Go To English Page

| | |
|---|---|
| Nomor Surat | 023/HE/IV/2025 |
| Nama Perusahaan | Harum Energy Tbk |
| Kode Emiten | HRUM |
| Lampiran | 2 |
| 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 05 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link - pada tanggal 05 Mei 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? | Ya |

Mohon Jelaskan:

Entitas Anak yang tidak diikutsertakan dalam laporan ini adalah Harum Asia Capital Pte Ltd (HA Capital) karena saat ini belum beroperasi komersial, dan PT Blue Sparking Energy (BSE) yang saat ini masih pada tahap konstruksi, sehingga keduanya belum diperhitungkan dan diikutsertakan pada laporan tahun ini.

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 2.567.381 |
| Emisi langsung dari pembakaran bergerak | 36.472 |
| Emisi langsung dari proses pengolahan | 1.366 |
| Emisi fugitive langsung | 0 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 2.605.219 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 453.017 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 453.017 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 0 |
| Perjalanan dinas | 0 |
| Transportasi dari klien dan pengunjung | 0 |
| Transportasi dan distribusi hilir | 0 |
| Perjalanan Karyawan | 0 |
| **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 | 0 |
| Pembelian Barang dan Jasa | 0 |
| Capital equipment/goods | 0 |
| Limbah yang dihasilkan dalam kegiatan operasional | 0 |
| 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 | 0 |
| Waralaba hilir | 0 |
| Aset Sewaan Hilir | 0 |
| Pengolahan produk yang dijual | 0 |

| Kategori 6: Emisi GRK tidak langsung dari sumber lainnya | |
|---|---|
| Emisi atau pembuangan tidak langsung lainnya | 0 |
| **Total Emisi Tidak Langsung (Scope 3)** | 0 |
| **Total Emisi GRK (Scope 1 and 2)** | 3.058.235 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 3.058.235 |
| 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) | 719.008.736 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 1.375.725.469 |
| | | Total konsumsi energi (kWh or J) | 2.094.734.205 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 2.718.908 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 968 |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission | |
|---|---|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero? | Ya |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi? | 2055 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Pada 2022, kami menetapkan target untuk mencapai net zero pada tahun 2055. Harum Energy Climate Strategy and Decarbonization Roadmap dikembangkan untuk menjabarkan strategi dan rencana aksi yang perlu diambil grup. Rencana aksi dibagi menjadi 3 fase, yaitu pada 2022-2032 berfokus pada inventarisasi GRK, efisiensi energi dan biodiesel, pada 2032-2045 meningkatkan bauran energi terbarukan, dan pada 2045-2055 menerapkan solusi dekarbonisasi yang lebih komprehensif. Ke depannya, kami berencana untuk menetapkan target dekarbonisasi interim untuk grup. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 0 % |
| | 0 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | 2032 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Pada 2022, kami menetapkan target untuk mencapai net zero pada tahun 2055. Harum Energy Climate Strategy and Decarbonization Roadmap dikembangkan untuk menjabarkan strategi dan rencana aksi yang perlu diambil grup. Rencana aksi dibagi menjadi 3 fase, yaitu pada 2022-2032 berfokus pada inventarisasi GRK, efisiensi energi dan biodiesel, pada 2032-2045 meningkatkan bauran energi terbarukan, dan pada 2045-2055 menerapkan solusi dekarbonisasi yang lebih komprehensif. Ke depannya, kami berencana untuk menetapkan target dekarbonisasi interim untuk grup.

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 485 | 13.23 % | 5 | 0.14 % |
| Mid-level | 2.684 | 73.19 % | 396 | 10.8 % |
| Senior-level | 67 | 1.83 % | 18 | 0.49 % |
| Executive-level | 12 | 0.33 % | 0 | 0 % |
| Total Pegawai | 3.248 | 88.57 % | 419 | 88.57 % |

**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 | 100 | 2 | 797 | 114 | 1 | 0 | 0 | 0 | 1.014 |
| 25-35 | 138 | 1 | 967 | 235 | 9 | 4 | 0 | 0 | 1.354 |
| 35-45 | 154 | 2 | 797 | 40 | 26 | 8 | 5 | 0 | 1.032 |
| 45-55 | 82 | 0 | 115 | 7 | 25 | 2 | 1 | 0 | 232 |
| >55 | 11 | 0 | 8 | 0 | 6 | 4 | 6 | 0 | 35 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 2.384 Pegawai | 65 % |
| Jumlah Pegawai Baru/pengganti | 1.592 Pegawai | 43,4 % |

**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 | 2.565 Pegawai | 41 % |

**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 (%) |
|---|---|---|
| 0,63 jam/pegawai | 2.424 | 66,1 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 0,003 | 0,0003 % |

**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 |
| Perseroan berkomitmen untuk menciptakan lingkungan kerja yang aman dan nyaman serta senantiasa menjunjung tinggi nilai-nilai saling menghormati dan kesetaraan.<br>Perseroan memfasilitasi pelaporan, mendukung dan mendorong pencegahan, bertindak secara adil dan menindak tegas segala bentuk pelecehan seksual dan diskriminasi. Aspek kebijakan terkait pelecehan seksual dan non-diskriminasi ini diatur dalam Kode Etik Perseroan.<br><br>Kode Etik Perseroan dapat diakses melalui link berikut ini: https://www.harumenergy.com/code-of-conducts. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Penghormatan terhadap HAM terdapat pada Kode Etik Perseroan yang menyatakan dukungan Perseroan pada prinsip terkait HAM, seperti persamaan hak, non-diskriminasi, kebebasan berpendapat, perlindungan karyawan dan komitmen untuk lingkungan. Selain itu, Perseroan menerapkan praktik ketenagakerjaan sesuai peraturan yang berlaku.<br><br>Kode Etik Perseroan dapat diakses melalui link berikut ini: https://www.harumenergy.com/code-of-conducts. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan tidak memiliki kebijakan yang secara spesifik mengatur perihal pekerja anak dan pekerja paksa. Namun, hal tersebut senantiasa diterapkan oleh Perseroan sesuai dengan ketentuan peraturan perundangan-undangan yang berlaku. Dalam hal ini, Perseroan secara internal menerapkan larangan memperkerjakan pekerja di bawah umur dan praktik tenaga kerja paksa. | |

| S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan? | Ya |
|---|---|

Perseroan menerapkan sistem manajemen kesehatan dan keselamatan kerja (SMK3) untuk melindungi karyawan, pekerja kontraktor serta pengunjung site. Kebijakan dan prosedur kesehatan dan keselamatan kerja (K3) internal telah ditetapkan sesuai dengan regulasi nasional dan lokal. Kebijakan K3 mengatur organisasi yang mengelola K3 (seperti Komite Keselamatan Pertambangan dan divisi pendukung), prosedur identifikasi risiko dan bahaya K3, serta standar penerapan K3. SMK3 pada area pertambangan batu bara dan smelter nikel telah memperoleh sertifikasi ISO 45001:2018, adapun sertifikasi SMK3 untuk pertambangan nikel sedang dipersiapkan dan direncanakan untuk 2025. Perseroan secara berkala melakukan inspeksi dan audit minimal sekali setiap tahun untuk meningkatkan kualitas penyelenggaraan K 3

.

**Corporate Social Responsibility (CSR)**

| S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar? | Ya |
|---|---|

Perseroan dan Entitas Anak mengalokasikan pendapatan setiap tahun untuk Program Pengembangan dan Pemberdayaan Masyarakat (PPM) yang disalurkan ke berbagai organisasi dan masyarakat sekitar area operasional. Pada 2024, total biaya PPM mencapai USD 279.866 yang disalurkan ke program pendidikan, kesehatan, pemberdayaan pekerja, ekonomi, sosial budaya, lingkungan, kelembagaan masyarakat, dan infrastruktur.

**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 | 4 | 1 | 2 |
| Direksi | 0 | 3 | 0 | 1 |

**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 |
|---|---|

Sesuai dengan peraturan perundang-undangan yang berlaku, Chairman of the Board (Komisaris Utama) dan Chief Executive Ofcer (CEO) (Direktur Utama) memiliki fungsi masing-masing.

Sejalan dengan itu, untuk memastikan penerapan GCG dan mendukung keberlanjutan bisnis, Perseroan memisahkan peran antara Chairman of the Board (Komisaris Utama) dan Chief Executive Ofcer (CEO) (Direktur Utama) sesuai dengan ketentuan yang tertuang dalam Pedoman Kerja Direksi, Pedoman Kerja Dewan Komisaris, dan Anggaran Dasar Perseroan.

Link terkait: https://www.harumenergy.com/governance dan https://www.harumenergy.com/investor.

Secara umum, Lawrence Barki sebagai Chairman of the Board bertugas memimpin Dewan Komisaris untuk memastikan efektivitas pengawasan dan pemberian arahan strategis. Sementara itu, Ray Antonio Gunara sebagai Chief Executive Officer bertugas pada pengelolaan operasional Perseroan, memastikan pencapaian target kinerja, dan eksekusi strategi bisnis.

| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
|---|---|

Evaluasi kinerja organ-organ perusahaan dilakukan secara mandiri (self-assessment). RUPS menjadi pihak yang bertanggung jawab dalam menilai kinerja Dewan Komisaris dan Direksi, meskipun sebelumnya Dewan Komisaris telah mengawasi dan mengevaluasi kinerja Direksi.

| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
|---|---|

Perseroan tidak memiliki kebijakan khusus untuk pelatihan dewan direksi dan komisaris. Namun, Perseroan berkomitmen untuk mendukung pembelajaran dan pengembangan profesional yang berkelanjutan.

Perseroan menyadari pentingnya pengembangan kompetensi Dewan Komisaris dan Direksi yang bertujuan untuk memastikan bahwa para pemimpin perusahaan memiliki keterampilan dan pengetahuan yang memadai dalam menghadapi tantangan bisnis yang dinamis. Oleh karenanya, Perseroan merekomendasikan kesempatan pelatihan-pelatihan yang relevan serta terbuka terhadap saran atau permintaan pelatihan. Perseroan menerapkan program pengambangkan kompetensi melalui berbagai pelatihan berkelanjutan, lokakarya, dan seminar yang dirancang untuk meningkatkan kapasitas dalam tata kelola perusahaan, manajemen risiko, dan pengambilan keputusan strategis. Dengan demikian, diharapkan dapat mendukung terciptanya kepemimpinan yang kompeten, inovatif, dan berdaya saing yang mampu membawa Perseroan ke arah pertumbuhan yang berkelanjutan dan beretika.

| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
|---|---|

Kriteria Dewan Komisaris dan Direksi
Calon anggota Dewan Komisaris dan Direksi Perseroan harus memenuhi persyaratan berikut:
1. Memiliki akhlak, moral, dan integritas yang baik
2. Cakap melakukan perbuatan hukum
3. Dalam 5 tahun sebelum pengangkatan dan selama menjabat:
a. Tidak pernah dinyatakan pailit
b. Tidak pernah menjadi anggota Direksi atau Komisaris yang menyebabkan perusahaan pailit
c. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara atau sektor keuangan
d. Tidak pernah menjadi Direksi atau Komisaris yang:
-Pernah tidak menyelenggarakan RUPS Tahunan
-Pertanggungjawabannya pernah tidak diterima RUPS atau tidak memberikan pertanggungjawaban; dan
-Menyebabkan perusahaan gagal memperoleh izin, persetujuan atau pendaftaran dari Otoritas Jasa Keuangan.
4. Berkomitmen mematuhi peraturan perundangundangan
5. Memiliki pengetahuan dan/atau keahlian sesuai kebutuhan Perseroan.

Selain itu, anggota Dewan Komisaris dan Direksi yang masa jabatannya telah berakhir dan diangkat kembali sesuai dengan keputusan RUPS. Kebijakan mengenai kriteria pengangkatan kembali tersebut dituangkan dalam Pedoman Kerja Direksi, Pedoman Kerja Dewan Komisaris, dan Anggaran Dasar Perseroan.

| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
|---|---|

Perseroan berusaha untuk selalu menjunjung tinggi kejujuran dan integritas dalam setiap aktivitas bisnisnya. Untuk itu, Perseroan berkomitmen untuk membina iklim usaha yang sehat dengan menghindari tingkah laku atau perilaku yang dapat menimbulkan benturan kepentingan, KKN, hiburan yang berlebihan, dan selalu mendahulukan kepentingan Perseroan di atas kepentingan pribadi, keluarga, atau kelompok. Kebijakan mengenai kode etik dan/atau anti-korupsi Perseroan tertuang dalam Kode Etik.

| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
|---|---|

Perseroan berkomitmen dan secara konsisten memastikan perlakuan adil terhadap seluruh pemegang saham serta melindungi hak-hak pemegang saham. Hak-hak ini mencakup akses terhadap informasi material Perseroan secara berkala dan tepat waktu, hak suara dalam RUPS, penyelesaian jika terjadi ketidaksepakatan terhadap aksi korporasi, serta penerimaan dividen sesuai kebijakan dan keputusan

RUPS. Perseroan juga berkomitmen untuk memfasilitasi partisipasi pemegang saham dan pemangku kepentingan melalui pengelolaan komunikasi yang transparan dan efektif.

Perlakukan yang adil terhadap pemegang saham juga mencakup langkah-langkah untuk mencegah terjadinya insider trading, baik oleh pegawai maupun anggota Dewan Komisaris dan Direksi. Transaksi, termasuk dengan pihak berelasi, senantiasa bebas dari benturan kepentingan demi melindungi kepentingan Perseroan dan para pemegang saham. Selain itu, Perseroan menyediakan saluran informasi yang setara, mudah diakses, dan tepat waktu, seperti melalui situs web resmi. Informasi ini mencakup undangan rapat, hasil RUPS, serta pemungutan suara, guna memastikan transparansi dan keterlibatan aktif seluruh pemegang saham.

| | |
|---|---|
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |

Direksi sebagai bagian dari tugasnya, menelaah suatu aksi atau transaksi, termasuk untuk memastikan bahwa suatu aksi atau transaksi tidak mengandung konflik kepentingan dan dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (arms length principle).

Selain itu, peran Dewan Komisaris dan Komite Audit dalam melakukan prosedur yang memadai untuk memastikan bahwa aksi atau transaksi dillaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (arms length principle).

Dalam hal manajemen konflik kepentingan, Sekretaris Perusahaan memiliki tanggung jawab untuk menjamin independensi dalam proses pengambilan keputusan oleh Direksi dan Dewan Komisaris Perseroan. Sesuai dengan ketentuan yang berlaku, setiap pihak yang terlibat dalam konflik kepentingan diwajibkan memberikan pernyataan dan tidak diperkenankan ikut serta dalam diskusi atau pengambilan keputusan terkait.

**D. Lain-lain**

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

| Kinerja | Kode | Nama Metrik | Halaman di Laporan Keberlanjutan/Tahunan |
|---|---|---|---|
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| | E-02 | Intensitas Emisi Gas Rumah Kaca | 97 |
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| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 58 |
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| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 59 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 50 |
| | S-12 | Pencegahan Konflik Kepentingan | 75 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 156 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 146 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 157 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 153 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 151 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 154 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 179 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 180 |
| | G-09 | Pencegahan Konflik Kepentingan | 178 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

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Assurance dan validasi pihak ketiga

[X] Ya

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| | |

Demikian untuk diketahui.

Hormat Kami,

**Harum Energy Tbk**

HRUM Ray Gunara

Approver_1

Harum Energy Tbk

Gedung Deutsche Bank, Lantai 9 Jl. Imam Bonjol No. 80 Jakarta Pusat, 10310

Telepon : 021-3983-1288 , Fax : 021-3983-1289, www.harumenergy.com

| | |
|---|---|
| Nama Pengirim | HRUM Ray Gunara |
| Jabatan | Approver_1 |
| Tanggal dan Waktu | 05-05-2025 16:04 |
| Lampiran | 1. AR HRUM_2024_E-Reporting.pdf |
| | 2. SR HRUM_2024_E-Reporting.pdf |

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Go To Indonesian Page

| | |
|---|---|
| Letter / Announcement No. | 023/HE/IV/2025 |
| Issuer Name | Harum Energy Tbk |
| Issuer Code | HRUM |
| Attachment | 2 |
| 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 05 Mei 2025

The information referred above has been published on the Company's website - at 05 Mei 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? | Yes |
| Please Explain:<br>Entitas Anak yang tidak diikutsertakan dalam laporan ini adalah Harum Asia Capital Pte Ltd (HA Capital) karena saat ini belum beroperasi komersial, dan PT Blue Sparking Energy (BSE) yang saat ini masih pada tahap konstruksi, sehingga keduanya belum diperhitungkan dan diikutsertakan pada laporan tahun ini. | |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 2.567.381 |
| Direct emissions from mobile combustion | 36.472 |
| Direct emissions from processes | 1.366 |
| Direct fugitive emissions | 0 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 2.605.219 |

| | |
|---|---|
| **Category 2: Indirect GHG emissions from imported energy** | |
| Indirect emissions from imported/purchased electricity consumption | 453.017 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 453.017 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 0 |
| Business travels | 0 |
| Transportation of clients and visitors | 0 |
| Downstream transportation and distribution | 0 |
| Employee commuting | 0 |
| **Category 4: Indirect GHG emissions from products used by Organization** | |
| Energy related activities not included in direct emissions and energy indirect emissions | 0 |
| Purchased goods and services | 0 |
| Capital equipment/goods | 0 |
| Waste generated in operations | 0 |
| 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 | 0 |
| Downstream franchises | 0 |
| Downstream leased assets | 0 |
| Processing of sold products | 0 |

| Category 6: Indirect GHG emissions from other sources | |
|---|---|
| Other indirect emissions or removals | 0 |
| Total GHG Emissions (Scope 1 and 2) | 0 |
| Total GHG Emissions (Scope 1 and 2) | 3.058.235 |
| Total GHG Emissions (Scope 1, 2 and 3) | 3.058.235 |
| 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) | 719.008.736 |
| | | Total amount of energy indirectly consumed (kWh or J) | 1.375.725.469 |
| | | Total energy consumption (kWh or J) | 2.094.734.205 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 2.718.908 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 968 |

| E-06 Company commitment to Net Zero Emission Target | |
|---|---|
| Does the Company have a net zero emission target commitment? | Yes |
| What year is the Company's net zero emission published target? | 2055 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| In 2022, we set a target to reach net zero by 2055. The Harum Energy Climate Strategy and Decarbonization Roadmap was developed to outline the strategies and action plans that the group needs to take. The action plan is divided into 3 phases, namely in 2022-2032 focusing on GHG inventory, energy efficiency and biodiesel, in 2032-2045 increasing the renewable energy mix, and in 2045-2055 implementing more comprehensive decarbonization solutions. Going forward, we plan to set interim decarbonization targets for the group. | |

| E-07 Company Commitment to GHG Emission Reduction Target | |
|---|---|
| Does the Company commit to reducing GHG emission? | Ya |
| What is the Company's GHG emission reduction target? | 0 % |
| | 0 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2032 |

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

Yes

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

The Company is committed to reduce GHG emission based on the action plan as set out in Harum Energy Climate Strategy and Decarbonization Roadmap. While the GHG emission reduction target is currently being prepared by the Company. The action plan for 2022-2032 will be carried out through the use of biofuel (B35) for operational vehicles and generators at the mine site. B35 usage in 2024 reached 141.406 GJ within the Company's operations and 584.927 GJ for vehicles and mining equipment operated by contractors. The Company is also planning to install solar panels at mining sites which is planned for operation by 2032.

**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 | 485 | 13.23 % | 5 | 0.14 % |
| Mid-level | 2.684 | 73.19 % | 396 | 10.8 % |
| Senior-level | 67 | 1.83 % | 18 | 0.49 % |
| Executive-level | 12 | 0.33 % | 0 | 0 % |
| Total Pegawai | 3.248 | 88.57 % | 419 | 88.57 % |

**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 | 100 | 2 | 797 | 114 | 1 | 0 | 0 | 0 | 1.014 |
| 25-35 | 138 | 1 | 967 | 235 | 9 | 4 | 0 | 0 | 1.354 |
| 35-45 | 154 | 2 | 797 | 7 | 26 | 8 | 5 | 0 | 1.032 |
| 45-55 | 82 | 0 | 115 | 7 | 25 | 2 | 1 | 0 | 232 |
| >55 | 11 | 0 | 8 | 0 | 6 | 4 | 6 | 0 | 35 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 2.384 Employees | 65 % |
| Number of newly appointed Employees | 1.592 Employees | 43,4 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 2.565 Employees | 41 % |

**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 (%) |
|---|---|---|
| 0,63 hours/employee | 2.424 | 66,1 % |

**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 (%) |
|---|---|
| 0,003 | 0,0003 % |

**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 |
|---|---|
| The Company is committed to creating a save and comfortable work environment and consistently uphold the values of mutual respect and equality. The Company facilitates reporting, supports and encourages prevention efforts, acts fairly and takes firm actions against all forms of sexual harassment and discrimination. Policies related to sexual harassment and non-discrimination are stipulated in the Company's Code of Conduct.<br><br>The Company Code of Conduct is accessible through the following link: : https://www.harumenergy.com/code-of-conducts. | |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| Respect for human rights is outlined in the Company's Code of Conduct which states the Company's support for principles related to human rights, such as equal rights, non-discrimination, freedom of opinion, employee protection and commitment to the environment. In addition, the Company implements employment practices in accordance with applicable regulations.<br><br>The Company Code of Conduct is accessible through the following link: : https://www.harumenergy.com/code-of-conducts. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| The Company does not have specific policy regarding child labor and forced labor. However, such matter is, at all times, applied by the Company pursuant to the prevailing laws and regulations. In this case, the Company internally applies prohibition on child labor and forced labor practices. | |

| 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 |
|---|---|

The Company implements occupational health and safety management system (OHSMS) to protect employees, contractors and site visitors. Internal occupational health and safety (OHS) policies and procedures have been established in accordance with the national and local regulations. The OHS policies governed the organizations that manage OHS (such as the Mining Safety Committee and supporting divisions), OHS risk and hazard identification procedures, OHS standard implementation. OHSMS in the coal mining and nickel smelter have been certified with ISO 45001:2018, while the OHSMS standardization for nickel mining is being prepared and planned for 2025. The Company regularly conducts inspection and audit at least once a year to improve OHS implementation quality.

**Corporate Social Responsibility (CSR)**

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

The Company and its Subsidiaries allocate revenue annually for the Community Development and Empowerment Program (CDE) which is distributed to various organizations and communities around the operational area. In 2024, total CDE cost reached USD 279,866 which was allocated for education, health, worker empowerment, economic, socio-cultural, environmental, community institutions, and infrastructure programs.

**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 | 4 | 1 | 2 |
| Directors | 0 | 3 | 0 | 1 |

**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 |
|---|---|

Pursuant to the prevailing laws and regulations, each of the Chairman of the Board (President Commissioner) and the Chief Executive Officer (CEO) (President Director) has its own function.

In line with that, to ensure GCG implementation and support business sustainability, the Company has separated the roles of Chairman of the Board (President Commissioner) and Chief Executive Officer (CEO) (President Director) pursuant to the provisions under the Board of Directors' Charter, Board of Commissioners' Charter, and the Company's Articles of Association.

Related links : https://www.harumenergy.com/governance and https://www.harumenergy.com/investor.

In general, Lawrence Barki as Chairman of the Board is tasked with leading the BoC to ensure effectiveness of supervision and providing strategic direction. Meanwhile, Ray Antonio Gunara as Chief Executive Officer is tasked with managing the Company's operations, ensuring performance target achievement, and executing business strategies.

| | |
|---|---|
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |

The performance of the Company's organs is evaluated independently (self-assessment). The GMS is the party responsible for assessing the performance of BoC and BoD, although the BoC has previously supervised and evaluated the BoD's performance

| | |
|---|---|
| **G-05 Does the company has a policy regarding board training and development?** | No |

The Company does not have specific policy for trainings of the BOC and BOD. However, the Company is committed to continued learning and professional development.

The Company realizes the importance of the BoC's and BoD's competency development which is aimed to ensure that Company leaders have adequate skills and knowledge to face dynamic business challenges. Therefore, the Company recommend relevant training opportunities and is receptive to any suggestion or request for trainings. Nevertheless, the Company implements competency development through various ongoing training, workshops, and seminars designed to improve competency in corporate governance, risk management, and strategic decision making. Thus, this is expected to support the creation of competent, innovative, and competitive leadership that can lead the Company towards sustainable and ethical growth.

| | |
|---|---|
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |

Criteria for the Board of Commissioners and Board of Directors

Prospective members of the Company's BoC and BoD must meet the following requirements:
1. Have good morals, ethics, and integrity
2. Capable of carrying out legal acts
3. In the 5 years prior to appointment and during their term of office:
a. Never been declared bankrupt
b. Never been a member of the BoD or BoC who caused a company to go bankrupt
c. Never been convicted of a criminal act that harmed state fnances or the fnancial sector
d. Never been a director or commissioner who:
-Failed to hold an Annual GMS
-His/her accountability was not accepted by the GMS or did not provide accountability
-Caused a company to fail to obtaini licence, approval or registration from Financial Services Authority.
4. Committed to complying with laws and regulations
5. Having knowledge and/or expertise according to the Company's needs.

Furthermore, members of the Board of Commissioners and Board of Directors whose terms of offcie have ended may be reappointed in accordance with the GMS resolutions. The policy on the criteria for reappointment is outlined in the Board of Directors' Charter, Board of Commissioners' Charter, and the Company's Articles of Association.

| | |
|---|---|
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |

The Company always strives to uphold honesty and integrity in all its business activities. As such, the Company is committed to fostering a healthy business climate by avoiding behavior or attitude that could trigger conflicts of interest, corruption, excessive entertainment, and always prioritizing the Company's interests above personal, family, or group interests. The policy on the code of conduct and/or anti-corruption of the Company is outlined under the Code of Conduct.

| | |
|---|---|
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |

The Company is committed and consistently ensure fair treatment of all shareholders and to protect the rights of shareholders. These rights include access to material information from the Company on a regular and timely basis, voting rights at the GMS, resolution of disagreement regarding corporate actions, and receipt of dividends in accordance with GMS policies and resolutions. The Company is also committed to facilitating the participation of shareholders and stakeholders through transparent and effective communication management.

| | |
|---|---|
| Such fair treatment of shareholders also includes steps to prevent insider trading, by employees and members of the BoC and BoD. Transactions, including with related parties, are always free from conflicts of interest in order to protect the interests of the Company and its shareholders. In addition, the Company provides equal, easily accessible, and timely information channels, such as through the official website. This information includes meeting invitations, GMS results, and voting, to ensure transparency and active involvement of all shareholders. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| The Board of Directors will, as part of its duties, at all times review and action or a transaction, including to ensure that the actions do not present a conflict of interest and is carried out in accordance with the generally accepted business practice, including by fulfilling the arms length principle.<br><br>In addition, the role of the Board of Commissioners and Audit Committee in performing adequate procedures is to ensure that the transactions are made according to the generally accepted business practices, including by fulfilling the arms length principle.<br><br>In terms of management of conflict of interest, the Corporate Secretary is responsible for ensuring independence in the decision making process by the Board of Directors and the Board of Commissioners of the Company. In line with the provisions of the prevailing regulations, any party involved in a conflict of interest is required to provide a statement and is not permitted to participate in discussion or related decision making. | |

**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 | 97 |
| | E-02 | Greenhouse Gas Emission Intensity | 97 |
| | E-03 | Electricity Consumption | 98 |
| | E-04 | Water Consumption | 89 |
| | E-05 | Waste Generated | 91 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 95 |
| | E-07 | Company Commitment to Reduce Emission | 96 |
| Social | S-01 | Gender Equality | 63 |
| | S-02 | Employees by Gender and Age Group | 64 |
| | S-03 | Employee Turnover Rate | 64 |
| | S-04 | Number of Temporary Officers | 65 |
| | S-05 | Employee Training and Development | 66 |
| | S-06 | Number of Work Accidents | 56 |
| | S-07 | Human Rights Violation Incidents | 58 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 58 |
| | S-09 | Policy on Human Rights | 58 |
| | S-10 | Child Labor and/or Forced Labor Policy | 59 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 50 |
| | S-12 | Corporate Social Responsibility | 75 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 156 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 146 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 157 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 153 |
| | G-05 | Board of Directors and Commissioners Training Policy | 151 |
| | G-06 | Special Criteria for Election of the Board | 154 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 179 |
| | G-08 | Fair Treatment Policy for Shareholders | 180 |
| | G-09 | Conflict of Interest Prevention Policy | 178 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

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Third-party assurance and/or validation

[X] Yes

| Name of third-party service provider | Scope of Work |
|---|---|
| | |

Thus to be informed accordingly.

Respectfully,

**Harum Energy Tbk**

HRUM Ray Gunara

Approver_1

Harum Energy Tbk

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| Sender Name | HRUM Ray Gunara |
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| Date and Time | 05-05-2025 16:04 |
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