Area

12 Lokasi / Location

12 12



Laba (Rugi) Bersih Tahun Berjalan
Net Profit (Loss) for the Year

1.041,56 Rp Miliar / Rp Billion

1.302,84 340,60



Penjualan Logam Timah
Tin Metal Sales

20.805 Metrik Ton / Metric Tonnes

26.602 55.782



Jumlah Ekuitas
Total Equity

7.041,90 Rp Miliar / Rp Billion

6.308,42 4.940,14



Jumlah Aset
Total Assets

13.066,98 Rp Miliar / Rp Billion

14.690,99 14.517,70



Jumlah Liabilitas
Total Liabilities

6.025,07 Rp Miliar / Rp Billion

8.382,57 9.577,56

PRODUK, LAYANAN DAN KEGIATAN USAHA [POJK51.C.4]
PRODUCTS, SERVICES AND BUSINESS ACTIVITIES [POJK51.C.4]

Kegiatan dan Bidang Usaha [2-6]

Berdasarkan Pasal 3 ayat (1) Anggaran Dasar Perseroan yang terakhir, maksud dan tujuan Perseroan adalah melakukan usaha di bidang pertambangan, perindustrian, perdagangan, pengangkutan, dan jasa yang berkaitan dengan bidang usaha pertambangan serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapat/mengejar keuntungan guna meningkatkan

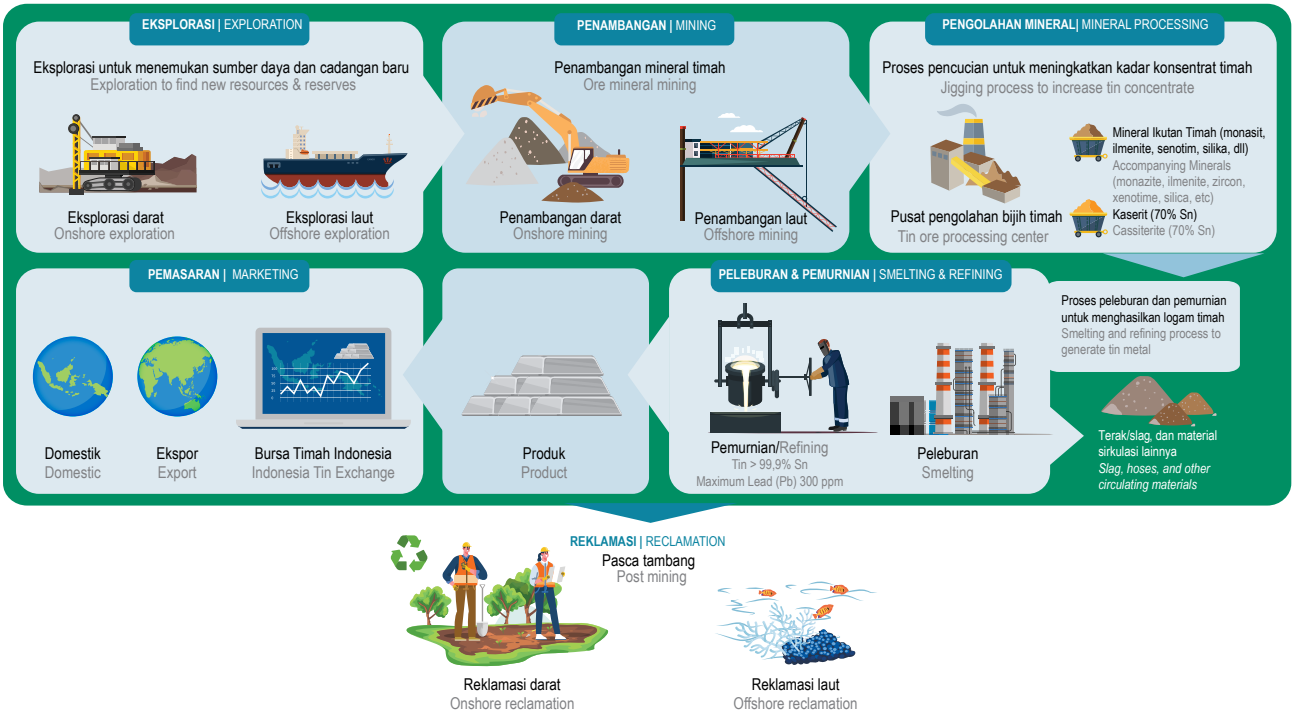
Business Activities and Line of Business [2-6]

Pursuant to Article 3 paragraph (1) of the Company's latest Articles of Association, the purpose and objectives of the Company are to carry out business in the mining, industrial, trading, transportation and mining services sectors as well as optimizing the utilization of the Company's resources to produce high-quality and competitive goods and/or services to obtain/pursue profits in order to increase the value of the Company by implemeting the principles of a Limited

nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas. PT TIMAH Tbk menjalankan kegiatan pertambangan yang terintegrasi dengan menerapkan praktik penambangan yang baik dengan melakukan kewajiban pasca tambang (reklamasi darat maupun laut) sesuai peraturan perundang-undangan yang berlaku. Berikut ini merupakan alur kegiatan pertambangan Perseroan yang terintegrasi:

Liability Company. PT TIMAH Tbk carries out integrated mining activities by implementing good mining practices by complying with the post-mining obligations (onshore and offshore reclamation) in accordance with applicable laws and regulations. The following is an integrated flow of the Company's mining activities:

Kegiatan Pertambangan yang Terintegrasi dengan Menerapkan *Good Mining Practice*
Integrated Mining Activities with the Implementation of Good Mining Practices



Informasi lebih lengkap terkait kegiatan dan bidang usaha Perseroan dapat dilihat pada Laporan Tahunan 2022.

Detailed information regarding the Company's business activities and line of business can be seen in the 2022 Annual Report.

Produk Kami

Produk yang dihasilkan Perseroan memiliki kualitas tinggi dan bersertifikasi yang terdaftar di The London Metal Exchange (LME), Bursa Komoditi Derivatif Indonesia (BKDI) dan *Jakarta Futures Exchange* (JFX). Sertifikasi produk *(weight and analysis certificate)* mengacu pada standar internasional sehingga dapat diterima oleh pasar dalam negeri maupun internasional. Produk dan jasa yang dihasilkan Perseroan berupa produk timah, non timah dan jasa lainnya. Perseroan memproduksi logam timah, dan produk hilir logam timah *(tin solder* dan *tin chemical)* melalui entitas anak perusahaan. Jenis produk yang dihasilkan oleh Perseroan akan dibedakan berdasarkan *brand* dan kualitas. Informasi lengkap terkait produk yang kami hasilkan dan distribusikan dapat dilihat pada Laporan Tahunan 2022.

Our Products

The Company's products are of high quality and has been certified on The London Metal Exchange (LME), the Indonesian Derivative Commodity Exchange (BKDI) and the Jakarta Futures Exchange (JFX). The product certification (weight and analysis certificate) refers to international standards that are acceptable by domestic and international markets. The products and services of the Company are tin, non-tin and other services. The Company produces refined tin and downstream tin products (tin solder and tin chemical) through its subsidiaries. The types of products produced by the Company will be categorized based on brand and quality. Detailed information regarding our products and distribution can be seen in the 2022 Annual Report.

WILAYAH OPERASIONAL [POJK51 C.3.D]
OPERATIONAL AREA [POJK51 C.3.D]

Hingga akhir tahun 2022, PT TIMAH Tbk telah beroperasi di tiga negara, yaitu Indonesia (10 lokasi), Singapura (1 lokasi), dan Inggris (1 lokasi).
Until end of 2022, PT TIMAH Tbk has operated in three countries, namely Indonesia (10 locations), Singapore (1 location), and England (1 location).

INDONESIA

Provinsi Kepulauan Bangka Belitung

Perseroan memiliki Izin Usaha Pertambangan (IUP) untuk melakukan Operasi Produksi Mineral Logam Komoditas Timah di wilayah Provinsi Kepulauan Bangka Belitung yang mencapai luas 428.301 Ha. Sementara itu, entitas anak Perseroan, PT Timah Investasi Mineral, mempunyai IUP untuk menjalankan Operasi Produksi Mineral Bukan Logam (jenis Pasir Kuarsa) pada area seluas sekitar 356 Ha.

Bangka Belitung Islands Province

The Company holds a Mining Business Permits (IUP) to produce Tin Commodity Metallic Minerals in the Bangka Belitung Islands Province covering an area of 428,301 Ha. Meanwhile, the Company's subsidiary, PT Timah Investasi Mineral, holds an IUP to operate Nonmetallic Mineral Production (quartz sand) with a total area of around 356 Ha.

1 **Pulau Bangka/Bangka Island**
- Tambang Timah (Darat dan Laut)/Tin Mine (Onshore & Offshore)
- Tambang Pasir Kuarsa/Quartz Sand Mine
- Unit Produksi Darat Bangka/Bangka Onshore Production Unit
- Unit Produksi Laut Bangka/Bangka Offshore Production Unit
- Unit Metalurgi Muntok/Muntok Metallurgical Unit
- Unit Pengolahan/Processing Unit
- Kantor Pusat PT TIMAH Tbk/Head Office of PT TIMAH Tbk
- Kantor PT Dok dan Perkapalan Air Kantung/Office of PT Dok and Perkapalan Air Kantung
- Kantor PT Timah Agro Manunggal/Office of PT Timah Agro Manunggal

2 **Pulau Belitung/Belitung Island**
- Tambang Timah (Darat dan Laut)/Tin Mine (Onshore & Offshore)
- Tambang Pasir Kuarsa/Quartz Sand Mine
- Unit Produksi Belitung/Belitung Production Unit

Provinsi Riau dan Provinsi Kepulauan Riau

IUP yang dimiliki Perseroan di wilayah Provinsi Riau dan Provinsi Kepulauan Riau ini adalah untuk melaksanakan Operasi Produksi Mineral Logam Komoditas Timah di area seluas 45.009 Ha.

Riau Province and Riau Islands Province

The IUP owned by the Company for the Riau Province and Riau Islands Province is to produce Tin Commodity Metallic Minerals on an area of 45,009 Ha.

3 **Pulau Kundur/Kundur Island**
- Tambang Timah (Laut)/Tin Mine (Offshore)
- Unit Produksi Kundur/Kundur Production Unit
- Pengolahan dan Peleburan Kundur/Kundur Processing and Smelter Units

4 **Pulau Karimun/Karimun Island**
Tambang Timah (Laut)/Tin Mine (Offshore)

Provinsi DKI Jakarta/DKI Jakarta Province

5 **Jakarta**
- Kantor Perwakilan Jakarta PT TIMAH Tbk/Jakarta Representative Office of PT TIMAH Tbk
- Kantor PT Timah Investasi Mineral/Office of PT Timah Investasi Mineral

Provinsi Banten/Banten Province

6 **Cilegon**
- Kantor PT Timah Industri/Office of PT Timah Industri
- Pabrik *Tin Solder* dan *Tin Chemical*/Tin Solder and Tin Chemical Plant



Provinsi Jawa Barat/West Java Province

7 Bekasi
Kantor PT Timah Karya Persada Properti/Office of PT Timah Karya Persada Properti

Provinsi Kalimantan Selatan

Entitas anak Perseroan, PT Tanjung Alam Jaya, memegang konsesi Perjanjian Karya Pengusahaan Pertambangan Batu bara (PKP2B) atas area seluas 6.038 Ha di wilayah Kecamatan Sambung Makmur dan Kecamatan Pengaron, Kabupaten Banjar, Provinsi Kalimantan Selatan.

South Kalimantan Province

The Company's subsidiary, PT Tanjung Alam Jaya, holds a coal mining concession (PKP2B) for an area of 6,038 Ha at Sambung Makmur District and Pengaron District, Banjar Regency, South Kalimantan Province.

8 Banjarbaru
Kantor PT Tanjung Alam Jaya/Office of PT Tanjung Alam Jaya

9 Banjar
Tambang Batu Bara/Coal Mine



INGGRIS/ENGLAND



Provinsi Sulawesi Tenggara

Sementara itu, entitas anak Perseroan, PT Timah Investasi Mineral, menguasai IUP untuk melaksanakan Operasi Produksi Mineral Logam (Nikel) pada area seluas 300 Ha di wilayah Kecamatan Kabaena, Kabupaten Bombana, Provinsi Sulawesi Tenggara.

Southeast Sulawesi Province

Meanwhile, the Company's subsidiary, PT Timah Investasi Mineral, controls IUP for the production of Metallic Minerals (Nickel) on an area of 300 Ha at the Kabaena District, Bombana Regency, Southeast Sulawesi Province.

10 Bombana
Tambang Nikel/Nickel Mine

SINGAPURA/SINGAPORE

11 Singapura/Singapore
Kantor Timah International Investment Pte. Ltd./Office of Timah International Investment Pte. Ltd.

INGGRIS/ENGLAND

12 London
Kantor Indometal (London) Limited/Office of Indometal (London) Limited

KEANGGOTAAN ASOSIASI [2-28] [POJK51.C.5]
MEMBERSHIP IN THE ASSOCIATIONS [2-28] [POJK51.C.5]

Hingga akhir tahun 2022, PT TIMAH Tbk aktif berpartisipasi dalam beberapa organisasi dan asosiasi, di antaranya sebagai berikut:

As of the end of 2022, PT TIMAH Tbk actively participates in several organizations and associations, including the following:

Asosiasi Industri Industrial Association	Lingkup/Tingkat Scope/Level	Peran dalam Asosiasi Role in the Association
International Tin Association	Internasional/International	Anggota/Member
Indonesia Mining Association	Nasional/National	Anggota/Member
Asosiasi Eksportir Timah Indonesia Indonesian Tin Exporters Association	Nasional/National	Anggota/Member
Asosiasi Emiten Indonesia Indonesian Public Listed Companies Association	Nasional/National	Anggota/Member

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATIONS

Penghargaan
Awards



Penghargaan Penyumbang Devisa Hasil Ekspor Terbesar dan Bea Masuk Terbesar Tahun 2021
Award for The Largest Contributor to Foreign Exchange Export Income and the Largest Import Duty in 2021

Customs Awards Bea Cukai Pangkalpinang 2022

10 Februari 2022 | February 10, 2022

Kantor Pengawasan dan Pelayanan Bea dan Cukai Tipe Madya Pabean C Pangkalpinang
Office of Supervision and Customs and Excise Services Type C Customs Pangkalpinang



Penghargaan *Gold Winner* Kategori *e-Magazine* BUMN Terbaik Tahun 2022
Gold Winner Award for the Best BUMN e-Magazine Category in 2022

Majalah Stannia PT TIMAH Tbk berhasil meraih penghargaan dalam ajang *Inhouse Magazine Awards* (InMA)
Stannia Magazine of PT TIMAH Tbk won an award at the Inhouse Magazine Awards (InMA)

29 Maret 2022 | March 29, 2022

Serikat Perusahaan Pers (SPS)
Union of Press Companies (SPS)



Penghargaan *TOP CSR Awards* 2022 Kategori Bintang Empat (*Star* 4)
TOP CSR Awards 2022 for Four-Star Category (Star 4)

Tema yang diambil dalam *TOP CSR Awards* 2022 adalah *"The Responsible Company is a Key Strategy for Sustainable Business Growth"*
The theme taken in the TOP CSR Awards 2022 was "The Responsible Company is a Key Strategy for Sustainable Business Growth

30 Maret 2022 | March 30, 2022

Majalah Top Business
Top Business Magazines



Penghargaan CSR & Pengembangan Desa Berkelanjutan Kategori *Silver*
CSR & Sustainable Village Development Awards for Silver Category

PT TIMAH Tbk Unit Produksi Timah Primer Batu Besi telah berkontribusi untuk Percepatan Pembangunan Desa dalam pencapaian SDG's Desa melalui program Agro Eduwisata Terintegrasi (AGETASI) di Desa Burong Mandi, Kecamatan Damar, Kabupaten Belitung Timur
PT TIMAH Tbk's Batu Besi Primary Tin Production Unit has contributed to the Acceleration of Village Development in achieving SDG's Village through the Integrated Agro Eduwisata (AGETASI) program in Burong Mandi Village, Damar District, East Belitung Regency

23 Juni 2022 | June 23, 2022

Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia
Ministry of Villages, Development of Disadvantaged Regions and Transmigration of the Republic of Indonesia



The Best GRC Overall For Corporate Governance & Performance 2022 (Mining Industries)

Governance, Risk and Compliance (GRC) and Performance Excellence Awards 2022

27 Juli 2022 | July 27, 2022

Majalah BusinessNews Indonesia
BusinessNews Indonesia Magazine



Penghargaan Penilaian Risiko Bisnis dan Hak Asasi Manusia (PRISMA)
Business and Human Rights Risk Assessment Award (PRISMA)

PT TIMAH Tbk telah memenuhi perlindungan, penghormatan dan pemulihan Hak Asasi Manusia sesuai standar indikator PRISMA
PT TIMAH Tbk has fulfilled the protection, respect and restoration of Human Rights aspect in accordance with PRISMA indicator standards

16 Agustus 2022 | August 16, 2022

Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia
Ministry of Justice and Human Rights Republic of Indonesia



Penghargaan *Environmental and Social Innovation* (ENSIA) 2022
- Sembilan penghargaan kategori *Platinum*
- Delapan penghargaan kategori *Gold*
- Empat penghargaan kategori *Silver*

Environmental and Social Innovation (ENSIA) Awards 2022
- Nine Platinum category awards
- Eight Gold category awards
- Four Silver category awards

Penghargaan ENSIA ini diberikan untuk para pelaku usaha yang telah berkomitmen melakukan inovasi lingkungan dan sosial dalam menjalankan proses bisnisnya.
The ENSIA award is given to business practitioners who have committed to environmental and social innovation in carrying out their business processes.

7 September 2022 | September 7, 2022

PT Sucofindo



Penghargaan Prestasi Penerapan Kaidah Teknik Pertambangan yang Baik (*Good Mining Practices Award*)

- Penghargaan Aditama aspek Pengelolaan Teknik Pertambangan - PT TIMAH Tbk Unit Produksi Kundur
- Penghargaan Aditama aspek Penerapan Konservasi Mineral dan Batu Bara - PT TIMAH Tbk Unit Produksi Darat Bangka
- Penghargaan Utama aspek Penerapan Konservasi Mineral dan Batu Bara
  1. PT TIMAH Tbk Unit Produksi Belitung
  2. PT TIMAH Tbk Unit Produksi Timah Primer
- Penghargaan Utama aspek Pengelolaan Keselamatan Pertambangan - PT TIMAH Tbk Unit Produksi Kundur
- Penghargaan Utama aspek Pengelolaan Lingkungan Hidup Pertambangan - PT TIMAH Tbk Unit Produksi Darat Bangka
- Penghargaan Pratama aspek Pengelolaan Teknik Pertambangan - PT TIMAH Tbk Unit Produksi Laut Bangka
- Penghargaan Pratama aspek Penerapan Konservasi Mineral dan Batu Bara - PT TIMAH Tbk Unit Produksi Laut Bangka

Award for Good Mining Engineering Practices (Good Mining Practices Award)

- Aditama Award for Mining Engineering Management Aspect - PT TIMAH Tbk's Kundur Production Unit
- Aditama Award for Mineral and Coal Conservation Implementation aspect- PT TIMAH Tbk's Bangka Onshore Production Unit
- First Award for the Implementation of Mineral and Coal Conservation
  1. PT TIMAH Tbk's Belitung Production Unit
  2. PT TIMAH Tbk's Primary Tin Production Unit
- First Award for Mining Safety Management aspect - PT TIMAH Tbk's Kundur Production Unit
- First Award for Mining Environmental Management aspect - PT TIMAH Tbk's Bangka Onshore Production Unit
- Pratama Award for Mining Engineering Management aspect - PT TIMAH Tbk's Bangka Offshore Production Unit
- Pratama Award for Mineral and Coal Conservation Implementation aspect - PT TIMAH Tbk's Bangka Offshore Production Unit

Penghargaan ini merupakan apresiasi dari Kementerian Energi dan Sumber Daya Mineral (ESDM) bagi perusahaan pertambangan di Indonesia yang telah menerapkan kaidah pertambangan yang baik
This award was an appreciation from the Ministry of Energy and Mineral Resources (ESDM) for mining companies in Indonesia that have implemented good mining principles

29 September 2022 | September 29, 2022

Kementerian ESDM Republik Indonesia
Ministry of Energy and Mineral Resources of the Republic of Indonesia



Penghargaan Subroto 2022 Bidang Inovasi Teknologi Pertambangan Mineral dan Batu Bara yang Efektif Menuju *Net Zero Emission* (NZE) Kategori Pada IUP, IUPK dan KK Komoditas Mineral Logam
Subroto Award 2022 for Innovation in Effective Mineral and Coal Mining Technology Towards Net Zero Emission (NZE) Category in IUP, IUPK and KK for Metal Mineral Commodities

Penghargaan ini diberikan kepada PT TIMAH Tbk Unit Produksi Darat Bangka yang telah berkomitmen dan berperan dalam menanggulangi perubahan iklim melalui kegiatan inovasi teknologi pertambangan mineral dan batu bara
This award was granted to PT TIMAH Tbk's Bangka Onshore Production Unit for its commitment and significant role in tackling climate change through mineral and coal mining technology innovation activities

4 Oktober 2022 | October 4, 2022

Kementerian ESDM Republik Indonesia
Ministry of Energy and Mineral Resources of the Republic of Indonesia



Penghargaan *ESG Disclosure Awards* 2022: Predikat *Management* BB
ESG Disclosure Awards 2022: BB Management Predicate

Environmental, Social and Governance (ESG) Disclosure Awards 2022

26 Oktober 2022 | October 26, 2022

Majalah Investor bekerja sama dengan Bumi Global Karbon Foundation
Investor Magazine in collaboration with Bumi Global Karbon Foundation



Penghargaan atas Peran Sertanya dalam Penyelamatan dan Pelestarian Arsip yang Bernilai Guna Pertanggungjawaban Nasional bagi Kehidupan Bermasyarakat, Berbangsa, dan Bernegara
The award is to certify its Participation in Saving and Preserving Valuable Archives as Part of National Responsibility for the life of the society, the nation and the country

21 November 2022 | November 21, 2022

Arsip Nasional Republik Indonesia
National Archives of Republic of Indonesia



Sustainability Report 2021 "GOLD RANK"

The 18th Asia Sustainability Reporting Rating (ASRRAT) 2022

24 November 2022 | November 24, 2022

National Center for Sustainability Reporting (NCSR)



***ASEAN Asset Class PLCs* (Indonesia)**

2021 ASEAN Corporate Governance Scorecard Award

1 Desember 2022 | December 1, 2022

Institute of Corporate Directors Philippines (ICDPH)



TOP GCG and Best Corporate Secretary in Diversified Metals & Minerals Industry

Indonesia Top GCG and Corporate Secretary Awards 2022

16 Desember 2022 | December 16, 2022

The Iconomics





Penghargaan PROPER

- **PROPER Emas**
  1. PT TIMAH Tbk - Unit Metalurgi Muntok
  2. PT TIMAH Tbk Wilayah Operasi Kepri dan Riau - Unit Metalurgi Kundur
- **PROPER HIJAU**
  1. PT TIMAH Tbk - UPTP Batu Besi
- **PROPER BIRU**
  1. PT TIMAH Tbk - Unit Tambang Darat Sungailiat
  2. PT TIMAH Tbk - Unit Penambangan Timah Primer Pemali
  3. PT TIMAH Tbk - UPDB BPP Bangka Barat
  4. PT TIMAH Tbk - Wilasi II Bangka Selatan
  5. PT TIMAH Tbk - UPTP Wilayah Bangka TB Paku
  6. PT TIMAH Tbk - Wilasi Belitung
  7. PT TIMAH Tbk - Keteknikan dan Sarana (Balaikarya)
  8. PT Timah Industri
  9. PT Timah Investasi Mineral
  10. PT Dok dan Perkapalan Air Kantung Unit Galangan Selindung

PROPER Awards

- **Gold PROPER**
  1. PT TIMAH Tbk - Muntok Metallurgical Unit
  2. PT TIMAH Tbk Operating Area - Kundur Metallurgical Unit
- **GREEN PROPER**
  1. PT TIMAH Tbk - UPTP Batu Besi
- **BLUE PROPER**
  1. PT TIMAH Tbk - Sungailiat Onshore Mining Unit
  2. PT TIMAH Tbk - Pemali Primary Tin Mining Unit
  3. PT TIMAH Tbk - UPDB BPP Bangka Barat
  4. PT TIMAH Tbk - Wilasi II Bangka Selatan
  5. PT TIMAH Tbk - UPTP Wilayah Bangka TB Paku
  6. PT TIMAH Tbk - Wilasi Belitung
  7. PT TIMAH Tbk - Engineering and Facilities (Balaikarya)
  8. PT Timah Industri
  9. PT Timah Investment Minerals
  10. PT Dok and Perkapalan Air Kantung, Selindung Shipyard Unit

PT TIMAH Tbk meraih penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) Tahun 2022
PT TIMAH Tbk won the 2022 Company Performance Rating Assessment Program in Environmental Management (PROPER)

29 Desember 2022 | December 29, 2022

Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia
Ministry of Environment and Forestry (KLHK) Republic of Indonesia



Penghargaan atas Partisipasi, Kepedulian dan Konsistensinya pada Program Pelaksanaan Tanggung Jawab Sosial Lingkungan Perusahaan (TJSLP)/*Corporate Social Responsibility* (CSR) di Kabupaten Belitung Tahun 2021
The award is to certify its Participation, Care and Consistency in the Implementation of Corporate Social Responsibility (CSR) Programs in Belitung Regency in 2021

Penghargaan ini berikan kepada PT TIMAH Tbk Unit Produksi Belitung
The award was presented to Belitung Production Unit of PT TIMAH Tbk

30 Desember 2022 | December 30, 2022

Pemerintah Daerah Kabupaten Belitung
Belitung Regency Government

Sertifikasi Internasional
International Certification



ISO 45001:2018
Sistem Manajemen Keselamatan dan Kesehatan Kerja
Occupational Safety and Health Management System

ID12/02036

PT TIMAH Tbk
Unit Metalurgi Muntok
Muntok Metallurgical Unit
Tin Ore Processing, Materials Preparation for Smelting, Refining & casting, and then the Others Supporting such as Mechanic & Electric Engineering, Logistic Warehouse & Telecommunication System

16 April 2021 – 30 Maret 2024
April 16, 2021 - March 30, 2024

SGS United Kingdom Ltd.



ISO 45001:2018
Sistem Manajemen Keselamatan dan Kesehatan Kerja
Occupational Safety and Health Management System

ID20/05330

PT TIMAH Tbk
Wilayah Operasi Kepulauan Riau dan Riau
Riau Islands and Riau Operational Area
Tin ore processing, materials preparation for smelting, refining, casting and then the others supporting process

27 April 2020 – 27 April 2023
April 27, 2020 - April 27, 2023

SGS United Kingdom Ltd.



ISO 45001:2018
Sistem Manajemen Keselamatan dan Kesehatan Kerja
Occupational Safety and Health Management System

2011280018845K002

PT TIMAH Tbk
UPTP TB Batubesi
Tin Mining

30 November 2020 – 29 November 2023
November 30, 2020 - November 29, 2023

ACS Indonesia



ISO 14001: 2015
Sistem Manajemen Lingkungan
Environmental Management System

ID12/02200

PT TIMAH Tbk
Unit Metalurgi Muntok
Muntok Metallurgical Unit
Tin Ore Processing, Materials Preparation for Smelting, Refining & casting, and then the Others Supporting such as Mechanic & Electric Engineering, Logistic Warehouse & Telecommunication System

14 Oktober 2021 – 12 Oktober 2024
October 14, 2021 - October 12, 2024

SGS United Kingdom Ltd.



ISO 14001: 2015
Sistem Manajemen Lingkungan
Environmental Management System

ID19/05134

PT TIMAH Tbk
Wilayah Operasi Kepulauan Riau dan Riau
PT TIMAH Tbk Riau and Riau Islands Operating Area
Tin ore processing, materials preparation for smelting, refining, casting and then the others supporting process

25 November 2022 – 24 November 2025
November 25, 2022 - November 24, 2025

SGS United Kingdom Ltd.



ISO 14001: 2015
Sistem Manajemen Lingkungan
Environmental Management Systemn

2010020019414K003

PT TIMAH Tbk
UPTP TB Batubesi
Tin Mining

21 September 2020 – 20 September 2023
September 21, 2020 - September 20, 2023

Asia Certification Singapore



ISO 9001:2015
Sistem Manajemen Mutu
Quality Management System

ID04/00430

PT TIMAH Tbk
Tin Mineral Processing, Tin Smelting, Refining and Casting of Banka, Banka Low Lead, Banka Four-nine, Mentok

30 Mei 2022 – 18 April 2025
May 30, 2022 - April 18, 2025

SGS United Kingdom Ltd.



ISO 9001:2015
Sistem Manajemen Mutu
Quality Management System

ID08/01024

PT TIMAH Tbk
Wilayah Operasi Kepulauan Riau dan Riau
PT TIMAH Tbk
Riau Islands and Riau Operational Area
Tin Mineral Processing and Smelting, Refining and Casting of Kundur

12 Maret 2020 – 20 Februari 2023
March 12, 2022 - February 20, 2023

SGS United Kingdom Ltd.



Akreditasi SNI ISO/ISEC 17025:2017
SNI ISO/ISEC 17025:2017 Accreditation

LP 1414 IDN

PT TIMAH Tbk
Laboratorium Penguji Unit Metalurgi Muntok
Muntok Metallurgical Unit Testing Laboratory
Testing Laboratory and Calibration Laboratory

2 Juni 2022 – 1 Juni 2025
June 2, 2022 - June 1, 2025

Komite Akreditasi Nasional (KAN)



Akreditasi SNI ISO/ISEC 17025:2017
SNI ISO/ISEC 17025:2017 Accreditation

LP 757 IDN

PT TIMAH Tbk
Laboratorium Penguji Unit Metalurgi Kundur
Kundur Metallurgical Unit Testing Laboratory
Testing Laboratory and Calibration Laboratory

7 Agustus 2021 – 6 Agustus 2026
August 7, 2021 - August 6, 2026

Komite Akreditasi Nasional (KAN)
National Accreditation Committee (KAN)



ISO/IEC 27001:2013
Sistem Manajemen Keamanan Informasi
Information Security Management System

IS 784131

PT TIMAH Tbk
The information security management system of physical data center

11 Januari 2023 - 31 Oktober 2025
January 11, 2023 - October 31, 2025

The British Standards Institution (BSI)



SNI – ISO 37001:2016
Sistem Manajemen Anti Penyuapan
Anti-Bribery Management System

No. SAB 00017

PT TIMAH Tbk
Divisi Keuangan, Divisi Pemasaran, Divisi Pengadaan, Divisi Hukum, Unit Penambangan Darat Bangka, Unit Pengelola Peleburan Mitra
Finance Division, Marketing Division, Procurement Division, Legal Division, Bangka Land Mining Unit, Partner Smelting Management Unit

26 Agustus 2020 – 25 Agustus 2023
August 26, 2020 - August 25, 2023

SUCOFINDO

SAMBUTAN DIREKSI
MESSAGE FROM THE BOARD OF DIRECTORS





SAMBUTAN DIREKSI [POJK51.D]
MESSAGE FROM THE BOARD OF DIRECTORS [POJK51.D]

Selama tahun 2022, Perseroan telah menerapkan enam pilar keberlanjutan yang sudah ditetapkan sebagai strategi keberlanjutan yang diintegrasikan ke dalam strategi bisnis, dimana tidak hanya mengintegrasikan aspek ekonomi saja, namun juga aspek lingkungan, sosial, dan tata kelola (LST). Maka dari itu, kami mulai menerapkan strategi keberlanjutan dengan memastikan adanya target dan capaian.

Throughout 2022, the Company has implemented six sustainability pillars as that have been defined as the sustainability strategy that will be integrated in the business strategies, these pillars were not only integrated to the economic aspect, but also to the environmental, social, and governance (ESG) aspects. Therefore, we began to implement sustainability strategy by ensuring the existence of tragets and achievements.



Para pemangku kepentingan yang terhormat,

Atas nama Direksi, saya menyampaikan Laporan Keberlanjutan PT TIMAH Tbk tahun 2022 yang menjelaskan kontribusi Perseroan terhadap pembangunan berkelanjutan di Indonesia. Secara umum, dapat kami sampaikan bahwa kinerja Perseroan selama 2022 cukup memuaskan, baik dari aspek operasional, maupun keuangan. Begitu pula dengan kinerja Perseroan sebagai sebuah entitas bisnis yang beroperasi sesuai tata kelola yang baik, dapat dirasakan lebih profesional. Melalui Laporan ini, Perseroan juga menyampaikan informasi tata kelola dan pendekatan kami terhadap keberlanjutan, pengelolaan lingkungan, masyarakat, kesehatan, keselamatan, dan keberagaman.

Komitmen dan Strategi Keberlanjutan

Perseroan terus melaksanakan rencana dan tujuan yang ditetapkan selama tahun 2022 untuk memastikan bahwa kemajuan, pencapaian operasional, dan keuangan telah dilaksanakan secara seimbang dengan mengintegrasikan kinerja lingkungan, sosial, dan ekonomi. Perseroan terus menetapkan tujuan dan inisiatif lainnya dalam menanggapi berbagai perubahan, baik di sisi internal maupun eksternal. Melalui kegiatan diskusi dengan berbagai pemangku kepentingan dan konsultan eksternal, kami terus berupaya untuk dapat memberi manfaat bagi semua pemangku kepentingan, khususnya masyarakat di sekitar wilayah operasional. Perseroan berkomitmen penuh untuk menyelesaikan masalah yang paling penting bagi pemangku kepentingan, termasuk mengenai konservasi lingkungan dan keanekaragaman hayati, pemberdayaan masyarakat, serta kesehatan dan keselamatan lingkungan.

Kebijakan untuk Merespons Tantangan

Nilai keberlanjutan bagi Perseroan adalah menjalankan usaha dengan berpegang teguh pada komitmen untuk memberikan layanan produk dan jasa yang baik dan bertanggung jawab sosial dan lingkungan, dengan memastikan terpenuhinya kepatuhan peraturan Pemerintah. Nilai keberlanjutan ini merupakan nilai tambah bagi Perseroan dalam berpartisipasi dalam kesejahteraan kehidupan masyarakat dan lingkungan. Perseroan memiliki kebijakan untuk merespons tantangan keberlanjutan serta memitigasi risiko dengan cara menerapkan enam pilar yang sudah ditetapkan sebagai strategi keberlanjutan.

Dear respected stakeholders,

On behalf of the Board of Directors, we present the 2022 Sustainability Report of PT TIMAH Tbk that describes the Company's contribution to the sustainable development in Indonesia. In general, we can declare that the Company's performance throughout 2022 has been satisfactory, both in the aspect of operational and financial. Likewise, the Company's performance as a business entity that operates based on good corporate governance can be felt professionally. Through this report, the Company also submits information regarding our governance and approaches of sustainability, health, safety, and diversity.

Sustainability Commitment and Strategy

The Company continues to carry out the plans and objectives of 2022 to ensure that the progress, operational and financial achievements are carried out in a balanced manner by integrating environmental, social and economic performance. The Company continues to set other goals and initiatives in response to various internal and external changes. Through discussion with various stakeholders and external consultants, we continue striving to be able to provide benefits for all stakeholders, especially to the surrounding communities of our operational areas. The Company is fully committed to solving the most important issues for stakeholders, including those related to environmental and biodiversity conservation, community empowerment, and environmental health and safety.

Policy to Respond to Challenges

Sustainability value for the Company is to run a business that upholds the commitment to provide good products and services and to be responsible towards social and environment, by ensuring compliance with Government regulations. This sustainability value is an added value for the Company in its contribution to the welfare of society and the environment. The company has a policy to respond to sustainability challenges and to mitigate risks by implementing the six pillars that have been defined as the sustainability strategy.

Melalui pilar ini, Perseroan tidak hanya mengintegrasikan aspek ekonomi, namun juga aspek lingkungan, sosial, dan tata kelola (LST) ke dalam strategi bisnis. Penentuan pilar tersebut sudah disesuaikan dengan visi, misi, dan nilai-nilai serta budaya Perseroan. Kebijakan ini merupakan bentuk komitmen kami, termasuk jajaran Direksi dan Dewan Komisaris terhadap penerapan pilar-pilar keberlanjutan secara bertahap.

Through this pillar, the Company does not only integrate economic aspects, but also environmental, social and governance (LST) aspects into its business strategy. The determination of these pillars has been in accordance with the Company's vision, mission, values and cultures. This policy is a form of our commitment, including the Board of Directors and Board of Commissioners, to gradually implement the sustainability pillars.

Lebih lanjut, selama tahun 2022 Perseroan memiliki berbagai tantangan yang telah dilewati dengan hasil capaian kinerja Perseroan cukup baik. Di bidang ekonomi, Perseroan mencatatkan laba bersih sebesar Rp1,04 triliun melampaui target yang ditentukan Perseroan. Adapun di bidang lingkungan, Perseroan berhasil meraih 2 (dua) penghargaan Program Penilaian Peringkat Kinerja Perusahaan Dalam Pengelolaan Lingkungan (PROPER) Peringkat Emas dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia dan di bidang sosial Perseroan berhasil melakukan berbagai kegiatan pemberdayaan masyarakat.

Furthermore, the Company has overcome various challenges with good performance results throughout 2022. In the economic aspect, the Company recorded a net profit of Rp1,04 trillion, exceeding the target set by the Company. As for the environmental aspect, the Company won 2 (two) Gold awards in the Assessment Program of Corporate Performance Rating from the Environmental Management (PROPER) from the Ministry of Environment and Forestry (KLHK) of the Republic of Indonesia and in the social aspect, the Company succeeded in carrying out various community empowerment activities.

Permintaan timah global dipengaruhi oleh berbagai faktor seperti pertumbuhan ekonomi, produksi industri, perkembangan teknologi, kebutuhan pasar dan lainnya. Berdasarkan CRU *Tin Monitor* (Februari 2023), pertumbuhan konsumsi logam timah dunia pada tahun 2022 diperkirakan turun 2,6% *(YoY)* menjadi 379.485 ton. Secara umum penggunaan logam timah tidak banyak berubah dibanding tahun sebelumnya. Aplikasi logam timah sebagai bahan *solder* pada berbagai peralatan elektronik tetap mendominasi. Secara keseluruhan, prospek permintaan timah selama beberapa tahun ke depan tetap positif, meskipun terdapat potensi risiko sisi pasokan yang dapat berdampak pada pasar.

The global tin demand was influenced by various factors, such as economic growth, industrial production, technology development, market needs and others. Based on CRU Tin Monitor (February 2023), the growth of tin metal consumption in 2022 is estimated to decrease by 2.6% (YoY) to 379,485 tonnes. In general, the consumption of tin metal did not change as much compared to the prior year. The application of tin metal as a material for solder in various electrical equipment still dominates the consumption. Overall, the prospect of tin demands for the coming years remain positive, despite several potential risks from the supply side may impact the market.

Untuk merespons tantangan ini, Perseroan telah mengoperasikan teknologi pengolahan timah kadar rendah dengan membangun *Top Submerge Lance* (TSL) *Ausmelt Furnace* di Kawasan Unit Metalurgi Muntok, Kabupaten Bangka Barat pada Desember 2022. Melalui teknologi TSL *Ausmelt Furnace* merupakan upaya Perseroan untuk mendorong hilirisasi dalam konteks ketersediaan mineral timah sebagai komoditas. Selain itu TSL *Ausmelt Furnance* merupakan salah satu strategi Perseroan untuk menjawab tantangan yang dihadapi industri pertambangan timah saat ini, di mana ketersediaan bijih timah dengan kadar tinggi atau diatas 70% sudah sangat terbatas. Melaui TSL *Ausmelt Furnace* tentunya dapat meningkatkan efektifitas produksi dengan proses pengolahan yang lebih efisien.

To respond to this challenge, the Company has operated low grade tin processing technology by building a Top Submerge Lance (TSL) Ausmelt Furnace in the Muntok Metallurgical Unit Area, West Bangka Regency on December 2022. The TSL Ausmelt Furnace technology is the Company's effort to encourage the availability of downstream tin mineral as a commodity. In addition, TSL Ausmelt Furnance is one of the Company's strategies to respond to the current challenges faced by the tin mining industry, where the availability of high-grade tin ore or above 70% grade is very limited. The TSL Ausmelt Furnace can certainly increase production effectiveness with a more efficient processing process.

Harapannya, keberadaan TSL *Ausmelt Furnace,* dapat mampu mengolah konsentrat bijih timah dengan kadar

It is hoped that the TSL Ausmelt Furnace will be able to process low grade tin ore concentrate starting from

rendah Sn>40%, dengan kapasitas produksi 40.000 ton *crude tin* (kadar >98% Sn) per tahun. Selain itu, dari sisi pengoperasian TSL *Ausmelt Furnace* dilakukan dengan proses otomasi dengan sistem kontrol. Untuk bahan bakar dan reduktor, TSL *Ausmelt Furnace* menggunakan batu bara jenis *Sub-Bituminus* yang cenderung lebih mudah didapatkan di Indonesia. Lebih lanjut, dari sisi waktu peleburan juga lebih singkat, untuk satu *batch* peleburan hanya membutuhkan waktu sekitar 10,5 jam sedangkan pada *Reverberatory* membutuhkan waktu 24 jam per *batch*. Di sisi lingkungan, TSL *Ausmelt Furnace* lebih *safety* dan menerapkan teknologi ramah lingkungan karena dilengkapi dengan *Hygiene System* dan *Wastewater Treatment*.

Melalui beroperasinya TSL *Ausmelt Furnance*, Perseroan dapat menekan biaya pengolahan sebesar ±25%. Namun demikian, agar tetap dapat bersaing dengan industri pertambangan timah dunia, Perseroan akan terus berupaya untuk menekan biaya produksi sehingga penggunaan teknologi menjadi hal yang harus dilakukan untuk menjawab berbagai tantangan ke depan.

Strategi Pencapaian Target dengan Mengelola Risiko Keberlanjutan

Sepanjang tahun 2022, Perseroan telah mengidentifikasi beberapa risiko terkait keberlanjutan, diantaranya *Health, Safety, and Environment (HSE) Risk, Community Relation Risk, Governance Risk,* dan *Security Threat Risk*. Untuk mengatasi risiko tersebut, Perseroan juga telah melakukan berbagai upaya untuk memitigasi risiko tersebut mempengaruhi pencapaian kinerja keberlanjutan kami, seperti melakukan pembinaan dan pengawasan terhadap Mitra Usaha, melakukan pemantauan terhadap baku mutu kualitas lingkungan, melakukan sosialisasi program kemitraan Perseroan dengan masyarakat secara periodik, meningkatkan intensitas dan komunikasi dengan *stakeholders,* menyusun pedoman Sistem Manajemen Anti Penyuapan (SMAP), pengoptimalan pengamanan aset dan objek vital nasional dengan bekerja sama dengan aparat TNI-Polri.

Selain itu, faktor eksternal lain yang berpengaruh terhadap penerapan kinerja keberlanjutan adalah peningkatan kapabilitas sumber daya manusia, dan transisi operasional menuju nol emisi karbon. Ekonomi rendah karbon merupakan tantangan yang perlu dihadapi setiap perusahaan di saat ini hingga masa depan. Untuk mengatasi hal itu, Perseroan melakukan analisis *gap* dan riset inovasi untuk mengurangi atau menekan emisi di setiap aspek operasional serta melakukan efisiensi energi, penanaman pohon di lahan reklamasi dan juga menurunkan emisi gas rumah kaca (GRK) pada proses penambangan dan pengolahan mineral.

Sn>40%, with a production capacity of 40,000 tonnes of crude tin per year (grade of >98% Sn) per year. Moreover, from the operational of TSL Ausmelt Furnace, the automation process has been conducted with a control system. For fuel and reductor materials, TSL Ausmelt Furnace uses sub-bituminous coal which tends to be easier to obtain in Indonesia. Furthermore, the processing time is also shorter, one batch of processing only takes about 10.5 hours while for Reverberatory takes 24 hours per batch. On the environmental side, the TSL Ausmelt Furnace is safer and utilizes environmentally friendly technology since it is equipped with a Hygiene System and Wastewater Treatment.

Through the operation of TSL Ausmelt Furnance, the Company can reduce processing costs by ±25%. However, in order to remain competitive with the world's tin mining industry, the Company will continue to strive to reduce production costs so that the use of technology becomes a requirement that must be implemented to answer various challenges in the future.

Target Achievement Strategy by Managing Sustainability Risk

Throughout 2022, the Company has identified several risks related to sustainability, including Health, Safety, and Environment (HSE) Risk, Community Relation Risk, Governance Risk, and Security Threat Risk. To handle these risks, the Company also carries out various mitigation efforts in order to realize our sustainability goals, such as by providing guidance and suprvision to Business Partners, monitoring environmental quality standards, socializing the Company's partnership programs periodically, increasing the intensity and communication wiyh stakeholders, establishing Anti-Bribery Management Sysyem (SMAP), optimizing the security of assets and vital objects by collaborating with TNI-Polri officers.

In addition, other external factors that influence the implementation of sustainability performance are increasing human resource capabilities, and operational transitions towards zero carbon emissions. A low carbon economy is a challenge that every company needs to face now and in the future. To overcome this, the Company conducts gap analysis and innovation research to reduce or reduce emissions in every operational aspect as well as carry out energy efficiency, planting trees on reclamation land and also reducing greenhouse gas (GHG) emissions in the process of mining and mineral processing.

Kontribusi terhadap Lingkungan

Perseroan menyadari adanya kegiatan pertambangan timah sangatlah bertanggung jawab atas aspek-aspek operasional dan lingkungan. Maka dari itu, kami berkomitmen untuk mengelola lingkungan dan dampaknya. Melalui pemahaman ini, Perseroan mengikuti kebijakan pengelolaan lingkungan yang ketat sesuai dengan peraturan lingkungan mengenai polusi, air, limbah, energi, dan pengelolaan keanekaragaman hayati.

Pada kinerja lingkungan, selama periode pelaporan jumlah energi yang digunakan sebesar 1.799.841 GJ, turun dari pada tahun 2021 sebesar 2.023.960 GJ, atau turun sebesar 91,11%. Adapun jumlah emisi Gas Rumah Kaca (GRK) yang dihasilkan Perseroan yang berasal dari cakupan 1 dan 2 sebesar 153.685 ton CO_2eq, naik dibandingkan tahun 2021 sebesar 137.478 ton CO_2eq. Pada akhir tahun 2022, Perseroan sudah mulai melakukan perhitungan cakupan 3 terhadap *business travel* yang dilakukan oleh Dewan Komisaris dan Direksi. Total emisi cakupan 3 yang dihasilkan dari *business travel* tahun 2022 mencapai 35,95 ton CO_2eq. Namun demikian, kami belum melakukan penghitungan emisi GRK dari Cakupan 3 yang berasal dari kegiatan pasok.

Berbagai upaya telah dilakukan Perseroan untuk menjaga kualitas biodiversitas di kawasan kelolaan, salah satunya melakukan pemantauan secara berkala terhadap flora dan fauna di hutan-hutan kota, maupun di area-area biodiversitas yang dikelola. Lebih lanjut, Perseroan melaksanakan program konservasi terhadap 2 jenis mamalia dengan status *Vulnerable* (VU), 3 jenis pohon berstatus VU, 1 jenis pohon berstatus *Critically Endangered* (CR), dan beberapa pohon maupun fauna berstatus *Least Concern* (LC).

Komitmen kami pada pengelolaan lingkungan secara menyeluruh termasuk perlindungan keanekaragaman hayati telah mendapatkan pengakuan dari KLHK, melalui Unit Metalurgi Muntok dan Unit Metalurgi Kundur yang mendapatkan Penghargaan PROPER Peringkat Emas, Unit Produksi Tambang Primer (UPTP) Batu Besi PROPER Peringkat Hijau, dan 6 unit produksi lainnya PROPER Peringkat Biru. Penghargaan PROPER dapat menegaskan pengelolaan lingkungan Perseroan telah dilakukan sesuai standar global ISO 14001:2015 Sistem Manajemen Lingkungan dan ISO 50001:2011 Manajemen Energi.

Kontribusi terhadap Komunitas

Perseroan melanjutkan kegiatan *Corporate Social Responsibility* (CSR) yang berfokus kepada tiga kategori, 1) Program Tanggung Jawab Sosial dan Lingkungan (TJSL); 2) Program Pendanaan Usaha Mikro dan Kecil (PUMK); dan

Contribution to the Environment

The Company realizes that tin mining activities are highly responsible to operational and environmental aspects. Therefore, we are committed to manage the environment and its impacts. Through this understanding, the Company complies with a strict environmental management policy in accordance with environmental regulations regarding pollution, water, waste, energy and biodiversity management.

In terms of environmental performance, during the reporting period, the amount of energy consumption was 1,799,841 GJ, decreased from 2021 of 2,023,960 GJ, or decreased by 91.11%. The amount of Greenhouse Gas (GHG) emissions scope 1 and 2 generated by the Company was 153,685 tons of CO_2eq, increased compared to in 2021 of 137,478 tons of CO_2eq. By the end of 2022, the Company has started to calculate the coverage 3 of business travel conducted by the Board of Commissioners and Directors. The total scope 3 emissions resulting from business travel in 2022 will reach 35.95 tonnes of CO_2eq. However, we have not yet calculated GHG emissions from Scope 3 originating from supply activities.

The Company has carried out various efforts to maintain the quality of biodiversity in its operational areas, one of which is to periodically monitor the flora and fauna in urban forests, as well as in the protected biodiversity areas. Furthermore, the Company implemented a conservation program for 2 species of mammals with Vulnerable (VU) status, 3 types of trees with VU status, 1 tree species with Critically Endangered (CR) status, and several trees and fauna with Least Concern (LC) status.

Our commitment to a comprehensive environmental management including the protection of biodiversity has received recognition from the Ministry of Environment and Forestry, through the Muntok Metallurgical Unit and the Kundur Metallurgical Unit which received the Gold PROPER Award, our Iron Stone Primary Mine Production Unit (UPTP) also received Green POPER, and 6 other production units received Blue PROPER. The PROPER award confirms that the Company's environmental management has been carried out according to global standards of ISO 14001:2015 Environmental Management System and ISO 50001:2011 Energy Management.

Contribution to Community

The Company continues its Corporate Social Responsibility (CSR) activities which focus on three categories, 1) Social and Environmental Responsibility Programs (TJSL); 2) Micro and Small Business Funding Program (PUMK); and

3) Program Pengembangan dan Pemberdayaan Masyarakat (PPM). Melalui berbagai program pemberdayaan masyarakat unggulan tersebut, Perseroan berkomitmen untuk membangun kualitas kehidupan yang lebih baik bersama masyarakat dan para pihak di seluruh area operasional. Hingga akhir periode pelaporan, Perseroan telah mengeluarkan biaya sebesar Rp33,15 miliar untuk kegiatan CSR, dengan Rp14,67 miliar program TJSL, Rp1,18 miliar program PUMK dan Rp17,29 miliar Program PPM.

Kontribusi terhadap Karyawan

Bagi kami, karyawan adalah aset utama Perseroan sehingga kami terus berupaya untuk menyediakan sumber daya manusia yang andal yang dapat menjadi generasi penerus di Perseroan. Program pengembangan kompetensi yang disediakan oleh Perseroan berdasarkan pada *Learning Architecture* yang telah disesuaikan dengan dengan Rencana Jangka Panjang Perusahaan (RJPP). Selama tahun 2022, Perseroan telah mengeluarkan biaya sebesar Rp4,3 miliar untuk memberikan pengembangan kompetensi secara daring dan luring yang melibatkan 4.243 karyawan sebagai peserta dengan total jam pelatihan 223.925 jam.

Perseroan berkomitmen untuk menciptakan lingkungan kerja yang layak, aman dan jauh dari risiko terjadinya insiden kecelakaan kerja. Maka dari itu, Perseroan berusaha untuk meniadakan angka kecelakaan kerja dan tanpa adanya *Lost Time Injury* (LTI) atau *Lost Time Injury Frequency Rate* (LTIFR). Kinerja ini diimplementasikan berdasarkan pada sistem Keselamatan dan Kesehatan Kerja (K3) yang kuat, pelatihan, dan akuntabilitas kepemimpinan. Melalui upaya ini, Perseroan berhasil mencatatkan *Zero Fatality* sampai dengan akhir periode pelaporan.

Kontribusi terhadap Bangsa

Pada tahun 2022, Perseroan berhasil mencatat total pendapatan Rp12.504 miliar, turun dari tahun 2021 sebesar Rp14.604 miliar atau turun dari pada target tahun 2022 sebesar Rp14.463 miliar dan Laba Bersih Setelah Pajak (NPAT) Rp1.042 miliar melampaui target tahun 2022 sebesar Rp976 miliar. Dengan demikian, Perseroan dapat berkontribusi pada pembangunan Indonesia melalui pembayaran pajak sebesar Rp1.432 miliar dengan pajak penghasilan badan mencapai Rp632 miliar.

Lebih lanjut seiring dengan pembayaran pajak, Perseroan turut berperan terhadap pembangunan ekonomi melalui kontribusi langsung kepada karyawan, pemegang saham, dan rantai pasokan. Sebanyak Rp1.449 miliar telah dibayarkan untuk remunerasi, termasuk jaminan sosial dan tunjangan kesehatan. Perseroan juga telah membayar dividen sebesar Rp455,97 miliar kepada pemegang sahamnya dan Rp2 triliun untuk pengadaan barang dan jasa, dimana 25% merupakan pemasok lokal.

3) Community Development and Empowerment Program (PPM). Through these variety of leading community empowerment programs, the Company is committed to building a better quality of life with the community and other parties in all operational areas. Until the end of the reporting period, the Company has spent Rp33.15 billion for CSR activities, with Rp14.67 billion for the TJSL program, Rp1.18 billion for the PUMK program and Rp17.29 billion for the PPM program.

Contribution to Employees

For us, employees are the Company's main asset, so we continue striving to develop reliable human resources who can become the next generation in the Company. The competency development program provided by the Company is based on the Learning Architecture which has been adjusted to the Company's Long-Term Plan (RJPP). In 2022, the Company has spent Rp4.3 billion to provide both online and offline competency development programs involving 4,243 employees as participants with a total of 223,925 hours of training.

The Company is committed to establish a working environment that is proper, safe and free of work accidents. Therefore, the Company is trying to eliminate the number of work accidents and Lost Time Injury (LTI) or Lost Time Injury Frequency Rate (LTIFR). This performance is implemented based on a strong Occupational Health and Safety (OHS) system, training, and leadership accountability. Through this effort, the Company managed to record Zero Fatality until the end of the reporting period.

Contribution to the Nation

In 2022, the Company managed to record a total revenue of Rp12,504 billion, decreased from Rp14,604 billion in 2021 or decreased from the 2022 target of Rp14,463 billion and Net Profit After Tax (NPAT) of Rp1,042 billion beyond the 2022 target of Rp976 billion. Thus, the Company can contribute to the development of Indonesia through the payment of taxes of Rp1,432 billion with corporate income tax reaching Rp632 billion.

Furthermore, along with payment of taxes, the Company also participates in economic development through its direct contributions to employees, shareholders and supply chain. A total of Rp1,449 billion. has been paid for remuneration, including social security and health benefits. The company has also paid dividends of Rp455.97 billion to its shareholders and Rp2 trillion for the procurement of goods and services, of which 25% are from local suppliers.

Detail mengenai tentang kinerja ekonomi dan keuangan, para pemangku kepentingan dapat membaca Laporan ini bersama dengan Laporan Tahunan 2022.

Apresiasi

Kami percaya bahwa melalui kerja sama dengan seluruh pemangku kepentingan, kita semua dapat meningkatkan dan menyeimbangkan kinerja ekonomi, sosial, dan lingkungan. Kami dapat memastikan keberlangsungan kegiatan operasional dan dapat menghasilkan pertumbuhan skala bisnis yang berkualitas dan berkontribusi pada pencapaian tujuan keberlanjutan.

Atas nama Direksi, saya mengucapkan terima kasih kepada seluruh karyawan atas kerja keras dan dedikasinya selama tahun 2022. Kami juga mengucapkan terima kasih kepada seluruh pemangku kepentingan untuk dukungan dan kontribusinya dalam mendukung keseimbangan kinerja ekonomi, sosial, dan lingkungan. Kami meyakini bahwa keberhasilan yang diraih oleh Perseroan tidak terlepas dari dukungan proaktif dan kooperatif dari seluruh pihak. Maka dari itu, kami terus berupaya menciptakan nilai tambah dan memberikan manfaat yang berkelanjutan bagi seluruh pemangku kepentingan. Sehingga berbagai upaya yang telah kami lakukan dapat berkontribusi bagi kesejahteraan bangsa yang lebih hijau dan berkelanjutan.

For details regarding economic and financial performance, stakeholders can read this Report along with the 2022 Annual Report.

Appreciation

We believe that by cooperating with all stakeholders, we can all improve and balance our economic, social and environmental performance. We can ensure the continuity of our operational activities and can generate quality business scale growth and contribute to the achievement of sustainability goals.

On behalf of the Board of Directors, I would like to thank all employees for their hard work and dedication throughout 2022. We also thank all stakeholders for their support and contribution in supporting the balance of economic, social and environmental performance. We believe that the Company's success is inseparable from the proactive and cooperative support of all parties. Therefore, we continue to strive to create added value and provide sustainable benefits for all stakeholders. So that the various efforts that we have made can contribute to a greener and more sustainable welfare of the nation.

Pangkalpinang, 28 April 2023
Direksi/The Board of Directors
PT TIMAH Tbk



Achmad Ardianto
Direktur Utama
President Director

MIND ID SUSTAINABILITY PATHWAYS
MIND ID SUSTAINABILITY PATHWAYS

MIND ID selaku Holding Industri Pertambangan BUMN telah menetapkan enam (6) pilar keberlanjutan yang mengacu kepada standar GRI 2021, Tujuan Pembangunan Berkelanjutan (TPB), *indeks sustainalytics*, prinsip-prinsip International *Council of Mining and Metals* (ICMM).

Berdasarkan pilar-pilar tersebut, PT TIMAH Tbk mengadaptasi pilar-pilar tersebut kedalam Laporan Keberlanjutan tahun 2022 kami.

MIND ID as the Holding of SOEs Mining Industry has established six (6) pillars of sustainability which refer to the 2021 GRI standards, Sustainable Development Goals (SDGs), sustainalytics index, International Council of Mining and Metals (ICMM) principles.

Based on these pillars, PT TIMAH Tbk adapted these pillars into our 2022 Sustainability Report.

Pilar Keberlanjutan dan Topik Penting
Sustainability Pillars and Significant Topics



DUKUNGAN TERHADAP TUJUAN PEMBANGUNAN BERKELANJUTAN [2-22]

SUPPORT TOWARDS SUSTAINABLE DEVELOPMENT GOALS [2-22]

Melalui Peraturan Presiden (PerPres) No. 59 tahun 2017 tentang "Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan (TPB)", Indonesia berkomitmen penuh untuk menerapkan agenda-agenda pembangunan yang selaras dengan pencapaian tujuan berkelanjutan. Seluruh jajaran Pemerintah, Pusat dan Daerah, diharapkan dapat mengintegrasikan dan mengoptimalkan pengelolaan sumber daya yang dimiliki agar dapat mendukung tercapainya tujuan pembangunan berkelanjutan.

Lebih lanjut, PerPres 59 menegaskan perlunya perumusan Rencana Aksi Nasional (RAN) Tujuan Pembangunan Berkelanjutan (TPB) dan Rencana Aksi Daerah (RAD) Tujuan Pembangunan Berkelanjutan (TPB). Dokumen ini mencakup program dan rencana kerja lima tahunan bagi pelaksanaan berbagai kegiatan yang secara langsung dan tidak langsung mendukung dapat mendukung pencapaian TPB.

Selain melaksanakan TPB, Pemerintah Indonesia telah merencanakan Rencana Aksi Nasional GRK dibawah koordinasi Bappenas. Upaya ini dilakukan untuk memastikan keberhasilan program Pemerintah dalam menurunkan emisi GRK hingga sebesar 29% dengan usaha sendiri dan 41% jika mendapatkan dukungan masyarakat global pada tahun 2030, dengan *baseline* tahun 2015.

Komitmen Terhadap TPB

Melalui penyusunan *roadmap* pengelolaan program lingkungan dan program sosial yang berlandasan peningkatan kualitas penerapan tata kelola, Perseroan berkomitmen penuh untuk mengelola seluruh kegiatan operasional bisnis yang mengacu pada penerapan aspek LST (Lingkungan, Sosial dan Tata Kelola). Setiap *roadmap* terdiri dari berbagai program-program kerja yang telah dilaksanakan pada setiap tahun pelaporan. Seluruh realisasi program telah disesuaikan dengan penerapan 6 Pilar Keberlanjutan yang memiliki tujuan yang sama, yaitu, terwujudnya Visi dan Misi Perseroan.

Kerangka Pencapaian TPB

Perseroan berkomitmen penuh untuk mendukung tercapainya komitmen Pemerintah Indonesia melalui perencanaan dan pelaksanaan Program Tanggung Jawab Sosial Perusahaan (TJSL) yang mencakup aspek sosial, ekonomi dan lingkungan dengan prinsip keberlanjutan. Adapun, sebagai dasar seluruh jajaran dalam melaksanakan kegiatan operasional, Perseroan juga telah menetapkan 6 pilar Komitmen Keberlanjutan PT TIMAH Tbk, yang berkaitan langsung dengan upaya pencapaian tujuan keberlanjutan.

Through the Presidential Regulation (PerPres) No. 59 year 2017 concerning "Implementation of Sustainable Development Goals (SDGs)", Indonesia is fully committed to implement development agenda that are in line with the realization of sustainable development. All officials of the Government, Central and Regional, are expected to integrate and optimize the management of its resources in order to realize the sustainable development goals.

Furthermore, the PerPres 59 emphasizes the needs to formulate National Action Plan (RAN) and Regional Action Plan (RAD) for the Sustainable Development Goals (SDGs). This document covers the five-year programs and work plans for the implementation of various activities that directly and indirectly support the realization of SDGs.

In addition to implementing the TPB, the Government of Indonesia has planned a National GHG Action Plan under the coordination of Bappenas. This effort was conducted in order to ensure the success of the Government's program in reducing GHG emissions by 29% with their own efforts and 41% with the support of the global community by 2030, with a baseline year of 2015.

Commitment Towards SDGs

By preparing a management roadmap of environmental and social programs that are based on improving the quality of governance implementation, the Company is fully committed to managing all business operational activities that refer to the implementation of ESG (Environmental, Social and Governance) aspects. Each roadmap consists of various work programs that have been implemented in each reporting year. All program realizations have been adjusted to the implementation of the 6 Sustainabi Pillars which have the same goal, including the realization of the Company's Vision and Mission.

SDGs Realization Framework

The Company is fully committed to support the realization of the Government of Indonesia's commitment through the planning and implementation of Corporate Social Responsibility (CSR) Program which covers social, economic and environmental aspects based on sustainability principles. Meanwhile, as the foundation for all personnel in carrying out operational activities, the Company has also established the 6 Pillars of Sustainability Commitment of PT TIMAH Tbk, which is directly related to the realization of sustainability goals.

Strategi Keberlanjutan [2-23]

Sejak tahun 2018, Perseroan telah menyusun dan mengimplementasikan strategi keberlanjutan yang akan diberlakukan di seluruh operasional perusahaan hingga ke entitas anak usaha. Harapannya melalui perumusan komitmen pelaksanaan program keberlanjutan dalam berbagai bidang, Perseroan dapat mengintegrasikan aspek Ekonomi, Kelestarian Alam, Kesehatan dan Keselamatan Kerja (K3), Sumber Daya Manusia (SDM), Masyarakat, serta Tata Kelola ke dalam seluruh kegiatan operasional bisnis.

Sebagai acuan seluruh jajaran dalam menjalankan kegiatan usaha dengan menjadikan pencapaian tujuan keberlanjutan sebagai rujukan dalam menetapkan target, mengevaluasi kinerja dan menyusun rencana kerja berikutnya, Perseroan telah menetapkan 6 pilar Komitmen Keberlanjutan PT TIMAH Tbk, yang berkaitan langsung dengan upaya pencapaian tujuan keberlanjutan tersebut, yang dirumuskan sebagai penjabaran dari visi perusahaan di bidang lingkungan dan sosial yang terintegrasikan kedalam pencapaian target-target ekonomi dan operasional secara berimbang.

Perseroan telah menetapkan 6 pilar Komitmen Keberlanjutan yang dirumuskan dari penjabaran visi Perseroan dengan mendukung upaya pencapaian Tujuan Pembangunan Berkelanjutan.

Sustainability Strategy [2-23]

Since 2018, the Company has developed and implemented a sustainability strategy that will be applied throughout the Company's operations including its subsidiaries. It is expected that through the formulation of commitments to implement sustainability programs in various fields, the Company can integrate the aspects of Economy, Nature Conservation, Occupational Health and Safety (OHS), Human Resources (HR), Community, and Governance into all of its business operational activities.

As a reference for all personnel in carrying out business activities by making the realization of sustainability goals as a guideline in setting targets, performance evaluation and preparation of subsequent work plans, the Company has established 6 pillars of PT TIMAH Tbk's Sustainability Commitment, which are directly related to the efforts to realize the sustainability goals, which are formulated as an elaboration of the Company's vision in the environmental and social aspects that are integrated into the realization of economic and operational targets in a balanced manner.

The Company has established 6 pillars of Sustainability Commitment which are formulated from the elaboration of the Company's vision by supporting the realization of Sustainable Development Goals.

Enam Pilar Komitmen Keberlanjutan PT TIMAH Tbk
Six Pillars of PT TIMAH Tbk's Sustainability Commitment

Memastikan Manfaat Ekonomi dari Operasional Perseroan
Ensuring Economic Benefit from Our Operations

- Kinerja Operasional yang Efektif dan Efisien.
- Kinerja Keuangan yang Optimal.
- Kontribusi terhadap Pemasukan Negara (Pajak dan Royalti).
- Penerapan Teknologi sebagai Ujung Tombak Industri Maju.
- Jaminan Kualitas Produk.

- Effective and Efficient Operational Performance.
- Optimal Financial Performance.
- Contribution to the State Income (Tax and Royalty).
- Implementation of Technology as the Spearhead of Advanced Industry.
- Product Quality Assurance.

Mendorong Kemajuan Sumber Daya Manusia
Encouraging Human Resources Development

- Kebijakan Rekrutmen dan Pengelolaan SDM yang Adil dan Berkualitas.
- Menjunjung Tinggi Hak Asasi Manusia dalam Ketenagakerjaan (Melarang Segala Bentuk Kerja di Bawah Umur dan Kerja Paksa).
- Memastikan Keandalan dan Kompetensi SDM PT TIMAH Tbk Melalui Program Pelatihan dan Pengembangan Karyawan.
- Menjalin Hubungan Industrial yang Konstruktif dan Transparan.
- Menjamin Keadilan dan Kesetaraan di Tempat Kerja Nyaman & Kerasan Bekerja di PT TIMAH Tbk (fasilitas dan manfaat karyawan, acara kebersamaan antar karyawan).

- Fair and Quality HR Recruitment and Management Policy.
- Upholding Human Rights in Employment (Prohibit Any Kind of Child Labor and Forced Labor).
- Ensuring the Reliability and Competency of PT TIMAH Tbk's Competency through Employee Training and Development Programs.
- Establishing a Constructive and Transparent Industrial Relation.
- Ensuring Fairness and Equality in a Conducive & Harmonious Working Environment at PT TIMAH Tbk (employee facilities and benefits, gathering events for employees).

Mendukung Pengembangan Sosial Masyarakat
Supporting Social Community Development

- Tumbuh dan Berkembang Bersama Masyarakat.
- Program Peningkatan Kesejahteraan Sosial Ekonomi Masyarakat.
- Penghormatan Kepada Hak-Hak Adat Masyarakat Setempat.
- Pengelolaan Tambang Darat & Laut Masyarakat Sekitar.
- Rencana Pascatambang.

- Growing and Developing Together with the Community.
- Community Social Economic Welfare Program.
- Respecting the Customary Rights of Indigenous People.
- Management of Land and Sea Mining for Surrounding Communities.
- Post-Mining Plan.

Menjaga Kesehatan dan Keselamatan di Tempat Kerja
Maintaining Occupational Health and Safety

- Berkomitmen untuk Mewujudkan Nihil Kecelakaan Kerja.
- Aman di Tempat Kerja.
- Pelatihan, Program dan Kampanye Keselamatan Kerja Sehat di Tempat Kerja.
- Pelatihan, Program dan Kampanye Kesehatan Kerja.
- Forum Komunikasi K3 dengan Karyawan, *Supplier*, Kontraktor dan Tamu.
- Kinerja K3.

- Committed to Achieve Zero Work Accident.
- Safety at Work Place.
- Occupational Safety Training, Program and Campaign.
- Occupational Health Training, Program and Campaign.
- OHS Communication Forum with Employees, Suppliers, Contractors and Guests.
- OHS Performance.

Melestarikan Alam & Lingkungan
Preserving the Nature & Environment

- Operasional yang Ramah Lingkungan.
- Manajemen Lingkungan di PT TIMAH Tbk.
- Optimalisasi Penggunaan Energi.
- Bijak Menggunakan Air.
- Mitigasi dan Pengelolaan Emisi.
- Manajemen Limbah.
- Menjaga Kelestarian Ekosistem dan Keanekaragaman Hayati.
- Menjalankan program reklamasi dan rehabilitasi.

- Environmentally Friendly Operations.
- Environmental Management in PT TIMAH Tbk.
- Optimization of Energy Consumption.
- Efficient Water Consumption.
- Mitigation and Management of Emission.
- Waste Management.
- Ecosystem and Biodiversity Conservation.
- Carries out reclamation and rehabilitation programs.

Tata Kelola & Kepatuhan Hukum Sebagai Fondasi
Governance & Legal Compliance as the Foundation

- Prinsip-Prinsip Tata Kelola Perusahaan.
- Menjunjung Tinggi Kepatuhan Hukum.
- Struktur Tata Kelola Perusahaan.
- Pengendalian Internal (Mekanisme *Whistleblowing*).
- Identifikasi dan Pengelolaan Risiko.
- Upaya-Upaya Anti Korupsi.

- Corporate Governance Principles.
- Upholding Legal Compliance.
- Corporate Governance Structure.
- Internal Control (Whistleblowing System).
- Risk Identification and Mitigation.
- Anti-Corruption Measures.

Berbagai Program TJSL

Perseroan telah menetapkan tiga langkah utama sebagai strategi pencapaian tujuan keberlanjutan, yaitu:

Various CSER Programs

The Company has established three key steps as the strategy to realize sustainability goals, including:

Identifikasi Dampak dan penetapan mitigasi risiko terkait, baik pada aspek lingkungan, sosial maupun ekonomi dari kegiatan operasional yang dijalankan.
Identification of impact and mitigation of relevant risks in the environmental, social, and economic aspects of the operational activities.

→

Identifikasi dan Pengelolaan para Pemangku Kepentingan Perseroan.
Identification and Management of the Company's stakeholders.

→

Perencanaan dan Pelaksanaan program-program yang relevan.
Planning and implementation of relevant programs.

Kegiatan CSR yang Mendukung Tujuan Pembangunan Berkelanjutan (TPB)

CSR Activities Supporting Sustainable Development Goals (SDGs)

Kesehatan/Health

Perseroan aktif dalam membantu penanganan kasus *stunting* di wilayah operasional Perseroan. Hingga akhir tahun 2022, sebanyak 273 paket makanan tambahan diberikan bagi anak yang mengalami *stunting*. Bantuan diberikan menyebar di wilayah operasional Perseroan.

Selain bantuan paket makanan, Perseroan juga melaksanakan sosialisasi dan edukasi terkait pencegahan *stunting* di beberapa wilayah seperti Kabupaten Bangka.

The Company actively participates in the handling of stunting cases in the its operational areas. By the end of 2022, 273 additional food packages were given to stunted children. The assistance was distributed across the Company's operational areas.

In addition to donating food packages, the Company also carries out socialization and education to prevent stunting in several areas such as Bangka Regency.

Perseroan menyediakan 3 Mobil Sehat, 2 Mobil Sehat di Wilayah Kepulauan Bangka Belitung dan 1 Mobil Sehat di Wilayah Kepulauan Riau. Sepanjang tahun 2022, terdapat 3.922 masyarakat telah menikmati fasilitas pelayanan kesehatan gratis melalui mobil sehat ini. Perseroan berharap dengan adanya Mobil Sehat ini dapat meningkatkan kesejahteraan masyarakat disekitar wilayah operasional Perseroan.

The Company provides 3 Healthy Cars, 2 Healthy Cars in the Bangka Belitung Islands Region and 1 Healthy Car in the Riau Islands Region. Throughout 2022, there were 3,922 people who have enjoyed free health service facilities through the health car. The Company hopes that the Health Car can improve the welfare of the community around the Company's operational areas.

Perseroan telah menyalurkan Rp2,61 miliar yang diberikan untuk membantu biaya pengobatan 130 warga yang membutuhkan. Sehingga dapat meringankan beban finansial bagi beberapa warga. Bantuan tersebut digunakan untuk biaya kontrol, rawat jalan dan juga pembelian obat.

The Company has disbursed Rp2.61 billion to help with the medical expenses of 130 residents in need. This donation is expected to ease the financial burden of some residents. This donation also covers the costs of medical check-up, outpatient care and also purchasing medicines.

Lingkungan/Environment



Perseroan menyadari peran penting Mangrove dalam menjaga ekosistem laut. Oleh karena itu, Perseroan secara rutin melakukan penanaman mangrove secara tersebar di beberapa Pulau. Perseroan juga memastikan adanya pelibatan masyarakat sekitar dalam pelaksanaan program ini, yaitu dengan membeli bibit batang mangrove dari masyarakat sekitar. Hingga akhir tahun 2022, Perseroan telah menanam 18.100 bibit batang Mangrove, yang tersebar di wilayah Kota Pangkalpinang, Kabupaten Bangka Tengah, Kabupaten Bangka, Kabupaten Karimun dan Kabupaten Bangka Barat.

The Company is aware of the important role of mangroves in protecting marine ecosystems. Therefore, the Company routinely plants mangroves across several islands. The company also involves the local community to carry out this program, by purchasing mangrove seedlings from the surrounding community. By the end of 2022, the Company has planted 18,100 Mangrove seedlings across Pangkalpinang City, Central Bangka Regency, Bangka Regency, Karimun Regency and West Bangka Regency.

Selain penanaman mangrove, Perseroan juga telah melakukan berbagai upaya lain dalam memastikan terjaganya ekosistem laut. Salah satunya adalah penenggelaman *Artificial Reef/Coral Garden* di dua lokasi yaitu Pulau Putri Kabupaten Bangka dan Pantai BIO Kabupaten Bangka, *Fishing Ground* sebanyak 141 rumpon.

Apart from planting mangroves, the Company has also carried out other efforts to ensure the preservation of marine ecosystems. One of which is by the sinking of Artificial Reef/ Coral Garden in two locations namely Pulau Putri, Bangka Regency and BIO Beach, Bangka Regency, Fishing Ground as many as 141 FADs.

Perseroan membangun tiga unit fasilitas Mandi, Cuci, Kakus (MCK) inidividu bagi tiga warga di Kelurahan Jelitik, Kecamatan Sungailiat, Kabupaten Bangka.

The Company built three units of Bathing, Washing and Toilet (MCK) facilities for three residents in Jelitik Village, Sungailiat District, Bangka Regency.

Perseroan membantu mitra binaan yang menjalankan usaha daur ulang kembali sampah menjadi barang bernilai tambah.

The Company assists fostered partners who run the business of recycling waste back into value-added goods.

Perseroan memberikan 3 unit motor roda tiga kepada Kampung Nelayan II di Sungailiat untuk menjadi sarana pengangkutan sampah.

The Company provided 3 units of three-wheeled motorbikes to Kampung Nelayan II in Sungailiat for waste transportation.

Perseroan memberikan dukungan kepada komunitas yang bergerak dalam aksi pelestarian ikan endemik. Perseroan turut dalam membangun 10 unit kolam penampungan. Sejauh ini terdapat 7 jenis ikan endemik yang berada di pulau Bangka dan 81 lainnya merupakan ikan Native.

The Company provided support to communities which engaged in endemic fish conservation. The Company participated in the construction of 10 holding ponds. So far, there are 7 endemic fish species on Bangka Island and the other 81 are native fishes.

Pendidikan/Education



Perseroan memberikan bantuan media pembelajaran digital kepada SMAN 1 Pemali, Kabupaten Bangka. Bantuan yang diberikan berupa infocus, layar dan speaker. Bantuan ini diharapkan dapat membantu dan memotivasi para pelajar untuk terus berprestasi.

The Company provided digital learning media to SMAN 1 Pemali, Bangka Regency. The support was provided in the form of infocus, screen and speakers. This support is expected to help and motivate students to continue to excel.

PT TIMAH Tbk menyerahkan bantuan ke Sekolah Luar Biasa (SLB) Negeri Muntok. Bantuan ini untuk menambah sarana dan prasarana pembelajaran di SLB Muntok.

PT TIMAH Tbk handed over donation to the Muntok State Special School (SLB). The donation is provided by adding learning facilities and infrastructures at SLB Muntok.

Perseroan memberikan beasiswa pendidikan di Akademi Komunitas Industri Pertambangan (AKIPBA) Bukit Asam, kepada lima pelajar di Provinsi Kepulauan Bangka Belitung.

The Company provided scholarships for Bukit Asam Mining Industry Community Academy (AKIPBA), the scholarships were given to five students in Bangka Belitung Islands Province.

PT TIMAH Tbk memberikan kesempatan bagi 23 mahasiswa dari 10 Universitas untuk mengikuti program *internship* selama enam bulan. Pelaksanaan program ini bertujuan untuk menambah pengetahuan dan pengalaman belajar dalam proses bisnis Perseroan.

PT TIMAH Tbk provided an opportunity for 23 students from 10 universities to take part in an internship program for six months. This program aims to increase knowledge and learning experiences in the Company's business processes.

Perseroan memberikan 954 paket perlengkapan sekolah bagi anak-anak nelayan di Kecamatan Tebing. Paket perlengkapan ini berisi tas, buku, dan peralatan tulis lainnya.

The Company provided 954 school supplies packages for fishermen's children in Tebing District. This package includes a school bag, books, and other writing tools.

Perseroan memberikan pelatihan penyusunan laporan UKM berbasis digital untuk 27 mitra binaan. Pelatihan ini diberikan dengan tujuan untuk dapat memberikan wawasan bagi mitra binaan dalam membuat laporan keuangan secara mandiri, sehingga dapat mendorong mitra binaan untuk dapat semakin berkembang.

The Company provides training for the preparation of digital-based MSEs for 27 fostered partners. This training is intended to provide knowledge for the fostered partners to be independent in preparing financial statements, which enable fostered partners to develop further.

Perseroan memberikan sosialisasi peningkatan kapasitas masyarakat lingkar tambang di Balai Pertemuan Desa Bukit Layang, Kabupaten Bangka. Sosialisasi ini bertujuan untuk meminimalkan pelaksanaan penambangan timah secara illegal. Perseroan memberikan kesempatan bagi masyarakat untuk dapat berpartisipasi dalam kegiatan pertambangan melalui aturan yang berlaku, dengan pola kemitraan.

The Company provides socialization to communities around its mining site at the Meeting Hall of Bukit Layang Village, Bangka Regency. This socialization is intended to minimize the occurrence of illegal mining. The Company provides opportunities for the community to participate in mining activities based on the applicable regulations through partnership pattern.

Pemberdayaan Perempuan/Women Empowerment



Perseroan menyediakan pelatihan *ecoprint* bagi kelompok wanita yang tergabung di Dewan Perwakilan Daerah Perkumpulan Srikandi Kreatif Indonesia Bangka Belitung (DPD Persikindo Babel) dan kelompok wanita di Dusun Air Abik, Desa Gunung Muda, Kabupaten Bangka. Pelatihan ini bertujuan untuk meningkatkan kemampuan kerajinan *ecoprint* yang memiliki pangsa pasar luas. Industri kreatif *ecoprint* ini juga merupakan industri yang ramah lingkungan karena memanfaatkan keanekaragaman hayati.

The Company provides ecoprint training for women's groups of the Bangka Belitung Indonesian Creative Srikandi Association Regional Representative Council (DPD Persikindo Babel) and women's groups in Air Abik Hamlet, Gunung Muda Village, Bangka Regency. This training aims to improve the ability of ecoprint crafts that have a wide market share. The creative ecoprint industry is also an environmentally friendly industry because it utilizes biodiversity.

Perseroan memberikan pelatihan pengolahan hasil panen kepada kelompok Wanita Tani Kampung Tanjung, Kelompok Swadaya Masyarakat Bersahabat Desa Air Limau, dan IIKT. Pelatihan ini diselenggarakan di Metalurgi Learning Center. Tujuan pelatihan ini adalah untuk meningkatkan keterampilan kelompok perempuan dalam mengolah hasil panen, sehingga dapat menambah penghasilan keluarga.

The Company provides training on harvest processing to Wanita Tani Kampung Tanjung group, Kelompok Swadaya Masyarakat Bersahabat Air Limau VIllage, and IIKT. This training was held at the Metallurgical Learning Center. The aim of this training is to improve the skills of women's groups in processing crops, so that they can increase family income.

Perekonomian/Economic

Perseroan memberikan bantuan untuk pembangunan kandang baterai peternakan ayam di SMKN 1 Simpang Renggiang. Kandang baterai peternakan ayam ini digunakan sebagai sarana pembelajaran bagi para siswa jurusan peternakan unggas.

The Company provided assistance in building battery cage chicken farm at SMKN 1 Simpang Renggiang. This battery cage is used as a learning tool for students majoring in poultry farming.

PT TIMAH Tbk memberikan pelatihan pembuatan kerajinan khas Orang Lum berupa pelestarian kebudayaan. Pelatihan ini melibatkan masyarakat Dusun Air Abik dan pelajar dari SD 24 Belinyu dan SMAN 1 Riau Silip.

Hasil dari pelatihan ini berupa Anyaman yang diproduksi untuk *home decor, miniature, souvenir.* Setelah kegiatan pelatihan ini, Perseroan akan terus melakukan *monitoring* dan evaluasi untuk memastikan agar produk-produk yang dihasikan dapat di ekspor, dan memandirikan ekonomi masyarakat tersebut.

PT TIMAH Tbk provided training on making Orang Lum handicrafts in the form of cultural preservation. This training involved the people of Air Abik Hamlet and students from SD 24 Belinyu and SMAN 1 Riau Silip.

This training produced of woven products which are used for home decors, miniatures, souvenirs. After this training activity, the Company will continue to monitor and evaluate to ensure that the production can be exported, and to establish economic independency for the community.

PT TIMAH Tbk menjaga kearifan lokal masyarakat adat dengan menyerahkan bantuan dua unit Alat Tenun Bukan Mesin (ATBM) kepada Lembaga Adat Mapur, Dusun Air Abik, Desa Gunung Muda, Kecamatan Belinyu, Kabupaten Bangka. Selain bantuan alat tenun, PT TIMAH Tbk juga menyediakan pelatihan untuk membuat produk kerajinan. Perseroan berharap dengan adanya pelatihan dan bantuan alat, masyarakat dapat membuat produk kerajinan yang berkualitas dan dapat dipasarkan baik didalam dan internasional, sehingga dapat menciptakan kemandirian ekonomi bagi masyarakat sekitar.

PT TIMAH Tbk maintains the local wisdom of indigenous peoples by donating two units of Non-Machine Weaving Tools (ATBM) to the Mapur Traditional Institute, Air Abik Hamlet, Gunung Muda Village, Belinyu District, Bangka Regency. In addition to the donation, PT TIMAH Tbk also provides training to make handicraft products. The Company expects that the training and donation of equipment will enable the community to make quality handicraft products that can be marketed both domestically and internationally, so as to create economic independence for the surrounding community.

PT TIMAH Tbk membuat *pilot project* Budidaya Perikanan Terintegrasi dengan menggunakan Konsep Keramba Jaring Apung (KJA). *Pilot project* ini dilaksanakan di Kawasan Pulau Sukun Perairan Laut Gantung, Kabupaten Belitung Timur. *Pilot project* ini bertujuan untuk membudidayakan ikan kerapu cantik dan udang vaname. Sepanjang tahun 2022, telah berhasil memanen ikan karapu cantik sekitar 400 kilogram dan udang vaname sebanyak 80 kilogram sepanjang aktivitas budidaya itu dilakukan.

PT TIMAH Tbk established a pilot project for Integrated Aquaculture using the Floating Net Cage (KJA) Concept. This pilot project was conducted in Sukun Island of Gantung Sea Area, East Belitung Regency. This pilot project aims to cultivate exotic grouper fishes and vannamei shrimps. Throughout 2022, it has succeeded in harvesting around 400 kilograms of exotic grouper fish and 80 kilograms of vannamei shrimp from the cultivation.

Perseroan telah melaksanakan beberapa program CSR seperti program PPM, program PUMK. Sepanjang tahun 2022, Program PUMK telah menyalurkan Rp1,18 miliar yang diberikan kepada 26 UMKM. Sementara itu Program PPM sebanyak Rp17,29 miliar diberikan kepada 13.641 masyarakat.

The Company has carried out several CSR programs such as the PPM program and the PUMK program. Throughout 2022, the PUMK Program has disbursed Rp1.18 billion to 26 MSMEs. Meanwhile, the PPM Program has disbursed Rp17.29 billion to 13,641 people.

Sepanjang tahun 2022, Perseroan telah menebarkan 800 bibit kepiting di Pulau Setunak, Kabupaten Karimun.

Throughout 2022, the Company has sown 800 crab seeds on Setunak Island, Karimun Regency.

Perseroan tidak hanya mendukung permodalan untuk UMKM, melainkan membina, memberikan fasilitas promosi dan pemasaran hasil produk UMKM. PT TIMAH Tbk berkomitmen untuk mendukung pengembangan usaha UMKM mitra binaan, sehingga nantinya mitra binaan dapat naik kelas dan membuka lapangan pekerjaan bagi masyarakat dan menggerakkan ekonomi masyarakat sekitar.

The Company does not only support capital for MSMEs, but fosters and provides promotion as well as marketing facilities for MSME products. PT TIMAH Tbk is committed to supporting the business development of the fostered MSME partners, it is expected that the fostered partners can upgrade their class and provide jobs for the community and drive the economy of the surrounding community.

Salah satu bentuk dukungan Perseroan adalah dengan, memberikan program sertifikasi halal secara gratis, tahun 2022, Perseroan memfasilitasi 20 produk mitra binaan untuk mendapatkan sertifikasi halal. Sertifikasi ini bertujuan untuk menjaga dan meningkatkan kualitas produk UMKM mitra binaan.

One of the Company's supports is by providing a free halal certification program, in 2022, the Company facilitates 20 fostered partner products to obtain halal certification. This certification aims to maintain and improve the product quality of fostered MSMEs partners.

Perseroan membangun Rumah BUMN Belitung, sebagai bentuk komitmen dalam mengembangkan UMKM mitra binaan. Rumah BUMN Belitung ini merupakan wadah untuk memasarkan berbagai produk mitra binaan BUMN.

The Company built the Rumah BUMN Belitung, as a form of commitment in developing fostered MSME partners. Rumah BUMN Belitung is a marketing forum of various products of fostered partners of SOEs.

Selain Rumah BUMN Belitung, Perseroan juga memfasilitasi wadah untuk memasarkan produk berupa TINS *Corner* yang terletak di Swiss-Belhotel Pangkalpinang. TINS *Corner* bertujuan untuk memudahkan wisatawan untuk mendapatkan oleh-oleh khas Bangka Belitung dan produk UMKM lainnya dari mitra binaan PT TIMAH Tbk.

Apart from Rumah BUMN Belitung, the Company also facilitates a place to market products in the form of TINS Corner which is located at Swiss-Belhotel Pangkalpinang. TINS Corner aims to facilitate tourists in obtaining typical Bangka Belitung souvenirs and other MSME products from PT TIMAH Tbk's fostered partners.

Adat Istiadat/Tradition

Perseroan memberikan bantuan pengadaan peralatan marawis dan *soundsystem* kepada Majelis Taklim dan Yayasan Alhidayah serimpang Darussalam.

The Company provided assistance in procuring marawis equipment and sound systems to the Taklim Council and Al Hidayah Serimpang Darussalam Foundation.

Perseroan mendukung pembangunan Kampung Adat Gebong Memarong yang merupakan rumah adat Orang Lum di Dusun Air Abik Desa Gunung Muda, Kabupaten Bangka, Bangka Belitung. Terdapat 7 Gebong Memarong yang dibangun di Kampung Adat tersebut. Tujuh Gebong Memarong ini akan difungsikan untuk *home stay* tradisional sebanyak empat unit, balai adat, galeri, dan museum.

The Company supported the construction of Gebong Memarong Traditional Village, which is the traditional house of the Lum people in Air Abik Hamlet, Gunung Muda Village, Bangka Regency, Bangka Belitung. 7 Gebong Memarongs were built in the Traditional Village. From the seven Gebong Memarongs four of them will be functioned traditional homestays, traditional halls, galleries and museums.

Perseroan berpartisipasi dalam pelestarian budaya, adat dan tradisi masyarakat di lingkar tambang dengan mengikuti kegiatan Sedekah Kapong yang dilaksanakan di Desa Simpang Tiga, Sedekah Kapong Bersatu Desa Kundi, Tradisi Sembahyang Bulan di Desa Puput dan Perang Ketupat di Desa Tempilang.

The Company participated in preserving the culture, customs and traditions of the community around its mining sites by participating in the Sedekah Kapong held in Simpang Tiga Village, Sedekah Kapong Bersatu of Kundi Village, the Moon Prayer Tradition in Puput Village and the Ketupat War in Tempilang Village.

Bantuan Infrastruktur, Sarana dan Prasarana Probono, serta Bencana Alam [203-1]
Assistance in Probono Facilities and Infrastructures, as well as Natural Disaster [203-1]

Perseroan memberikan Layanan Kesehatan dari Rumah ke Rumah Korban Puting Beliung di Desa Kebintik.	The Company provided house to house health services for tornado victims in Kebintik Village.
Memberikan bantuan untuk perbaikan rumah warga terdampak bencana puting beliung di Kecamatan Manggar.	Provided assistance to repair the houses of residents affected by the tornado in Manggar District.
PT TIMAH Tbk memberikan bantuan pembangunan infrastruktur untuk mempermudah akses bagi nelayan menuju tambatan perahu. Pembangunan infrastruktur ini menghubungkan Air Lanji sampai Tanjung Batu Burok Desa Mengkubang, Kecamatan Damar, Belitung Timur.	PT TIMAH Tbk provided assistance in infrastructure development to facilitate access for fishermen to the boat moorings. This infrastructure development connects Air Lanji to Tanjung Batu Burok, Mengkubang Village, Damar District, East Belitung.
Serah terima 25 mesin Ketinting dari PT TIMAH Tbk untuk KUB Layang Mekar Berseri. Mesin Ketinting ini bermanfaat untuk membantu mengatasi keterbatasan peralatan tangkap, sehingga areal tangkapan ikan bisa lebih jauh.	Handover of 25 Ketinting machines from PT TIMAH Tbk for KUB Layang Mekar Berseri. This Ketinting machine is useful to help overcome the limitations of fishing equipment, so that the fishing area can be expanded.
Perseroan memberikan bantuan berupa alat Mesin Pertanian *Hand Tractor Rotari* dan *Cultivator* kepada Kelompok Tani Gapoktan Banjar Jaya di Desa Petaling Banjar Kecamatan Mendo Barat Kabupaten Bangka. Bantuan *hand tractor* ini diharapkan dapat mempermudah pekerjaan para petani dan meningkatkan produktivitas.	The Company provided donation in the form of Hand Tractor Rotary Agricultural Machinery and Cultivator for the Banjar Jaya Gapoktan Farmer Group in Petaling Banjar Village, West Mendo District, Bangka Regency. The hand tractor donation is expected to facilitate the work of farmers and increase productivity.
Perseroan memberikan jaminan perlindungan sosial BPJS Ketenagakerjaan bagi 457 orang di lingkar tambang.	The Company provided social protection insurance of BPJS Ketenagakerjaan for 457 people around the mine sites.
Sepanjang tahun 2022, Perseroan telah membantu perbaikan rumah layak huni bagi 14 kepala keluarga di wilayah Provinsi Keupauan Bangka Belitung dan Provinsi Kepulauan Riau.	Throughout 2022, the Company has helped the reparation of livable houses for 14 family heads in Bangka Belitung Keupauan Province and Riau Archipelago Province.
Perseroan turut aktif dalam kegiatan pembangunan infrastruktur sarana dan prasana yang mendukung mobilitas masyarakat setempat, seperti: 29 masjid, 3 ruang asrama teras yayasan, 1 pesantren, 2 yayasan, 5 gedung sekolah, 1 rumah dinas pendeta, kantin sehat SMA, 1 renovasi infrastruktur sekolah, 1 sekretariat madania center dan 6 sarana prasarana masjid. Total bantuan yang tersalurkan sebanyak Rp2,16 miliar.	The Company actively participates in the construction of infrastructures and facilities that support the mobility of local communities, such as: 29 mosques, terrace dormitory of 3 foundations, 1 Islamic boarding school, 2 foundations, 5 school buildings, 1 pastor's official house, high school healthy canteen, 1 school infrastructure renovation, 1 madania center secretariat and 6 mosque infrastructure facilities. The Company has disbursed a total of Rp2.16 billion

Ketahanan Pangan/Food Security

Perseroan telah menyerahkan 200 bibit tanaman buah kepada warga Teluk Rubiah, Kecamatan Muntok, Kabupaten Bangka Barat, sebagai bentuk pemberdayaan dan mendukung ketahanan pangan warga.

The Company handed over 200 fruit tree seedlings to the residents of Teluk Rubiah, Muntok District, West Bangka Regency, as a form of empowerment and to support the food security of the villagers.

Perseroan memberikan pelatihan Pertanian Hidroponik Bagi Kelompok Wanita. Selain pelatihan, PT TIMAH Tbk juga menyediakan sarana dan prasarana dalam menjalankan usaha pertanian hidroponik. Bantuan yang diberikan berupa pipa, busa benih dan lainnya, untuk memudahkan masyarakat dalam mengimplementasikan pertanian hidroponik. Tujuan dari bantuan ini adalah agar wanita mampu mandiri dalam menyediakan kebutuhan sayuran untuk konsumsi keluarga yang tentunya aman dan sehat.

The Company provided Hydroponic Farming training for Women's Groups. Apart from training, PT TIMAH Tbk also provides training facilities and infrastructures to carry out hydroponic farming business. The assistance was provided in the form of pipes, seed foam and others, to facilitate the community in carrying out hydroponic farming. This assistance aims to enable women to become independent in providing safe and healthy vegetables for her family consumption.

Komitmen Kebijakan Implementasi Kebijakan Mutu [2-23, 2-24]
Policy Commitment Quality Policy Implementation [2-23, 2-24]

Perseroan berkomitmen dalam memberikan layanan produk dan jasa yang setara bagi seluruh pelanggan. Salah satu upaya yang dilakukan adalah dengan mengimplementasikan dan mendapatkan sertifikasi ISO 9001:2015. Selain sertifikasi tersebut, Perseroan juga memiliki Kebijakan Mutu, yang berisi komitmen Perseroan dalam menjaga entitas, kualitas dan nilai-nilai perusahaan, yang diukur melalui tingkat kepuasan *customer survey*. Manajemen memastikan kebijakan mutu dapat berjalan secara efektif, dengan mengomunikasikan kebijakan mutu kepada setiap fungsi dan mengimplementasikannya.

The Company is committed to providing equal products and services to all customers. One of the efforts is to implement and obtain ISO 9001:2015 certification. In addition to this certification, the Company also has a Quality Policy, which contains the Company's commitment in maintaining the entity, quality and corporate values, which is measured through the level of customer satisfaction survey. Management ensures the quality policy can run effectively, by communicating the quality policy to each function, and implementing it.

Perseroan menunjuk Kepala Unit Metalurgi Muntok dan Pengolahan & Peleburan – Unit Produksi Kundur (PP-UPK) sebagai *Quality Management Representative* (QMR). Selain itu, Perseroan juga melibatkan berbagai Divisi lain dalam memastikan implementasi kebijakan ini, seperti Kepala Divisi P2SDM yang bertanggung jawab dalam perencanaan kebutuhan kompetensi dan tanggung jawab implementasi manajemen pelatihan; Kepala Divisi Manajemen Risiko bertanggung jawab dalam pengelolaan audit dan *Non-Comformity Report* (NCR) evaluasi dan *monitoring*, serta memantau seluruh kegiatan perbaikan yang dilaksanakan untuk memastikan keefektifan implementasi dan penyelesaian temuan audit; Kepala Divisi Teknologi Informasi dalam mengelola dan mengendalikan keseluruhan sistem informasi dan telekomunikasi di PT TIMAH Tbk. Divisi P2SDM telah menerapkan sistem dalam perencanaan dan kontrol realisasi yang dilakukan melalui *Training Need Analysis* (TNA). Dengan adanya TNA ini, Perseroan berharap

The Company appointed the Head of Muntok Metallurgical Unit and Processing & Smelting - Kundur Production Unit as Quality Management Representative (QMR). In addition, the Company also involves various other Divisions in ensuring the implementation of this policy, such as the Head of the P2SDM Division who is responsible for planning competency needs and responsibility for implementing training management; Head of the Risk Management Division is responsible for managing audits and Non-Comformity Report (NCR) evaluation and monitoring, as well as monitoring all corrective activities carried out to ensure the effectiveness of implementation and resolution of audit findings; Head of the Information Technology Division in managing and controlling the entire information and telecommunications system at PT TIMAH Tbk. P2SDM Division has implemented a system in the planning and control of realization carried out through Training Need Analysis (TNA). With this TNA, the Company expects to

dapat menghasilkan daftar dan pemetaan kompetensi-kompetensi mayor yang bersifat prioritas dalam rangka pemenuhan kepatuhan terhadap sistem dan regulasi.

Selaras dengan visi misi Perseroan, PT TIMAH Tbk mengintegrasikan kebijakan mutu ke dalam strategi perusahaan yang dilakukan dengan menetapkan sasaran dan program kerja mutu pada masing-masing Divisi, sesuai dengan lingkup ISO 9001:2015. Setelah itu, Perseroan mengimplentasikannya melalui prosedur operasional yang diterapkan oleh setiap Divisi. Secara bertahap, Perseroan terus melakukan pemantauan, reviu dan evaluasi berkala atas perkembangan kebijakan dan situasi eksternal. Perseroan juga menerapkan *three lines of model* dalam organisasi, dengan menunjuk Fungsi Manajemen Risiko sebagai pengendali mutu atas kegiatan identifikasi & pemetaan risiko, dan skala risiko yang berhubungan langsung terhadap kendali mutu.

produce a list and mapping of major competencies that are prioritized in order to fulfill compliance with systems and regulations.

Integrating the quality policy into the Company's strategy is done by setting quality objectives and work programs in each Division, in accordance with the scope of ISO 9001:2015. After that, the Company implements it through operational procedures applied by each Division. Gradually, the Company continues to conduct periodic monitoring, review and evaluation of policy developments and external situations. The Company also implements the three lines of model in the organization, by appointing the Risk Management Function as the quality controller for risk identification & mapping activities, and risk scale directly related to quality control.

Proses Remediasi Dampak Negatif [2-25]
Process of Remediating Negative Impacts [2-25]

A. Komitmen Perseroan dalam Memperbaiki Dampak Negatif

Atas setiap risiko yang telah di identifikasi menyebabkan dampak negatif, Perseroan telah membuat panduan, khususnya pada karyawan dibagian terkait agar dapat mengurangi dampak serupa di masa yang akan datang. Secara periodik Perseroan melakukan pengawasan dan evaluasi atas langkah kebijakan mitigasi yang diambil guna melindungi perusahaan dan kepentingan seluruh pemangku kepentingan.

B. Mekanisme Penanganan Keluhan

Sebagai wujud komitmen dalam melindungi seluruh pemangku kepentingannya, Perseroan berusaha melakukan pengelolaan risiko dan mengambil langkah yang bersifat preventif. Perseroan juga membuka ruang komunikasi untuk mendengar masukan atau keluhan dari seluruh pemangku kepentingan. Hal ini di implementasikan dengan adanya SOP nomor QP 8.2-01 tentang prosedur menangani keluhan pelanggan (Rev. 3) di Unit Metalurgi, serta SOP.MKT-11 prosedur penanganan keluhan pada Divisi Pemasaran, didukung dengan adanya penyelenggaraan *public expose* dan prosedur komunikasi eksternal oleh fungsi Sekretaris Perusahaan.

C. Proses Lain dalam Remediasi Dampak Negatif

Selalu ada kemungkinan munculnya dampak negatif, Perseroan melalui fungsi pada lini kedua Divisi

A. The Company's Commitment in Remediating the Negative Impact

For each risk that has been identified as causing a negative impact, the Company has created guidelines, especially for employees in the relevant division in order to reduce similar impacts in the future. The Company periodically monitor and evaluate the mitigation policy steps taken to protect the company and the interests of all stakeholders.

B. Complaint Handling Mechanism

As a form of commitment in protecting all of its stakeholders, the Company strives to manage risks and take preventive actions. The Company also provide communication channels to listen to feedbacks or complaints from all stakeholders. This is implemented through the SOP number QP 8.2-01 concerning the procedure of handling customer complaints (Rev.3) at Metallurgy Unit, as well as SOP. MKT-011 Procedure of handling complaints in Marketing Division, supported by the organization of public expose and external communication by Corporate Secretary.

C. Other Process in Remediating Negative Impact

There is always the possibility of a negative impact occurring, the Company through its function on

Manajemen Risiko telah melakukan pemetaan dan analisa proses bisnis yang akan berkontribusi dalam identifikasi-identifikasi risiko melalui analisa potensi risiko, sumber penyebab dan dampak. Strategi-strategi yang muncul memiliki pendekatan nilai-nilai negatif dari dampak yang sudah tertuang dalam Pedoman Manajemen Risiko Perusahaan Tahun 2019 dimana kualifikasi dan klasifikasi kemungkinan dan bahkan keparahan telah teridentifikasi dengan jelas seperti operasi, finansial, hukum dan reputasi serta *update* pada faktor K3. Faktor-faktor ini yang tercermin dalam pemetaan dan penentuan nilai-nilai pada proses identifikasi risiko, sehingga profil risiko yang dimiliki oleh masing-masing pemilik risiko *(Risk Owner)* dapat memiliki skala nilai terstandarisasi dan mempermudah mitigasi dan pengendalian.

the second line of the Risk Management Division has mapped and analyzed business processes that will contribute to the identification of risks through analysis of potential risks, sources and impacts. The emerging strategies have a negative value-of-impact approach that is already stipulated in the 2019 Company Risk Management Guidelines where the qualifications and classification of possibilities and even severity have been clearly identified, such as operations, financial, legal and reputation as well as updates on OHS factors. These factors are reflected in the mapping and determination of values in the risk identification process, so that the risk profile owned by each risk owner can have a standardized value scale and facilitate mitigation and control.

D. Keterlibatan Pemangku Kepentingan dalam Proses Remediasi

Perseroan senantiasa mendorong adanya interaksi atau pelibatan pemangku kepentingan di seluruh aspek operasionalnya. Termasuk didalamnya terkait keterlibatan pemangku kepentingan dalam proses perbaikan yang harus dilakukan Perseroan. Keterlibatan tersebut diterapkan dalam mekanisme pengaduan.

SOP nomor QP 8.6-01 Prosedur Verifikasi Produk Akhir. Sedangkan untuk operasi dan perbaikan telah dikendalikan dengan SOP nomor QP 8.7-01 Prosedur Pengendalian Produk Tidak Sesuai, serta SOP nomor QP 10.2-01 Prosedur Tindakan Perbaikan dan QP 10.2-02 Prosedur Tindakan Pencegahan.

D. Stakeholders' Engagement in Remediation Process

The Company always encourage the interaction and engagement of stakeholders in all of its operational aspects. Including in the inclusion of stakeholders in the compulsory improvement process of the Company. The engagement is implemented in the reporting mechanism.

SOP number QP 8.6-01 Final Product Verification Procedure. Meanwhile, operations and repairs have been controlled by SOP number QP 8.7-01 Procedure for Control of Non-Conforming Products, as well as SOP number QP 10.2-01 Corrective Action Procedure and QP 10.2-02 Preventive Action Procedure.

E. Keefektifan Mekanisme Proses Remediasi

Perseroan menilai bahwa mekanisme pengaduan dan penyelesaian yang ada telah berjalan baik dan efektif. Hal ini setidaknya ditunjukkan dengan adanya Maksimum Rework RFE yakni 0,35% dan jumlah produk yang mendapatkan keluhan pelanggan sejumlah 0,25% dari total produksi tahunan.

Perseroan juga mendapatkan banyak manfaat dari adanya pelibatan pemangku kepentingan melalui sarana komunikasi atau sarana pengaduan yang ada.

Umpan balik pemangku kepentingan seperti dalam hal regulasi menjadi sangat penting atas *update* isu-isu eksternal seperti adanya berita pelarangan ekspor *prototype* logam mentah. Detilnya pemetaan isu-isu eksternal khususnya pada perubahan regulasi terkait dengan Tata Niaga

E. Effectiveness of Remediation Process Mechanism

The Company considers that the existing reporting and settlement mechanism has been running properly and effective. This is at least reflected from the existence of Maximum Rework RFE of 0.35% and the number of products that received customer complaints at 0.25% of the annual total production.

The Company also obtained various benefits from the involvement of stakeholders through the existing communication or complaint channels.

Stakeholder feedback, such as in terms of regulations, is very important for updates on external issues, such as the news of a ban on the export of raw metal prototypes. Detailed mapping of external issues, especially on changes in regulations related to Tin Trading and Environmental Management, is the main

Timah dan Pengelolaan Lingkungan menjadi poin utama dalam Ancaman (*Threath*) pemetaan isu dalam dokumen Panduan Mutu. Proses mekanisme pengaduan, remediasi dan umpan balik bahkan telah dikendalikan melalui SOP pada Divisi Pemasaran dari penanganan keluhan (SOP.MKT-11), prosedur riset dan analisa pasar (SOP.MKT-13), dan dalam prosedur intelijen pasar (SOP.MKT-14).

point in the Threat (Threath) mapping of issues in the Quality Procedures document. The processes of complaint, remediation and feedback mechanisms have even been controlled through SOPs in the Marketing Division of complaint handling (SOP.MKT-11), market research and analysis procedures (SOP. MKT-13), and in market intelligence procedures (SOP. MKT- 14).

Kepatuhan terhadap Hukum dan Regulasi [2-27]
Compliance towards laws and regulations [2-27]

Perseroan mendapatkan sertifikasi ISO *Quality Management System* (QMS) 2015:2018, sebagai bentuk pemenuhan atas implementasi panduan mutu pada sistem pelaksanaan proses bisnis perusahaan. Perseroan berhasil mendapatkan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan (PROPER) KLHK kategori EMAS pada kedua pelaksana *core* implementasi QMS Unit Metalurgi dan PP-UPK dalam. Selain itu, Perseroan juga mendapatkan penghargaan lain atas kepatuhan terhadap regulasi seperti PRISMA dari Kemenkumham, Pratama dan Aditama pada penilaian *Good Mining Practice* (GMP) *Award* KESDM.

The Company obtained ISO 2015:2018 Quality Management System (QMS) as a form of compliance with the implementation of quality guideline on the implementation of corporate business processes. The Company managed to obtain GOLD category in the Company Performance Rating in Environmental Management (PROPER) on both core operators of QMS Metallurgy Unit and PP-UPK. In addition, the Company also obtained other awards for its compliance with the regulations, including PRISMA from the Ministry of Justice and Human Rights, Pratama and Aditama on the assessment of Good Mining Practice (GMP) Award of the Ministry of Justice and Human Rights.



PILAR/PILLAR 1: ENVIRONMENT & CLIMATE CHANGE




TIMAH

Perseroan menerapkan pengelolaan lingkungan secara berkelanjutan di seluruh kegiatan operasional yang sejalan dengan nilai-nilai lingkungan, sosial, dan tata kelola (LST). Perseroan berkomitmen penuh atas kepatuhan terhadap semua persyaratan hukum yang berlaku dan diverifikasi melalui evaluasi berkala oleh tim audit lingkungan.

The Company implements environmental management sustainably in all of its operational activities in line with the environmental, social, and governance (ESG) values. The Company is fully committed to comply with all the applicable legel requirements and is verified through regular evaluation by the environmental audit team.

KEBIJAKAN DAN PEDOMAN PENGELOLAAN LINGKUNGAN
ENVIRONMENTAL MANAGEMENT POLICY AND GUIDELINE

Penghargaan dan Sertifikasi Bidang Lingkungan

Perseroan memiliki sertifikasi ISO 14001:2015 yang merupakan versi terbaru untuk standar manajemen lingkungan serta dijadikan sebagai acuan untuk menjalankan program-program lingkungan. Perseroan juga telah menerapkan sistem terakreditasi ISO 17025:2017.

Perseroan telah mengikutsertakan 12 karyawan untuk memiliki sertifikasi kompetensi Operasional Pengelolaan Limbah Bahan Berbahaya dan Beracun (OPLB3) terkait operasional pengelolaan limbah B3. Sehingga diharapkan dengan adanya sertifikasi tersebut, dapat mendukung Perseroan dalam menerapkan operasional yang lebih ramah lingkungan.

Selama tahun 2022, Perseroan berhasil meraih berbagai penghargaan pada aspek lingkungan dari pihak independen, antara lain yaitu:

- PROPER Peringkat Emas dari Kementerian Kehutanan dan Lingkungan Hidup untuk Unit Metalurgi Muntok dan Unit Metalurgi Kundur, PROPER Peringkat Hijau untuk TB Batubesi, dan 6 (enam) PROPER Peringkat Biru untuk unit lainnya.
- Penghargaan Utama (Perak) *"Good Mining Practice (GMP Award)"* Aspek Pengelolaan Lingkungan Hidup Pertambangan dari Kementerian Energi dan Sumber Daya Mineral untuk Unit Produksi Darat Bangka.

Environmental Awards and Certifications

The company has ISO 14001:2015 certification which is the latest version of the environmental management standard and is used as a reference in carrying out environmental programs. The company has also implemented ISO 17025:2017 accredited system.

The Company has registered 12 employees to obtain certification in the competency of Toxic and Hazardous Waste Management (OPLB3) related to the management of B3 waste. Thus, it is expected that the certification can help the Company in implementing a more environmentaly friendly operations.

Throughout 2022, the Company managed to win variety environmental awards from independent parties, including:

- Gold PROPER from the Ministry of Forestry and Environment for Muntok Metallurgy Unit and Kundur Metallurgy Unit, Green PROPER for TB Batubesi, and 6 (six) Blue PROPER for other units.
- Main Award (Silver) "Good Mining Practice (GMP Award)" in Mining Environmental Management Aspect from the Ministry of Energy and Mineral Resources for Bangka Onshore Production Unit.

Penghargaan PROPER yang Diterima Perseroan **PROPER Awards Obtained by the Company**

Wilayah Produksi Production Area	2022	2021	2020
Unit Metalurgi Muntok/Muntok Metallurgy Unit	Emas/Gold	Emas/Gold	Hijau/Green
Unit Metalurgi Kundur/Kundur Metallurgy Unit	Emas/Gold	Hijau/Green	Hijau/Green
TB. Batubesi	Hijau/Green	Hijau/Green	-
Bangka (Sungailiat dan Belinyu)/Bangka (Sungailiat and Belinyu)	Biru/Blue	Biru/Blue	Biru/Blue
Bangka Barat (Jebus)/West Bangka (Jebus)	Biru/Blue	Biru/Blue	Biru/Blue
Bangka Selatan (Toboali)/South Bangka (Toboali)	Biru/Blue	Biru/Blue	Biru/Blue
Unit Produksi Belitung/Belitung Production Unit	Biru/Blue	Biru/Blue	Biru/Blue
TB. Pemali	Biru/Blue	Biru/Blue	-
TB. Paku	Biru/Blue	-	-

Landasan Hukum [3-3]

Seluruh rencana dan pengelolaan lingkungan merupakan bagian dari kegiatan operasional pertambangan yang mengacu pada berbagai peraturan perundangan komprehensif.

- UU No. 11 Tahun 2020 Tentang Cipta Kerja.
- UU No. 3 Tahun 2020 Tentang Perubahan atas UU No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batu Bara.
- UU No. 32 Tahun 2009 Tentang Perlindungan dan Pengelolaan Lingkungan Hidup.
- UU No. 30 Tahun 2009 Tentang Ketenagalistrikan.
- UU No. 30 Tahun 2007 Tentang Energi.
- UU No. 41 Tahun 1999 Tentang Kehutanan.
- UU No. 10 Tahun 1997 Tentang Ketenaganukliran.
- PP No. 22 Tahun 2021 Tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup.
- PP No. 79 Tahun 2014 Tentang Kebijakan Energi Nasional.
- PP No. 78 Tahun 2010 Tentang Reklamasi & Pasca Tambang.
- PP No. 70 Tahun 2009 Tentang Konservasi Energi.
- PP No. 26 Tahun 2020 Tentang Rehabilitasi & Reklamasi Hutan.
- PP No. 23 Tahun 2021, Tentang Penyelenggaraan Kehutanan.
- Permen LHK No. 3 Tahun 2021 Tentang Standar Kegiatan Usaha Pada Penyelenggaraan Perizinan Berusaha Berbasis Risiko Sektor Lingkungan Hidup dan Kehutanan.
- Permen LHK No. 4 Tahun 2021 Tentang Daftar Usaha dan/atau Kegiatan yang Wajib Memiliki AMDAL, UKL-UPL atau SPPL.
- Permen LHK No. 6 Tahun 2021 Tentang Tata Cara dan Persyaratan Pengelolaan Limbah Bahan Berbahaya dan Beracun.
- Permen ESDM No. 26/2018 Tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batu Bara.

Legal Basis [3-3]

All environmental plans and management are part of the mining operational activities that refer to a comprehensive laws and regulations.

- Law No. 11 of 2020 concerning Job Creation.
- Law No. 3 of 2020 concerning Amendments to Laws No. 4 of 2009 concerning Mineral Mining and Coal.
- Law No. 32 of 2009 concerning Protection and Management of the environment.
- Law No. 30 of 2009 concerning Electricity.
- Law No. 30 of 2007 concerning Energy.
- Law No. 41 of 1999 conerning Forestry.
- Law No. 10 of 1997 concerning Nuclear Energy.
- Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management.
- Government Regulation No. 79 of 2014 concerning National Energy Policy.
- Government Regulation No. 78 of 2010 concerning Reclamation & Post Mining.
- Government Regulation No. 70 of 2009 concerning Energy Conservation.
- Government Regulation No. 26 of 2020 concerning Forest Rehabilitation & Reclamation.
- Government Regulation No. 23 of 2021, concerning Forestry Administration.
- Regulation of the Minister of Environment and Forestry No. 3 of 2021 concerning Standards for Business Activities in the Implementation of Risk-Based Business Licensing within the Environment and Forestry Sector.
- Regulation of the Minister of Environment and Forestry No. 4 of 2021 concerning List of Businesses and/or Activities that Require AMDAL, UKL-UPL or SPPL.
- Regulation of the Minister of Environment and Forestry No. 6 of 2021 concerning Procedure and Requirement of Toxic and Hazardous Waste Management.
- MEMR Regulation No. 26/2018 concerning the Implementation of Good Mining Rules and Supervision of Mineral and Coal Mining.

- Permen ESDM No. 26/2018 Tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batu Bara.
- Permen ESDM No. 12 Tahun 2017 Tentang Pemanfaatan Sumber Energi Terbarukan untuk Penyediaan Tenaga Listrik.
- Permen ESDM No. 14 Tahun 2012 Tentang Manajemen Energi.
- Kepmen No. 1827K/30/MEM.2018 Tentang Pedoman Pelaksanaan Kaidah Pertambangan yang Baik.
- Inpres No. 13 Tahun 2011 Tentang Penghematan Energi dan Air.

Merujuk dari berbagai peraturan dan perundangan tersebut, maka Perseroan merumuskan turunan ketentuan aspek-aspek pengelolaan lingkungan sebagai rujukan pengaturan program lingkungan yaitu:

- Aspek Persetujuan Lingkungan.
- Aspek Aspek Sistem Manajemen Lingkungan.
- Aspek Daur Hidup (LCA).
- Aspek Efisiensi Energi.
- Aspek Pengendalian Pencemaran Udara Konvensional dan Emisi Gas Rumah Kaca (GRK).
- Aspek Pengelolaan Limbah Bahan Berbahaya dan Beracun (B3).
- Aspek Pengelolaan Sampah dan Limbah Non Bahan Berbahaya dan Beracun (Non B3).
- Aspek Efisiensi Air dan Pengurangan Beban Pencemar.
- Aspek Pengelolaan Radioaktif.
- Aspek Perlindungan Keanekaragaman Hayati.
- Aspek Reklamasi/rehabilitasi dan Pascatambang.
- Aspek Audit Lingkungan Hidup.

Komitmen & Kebijakan [3-3]

Perseroan menyadari isu kelestarian lingkungan saat ini semakin kuat, mengingat kondisi menunjukkan adanya cuaca ekstrim yang sering terjadi di berbagai daerah yang merupakan bagian dari fenomena perubahan iklim skala global. Maka dari itu, Perseroan berkomitmen untuk menciptakan kepedulian terhadap lingkungan dengan melakukan pengelolaan terhadap dampak lingkungan dari kegiatan operasional yang dijalankan. Perseroan berkomitmen untuk selalu memastikan aspek pengelolaan dampak lingkungan sejak tahap awal operasional hingga tahap reklamasi area pascatambang. Selain itu, Perseroan terus berupaya untuk merealisasikan program-program pengelolaan lingkungan berdasarkan peraturan perundangan yang berlaku, dan menjalankan seluruh kegiatan lebih dari ketaatan yang dipersyaratkan.

Sejalan dengan komitmen Perseroan untuk memitigasi dampak kegiatan operasional serta mengelola dan meningkatkan kualitas lingkungan, maka telah disusun dan

- MEMR Regulation No. 26/2018 concerning Implementation Good Mining Rules and Supervision Mineral and Coal Mining.
- MEMR Regulation No. 12 of 2017 concerning Utilization of Renewable Energy Sources for the Provision of Electricity.
- MEMR Regulation No. 14 of 2012 concerning Energy Management.
- Ministerial Decree No. 1827K/30/MEM.2018 concerning Guidelines for the Implementation of Good Mining Rules.
- Presidential Instruction No. 13 of 2011 concerning Energy and Water Efficiency.

Referring to the above laws and regulations, the Company formulates the following environmental management aspects as reference in the formulation of environmental programs:

- Environmental Approval Aspect.
- Environmental Management System Aspect.
- Lyfe Cycle Aspect.
- Energy Efficiency Aspect.
- Conventiona Air Pollution and Green House Gas (GCG) Emissions Aspect.
- Toxic and Hazardous (B3) Waste Management Aspect.
- Garbage and Non Toxic and Hazardous (Non-B3) Waste Management Aspect.
- Water Efficiency and Reducing Pollutant Loads Aspect.
- Radiactive Management Aspect.
- Biodiversity Protection Aspect.
- Reclamation/rehabilitiation and Postmining Aspect.
- Environmental Audit Aspect.

Commitment & Policy [3-3]

The Company is aware of the increasingly significant environmental sustainability issues, considering that the current climate conditions are indicating extreme weather that often occurs in various regions as part of the global scale climate change phenomenon. Therefore, the Company is committed to develop environmental awareness by managing the environmental impact of its operational activities. The Company is committed to always ensure the environmental impact management aspect from the initial operational stage to the reclamation stage of the post-mining area. In addition, the Company continues striving to realize environmental management programs based on the applicable laws and regulations, and carry out all activities better than the required compliance.

In line with the Company's commitment to mitigate the impact of its operational activities as well as to manage and improve environmental quality, the Company has

diterapkan kebijakan lingkungan yang selalu dievaluasi secara berkala sesuai dengan hasil dari Kaji Ulang Manajemen (KUM). Perseroan secara rutin melakukan analisis risiko terhadap aspek lingkungan yang berkaitan dengan produk dan pengiriman atau transportasi.

Terdapat beberapa poin kebijakan K3 dan Lingkungan Hidup yang menjadi landasan seluruh program pengelolaan lingkungan yang dijalankan, yaitu:

1. Menaati dan mematuhi semua peraturan dan perundangan Keselamatan Kesehatan Kerja, Keselamatan Operasional dan Pengelolaan Lingkungan Hidup yang terkait dengan bisnis Perseroan.
2. Menempatkan aspek Keselamatan Kesehatan Kerja, Keselamatan Operasional dan Lingkungan Hidup sebagai prioritas di dalam pelaksanaan kegiatan operasional agar tercipta lingkungan kerja yang aman dan kondusif bagi semua karyawan.
3. Melakukan identifikasi dan pengendalian aspek Keselamatan Kesehatan Kerja, Keselamatan Operasional dan Lingkungan Hidup dengan upaya mengendalikan semua risiko dan dampak yang ditimbulkan sehingga mencegah sedini mungkin terjadinya kecelakaan kerja dan penyakit akibat kerja dan pencemaran.
4. Meningkatkan kompetensi karyawan terkait Keselamatan Kesehatan Kerja, Keselamatan Operasional dan Lingkungan Hidup untuk meningkatkan kinerja Keselamatan Pertambangan dan Pengelolaan Lingkungan Hidup Perseroan.
5. Melakukan pengukuran kinerja, kaji ulang secara berkala dan perbaikan terus menerus terhadap sistem Manajemen dan pelaksanaan Keselamatan Kesehatan Kerja, Keselamatan Operasional dan Pengelolaan Lingkungan Hidup secara berkelanjutan.
6. Melakukan komunikasi, konsultasi dan partisipasi terhadap para pemangku kepentingan serta kerja sama yang baik terkait dengan bisnis Perseroan.

Mematuhi Regulasi [307-1] [308-1]

Dalam pengelolaan dan pemantauan dampak lingkungan, Perseroan secara berkala memperbarui izin lingkungan sesuai dengan yang dipersyaratkan di dalam regulasi seperti Analisis Dampak Lingkungan (ANDAL), Rencana Pengelolaan Lingkungan (RKL), dan Rencana Pemantauan Lingkungan (RPL). Hal ini dilakukan agar Perseroan dapat memitigasi risiko negatif yang mungkin terjadi terhadap lingkungan dan meningkatkan dampak positif yang diberikan. Komitmen Perseroan dalam menjaga kelestarian lingkungan dan berkomitmen mematuhi berbagai regulasi lingkungan telah memberikan hasil yang baik dengan dibuktikan tidak adanya sanksi atau denda atas pelanggaran atau ketidakpatuhan terhadap regulasi yang berlaku selama tahun 2022.

established and implemented an environmental policy which is regularly evaluated based on the results of the Management Review (KUM). The Company routinely conducts risk analysis on environmental aspects related to products and shipping or transportation.

There are several points of OHS and Environmental policy that become the faoundation of all the implemented environmental management programs, including:

1. Comply and observe all laws and regulations on Occupational Health and Safety, Operational Safety and Environmental Management related to Company's business.
2. Establish Occupational Health and Safety, Operational Safety and Environmental Management aspects as the priority in the implementation of operational activities in order to create a safe and conducive work environment for all employees.
3. Implement the identification and control aspects of Occupational Health and Safety, Operational Safety and Environmental Management by controlling all risks and impacts to prevent work accidents and occupational diseases and pollution as early as possible.
4. Improve employee competencies related to Occupational Health and Safety, Operational Safety and Environment Management in order to improve the performance of Mining Safety and the Company Environmental Management.
5. Perform performance measurement, periodic review and continuous improvement of Management system and implementation of Occupational Health and Safety, Operational Safety and Environmental Management in a sustainable manner.
6. Communicate, consult and invite stakeholders to participate as well as build good cooperation related to the Company business.

Compliance to Regulation [307-1] [308-1]

In managing and monitoring environmental impacts, the Company regularly updates the environmental license as required by the regulations such as the Environmental Impact Analysis, Environmental Management Plan (RKL), and Environmental Monitoring Plan (RPL). This aims to enable the Company in mitigating negative risks that may occur to the environment and improve the generated positive impacts. The Company is committed in maintaining environmental preservation and comply with all environmental regulations that have provided positive results as proven by the absence of sanctions or fines related to violations or non-compliance towards the prevailing regulations throughout 2022.

Upaya Memitigasi Risiko Terhadap Aspek Lingkungan [F.9] [3-3]

Perseroan secara berkala melakukan reviu terhadap dampak kegiatan operasional dan melakukan identifikasi sumber dampak utama, untuk kemudian dilakukan mitigasi dampak maupun menjalankan program rehabilitasi kondisi lingkungan sesuai dengan RKL maupun RPL. [304-2]

Efforts to Mitigate Risks to Environmental Aspects Environment [F.9] [3-3]

The Company regularly reviews the impact of its operational activities and identifies the main source of impacts in order to mitigate the impact or to implement environmental rehabilitation program in accordance with the RKL or RPL. [304-2]

Bentuk Dampak Form of Impact	Sumber Dampak Source of Impact	Program Pengelolaan Mitigation Program
Perubahan sifat tanah Changes in soil properties	*Stripping* tanah atas, penyemprotan tanah, pencucian bijih timah Topsoil stripping, soil spraying, tin ore washing	Reklamasi bentuk lain (Kampoeng Reklamasi Air Jangkang) Reclamation to other form (Air Jangkang Reclamation Village)
Perubahan bentang alam serta tidak adanya penutupan lahan Landscape change and the absence of land cover	Pembukaan lahan, *stripping* (pengupasan tanah penutup) Land clearing, stripping (stripping of overburden)	Reklamasi bentuk lain (Kampoeng Reklamasi Air Jangkang) Reclamation to other form (Air Jangkang Reclamation Village)
Perubahan tutupan lahan Land cover change	Pembersihan lahan Land clearing	Penghijauan *Void* dengan Cemara Laut Void Greening with Sea Cypress
Perubahan sifat-sifat fisik kimia tanah Changes in soil physical and chemical properties	Pembersihan lahan Land clearing	Restorasi Lahan Kritis Bekas Tambang dengan Revegetasi Buah-Buahan Restoration of Post-Mining Critical Lands with Revegetation of Fruit Trees
Perubahan bentang alam Landscape change	Penggalian *(ore mining)* Excavation (ore mining)	Bersama Bersatu Penanaman Lahan Bekas Tambang Masyarakat Planting Trees in Post-Mining Area with the Community
Penurunan keanekaragaman biota laut Decreased diversity of marine life	Aktivitas dermaga Dock activities	*Save Mangrove* Pulau Kundur Save Mangrove in Kundur Island

* Sesuai dengan inisiatif unggulan yang terdapat di DRKPL (PROPER)/Based on the top initiatives of DRKPL (PROPER)

Evaluasi Kinerja Pengelolaan Lingkungan

Berbagai program pengelolaan dan pemantauan lingkungan dilakukan oleh Perseroan untuk meningkatkan dampak positif keberadaan perusahaan, serta mengurangi dampak negatif yang disebabkan dari kegiatan operasional terhadap lingkungan, mengembalikan kondisi lingkungan di kawasan pascatambang dan meningkatkan kualitas lingkungan di area-area kelolaan non-tambang.

Evaluation of Environmental Management Performance

Various environmental management and monitoring have been carried out by the Company in order to increase the positive impacts of the Company's existence, as well as to reduce the negative impacts from operational activities to the environment, returning the environmental conditions of post-mining areas and improve the environmental quality of non-mining operational areas.

Target/Rencana Program-Program Pengelolaan Lingkungan Perseroan [3-3]

1. Melakukan program-program inovasi lingkungan dalam pemanfaatan sumber daya dengan pelibatan *stakeholder* (regulator maupun masyarakat) melalui:
   - Efisiensi energi;
   - Pengurangan emisi konvensional dan emisi gas rumah kaca;
   - 3R Limbah Non-B3/sampah, melalui pengembangan program Bank Sampah dan pengelolaan lanjutan;
   - Pengurangan dan pemanfaatan Limbah B3;
   - Efisiensi air dan pengurangan beban pencemar.
2. Melakukan inovasi peralatan operasi-produksi (mulai penambangan sampai pengolahan) dengan teknologi yang lebih ramah lingkungan, dengan metode:

Targets/Plans of the Company's Environmental Management Programs [3-3]

1. Carry out environmental innovation programs in resource utilization by involving the stakeholders (regulators and the community) through:
   - Energy efficiency;
   - Reduce conventional emissions and greenhouse gas emissions;
   - 3R Non-B3 Waste/garbage, by developing the Waste Bank program and advanced management;
   - Reduce and utilize B3 Waste;
   - Improve water efficiency and reduce pollutant charge.
2. Innovate production-operation equipment (from mining to processing) with more environmentally friendly technology, with the following methods:

- Penambangan darat: *Bore Hole Mining*;
- Tambang Laut: *Cutter Suction Dredge*;
- Peleburan dan pemurnian: *Fuming furnace* dan *Ausmelt*.

3. Melaksanakan kegiatan reklamasi dan rehabilitasi dengan melibatkan stakeholder dan masyarakat sekitar lokasi penambangan melalui pola kemitraan.
4. Meningkatkan indeks keanekaragaman hayati melalui kegiatan konservasi flora dan fauna yang ada di area terdampak atau tidak, operasi-produksi maupun pendukung melalui kerjasama dengan lembaga kemasyarakatan, universitas dan institusi pemerintah.
5. Melaksanakan program rehabilitasi laut: terumbu karang buatan *(artificial reef), fish shelter,* penanaman *mangrove,* pembuatan tanggul penahan abrasi pantai dan *restocking cumi-cumi* atau pelepasan anakan cumi-cumi di Perairan Pulau Bangka.
6. Partisipasi aktif Perseroan dalam penanggulangan kerusakan lingkungan yang terjadi di wilayah operasi Perseroan dan tanggap bencana di lokasi operasi dan sekitar Perseroan.
7. Komitmen terhadap peningkatan pencapaian peringkat kinerja Perseroan pengelolaan lingkungan yang lebih dari taat *(beyond compliance)* dalam setiap periode penilaian.

Biaya Lingkungan Hidup [POJK51 F.4]

Berbagai dukungan Perseroan terhadap lingkungan hidup yang dilakukan melalui program lingkungan telah memberikan hasil yang optimal, di mana terdapat perbaikan dan peningkatan kualitas lingkungan hidup di lingkungan sekitar wilayah operasional. Perseroan selalu berkomitmen terhadap kelestarian lingkungan dengan memberikan dana provisi lingkungan untuk mendukung realisasi Rencana Reklamasi Program Restorasi Pascatambang yang telah disusun. Hingga tahun 2022, Perseroan telah mengeluarkan biaya sebesar Rp55.429.165.658; (Lima Puluh Lima Miliar Empat Ratus Dua Puluh Sembilan Juta Seratus Enam Puluh Lima Ribu Enam Ratus Lima Puluh Delapan Rupiah) untuk pengelolaan dan pelestarian lingkungan hidup. Jumlah ini meningkat dibandingkan dari tahun sebelumnya karena adanya inflasi/kenaikan harga dan penambahan luasan area reklamasi. Biaya lingkungan hidup ini terdiri dari pelaksanaan reklamasi darat, laut, serta perlindungan dan pengelolaan lingkungan.

- Onshore mining: Bore Hole Mining;
- Offshore Mine: Cutter Suction Dredge;
- Smelting and refining: Fuming furnace and Ausmelt.

3. Carry out reclamation and rehabilitation activities by involving the stakeholders and community around the mining site through a partnership framework.
4. Increase the biodiversity index through conservation of flora and fauna in both inside and outside affected area, production-operation and support through collaboration with community institutions, universities and government institutions.
5. Implement offshore rehabilitation programs: artificial coral reefs, fish shelter, mangrove planting, construction of coastal abrasion retaining embankments and squid restocking or wild release of squid saplings in the waters of Bangka Island.
6. The Company's active participation in dealing with environmental damage occurred within its operational areas and disaster response at and around its operational location.
7. Commitment to increasing the achievement of Company's environmental management performance rating beyond the compliance in each assessment period.

Environmental Costs [POJK51 F.4]

The Company's supports for the environment through the environmental programs have yielded optimal results, in which there have been improvements and enhancements to the quality of the environment around the operational area. The Company is always committed to environmental sustainability by providing environmental provision funds to support the realization of the Reclamation Plan of Postmining Restoration Program that has been prepared. Until 2022, the Company has spent Rp55,429,165,658; (Fifty Five Billion Four Hundred Twenty Nine Million One Hundred Sixty Five Thousand Six Hundred Fifty Eight Rupiah) for environmental management and preservation. This number increased due to the inflation/price increase and the expansion of reclamation area .This environmental cost includes the implementation of land and sea reclamation, as well as environmental protection and management.

Realisasi Biaya Lingkungan Hidup (Rp) / **Realization of Environmental Costs (Rp)**

Program	2022	2021	2020
Pelaksanaan Reklamasi Darat/Implementation of Onshore Reclamation	30.633.161.600	30.410.414.500	28.781.677.870
Pelaksanaan Reklamasi Laut/Implementation of Offshore Reclamation	6.079.108.058	5.548.457.100	5.023.333.366
Perlindungan dan Pengelolaan Lingkungan Environmental Protection and Management	18.716.896.000	18.591.644.000	19.558.911.000
Jumlah Biaya Lingkungan/Total Environmental Costs	**55.429.165.658**	**54.550.515.600**	**53.363.922.236**

Mekanisme Pengaduan terkait Lingkungan Hidup [POJK51 F.16]

Perseroan memberikan berbagai mekanisme bagi pemangku kepentingan untuk menyampaikan pengaduan terkait masalah lingkungan yang dapat disampaikan secara lisan maupun tulisan kepada Sekretaris Perusahaan (Bidang Komunikasi Perusahaan). Kemudian pengaduan tersebut akan ditindak lanjuti oleh Divisi Keselamatan, Kesehatan Kerja dan Lingkungan Hidup atau Unit Kerja dimana masalah lingkungan tersebut terjadi selama maksimal 2 (dua) hari kerja (disesuaikan dengan jenis pengaduannya). Pada tahun 2022, Perseroan tidak terdapat pengaduan mengenai aspek lingkungan.

Grievance Mechanism Related to the Environment [POJK51 F.16]

The Company provides various mechanisms for stakeholders to submit complaints related to environmental issues that can be submitted verbally or in writing to Corporate Secretary (Corporate Communication Division). Then the complaint will be followed up by Safety, Occupational Health and Environment Division Division or the Work Unit where the environmental problem the environmental problem occurs for a maximum of 2 (two) working days (adjusted to the type of complaint). In the year 2022, the Company did not have any complaints regarding environmental aspects.



KEANEKARAGAMAN HAYATI & KONSERVASI
BIODIVERSITY & CONSERVATION

Komitmen & Kebijakan [3-3]

Dari kegiatan operasional yang dilakukan oleh Perseroan, tidak menutup kemungkinan dapat memberikan dampak terhadap perubahan bentang alam dan perubahan ekosistem flora maupun fauna di areal eksploitasi sumber daya alam yang dilakukan. Maka dari itu, Perseroan berkomitmen untuk menjaga agar kegiatan operasionalnya tidak memberikan dampak negatif signifikan terhadap keanekaragaman hayati kawasan tersebut. Komitmen ini dibuktikan dengan cara menjaga keanekaragaman hayati satwa maupun tumbuhan di area kelolaannya, yang sebagian merupakan kawasan hutan produksi, dengan mengintegrasikan upaya pengelolaannya sebagai bagian dari kegiatan operasional dan model bisnis Perseroan. [F.10]

Commitment & Policy [3-3]

The Company's operational activities may cause changes to landscape and the ecosystems of flora or fauna in its natural resource exploitation areas. Therefore, the Company is committed to ensuring that its operational activities have no significant negative impact on the biodiversity of the area. This commitment is proven by protecting the biodiversity of animals and plants in the Company's operational area, which include a production forest area, by integrating management efforts as part of the Company's operational activities and business model. [F.10]

Luas Izin Usaha Pertambangan (IUP) yang berada di Kawasan Hutan Produksi [304-1]

Mining Business Permits (IUP) Area in the Production Forest Area [304-1]

Lokasi Operasional Operational Location	IUP	Kawasan Hutan Konservasi (HK) Forest Conservation (HK) Area	Kawasan Hutan Lindung (HL) Protected Forest (HL) Area	Kawasan Hutan Produksi (HP) Production Forest Area (HP)	Kawasan Hutan Produksi Konversi (HPK) Conversion Production Forest Area (HPK)	Areal Penggunaan Lain (APL) Other Use Areas (APL)
Bangka	62.068	-	-	19.471	-	42.597
Bangka Barat West Bangka	48.708	-	-	23.280	-	25.429
Bangka Tengah Central Bangka	21.845	-	-	7.560	-	14.285
Bangka Selatan South Bangka	23.907	-	79	5.858	-	17.969
Belitung	13.263	-	-	3.518	339	9.405
Belitung Timur East Belitung	30.355	-	-	5.201	-	25.168
Lintas Kabupaten Inter-Regency	88.492	-	608	32.155	-	55.730
Jumlah/Total	**288.638**	**-**	**687**	**97.043**	**339**	**190.660**

Keterangan: Berdasarkan Kepmen Hut RI No: SK7.98/Menhut-II/2012 maka lokasi Hutan Produksi berada di Kabupaten Bangka, Bangka Barat, Bangka Tengah, Bangka Selatan, Belitung dan Belitung Timur.
Note: Based on the RI Ministry of Forestry Decree No: SK7.98/Menhut-II/2012 the Production Forests are located in Bangka Regency, West Bangka, Central Bangka, South Bangka, Belitung and East Belitung.

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

Perseroan telah melakukan pemetaan untuk mengidentifikasi spesies yang ada di sekitar area operasional. Identifikasi berdasarkan pada Daftar Merah *International Union for Conservation of Nature and Natural Resources* (IUCN), CITES, serta Permen LHK No. P 106 Tahun 2018 tentang Jenis Tumbuhan dan Satwa yang Dilindungi. Hal ini dilakukan oleh Perseroan untuk menjaga keanekaragaman hayati area kelolaan. [F.10]

Operational Areas that are Adjacent to Protected Areas and Areas with High Biodiversity Value [304-1]

The Company has mapped and identified the species around the operational area. The identification is based on the Red List of the International Union for Conservation of Nature and Natural Resources (IUCN), CITES, and Permen LHK No. P 106 of 2018 concerning Protected Plant and Animal Species. This is carried out by the Company to maintain the biodiversity of the managed area. [F.10]

Status Konservasi Mamalia Wilayah Bangka [304-3] **Mammals Conservation Status in Bangka Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Bangka Selatan South Bangka	Tupai	*Callosciurus notatus*	-	LC	NA
	Tikus Hutan	*Apodemus sylvaticus*	-	LC	NA
	Monyet Ekor Panjang	*Mocaca fascicularis*	-	VU	NA
	Lutung	*Trachypithecus cristatus*	-	VU	NA
	Babi Hutan	*Sus scrofa*	-	LC	NA
	Kelelawar	*Cynopterus brachyotis*	-	LC	NA
Bangka	Musang	*Paradoxurus hermophroditus*	-	LC	Appx III
	Tupai	*Scandentia sp.*	-	DD	NA
	Tikus	*Apodemus sylvaticus*	-	LC	NA
	Berang-Berang	*Lutra sp.*	-	DD	NA
	Pelanduk	*Tragulus sp.*	-	DD	NA
	Tupai Terbang	*Pteromyini sp.*	-	DD	NA
	Lutung	*Trachypithecus auratus*	-	VU	Appx II
	Monyet Ekor Panjang	*Mocaca fascicularis*	-	VU	Appx II
	Kelelawar	*Pteropus sp.*	-	DD	NA
	Trenggiling	*Manis javanica*	-	CR	Appx I

Status Konservasi Burung Wilayah Bangka [304-3] **Birds Conservation Status in Bangka Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Bangka Selatan South Bangka	Layang-layang Rumah	*Delichon dasypus*	-	LC	NA
	Cipoh Jantung	*Aegithina viridissima*	-	LC	NA
	Cucak Kutilang	*Pycnonatus aurigaster*	-	LC	NA
	Merbah Cerucuk	*Pycnonatus galavier*	-	LC	NA
	Cinenen Kelabu	*Orthotomus ruficeps*	-	LC	NA
	Burung-Madu Kelapa	*Anthreptes malacensis*	-	LC	NA
	Burung-Madu Pengantin	*Nectarinia sperata*	-	LC	NA
	Elang Coklat Biasa	*Spizaetus sp.*	-	LC	NA
	Kareo Padi	*Amaurornis phoenicurus*	-	LC	NA
	Kelayang Batu	*Hirundo tahitica*	-	LC	NA
	Tekukur Biasa	*Streptopelia chinensis*	-	LC	NA
	Cekakak Belukar	*Halcyon smyrnensis*	-	LC	NA
	Kirik-Kirik Biru	*Merops viridis*	-	LC	NA
	Pelatuk Kijang	*Celeus brachyurus*	-	LC	NA
	Merbah Belukar	*Pycnonotus plumosus*	-	LC	NA
	Madu Sriganti	*Nectarinia jugularis*	-	LC	NA

Keterangan/Description:
DD = *Data Deficient*, LC = *Least Concern*, VU = *Vulnerable*/Rentan, Appx I = *Appendix* I, Appx II = *Appendix* II, TD = Tidak Dilindungi, NA = *Non Appendix*
Note: DD = Data Deficient, LC = Least Concern, VU = Vulnerable, Appx I = Appendix I, Appx II = Appendix II, TD = Non Protected, NA = Non Appendix

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Bangka	Elang Tikus	*Elanus caeruleus*	-	LC	NA
	Kareo Padi	*Amaurornis phoenicurus*	-	LC	NA
	Tekukur Biasa	*Streptopelia chinensis*	-	LC	NA
	Wiwik Kelabu	*Cacomantis merulinus*	-	LC	NA
	Cekakak Belukar	*Halcyon smyrnensis*	-	LC	NA
	Cucak Kutilang	*Pycnonotus aurigaster*	-	LC	NA
	Merbah Cerucuk	*Pygnonotus goiavier*	-	LC	NA
	Merbah Belukar	*Pygnonotus plumosus*	-	LC	NA
	Ciung-Air Coreng	*Macronous gularis*	-	LC	NA
	Cinenen Kelabu	*Orthotomus ruficeps*	-	LC	NA
	Burung-Madu Sriganti	*Nectarinia jugularis*	-	LC	NA
	Cabai Bunga Api	*Dicaeum trigonostigma*	-	LC	NA
	Burung Gereja Erasia	*Passer montanus*	-	LC	NA
	Bondol Peking	*Lonchura punctulata*	-	LC	NA
	Layang-Layang Batu	*Hirundo tahitica*	-	LC	-
	Kirik-Kirik Biru	*Merops viridis*	-	LC	-
Bangka Barat West Bangka	Elang Tikus	*Elanus caeruleus*	-	LC	Appx II
	Belibis Kembang	*Dendrocygna arcuata*	-	LC	NA
	Merpati Batu	*Columba livia*	-	LC	NA
	Tekukur Biasa	*Streptopelia chinensis*	-	LC	NA
	Perkutut Jawa	*Geopelia striata*	-	LC	NA
	Cekakak Belukar	*Halcyon smyrnensis*	-	LC	NA
	Pelatuk Kijang	*Micropternus brachyurus*	-	LC	NA
	Cucak Kutilang	*Pycnonotus aurigaster*	-	LC	NA
	Merbah Corok-corok	*Pycnonotus simplex*	-	LC	NA
	Perenjak Jawa	*Prinia familiaris*	-	NT	NA
	Kerak Kerbau	*Acridotheres javanicus*	-	VU	NA
	Burung-Madu Pengantin	*Nectarinia sperata*	-	LC	NA
	Bondol Peking	*Lonchura punctulata*	-	-	NA
	Burung Madu Kelapa	*Anthreptes malacensis*	-	LC	-
	Burung Madu Sriganti	*Cyniris jugularis*	-	LC	-
	Elang Bondol	*Hallastur indus*	Dilindungi/Protected	LC	-
	Kokokan Laut	*Butorides striata*	-	LC	-
	Kareo Padi	*Amauromis phoenicurus*	-	LC	-
	Kekep Babi	*Artamus leucorhincus*	-	LC	-

Status Konservasi Burung Wilayah Kepri & Riau [304-3] **Birds Conservation Status in Riau & Riau Islands Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Kundur	Elang Bondol	*Haliastur indus*	Dilindungi/Protected	LC	-
	Bondol Haji	*Lonchura maja*	-	LC	-
	Merbah Cerucuk	*Pycnonatus galavier*	-	LC	-
	Kipasan Belang	*Rhipidura javanica*	Dilindungi/Protected	LC	-
	Punai Gading	*Treron vernans*	-	LC	-
	Kareo Padi	*Amaurornis phoenicurus*	-	LC	-
	Burung Merak	*Pavo muticus*	Dilindungi/Protected	EN	-

Keterangan/Description:
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Note: DD = Data Deficient, LC = Least Concern, VU = Vulnerable, Appx I = Appendix I, Appx II = Appendix II, TD = Non Protected, NA = Non Appendix

Status Konservasi Burung Wilayah Belitung [304-3] **Birds Conservation Status in Belitung Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Belitung Timur East Belitung	Elang Tikus	*Elanus caeruleus*	-	-	-
	Perkutut Jawa	*Geopelia striata*	-	-	-
	Cekakak Belukar	*Halcyon smyrnensis*	-	-	-
	Merbah Belukar	*Pycnonotus goiavier*	-	-	-
	Bentet Kelabu	*Lanius schach*	-	-	-
	Cici Padi	*Cisticola juncidis*	-	-	-

Status Konservasi Herpetofauna Wilayah Bangka [304-3] **Herpetofauna Conservation Status in Bangka Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Bangka Selatan South Bangka	Ular Gadung	*Ahaetulla prasina*	-	LC	NA
	Kadal Kebun	*Eutropis multifasciata*	-	LC	NA
	Katak Sawah	*Fejervarya cancrivora*	-	LC	NA
Bangka	Katak Sawah	*Fejervarya cancrivora*	-	LC	NA
	Ular Gadung	*Ahaetulla prasina*	-	LC	NA
	Kadal Kebun	*Eutropis multifasciata*	-	LC	NT
Bangka Barat West Bangka	Katak Sawah	*Fejervarya cancrivora*	-	LC	NA

Status Konservasi Jenis Pohon Wilayah Bangka [304-3] **Trees Conservation Status in Bangka Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Bangka Barat West Bangka	Laban	*Vitex pinnata*	-	LC	-
	Medang	*Litsea elliptica*	-	LC	-
	Pelempang	*Adinandra dumosa*	-	LC	-
	Gaharu	*Aquilaria malaccensis*	-	CR	-
	Jambu Hutan	*Barringtonia lanceolata*	-	LC	-
	Bakau	*Rhizophora apiculata*	-	LC	-
	Nipah	*Nypa fruticans*	-	LC	-
	Bogem / Pidada /Perepat	*Sonnetaria alba*	-	LC	-
	Api-Api	*Avicennia marina*	-	LC	-
	Cemara Laut	*Casuarina equisetifolia*	-	LC	-
Bangka	Ketapang	*Terminalia catappa*	-	LC	-
	Akasia Daun Kecil	*Acacia auriculiformis*	-	LC	-

Keterangan/Description:
DD = *Data Deficient*, LC = *Least Concern*, VU = *Vulnerable*/Rentan, Appx I = *Appendix* I, Appx II = *Appendix* II, TD = Tidak Dilindungi, NA = *Non Appendix*
Note: DD = Data Deficient, LC = Least Concern, VU = Vulnerable, Appx I = Appendix I, Appx II = Appendix II, TD = Non Protected, NA = Non Appendix

Status Konservasi Jenis Pohon Wilayah Kepri & Riau [304-3] **Trees Conservation Status in Riau & Riau Islands Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Kundur	Laban	*Vitex pinnata*	-	LC	-
	Medang	*Litsea elliptica*	-	LC	-
	Pelempang	*Adinandra dumosa*	-	LC	-
	Gaharu	*Aquilaria malaccensis*	-	CR	Appx II
	Akasia Daun Lebar	*Acacia mangium wild*	-	LC	-
	Nyirih	*Xylocarpus granatum*	-	LC	-
	Bakau / Mangrove	*Rhizophora apiculata*	-	LC	-
	Tabebuya	*Handroanthus chrysotrichus*	-	-	-
	Kelapa Gading	*Cocos nucifera L.*	-	-	-
	Cemara Laut	*Casuarina equisetifolia*	-	LC	-

Status Konservasi Jenis Pohon Wilayah Belitung [304-3] **Trees Conservation Status in Belitung Area** [304-3]

Lokasi Location	Nama Jenis *Species* Species Name	Nama Ilmiah Scientific Name	Status Kelangkaan/Rarity Status		
			Permen No. P106 2018 Ministerial Regulation No. P106 2018	IUCN	CITES
Belitung Timur East Belitung	Bentor	*Calophylium pulcherrimum*	-	-	-
	Pelepak	*Hopea bilitones*	-	CR	-
	Meligar	*Elaeocarpus sp*	-	LC	-
	Akasia Daun Lebar	*Acacia mangium wild*	-	LC	-
	Seruk	*Schima wallichii*	-	LC	-
	Batang Kandis	*Garcinia parvifolia*	-	-	-
	Cemara Laut	*Casuarina equisetifolia*	-	LC	-
	Kelapa	*Cocos nucifera*	-	-	-
	Alpukat	*Persea ameicana*	-	-	-

Keterangan/Description:
DD = *Data Deficient*, LC = *Least Concern*, VU = *Vulnerable*/Rentan, Appx I = *Appendix* I, Appx II = *Appendix* II, TD = Tidak Dilindungi, NA = *Non Appendix*
Note: DD = Data Deficient, LC = Least Concern, VU = Vulnerable, Appx I = Appendix I, Appx II = Appendix II, TD = Non Protected, NA = Non Appendix

Lebih lanjut, Perseroan telah melakukan observasi terhadap keanekaragaman mamalia, burung, herpetofauna di berbagai area, meliputi: Kawasan Hutan Area Tambang, Hutan Kota dan Ekosistem *Mangrove* Muntok, Kampoeng Reklamasi Air Jangkang, Hutan Kehatiku dan Kawasan *Mangrove* Kundur, Tambang Batubesi, Kampong Reklamasi Selinsing, Unit Metalurgi Kundur, dan Ekosistem *Mangrove* di Unit Metalurgi Muntok.

Furthermore, the Company has observed the diversity of plants and birds in various areas, including: Mining Site Forest Area, City Forest and Muntok Mangrove Ecosystem, Air Jangkang Reclamation Village, Kehatiku Forest and Kundur Mangrove Area, Batubesi Mine, Selinsing Reclamation Village, Kundur Metallurgical Unit, Kundur Metallurgical Unit, and Mangrove Ecosystem at Muntok Metallurgical Unit.

Spesies Daftar Merah IUCN [304-4]

IUCN Red List Species [304-4]

Lokasi/Location	Nama Spesies/Species Name	Status IUCN
Air Jangkang	*Terminalia catappa*	*Least Concern (LC)*
Air Jangkang	*Acacia auriculiformis*	*Least Concern (LC)*
Air Jangkang	*Cyniris jugularis*	*Least Concern (LC)*
Air Jangkang	*Hirundo tahitica*	*Least Concern (LC)*
Air Jangkang	*Merops viridis*	*Least Concern (LC)*
Pesisir Pantai Teluk Rubiah	*Rhizophora apiculata*	*Least Concern (LC)*
Pesisir Pantai Teluk Rubiah	*Nypa fruticans*	*Least Concern (LC)*
Pesisir Pantai Teluk Rubiah	*Avicennia marina*	*Least Concern (LC)*
Pesisir Pantai Teluk Rubiah	*Casuarina equisetifolia*	*Least Concern (LC)*
TB. Pemali	*Elanus caeruleus*	*Least Concern (LC)*
TB. Pemali	*Prinia familiaris*	*Near Threatened (NT)*
TB. Pemali	*Dendrocygna*	*Least Concern (LC)*

Pengelolaan Keanekaragaman Hayati

Perseroan menjalankan program rehabilitasi dan menetapkan kawasan penyangga *(buffer zone)* untuk mengurangi dampak kegiatan penambangan dan mempercepat kembalinya kondisi areal sesuai peruntukannya. Kawasan penyangga ini ditetapkan pada lokasi yang berbatasan langsung dengan areal hutan lindung, di daerah aliran sungai, dan lahan revegetasi yang telah kembali menjadi hutan tropis, lengkap dengan satwa liar yang menghuni dengan bebas. Selama tahun 2022, Perseroan telah melakukan beberapa upaya untuk menjaga biodiversitas area kelolaan, di antaranya: [304-3]

1. Pelestarian pohon lokal di area tambang.
2. Penyelamatan hewan dilindungi.
3. Penghijauan Void dengan cemara laut.
4. Restorasi Pulau Penanas dari ancaman abrasi.
5. Restorasi Lahan Kritis Bekas Tambang dengan Revegetasi Buah-Buahan.
6. Melakukan pendataan dan pemeliharaan pohon dan burung pada area kelolaan.
7. Melakukan konservasi Rusa Sambar sebagai salah satu spesies yang dilindungi.
8. Melakukan perlindungan dan pembibitan berbagai jenis *mangrove*.
9. Penanaman *mangrove* bersama masyarakat untuk memperbaiki lahan yang rusak dan mencegah abrasi dengan teknik guludan.
10. Penanaman, penyulaman, pemeliharaan dan pengkayaan jenis tumbuhan.
11. Pembangunan infrastruktur dan kandang satwa, penanaman berbagai macam tumbuhan dan pemeliharaan tumbuhan serta satwa.

Biodiversity Management

The Company carries out a rehabilitation program and establishes buffer zones to reduce the impact of its mining activities and accelerate the restoration of the area to its intended condition. This buffer area is established in a location directly adjacent to a protected forest area, in a watershed, and revegetated land that has been restored to tropical forest, complete with wild animals that inhabit it freely. In 2022, the Company has carried out several efforts to maintain the biodiversity of the managed area, including: [304-3]

1. Conserving local trees at mining area.
2. Rescuing protected animals.
3. Greening the Void with sea pones.
4. Restoring Penanas Island to prevent abration.
5. Restoring Post-Mining Critical Lands with Fruit Revegatation.
6. Colecting data and conserving trees and birds at the managed areas.
7. Conserving Sambar Deers as one of the protected species.
8. Protecting and seeding various types of mangroves.
9. Planting mangroves with the communities to repair damaged lands and prevent abration using the mound technique.
10. Planting, embroidering, maintaining and enriching plant species.
11. Building infrastructures and animal cages, planting various types of trees and conserving plants and animals.

Perseroan telah berhasil merestorasi salah satu kawasan pasca tambang Kampoeng Reklamasi Air Jangkang di Kecamatan Merawang, Kabupaten Bangka. Kampoeng Reklamasi Air Jangkang merupakan salah satu lokasi reklamasi dengan bentuk revegetasi.
The Company has succeeded in restoring one of the post-mining areas, Kampoeng Reklamasi Air Jangkang at Merawang District, Bangka Regency. Kampoeng Reklamasi Air Jangkang is one of the reclamation locations in form of revegetation.

Perseroan mengembangkan kawasan ini dengan tujuan meningkatkan pemberdayaan masyarakat lokal. Berbagai kegiatan yang dilakukan di area Kampoeng Reklamasi, seperti: kegiatan pembibitan, pengomposan, budidaya ternak, budidaya ikan sistem biofloc, penanaman sayuran sistem hidroponik dan sistem alami, perbaikan void, tanaman buah, tanaman kehutanan, dan kegiatan lainnya. Hingga akhir tahun 2022, terdapat 2.236 batang pohon buah-buahan, 8.230 batang tanaman kehutanan, lokal dan tanaman keras, seperti cemara, sengong, dan lainnya, yang telah tertanam di area konservasi ini. Selain itu, terdapat juga berbagai jenis flora dan fauna, seperti burung kakaktua, rusa sambar, kijang, mentilin (tarsius bancanus yang merupakan flora khas Bangka Belitung), dan lainnya. Seluruh satwa yang terdapat didalam area konservasi ini telah mendapatkan izin penangkaran melalui Pusat Penyelamatan Satwa (PPS). Dalam proses pengelolaan satwa, Perseroan bekerja sama dengan Yayasan Animal Lovers of Bangka Island (ALOBI). Pengembangan area konservasi ini merupakan salah satu bentuk upaya Perseroan dalam meningkatkan pertumbuhan ekonomi dan membuka lapangan kerja baru bagi masyarakat sekitar.

The development of this area by the Company aims to improve the empowerment of local communities. Various activities were carried out in the Reclamation Village, such as: seeding, composting, livestock farming, fish farming using biofloc system, vegetable farming using hydroponic system and natural system, void restoration, planting fruit trees, reforestation, and other activities. Until the end of 2022, there were 2,236 fruit trees, 8,230 forest, local and solid trees, such as cypress, sengong, and others have been planted in this conservation area. In addition, there were also various types of flora and fauna, such as parrots, sambar deer, deer, mentilin (tarsius bancanus which is a local flora of Bangka Belitung), and others. All animals within this conservation area have received conservation permit from the Animal Rescue Center (PPS). In the animal management process, the Company collaborates with the Animal Lovers of Bangka Island (ALOBI) Foundation. The development of this conservation area is one of the Company's efforts in improving economic growth and provides new job opportunities for the surrounding communities.

Selain melakukan restorasi, Perseroan juga melakukan penangkaran rusa sambar di beberapa wilayah, seperti Pangkal Pinang, Unit Metalurgi Muntok, dan UPTP Belitung Timur. Hingga akhir tahun 2022, terdapat 27 ekor rusa di Pangkal Pinang, 5 ekor rusa dan 4 ekor kijang di Unit Metalurgi Muntok, dan 10 ekor rusa di UPTP Belitung Timur.

Other than conducting restoration, the Company also conducted conservation of sambar deers in several areas, including in Pangkal Pinang, Muntok Metallurgical Unit, and UPTP East Belitung. Until the end of 2022, there were 27 sambar deers in Pangkal Pinang, 5 sambar deers and 4 deers in Muntok Metallurgical Unit, and 10 sambar deers in UPTP East Belitung.

Pascatambang dan Reklamasi

Reklamasi merupakan kegiatan yang dilakukan selama kegiatan usaha pertambangan untuk menata, memulihkan, dan memperbaiki kualitas lingkungan dan ekosistem agar dapat berfungsi kembali sesuai dengan peruntukannya (Permen ESDM No. 26 Tahun 2018). Perseroan melakukan reklamasi sebagai bentuk kepatuhan terhadap peraturan Kepmen ESDM No. 1827K/30/MEM tahun 2018 Lamp. VI tentang Pedoman Pelaksanaan Reklamasi dan Pascatambang serta Pascaoperasi pada Kegiatan Usaha Pertambangan Mineral dan Batubara.

Reklamasi Tambang Darat

Sebagai wujud komitmen Perseroan terhadap pengelolaan pascatambang, maka telah disusun tujuh dokumen Rencana Reklamasi masing-masing untuk wilayah.

- IUP Kabupaten Bangka
- IUP Kabupaten Bangka Barat
- IUP Kabupaten Bangka Tengah
- IUP Kabupaten Bangka Selatan
- IUP Kabupaten Belitung
- IUP Kabupaten Belitung Timur
- IUP Lintas Kabupaten

Perseroan juga telah menjalankan berbagai tahapan dalam melakukan kegiatan reklamasi, sebagai berikut:

Post-mining and Reclamation

Reclamation is an activity carried out throughout the stages of mining business which include organizing, restoring, and improving the quality of the environment and ecosystem so that it will function again according to its designation (MEMR Regulation No. 26 of 2018). PT TIMAH Tbk undertakes reclamation as a token of compliance to laws and regulations, Ministry of Energy and Mineral Resources Decree No. 1827K/30/MEM of 2018 Appx. VI concerning Guidelines to Implementation of Reclamation and Post Mining and Post Operation in Mineral and Coal Mining Business Activities.

Onshore Mine Reclamation

As a form of the Company's commitment to post-mining management, the Company has prepared seven documents of Reclamation Plan for each area:

- IUP Bangka Regency
- IUP West Bangka Regency
- IUP Central Bangka Regency
- IUP South Bangka Regency
- IUP Belitung Regency
- IUP East Belitung Regency
- IUP Inter-Regency

The Company has also carried out the following stages in reclamation activities:

1. Perencanaan guna memastikan calon lokasi rencana reklamasi dapat dilanjutkan untuk pelaksanaan reklamasi dan sudah tidak ekonomis untuk dilakukan penambangan.
2. *Survey* lokasi untuk mengetahui secara rinci kondisi rona awal sebelum kegiatan reklamasi. Tahapan ini berguna juga untuk menentukan bentuk reklamasi, jenis tanaman dan jumlah tanaman yang akan ditanam pada areal tersebut.
3. Sosialisasi kegiatan rencana reklamasi kepada sekitar guna mendapatkan dukungan dari pemangku kepentingan pada saat pelaksanaan reklamasi.
4. Penataan lahan pada blok yang direncanakan untuk direklamasi, baik untuk revegetasi maupun peruntukan lain.
5. Untuk reklamasi berupa revegetasi (penanaman) maka dilakukan beberapa kegiatan, yakni:
   - Penyediaan bibit siap tanam
   - Penyediaan media tanam
   - Penentuan larikan jarak tanam
   - Penyiapan dan pengisian lubang tanam
   - Penanaman (tanaman utama atau *covercrop*)

1. Planning to ensure that the prospective location for the reclamation plan can be continued for reclamation and it is no longer economical to carry out mining.
2. Site survey to find out in detail the initial baseline conditions prior to reclamation activities. This stage is also useful for determining the form of reclamation, the types of plants and the number of plants to be planted in the area.
3. Socialization of the reclamation plan to the surroundings in order to obtain support from stakeholders during the reclamation.
4. Arrangement of land in blocks planned for reclamation, both for revegetation and other uses.
5. The reclamation in the form of revegetation (planting) are carried out through the following:
   - Provision of ready to plant seeds
   - Preparation of cultivation media
   - Determination of spacing
   - Preparation and filling of planting holes
   - Planting (main crop or cover crop)

Akumulasi Realisasi Reklamasi Tambang Darat Perseroan [304-3] [MM10]

Accumulation of Realization of the Company's Onshore Mine Reclamation [304-3] [MM10]

Wilayah IUP IUP Area	Luas Rencana Reklamasi Tahun 2015-2022 (Ha) Reclamation Plan Area in 2015-2022 (Ha)	Luas Realisasi Reklamasi Tahun 2015-2022 (Ha) Realization of Reclamation Area in 2015-2022 (Ha)	Luas Rencana Reklamasi Tahun 2015-2021 (Ha) Reclamation Plan Area in 2015-2021 (Ha)	Luas Realisasi Reklamasi Tahun 2015-2021 (Ha) Realization of Reclamation Area in 2015-2021 (Ha)
Bangka	694	699	559	564
Bangka Barat/West Bangka	373	391	313	330
Bangka Tengah/Central Bangka	193	197	180	184
Bangka Selatan/South Bangka	145	148	136	139
Belitung	200	206	174	180
Belitung Timur/East Belitung	518	526	450	458
Lintas Kabupaten/Inter-Regency	693	701	601	608
Jumlah/Total	**2.816**	**2.868**	**2.413**	**2.463**

Habitat darat yang dilindungi/direstorasi tahun 2022 [304-3]

Protected/restored terrestrial habitats in 2022 [304-3]

Jenis Program di Darat Type of Terrestrial Program	Lokasi Location	Realisasi Total Area yang sudah Direstorasi/ Reklamasi di tahun Pelaporan (Ha) Realization of Total Restored/Reclaimed Area in the Reporting Year (Ha)	Total Area dalam Rencana Restorasi/ Reklamasi di tahun Pelaporan (Ha) Total Area in the Restoration/ Reclamation Area in the Reporting Year (Ha)	Kerja Sama dengan Pihak Ketiga dalam Pengelolaan Partnership with Third Parties in the Management	Status Realisasi (%) Realization Status (%)
Area Reklamasi Reclamation Area	Kabupaten Bangka Bangka Regency	135,00	135,00	1. PT Timah Agro Manunggal 2. PT Inhutani V 3. Koperasi Karyawan Timah Mitra Mandiri 4. CV Arta Pasada Utama 5. PT Agro Marina Anugerah Lestari 6. CV Trusa Jaya	100%
	Kabupaten Bangka Barat West Bangka Regency	60,73	60,50		100%
	Kabupaten Bangka Tengah Central Bangka Regency	13,20	12,50		106%
	Kabupaten Bangka Selatan South Bangka Regency	8,50	8,50		100%
	Kabupaten Belitung Belitung Regency	26,36	26,00		101%
	Kabupaten Belitung Timur East Belitung Regency	68,00	68,00		100%
	Wilayah IUP Lintas Kabupaten Inter-Regency IUP Area	92,00	92,00		100%

Reklamasi Tambang Laut

Sebelum melakukan penambangan lepas pantai *(offshore)*, Perseroan telah melakukan Analisis Dampak Lingkungan (ANDAL) terlebih dahulu. Melalui ANDAL, Perseroan dapat memastikan bahwa seluruh kegiatan penambangan laut atau lepas pantai tidak dilakukan di kawasan perairan yang dasarnya tertutupi terumbu karang serta jauh dari kawasan wisata.

Sebagai wujud komitmen terhadap pengelolaan tambang laut, Perseroan telah menyusun dokumen Rencana Reklamasi Laut dengan rincian sebagai berikut:

- Perairan Laut Bangka (Satu Dokumen): yang mencakup IUP Laut Kabupaten Bangka, Kabupaten Bangka Barat, Kabupaten Bangka Tengah, Kabupaten Bangka Selatan dan IUP Laut Lintas Kabupaten.
- Perairan Laut Karimun Kundur (Dua Dokumen): Pulau Kundur dan Pulau Karimun.

Offshore Mine Reclamation

Prior to carrying out offshore mining, the Company has conducted Environmental Impact Analysis (ANDAL). Through ANDAL, the Company ensures that all offshore mining activities shall not be carried out in offshore areas whose grounds covered with coral reefs and it shall be far away from tourists.

As a token of commitment to offshore mining management, the Company has prepared seven Offshore Reclamation Plan for each area as follows:

- Offshore Bangka (One Documents): which include the Onshore IUP of Bangka Regency, West Bangka Regency, Central Bangka Regency, South Bangka Regency and Inter-Regency.
- Offshore Karimun Kundur (Two Documents): Kundur Island and Karimun Island.

Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Kepulauan Bangka Belitung

Accumulation of Realization of the Company's Offshore Mine Reclamation

IUP Laut Offshore IUP	Kegiatan Reklamasi Laut Offshore Reclamation Activities	Satuan Unit	2016-2022		2016-2021	
			Rencana Plan	Realisasi Realization	Rencana Plan	Realisasi Realization
Bangka	*Fish Shelter*	unit	985	915	985	915
	Transplantasi Karang Coral Tranplantation	unit	475	475	475	475
	Artificial Reef	unit	1.080	1.080	540	540
	Restocking Cumi-cumi Squid Restocking	ekor/piece	40.000	40.091	20.000	20.000
Bangka Barat West Bangka	*Fish Shelter*	unit	880	780	880	780
	Transplantasi Karang Coral Tranplantation	unit	300	300	300	300
	Artificial Reef	unit	480	480	240	240
Bangka Tengah Central Bangka	*Fish Shelter*	unit	75	-	75	-
	Transplantasi Karang Coral Tranplantation	unit	50	-	50	-
	Artificial Reef	unit	120	120	60	60
Bangka Selatan South Bangka	*Fish Shelter*	unit	360	360	360	360
	Transplantasi Karang Coral Tranplantation	unit	-	-	-	-
	Artificial Reef	unit	240	240	120	120
Lintas Kabupaten Inter-Regency	*Fish Shelter*	unit	1.050	1.050	1.050	1.050
	Transplantasi Karang Coral Tranplantation	unit	700	700	700	700
	Artificial Reef	unit	1.920	1.920	960	960

Akumulasi Realisasi Reklamasi Tambang Laut Perseroan Wilayah Kepulauan Riau

Accumulated Realization of the Company's Offshore Mine Reclamation for Riau Archipelago Region

IUP Laut Offshore IUP	Kegiatan Reklamasi Laut Offshore Reclamation Activities	Satuan Unit	2017-2022		2017-2021	
			Rencana Plan	Realisasi Realization	Rencana Plan	Realisasi Realization
Kundur	Penanaman Mangrove Mangrove Planting	hektar/hectare	8,3	8,81	7,3	7,81
	Pemasangan Penahan Abrasi Abrasion Embankment	meter/meters	2.060	2.060	1.760	1.760
	Restocking Kepiting Crab Restocking	ekor/piece	1.000	1.000	-	-
Karimun	Pemasangan Penahan Abrasi Abrasion Embankment	meter/meters	100	100	-	-
	Pemantauan Kualitas Air Laut Seawater Quality Monitoring	titik/dots	300	285	300	285
	Restocking Kepiting Crab Restocking	ekor/piece	400	400	-	-

Habitat laut yang dilindungi/direstorasi tahun 2022 [304-3] **Protected/restored marine habitats in 2022 [304-3]**

Jenis Program di Laut Type of Offshore Program	Lokasi Location	Satuan Unit	Total Realisasi Restorasi pada Tahun Pelaporan Total Realization of Restoration in the Reporting Year	Total Rencana Restorasi di Tahun Pelaporan Total Restoration Plan in the Reporting Year	Kerja Sama dengan Pihak Ketiga dalam Pengelolaan Partnership with Third Parties in the Management	Status Realisasi (%) Realization Status (%)
Artificial Reef	Perairan Kab. Bangka Bangka Regency offshore	unit	780	780	Koperasi Karyawan Timah Mitra Mandiri	100%
	Perairan Kab. Bangka Barat West Bangka Regency offshore	unit	720	720		100%
	Perairan Kab. Bangka Tengah Central Bangka Regency waters	unit	300	300		100%
	Perairan Kab. Bangka Selatan South Bangka Regency offshore	unit	120	120		100%
Restocking Cumi-cumi Squid Restocking	Pantai Batu Ketak, Pantai Kuala, Pantai Pukan, Pantai Rebo, Pantai Tongaci Kabupaten Bangka Batu Ketak Beach, Kuala Beach, Pukan Beach, Rebo Beach, Tongaci Beach, Bangka Regency	ekor piece	20.091	20.000	CV Sayang Babel	100%
Penanaman Mangrove Mangrove Planting	Pantai Teluk Salak, Kab. Karimun Teluk Salak Beach, Karimun Regency	hektar hectare	68,00	68,00	-	100%
Penahan Abrasi Abrassion Embankment	Pantai Mata Air, Kundur Mata Air Beach, Kundur	meter	200	200	-	100%
	Desa Gemuruh, Kundur Gemuruh Village, Kundur	meter	100	100	-	100%
	Pantai Pongkar, Karimun Pongkar Beach, Karimun	meter	100	100	-	100%
Restocking Kepiting Bakau Mangrove Crab Restocking	Pantai Mata Air, Kundur Mata Air Beach, Kundur	ekor piece	1.000	1.000	-	100%
	Desa Gemuruh, Kundur Gemuruh Village, Kundur	ekor piece	200	200	-	100%
	Pantai Pongkar, Karimun Pongkar Beach, Karimun	ekor piece	200	200	-	100%

Habitat daerah aliran sungai yang dilindungi/direstorasi tahun 2022 [304-3] **Protected/restored watershed habitats in 2022 [304-3]**

Jenis Program di Daerah Aliran Sungai Type of Watershed Program	Lokasi Location	Total Realisasi Area yang Ditanam Tahun Ini (Ha) Total Realization of Planted Area in This Year (Ha)	Total Rencana Area yang Ditanam (Ha) Total Area Planting Plan (Ha)	Kerja Sama dengan Pihak Ketiga dalam Pengelolaan Partnership with Third Parties in the Management	Status Realisasi (%) Realization Status (%)
Penanaman dan Perawatan Tanaman Revegetation and Plant Conservation	Desa Tuing, Kabupaten Bangka Tuing Village, Bangka Regency	197,7	197,7	1. PT Inhutani V 2. Koperasi Karyawan Timah Mitra Mandiri 3. CV Arta Pasada Utama	100%
Penanaman dan Perawatan Tanaman Revegetation and Plant Conservation	Desa Buding, Kabupaten Belitung Timur Buding Village, Belitung Regency	5	280	PT Timah Agro Manunggal	2%

AIR DAN UDARA
WATER AND AIR

Konsumsi Air [POJK51 F.8]

Air yang digunakan oleh Perseroan mencakup untuk kegiatan penambangan bijih timah, penyemprotan areal transportasi untuk mengurangi debu, dan untuk keperluan domestik baik di lapangan maupun di kantor operasional. Adapun air yang digunakan Perseroan untuk proses produksi berasal dari beberapa sumber, seperti air sungai, air tanah, dan air hujan. Perseroan berupaya untuk tetap menjaga volume air yang diambil dari sumber-sumber tersebut di bawah ambang batas penggunaan yang telah ditetapkan. Hal ini dilakukan untuk menjaga kelestarian ekosistem sekitar area penambangan. Perseroan senantiasa menghitung volume konsumsi air dengan memasang alat ukur pada setiap lokasi sumber air secara berkala. [303-1] [303-3]

Water Consumption [POJK51 F.8]

The Company uses water for tin ore mining activities, spraying transportation areas to reduce dust, and for domestic purposes both in operational sites and offices. The water used by the Company for the production process comes from several sources, such as river water, ground water and rain water, which is shared with the surrounding community. The Company strives to limit the volume of water extraction from these sources below the set consumption threshold. This is implemented in order to preserve the ecosystem around the mining area. The Company always calculates the volume of water consumption by installing measurement tools at each water source location on a regular basis. [303-1] [303-3]

Total pengambilan air menurut sumber air (mega liter) [303-3] **Total water intake based on water source (mega liter)** [303-3]

Sumber Air Water Resources	2022	2021	2020
Air Permukaan (Waduk) – Unit Metalurgi Muntok Surface Water (Reservoir) – Muntok Metallurgical Unit	253	425	414
Air Permukaan (Waduk) – Unit Metalurgi Kundur Surface Water (Reservoir) – Kundur Metallurgical Unit	51	279	513
Air Tanah – Kantor Pusat & Rumah Dinas Ground Water – Head Office & Official House	106	106	106
Jumlah/Total	**410**	**810**	**1.033**

Total pengambilan air dari semua wilayah [303-3] **Total water extraction from all areas** [303-3]

Jenis Komoditas Type of Commodity	Sumber Air Source of Water	Total Pengambilan Air (Mega Liter) Total Water Extraction (Mega Liter)
Timah/Tin	Air Tanah/Ground Water	106
Timah/Tin	Air Permukaan/Surface Water	304
Jumlah/Total		**410**

* Posisi penampungan air hujan di void dianggap belum masuk sistem.
The position of rain water reservoir is excluded from the system.

Total pengambilan air berdasarkan total padatan terlarut [303-3] **Total water extraction based on the total dissolved solid** [303-3]

Jenis Komoditas Type of Commodity	Jenis Air Type of Water	Total Pengambilan Air (Mega Liter) Total Water Extraction (Mega Liter)
Timah/Tin	*Freshwater* (TSS <100 mg/L)	410
Jumlah/Total		**410**

* GAA merekomendasikan batas konsentrasi untuk TSS yang ideal dari limbah adalah 50-100 mg/L
GAA recommends that the concentration limit for ideal TSS from waste is 50-100 mg/L

Total pembuangan air ke semua wilayah [303-4]

Total water disposal to all area [303-4]

Jenis Komoditas Type of Commodity	Jenis Tujuan Type of Source	Total Pembuangan Air (Mega Liter) Total Water Disposal (Mega Liter)
Timah/Tin	Air Tanah/Ground Water	106
Timah/Tin	Air Laut/Sea Water	108
Jumlah/Total		**214**

Total pembuangan air berdasarkan total padatan terlarut [303-4]

Total water disposal based on the total dissolve solids [303-4]

Jenis Komoditas Type of Commodity	Jenis Air Type of Water	Total Pembuangan Air (Mega Liter) Total Water Disposal (Mega Liter)
Timah/Tin	*Freshwater* (TSS <100 mg/L)	214
Jumlah/Total		**214**

* Sesuai regulasi Indonesia menggunakan standard TSS.
Based on the Indonesia's regulation of TSS standard.

Zat-zat prioritas yang patut diperhatikan yang pembuangannya diolah [303-4]

Priority substances which must be noted and processed before the disposal [303-4]

Jenis Kandungan yang Diperiksa Type of Examined Content			
pH	As	Pb	Sn
TSS	Cu	Mn	*Oil & Grease*
Sulfide	Zn	Fe	TOC
Cr			

Total konsumsi air dari semua wilayah [303-5]

Total water consumption from all area [303-5]

Jenis Komoditas Type of Commodity	Sumber Air Source of Water	Total Pengambilan Air (Mega Liter) Total Water Withdrawal (Mega Liter)	Total Pembuangan Air (Mega Liter) Total Water Disposal (Mega Liter)	Total Konsumsi Air (Mega Liter) Total Water Consumption (Mega Liter)
Timah/Tin	Air Tanah/Ground Water	106	106	-
Timah/Tin	Air Permukaan/Surface Water	304	108	196
Jumlah/Total		**410**	**214**	**196**

Seluruh air (100%) yang digunakan dalam kegiatan operasional tambang darat merupakan air daur ulang yang diolah melalui penerapan sistem sirkulasi air tertutup *(close system)*. Hal ini dilakukan agar Perseroan dapat menjamin kualitas air pada akhir proses produksi akan dikembalikan ke aliran terbuka secara optimal. Adapun untuk mengetahui volume air daur ulang, Perseroan memanfaatkan data dari *flowmeter* atau *rotameter* sebagai alat pencatat laju aliran volume fluida - termasuk air - yang dipasang di sistem pengelolaan air. Pada akhir periode pelaporan, jumlah konsumsi air daur ulang Perseroan mengalami penurunan sebesar 401 mega liter. Hal ini terjadi karena adanya efisiensi penggunaan air dan penurunan beban pencemaran air. [303-4]

All water (100%) used in onshore mining operations is recycled water treated through the application of closed water circulation system (closed system). This is conducted to enable the Company in ensuring quality of water which at the end of the production process will be returned to the open flow. Meanwhile, to determine the volume of recycled water, the Company utilizes data from the flowmeter or rotameter as an instrument to record the flow rate of fluid volume - including water – installed in the water management system. At the end of reporting period, the total consumption of recycled water by the Company has decreased by 401 mega liter. This was due to the efficiency of water consumption and the decrease in water digestion load. [303-4]

Volume dan penggunaan air yang didaur ulang (mega liter) **Recycled water volume and consumption (mega liter)**

Sumber Air Source of Water	Penggunaan Usage	2022	2021	2020
Air Permukaan (Waduk) – Unit Metalurgi Muntok Surface Water (Reservoir) – Muntok Metallurgical Unit	Operasional Tambang Mining Operation	253	425	414
Air Permukaan (Waduk) – Unit Metalurgi Kundur Surface Water (Reservoir) – Kundur Metallurgical Unit	Operasional Tambang Mining Operation	51	279	513
Jumlah/Total		**304**	**704**	**927**

Upaya Pengelolaan Air [303-1, 303-2]

Perseroan memiliki kebijakan pemakaian, pengendalian, pengawasan, pemantauan, dan evaluasi air secara berkala dengan pendekatan konservasi, efisiensi sumber daya air, dan termasuk daur ulang air. Perseroan berupaya mengoptimalkan pemakaian air untuk setiap kegiatan operasional. Selama tahun 2022, Perseroan telah melakukan beberapa upaya pengelolaan air secara efisien, antara lain:

1. Sirkulasi tertutup pada proses *casting*.
2. Sirkulasi tertutup pada proses pencucian bijih timah.
3. *Scheduling* waktu penyalaan pompa air untuk perumahan karyawan dan fasilitas umum.
4. Modifikasi kanal *tapping*.
5. Sirkulasi tertutup pada proses granulasi.
6. Pengaturan *valve* pada bak granulasi.
7. Pemanfaatan air bekas fasilitas umum untuk penyiraman tanaman.
8. Resirkulasi air pada proses *electrolitic refining*.
9. Peninggian pintu air di waduk sebagai penahan limpasan air.
10. Efisiensi air proses pendinginan mesin di PLTD dengan PLNisasi.

Emisi Mengandung Substansi Penipis Ozon (ODS) [305-7]

Perseroan memperhatikan emisi peralatan yang mengandung substansi penipis lapisan ozon (Bahan Perusak Ozon/BPO) seperti berasal dari pemakaian refrigeran berbasis *chlorofluorocarbon* (CFC) yang biasa dipakai dalam mesin pengatur suhu ruangan (AC). Maka dari itu, Perseroan melakukan penggantian penggunaan bahan kimia perusak ozon yaitu CFC, yang memiliki unsur klorin *(Chlor)*, florin *(Fluoro)* dan karbon *(Carbon)* menjadi hidrokarbon yang ramah lingkungan secara bertahap agar dapat mengurangi jumlah emisi yang dihasilkan.

Water Management Effort [303-1, 303-2]

The Company has policy of water consumption, control, supervision, monitoring, and regular evaluation through a conservation approach, efficiency of water resources, as well as water recycling. The Company strives to optimize its water consumption in every operational activity. Throughout 2022, the Company has carried out a number of water management efforts efficiently, including:

1. Closed circulation in the casting process.
2. Closed circulation in the tin ore washing process.
3. Scheduling the turn-on time of water pumps for employee housing and public facilities.
4. Modification of the tapping channel.
5. Closed circulation in the granulation process.
6. Valve settings in the granulation tub.
7. Utilization of used water from public facilities for watering plants.
8. Water recirculation in the electrolytic refining process.
9. Raising the floodgates in the reservoir as a barrier to water runoff.
10. Efficiency of engine water cooling process in PLTD with PLNization.

Emissions Containing Ozone Depleting Substances (ODS) [305-7]

The Company pays attention to the emission from equipment that contain ozone depleting substances (Ozone Depleting Substances/ODS) that come from the use of chlorofluorocarbon (CFC)-based refrigerants commonly used in room temperature control (AC) machines. Therefore, the Company has replaced the use of ozonedepleting chemicals, i.e. CFCs, which contain chlorine (Chlor), fluorine (Fluoro) and carbon (Carbon) with environmentally friendly hydrocarbons which gradually will reduce the amount of generated emissions.

Emisi Lainnya [305-7]

Pengujian emisi terhadap sumber emisi tidak bergerak, meliputi parameter: Partikulat, SO2, NOX, HCl, NH3, Pb, Sn, CO dan TVOC yang dilakukan oleh Perseroan secara berkala. Sumber emisi tidak bergerak berasal dari peralatan pendukung serta emisi cerobong dari kegiatan PLTD. Emisi yang keluar dari cerobong dikelola dengan memasang fasilitas pengendali pencemar udara berupa *Filter Bag*. Dengan demikian, emisi yang keluar dari cerobong ke lingkungan masih memenuhi Baku Mutu Emisi (BME) cerobong yang ditetapkan pemerintah. Inisiatif yang dilaksanakan untuk mengurangi emisi gas lainnya ini adalah dengan cara meningkatkan efisiensi penggunaan genset, pemeliharaan rutin genset dan elektrifikasi kebutuhan listrik di *baghouse*. Perseroan juga melakukan berbagai inisiatif untuk mengurangi emisi lainnya, seperti membuat catatan ukuran emisi di bawah ketentuan baku mutu lingkungan yang ditetapkan, sebagaimana ditunjukkan pada contoh tabel pengukuran emisi cerobong di Unit Metalurgi berikut:

Other Emissions [305-7]

Emission testing of stationary emission sources, of these parameters: Particulates, SO2, NOX, HCl, NH3, Pb, Sn, CO and TVOC which are conducted by the Company on a regular basis. The source of stationary emissions come from supporting equipment and chimney emissions from PLTD activities. The emissions from chimney are managed by installing air pollutant control facilities in the form of Filter Bags. Thus, the chimney emissions that come out into the environment are still within the government's chimney Emission Quality Standards (BME). The initiatives implemented to reduce other gas emissions are by increasing the efficiency generator usage, routine maintenance of generators and electricity usage in the baghouse. The Company also carries out various initiatives to reduce other emissions, such as keeping records of emission measurements under the stipulated environmental quality standards, as shown in the table of chimney emissions measurement at the Metallurgical Unit below:

Emisi Gas Lainnya – Unit Metalurgi

Other Gas Emissions – Metallurgy Unit

Lokasi Location	Parameter Parameter	Beban Emisi (Ton/Tahun) Emission Load (Tonnes/Year)	Baku Mutu Emisi Emissions Quality Standard
Rafinasi Refining	HCl (mg/Nm_3)	0,058	5
	NH (mg/Nm_3)	0,0091	0,5
	NOx (mg/Nm_3)	13,76	750
	Opasitas/Opacity (%)	4	20
	Partikulat (mg/Nm_3)	4,28	150
	Pb (mg/Nm_3)	0,0036	5
	Sn (mg/Nm_3)	0,0036	5
	SO (mg/Nm_3)	22,35	800
	TVOC (mg/Nm_3)	0,0013	5
Baghouse 1	HCl (mg/Nm_3)	0,022	5
	NH (mg/Nm_3)	0,00083	0,5
	NOx (mg/Nm_3)	22,333	750
	Opasitas/Opacity (%)	4	20
	Partikulat/Particulates (mg/Nm_3)	12,693	150
	Pb (mg/Nm_3)	0,0034	5
	Sn (mg/Nm_3)	0,0034	5
	SO (mg/Nm_3)	30,327	800
	TVOC (mg/Nm_3)	0,0012	5
Genset 3	CO (mg/Nm_3)	0,6608	600
	NOx (mg/Nm_3)	0,2827	1.000
	Partikulat/Particulates (mg/Nm_3)	0,2517	150
	SO (mg/Nm_3)	0,1184	800

Emisi Zat Perusak Ozon [305-6]

Ozone Depleting Substance Emissions [305-6]

Zat Perusak Ozon Ozone Depleting Substance	Volume/Kuantitas dalam 1 tahun Volume/Quantity in 1 Year (SF6 = kg; HFCs = kg)	*Global Warming Potential* ton Co_2 eq/kg	Emisi Emission Ton CO_2e
SF6 dari Switch Gear, Circuit Breaker dan Transformer/SF6 from Switch Gear, Circuit Breaker and Transformer			
SF6		23.5000	-
HFCs dari Sistem AC/HFCs from AC System			
R22		1.760	-
R32	9,34	677	6.323
R134a		1.300	-
R404a		3.922	-
R410a		2.088	-
Jumlah/Total	**9,34**	**Jumlah/Total**	**6.323**

Emisi Lain yang Signifikan dari Operasional Perseroan [305-7]

Other Significant Emissions from the Company's Operations [305-7]

Emisi Udara/Air Emission	Total Emisi (kg)/Total Emission (kg)
NOx	172.361
SOx	579.818
Jumlah/Total	**752.179**

Lebih lanjut, Perseroan juga memantau kualitas emisi dari cerobong lain yang terdapat di dua unit yaitu:

- **Unit Metalurgi Muntok meliputi, Baghouse 1 s/d 8, Genset 3, Genset 4 dan Genset 6.**
- **Unit Metalurgi Kundur Kepulauan Riau, terdiri dari unit rafinasi, Baghouse, Genset 1 s/d Genset 4.**

Hasil dari pemantauan di kedua unit ini berada di bawah ketentuan baku mutu lingkungan.

Furthermore, the Company also monitors the quality of emissions from other chimneys in two other units:

- Muntok Metallurgy Unit, including Baghouse 1 to 8, Genset 3, Genset 4, and Genset 6.
- Kundur Metallurgy Unit, Riau Islands, consisting of Refinement unit, Baghouse, Genset 1 to Genset 4.

The results of the monitoring in these two units are bellow the environmental quality standards.

DEKARBONISASI
DECARBONIZATION

Konsumsi Energi [F.7] [302-1]

Untuk mendukung kegiatan operasional, Perseroan menggunakan sumber energi yang berasal dari BBM jenis biodiesel (B30) mencapai 80%, *marine fuel oil* (MFO) 15% serta listrik (PLN) 5%. BBM digunakan untuk mendukung kegiatan penambangan dan transportasi, sedangkan energi listrik digunakan untuk proses peleburan dan penerangan. Penggunaan energi yang tepat sangat penting bagi sektor pertambangan karena penggunaan energi yang efisien dapat meningkatkan produktivitas dan mengurangi biaya operasional. Guna meningkatkan efektivitas proses ekstraksi logam timah dari bijih timah, Perseroan sudah menyelesaikan instalasi peleburan berteknologi maju TSL *Ausmelt* dan pada akhir Desember 2022 Perseroan sudah melakukan *Metallurgical Hot Commisioning* untuk melakukan uji kinerja pada tanur ini, hingga Maret 2023 tanur ini sudah beroperasi dan menghasilkan logam Timah 1.255 metrik ton.

Sejak tahun 2021, Perseroan sudah mulai memanfaatkan Energi Baru Terbarukan (EBT) tenaga surya atau *solar cell* yang berlokasi di Kampoeng Reklamasi Air Jangkang, Bangka dan Kampong Reklamasi Selinsing, Belitung Timur. Perseroan juga sudah memanfaatkan biodiesel (B30) pada beberapa instrumen peralatan pendukung di wilayah operasionalnya. Perseroan berupaya menerapkan pola pengelolaan energi mengacu pada sertifikasi ISO 50001-Sistem Manajemen

Energy Consumption [F.7] [302-1]

To support its operational activities, the Company uses fuel energy that comes from biodiesel (B30) fuel reaching 80%, marine fuel oil (MFO) 15% and electricity (PLN) 5%. Fuel is used to support mining activities and transportation, while electricity is used for smelting and lighting. Appropriate use of energy is crucial for mining sector since efficient usage of energy can improve productivity and reduce operational costs. In order to improve the effectiveness of extraction process of tin metal from tin ore, the Company has completed the high-tech smelting installation in TSL Ausmelt and at the end of December 2022, the Company has utilized Metallurgical Hot Commissioning to conduct performance assessment on this Furnace, this furnace has been operating since March 2023 and produeced 1,255 metric tons of Tin.

Since 2021, the Company has started to utilize New and Renewable Energy (NRE) of solar cell at Air Jangkang Reclamation Village, Bangka and Selinsing Reclamation Village, East Belitung. the Company also utilized biodiesel (B30) for several supporting instruments in its operational areas. The implementation of energy management pattern in the Company refers to the ISO 50001 certification - Energy Management System and refer to the Government Regulation

Energi dan mengacu pada ketentuan Peraturan Pemerintah No. 70 tentang Konservasi Energi, dengan ringkasan pengelolaan sebagai berikut: [F.7]

No. 70 concerning Energy Conservation, the details of the management is as follows: [F.7]

Poin-poin Pelaksanaan Manajemen Energi [302-4] Energy Management Implementation Points [302-4]	2022	2021	2020
Menunjuk manager energi bersertifikat Appoint a certified conservation program	√	√	√
Menyusun program konservasi energi Develop an energy conservation program	√	√	√
Melaksanakan audit energi secara berkala oleh *auditor* bersertifikat Carry out periodic energy audits by certified auditors	√	√	√
Melaksanakan hasil audit energi Carry out energy audit results	√	√	√
Melaporkan pelaksanaan konservasi energi kepada Pemerintah setiap tahun Report the implementation of energy conservation to the Government every year	√	√	√
Kontribusi penghematan energi Contribution of energy saving	74.943 GJ	109.859 GJ	48.764 GJ

Hingga akhir tahun 2022, Perseroan mencatatkan total penghematan energi yang terukur sebesar 74.943 GJ. Penghematan energi ini berasal dari kegiatan optimalisasi pengoperasian Kapal Isap Produksi, Kapal Bor Eksplorasi Laut serta Kapal Transportasi (*Tug Boat* dan lain-lain), dan beberapa inisiatif efisiensi energi lainnya. Inisiatif efisiensi energi yang dilakukan Perseroan, seperti di bawah ini:

Until the end of 2022, the Company recorded a total measurable energy savings of 74,943 GJ. This energy savings comes from optimizing the operation of Production Suction Vessels, Sea Exploration Drill Vessels and Transport Vessels (Tug Boats and others), and several other energy efficiency initiatives. The energy efficiency initiatives carried out by the Company are as follows:

Inisiatif Efisiensi Energi di Tahun Pelaporan [302-4] Energy Efficiency Initiatives in the Reporting Year [302-4]	Reduksi Energi (Giga Joule) Energy Reduction (Giga Joule)
Optimalisasi Pengoperasian KIP Optimizing KIP Operation	53.150
Optimalisasi Pengoperasian Kapal Bor Eksplorasi Laut Optimizing the Operation of Ocean Exploration Drillships	14.712
Optimalisasi Pengoperasian Kapal Transportasi (*Tug Boat* dan lain-lain) Optimizing the Operation of Transportation Vessels (Tug Boat and others)	7.081
Total Reduksi Energi Total Energy Reduction	**74.943**

Pada tahun 2019, sehubungan dengan adanya perubahan sumber energi fasilitas peleburan di Unit Metalurgi dari PLTD menjadi listrik PLN, terdapat kenaikan konsumsi listrik dan sebaliknya, terjadi penurunan konsumsi MFO. Sampai akhir tahun 2022, Unit Metalurgi Muntok belum menggunakan energi dari sumber energi terbarukan, selain pasokan PLN dan sumber energi fosil MFO dan sejenisnya tersebut. Adapun rekapitulasi konsumsi energi Perseroan untuk 3 (tiga) tahun terakhir adalah sebagai berikut:

In 2019, due to the change in the energy source of the smelting facilities in the Metallurgical Unit from PLTD to PLN electricity, there was an increase in electricity consumption and conversely, there was a decrease in MFO consumption. Until the end of 2022, Muntok Metallurgical Unit has not used energy from renewable energy sources, other than PLN supply and fossil energy sources of MFO and the like. The recapitulation of the Company's energy consumption for the last 3 (three) years is as follows:

Konsumsi Energi [302-1] [302-4] [F.6]

Energy Consumption [302-1] [302-4] [F.6]

Tipe AC AC Type	2022		2021		2020	
	Dalam satuan asli In original unit	Dalam GJ In GJ	Dalam satuan asli In original unit	Dalam GJ In GJ	Dalam satuan asli In original unit	Dalam GJ In GJ
Listrik/Electric (Kwh)	22.358.572	80.491	17.698 .696	63.715	13.594.868	48.942
B30 (Liter)	38.084.278	1.443.394	38.233.437	1.449.047	30.374.528	1.151.195
MFO (Liter)	7.281.174	275.956	6.738.150	255.376	7.594.200	287.820
Batu Bara/Coal (*anthracite*) (Ton)	-	-	9.206	255.822	-	-
Jumlah/Total		**1.799.841**		**2.023.960**		**1.487.957**

Total Konsumsi Energi Internal dan Emisi (Scope-1) dari Sumber Energi Tidak Terbarukan [302-1, 305-1]

Total Internal Energy Consumption and Emissions (Scope-1) from Non-Renewable Energy Source [302-1, 305-1]

Jenis Bahan Bakar dari Sumber Energi tidak Terbarukan Type of Fuel From Non-Renewable Source of Energy	Densitas* (kg/m³) Density* (kg/m³)	Jumlah Pemakaian (kilo liter) kilo liter = m³ Total Consumption (kilo liter) kilo liter = m³	Jumlah Pemakaian (Kg) Total Consumption (Kg)	Jumlah Pemakaian (Gigagram-Gg) Total Consumption (Gigagram-Gg)	Nilai Kalor (NCV) TJ/Gg Calorific Value (NCV) TJ/Gg	Energi (GJ) [GRI 302-1] Energy (GJ) [GRI 302-1]	Energi (TJ) [GRI 302-1] Energy (TJ) [GRI 302-1]	Faktor Emisi ** Kg/TJ Emission Factor ** Kg/TJ			GWP *** (Fifth Assessment Report-AR 5)			Emisi yang Dihasilkan (Ton CO_2 eq) Generated Emissions (Ton CO_2 eq) [GRI 305-1]
	(a)	(b)	c = a x b	d = c/1000000	(f)	g=d x f x1000	h = d x f	CO_2 (i)	CH_4 (j)	N_2O (k)	CO_2 (l)	CH_4 (m)	N_2O (n)	o = ((h*i*l)+(h*j*m)+(h*k*n))/1000
B30 (70% *diesel oil*)	910	26.565	24.174.463,4	24,1744634	43,00	1.039.501,93	1.039,50	74.100	3	0,60	1,00	28,00	265,00	77.279,69
Residual *Fuel Oil* (Minyak Bakar/ Fuel Oil, MFO, HFO)	991	7458	7.390.641,151	7,390641151	40,40	298.581,90	298,58	77.400	3	0,60	1,00	28,00	265,00	23.182,79
		Total Konsumsi Energi Internal dari Sumber Energi Tidak Terbarukan Total Internal Energy Consumption from Non-Renewable Sources				**1.338.083,83**	**1.338,08**						**Total Emisi (Scope 1a)** Total Emissions (Scope 1a)	**100.462,49**

Catatan/Note:
* Hasil Studi Puslitbang Teknologi Migas (Lemigas) KESDM tentang Faktor Emisi BBM dan BBG, 2011
Study Results of Research Center for Oil and Gas Technology (Lemigas) KESDM on Fuel and CNG Emissions Factors, 2011
** Faktor Emisi Berdasarkan IPCC GHG Protocol Cross Sector Tools (Maret, 2017)
Emission Factors Based on IPCC GHG Protocol Cross Sector Tools (March, 2017)
*** Global Warming Potential (GWP) berdasarkan IPCC GHG Protocol Fifth Assessment Report (AR5)
Global Warming Potential (GWP) based on IPCC GHG Protocol Fifth Assessment Report (AR5)

Konsumsi Energi Menurut Peralatan Utama [302-1] [302-4] [302-5] [F.6]

Energy Consumption based on Main Instrument [302-1] [302-4] [302-5] [F.6]

Jenis Peralatan Utama Type of Main Instrument	Jenis Energi* Energy Type*	Jumlah Pemakaian Energy/Total of Energy Usage					
		2022		2021		2020	
		Original Unit (liter)	Original Unit (GJ)	Original Unit (liter)	Original Unit (GJ)	Original Unit (liter)	Original Unit (GJ)
Furnace (Peleburan bijih dan terak) di Unit Metalurgi dan Kundur Furnace (smelting ore and slag) in the Metallurgical and Kundur Unit	MFO	6.281.374	238.064	4.738.178	179.577	4.897.313	185.608
Flame Oven	MFO	294.900	11.177	395.650	14.995	537.500	20.371
Rafinasi (Pemurnian) Refinement (Purification)	MFO	704.900	26.716	935.500	35.455	1.299.500	49.251
Kapal Bor Laut Drill Sea Ship	B20/B30	1.641.584	62.216	1.521.222	57.654	1.270.055	48.135
Kapal Transporter Tugboat	B20/B30	1.604.220	60.800	2.709.261	102.681	1.061.011	40.212
Kapal Keruk (KK) Dredger (KK)	B20/B30	8.750.100	331.629	7.561.501	286.581	6.026.062	228.388
Kapal Isap Produksi (KIP) Cutter Suction Dredge (KIP)	B20/B30	23.000.101	871.704	23.278.731	882.264	18.571.371	703.855
PLTD Unit Metalurgi Diesel Power Plant Metallurgy Unit	Sudah Beralih menggunakan Energi Listrik PLN Have switched to using PLN electricity					1.904.648	73.551
PLTD Kundur Kundur Diesel Power Plant	B20/B30	992.118	37.601	1.345.101	50.979	1.897.425	71.912

Keterangan:/Description:
* Seluruhnya energi dari sumber tidak terbarukan/All energies are from non-renewable sources

Tahun Year	Konsumsi Energi (GJ)* Energy Consumption (GJ)	Konsumsi Energi (TOE)* Energy Consumption (TOE)	Perubahan dari Tahun Sebelumnya [302-4] Changes from the Previous Year [302-4]	
			Konsumsi Energi (GJ) Energy Consumption (GJ)	Konsumsi Energi (TOE) Energy Consumption (TOE)
2022	1.799.841	42.988,17	(224.119)	(6.376)
2021	2.023.960	49.364,38	536.003	13.073
2020	1.487.957	36.291,27	(428.437)	(10.450)
2019	1.916.394	46.704,85	(207.627)	22.127
2018	2.124.021	24.614,14	167.604	(23.102)

Keterangan:/Description:
* Seluruhnya energi dari sumber tidak terbarukan/All energies are from non-renewable sources

Energi dan Emisi dari Listrik yang Dibeli (*Scope* 2) [302-2]

Energy and Emissions from Purchased Electricity (Scope 2) [302-2]

Lokasi Area Operasional Operational Area Location	GRID PLN**	Penggunaan Listrik (KWH) Electricity Usage (KWH)	Faktor Konversi Conversion Factor	Konsumsi Energi (GJ) Energy Consumption (GJ)	Faktor Emisi* (Kg CO_2eq. per KWH) Emission Factor* (Kg CO_2eq. per KWH)	Total Emisi (Kg CO_2eq.) Total Emission (Kg CO_2eq.)	Total Emisi (Ton CO_2eq.) Total Emission (Ton CO_2eq.)
Kepulauan Riau Riau Islands	Kundur	1.590.193	0,0036	5.725	1,04	1.653.801	1.653
Kepulauan Bangka Belitung Bangka Belitung Islands	Bangka	17.156.539	0,0036	61.764	1,04	17.842.800,56	17.843
	Belitung	3.611.840	0,0036	13.003	1,04	3.756.314	3.756
Total Konsumsi Energi yang Dibeli **Total Consumption Purchased Energy**				**80.492**	**Total Emisi (Scope 2)** **Total Emission (Scope 2)**		**23.253**

Keterangan:/Description:
* ISCC 205 Green House Gas Emission (Indonesia Electricity Mix from Grid) Version 3.0
** menggunakan faktor emisi dari Nilai FE GRK Sistem Ketenagalistrikan Tahun 2019
uses emission factors from the 2019 Electricity System FE GRK Value
*** jika faktor emisi untuk grid PLN tidak diketahui untuk wilayah tersebut dapat menggunakan faktor emisi overall rata-rata sebesar 1,04 Kg Co2 eq/KWH
if the emission factor for the PLN grid is unknown for the region, an average overall emission factor of 1.04 Kg Co2 eq/KWH can be used

Total Energi Eksternal dan Total Emisi Cakupan-3 [302-2]

Total External Energy and Total Scope-3 Emissions [302-2]

Total Konsumsi Energi Total Energy Consumption	Energi (GJ) Energy (GJ)
Total Konsumsi Energi Internal/Total Internal Energy Consumption [302-1]	1.799.841
Total Konsumsi Energi Eksternal/Total External Energy Consumption [302-2]	-
Total Konsumsi Energi/Total Energy Consumption	**1.799.841**

Nama Perusahaan Company Name	Total Konsumsi Energi (GJ) Total Energy Consumption (GJ)	Total Emisi (Ton CO2 eq) Total Emision (Ton CO2 eq)
PT TIMAH Tbk	1.799.841	153.657

Komoditas Commodity	Total Energi Aktual (GJ) Total Actual Energy (GJ)	Total Energi BAU (GJ) Total BAU Energy (GJ)	Pengurangan Konsumsi Energi (GJ) [302-4] Reduction of Energy Consumption (GJ) [302-4]
Timah	1.724.898	1.799.841	74.943

Komoditas Commodity	Intensitas Energi Aktual (GJ/Satuan Produk) Intensity of Actual Energy (GJ/Unit Product)	Intensitas Energi BAU (GJ/Satuan Produk) Intensity of BAU Energy (GJ/Unit Product)	Pengurangan Intensitas Energi (GJ/Satuan Produk) [302-5] Intensity of Energy Reduction (GJ/Unit Product) [302-5]
Timah	87	90,78	3,8

Intensitas Energi

Intensitas energi dihitung sebagai total energi yang dibutuhkan, baik dari pemakaian listrik maupun pemakaian bahan bakar, untuk produksi per ton produk. Penghitungan tidak menyertakan penggunaan energi di luar perusahaan. Nilai intensitas energi tahun 2022 mencapai 90,78 GJ/Ton, naik dari tahun 2021 sebesar 76,48 GJ/Ton karena adanya peningkatan produksi logam. [302-3]

Intensity of Energy

The intensity of energy is calculated as the total energy required, both from electricity consumption and fuel consumption, for production per tonne of product. The calculation does not include the use of external energy from outside the company. The energy intensity value in 2022 reached 90.78 GJ/Tonnes, increased from 2021 of 76.48 GJ/Ton due to the decline in tin production. [302-3]

Hasil Pengukuran Intensitas Energi [302-1] [302-4] [F.6]

Energy Intensity Measurement Results [302-1] [302-4] [F.6]

Uraian Description	Satuan Unit	2022	2021	2020
Jumlah Energi Terpakai/Total Energy Used	GJ	1.799.841	2.023.960	1.487.957
Jumlah Produksi Logam Timah/Total Tin Metal Production	Metrik Ton Metric Tonnes	19.825	26.465	45.698
Intensitas Energi/Energy Intensity	GJ/Ton	90,78	76,48	32,56

Upaya Efisiensi Energi [POJK51 F.7] [302-4]

Perseroan berkomitmen untuk secara konsisten mengambil langkah-langkah penghematan energi, antara lain yaitu:

1. Optimalisasi pengoperasian peralatan utama energi baik dari sisi *maintenance* maupun pengoperasian;
2. Melakukan *preventive* terhadap peralatan utama energi secara rutin sesuai jadwal yang ditentukan;
3. Melakukan *replacement* peralatan utama untuk mengganti peralatan yang dinilai tidak efisien lagi;
4. Melakukan *monitoring* penggunaan BBM secara *real time;*
5. Melakukan subtitusi sumber energi ke energi yang lebih efisien baik dari sisi biaya maupun dampak terhadap lingkungan.

Energi Baru Terbarukan (EBT) [F.7]

Perusahaan saat ini menggunakan EBT jenis Biosolar (B30) ditahun 2022 yang mana B30 ini adalah sumber energi utama mencapai 80% dari total penggunaan energi operasional penambangan sehingga mampu mengurangi efek GRK sebesar 32.842 tCO2e. Kemudian sumber EBT lainya adalah Solar PV *On-grid* yang sudah terinstal di lokasi Kampoeng Reklamasi Air Jangkang, Bangka dan Kampong Reklamasi Selinsing, Belitung Timur diresmikan pada akhir tahun 2020 dengan kapasitas masing-masing 10 Kilo Watt Peak (KWP).

Pada tahun 2022, Perseroan sudah melakukan perencanaan untuk melakukan pengembangan EBT Solar PV pada peralatan utama diantaranya:

1. Pemasangan 3 MWP *Solar Panel* PV di Unit Metalurgi Muntok;
2. Pemasangan 93 KWP *Solar Panel* PV pada KIP dengan sistem *Hybrid.*

Hal ini sejalan dengan visi Perseroan menjadi perusahaan tambang kelas dunia yang ramah lingkungan, terbukti pada Januari 2023 telah ditandatangani *Memorandum of Understanding* (MoU) antara PT TIMAH Tbk dengan PT Bukit Asam Tbk melalui anak usahanya PT Bukit Energi Investama dalam merealisasi rencana pengembangan EBT terutama Solar PV.

Energy Efficiency Efforts [POJK51. F.7] [302-4]

The Company is committed to consistently implements energy efficiency efforts through:

1. Optimizing the operation of main energy equipment both in terms of maintenance and operation;
2. Carry out preventive maintenance of main energy equipment on a regular basis according to the schedule;
3. Replacement of inneficient equipment;
4. Monitoring fuel usage in real time;
5. Substituting energy sources to a more efficient energy both in terms of cost and impact on the environment.

New and Renewable Energy (NRE) [F.7]

The Company is currently utilizing NRE of Biodiesel (B30) in 2022, the use of B30 as the main energy source reached 80% of the total energy consumption for mining operations, thus, reducing the GHG effect of 32,842 tCO2e. Other NRE source is the On-grid Solar PV which has been installed at Air Jangkang Reclamation Village, Bangka and Selinsing Reclamation Village, East Belitung which were inaugurated at the end of 2022 with a capacity of 10 Kilo Watt Peak each (KWP).

In 2022, the Company has carried out planning for the development of Solar PV NRE on the following main equitpment:

1. Installation of 3 MWP Solar Panel PV at Muntok Metallurgical Unit;
2. Installation of 93 KWP Solar Panel PV at KIP with hybrid system.

This is in line with the Company vision of becoming an environmentally friendly world-class mining company, as proven in January 2023 with the signing of collaboration Memorandum of Understanding (MoU) between PT TIMAH Tbk and PT Bukit Asam Tbk through its subsidiary PT Bukit Energi Investama to realize NRE development plans, especially Solar PV.

Energi dan Emisi dari Listrik Produksi Internal Menggunakan Sumber Energi Terbarukan (*Scope-1*) [302-1, 305-1, ISCC Standard]

Energy and Emissions from Internal Electricity Production Using the Renewable Energy Source (Scope-1) [302-1, 305-1, ISCC Standard]

Sumber Pembangkitan Listrik (Internal Production) Source of Power Plant (Internal Production)	Penggunaan Listrik (KWH) Electricity Consumption (KWH)	Faktor Konversi Conversion Factor	Konsumsi Energi (GJ) Energy Consumption (GJ)	Faktor Emisi* (Kg CO_2eq. per KWH) Emission Factor* (Kg CO_2eq. per KWH)	Total Emisi (Ton CO_2eq.) Total Emissions (Ton CO_2eq.)
*Solar Panel**	5.840	0,0036	21.024	0,06	350,4
Total Konsumsi Energi dari Sumber Terbarukan Total Consumption of Renewable Energy			**21.024**	**Total Emisi (Scope 1b)** Total Emission (Scope 1b)	**350,4**

Keterangan/Description:
** Electricity production, photovoltaic, 3kWp flat-roof install. multi-Si"*
*** Electricity production, wind, 1-3 MW turbine, onshore, RoW"*
**** IPCC median GHG emission on a life cycle basis of a hydropower plant*

Energi dan Emisi dari Biodiesel (Proporsi yang Terbarukan) - Scope 1 [302-1, 305-1]

Biodiesel Energy and Emissions (Renewable Proportion) - Scope 1 [302-1, 305-1]

Jenis Bahan Bakar dari Biodiesel Type of Biodiesel Fuel	Densitas* (kg/m³) Density* (kg/m³)	Jumlah Pemakaian (kilo liter) kilo liter = m³ Total Consumption (kilo liter) kilo liter = m³	Jumlah Pemakaian (kg) Total Consumption (kg)	Jumlah Pemakaian (Gigagram-Gg) Total Consumption (Gigagram-Gg)	Nilai Kalor (NCV) TJ/Gg Calorific Value (NCV) TJ/Gg	Energi (GJ) [GRI 302-1] Energy (GJ) [GRI 302-1]
Biodiesel B30 (30%)	874,7	11.385	9.958.588	9,95	27,0	268.882
Jumlah/Total						**268.882**

Total Emisi dari Perubahan Penggunaan Lahan (*Scope* 1) [302-1, 305-1]

Total Emission from the Change of Land Usage (Scope 1) [302-1, 305-1]

Sumber Emisi dari Perubahan Penggunaan Lahan Source of Emission from the Land Use Change	Parameter Parameter	Jenis GRK Type of GHG	Jumlah Lahan yang Berubah (Ha) Total Land Use Change (Ha)	Faktor Emisi ($kgCO_2e$/ha) Emission Factor ($kgCO_2e$/ha)	Hasil Ton CO_2e dalam 1 tahun Result of Ton CO_2e in 1 year
			a	b	c=axb
Perubahan Penggunaan Lahan Land Use Change	Pembukaan Lahan untuk Penambangan *(Deforestation)* Land Clearing for mining purpose (Deforestation)	CO_2	17.049	64	1.091.160
	Penanaman Pohon dari Kegiatan Reklamasi dan Kegiatan Lainnya *(Reforestation)* Planting Trees in Reclamation Activities and Other Activities (Reforestation)	CO_2	403	12,9	(5.211)
	Luas Lahan IUP yang Belum Dibuka The Area of IUP Land that Has Not Bbeen Cleared	CO_2	271.667	38,4	(10.334.204)
	Total Emisi dari Perubahan Penggunaan Lahan Total Emission from the Change of Land Usage				**(9.248.255)**

Pengelolaan Emisi [POJK51 F.11]

Perseroan berkomitmen untuk mengurangi jumlah emisi gas rumah kaca (GRK) maupun emisi zat perusak ozon (*Ozon Depleting Substance*/ODS). Sumber utama emisi dari kegiatan operasional Perseroan berasal dari penggunaan peralatan tambang yang berbahan bakar fosil, yaitu solar dan bensin, serta instalasi pembangkit listrik berbahan bakar diesel.

Penghitungan Emisi GRK

Penghitungan emisi gas rumah kaca (GRK) dilakukan dengan memperhitungkan jumlah emisi dari berbagai sumber seperti transportasi, kegiatan industri, dan sektor energi. Perseroan melakukan langkah-langkah dalam perhitungan Emisi GRK:

1. Identifikasi sumber emisi yaitu dengan menentukan sumber-sumber emisi GRK yang terkait dengan aktivitas yang ingin dihitung.
2. Hitung jumlah emisi dengan menggunakan data yang tersedia, seperti konsumsi bahan bakar, produksi, dan kegiatan lainnya yang dapat mempengaruhi emisi GRK.
3. Konversi ke satuan karbon yaitu Konversi jumlah emisi menjadi satuan karbon dioksida setara (CO_2e) yang memperhitungkan potensi pemanasan global dari gas rumah kaca lainnya seperti metana dan nitrogen oksida.
4. Pelaporan dan analisis.

Emission Management [POJK51 F.11]

The Company committed to reducing the amount of greenhouse gas (GHG) emissions and ozone depleting substance (ODS) emissions. The main source of emissions from the Company's operational activities comes from mining equipment that uses fossil fuels, such as diesel and gasoline, as well as the installation of diesel-fueled power plants.

Calculation of GHG Emissions

Calculation of greenhouse gas (GHG) emissions is done by taking into account the amount of emissions from various sources such as transportation, industrial activities, and the energy sector. The Company takes steps in calculating GHG emissions:

1. Identification of emission sources is by determining sources of GHG emissions associated with the activity to be calculated.
2. Calculate the amount of emissions using available data, such as available data, such as fuel consumption, production, and other activities that can affect GHG emissions.
3. Convert to carbon units i.e. Convert the emission amount into units of carbon dioxide equivalent (CO_2e) which takes into account the global warming potential of other greenhouse gases such as methane and nitrous oxide.
4. Reporting and analysis.

Hasil perhitungan emisi GRK dan analisis data dapat membantu mengidentifikasi area di mana peningkatan efisiensi dan penurunan emisi dapat terjadi. perhitungan emisi GRK yang digunakan adalah dengan IPCC 2006, Penghitungan emisi GRK penting dalam upaya mitigasi perubahan iklim dan membantu organisasi dan pemerintah untuk mengembangkan strategi pengurangan emisi dan menetapkan target yang terukur dan realistis.

The results of GHG emissions calculation and data analysis can help to identify the area which efficiency needs to be improved and emissions can be reduced, the GHG emissions are calculated using the IPCC 2006 method. The calculation of GCG emissions is important in in the mitigation effort of climate change and help the organization as well as the government to develop a measurable and realistic emission reduction strategy and target.

Penghitungan emisi GRK yang dilakukan oleh Perseroan berasal dari cakupan 1 yaitu kegiatan produksi dan konsumsi bahan bakar minyak (BBM) dan cakupan 2 dari pemakaian listrik. Hasil penghitungan emisi GRK dinyatakan sebagai jumlah emisi, dalam satuan ton CO_2*equivalent* (CO_2eq). Penghitungan berdasarkan metode neraca konsumsi energi dari bahan bakar fosil dan gas penyebab efek rumah kaca dengan *baseline* tahun 2019, dan indeks *Global Warming Potential*/GWP=1. [305-1] [305-2]

The Company calculates its GHG emissions from scope 1 which comes from the production and consumption of fuel oil (BBM) and scope 2 from electricity consumption. The results GHG emissions calculation are defined as the total emissions, in tons of CO_2equivalent (CO_2eq). The calculation is based on the energy consumption balance between fossil fuels and gases that cause the greenhouse effect with a baseline year of 2019 and the Global Warming Potential/GWP=1 index. [305-1] [305-2]

Hingga periode pelaporan Perseroan telah melakukan perhitungan atas emisi cakupan 3 dari *business travel* yang dilakukan oleh Direksi dan Dewan Komisaris dengan menggunakan konversi https://www.airmilescalculator.com. Sepanjang tahun 2022, emisi cakupan 3 yang dihasilkan dari perjalanan bisnis mencapai 35,95 ton CO_2Eq. Perseroan juga menjalankan strategi dengan mendorong pemasok maupun pelanggan pada komitmen bersama mengurangi emisi karbon dari setiap kegiatan yang dijalankan. [305-3]

Until the reporting period, the Company has conducted calculation of scope 3 emissions from business travel conducted by the Board of Directors and Board of Commissioners by using the conversion https://www.airmilescalculator.com. Throughout 2022, scope 3 emissions resulting from business travel will reach 35.95 tons of CO_2Eq. The Company also implements a strategy by encouraging suppliers and customers to share a commitment in reducing carbon emissions from their operational activities. [305-3]

Emisi Cakupan 1 dan 2 [305-1] [305-2] [F.11]

Company's Scope 1 and 2 Emissions [305-1] [305-2] [F.11]

Jenis Sumber Energi Energy Source Type	2022		2021		2020	
	Kwh	Ton CO_2 eq	Kwh	Ton CO_2 eq	Kwh	Ton CO_2 eq
Listrik PLN/PLN Electricity	22.358.572	23.253	17.698.696	18.053	13.594.868	13.866
B30	38.084.278	109.474	38.233.437	78.010	30.374.528	54.981
MFO	7.281.174	20.930	6.738.150	19.064	7.594.200	23.180
Batu Bara/Coal	-	-	9.206	22.351	-	-

Catatan:/Note:
Perhitungan Emisi GRK dari pemakaian listrik PLN (dalam kwh) dilakukan berdasarkan ketentuan dari Dirjen Kelistrikan Kementerian ESDM, 2017.
Calculation of GHG emissions from PLN electricity consumption (in kwh) is carried out based on the provisions of the Director General of Electricity, Ministry of Energy and Mineral Resources, 2017.

Total Emisi (Ton CO_2 eq) Total Emissions (Ton CO_2 eq)	2022	2021	2020
Cakupan 1/Scope 1 [GRI 305-1]	23.253	18.053	13.866
Cakupan 2/Scope 2 [GRI 305-2]	130.404	119.425	78.161
Cakupan 3/Scope 3 [GRI 305-3]	35,95	-	-

Intensitas Emisi

Penghitungan Intensitas Emisi GRK hanya menghitung emisi setara karbon (CO_2eq) maupun lainnya yang sesuai penghitungan jumlah emisi GRK dari cakupan 1 dan cakupan 2. Hasil penghitungan dinyatakan dalam CO_2eq/ton, menggunakan metode perhitungan berdasarkan *Intergovernmental Panel on Climate Change* (IPCC). [305-4]

Intensitas Emisi GRK tahun 2022 sebesar adalah 7,75 CO_2eq/ton, naik sebesar 49% dari tahun 2021 sebesar 5,19 CO_2eq/ton. Hal ini terjadi karena pengaruh produksi logam yang menurun dari tahun sebelumnya. [305-4]

Intensity of Emissions

The calculation of GHG Emission Intensity only calculates carbon equivalent emissions (CO_2eq) or others that are appropriate in the calculation of GHG emissions from scope 1 and scope 2. The calculation results are expressed in CO_2eq/tonnes, based on the Intergovernmental Panel on Climate Change (IPCC) calculation method. [305-4]

The intensity of GHG Emission in 2022 was 7.75 CO_2eq/tonnes, an increase of 49% from 2021 of 5.19 CO_2eq/tonnes,. This is due to the effect of metal production metal production which decreased from the previous year. [305-4]

Nilai Intensitas Emisi GRK [305-4] **Intensity Value of GHG Emission** [305-4]

Uraian Description	Satuan Unit	2022	2021	2020
Total Emisi GRK Total GHG Emissions	Ton CO_2 eq CO_2 eq Tonnes	153.692,95	137.478	92.027
Jumlah Produksi Logam Timah Total Tin Metal Production	Metrik Ton Metric Tonnes	19.825	26.465	45.698
Intensitas Emisi GRK Intensity of GHG Emissions	CO_2eq/ton CO_2eq/tonnes	7,75	5,19	2,01

Intensitas Energi dan Emisi [302-3, 305-4] **Intensity of Energy and Emissions** [302-3, 305-4]

Jenis Komoditas Type of Commodity	Satuan Produk Product Unit	Total Produksi Total Production	Total Energi (GJ) Total Energy (GJ)	Intensitas Energi (GJ/Satuan Produk) Intensity of Energy (GJ/Unit Produk)	Satuan Intensitas Intensity Unit	Total Emisi (Ton CO_2 eq) Total Emission (Ton CO_2 eq)	Intensitas Emisi (Ton CO_2 eq/ Satuan Produk) Intensity of Emissions (Ton CO_2 eq/ Satuan Produk)	Satuan Intensitas Intensity Unit
Timah	Ton Tonnes	19.825	1.799.841	90,78	GJ/Ton GJ Tonnes	153.657	7,75	CO_2eq/ton CO_2eq/tonnes

Upaya Efisiensi Energi dan Reduksi Emisi [F.12] [302-4, 305-5]

Selama tahun 2022, Perseroan telah melakukan beberapa inisiatif yang dilakukan untuk mengurangi konsumsi energi dan meminimalkan emisi yang dihasilkan, di antaranya:

1. Kantor:
- Mengganti alat penerangan dengan lampu LED;
- Mengganti AC *non-inverter* dengan AC *inverter*;
- Mengganti *monitor* komputer CRT menjadi LCD;
- Penggantian kendaraan operasional perusahaan termasuk *forklift* berkala setiap 5 tahun sekali;
- Program hemat energi mematikan listrik pada saat kantor tidak beroperasi.

2. Kantor, Perumahan, dan Pabrik:
- Pengalihan energi listrik dari genset ke PLN;
- Penggunaan *foto cell* pada lampu jalan di area Perseroan.

3. Operasional Tambang dan Pabrik Unit Metalurgi:
- Efisiensi pemakaian *solar* di *rotary dryer;*
- Reposisi dan modifikasi pengolahan *dross* ketel dan *dross flame;*
- Optimalisasi kinerja *eutectic refining;*
- Implementasi teknologi *fuming;*
- Efisiensi *solar wheel loader* di bidang penggolahan mineral;
- Penggunaaan AC hemat energi;
- Penggunaan *aerator solar cell* untuk budidaya lele di area masyarakat;
- Penggantian atap transparan di area Perseroan;
- Optimalisasi *timer* pada alat pelebur *(furnace)* sampel bijih timah;
- Penggantian *soft starter* menjadi *inverter;*
- Modifikasi eks. alat *jig* pa menjadi alat pemisah/ayakan basah butiran mineral sisa hasil pengolahan;
- Modifikasi dimensi dan komponen pada *rotary dyer;*
- Modifikasi pola kerja arus pemisah bijih timah atau shp pada *rotary dyer;*
- Modifikasi sirkulasi air untuk *operasional shaking table;*

Efforts to Energy and Emission Reduction [F.12] [302-4, 305-5]

Throughout 2022, the Company has carried out several initiatives to reduce energy consumption and minimize emission resulted, including:

1. Office:
- Replacing lighting equipment with LED lamps;
- Replacing non-inverter AC with inverter AC;
- Replacing CRT computer monitors to LCD;
- Replacement of Company's operational vehicles including periodic forklifts every 5 years;
- The energy-saving program turning-off electricity when the office is not in-operation.

2. Office, Residential and Factory:
- Transfer of electrical energy from generator to PLN
- Utilization of photo cell for road lamps in the Company's areas.

3. Mining and Factory Operational at Metallurgy Units:
- Efficiency of solar usage in rotary dryer;
- Repositioning and modification of dross boiler and dross flame processing;
- Optimization of eutectic refining performance;
- Implementation of fuming technology;
- Efficiency of solar wheel loader in mineral processing sector;
- Utilizing energy efficient air conditioners;
- Utilizing aerator solar cell for catfish farming in community areas;
- Replacement of the transparent roof in the company area;
- Optimizing the timer in the tin ore sample furnace;
- Replacing soft starter into inverter;
- Modification ex. Jig PA tool becomes a separator/ sieve tool for wet mineral granules remaining results of processing;
- Modification of dimensions and components on rotary dyer;
- Modification of the working pattern of the tin ore separator or SHP on the rotary dyer;
- Modification of water circulation for shaking table operations;

- Penggunaan sensor lampu dengan sensor cahaya otomatis di area pabrik;
- Modifikasi *flow process* pengolahan *ore oxide;*
- Penggantian pompa pada proses *jig;*
- Pengurangan jarak angkut *dump truck;*
- *Selective mining* menggunakan XRF.

4. Kapal Isap Produksi dan Kapal Keruk:

- Mengganti alat penerangan dari sistem *balast lamp* ke Lampu LED;
- Melakukan *monitoring* penggunaan BBM secara *real time* untuk membantu kegiatan;
- *Maintenance* agar di dapat efisiensi *engine* sesuai dengan standar;
- Menggunakan Biodiesel sebagai BBM pengganti HSD secara konsisten.

Perseroan juga memiliki inisiatif dalam jangka panjang untuk mengurangi konsumsi energi ataupun emisi yang dihasilkan diantaranya sebagai berikut:

1. Instalasi Solar PV di beberapa unit operasional seperti 3 MWP pada *smelter* dan 93 kWp pada kapal tambang *offshore* tahun 2023;
2. Subtitusi BBM ke BBG pada peralatan *burner rotary dryer* tahun 2024;
3. Menggunakan *biochar* sebagai reduktor pada unit *smelter* tahun 2024;
4. Menggunakan bahan bakar hidrogen pada *engine* kapal tahun 2025;
5. Menggunaakan *co-fairing biomass* pada *ausmelt* dimulai tahun 2030;
6. Konsisten menggunakan *biosolar* hingga B80 di tahun 2050;
7. Elektrifikasi peralatan tambang seperti *forklif*, bus, truk dan *shovel* tahun 2050.

Perubahan Iklim *(Climate Change)* [201-2]

Selama periode pelaporan kami menghadapi fenomena perubahan iklim secara fisik dalam bentuk anomali cuaca, sehingga berpengaruh pada kegiatan operasi pertambangan, serta pengiriman produk kepada pelanggan. Hal ini berdampak pada keuangan Perseroan yang mengalami penambahan biaya beban operasional. Namun demikian, Perseroan mampu mengoptimalkan produksi, penjualan, dan pengiriman produk, sehingga memenuhi target yang ditetapkan.

Selama tahun 2022, Perseroan telah melakukan identifikasi atas risiko dan peluang dari perubahan iklim pada kinerja perusahaan, berupa risiko transisi dan risiko fisik. Berikut ini merupakan risiko dan peluang yang telah kami identifikasi:

1. Transition Risk:

a. Risiko:

- Potensi penurunan pendapatan perusahaan.
- Potensi peningkatan harga pokok produksi.
- Potensi adanya tuntutan hukum atas kerusakan lingkungan dan perubahan iklim dari kegiatan operasional perusahaan.
- Potensi ketidakpatuhan terhadap regulasi/peraturan terkait batas emisi & pengurangan karbon.

- Utilizing light sensors with automatic light sensors in the factory area;
- Modification of ore oxide process flow process;
- Replacing pump in the jig process;
- Reducing dump truck transport distances;
- Selective mining using XRF.

4. Cutter Suction Dredger and Bucket Chain Dredger:

- Replacing lighting devices from ballast lamp systems to LED lamps;
- Monitoring fuel usage in real time to assist activities;
- Maintenance so that engine efficiency can be in accordance with the standards;
- Consistently using biodiesel as a substitute for HSD.

The Company also has long-term initiatives to reduce its energy consumption or generated emissions, such as:

1. Solar PV installations in several operational units, including 3 MWP at smelter and 93 kW at offshore mining vessels in 2023;
2. Substitute fuel to gas for burner rotary dryer equipment in 2024;
3. Utilize biochar as a reductor at smelter unit in 2024;
4. Utilize hydrogen for ship engine in 2025;
5. Utilize co-fairing biomass at ausmelt starting from 2030;
6. Consistently using biosolar up to B80 in 2050;
7. Electrification of mining equipment such as forklift, bus, truck and shovel in 2050.

Climate Change [201-2]

During the reporting period, we faced the phenomenon of physical climate change in the form of weather anomalies, which affected our mining operations and product delivery to customers. This had an impact on the Company's finances, which had an additional operating expense. However, the Company was able to optimize its production, sales and delivery of products and able to meet the set targets.

Throughout 2022, the Company has identified the risks and opportunities from climate change to the Company's performance, which include transition risk and physical risk. The following are the risks and opportunities that we have identified:

1. Transition Risk:

a. Risks:

- Potential decrease in company revenue.
- Potential increase in cost of production.
- Potential for lawsuits for environmental damage and climate change from the company's operational activities.
- Potential non-compliance with regulations/regulations regarding emission limits & carbon reduction.

b. Peluang:

- Potensi pengurangan konsumsi energi fosil melalui peningkatan efisiensi energi.
- Potensi penggunaan energi ramah lingkungan dalam kegiatan operasional perusahaan.
- Potensi pengurangan karbon untuk bisnis perusahaan yang berkelanjutan.

2. *Physical Risk:*

a. Risiko:

- Potensi penurunan nilai dari aset-aset yang menghasilkan karbon dengan adanya transisi ke energi ramah lingkungan.

b. Peluang:

- Potensi tersedianya aset-aset dengan berteknologi tinggi yang ramah lingkungan dan berbiaya rendah.
- Potensi investasi pengembangan bisnis dengan penggunaan Energi Baru Terbarukan (EBT).

Mitigasi risiko yang dilakukan oleh Perseroan untuk mengelola risiko-risiko yang telah teridentifikasi adalah:

- Melakukan riset dan pengembangan teknologi yang ramah lingkungan yang sesuai kebutuhan operasional dalam upaya pengurangan karbon.
- Melakukan pemantauan udara emisi dan *ambient*.
- Program optimalisasi penggunaan energi biodiesel & penggantian sumber energi rendah emisi.
- Pelaksanaan program *nature-based solution,* seperti konservasi keanekaragaman hayati (penanaman mangrove, *restocking* cumi-cumi/sotong dan kepiting bakau, transplantasi terumbu karang, *artificial reef/fish shelter*), penggunaan mesin yang ramah lingkungan, pembangunan PLTS, reklamasi lahan bekas tambang, dan program-program lingkungan lainnya.

Selain itu Perseroan juga melaksanakan metode yang digunakan untuk memanfaatkan peluang yang muncul adalah dengan:

- Penangkapan dan penyimpanan karbon;
- Penggantian bahan bakar;
- Penggunaan energi terbarukan dan dengan jejak karbon yang lebih rendah;
- Peningkatan efisiensi energi;
- Pengurangan pengunaan, pelepasan, dan emisi fugitif;
- Sertifikat energi terbarukan;
- Penggunaan *carbon offset*.

Perseroan telah melakukan identifikasi atas risiko dan kesempatan atas perubahan iklim dalam kegiatan operasional perusahaan. Beberapa risiko yang teridentifikasi adalah:

- Peningkatan harga pokok produksi.
- Adanya tuntutan hukum atas kerusakan lingkungan dan perubahan iklim dari kegiatan operasional perusahaan.
- Adanya ketidakpatuhan terhadap regulasi/peraturan terkait batas emisi & pengurangan karbon.
- Penurunan nilai dari aset-aset yang menghasilkan karbon dengan adanya transisi ke energi ramah lingkungan.

b. Opportunities:

- Potential reduction of fossil energy consumption through increased energy efficiency.
- Potential use of environmentally friendly energy in the company's operations.
- Potential reduction of carbon for the Company's sustainable business.

2. Physical Risk:

a. Risks:

- Potential value reduction of carbon-producing assets with the transition to green energy.

b. Opportunities:

- Potential availability of high-technology assets that are environmentally friendly and low cost.
- Potential investment of business development with the use of New and Renewable Energy (EBT).

The risk mitigation carried out by the Company to manage the identified risks are:

- Conducting research and development of environmentally friendly technologies in accordance with operational needs in the carbon reduction efforts.
- Monitoring air emission and ambient.
- Biodiesel energy use optimization program & replacement to low emission energy sources.
- Implementation of nature-based solution programs, such as biodiversity conservation (planting mangroves, restocking mangrove squid/cuttlefish and crabs, coral reef transplantation, artificial reef/fish shelter), use of environmentally friendly machines, construction of PLTS, reclamation of ex-mining land, and programs-other environmental programs.

In addition, the Company also carries out the following methods to take advantage of the emerging opportunities:

- Carbon capture and storage;
- Fuel replacement;
- Use of renewable energy and with a lower carbon footprint;
- Increasing energy efficiency;
- Reducing the use, release and fugitive emissions;
- Renewable energy certificate;
- Use of carbon offsets.

The Company has identified the risks and opportunities from climate change to its operational activities. Some of the identified risks are:

- Increase in cost of production.
- Lawsuit on environmental damage and climate change from the company's operational activities.
- Non-compliance with regulations related to emission limits & carbon reduction.
- Decrease in the value of assets that generate carbon due to the transition to environmentally-friendly energy.

Selain risiko, Perseroan juga telah memetakan beberapa peluang kesempatan yang dapat dikejar atas pengelolaan dekarbonisasi & perubahan iklim, seperti:
- Pengurangan konsumsi energi fosil melalui peningkatan efisiensi energi.
- Penggunaan energi ramah lingkungan dalam kegiatan operasional perusahaan.
- Pengurangan karbon untuk bisnis perusahaan yang berkelanjutan.
- Tersedianya aset-aset dengan berteknologi tinggi yang ramah lingkungan.
- Investasi pengembangan bisnis dengan penggunaan Energi Baru Terbarukan (EBT).

Dampak yang dapat terjadi apabila Perseroan tidak mengelola dekarbonisasi & perubahan iklim secara baik:
- Penurunan laba Perseroan.
- Penurunan tingkat kepercayaan stakeholder.
- Pengenaan sanksi oleh Pemerintah/regulator dan/atau Pengadilan.
- Peningkatan biaya atas alih teknologi dengan penyediaan aset-aset teknologi rendah karbon yang ramah lingkungan.
- Peningkatan biaya operasional dalam pengelolaan dekarbonisasi di area produksi dalam rangka transisi energi ramah lingkungan.
- Pengenaan biaya penyusutan atas aset-aset teknologi tinggi ramah lingkungan.
- Pengalokasian dana yang besar dalam melakukan analisa gap dan riset inovasi pengembangan bisnis dalam rangka pengalihan ke energi terbarukan dan kemampuan adopsi teknologi.

Perseroan menerapkan beberapa metode yang digunakan dalam mengelola risiko atau kesempatan atas pengelolaan dekarbonisasi & perubahan iklim:
- Riviu dokumen
- Mempelajari historikal
- Survei
- Wawancara
- Observasi Langsung
- *Brainstorming*
- *Bowtie Analysis*
- *Root Cause analysis*
- SWOT Analysis

Biaya dari langkah yang diambil untuk mengelola risiko atau kesempatan atas pengelolaan dekarbonisasi & perubahan iklim:
- Pengkajian analisa gap & riset inovasi pengembangan bisnis dengan penggunaan Energi Baru Terbarukan (EBT) dengan biaya Opex, dan
- Investasi penyediaan aset-aset teknologi rendah karbon dengan biaya Capex.

Other than risks, the Company has also mapped several opportunities that can be pursued from the management of decarbonization & climate change, such as:
- Reducing fossil energy consumption by increasing energy efficiency.
- The use of environmentally friendly energy in the Company's operational activities.
- Reducing carbon for a sustainable business of the Company.
- Availability of environmentally-friendly high-technology assets.
- Investment on business development by utilizing New and Renewable Energy (NRE).

The impacts that may occur if the Company fail to manage decarbonization & climate change properly:
- Reduced the Company's profit.
- Lower the stakeholders trust level.
- Sanctioned by Government/regulator and/or Court.
- Increased costs of technology transfer with the provision of environmentally-friendly low-carbon technology assets.
- Increased operational costs in the management of decarbonization in the production area for the transition to environmentally-friendly energy.
- Imposition of depreciation costs for environmentally friendly high-technology assets.
- Allocation of large funds in conducting gap analysis and business development innovation research for the transition to renewable energy and the capability to adopt technology.

The Company has carried out several methods to manage risks or opportunities in the management of decarbonization & climate change:
- Document review
- Historical learning
- Survey
- Interview
- Direct Observation
- Brainstorming
- Bowtie Analysis
- Root Cause analysis
- SWOT Analysis

The cost of the approaches to manage risks and opportunities in the management of decarbonization & climate change:
- Review of gap analysis & business development innovation research to utilize New and Renewable Energy (NRE) uses Opex funds, and
- Investment in the provision of low-carbon technology assets uses Capex funds.

KEGIATAN PRODUKSI YANG BERTANGGUNG JAWAB [POJK51 F.13 & F.14]

RESPONSIBLE PRODUCTION ACTIVITIES [POJK51 F.13 & F.14]

Identifikasi Limbah

Hasil dari kegiatan operasional, Perseroan menghasilkan limbah padat dan cair baik yang bersifat Bahan Berbahaya dan Beracun (B3) maupun non-B3. Maka dari itu, Perseroan berkomitmen untuk mengelola limbah secara terintegrasi sesuai dengan standar nasional dan internasional dan berupaya memenuhi ketentuan yang berlaku. Upaya ini dilakukan untuk memitigasi dampak limbah terhadap lingkungan sekitar. [306-1]

Perseroan membagi menjadi dua jenis klasifikasi pengelolaan limbah yaitu:

1. Limbah Non Bahan Berbahaya & Beracun (Non B3).
2. Limbah Bahan Berbahaya & Beracun (B3).

Waste Identification

The Company's operational activities generate solid and liquid waste of both Toxic and Hazardous (B3) and Non-B3. Therefore, the Company is committed to manage waste in integrated manner based on the national and international standards and strives to comply with the applicable provisions. This effort is conducted in order to mitigate the impact of our waste to the surrounding environment. [306-1]

The Company has classified two types of waste management, including:

1. Non Toxic and Hazardous Waste (Non-B3)
2. Toxic & Hazardous Waste (B3).

Limbah yang Dikirim ke Pembuangan Akhir [F.14][306-4, 306-5] **Waste disposed to final disposal [F.14][306-4, 306-5]**

Jenis Pengolahan Limbah di Pembuangan Akhir Type of Waste Management in final disposal	Satuan Unit	Limbah Padat B3 Solid B3 Waste	Limbah Padat non B3 Solid Non-B3 Waste
Insinerasi (dengan *energy recovery*) Incineration (with energy recovery)	Ton	16,24	-
Insinerasi (tanpa *energy recovery*) Incineration (without energy recovery)	Ton	5,72	-
Landfilling	Ton	-	-
Cara Pembuangan Lainnya/Other Disposal Methods	Ton	21,79	-
Preparation for Reuse	Ton	-	-
Recycling	Ton	-	-
Other Recovery Operation	Ton	-	-
Total Limbah yang Dikirim dari Pembuangan Akhir **Total Waste Disposed to Final Disposal**		**43,75**	**-**



Pengelolaan Limbah Padat Non-B3 [F.14]

Seluruh limbah domestik yang berasal dari area pemukiman dan perkantoran ditempatkan ke Tempat Pembuangan Akhir (TPA). Untuk limbah yang bersifat organik, Perseroan melibatkan masyarakat sekitar untuk mengelolanya dengan cara menjadikan pupuk kompos yang dapat digunakan untuk pupuk revegetasi lahan. Adapun bahan lain yang tidak langsung berkaitan dengan aspek produksi, seperti kertas plastik bekas dan sejenisnya, seluruhnya dikelola oleh pihak ketiga yang berkompeten sebagai bahan daur ulang. [306-1]

Management of Solid Non-B3 Waste [F.14]

All domestic waste that come from residential and office areas are disposed to the Final Disposal Site (TPA). The Company involves the surrounding community to manage organic waste by processing them into compost which can be used as fertilizer for land revegetation. As for other materials that are not directly related to production aspects, such as used plastic paper and the like, all of them are managed by competent third parties as recycled materials. [306-1]

Limbah Padat Non-B3 yang Dihasilkan / **Generated Solid Non-B3 Waste**

Jenis Limbah Padat Non-B3/ Type of Solid B3 Waste	Satuan/Unit	2022	2021	2020
Sampah Plastik/Plastic Waste	Ton	1,18	0,85	2,02
Kertas/Paper	Ton	0,80	0,83	1,69
Scrap (Besi Bekas)/Scrap (Used Iron)	Ton	19,53	3,05	26,49
Palet Kayu Bekas/Used Wood Pallets	Ton	1,72	0,15	3,11
Ban Bekas/Used Tires	Ton	0,88	0,16	3,15
Kayu/Wood	Ton	0,39	0,08	2,24
Total Limbah Padat Non-B3 yang Dihasilkan Total generated Solid Non-B3 Waste	**Ton**	**24,51**	**5,11**	**38,70**

Pengelolaan Limbah B3 [F.14] [306-2]

Pengelolaan limbah B3 dilakukan oleh Perseroan bekerja sama dengan pihak ketiga berizin, sesuai ketentuan yang berlaku. Adapun limbah B3 yang dihasilkan dari kegiatan operasional Perseroan meliputi: minyak pelumas bekas, grease bekas, aki bekas, dan limbah B3 lainnya memiliki potensi dapat memberikan dampak negatif terhadap lingkungan.

Langkah awal yang dilakukan oleh Perseroan dalam mengelola limbah B3 sebelum diserahkan kepada pihak ketiga yaitu dikumpulkan di Tempat Penampungan Sementara (TPS) dengan prosedur umum sebagai berikut:

B3 Waste Management [F.14] [306-2]

The Company manages its B3 Waste by collaborating with a licensed third party, in accordance with the prevailing regulations. As for the B3 waste generated from the Company's operational activities are: used lubricating oil, used grease, used batteries, and other B3 waste that can potentially have adverse impact on the environment.

The first step taken by the Company in managing B3 waste before handing them over to a third party is to collect them at the Temporary Disposal Site (TPS) with the following general procedures.



1. Pengemasan dilakukan sesuai dengan bentuk dan karakteristik limbah B3, bebas karat, tidak bocor dan tidak tumpah, dilengkapi simbol dan label limbah B3;
2. Bangunan TPS limbah B3 dilengkapi papan nama dan simbol Limbah B3, terdapat ventilasi, dan terlindung dari sinar matahari dan tampiasan air hujan, dilengkapi bak penampung, penyimpanan dengan sistem blok dengan alas/palet;
3. Bangunan TPS dilengkapi dengan alat tanggap darurat, rute tanggap darurat, SOP penyimpanan, pengiriman dan tanggap darurat, dan dilengkapi *log book* dan papan penyimpanan limbah B3;
4. Pelaksanaan pelaporan setiap triwulan kepada instansi terkait Pengelolaan limbah B3 mengacu pada PP No. 22 Tahun 2021, di setiap wilayah operasional PT TIMAH Tbk dan unit kerja terdapat TPS limbah B3 dengan izin dari Pemda setempat.

1. The packaging is carried out according to the shape and characteristics of B3 waste, free of rust, no leaking nor spilling, equipped with symbols and labels for B3 waste;
2. The TPS for B3 waste is labeled with B3 waste name and symbol, ventilated, and protected from sunlight and rainwater, equipped with holding tank and storage using a block system with pedestals/pallets;
3. The TPS building is equipped with emergency response equipment, emergency response routes, SOP for storage, delivery and emergency response, a log book and B3 waste storage board;
4. Quarterly reporting is submitted to relevant agency of B3 waste management as refers to Government Regulation No. 22 of 2021, every operational area and work unit of PT TIMAH Tbk must have TPS for B3 waste with a permit from the local government.

Limbah Padat B3 yang Dihasilkan [F.13] [306-2]

Solid B3 Waste Produced [F.13] [306-2]

Jenis Limbah Padat B3 (Kode)/Type of Solid B3 Waste (Code)	Satuan/Unit	2022	2021	2020
Limbah Terkontaminasi B3 (A108 d) Hazardous Contaminated Waste (A108 d)	Ton	3,67	11,50	21,01
Majun Bekas (B110 d)/Used Cotton Waste (B110 d)	Ton	1,52	1,30	3,42
Aki/Baterai Bekas (A102 d)/Used Battery (A102 d)	Ton	9,91	1,15	1,42
Lampu TL (B107 d)/TL Lamp (B107 d)	Ton	0,20	0,09	0,33
Limbah Medis (A337-1)/Medical Waste (A337-1)	Ton	0,01	0,03	0,01
Total Limbah Padat B3 yang Dihasilkan/Total Generated Solid B3 Waste	**Ton**	**15,31**	**14,07**	**26,19**

Pengelolaan Limbah Cair/Efluen [F.14] [306-1]

Perseroan menghasilkan air limbah atau efluen yang berasal dari proses *Electrolyc Refining* (ER), proses pencucian bijih timah, kegiatan pabrik, air mengandung minyak yang berasal dari tangki BBM, dan kegiatan pembangkit listrik tenaga diesel di PLTD Unit Metalurgi. Dalam mengelola air limbah, Perseroan berkomitmen untuk selalu memiliki baku mutu air limbah yang ditetapkan peraturan sebelum mengalirkan kembali ke lingkungan. Maka dari itu, Perseroan membangun Instalasi Pengolahan Air Limbah (IPAL) dan bak oil trap di fasilitas-fasilitas operasi utama agar dapat memastikan baku mutu air limbah sesuai dengan peraturan. Selain itu, Perseroan juga melakukan pengolahan air limbah operasional pertambangan di kolam pengendap lumpur secara aktif dengan penambahan kapur, sehingga kualitas air bisa memenuhi Baku Mutu Lingkungan (BML).

Management of Liquid Waste/Effluent [F.14] [306-1]

The Company generates waste water or effluents from the electrolyc refining (ER) process, tin ore washing process, factory activities, oil-containing water from Fuel Tanks, and diesel power plant activities at the PLTD Metallurgical Unit. In managing waste water, the Company is committed to always have waste water quality standards as stipulated by the regulations before disposing them into the environment. Therefore, the Company built a Wastewater Treatment Plant (WWTP) and oil trap tanks in its main operating facilities in order to ensure that the quality standards of waste water are in compliance with the regulations. In addition, the Company also actively treats mining operational wastewater in sludge settling ponds by adding lime into it, thus, the water quality can meet the Environmental Quality Standards (BML).

Jenis Limbah Cair B3 (Kode)/Type of Liquid B3 Waste (Code)	Satuan/Unit	2022	2021	2020
Oli Bekas (B105 d)/Used Oil (B105 d)	Ton	193,21	264,80	363,53
Solar Bekas (B105 d)/Used Diesel Fuel (B105 d)	Ton	10,75	10,44	15,03
Grease Bekas (B105 d)/Used Grease (B105 d)	Ton	22,40	28,80	39,60
Total Limbah Cair B3 yang Dihasilkan/Total Generated Liquid B3 Waste	**Ton**	**226,36**	**304,04**	**418,16**

Perseroan bekerja sama dengan pihak ketiga untuk melakukan pemeriksaan kualitas air buangan dengan hasil seluruh parameter telah sesuai dengan ketentuan BML dan ketentuan Kementerian Lingkungan Hidup melalui Keputusan Menteri

The Company collaborates with a third party to examine the quality of wastewater which all the result parameters are in accordance with the provisions of BML and the Ministry of Environment through the Minister of Environment and

Lingkungan Hidup dan Kehutanan RI No. SK.242/Menlhk/Setjen/PKL.1/6/2020 tentang Perpanjangan Izin Pembuangan Air Limbah ke Laut Atas Nama PT TIMAH Tbk - Unit Metalurgi. Selama tahun 2022, Perseroan tidak mengalami insiden tumpahan yang terjadi. [F.15] [306-3]

Forestry of the Republic of Indonesia Decree No. SK.242/Menlhk/ Setjen/PKL.1/6/2020 concerning the Extension of Permit for Discharging Wastewater into the Sea on Behalf of PT TIMAH Tbk - Metallurgical Unit. During 2022, the Company has no spill incidents. [F.15] [306-3]

Pengelolaan Material yang Ramah Lingkungan [F.5]

Pengolahan bahan tambang atau ekstraksi yang dilakukan oleh Perseroan berasal dari bijih timah (bahan material tambang) kemudian menjadi logam timah dan sebagian diantaranya diolah lebih lanjut menjadi *tin solder* maupun *tin chemical*. Adapun pelaksanaan kegiatan penambangan batu bara, hanya dilakukan melalui entitas anak yaitu PT Tanjung Alam Jaya, sehingga Perseroan tidak melakukan pengolahan pada batu bara yang dihasilkan dan tidak memerlukan material atau bahan daur ulang untuk diproses menjadi produk. Maka dari itu, pembahasan pengelolaan material hanya dilakukan pada kegiatan utama Perseroan yaitu penambangan dan pengolahan bijih timah menjadi logam timah. Perseroan belum dapat menampilkan persentase produk pemerolehan ulang dan material kemasannya untuk setiap kategori produk. [301-2] [301-3]

Environmentally Friendly Material Management [F.5]

The processing of mining materials or extraction carried out by the Company originates from tin ore (mining materials) which are then converted into tin metal and some are further processed into tin solder and tin chemicals. The coal mining activities are only carried out through a subsidiary, namely PT Tanjung Alam Jaya, so that the Company does not process the coal produced and does not require materials or recycled materials to be processed into products. Therefore, discussions on material management are only on the Company's main activities, namely mining and processing of tin ore into tin metal. The Company has not been able to display the percentage of product reuse and packaging materials for each product category. [301-2] [301-3]

Material daur ulang yang digunakan dalam proses peleburan merupakan material sirkulasi seperti: Terak I, Debu, *Dross, Hardhead*, dan Timah Besi/Fe-Sn. Material tersebut didaur ulang ke proses peleburan untuk mengambil unsur logam timah yang masih tersisa dan meningkatkan recovery dalam proses peleburan.

Recycled materials used in the smelting process are circulated materials such as: Slag I, Dust, Dross, Hardhead, and Iron Lead/Fe-Sn. The materials are recycled in the smelting process to extract the remaining tin elements and increase the recovery of smelting process.

Penggunaan Material dalam Proses Produksi 2018-2022 [301-1]

Material Usage in the Production Process 2018-2022 [301-1]

Unit Metalurgi Muntok dan Unit Metalurgi Kundur/Muntok Metallurgical Unit and Kundur Metallurgical Unit						
Jenis Material / Type of Material	Satuan / Unit	2022	2021	2020	2019	2018
Bijih Timah/Tin Ore	Ton Sn	19.931	17.363	25.335	40.975	22.423
Terak I*/Slag I*	Ton Sn	5.149	10.973	3.370	2.567	2.118
Debu/Dust	Ton Sn	2.393	2.785	3.416	2.677	1.805
Dross*	Ton Sn	5.673	9.276	7.696	9.352	6.958
Hardhead	Ton Sn	3.892	3.544	1.607	993	615
Timah Besi*/Fe*	Ton Sn	1.147	1.093	275	365	50
Antrasit	Ton	9.842	1.815	9.222	12.498	7.864
Fluks/Flux	Ton	1.459	1.776	1.398	974	941

*Material daur ulang. Material tersebut senantiasa dihasilkan pada setiap siklus proses, yang kemudian di-input lagi sebagai bagian proses produksi logam timah.
Recycled materials. These materials are constantly generated in each process cycle, which are then input again as part of the tin metal production process.

Material Input dari Daur Ulang yang Digunakan 2018-2022 [301-2]

Input Materials from Recycling Used 2018-2022 [301-2]

Tahun / Year	Total Material Input yang Dipakai (Ton) / Total Input Materials Used (Ton)	Total Material Daur Ulang (Ton) / Total Recycled Materials (Ton)	Persentase (%) / Percentage (%)
2022	19.931	18.255	79
2021	17.363	27.670	159
2020	25.335	16.362	65
2019	40.975	15.954	39
2018	22.423	11.547	52

Artisanal Mining

Artisanal mining merupakan kegiatan pertambangan yang umumnya dilakukan secara sederhana oleh masyarakat disekitar area tambang, baik secara legal maupun illegal. Kegiatan pertambangan illegal dilakukan tanpa memperhatikan prinsip-prinsip pertambangan yang berkelanjutan, berpotensi menimbulkan dampak negatif terhadap lingkungan maupun sosial, seperti kerusakan pada sumberdaya dan cadangan, serta kecelakaan kerja terhadap penambang tersebut. Perseroan telah melakukan beberapa upaya untuk memitigasi permasalahan terkait penambangan illegal disekitar WIUP PT TIMAH Tbk, seperti:

- Melakukan patroli pengamanan di WIUP Perseroan
- Melakukan pembinaan melalui program kerja sama kemitraan penambangan dan konservasi
- Melakukan pengamanan aset bijih timah sesuai dengan pengamanan objek vital nasional

Pengelolaan Sisa Hasil Pengolahan (SHP *Management*)

Proses pengolahan konsentrat timah alluvial dilakukan berdasarkan perbedaan berat jenis, antara *heavy mineral sand* dengan tanah dan pasir kuarsa, yang terdapat dalam cadangan mineral timah. Perseroan melakukan proses pemisahan dengan menggunakan peralatan konsentrasi gravitasi yang memanfaatkan perbedaan sifat magnetik dan sifat konduktifitas mineral. Selama proses pengolahan hasil tambang untuk mendapatkan konsentrat timah, Perseroan tidak menggunakan tambahan bahan kimia, sehingga tidak menghasilkan *tailing* sebagai sisa dari pengolahan.

Sejalan dengan Peraturan Pemerintah tentang Praktek Penambangan yang Baik khususnya terkait dengan Program Konservasi Mineral, Perseroan berkomitmen mengelola sisa hasil pengolahan (SHP) dari proses pencucian timah baik di objek tambang laut dan objek tambang darat.

1. Pada Penambangan Kapal Keruk maupun Kapal Isap Produksi, material SHP akan dibawa untuk diproses di tempat pengolahan, sedangkan sebagian besar material lainya akan dikembalikan ke dalam kolong penggalian sebagai material *backfilling*, sehingga diharapkan menutup kembali area yang terbuka.
2. Pada objek tambang darat, Perseroan melakukan pengelolaan material sisa hasil pengolahan dengan mengimplentasikan metode sirkulasi tertutup *(closed circulation)*. Sirkulasi tertutup ini dilakukan dengan cara membuat cebakan-cebakan, sebagai kolam pengendapan material *(sediment pond)*. Perseroan juga menggunakan air tambang, yang merupakan hasil tampungan air hujan, air permukaan, dan air tanah. Hasil tampungan air tambang tersebut digunakan dalam operasi tambang pada proses semprot maupun proses pencucian bijih timah. Setelah digunakan, air tersebut kembali diolah pada *sediment pond* untuk dijadikan air bersih yang dapat digunakan kembali dalam operasi tambang.

Artisanal Mining

Artisanal mining is a simple mining activity which in general is conducted by the communities around the mining areas. Illegal mining activities are carried out without paying attention to the principles of sustainable mining, potentially causing negative impacts to the environment or social, such as damage to resources and reserves, as well as work accidents for these miners. The Company has carried out several mitigation efforts related to illegal mining around PT TIMAH Tbk's WIUP, such as:

- Carrying out security patrols at the Company's WIUP
- Providing guidance through mining and conservation partnership programs
- Securing tin ore assets in accordance with the security of national vital objects.

Mining Leftovers Management (SHP Management)

The processing of tin alluvial concentrate is conducted based on the weight type, between heavy mineral sand with sand and quartz sand, which are contained in the tin mineral reserves. The Company carries out the separation process using gravity concentration equipment that utilizes the difference in magnetic properties and conductivity properties of minerals. During the processing of mining products to obtain tin concentrate, the Company does not use additional chemical substances, so it does not produce tailings as a residue of the processing.

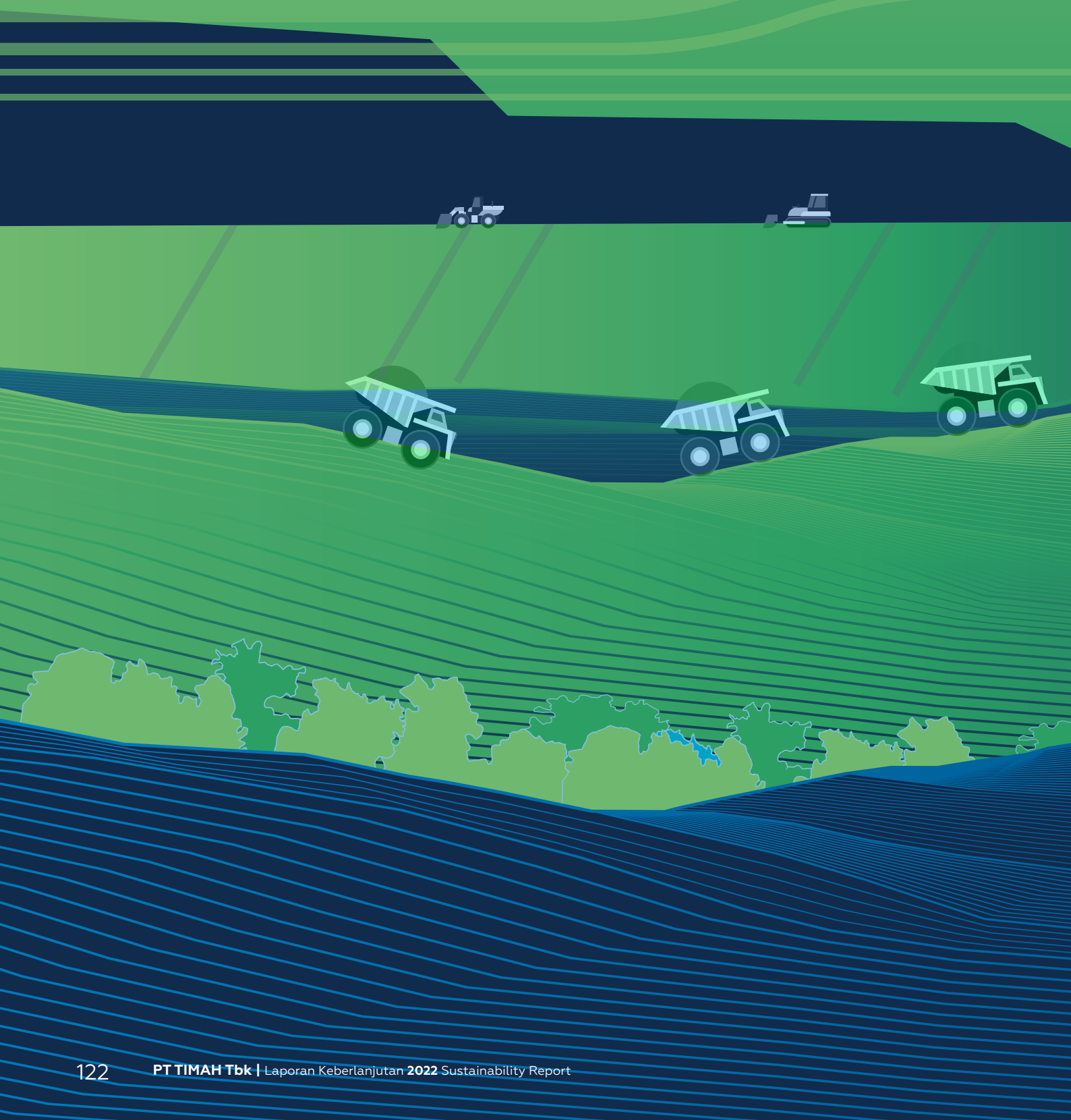
In line with the Government Regulation on Good Mining Practices, especially related to Mineral Conservation Program, the Company is committed to manage the mining leftovers (SHP) of tin washing process both in offshore mining objects and onshore mining objects.

1. In Mining Bucket Chain Dredger and Cutter Suction Dredger, SHP material will be brought in to be processed at the processing site, while most of the other material will be returned to the excavation pit as backfilling material, so it is expected that the open areas will be closed again.
2. For onshore mining objects, the Company manages the mining leftovers by implementing the closed circulation method. This method is carried out by making pits, as material sediment ponds. The Company also uses mine water, which comes from the collection of rainwater, surface water and groundwater storage. The collected mine water are used in mining operations for the spray process and the tin ore washing process. After being used, the water is processed again in the sediment pond to clean it so that can be reused in mining operations.




Timah

PILAR/PILLAR 2: SMART OPERATION & PRODUCT STEWARDSHIP




DMG MORI

OPERASI YANG UNGGUL
EXCELLENT OPERATIONS

Optimalisasi Produktivitas

Selama tahun 2022, Perseroan telah melakukan berbagai upaya perbaikan guna mencapai proses produksi dan operasional yang optimal. Beberapa upaya yang dilakukan Perseroan, diantaranya:

- Optimalisasi evaluasi & monitoring objek alat produksi.
- Melakukan bor pemantapan di IUP darat dan laut.
- Melakukan standarisasi pemakaian BBM pada alat produksi laut (KK & KIP).
- Mengoptimalkan penggalian tanah atas dengan 1 mesin untuk operasional penambangan KIP.
- Perawatan kapal produksi dilakukan oleh tim operasional kapal.
- Optimalisasi peningkatan *recovery* di penambangan darat dan laut.
- Optimalisasi pemanfaatan Sisa Hasil Pengolahan dan Pemurnian (SHPP) dalam rangka kegiatan konservasi mineral.
- Pembukaan Tambang perusahaan (skala kecil).
- Pembukaan area tambang baru di IUP yang tumpang tindih dengan HGU Sawit melalui mekanisme kerjasama pemanfaatan lahan bersama.

Volume Produksi dan Penjualan [3-3]

Hingga tahun 2022, Perseroan berhasil memproduksi bijih timah sebesar 20.079 ton atau turun 19% dibandingkan tahun sebelumnya sebesar 24.670 ton. Kemudian untuk jumlah produksi logam timah, Perseroan berhasil memproduksi 19.825 ton atau turun 25% dibandingkan tahun sebelumnya sebesar 26.465 metrik ton. Penurunan ini terjadi karena penurunan pasokan bijih dari tambang.

Seluruh hasil produksi Perseroan dilakukan dengan cara penambangan, baik penambagan *offshore* maupun *onshore*. Pada kegiatan penambangan *offshore*, terdapat beberapa kendala yaitu perbaikan beberapa kapal operasi, dan kondisi *Overburden* tebal pada blok Rencana Kerja serta belum bisa beroperasinya penambangan di Laut Manggar Belitung Timur. Pada kegiatan penambangan *onshore*, Perseroan mengalami keterlambatan kegiatan penambangan dan terjadinya penurunan jumlah unit tambang operasi dengan pola kemitraan.

Optimization of Productivity

Throughout 2022, the Company has carried out various improvement efforts in order to achieve an optimal production and operational process. The following are the efforts carried out by the Company:

- Optimizing the evaluation & monitoring of production equipment objects.
- Conducting grade control drilling in onshore and offshore IUPs.
- Standardize the use of fuel in offshore mining equipments (Bucket Chain Dredger & Cutter Suction Dredger).
- Optimizing topsoil excavation with 1 machine for suction dredge mining operation.
- Maintenance of offshore mining equipments by the operational team.
- Increasing mining recovery optimization in onshore and offshore mining.
- Optimizing the utilization of Mining and Processing Leftovers for mineral conservation.
- Operation of Own-Subsidy mining (Such as: Small Scale Mining).
- Operating new mining exploitation Area in IUP (Mining Business Permits) through Joint Land Use Mechanism in the overlapping area with Palm Oil Area.

Production and Sales Volume [3-3]

In 2022, the Company produced 20,079 tons of tin ore or decreased by 19% compared to the previous year which about 24,670 tons. As for total tin metal production, the Company succeeded in producing 10,825 tons or decreased by 25% compared to the previous year which about 26,465 metric tons. This decrease was affected by the decreasing of tin ore production.

All of the Company's production was carried out through offshore and onshore minings. At offshore mining activities, there were several issues including reparation of offshore mining equipments, and overburden thickness and also the mining exploitation in Manggar Sea, East Belitung is not operated yet. On the other hand, there was a delay in onshore mining activities and a decrease of mining partnership.

Jumlah Produksi Bijih Timah, Produksi dan Penjualan Logam Timah

Total Tin Ore Production, Production and Sales of Tin Metal

Uraian Description	Satuan/Unit	2022	2021	2020
Produksi Bijih Timah/Tin Ore Production	Ton	20.079	24.670	39.757
Produksi Logam Timah/Tin Metal Production	Metrik Ton/Metric Ton	19.825	26.465	45.698
Penjualan Logam Timah/Tin Metal Sales	Metrik Ton/Metric Ton	20.805	26.602	55.782

AUTOMASI, DIGITALISASI DAN RISET [F.26]
AUTOMATION, DIGITALIZATION AND RESEARCH [F.26]

Inovasi Teknologi

- **Tambang Kecil Terintegrasi (TKT)**
  Sejak tahun 2017 Perseroan memiliki salah satu inovasi alat tambang berupa Tambang Kecil Terintegrasi (TKT) atau *Sub Surface Mining* yang menggunakan sistem penambangan *Borehole Mining* (BHM) di bawah tanah. Sehingga Perseroan dapat membuat timah alluvial lebih banyak dan tersebar di titik-titik tambang yang sebelumnya tidak bisa dimasuki karena terkendala lahan yang luas. Manfaat dari TKT ini berdampak pada luas bukaan tambang yang lebih kecil dibandingkan dengan metode open pit. [MM11]
- **Teknologi Fuming**
  Melalui Teknologi Fuming, Perseroan dapat melakukan peningkatan *recovery* proses peleburan dan pemurnian dengan menigkatkan perolehan logam timah dari pengolahan sebagian backlog melalui proses fuming ini. Pemanfaatan teknologi fuming ini sebagai salah satu program yang dilakukan oleh perusahaan dalam rangka optimalisasi pemanfaatan Sisa Hasil Pengolahan dan Pemurnian (SHPP) dalam rangka kegiatan konservasi mineral.
- **Teknologi Ausmelt**
  Melalui Teknologi Ausmelt, Perseroan dapat mengolah bijih timah dengan kadar timah yang lebih luas jangkauan kadarnya dalam fasilitas peleburan dan pemurnian timah. Teknologi Ausmelt ini juga dapat dikendalikan secara otomasi, dan dilengkapi dengan *Hygiene System* dan pengolahan air limbah. Dengan adanya teknologi ini, Perseroan dapat meningkatkan produksi logam timah secara efektif dan efisien, serta ramah lingkungan. Hingga akhir 2022, proses instalasi teknologi peleburan TSL Ausmelt sudah selesai dilaksanakan oleh Perseroan dan sudah dapat dioperasikan.

Technology Information

- **Integrated Small Mining (TKT)**
  Since 2017, the Company has had one of the mining equipment innovations in the form of integrated small scale mining (TKT) or Sub Surface Mining. Sub Surface mining is mining that conducted under surface which using Bore Hole Mining Method. This method is directly operated mining the ore body without excavating top soil or overburden. The benefit of TKT is it can execute a smaller mine area compared to the open pit method. [MM11]
- **Fuming Technology**
  Through Fuming Technology, the Company can improve the recovery of smelting and refining processes by increasing the recovery of refined tin from the processing of the backlog parts through this fuming process. Utilization of this fuming technology as one of the programs carried out by the company in order to optimize the Mining and Processing Leftovers for mineral conservation.
- **Ausmelt Technology**
  Through Ausmelt Technology, the Company can process tin ore with a lower tin grades in tin smelting and refining facilities. Ausmelt technology has a larger capacity, safer, more effective, efficient and environmentally friendly melting process. Until the end of 2022, the installation process of Ausmelt's TSL smelting technology has been completed by the Company and can be operated.

Proyek Penelitian Tahun 2022 / **Research Projects in 2022**

Nama Proyek Penelitian Research Project	Deskripsi Singkat Brief Description	Tujuan dan Target Purpose and Target	Pihak yang Diajak Kerjasama Cooperated Parties	Progres Sampai Akhir Tahun Pelaporan Progress a the End of Reporting Year
SIOPL (Sistem Informasi Operasi Produksi Laut) SIOPL (Onshore Production Operation Information System)	Menggunakan Sensor Inclino sebagai alat pendeteksi kemiringan ladder KIP Utilizing Inclino Sensore as an instrument to detect slope in KIP ladder	Untuk mengetahui kemiringan ladder dan kedalaman penggalian To identify the slope of ladder and the depth of excavation	PT CLS Argos Indonesia	Progress Improvement Progress Improvement
	Menggunakan Sounder sebagai alat pendeteksi batimetri permukaan laut Utilizing Sounder as an instrument to detect bathymetry of of sea surface level	Untuk pengambilan data batimetri permukaan laut To collect bathymetry data of sea level		
TSL Ausmelt	Alat Teknologi Peleburan Smelting Technology Instrument	Peningkatan produkstifitas peleburan bijih timah secara efektif dan efisien To effectively and efficiently increase productivity of tin metal smelting	Metso Outotec	Progress Improvement Progress Improvement

Nama Proyek Penelitian Research Project	Deskripsi Singkat Brief Description	Tujuan dan Target Purpose and Target	Pihak yang Diajak Kerjasama Cooperated Parties	Progres Sampai Akhir Tahun Pelaporan Progress a the End of Reporting Year
Kajian Ekstraksi dan Pemanfaatan Multi Mineral dari Bijih Timah Tambang Batu Besi. Research on Extraction and Utilization of Multi Mineral of Tin Ore from Iron Stone Mine.	Penelitian Ekstraksi dan Pemanfaatan Multi Mineral dari Bijih Timah yang berasal dari Tambang Batu Besi. Research on Extraction and Utilization of Multi Mineral of Tin Ore that comes from the Iron Stone Mine.	Pemberdayaan dan Pengolahan Mineral Ikutan tambang Batu besi. Utilization and Processing of Associated.	PUSLITBANG-tekMIRA	30%
Kajian *Test Work* Pengolahan Pasir Kuarsa dan Lempung Penambangan Laut Kundur menjadi Produk Komersial. Test Work Research on the Processing of Quartz Sand and Clay from Kundur Offsore Minint to Commercial Products.	Penelitian kembali Pengolahan Pasir Kuarsa dan lempung untuk menjadi Produk Komersial. Re-examination of Quartz Sand and Clay Products to become Commercial Products.	Produk Pasir Kuarsa dan Lempung yang siap untuk dikomersilkan. Quartz Sand and Clay Products that are commercially ready.	Balai Besar Keramik (BBK)	30%
Kajian Industrial *Trial Test* dan Kajian Pasar Produk Pasir Kuarsa dan Lempung. Industrial Trial Test and Product Market Research on Quartz Sand and Clay Products.	Penelitian Industrial Trial Test dan Kajian Pasar Produk Pasir Kuarsa dan Lempung. Industrial Trial Test and Product Market Research on Quartz Sand and Clay Products.	Produk Pasir Kuarsa dan Lempung yang siap untuk dikomersilkan. Quartz Sand and Clay Products that are commercially ready.	Balai Besar Keramik (BBK)	30%

Digitalisasi

Sepanjang tahun 2022, Divisi Teknologi Informasi (TI) telah merealisasikan sejumlah program kerja untuk mendukung digitalisasi, antara lain:

1. **Bidang Pengembangan Sistem TI**
   Terkait bidang pengembangan Sistem TI, Perseroan mengembangkan aktivitas yang difokuskan untuk digitalisasi proses bisnis melalui pengembangan aplikasi kunci, integrasi antar sistem aplikasi, dan pemeliharaan sistem aplikasi secara rutin.
2. **Bidang Infrastruktur & Sekuriti TI**
   Terkait pengembangan infrastruktur dan sekuriti TI, Perseroan mengembangkan aktivitas yang difokuskan kepada sistem *monitoring*, peningkatan kapasitas data center, peningkatan kualitas layanan, konektivitas jaringan, serta penguatan sistem keamanan.
3. **Bidang Layanan & Operasional TI**
   Terkait pengembangan bidang layanan dan operasional TI, Perseroan mengembangkan aktivitas yang difokuskan pada pemenuhan fasilitas layanan Teknologi Informasi kepada *End User,* seperti peremajaan perangkat, penambahan lisensi *software Office Suite*, dan *Professional Services*.

Informasi lebih lengkap dapat dilihat pada Laporan Tahunan 2022 kami.

Digitalization

Throughout 2022, the Information Technology (IT) Division has realized several work programs to support digitization, including:

1. **IT System Development**
   Related to the development of IT System, the Company developed activities that are focused to digitize business processes by developing key applications, inter-system integration application, and routine maintenance of system applications.
2. **IT Infrastructure & Security**
   Related to IT infrastructure and security, the Company developed activities that are focused on monitoring system, increasing data center capacity, improving service quality, network connectivity, as well as strengthening security systems.
3. **IT Service & Operational**
   Related to the development of IT service and operational, the Company developed activities that are focused on the fulfillment of Information Technology service facility to End User, such as updating devices, adding software license for Office Suit, and Professional Services.

Detailed information can be seen in our 2022 Annual Report.

Keamanan dan Kerahasiaan Data Pelanggan [3-3]

Perseroan berkomitmen untuk menjaga seluruh kerahasiaan data pelanggan dan tidak akan menggunakan data tersebut di luar batasan yang telah disepakati. Perseroan menjamin tidak ada pelanggaran privasi atau hilangnya data pelanggan. Adapun setelah Perseroan melakukan setiap transaksi, data tersebut akan disimpan ke dalam program SAP. Hal ini selalu dilakukan oleh Perseroan, sehingga tidak terdapat keluhan atau pengaduan terkait

Customer Data Security and Confidentiality [3-3]

The Company is committed to maintain the confidentiality of all customer data and will not use this data beyond the agreed limits. The company guarantees that there is no breach of privacy or loss of customer data. In addition, after each transaction, the Company will store the data in the SAP program. Through this method, the Company aims to avoid complaints or reports related to breach of customer privacy and loss of customer data in 2022. Until the end of

dengan pelanggaran privasi pelanggan dan hilangnya data pelanggan selama tahun 2022. Hingga akhir periode pelaporan, tidak terdapat kebocoran, pencurian ataupun kehilangan data pelanggan yang terjadi di Perseroan. [418-1]

Lebih lanjut, Perseroan juga berkomitmen untuk selalu memberikan pelayanan maksimal kepada pelanggan dengan memberikan kualitas dan konsistensi kualitas produk, kemasan barang, pengiriman tepat waktu, layanan purna jual, dan kualitas hubungan bisnis.

the reporting period, there were no leaks, theft or loss of customer data that occurred in the Company. [418-1]

Furthermore, the Company is also committed to always provide maximum service to customers by providing consistent product quality, product packaging, timely delivery, after-sales service, and quality business relationships.

Jika ada keluhan/pengaduan, pelanggan dapat menghubungi:
For any complaints/reports, customers can contact:

- **Divisi Pemasaran melalui Manajer Komunikasi Pemasaran**
  Marketing Division through Marketing Communication Manager
- **Sekretaris Perusahaan/Corporate Secretary**
  Kantor Perwakilan Jakarta
  Jl. Medan Merdeka Timur No. 15
  Jakarta Pusat 10110
  Email: corsec@pttimah.co.id

Tata Kelola Terkait Keamanan Siber [3-3]

Perseroan menyadari perkembangan teknologi yang semakin pesat, dapat meningkatkan risiko kejahatan siber. Oleh karena itu, Perseroan berkomitmen untuk memastikan data dan privasi pelanggan dapat terjaga secara maksimal. Secara berkala, kami juga sudah melaksanakan keamanan atau *vulnerability assesstment* atau tes penetrasi kepada sistem perusahaan, produk dan data pengguna, baik secara internal maupun eksternal.

Secara berkala, Perseroan selalu meningkatkan keamanan system data center, salah satunya dengan melakukan pemeliharaan rutin atas seluruh perangkat *security* dan memastikan seluruh aplikasi baru yang dipublish ke internet telah lulus Uji *Penetration Test*. Perseroan juga telah memiliki beberapa sertifikasi keamanan data, berupa: ISO/IEC 27001:2013 dan ISO 9001:2015 Informasi lengkap mengenai kebijakan sistem manajemen keamanan informasi dan siber terdapat pada PP No Nomor 0019/Tbk/PER-0000/22-S11.1 tentang Pedoman Kebijakan Sistem Manajemen Keamanan Informasi dan Siber PT TIMAH Tbk.

Pada tahun 2022, aktifitas Tata Kelola terkait keamanan siber difokuskan kepada:

1. Pemutakhiran terhadap Kebijakan dan Standar Tata Kelola TI berdasarkan best practice terbaru COBIT 2019 dan ISO 27001:2013;
2. Standarisasi Sistem Manajemen Keamanan Informasi (SMKI) dengan sertifikasi keamanan data center sesuai ISO 27001:2013;

Cyber Security [3-3]

The Company is aware that the rapid development of technology can increase the risks of cyber security. Therefore, the Company is committed to ensure an optimal protection of customer data and privacy. Regularly, we have also carried out vulnerability assessment or penetration test to the Compan's systems, products and user data both internally and externally.

The Company regularly improves the security of its data center system, one of which is by carrying out routine maintenance on all security devices and ensuring that all new applications published to the internet have passed the Penetration Test. The Company also has several data security certifications, in the form of: ISO/IEC 27001:2013 and ISO 9001:2015 Complete information on information and cyber security management system policies can be found in PP No. Number 0019/Tbk/PER-0000/22-S11.1 regarding PT TIMAH Tbk Information and Cyber Security Management System Policy Guidelines.

In 2022, Governance activities related to cyber security are focused on:

1. Updating IT Governance Policies and Standards based on the latest best practices COBIT 2019 and ISO 27001:2013;
2. Standardization of Information Security Management System (ISMS) with data center security certification according to ISO 27001:2013;

3. Selain itu dilakukan juga pengukuran terhadap tingkat kematangan siber sekuriti/*Cyber Security Maturity* (CSM) oleh Badan Siber dan Sandi Negara (BSSN) dengan nilai tingkat kematangan pada level Implementasi Terkelola.

Sepanjang tahun 2022, tidak terdapat pelanggaran terkait insiden keamanan data maupun kebocoran data. Capaian ini dapat terwujud dikarenakan, berjalannya fungsi dan fitur Firewall, IPS, Antivirus, WAF, Sandbox dan Antispam.

Perseroan secara aktif menyediakan pelatihan dan *awareness* terkait ISO 27001, yang dihadiri oleh karyawan Divisi TI. Selain itu, Perseroan juga mengirimkan tim untuk mengikuti *Computer Security Incident Response Team* (CSIRT), dan Bimbingan Teknis Keamanan Informasi & Siber di Badan Siber dan Sandi Negara (BSSN).

3. In addition, a measurement of the maturity level of cyber security / Cyber Security Maturity (CSM) was also carried out by the National Cyber and Crypto Agency (BSSN) with a maturity level value at the Managed Implementation level.

Throughout 2022, there were no breaches related to data security incidents or data leaks. This achievement was made possible due to the functioning of the Firewall, IPS, Antivirus, WAF, Sandbox and Antispam functions and features.

The Company actively provides training and awareness related to ISO 27001, which is attended by IT Division employees. In addition, the Company also sent a team to take part in the Computer Security Incident Response Team (CSIRT), and Information Security & Cyber Technical Guidance at the National Cyber and Crypto Agency (BSSN).

PRODUK BERKUALITAS DAN BERTANGGUNG JAWAB
HIGH QUALITY AND RESPONSIBLE PRODUCTS

Pemasaran dan Penjualan

Perseroan memastikan pemasaran setiap produk dilakukan dengan menerapkan strategi yang tepat dan memprioritaskan kebutuhan pelanggan. Beberapa strategi pemasaran yang diterapkan PT TIMAH Tbk, berupa:

1. Memprioritaskan kebutuhan dalam negeri dalam rangka mendukung hilirisasi.
2. Optimalisasi penjualan ekspor untuk memenuhi permintaan pasar global.
3. Menjaga kualitas produk dan pelayanan melalui distribusi, kecepatan dan ketepatan dokumentasi, pelayanan purnajual, ketepatan waktu pengiriman produk dan layanan yang konsisten merupakan strategi yang berkaitan erat dengan pengembangan pasar.
4. Menyesuaikan volume penjualan agar tidak terjadi oversupply logam timah di pasar yang berpotensi menurunkan harga jualnya.

PT TIMAH Tbk mengembangkan strategi komunikasi pemasaran dengan mengadakan *Customer Gathering* dan *Customer Visit*. Hingga akhir periode pelaporan, tidak terdapat insiden ketidakpatuhan terkait komunikasi pemasaran.

Marketing and Sales

The Company ensures the marketing of its products is conducted through an appropriate strategy that prioritizes customer needs. Some of PT TIMAH Tbk's marketing strategies are:

1. Developing market by increasing sales quantity in each export destination country, especially to United States.
2. Optimizing export sales to fulfil demands from global market.
3. Maintaining the quality of products and services through consistent distribution, speed and accuracy of documentation, after-sales service, timely delivery of products and services, which are strategies that are closely related to market development.
4. Adjusting sales volume to prevent oversupply of tin metals in the market that potentially reduce its selling price.

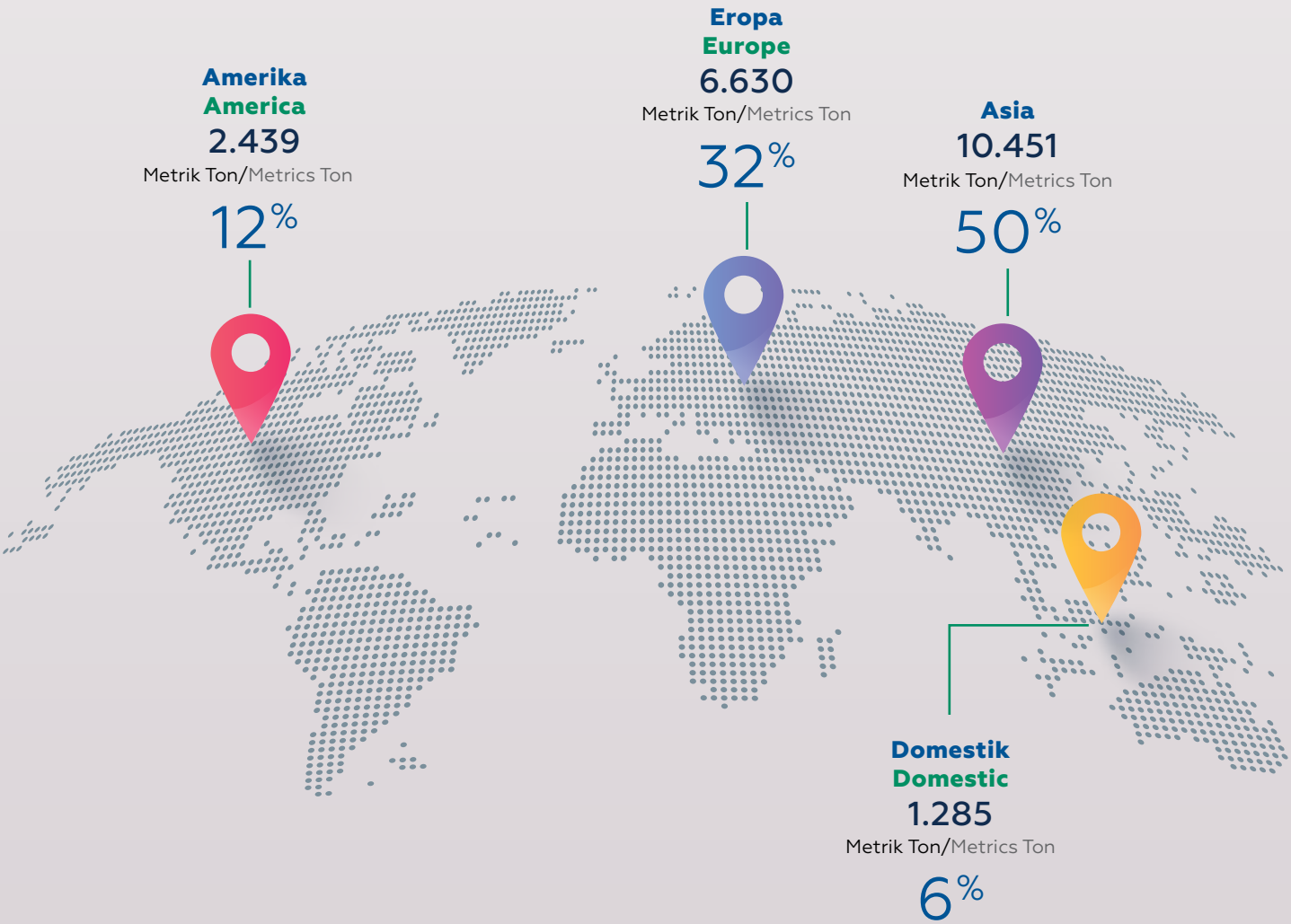
PT TIMAH Tbk developed a marketing communication strategy by organizing Customer Gathering and customer visit. Until the end of the reporting period, there were no incidents of non-compliance related to marketing communications.

Komunikasi pemasaran yang baik, berdampak langsung terhadap kinerja penjualan Perseroan. Selama tahun 2022, pangsa pasar kami masih didominasi oleh ekspor, sebanyak 94% dan 6% merupakan penjualan domestik. Total penjualan logam timah selama tahun 2022 mencapai 20.805 metrik ton, lebih rendah dibandingkan tahun 2021 yang sebesar 26.602 metrik ton dan lebih rendah dibandingkan dengan target penjualan yang sebesar 33.776 metrik ton. Total penjualan logam timah tersebut berkontribusi terhadap 5,48% pasar timah dunia. Informasi lengkap terkait aspek pemasaran dan penjualan terdapat pada Laporan Tahunan 2022.

Good marketing communications directly impact the Company's sales performance. Throughout 2022, our market share was still dominated by exports, with 94% and 6% domestic sales. Total tin metal sales in 2022 reached 20,805 metric tons, lower than in 2021 which was 26,602 metric tons, and bellow the the sales target of 33,776 metric tons. The total sales of tin metals contribute to 5.48% of the world tin market. Detailed information regarding marketing and sales aspects can be found in the 2022 Annual Report.

Peta Wilayah Penjualan Logam Timah

Tin Metal Sales Area



Tanggung Jawab Produk [F.17, F.27, F.28, F.29] [3-3]

Perseroan berkomitmen untuk selalu menjaga kualitas produk yang dapat diterima oleh pasar internasional serta terdaftar dalam pasar bursa logam di London Metal Exchange. Kualitas dari seluruh produk Perseroan terjamin dengan sertifikat produk (*weight and analysis certificate*) berstandar internasional dan berpedoman kepada standar produk yang ditetapkan oleh LME sehingga dapat diperdagangkan sebagai komoditi di pasar bursa logam. Maka dari itu, Perseroan berkomitmen untuk memberikan layanan setara dalam memenuhi dan menjaga kualitas produk yang dihasilkan, baik dari sisi keamanan produk dan aspek keselamatan bagi konsumen. Sebanyak 100% produk Perseroan telah dievaluasi keamanannya untuk memastikan produk yang kami hasilkan tidak memiliki dampak terhadap kesehatan dan keselamatan pelanggan. Selama tahun 2022, Perseroan tidak memiliki insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa. Selain itu juga, Perseroan tidak memiliki insiden ketidakpatuhan terhadap kualitas produk sebagaimana disampaikan pada brosur pemasaran maupun kampanye pemasaran produk Perseroan. Hingga akhir tahun 2022, tidak ada produk PT TIMAH Tbk yang ditarik kembali dari pasar. [416-1] [417-3]

Setiap produk Perseroan terdapat logo merk produk PT TIMAH Tbk, serta mencantumkan berat bersih dan kadar kemurnian dari setiap batang logam timah yang dijual. Pada kemasan produk logam timah yang akan dikirimkan kepada pelanggan, Perseroan mencantumkan informasi legalitas produk sesuai ketentuan perdagangan komoditas primer di pasar global. Sepanjang tahun 2022, tidak ada insiden ketidakpatuhan yang sehubungan dengan informasi dan pelabelan produk & jasa, serta dampak Kesehatan & keselamatan dari produk & jasa. Hal ini terlihat dari tidak adanya komplain/keluhan yang diterima Perseroan dari Pelanggan atas ketidakpatuhan produk. [416-2, 417-1, 417-2, 417-3]

Selama tahun 2022, Perseroan tidak pernah dihadapkan pada insiden ketidakpatuhan sehubungan dengan dampak Kesehatan dan keselamatan dari produk dan jasa. Selain itu, sepanjang tahun 2022, Perseroan juga tidak menerima komplain pelanggan terhadap ketidakpatuhan produk. [416-2, 417-3]

Product Responsibility [F.17, F.27, F.28, F.29] [3-3]

The Company is committed to always maintain its product quality that can be accepted by the international market and is listed on the metal exchange market at the London Metal Exchange. The quality of all of the Company's products is guaranteed with international standard product certificates (weight and analysis certificates) which are guided by product standards set by the LME so that they can be traded as commodities on the metals exchange market. Therefore, the Company is committed to providing equal services in fulfilling and maintaining the quality of its products, both in products security and safety aspects for consumers. 100% of our products have been evaluated for safety to ensure that our products have no impact on the health and safety of customers. During 2022, the Company has no non-compliance incidents related to the health and safety impacts of its products and services. In addition, the Company did not have incidents of non-compliance with product quality as stated in labeling, product and service information, marketing brochures or marketing campaigns for the Company's products. Until the end of 2022, no PT TIMAH Tbk products have been recalled from the market [416-1] [417-3]

Each of the Company's products bears the brand logo of PT TIMAH Tbk, and includes the net weight and purity grade of each tin ingot. On the packaging of tin metal products that will be sent to customers, the Company includes information on product legality in accordance with the provisions of primary commodity trade in the global market. Throughout 2022, there were no non-compliance incidents related to products & services information and labelling, as well as the health & safety impacts of products & services. This can be seen from the absence of complaints/reports received by the Company from Customers regarding product non-compliance. [416-2, 417-1, 417-2, 417-3]

During 2022, the Company was not faced with any incidents of non-compliance in relation to Health and safety impacts of products and services. In addition, during 2022, the Company did not receive any customer complaints of product non-compliance. [416-2, 417-3]

KEPUASAN PELANGGAN
CUSTOMER SATISFACTION

Survei Kepuasan Pelanggan [417-2] [F.30]

Bagi Perseroan, pelanggan merupakan salah satu pemangku kepentingan yang utama. Maka dari itu, Perseroan berkomitmen untuk selalu menjaga tingkat kepuasan pelanggan. Selain dari sisi kualitas produk, kepuasan pelanggan juga sangat dipengaruhi oleh kualitas layanan, sehingga Perseroan selalu menekankan kepada setiap karyawan agar berkomitmen untuk memberikan pelayanan terbaik kepada semua pelanggan.

Untuk mengetahui tingkat kepuasan pelanggan, Perseroan secara berkala melakukan survei yang dilakukan secara *online*. Hal ini dilakukan untuk mendapatkan umpan balik atau masukan mengenai masalah penjualan atau informasi produk serta menjaga hubungan baik dengan pelanggan. Perseroan juga telah menetapkan tujuan untuk meningkatkan kepuasan pelanggan melalui peningkatan kinerja Perseroan di masa mendatang.

Terdapat tujuh aspek penilaian dalam survei kepuasan pelanggan. Perseroan menggunakan *Customer Engagement Score* (CE Score) dengan skor 1 menunjukkan sangat tidak puas dan skor 5 menunjukkan sangat puas. Hasil survei menunjukan bahwa secara secara umum pelanggan merasa puas dengan kualitas produk dan pelayanan Perseroan.

Customer Satisfaction Survey [417-2] [F.30]

For the Company, customers are one of its main stakeholders. Therefore, the Company is committed to maintain the level of customer satisfaction. Apart from product quality, customer satisfaction is also heavily influenced by service quality, thus, the Company always urges its employee to be committed to providing the best service to all customers.

To measure the level of customer satisfaction, the Company periodically conducts survey via online. This survey aims to obtain feedback or input regarding sales issues or product information and to maintain good relations with customers. The Company has also set goals to increase customer satisfaction through improving the Company's performance in the future.

There are seven aspects of assessment in the customer satisfaction survey. The Company uses the Customer Engagement Score (CE Score) with a score of 1 indicating very dissatisfied and a score of 5 indicating very satisfied. The survey results show that in general customers are satisfied with the quality of the Company's products and services.

Indeks Kepuasan Pelanggan Luar Negeri / **Overseas Customer Satisfaction Index**

Indikator Survei Survey Indicator	Skala Scale	Skala 5 Scale 5
Pengiriman Dokumen Document Delivery		4,73
Akurasi & Kesesuaian Produk yang Dikirim (Tipe, Kuantitas, Tujuan) Accuracy & Suitability of the Product Delivered (Type, Quantity, Destination)		4,67
Kualitas Hubungan Bisnis Quality of Business Relationship		4,64
Kecepatan dan Efisiensi dalam Menangani Pertanyaan, Masalah, atau Masalah Purna Jual Speed and Efficiency in Dealing Queries, Problems or After-Sales Issues		4,52
Pengiriman Tepat Waktu Timely Delivery		4,39
Kemasan Produk Product Packaging		4,82
Kualitas dan Konsistensi Produk Product Quality and Consistency		4,79

Indeks Kepuasan Pelanggan Dalam Negeri | **Domestic Customer Satisfaction Index**

Indikator Survei Survey Indicator	Skala 5 Scale 5	Skala 5 Scale 5
Pengiriman Dokumen Document Delivery		4,30
Akurasi & Kesesuaian Produk yang Dikirim (Tipe, Kuantitas, Tujuan) Accuracy & Suitability of the Product Delivered (Type, Quantity, Destination)		4,40
Kualitas Hubungan Bisnis Quality of Business Relationship		4,50
Kecepatan dan Efisiensi dalam Menangani Pertanyaan, Masalah, atau Masalah Purna Jual Speed and Efficiency in Dealing Queries, Problems or After-Sales Issues		4,50
Pengiriman Tepat Waktu Timely Delivery		4,00
Kemasan Produk Product Packaging		4,50
Kualitas dan Konsistensi Produk Product Quality and Consistency		4,80

Selama tahun 2022, Perseroan dengan tidak memiliki insiden ketidakpatuhan terhadap regulasi dan/atau peraturan mengenai pelabelan dan informasi produk dan jasa. Mengingat sebagian besar pelanggan produk Perseroan berada di luar negeri, maka Perseroan menerapkan cara dan kebijakan tersendiri dalam menjalin hubungan dan komunikasi dengan para pelanggan. Perseroan juga melakukan kegiatan lainnya yaitu mengundang dan menerima kunjungan dari pelanggan ke wilayah operasional, melakukan kunjungan ke pelanggan, dan melakukan sosialisasi perubahan-perubahan jika diperlukan. Perseroan juga memastikan kualitas produk yang dihasilkan, 100% produk yang dihasilkan oleh Perseroan telah dinilai kepatuhannya terhadap prosedur lokal yang berlaku. Salah satunya Logam Timah dengan mendapatkan sertifikasi ISO 9001:2015 dan ISO 17025:2017.

Throughout 2022, the Company have no incidents of non-compliance with regulations and/or regulations regarding product and service labeling and information. Considering that most of the Company's customers are abroad, the Company has its own methods and policies in establishing relationships and communication with customers. The Company also carries out other activities, such as inviting and receiving visits from customers to operational areas, visiting customers, and socializing changes if necessary. The Company also ensures the quality of its products, 100% of the Company's products have been assessed for compliance with applicable local procedures. One of which is Tin Metal by obtaining certifications of ISO 9001: 2015 and ISO 17025: 2017.

MANAJEMEN PASOKAN & KONTRAKTOR
SUPPLY & CONTRACTOR MANAGEMENT

Rantai Pasokan [2-6][3-3]

Pemasok merupakan salah satu pemangku kepentingan kami yang berperan secara langsung dalam rangkaian proses bisnis Perseroan. Untuk menjalankan proses bisnis yang efektif dan efisien, Perseroan berkomitmen dalam menjaga hubungan yang baik dengan para pemasok, vendor dan distributor lainnya. PT TIMAH Tbk menjaga persaingan usaha yang sehat sesuai peraturan perundang-undangan yang berlaku, dengan menjunjung prinsip efektif, efisien, kompetitif, transparan, akuntabel dan wajar. Perseroan melaksanakan mekanisme oengadaan barang dan jasa dengan mengacu pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia No. Per-08 MBU/12/2019 Tentang Pedoman Umum Pelaksanaan Pengadaan Barang dan Jasa Badan Usaha Milik Negara dan mengacu Peraturan Perusahaan No. 0002/Tbk/PER-0000/22-S11.1 Tentang Pedoman Pengadaan Barang/Jasa PT TIMAH Tbk.

Selain itu, Perseroan juga secara berkelanjutan mengembangkan sumber daya teknologi, informasi, organisasi serta sumber daya manusia yang memadai. Perseroan menjalankan sistem pengadaan barang dan jasa dengan memperhatikan hal-hal sebagai berikut:

1. Diimplementasikan secara konsisten sesuai aturan berlaku.
2. Dikaji secara berkala mengenai kecukupan sistem pengadaan yang ada agar terpenuhi prinsip-prinsip efisien, efektif, kompetitif, transparansi, adil, dan wajar serta akuntabel.
3. Senantiasa menghindari transaksi benturan kepentingan dan transaksi afiliasi oleh segenap karyawan Perseroan dalam sistem pengadaan barang dan jasa.
4. Memenuhi persyaratan aspek sosial dan lingkungan yang di antaranya memiliki sertifikat AMDAL PP No. 27 tahun 2012 tentang Izin Lingkungan, sudah mempunyai laporan Uji Kualitas air, udara dan limbah B3 harus menggunakan lab terakreditasi yang sesuai dengan Peraturan Menteri LH No.06 tahun 2009; Untuk mitra pengelolaan Limbah B3 harus menggunakan pihak ketiga berizin yang sesuai dengan aturan Peraturan Pemerintah No. 101 Tahun 2014.

Perseroan berkomitmen untuk meningkatkan perekonomian masyarakat sekitar, bekerja sama dengan pemasok lokal. Kategori lokal tersebut melingkupi pemasok yang berasal dari daerah Bangka, Belitung, Riau dan Kepulauan Riau. Apabila pemasok lokal tidak dapat memenuhi keperluan Perseroan, maka Perseroan akan memperluas cakupan pemasok dalam kategori nasional, atau yang berasal dari Indonesia. Selama tahun 2022, terdapat 77 pemasok lokal atau sebesar 27,70% dari keseluruhan pemasok, dengan nilai kontrak pengadaan untuk pemasok lokal sebesar Rp492,42 miliar.

Supply Chain [2-6][3-3]

Suppliers are one of our stakeholders who play a direct role in the Company's business processes. To carry out effective and efficient business processes, the Company is committed to maintaining good relationships with other suppliers, vendors and distributors. PT TIMAH Tbk maintains fair business competition in accordance with applicable laws and regulations, by upholding the principles of effectiveness, efficiency, competitiveness, transparency, accountability and fairness. The Company's goods and services procurement mechanism refer to the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. Per- 08 MBU/12/2019 Concerning General Guidelines for the Procurement of Goods and Services in State-Owned Enterprises and Company Regulation No. 0002/Tbk/PER- 0000/22-S11.1 Concerning Guidelines for Procurement of Goods/Services in PT TIMAH Tbk.

In addition, the Company also continuously develops the level of its technology, information, organization and human resources. The Company carries out its goods and services procurement system by considering the following matters:

1. Implemented consistently according to applicable rules.
2. Periodically reviewing the adequacy of the existing procurement system in order to fulfill the principles of efficient, effective, competitive, transparency, fair, and reasonable and accountable.
3. Always avoid conflict of interest transactions and affiliate transactions by all employees of the Company in the procurement system of goods and services.
4. Complying with the requirements of social and environmental aspects, such as obtaining AMDAL PP certificate No. 27 of 2012 concerning Environmental Permits, having a report on water, air and B3 waste quality tests from an accredited lab in accordance with The Minister of Environment Regulation No.06 of 2009; the B3 Waste management partners must be a licensed third party in accordance with government regulation No. 101 of 2014.

The Company is committed to improving the economy of the surrounding community by cooperating with local suppliers. The local category includes suppliers from Bangka, Belitung, Riau and Riau Islands regions. If local suppliers cannot meet the Company's needs, the Company will expand the scope of suppliers in the national category, or those originating from Indonesia. In 2022, there were 77 local suppliers or 27.70% of all suppliers, with a procurement contract value for local suppliers of Rp492.42 billion.

Proporsi Pengeluaran untuk Pemasok Lokal [204-1]

Proportion of Expenses for Local Suppliers [204-1]

Kategori Pemasok Barang dan Jasa Category of Goods and Services Supplier	Jumlah Pemasok Total Suppliers			Nilai Kontrak (Rp Miliar) Contract Value (Rp Billion)		
	2022	2021	2020	2022	2021	2020
Lokal/Local	77	104	101	492,42	483,08	656,06
Nasional/National	197	194	212	1.414,52	934,97	1.675,83
Internasional/International	4	5	2	93,33	196,52	97,74
Jumlah/Total	**278**	**303**	**315**	**2.000,27**	**1.614,57**	**2.429,63**

Kategori Pemasok Barang dan Jasa Category of Goods and Services Supplier	Jumlah total Pemasok Barang dan Jasa Sampai dengan Akhir Tahun Pelaporan Total Goods and Services Suppliers at the end of Reporting Period	Jumlah total pengeluaran barang dan Jasa (Rp miliar) Total goods and services expenses (Rp billion)	Proporsi Nilai Pembelian (%) Proportion of Procurement Value (%)
Lokal*/Local*	77	492,42	24,62%
Nasional/National	197	1.414,52	70,72%
Internasional/International	4	93,33	4,67%
Jumlah/Total	**278**	**2.000,27**	**100,00%**

*Pemasok lokal merupakan pemasok/supplier yang berdomisili di Provinsi yang sama dengan area operasional
Local suppliers are suppliers who domiciled in the same Province as the operational area
**Uraian lengkap terkait kebijakan pengadaan barang dan jasa dapat dilihat pada Laporan Tahunan 2022.
Detailed description related to goods and services procurement policies can be seen in the 2022 Annual Report.

Perseroan melakukan berbagai upaya mitigasi untuk memastikan bahwa proses operasional perusahaan tidak mengalami gangguan terkait *Supply Chain Management*. Salah satu upaya tersebut yaitu menjalin kerja sama dengan penyedia barang/jasa secara berkelanjutan/jangka panjang, mencari penyedia barang/jasa baru sebagai alternatif dalam meningkatkan efisiensi dan efektivitas target produksi, serta rutin melakukan *Vendor Management System*.

The Company carries out various mitigation efforts in order to ensure that its operational processes have no disruptions related to Supply Chain Management. One of the efforts is to cooperating with goods/services providers on a sustainable/long term basis, looking for new goods/services providers as an alternative to increase the efficiency and effectiveness of production targets, and routinely implementing a Vendor Management System.

Dalam melakukan proses seleksi mitra kerja dan melakukan reviu perpanjangan kerja sama, Perseroan menetapkan persyaratan ketaatan terhadap aturan lingkungan dan tidak memiliki kasus pelanggaran lingkungan. Perseroan memastikan setiap pemasok baru untuk menandatangani Pakta Integritas untuk memenuhi kebijakan K3 & Peduli Lingkungan dalam melaksanakan pekerjaan. Sepanjang tahun 2022, Perseroan melakukan seleksi terhadap para pemasok baru menggunakan kriteria lingkungan atas dampak lingkungan negatif aktual dan potensial, terdapat 278 (100%) pemasok baru yang telah diidentifikasi. Perseroan juga telah mengidentifikasi dampak negatif lingkungan yang mungkin terjadi dilingkup rantai pasok, seperti kelalaian dalam melakukan pekerjaan yang langsung berkaitan dengan lingkungan sehingga dapat terjadi kebocoran yang berpotensi terjadinya pencemaran lingkungan. Dari hasil identifikasi tersebut, tidak ditemukan dampak lingkungan yang negatif dari pemasok, sehingga tidak ada hubungan kerja yang diakhiri dari pemasok. [308-1, 308-2]

In carrying out selection process of business partners and reviewing the extension of cooperation, the Company stipulates the requirements to comply with environmental regulations and has no cases of environmental violations. The Company ensures that every new supplier signs an Integrity Pact to comply with the OHS & Environmental Preservation policies in their operations. Throughout 2022, the Company selected new suppliers using environmental criteria for actual and potential negative environmental impacts, 278 (100%) of new suppliers have been identified. The Company has also identified the negative environmental impacts that may occur within the supply chain, such as negligence in carrying out operations that are directly related to the environment that resulted in leaks which potentially causing environmental pollution. From the identification, no suppliers have negative environmental impacts, so that there was no termination of work relationship with a supplier. [308-1, 308-2]

Selain penilaian menggunakan kriteria lingkungan, Perseroan juga melakukan seleksi dengan kriteria sosial untuk setiap pemasok baru. Sesuai Pedoman Pengadaan Barang/Jasa PT TIMAH Tbk, Perseroan disarankan menggunakan tenaga kerja lokal disekitar area operasional perusahaan secara optimal agar dapat menciptakan dampak sosial positif terhadap perekonomian masyarakat sekitar. Sepanjang tahun 2022, terdapat 274 atau 95,33% pemasok yang telah diseleksi menggunakan kriteria sosial ini, dan tidak ada yang memiliki dampak sosial negatif. Sehingga tidak ada hubungan kerja dengan pemasok yang diakhiri sepanjang tahun 2022. [414-1, 414-2]

In addition to conducting assessment using environmental criteria, the Company also uses social criteria for each new supplier. In accordance with PT TIMAH Tbk's Goods/ Services Procurement Guidelines, the Company is advised to optimally use local workers around its operational area in order to create a positive social impact on the economy of the surrounding community. Throughout 2022, there were 274 or 95.33% of suppliers that had been selected using these social criteria, and none had negative social impacts. Thus, no working relationship with suppliers was terminated throughout 2022. [414-1, 414-2]



PILAR/PILLAR 3: PEOPLE





KESEHATAN, KESELAMATAN DAN KEAMANAN KERJA
OCCUPATIONAL HEALTH AND SAFETY

Lingkungan Bekerja yang Layak dan Aman
[POJK51 F.21] [3-3]

PT TIMAH Tbk berfokus untuk mencapai tidak ada kecelakaan tambang berakibat mati maupun cedera berat, tidak ada penyakit akibat kerja, dan tidak terjadi pencemaran serta meminimalkan dampak negatif terhadap lingkungan. Dengan komitmen tersebut, Perseroan berharap dapat menciptakan lingkungan bekerja yang layak dan aman bagi segenap karyawan Perseroan. Komitmen ini diwujudkan dengan menerapkan kebijakan dasar Keselamatan dan Kesehatan Kerja (K3) dalam menjalankan kegiatan operasional. Dalam menjalankan aspek K3 yang baik dan benar, Perseroan mengimplementasikan beberapa standar K3 nasional, seperti Sistem Manajemen Keselamatan Pertambangan (SMKP) sesuai Keputusan Menteri ESDM No. 1827K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Pertambangan yang Baik, Perjanjian Kerja Bersama (PKB) periode 2021-2023 pada bab IX, dan penerapan ISO 45001:2018.

Sistem Manajemen K3 [403-1]

PT TIMAH Tbk secara konsisten terus menjalankan program transformasi budaya K3, mengimplementasikan dan melakukan pengukuran kinerja Sistem Manajemen Keselamatan Pertambangan (SMKP), serta menerapkan program ISO 45001:2018.

SMKP yang diterapkan mencakup seluruh personil karyawan organik, karyawan perbantuan Perseroan dan Mitra Kerja yang terlibat dalam kegiatan distribusi/logistik dari produk Perseroan, yang berperan sebagai bagian dari rantai distribusi produk. Hingga akhir tahun 2022, Perseroan telah mendapatkan sertifikasi ISO 45001:2018 untuk beberapa fasilitas produksi kami, seperti di Muntok dan Kundur. Mendapatkan penghargaan *Good Mining Practice,* serta Perseroan juga secara rutin melakukan evaluasi audit sistem manajemen K3 rutin setiap tahun sejak tahun 2018. Seluruh kebijakan tersebut memuat ketentuan kelengkapan alat pelindung diri (APD), pembentukan Komite Keselamatan Pertambangan/P2K3, kewajiban karyawan untuk terlibat dalam pelaksanaan pengawasan dan inspeksi K3, kewajiban aktif terlibat dalam kegiatan pelatihan K3 secara rutin, dan sebagainya. Informasi lengkap terkait Kebijakan Keselamatan Kesehatan Kerja dan Lingkungan Hidup PT TIMAH Tbk dapat diakses melalui https://timah.com/blog/keberlanjutan/kebijakan-k3-lingkungan-hidup.html. [403-1]

Perseroan menerapkan sistem manajemen K3 sebagai upaya pengendalian risiko kecelakaan kerja di lingkungan

Decent and Safe Working Environment
[POJK51 F.21] [3-3]

PT TIMAH Tbk focuses on achieving no fatal mining accidents, no heavy injuries, no occupational diseases, and no pollution as well as minimizing the negative impact on the environment. With this commitment, the Company hopes to create a decent and safe working environment for all of the Company's employees. This commitment is realized by implementing the basic Occupational Safety and Health (OHS) policies in carrying out operational activities. In carrying out good and proper OHS aspects, the Company implements several national OHS standards, such as the Mining Safety Management System (SMKP) in accordance with the Minister of Energy and Mineral Resources Decree No. 1827K/30/MEM/2018 concerning Guidelines for Implementing Good Mining Principles, Collective Labor Agreement (CLA) of 2021-2023 period on Chapter IX, and the implementation of ISO 45001:2018.

OHS Management System [403-1]

PT TIMAH Tbk consistently carries out the OHS culture transformation program, implements and measures the performance of the Mining Safety Management System (SMKP), and implements the ISO 45001:2018 program.

The implemented SMKP includes all organic employee personnel, the Company's auxiliary employees and Business Partners who are involved in the distribution/logistics activities of the Company's products, who act as part of the product distribution chain. By the end of 2022, the Company has received ISO 45001:2018 certification for several of our production facilities, such as in Muntok and Kundur. Obtaining Good Mining Practice Award, and the Company also conducts routine evaluation of OHS management audit system every year since 2018. All of these policies contain provisions on the use of personal protective equipment (PPE), establishment of a Mining Safety Committee/P2K3, employee obligations to be involved in carrying out OHS supervision and inspection, active and regular participation in OHS training activities, and so on. Complete information regarding PT TIMAH Tbk's Occupational Health Safety and Environmental Policy can be accessed via https://timah.com/blog/kebersusan/kebijakan-k3-environmental-life.html. [403-1]

The Company implements OHS management system in order to control the risk of work accidents in the

operasional Perseroan. Cakupan dari penerapan K3 ini meliputi seluruh entitas pertambangan dan operasional Perseroan, mulai dari operator di lapangan, manajemen, hingga kontraktor pihak ketiga yang terlibat dengan kegiatan Perseroan, tanpa terkecuali, termasuk pihak luar yang berkunjung. Seluruh (100%) pekerja telah tercakup dalam implementasi sistem manajemen K3 yang dilaksanakan secara konsisten di seluruh area operasional. Perseroan melakukan audit internal maupun eksternal terhadap kinerja penerapan K3 secara berkala. Proses audit dilaksanakan untuk memastikan kualitas penerapan sistem K3 telah diakui secara nasional dan internasional. Audit eksternal terhadap penerapan K3 dilakukan oleh 12 orang auditor internal SMKP Minerba yang telah disertifikasi. [403-1, 403-8]

Company's operational environment. The scope of this OHS implementation covers all mining entities and the Company's operations, starting from operators in the field, management, to third party contractors involved with the Company's activities, without exception, including guests. All (100%) employees have been included in the consistent implementation of the OHS management system in all operational areas. The Company regularly conducts internal and external audits on the performance OHS implementation. The audit process aims to ensure the quality of OHS implementation systems is recognized nationally and internationally. The external audit of the OHS implementation is carried out by 12 certified internal auditors of SMKP Minerba. [403-1, 403-8]

Jumlah pekerja (karyawan + kontraktor) yang tercakup dalam ruang lingkup Sistem Manajemen K3 yang diterapkan: [403-1]

Total workers (employees + contractors) who are included in the scope of OHS Management System: [403-1]

Total Jumlah Pekerja yang Tercakup dalam Ruang Lingkup Implementasi Manajemen K3 (per 31 Desember 2022) Total Workers who are Included in the Scope of Implementation of OHS Management (per 31 December 2022) (a)	Total Jumlah Pekerja di Area Operasional Anda (per 31 Desember 2022) Total Workers in the Operational Area (per 31 December 2022) (b)	% *Worker Coverage* (per 31 Desember 2022) % Worker Coverage (per 31 December 2022) (a/b) x 100%
7.562	7.562	100%

*Pekerja yang tercakup dalam SMKP/Workers who are included in the SMKP

Sistem Manajemen K3 yang diterapkan di Area Operasional **OHS Management System Applied in Operational Area**

ISO 45001	SMKP	
Jumlah Sertifikasi Total Certifications	Jumlah Sertifikasi Total Certifications	Jumlah Personil yang Tersertifikasi Total Certified Personel
3	6	12

*TIMAH dibawah pengawasan ESDM, sehingga SMK3 sudah tercakup dalam SMKP
TIMAH is under the supervision ESDM, thus, the SMK3 is already included in the SMKP

Departemen K3 [3-3]

Perseroan telah memiliki Unit Kerja Departemen K3 yang bertanggung jawab sebagai pengelola Sistem Manajemen K3 di perusahaan. Departemen K3 bertugas untuk memastikan sistem manajemen kecelakaan kerja berfungsi dengan baik di seluruh unit operasional Perseroan. Selain Departemen K3, Perseroan juga memiliki Komite Keselamatan dan Kesehatan Kerja atau disebut juga Komite Keselamatan Pertambangan (KKP). Komite ini memiliki anggota yang terdiri dari Kepala Departemen maupun karyawan berasal dari bagian K3, operasional, dan perwakilan organisasi pekerja. Pembentukan pengurus KKP dilakukan sesuai dengan Peraturan Menteri Tenaga Kerja No. PER-02/MEN/1992 tentang Tata Cara Penunjukan, Kewajiban, dan Wewenang Ahli Keselamatan dan Kesehatan Kerja.

Susunan anggota pengurus Komite Keselamatan Pertambangan:

OHS Department [3-3]

The Company has established an OHS Department Work Unit which is responsible to the management of OHS K3 Management System in the Company. The OHS Department is responsible to ensure that the work accident management system functions properly across the Company's operational units. Apart from the OHS Department, the Company also has an Occupational Safety and Health Committee or also known as the Mining Safety Committee (KKP). This committee members consist of the Head of Department and OHS employees, operational, and representatives of worker organization. The establishment of the KKP is in accordance with the Minister of Manpower Regulation No. PER-02/MEN/1992 concerning Procedures for Appointment, Obligations, and Authorities of Occupational Safety and Health Experts.

The composition of the Mining Safety Committee is as follows:

1. Perwakilan dari anggota K3 dan KO Pertambangan;
2. Bagian Operasional Pertambangan; dan
3. Wakil dari Pekerja.

Struktur Komite Keselamatan Pertambangan terdiri dari:
1. Ketua (Kepala Teknik Tambang/Kepala Unit Produksi pada operasional);
2. Wakil Ketua (Wakil Kepala Teknik Tambang/Wakil Kepala Unit Produksi pada operasional);
3. Sekretaris (Kepala Bidang K3/ Ahli K3 Umum pada KTT); dan
4. Anggota (karyawan pada operasional, Pengurus Ikatan Karyawan Timah, dan Mitra Usaha Tambang/PJO).

Tugas dan tanggung jawab Komite Keselamatan Pertambangan:
1. Mengidentifikasi, menetapkan, dan mengesahkan tujuan sasaran dan program (TSP) Keselamatan Pertambangan;
2. Memastikan pelaksanaan dan perkembangan TSP Keselamatan Pertambangan;
3. Memastikan terbitnya kebijakan, standar, dan prosedur keselamatan pertambangan;
4. Memastikan terselenggaranya Audit Keselamatan Pertambangan secara Berkala;
5. Memastikan terlaksananya tinjauan manajemen terhadap SMKP; dan
6. Membahas masalah-masalah dan membuat program pencegahan mengenai keselamatan pertambangan.

Seluruh pekerja di bawah Ketua Komite Keselamatan Pertambangan, tercakup dalam KKP, yang diwakili oleh Kepala Bidang/Kepala Bagian kerja masing-masing.

1. Representatives from Mining OHS and KO members;
2. Mining Operations Section; and
3. Representatives of Workers.

The structure of the Mining Safety Committee consists of:
1. Chairman (Head of Mining Engineering/Head of Production Unit in operations);
2. Vice Chairman (Deputy Head of Mining Engineering/ Deputy Head of Production Unit in operations);
3. Secretary (Head of OHS/General OHS Experts of KTT); and
4. Members (employees at operations, Management of the Tin Employees Association, and Mining Business Partners/PJO).

Duties and responsibilities of the Mining Safety Committee:
1. Identifying, Establishing, and Validating Mining Safety TSP (Goals and Programs) for Mining Safety;
2. Ensure the implementation and development of Mining Safety CSR;
3. Ensure the publication of Mining Safety Policies, Standards, and Procedures;
4. Ensure the implementation of Mining Safety Audits on a regular basis;
5. Ensure the implementation of a management review of the SMKP; and
6. Discussing problems and making prevention programs regarding Mining Safety.

All workers under the Head of Mining Safety Committee are included in the KKP, who are represented by their respective Department/Department Head.

Sertifikasi K3 (403-1)

Informasi mengenai Sertifikasi K3

OHS Certification (403-1)

Information on OHS Certification

Nama Sertifikasi Certification Tittle	Nomor Sertifikasi/ Registrasi Certification/ Registration Number	Lingkup Sertifikasi Scope of Certification (area)	Masa Berlaku/Validity Period		Badan Sertifikasi Certifying Institution
			Awal/Early	Akhir/End	
ISO OHSMS 45001:2018	ID12/02036	PT TIMAH Tbk Unit Metalurgi Muntok *Tin ore processing, materials preparation for smelting, refining & casting, and then the others supporting such as mechanic & electric engineering, logistic warehouse & telecommunication system*	16 Apr 2021	30 Mar 2024	SGS United Kingdom Ltd
ISO OHSMS 45001:2018	ID20/05330	PT TIMAH Tbk Wilayah Operasi Kepulauan Riau dan Riau *Tin ore processing, materials preparations for smelting, refining, casting and other supporting processess*	27 Apr 2020	27 Apr 2023	SGS United Kingdom Ltd
ISO OHSMS 45001:2018	2011280018845K002	PT TIMAH Tbk UPTP TB Batubesi *Tin Mining*	24 Nov 2020	29 Nov 2023	ACS Indonesia

Penghargaan K3 (403-1) / OHS Awards (403-1)

Judul Penghargaan Award Tittle	Tahun Year	Instansi/Organisasi yang Memberikan Awarding Institution/Organization	Peringkat/Capaian Rating/Achievement
Good Mining Practices Award	2022	Kementerian Energi dan Sumber Daya Mineral Republik Indonesia Ministry of Energy and Mineral Resources of the Republic of Indonesia	Penghargaan Utama Aspek Pengelolaan Keselamatan Pertambangan Main Award in the Aspect of Mining Saftey Management
Inovasi Keselamatan Pertambangan Inovasi Keselamatan Pertambangan	2022	Kementerian Energi dan Sumber Daya Mineral Republik Indonesia Ministry of Energy and Mineral Resources of the Republic of Indonesia	Inovasi Terbaik II Untuk Perusahaan Komoditas Mineral Best Innovation for Mineral Commodity Company

Partisipasi Karyawan dan Pelatihan K3 [403-4]

Secara berkala, Perseroan secara aktif memberikan kesempatan kepada karyawan untuk dapat langsung berpartisipasi, berkonsultasi maupun berkomunikasi dengan manajemen terkait penerapan K3. Sehingga karyawan dapat menyampaikan temuan, ataupun melaporkan kondisi berbahaya maupun perilaku berbahaya yang dapat mengakibatkan terjadinya kecelakaan kerja.

Employee Participation and OHS Training [403-4]

Periodically, the Company actively provides opportunities for employees to be able to directly participate, consult and communicate with the management regarding the implementation of OHS. Therefore, employees can convey their findings, or report dangerous conditions or dangerous behavior that can result in work accidents.

Daftar forum komunikasi dan koordinasi K3 bersama manajemen, karyawan dan kontraktor: [403-4]

List of OHS communication and coordination forums with management, employees and contractors: [403-4]

Nama Forum K3 Name of OHS Forum	Aspek K3 yang Menjadi Fokus Bahasan OHS Aspect that become the focus of discussion	Frekuensi Penyelenggaraan per Tahun Frequency of the Event per Year	Peserta/Participant		
			Manajemen Management	Karyawan Employee	Kontraktor Contractor
Komite Keselamatan Pertambangan Mining Safety Committee	KTA/TTA, Hasil Inspeksi, Audit SMKP, Tindaklanjut Inspeksi & Audit, Statistik Kecelakaan, *Lesson Learn*, Pencegahan Risiko. KTA/TTA, Inspection Results, SMKP Audit, Follow Up on Inspection & Audit, Statistics of Accident, Lesson Learn, Risk Mitigation.	2 Minggu Sekali (21) Twice a week (21)	√	√	x
SCM Berjenjang dari Unit/Divisi hingga Direksi SCM from Unit/ Division to Board of Directors	KTA/ TTA, Statistik Kecelakaan, *Lesson Learn*, Pemantauan Bahaya & Risiko, Pencegahan Risiko. KTA/TTA, Statistics of Accident, Lesson Learn, Monitoring of Danger & Risk Mitigation	2 Minggu Sekali (21) Twice a week (21)	√	√	x
Tim Mucak Mucak Team	Hasil observasi, KTA/ TTA, Statistik Kecelakaan, *Lesson Learn*, Pencegahan Risiko KTA/TTA, Statistics of Accident, Lesson Learn, Monitoring of Danger & Risk Mitigation	Setiap Minggu (42) Every Week (42)	√	√	x

Selain itu, Perseroan secara rutin mensosialisasikan budaya K3 bagi karyawan sejalan dengan *Roadmap* Fokus Penerapan Budaya K3 di Perseroan. Salah satu bentuk *safety awareness* yang dilakukan Perseroan adalah dengan melaksanakan sejumlah pelatihan terkait K3.

In addition, the Company routinely socializes the OHS culture to employees in line with the Focus Roadmap Focus of the Implementation of OHS Culture in the Company. One form of safety awareness carried out by the Company is by organizing several OHS trainings.

Pelatihan K3 [403-5] **OHS Trainings** [403-5]

Judul Pelatihan Training Title	Jumlah Peserta/Total Participants		
	2022	2021	2020
Pengawas Operasi Pertama (POP)/First Operation Supervisor (POP)	59	43	58
Pengawas Operasi Madya (POM)/Second Operation Supervisor (POM)	4	0	24
Pengawas Operasi Utama (POU)/Main Operation Supervisor (POU)	1	0	2
Dasar-dasar K3/Basics of OHS	418	0	0
Pelatihan IBPR dan JSA/IBPR and JSA Training	128	0	168
Pelatihan Penanggulangan Bahaya Kebakaran Fire Hazard Management Training	78	60	47
Pelatihan Hazop/Hazop Training	0	0	10
Auditor Internal SMKP/SMKP Internal Auditor	0	0	11
Ahli K3 Umum/General OHS Expert	3	4	0
Ahli K3 Listrik/Electrical OHS Expert	2	0	0
Basic Safety Training	84	0	22
Jumlah/Total	**777**	**103**	**342**

Pelatihan K3 Tahun 2022 [403-5] **OHS Trainings in 2022** [403-5]

Keterangan Description	Laki-Laki Male	Perempuan Female
Ahli K3 Umum/General OHS Expert	3	-
Basic Safety Training (BST Pelaut/Sailors BST)	84	-
Bekerja pada Ketinggiaan TKPK I/Working at Height TKPK I	15	-
Bimtek K3LH Pertambangan/Mining OHSE Technical Guideline	65	2
Implementasi Permit To Work/Implementation of Permit To Work	28	-
Job Safety Analysis & Identifikasi Bahaya & Penilaian Resiko Job Safety Analysis & Hazard Identification & Risk Assessment	38	-
K3 Pertambangan/Mining OHS	35	2
Keterlibatan Karyawan: Kunci Keselamatan Kerja/Employee Engagement: Key to Occupational Safety	1.683	177
Kontribusi Individu Terhadap Zero Fatality/Individual Contribution towards Zero Fatality	1.467	168
Observasi Keselamatan Kerja/Occupational Safety Observation	10	-
Operator AA/B/AA/B Operator	29	-
Pembekalan dan Bimbingan Teknis Mineral dan Batubara Mineral and Coal Coaching and Technical Guideline	1	-
Pembekalan Operasional KIP/KIP Operations Coaching	19	-
Penanggung Jawab Operasional Instalasi Pengendalian Pencemaran Udara Person in Charge of the Operations of Air Pollution Control Installation	2	-
Penanggung Jawab Pengendalian Pencemaran Air Person in Charge of Water Pollution Control	-	1
Penanggung Jawab Pengendalian Pencemaran Udara/Person in Charge of Air Pollution Control	2	-

Keterangan Description	Laki-Laki Male	Perempuan Female
Pengawas Operasional Pertama (POP)/First Operations Supervisory (POP)	58	1
Pengawas Operasional Utama (POU)/Main Operations Supervisory (POU)	1	-
Pengelolaan Limbah B3/B3 Waste Mangement	42	8
Pengelolaan Limbah B3 (PLB3)/B3 Waste Mangement (PLB3)	1	2
Refreshment Operator PAA	52	-
Seminar Kesehatan: Hepatitis Pada Anak/Health Seminar: Hepatitis in Children	508	109
Seminar Kesehatan: Komplikasi Berbahaya Hipertensi dan Diabetes Mellitus Health Seminar: Dangerous Complication of Hypertension and Diabetes Mellitus	1.133	131
Seminar Kesehatan: Mengatasi Dislipidemia Pemicu Serangan Jantung Health Seminar: Handling Dislipidemia, the Cause of Heart Attack	373	95
Seminar Kesehatan: Mengenal apa itu Gastritis dan GERD Bagaimana Mencegah dan Mengatasinya Health Seminar: Understanding what Gastritis and GERD are and How to Prevent and Control Them	288	123
Seminar Kesehatan: Mengenal Lebih Jauh Gangguan Ginjal Akut Progresif Atipikal (GGAPA) pada anak dan Kemungkinan Terjadi pada Orang Dewasa Health Seminar: Understanding Atypical Progressive Kidney Injury (APAKI) on children and the Likelihood of Occuring in Adults	384	122
Seminar Kesehatan: Omicron dan Pentingnya Vaksin *Booster* Health Seminar: Omicron and the Importance of Booster Vaccine	454	106
Seminar Kesehatan: Penyakit Paru Obstruktif Kronis (PPOK) pada Perokok Health Seminar: Chronic Obstructive Pumonary Disease (COCD) in Smokers	282	79
Seminar Kesehatan: Waspada Demam Berdarah/Health Seminar: Be Aware of Dengue Fever	279	93
Sertifikasi AK3 Listrik/Electrical OHS Expert Certification	2	-
Sertifikasi Operator Pembangkit Listrik PLTD/Diesel Power Plant Operator Certification	2	-
Sertifikasi Penanggung Jawab Pengendalian Pencemaran Air (PPPA) Certification for Person in Charge of Water Pollution Control (PPPA)	2	1
Sertifikasi Pengawas Operasional Madya (POM)/Middle Operations Supervisor (POM) Certification	4	-
Sertifikasi Pengawasan Pengelolaan Limbah Non B3 *(Blended)* Non-B3 Waste Management (Blended) Certification	1	-
Sertifikasi Petugas Proteksi Radiasi Industri TK. 3 Industrial Radiation Protection Officer Lv. 3 Certification	2	1
Tanggap Darurat & P3K/Emergency Response & First Aid	78	-
Teknik Investigasi Kecelakaan Tambang/Investigation Technique of Mining Accident	24	-
Training Basic HSE/Basic HSE Training	56	-
Training for Trainee: Basic Safety	16	1
Workshop Basic Safety	395	1
Workshop Dokumen IBPR Dan Matriks RKL/RPL AUSMELT Workshop on IBPR Document and RK/RPL AUSMELT Matrix	11	5
Workshop Observasi Keselamatan Kerja/Occupational Safety Observation Workshop	76	1
Workshop Refreshment Mucak Budaya K3/Refreshment Workshop on Mucak OHS Culture	25	2
Grand Total	**8.030**	**1.231**

Program K3 Unggulan

Perseroan berkomitmen untuk terus meningkatkan kualitas pelaksanaan K3 di lingkungan Perseroan. Berbagai upaya telah dilakukan Perseroan untuk terus meningkatkan budaya sadar risiko K3 melalui program-program kami. Berikut ini beberapa program K3 unggulan yang kami laksanakan tahun 2022.

Featured OHS Programs

The Company is committed to continuously improve the quality of its OHS implementation. Various efforts have been conducted by the Company to continuously improve the OHS risk awareness culture through our programs. The following are some of the featured OHS programs that we have implemented in 2022.

Program K3 Tahun 2022 / **OHS Programs in 2022**

Proses/Process	Kegiatan/Activity
Program Transformasi Budaya K3/OHS Cultural Transformation Program	Penguatan Peran K3/Strengthening the Role of OHS
Pencegahan Kecelakaan/Prevention of Accident	Observasi/Observation
Pengendalian Risiko/Risk Containment	Risk Containment dan Verifikasi Pengendalian Risk Containment and Verification
Penegakan Peraturan K3/Enforcement of OHS Regulations	*Live Saving Rule*
Tinjauan SMKP/SMKP Overview	*Review* Manual, Standar, IBPR
Pengawasan & pembinaan K3/OHS monitoring & supervision	Inspeksi Terpadu/Integrated Inspection
Sosialisasi K3/OHS Socialization	Mentoring IBPR dan Tanggap Darurat Mentoring of IBPR and Emergency Response

Pencegahan Insiden K3 [403-7]

Perseroan memastikan penerapan aspek K3 sejalan dengan kebijakan-kebijakan yang tertuang, dengan menerapkan upaya pencegahan berupa: [403-2]

- Terbentuknya kebijakan K3 dan diterapkannya Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3).
- Peningkatan dukungan kebijakan dan Standar Keselamatan dan Kesehatan Kerja sesuai peraturan perundang-undangan yang berlaku.
- Peningkatan derajat kesehatan tenaga kerja.
- Peningkatan kualitas dan kuantitas SDM dalam bidang K3.
- Peningkatan pengujian, pelayanan teknis, dan informasi dalam bidang K3.
- Peningkatan kualitas dan kuantitas penerapan SMK3 sesuai kebijakan K3 Perseroan.
- Peningkatan analisis, pengkajian, dan rekayasa teknologi K3.
- Internalisasi budaya K3 oleh seluruh karyawan dan manajemen Perseroan.

Sejalan dengan target Perseroan dalam mempertahankan *zero fatality* dan juga *zero* cedera berat, Perseroan menerapkan prosedur operasional K3, berupa:

a. Prosedur Penanggulangan Kecelakaan Industri dan Pengendalian Dampak Lingkungan.
b. Prosedur Penyediaan Alat Pelindung Diri (APD).
c. Prosedur *Job Risk Analysis* (JRA).
d. Prosedur Peminjaman Alat Operasional K3.

Preventing OHS Incident [403-7]

The Company ensures that the implementation of OHS aspects is in line with the stipulated policies, by implementing the following prevention measures: [403-2]

- Establishment of OHS policy and implementation of Occupational Health and Safety Management System (SMK3).
- Increasing policy support and Occupational Safety and Health Standards in accordance with the applicable laws and regulations.
- Improving the health status of workers.
- Improving the quality and quantity of human resources in the field of OHS.
- Improving testing, technical services, and information in the field of OHS.
- Improving the quality and quantity of SMK3 implementation in accordance with the Company's OHS policy.
- Improving analysis, assessment, and engineering of OHS technology.
- Internalization of OHS culture by all employees and management of the Company.

In line with the Company's target to maintain zero fatality and zero heavy injury, the Company also implements the following OHS operational procedures:

a. Industrial Accident Management Procedures and Environmental Impact Control.
b. Procedure for Provision of Personal Protective Equipment (PPE).
c. Job Risk Analysis (JRA) Procedure.
d. OHS Operational Equipment Borrowing Procedure.

e. Prosedur Pelaporan dan Investigasi kecelakaan.
f. Prosedur Pemantauan lingkungan Kerja.

Perseroan melaksanakan program Manajemen Risiko berupa Identifikasi Bahaya, Penilaian dan Pengendalian Risiko. Hasil identifikasi ini digunakan untuk menentukan pengendalian dan pengelolaan dampak-dampak aktivitas yang terkait dengan Keselamatan Pertambangan.

Berikut ini merupakan mekanisme Perseroan dalam mengidentifikasi dan menganalisa potensi bahaya dan risiko:

1. Komunikasi dan konsultasi risiko, penetapan konteks risiko dalam mengidentifikasi kegiatan-kegiatan operasional pertambangan melalui *Risk Containment Program*, implementasi secara intensif Kontrol Resiko sesuai strategi.
2. Identifikasi bahaya yang mungkin timbul dan berdampak langsung terhadap pekerja maupun peralatan, dari hasil *Risk Containment Program* terdapat 15 *top risk*.
3. Penilaian risiko dan analisa risiko *(risk analysis)* dengan pertimbangan Peluang *(Probability)*, Frekuensi *(Frequency)* dan Keparahan *(Severity)* dari sebuah risiko.
4. Pengendalian risiko serta pemantauan dan peninjauan dalam menentukan tindakan perbaikan atau kontrol yang diperlukan untuk setiap aktivitas dengan bahaya dan risiko tertentu yang dianggap perlu.

Perseroan mewajibkan setiap unit kerja yang akan menjalankan berbagai tugas yang memiliki potensi bahaya untuk melakukan *Job Risk Analysis* (JRA). Pelaksanaan JRA dilakukan lengkap sesuai dengan penyusunan langkah-langkah mitigasi, sehingga pekerjaan tersebut dapat dilakukan setelah proses mitigasi dilaksanakan. Selain JRA, Perseroan juga memastikan seluruh pengamanan sistem dan area dilakukan dengan menerapkan kebijakan perolehan *work permit*.

e. Accident Reporting and Investigation Procedure.
f. Work environment monitoring procedures.

The Company carries out Risk Management in form of Hazard Identification, risk assessment & control. The results of the identification are used to determine the control and mitigation of the impacts from activities relating to Mining Safety.

The following are the Company's mechanism in indentifying and analyzing potential hazards and risks:

1. Risk communication and consultation, determination of risk context in identifying mining operational activities through the Risk Containment Program, intensive implementation of Risk Control according to the strategy.
2. Identification of hazards that may arise and have a direct impact on workers and equipment, from the results of the Risk Containment Program there are 15 top risks.
3. Risk assessment and risk analysis with consideration of Probability, Frequency and Severity of a risk.
4. Risk control as well as monitoring and review in determining corrective or control actions required for each activity with certain hazards and risks deemed necessary.

The Company requires every work unit that carries out potentially dangerous jobs to conduct Job Risk Analysis (JRA). The JRA is carried out along with the preparation of mitigation measures, so that the job can been carried out after the mitigation process is conducted. Other than JRA, the Company also ensures that all system and area security are carried out by after obtaining work permit.

Hasil Identifikasi Bahaya dan Risiko K3 dan Asesmen Risiko [403-2]

OHS Hazard and Risk Identification Results and Risk Assessment [403-2]

Jenis Bahaya/Risiko K3/Type of OHS Hazard/Risk	Mitigasi/Mitigation
Kegagalan Lereng/Slope failure	
Tabrakan Alat Berat/Collision of Heavy Equipment	
Tenggelam di Kolong Kerja/Sunk at Work	
Tersengat Listrik/Electrocuted	• *Engeneering Control* • *Administrative Control* • *Work Practice* • *PPE*
Kebakaran dan Ledakan/Fire and Explosion	
Kapal Karam/Shipwreck	
Jatuh ke Laut dan Tenggelam/Fell into the sea and sunk	
Benda Jatuh Saat Pengangkatan/Fallen object during lifting	
Jatuh dari Ketinggian/Fell from height	
Ledakan Furnance/Furnace explosion	

Dalam rangka mencapai nihil insiden kecelakaan fatal, Perseroan menerapkan manajemen risiko yang terintegrasi. Perseroan melakukan identifikasi terhadap risiko-risiko yang akan berdampak langsung terhadap kinerja Perseroan. Berdasarkan hasil identifikasi tersebut, Perseroan melakukan upaya pencegahan memitigasi risiko tersebut. Hasil identifikasi atas 10 risiko utama dan mitigasi risikonya terdapat pada Laporan Tahunan 2022.

In order to achieve zero fatality, the Company implements an integrated risk management. The Company identifies risks that directly impact the Company's performance. Based on the indetification results, the Company takes preventive measures to mitigate these risks. The results of the identification of the 10 main risks and their risk mitigation are presented in the 2022 Annual Report.

Kinerja K3 [403-9]

Sepanjang tahun 2022, Perseroan telah berupaya maksimal untuk mencegah dan memitigasi risiko insiden kecelakaan kerja. Upaya tersebut terlihat dari menurunnya angka kecelakaan kerja. Selama tahun 2022, Perseroan tidak menerima laporan terkait sakit yang diakibatkan atas pelaksanaan tugas yang melebihi ketentuan yang berlaku. Berikut ini merupakan tabel rekapitulasi insiden kecelakaan kerja PT TIMAH Tbk selama tahun 2020-2022.

OHS Performance [403-9]

Throughout 2022, the Company has made maximum efforts to prevent and mitigate the risk of work accident. These efforts can be seen from the decrease of fatal work accidents. In 2022, the Company did not receive reports related to illness resulting from carrying out tasks that exceed applicable regulations. The following is a table of recapitulation of PT TIMAH Tbk's work accidents in 2020-2022.

Rekapitulasi Insiden Kecelakaan Kerja

Recapitulation of Work Accidents

Tahun Year	Status	Kecelakaan/Accident			Jumlah Total	*Frequency Rate* Frequency Rate	*Severity Rate* Severity Rate	TRIR	*Fatality Rate* Fatality Rate
		Ringan Minor	Berat Heavy	Fatality Fatality					
2022	Karyawan/Employee	2	-	-	2	0,105	1,267	0,026	0,000
	Mitra/Partner	1	-	-	1	0,052	0,158	0,016	0,000
	Jumlah/Total	3	-	-	3	0.157	1,425	0,042	0,000
2021	Karyawan/Employee	11	1	-	12	0,35	0,53	0,07	0,000
	Mitra/Partner	6	-	-	6	0,17	0,12	0,04	0,000
	Jumlah/Total	17	1	-	18	0,52	0,65	0,11	0,000
2020	Karyawan/Employee	-	1	-	1	0,03	0,98	0,006	0,000
	Mitra/Partner	9	-	2	11	0,36	774,32	0,072	0,013
	Jumlah/Total	9	1	2	12	0,39	775,30	0,078	0,013

Keterangan Description	Jumlah Insiden (Frekuensi) Total Incident (Frequency) i	Rasio (per 200.000 jam kerja) Ratio (per 200,000 working hours) =OHSAS= i/200.000	Rasio (per 1.000.000 jam kerja) Ratio (per 1,000,000 working hours) =MINERBA & ESDM= i/1.000.000
Fatalities	-	-	-
Recordable Incidents	2	0,00001	0,000002

Keterangan/Decription	Rate
Frequency Rate (FR)	2
Severity Rate (SR)	2
Total Recordable Incident Rate (TRIR)	2

Jenis-Jenis Kecelakaan Kerja Utama Penyebab Insiden, Cedera, dan *Fatalities* Karyawan

Types of Main Work Accidents that Cause the Injuries and Fatalities of Employees

Jenis Kecelakaan Type of Accident	Jumlah *Fatalities* yang Disebabkan Total Fatalities Caused	Jumlah Kecelakaan Kerja Berat yang Disebabkan Total Heavy Accidents Caused	*Recordable Injuries* yang Disebabkan Recordable Injuries Caused
Cedera ringan Minor injuries	-	-	Tergelincir dan Kepala Terbentur dan percikan Logam Cair. Slipped and hit his/her head and liquid Metal Splash

Jumlah Jam Kerja Karyawan

Total Employee Working Hours

Jumlah Karyawan Total Employees	Jumlah Jam Kerja Per Hari Total Working Hours Per Day	Jumlah Hari Kerja Total Working Days	Jam Kerja Aman Safe Working Hours (c)	Jam Kerja Total Total Working Hours (d)	Ratio Jam Kerja Aman (%) Safe Working Hours Ratio (%) c/d*100
3.972	8	256	2.225.935	9.565.809	0,23

Tingkat Kecelakaan Kerja Kontraktor (Non-Karyawan) **Contractor Work Accident Rate (Non-Employee)**

Keterangan Description	Jumlah Insiden (Frekuensi) Total Incident (Frequency) i	Rasio (per 200.000 jam kerja) Ratio (per 200,000 working hours) =OHSAS= i/200.000	Rasio (per 1.000.000 jam kerja) Ratio (per 1,000,000 working hours) =MINERBA & ESDM= i/1.000.000
Fatalities	-	-	-
Recordable Incidents	1	0,000005	0,000001

Keterangan/Description	Rate
Frequency Rate (FR)	1
Severity Rate (SR)	1
Total Recordable Incident Rate (TRIR)	1

Jenis-Jenis Kecelakaan Kerja Utama Penyebab Insiden, Cedera, dan Fatalities Non Karyawan **Types of Main Major Accidents that Cause the Injuries and Fatalities of Employees**

Jenis Kecelakaan Type of Accident	Jumlah *Fatalities* yang Disebabkan Total Fatalities Caused	Jumlah Kecelakaan Kerja Berat yang Disebabkan Total Heavy Accidents Caused	*Recordable Injuries* yang Disebabkan Recordable Injuries Caused
Cedera ringan Minor injuries	-	-	Tergelincir dan Kepala Terbentur dan percikan Logam Cair. Slipped and hit his/her head and liquid Metal Splash

Jumlah Jam Kerja Kontraktor (Non-Karyawan) **Total Contractor Working Hours (Non-Employee)**

Jumlah Karyawan Total Employees	Jumlah Jam Kerja Per Hari Total Working Hours Per Day	Jumlah Hari Kerja Total Working Days	Jam Kerja Aman Safe Working Hours (c)	Jam Kerja Total Total Working Hours (d)	Ratio Jam Kerja Aman (%) Safe Working Hours Ratio (%) c/d*100
3.913	8	256	2.198.481	9.436.708	0,23297118

Secara berkala, Perseroan melakukan evaluasi atas setiap insiden kecelakaan kerja yang terjadi, guna meningkatkan kinerja aspek K3. Perseroan melakukan serangkaian investigasi sesuai dengan prosedur yang ditetapkan, hingga mencapai kesimpulan atas penyebab utama terjadinya insiden tersebut. Hasil investigasi berupa rekomendasi yang perlu untuk ditindaklanjuti oleh pihak-pihak terkait sehingga dapat memitigasi risiko tersebut untuk muncul kembali. Pelaksanaan hasil rekomendasi tersebut akan dimonitor oleh *Top Management*, yang secara berkala akan dilaporkan pada rapat KKP.

Kesehatan Kerja Karyawan

Sebagai bentuk komitmen PT TIMAH Tbk dalam melindungi karyawan dan menyediakan lingkungan bekerja yang layak dan aman, Perseroan menyediakan asuransi yang bekerja sama dengan beberapa Rumah Sakit dan Klinik setempat, untuk memberikan layanan kesehatan bagi karyawan. Secara berkala, Perseroan juga menyediakan pemeriksaan kesehatan bagi seluruh karyawan, memberikan pemeriksaan kesehatan khusus bagi karyawan yang bekerja dengan risiko kesehatan tinggi, memberikan pemeriksaan akhir bagi seluruh karyawan yang akan memasuki masa pensiun, dan memberikan APD bagi seluruh karyawan. Selain itu, Perseroan juga menyediakan pemeriksaan ergonomi di tempat kerja, edukasi kesehatan dan penilaian *fatigue* pada pekerja.

Periodically, the Company evaluates every work accident incident that occurs, in order to improve the performance of OHS aspects. The Company conducted a series of investigations in accordance with established procedures, until it reached a conclusion on the main cause of the incident. The results of the investigation are in the form of recommendations that need to be followed up by related parties so that they can mitigate these risks from reappearing. The implementation of the recommendation results will be monitored by Top Management, which will periodically be reported at the KKP meeting.

Occupational Health of Employees

As a form of PT TIMAH Tbk's commitment to protecting our employees and providing a decent and safe working environment, the Company provides insurance in collaboration with several local hospitals and clinics, to provide health services for employees. Periodically, the Company also provides medical examinations for all employees, provides special medical examinations for employees who work with high health risks, provides final examinations for all employees who are entering retirement age, and provides PPE for all employees. In addition, the Company also provides workplace ergonomics checks, health education and fatigue assessments for workers.

Layanan Kesehatan Kerja [403-3]

Occupational Health Services [403-3]

Jenis Layanan Kesehatan Kerja Type of Occupational Health Service	Karyawan PKWTT Permanent Employees	Karyawan PKWT Contract Employees	Kontraktor Contractor
MCU Tahunan/Annual MCU	v	x	x
Asuransi Kesehatan/Health Insurance	x	x	x
BPJS Kesehatan/Health BPJS	v	v	x
Tunjangan Kacamata/Eye Glasses Benefits	v	x	x
Tunjangan Kesehatan bagi Pasangan dan Anak Health Benfits for Spouse and Children	v	x	x
Tunjangan Perawatan Gigi/Dental Care Allowance	v	x	x

Sepanjang tahun 2022, Perseroan telah menyelenggarakan berbagai program dan kegiatan peningkatan promosi kesehatan kerja. [403-6]

Throughout 2022, the Company has held various programs and improving the promotion of occupational health. [403-6]

Kampanye Kesehatan Umum

General Health Campaign

Kampanye Kesehatan Umum Bagi Pekerja General health Campaign for Workers	Karyawan Employee	Kontraktor Contractor	Keluarga Karyawan/ Kontraktor Families of Employee/Contractor
Omicron dan Vaksin *Booster*/Omicron and Booster Vaccine	v	x	x
Hepatitis pada anak/Hepatitis on children	v	x	x
Mengatasi Dislipidemia, pemicu serangan jantung Handling Dyslipidemia, the trigger for heart attacks	v	x	x
Komplikasi Berbahaya Hipertensi dan DM Dangerous complications of hypertension and DM	v	x	x
Mengenai apa itu gastritis dan GERD pencegahan dan mengatasi vertigo What is gastritis and GERD, prevention and treatment of vertigo	v	x	x
Mengenal lebih lanjut ganggunag ginjal akut progesif apitikal (gagg. GAPA) pada anak dan kemungkinan terjadi pada orang dewasa Get to know more about atypical progressive acute kidney disorder in children	v	x	x
ISPA pada Anak/URTI on children	v	x	x
Waspada pada Demam Berdarah Watch out for dengue fever	v	x	x
Penyakit Paru Abstruktif karena PPOK pada Perokok Obstructive Lung Disease due to COPD in smokers	v	x	x

Tingkat Kesehatan Kerja Karyawan [403-10]

Sepanjang tahun 2022, PT TIMAH Tbk telah mengidentifikasi Penyakit Akibat Kerja menurut hasil *Medical Check Up* rutin yang diselenggarakan oleh Divisi Kesehatan Keselamatan Kerja dan Lingkungan Hidup (K3LH). Berdasarkan hasil tersebut, Perseroan tidak menemukan penyakit akibat kerja pada setiap karyawan. Hingga akhir tahun 2022, Perseroan berhasil mencapai nihil kasus *fatalities* dan nihil kasus kesehatan kerja *recordable*. Perseroan berharap dapat terus menjaga kinerja tersebut.

Employee Occupational Health Level [403-10]

Throughout 2022, PT TIMAH Tbk has identified Occupational Diseases according to the results of routine Medical Check Ups held by the Division of Occupational Safety Health and Environment (K3LH). Based on these results, the Company did not find any occupational diseases in any of its employees. Until the end of 2022, the Company has managed to achieve zero fatalities and zero recordable occupational health cases. The company hopes to continue to maintain this performance.

KEAMANAN
SAFETY

Kebijakan Publik [12.22] [3-3]

Dalam memastikan operasional perusahaan berjalan dengan bertanggung jawab, Perseroan melakukan komunikasi dan koordinasi berkala, baik dengan MIND ID dan stakeholder terkait lainnya di tingkat daerah maupun pusat. Komunikasi ini dilakukan guna memastikan kebijakan/regulasi penambangan yang dijalankan oleh PT TIMAH Tbk termasuk dalam Wilayah Izin Usaha Pertambangan (WIUP) terbebas dari risiko *illegal mining*. Selain itu, Perseroan juga melakukan MoU kerja sama dengan Polri dan TNI. MoU ini bertujuan untuk mengamankan objek vital nasional (Pam Obvitnas), mengamankan WIUP, menjaga aset perusahaan dan menertibkan *illegal mining*.

Hingga akhir tahun 2022, tidak terdapat nilai moneter kontribusi politik baik secara finansial maupun dalam bentuk benda/barang yang diberikan langsung dan tidak langsung oleh organisasi. [415-1]

Public Policy [12.22] [3-3]

In ensuring that the company's operations are implemented responsibly, the Company conducts periodic communication and coordination, both with MIND ID and other relevant stakeholders at the regional and central levels. This communication is carried out to ensure that the mining policies/regulations implemented by PT TIMAH Tbk are included in the Mining Business Permit Area (WIUP) free from the risk of illegal mining. In addition, the Company also entered into an MOU in collaboration with the National Police and the Indonesian Armed Forces. This MOU aims to secure national vital objects (Pam Obvitnas), secure WIUP, safeguard company assets and control illegal mining.

Until the end of 2022, there is no monetary value of political contributions either financially or in the form of objects/goods given directly and indirectly by the organization. [415-1]

REKRUTMEN, INKLUSI & KEANEKARAGAMAN
RECRUITMENT, INCLUSION & DIVERSITY

Penghargaan di Bidang Sosial

1. TOP CSR Awards 2022 Kategori Bintang Empat (*Star* 4);
2. CSR & Pengembangan Desa Berkelanjutan *Awards* Kategori *Silver*;
3. Penghargaan Penilaian Risiko Bisnis dan Hak Asasi Manusia (PRISMA);
4. *Environmental and Social Innovation* (ENSIA) 2022 (9 penghargaan katergori *Platinum*, 8 penghargaan kategori *Gold* dan 4 penghargaan kategori *Silver*);
5. Penghargaan atas Partisipasi, Kepedulian dan Konsistensinya pada Program Pelaksanaan Tanggung Jawab Sosial Lingkungan Perusahaan (TJSLP)/*Corporate Social Responsibility* (CSR) di Kabupaten Belitung.

Social Awards

1. TOP CSR Awards 2022 Four Star Category (Star 4);
2. CSR & Sustainable Village Development Awards Silver Category;
3. Business Risk Assessment and Human Rights Award (PRISMA) Award;
4. Environmental and Social Innovation (ENSIA) 2022 (9 Platinum category awards, 8 Gold category awards and 4 Silver category awards);
5. Award for Participation, Concern and Consistency in the Implementation of Corporate Environmental Social Responsibility (TJSLP)/Corporate Social Responsibility (CSR) in Belitung Regency.

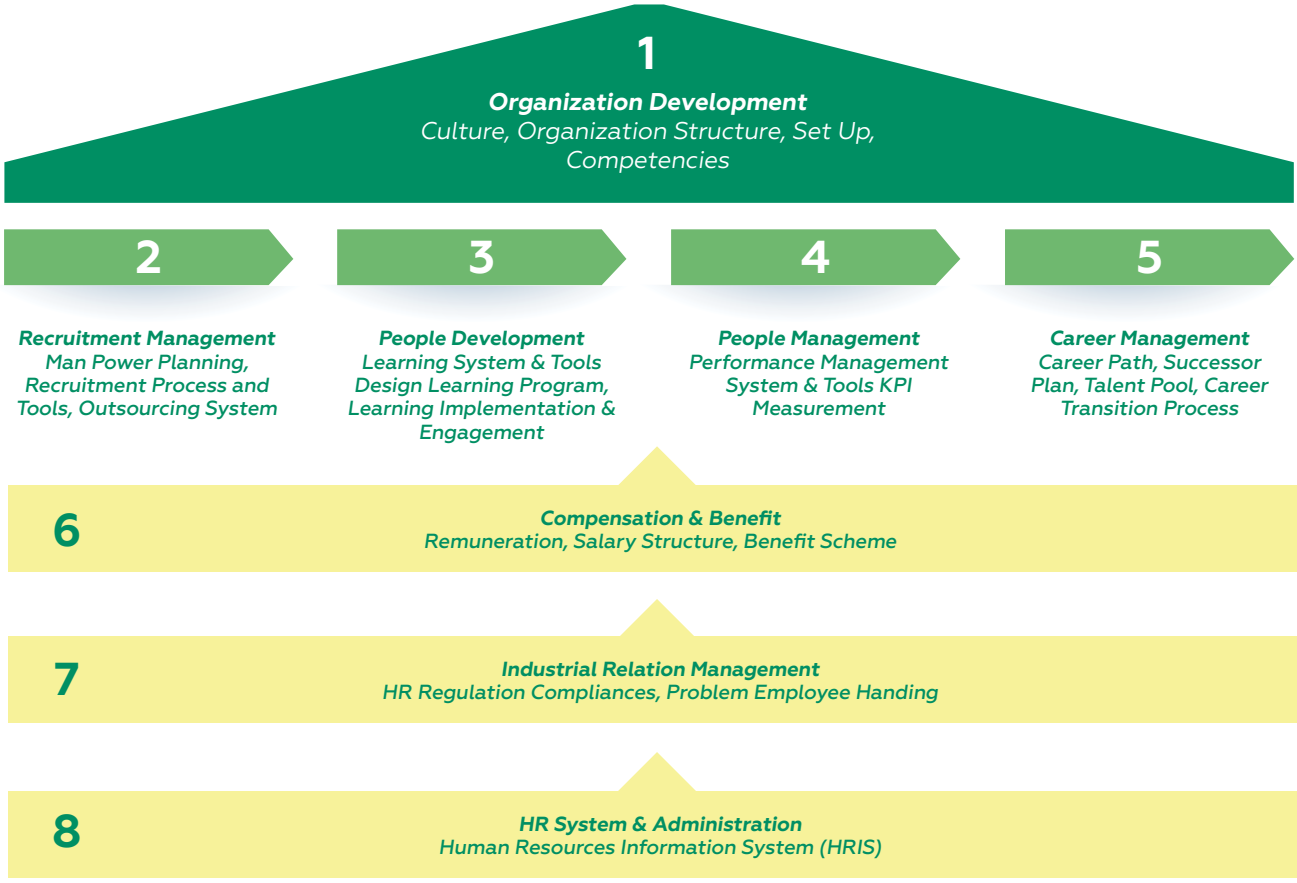
Roadmap Pengelolaan SDM

Sejalan dengan *Roadmap* SDM 2018-2022 yang telah disusun PT TIMAH Tbk, Perseroan telah merealisasikan *roadmap* tersebut dengan capaian 90% dari target program kerja yang telah disusun, dimana untuk sisanya masih dalam progres yaitu Implementasi *Career Management* dan Implementasi *Pay* 3P (*Position, People, Performance*) yang penyelesaiannya ditargetkan di tahun 2023.

HR Management Roadmap

In line with the 2018-2022 HR Roadmap that has been compiled by PT TIMAH Tbk, the Company has realized the roadmap with an achievement of 90% of the work program target that has been prepared, where for the rest is still in progress, namely the Implementation of Career Management and Implementation of 3P Pay (Position, People, Performance), whose completion is targeted in 2023.

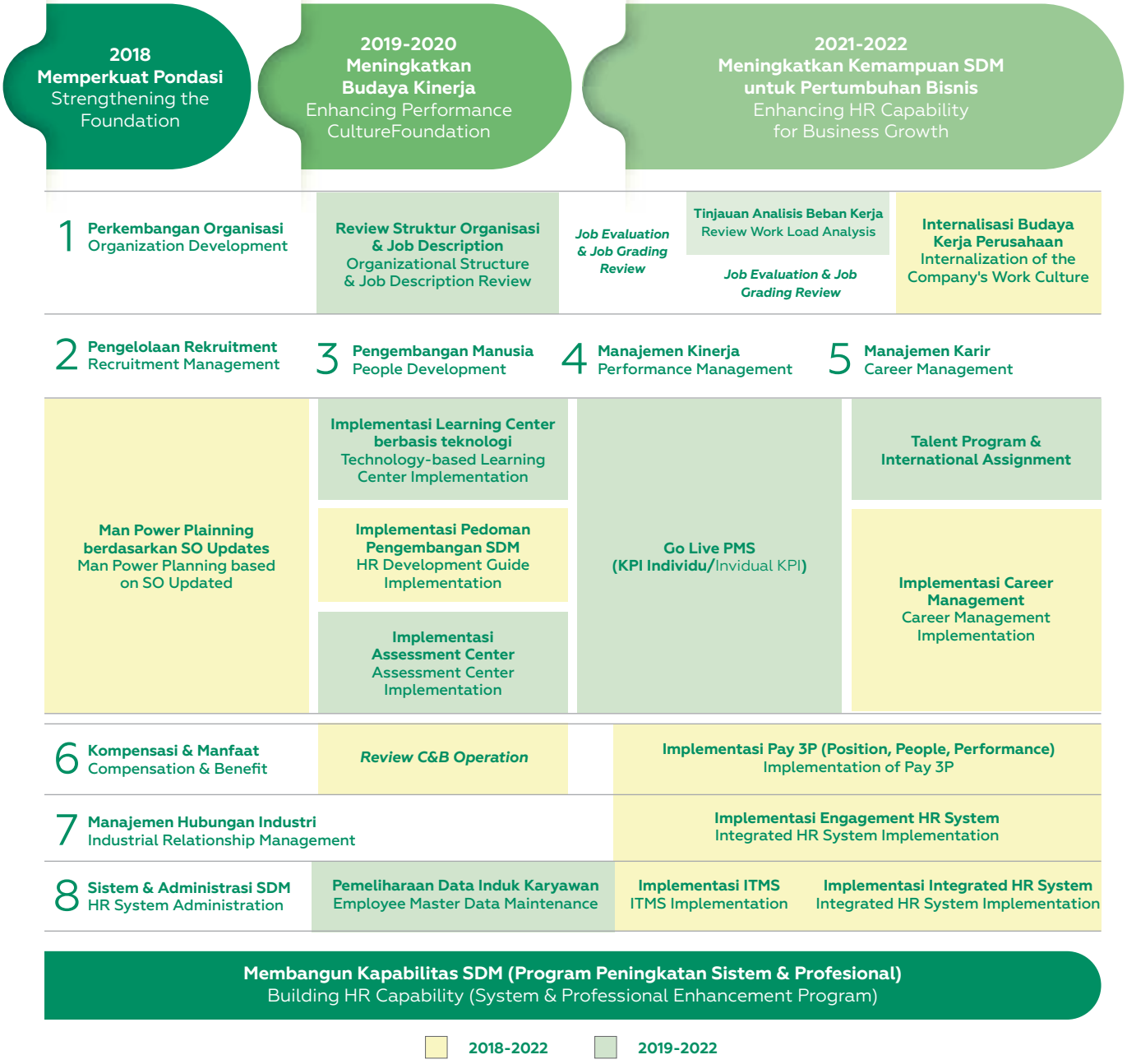
Pilar-pilar SDM
HR Pillars



Tahapan Kunci dalam Penerapan HR Roadmap 2018-2022 **Key Stages in the Implementation of 2018-2022 HR Roadmap**

2018-2019	*Strengthening the Foundation*	Menyiapkan dan menuntaskan tools dan instrumen pada semua fungsi HR; untuk menjadikan *HR Division* sebagai *Strategic Partner.* Prepare and complete tools and instruments for all HR functions; to make HR Division as Strategic Partner.
2019-2020	*Enhancing Performance Culture*	Secara bertahap, melakukan full implementation atas semua inisiatif strategis HR. Gradually, Carry out full implementation of all HR strategic initiatives.
2020-2022	*Optimazing HR Capability for Business Growth*	Implementasi semua sistem dan strategi HR telah berjalan; dan memberikan impak bagi pengembangan kinerja bisnis. Implementation of all HR systems and strategies has been running; and impact business performance developers.

Program HR *Roadmap* 2018-2022
2018 – 2022 HR Program Roadmap



Demografi Karyawan [2-7] [F.18, F.19]

Sebagai upaya Perseroan dalam menjaga produktivitas karyawan, Perseroan menciptakan kondisi lingkungan bekerja yang layak dan aman dengan memberikan fasilitas yang mendukung dan kesetaraan kesempatan bekerja yang sama bagi seluruh karyawan tanpa membedakan suku, agama, ras, golongan, dan jenis kelamin. Setiap karyawan mendapatkan kesempatan yang sama untuk mendapatkan pelatihan, maupun peningkatan karier berdasarkan hasil evaluasi kinerja. Dalam operasionalnya, Perseroan memastikan tidak adanya tenaga kerja anak dan tenaga kerja paksa yang bekerja di perusahaan. Hingga akhir tahun 2022, jumlah karyawan tetap PT TIMAH Tbk sebanyak 4.249 orang, berkurang sebanyak 1,9% dari tahun sebelumnya.

Employee Demographics [2-7] [F.18, F.19]

As part of the Company's efforts to maintain employee productivity, the Company establishes decent and safe working conditions by providing supporting facilities and equal opportunities for all employees regardless of their ethnicity, religion, race, class and gender. Every employee has equal opportunity to receive training, as well as career advancement based on the results of their performance evaluation. In its operations, the Company ensures that there are no child labor and forced labor working at the company. Until the end of 2022, PT TIMAH Tbk has 4,249 permanent employes, decreased by 1.9% from the previous year.

Karyawan Berdasarkan Jenis Kelamin dan Status Ketenagakerjaan [2-7, 2-8]

Employee Based on Gender and Employment Status [2-7, 2-8]

Status Kepegawaian Employment Status	2022				2021				2020			
	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%
Pegawai Tetap Permanent Employees	3.976	273	4.249	72,9	4.038	285	4.323	73,4	4.129	292	4.421	73,1
Pegawai Tidak Tetap Temporary employees	39	7	46	0,8	49	13	62	1,1	61	13	74	1,2
Pegawai Sumber Luar Outsourced Employees	1.447	84	1.531	26,3	1.418	85	1.503	25,5	1.455	99	1.554	25,7
Jumlah/Total	**5.462**	**364**	**5.826**	**100**	**5.505**	**383**	**5.888**	**100**	**5.645**	**404**	**6.049**	**100**

Karyawan Berdasarkan Jenis Kelamin dan Level Organisasi

Employee Based on Gender and Organizational Level

Level Organisasi Organization Level	2022				2021				2020			
	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%
Direktur Anak Perusahaan Directors of Subsidiaries	9	1	10	0,2	8	3	11	0,2	9	2	11	0,2
Senior Vice President (SVP)	6	-	6	0,1	5	-	5	0,1	3	1	4	0,1
Vice President (VP)	37	3	40	0,9	33	5	38	0,9	33	3	36	0,8
Assistant Vice President	152	16	168	4,0	151	15	166	3,8	157	16	173	3,9
Manager	465	69	534	12,6	476	73	549	12,7	488	76	564	12,7
Assistant Manager	716	101	817	19,2	743	107	850	19,6	760	110	870	19,7
Assistant	1.731	66	1.797	42,3	1.756	68	1.824	42,2	1.793	68	1.861	43,0
Officer	860	17	877	20,6	866	14	880	20,3	886	16	902	20,4
Jumlah/Total	**3.976**	**273**	**4.249**	**100**	**4.038**	**285**	**4.323**	**100**	**4.129**	**292**	**4.421**	**100**

Karyawan Berdasarkan Jenis Kelamin dan Jenjang Pendidikan Employee Based on Gender and Educational Level

Tingkat Pendidikan Education Level	2022				2021				2020			
	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%
SD/SLTP Elementary/ Junior High School	19	-	19	0,4	23	-	23	0,5	34	-	34	0,8
SLTA/Senior High School	3.155	79	3.234	76,1	3.210	83	3.293	76,2	3.286	87	3.373	76,3
Diploma (D1 - D3)	390	70	460	10,8	388	73	461	10,6	391	74	465	10,5
Sarjana (D4 - S1) Undergraduate (D4 - S1)	352	113	465	10,9	357	115	472	10,9	359	117	476	10,8
Pascasarjana (S2 Magister) Postgraduate (S2 Master)	60	11	71	1,7	60	14	74	1,7	59	14	73	1,7
Jumlah/Total	**5.998**	**273**	**4.249**	**100**	**4.038**	**285**	**4.323**	**100**	**4.129**	**292**	**4.421**	**100**

Karyawan Berdasarkan Jenis Kelamin dan Rentang Usia Employee Based on Gender and Age Range

Rentang Usia Age Range	2022				2021				2020			
	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%
<25	3	2	5	0,1	10	-	10	0,2	19	1	20	0,5
25-30	209	10	219	5,2	343	18	361	8,3	512	31	543	12,3
31-35	1.077	81	1.158	27,3	1.188	93	1.281	29,6	1.258	109	1.367	30,9
36-40	1.145	100	1.245	29,3	1.091	105	1.196	27,7	1.052	87	1.139	25,8
41-45	826	58	884	20,8	780	48	828	19,1	679	41	720	16,3
46-50	434	15	449	10,6	373	14	387	8,9	361	12	373	8,4
51-55	280	7	287	6,8	178	5	183	4,2	243	10	253	5,7
≥56	2	-	2	0,0	75	2	77	1,8	5	1	6	0,1
Jumlah/Total	**3.976**	**273**	**4.249**	**100**	**4.038**	**285**	**4.323**	**100**	**4.129**	**292**	**4.421**	**100**

Wilayah Area	Unit Bisnis/Aktivitas Business/Activity Unit	Jenis Kelamin Gender	
		Laki Laki/Male	Perempuan/Female
Jakarta	Kantor Perwakilan TIMAH TIMAH Representative Office	62	19
Bangka Belitung	Bangka	2.970	217
	Belitung	192	7
Kepulauan Riau Riau Islands	Kepulauan Riau Riau Islands	789	39
Jumlah/Total		**4.013**	**282**

*) termasuk PKWT dan PKWTT/including PKWT and PKWTT

Karyawan Berdasarkan Wilayah Kerja dan Status Kepegawaian Employee Based on Operational Area and Employment Status

Wilayah Area	2022					2021				
	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees	Karyawan Sumber Luar Outsource Employees	Jumlah Total	%	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees	Karyawan Sumber Luar Outsource Employees	Jumlah Total	%
Bangka	3.149	38	1.144	4.331	74,3	3.118	45	1.128	4.291	72,9
Belitung	198	1	120	319	5,5	219	3	122	344	5,8
Kundur	827	1	169	997	17,1	916	1	169	1.086	18,4
Jakarta, dan lainnya Jakarta, and other	75	6	88	169	2,9	70	13	84	167	2,8
Jumlah/Total	**4.249**	**46**	**1.531**	**5.826**	**100**	**4.323**	**62**	**1.503**	**5.888**	**100**

Keberagaman Direksi dan Dewan Komisaris [405-1]

Diversity of the Board of Directors and Board of Commissioners [405-1]

Keberagaman Direksi Diversity of the Board of Directors	Laki Laki Male	Perempuan Female	Total
< 30 tahun/years old	0	0	0
30 – 50 tahun/years old	1	1	2
>50 tahun/years old	2	1	3
Total Direksi/Total Members of the Board of Directors	**3**	**2**	**5**
Rasio Direksi (%)/Board of Directors' Ratio (%)	**60%**	**40%**	

Keberagaman Dewan Komisaris Diversity of the Board of Commissioners	Laki Laki Male	Perempuan Female	Total
< 30 tahun/years old	0	0	0
30 – 50 tahun/years old	1	0	1
>50 tahun/years old	5	0	5
Total Dewan Komisaris/Total Members of the Board of Commissioners	**6**	**0**	**6**
Rasio Dewan Komisaris (%)/Board of Commissioners' Ratio (%)	**100%**	**0%**	

Tingkat Perputaran Pekerja

Employee Turnover Ratio

2022	2021	2020
2,1%	2,4%	2,1%

Total Jumlah Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia dan Jenis Kelamin [401-1]

Total Recruitment of New Employees Based on Age Group and Gender [401-1]

Kelompok Usia Age Group	Laki Laki Male	Perempuan Female	Total
< 30 tahun/years old	10	6	16
30 – 50 tahun/years old	5	2	7
>50 tahun/years old	0	0	0
Total Rekrutmen Karyawan Baru (A) **Total Recruitment of New Employees (A)**	**15**	**8**	**23**

Total Jumlah *Turnover* Karyawan Berdasarkan Kelompok Usia dan Jenis Kelamin [401-1]

Total Employee Turnover Based on Age Group and Gender [401-1]

Kelompok Usia Age Group	Laki Laki Male	Perempuan Female	Total
< 30 tahun/years old	3	0	3
30 – 50 tahun/years old	32	14	46
>50 tahun/years old	5	1	6
Total Rekrutmen Karyawan Baru (B)/Total Recruitment of New Employees (B)	**40**	**15**	**55**

Total Rekrutmen Karyawan Baru (A)/Total Recruitment of New Employees (A)	Orang/Person	23
Total *Turnover* Karyawan (B)/Total Recruitment of New Employees (B)	Orang/Person	55
Total Jumlah Karyawan (C)/Total Employees (C)	Orang/Person	4.249
Rasio Rekrutmen Karyawan Baru (A/C*100)/New Employee Recruitment Ratio (A/C*100)	%	1
Rasio *Turnover* Karyawan (B/C*100)/Employee Turnover Ratio (B/C*100)	%	1

Rekrutmen Karyawan Baru Berdasarkan Wilayah (PKWTT dan PKWT)*[401-1]

Recruitment of New Employees Based on Area (Permanent and Contract)* [401-1]

Wilayah Area	Unit Bisnis/Aktivitas Business/activity Unit	PKWT/Contract		PKWTT/Permanent	
		Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Jakarta	Kantor Perwakilan TIMAH TIMAH Representative Office	0	0	0	1
Bangka Belitung	Bangka	7	2	6	5
	Belitung	0	0	2	0
Total Rekrutmen Karyawan/Total Recruitment Employee		7	2	8	6

***Turnover* Karyawan Berdasarkan Wilayah (PKWTT dan PKWT)* [401-1]**

Employee Turnover Based on Area (Permanent and Contract)* [401-1]

Wilayah Area	Unit Bisnis/Aktivitas Business/activity Unit	PKWT/Contract		PKWTT/Permanent	
		Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Jakarta	Kantor Perwakilan TIMAH TIMAH Representative Office	5	1	0	1
Bangka Belitung	Bangka	4	1	18	11
	Belitung	2	0	5	0
Kepulauan Riau	Kepulauan Riau	0	0	6	1
Total *Turnover* Karyawan/Total Turnover Karyawan		11	2	29	13

* Data ini tidak termasuk *turnover* yang disebabkan oleh pensiun alami dan meninggal/This data does not include the turnover caused by retieement and death.

***Turnover Rate* Karyawan Berdasarkan Wilayah [401-1]**

Employee Turnover Rate Based on Area [401-1]

Wilayah Area	Total Karyawan/Total Employees		*Turnover Rate*	
	PKWT (A)	PKWTT (B)	PKWT	PKWTT
Jakarta	6	1	0,46	0,11
Bangka Belitung	7	1	0,54	0,11
Kepulauan Riau	0	7	0	0,78
Total (c)	**13**	**9**	**1**	**1**

Selama tahun 2022, tingkat perputaran pekerja Perseroan sebesar 2,1%. Jumlah ini menurun dibandingkan dengan tahun 2021, hal ini disebabkan pada tahun 2021 jumlah karyawan yang meninggal dunia lebih banyak dari tahun 2022. [401-1]

Throughout 2022, the employee turnover ratio of the Company was 2.1%. This ratio is lower than in 2021, due to the number of employees who passed away were more than in 2022. [401-1]

Karyawan Baru Berdasarkan Jenis Kelamin dan Rentang Usia

New Employees Based on Gender and Age Range

Rentang Usia Age Range	2022				2021				2020			
	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%	Laki-Laki Male	Perempuan Female	Jumlah Total	%
<25	3	3	6	42,86	-	1	1	25,00	3	-	3	14,29
26-40	4	2	6	42,86	3	-	3	75,00	16	-	16	76,19
41-60	1	1	2	14,29	-	-	-	-	2	-	2	9,52
>60	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah Total	**8**	**6**	**14**	**100**	**3**	**1**	**4**	**100**	**21**	**-**	**21**	**100**

Keterangan/Description
PKWT: Perjanjian Kerja Waktu Tertentu/Contract Employee
PKWTT: Penjanjian Kerja Waktu Tidak Tertentu/Permanent Employee

Karyawan Baru Berdasarkan Wilayah | **New Employees Based on Area**

Wilayah Area	2022	2021	2020
Bangka Belitung	13	4	19
Jawa	-	-	-
Lainnya/Lainnya	1	-	2
Jumlah/Total	**14**	**4**	**21**

Karyawan yang Mengakhiri Hubungan Kerja Menurut Jenis Kelamin | **Employees Who Left the Company Based on Gender**

Jenis Kelamin Gender	2022	2021	2020
Laki-Laki/Male	74	94	81
Perempuan/Female	15	8	10
Jumlah/Total	**89**	**102**	**91**

Karyawan yang Mengakhiri Hubungan Kerja Menurut Usia | **Employees Who Left the Company Based on Age**

Rentang Usia Age	2022	2021	2020
<25	-	1	1
26-40	33	26	28
41-60	56	75	62
>60	-	-	-
Jumlah/Total	**89**	**102**	**91**

Karyawan yang Mengakhiri Hubungan Kerja Menurut Wilayah | **Employees Who Left the Company Based on Area**

Wilayah Are	2022	2021	2020
Bangka Belitung	57	61	61
Jawa	2	7	3
Lainnya/Lainnya	30	34	27
Jumlah/Total	**89**	**102**	**91**

Alasan Berakhirnya Hubungan Kerja dengan Perseroan | **Reason for Leaving the Company**

Latar Belakang Background	2022	2021	2020
Pensiun/Pension*	67	55	49
Meninggal Dunia/Passed Away	10	16	5
Pelanggaran/Violation	3	16	20
Mengundurkan Diri/Resigned	9	15	17
Jumlah/Total	**89**	**102**	**91**

*alami dan sukarela/natural and voluntary

Perseroan juga memberikan kesempatan yang setara bagi putra daerah atau karyawan yang lahir dan berdomisili (sesuai KTP) di provinsi yang sama dengan lokasi operasional Perseroan. Berikut ini merupakan proporsi putra daerah yang terdapat di PT TIMAH Tbk: [202-2]

The Company also provides equal opportunities for local people or employees who were born and domiciled (according to ID) in the same province as the Company's operational location. The following is the proportion of local youth in PT TIMAH Tbk: [202-2]

Jabatan Position	Jumlah Karyawan (A) Total Employees (A)	Masyarakat Lokal yang Menjabat Sebagai Senior Manajemen (B) Local Community Serving in Senior Management (B)	Proporsi (%) (B/A) Proportion (%) (B/A)
Staf/Staff	3.491	2.695	77%
Manajemen/Management	702	415	59%
Senior Manajemen/Senior Management	56	10	18%

Penilaian Kinerja Karyawan [404-3]

Perseroan memiliki sistem penilaian kinerja, untuk memastikan setiap Insan Perseroan mendapatkan hasil yang objektif. Penilaian kinerja ini dilakukan setiap tahun dengan mengukur dua aspek, yaitu penilaian perilaku dan *personal objective* (KPI Individu). Selain itu, Perseroan mengembangkan sistem informasi SDM berupa Aplikasi HRPath yang mencakup modul *performance*. Aplikasi ini bertujuan untuk menilai tingkat kebutuhan pelatihan dari masing-masing karyawan. Informasi yang diperoleh dari sistem tersebut dapat menjadi dasar pengambilan keputusan bagi Perseroan sebelum menjalankan program pembinaan dan pengembangan karyawan.

Employee Performance Assessment [404-3]

The Company has a performance assessment system to ensure that every personel of the Company has an objective assessment. This assessment is carried out every year by measuring two aspects, including behavioral assessment and personal objectives (Individual KPIs). In addition, the Company has developed an HR information system in the form of an HRPath application which includes a performance module. This application aims to assess the level of training needs of each employee. The information obtained from the system can be used as a basis for decision making for the Company before carrying out employee training and development programs.

Persentase dan Jumlah Karyawan Peserta Pelatihan Pengembangan Karier

Percentage and Total Employees Participating in the Career Development Training

Uraian Description	2022			2021		
	Jumlah Peserta Pelatihan Total Training Participants	Total Karyawan Total Employees	%	Jumlah Peserta Pelatihan Total Training Participants	Total Karyawan Total Employees	%
Lokasi/Location						
Bangka Belitung	3.498	3.498	100	3.419	3.419	100
Kundur	670	670	100	820	820	100
Lain-Lain/etc	76	76	100	73	73	100
Golongan Jabatan/Position						
Senior Vice President (SVP)	11	11	100	5	5	100
Vice President (VP)	44	44	100	38	38	100
Assistant Vice President (AVP)	169	169	100	166	166	100
Manager (Mgr)	527	527	100	549	549	100
Assistant Manager (AM)	826	826	100	850	850	100
Assistant (Asst)	1.792	1.792	100	1.824	1.824	100
Officer (Ofc)	875	875	100	880	880	100

• Tidak termasuk karyawan Cuti Luar Tanggungan dan Cuti Sakit/Excluding employees on Leave and Sick Leave

Penilaian Kinerja **Performance Assessment**

Keterangan Description	2022	%	2021	%
Setingkat SVP/VP/SVP/VP Level	55	92	56	97
Setingkat AVP/AVP Level	160	94	168	92
Setingkat Mgr/Mgr Level	521	98	531	99
Setingkat AM/AM Level	817	100	835	98
Setingkat Asst/Ofc/Asst/Ofc Level	2.653	99	2.665	98
Jumlah/Total	**4.151**	**98**	**4.199**	**97**

Hasil Evaluasi Karyawan **Employee Assessment Result**

Hasil Akhir Penilaian Final Assessment Result	2022	2021	2020
Mutasi/Mutation	743	1.363	2.236
Promosi Jabatan/Promotion	32	21	55
Pengukuhan Jabatan/Position Confirmation	28	38	22
Kenaikan Pangkat/Golongan/Promotion of Rank/Level	475	1.184	1.356
Kenaikan Gaji Berkala/Periodic Salary Increase	4.272	4.378	4.715
Penundaan Promosi/Promotion Delay	-	122	-
Demosi/Demotion	1	1	3

Persentase karyawan yang menerima penilaian kinerja dan *assessment* karier **Percentage of employees who receive performance evaluation and career assessments**

Total Jumlah Karyawan Tetap pada Tahun Pelaporan Total Employees at the Reporting Year (a)	Total Jumlah Karyawan yang Telah Menerima Penilaian Kinerja Total Employees who Received the Performance Evaluation (b)	% {(b:a)x100%}
4.249	4.151	98%

PEMBELAJARAN & PENGEMBANGAN
TRAINING & DEVELOPMENT

Pelatihan dan Pengembangan Kompetensi Karyawan [404-1] [F.22]

Perseroan memberikan pengembangan kompetensi bagi setiap karyawan untuk mendukung produktivitas pekerja. Program pengembangan kompetensi yang disediakan oleh Perseroan dilandaskan pada *Learning Architecture* yang telah diselaraskan dengan Rencana Jangka Panjang Perusahaan (RJPP). Pengembangan kompetensi yang diberikan terdiri dari dua kompetensi, yaitu *hard competency* dan *soft competency*. Selama tahun 2022, Perseroan memberikan pengembangan kompetensi kepada 4.244 karyawan (100% karyawan mendapatkan program pengembangan kompetensi). Uraian lengkap terkait pelatihan dan pengembangan kompetensi dapat dilihat pada Laporan Tahunan 2022.

Selain itu, Perseroan memberikan pelatihan terkait kinerja keberlanjutan untuk meningkatkan kompetensi karyawan dalam mendukung tercapainya Tujuan Pembangunan Berkelanjutan. Beberapa materi pelatihan yang diberikan mencakup topik ekonomi, sosial, lingkungan, dan tata kelola perusahaan.

Employee Training and Competency Development [404-1] [F.22]

The Company provides competency development for each employee to support their productivity. The Company's competency development program is based on a Learning Architecture which has been aligned with the Company's Long Term Plan (RJPP). The competency development program consists of two competencies, including hard competency and soft competency. In 2022, the Company provides competency development. During the year 2022, The Company provided competency development to 4,244 employees (100% of employees received competency development programs). A full description of training and competency development can be found in the 2022 Annual Report.

In addition, the Company also provides training related to sustainability performance to improve employee competency in supporting the achievement of the Sustainable Development Goals. Some of the training materials provided cover economic, social, environmental and corporate governance topics.

Materi Pelatihan dan Pengembangan Kompetensi Keberlanjutan bagi Karyawan

Sustainability Training and Competency Development Materials for Employees

Materi Pengembangan Kompetensi Competency Development Material	Penyelenggara Organizer	Peserta Participant
Lingkungan/Environment		
Bimbingan Teknis K3LH Pertambangan/Mining OHSE Technical Guidance	IT ESDM & DLHK Provinsi Bangka Belitung	67
Bimbingan Teknis Pelaksanaan Reklamasi/Reclamation Technical Guidance	PPSDM Geominerba Bandung	8
Sertifikasi: Pengendalian Pencemaran Udara/Certification: Air Pollution Control	Patrari Jaya	2
Sertifikasi: Pengendalian Pencemaran Air/Certification: Water Pollution Control	Patrari Jaya	1
Sertifikasi: Pengendalian Pencemaran Udara/Certification: Air Pollution Control	Patrari Jaya	2
Pengelolaan Limbah B3/B3 Waste Management	Kementrian Lingkungan Hidup & Kehutanan	50
Training Basic HSE (Health, Safety & Environment)	PT TIMAH Tbk	56
Sosial/Social		
Metode Social Return on Investment/Return on Investment Social Method	PPSDM Geominerba Bandung	16
Pemetaan & Pengelolaan Pemangku Kepentingan Mapping & Management of Stakeholders	PPSDM Geominerba Bandung	21
Seminar Program CSR/CSR Program Seminar	Sinergi Indonesia	1
Tata Kelola/Governance		
Sosialisasi Tata kelola Perusahaan yang Baik/Socialization of Good Corporate Governance	PT CITA NEGERI AMANAH	3
Organisasi & Tata Laksana serta Peraturan & Perundang-undangan Organization & Governance as well as Regulation & Laws	KBUMN	3
Strategis Pembinaan BUMN/SOEs Strategic Coaching	KBUMN	5
Webinar Kepatuhan (Big No To Suap, No Korupsi) Compliance Webinar (Big No To Bribery, No Corruption)	PT TIMAH Tbk	351
Sosialisasi GCG/GCG Socialization	PT. Gita Negeri Amanah	21

Rata-Rata Jam Pelatihan per Tahun per Karyawan [404-1]

Average Annual Training Hours for Each Employee [404-1]

		Keterangan Description	Laki-Laki Male	Perempuan Female	Total
Total Jumlah Karyawan (Orang) Total Employees (Person)	Staff (BOD-5 &BOD-4)	A1	3.311	182	3.493
	Management (BOD -3 &BOD- 2)	A2	611	85	696
	Senior Management (BOD -1)	A3	51	4	55
	Total Jumlah Karyawan/Total Number of Employees	**A5**	**3.973**	**271**	**4.244**
Total Jam Pelatihan yang Diberikan kepada Karyawan dalam 1 tahun pelaporan (Jam) Total Training Hours Given to Employees in 1 Reporting Year (hour)	Staff (BOD-5 &BOD-4)	B1	175.038	13.423	188.461
	Management (BOD -3 &BOD- 2)	B2	37.744,5	7.072	44.816,5
	Senior Management (BOD -1)	B3	4.580,5	408,5	4.989
	Total Jam Pelatihan/Total Training Hours	**B5**	**217.363**	**20.903,5**	**238.266,5**
Rata-rata jam pelatihan per karyawan per tahun (Jam/karyawan) Average training hours per employee per year (hour/employee)	Staff (BOD-5 &BOD-4)	C1 = B1/A1	52,9	73,8	54,0
	Management (BOD -3 &BOD- 2)	C2 = B2/A2	61,8	83,2	64,4
	Senior Management (BOD -1)	C3 = B3/A3	89,8	102,1	90,7
	Total Rata-rata/Total Average	**C5 = B5/A5**	**54,7**	**77,1**	**56,1**

Program Peningkatan Kompetensi [404-2]

Competency Improvement Program [404-2]

Nama Program Peningkatan Kompetensi Competency Development Program Tittle	Tahun Dimulainya Program (Orang) Initial Year of the Program (Person)	Total Peserta Pada Tahun Pelaporan (Orang) Total Participants in the Reportin Year (Person)	Total Kumulatif Peserta Program Sejak Program Diluncurkan (Orang) Total Cumulative Participants Since the Launch of the Program (Person)
Business: Commercial	1	1	1
Business: Exploration	218	218	218
Business: Operation	2.021	2.021	2.021
Business: Processing	643	643	643
Support: Engineering	32	32	32
Support: Health, Safety & Environment	9.095	9.095	9.095
Support: Operation	23	23	23
Shared Service: Audit	108	108	108
Shared Service: Finance	2.195	2.195	2.195
Shared Service: General Affairs	4	4	4
Shared Service: Human Resources	1.633	1.633	1.633
Shared Service: Information Technology	54	54	54
Shared Service: Legal & Compliance	8	8	8
Shared Service: Risk Management	4.496	4.496	4.496
Shared Service: Stakeholder Management	49	49	49
Shared Service: Strategic Planning	82	82	82
Sertification: Health, Safety & Environment	5	5	5
Sertification: Sertification	229	229	229
Core Competencies: Code of Conduct	582	582	582
Core Competencies: Communication	45	45	45
Core Competencies: Culture	3.228	3.228	3.228
Developing Strategic Direction & Global Savvy: Managing Business	143	143	143
Developing Tactical & Solution Thinking: Managing Others	1.396	1.396	1.396
Developing Standard Report and Perform Daily Process: Managing Self	4.756	4.756	4.756
Ready to Retired	15	15	15

Program Masa Persiapan Pensiun (MPP) [201-3] [404-2]

Sebagai bentuk apresiasi Perseroan menyediakan tunjangan bagi karyawan yang akan memasuki masa pensiun. Apresiasi ini berupa tunjangan yang diatur pada UU No. 13 Tahun 2003 tentang Ketenagakerjaan, Perjanjian Kerja Bersama (PKB) dan SK Direksi PT TIMAH Tbk No. 1497/Tbk/SK-04400/16-S11.2, tanggal 3 Oktober 2016 tentang Perubahan dan Penetapan Kembali Tata laksana Kepesertaan Karyawan PT TIMAH Tbk dalam Manfaat Program Pesangon. Informasi lengkap terkait liabilitas dana pensiun dapat dilihat pada Laporan Keuangan 2022 yang tercantum pada Laporan Tahunan 2022.

Perseroan memiliki dua program pensiun yang disiapkan untuk karyawan yang memasuki masa pensiun.

1. **Program Pesangon/Jaminan Hari Tua**
   Perseroan mengikutsertakan karyawan tetap dalam Program Jaminan Hari Tua pada Perusahaan Asuransi Jiwa sesuai Pernyataan Kembali Polis Asuransi JS Pendanaan Hari Tua No. EBP/PHT-0000002625/EA tanggal 1 Mei 2021 dengan Jiwasraya dan Perjanjian Kerja Sama No. 0473/Tbk/SP-4000/20-S11.4 tanggal 22 Desember 2020 tentang Pengelolaan Program Pendanaan Jaminan Hari Tua dan Program Tabungan Karyawan dengan PT Perta Life Insurance (d/h PT Asuransi Jiwa Tugu Mandiri).

2. **Program Purnabakti**
   Sesuai dengan SK Direksi No. 1579/Tbk/SK-0000/2010-B1 Perseroan memberikan imbalan pascakerja berupa Uang Purnabakti. Uang Purnabakti merupakan bentuk apresiasi penghargaan yang diberikan oleh Perseroan, dalam bentuk uang kepada karyawan yang telah memasuki usia 56 tahun, meninggal dunia, pensiun karena sakit, berhenti dengan hormat pada usia 46 tahun dan masa kerja minimal 16 tahun serta berhenti karena hilang setelah ada putusan dari Pengadilan Negeri setempat.

   Perseroan juga telah menyiapkan program persiapan pensiun berupa pelatihan yang diberikan kepada karyawan yang akan memasuki usia pensiun. Pelatihan ini bertujuan untuk membentuk mental dan keahlian serta sebagai pembekalan kepada para karyawan agar tetap produktif walaupun tidak lagi menjadi pegawai aktif. Syarat yang perlu dipenuhi karyawan untuk mengikuti pelatihan ini adalah karyawan yang akan pensiun (maksimal 3 tahun). Adapun pelatihan karyawan jelang masa pensiun dilakukan selama lima hari dengan materi-materi sebagai berikut:
   - Motivasi serta persiapan fisik dan mental masa pensiun;
   - Memulai bisnis, investasi, dan manajemen waktu;
   - Bisnis budidaya ikan lele dengan metode bioflok (teori dan praktik);
   - Bisnis bercocok tanam dengan metode hidroponik (teori dan praktik).

Pension Preparation Program (MPP) [201-3] [404-2]

As a form of appreciation, the Company provides benefits for employees who are entering retirement period. This appreciation is in the form of allowances as regulated in Law no. 13 of 2003 concerning Manpower, Collective Labor Agreement (CLA) and Decree of the Board of Directors of PT TIMAH Tbk No. 1497/Tbk/SK-04400/16-S11.2, dated October 3, 2016 concerning Changes and Re-Establishment of PT TIMAH Tbk Employee Participation Procedures in the Benefits of the Severance Program severance pay Complete information regarding pension fund liabilities can be seen in the 2022 Financial Statements listed in the 2022 Annual Report.

The Company has prepared two pension programs for employees entering their retirement age.

1. **Severance Pay/Pension Benefit Program**
   The Company registers permanent employees in the Pension Benefit Program from Life Insurance Company according to the Restatement of Pension Benefit Funding JS Insurance Policy No. EBP/PHT-0000002624/EA dated May 1, 2021 with Jiwasraya and Cooperation Agreement No. 0473/Tbk/SP-4000/20-S11.4 dated December 22, 2020 regarding Management of Pension Benefit Insurance Funding Program and Employee Saving Program with PT Perta Life Insurance (formerly PT Asuransi Jiwa Tugu Mandiri).

2. **Post-Employment Program**
   The Company provides post-employment benefits in accordance with the Decree of the Board of Directors No. 1579/Tbk/SK-0000/2010-B1 in Retirement Money. Retirement Money is an appreciation awarded by the Company in the form of money to its employees who has reached the retirement age 56 years old, die, retired due to illness, honorably discharged at the age of 46 years old with a minimum service period of 16 years, and discharged due to disappearance after a decision from the local District Court.

   The Company has also provided pension preparation program by training employees who are approaching retirement age. This training is intended to develop mental and expertise as a provision for employees to remain productive despite no longer being active employees. the requirements that need to be fulfilled by employees to take part in this training are employees who will retire within 3 (three) years. The employee pre-retirement training lasts for five days with the following materials:

   - Motivation, physical and mental preparation for retirement.
   - Starting a business, investing and time management;
   - Catfish farming business with biofloc method (theory and practice);
   - Farming business with hydroponic method (theory and practice).

Sepanjang tahun 2022, Perseroan melaksanakan program pelatihan masa persiapan pensiun dengan tema *Ready to Retire* sebanyak 2 *batch* dengan peserta 15 orang karyawan dan pasangan (Suami/Istri) setiap *batch*nya.

Throughout 2022, the Company implemented a training program with the theme Ready to Retire as many as 2 batches with 15 employees and spouse (husband/wife) in each batch.

HAK TENAGA KERJA
LABOR RIGHTS

Upaya Perseroan dalam Mendukung Hak Asasi Manusia (HAM)

Tahun 2022 ini merupakan tahun pertama bagi implementasi kebijakan HAM atau *Business & Human Rights Policy* yang diluncurkan pada tanggal 27 September 2022 oleh PT TIMAH Tbk. Kebijakan HAM ini merupakan bentuk komitmen PT TIMAH Tbk dalam menghormati hak asasi manusia dan menjadi dasar bagi pengembangan berbagai kebijakan dan standar operasional prosedur di Perseroan. Kebijakan HAM ini mencakup hak sipil dan politik, hak ekonomi, sosial dan budaya yang paling relevan dengan operasional Perseroan, serta mitra dan rantai pasok. Sebagai bentuk langkah awal dalam implementasi kebijakan HAM, Perseroan akan melakukan pemulihan atas segala dampak negatif terhadap hak asasi manusia, yang telah ditimbulkan Perseroan. Langkah pemulihan ini dilakukan dengan melibatkan dan/atau bekerja sama dengan organisasi kemasyarakatan atau wakil terpercaya dari masyarakat, serta pemangku kepentingan yang relevan dalam merancang, serta melaksanakan pemulihan untuk meningkatkan efektivitas pemulihan berdasarkan prinsip pencegahan, sehingga tidak berulang. Perseroan melakukan monitoring dan evaluasi berkala atas pelaksanaan Kebijakan HAM, untuk memastikan Kebijakan HAM dapat terimplementasi dengan baik.

The Company's Efforts in Supporting Human Rights

2022 is the first year for PT TIMAH Tbk to implement the human rights policy or Business & Human Rights Policy which was launched in September 27, 2022. This policy is a form of PT TIMAH Tbk's commitment to respecting human rights and is the foundation to the development of various policies and standard operating procedures in the Company. This policy covers civil and political rights, economic, social and cultural rights that are most relevant to PT Timah's operations, as well as partners and supply chains. As a form of first step in the implementation of human rights policies, the Company will recover all the negative impacts on human rights that have been caused by the Company. The recovery is carried out by involving and/or working with community organizations or trusted representatives from the community, as well as relevant stakeholders in planning and implementing recovery to increase the effectiveness of recovery based on the principle of prevention, so that it does not recur. The Company conducts periodic monitoring and evaluation of the implementation of the Human Rights Policy, to ensure that the Human Rights Policy can be implemented properly.

Selama tahun 2022, Perseroan belum pernah melakukan asesmen terhadap risiko-risiko terkait pelanggaran hak kerja, seperti hak pekerja untuk berkumpul, menyatakan pendapat, dan berserikat; risiko pekerja anak; dan risiko kerja paksa/kerja yang diwajibkan. Selain itu, hingga akhir tahun 2022, Perseroan juga tidak mendapati lokasi/kontraktor utama/supplier vendor lainnya yang terindikasi risiko signifikan (berat) sehubungan dengan pelanggaran hak-hak pekerja dan HAM. [407-1, 408-1, 409-1]

Throughout 2022, the Company has never conducted assessment to risks that are related to violation of labor rights, including employee rights to gather, stating opinion, and to associate; child labor risk; and forced labor/compulsory labor risk. Furthermore, until the end of 2022, the Company also did not found any locations/main contractors/other vendor suppliers that are indicated to have significant risk related to the violation of labor rights and Human Rights. [407-1, 408-1, 409-1]

Perseroan berkomitmen untuk memastikan adanya kesetaraan dan tanpa diskriminasi di lingkungan bekerja, jaminan Keselamatan dan Kesehatan Kerja dan Lingkungan Hidup (K3LH), penghormatan pada privasi dan perlindungan data pribadi, upaya tersebut merupakan bentuk komitmen

The Company is committed to ensuring equality and no discrimination in its work environment, occupational safety and health guarantees (K3LH), respect for privacy and protection of personal data, these efforts are a form of the company's commitment to the right to employment.

Perseroan terhadap hak atas ketenagakerjaan. Sebagai saluran untuk menampung semua jenis keluhan dan pengaduan baik dari pihak internal maupun eksternal, Perseroan menyediakan suatu email korporasi. Hingga akhir tahun 2022, tidak terdapat pengaduan yang diterima melalui email corsec@pttimah.co.id. [406-1]

The Company has established a complaint mechanism, as a channel to accommodate all types of reports and complaints from both internal and external parties. This complaint mechanism is easily accessible and has a fair system. Until the end of 2022, no complaints were received through email corsec@pttimah.co.id. [406-1]



Remunerasi dan Fasilitas Penunjang Kesejahteraan Karyawan [F.20]

Sebagai upaya apresiasi yang diberikan oleh Perseroan kepada karyawan, Perseroan tidak hanya memberikan gaji lebih dari Upah Minimum Provinsi (UMP), melainkan juga memberikan fasilitas lain. Fasilitas tersebut merupakan upaya Perseroan dalam meningkatkan kesejahteraan karyawan dan meningkatkan produktivitas dari karyawan tersebut. Perseroan memiliki standarisasi sistem kompensasi dan imbal jasa yang ditetapkan sesuai dengan kompetensi kinerja dari karyawan. Sehingga remunerasi yang diberikan oleh Perseroan dapat diterima secara adil dan setara bagi perempuan dan laki-laki. Tidak ada perbedaan antara rasio gaji pokok karyawan laki-laki dan karyawan perempuan. Selain itu, Perseroan juga memastikan bahwa Kontraktor dan *Outsourced* memiliki kontrak kerja/pengadaan wajib memenuhi gaji pokok terendah provinsi.

Employee Remuneration and Welfare Supporting Facilities [F.20]

As an appreciation of the Company to its employees, the Company not only provides a salary that exceeds the Provincial Minimum Wage (UMP), but also provides other facilities. The provision of these facilities is one of the Company's efforts to improve employee welfare and increase their productivity. The Company has a standardized system of compensation and feedback that is stipulated based on the the performance competencies of the employee. Thus, the remuneration provided by the Company can be received fairly and equally for both women and men. There is no difference between the ratio of basic salaries of male employees and female employees. In addition, the Company also ensures that Contractors and Outsourced have work/procurement contracts that are required to meet the province's lowest basic salary.

Gaji Pokok Terendah Dibandingkan UMP Setempat [202-1]

The Lowest Basic Salary Table Compared to Local UMP [202-1]

Lokasi Location	Upah Minimum Provinsi Setempat Local Provincial Minimum Wage		Gaji Pokok Terendah Lowest Basic Salary		Rasio Gaji/UMP Salary Ratio/UMP	
	2022	2021	2022	2021	2022	2021
Jakarta	4.641.854	4.416.187	4.642.000	4.526.000	1,06	1,02
Bangka	3.264.884	3.230.024	3.553.000	3.510.000	1,12	1,09
Belitung	3.264.884	3.230.024	3.658.000	3.976.000	1,83	1,23
Kundur, Kepulauan Riau/ Riau Islands	3.348.765	3.335.902	4.029.000	3.976.000	1,37	1,19

Fasilitas lain tersebut seperti pemberian tunjangan lain kepada karyawan dalam bentuk tunjangan hari raya (THR), tunjangan cuti, tunjangan kemahalan, tunjangan detasering/operasional, tunjangan kinerja, jaminan kesehatan, uang pensiun dan hak cuti yang ditetapkan sesuai dengan peraturan perundang-undangan yang berlaku. Perseroan juga turut bekerja sama dengan Lembaga kompeten dalam menjalankan program "Jaminan Hari Tua (JHT)" dan mendaftarkan karyawan di Program BPJS Kesehatan. Selain JHT, Perseroan juga memberikan layanan kesehatan melalui Entitas Asosiasi PT Bakti Timah Medika.

Other facilities such as the provision of other benefits to employees in the form of holiday allowances (THR), leave allowances, overpriced allowances, detasering/ operational allowances, performance allowances, health insurance, retirement benefits and leave entitlements are determined in accordance with applicable laws and regulations. The Company also cooperates with competent institutions in organizing the "Old Age Insurance (JHT)" program and enrolling employees in the BPJS Health Program. Apart from JHT, the Company also provides health services through its Associated Entity, PT Bakti Timah Medika.

Jumlah Pendapatan Tahunan termasuk Gaji pokok, *Overtime* (Lembur), THR, Bonus dan Tunjangan lainnya [405-2]

Total Annual Income including Basic Salary, Overtime, THR, Bonuses and other Allowances [405-2]

Kategori/Golongan Jabatan Category/Position	Laki-Laki (Rasio) Male (Ratio)	Perempuan (Rasio) Female (Ratio)
Staf/Staff	47	53
Manajemen/Management	1	1
Senior Manajemen/Senior Management	13	12

Benefit dan Fasilitas yang Diterima oleh Karyawan [401-2] **Benefits and Facilities Received by Employees** [401-2]

Jenis Manfaat/Tunjangan Types of Benefit/Allowance	PKWTT (Permanen) PKWTT (Permanent)	PKWT (Kontrak) PKWT (Contract)
Asuransi Jiwa/Life Insurance	√	-
Asuransi Kesehatan/Health Insurance	√	-
BPJS Tenaga Kerja mencakup tunjangan cacat akibat kerja BPJS Tenaga Kerja, covering occupational disability	√	√
Cuti Parental/Parental Leave	√	-
Pensiun/Pension	√	-
Opsi Kepemilikan Saham/Share Ownership Plan	-	-
Lainnya/Others:	-	-
BPJS Kesehatan	√	√
Tunjangan Jabatan/Positional Allowance	√	-
Tunjangan Kemahalan/Cost of Living Allowance	√	-
Tunjangan Kinerja/Performance Allowance	√	-
Tunjangan KTT/WaKTT/KTT/WaKTT Allowance	√	-
Tunjangan Cuti/Paid Leave	√	-
Tunjangan Hari Raya/Holiday Allowance	√	√
Uang Bantuan Listrik & Air Minum/Electricity & Drinking Water Allowance	√	-
Tunjangan Perumahan/Housing Alowance	√	-
Tunjangan Pajak PPh 21/PPh 21 Tax Allowance	√	-
Tunjangan Representasi/Representation Allowance	√	-
Tunjangan Transportasi/Transportation Allowance	√	-
Masa bebas tugas 6 bulan/Duty-free period 6 months	√	-

Cuti Melahirkan [401-3]

Cuti melahirkan merupakan salah satu fasilitas yang diberikan oleh Perseroan selain layanan kesehatan. Sesuai dengan kebijakan perusahaan, Perseroan memberikan cuti selama 3 (tiga) bulan bagi karyawan wanita, dan 3-5 hari untuk karyawan laki-laki.

Maternity Leave [401-3]

Maternity leave is one of the facilities provided by the Company other than health services. In accordance with company policy, the Company provides 3 (three) months of leave for female employees, and 3-5 days for male employees.

Keterangan Description		Jumlah (Orang)/Total (Person)		
		Laki-Laki Male	Perempuan Female	Total Total
a.	Total jumlah karyawan yang berhak untuk mengambil cuti parental (Kebijakan Perusahaan) Total employees who are eligible to use parental leave (Company Policy)	3.894	244	4.138
b.	Total jumlah karyawan yang menggunakan hak cuti parental (tidak termasuk Khitanan) Total employees who took the parental leave (not including circumcision)	264	13	277
c.	Total jumlah karyawan yang kembali bekerja di tahun pelaporan setelah berakhirnya masa cuti parental yang diambil Total employees who returned to work after taking parental leave in the reporting year	264	10	274
d.	Total jumlah karyawan yang kembali bekerja setelah masa cuti parental berakhir dan masih bekerja untuk 12 bulan setelah kembali bekerja Total employees who returned to work after taking parental leave and still working 12 months after returning to work	264	13	277
e	Total jumlah karyawan yang mengambil cuti parental dan akan kembali bekerja setelah masa cuti berakhir. Total employees who took the parental leave and will return to work after ther leave ends.	264	13	277
f.	Total jumlah karyawan yang kembali bekerja setelah masa cuti parental berakhir pada tahun pelaporan sebelumnya. Total employees who returned to work after taking parental leave in the previous reporting year.	355	16	371
g.	Tingkat Kembali Bekerja Return to Work Rate $\frac{c}{e} \times 100\%$	100%	77%	99%
h.	Tingkat Karyawan yang Dipertahankan Retained Employee Rate $\frac{d}{f} \times 100\%$	74%	81%	75%

Hubungan Industrial yang Bermartabat [2-30]

Perseroan memastikan adanya kebebasan bagi setiap karyawannya untuk berserikat, untuk memastikan hal tersebut, Perseroan mempunyai organisasi karyawan yang disebut Ikatan Karyawan Timah (IKT) dan Persatuan Karyawan Timah (PKT). Jaminan serikat pekerja ini tercantum dalam Undang-Undang No. 21 tahun 2000 tentang Serikat Buruh. Dengan adanya IKT ini, Perseroan optimis akan terciptanya hubungan industrial yang bermartabat dalam mendukung produktivitas kerja dan terjaminnya kesejahteraan karyawan. Selain itu, Perseroan secara terbuka memberikan kesempatan bagi setiap karyawannya untuk berkembang dengan mendengarkan usulan perbaikan, pendapat maupun kritik tentang operasional Perseroan. Semua masukan yang diterima tercantum dalam Perjanjian Kerja Bersama (PKB), yang ditinjau dan diperbarui secara berkala (setiap dua tahun sekali). Sebanyak 90,62% karyawan PT TIMAH Tbk sudah tergabung menjadi anggota IKT dan sebanyak 0,011% tergabung menjadi anggota PKT. Perseroan juga menghormati kebebasan berpendapat dari setiap karyawan dengan menyediakan komunikasi rutin antara manajemen dengan IKT.

Dignified Industrial Relations [2-30]

The Company ensures that each of its employees has freedom of association, to ensure this, the Company has an employee organization called the Ikatan Karyawan Timah (IKT) and Persatuan Karyawan Timah (PKT). The assurance of this labor union is listed in stipulated in Law No. 21 of 2000 concerning Labor Unions. With the existence of IKT, the Company is optimistic that it will create dignified industrial relations in supporting work productivity and ensuring employee welfare. In addition, the Company openly provides opportunities for each of its employees to develop by listening to suggestions for improvements, opinions and criticisms regarding the Company's operations. All inputs received are listed in the Collective Labor Agreement (CLA), which is reviewed and updated periodically (every two years). A total of 90.62% of PT TIMAH Tbk employees have joined as IKT members and 0.011% have joined as PKT members. The Company also respects the freedom of opinion its employees by holding routine communication between the management and IKT.

Tahun Year	Total Seluruh Karyawan Tetap Total Permanent Employees (b)	Jumlah Karyawan yang bercakup dalam PKB Total Employees Included in the PKB (a)	Persentase (%) Percentage (%) (a/b)
2022	4.294	4.294	100
2021	4.323	4.323	100
2020	4.421	4.421	100

Hingga akhir tahun 2022, PT TIMAH Tbk belum secara spesifik mengatur tentang "Periode pemberitahuan minimum terkait perubahan operasional" dalam PKB, Peraturan Perusahaan (PP) maupun keputusan manajemen, seperti Keputusan Direksi. Konvensi yang selama ini berlaku adalah setiap ada kebijakan baru, Perseroan langsung melakukan sosialisasi ke setiap wilayah/lokasi operasional/unit kerja. Apabila terjadi perubahan kebijakan operasional, perubahan struktur organisasi atau hal lainnya yang bersifat strategis, pemberitahuan kepada karyawan dilakukan beberapa bulan sebelum pelaksanaan kebijakan tersebut. Ketentuan ini termaktub dalam PKB pasal 5. [402-1]

Until the end of 2022, PT TIMAH Tbk has not specifically regulated the "Minimum notification period regarding operational changes" in the PKB, the Company Regulation (PP) or management decisions, such as the Board of Directors' Decree. The currently applicable convention is that whenever there is a new policy, the Company immediately conducts socialization to each operational area/location/work unit. If there is a change in operational policy, organizational structure or other strategic matters, employees are notified a few months before or no later than 2 (two) months before the implementation of the policy. This provision is also included in the PKB. [402-1]

Selain itu, PKB juga memuat terkait pelaksanaan sistem kerja giliran *(shift work)* pada beberapa operasional Perseroan. Kebutuhan shift karyawan akan disesuaikan dengan kondisi lapangan pekerjaan, apabila ada kelebihan waktu kerja akan diperhitungkan sebagai kerja lembur. Dengan adanya aturan tersebut, dapat mencegah terjadinya praktik kerja paksa di seluruh jenjang operasional. Perseroan juga memastikan penandatanganan ketentuan

In addition, the PKB also stipulates the implementation of a shift work system in several of the Company's operations. The employee shifts system will be adjusted based on the employment conditions, any excess of working time will be calculated as overtime work. These regulations can prevent forced labor practices at all operational levels. The Company also ensures the signing of the Integrity Pact for Work Partners, as well as during the selection

Pakta Integritas bagi para Mitra Kerja, maupun pada tahapan seleksi calon Mitra Kerja, bahwa usahanya tidak bertentangan dengan regulasi yang berlaku termasuk di dalamnya adalah anti kerja paksa. Selain menentang adanya kerja paksa, Perseroan juga memastikan tidak adanya pekerja anak yang terlibat dalam operasional Perseroan. Perseroan menerapkan ketentuan mengenai tidak adanya pekerja anak dengan memberlakukan kebijakan penerimaan calon karyawan di PT TIMAH Tbk, yaitu minimal berusia 18 tahun. Sesuai dengan SK Direksi No. 2070/Tbk/SK- 0000/2013-S11.2 tanggal 31 Desember 2013, Perseroan juga menetapkan persyaratan usia untuk peserta *Management Trainee,* yaitu "Persyaratan usia untuk pengangkatan karyawan yang berasal dari peserta *Management Trainee* menjadi karyawan tetap, minimal berusia 19 tahun."

stage for prospective Work Partners, that their business does not conflict with applicable regulations including anti-forced labour. Apart from opposing forced labor, the Company also ensures that there is no child labor involved in the Company's operations. The Company stipulates the absence of child labor by imposing a recruitment policy of PT TIMAH Tbk tha requires a minimum age of 18 years. In accordance with the Board of Directors' Decree No. 2070/Tbk/SK- 0000/2013-S11.2 dated 31 December 2013, the Company also stipulates the age requirement for Management Trainee participants, which is "The age requirement for the appointment of employees from Management Trainee participants to permanent employees is minimum 19 years old."

Survei Opini Karyawan

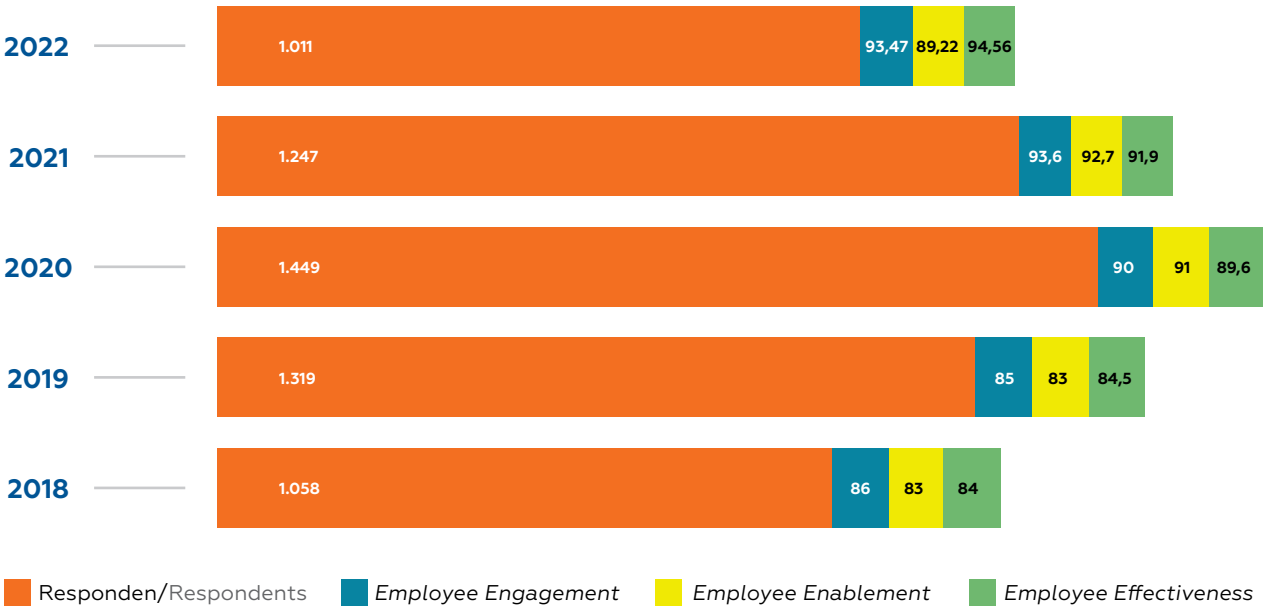
Setiap tahun Perseroan mengukur tingkat keterlibatan karyawan dalam organisasi dengan menggunakan Survei Opini Karyawan. Perseroan mengukur 3 (tiga) faktor melalui survei tersebut, yaitu *employee engagement, employee enablement,* dan *employee effectiveness.* Selama tahun 2022, Perseroan melibatkan 1.011 karyawan dalam pengisian survei. Melalui survei tersebut ditemukan bahwa terdapat peningkatan atas faktor-faktor tersebut.

Indeks Survei Opini Karyawan selama 5 (lima) tahun terakhir 2018 – 2022, sebagai berikut:

Employee Opinion Survey

In every year, the Company measures the level of employee involvement in the organization through the Employee Opinion Survey. The Company measures 3 (three) factors through the survey, including employee engagement, employee enablement, and employee effectiveness. In 2022, the Company involved 1,011 employees in filling out the survey. The survey concluded that there was an increase in these factors.

Employee Opinion Survey Index for the last 5 (five) years, 2018-2022:



PILAR/PILLAR 4: SOCIETY





Perseroan memahami bahwa dari kegiatan operasional yang dijalankan memiliki dampak terhadap masyarakat sekitar, baik positif maupun negatif. Namun demikian, Perseroan berkomitmen pada pengelolaan dampak optimal bagi seluruh pemangku kepentingan.
The Company is aware that its operational activities have both positive and negative impacts to the nearby communities. However, the Company is committed to provide an optimal management for all stakeholders

PROGRAM INVESTASI KOMUNITAS [POJK51 F.23, F.25]
COMMUNITY INVESTMENT PROGRAM [POJK51 F.23, F.25]

Komitmen & Kebijakan CSR [3-3]

Perseroan berkomitmen agar operasional perusahaan dapat memberikan manfaat yang optimal bagi pemangku kepentingan, baik dari segi ekonomi, sosial maupun lingkungan. Perseroan berharap dapat terus bersinergi dengan seluruh pemangku kepentingan dalam menciptakan pembangunan yang tepat sasaran dengan menggunakan sumber daya yang tersedia secara optimal. Seluruh kegiatan program *Corporate Social Responsibility* (CSR) yang dilakukan Perseroan melalui Program Tanggung Jawab Sosial dan Lingkungan telah sesuai dengan Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-6/MBU/09/2022 Tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-05/MBU/04/2021 Tentang Program Tanggung Jawab Sosial Dan Lingkungan Badan Usaha Milik Negara. Perseroan telah menetapkan kebijakan Tanggung Jawab Sosial dan Lingkungan (TJSL), terkait pemberdayaan masyarakat, meliputi:

- Mengatasi dampak negatif operasi Perseroan melalui kepatuhan terhadap regulasi serta menciptakan nilai baru yang lebih baik kepada masyarakat dan lingkungan;
- Memberikan manfaat sosial, ekonomi dan lingkungan kepada masyarakat terutama di sekitar wilayah operasional Perseroan; dan
- Meningkatkan reputasi Perseroan, efisiensi, pertumbuhan usaha dan menerapkan mitigasi risiko bisnis.

Program-program pengembangan dan pemberdayaan masyarakat PT TIMAH Tbk yang difokuskan untuk mendukung upaya-upaya pemerintah dalam:

1. Peningkatan indeks pembangunan manusia provinsi dan/atau kabupaten/kota setempat melalui peningkatan akses dan kualitas pendidikan;

CSR Commitment & Policy [3-3]

The Company is committed that its operations can provide optimal benefits for stakeholders, whether in terms of economic, social and environmental perspective. The Company strives to continue synergizing with all stakeholders in creating development that is right on target by optimally using available resources. All Corporate Social Responsibility (CSR) activities carried out by the Company through the Social and Environmental Responsibility Program have been in accordance with the the Minister of State-Owned Enterprises Regulation No. PER-06/MBU/09/2022 concerning the Amendment to Ministry of State-Owned Enterprises Regulation Number PER-05/MBU/04/2021 conerning Social and Environmental Responsibility Program for State-Owned Enterprises. The Company has established a Social and Environmental Responsibility (TJSL) policy, related to community empowerment, including:

- Mitigating the negative impact of Company's operations through compliance to regulations and creating new, better value to the communities and environment;
- Providing social, economic and environmental benefits to the community, especially in the vicinity of Company operational areas; and
- Improving Company's reputation, efficiency, business growth and implement business risk mitigation.

PT TIMAH Tbk's community development and empowerment programs are focused on supporting the government's efforts in:

1. Improving the local provincial and/or district/city human development index by increasing access to and quality of education;

2. Peningkatan kesehatan masyarakat sekitar tambang dengan mengurangi penyebaran penyakit menular, mengurangi resiko ibu meninggal karena melahirkan dan peningkatan gizi anak;
3. Pembangunan ekonomi masyarakat sekitar tambang sampai dengan pelaksanaan kegiatan pascatambang;
4. Peningkatan pendapatan riil masyarakat dan mata pencaharian yang berkelanjutan;
5. Pengembangan sosial budaya dan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan, yang mengacu pada kearifan lokal sebagai berikut: adat istiadat, keagamaan, olahraga dan seni; dan/atau partisipasi dalam pengelolaan lingkungan;
6. Pengembangan kesempatan masyarakat untuk ikut berpartisipasi dalam pengelolaan lingkungan masyarakat sekitar tambang yang berkelanjutan;
7. Pengembangan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM; dan
8. Pembangunan infrastruktur yang menunjang tercapainya tujuan program PPM PT TIMAH Tbk.

Landasan Hukum

- Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara (Lembaran Negara Tahun 2003 Nomor 70; Tambahan Lembaran Negara Nomor 4297);
- Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas;
- Undang-undang Nomor 3 Tahun 2020 tentang Perubahan Atas Undang-Undang Nomor 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara;
- Peraturan Pemerintah Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas.
- Peraturan Pemerintah Nomor 45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan dan Pembubaran Badan Usaha Milik Negara (Lembaran Negara Tahun 2005 Nomor 117; tambahan Lembaran Negara Nomor 4305);
- Peraturan Presiden Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan (Lembaran Negara Tahun 2017 Nomor 136);
- Peraturan Menteri Badan Usaha Milik Negara Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
- Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-6/MBU/09/2022 Tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-05/MBU/04/2021 Tentang Program Tanggung Jawab Sosial Dan Lingkungan Badan Usaha Milik Negara;
- Peraturan Menteri Energi dan Sumber Daya Mineral Nomor 25 Tahun 2018 tentang Pengusahaan Pertambangan Mineral dan Batubara;

2. Improving the health of the community around the mine by reducing the spread of infectious diseases, reducing the risk of mothers dying during childbirth and improving child nutrition;
3. Developing the economy of the community around the mine as well as implementing post-mining activities;
4. Increasing the community real income and sustainable livelihoods;
5. Developing a sustainable socio-cultural and environmental communities around the mine, which refers to local wisdom as follows: customs, religion, sports and arts; and/or participation in environmental management;
6. Developing opportunities for community to participate in sustainable management of the community environment around the mine;
7. Developing community institutions in supporting the independence of PPM; and
8. Building infrastructure that supports the achievement of PT TIMAH Tbk's PPM program objectives.

Legal Basis

- Law Number 19 of 2003 concerning States Owned Enterprises (State Gazette of 2003 No.70; Supplement to the State Gazette Number 4297);
- Law Number 40 of 2007 concerning Limited Liability Companies;
- Law Number 3 of 2020 concerning Amendments to Law Number 4 of 2009 concerning Mineral and Coal Mining;
- Indonesian Government Regulation No.47 of 2012 concerning Corporate Social and Environment Responsibility of Limited Liability Companies.
- Government Regulation No. 45 of 2005 concerning the Establishment, Management, Supervision and Dissolution of State-Owned Enterprises (State Gazette of 2005 No.117; Supplement to State Gazette No. 4305);
- Presidential Regulation No. 59 of 2017 concerning Implementation of Sustainable Development Goals (State Gazette of 2017 No. 136);
- Regulation of Minister of State-Owned Enterprises No. PER-05/MBU/04/2021 concerning Social and Environmental Responsibility Programs for State Owned Enterprises;
- Regulation of Minister of State-Owned Enterprises No. PER-6/MBU/09/2022 concerning the Amendment to Minister fo State-Owned Enterprises Regulation No. PER-05/MBU/04/2021 concerning Social and Environmental Responsibility Programs for State Owned Enterprises;
- Regulation of Minister of Energy and Mineral Resources No.25 of 2018 concerning Mineral and Coal Mining Business;

- Peraturan Menteri Energi dan Sumber Daya Mineral Nomor 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batubara;
- Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 1824 Tahun 2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat; dan
- Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 1806 Tahun 2018 tentang Pedoman Pelaksanaan Penyusunan, Evaluasi, Persetujuan Rencana Kerja dan Anggaran Biaya, serta Laporan pada Kegiatan Usaha Pertambangan Mineral dan Batubara.

Komunitas yang Berdaya dan Sejahtera

[413-1, 413-2][POJK51 F.25] [F.23]

Perseroan menyadari bahwa kegiatan operasional yang dilakukan telah memberikan dampak positif maupun negatif kepada masyarakat sekitar maupun lingkungan. Dampak positif yang diberikan antara lain memberikan lapangan pekerjaan bagi masyarakat lokal sehingga berdampak pada peningkatan perekonomian dan akan terus berkembang seiring dengan meningkatnya kegiatan Perseroan. Adapun dampak negatif yang diberikan oleh Perseroan yaitu apabila kegiatan penambangan dan kegiatan pengolahan berakhir, maka akan berdampak pada kesejahteraan masyarakat menjadi menurun. Selain itu, apabila area penambangan tidak dikelola dengan baik, maka akan berdampak pada penurunan kualitas lingkungan. [203-2] [413-2]

Namun demikian, Perseroan terus berupaya untuk memitigasi dampak negatif dari aspek ekonomi, sosial, dan lingkungan agar menjadi positif dengan memberdayakan kemampuan ekonomi masyarakat di sekitar area operasional. Perseroan juga telah menyusun dan merealisasikan berbagai program TJSL dengan pendekatan pelaksanaan program sesuai dengan harapan para pemangku kepentingan, di mana kesejahteraan masyarakat sejalan dengan perkembangan usaha Perseroan. [413-1]

Perseroan melalui Divisi CSR bertanggung jawab atas pelaksanaan seluruh program TJSL dan memiliki standar operasional prosedur (SOP) penanganan keluhan masyarakat mengenai keberadaan kegiatan operasional Perseroan. Selama tahun 2022, Perseroan tidak menerima keluhan/pengaduan dari masyarakat terkait sosial maupun lingkungan, serta tidak terdapat catatan adanya insiden pelanggaran yang melibatkan hak-hak masyarakat adat ataupun insiden yang berdampak ke masyarakat lokal. [411-1] [F.24]

- Regulation of Minister of Energy and Mineral Resources No.26 of 2018 concerning Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining;
- Decree of Minister of Energy and Mineral Resources No.1824 of 2018 concerning Guidelines for Implementing Community Development and Empowerment; and
- Decree of the Minister of Energy and Mineral Resources No.1806 of 2018 concerning Guidelines for Implementation of Preparation, Evaluation, Approval of Working Plan and Cost Budget, as well as Report on Mineral and Coal Mining Business Activities.

Empowered and Prosperous Community

[413-1, 413-2][POJK51 F.25] [F.23]

The Company realizes that its operational activities have both positive and negative impacts on the surrounding community and the environment. The positive impacts include the provision of jobs for local communities so that they have an impact on improving the economy and will continue to grow in line with the increasing activities of the Company. The negative impact caused by the Company is that the end of its mining and processing activities will have an impact that causes the decline of the community's welfare. In addition, if the mining area is not managed properly, it will have an impact on decreasing environmental quality. [203-2] [413-2]

However, the Company continues to strive to mitigate negative impacts from economic, social and environmental aspects so that they become positive by empowering the economic capabilities of the communities around the operational area. The Company has also prepared and realized various TJSL programs through an approach that is based on the expectations of stakeholders, where the welfare of the community is in line with the development of the Company's business. [413-1]

Through the CSR Division, the Company is responsible for the implementation of all TJSL programs and has standard operating procedures (SOP) for handling public complaints regarding the existence of the Company's operational activities. During 2022, the Company did not received no complaints/complaints from the public related to social or environmental, and there were no records of incidents involving the rights of rights of indigenous peoples or incidents that impact local communities. [411-1] [F.24]

Program Kemasyarakatan Unggulan
[POJK51 F.23, F.25]

Perusahaan pertambangan di Indonesia diwajibkan untuk mengembangkan dan melaksanakan Rencana Induk Pengembangan dan Pemberdayaan Masyarakat (PPM) sesuai dengan pedoman pelaksanaan Kementerian Energi dan Sumber Daya Mineral (ESDM). Perseroan memenuhi persyaratan ini dengan menyusun Rencana Induk PPM untuk periode 2019 - 2029 hingga masa penutupan tambang. Dokumen ini telah mengacu pada panduan industri yaitu:

- Tujuan Pembangunan Berkelanjutan Perserikatan Bangsa-Bangsa.
- Buku Pegangan Investasi Komunitas Strategis *International Finance Corporation* (IFC).
- Panduan ISO 26000 tentang Tanggung Jawab Sosial.
- Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 1824 K/30/MEM/2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat.

Perseroan menjalankan tiga kategori Program Tanggung Jawab Sosial dan Lingkungan untuk meningkatkan kesejahteraan masyarakat sekitar, yaitu:

1. Program Tanggung Jawab Sosial dan Lingkungan (TJSL).
2. Program Pendanaan Usaha Mikro & Kecil (PUMK) yang merupakan bagian dari Program TJSL BUMN yang berfokus dalam pembinaan usaha dan pengembangan UMK.
3. Program Pengembangan dan Pemberdayaan Masyarakat (PPM).

Melalui tiga program prioritas tersebut, Perseroan berkomitmen untuk membangun kualitas kehidupan yang lebih baik bersama masyarakat dan para pihak terkait di seluruh area operasional. Kemudian untuk memastikan bahwa ketiga program dapat berjalan dengan baik dan memberikan hasil yang maksimal, Perseroan menjaga dan menjalin hubungan baik dengan berbagai pemangku kepentingan lainnya untuk memastikan bahwa semua program dapat dilaksanakan secara berkelanjutan dan tepat sasaran. Sepanjang tahun 2022, Perseroan telah berinvestasi pada pembangunan infrastruktur di berbagai sarana yang memberikan dampak positif bagi masyarakat setempat. [203-1]

Featured Community Program
[POJK51 F.23, F.25]

Mining companies in Indonesia are required to develop and implement Community Development and Empowerment Master Plans (PPM) in accordance with the Ministry of Energy and Mineral Resources (ESDM) implementation guidelines. The Company fulfills this requirement by establishing a PPM Master Plan for the period of 2019 - 2029 until mine closure. This document has referred to the following industrial guidelines:

- United Nations Sustainable Development Goals.
- International Finance Corporation (IFC) Strategic Investment Community Handbook.
- ISO 26000 Guidelines on Social Responsibility.
- Ministry of Energy and Mineral Resources Decree Number 1824 K/30/MEM/2018 concerning the Guidelines for Implementation of Community Development and Empowerment

The Company carries out three categories of Social and Environmental Responsibility Programs to improve the welfare of the surrounding community, including:

1. Social and Environmental Responsibility Program (TJSL).
2. The Micro & Small Business Funding Program (PUMK) which is part of the SOE TJSL Program which focuses on business development and development of MSEs.
3. Community Development and Empowerment Program (PPM).

Through these three priority programs, the Company is committed to establish a better quality of life with the community and related parties in all operational areas. And to ensure that the three programs are carried out properly and provide maximum results, the Company maintains and establishes good relations with various other stakeholders to ensure that all programs can be implemented in a sustainable and targeted manner. Throughout 2022, the Company has invested in infrastructure development in various facilities that have a positive impact on local communities. [203-1]

Sarana/Prasarana/Infrastruktur Facility/Infrastructure	Program	Dampak Positif Positive Impact
Sarana Pendidikan Educational Facility	Sarana penunjang kegiatan belajar PAUD, pembatas ruang kelas/polding gate ruang aula, renovasi lapangan basket, pemasangan conblock TK, sumur bor, penambahan alat drum *band*, mesin *jet pump* dan instalasi air, pembangunan ruang kantor dan ruang gudang, lapangan basket, laptop, mesin obras 322D, sarana dan material balai latihan kerja. PAUD supporting facilities, class room dividers/polding gate hall room, basketball court renovation, installation of kindergarten conblocks, drilled wells, addition of drum band equipment, jet pump machine and water installation, construction of office space and warehouse space, basketball court, laptops, 322D serger, facilities and materials for work training center.	Mendukung peningkatan kapasitas sumber daya manusia melalui peningkatan sarana pendidikan. Supporting human resource capacity building by improving educational facilities.

Sarana/Prasarana/Infrastruktur Facility/Infrastructure	Program	Dampak Positif Positive Impact
Sarana Ibadah Worship Facility	Renovasi kelenteng, renovasi masjid, perlengkapan hadroh majelis, renovasi pondok pesantren, pembangunan tempat wudhu wanita masjid, pembebasan lahan untuk Pengembangan, pembangunan TPA, infrastruktur balkon gereja, renovasi pagar gereja, kanopi baja ringan masjid, pembangunan WC dan tempat wudhu musholla. Renovation of temples, renovation of mosques, equipment for hadroh assemblies, renovation of Islamic boarding schools, construction of women's ablution areas at mosques, land acquisition for development, construction of landfills, church balcony infrastructure, renovation of church fences, light steel canopy at mosques, construction of toilets and prayer rooms.	Inklusi sosial dan kerukunan masyarakat lingkar tambang. Social inclusion and harmony for the communities around the mine.
Sarana infrastruktur Infrastructure facility	Pembangunan taman layak anak, sumur bor, pembuatan WC warga desa dan pembangunan pelabuhan masyarakat, dan pembangunan pelabuhan masyarakat. Construction of child-friendly parks, drilled wells, construction of toilets for villagers and construction of community ports.	Pemenuhan akses dan layanan dalam pengembangan dan pemberdayaan masyarakat lingkar tambang. Fulfillment of access and services in the development and empowerment of communities around the mine.
Sarana Kesehatan Health facility	3 (tiga) unit jamban sehat, peralatan latihan tinju amatiran dan *ambulance* jenazah puskesmas. 3 (three) units of healthy toilets, amateur boxing training equipment and ambulance for the health center	Peningkatan layanan kesehatan dan angka kesehatan masyarakat lingkar tambang. Improving health services and community health levels around the mining area.
Sarana Lainnya Other facilities	Infrastruktur sarana *Neon Box,* pemasangan ampere rumah, Sarana dan prasarana Olahraga Volley, pembangunan lapangan olahraga, Sarana lapangan basket, sarana dan prasarana penunjang bank sampah, motor sampah dan drum plastik tong sampah, merekondisi sampah di Tempat Pembuangan Sampah Akhir (TPA), mobil sampah, sarana kantor 2 unit laptop, fasilitas kecamatan, Rumah Tinggal Layak Huni (RTLH), alat tangkap dan mesin untuk nelayan. Neon Box infrastructure, home ampere installation, Volleyball sports facilities and infrastructure, construction of sports fields, basketball court facilities, waste bank supporting facilities and infrastructure, garbage motorbikes and plastic drums trash cans, reconditioning of waste at the Final Waste Disposal Site (TPA), cars garbage, office facilities 2 units of laptops, sub-district facilities, Livable Houses (RTLH), fishing gear and machines for fishermen.	Meningkatkan akses layanan publik dan kualitas hidup. Improving access to public services and quality of life.

Program Tanggung Jawab Sosial dan Lingkungan (TJSL) [203-1] [203-2] [POJK51 F.23, F.25]

Melalui Program TJSL, Perseroan berkomitmen untuk memberikan dampak yang berkelanjutan bagi masyarakat di sekitar area operasional dan mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Sesuai dengan kebijakan Pemerintah, Program TJSL Perseroan difokuskan pada tiga sektor yaitu:

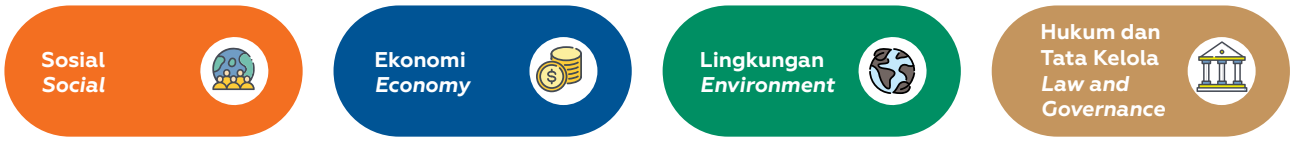
Social and Environmental Responsibility Program (TJSL) [203-1] [203-2] [POJK51 F.23, F.25]

Through the TJSL Program, the Company is committed to providing a sustainable impact on the communities around its operational areas and supporting the achievement of the Sustainable Development Goals (SDGs). In accordance with Government policy, the Company's TJSL Program is focused on three sectors, including:



Orientasi Program TJSL Perseroan dielaborasi ke dalam empat pilar yaitu:

The orientation of the Company's TJSL Program is elaborated into four pillars, including:



Seluruh realisasi kegiatan investasi sarana dan prasarana bersifat pro-bono. Selama tahun 2022, Perseroan telah menyalurkan biaya untuk kegiatan TJSL sebesar Rp31.970.348.165 [413-1] [203-1]
All realization of infrastructure investment activities is pro-bono. In 2022, the Company has invested Rp31,970,348,165 for TJSL activities. [413-1] [203-1]

Kegiatan TJSL Selama Tahun 2022 — TJSL Activities in 2022

Pilar Pillar	Program TJSL TJSL Program	Realisasi TJSL TJSL Realization	RKAP TJSL RKAP TJSL	Persentase Percentage
Pilar Sosial Social Pillar	Tanpa Kemiskinan - TPB 1 No Poverty - SDG 1	3.871.591.991	2.457.,344.203	158%
	Tanpa Kelaparan - TPB 2 No Hunger - SDG 2	-	563.250.000	0%
	Kehidupan Sehat dan Sejahtera - TPB 3 Healthy and Prosperous Life - SDG 3	3.963.184.543	6.372.363.138	62%
	Pendidikan Berkualitas - TPB 4 Quality Education - SDG 4	2.071.306.148	1.072.323.836	193%
	Kesetaraan Gender - TPB5 Gender Equality - SDG5	-	-	0%
Pilar Lingkungan Environment Pillar	Air Bersih dan Sanitasi Layak - TPB 6 Clean Water and Sanitation - SDG 6	62.290.000	434.407.823	14%
	Kota dan Pemukiman yang Berkelanjutan - TPB 11 Sustainable Cities and Settlements - SDG 11	2.148.000.000	1.524.573.620	141%
	Konsumsi dan Produksi yang Bertanggung Jawab - TPB 12 Responsible Consumption and Production - SDG 12	392.200.000	408.482.916	96%
	Penanganan Perubahan Iklim - TPB 13 Climate Change Management - SDG 13	133.998.100	-	0%
	Ekosistem Lautan - TPB 14 Ocean Ecosystems - SDG 14	401.650.000	721.889.565	56%
	Ekosistem Darat - TPB 15 Terrestrial Ecosystems - SDG 15	294.700.000	173.330.101	17%
Pilar Ekonomi Economy Pillar	Energi Bersih dan Terjangkau - TPB 7 Clean and Affordable Energy - SDG 7	-	-	0%
	Pekerjaan Layak dan Pertumbuhan Ekonomi - TPB 8 Decent Work and Economic Growth - SDG 8	740.274.413	1.778.443.935	42%
	Industri, Inovasi dan Infrastruktur -TPB 9 Industry, Innovation and Infrastructure -TPB 9	597.072.000	-	0%
	Berkurangnya Kesenjangan - TPB 10 Reduced Inequality - SDG 10	-	-	0%
	Kemitraan untuk Mencapai Tujuan - TPB 17 Partnerships for the Goals - SDG 17	-	-	0%
Pilar Hukum Legal Pillar	Perdamaian, Keadilan dan Kelembagaan Yang Tangguh - TPB 16 Peace, Justice and Strong Institutions - SDG 16	-	-	0%
Jumlah/Total		**14.676.167195**	**15.506.409.036**	**95%**

Penyaluran Dana TJSL Berdasarkan Wilayah — Disbursement of TJSL Funds Based on Area

Nama Wilayah Area	Realisasi Penyaluran (Rp)/Realized Distribution (Rp)		
	2022	2021	2020
Kota Pangkalpinang Pangkalpinang City	3.185.922.850	1.509.001.037	5.392.954.235
Kabupaten Bangka Bangka Regency	3.042.099.548	445.785.000	262.517.728
Kabupaten Bangka Barat West Bangka Regency	2.101.071.590	720.284.950	1.099.350.000
Kabupaten Bangka Tengah Central Bangka Regency	829.318.152	283.733.500	200.000.000
Kabupaten Bangka Selatan South Bangka Regency	1.141.111.612	205.702.200	331.495.000
Sub Jumlah Sub Total	**10.299.523.752**	**3.164.506.687**	**7.286.316.963**
Kabupaten Belitung Belitung Regency	650.461.800	227.359.866	-
Kabupaten Belitung Timur East Belitung Regency	590.333.135	320.000.000	-
Sub Jumlah Sub Total	**1.240.794.935**	**553.343.916**	**-**

Nama Wilayah Area	Realisasi Penyaluran (Rp)/Realized Distribution (Rp)		
	2022	2021	2020
Kabupaten Riau Riau Islands	1.424.080.785	3.112.750.000	600.000.000
Riau Riau	19.350.000	295.000.000	225.000.000
Sub Jumlah Sub Total	**1.443.430.785**	**3.407.750.000**	**825.000.000**
Nasional National	1.692.417.723	831.572.686	592.000.000
Sub Jumlah Sub Total	**1.692.417.723**	**831.572.686**	**592.000.000**
Jumlah Penyaluran Dana TJSL Total TJSL Fund Disbursement	**14.676.167.195**	**7.957.173.289**	**8.703.316.963**

Perseroan memberikan bantuan untuk perbaikan jalan yang menjadi akses utama kegiatan perekonomian bagi warga sekitar. Hal ini dilakukan oleh Perseroan karena sebelumnya akses jalan yang dilalui masyarakat khususnya para nelayan dan petani tidak bisa dilalui akibat adanya banjir pasang air laut. Namun demikian, sejak adanya perbaikan jalan maka masyarakat lebih mudah menuju ke lokasi mencari nafkah.

The Company provides assistance for road repairs as the main access for the economic activities of local residents. This repair was done by the Company since the previous community access roads, especially for fishermen and farmers, were not passable due to tidal floods. However, since the road repair, it is easier for the community to go to the location to earn a living.

Program Kesehatan:
Memberikan layanan kesehatan kepada masyarakat terpencil yang ada di wilayah lingkar tambang melalui layanan Mobil Sehat dan melalui Program TIMAH Go Sihat memberikan bantuan dan layanan kesehatan lanjutan kepada masyarakat yang membutuhkan penanganan kesehatan lebih lanjut.
Health Program:
Providing health services to remote communities in the mining area through the Healthy Car service and through the TIMAH Go Healthy Program providing assistance and follow-up health services to people who need further health care.

Tanggung Jawab Sosial dan Lingkungan PT TIMAH Tbk [203-2] **Corporate Sosial and Environment Responsibility of PT TIMAH Tbk [203-2]**

Pilar Pillar	Program TJSL TJSL Program	Realisasi Program TJSL pada Tahun Pelaporan (Rupiah) Realization of TJSL Program in the Reporting Year (Rupiah)	RKAP TJSL pada Tahun Pelaporan (Rupiah) TJSL RKAP in the Reporting Year (Rupiah)	Persentase Capaian (%) Realization Percentage (%)	Prognosa di Tahun Pelaporan Prognosis in the Reporting Year
Pilar Sosial Social Pillar	Tanpa Kemiskinan - TPB 1 No Poverty – SDGs 1	4.029.891.991	2.540.069.356	159%	4.029.891.991
	Tanpa Kelaparan - TPB 2 Zero Hunger – SDGs 2	-	563.250.000	0%	-
	Kehidupan Sehat dan Sejahtera - TPB 3 Good Health and Well-Being – SDGs	13.927.782.043	8.889.154.368	157%	13.927.782.043
	Pendidikan Berkualitas - TPB 4 Quality Education – SDGs	5.950.575.966	6.717.578.529	89%	5.950.575.966
	Kesetaraan Gender - TPB 5 Gender Equality – SDGs 5	-	-	-	-

Pilar Pillar	Program TJSL TJSL Program	Realisasi Program TJSL pada Tahun Pelaporan (Rupiah) Realization of TJSL Program in the Reporting Year (Rupiah)	RKAP TJSL pada Tahun Pelaporan (Rupiah) TJSL RKAP in the Reporting Year (Rupiah)	Persentase Capaian (%) Realization Percentage (%)	Prognosa di Tahun Pelaporan Prognosis in the Reporting Year
Pilar Lingkungan Environmental Pillar	Air Bersih dan Sanitasi Layak - TPB 6 Clean Water and Sanitation - SDGs 6	62.290.000	1.662.039.583	4%	62.290.000
	Kota dan Pemukiman yang berkelanjutan - TPB 11 Sustainable Cities and Communities - SDGs 11	2.158.000.000	1.577.100.000	137%	2.158.000.000
	Konsumsi dan Produksi yang Bertanggung Jawab - TPB 12 Responsible Consumption and Production – SDGs 12	641.265.000	861.208.069	74%	641.265.000
	Penanganan Perubahan Iklim- TPB 13 Climate Action – SDGs 13	611.001.200	773.798.178	79%	611.001.200
	Ekosistem Lautan - TPB 14 Life Bellow Water – SDGs 14	827.962.000	1.370.944.712	60%	827.962.000
	Ekosistem Darat - TPB 15 Life on Land – SDGs 15	828.888.000	993.664.463	83%	828.888.000
Pilar Ekonomi Economy Pillar	Energi Bersih dan Terjangkau - TPB 7 Affordable and Clean Energy - SDGs 7	-	-	-	-
	Pekerjaan Layak dan Pertumbuhan Ekonomi - TPB 8 Decent Work and Economic Growth - SDGs 8	947.778.816	4.759.301.846	20%	2.127.778.816
	Industri, Inovasi dan Infrastruktur - TPB 9 Industry, Innovation and Infrastructure - SDGs 9	1.984.913.149	1.816.890.896	109%	1.984.913.149
	Berkurangnya Kesenjangan - TPB 10 Reduced Inequalities - SDGs 10	-	-	-	-
	Kemitraan Untuk mencapai Tujuan - TPB 17 Partnership for the Goals - SDGs 17	-	-	-	-
Pilar Hukum Legal Pillar	-	-	-	-	-
Jumlah/Total		**31.970.348.165**	**32.525.000.000**	**98%**	**33.150.348.165**

*Pelaksanaan program TJSL yang diimplementasikan pada akhir tahun 2022 sedangkan proses pembukuan dimasukan pada realisasi tahun 2023.
*The realization of TJSL programs which were implemented at the end of 2022, while the recording processes are included in the realization of 2023.

Program Pendanaan Usaha Mikro dan Kecil (PUMK) [203-2] [413-1][POJK51 F.23, F.25]

Perseroan mendukung salah satu Program TJSL BUMN yang berfokus untuk pembinaan usaha dan pengembangan Usaha Mikro & Kecil yaitu Program Pendanaan Usaha Mikro dan Kecil (PUMK). Adanya program ini bertujuan untuk mengembangkan kompetensi masyarakat di bidang ekonomi melalui dukungan pembiayaan lunak pada usaha mikro dan koperasi. Harapannya, usaha kecil yang dikelola masyarakat menjadi mandiri, berkembang dengan tangguh, mampu menggerakkan roda perekonomian dan akhirnya menciptakan kesejahteraan secara merata.

Tujuan Program PUMK antara lain:

1. Membantu Usaha Mikro Kecil & Menengah (UMKM) dan Koperasi yang sudah berjalan agar dapat berkembang dan mandiri.
2. Mendorong kegiatan usaha dan pertumbuhan ekonomi masyarakat serta terciptanya pemerataan pembangunan, melalui perluasan lapangan kerja dan kesempatan usaha.
3. Meningkatkan kepedulian perusahaan terhadap pembinaan masyarakat dan lingkungan, terutama di sekitar daerah operasional Perseroan.

Micro and Small Enterprises Funding Program (PUMK) [203-2] [413-1][POJK51 F.23, F.25]

The Company supports one of the SOEs TJSL Programs which focuses on business development and empowerment of Micro & Small Enterprises which is the Micro and Small Enterprises Funding Program (PUMK). This program aims to develop community economic competency field through soft financing support for micro businesses and cooperatives. It is expected that the small businesses will become independent, develop resiliently, able to drive the economic wheels and eventuality create equal prosperity.

The PUMK Program objectives are:

1. Helping Micro, Small & Medium Enterprises (MSMEs) and Cooperatives that are already running so that they can develop and be independent.
2. Encouraging business activities and community economic growth as well as creating equitable development, through expanding employment opportunities and business opportunities.
3. Increasing the Company's concern for community and environmental development, especially around the Company's operational areas.

Perseroan melakukan berbagai upaya sebagai wujud dukungan terhadap program PUMK berupa menciptakan peluang kerja, memberikan pelatihan, dan memberikan bantuan modal usaha dengan bunga rendah. Bagi penerima bantuan modal usaha dari Perseroan merupakan pengusaha kecil yang memiliki usaha di sekitar wilayah operasional dan kemudian menjadi Mitra Binaan Perseroan. Perseroan juga memiliki strategi dan kebijakan bagi Mitra Binaan Perseroan, yaitu:

- **Sukses Penyaluran:** Memberikan bantuan modal usaha kepada pemilik usaha kecil maupun koperasi dengan tepat.
- **Sukses Pembinaan:** Memberikan kegiatan pendidikan dan pelatihan.
- **Sukses Pengembalian:** Mitra Binaan mampu mengembalikan modal pinjaman dengan tepat waktu.

Selain itu, Perseroan juga melakukan promosi produk unggulan dengan memfasilitasi Mitra Binaan untuk mengikuti berbagai pameran baik skala lokal maupun nasional. Perseroan juga memberikan pelatihan terkait usaha kecil menengah seperti Pelatihan *Packaging* dan Pelatihan Peningkatan Produk Kerajinan. Hal ini dilakukan untuk meningkatkan kapasitas dan kapabilitas para Mitra Binaan.

The Company has made various efforts to support the PUMK program by creating job opportunities, providing training, and providing business capital assistance with low interest. The recipients of business capital assistance from the Company are small entrepreneurs who own businesses around the operational area and then become the Company's Foster Partners. The Company's strategies and policies for its Fostered Partners are:

- **Successful Distribution:** Provide business capital assistance to small business owners and cooperatives appropriately
- **Successful Coaching:** Provide educational and training activities
- **Successful Repayment:** Fostered Partners are able to return loan capital on time.

In addition, the Company also promotes superior products by facilitating Foster Partners to participate in various exhibitions both on a local and national scale. The Company also provides training related to small and medium businesses such as Packaging Training and Craft Product Improvement Training. This is done to increase the capacity and capability of the Development Partners.

Selama tahun 2022, Perseroan telah menyalurkan biaya untuk kegiatan untuk mendukung peningkatan kesejahteraan masyarakat sekitar melalui dukungan pengembangan usaha para Mitra Binaan sebesar Rp543.529.691.
In 2022, the Company has disbursed funds for activities to improve the welfare of the surrounding community through business development support for Foster Partners in the amount of Rp543,529,691

26 Mitra Binaan Perseroan / Fostered Partners of the Company

Tersebar di Berbagai Wilayah Operasional/Across Various Operational Area

UMK Binaan [203-2] / **Fostered UMK** [203-2]

UMK Binaan Baru pada Tahun Pelaporan New Fostered UMK in the Reporting Year	UMK Binaan Aktif pada Tahun Pelaporan Active Fostered UMK in the Reporting Year
26	3.909

Penyaluran Dana PUMK Berdasarkan Wilayah / **Disbursement of PUMK Funds Based on Area**

Nama Wilayah Area	Realisasi Penyaluran (Rp)/Realized Distribution (Rp)		
	2022	2021	2020
Kota Pangkalpinang Pangkalpinang City	240.000.000	3.578.000.000	4.419.795.100
Kabupaten Bangka Bangka Regency	70.000.000	2.175.000.000	3.415.000.000
Kabupaten Bangka Barat West Bangka Regency	60.000.000	2.272.575.000	1.700.000.000

Nama Wilayah Area	Realisasi Penyaluran (Rp)/Realized Distribution (Rp)		
	2022	2021	2020
Kabupaten Bangka Tengah Central Bangka Regency	250.000.000	4.472.000.000	4.620.000.000
Kabupaten Bangka Selatan South Bangka Regency	-	3.050.000.000	2.276.000.000
Sub Jumlah Sub Total	**620.000.000**	**15.547.575.000**	**16.429.795.100**
Kabupaten Belitung Belitung Regency	305.000.000	1.080.000.000	1.185.000.000
Kabupaten Belitung Timur East Belitung Regency	255.000.000	320.000.000	570.000.000
Sub Jumlah Sub Total	**560.000.000**	**1.400.000.000**	**1.755.000.000**
Kabupaten Karimun Karimun Regency	-	3.465.000.000	155.000.000
Kabupaten Meranti Meranti Regency	-	2.025.000.000	681.000.000
Sub Jumlah Sub Total	**-**	**5.490.000.000**	**836.000.000**
Jakarta, Depok	-	-	100.000.000
Sub Jumlah Sub Total	**-**	**-**	**100.000.000**
Jumlah Penyaluran Dana PUMK Total PUMK Fund Disbursement	**1.180.000.000**	**22.437.575.000**	**19.120.795.100**

Perseroan tidak hanya berlaku bagi UMKM saja, melainkan berlaku juga bagi koperasi di wilayah sekitar. Perseroan meyakini keberadaan koperasi memiliki peran penting dalam mensejahterakan anggotanya agar lebih mandiri dalam menjalankan unit usahanya. Maka dari itu, Perseroan turut memberikan pinjaman modal untuk pengembangan koperasi. Salah satu koperasi yang telah memanfaatkan program PUMK yaitu Koperasi Melati yang berada di Kelurahan Sungai Baru.

The Company does not only support MSMEs, but also cooperatives in the surrounding area. The Company believes that cooperatives are important for the welfare of its members so that they are can be more independent in running their businesses. Therefore, the Company also provides capital loans for the development of cooperatives. One of the cooperatives that has taken advantage of the PUMK program is the Melati Cooperative in Sungai Baru Village.

Perseroan menyadari keberadaan UMKM sangat berperan dalam menggerakkan ekonomi masyarakat dan menciptakan lapangan pekerjaan. Namun demikian, agar UMKM dapat terus berkembang maka diperlukan dukungan dari berbagai pihak. Maka dari itu, Perseroan mengambil peran dalam mendukung perkembangan UMKM di seluruh wilayah operasional. Hingga tahun 2022, Perseroan telah mendukung permodalan bagi 9.787 pelaku UMKM yang menjadi mitra binaan. Para mitra binaan Perseroan ini tersebar di Provinsi Kepulauan Bangka Belitung, Provinsi Kepulauan Riau, Provinsi Riau, Jawa Barat, Banten dan Daerah Istimewa Yogyakarta.

The Company realizes that MSMEs are crucial in driving the community's economy and creating jobs. However, in order for MSMEs to continue to growing, support from various parties is needed. Therefore, the Company contributes in supporting the development of MSMEs in all operational areas. As of 2022, the Company has supported the capital of 9,787 fostered MSMEs. The Company's fostered partners are spread across the Bangka Belitung Islands Province, Riau Archipelago Province, Riau Province, West Java, Banten and the Special Region of Yogyakarta.

Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) [203-2] **Micro and Small Enterprises Funding Program** [203-2]

Nama Program Program Name	Dana Tersedia sampai akhir tahun pelaporan (Rupiah) Available Funds at the End of Reporting Year	Efektivitas (%) Effectiveness (%)	Prognosa di tahun Pelaporan (Rupiah) Prognosis in the Reporting Year (Rupiah)	Kolektibilitas (%) Collectibility (%)	Keterangan Remarks
Disalurkan Mandiri Self Distribution	17.262.089.877	7%	1.180.000.000	23	Efektivitas sebesar 7 %, karena menunggu arahan Kementerian BUMN penyaluran melalui BRI. Dan pada akhir tahun baru ada arahan yang jelas. 7% effectiveness, since still waiting instruction from the Ministry of SOEs to distribute via BRI. Clear instruction will be given at the end of the year.

UMK Binaan Naik Kelas [203-2] **Promoted Fostered UMK** [203-2]

Target UMK Binaan Naik Kelas Promotion Target of Fostered UMK	Jumlah UMK Binaan Naik kelas Bulan Pelaporan Total Promoted Fostered UMK in the Reporting Month	Persentase UMK Naik Kelas (%) Percentage of Promoted UMK (%)
1,3	21	1.615,38%
5 % dari Jumlah Mitra Binaan Tahun Berjalan (26 Mitra Binaan) 5% of the Total Fostered Partners for the year (26 Fostered Partners)		

Program Pengembangan dan Pemberdayaan Masyarakat (PPM) [203-2] [POJK51 F.23, F.25]

Program Pengembangan dan Pemberdayaan Masyarakat (PPM) dilakukan dengan tujuan untuk meningkatkan kemampuan masyarakat, baik secara individual maupun kolektif, agar menjadi lebih baik tingkat kehidupannya. Pelaksanaan Program PPM didasarkan pada tiga pendekatan yaitu:

1. **Pendekatan Kemitraan:**
   Program berlandaskan niat untuk bekerjasama dengan semua pihak dalam bingkai kesetaraan, saling percaya, saling memperkuat dan menumbuhkan, serta saling memberi manfaat positif bagi generasi kini dan mendatang.
2. **Pendekatan Keseimbangan:**
   Program dirancang dan diselenggarakan dengan mengedepankan keseimbangan kepentingan antar pihak, aspek, bidang, alokasi sumberdaya serta tumbuh-kembang antar penerima manfaat program.
3. **Pendekatan Berkelanjutan:**
   Program diselenggarakan melalui langkah-langkah:
   - Mengelola segenap sumber daya dengan pemanfaatan teknologi yang ramah lingkungan;
   - Membuka kesempatan semua pihak untuk tumbuh kembang bersama secara berkesinambungan;
   - Melestarikan fungsi ekosistem untuk memasok, melindungi, serta mendukung sumber alam bagi kehidupan untuk generasi kini dan mendatang; dan
   - Menggunakan prosedur dan tata cara yang berorientasi pada kelestarian ekosistem untuk menjamin kelangsungan dan keutuhan kehidupan, baik untuk generasi masa kini maupun mendatang.

Community Development and Empowerment Program (PPM) [203-2] [POJK51 F.23, F.25]

The Community Development and Empowerment Program (PPM) aims to improve the community's ability, both individually and collectively, in order to have a better standard of living. The PPM Program
Implementation is based on 3 (three) approaches:

1. **Partnership Approach:**
   a program based on the intention to work together with all parties within the framework of equality, mutual trust, strengthening and growth, as well as positive benefits for present and future generations.
2. **Balance Approach:**
   The program shall be designed and implemented by prioritizing the balance of interests between parties, aspects, fields, resource allocation and growth, and development among program beneficiaries.
3. **Sustainable Approach:**
   The program will be organized with the following steps:
   - Manage all resources using environmentally friendly technology;
   - Provide opportunities to all parties to grow and develop together on an ongoing basis;
   - Preserve the ecosystem function to supply, protect, and support natural resources for the life of present and future generations; and
   - Utilize procedures and systems oriented towards ecosystem sustainability to ensure the continuity and integrity of life, both for present and future generations.

Berdasarkan Pedoman ESDM menetapkan delapan bidang prioritas yang harus dikelola oleh Rencana Induk PPM. Bidang-bidang tersebut serupa dengan program pengembangan dan keterlibatan masyarakat yang telah ditetapkan di oleh Perseroan.

The ESDM Guidelines stipulate eight main aspects that must be managed in the PPM Master Plan. These aspects are similar with the Company's community development and engagement programs.

Sesuai dengan pedoman pelaksanaan PPM yang menggolongkan biaya pengembangan masyarakat dan program pelibatan di bawah Rencana Induk PPM sebagai biaya operasional Perseroan dan dimasukkan dalam Rencana Kerja dan Anggaran Belanja (RKAB) tahunan. Biaya ini tercakup dalam studi kelayakan proyek yang disetujui oleh ESDM. Persyaratan ini mendukung peningkatan transparansi dan akuntabilitas dalam penyampaian program pengembangan masyarakat oleh perusahaan pertambangan.

In accordance with the PPM implementation guidelines, the costs of community development and engagement programs under the PPM Master Plan are categorized as the Company's operational costs and included in the annual Work Plan and Budget (RKAB). The costs are covered in a project feasibility study approved by ESDM. This requirement supports better transparency and accountability in the delivery of community development programs by mining companies.

Hingga periode pelaporan, Perseroan telah menyalurkan biaya sebesar Rp17.294.180.970 untuk mendukung Program PPM.

Until the reporting period, the Company has spent Rp17,294,180,970 to support the PPM Program.

Pilar Pillar	Program TJSL TJSL Program	Realisasi PPM Realization of PPM	RKAP PPM RKAP of PPM	Persentase Percentage
Pilar Sosial Social Pillar	Tanpa Kemiskinan - TPB 1 No Poverty - SDG 1	158.300.000	82.725.153	191%
	Tanpa Kelaparan - TPB 2 No Hunger - SDG 2	-	-	0%
	Kehidupan Sehat dan Sejahtera - TPB 3 Healthy and Prosperous Life - SDG 3	9.969.697.500	2.516.791.331	396%
	Pendidikan Berkualitas - TPB 4 Quality Education - SDG 4	3.879.269.818	5.645.254.693	69%
	Kesetaraan Gender - TPB5 Gender Equality - SDG5	-	-	0%
Pilar Lingkungan Environment Pillar	Air Bersih dan Sanitasi Layak - TPB 6 Clean Water and Sanitation - SDG 6	10.110.000	1.227.631.760	1%
	Kota dan Pemukiman yang Berkelanjutan - TPB 11 Sustainable Cities and Settlements - SDG 11	10.000.000	-	0%
	Konsumsi dan Produksi yang Bertanggung Jawab - TPB 12 Responsible Consumption and Production - SDG 12	244.165.000	452.725.153	54%
	Penanganan Perubahan Iklim - TPB 13 Climate Change Management - SDG 13	477.003.100	826.324.558	58%
	Ekosistem Lautan - TPB 14 Ocean Ecosystems - SDG 14	426.312.000	649.155.147	65%
	Ekosistem Darat - TPB 15 Terrestrial Ecosystems - SDG 15	534.188.000	820.334.362	0%
Pilar Ekonomi Economy Pillar	Energi Bersih dan Terjangkau - TPB 7 Clean and Affordable Energy - SDG 7	-	-	7%
	Pekerjaan Layak dan Pertumbuhan Ekonomi - TPB 8 Decent Work and Economic Growth - SDG 8	207.504.403	2.784.235.670	68%
	Industri, Inovasi dan Infrastruktur -TPB 9 Industry, Innovation and Infrastructure -TPB 9	1.377.731.149	2.013.513.137	0%
	Berkurangnya Kesenjangan - TPB 10 Reduced Inequality - SDG 10	-	-	0%
	Kemitraan untuk Mencapai Tujuan - TPB 17 Partnerships for the Goals - SDG 17	-	-	0%
Pilar Hukum Legal Pillar	Perdamaian, Keadilan dan Kelembagaan Yang Tangguh - TPB 16 Peace, Justice and Strong Institutions - SDG 16	-	-	0%
Jumlah/Total		**17.294.180.970**	**17.018.590.964**	**102%**

Penyaluran Dana PPM Berdasarkan Wilayah | **Disbursement of PPM Funds Based on Area**

Nama Wilayah Area	Realisasi Penyaluran (Rp)/Realized Distribution (Rp)		
	2022	2021	2020
Kota Pangkalpinang Pangkalpinang City	4.786.536.099	7.685.008.607	19.213.549.130
Kabupaten Bangka Bangka Regency	4.326.574.219	4.047.526.971	3.463.663.350
Kabupaten Bangka Barat West Bangka Regency	2.160.609.000	2.685.162.000	1.760.368.898
Kabupaten Bangka Tengah Central Bangka Regency	904.622.603	897.250.000	632.026.000
Kabupaten Bangka Selatan South Bangka Regency	1.577.300.000	1.392.084.000	511.116.000
Sub Jumlah Sub Total	**13.755.641.921**	**16.707.031.278**	**25.580.723.378**
Kabupaten Belitung Belitung Regency	509.600.000	823.290.000	704.401.750
Kabupaten Belitung Timur East Belitung Regency	966.950.000	1.165.225.000	547.827.600
Sub Jumlah Sub Total	**1.476.550.000**	**1.988.515.000**	**1.252.229.350**
Kabupaten Riau Riau Islands	2.049.989.049	625.559.000	1.006.091.300
Riau Riau	12.000.000	37.000.000	259.618.000
Sub Jumlah Sub Total	**2.061.989.049**	**662.559.900**	**1.265.709.300**
Nasional National	-	4.555.320.983	3.656.773.141
Sub Jumlah Sub Total	**-**	**4.555.320.983**	**3.656.773.141**
Jumlah Penyaluran Dana PPM Total PPM Fund Disbursement	**17.294.180.970**	**23.913.426.561**	**31.755.435.169**

Perseroan berkomitmen untuk melakukan pemberdayaan masyarakat adat secara berkelanjutan, seperti yang dilakukan di Dusun Air Abik, Desa Gunung Muda, Kabupaten Bangka. Perseroan mendukung pembangunan Kampung Adat Gebong Memarong di Dusun Air Abik, di mana Gebong Memarong merupakan rumah adat tradisional orang Lom yang dapat digunakan untuk *homestay* tradisional sebanyak empat unit, balai adat, galeri, dan museum.

The Company is committed to empower the indigenous peoples in a sustainable manner, as was done in Air Abik Hamlet, Gunung Muda Village, Bangka Regency. The Company supports the construction four units of Gebong Memarong Traditional Village in Air Abik Hamlet, the Gebong Memarong is a traditional house of orang Lom that can be used for traditional homestay, traditional hall, gallery and museum.

MENGHARGAI HAK ASASI MANUSIA (HAM)
RESPECTING HUMAN RIGHTS

Komitmen dan Kebijakan Mengenai HAM [3-3]

Perseroan berkomitmen untuk memenuhi setiap ketentuan yang berkaitan dengan HAM di berbagai kegiatan operasional. Komitmen ini tidak hanya diterapkan kepada seluruh karyawan, namun berlaku juga bagi pemangku kepentingan lainnya. Dasar panduan Perseroan menerapkan komitmen dan kebijakan HAM yaitu Undang-Undang Republik Indonesia No. 39 Tahun 1999 tentang Hak Asasi Manusia. Perseroan meyakini adanya dukungan terhadap HAM dapat menjadi daya tarik bagi calon pekerja dengan talenta terbaik untuk bergabung bersama Perseroan dan untuk mencapai tujuan bersama.

Cakupan dan Perencanaan HAM

Perseroan menyadari bahwa lingkup tanggung jawab penerapan HAM cukup luas, karena tidak hanya pemenuhan HAM bagi pemangku kepentingan internal namun juga kepada masyarakat umum, khususnya yang berada di sekitar lokasi tambang. Maka dari itu, Perseroan telah membuat berbagai ketentuan terkait tanggung jawab di bidang HAM, baik untuk karyawan maupun bagi masyarakat sekitar tambang. Adapun ketentuan HAM bagi karyawan sebagian besar terdapat di dalam Perjanjian Kerja Bersama (PKB) dan ketentuan HAM bagi masyarakat umum terdapat di dalam Peraturan Perusahaan.

Perseroan berharap adanya PKB yang telah disepakati oleh Ikatan Karyawan Timah (IKT) dan Perseroan, dapat menciptakan hubungan kerja yang harmonis, serasi, aman dan tenteram sehingga dapat memacu produktivitas dan kinerja. Lebih lanjut, untuk menjaga hubungan baik dengan masyarakat, Perseroan telah menjalankan berbagai kegiatan tanggung jawab sosial dan lingkungan maupun kegiatan CSR lainnya.

Pelaksanaan Inisiatif Penerapan HAM

- **Kebebasan Berserikat**

  Kebebasan berserikat bagi karyawan dilakukan Perseroan telah sesuai dengan Undang-undang No. 13 tahun 2003 tentang Ketenagakerjaan dan ILO Convention 87 yang menjamin kebebasan semua karyawan untuk masuk dalam organisasi pekerja yang dikelola secara profesional sebagai sarana penghubung antara pekerja dan Perseroan untuk menciptakan hubungan harmonis yang saling menguntungkan semua pihak.

  Sejak 2 Mei 1999, Perseroan mendukung kegiatan Pekerja dalam berserikat dengan pembentukan Serikat Pekerja (SP), yaitu IKT (Ikatan Karyawan Timah) dan PKT (Persatuan Karyawan Timah). Perseroan juga berkontribusi dengan cara menyediakan ruangan sekretariat serta membantu pungutan iuran anggota

Commitment and Policy on Human Rights [3-3]

The Company is committed to fulfilling all provisions relating to human rights in its operational activities. This commitment does not only apply to all employees, but also applies to other stakeholders. The basis of the Company's in implementing human rights guidelines and commitments is the Law of the Republic of Indonesia No. 39 of 1999 concerning Human Rights. The Company believes that supporting human rights can attract prospective talented workers to join the Company and to achieve common goals.

Scope and Planning of Human Rights

The Company realizes that the scope of responsibility in the implementation of human rights is quite expansive, since it does not only fulfill human rights for internal stakeholders but also for the general public, especially those around the mine site. Therefore, the Company has establihed various policies related to human rights responsibilities, both for employees and for the community around the mine. Most of the human rights policies for employees are contained in the Collective Labor Agreement (CLA) while the human rights policies for the general public are contained in company regulations.

The Company hopes that the CLA, which has been agreed by the Ikatan Karyawan Timah (IKT) and the Company, can establish a harmonious, elegant, safe and secure working relationship so that it can drive productivity and performance. Furthermore, to maintain good relations with the community, the Company has carried out various social and environmental responsibility programs and other CSR activities.

Implementation of Human Rights Initiatives

- **Freedom of Association**

  Freedom of association for employees is provided by the Company in accordance with Law no. 13 of 2003 concerning Manpower and ILO Convention 87 which guarantees the freedom of all employees to join the workers' organizations which are professionally managed as a liaison between workers and the Company to establish harmonious relationships that are mutually beneficial for all parties.

  Since 2 May 1999, the Company has supported the freedom of association by establishing Labor Union, namely the IKT (Ikatan Karyawan Timah) and PKT (Persatuan Karyawan Timah). The Company also contributes by providing secretariat rooms and helping to collect membership fees every month. As of 2022,

setiap bulannya. Hingga tahun 2022, IKT beranggotakan 3.892 orang karyawan dan PKT beranggotakan 47 orang karyawan yang keanggotaannya bersifat sukarela.

IKT consists of 3,892 members and PKT has 47 members which memberships are voluntary.

- **Tenaga Kerja Anak [408-1]**
  Perseroan berkomitmen untuk tidak mempekerjakan tenaga kerja anak. Hal ini sesuai dengan SK Direksi No. 2070/Tbl/SK-0000/2013-S11.2 tanggal 31 Desember 2013 tentang Persyaratan usia untuk pengangkatan karyawan yang berasal dari peserta Management Trainee menjadi karyawan tetap, telah ditentukan batasan usia minimal yaitu 19 tahun. Selain itu, Perseroan dapat memastikan bahwa mitra kerja Perseroan juga menerapkan aturan yang sama. [408-1]

- **Child Labor [408-1]**
  The Company is committed not to employ child labour. This is in accordance with the Decree of the Board of Directors No. 2070/Tbl/SK-0000/2013-S11.2 dated 31 December 2013 concerning the age requirement for hiring employees from Management Trainee participants to become permanent employees, a minimum age limit of 19 years has been set. In addition, the Company can ensure that the Company's partners also apply the same rules. [408-1]

- **Kerja Paksa [409-1]**
  Perseroan telah menetapkan waktu kerja sesuai dengan ketentuan perundang-undangan ketenagakerjaan yang berlaku sehingga karyawan memiliki waktu istirahat yang cukup. Kebijakan ini juga terdapat di dalam PKB yang melaksanakan sistem kerja giliran *(shift work)* pada beberapa kegiatan operasional. Kemudian seluruh kebutuhan shift karyawan akan disesuaikan dengan kondisi lapangan pekerjaan, apabila ada kelebihan waktu kerja maka Perseroan akan menghitungnya sebagai kerja lembur. Sehingga seluruh aturan tersebut ditujukan untuk mencegah tindakan yang dikategorikan kerja paksa.

  Lebih lanjut, Perseroan melakukan seleksi mitra kerja dengan cara penandatanganan Pakta Integritas bahwa usahanya tidak bertentangan dengan regulasi yang berlaku termasuk di dalamnya adalah anti kerja paksa.

- **Forced Labor [409-1]**
  The Company's working hours are regulated in accordance with applicable labor laws and regulations to provide sufficient resting time for employees. This policy is also stipulated in the CLA which implements a shift work system in several operational activities. All employee shifts will be adjusted to the conditions of employment, any excess of working time will be counted by the Company as overtime work. Thus, all of these regulations are intended to prevent acts that are categorized as forced labor.

  Furthermore, the Company conducts partner selction by signing an Integrity Pact to ensure that their business does not conflict with applicable regulations, including anti-forced labour.

- **Karyawan Disabilitas [406-1]**
  Perseroan memberikan kesempatan kepada kaum disabilitas untuk dapat bekerja dengan hak yang sama seperti karyawan lainnya. Hal ini dibuktikan oleh Perseroan dengan melakukan Program Rekrutmen Reguler dan Program Rekrutmen Khusus Disabilitas pada tahun 2019 dan 2022. Melalui program tersebut, Perseroan berhasil merekrut dua karyawan penyandang disabilitas untuk posisi Assistant Manager dan Assistant.

- **Employees with Disabilities [406-1]**
  The Company provides opportunities for people with disabilities to work with the equal rights as other employees. As proven by the Company in its Regular Recruitment Program and the Special Recruitment Program for Disabilities in 2019 and 2022. Through these programs, the Company succeeded in recruiting two employee with disabilities for the Assistant Manager position and Assistant.

- **Pelatihan HAM Bagi Satuan Pengamanan [410-1]**
  Perseroan memberikan pelatihan dan sertifikasi Gada Pratama kepada anggota Satuan Pengamanan. Pelatihan ini menitikberatkan pada praktik pengamanan lapangan sesuai dengan koridor Hak Asasi Manusia. Hingga akhir tahun 2022, Perseroan tidak menerima kasus pelanggaran nilai-nilai kemanusiaan dan diskriminasi di lingkungan Perseroan.

- **Human Rights Training for Security Units [410-1]**
  The Company provides Gada Pratama training and certification to members of the Security Unit. This training focuses on field security practices in accordance with the corridor of Human Rights. Until the end of 2022, the Company has not received cases of violations of human rights and discrimination within the Company.

Jumlah Total Petugas Keamanan di Area Operasional Total Security Officers in the Operational Area	Jumlah Total Petugas yang Sudah Mengikuti Pelatihan HAM Total Officers Who Have Attended the Human Rights Training	Penyelenggara Pelatihan Training Organizer
1.065	97	TNI-Polri

*Data termasuk karyawan dan karyawan outsourced (Alih Daya) termasuk TNI-POLRI yang ditugaskan
*The data includes employees and outsourced employees, including assigned TNI-POLRI

- **Penghormatan Kepada Hak-Hak Adat Masyarakat Setempat** [3-3]

  Dalam menjalankan operasional, mulai dari eksplorasi, penambangan bijih timah sampai dengan penutupan tambang, Perseroan berkomitmen untuk mengikuti kaidah-kaidah dan peraturan-peraturan yang berlaku. Perseroan meyakini bahwa seluruh kegiatan yang dijalankan, termasuk pembukaan lahan tambang dijalankan dengan tidak melanggar hak-hak masyarakat adat termasuk penguasaan tanah yang sah, menerapkan praktik budaya tradisional maupun adat istiadat, dan menghormati hak-hak adat masyarakat. Maka dari itu, Perseroan berupaya selalu melibatkan masyarakat adat untuk berpartisipasi aktif dalam membicarakan proses penggantian lahan dan tanaman, merealisasikan program penghijauan maupun pelaksanaan program CSR.

  Selain itu, Perseroan juga secara aktif melibatkan masyarakat adat untuk berpartisipasi dalam membicarakan proses penggantian lahan dan tanaman, menjamin dan menjunjung kelangsungan adat budaya setempat, menentukan tempat relokasi hunian maupun pencarian nafkah, hingga merealisasikan program penghijauan maupun melaksanakan program *Corporate Social Responsibility* (CSR). Perseroan melakukan komunikasi dengan masyarakat di wilayah operasional secara berkala. Hal ini dilakukan agar Perseroan dapat memiliki kesepahaman dan keharmonisan, khususnya mengenai pembukaan tambang yang akan bermanfaat bagi masyarakat ke depannya. Berbagai upaya ini dilakukan Perseroan sebagai bentuk penghormatan terhadap hak-hak masyarakat adat dan masyarakat secara luas di dalam dan di sekitar wilayah operasional. Atas berbagai upaya yang dilakukan oleh Perseroan, selama tahun 2022 tidak terjadi perselisihan antara Perseroan dengan masyarakat lokal dan masyarakat adat terkait kegiatan operasional, perlindungan atas budaya lokal serta aspek lainnya termasuk hak-hak masyarakat adat. [411-1]

Selama tahun 2022, Perseroan telah mengidentifikasi keberadaan suku terasing yang terdapat di wilayah operasional. Perseroan berhasil mengidentifikasi Suku Melayu-Orang Lom yang berada pada lokasi operasional Belinyu. [411-1]

Perseroan juga memiliki kebijakan pengamanan yang bertujuan menjamin integritas perlindungan pekerja, aset, informasi, dan reputasi dari segala bentuk potensi konflik dengan masyarakat sekitar. Kebijakan ini telah disesuaikan dengan Deklarasi Dunia tentang Hak Asasi Manusia, konvensi internasional serta ketentuan nasional berdasarkan prinsip sukarela.

- **Respecting the Rights of Indigenous People of Local Communities** [3-3]

  In carrying out its operations, starting from exploration, tin ore mining to mine closure, the Company is committed to comply with the applicable rules and regulations. The Company believes that all of its activities, including the opening of mining land, are carried out without violating the rights of indigenous peoples including legal land acquisition, applying traditional cultural practices and customs, and respecting the customary rights of the community. Therefore, the Company strives to always involve indigenous peoples to actively participate in discussing land and plant replacement processes, realizing greening programs and implementing CSR programs.

  In addition, the Company also actively engages indigenous peoples to participate in discussing the process of replacing land and plants, guaranteeing and upholding the continuity of local cultural customs, determining where to relocate housing and earning a living, to realizing greening programs and implementing Corporate Social Responsibility (CSR) programs. The Company regularly communicates with the community in operational areas in order to have understanding and harmony, especially regarding the opening of mines that will benefit the community in the future. These efforts are carried out by the Company as a form of respect for the rights of indigenous peoples and the wider community in and around the operational area. Due to the various efforts made by the Company, there were no disputes between the Company and local communities and indigenous peoples regarding operational activities, protection of local culture and other aspects in 2022 including the rights of indigenous people. [411-1]

During 2022, the Company has identified the presence of alienated tribes in the Company's operational area. The Company successfully identified the Malay-Orang Lom tribe located in the operational location of Belinyu. [411-1]

The Company also has a security policy that aims to ensure the integrity of the protection of workers, assets, information and reputation from all forms of potential conflict with the surrounding communities. This policy has been adjusted to the World Declaration on Human Rights, international conventions and national provisions based on voluntary principles.

Perseroan terus berupaya menjaga kearifan lokal masyarakat adat dengan menyerahkan bantuan dua unit Alat Tenun Bukan Mesin (ATBM) kepada Lembaga Adat Mapur. Upaya ini merupakan salah satu bentuk kolaborasi Perseroan dengan masyarakat Dusun Air Abik dalam mendorong pelestarian adat dan budaya orang lom. Harapannya, dengan menghargai kearifan lokal tidak hanya dapat mendorong pelestarian adat dan budaya saja, namun masyarakatnya bisa lebih mandiri secara ekonomi. Selain itu, Perseroan juga memberikan pelatihan membuat produk kerajinan kepada masyarakat yang produk tersebut bisa dipasarkan di skala nasional maupun internasional.

The Company continues striving to maintain the local wisdom of indigenous peoples by handing over two units of Non-Machine Weaving Tools (ATBM) to the Mapur Customary Institution. This effort is a form of collaboration between the Company and the people of Air Abik Hamlet in encouraging the preservation of indigenous customs and culture. It is expected that by appreciating local wisdom not only can encourage the preservation of customs and culture, but the community can be more economically independent. In addition, the Company also provides training on making handicraft products to the public whose products can be marketed on a national and international scale.

Capaian dan Penghargaan

Hingga tahun 2022, Perseroan belum menerima penghargaan terkait inisiatif penerapan HAM. Namun demikian, Perseroan akan selalu mendukung dan menghormati perlindungan atas HAM di seluruh kegiatan operasional.

Manajemen Operasional Tambang dan Masyarakat

Sejak didirikan pada 2 Agustus 1976, Perseroan memiliki Kuasa Pertambangan (KP) untuk melakukan penambangan timah di Provinsi Kepulauan Bangka Belitung, Kepri dan Riau. Pada tahun 2010 terjadi perubahan dari status KP menjadi Izin Usaha Pertambangan (IUP) melalui Undang-Undang No.4 tahun 2009 tentang Pertambangan Mineral dan Batubara. Hingga saat ini Perseroan melakukan kegiatan operasional dengan memiliki Izin Usaha Pertambangan (IUP) Operasi Produksi seluas 473.310,52 Ha. Adanya kegiatan operasional Perseroan, sangatlah disadari dapat berdampak terhadap alam, lingkungan maupun masyarakat di sekitar lokasi pertambangan. Namun demikian, Perseroan meyakini bahwa setiap kegiatan produksi yang dilakukan sudah melewati studi kelayakan untuk memitigasi dampak yang akan terjadi.

Adapun dampak positif yang diberikan Perseroan kepada masyarakat di sekitar lokasi pertambangan yaitu memberikan lapangan pekerjaan bagi mereka sehingga dapat meningkatkan perekonomian. Apabila roda ekonomi berputar maka pembangunan meningkat, yang berarti juga terjadi adanya peningkatan pajak Perseroan bagi Pemerintah Daerah.

Achievements and Awards

As of 2022, the Company has yet to receive awards related to the initiative to implement human rights. However, the Company will always support and respect the protection of human rights in all operational activities.

Management of Mine Operations and Community

Since its establishment on August 2, 1976, the Company has a Mining Concession (KP) to conduct tin mining in Bangka Belitung, Riau and Riau Islands Provinces. In 2010 there was a change from KP status to Mining Business Permits (IUP) through Law No.4 of 2009 concerning Mineral and Coal Mining. Until now, the Company conducts operational activities by having a operation and production Mining Business Permits (IUP) covering an area of 473,310.52 Ha. The existence of operational activities operational activities, the Company is well aware that it can have an impact on nature, the environment and the community around the mining location. However, the Company believes that every production activity carried out has through a feasibility study to mitigate the impact that will occur.

The positive impact provided by the Company to the community around the mining location is to provide jobs for them so that they can improve the economy. When the economic wheels turn, development increases, meaning that corporate taxes for local governments will also increase.

Sesuai dengan Undang-Undang No.3 tahun 2022 tentang Pertambangan Mineral dan Batubara. Perseroaan melakukan kegiatan operasional penambangan di darat dan di Laut. Namun seiring berjalannya waktu, terdapat permasalahan berupa adanya aktivitas illegal mining di IUP Perseroan yang berdampak pada rusaknya cadangan, menurunnya produksi menurun, lingkungan menjadi rusak, dan kegiatan reklamasi yang dilakukan Perseroan menjadi tidak optimal.

In accordance with Law No.3 of 2022 on Mineral and Coal Mining. The Company carries out mining both onshore and offshore operations. However, over time, there were some issues like illegal mining activities in the Company's IUP causing damage to reserves, decreased production, causing damage to the environment, and reclamation carried out by the Company can not be optimal.

Sejak tahun 2000-an, penambangan ilegal menjadi suatu isu yang berkelanjutan, yang di awali dengan adanya perubahan regulasi terkait pertimahan. Perseroan merespons kebijakan ini dengan cara berupaya untuk menanggulangi hal tersebut, baik secara pembinaan maupun pengamanan.

Since the 2000s, illegal mining has become an ongoing issue, which started from the changes of tin regulations. The Company responds to this policy by trying to overcome this issue, both in terms of guidance and security.

Pada kegiatan penambangan, Perseroan telah menerapkan kemitraan dengan masyarakat, sehingga kegiatan penambangan yang dilakukan sangatlah memperhatikan aspek keselamatan, lingkungan, dan perekonomian. Selain itu, Perseroan juga melakukan kebijakan-kebijakan untuk merangkul masyarakat sekitar tambang pada program peningkatan *recovery* dengan melakukan program Sisa Hasil Pengolahan (SHP) dan meningkatkan pengamanan objek vital-aset cadangan dan sumber daya serta mengoptimalkan potensi lokal dalam kegiatan penunjang. [MM8]

In mining activities, the Company has partnered with the community, so that the mining activities pay close attention to safety, environmental and economic aspects. In addition, the Company also has policies to engage the community around the mining area to increase processing recovery by Mining Leftovers (SHP) and increasing the security of vital objects-reserved assets and resources as well as optimizing local potential in supporting activities. [MM8]

KETERLIBATAN PEMANGKU KEPENTINGAN
STAKEHOLDER ENGAGEMENT

Perseroan telah melakukan identifikasi Pemangku Kepentingan di seluruh wilayah operasional berdasarkan metodologi identifikasi pemangku kepentingan yang tertera pada AA100 *Stakeholder Engagement Standard* (AA100SES) dan standard ISO 26000. Berdasarkan proses identifikasi tersebut, terdapat beberapa kelompok Pemangku Kepentingan yang memiliki pengaruh langsung terhadap keberlanjutan Perseroan, antara lain Pemegang Saham, Pemerintah, Masyarakat, LSM, Ormas, Karyawan, Pelanggan, Mitra Usaha, Regulator, Media, dan Akademisi. Pelibatan pemangku kepentingan dilakukan melalui berbagai metode, dengan pendekatan pemenuhan kebutuhan untuk memberikan alternatif penyelesaian keluhan yang disampaikan setiap pemangku kepentingan.

The Company has identified Stakeholders in all operational areas based on the stakeholder identification methodology stated in the AA100 Stakeholder Engagement Standard (AA100SES) and the ISO 26000 standard. Based on this identification process, there are several main Stakeholder groups who have influence towards the sustainability of the Company, including Shareholders, Government, Community, NGO, Public Organization, Employees, Customers, Business Partners, Regulators, Media, and Academic. Stakeholder engagement is carried out through various methods, with a needs fulfillment approach to provide alternative resolution of complaints submitted by each stakeholder.

Metode Identifikasi Kelompok Pemangku Kepentingan **Stakeholders' Group Identification Method**

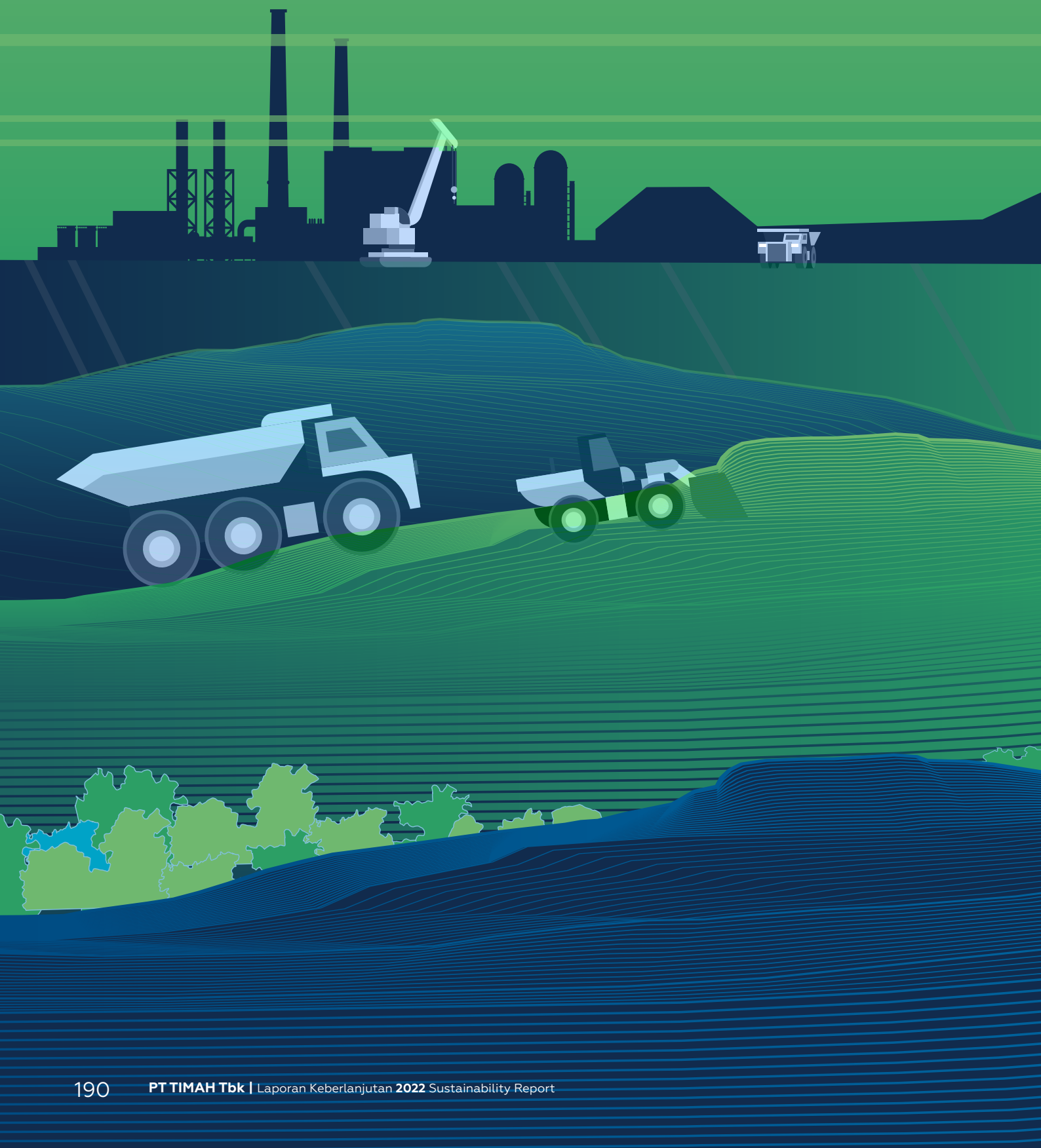
Dependency (D)	Perseroan memiliki ketergantungan pada pihak tertentu atau sebaliknya. The Company has a dependency to certain party or vice versa.
Responsibility (R)	Perseroan memiliki tanggung jawab legal, komersial atau etika terhadap seseorang atau sebuah organisasi. The Company bears legal, commercial or ethical responsibilities towards certain persons or organizations.
Tension (T)	Pihak tertentu atau sebuah organisasi memiliki pengaruh terhadap Perseroan terkait isu ekonomi, sosial atau lingkungan tertentu. Certain parties or organizations have the influence over the Company regarding certain economic, social or environmental issues.
Influence (I)	Pihak tertentu atau sebuah organisasi memiliki pengaruh terhadap Perseroan atau strategi atau kebijakan pemangku kepentingan lain. Certain parties or organizations have the influence over the Company or strategies or policies of other stakeholders.
Diverse Perspective (DP)	Pihak tertentu atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya. Certain parties or an organization have different views that may influence the situation and encourage actions previously non-existent.
Proximity (P)	Pihak tertentu atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Perseroan. Certain parties or organizations have geographical and operational proximity to the Company.

Pelibatan Pemangku Kepentingan [2-29] Stakeholders Engagement [2-29]

Kelompok Pemangku Kepentingan Stakeholder Group	Basis Penetapan/ Identifikasi Determination/ Identification Basis	Metode Pelibatan Engagement Method	Frekuensi Pertemuan Meeting Frequency	Topik Pembahasan Agenda
Pemegang Saham Shareholders	D, R, I, P	• Publikasi rutin • Rapat Umum Pemegang Saham (RUPS) • Kunjungan Lapangan *(Site Visit)* • Routine publication • General Meeting of Shareholders (GMS) • Site Visit	Periodik Periodic	• Perkembangan nilai aset • Penentuan RKAP • Pencapaian KPI • Pelaksanaan Hak-hak Pemegang Saham • Pertanggungjawaban kinerja ekonomi, lingkungan dan sosial Perseroan • Growth of asset value • Determination of RKAP • KPI Achievement • Implementation of Shareholders' Rights • Accountability for the Company's economic, environmental and social performance
Pemerintah Government	D, R, T, I, DP, P	• *Support event* dan kegiatan • *Stakeholders Engagement* • Audiensi/Koordinasi • Supporting events and activities • Stakeholders Engagement • Audience/Coordination	Periodik Periodic	• Regulasi • Perijinan • Kebijakan • Regulation • Licensing • Policy
Masyarakat, LSM, Ormas Community, NGO, Public Organization	D, R, T, I, DP, P	• Sarana Pengaduan Masyarakat • *Stakeholders Engagement* • Program Tanggung Jawab Sosial dan Lingkungan (TJSL) • Community Complaint Media • Stakeholders Engagement • Social and Environmental Responsibility Program (TJSL)	Periodik Periodic	• Hak-hak dan kewajiban pegawai • Kesetaraan kesempatan • Proses rekrutmen • Pengembangan karier • Penyelesaian Pengaduan dan pelanggaran • Environmental impacts and performance • Information on the Company's activities • The Company's contribution to the development of nearby area • Political, social and economic stability

Kelompok Pemangku Kepentingan Stakeholder Group	Basis Penetapan/ Identifikasi Determination/ Identification Basis	Metode Pelibatan Engagement Method	Frekuensi Pertemuan Meeting Frequency	Topik Pembahasan Agenda
Karyawan Employees	D, R, T, I, P	• Pertemuan Ikatan Karyawan Timah (IKT) dengan Manajemen • Survei Opini Karyawan • Meeting between Ikatan Karyawan Timah (IKT) and the Management • Employee Opinion Survey	Periodik Periodic	• Hak-hak dan kewajiban pegawai • Kesetaraan kesempatan • Proses rekrutmen • Pengembangan karier • Penyelesaian Pengaduan dan pelanggaran • Employee rights and obligations • Equal opportunities • Recruitment process • Carreer development • Settlement of complaints and violations
Pelanggan Customers	D, R, I, P	Survei Indeks Kepuasan Pelanggan Customer Satisafction Index Survey	Periodik Periodic	• Kualitas Produk • Kualitas Layanan • Jaminan atas standar produk • Ekspektasi Pelanggan • Product Quality • Service Quality • Insurance of product standards • Customer Satisfaction
Mitra Usaha Business Partners	D, R, T, P	• Proses Pengadaan Barang/Jasa • Pertemuan dengan pemasok lain • Goods/Procurement Process • Meeting with other suppliers	Insidental Incidental	• Peningkatan keikutsertaan pemasok lokal • Penjagaan terhadap komitmen bisnis • Increasing the participation of local suppliers • Maintaining business commitment
Regulator Regulator	D, R, T, I, DP	• Pertemuan Bipartit • Pertemuan Tripartit • Kunjungan Lapangan • Bipartite meeting • Tripartite meeting • Site Visit	Insidental Incidental	• Pengelolaan dampak ekonomi, lingkungan dan sosial • Sosialisasi dan penyaluran bantuan • Pendampingan dan Pemberdayaan Masyarakat • Management of economic, environment and social impacts • Socialization and distribution of assistance • Community Coaching and Empowerment
Media Media	T, I, DP	• Media *Monitoring* harian • Media Gathering • Siaran Pers • Daily monitoring media • Media Gathering • Press Release	Insidental Incidental	• Menyampaikan informasi terkait kinerja Perseroan ke masyarakat luas • Hubungan harmonis seluruh pihak • Sosialisasi dan penyaluran dana CSR • Kepatuhan terhadap Regulasi • Submitting information related to the Company's performance to the public • Harmonious relations with all parties • Socialization and disbursement of CSR funds • Compliance with the Regulations
Akademisi Academics	T, I, DP	• Dukungan Penyelenggaraan *Event* dan Kegiatan • *Stakeholders Engagement* • Supporting the organization of events and activities • Stakeholders Engagement	Insidental Incidental	Stabilitas Politik, Sosial dan Ekonomi Political, Social and Economic Stability

PILAR/PILLAR 5:
ECONOMIC DEVELOPMENT




TIMAH

Perseroan berkomitmen untuk melakukan kegiatan operasional yang berkelanjutan dan memberikan dampak positif bagi semua pemangku kepentingan. Hingga akhir tahun 2022, Perseroan berhasil melakukan pemeliharaan kritikal dalam proses operasional dan menjaga realisasi produksi dan penjualan, meskipun terdapat beberapa tantangan yang ada.

The Company is committed to carry out sustainable operational activities and provide positive impacts to all stakeholders. Until the end of 2022, the Company has managed to conducts critical maintenance in the operational process and maintaining the realization of production and sales, despite the existing challenges.

Pencapaian 2022/2022 Achievement



Produksi Bijih Timah pada tahun 2022
Tin Ore Production in 2022
20.079
Ton
Tonnes



Produksi Logam Timah
Tin Production
19.825
Metrik Ton
Metric Tonnes



Pendapatan Usaha
Operating Revenues
12,50
Rp Triliun
Rp Trillion



Penjualan Logam Timah
Sales of Tin Metal
20.805
Metrik Ton
Metric Tonnes



Laba (Rugi) Bersih Tahun Berjalan
Net Profit (Loss) for the Year
1.041,56
Rp Miliar
Rp Billion



Investasi pada Masyarakat
Investment in Society
33,15
Rp Miliar
Rp Billion

DAMPAK EKONOMI
ECONOMIC IMPACT

Komitmen dan Kebijakan [3-3]

Perseroan berkomitmen untuk menjaga kualitas produk, yang saat ini telah memiliki kualitas yang telah diterima oleh pasar internasional dan terdaftar dalam pasar bursa logam di London (London Metal Exchange). Produk utama Perseroan merupakan komoditas primer yang dijual dan diekspor ke berbagai negara. Untuk memastikan terjaganya kualitas produk, Perseroan telah memenuhi persyaratan standar mutu, standar pengelolaan lingkungan,

Commitment and Policy [3-3]

The Company is committed to maintain product quality, which already has acceptable quality in the international market and is listed on the London Metal Exchange market. The Company's main products are primary commodities that are sold and exported to various countries. To ensure the maintenance of product quality, the Company has complied with the requirements for quality standards, environmental management standards, work safety

keselamatan kerja dan standar pengelolaan energi dari seluruh rangkaian proses produksi produk yang dihasilkan. Perseroan telah mendapatkan sertifikasi ISO 9001:2015, ISO 14001:2015 dan ISO 45001:2018 yang dikeluarkan oleh Lembaga Sertifikasi PT SGS Indonesia, Asia Certification dan PT ACS Indonesia Registrasi.

Sebagai upaya mendukung operasional yang ramah lingkungan, Perseroan mengembangkan praktik bisnis yang mendukung produksi dan sumber mineral yang bertanggung jawab secara global. Praktik bisnis tersebut melingkupi *conflict-affected* dan *high-risked area,* penyediaan alat dan sumber daya yang meningkatkan kepatuhan terhadap peraturan, serta penyelarasan dengan standar internasional. Sehingga, Perseroan meratifikasi kebijakan *Responsible Mineral Initiative* (RMI) dalam rangka mendukung *Good Mining Practice*.

Perseroan menunjuk Direktur Keuangan dan Manajemen Risiko untuk bertanggung jawab dalam melakukan review berkala atas kebijakan keuangan. Evaluasi terhadap kinerja ekonomi dipantau oleh tim audit internal setiap bulan dan dilaporkan secara langsung kepada Komite Audit dan Direksi setiap kuartal. Selain evaluasi internal, Perseroan juga melakukan verifikasi eksternal melalui pihak ketiga independen atas kinerja ekonomi, dengan hasil audit wajar tanpa pengecualian.

Manfaat Ekonomi Fiskal [201-4] [207-1]

Perseroan mematuhi semua undang-undang, peraturan pendapatan, dan pajak yang berlaku. Kontribusi ekonomi yang dilakukan oleh Perseroan terbagi dalam 2 jenis yaitu kontribusi finansial dan kontribusi non-finansial. Selama tahun 2022, Perseroan tidak menerima bantuan finansial dari Pemerintah.

Adapun kontribusi non-finansial yang diberikan oleh Perseroan berupa:

1. Tersedianya berbagai infrastruktur dasar sebagai realisasi pelaksanaan program tanggung jawab perusahaan yang dijalankan.
2. Memproduksi batu bara yang berguna untuk mendukung operasional Pembangkit Listrik Tenaga Uap PLTU.
3. Menyediakan jasa perawatan kesehatan untuk mendukung program peningkatan kesehatan Pemerintah melalui entitas asosiasi.

Perseroan belum dapat menyajikan informasi lengkap terkait pendekatan perpajakan, tata kelola dan manajemen perpajakan serta informasi lainnya terkait pajak. [207-1, 207-2, 207-3, 207-4]

and energy management standards from the entire product production process. The Company has obtained ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications issued by PT SGS Indonesia, Asia Certification and PT ACS Indonesia Registration.

In an effort to support environmentally friendly operations, the Company develops business practices that support globally responsible mineral production and sourcing. These business practices include conflict-affected and high-risk areas, providing tools and resources that enhance regulatory compliance, as well as alignment with international standards. Thus, the Company ratified the Responsible Mineral Initiative (RMI) policy in order to support Good Mining Practice.

The Company appoints the Director of Finance and Risk Management to be responsible in conducting periodic reviews of financial policies. Evaluation of economic performance is monitored by the internal audit team every month and reported directly to the Audit Committee and the Board of Directors every quarter. In addition to internal evaluations, the Company also conducts external verification of economic performance through independent third parties, with unqualified audit results.

Fiscal Economy Benefits [201-4] [207-1]

The Company complies with all the applicable laws, revenue and taxes regulations. The Company's economic contributions are divided into 2 types, including financial and non-financial contributions. During 2022, the Company did not received any financial assisstance from the Government.

As for the Company's non-financial contributions are:

1. The availability of various basic infrastructures as a realization of the corporate responsibilities.
2. Producing coals which are useful to support the operational of Steam Power Plant (PLTU).
3. Provision of health maintenance to support the Government's health improvement program through an associated entity.

The Company has not been able to provide complete information regarding the tax approach, tax governance and management as well as other information related to taxation. [207-1, 207-2, 207-3, 207-4]

MENCIPTAKAN NILAI BERSAMA & PENGEMBANGAN EKONOMI DAERAH

ESTABLISHING COMMON VALUES & LOCAL ECONOMIC DEVELOPMENT

Perseroan membangun infrastruktur jalan bagi masyarakat di Desa Mengkubang, Kecamatan Damar, Belitung Timur untuk memudahkan akses nelayan menuju tambatan perahu. Selain itu, jalan tersebut merupakan akses penting bagi masyarakat dikarenakan menghubungkan Air Lanji sampai Tanjung Batu Burok Desa Mengkubang. Bantuan pembangunan infrastruktur ini telah diserahkan oleh Perseroan kepada Organisasi Masyarakat Kamek, Damar untuk pembuatan jalan masyarakat.

The Company built road infrastructures for the residents of Mengkubang Village, Damar District, East Belitung to facilitate fishremen's access to boat mooring. In addition, the road is also an important access for the community since it connects Air Lanji to Tanjung Batu Burok, Mengkubang Village. The construction of this infrastructure has been handed over by the Company to Kamek Community Organization, Damar for the construction of public road.

Dampak Ekonomi Tidak Langsung

Indirect Economic Impact

Program Kampong AMOI/AMOI Village Program







PT TIMAH Tbk melalui Unit Metalurgi Muntok mengembangkan inovasi sosial yaitu Program Kampong AMOI (Kampung Agro Mandiri Terintegrasi). Program Kampung Amoi ini merupakan bentuk komitmen Perseroan dalam meningkatkan kesejahteraan dan kemandirian masyarakat sekitar dengan prinsip zero waste. Program Kampong Amoi ini menjadi solusi bagi permasalahan yang dihadapi oleh masyarakat Kelurahan Tanjung dan Desa Air Limau yang masih bergantung pada daerah lain untuk mencukupi kebutuhannya, seperti tingginya kebutuhan kompos dan bibit tanaman

PT TIMAH Tbk, through the Muntok Metallurgical Unit, developed a social innovation, namely the AMOI (Integrated Independent Agro Village). This AMOI Village Program is a form of the Company's commitment in improving the welfare and independency of the surrounding communities with zero waste principles. This program is a solution for the issues faced by the residents of Tanjung Village and Air Limau Village who are still dependant to other areas to fulfil their needs, including the high demand of compost and plant seeds in Bangka Island, low food security in Muntok, West Bangka,

di pulau Bangka, rendahnya ketahanan pangan di Muntok Bangka Barat, dan tingginya permintaan atas beberapa komoditas (ikan air tawar, unggas, dan sayuran). Unit Metalurgi Muntok berhasil memberdayakan kelompok tani yang sudah ada, dan mengembangkan kelompok baru, yang anggotanya terdiri dari pekerta tidak tetap seperti penambang liar. Kegiatan yang dilakukan seperti: composting, peternakan, pembibitan, dan perikanan yang semuanya sudah terintegrasi dalam satu area. Perseroan juga memberikan berbagai pelatihan teknis dan pendukung, pembangunan sarana infrastruktur, dan pembinaan bagi masyarakat sekitar. Perseroan bersama kelompok binaan melakukan pembinaan untuk *Vermicomposting*, pertanian holtikultura, dan perikanan aquaponik, serta membangun Warung Amoi sebagai wadah untuk emnampung seluruh produk hasil olahan kelompok binaan. Program Kampong Amoi berhasil membawa Kelurahan Tanjung menjadi peserta Program Kampung Iklim.

and high demand for several commodities (freshwater fish, poultry, and vegetables). Muntok Metallurgical Unit succeeded in empowering the existing farmer groups and developing new groups whose members consisted of non-permanent workers such as illegal miners. The activities that were carried out include: composting, animal husbandry, nurseries, and fisheries which are all integrated in one area. The Company also provides various technical and supporting trainings, construction of infrastructure facilities, and coaching for the surrounding community. The Company and the fostered group held trainings for Vermicomposting, horticultural agriculture, and aquaponic fisheries, and build Warung Amoi as a place to accommodate all processed products of the fostered group. The Amoi Village program has succeeded in leading Tanjung Village to become a participant in the Climate Village Program.

Budidaya Kepiting dan Mangrove di Pulau Setunak
Crab and Mangrove Cultivation in Setunak Island





PT TIMAH Tbk melalui Unit Metalurgi Kundur mengadaptasi dan memitigasi dampak perubahan iklim, dengan meningkatkan ketahanan pangan dan mendorong masyarakat Pulau Setunak untuk dapat melindungi Mangrove. Perseroan memberikan pembekalan berupa pelatihan terkait budidaya kepiting dan satu hidroponik, pembukuan dan pemasaran hasil panen. Selain pelatihan, Perseroan juga memberikan bantuan berupa pembuatan 2 kolam, pemberian modal benih kepiting, dan instalasi hidroponik. Masyarakat Pulau Setunak yang awalnya hanya mengandalkan hasil tangkapan laut, sekarang dapat membudidayakan kepiting dan bibit mangrove menjadi nilai tambah dan meningkatkan ketahanan pangan masyarakat. Selain itu juga Perseroan memberikan pembinaan terkait pengelolaan sampah menjadi kompos dan ecobreak. Diharapkan dengan adanya bantuan yang diberikan Unit Metalurgi Kundur, masyarakat Pulau Setunak dapat meningkatkan perekonomian, ketahanan pangan, dan menjadi kawasan yang lebih asri, serta menumbuhkan rasa kepedulian terhadap lingkungan.

PT TIMAH Tbk through the Kundur Metallurgy Unit adapts and mitigates the impact of climate change, by increasing food security and encouraging the people of Setunak Island to be able to protect mangroves. The Company provides trainings related to crab cultivation and hydroponics, bookkeeping and marketing of crops. In addition to training, the Company also provided assistance by building 2 ponds, providing crab seed, and hydroponic installation. The people of Setunak Island who initially only relied on marine catches, are now able to cultivate crabs and mangrove seeds to add value and increase the community's food security. In addition, the Company also provides training related to processing waste into compost and ecobreak. It is expected that with the assistance provided by the Kundur Metallurgical Unit, the people of Setunak Island can improve their economy, food security, and beautify the area, as well as foster a sense of concern for the environment.

Kampong Reklamasi Selinsing/Reclamation Village of Selinsing





Kampong Reklamasi Selinsing telah menjadi obyek wisata alternatif di Belitung Timur. Sebelumnya, Kampong Reklamasi Selinsing merupakan lahan bekas penambangan timah milik Perseroan yang berhasil diubah menjadi satu alternatif destinasi wisata di pulau Belitung. Kampong Reklamasi Selinsing menyediakan berbagai kegiatan pelibatan masyarakat, seperti pembibitan, pengomposan, budidaya ternak, budidaya ikan sistem keramba jaring apung, perbaikan *void*, budidaya tanaman hortikultura, tanaman buah, tanaman kehutanan, dan kegiatan lainnya. Pengelolaan Kampong Reklamasi Selinsing dilakukan bekerja sama dengan BUMDes Selinsing. Dengan adanya Kampong Reklamasi Selinsing sebagai obyek wisata, masyarakat sekitar dapat menikmati keindahan alam dan juga meningkatkan perekonomian masyarakat sekitar.

Selain itu, terdapat pembangkit listrik tenaga surya (PLTS) yang berkapasitas 10 KWP. PLTS ini digunakan untuk menunjang program penyediaan sumber energi listrik ramah lingkungan di Kampong Reklamasi Selinsing.

Reclamation village of Selinsing has become a tourist attraction in East Belitung. Previously, Reclamation village of Selinsing was a former tin mining which was successfully transformed into an alternative tourist destination on the island of Belitung. Reclamation village of Selinsing provides a variety of community engagement activities, such as nursery, composting, livestock farming, fish farming system, void repair, cultivation of horticultural crops, fruit crops, forestry crops, and other activities. Management of Reclamation village of Selinsing is carried out in collaboration with BUMDes Selinsing. With the existence of Kampong Reklamasi Selinsing as a tourist attraction, the surrounding community can enjoy the beauty of nature and also improve the economy economy of the surrounding community.

In addition, there is a solar power plant (PLTS) with a capacity of 10 KWP. This solar power plant is used to support the program of providing program in Selinsing Reclamation Kampong.

Investasi Sosial Masyarakat

Perseroan telah mengalokasikan sejumlah dana untuk mendukung pelaksanaan kegiatan tanggung jawab sosial kemasyarakatan, baik untuk Program TJSL, PUMK, maupun PPM. Selama tahun 2022, Perseroan telah mengeluarkan sebesar Rp33,15 miliar untuk mendukung pelaksanaan ketiga program kami. Setiap program mendapatkan alokasi sebesar Rp14,68 miliar adalah untuk kegiatan dalam rangka Program TJSL, sebesar Rp1,18 miliar untuk kegiatan dalam rangka Program PUMK, dan sebesar Rp17,29 miliar untuk Program PPM. Total dana ini menurun dari tahun sebelumnya yang sebesar Rp54,31 miliar, hal ini dikarenakan menyesuaikan dengan realisasi produksi Perseroan. Informasi lengkap terkait program tanggung jawab sosial kemasyarakatan yang kami jalankan selama tahun 2022 terdapat pada halaman 174.

Community Social Investment

The Company has allocated some funds to support the implementation of social responsibility activities, both for the TJSL, PUMK and PPM Programs. In 2022, the Company has spent Rp33.15 billion to support the implementation of our three programs. Each program has an allocation of Rp14.68 billion for the TJSL Program, Rp1.18 billion for the PUMK Program, and Rp17.29 billion for the PPM Program. The total has decreased from the previous year of Rp54.31 billion, this was due to adjusting to the realization of production. Company. Complete information regarding our social responsibility programs in 2022 can be found on page 174.

KINERJA KEUANGAN
FINANCIAL PERFORMANCE

Nilai Ekonomi Dihasilkan dan Didistribusikan [201-1]

Perseroan mengelola nilai ekonomi dengan tujuan dapat memaksimalkan nilai bagi seluruh pemangku kepentingan, termasuk pelanggan, pemasok, karyawan, pemegang saham, masyarakat, pemerintah, dan juga lingkungan. Hingga saat ini, dampak ekonomi yang telah diberikan oleh Perseroan sangat positif dan dapat mendukung tujuan pembangunan berkelanjutan.

Seluruh Direksi memiliki tanggung jawab atas kinerja ekonomi yang dilaporkan kepada Dewan Komisaris setiap bulan. Kinerja ekonomi Perseroan yang berkembang dipantau dan disetujui oleh Dewan Komisaris dan pemegang saham. Lebih lanjut, seluruh anggaran keuangan tahunan Perseroan telah disetujui oleh Dewan Komisaris dan Pemegang Saham. Anggaran yang telah disetujui akan diajukan untuk disetujui oleh Kementerian Energi dan Sumber Daya Mineral. Hasilnya akan dilaporkan kepada Pemerintah dan seluruh pemegang saham. Anggaran yang ada terus dikembangkan dengan mempertimbangkan sumber daya Perseroan, umur tambang, dan kondisi pasar. Informasi lebih lanjut mengenai kinerja ekonomi terdapat pada laporan tahunan yang tersedia melalui web Perseroan. [207-1]

Generated and Distributed Economic Values [201-1]

The Company manages economic value with the intention of maximizing value for all stakeholders, including customers, suppliers, employees, shareholders, society, government, and also the environment. Until now, the economic impacts generated by the Company is very positive and can support sustainable development goals.

All Directors and President Directors are responsible for the economic performance reported to the Board of Directors every month. The development of the Company's economic performance is monitored and approved by the Board of Commissioners and shareholders. Furthermore, the entire annual financial budget of the Company has also been approved by the Board of Commissioners and Shareholders. The approved budget will be submitted for approval by the Ministry of Energy and Mineral Resources. The results will be reported to the Government and all shareholders. The existing budget continues to be developed based on the Company's resources, mine life and market conditions. Further information regarding economic performance can be found in the annual report which is available in the Company's website. [207-1]

Nilai Ekonomi Dihasilkan dan Didistribusikan (Rp Juta) [201-1]

Generated and Distributed Economic Values (Rp Million) [201-1]

Keterangan (dalam Rp) Description (in IDR)	2022	2021	2020
Nilai Ekonomi yang Dihasilkan **Economic Value Generated**			
Pendapatan Usaha Operating Revenue	12.504.297	14.607.003	15.215.980
Pendapatan (Beban) Lainnya Other Income (Expense)	138.569	(34.078)	(2.928)
Jumlah Nilai Ekonomi yang Dihasilkan **Total Economic Value Generated**	**12.642.866**	**14.572.925**	**15.213.052**
Nilai Ekonomi yang Didistribusikan **Distributed Economic Value**			
Biaya Operasional Operational Costs	8.117.493	9.233.295	8.739.248
Gaji pegawai dan Benefit Lainnya Employee Salaries and Other Benefits	1.449.350	1.646.353	1.092.782
Jumlah Pembayaran kepada Investor Total Payments to Investors	455.978	-	-
Pengeluaran untuk Kewajiban Pemerintah (Pajak, Royalti, dll) Expenditure on Government Obligations (Taxes, Royalties, etc.)	1.873.209	1.371.574	1.257.751
Pengeluaran kepada Masyarakat: Program CSR Expenditures to the community: CSR Programs	33.150	54.308	59.580
Jumlah Nilai Ekonomi Didistribusikan **Total Economic Value Distributed**	**11.929.180**	**12.305.530**	**11.149.361**
Nilai Ekonomi Ditahan **Economic Value Retained**	**713.686**	**2.267.395**	**4.063.691**

Laporan Keuangan Konsolidasi

Laporan keuangan konsolidasian disusun berdasakan Pernyataan Standar Akuntansi Keuangan (PSAK) dan Interpretasi Standar Akuntansi Keuangan (ISAK) yang diterbitkan oleh Dewan Standar Akuntansi Indonesia - Ikatan Akuntansi Indonesia (DSAK-IAI), serta Peraturan Pedoman Penyajian dan Pengungkapan Laporan Keuangan yang diterbitkan oleh Otoritas Jasa Keuangan (OJK) untuk entitas yang berada dibawah pengawasannya dan ketentuan akuntansi lainnya yang lazim berlaku di Pasar Modal. Untuk memastikan kebenaran atas Laporan Keuangan Konsolidasi yang telah dibentuk, PT TIMAH Tbk tahun 2022 melakukan audit eksternal melalui pihak ketiga independen, yaitu Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan (Anggota Jaringan Firma PwC). Berdasarkan hasil audit tersebut, KAP mengeluarkan Opini atas Laporan Keuangan Tahun 2022 adalah Opini tanpa modifikasian. Informasi lengkap terkait informasi laporan keuangan konsolidasian dapat dilihat pada Laporan Tahunan 2022.

Consolidated Financial Statements

The consolidated financial statements are prepared based on the Statement of Financial Accounting Standards (PSAK) and Interpretation of Financial Accounting Standards (ISAK) issued by the Indonesian Accounting Standards Board - Indonesian Accountants Association (DSAK-IAI), as well as Regulations Guidelines for the Presentation and Disclosure of Financial Statements issued by the Financial Services Authority (OJK) for entities under its supervision and other accounting provisions that are commonly applicable in the Capital Market. To ensure the validity of the Consolidated Financial Statements that have been prepared, PT TIMAH Tbk conducted an external audit through an independent third party, which is the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan (Member of the PwC Firm Network) in 2022. Based on the audit results, the KAP issued an Unmodified opinion on the 2022 Financial Statements. Detailed information related to the consolidated financial statements can be seen in the 2022 Annual Report.

Ikhtisar Laporan Posisi Keuangan Konsolidasian | **Consolidated Financial Statements Highlights**

Neraca Konsolidasi Consolidated Balance	Satuan Unit	2022	2021	2020
Jumlah Aset Total Assets	Rp juta/Rp million	13.066.976	14.690.989	15.517.700
Jumlah Liabilitas Total Liabilities	Rp juta/Rp million	6.025.073	8.382.569	9.577.564
Jumlah Ekuitas Total Equity	Rp juta/Rp million	7.041.903	6.308.402	4.940.136

Laporan Laba (Rugi) dan Penghasilan Komprehensif Lain Konsolidasian

Consolidated Statements of Profit (Loss) and Other Comprehensive Income

Target dan Realisasi Kinerja Keuangan [POJK51 F.2] | **Target and Realization of Financial Performance** [POJK51 F.2]

Keterangan Description	Satuan Unit	Target 2022 Target of 2022	Realisasi 2022 Realization of 2022	Realisasi dibandingkan Target Realization vs Target (%)	Target 2023 Target of 2023
Pendapatan Usaha Revenue	Rp juta Rp million	14.463	12.504	86	12.096
Laba Bersih Tahun Berjalan Profit for the Year	Rp juta Rp million	976	1.042	107	323

Target dan Realisasi Produksi dan Penjualan [POJK51 F.2] | **Target and Realization of Production and Sales** [POJK51 F.2]

Keterangan Description	Satuan Unit	Target 2022 Target of 2022	Realisasi 2022 Realization of 2022	Realisasi dibandingkan Target Realization vs Target (%)	Target 2023 Target of 2023
Produksi Bijih Timah Tin Ore Production	Ton Sn	32.500	20.079	62	26.100
Penjualan Logam Timah Tin Metal Sales	Metrik Ton Metric Ton	33.776	20.805	62	27.400

Target/Rencana Ekspansi Bisnis

Perbandingan realisasi dan target produksi tahun 2022 [F.2]

Target/Business Expansion Plan

Comparison of realization of production targets in 2022 [F.2]

Jenis Produk Type of Product	Unit Unit	Produksi/Production	
		Target/Target	Realisasi/Realization
Bijih Nikel/Nickel Ore	WMT	360.000	306.598
Timah/Tin	Ton	33.776	20.805
Batubara/Coal	Ton	750.000	408.550

* Berdasarkan RKAP dan merujuk ke data AR/Based on RKAP and has referred to the AR data

Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrument keuangan atau proyek yang sejalan dengan penerapan kinerja keberlanjutan. [F.3]

Comparison of target and portfolio performance, financing targets, or investment in financial instruments or projects that are in line with the implementation of sustainable performance. [F.3]

Proyek yang sejalan dengan SDGs Projects that are in line with SDGs	Nama Proyek Project Name	Target Pembiayaan (Rp miliar) Financing Targets (Rp billion)	Total Realisasi (Rp miliar) Total Realization (Rp billion)
Lingkungan (SDG No. 13, 14, 15) Environment (SDG No. 13, 14, 15)	Reklamasi Darat/Land Reclamation	32,80	30,63
	Reklamasi Laut Pulau Bangka/Sea Reclamation of Bangka Island	5,73	5,25
	Reklamasi Laut Pulau Karimun & Kundur Sea Reclamation of Karimun & Kundur Island	1,12	0,83
Jumlah/Total		**39,65**	**36,71**

*Informasi lengkap terkait perbandingan target dan realisasi kinerja finansial, produksi, penjualan, terdaat pada Laporan Tahunan 2022.
*Detailed information regarding the comparison of targets and realization of financial performance, production, sales, are presented in the 2022 Annual Report.



EKSPANSI & DIVERSIFIKASI
EXPANSION & DIVERSIFICATION

Strategi Pengembangan Usaha

Untuk menghadapi tantangan masa depan, Perseroan telah mempersiapkan strategi pengembangan usaha dengan mempertimbangkan *potential value creation* dan *ease of implementation* yang tersedia. Perseroan telah melakukan identifikasi atas beberapa inisiatif strategis yang dapat direalisasikan dalam lima tahun ke depan sebagai prioritas, dan merupakan bagian dari RJPP PT TIMAH Tbk 2020- 2024. Berikut ini merupakan rencana strategis PT TIMAH Tbk untuk 5 (lima) tahun kedepan:

Business Development Strategy

To overcome future challenges, the Company has prepared a business development strategy based on the potential value creation and the available ease of implementation. The Company has identified several strategic initiatives that can be realized in the next five years as priorities, and are part of PT TIMAH Tbk's 2020-2024 RJPP. The following is PT TIMAH Tbk's strategic plan for the next 5 (five) years:

Eksplorasi/Exploration
1. **Perluasan Area Tambang**
   a. Intensifikasi IUP
   b. Ekstensifikasi IUP
   c. Pemantapan dan penataan potensi sumber daya timah berkelanjutan dan Mineral Ikutan Timah
   d. Pengembangan tambang ke luar negeri (Afrika & Asia Tenggara)
1. **Mine Area Expansion**
   a. IUP Intensification
   b. IUP Extensification
   c. Consolidating and structuring the potential of sustainable tin resources and tin-associated minerals
   d. Mine development overseas (Africa & Southeast Asia)

Eksploitasi/Exploitation
2. **Peningkatan teknologi & Operational excellemce**
   a. Bore Hole Mining Laut
   b. Kapal Stripping
   c. Modifikasi KIP Ladder Pendek
   d. Pengembangan Penambangan Timah Primer
   e. Kapal Isap Produksi untuk Kedalaman > 60 Meter
   f. Optimasi model operasi penambangan
3. **Peningkatan Volume Produksi**
   a. Peningkatan produktivitas
   b. Peningkatan *recovery*
   c. Peningkatan kapasitas produksi bijih timah
   d. Tambang Laut Terintegrasi
   e. Pembukaan tambang timah primer
2. **Improved technology & Operational excellence**
   a. Marine Bore Hole Mining
   b. Stripping Ship
   c. Short KIP Ladder Modification
   d. Primary Tin Mining Development
   e. Production Suction Vessel for Depth > 60 Meters
   f. Optimization of mining operation model
3. **Increased Production Volume**
   a. Productivity boost
   b. Improved recovery
   c. increase in tin ore production capacity
   d. Integrated Marine Mine
   e. Primary tin mine opening

Pemasaran/Marketing
5. **Peningkatan penjualan**
   a. Ekspansi *New Customer Base*
   b. Trading mineral tambang
   c. Mengembangkan Fungsi *Integrade Marketing*
6. **Optimasi harga timah**
   a. Memastikan Produk sesuai dengan kebutuhan konsumen
   b. Optimasi Proporsi antara:
      i. End User vs Trader
      ii. Spot vs Long-term
5. **Sales increase**
   a. New Customer Base Expansion
   b. Mining mineral trading
   c. Developing Integrade Marketing Functions
6. **Lead price optimization**
   a. Ensuring products according to consumer needs
   b. Proportion Optimization between:
      i. End User vs Trader
      ii. Spot vs Long-term

Pengolahan, Peleburan & Pemurnian/
Processing, Smelting & Refining
4. **Peningkatan produksi logam**
   a. Penyelesaian proyek Advanced Technology-Tin Ausmelt
   b. Fuming
   c. Otomasi Proses Casting & Packaging Logam Pendek
4. **Product improvement. metal**
   a. Project Completion Advanced Technology-Tin Ausmelt
   b. Fuming
   c. Short Metal Casting & Packaging Process Automation

*Informasi lengkap terkait strategi pengembangan usaha dapat dilihat pada Laporan Tahunan 2022.
*Detailed information related to business development strategies can be seen in the 2022 Annual Report.

Ekspansi

Sepanjang tahun 2022, tidak terdapat informasi material mengenai ekspansi yang dilakukan Perseroan.

Expansion

Throughout 2022, there was no material information regarding the expansion carried out by the Company.

Divestasi

Sepanjang tahun 2022, tidak terdapat informasi material mengenai divestasi langsung yang dilakukan Perseroan.

Divestment

Throughout 2022, there was no material information regarding the direct divestment carried out by the Company.

Infomasi lengkap terkait proyek hilirisasi, ekspansi usaha dan eksplorasi dapat dilihat pada Laporan Tahunan 2022.

Complete information regarding downstream, business expansion and exploration projects can be seen in the 2022 Annual Report.


DMG MORI
Timah

PILAR/PILLAR 6: GOVERNANCE





Perseroan berkomitmen untuk melaksanakan prinsip dasar Tata Kelola Perusahaan yang Baik (GCG) berdasarkan peraturan yang berlaku. Beberapa peraturan tersebut antara lain: Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik *(Good Corporate Governance)* pada BUMN; dan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (GCG) pada BUMN; serta Pedoman Umum GCG Indonesia yang dikeluarkan oleh Komite Nasional Kebijakan *Governance* (KNKG). Uraian lengkap terkait tata kelola perusahaan terdapat pada Laporan Tahunan 2022.

The Company is committed to implement the basic principles of Good Corporate Governance (GCG) based on the applicable regulations. Some of these regulations are: Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011 concerning the Implementation of Good Corporate Governance in SOEs; and the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 dated 6 June 2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in SOEs; as well as the Indonesian GCG General Guidelines issued by the National Committee on Governance Policy (KNKG). Th complete description of corporate governance can be found in the 2022 Annual Report.

KEPEMIMPINAN & PENGAMBILAN KEPUTUSAN [POJK51.E.1]

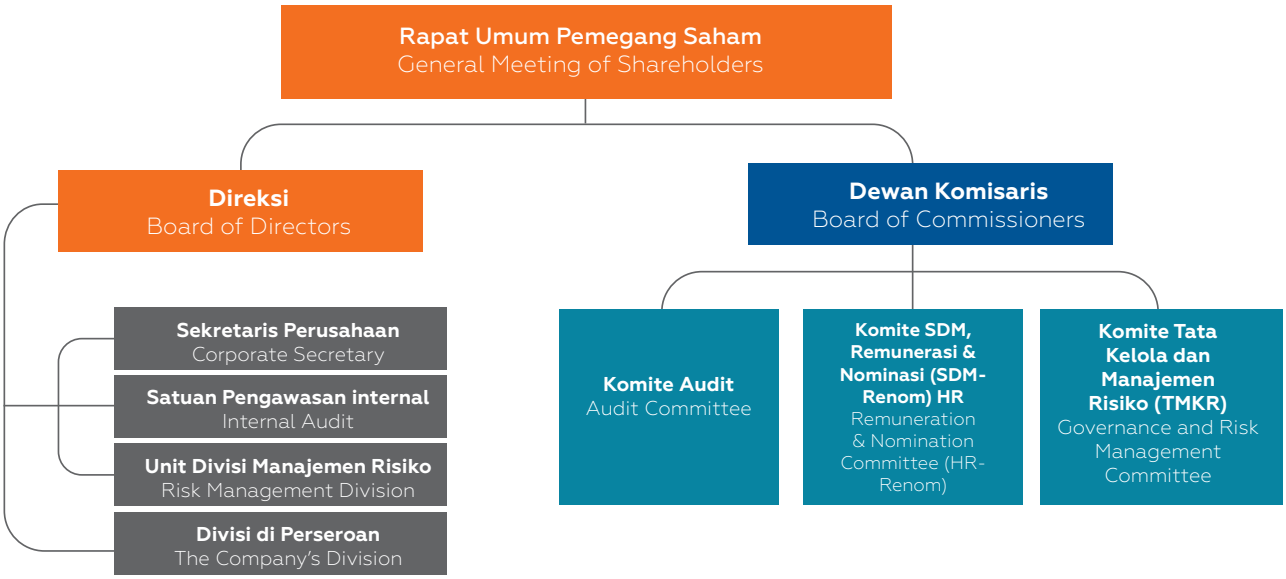
LEADERSHIP & DECISION MAKING [POJK51.E.1]

Struktur Tata Kelola Keberlanjutan

Struktur tata kelola manajemen tertinggi PT TIMAH Tbk terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris sebagai pengawas, dan Direksi sebagai pelaksana kegiatan operasional sehari-hari. Uraian lengkap terkait tata kelola Perseroan, tugas, tanggung jawab, kewenangan RUPS, Direksi, maupun Dewan Komisaris, terdapat pada Laporan Tahunan 2022. [2-9, 2-11]

Sustainability Governance Structure

PT TIMAH Tbk's highest governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners as supervisor, and the Board of Directors as manager of daily operational activities. A complete description regarding the Company's governance, duties, responsibilities, authorities of the GMS, the Board of Directors and the Board of Commissioners, can be found in the 2022 Annual Report. [2-9, 2-11]



Delegasi Tanggung Jawab untuk Menangani *Impact*

Pelaksanaan tata kelola keberlanjutan dalam menentukan arah penerapan kinerja aspek ekonomi, sosial, dan tata kelola Perseroan menjadi tanggung jawab bersama antara seluruh Direktur. Direksi bertugas melakukan evaluasi dan pengelolaan risiko-risiko keberlanjutan yang nantinya dapat berpengaruh terhadap keberlanjutan Perseroan. [2-11, 2-12, 2-13]

Delegation of Responsibilities to Mitigate Impact

The implementation of sustainability governance in determining the direction of economic, social and corporate governance performance is a collective responsibility of all Directors. The Board of Directors is responsible to evaluate and manage sustainability risks that potentially affect the sustainability of the Company. [2-11, 2-12, 2-13]



Direktur Utama secara berkala akan melakukan evaluasi terhadap kinerja keberlanjutan Perseroan. Dewan Komisaris turut serta dalam upaya pengawasan secara berkala terhadap kinerja keberlanjutan dalam mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB). Uraian lengkap terkait capaian TPB terdapat pada halaman 68.

The President Director regularly evaluates the Company's sustainability. The Board of Commissioners also participates in the regular monitoring of sustainability performance to support the realization of the Sustainable Development Goals (SDGs). Detailed description of the SDGs achievements can be found on page 68.

Pencapaian Tata Kelola Keberlanjutan Mendapatkan peringkat *"GOLD"* pada Asia Sustainability Reporting Rating (ASRRAT) 2022

Obtained "GOLD" rating in the Asia Sustainability Reporting Rating (ASRRAT) 2022

Pengetahuan Kolektif Terkait Keberlanjutan dari Badan Tata Kelola Tertinggi [POJK51.E.2]

PT TIMAH Tbk aktif dalam mengikutsertakan karyawan dan jajaran manajemen untuk mengembangkan kompetensi yang dimiliki. Pada tahun 2022, Perseroan telah mengikutsertakan 11 orang untuk mendapatkan materi pengembangan kompetensi terkait keberlanjutan. Berikut ini merupakan daftar beberapa materi pelatihan terkait keberlanjutan yang telah diikuti oleh Direksi dan Dewan Komisaris: [2-17]

Collective Knowledge related to Sustainability from the Highest Organ [POJK51.E.2]

PT TIMAH Tbk is active in registering its employees and management to develop their competencies. In 2022, the Company has registered 11 employees to obtain competency development materials related to sustainability. The following is a list of some of the sustainability-related training materials that have been attended by the Board of Directors and the Board of Commissioners: [2-17]

Materi Pengembangan Kompetensi Competency Development Material	Penyelenggara Organizer	Peserta Participants	Jam Pelatihan Training Hours
Future leadership by Thunderbird For The 4ir	PT TIMAH Tbk	M Alfan Baharudin	4,50
Sosialisasi Tata kelola Perusahaan yang Baik PT TIMAH Tbk Socialization of Good Corporate Governance PT TIMAH Tbk	PT CITA NEGERI AMANAH	M Alfan Baharudin	7,00
WE (We Explore) TALK Seri Akhlak Kebangsaan	MIND ID	M Alfan Baharudin	2,00
Leadership Series with Oliver wyman MIND ID 19, Leading Sucessful Performance and Operational Trasformation.	MIND ID	M Alfan Baharudin	2,00
AKHLAK *Leadership Aligment Session*	MIND ID	M Alfan Baharudin	4,00
Sesi I : Manajement Strategis, Proses, Bisnis & Digitalisasi, Sesi II : Mengelola Kinerja Perusahaan Session I : Strategic Management, Process, Business & Digitalization, Session II: Managing Company Performance	KBUMN	M Alfan Baharudin	4,00
Arahan Strategis KBUMN terkait Strategis Pembinaan BUMN secara Umum, Sesi I : Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II: Manajemen Talenta Eksekutif Strategic Direction of KBUMN related to Strategic Development of SOEs in General, Session I: Good Corporate Governance (GCG), Organization & Governance, Session II: Executive Talent Management	KBUMN	M Alfan Baharudin	4,00
Future leadership by Thunderbird For The 4ir	PT TIMAH Tbk	Agus Rajani Panjaitan	4,50
Global Senior Executive Education Programme, Future-ready Leadership for the 4ir	PT TIMAH Tbk	Agus Rajani Panjaitan	4,00
Penyusunan Program Kerja Audit Tahunan (PKAT) Anak Perusahaan Tahun 2022 Preparation of Annual Audit Work Program (PKAT) for Subsidiaries in 2022	PT TIMAH Tbk	Agus Rajani Panjaitan	8,00
WE (We Explore) TALK Seri Akhlak Kebangsaan	MIND ID	Agus Rajani Panjaitan	2,00
Leadership Series with Oliver wyman MIND ID 19, Leading Sucessful Performance and Operational Trasformation	MIND ID	Agus Rajani Panjaitan	2,00
AKHLAK *Leadership Aligment Session*	MIND ID	Agus Rajani Panjaitan	4,00
Sesi I: Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II: Peraturan & Perundang-undangan Session I: Good Corporate Governance (GCG), Organization & Governance, Session II: Regulations & Legislation	KBUMN	Agus Rajani Panjaitan	2,00
Sesi I: Manajement Strategis, Proses, Bisnis & Digitalisasi. Sesi II: Mengelola Kinerja Perusahaan Session I: Strategic Management, Process, Business & Digitalization. Session II: Managing Company Performance.	KBUMN	Agus Rajani Panjaitan	4,00
Sesi I : Keuangan Strategis , Sesi II: Manajemen Risiko Perusahaan Session I: Strategic Finance, Session II: Enterprise Risk Management	KBUMN	Agus Rajani Panjaitan	4,00
Pengelolaan Dan Analisa Keuangan: Menuju Perilaku Efektif, Efisien, dan Optimal" Financial Management and Analysis: Towards Effective, Efficient, and Optimal Behavior"	PT TIMAH Tbk	Agus Rajani Panjaitan	3,50
Arahan Strategis KBUMN terkait Strategis Pembinaan BUMN secara Umum, Sesi I: Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II: Manajemen Talenta Eksekutif Strategic Direction of KBUMN related to Strategic Development of SOEs in General, Session I: Good Corporate Governance (GCG), Organization & Governance, Session II: Executive Talent Management	KBUMN	Agus Rajani Panjaitan	4,00
Sesi I: Keuangan Strategis. Sesi II: Manajemen Risiko Perusahaan Session I: Strategic Finance. Session II: Enterprise Risk Management	KBUMN	Agus Rajani Panjaitan	4,00
Memanfaatkan peran Komite Audit Wisuda dan Konferensi Nasional Leveraging the roles of Audit Committee Wisuda dan Konferensi Nasional	IKAI	Danny Praditya	9,00
Future leadership by Thunderbird For The 4ir	PT TIMAH Tbk	Danny Praditya	4,50
WE (We Explore) TALK Seri Akhlak Kebangsaan	MIND ID	Danny Praditya	2,00
Leadership Series with Oliver wyman MIND ID 19, Leading Sucessful Performance and Operational Trasformation.	MIND ID	Danny Praditya	2,00
AKHLAK Leadership Aligment Session	MIND ID	Danny Praditya	4,00
Future leadership by Thunderbird For The 4ir	PT TIMAH Tbk	Rustam Effendi	4,50
Sosialisasi Tata kelola Perusahaan yang Baik PT TIMAH Tbk Socialization of Good Corporate Governance of PT TIMAH Tbk	PT CITA NEGERI AMANAH	Rustam Effendi	7,00
Penyusunan Program Kerja Audit Tahunan (PKAT) Anak Perusahaan Tahun 2022 Preparation of Annual Audit Work Program (PKAT) for Subsidiaries in 2022	PT TIMAH Tbk	Rustam Effendi	8,00

Materi Pengembangan Kompetensi Competency Development Material	Penyelenggara Organizer	Peserta Participants	Jam Pelatihan Training Hours
WE (We Explore) TALK Seri Akhlak Kebangsaan	MIND ID	Rustam Effendi	2,00
Leadership Series with Oliver wyman MIND ID 19, Leading Sucessful Performance and Operational Trasformation.	MIND ID	Rustam Effendi	2,00
AKHLAK Leadership Aligment Session	MIND ID	Rustam Effendi	4,00
Sesi I: Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II: Peraturan & Perundang-undangan Session I: Good Corporate Governance (GCG), Organization & Governance, Session II: Regulations & Legislation	KBUMN	Rustam Effendi	2,00
Sesi I: Manajement Strategis, Proses, Bisnis & Digitalisasi, Sesi II: Mengelola Kinerja Perusahaan Session I: Strategic Management, Process, Business & Digitalization, Session II: Managing Company Performance.	KBUMN	Rustam Effendi	4,00
Sesi I: Keuangan Strategis, Sesi II: Manajemen Risiko Perusahaan Session I: Strategic Finance, Session II: Enterprise Risk Management	KBUMN	Rustam Effendi	4,00
AKHLAK Leadership Aligment Session	MIND ID	Sufyan Syarif	4,00
Sesi I: Manajement Strategis, Proses, Bisnis & Digitalisasi, Sesi II: Mengelola Kinerja Perusahaan Session I : Strategic Management, Process, Business & Digitalization, Session II: Managing Company Performance	KBUMN	Sufyan Syarif	4,00
Sesi I: Manajemen Strategis, Proses Bisnis & Digitalisasi, Sesi II: Mengelola Kinerja Perusahaan Session I: Strategic Management, Business Process & Digitalization, Session II: Managing Company Performance.	KBUMN	Sufyan Syarif	4,00
Sesi I: Keuangan Strategis, Sesi II: Manajemen Risiko Perusahaan Session I: Strategic Finance, Session II: Enterprise Risk Management	KBUMN	Sufyan Syarif	4,00
Future leadership by Thunderbird For The 4ir	PT TIMAH Tbk	Yudo Dwinanda Priaadi	4,50
Sosialisasi Tata kelola Perusahaan yang Baik PT TIMAH Tbk Socialization of Good Corporate Governance of PT TIMAH Tbk	PT CITA NEGERI AMANAH	Yudo Dwinanda Priaadi	7,00
WE (We Explore) TALK Seri Akhlak Kebangsaan	MIND ID	Yudo Dwinanda Priaadi	2,00
Leadership Series with Oliver wyman MIND ID 19, Leading Sucessful Performance and Operational Trasformation	MIND ID	Yudo Dwinanda Priaadi	2,00
AKHLAK Leadership Aligment Session	MIND ID	Yudo Dwinanda Priaadi	4,00
Pelaksana Onboarding Commissioner Program Angkatan 5 Tahun 2022 Implementation of Onboarding Commissioner Program Batch 5 Year 2022	KBUMN	Yudo Dwinanda Priaadi	0,50
Sesi I : Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II : Peraturan & Perundang-undangan Session I : Good Corporate Governance (GCG), Organization & Governance, Session II: Regulations & Legislation	KBUMN	Yudo Dwinanda Priaadi	2,00
Sesi I: Manajemen Strategis, Proses, Bisnis & Digitalisasi, Sesi II: Mengelola Kinerja Perusahaan Session I : Strategic Management, Process, Business & Digitalization, Session II: Managing Company Performance	KBUMN	Yudo Dwinanda Priaadi	4,00
Sesi I: Keuangan Strategis, Sesi II : Manajemen Risiko Perusahaan Session I: Strategic Finance, Session II: Enterprise Risk Management	KBUMN	Yudo Dwinanda Priaadi	4,00
Arahan Strategis KBUMN terkait Strategis Pembinaan BUMN secara Umum, Sesi I: Tata Kelola Perusahaan Yang Baik (GCG), Organisasi & Tata Laksana, Sesi II: Manajemen Talenta Eksekutif Strategic Direction of KBUMN related to Strategic Development of SOEs in General, Session I: Good Corporate Governance (GCG), Organization & Governance, Session II: Executive Talent Management.	KBUMN	Yudo Dwinanda Priaadi	4,00
Ekspektasi Dekom dalam Pengelolaan Risiko 2023 & Risk Appetite Statement Dekom's Expectation on Risk Management 2023 & Risk Appetite Statement	PT TIMAH Tbk	Yudo Dwinanda Priaadi	3,00
Pertemuan tahunan Industri Jasa keuangan 2022 dengan tema "Penguatan Sektor Jasa keuangan untuk Percepatan Pemulihan EKonomi melalui Penciptaan Sumber Pertumbuhan EKonomi Baru" Annual Meeting of the Financial Services Industry 2022 with the theme "Strengthening the Financial Services Sector to Accelerate Economic Recovery through the Creation of New Sources of Economic Growth"	OJK	Achmad Ardianto	2,00
Sharing Session Pengelolaan Risiko dan HAM di PT Freeport Indonesia dalam Rangka Mendukung Pemenuhan Prinsip Penambahan ICMM Sharing Session on Risk Management and Human Rights at PT Freeport Indonesia to Support the Fulfillment of ICMM Addition Principles	MIND ID	Achmad Ardianto	2,00
Narasumber Webinar WeTalk : 101 Cerita AKHLAK WeTalk Webinar Speaker: 101 AKHLAK Stories	MIND ID	Achmad Ardianto	2,00
Thought Leadership Forum XXVI: Mendukung Restorasi Ekosistem Gambut Melalui Aksi Solusi Iklim Berbasis Alam untuk Adaptasi dan Mitigasi Perubahan Iklim oleh Yayasan Konservasi Alam Nusantara Thought Leadership Forum XXVI: Supporting Peatland Ecosystem Restoration Through Nature-Based Climate Solutions Action for Climate Change Adaptation and Mitigation by Yayasan Konservasi Alam Nusantara	Yayasan Konservasi Alam Nusantara	Achmad Ardianto	2,50
Webinar "Future Facing Mined Commodities Forum APAC Edition"	Wood Mackenzie	Achmad Ardianto	3,00
Webinar Fortuga Virtual Gathering "Quo Vadis Hilirisasi Mineral"	Fortuga Virtual gathering	Achmad Ardianto	2,50

Materi Pengembangan Kompetensi Competency Development Material	Penyelenggara Organizer	Peserta Participants	Jam Pelatihan Training Hours
Workshop Penyusunan Program Kerja Audit Tahunan (PKAT) SPI Anak Perusahaan tahun 2022 Workshop on the Preparation of Annual Audit Work Program (PKAT) SPI Subsidiary in 2022	PT TIMAH Tbk	Achmad Ardianto	4,00
MIND ID The 19th Leadership Series with Oliver Wyman - Leading Successful Performance and Operational Transformation	MIND ID	Achmad Ardianto	2,00
Sosialisasi Pajak PPH 21 ke Mitra Usaha tambang Darat Socialization of PPH 21 Tax to Land Mining Business Partners	PT Timah Tbk	Achmad Ardianto	3,00
Workshop Evaluasi Komite Implementasi Inisiatif Strategis - Internal Audit secara Online Workshop Evaluasi Komite Implementasi Inisiatif Strategis - Internal Audit secara Online	MIND ID	Achmad Ardianto	0,50
International Tin Conference 2022	Tin	Achmad Ardianto	18,00
AKHLAK Leadership Alignment Session	MIND ID	Achmad Ardianto	4,00
Narasumber Seminar Nasional MN KAHMI "Pengelolaan SDA untuk Pembangunan Berkelanjutan Dan Kesejahteraan Masyarakat" Speaker of MN KAHMI National Seminar "Natural Resources Management for Sustainable Development and Community Welfare"	MAJELIS NASIONAL KAHMI	Achmad Ardianto	5,50
Narasumber "Komoditas Timah Menjadi Bahan Strategis Pertahanan Nasional, "Seriuskah"?" Speaker "Tin Commodities Become National Defense Strategic Materials, "Seriously"?"	HIMPUNAN MAHASISWA ISLAM (HMI)	Achmad Ardianto	1,50
Narasumber Kegiatan Universitas Bangka Belitung *Business and Economics Conference* (UBB_BEC) II tahun 2022 Resource Person for the University of Bangka Belitung Business and Economics Conference (UBB_BEC) II in 2022	UBB	Achmad Ardianto	7,00
Sosialisasi Kebijakan Pelaksana MIND ID untuk diadopsi dalam Kebijakan/Pedoman Kepengurusan Anggota MIND IDE Socialization of MIND ID Implementation Policy to be adopted in MIND ID Member Management Policy/Guidelines	MIND ID	Achmad Ardianto	1,50
Talkshow "The Advantage of Life Cycle Assessment Implementation in Mining Industry" oleh Kemenko Bidang Kemaritiman dan Investasi Talkshow "Keuntungan Penerapan Life Cycle Assessment di Industri Pertambangan" oleh Kemenko Bidang Kemaritiman dan Investasi	Meko Bidang Kemaritiman dan investari RI	Achmad Ardianto	3,00
Webinar Bedah Buku "Tambang Transformatif, Seri *Knowledge Management* Tekmira" Book Review Webinar "Transformative Mining, Tekmira Knowledge Management Series"	Direktorat Jenderal dan Batubara	Achmad Ardianto	3,00
U.S.-Indonesia Economic Cooperation Seminar	The Consultan of USA	Achmad Ardianto	7,00
Pembukaan Bulan Mutu Nasional dan Seminar Nasional Standardisasi Opening of National Quality Month and National Standardization Seminar	Badan Standarisasi nasional	Achmad Ardianto	4,00
Seminar Transformasi Digital dan Peluncuran Pusat Inovasi dan Kewirausahaan Masyarakat Digital Transformation Seminar and Launch of Community Innovation and Entrepreneurship Center	Universitas Bangka Belitung	Achmad Ardianto	7,00
AKHLAK Leadership Alignment Series: MIND Changer	MIND ID	Achmad Ardianto	2,00
Narasumber di kegiatan Training Raya Tingkat Nasional HMI Cabang Sigli Tahun 2022 (Materi: Kedaulatan Pertambangan Mineral TImah dalam Menyongsong Keberlangsungan Hidup Masyarakat Indonesia) Resource persons at the Sigli Branch HMI National Level Training event in 2022 (Material: Sovereignty of Tin Mineral Mining in Supporting the Survival of the Indonesian Society)	"HIMPUNAN MAHASISWA ISLAM CABANG SIGLI"	Achmad Ardianto	2,50
Seminar Nasional The 1st Indonesia *Minerals Mining Industry Conference-Expo* 2022 dengan tema Mineral Kritis dan Strategis untuk Mendukung Industri Nasional National Seminar The 1st Indonesia Minerals Mining Industry Conference-Expo 2022 with the theme Critical and Strategic Minerals to Support National Industry	Kementerian ESDM RI	Achmad Ardianto	2,50
Sharing Session " Strategi Pengelolaan Lingkungan Proper" Sharing Session "Proper Environmental Management Strategy"	MIND ID	Alwin Albar	2,50
AKHLAK Leadership Aligment Session	MIND ID	Alwin Albar	4,50
Special dialogue: Thriving Beyond Sustainability Pathways to a World Class Standart Company"	MIND ID	Alwin Albar	3,00
Seminar Hybird: Timah Indonesia & penguasaan Negara Hybird Seminar: Indonesian Tin & State Control	BRINTS	Alwin Albar	1,50
Innovation Talk	MIND ID	Alwin Albar	4,50
AKHLAK Leadership Aligment Series 2 "Mind Changer"	MIND ID	Alwin Albar	2,00
Sharing Session: Potensi Resiko Keridakpatuhan & Fraud dalam Proyek Strategi yang dapat berdampak pada perusahaan dan atau kerugian negara Sharing Session: Potential Risks of Non-Compliance & Fraud in Strategy Projects that may impact the company and/or state losses.	MIND ID	Alwin Albar	4,00
Deloitte Indonesia Webinar (Spotlight on Sustainability Reporting - Integrating your Financial and Sustainability Disclosures)	Deloitte	Fina Eliani	1,00
Onboarding Directorship Program Angkatan 6 Tahun 2022 Onboarding Directorship Program Batch 6 Year 2022	KBUMN	Fina Eliani	40,00
Leaders Interaction (Town Hall)	PT TIMAH Tbk	Fina Eliani	2,00
Seminar Setengah Hari dengan tema "Mobilisasi Keuangan Berkelanjutan dan Pelaporan Keberlanjutan Menuju Ekonomi Hijau" dari Deputi Kepala BPKP Half - Day Seminar dengan tema "Mobilising Sustainable Finance and Sustainability Reporting toward A Green Economy" dari Deputi Kepala BPKP	BPKP	Fina Eliani	4,00
SOE International Conference	KBUMN	Fina Eliani	8,00

Materi Pengembangan Kompetensi Competency Development Material	Penyelenggara Organizer	Peserta Participants	Jam Pelatihan Training Hours
Risk Talk Series 2 "Penyelarasan Proses Bisnis Berbasis Risiko Dalam Tantangan Hilirisasi Logam Timah" Risk Talk Series 2 "Risk-Based Business Process Alignment in the Challenges of Tin Metal Downstream"	PT TIMAH Tbk	Fina Eliani	2,00
Special dialogue: Thriving Beyond Sustainability Pathways to a World Class Standart Company"	MIND ID	Purwoko	3,00
Webinar Bedah Buku "Tambang Transformatif, Seri *Knowledge Management* Tekmira" Book Review Webinar "Transformative Mining, Tekmira Knowledge Management Series"	Dirjen Minerba	Purwoko	1,50
Pentingnya Integritas dalam membangun Budaya Perusahaan The Importance of Integrity in Building Corporate Culture	PT TIMAH Tbk	Purwoko	3,33
Special dialogue: Industri Pertambangan Nasional Special dialogue: National Mining Industry	MIND ID	Purwoko	3,00
Technologi Innovation Seminar Inalum ke 22 Technologi Innovation Seminar Inalum ke 22	MIND ID	Purwoko	8,00
AKHLAK Leadership Aligment Series 2 "Mind Changer"	MIND ID	Purwoko	2,00
Sharing Session: Potensi Resiko Keridakpatuhan & *Fraud* dalam Proyek Strategi yang dapat berdampak pada perusahaan dan atau kerugian negara Sharing Session: Potential Risks of Non-Compliance & Fraud in Strategy Projects that may impact the company and/or state losses.	MIND ID	Purwoko	4,00
Future-ready Leadership for the 4IR	Dupont - PT Timah Tbk	Yennita	4,50
BOD Retreat	Learning Center PT TIMAH Tbk	Yennita	14,00
Leadership & Strategic Management	Learning Center PT TIMAH Tbk	Yennita	2,00
The Art and Science of Coaching	Vanaya Cendikia Internasional	Yennita	32,00
Workshop Penyusunan Program Kerja Audit Tahunan (PKAT) SPI Anak Perusahaan tahun 2022 Workshop on the Preparation of Annual Audit Work Program (PKAT) SPI Subsidiary in 2022	SPI PT TIMAH Tbk	Yennita	2,00
We Explore TALK Seri AKHLAK Kebangsaan	MIND ID	Yennita	2,00
Vitamin Culture "Karakter Layanan Prima" Vitamin Culture "Karakter Layanan Prima"	Culture PT TIMAH Tbk	Yennita	2,50
Bimtek Hubungan Industrial dengan Disnaker Propinsi Industrial Relations Guidance with Provincial Manpower Office	Dinas tenaga Kerja Provinsi Kepulauan Bangka Belitung	Yennita	1,00
Pelatihan Penyusunan Laporan Keuangan UKM Berbasis Digital Training on Digital-Based SME Financial Reporting	PT TIMAH Tbk	Yennita	1,00
BOD-1 Retreat: Appreciative Inquiry Summit PT Timah Tbk	PT TIMAH Tbk	Yennita	18,00
Tins Talk (Webinar + Recording Podcast) - Direktur SDM & Dirut Tins Talk (Webinar + Recording Podcast) HR Director & President Director	Inspigo	Yennita	2,00
Kick-Off/Launching of this Batch 2 of GCP	PT TIMAH Tbk	Yennita	1,00
Narasumber Webinar Nasional dari Ikatan Akuntan Indonesia Wilayah Bangka Belitung dengan Tema *"Improving Gen-Z of young Accountants who are competent, with high integrity and competitiveness towards Golden Indonesia in the era society 5.0"* National Webinar resource person from the Indonesian Accountants Association for the Bangka Belitung Region with the theme "Increasing Young Gen-Z Accountants who are competent, have integrity and are highly competitive towards Golden Indonesia in the era of society 5.0"	Ikatan Akuntan Indonesia	Yennita	4,00
Leaders Interaction (Town Hall)	PT TIMAH Tbk	Yennita	2,00
Webinar Eight Critical Aspects of Organisational Agility by Vanaya Learning Space	Vanaya Learning Space	Yennita	2,00
HCA Conference 2022	By Sinergia Consultant	Yennita	8,00
Tins Culture Talk Series #2 (Pentingnya Intergritas dalam Membangun Budaya Perusahaan) Tins Culture Talk Series #2 (The Importance of Integrity in Building Company Culture)	PT TIMAH Tbk	Yennita	3,5
Technology Innovation Seminar (ITS) INALUM ke-22	INALUM	Yennita	8,00
Strategic Alignment & Learning Session : Best Practice Human Capital Management dan High - Performance Employee Experience (HPEX) Workshop	MIND ID	Yennita	8,00
Undangan *Strategic Alignment & Learning Session : Best Practice Human Capital Management* dan *High Perfomance Employee Experience (HPEX) Workshop* (Hari ke-2) Invitation to Strategic Alignment & Learning Session: Best Practice Human Capital Management and High Performance Employee Experience (HPEX) Workshop (Day 2)	MIND ID	Yennita	1,50
Learning Session: Human Capital Strategy to be a World Class Organization	MIND ID	Yennita	4,00
Leader Message BLDP (Basic Leadership Development Programme)	PT TIMAH Tbk	Yennita	1,00
Narasumber Seminar Nasional bersama Wakil Menteri Ketenagakerjaan Republik Indonesia (Bapak Ir. Afriansyah Noor, M. Si) dengan Tema "Menakar Dunia Kerja di Era Digitalisasi : Peluang atau Tantangan?" (IKA UBB) Speaker of the National Seminar with the Deputy Minister of Manpower of the Republic of Indonesia (Mr. Ir. Afriansyah Noor, M. Si) with the theme "Measuring the World of Work in the Era of Digitalization: Opportunity or Challenge?" (IKA UBB)	IKA UBB	Yennita	5,00
Certified Human Resources Profesional (CHRP)	Universitas Atmajaya	Yennita	147,00

Catatan/Note:
Uraian lengkap terkait pelatihan dan pengembangan kompetensi karyawan dan jajaran manajemen di luar aspek keberlanjutan, dapat dilihat pada Laporan Tahunan 2022.
Detailed description regarding the training and competency development of employees and management outside of sutainability aspect can be found in the 2022 Annual Report.

Nominasi dan Seleksi Anggota Tata Kelola Keberlanjutan

Hingga akhir tahun 2022, Perseroan belum menetapkan anggota khusus yang bertanggung jawab terhadap kinerja keberlanjutan. Uraian lengkap terkait proses nominasi dan seleksi atas anggota Dewan Komisaris dan Direksi merujuk kepada yang tertuang dalam Laporan Tahunan 2022. [2-10]

Komunikasi atas Masalah Kritis [POJK51.E.5]

Perseroan juga terbuka terhadap komunikasi atas masalah kritis yang disampaikan oleh Pemangku Kepentingan, sebagai bahan evaluasi terhadap pengelolaan risiko keberlanjutan. Selama tahun 2022, terdapat beberapa masalah kritis yang disampaikan kepada badan tata kelola tertinggi, dan semuanya telah terselesaikan. Direksi dapat mengkomunikasikan masalah-masalah kritis pada saat rapat monitoring dan evaluasi yang dilakukan setiap bulan dengan MIND ID. [2-16]

Peran Badan Tata Kelola Tertinggi dalam Laporan Keberlanjutan

Perseroan menunjuk Sekretaris Perusahaan sebagai penanggung jawab dalam penyusunan Laporan Keberlanjutan. Direktur Utama beserta Direksi dan Dewan Komisaris juga turut aktif dalam memberikan persetujuan atas standar pelaporan, topik material serta pengesahan Laporan Keberlanjutan. [2-12, 2-13, 2-14]

Evaluasi Kinerja Badan Tata Kelola Tertinggi

Perseroan secara berkala melakukan evaluasi kinerja untuk memastikan terlaksananya target sejalan dengan visi dan misi Perseroan. Evaluasi kinerja terhadap Dewan Komisaris, Direksi dan fungsi pendukungnya, dilakukan melalui rapat berkala yang diselenggarakan sesuai dengan kebutuhan setiap bulannya. Berdasarkan hasil evaluasi, diketahui bahwa kinerja Perseroan telah berjalan dengan baik. Uraian lengkap terkait evaluasi kinerja Dewan Komisaris dan Direksi terdapat pada Laporan Tahunan 2022. [2-18]

Nomination and Selection of the Sustainability Governance Members

Until the end of 2022, the Company has not appointed a specific member who is responsible for sustainability performance. Detailed description of the nomination and selection process for members of the Board of Commissioners and Board of Directors are presented in the 2022 Annual Report. [2-10]

Communication on Critical Issues [POJK51.E.5]

The Company is also open to communicate regarding critical issues conveyed by Stakeholders, as material for evaluating sustainability risk management. During 2022, there were several critical issues raised to the highest governance body, all of which have been resolved. The Board of Directors was able to communicate critical issues at the monthly monitoring and evaluation meetings with MIND ID. [2-16]

Role of the Highest Governance Organ in the Sustainability Report

The Company appoints Corporate Secretary as the person in charge of preparing the Sustainability Report. The President Director along with the Board of Directors and Board of Commissioners also actively participate in giving approval to reporting standards, material topics and ratification of the Sustainability Report. [2-12, 2-13, 2-14]

Performance Evaluation of the Highest Governance Organ

The Company regularly conducts performance evaluation in order to ensure the achievement of targets in line with the Company's vision and mission. The performance evaluation of the Board of Commissioners, Board of Directors and their supporting functions is carried out through regular meetings which are held in every month based on needs. Based on the evaluation results, it is known that the Company's performance has been running well. A complete description regarding the evaluation of the performance of the Board of Commissioners and Board of Directors can be found in the 2022 Annual Report. [2-18]

TRANSPARANSI & AKUNTABILITAS
TRANSPARENCY & ACCOUNTABILITY

Antikorupsi dan Pengendalian Gratifikasi [3-3]

Perseroan memiliki komitmen kuat untuk menegakkan integritas, transparansi, akuntabilitas, dan kepatuhan di seluruh unsur pengelolaan usaha. Komitmen ini diwujudkan dengan perolehan sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) pada 26 Agustus 2020. Sertifikasi tersebut dijalankan oleh seluruh jajaran manajemen dan karyawan Perseroan tanpa terkecuali, untuk selalu berkomitmen dalam menghindari tindakan, perilaku ataupun perbuatan-perbuatan yang dapat menimbulkan konflik kepentingan, korupsi, kolusi maupun nepotisme.

Selama tahun 2022, Perseroan telah melakukan audit atas operasi-operasi yang dinilai memiliki risiko terkait korupsi berdasarkan ISO SMAP 37001:2016, berikut ini merupakan hasil audit yang telah dilaksanakan oleh Perseroan. [205-1]

Anti-Corruption and Gratification Control [3-3]

The Company is strongly commitment to uphold integrity, transparency, accountability and compliance in all elements of business management. This commitment is realized by obtaining ISO 37001: 2016 Anti-Bribery Management System (SMAP) certification on August 26, 2020. The certification is implemented by all levels of management and employees of the Company without exception, to remain committed to avoiding actions, behaviors or practices that can cause conflict of interest, corruption, collusion and nepotism.

In 2022, the Company has conducted audits of operations that are considered to have risks related to corruption based on ISO SMAP 37001: 2016, the following are the results of audits that have been carried out by the Company. [205-1]

Operasi yang Teridentifikasi oleh Risiko Terkait Korupsi Operations that are Identified to Have Corruption-Related Risks	Jumlah Total Operasi yang Dinilai Memiliki Risiko Terkait Korupsi Total Operations that are Considered to Have Corruption-Related Risks	Persentase Total dari Operasi yang Dinilai Memiliki Risiko Terkait Korupsi Percentage of Total Operations that are Considered to Have Corruption-Related Risks
Divisi Keuangan Finance Division	6	100%
Divisi Pemasaran Marketing Division		
Divisi Pengadaan Purchasing Division		
Divisi Hukum Perusahaan Corporate Legal Division		
Unit Produksi Darat Bangka (UPDB) Bangka Land Production Unit (UPDB)		
Unit Pengelola Peleburan Mitra (UPPM) Partner Smelting Management Unit (UPPM)		

Perseroan memiliki Kebijakan Sistem Manajemen Anti Penyuapan (SMAP) pada tanggal 16 Juni 2022, kebijakan ini terus disosialisasikan melalui berbagai media atau saluran yang menjangkau seluruh unsur Perseroan dan pihak yang terkait. Selain itu, Perseroan juga melakukan pelatihan, webinar sebagai upaya penyadartahuan dan penegakan kebijakan antikorupsi. [205-2]

The Company has an Anti-Bribery Management System (SMAP) which was established on June 16, 2022, the Company continue to socialize this policy through various media or channels that cover all elements of the Company and related parties. In addition, the Company also conduct trainings, webinars as an effort to raise awareness and enforce our enforcement of anti-corruption policies. [205-2]

Mitra Bisnis yang Telah Mengikuti Sosialisasi oleh Organisasi Mengenai Kebijakan dan Prosedur Anti-Korupsi. [205-2]

Business partners who have attended the socialization of anti-corruption policies and procedures held by the organization. [205-2]

Jumlah Total Mitra Bisnis yang Telah Dikomunikasikan Total Number of Business Partners Who Have Been Communicated	Persentase dari Total Seluruh Mitra Bisnis Percentage from Total Business Partners
278	100%

Karyawan yang Telah Mengikuti Pelatihan Anti-Korupsi [205-2]

Employees who have attended the anti-corruption training. [205-2]

Katagori Karyawan Employee Category	Jumlah Karyawan yang Mengikuti Pelatihan Total Employees Who Attended the Training	Persentase dari Total Seluruh Karyawan Percentage of Total Employees
BOD-1	13	24%
BOD-2	31	18%
BOD-3	88	17%
BOD-4	99	12%
STAFF	120	4%

Selain kebijakan antikorupsi, Perseroan juga berkomitmen penuh untuk meniadakan praktik gratifikasi dalam operasional. Komitmen tersebut diatur dalam Surat Keputusan Direksi No. 1846/TBK/SK-0000/2014-S11.2 tanggal 9 Desember 2014 yang telah dimutakhirkan dengan Pedoman Pengendalian Gratifikasi di Lingkungan PT TIMAH Tbk dan Anak Perusahaan yaitu sudah tertera pada Peraturan Perusahaan No. 0009/Tbk/PER- 0000/21-S11.1 tanggal 31 Mei 2021. Kebijakan pengendalian gratifikasi telah disosialisasikan melalui portal internal dan website Perseroan. Hingga akhir tahun 2022, tidak terdapat insiden korupsi yang terbukti, dan mengakibatkan karyawan diberhentikan atau dihukum, ataupun mengakibatkan berakhirnya kontrak dengan mitra bisnis. Uraian lengkap terkait antikorupsi dan pengelolaan gratifikasi dapat dilihat pada Laporan Tahunan 2022. [205-3]

In addition to the anti-corruption policy, the Company is also fully committed to eliminate gratification practices in its operations. This commitment is regulated in the Decree of the Board of Directors No. 1846/TBK/ SK-0000/2014-S11.2 dated December 9, 2014 which has been updated with the Guidelines for Control of Gratification in the Environment of PT TIMAH Tbk and Subsidiaries, and stipulated in Company Regulation No. 0009/Tbk/PER- 0000/21-S11.1 dated 31 May 2021. The gratification control policy has been socialized through the Company's internal portal and Company. By the end of 2022, there were no proven incidents of corruption that resulted in employees being dismissed or penalized, or resulted in the termination of contracts with business partners. Detailed description of anti-corruption and gratuity management can be seen in the 2022 Annual Report. [205-3]

Whistleblowing System [2-26]

Perseroan memberikan fasilitas pelaporan bagi segenap insan Perseroan maupun pihak eksternal untuk dapat menyampaikan laporan terkait dugaan pelanggaran terhadap prinsip-prinsip GCG. Pelapor dapat melaporkan laporannya melalui sistem pelaporan pelanggaran

Whistleblowing System [2-26]

The Company provides reporting facilities for all Company personnel and external parties to submit reports regarding alleged violations of GCG principles. Whistleblowers can report their reports through the whistleblowing system (WBS). The Company assigned the Internal Audit Unit

(*whistleblowing system*/WBS). Perseroan menetapkan Satuan Pengawasan Internal (SPI) sebagai pengelola WBS, yang secara berkala akan mempertanggung jawabkan kepada Direktur Utama. WBS ini telah dilengkapi dengan pedoman sistem yang mencakup:

1. Lingkup pengaduan
2. Mekanisme pelaporan
3. Proses dan tindak lanjut atas pengaduan
4. Investigasi
5. Perlindungan bagi pelapor

Sepanjang tahun 2022, Perseroan telah melakukan sosialisasi WBS secara berkala kepada seluruh Insan Perseroan. Sosialisasi yang kami lakukan dalam bentuk buku saku yang dibagikan kepada Insan Perseroan bersama dengan buku Pedoman Tata Kelola dan Kode Etik Perseroan. Selama tahun 2022, terdapat laporan WBS yang diterima oleh Perseroan. PT TIMAH Tbk memastikan untuk melindungi identitas setiap pelapor. Uraian lengkap terkait Sistem Pelaporan Pelanggaran dan mekanisme pelaporan dapat dilihat melalui Laporan Tahunan 2022 atau melalui link https://timah.com/blog/gcg/whistle-blowing-system-wbs.html.

Perjanjian Perundingan Kolektif

Perseroan mempunyai organisasi karyawan yang disebut Ikatan Karyawan Timah (IKT) dan Persatuan Karyawan Timah (PKT). Jaminan serikat pekerja ini tercantum dalam Undang-Undang No. 21 tahun 2000 tentang Serikat Buruh. Perseroan memberikan kesempatan bagi setiap karyawannya untuk berkembang dengan mendengarkan usulan perbaikan, pendapat maupun kritik tentang operasional Perseroan. Semua hal ini terdapat dalam Perjanjian Kerja Bersama (PKB), yang ditinjau dan diperbarui secara berkala (setiap dua tahun sekali). Selama tahun 2022, terdapat 3.892 karyawan atau 90,62% sudah menjadi anggota IKT dan 47 karyawan atau 0,011% sudah menjadi anggota PKT. [2-30]

Selain itu, terdapat 4.249 karyawan yang terdaftar sebagai pegawai tetap dan mempunyai nomor induk pegawai dan tergabung dalam PKB (100%).

(IAU) as WBS manager, which will periodically report to the President Director. This WBS has a guidelines that cover the following:

1. Scope of Complaint
2. Reporting Mechanism
3. Process and Follow Up on Complaint
4. Investigation
5. Protection for Whistleblower

Throughout 2022, the Company has periodically socialized the WBS to all Company personnel. The socialization is conducted by distributing a pocket book to the Company's personnel along with the Company's Governance Manual and Code of Conduct. In 2022, there was WBS report received by the Company. PT TIMAH Tbk ensures to protect the identity of each whistleblower. Detailed description of the Whistleblowing System and reporting mechanism can be seen in the 2022 Annual Report or via the link https://timah.com/blog/gcg/whistle-blowing-system-wbs.html

Collective Discussion Agreement

The Company has an employee organization called the Ikatan Karyawan Timah (IKT) and Persatuan Karyawan Timah (PKT). The assurance of this labor union is stipulated in Law no. 21 of 2000 concerning Labor Unions. The Company provides opportunities for each of its employees to develop by listening to suggestions for improvements, opinions and criticisms about the Company's operations. All of this is contained in the Collective Labor Agreement (CLA) which is reviewed and updated regularly (every two years). In 2022, 3,892 employees or 90.62% have joined IKT and 47 employees or 0.011% have joined PKT. [2-30]

In addition, there are 4,249 employees who are registered as employees and have employee identification numbers and are members of the PKB (100%).

ETIKA & KEPATUHAN BISNIS
BUSINESS ETHICS & COMPLIANCE

Kode Etik

Kode Etik merupakan landasan etika bisnis atas perilaku usaha dengan menerapkan prinsip-prinsip dasar yang ada pada visi, misi, dan nilai-nilai utama Perseroan. PT TIMAH Tbk memiliki Kode Etik yang menjadi dasar sikap, perilaku dan tindakan dalam melakukan interaksi hubungan bisnis maupun hubungan kerja, dengan memperhatikan kepatuhan pada peraturan internal dan eksternal yang berlaku. Setiap Insan Perseroan diwajibkan untuk mematuhi pedoman kode etik dengan menandatangani Pakta Integritas yang berisi komitmen untuk mematuhi dan melaksanakan Pedoman Etika Perseroan dan Nilai-Nilai Perusahaan, Pedoman GCG serta patuh pada Anggaran Dasar Perseroan. Selain itu, Perseroan telah mensosialisasikan Kode Etik melalui berbagai sarana, seperti email, portal internal, sosial media, dan *website* Perseroan. PT TIMAH Tbk juga menyampaikan materi Kode Etik dalam program pengenalan bagi anggota Dewan Komisaris, anggota Direksi, dan karyawan yang baru menjabat.

Selama tahun 2022, terdapat 11 total kasus pelanggaran kode etik, yang dikategorikan ke dalam tiga kelompok besar, yaitu Pelanggaran Berat, Pelanggaran Sedang dan Pelanggaran Ringan. Perseroan memberikan teguran tertulis dan pemberhentian tidak dengan hormat. Sebagai bentuk upaya penegakkan Kode Etik. Upaya tersebut diharapkan dapat menurunkan kasus pelanggaran Kode Etik di kemudian hari.

Code of Conduct

The Code of Coduct is the foundation of business ethics to implement the basic principles stipulated in the vision, mission and core values of the Company. PT TIMAH Tbk has a Code of Conduct as the foundation of attitudes, behaviors and actions in conducting business and work relations interactions, taking into account compliance with applicable internal and external regulations. Every Company employee is required to comply with the code of conduct guidelines by signing an Integrity Pact which states their commitment to comply with and implement the Company's Code of Conduct and Corporate Values, GCG Guidelines and comply with the Company's Articles of Association. In addition, the Company has socialized the Code of Conduct through various media, such as email, internal portal, social media and the Company's website. PT TIMAH Tbk has also conveyed the the Code of Conduct materials in an induction program for members of the Board of Commissioners, members of the Board of Directors, and newly appointed employees.

In 2022, there were 11 cases of code of conduct violations, which were categorized into three major groups, including Serious Violations, Moderate Violations and LIght Violations. The Company gave a written reprimand written reprimand and dishonorable discharge. As efforts to enforce the Code of Ethics. These efforts are efforts are expected to reduce cases of violations of the Code of Ethics in the future.

Jenis Pelanggaran Type of Violation	Jumlah Total	Keterangan Description	Sanksi yang Diberikan Sanction
Pelanggaran Ringan/Light Violation	-	Nihil	-
Pelanggaran Sedang/Moderate Violation	-	Nihil	-
Pelanggaran Berat/Serious Violation	11		9 orang mendapat teguran tertulis ketiga dan 3 orang berupa Pemberhentian Tidak Dengan Hormat 9 employees received third warning letter and 3 employees were disrespectfully dismissed
Jumlah/Total	**11**		

Benturan Kepentingan

Selama tahun 2022, tidak terdapat situasi dengan potensi benturan kepentingan antara badan Tata Kelola Tertinggi. Uraian lengkap terkait benturan kepentingan dapat dilihat pada Laporan Tahunan 2022. [2-15]

Conflict of Interest

In 2022, there were no situations with potential conflicts of interest between the Highest Governance organs. Detailed description regarding conflicts of interest can be seen in the 2022 Annual Report. [2-15]

Kebijakan Remunerasi

Perseroan telah menetapkan besaran remunerasi bagi Dewan Komisaris dan Direksi berdasarkan Keputusan

Remuneration Policy

The Company has determined the amount of remuneration for the Board of Commissioners and Board of Directors

Pemegang Saham saat RUPS dengan mempertimbangkan kondisi dan kinerja Perseroan. Penentuan remunerasi ini diterapkan berdasarkan hasil kajian Komite SDM Remunerasi dan Nominasi. Uraian lengkap terkait kebijakan remunerasi, proses penentuan remunerasi dan total rasio kompensasi tahunan dapat dilihat pada Laporan Tahunan 2022. [2-19, 2-20, 2-21]

based on Shareholders' Resolutions at the GMS taking into account the conditions and performance of the Company. The determination of remuneration is based on the review results conducted by the Remuneration and Nomination HR Committee. Detailed description of the remuneration policy, the process for determining remuneration and the total annual compensation ratio can be seen in the 2022 Annual Report. [2-19, 2-20, 2-21]

Total Kompensasi Tahunan untuk Individu dengan Pendapatan Tertinggi Total annual compensation for individuals with the highest remuneration	Total Kompensasi Tahunan Rata-Rata untuk Semua Karyawan (Tidak Termasuk Individu dengan Bayaran Tertinggi) Average annual compensation for all employees (excluding individuals with the highest remuneration)	Rasio Ratio
1.653.570.980,00	284.797.289,41	5,81

Persentase Kenaikan Total Kompensasi Tahunan untuk Individu dengan Pendapatan Tertinggi Percentage of Increase in the Total Annual Compensation of Individuals with the Highest Remuneration	Persentase Kenaikan Median dalam Total Kompensasi Tahunan untuk Semua Karyawan (Tidak Termasuk Individu dengan Bayaran Tertinggi) Percentage of Average Annual Increase of Total Compensation for All Employees (Excluding Individuals with the Highest Remuneration)	Rasio Ratio
14%	38%	37%

Integrasi Praktik Keberlanjutan dalam Pengambilan Keputusan

Seluruh kebijakan/keputusan yang diambil Perseroan senantiasa didasari oleh keinginan untuk memberikan dampak, nilai atau manfaat terbaik bagi para pemangku kepentingan serta mengikutsertakan pertimbangan kelestarian lingkungan. Dengan cara tersebut, Perseroan berkeyakinan berada dijalur yang tepat dalam memastikan kesinambungan usahanya dalam jangka panjang.

Kebijakan dan pengambilan keputusan dalam praktik keberlanjutan dilaksanakan secara holistik diseluruh mata rantai operasional, mulai dari proses pengadaan bahan material sampai dengan produk jadi tersebut sampai ke tangan konsumen. Kebijakan integrasi praktik keberlanjutan yang dimaksud di antaranya:

- Pemilihan mitra usaha (pemasok/kontraktor) yang diseleksi berdasarkan *track record* keahlian dan pengalaman kerja serta tidak pernah melanggar ketentuan yang dimandatkan baik dalam aspek lingkungan maupun sosial.
- Penerapan ketentuan K3 guna melindungi karyawan.
- Penerapan tanggung jawab sosial guna melindungi masyarakat khususnya sekitar wilayah operasional.

Integration of Sustainability Practices in Decision Making

All of the Company's policies/decisions are always based on the desire to provide the best impacts, values or benefits for stakeholders as well as to considering environmental preservation. This way, the Company believe that it is in the right position in ensuring its long-term business continuity.

The policies and decision making in the sustainability practices are implemented holistically throughout the operational chain, starting from the process of procuring materials until the product is received by customers. The referred sustainability practice integration policy are:

- Selection of business partners (supplier/contractor) which was selected based on the track record of expertise and work experience and for never violating the prevailing provisions in both environmental and social aspects.
- Implementation of OHS provisions in order to protect employees
- Implementation of social responsibility in order to protect the community, especially those around the operational area.

MANAJEMEN RISIKO
RISK MANAGEMENT

Manajemen Risiko atas Penerapan Keberlanjutan [POJK51.E.3] [3-3]

Perseroan menjalankan praktik GCG dengan mengelola risiko-risiko yang dapat memengaruhi keberlanjutan Perseroan. Pengelolaan risiko tersebut dilakukan dengan menerapkan sistem manajemen risiko yang mengacu pada Sistem Manajemen Risiko ISO 31000:2009 *Risk Management - Principles and Guidelines* yang sudah diperbarui menjadi ISO 31000:2018 *Risk Management - Guidelines*. Sebagai bentuk upaya perbaikan berkelanjutan, Perseroan terus mengembangkan sistem manajemen risiko yang ada, seperti dengan menciptakan sebuah aplikasi yang disebut Timah *Risk Information Management System* atau TRIMS.

Perseroan telah menyesuaikan skema yang melibatkan penerapan kebijakan, prosedur, dan praktik yang sistematis dan sesuai dengan kebutuhan perusahaan. Selain itu, Perseroan juga memiliki prosedur dalam mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan kinerja keberlanjutan terkait aspek ekonomi, sosial, dan lingkungan hidup. Perseroan menggunakan konsep Pertahanan Tiga Model *(Three Lines of Model)* sebagai kebijakan pengendalian dan penerapan manajemen risiko, yang melibatkan seluruh elemen pelaksana manajemen risiko di seluruh tingkatan. Uraian lengkap terkait sistem manajemen risiko yang dijalankan Perseroan, dapat dilihat pada Laporan Tahunan 2022.

Risk Management in the Implementation of Sustainability [POJK51.E.3] [3-3]

The Company implements GCG practices by managing risks that potentially affect the Company's sustainability. Risk management is carried out by implementing a risk management system that refers to the Risk Management System ISO 31000:2009 Risk Management - Principles and Guidelines which has been updated into ISO 31000:2018 Risk Management - Guidelines. As a form of continuous improvement efforts, the Company continues to develop existing risk management systems, including by developing an application called Timah Risk Information Management System or TRIMS.

The Company has adjusted the scheme which involves systematic implementation of policies, procedures and practices based on the needs of the Company. In addition, the Company also has procedures in identifying, measuring, monitoring, and controlling risks regarding the implementation of sustainability performance related to economic, social and environmental aspects. The Company uses the Three Lines of Model Defense concept as a control policy and implementation of risk management, which involves all elements of risk management executives at all levels. Detaileddescription of the risk management system implemented by the Company can be seen in the 2022 Annual Report.

Risiko LST dan Tindakan Mitigasi yang Dilakukan PT TIMAH Tbk Tahun 2022

ESG Risks and the Mitigation Measures Conducted by PT TIMAH Tbk in 2022

Risiko Risk	Deskripsi Description	Mitigasi Mitigation
Reklamasi Lahan Tambang tidak Tercapai Unrealized Mining Land Reclamation	Realisasi Luasan Reklamasi tidak Tercapai Target Sesuai Dokumen Rencana Reklamasi Realization of the reclamation area did not reach the target according to the reclamation plan document.	• Melakukan pembinaan dan pengawasan terhadap Mitra Usaha. • Melakukan harmonisasi dengan pemilik lahan. • Melibatkan stakeholder terkait dalam pelaksanaan reklamasi. • Pelaksanaan jadwal kegiatan dengan kondisi cuaca. • Melakukan koordinasi terkait mekanisme pengadaan jasa reklamasi dengan Divisi Pengadaan. • Conducting guidance and supervision of Business Partners. • Harmonize with land owners. • Involve relevant stakeholders in the implementation of reclamation. • Implementation of activity schedules with weather conditions. • Coordinate regarding the mechanism for procuring reclamation services with the Procurement Division.
Terjadinya Pencemaran Lingkungan The Occurrence of Environmental Pollution	Pemenuhan Penaatan Parameter Baku Mutu Kualitas Lingkungan Belum Tercapai. Inability to Fulfill the Environmental Quality Standard Parameter.	• Melakukan pemantauan pengelolaan terhadap Baku Mutu (BM) kualitas lingkungan • Melakukan Koordinasi dengan unit/divisi terkait pemantauan RKL - RPL dan Neraca Limbah B3. • Monitor the management of Quality Standards (BM) of environmental quality • Coordinate with units/divisions related to monitoring RKL - RPL and B3 Waste Balance.

Risiko **Risk**	**Deskripsi** **Description**	**Mitigasi** **Mitigation**
Kendala Pasokan Bahan Baku Bijih Timah Constraints in the Supply of Tin Ore Raw Materials	Penurunan Pasokan Bijih Timah ke Unit Metalurgi Sehingga Target Produksi Logam Timah tidak Tercapai. The Decrease in the Supply of Tin Ore to the Metallurgical Unit Prevented the Achievement of Tin Metal Production Target.	• Bekerja sama dengan mitra pengolahan yang memiliki kapabilitas sesuai dengan spesifikasi yang dibutuhkan. • Pengoptimalan terhadap pengoperasian PIP. • Pengoperasian PIP di Laut Matras, Laut Muara Tengkorak, Laut Rebo, Laut Romodong, Laut Terabik Muntok. • Pengoptimalan terhadap Tambang darat HIUJP dan PIP Laut. • Melakukan pembukaan front tambang *own facility* (Tambang Kecil Perusahaan). • Cooperate with processing partners who have capabilities according to the required specifications. • Optimization of PIP operation. • Operation of PIP in the Matras Sea, Muara Skull Sea, Rebo Sea, Romodong Sea, Terabik Muntok Sea. • Optimization of HIUJP land mines and sea PIP. • Opening the front mine of own facility (Company's Small Mine).
Ketidaksesuaian Kualitas dan *Packaging* Logam Timah Discrepancies in the Quality and Packaging of Tin Metal	Adanya Potensi Kualitas dan *Packaging* Logam Timah yang tidak Sesuai dengan Kontrak Penjualan. The Potential of Discrepancies in the Quality of Tin Metal and Packaging with the Sales Contract.	• Melakukan koordinasi dengan Unit Metalurgi untuk memastikan QC kualitas logam dan packaging dilakukan sesuai dengan Prosedur. • Melakukan *site visit*/inspeksi ke gudang-gudang penyimpanan logam perusahaan untuk melihat kelayakan kondisi gudang logam. • Membangun sistem komunikasi yang interaktif antara Unit Produksi - *Shipping line* - Gudang - Divisi Pemasaran. • Re-analisa atas kualitas logam yang berpotensi out of spec. • Coordinate with the Metallurgical Unit to ensure QC of metal and packaging is carried out in accordance with procedures. • Conduct site visits/inspections to the company's metal storage warehouses to see the feasibility of metal warehouse conditions. • Building an interactive communication system between the Production Unit - Shipping line - Warehouse - Marketing Division. • Re-analysis of metal quality that has the potential to be out of spec.
Gangguan Penambangan Ilegal Disturbance from Illegal Mining	Terjadinya Gangguan Penambangan Ilegal di Wilayah IUP Perusahaan. The Occurrence of Illegal Mining in the Company's IUP Area.	• Melakukan Pengaturan Penjagaan dan Patroli serta bekerjasama dengan TNI Polri dalam mengamankan obvitnas di wilayah IUP Darat dan Laut. • Melakukan pemetaan terhadap lokasi cadangan yang dimasuki Ilegal *Mining* sebagai rekomendasi penindakan untuk tim pengamanan. • Arrangement of Guarding and Patrol as well as cooperate with the Indonesian National Police in securing obvitnas in the onshore and offshore IUP areas. • Mapping the reserve locations entered by Illegal Mining as recommendations for action for the security team.
Terjadinya Kecelakaan Tambang Mining Accident	Kejadian Kecelakaan Tambang yang Dapat Menyebabkan *Fatality*, Cidera, Cacat dan Hilangnya Hari Kerja Sehingga Berdampak pada Produktivitas. Mining Accidents that Can Cause Fatality, Injury, Disability and Loss of Workdays Impact on Productivity.	• Meningkatkan *awareness* karyawan di area operasional dengan memberikan pelatihan Implementasi SMKP. • Melakukan transformasi budaya K3 melalui Program Mucak Budaya K3, bekerja sama dengan Konsultan DUPONT. • Increase employee awareness in the operational area by providing SMKP Implementation training. • Transforming OHS culture through the Mucak OHS Culture Program, in collaboration with DUPONT Consultants.
Program Tanggung Jawab Sosial Lingkungan Perusahaan tidak Optimal Corporate Social Responsibility Program is not Optimal	Tidak Optimalnya Program Tanggung jawab Sosial Lingkungan Mengakibatkan Kehadiran Perusahaan Kurang Memberikan Manfaat bagi Kehidupan dan Kesejahteraan Masyarakat Lokal. Un-optimal of Environmental Social Responsibility Program Resulted in the Company's Presence Being Less Beneficial to the Lives and Welfare of Local Communities.	• Meningkatkan intensitas dan komunikasi dengan *Stakeholder*. • Melakukan *monitoring* dan evaluasi terkait dengan pelaksanaan program pemberdayaan masyarakat dan bina lingkungan. • Menyusun rencana program TJSL dengan efektif. • Merekap informasi dan kebutuhan terkait program berdasarkan Dokumen SEP *(Stakeholder Engagement Plan)*. • *Mapping* lokasi berdasarkan wilayah operasional. • Increasing intensity and communication with Stakeholders. • Conduct monitoring and evaluation related to the implementation of community empowerment and community development programs. • Develop an effective TJSL program plan. • Recap information and requirements related to the program based on the SEP Document (Stakeholder Engagement Plan). • Mapping locations based on operational areas.

Risiko Risk	Deskripsi Description	Mitigasi Mitigation
Pembinaan Mitra Binaan tidak Optimal Un-optimal Fostering of Fostered Parters	Potensi Pembinaan, Pengembangan dan Peningkatan Mutu, Kualitas, Produk Mitra Binaan belum Sesuai dengan Permintaan Pasar. The potential for Fostering, Developing and Improving the Standard, Quality, Products of Foster Partners is Bellow Market Demand.	• Melakukan pembinaan secara langsung dengan • mendatangi Mitra Binaan. • Membantu promosi produk Mitra Binaan dengan mengikutsertakan dalam pameran, menempatkan produk pada ruang promosi Perusahaan dan *stakeholders*. • Mengikutsertakan Mitra Binaan kedalam program-program pembinaan dan pelatihan terkait penambahan pengetahuan tentang produk dan kewirausahaan. • Conduct foster activities directly by visiting Development Partners. • Assisting the promotion of Fostered Partners' products by participating in exhibitions, placing products in the Company's and stakeholders' promotional space. • Involve Foster Partners in coaching and training programs related to increasing knowledge about products and entrepreneurship.
Hubungan *Stakeholder* Kurang Harmonis Un-harmonious Relations with Stakeholders	Menjaga Hubungan Baik dengan *Stakeholder*. Maintaining Good Relationship with Stakeholders.	• Melakukan *stakeholders engagement* harus dilakukan secara rutin. • Optimalisasi harmonisasi dalam kegiatan *sponsorship* dan bantuan sosial. • Conducting stakeholder engagement must be carried out regularly. • Optimizing harmonization in sponsorship and social assistance activities.
Penurunan Harga Logam Timah Decline of Tin Metal Price	Penurunan Harga Komoditas Logam Timah Dunia Dunia yang Meng-*Exposure* Keterlambatan PT TIMAH Tbk The Decline in World Tin Commodity Prices Has Exposed the Profitability of PT TIMAH Tbk.	• Kebijakan efisiensi & sadar biaya di setiap lini bisnis • masih akan dijalankan sesuai Surat Edaran Direksi • s.d Desember 2022. • Pengoptimalan skema *hedging* sebagai alternatif penekanan *production cost*. • Membuat Pemetaan *Business Impact Analysis* (BIA) keadaan katastropik/*critical* terhadap skema penurunan Harga yang signifikan. • Efficiency & cost awareness policies in each line of business will still be implemented according to the Directors' Circular Letter until December 2022. • Optimizing hedging schemes as an alternative to suppressing production costs. • Make a Business Impact Analysis (BIA) Mapping for catastrophic/ critical conditions for significant price reduction schemes.
Terjadinya Perubahan Peraturan Regulatory Changes	Perubahan Peraturan yang Mempengaruhi Bisnis Proses Pertambangan Timah Sehingga tidak Memperoleh *License to Operate* (Ijin Operasi) dan tidak Dapat Mengekspor Komoditas Ingot Logam Timah. Regulatory Changes that Affect the Tin Mining Business Process which Prevents the Obtainment Of License to Operate and Unable to Export Tin Ingot Commodities.	• Berkoordinasi ke *Stakeholder* terkait, terhadap usulan dan kesiapan dalam mengahadapi Perubahan Regulasi • Mengoptimalkan Anak Usaha dalam investasi pengelolaan bisnis hilirisasi PT TIMAH Tbk • Coordinating with relevant Stakeholders regarding the proposals and readiness in dealing with Regulatory Changes. • Optimizing Subsidiaries in the investment of PT TIMAH Tbk's downstream business management.
Terjadinya *Cybersecurity* Cybersecurity	Adanya Potensi Intrusi yang Berhasil Membobol Sistem Keamanan Jaringan *Data Center* & DRC yang Dilakukan oleh Pihak Internal maupun Eksternal Perusahaan sehingga Mengganggu Kegiatan Usaha. The Potential of Intrusions that Have Succeeded in Hacking Into the Data Center & DRC Network Security Systems Carried Out by Internal and External Parties of the Company thereby Disrupting Business Activities.	• Melakukan *monitoring & update* terhadap sistem keamanan jaringan. • Melakukan *Vulnerability Assesment & Penetration test* setiap aplikasi baru yang akan di publish. • Pengetesan *access VPN & Blocking Virus/Malware*. • Memastikan setiap aktifitas di DC/DRC tercatat pada *Log Book*. • Melakukan *Review* atas hak akses *data center* dan DRC. • Monitor & Update the network security system. • Conduct Vulnerability Assessment & Penetration tests to each new application that will be published. • Testing VPN access & Blocking Virus/Malware. • Ensuring that every activity in DC/DRC is recorded in the Log Book. • Reviewing data center access rights and DRC.

PT TIMAH Tbk mengimplementasikan *Business Continuity Management* (BCM) berbasis ISO 22301 dalam menjalankan keberlangsungan kegiatan usaha dan proses manajemen secara holistik yang mengidentifikasikan ancaman potensial dan dampaknya kepada operasi organisasi untuk membangun ketahanan *(resilience)* dengan kapabilitas untuk merespon secara efektif yang dapat menjaga kepentingan stakeholder kunci, reputasi, merk dan aktivitas penciptaan nilai *(value creation)*.

PT TIMAH Tbk implements ISO 22301-based Business Continuity Management (BCM) for the sustainability of its business activities and management processes in a holistic manner that identifies potential threats and their impact on organizational operations to build resilience with the capability to respond effectively which can safeguard the interests of key stakeholders , reputation, brands and value creation activities.

Terdapat prosedur *Business Continuity Planning* (BCP) yang memuat juga *Business Continuity Strategy* (BCS) dalam memastikan pemulihan dan kelangsungan bisnis perusahaan dalam menghadapi bencana atau gangguan bisnis lainnya di unit operasional utama PT TIMAH Tbk di wilayah Pangkalpinang, Muntok, Belinyu & Kundur.

Critical Business Function (CBF) PT TIMAH Tbk pada unit operasional perusahaan (Eksplorasi, Keteknikan, Penambangan Darat & Laut, Pengolahan, Peleburan & Pemurnian, Pemasaran, Perencanaan & Pengendalian Produksi, Teknologi Informasi) dalam menjalankan proses bisnis pertambangan timah.

Selain itu, PT TIMAH Tbk mengandalkan teknologi informasi dalam menjalankan proses bisnisnya dengan mengimplementasikan *Disaster Recovery Plan* (DRP) sebagai cara untuk mencegah terganggunya operasional bisnis saat terjadi bencana. Ketika bencana terjadi, operasional Perseroan dapat terganggu karena hilangnya data-data dalam sistem Perseroan. Hal ini dapat berdampak pada pendapatan dan kestabilan Perseroan.

Permasalahan, Perkembangan, dan Pengaruh Penerapan Keberlanjutan

Perseroan memiliki beberapa tantangan dalam menerapkan operasional yang menerapkan prinsip keberlanjutan. Salah satu tantangan kami adalah mengatasi aktivitas penambangan ilegal di Izin Usaha Pertambangan (IUP). Penambangan ilegal tersebut tidak menggunakan prinsip pertambangan yang baik sehingga dapat berdampak negatif bagi lingkungan hidup, ekonomi, dan sosial.

Perseroan berkomitmen untuk menanggulangi permasalahan tersebut, dengan menerapkan pola kemitraan yang dilakukan bersama dengan masyarakat. Sehingga masyarakat dapat melakukan kegiatan penambangan dengan memperhatikan aspek keselamatan, lingkungan dan keekonomian. Selain itu, Perseroan juga memiliki kebijakan untuk merangkul masyarakat sekitar tambang dalam program peningkatan *recovery* dengan melakukan pengangkutan Sisa Hasil Pengolahan (SHP) dan meningkatkan meningkatkan pengamanan objek vital-aset cadangan dan sumber daya, serta mengoptimalkan potensi lokal dalam kegiatan penunjang.

Sebagai bentuk komitmen kami dalam menerapkan keberlanjutan, selama tahun 2022, PT TIMAH Tbk tidak melanggar regulasi terkait lingkungan, sosial, tata Kelola. Oleh karena itu, tidak terdapat sanksi yang dikenakan atas pelanggaran regulasi. [2-27]

Selama tahun 2022, tidak terdapat kasus ketidakpatuhan yang signifikan terhadap undang-undang, hukum dan peraturan, yang mengakibatkan diterimanya sanksi administratif ataupun denda.

There is a Business Continuity Planning (BCP) procedure that also includes a Business Continuity Strategy (BCS) in ensuring the recovery and continuity of the company's business in the face of disasters or other business disruptions at PT TIMAH Tbk's main operational units in the Pangkalpinang, Muntok, Belinyu & Kundur areas.

PT TIMAH Tbk's Critical Business Function (CBF) in the company's operational units (Exploration, Engineering, Land & Sea Mining, Processing, Smelting & Refining, Marketing, Production Planning & Control, Information Technology) in carrying out the tin mining business process.

In addition, PT TIMAH Tbk relies on information technology in carrying out its business processes by implementing a Disaster Recovery Plan (DRP) as a way to prevent disruption of business operations when a disaster occurs. When a disaster occurs, the company's operations can be disrupted due to loss of data in the company's system. This can have an impact on the company's income and stability.

Issues, Developments, and Impacts of Sustainability Implementation

The Company has several challenges in the implementation of sustainability principles in its operations. One of our challenges is to control illegal mining activities in our Mining Business Permits (IUP). Illegal mining does have good mining principles so that it can negatively impact the environment, economic and social.

The Company is committed to mitigate these issues by implementing a partnership pattern that involves the community. Thus, people can carry out mining activities by addhering to safety, environmental and economic aspects. In addition, the Company also has a policy to embrace the community around the mine in a program to increase recovery by transporting Remaining Processing Results (SHP) and increasing the security of vital objects-reserved assets and resources, as well as optimizing local potential in supporting activities.

As a form of our commitment to implement sustainability, PT TIMAH Tbk does not violate regulations related to environment, social and governance in 2022. Therefore, there were no sanctions imposed for violations of regulations [2-27]

During 2022, there were no significant cases of non-compliance with laws, laws and regulations, resulting in the receipt of administrative sanctions or fines.

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Independent Assurance Statement
Report No. 0423/BD/0027/JK

To the Management of PT TIMAH Tbk,

We were engaged by PT TIMAH Tbk ('TIMAH') to provide assurance in respect to its Sustainability Report 2022 ('the Report'). The assurance engagement was conducted by a multidisciplinary team with relevant experience in sustainability reporting.

Independence

We carried out all assurance undertakings with independence and autonomy having not been involved in the preparation of any key part of the Report, nor did we provide any services to TIMAH during 2022 that could conflict with the independence of the assurance engagement.

Assurance Standards

Our work was carried out in accordance with ISAE3000 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

Level of Assurance

By designing our evidence-gathering procedures to obtain a limited level of assurance based on ISAE3000, readers of the report can be confident that all risks or errors have been reduced to a very low level, although not necessarily to zero.

Scope of Assurance

The scope of our work was restricted to the following selected information:

- Decarbonization
- Biodiversity
- Occupational Health and Safety

Responsibility

TIMAH is responsible for the preparation of the Report and all information and claims therein, which include established sustainability management targets, performance management, data collection, etc. In performing this engagement, meanwhile, our responsibility to the management of TIMAH is solely for the purpose of verifying the statements it has made in relation to its sustainability performance, specifically as described in the selected information, and expressing our opinion on the conclusions reached.

Methodology

In order to assess the veracity of certain assertions and specified data sets included within the report, as well as the systems and processes used to manage and report them, the following methods were employed during the engagement process:

- Review of the report, internal policies, documentation, management and information systems

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- Interviews of relevant staff involved in sustainability-related management and reporting
- Following data trails to the initial aggregated source, to check samples of data to a greater depth.

Limitations

Our scope of work was limited to a review of the accuracy and reliability of selected sustainability performance-related information. It was also not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Conclusions

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report has not been properly prepared and presented, in all material respects.

All key assurance findings are included herein, while detailed observations and follow-up recommendations have been submitted to TIMAH management in a separate report.

Jakarta, April 17, 2023

James Kallman
Chief Executive Officer

Moores Rowland is an international organization specializing in auditing, accounting and outsourcing, tax, legal and advisory, business and human rights services in Indonesia. Moores Rowland is a member of Praxity AISBL, the world's largest Alliance of independent and unaffiliated audit and consultancy companies.

With more than 65,000 professionals operating in 120 countries across the globe, each sharing the same values and sense of responsibility, Praxity is served by Moores Rowland in Indonesia, one of the leading sustainability assurance providers.

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DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 [G.4]

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FEEDBACK SHEET [G.2]

Kami membutuhkan umpan balik dari pembaca untuk meningkatkan kualitas dan memenuhi harapan seluruh pemangku kepentingan. Karena itu, kami ingin menanyakan beberapa hal terkait laporan ini.

Every feedback from readers is helpful to improve quality and meet the expectations of all stakeholders. Therefore, there are some questions related to this report.

Pertanyaan **Question**	**Ya** **Yes**	**Tidak** **No**
Laporan ini memberi informasi yang bermanfaat. This report has provided a useful information.		
Laporan ini mudah dimengerti. This report is easy to understand.		
Laporan ini telah mendorong saudara untuk berkontribusi. This report has encouraged you to contribute to sustainability.		

Seberapa penting/menarik kinerja di bawah ini (skala 1-10) **How important/interesting the following performance is (scale of 1-10)**	
Kinerja Ekonomi. Economic Performance.	[ ]
Kinerja Lingkungan. Environmental Performance.	[ ]
Kinerja Sosial. Social Performance.	[ ]

Materi apa yang dirasa perlu ditambahkan:
What other material need to be added:

.....

.....

Kontribusi apa yang dirasa perlu ditingkatkan Perseroan?
What contribution that the Company needs to improve?

.....

.....

Saran dan masukan lain:
Other advice and feedback:

.....

.....

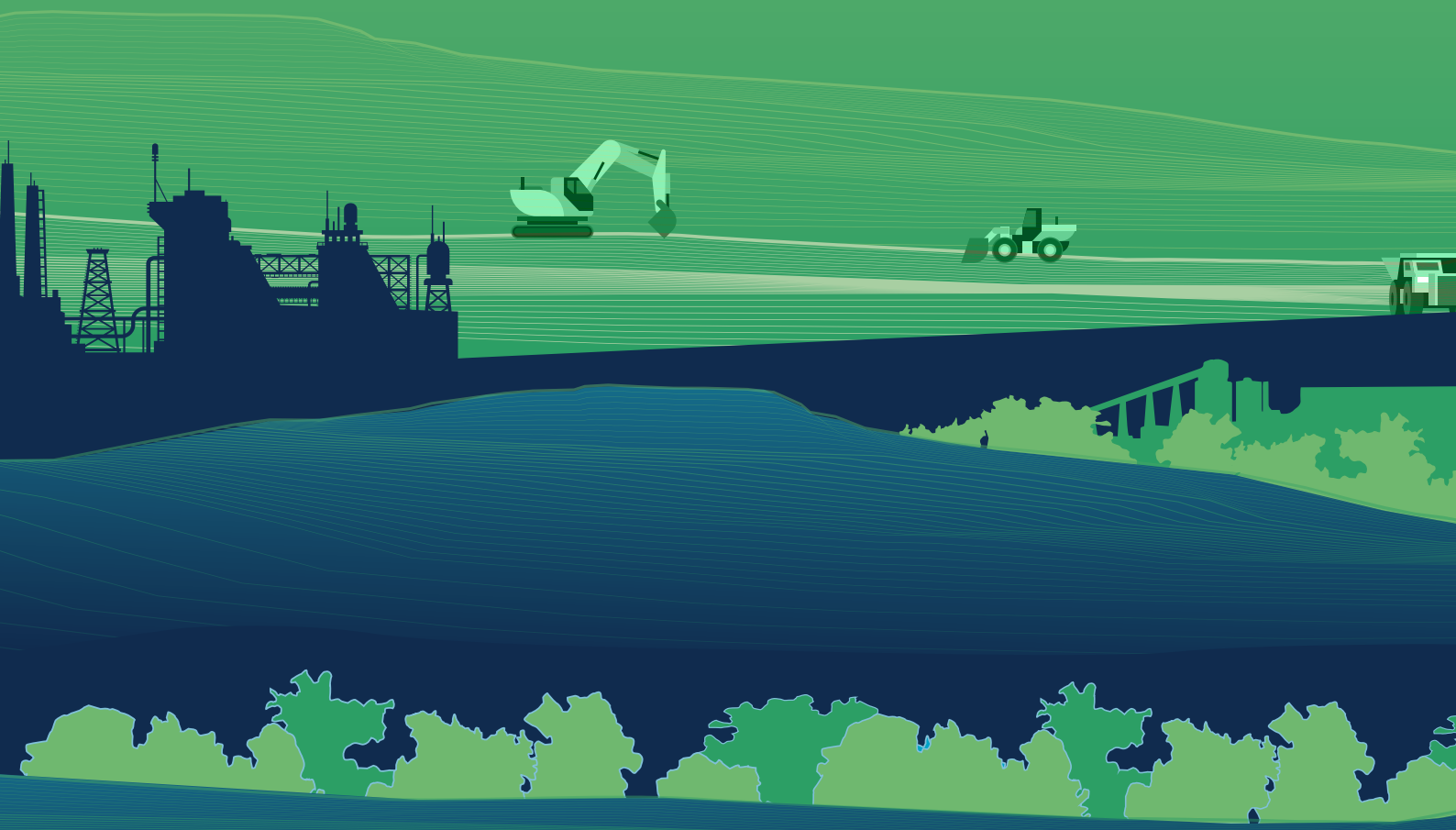
Profil Pemangku Kepentingan
Stakeholder Profile

[ ] Pemegang Saham/Investor Shareholder/Investor	[ ] Karyawan Employee	[ ] Konsumen Customer
[ ] Masyarakat Community	[ ] Pemerintah Government	[ ] Mitra bisnis Business Partner
[ ] Media Media	[ ] LSM NGO	[ ] Lainnya..... Others.....

Kami tidak menerima pertanyaan atau masukan terhadap laporan keberlanjutan sebelumnya. [G.3]
We do not accept questions or input on previous sustainability reports. [G.3]

PT TIMAH Tbk

2022 | Laporan Keberlanjutan
Sustainability Report



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