Go To English Page

Nomor Surat	021-/BP/M-Corps/IV/2025
Nama Perusahaan	Barito Pacific Tbk
Kode Emiten	BRPT
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 28 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://barito-pacific.com/investors/general-meeting-of-shareholders pada tanggal 30 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	1.111.207,35
Emisi langsung dari pembakaran bergerak	9,9
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	1.477.861,13

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	433.100,33
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	433.100,33
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	79.315
Perjalanan dinas	110,67
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	2.274,31
Perjalanan Karyawan	1.044
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	151.303
Pembelian Barang dan Jasa	972.768
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	6.597
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	1.244.511
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	1.417.461

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	3.874.340
Total Emisi GRK (Scope 1 and 2)	1.910.961,46
Total Emisi GRK (Scope 1, 2 and 3)	5.785.301,46
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	222.114.260.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	22.211.426.000.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	3.278,47
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	5.175,35

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
null	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	null

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

null

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.182	82.9 %	450	17.1 %
Mid-level	359	78.21 %	100	21.79 %
Senior-level	70	84.34 %	13	15.66 %
Executive-level	33	86.84 %	5	13.16 %
Total Pegawai	2.644	82.32 %	568	17.68 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	138	58	0	0	0	0	0	0	196
25-35	627	98	36	19	3	1	1	0	785
35-45	545	78	102	31	19	3	6	1	785
45-55	728	192	168	40	30	9	16	4	1.187
>55	144	24	53	10	18	0	10	0	259

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	144 Pegawai	4 %
Jumlah Pegawai Baru/pengganti	327 Pegawai	10 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	101 Pegawai	3 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
32,47 jam/pegawai	389	54,33 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,0028	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Aktivitas CSR PT Barito Pacific Tbk dilaksanakan oleh Yayasan Bakti Barito dengan fokus kegiatan mencakup empat pilar utama, yaitu lingkungan, ekonomi, masyarakat, dan pendidikan. Selain itu, masing-masing anak usaha perseroan juga memiliki kegiatan CSR masing-masing yang difokuskan kepada lokasi operasional setiap aset. Secara garis besar, program program flagship perseroan antara lain adalah: program aspal plastik dan circular economy, program green guardians untuk pendidikan, serta program pelestarian keanekaragaman hayati Informasi mengenai program CSR dapat ditemukan dalam Laporan Keberlanjutan Barito Pacific 2024 halaman 131sampai dengan halaman144 yang dapat diakses melalui https://barito-pacific.com/investors/sustainability-report, dan lebih rinci dalam Laporan Tahunan Yayasan Bakti Barito yang tersedia di https://baktibarito.com/newsroom/publication.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Aktivitas CSR PT Barito Pacific Tbk dilaksanakan oleh Yayasan Bakti Barito dengan fokus kegiatan mencakup empat pilar utama, yaitu lingkungan, ekonomi, masyarakat, dan pendidikan. Selain itu, masing masing anak usaha perseroan juga memiliki kegiatan CSR masing-masing yang difokuskan kepada lokasi	

operasional setiap aset. Secara garis besar, program program flagship perseroan antara lain adalah: program aspal plastik dan circular economy, program green guardians untuk pendidikan, serta program pelestarian keanekaragaman hayati
Informasi mengenai program CSR dapat ditemukan dalam Laporan Keberlanjutan Barito Pacific 2024 halaman 131sampai dengan halaman144 yang dapat diakses melalui https://barito-pacific.com/investors/sustainability-report, dan lebih rinci dalam Laporan Tahunan Yayasan Bakti Barito yang tersedia di https://baktibarito.com/newsroom/publication.

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	3	1	2
Direksi	0	3	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Tidak
Saat ini, Perseroan belum memiliki kebijakan formal terkait penilaian kinerja Dewan Komisaris dan Direksi. Namun demikian, setiap tahun Dewan Komisaris melakukan penilaian kinerja secara mandiri (self-assessment) berdasarkan serangkaian kriteria yang telah disepakati. Kinerja Direksi dinilai secara langsung oleh Dewan Komisaris berdasarkan kriteria-kriteria yang telah disepakati bersama.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak
Saat ini, Perseroan belum memiliki kebijakan formal terkait pelatihan bagi anggota Dewan Komisaris dan Direksi. Namun demikian, komitmen terhadap pengembangan kompetensi anggota Dewan Komisaris dan Direksi tetap diupayakan melalui berbagai inisiatif internal.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan memiliki kebijakan Code of Conduct yang dapat diakses di: https://barito-pacific.com/esg/policies	

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perusahaan memiliki kebijakan Insider Trading Policy yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	175-185
	E-02	Intensitas Emisi Gas Rumah Kaca	66
	E-03	Konsumsi Energi Listrik	175-185
	E-04	Konsumsi Air	74
	E-05	Limbah yang Dihasilkan	76-77
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	-
Sosial	S-01	Kesetaraan Gender	173
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	174
	S-03	Tingkat Pergantian Pegawai	174
	S-04	Jumlah Pegawai Sementara	174
	S-05	Pelatihan dan Pengembangan Pegawai	104-106
	S-06	Jumlah Kecelakaan Kerja	174
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	166
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	96
	S-09	Kebijakan Mengenai Hak Asasi Manusia	96
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	109
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	114
	S-12	Pencegahan Konflik Kepentingan	131-144

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	162-163
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	162-163
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	162-163
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	162-163
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	163
	G-06	Kriteria Khusus Pemilihan Dewan	162-163
	G-07	Kode Etik dan/atau Anti-Korupsi	165
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	165
	G-09	Pencegahan Konflik Kepentingan	162-163

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

Barito Pacific Tbk

Rachman Budiman Witarlan

Approver

Barito Pacific Tbk

Wisma Barito Pacific Twr. B, LT. 9, JL. Letjen S. Parman Kav.62-63

Telepon : (021) 530 6711

Nama Pengirim	Rachman Budiman Witarlan
Jabatan	Approver
Tanggal dan Waktu	02-05-2025 14:24
Lampiran	1. BRPT Pengantar AR dan SR 2024.pdf
	2. 7_AR BRPT 2024.pdf
	3. 7_SR BRPT 2024.pdf

Dokumen ini merupakan dokumen resmi Barito Pacific Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Barito Pacific Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	021-/BP/M-Corps/IV/2025
Issuer Name	Barito Pacific Tbk
Issuer Code	BRPT
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 28 Mei 2025

The information referred above has been published on the Company's website https://barito-pacific.com/investors/general-meeting-of-shareholders at 30 April 2025

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	1.111.207,35
Direct emissions from mobile combustion	9,9
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	1.477.861,13
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	433.100,33
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	433.100,33
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	79.315
Business travels	110,67
Transportation of clients and visitors	0
Downstream transportation and distribution	2.274,31
Employee commuting	1.044
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	151.303
Purchased goods and services	972.768
Capital equipment/goods	0
Waste generated in operations	6.597
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	1.244.511
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	1.417.461
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	3.874.340
Total GHG Emissions (Scope 1 and 2)	1.910.961,46
Total GHG Emissions (Scope 1, 2 and 3)	5.785.301,46
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	222.114.260.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	22.211.426.000.000.000
E-04	**Water Consumption**	Total water consumed (m3)	3.278,47
E-05	**Waste Generation**	Total waste generated (ton)	5.175,35

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company’s net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company’s commitment in achieving net zero emission target.	
null	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Tidak
What is the Company’s GHG emission reduction target?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	null

Does the Listed Company has measures on monitoring in enacting climate policy?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The company's business portfolio in the field of renewable energy is one of the company's efforts to support Indonesia to achieve net zero. In addition to delivering low-emission clean energy, the company's subsidiaries also have carbon credits that can be optimized to achieve the net zero target. In the petrochemical operational unit, the company's subsidiaries always improve operational efficiency to minimize environmental impact.
Information on emission reduction measures and emissions comparison data for the current year with the previous year can be found in the Barito Pacific Sustainability Report 2024 pages 63-67, which can be accessed via https://barito-pacific.com/investors/sustainability-report

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	2.182	82.9 %	450	17.1 %
Mid-level	359	78.21 %	100	21.79 %
Senior-level	70	84.34 %	13	15.66 %
Executive-level	33	86.84 %	5	13.16 %
Total Pegawai	2.644	82.32 %	568	17.68 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	138	58	0	0	0	0	0	0	196
25-35	627	98	36	19	3	1	1	0	785
35-45	545	78	102	40	19	3	6	1	785
45-55	728	192	168	40	30	9	16	4	1.187
>55	144	24	53	10	18	0	10	0	259

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	144 Employees	4 %
Number of newly appointed Employees	327 Employees	10 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)

Total company headcount held by contractors and/or consultants	101 Employees	3 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
32,47 hours/employee	389	54,33 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0,0028	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes

S-09 Does the company has a policy regarding human rights?	Yes

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	3	1	2
Directors	0	3	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	100 %
Comissioner Attendance to Board Meetings	6	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company has the Guidelines of The Board of Commissioners and the Guidelines of The Board of Directors which can be accessed at: https://barito-pacific.com/esg/policies	
G-04 Does the company has a policy regarding board appraisal?	No
Currently, the Company does not have a formal policy related to the performance assessment of the Board of Commissioners and the Board of Directors. However, every year the Board of Commissioners conducts an independent performance assessment (self-assessment) based on a series of criteria that have been agreed. The performance of the Board of Directors is assessed directly by the Board of Commissioners based on the criteria that have been mutually agreed.	
G-05 Does the company has a policy regarding board training and development?	No
Currently, the Company does not have a formal policy related to training for members of the Board of Commissioners and Board of Directors. However, the commitment to developing the competencies of members of the Board of Commissioners and the Board of Directors is still pursued through various internal initiatives.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has guidelines for the Guidelines of The Board of Commissioners and the Guidelines of The Board of Directors which can be accessed at: https://barito-pacific.com/esg/policies	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has guidelines for Code of Conduct which can be accessed at: https://barito-pacific.com/esg/policies	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has guidelines for Insider Trading Policy which can be accessed at: https://barito-pacific.com/esg/policies	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

The Company has guidelines for Guidelines of The Board of Commissioners and Guidelines of The Board of Directors which can be accessed at: https://barito-pacific.com/esg/policies

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	175-185
	E-02	Greenhouse Gas Emission Intensity	66
	E-03	Electricity Consumption	175-185
	E-04	Water Consumption	74
	E-05	Waste Generated	76-77
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	173
	S-02	Employees by Gender and Age Group	174
	S-03	Employee Turnover Rate	174
	S-04	Number of Temporary Officers	174
	S-05	Employee Training and Development	104-106
	S-06	Number of Work Accidents	174
	S-07	Human Rights Violation Incidents	166
	S-08	Sexual Harassment and/or Non-Discrimination Policy	96
	S-09	Policy on Human Rights	96
	S-10	Child Labor and/or Forced Labor Policy	109
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	114
	S-12	Corporate Social Responsibility	131-144

Governance	G-01	Management Diversity and Independence	162-163
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	162-163
	G-03	Chairman of the Board and CEO Separation Policy	162-163
	G-04	Board of Directors and Commissioners Assessment Policy	162-163
	G-05	Board of Directors and Commissioners Training Policy	163
	G-06	Special Criteria for Election of the Board	162-163
	G-07	Code of Ethics and/or Anti-Corruption	165
	G-08	Fair Treatment Policy for Shareholders	165
	G-09	Conflict of Interest Prevention Policy	162-163

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

Barito Pacific Tbk

Rachman Budiman Witarlan

Approver

Barito Pacific Tbk

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Attachment	1. BRPT Pengantar AR dan SR 2024.pdf
	2. 7_AR BRPT 2024.pdf
	3. 7_SR BRPT 2024.pdf

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