PT DHARMA POLIMETAL Tbk



2025

LAPORAN KEBERLANJUTAN
SUSTAINABILITY REPORT

No Limit



Sangkalan dan Batasan Tanggung Jawab

Disclaimer and Limitation of Liability

Dalam Laporan Keberlanjutan ini nama PT Dharma Polimetal Tbk selanjutnya disebut "DRMA", Perusahaan, atau Perseroan.

In this Sustainability Report, PT Dharma Polimetal Tbk hereinafter is referred to as "DRMA" or Company.

Laporan Keberlanjutan ini berisi pernyataan-pernyataan, data, dan informasi yang dapat dianggap sebagai pandangan masa depan *(forward-looking statements)* berupa proyeksi, asumsi, dan ekspektasi, yang memiliki faktor risiko dan ketidakpastian yang membuat pernyataan tersebut tidak dapat sepenuhnya terealisasi.

This Sustainability Report contains statements, data, and information considered as forward-looking statements in terms of projection, assumption, and expectation with risk factors and uncertainties that make the statements cannot be fully realized.

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Penjelasan Tema Laporan Keberlanjutan

Explanation of the Sustainability Report Theme



No Limit

PT Dharma Polimetal Tbk (DRMA) memiliki semangat untuk terus melampaui batas dalam setiap aspek operasional dan keberlanjutan. Dalam konteks ini, "No Limit" bukan sekadar slogan, melainkan dorongan bagi insan perusahaan untuk bekerja lebih cermat, kreatif, dan berdaya saing, sehingga hasil yang dicapai dapat memberikan nilai tambah yang berkelanjutan bagi perusahaan dan para pemangku kepentingan.

DRMA juga menegaskan bahwa upaya menuju keberlanjutan tidak memiliki garis akhir. Selalu ada ruang untuk perbaikan, inovasi hijau, dan pengembangan teknologi ramah lingkungan. Melalui prinsip ini, DRMA terus memperkuat kontribusi dalam mengurangi dampak lingkungan, meningkatkan efisiensi sumber daya, serta memperluas inisiatif hijau di seluruh rantai nilai.

Melalui semangat ini, DRMA berkomitmen untuk mengakselerasi transformasi, memperluas peluang, dan menghadirkan solusi yang turut mendorong kemajuan industri manufaktur nasional yang lebih hijau dan berdaya saing.

PT Dharma Polimetal Tbk (DRMA) is driven by a spirit to continuously go beyond limits in every aspect of its operations and sustainability initiatives. In this context, "No Limit" is not merely a slogan, but a driving force for all Company personnel to work with greater precision, creativity, and competitiveness, so that the outcomes achieved can deliver sustainable added value for the Company and its stakeholders.

DRMA also emphasizes that the journey toward sustainability has no finish line. There is always room for improvement, green innovation, and the development of environmentally friendly technologies. Guided by this principle, DRMA continues to strengthen its contributions to reducing environmental impacts, enhancing resource efficiency, and expanding green initiatives across the entire value chain.

Through this spirit, DRMA is committed to accelerating transformation, expanding opportunities, and delivering solutions that contribute to advancing a greener and more competitive national manufacturing industry.

Daftar Isi

Table of Contents

2 Sangkalan dan Batasan Tanggung Jawab
Disclaimer and Limitation of Liability

3 Penjelasan Tema Laporan Keberlanjutan
Explanation of the Sustainability Report Theme

5 Daftar Isi
Table of Contents

6 Ikhtisar Kinerja Berkelanjutan
Sustainability Performance Highlights

8 Tentang Laporan Keberlanjutan
About the Sustainability Report

11 Strategi Keberlanjutan
Sustainability Strategy

16 Penentuan Topik Material
Determination of Material Topics

21 Budaya Keberlanjutan
Sustainability Culture

22 Ikhtisar Kinerja Aspek Keberlanjutan
Sustainability Performance Highlights

24 Sambutan Direksi
The Board of Directors' Report

26 Sambutan Direksi
The Board of Directors' Report

32 Tanggung Jawab Laporan Keberlanjutan 2025
Statement of Responsibility of Sustainability Report 2025

34 Profil Perusahaan
Company Profile

36 Informasi Perusahaan
Information about Company

37 Skala Usaha
Business Scale

38 Riwayat Singkat
Brief History

40 Visi dan Misi
Vision and Mission

41 Nilai-Nilai Perusahaan
Corporate Values

42 Kegiatan Usaha
Business Activity

43 Produk yang Dihasilkan
Manufactured Products

52 Wilayah Operasional
Operational Area

53 Keanggotaan Asosiasi
Association Membership

54 Struktur Organisasi
Organization Structure

56 Daftar Perusahaan Anak, Perusahaan Asosiasi dan/atau Ventura Bersama
List of Subsidiary Companies, Associated Companies, and/or Joint Ventures

61 Perubahan Signifikan
Significant Change

62 Tata Kelola Berkelanjutan
Sustainable Corporate Governance

64 Tata Kelola Keberlanjutan
Sustainability Governance

64 Komitmen Penerapan GCG
Commitment to GCG Implementation

65 Struktur GCG
GCG Structure

68 Penanggung Jawab Penerapan Bisnis Berkelanjutan
Party Responsible for the Implementation of Sustainable Business

69 Pengembangan Kompetensi
Competency Development

69 Penilaian Risiko Terhadap Aspek Keberlanjutan
Sustainability Aspect Risk Assessment

70 Anti-Korupsi
Anti-Corruption

71 Hubungan dengan Pemangku Kepentingan
Stakeholder Relations

74 Tantangan dalam Penerapan Keuangan Berkelanjutan
Challenges in the Implementation of Sustainable Finance

76 Kinerja Berkelanjutan
Sustainability Performance

78 Kinerja Ekonomi
Economic Performance

82 Kinerja Lingkungan
Environmental Performance

93 Kinerja Sosial
Social Performance

114 Lembar Umpan Balik
Feedback Sheet

116 Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017
List of Disclosure Based on POJK No.51/POJK.03/2017

120 Indeks Isi GRI
GRI Content Index

01

IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE HIGHLIGHT





8 Tentang Laporan Keberlanjutan
About the Sustainability Report

11 Strategi Keberlanjutan
Sustainability Strategy

16 Penentuan Topik Material
Determination of Material Topics

21 Budaya Keberlanjutan
Sustainability Culture

22 Ikhtisar Kinerja Aspek Keberlanjutan
Sustainability Performance Highlights

Tentang Laporan Keberlanjutan

About the Sustainability Report

Laporan Keberlanjutan PT Dharma Polimetal Tbk disusun sebagai bentuk transparansi dan akuntabilitas Perseroan kepada seluruh pemangku kepentingan atas kinerja ekonomi, sosial, dan lingkungan yang dijalankan sepanjang periode pelaporan. Melalui laporan ini, Perseroan menyampaikan komitmen dalam mengintegrasikan prinsip keberlanjutan ke dalam strategi bisnis serta praktik operasional guna menciptakan pertumbuhan yang bertanggung jawab dan berkelanjutan.

Laporan ini juga menjadi sarana komunikasi Perseroan dalam menginformasikan berbagai inisiatif, capaian, serta tantangan yang dihadapi dalam penerapan keberlanjutan. Dengan penyajian yang komprehensif, Perseroan berharap para pemangku kepentingan memperoleh gambaran yang jelas mengenai arah strategi, pengelolaan dampak, serta kontribusi Perseroan terhadap pembangunan ekonomi dan sosial, sekaligus upaya pelestarian lingkungan.

Dalam penyusunannya, Laporan Keberlanjutan mengacu pada ketentuan peraturan perundang-undangan yang berlaku, termasuk Peraturan Otoritas Jasa Keuangan terkait penerapan keuangan berkelanjutan, serta mempertimbangkan standar pelaporan keberlanjutan yang diakui secara internasional. Perseroan berupaya menyajikan informasi yang relevan, akurat, dan seimbang sebagai landasan dalam membangun kepercayaan serta memperkuat hubungan jangka panjang dengan para pemangku kepentingan.

The Sustainability Report of PT Dharma Polimetal Tbk is prepared as a form of the Company's transparency and accountability to all stakeholders regarding its economic, social, and environmental performance during the reporting period. Through this report, the Company conveys its commitment to integrating sustainability principles into its business strategy and operational practices to create responsible and sustainable growth.

This report also serves as a communication tool for the Company to inform various initiatives, achievements, and challenges faced in the implementation of sustainability. Through a comprehensive presentation, the Company hopes that stakeholders gain a clear overview of the strategic direction, impact management, and the Company's contribution to economic and social development, as well as environmental preservation efforts.

In its preparation, the Sustainability Report is prepared in accordance with prevailing laws and regulations, including the Financial Services Authority Regulation regarding the implementation of sustainable finance, and considers internationally recognized sustainability reporting standards. The Company strives to present information that is relevant, accurate, and balanced as a foundation for building trust and strengthening long-term relationships with stakeholders.

Standar dan Pedoman Standards and Guidelines	· Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. / Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies. · Surat Edaran Otoritas Jasa Keuangan No.16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. / Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 concerning the Form and Content of the Annual Report of Issuers or Public Companies. · Standar *Global Reporting Initiative* (GRI Standards) sebagai referensi (*With Reference*). / Global Reporting Initiative Standards (GRI Standards) as a reference (With Reference).
Siklus dan Periode Pelaporan Reporting Cycle and Period [GRI 2-3]	· Diterbitkan setiap tahun. / Published every year. · Periode pelaporan 1 Januari 2025 sampai 31 Desember 2025. / Reporting period from January 1, 2025 to December 31, 2025. · Laporan sebelumnya diterbitkan pada bulan Maret 2025. / The previous report was published in March 2025.
Cakupan dan Batasan Scope and Boundaries [GRI 2-2]	Rincian informasi dan data kinerja Laporan Keberlanjutan sebagai berikut: / The details of information and performance data in the Sustainability Report are as follows: · Aspek keuangan mencakup PT Dharma Polimetal Tbk dan 9 (sembilan) entitas anak. / Financial aspects cover PT Dharma Polimetal Tbk and its 9 (nine) subsidiaries. · Aspek lingkungan mencakup PT Dharma Polimetal Tbk. / Environmental aspects cover PT Dharma Polimetal Tbk. · Aspek sosial bagian demografi karyawan mencakup PT Dharma Polimetal Tbk dan 9 (sembilan) entitas anak. / The social aspect related to employee demographics covers PT Dharma Polimetal Tbk and its 9 (nine) subsidiaries. · Aspek sosial lainnya mencakup PT Dharma Polimetal Tbk. / Other social aspects cover PT Dharma Polimetal Tbk.
Verifikasi Eksternal External Assurance [OJK G.1] [GRI 2-5]	· Perseroan belum menggunakan verifikasi *(assurance)* dari pihak eksternal. Adapun proses verifikasi dilakukan secara internal di mana informasi dan data dalam laporan ini telah melewati proses telaah secara berjenjang sehingga akurasi dan validitasnya dapat dibuktikan dan dipastikan. / The Company has not engaged external assurance for its Sustainability Report. The verification process is conducted internally, where the information and data in this report have undergone a multi-layered review process to ensure their accuracy and validity. · Semua informasi yang berkaitan dengan kinerja ekonomi Perseroan merujuk pada Laporan Keuangan yang telah melewati proses audit oleh pihak ketiga independen yaitu KAP Tanubrata Sutanto Fahmi Bambang & Rekan. / All information relating to the Company's economic performance refers to the Financial Statements that have been audited by an independent third party, namely Public Accounting Firm (KAP) Tanubrata Sutanto Fahmi Bambang & Rekan.

Penyajian Kembali Informasi Restatements of Information [GRI 2-4]	Tidak terdapat penyajian kembali dalam Laporan Keberlanjutan 2025. / There are no restatements of information in the 2025 Sustainability Report.
Tanggapan Umpan Balik Laporan Sebelumnya Responses to Feedback on Previous Reports [OJK G.3]	Perseroan menerima umpan balik dari Otoritas Jasa Keuangan pada tanggal 31 Juli 2025 No.S-1493/PM.212/2025 tentang Penelaahan atas Laporan Tahunan dan Laporan Keberlanjutan 2024, dan telah memberikan tanggapan atas surat tersebut melalui surat nomor 0053/DP/EXT/./CKR/CORSEC/VIII/2025 tentang Penyampaian Jawaban Penelaahan Laporan Tahunan dan Laporan Keberlanjutan 2024. / The Company received feedback from the Financial Services Authority on July 31, 2025 through Letter No. S-1493/PM.212/2025 concerning the Review of the 2024 Annual Report and Sustainability Report, and has provided a response to the said letter through letter number 0053/DP/EXT/./CKR/CORSEC/VIII/2025 concerning the Submission of Responses to the 2024 Annual Report and Sustainability Report Review.
Kontak Umpan Balik Feedback Contact	Perseroan memberikan kesempatan kepada semua pemangku kepentingan dan pembaca untuk memberikan tanggapan, saran, dan masukan atas seluruh informasi yang telah disajikan. Saran dan masukan laporan ini dapat disampaikan melalui alamat di bawah ini: / The Company provides the opportunity for all stakeholders and readers to provide feedback, suggestions, and input on all information presented. Suggestions and input for this report may be submitted through the address below: **Corporate Secretary** **PT Dharma Polimetal Tbk** Jl. Angsana Raya Blok A9 No. 8 Delta Silicon I Cikarang Kelurahan Sukaresmi, Kecamatan Cikarang Selatan, Kabupaten Bekasi, Jawa Barat 17550 – Indonesia Telepon / Phone: (021) 897 4637 / (021) 897 4559 Faks / Fax: (021) 899 01656 Surel / Email: dp.corpsec@dp.dharmap.com

Strategi Keberlanjutan [OJK A.1] [GRI 2-23]

Sustainability Strategy

PT Dharma Polimetal Tbk menerapkan Strategi Keberlanjutan 5P sebagai kerangka utama dalam mengarahkan pertumbuhan usaha jangka panjang yang seimbang antara aspek ekonomi, sosial, dan lingkungan. Strategi 5P ini mencakup *Profit*, *People*, *Planet*, *Peace*, dan *Partnership*, yang menjadi landasan bagi Perseroan dalam merumuskan kebijakan, menjalankan operasional, serta mengambil keputusan bisnis secara bertanggung jawab.

PT Dharma Polimetal Tbk implements the 5P Sustainability Strategy as the primary framework to drive long-term business growth that is balanced across economic, social, and environmental aspects. This 5P strategy includes Profit, People, Planet, Peace, and Partnership, which form the foundation for the Company in formulating policies, conducting operations, and making business decisions responsibly.

Dalam menjalankan operasionalnya sebagai produsen komponen otomotif terkemuka di Indonesia, Perseroan mengintegrasikan prinsip *Environmental*, *Social*, and *Governance* (ESG) serta nilai 5P Triputra Group ke dalam strategi bisnis. Komitmen ini diwujudkan melalui diversifikasi portofolio usaha dengan mengembangkan produk-produk baru yang mendukung transisi menuju ekonomi rendah karbon, khususnya pada sektor kendaraan listrik dan energi terbarukan, seperti *auxiliary battery* berbasis *lithium* dan *Battery Energy Storage System* (BESS). Langkah strategis tersebut mencerminkan implementasi strategi *Prosperity* Perseroan, yang berfokus pada penciptaan pertumbuhan dan profitabilitas berkelanjutan melalui inovasi yang relevan dengan kebutuhan pasar dan perkembangan teknologi.

In its operations as a leading automotive component manufacturer in Indonesia, the Company integrates Environmental, Social, and Governance (ESG) principles, along with the 5P values of the Triputra Group, into its business strategy. This commitment is realized through business portfolio diversification by developing new products that support the transition to a low-carbon economy, particularly in the electric vehicle and renewable energy sectors, such as lithium-based auxiliary batteries and Battery Energy Storage Systems (BESS). These strategic steps reflect the implementation of the Company's Prosperity strategy, which focuses on creating sustainable and profitable growth through innovations that are relevant to market needs and technological advancements.

Pada aspek lingkungan (*Planet*), Perseroan secara konsisten melakukan berbagai inisiatif untuk mengelola dan mengurangi dampak lingkungan, antara lain melalui upaya penurunan emisi gas rumah kaca, peningkatan efisiensi penggunaan energi dan air, pemanfaatan sumber daya terbarukan, serta pengelolaan limbah sesuai dengan standar yang berlaku.

In the environmental (Planet) aspect, the Company has consistently undertaken various initiatives to manage and mitigate its environmental impact, including efforts to reduce greenhouse gas emissions, improve energy and water use efficiency, utilize renewable resources, and manage waste in accordance with applicable standards.

Di sisi sosial yang mencakup *People*, *Peace*, dan *Partnership*, Perseroan berkomitmen untuk menciptakan lingkungan kerja yang aman, inklusif, dan kondusif bagi pengembangan kompetensi karyawan, sekaligus memperkuat budaya perusahaan yang berlandaskan nilai keberlanjutan. Selain itu, Perseroan turut berperan aktif dalam pengembangan masyarakat melalui penciptaan lapangan kerja bagi masyarakat lokal, peningkatan akses pendidikan, serta dukungan terhadap peningkatan kesejahteraan masyarakat di sekitar wilayah operasional.

On the social aspect, encompassing People, Peace, and Partnership, the Company is committed to creating a safe, inclusive, and conducive work environment that supports the development of employee competencies, while strengthening a corporate culture grounded in sustainability values. In addition, the Company actively contributes to community development through job creation for local communities, improved access to education, and support for enhancing the welfare of communities surrounding its operational areas.

Penerapan strategi keberlanjutan ini menegaskan komitmen Perseroan dalam menghadapi tantangan masa depan secara proaktif dan bertanggung jawab. Dengan mengintegrasikan prinsip keberlanjutan ke dalam seluruh rantai nilai, Perseroan berupaya mengelola risiko dan peluang secara seimbang, menjaga kesinambungan kinerja usaha, serta memberikan kontribusi positif yang berkelanjutan bagi seluruh pemangku kepentingan.

The implementation of this sustainability strategy affirms the Company's commitment to proactively and responsibly addressing future challenges. By integrating sustainability principles into the entire value chain, the Company seeks to manage risks and opportunities in a balanced manner, maintain the continuity of business performance, and deliver sustained positive contributions to all stakeholders.

Visi
Vision

Menjadi perusahaan manufaktur kelas dunia yang dapat memberikan kontribusi positif terhadap para pemangku kepentingan.

To be a world-class manufacturing company that can make a positive contribution to its stakeholders.

Ambisi Keberlanjutan
Sustainability Goals

Menghasilkan produk berkualitas tinggi dan memberikan kontribusi positif pada lingkungan dan masyarakat melalui pengurangan emisi, penggunaan energi terbarukan, dan peningkatan efisiensi sumber daya.

Produce high-quality products and make a positive contribution to the environment and society through reduced emissions, use of renewable energy, and improved resource efficiency.

Strategi Keberlanjutan 5P Triputra Group
5P Triputra Group Sustainability Strategy

1. *People* (Manusia): Kami mengutamakan pengembangan dan kesejahteraan karyawan serta kontribusi terhadap masyarakat sekitar.
2. *Planet* (Planet): Kami berkomitmen untuk mengelola lingkungan secara berkelanjutan, meminimalkan dampak lingkungan, serta mengoptimalkan penggunaan sumber daya alam secara efisien.
3. *Prosperity* (Kemakmuran): Kami berfokus pada pencapaian keuntungan yang berkelanjutan melalui pengembangan bisnis yang inovatif dan selaras dengan kebutuhan pasar.
4. *Peace* (Kedamaian): Kami berkomitmen untuk menciptakan perdamaian dan harmoni di semua aspek kegiatan perusahaan. Kami percaya bahwa perdamaian dan harmoni akan membawa kesuksesan berkelanjutan dan manfaat bagi semua pemangku kepentingan.
5. *Partnership* (Kemitraan): Kami membangun kemitraan yang kuat dengan semua pemangku kepentingan, termasuk karyawan, pelanggan, pemasok, dan masyarakat sekitar.

1. People: We prioritize employee development, employee welfare, and contribution to the surrounding community.
2. Planet: We are committed to managing the environment sustainably, minimizing environmental impacts, and optimizing the efficient use of natural resources.
3. Prosperity: We focus on achieving sustainable profits through innovative business development that is in line with market needs.
4. Peace: We are committed to creating peace and harmony in all aspects of the Company's activities. We believe peace and harmony will bring sustainable success and benefits to all stakeholders.
5. Partnership: We build strong partnerships with all stakeholders, including employees, customers, suppliers, and surrounding communities.

Sebagai bagian dari penguatan tata kelola dan perencanaan strategis, Perseroan telah mengintegrasikan aspek keberlanjutan ke dalam Rencana Jangka Panjang Perseroan (RJPP). Integrasi ini mencerminkan komitmen Perseroan untuk memastikan bahwa arah pengembangan bisnis ke depan tidak hanya berorientasi pada pertumbuhan finansial, tetapi juga mempertimbangkan keberlanjutan lingkungan dan sosial secara menyeluruh. Melalui RJPP, Perseroan menetapkan keberlanjutan sebagai salah satu pilar strategis dalam menjaga ketahanan usaha serta meningkatkan daya saing jangka panjang.

As part of strengthening governance and strategic planning, the Company has integrated sustainability aspects into the Company's Long-Term Plan (RJPP). This integration reflects the Company's commitment to ensuring that its future business development direction is not solely oriented toward financial growth, but also comprehensively considers environmental and social sustainability. Through the RJPP, the Company has established sustainability as one of the strategic pillars in maintaining business resilience and enhancing long-term competitiveness.

Salah satu fokus utama dalam RJPP adalah pengembangan komponen untuk *Renewable Energy Business* sebagai bagian dari strategi diversifikasi usaha. Perseroan secara bertahap memperluas lini bisnis DRMA dengan mengembangkan sektor komponen energi terbarukan, sehingga kegiatan usaha tidak semata-mata berfokus pada komponen otomotif. Inisiatif ini mencakup pengembangan produk dan kapabilitas yang mendukung ekosistem energi bersih, sejalan dengan tren transisi energi dan meningkatnya kebutuhan pasar terhadap solusi rendah karbon.

One of the key focuses of the RJPP is the development of components for the Renewable Energy Business as part of the Company's business diversification strategy. The Company is gradually expanding DRMA's business lines by developing the renewable energy components sector, so that its business activities are not solely focused on automotive components. This initiative includes the development of products and capabilities that support the clean energy ecosystem, in line with energy transition trends and the increasing market demand for low-carbon solutions.

Melalui pengembangan lini bisnis energi terbarukan ini, Perseroan berupaya menciptakan sumber pertumbuhan baru yang berkelanjutan sekaligus memperkuat kontribusi terhadap upaya pengurangan dampak lingkungan. Strategi tersebut juga mempertegas komitmen Perseroan dalam mengimplementasikan prinsip ESG dan Strategi Keberlanjutan 5P secara konsisten dalam perencanaan jangka panjang, sehingga nilai ekonomi yang dihasilkan dapat berjalan beriringan dengan tanggung jawab sosial dan lingkungan bagi seluruh pemangku kepentingan.

Through the development of this renewable energy business line, the Company seeks to create new and sustainable sources of growth while strengthening its contribution to efforts to reduce environmental impacts. This strategy further reinforces the Company's commitment to consistently implementing ESG principles and the 5P Sustainability Strategy in its long-term planning, thereby enabling the economic value generated to go hand in hand with social and environmental responsibility for all stakeholders.

Strategi Jangka Panjang Perseroan
The Company's Long-Term Strategy

Strategi Strategy	Inisiatif Initiative
Peningkatan Pangsa Pasar Market Share Increase	Meningkatkan pangsa pasar setiap produk DRMA dengan memanfaatkan keunggulan operasional yang dimiliki serta kualitas produk yang unggul. Increasing the market share of each DRMA product by utilizing its operational excellence and superior product quality.
Pengembangan dan Lokalisasi Produk Baru New Product Development and Localization	Memperluas portofolio lini produk yang berpotensi untuk dilokalisasi melalui proses *advanced R&D* dengan berkolaborasi bersama mitra teknologi terbaik di dunia. Expanding the portfolio of product lines that have the potential to be localized through advanced R&D processes by collaborating with the world's best technology partners.
Ekosistem Produk Baru Dharma Group ("Dharma Connect") Dharma's New Product Ecosystem ("Dharma Connect")	Membangun ekosistem produk baru untuk memperkuat eksistensi DRMA sebagai Perusahaan manufaktur otomotif kelas dunia di Indonesia. Building a new product ecosystem to strengthen DRMA's presence as a world-class automotive manufacturing company in Indonesia.
Pengembangan *Replacement Market* Replacement Market Development	Menambah *revenue streams* DRMA dengan mengembangkan bisnis retail dan B2C, sehingga memperluas lini produk DRMA. Increasing DRMA revenue streams by developing retail and B2C businesses, thus expanding DRMA's product line.
Pengembangan Komponen untuk *Renewable Energy Business* Component Development for Renewable Energy Business	Memperluas lini bisnis DRMA dengan mengembangkan sektor komponen energi terbarukan, sehingga tidak hanya berfokus pada komponen otomotif. Expanding DRMA's business line by developing the renewable energy component sector so it does not only focus on automotive components.
Solusi Digital & Otomasi Untuk Industri Automation & Industrial Solutions	Menyediakan *digitalization solutions* untuk berbagai industri, termasuk otomotif, agribisnis, dan pertambangan. Providing digitalization solutions for various industries, including automotive, agribusiness, and mining.

Seiring dengan meningkatnya ekspektasi pemangku kepentingan dan dinamika industri yang semakin kompleks, pada tahun 2025 Perseroan mengambil langkah strategis untuk memperkuat arah keberlanjutan melalui penetapan *Sustainability Journey*. Inisiatif ini diawali dengan pelaksanaan *Materiality Assessment* guna mengidentifikasi dan memprioritaskan topik ESG yang paling berdampak dan relevan bagi bisnis serta pemangku kepentingan.

In line with increasing stakeholder expectations and increasingly complex industry dynamics, in 2025 the Company took strategic steps to strengthen its sustainability direction through the establishment of a Sustainability Journey. This initiative began with the implementation of a Materiality Assessment to identify and prioritize the ESG topics that are most impactful and relevant to the business and stakeholders.

Sebagai kelanjutan dari perjalanan tersebut, Perseroan juga telah menetapkan *ESG Strategic Roadmap* sebagai panduan transformasi keberlanjutan secara bertahap. *Roadmap* ini dimulai dengan fase *Current Condition* (2024–2025) yang berfokus pada pemetaan data ESG, identifikasi risiko dan dampak material, analisis kesenjangan terhadap regulasi dan standar industri, serta konsolidasi data sebagai dasar penetapan *baseline* dan target.

As a continuation of this journey, the Company has also established an ESG Strategic Roadmap as a guide for gradual sustainability transformation. This roadmap begins with the Current Condition phase (2024–2025), which focuses on ESG data mapping, identification of material risks and impacts, gap analysis against regulations and industry standards, and data consolidation as the basis for establishing baselines and targets.

ESG Strategic Roadmap

2024-2025

Current Condition

Pemetaan, identifikasi, dan konsolidasi data ESG
Mapping, identification, and consolidation of ESG data

2026-2027

Baseline, Planning and Implementation

Penetapan *baseline*, target, implementasi program prioritas, dan penguatan tata kelola ESG.
Baseline setting, targets, priority program implementation, and strengthening of ESG governance.

2028-2029

Evaluation and Improvement

Evaluasi kinerja ESG berbasis data, percepatan penurunan sumber daya, integrasi ESG ke manajemen risiko dan pengadaan, serta penguatan efektivitas aspek sosial, K3, dan tata kelola.
Data-driven ESG performance evaluation, accelerated resource reduction, ESG integration into risk management and procurement, as well as strengthening the effectiveness of social, Occupational Health and Safety (OHS), and governance aspects.

2030

World Class Sustainability

Menjadi perusahaan manufaktur kelas dunia dengan *circular economy, zero waste, zero fatality,* dan praktik HAM inklusif.
To become a world-class manufacturing company with a circular economy, zero waste, zero fatality, and inclusive human rights practices.

Langkah-langkah tersebut mencerminkan upaya berkelanjutan Perseroan dalam melakukan penyempurnaan strategi keberlanjutan secara bertahap dan terarah. Meskipun Strategi Keberlanjutan 5P tetap menjadi pedoman dalam pelaksanaan operasional saat ini, hasil dari rangkaian *Sustainability Journey* akan menjadi dasar bagi penyusunan *Sustainability Framework*, pembentukan tata kelola ESG, serta pengembangan *roadmap* keberlanjutan yang direncanakan mulai diimplementasikan pada tahun 2026.

These steps reflect the Company's ongoing efforts to refine its sustainability strategy in a gradual and well-directed manner. While the 5P Sustainability Strategy remains the guiding principle for current operations, the results of the Sustainability Journey will serve as the foundation for developing the Sustainability Framework, establishing ESG governance, and developing the sustainability roadmap planned for implementation starting in 2026.

Dengan mengintegrasikan prinsip keberlanjutan ke dalam seluruh rantai nilai sekaligus memperkuat fondasi strategisnya, Perseroan menegaskan komitmennya untuk menghadapi tantangan masa depan secara proaktif dan bertanggung jawab. Upaya ini diharapkan mampu menjaga kesinambungan kinerja usaha, mengelola risiko dan peluang secara seimbang, serta memberikan kontribusi positif yang berkelanjutan bagi seluruh pemangku kepentingan.

By integrating sustainability principles into the entire value chain while strengthening its strategic foundation, the Company affirms its commitment to proactively and responsibly addressing future challenges. These efforts are expected to maintain the continuity of business performance, manage risks and opportunities in a balanced manner, and deliver sustained positive contributions to all stakeholders.

Penentuan Topik Material [GRI 3-1][GRI 3-2]

Determination of Material Topics

Sebagai bagian dari komitmen dalam memperkuat praktik keberlanjutan, Perseroan telah menetapkan *Sustainability Journey* yang diawali dengan pelaksanaan *Materiality Assessment*. Proses ini bertujuan untuk mengidentifikasi serta memprioritaskan topik-topik *Environmental, Social, and Governance* (ESG) yang memiliki dampak paling signifikan terhadap kinerja Perseroan sekaligus relevan bagi para pemangku kepentingan. Melalui pendekatan ini, Perseroan memastikan bahwa strategi keberlanjutan disusun secara terarah dan berfokus pada isu-isu yang benar-benar penting bagi keberlangsungan usaha.

As part of the commitment to strengthening sustainability practices, the Company has established a Sustainability Journey that begins with the execution of a Materiality Assessment. This process aims to identify and prioritize Environmental, Social, and Governance (ESG) topics that have the most significant impact on the Company's performance while also being relevant to stakeholders. Through this approach, the Company ensures that the sustainability strategy is developed in a well-directed manner and focuses on issues that are truly important for business continuity.

Sebagai langkah awal, Perseroan melakukan *ESG Early Assessment* guna memperoleh gambaran mengenai kondisi ESG terkini. Penilaian ini dilakukan melalui penyebaran kuesioner kepada berbagai kelompok pemangku kepentingan, termasuk Direksi, Dewan Komisaris, mitra kerja, pemasok, karyawan, pelanggan, serta Direksi entitas anak. Selain itu, Perseroan juga mengidentifikasi area-area yang memerlukan peningkatan dengan mengacu pada standar ESG yang

As an initial step, the Company conducted an ESG Early Assessment to obtain an overview of the current ESG conditions. This assessment was performed by distributing questionnaires to various stakeholder groups, including the Board of Directors, the Board of Commissioners, business partners, suppliers, employees, customers, and the Board of Directors of subsidiaries. In addition, the Company identified areas requiring improvement by referring to applicable ESG standards

berlaku serta membandingkan praktik Perseroan dengan perusahaan sejenis (*peers*). Pendekatan ini membantu Perseroan memahami kesenjangan sekaligus peluang penguatan kinerja keberlanjutan.

Perseroan juga menerapkan pendekatan *Double Materiality* dengan mempertimbangkan dua perspektif utama, yaitu besarnya dampak aktivitas Perseroan terhadap aspek ekonomi, sosial, dan lingkungan, serta potensi implikasi finansial terhadap kinerja bisnis. Dalam proses ini, masukan dari pelanggan turut menjadi pertimbangan penting untuk memastikan bahwa topik yang ditetapkan mencerminkan ekspektasi pasar sekaligus mendukung ketahanan usaha jangka panjang.

Metodologi *Materiality Assessment* dilakukan melalui beberapa tahapan utama, yaitu memahami konteks perusahaan, mengidentifikasi dampak aktual maupun potensial dari berbagai isu keberlanjutan, serta melakukan penilaian untuk menetapkan topik material. Tahapan tersebut memungkinkan Perseroan mengevaluasi risiko dan peluang secara komprehensif, sekaligus memastikan proses penentuan topik dilakukan secara sistematis dan dapat dipertanggungjawabkan.

and benchmarking the Company's practices against peers. This approach helps the Company understand gaps as well as opportunities to strengthen sustainability performance.

The Company also applies a Double Materiality approach by considering two primary perspectives, namely the magnitude of the impact of the Company's activities on economic, social, and environmental aspects, as well as the potential financial implications for business performance. In this process, input from customers is also an important consideration to ensure that the defined topics reflect market expectations as well as support long-term business resilience.

The Materiality Assessment methodology is conducted through several main stages, namely understanding the company's context, identifying actual and potential impacts from various sustainability issues, as well as conducting an assessment to determine material topics. These stages allow the Company to comprehensively evaluate risks and opportunities, as well as ensure the process of determining topics is conducted systematically and accountably.

Metodologi *Materiality Assessment*
Materiality Assessment Methodology

01

Pemahaman Konteks Perusahaan
Understanding the Company Context

- Aktivitas dan Hubungan Bisnis
- Informasi Kontekstual lainnya
- Identifikasi *Stakeholder* yang terdampak
- Business Activities and Relationships
- Other Contextual Information
- Identification of Affected Stakeholders

02

Identifikasi Dampak Aktual dan *Potential*
Identification of Actual and Potential Impacts

Identifikasi dampak aktual dan potensial, risiko, dan peluang dari berbagai isu *Sustainability*
Identification of Actual and Potential Impacts, Risks, and Opportunities from Various Sustainability Issues

03

Assessment* dan Penetapan *Material Topic
Assessment and Determination of Material Topics

- *Impact Materiality Assessment*
- *Financial Materiality Assessment*
- Konsolidasi *Outcome*
- Impact Materiality Assessment
- Financial Materiality Assessment
- Outcome Consolidation

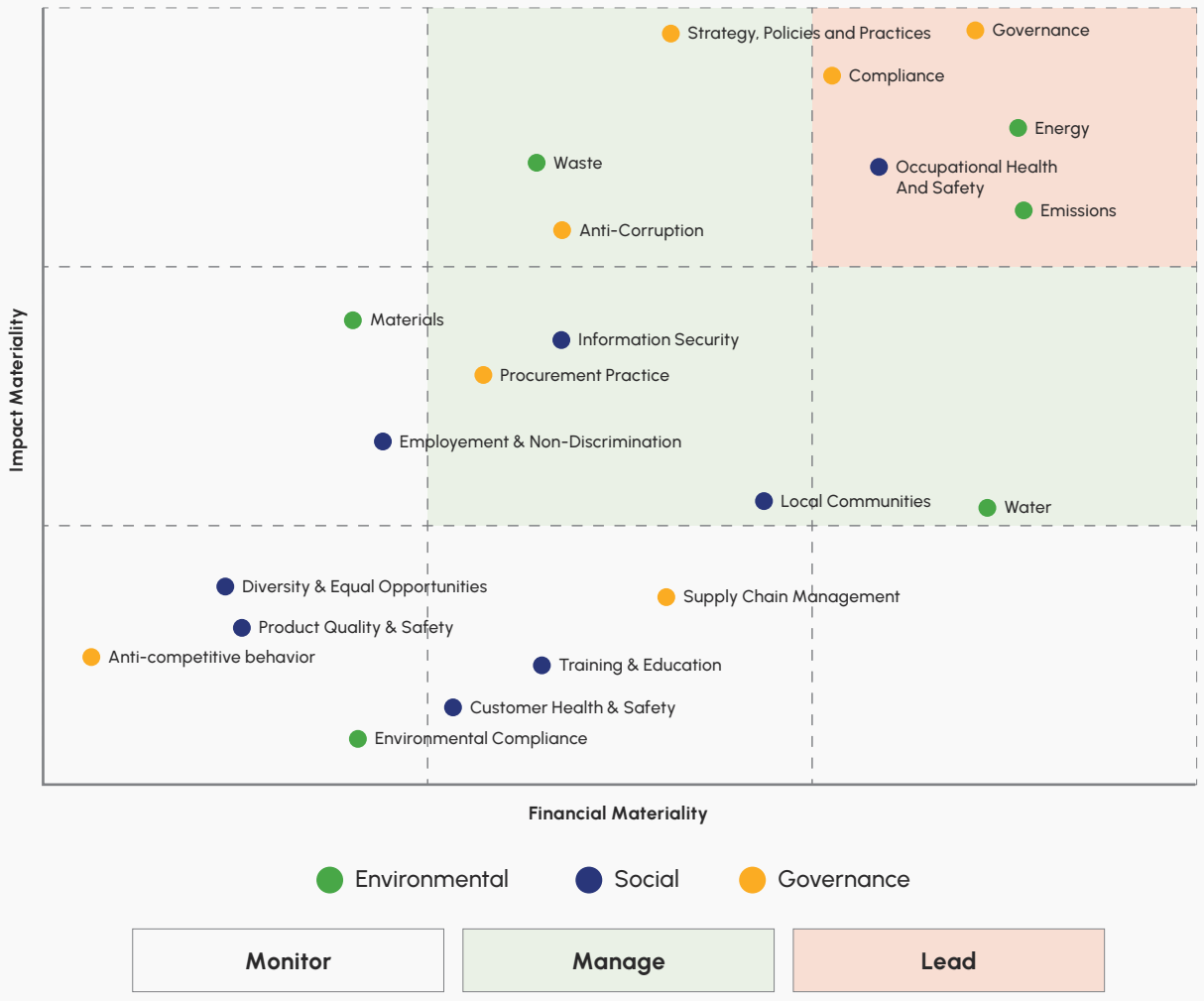
Berdasarkan rangkaian proses tersebut, Perseroan mengidentifikasi 21 topik material, dengan 5 topik di antaranya ditetapkan sebagai *Lead Topics* atau topik yang paling diperhatikan bagi Perseroan dan para pemangku kepentingan. Topik-topik ini menjadi prioritas dalam pengelolaan keberlanjutan serta menjadi dasar dalam penyusunan strategi, program kerja, dan pengungkapan kinerja Perseroan.

Based on this series of processes, the Company identified 21 material topics, with 5 topics designated as Lead Topics, representing the highest priority for the Company and stakeholders. These topics are prioritized in sustainability management and serve as the basis for drawing up strategies, work programs, and the Company's performance disclosures.

Selain *Lead Topics,* Perseroan juga menetapkan tujuh topik yang dikategorikan ke dalam *Manage Topics* di mana topik-topik ini akan dikelola lebih optimal serta sembilan topik yang dikategorikan sebagai *Monitor Topics* di mana topik-topik ini masuk ke dalam pemantauan secara berkala.

In addition to Lead Topics, the Company also designated seven topics categorized as Manage Topics, which will be managed more optimally, as well as nine topics categorized as Monitor Topics, which are included in periodic monitoring.

DOUBLE MATERIALITY ASSESSMENT



Daftar Topik Material
List of Material Topics

Pilar Pillar	Topik Material Material Topics	Kategori Topik Topic Categories	Fokus Focus
Environmental	Emisi Emissions	Lead	Transisi menuju *Net Zero Carbon* pada tahun 2060 untuk *leading* sektor manufaktur berkelanjutan. Transitioning toward Net Zero Carbon by 2060 to become a leading sustainable manufacturing company.
	Energi Energy	Lead	Mengoptimalkan penggunaan energi lebih efisien. Optimizing energy use efficiency.
	Limbah Waste	Manage	Pengelolaan limbah bertanggung jawab. Responsible waste management.
	Kepatuhan Lingkungan Environmental Compliance	Manage	Meminimalkan dampak lingkungan dengan menerapkan praktik terbaik dengan kepatuhan terhadap regulasi. Minimizing environmental impact by implementing best practices in compliance with regulations.
	Air Water	Monitor	Menjaga sumber air dan efisiensi. Maintaining water sources and efficiency.
	Material Materials	Monitor	Menghasilkan produk andal dan ramah lingkungan, dengan optimalisasi daur ulang material untuk komponen produk otomotif. Producing reliable and environmentally friendly products by optimizing the recycling of materials for automotive product components.
Social	K3 Occupational Health and Safety (OHS)	Lead	Pengelolaan K3 terintegrasi, akuntabel, dan partisipatif untuk keselamatan bersama. Integrated, accountable, and participatory OHS management for collective safety.
	Masyarakat Lokal Local Communities	Manage	Penguatan dampak CSR berbasis kebutuhan komunitas sebagai bagian keberlanjutan perusahaan. Strengthening the impact of CSR based on community needs as part of the company's sustainability.
	Keamanan Informasi Information Security	Manage	Menjadi perusahaan terpercaya melalui peningkatan kapabilitas keamanan. Becoming a trusted company through the enhancement of security capabilities.
	Ketenagakerjaan dan Non-diskriminasi Employment and Non-discrimination	Monitor	Penegakkan prinsip-prinsip HAM untuk bisnis yang adil dan berkelanjutan. Upholding human rights principles for fair and sustainable business.
	Keberagaman dan Kesempatan Setara Diversity and Equal Opportunity	Monitor	Mewujudkan lingkungan kerja yang inklusif, adil, dan bebas dari diskriminasi. Creating an inclusive, fair, and non-discriminatory work environment.
	Pelatihan dan Pendidikan Training and Education	Monitor	Pengembangan dan pemberdayaan sumber daya manusia untuk operasional yang tangguh. Development and empowerment of human resources for resilient operations.
	Kualitas dan Keamanan Produk Product Quality and Safety	Monitor	Mencapai produk yang andal dan unggul melalui sistem manajemen mutu yang andal. Achieving reliable and superior products through a reliable quality management system.
	Keselamatan dan Kesehatan Pelanggan Customer Health and Safety	Monitor	Sistem *traceability* produk *end-to-end* untuk pengelolaan dampak lingkungan dan sosial sepanjang siklus hidup. End-to-end product traceability system for managing environmental and social impacts throughout the life cycle.

Pilar Pillar	Topik Material Material Topics	Kategori Topik Topic Categories	Fokus Focus
Governance	Tata Kelola Governance	Lead	Penguatan tata kelola dan komitmen strategis ESG. Strengthening governance and ESG strategic commitment.
	Kepatuhan Compliance	Lead	Penguatan sistem kepatuhan dan pengendalian risiko perusahaan. Strengthening the company's compliance system and risk control.
	Strategi, Kebijakan, dan Praktik Strategy, Policy, and Practices	Manage	Penguatan tata kelola etika, HAM, dan mekanisme pengaduan yang transparan pada seluruh rantai nilai perusahaan. Strengthening the governance of ethics, human rights, and transparent grievance mechanisms across the company's entire value chain.
	Anti-korupsi Anti-corruption	Manage	Penguatan sistem pengendalian dan pencegahan korupsi yang terintegrasi di seluruh rantai nilai perusahaan. Strengthening the integrated corruption control and prevention system across the company's entire value chain.
	Praktik Pengadaan Procurement Practices	Manage	Integrasi prinsip ESG dalam pengadaan dan pengelolaan pemasok. Integration of ESG principles in procurement and supplier management.
	Perilaku Anti-persaingan Anti-competitive Behavior	Monitor	Penerapan tata kelola dan sistem kepatuhan persaingan usaha. Implementation of governance and business competition compliance systems.
	Pengelolaan Rantai Pasokan Supply Chain Management	Monitor	Integrasi persyaratan dan kepatuhan ESG dalam tata kelola rantai pasok. Integration of ESG requirements and compliance within supply chain governance.

Ke depan, hasil *Materiality Assessment* akan menjadi landasan bagi Perseroan dalam merumuskan *Sustainability Framework*, membentuk Komite ESG, serta menyusun *Roadmap* ESG yang selaras dengan strategi bisnis. Inisiatif tersebut akan mencakup penetapan prioritas, target kinerja, serta tahapan implementasi yang terukur, sehingga penerapan keberlanjutan dapat dilakukan secara lebih terstruktur dan memberikan nilai tambah jangka panjang bagi seluruh pemangku kepentingan.

Going forward, the results of the Materiality Assessment will serve as the foundation for the Company in drawing up the Sustainability Framework, forming an ESG Committee, and developing an ESG Roadmap aligned with the business strategy. These initiatives will encompass the setting of priorities, performance targets, and measurable implementation stages, ensuring that sustainability practices are carried out in a more structured manner and provide long-term added value for all stakeholders.

Budaya Keberlanjutan [OJK F.1]

Sustainability Culture

Komitmen PT Dharma Polimetal Tbk dalam menjalankan prinsip keberlanjutan berakar pada nilai-nilai yang tercermin dalam moto perusahaan, *"Exist to Contribute"*, serta visi *"To Become a World Class Manufacturing Company"*. Visi tersebut menegaskan komitmen Perseroan untuk menghadirkan kontribusi yang bermakna bagi masyarakat, karyawan, dan lingkungan, khususnya di Indonesia. Bagi Perseroan, keberlanjutan dipahami sebagai pendekatan pengelolaan usaha yang tidak semata-mata berorientasi pada pertumbuhan ekonomi, tetapi juga pada penciptaan nilai dan manfaat jangka panjang bagi seluruh pihak yang terlibat, termasuk karyawan dan para pemangku kepentingan.

PT Dharma Polimetal Tbk's commitment to implementing sustainability principles is rooted in the values reflected in the Company's motto, "Exist to Contribute," as well as its vision, "To Become a World Class Manufacturing Company." This vision underscores the Company's commitment to delivering meaningful contributions to society, employees, and the environment, particularly in Indonesia. For the Company, sustainability is understood as a business management approach that is not solely oriented toward economic growth, but also toward the creation of long-term value and benefits for all parties involved, including employees and stakeholders.

Dalam upaya membangun budaya keberlanjutan, Perusahaan secara berkelanjutan meningkatkan kesadaran karyawan agar nilai-nilai perusahaan dapat diterapkan dalam setiap aktivitas operasional. Karyawan didorong untuk berperan aktif dalam berbagai program tanggung jawab sosial, sekaligus mengadopsi inisiatif keberlanjutan seperti penerapan prinsip 4R *(Recycle, Reuse, Replace,* dan *Reduce)* dalam seluruh kegiatan perusahaan.

As part of efforts to build a sustainability culture, the Company continuously enhances employee awareness to ensure that corporate values are embedded in every operational activity. Employees are encouraged to actively participate in various social responsibility programs, while also adopting sustainability initiatives such as the application of the 4R principles (Recycle, Reuse, Replace, and Reduce) across all Company activities.

Direksi Perseroan secara konsisten memastikan bahwa seluruh insan Dharma memahami dan menghayati visi, misi, moto perusahaan, serta Triputra DNA sebagai pedoman utama dalam pembentukan karakter dan budaya kerja. Perseroan meyakini bahwa fondasi nilai tersebut menjadi elemen penting dalam menciptakan lingkungan kerja yang mendukung penerapan keberlanjutan dan memberikan kontribusi positif terhadap keberlangsungan usaha Perseroan di masa depan.

The Company's Board of Directors consistently ensures that all Dharma employees understand and internalize the Company's vision, mission, and corporate motto, as well as the Triputra DNA, as the primary guidelines in shaping character and work culture. The Company believes that this values-based foundation constitutes an essential element in creating a work environment that supports the implementation of sustainability and contributes positively to the continuity of the Company's business in the future.

Ikhtisar Kinerja Aspek Keberlanjutan

Sustainability Performance Highlights

Aspek Ekonomi [OJK B.1]

Economic Aspect

Deskripsi Description	Satuan Unit	2025	2024
Pendapatan Revenue	Rp miliar Rp billion	5.940	5.508
Laba Usaha Operating Income	Rp miliar Rp billion	843,56	768,97
Proporsi Pemasok Lokal Proportion of Local Suppliers	%	94,27	92,22

Produk Ramah Lingkungan:

Sustainable Products:

Auxiliary battery* berbasis *lithium
Lithium-based auxiliary batteries

Battery Energy Storage System (BESS)
Battery Energy Storage System (BESS)

Aspek Lingkungan [OJK B.2]

Environmental Aspect

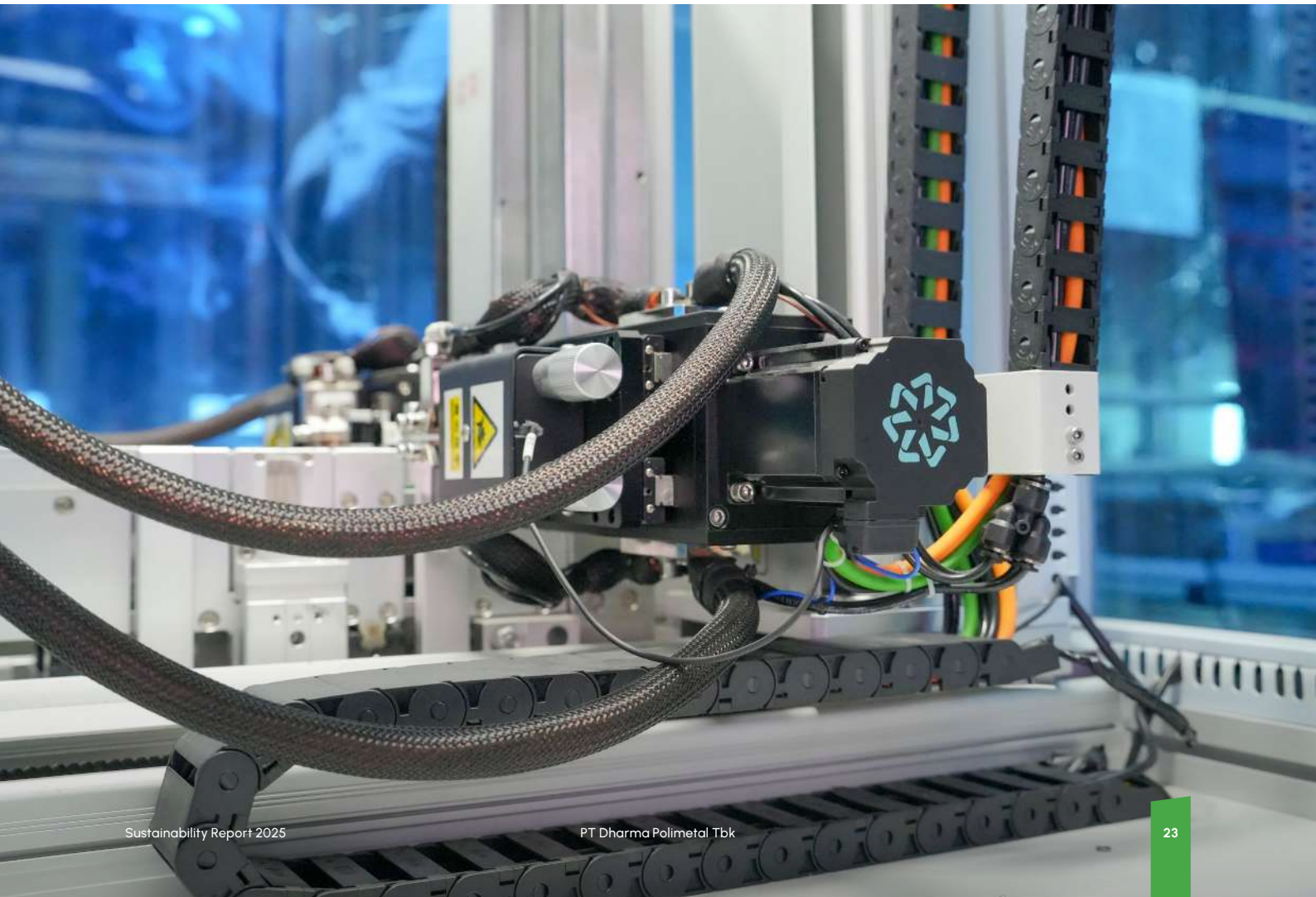
Deskripsi Description	Satuan Unit	2025	2024
Penggunaan Energi Total Energy Consumption	GJ	120.316,34	146.818,60
Intensitas Energi Energy Intensity	GJ/Rp miliar GJ/Rp billion	20,26	6,66
Emisi yang Dihasilkan Greenhouse Gas Emissions	Ton CO_2 Tons CO_2	13.842	16.995
Intensitas Emisi Emission Intensity	Ton CO^2/Rp miliar Tons CO_2/Rp billion	2,33	3,09
Limbah Padat yang Dihasilkan Solid Waste Generated	Kg	10.335.905	11.073.663
Penggunaan Air Water Consumption	m^3	146.635	191.842

Total Kapasitas Terpasang PLTS 4.850 kWp setara dengan 20% dari total konsumsi listrik di seluruh operasional.

Total Installed Capacity of Solar Power Plants (PLTS) 4,850 kWp, equivalent to 20% of the total electricity consumption across all operations.

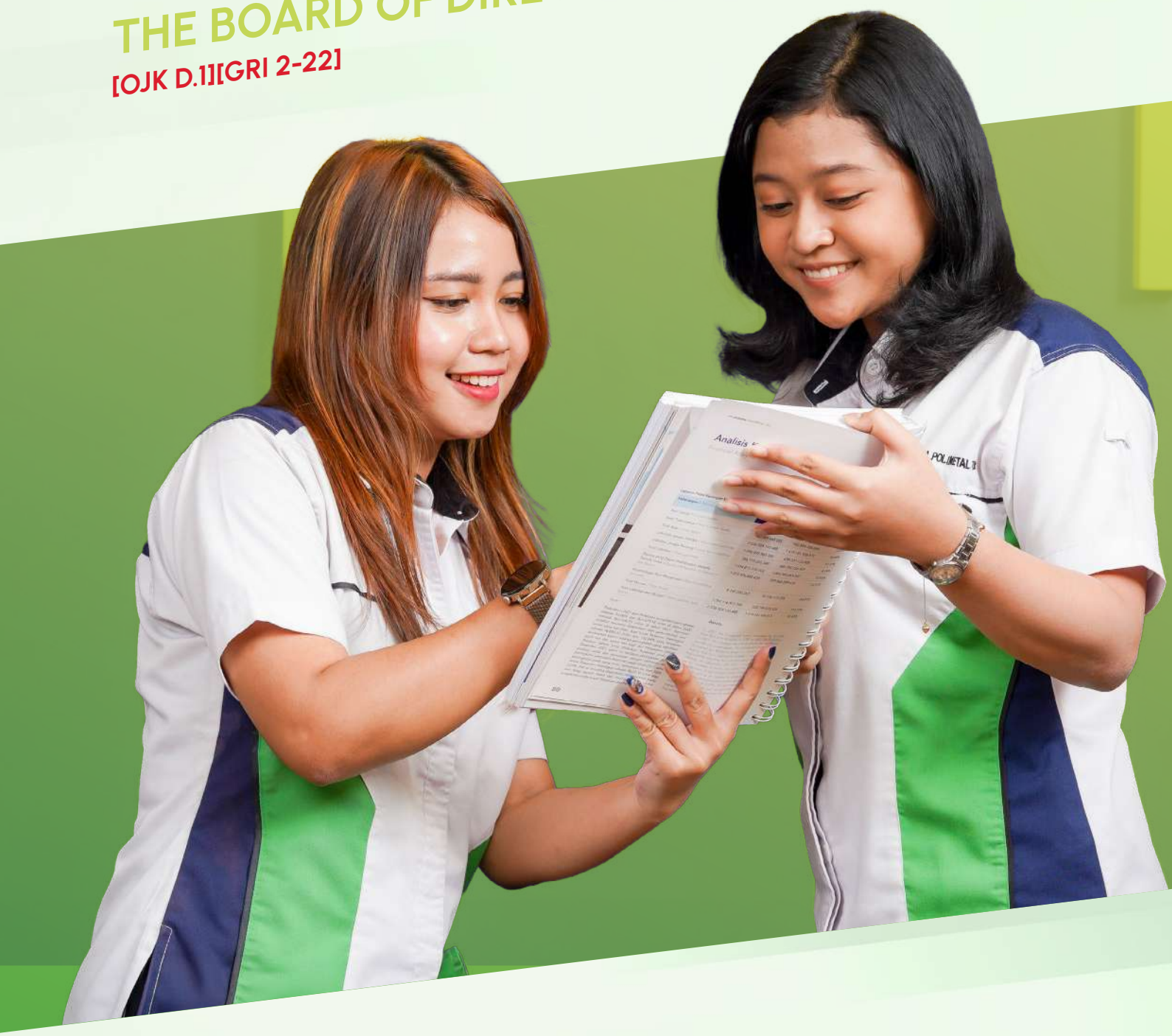
Aspek Sosial [OJK B.3]
Social Aspect

Deskripsi Description	Satuan Unit	2025	2024
Proporsi Karyawan Perempuan Proportion of Female Employees	%	36%	35%
Jumlah Karyawan yang Mengikuti Pelatihan Number of Employees Participating in Training	Orang People	7.092	7.096
Rata-rata Jam Pelatihan Per Karyawan Average Training Hours per Employee	Jam Hours	18,09	5,05
Kecelakaan Kerja yang Mengakibatkan Fatalitas Work-Related Accidents Resulting in Fatalities	Kasus Cases	0	0
Realisasi Dana CSR CSR Program Realization	Rp miliar billion	3,03	2,94



02
SAMBUTAN DIREKSI
THE BOARD OF DIRECTORS' REPORT

[OJK D.1][GRI 2-22]





26 **Sambutan Direksi**
The Board of Directors' Report

32 **Tanggung Jawab Laporan Keberlanjutan 2025**
Statement of Responsibility of Sustainability Report 2025

Sambutan Direksi
The Board of Directors' Report



Irianto Santoso

Presiden Direktur
President Director

66

Bagi Perseroan, keberlanjutan bukan sekadar pemenuhan kewajiban regulasi, melainkan bagian integral dari strategi jangka panjang perusahaan. Perseroan memaknai keberlanjutan sebagai upaya menjaga keseimbangan antara kinerja ekonomi, tanggung jawab sosial, dan pelestarian lingkungan.

For the Company, sustainability is not merely a matter of regulatory compliance, but an integral part of its long-term strategy. The Company defines sustainability as the effort to maintain a balance between economic performance, social responsibility, and environmental preservation.

Para Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Sepanjang tahun 2025, perekonomian global masih dihadapkan pada berbagai tantangan yang dipengaruhi oleh ketidakpastian geopolitik, fluktuasi harga komoditas, serta kebijakan suku bunga yang relatif ketat di sejumlah negara maju. Kondisi tersebut turut memberikan tekanan terhadap rantai pasok global dan memunculkan volatilitas nilai tukar yang berdampak pada sektor manufaktur, termasuk industri otomotif yang menjadi ruang lingkup usaha Perseroan.

Di tingkat nasional, perekonomian Indonesia tetap menunjukkan daya tahan yang baik dengan pertumbuhan yang relatif stabil, didukung oleh konsumsi domestik dan pembangunan infrastruktur yang berkelanjutan. Namun demikian, industri otomotif tetap menghadapi tantangan, khususnya terkait penyesuaian daya beli masyarakat serta dinamika permintaan pasar yang memerlukan respons bisnis yang adaptif dan terukur.

Perubahan yang terjadi di industri otomotif membawa tantangan tersendiri dalam implementasi prinsip keberlanjutan. Sepanjang periode pelaporan, Perseroan menghadapi tekanan dari penurunan permintaan pasar otomotif domestik, kebutuhan untuk beradaptasi dengan perkembangan teknologi yang semakin cepat, serta meningkatnya ekspektasi pemangku kepentingan terhadap praktik bisnis yang bertanggung jawab. Kondisi tersebut mendorong Perseroan untuk terus menyesuaikan strategi keberlanjutan agar tetap relevan dan mampu mendukung ketahanan bisnis jangka panjang.

Bagi Perseroan, kondisi eksternal tersebut memberikan dampak baik secara langsung maupun tidak langsung, terutama terhadap volume permintaan dan biaya bahan baku. Melalui disiplin pengelolaan biaya, diversifikasi produk, serta peningkatan efisiensi operasional, Perseroan mampu menjaga stabilitas kinerja di tengah situasi yang penuh tantangan. Inilah yang menjadi semangat yang secara eksplisit mendorong seluruh insan Perseroan untuk terus melampaui batas, berinovasi, dan memperkuat daya saing guna menciptakan pertumbuhan yang berkelanjutan.

Komitmen dan Strategi Keberlanjutan

Bagi Perseroan, keberlanjutan bukan sekadar pemenuhan kewajiban regulasi, melainkan bagian integral dari strategi jangka panjang perusahaan.

Dear Valued Shareholders and Stakeholders,

Throughout 2025, the global economy continued to face various challenges influenced by geopolitical uncertainty, fluctuations in commodity prices, and relatively tight interest rate policies in several developed countries. These conditions have also put pressure on global supply chains and triggered exchange rate volatility, which impacted the manufacturing sector, including the automotive industry, which constitutes the Company's business scope.

At the national level, Indonesia's economy continued to demonstrate robust resilience with relatively stable growth, supported by domestic consumption and sustainable infrastructure development. Nevertheless, the automotive industry continued to face challenges, particularly concerning adjustments in public purchasing power and market demand dynamics that require adaptive and measured business responses.

The shifting landscape of the automotive industry presents its own challenges in implementing sustainability principles. Throughout the reporting period, the Company faced pressures from a moderation in domestic automotive demand, the need to adapt to accelerating technological developments, and rising stakeholder expectations for responsible business practices. These conditions have prompted the Company to continuously refine its sustainability strategy to remain relevant and support long-term business resilience.

For the Company, these external conditions have had both direct and indirect impacts, particularly on demand volumes and raw material costs. Through disciplined cost management, product diversification, and improved operational efficiency, the Company had been able to maintain stable performance amidst a challenging environment. This is the spirit that explicitly drives all of the Company's personnel to continue pushing boundaries, innovating, and strengthening our competitive edge to create sustainable growth.

Sustainability Commitment and Strategy

For the Company, sustainability is not merely a matter of regulatory compliance, but an integral part of its long-term strategy. The Company defines sustainability

Perseroan memaknai keberlanjutan sebagai upaya menjaga keseimbangan antara kinerja ekonomi, tanggung jawab sosial, dan pelestarian lingkungan. Komitmen tersebut diwujudkan melalui berbagai langkah strategis, antara lain peningkatan efisiensi energi dan pengurangan limbah produksi, kepatuhan terhadap regulasi lingkungan, pelaksanaan program tanggung jawab sosial perusahaan, pengembangan sumber daya manusia secara berkelanjutan, serta penyusunan strategi jangka panjang yang terintegrasi dengan prinsip *Environmental, Social, and Governance* (ESG).

as an effort to maintain a balance between economic performance, social responsibility, and environmental preservation. This commitment is realized through various strategic steps, including enhancing energy efficiency and reducing production waste, compliance with environmental regulations, implementing corporate social responsibility programs, sustainable human resource development, and the formulation of a long-term strategy integrated with Environmental, Social, and Governance (ESG) principles.

Dalam implementasinya, Perseroan menerapkan Strategi Keberlanjutan 5P yang mencakup *Profit, People, Planet, Peace,* dan *Partnership* sebagai kerangka utama dalam mengarahkan pertumbuhan usaha yang seimbang. Strategi ini menjadi dasar dalam perumusan kebijakan, pelaksanaan operasional, serta pengambilan keputusan bisnis yang bertanggung jawab.

In its implementation, the Company adopts the 5P Sustainability Strategy—encompassing Profit, People, Planet, Peace, and Partnership—as the core framework for steering balanced business growth. This strategy serves as the foundation for policy formulation, operational execution, and responsible business decision-making.

Komitmen tersebut juga diwujudkan melalui diversifikasi portofolio usaha dengan pengembangan produk yang mendukung transisi menuju ekonomi rendah karbon, khususnya di sektor kendaraan listrik dan energi terbarukan, seperti *auxiliary battery* berbasis *lithium* dan *Battery Energy Storage System* (BESS). Perseroan secara bertahap memperluas lini bisnis dengan mengembangkan sektor komponen energi terbarukan, sehingga kegiatan usaha tidak hanya berfokus pada komponen otomotif, tetapi juga mendukung ekosistem energi bersih yang sejalan dengan tren transisi energi global.

This commitment is also realized through the diversification of our business portfolio by developing products that support the transition toward a low-carbon economy, particularly in the electric vehicle and renewable energy sectors, such as lithium-based auxiliary batteries and Battery Energy Storage Systems (BESS). The Company is gradually expanding its business lines by developing renewable energy components, ensuring that business activities focus not only on automotive components but also on supporting a clean energy ecosystem in line with global energy transition trends.

Pada tahun 2025, Perseroan turut melakukan penyempurnaan strategi keberlanjutan secara bertahap dan terarah melalui penetapan *Sustainability Journey*. Inisiatif ini menjadi fondasi dalam penyusunan *Sustainability Framework*, pembentukan tata kelola ESG, serta pengembangan *roadmap* keberlanjutan yang direncanakan mulai diimplementasikan pada tahun 2026.

In 2025, the Company also undertook a gradual and directed refinement of its sustainability strategy through the establishment of a Sustainability Journey. This initiative serves as the foundation for the formulation of the Sustainability Framework, the establishment of ESG governance, and the development of a sustainability roadmap planned for implementation starting in 2026.

Kami juga telah melakukan *Materiality Assessment* yang bertujuan untuk mengidentifikasi serta memprioritaskan topik-topik ESG yang memiliki dampak paling signifikan terhadap kinerja Perseroan sekaligus relevan bagi para pemangku kepentingan. Perseroan juga menerapkan pendekatan *Double Materiality* dengan mempertimbangkan dua perspektif utama, yaitu besarnya dampak aktivitas Perseroan terhadap aspek ekonomi, sosial, dan lingkungan, serta potensi implikasi finansial terhadap kinerja bisnis.

We have also conducted a Materiality Assessment aimed at identifying and prioritizing the ESG topics that have the most significant impact on the Company's performance and are relevant to our stakeholders. The Company adopts a Double Materiality approach by considering two key perspectives: the impact of the Company's activities on economic, social, and environmental aspects, as well as the potential financial implications for business performance.

Kinerja Keberlanjutan

Sepanjang tahun 2025, Perseroan mencatatkan kinerja yang solid dengan pertumbuhan pendapatan dan laba yang tetap terjaga. Perseroan membukukan total pendapatan sebesar Rp5,94 triliun, meningkat 7,84% dibandingkan tahun sebelumnya sebesar Rp5,51 triliun, sementara laba bersih meningkat 9,75% YoY menjadi Rp844 miliar. Pencapaian ini didukung oleh peningkatan efisiensi biaya melalui program *continuous improvement,* penguatan kerja sama strategis dengan pelanggan utama, serta diversifikasi portofolio produk bernilai tambah tinggi.

Perseroan juga merealisasikan investasi sebesar Rp3,41 miliar untuk pemanfaatan energi terbarukan melalui pemasangan panel surya yang digunakan secara bersama oleh entitas dalam kelompok usaha Dharma Polimetal. Inisiatif ini merupakan bagian dari upaya meningkatkan bauran energi ramah lingkungan sekaligus mendukung efisiensi energi dan pengurangan dampak lingkungan dalam jangka panjang.

Di sisi rantai pasok, Perseroan mencatat peningkatan proporsi penggunaan pemasok lokal menjadi 94,27% dibandingkan 92,22% pada tahun sebelumnya. Peningkatan ini mencerminkan komitmen Perseroan dalam memperkuat keterlibatan pelaku usaha domestik sekaligus mendukung pertumbuhan ekonomi lokal melalui praktik pengadaan yang bertanggung jawab.

Pada aspek lingkungan, Perseroan menghasilkan kinerja yang baik sepanjang tahun 2025. Tercermin dari tren penurunan pada beberapa indikator utama seperti penggunaan energi, emisi, air, dan limbah. Pada indikator energi, konsumsi bahan bakar cair mengalami penurunan, di mana penggunaan solar menurun 18,71% dari 118.096 liter menjadi 96.000 liter, sementara konsumsi bensin turun 12,76% dari 77.040 liter menjadi 67.210 liter.

Penurunan ini didorong oleh penerapan substitusi berbasis listrik dalam aktivitas operasional, termasuk pengurangan penggunaan *forklift* serta penggantian proses pengantaran material melalui *towing* dan *Automated Guided Vehicle* (AGV). Secara keseluruhan, total penggunaan energi pada tahun 2025 mengalami penurunan sebesar 18,05% dibandingkan tahun sebelumnya, dari 46.315,19 GJ menjadi 34.529,43 GJ.

Sustainability Performance

Throughout 2025, the Company recorded solid performance, maintaining growth in both revenue and profit. The Company posted a sales growth of 7.84% year-on-year (YoY) to Rp5.94 trillion, while net profit increased by 9.75% YoY to Rp844billion. This achievement was supported by enhanced cost efficiencies through continuous improvement programs, strengthened strategic cooperation with key customers, and the diversification of high value-added product portfolios.

The Company also realized an investment of Rp3.41 billion in renewable energy through the installation of solar panels, which are shared among entities within the Dharma Polimetal group. This initiative is part of our efforts to increase the eco-friendly energy mix while supporting energy efficiency and reducing environmental impacts in the long term.

On the supply chain side, the Company recorded an increase in the proportion of local suppliers to 94.27%, compared to 92.22% in the previous year. This increase reflects the Company's commitment to strengthening the involvement of domestic businesses while supporting local economic growth through responsible procurement practices.

Regarding environmental aspects, the Company delivered a positive performance throughout 2025. This is reflected in the downward trend of several key indicators, such as energy consumption, emissions, water usage, and waste. In terms of energy indicators, liquid fuel consumption decreased, with diesel fuel consumption dropping by 18.71% from 118,096 liters to 96,000 liters, while gasoline consumption fell by 12.76% from 77,040 liters to 67,210 liters.

This reduction was driven by the implementation of electric-based substitution in operational activities, including reduced forklift usage and the replacement of material delivery processes with towing systems and Automated Guided Vehicles (AGVs). Overall, total energy consumption in 2025 decreased by 18.05% compared to the previous year, from 46,315.19 GJ to 34,529.43 GJ.

Sejalan dengan hal tersebut, total emisi Perseroan tercatat sebesar 13.842 ton CO_2, menurun 18,55% dibandingkan tahun sebelumnya. Perseroan juga mempertegas dukungannya terhadap target pemerintah menuju *net zero carbon* melalui pemanfaatan Energi Baru Terbarukan (EBT), salah satunya melalui pemasangan Pembangkit Listrik Tenaga Surya (PLTS). Hingga akhir tahun 2025, total kapasitas terpasang PLTS mencapai 4.850 kWp di berbagai fasilitas produksi, setara dengan sekitar 20% dari total konsumsi listrik operasional.

Correspondingly, the Company's total greenhouse gas emissions were recorded at 13,842 tons of CO_2, an 18.55% decrease from the previous year. The Company also reaffirms its support for the government's target toward net zero carbon through the utilization of New and Renewable Energy (NRE), notably through the installation of Solar Power Plants (PLTS). By the end of 2025, the total installed capacity of PLTS reached 4,850 kWp across various production facilities, equivalent to approximately 20% of total operational electricity consumption.

Selain itu, volume penggunaan air menurun sebesar 23,56%, dari 191.842 m^3 menjadi 146.635 m^3. Total limbah padat yang dihasilkan Perseroan juga mengalami penurunan sebesar 6,66% menjadi 10.335.905 kg, mencerminkan efektivitas pengelolaan lingkungan yang terus ditingkatkan.

Additionally, water consumption volume decreased by 23.56%, from 191,842 m^3 to 146,635 m^3. Total solid waste generated by the Company also saw a 6.66% reduction to 10,335,905 kg, reflecting the increasingly effective environmental management practices being implemented.

Pada aspek sosial, Perseroan terus menunjukkan perkembangan positif. Proporsi karyawan perempuan meningkat menjadi 36%, mencerminkan komitmen terhadap keberagaman dan inklusivitas di lingkungan kerja. Perseroan juga mencatat rata-rata jam pelatihan karyawan sebesar 18,09 jam sebagai bagian dari upaya peningkatan kompetensi secara berkelanjutan.

On the social front, the Company continued to demonstrate positive progress. The proportion of female employees increased to 36%, reflecting a commitment to diversity and inclusion in the workplace. The Company also recorded an average of 18.09 training hours per employee as part of its ongoing efforts to enhance workforce competency.

Pada aspek keselamatan kerja, Perseroan berhasil mempertahankan capaian *zero fatality*, tanpa adanya kasus kecelakaan kerja yang mengakibatkan fatalitas, sebagaimana yang telah dipertahankan pada tahun-tahun sebelumnya. Program tanggung jawab sosial perusahaan juga terus dijalankan melalui pemberian beasiswa, pelaksanaan pelatihan bagi lulusan SMK dan BLK, serta bantuan kepada korban bencana banjir, dengan total realisasi dana CSR sebesar Rp3,03 miliar.

In terms of occupational health and safety, the Company successfully maintained its zero fatality record, with no work-related accidents resulting in fatalities, consistent with the performance of previous years. Corporate social responsibility programs also continued, including the provision of scholarships, vocational training for SMK (vocational school) and BLK (job training center) graduates, and aid for flood victims, with total CSR realization reaching Rp3.03 billion.

Dari sisi pengembangan produk, sepanjang tahun 2025 Perseroan berfokus pada teknologi yang mendukung transisi energi, antara lain melalui pengembangan *charging station* dengan skema *slow charging* dan *fast charging* untuk kendaraan roda dua dan roda empat, serta pengembangan *Battery Energy Storage System* (BESS) sebagai solusi penyimpanan energi matahari. Perseroan juga mengembangkan motor konversi dari ICE ke EV sebagai langkah konkret dalam mendukung teknologi kendaraan yang lebih ramah lingkungan, serta telah memasarkan produk *auxiliary battery* berbasis *lithium* pada tahun pelaporan.

From a product development perspective, throughout 2025, the Company focused on technologies supporting the energy transition. This included the development of charging stations with both slow-charging and fast-charging schemes for two-wheeled and four-wheeled vehicles, as well as the development of Battery Energy Storage Systems (BESS) as a solar energy storage solution. The Company also developed ICE-to-EV conversion motors as a concrete step in supporting more eco-friendly vehicle technology and commenced the marketing of lithium-based auxiliary batteries during the reporting year.

Apresiasi dan Penutup

Sebagai penutup, Direksi memandang bahwa prospek industri manufaktur komponen otomotif masih memiliki peluang pertumbuhan yang positif, terutama seiring dengan stabilitas ekonomi nasional dan tren transformasi industri otomotif menuju teknologi yang lebih efisien dan berkelanjutan. Di luar pencapaian ekonomi, Perseroan terus berupaya menjaga keseimbangan antara pertumbuhan usaha dengan tanggung jawab sosial dan lingkungan melalui efisiensi penggunaan sumber daya serta pengendalian dampak operasional secara berkelanjutan.

Pada kesempatan ini, Direksi menyampaikan apresiasi yang setinggi-tingginya kepada Dewan Komisaris atas arahan dan pengawasan yang konstruktif, kepada seluruh karyawan atas dedikasi dan profesionalisme yang telah diberikan, serta kepada para pelanggan, mitra usaha, dan pemegang saham atas kepercayaan yang terus mendukung perjalanan Perseroan.

Kami percaya bahwa masa depan bukanlah sesuatu yang ditunggu, melainkan sesuatu yang dipersiapkan dan dibangun bersama. Dengan semangat kolaborasi dan komitmen untuk terus bertransformasi, Perseroan melangkah menuju tahun 2026 dengan keyakinan dan optimisme yang kuat.

Appreciation and Closing

In closing, the Board of Directors views the prospects for the automotive component manufacturing industry as remaining positive, particularly alongside national economic stability and the industry's ongoing transformation toward more efficient and sustainable technologies. Beyond economic achievements, the Company remains dedicated to maintaining a balance between business growth and social and environmental responsibility through resource efficiency and the sustainable management of operational impacts.

On this occasion, the Board of Directors wishes to express its highest appreciation to the Board of Commissioners for their constructive guidance and oversight, to all employees for their dedication and professionalism, and to our customers, business partners, and shareholders for the continued trust that supports the Company's journey.

We believe that the future is not something to be waited for, but something to be prepared for and built together. With a spirit of collaboration and a commitment to continuous transformation, the Company moves toward 2026 with strong confidence and optimism.

Atas Nama Direksi
On Behalf of the Board of Directors



Irianto Santoso
Presiden Direktur
President Director

Tanggung Jawab Laporan Keberlanjutan 2025

Statement of Responsibility of Sustainability Report 2025

Surat Pernyataan Anggota Dewan Komisaris dan Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan PT Dharma Polimetal Tbk Tahun 2025.

Kami yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi material dalam Laporan Keberlanjutan PT Dharma Polimetal Tbk tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan. Demikian pernyataan ini dibuat dengan sebenarnya.

Cikarang, Maret 2026

Letter of Statement by the Board of Commissioners and Board of Directors Regarding Responsibility for the Sustainability Report of PT Dharma Polimetal Tbk for the Year 2025.

We, the undersigned below, hereby declare that all material information in the Sustainability Report of PT Dharma Polimetal Tbk for the year 2025 has been fully disclosed, and we take full responsibility for the accuracy of the contents of the Company's Sustainability Report. This statement is made in good faith.

Cikarang, March 2026

DEWAN KOMISARIS
BOARD OF COMMISSIONERS

HADI KASIM
Presiden Komisaris
President Commissioner

NOEL AELYO LARAS KUSUMA N.
Komisaris
Commissioner

IWAN DEWONO BUDIYUWONO
Komisaris
Commissioner

SOEKAMTO TJAHJONOADI
Komisaris Independen
Independent Commissioner

GATOT SUDARIYONO
Komisaris Independen
Independent Commissioner

DIREKSI
BOARD OF DIRECTORS

IRIANTO SANTOSO
Presiden Direktur
President Director

IMMANUEL ADI PAKARYANTO
Direktur
Director

YOSAPHAT PANUTURI SIMANJUNTAK
Direktur
Director

DARMAWAN WIDJAJA
Direktur
Director



03
PROFIL PERUSAHAAN
COMPANY PROFILE



36 Informasi Perusahaan
Information about Company

37 Skala Usaha
Business Scale

38 Riwayat Singkat
Brief History

40 Visi dan Misi
Vision and Mission

41 Nilai-Nilai Perusahaan
Corporate Values

42 Kegiatan Usaha
Business Activity

43 Produk yang Dihasilkan
Manufactured Products

52 Wilayah Operasional
Operational Area

53 Keanggotaan Asosiasi
Association Membership

54 Struktur Organisasi
Organization Structure

56 Daftar Perusahaan Anak, Perusahaan Asosiasi dan/atau Ventura Bersama
List of Subsidiary Companies, Associated Companies, and/or Joint Ventures

61 Perubahan Signifikan
Significant Change

Informasi Perusahaan [GRI 2-1]

Information about Company

Nama Perusahaan
Company Name

PT DHARMA POLIMETAL Tbk

Tanggal Pendirian
Date of Establishment

27 Maret 1989
March 27, 1989

Modal Dasar
Authorized Capital

16.000.000.000
Saham / Shares

Kode Saham
Ticker Code

DRMA

Bidang Usaha [OJK C.4]
Line of Business

Manufaktur Komponen Kendaraan Bermotor
Automotive Components Manufacturing

Modal Ditempatkan Penuh
Fully Issued Capital

4.705.882.300
Saham / Shares

Dasar Hukum Pendirian Usaha
Legal Basis for Business Establishment

Perseroan didirikan dengan nama PT Dharma Polimetal berdasarkan Akta Pendirian No. 74 tanggal 27 Maret 1989, yang dibuat di hadapan Rukmasanti Hardjasatya, S.H., Notaris di Jakarta, yang telah memperoleh pengesahan dari Menkumham berdasarkan Surat Keputusan No. C2-7257.HT.01.01.TH.89 tanggal 9 Agustus 1989, telah didaftarkan dalam daftar perusahaan dengan No. 81/Leg/1990 pada Kepaniteraan Pengadilan Negeri Jakarta Utara tanggal 21 Februari 1990, serta telah diumumkan dalam Berita Negara Republik Indonesia No. 25 tanggal 28 Maret 1990, Tambahan No. 1159 ("Akta Pendirian Perseroan" berikut perubahan-perubahan yang dilakukan dari waktu ke waktu untuk selanjutnya disebut "Anggaran Dasar").

The Company was established under the name of PT Dharma Polimetal based on the Deed of Establishment No. 74 dated March 27, 1989, made before Rukmasanti Hardjasatya, S.H., Notary in Jakarta, which has been approved by the MOLHR based on Decree No. C2-7257..01.TH.89 dated August 9, 1989, has been registered in the company register with No. 81/Leg/1990 at the Registrar of the North Jakarta District Court on February 21, 1990, and has been announced in the State Gazette of the Republic of Indonesia No. 25 dated March 28, 1990, Supplement No. 1159 ("Deed of Establishment of the Company" together with amendments made from time to time hereinafter referred to as the "Articles of Association").

Alamat [OJK C.2]
Address

Kantor Pusat dan Pabrik 1 / Head Office and Factory 1

Jl. Angsana Raya Blok A9 No. 8 Delta Silicon I, Kelurahan Sukaresmi, Kecamatan Cikarang Selatan, Kabupaten Bekasi Jawa Barat 17550 – Indonesia

Pabrik 2 / Factory 2

Jl. Wadas, Blok Simaja RT/RW 023/001, Desa Gombang, Kecamatan Plumbon, Kabupaten Cirebon, Jawa Barat – Indonesia

Kontak Perusahaan
Company Contact

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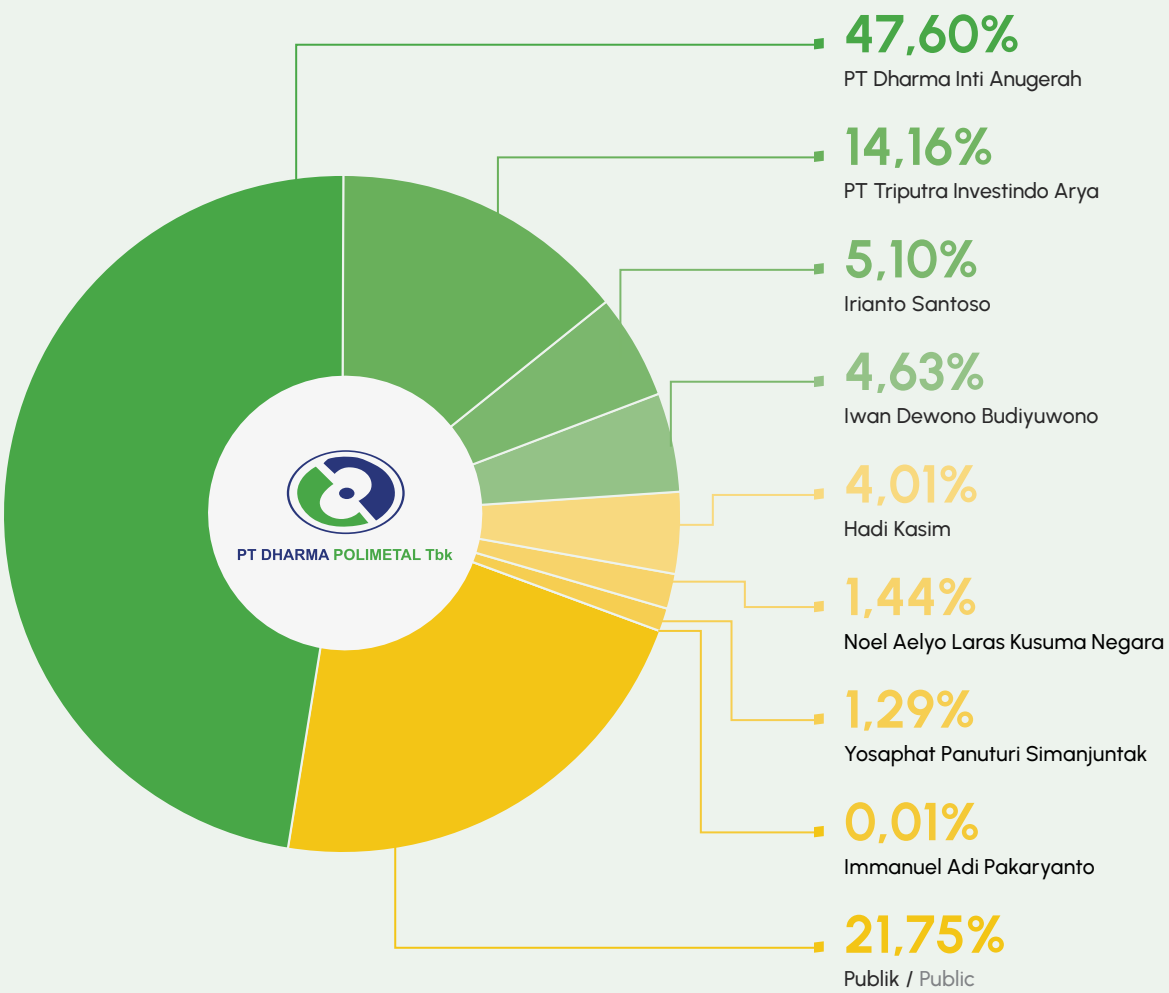
(021) 899 01656
dp.corpsec@dp.dharmap.com
http://www.dharmagroup.co.id/
dharmagroup_
dharma group
PT Dharma Polimetal Tbk

Komposisi Pemegang Saham per 31 Desember 2025
Composition of Shareholders as of December 31, 2025



Skala Usaha [OJK C.3]

Business Scale

Deskripsi Description	Satuan Unit	2025	2024	2023
Total Aset Total Assets	Rp miliar billion	4.287	3.841	3.386
Total Liabilitas Total Liabilities	Rp miliar billion	1.351	1.373	1.355
Total Ekuitas Total Equity	Rp miliar billion	2.936	2.468	2.030
Laba Usaha Operating Income	Rp miliar billion	844	769	802
Total Pekerja Total Employees	Orang People	7.092	7.096	6.487

Riwayat Singkat

Brief History

PT Dharma Polimetal Tbk didirikan pada tahun 1989 dengan memulai kegiatan usaha sebagai perusahaan manufaktur peralatan *supermarket*. Seiring dengan perkembangan usaha, Perseroan memperluas lini bisnisnya pada tahun 1991 ke sektor manufaktur alat kesehatan. Selanjutnya, pada tahun 1994, Perseroan mulai memasuki industri manufaktur komponen otomotif untuk kendaraan roda dua, yang kemudian berkembang ke produksi komponen kendaraan roda empat pada tahun 2006.

Transformasi bisnis yang signifikan dilakukan pada tahun 2013, di mana Perseroan memutuskan untuk memfokuskan kegiatan usaha sepenuhnya pada produksi komponen otomotif dan menghentikan bisnis peralatan supermarket serta alat kesehatan. Tonggak sejarah penting berikutnya tercapai pada tahun 2021 melalui pelaksanaan Penawaran Umum Perdana Saham (*Initial Public Offering*/IPO) di Bursa Efek Indonesia dengan kode saham "DRMA". Sejalan dengan pertumbuhan tersebut, Perseroan juga melakukan ekspansi usaha dengan memproduksi kendaraan roda tiga dengan merek dagang "PowerAce".

Saat ini, kegiatan usaha Perseroan terbagi ke dalam tiga segmen operasi, yaitu segmen roda dua, segmen roda empat, dan segmen lain-lain. Fokus utama Perseroan adalah pada manufaktur berbagai jenis komponen *Original Equipment Manufacturer* (OEM) untuk kendaraan roda dua dan roda empat, serta produksi dan distribusi komponen otomotif kepada produsen OEM melalui skema *business-to-business* (B2B).

Dalam mendukung penguatan bisnis, Perseroan menjalin kerja sama strategis melalui pembentukan perusahaan ventura bersama mitra internasional ternama, antara lain Sankei Industry Co., Ltd. (Jepang) dan Kyungshin Co., Ltd. (Korea Selatan). Perseroan juga menjadi pemasok bagi produsen otomotif roda dua utama seperti Honda, Yamaha, dan Kawasaki, serta produsen roda empat ternama seperti Toyota, Daihatsu, Hyundai, Honda, Mitsubishi, dan Suzuki. Selain itu, Perseroan memasok

PT Dharma Polimetal Tbk was established in 1989 by commencing business activities as a supermarket equipment manufacturing company. Along with the business development, the Company expanded its business lines in 1991 into the medical equipment manufacturing sector. Subsequently, in 1994, the Company began entering the automotive component manufacturing industry for two-wheeled vehicles, which then expanded to the production of four-wheeled vehicle components in 2006.

A significant business transformation was carried out in 2013, in which the Company decided to fully focus its business activities on the production of automotive components and discontinued the supermarket equipment and medical equipment businesses. The next important milestone was achieved in 2021 through the execution of the Initial Public Offering (IPO) on the Indonesia Stock Exchange with the stock code "DRMA". In line with this growth, the Company also expanded its business by producing three-wheeled vehicles under the trademark "PowerAce".

Currently, the Company's business activities are divided into 3 (three) operating segments, namely the two-wheeled segment, the four-wheeled segment, and other segments. The Company's primary focus is on the manufacturing of various types of Original Equipment Manufacturer (OEM) components for two-wheeled and four-wheeled vehicles, as well as the production and distribution of automotive components to OEMs through a business-to-business (B2B) scheme.

To bolster its business, the Company has established strategic collaborations through the formation of joint venture companies with renowned international partners, including Sankei Industry Co., Ltd. (Japan) and Kyungshin Co., Ltd. (South Korea). The Company also serves as a supplier to major two-wheeled automotive manufacturers such as Honda, Yamaha, and Kawasaki, as well as leading four-wheeled manufacturers such as Toyota, Daihatsu, Hyundai, Honda, Mitsubishi, and

suku cadang kepada berbagai produsen lainnya, termasuk Akebono Brake, Denso, Toyodenso, Showa, Stanley, serta perusahaan elektronik seperti Epson dan Polytron.

Dengan dukungan 9 (sembilan) Perusahaan Anak dan 2 (dua) Perusahaan Asosiasi atau ventura bersama, Perseroan mampu menyediakan komponen otomotif bagi hampir seluruh merek kendaraan roda dua dan roda empat yang mendominasi pasar otomotif nasional. Pada tahun 2023, Perseroan turut mendukung program Pemerintah dalam mendorong adopsi kendaraan listrik (*Electric Vehicle*/EV) melalui produksi dan pemasaran kendaraan roda tiga "PowerAce" serta pengembangan baterai untuk kendaraan roda dua berbasis EV. Komitmen ini merupakan bagian dari kontribusi Perseroan dalam upaya pengurangan pencemaran lingkungan, penghematan energi, dan efisiensi biaya operasional, seiring dengan keyakinan bahwa industri kendaraan listrik akan terus berkembang di masa mendatang.

Memasuki tahun 2024, Perseroan semakin memperkuat perannya dalam mendukung transisi menuju masa depan yang lebih berkelanjutan. Melalui pengembangan teknologi yang berorientasi pada kebutuhan ekosistem kendaraan listrik, Perseroan secara konsisten melakukan penelitian dan pengembangan untuk menghasilkan berbagai solusi inovatif, antara lain *energy storage system, charging station,* dan produk pendukung lainnya. Berbagai inisiatif tersebut diimplementasikan sebagai bagian dari komitmen Perseroan dalam mendukung pengurangan emisi serta mempercepat pencapaian target keberlanjutan jangka panjang.

Suzuki. Additionally, the Company supplies spare parts to various other manufacturers, including Akebono Brake, Denso, Toyodenso, Showa, Stanley, as well as electronic companies such as Epson and Polytron.

Supported by 9 (nine) Subsidiaries and 2 (two) Associates or joint ventures, the Company is capable of providing automotive components for nearly all two-wheeled and four-wheeled vehicle brands that dominate the national automotive market. In 2023, the Company supported the Government's program to encourage Electric Vehicle (EV) adoption through the production and marketing of "PowerAce" three-wheeled vehicles and the development of batteries for EV-based two-wheeled vehicles. This commitment is part of the Company's contribution toward environmental impact reduction, energy conservation, and operational efficiency, in line with the Company's view that the electric vehicle industry will continue to grow in the future.

Entering 2024, the Company is further strengthening its role in supporting the transition toward a more sustainable future. Through the development of technology oriented toward the needs of the electric vehicle ecosystem, the Company consistently conducts research and development to produce various innovative solutions, including energy storage systems, charging stations, and other supporting products. These various initiatives are implemented as part of the Company's commitment to supporting emission reduction and accelerating the achievement of long-term sustainability targets.

Visi Vision [OJK C.1]

Menjadi perusahaan manufaktur kelas dunia yang dapat memberikan kontribusi positif terhadap para pemangku kepentingan.

To become a world-class Manufacturing Company that can make a Positive Contribution to Stakeholders.

Misi Mission [OJK C.1]

Berperan sebagai mitra strategis yang memberikan produk dengan kualitas terbaik dan kompetitif dalam komponen otomotif dan komponen energi terbarukan kepada pelanggan melalui proses dan orang-orang yang *excellent*.

Serving the best quality and the most competitive products in automotive components and renewable energy components as a strategic partner to our customer through excellent operation and people.

Nilai-Nilai Perusahaan

Corporate Values

INTEGRITY & ETHICS

- Melakukan yang dikatakan.
  Walk the talk.
- Fokus pada masalah dan pemecahannya bukan pada orang.
  Do not blame others.
- Lakukan yang benar dan seharusnya, bukan hanya yang diinginkan.
  Do what you have to do, not what you want to do.
- Bertindak berdasarkan fakta dan data.
  Speak by data.

EXCELLENCE

- Pantang menyerah dan bertindak untuk menang.
  Never give up and play to win.
- Eksekusi yang disiplin, perbaikan berkesinambungan dan inovasi
  Disciplined execution, continuous improvement and innovation.

COMPASSION

- Kepedulian terhadap sesama dan lingkungan dengan tindakan nyata.
  Care with truthful act.
- Membangun generasi untuk tujuan baik yang lebih besar dari diri.
  Nurturing for greater good.

HUMILITY

- Mengalahkan ego diri untuk kepentingan lebih besar dan berpikiran terbuka.
  Egoless and open-minded.
- Bersyukur atas apa yang dimiliki dan tulus menghargai sesama.
  Express gratitude and appreciations.

Kegiatan Usaha [OJK C.4] [GRI 2-6]

Business Activites

Kegiatan Usaha Perseroan menurut Anggaran Dasar Terakhir

Perseroan memiliki maksud dan tujuan untuk berusaha pada bidang usaha manufaktur komponen otomotif. Bidang usaha dan kegiatan usaha Perseroan yang telah disesuaikan dengan perubahan terakhir sudah tercantum dalam Akta No. 199/2021 yang telah mendapatkan persetujuan dari Menkumham berdasarkan Surat Keputusan No. AHU-0047058. AH.01.02.TAHUN 2021 tanggal 1 September 2021.

The Company's Line of Business according to the Latest Articles of Association

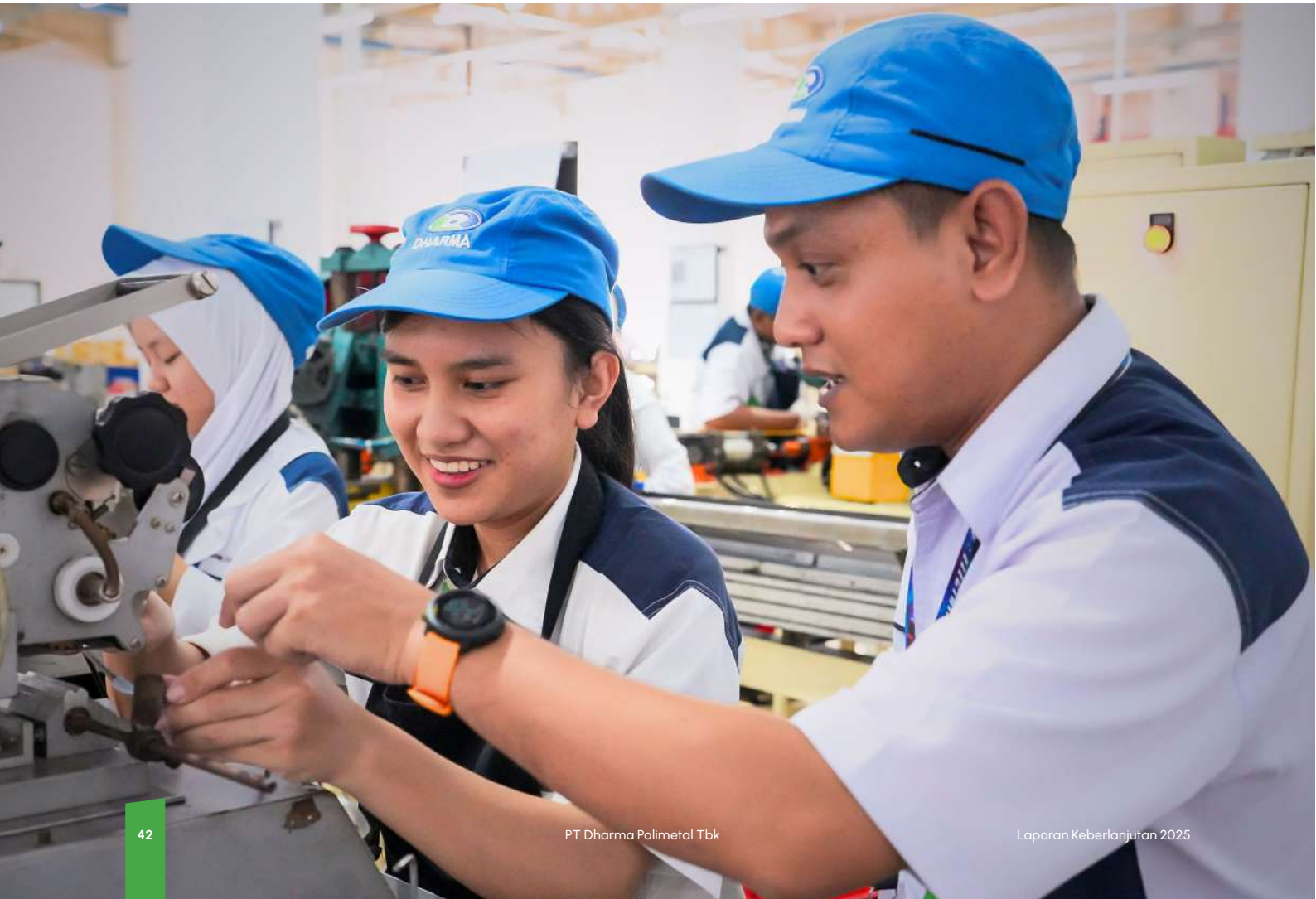
The Company's purpose and objective is to engage in the field of automotive component manufacturing. The Company's line of business and business activities, which have been adjusted in accordance with the latest changes, are stated in Deed No. 199/2021, which has received approval from the Minister of Law and Human Rights based on Decree No. AHU-0047058. AH.01.02. YEAR 2021 dated September 1, 2021.

Kegiatan Usaha Perseroan Pada Tahun Buku

Kegiatan usaha Perseroan adalah bidang usaha manufaktur komponen otomotif.

The Company's Line of Business in the Financial Year

The Company's business activity is in the field of automotive component manufacturing.



Produk yang Dihasilkan

Manufactured Products

Perseroan menghasilkan produk dari kegiatan usaha yang dijalankan, yaitu produk komponen otomotif *Original Equipment Manufacturer* (OEM) untuk roda dua dan roda empat. Perseroan juga memproduksi kendaraan roda tiga beserta komponen suku cadangnya. Berikut adalah beberapa produk yang dihasilkan Perseroan, Perusahaan Anak dan Perusahaan Asosiasi:

The Company produces products from its business activities, namely Original Equipment Manufacturer (OEM) automotive components for two-wheeled and four-wheeled vehicles. The Company also produces three-wheeled vehicles along with their spare parts. The following are some of the products produced by the Company, Subsidiaries, and Associates:

PT DHARMA POLIMETAL TBK

RODA 2 / 2 WHEELS


Arm Cushion


Frame Body


Link Assy


Muffler


Swing Arm


Side Stand


Grab Rail


Main Stand


Steering Handle


Plate RR Cross

RODA 3 / 3 WHEELS


PowerAce Max


PowerAce Pro


Power Ace EV Triex Multipurpose

RODA 4 / 4 WHEELS



Steering Hanger Beam



Body Lower Back Inner



Body Lower Back Outer



Crossmember Leaf Hanger



Insulator Exhaust Manifold



Lock Assy Hood



Member Apron



Post Assy



Windshield Header



Suspension Member



Axle Torsion Beam



Casing Battery Pack 4W

PRODUK FASTENER / FASTENER PRODUCTS



Bolt Adapt



Bolt Adjuster



Bolt Flange 10x108



Bolt Flange 10x230



Bolt Lever



Bolt Special 8x24



Bolt Wash



Collar



Pin A



Pin Pad



Pin



Screw Plug

PT DHARMA ELECTRINDO MANUFACTURING

WIRING HARNESS



Wiring Harness



Sub Harness Speedometer



Sub Harness Battery



Engine Hood Security Alarm

ELECTRICAL STANDARD ACCESSORIES



Rear Seat Entertainment



Head Unit



USB Charging



Reverse Parking Sensor



Corner Sensor



Back Sensor

EV COMPONENTS & ENERGY SYSTEM





Charging Station



PT DHARMA POLIPLAST

PLASTIC INJECTION



Accessories Parts



Motorcycle Body Parts



Electronic Parts



Engine Parts



Helmet



Cover Radiator Grill



Front Bumper Side



Front Bumper Reinforcement



Rear Bumper Side

PT DHARMA CONTROLCABLE INDONESIA

CONTROL CABLE



Backdoor Fuel Lid

Clutch



Front Brake



Fuel Lid



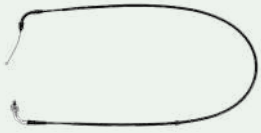
Hood Lock



Speedometer Cable



Throttle A



Throttle B

EV COMPONENT & ENERGY SYSTEM



Battery Swap Station



BESS 1.5 kWh Residential



Battery Pack



Auxiliary Battery 12V



DC BESS 5Kwh LV Industrial

PT DHARMA PRECISION PARTS

RODA 2 / 2 WHEELS



Bracket Absorber Component



Forging Parts & Alumunium Casting Component



Swing Arm Component



Shock Absorber Component



Throttle & Brake Component



Transmission Handle Component

EV COMPONENT & ENERGY SYSTEM



BLDC Hub Drive



BLDC Mid Drive



BLDC Mid Drive Motor

PT DHARMA PRECISION TOOLS

MANUFACTURING SUPPORTING TOOLS



Carbide Cutting Tools



Diamond Cutting Tools



Gauge



HSS Cutting Tools



Single Part



Universal Robot

PT TRIMITRA CHITRAHASTA

RODA 2 / 2 WHEELS



Footrest R/L



Crankcase

RODA 4 / 4 WHEELS



Seat Frame Component



Clutch Pedal



Brake Pedal

PT MAH SING INDONESIA

RODA 4 / 4 WHEELS



Louver Cowl Top Ventilator



Liner Front Feeder



Cover Steering CLM Lower



Cover Door Assist Grip



Cover Steering CLM Upper



Oil Strainer





Panel Assy Deck Trim Side



Panel Assy Rear Door Trim Side



Panel Assy Back Door Trim



Panel Assy Front Door Trim Side

PT SANKEI DHARMA INDONESIA

RODA 2 / 2 WHEELS



Muffler Comp



Body Comp Muffler & Pipe Comp Exhaust



Pipe Comp Exhaust Assy & Muffler Assy

RODA 4 / 4 WHEELS



Converter Assy With Catalyst



Frame Sub Assy



Manifold Comp Exhaust



Muffler Comp



Pipe A Exhaust



Pipe Assy Exhaust



Pipe Exhaust Tail



Pipe Exhaust



Sash Comp

PT DHARMA KYUNGSHIN INDONESIA

WIRING HARNESS



Battery Harness



Door Harness



Tail Gate Harness



Floor Harness



Main Harness



Wilayah Operasional [OJK C.3]

Operational Area

Sebagian besar Perseroan ada di wilayah yang merupakan kota pendukung Jabodetabek, seperti Cikarang, Karawaci, Karawang dan Cirebon. Pabrik DRMA terletak di berbagai *industrial estate* seperti Jababeka Industrial Estate, Delta Silicon Industrial Estate, Hyundai Industrial Estate, dan Karawang International Industrial City.

Most of the Company's facilities are located in areas that serve as satellite cities to Greater Jakarta (Jabodetabek), such as Cikarang, Karawaci, Karawang, and Cirebon. DRMA plants are located in various industrial estates such as Jababeka Industrial Estate, Delta Silicon Industrial Estate, Hyundai Industrial Estate, and Karawang International Industrial City,



KARAWACI

PT DHARMA POLIPLAST (PLANT 2)
Plastic Injection

KARAWANG

PT SANKEI DHARMA INDONESIA (KARAWANG INTERNATIONAL INDUSTRIAL CITY)
Automotive Exhaust System & Component

CIKARANG

PT DHARMA POLIMETAL TBK (HEAD OFFICE, DELTA SILICON - PLANT 1)
Automotive Component

PT DHARMA ELECTRINDO MANUFACTURING (JABABEKA - PLANT 1)
Wiring Harness & Electrical
Standard Accessories

PT DHARMA POLIPLAST (DELTA SILICON - PLANT 1)
Plastic Injection

PT DHARMA CONTROLCABLE INDONESIA (JABABEKA)
Controlcable Manufacturer

PT DHARMA PRECISION TOOLS (HYUNDAI INDUSTRIAL ESTATE)
Special Cutting Tools, Jig, Dies,
Special Purpose Machine

PT DHARMA PRECISION PARTS (JABABEKA)
Precision Machining Component

PT TRIMITRA CHITRAHASTA (DELTA SILICON - PLANT 1)
Automotive & Motorcycle
Metal Stamping Components

PT DHARMA ENERGY RESOURCES (DELTA SILICON)
Recycling Lithium Battery Waste

PT SAIKONO OTOPARTS INDONESIA (JABABEKA)
Automotive Conversion Workshop, Charging Station Operator & Plastic Seed

PT MAH SING INDONESIA (JABABEKA)
Plastic Injection

CIREBON

PT DHARMA POLIMETAL TBK (PLUMBON - PLANT 2)
Automotive Component

PT DHARMA ELECTRINDO MANUFACTURING (PLUMBON - PLANT 2)
Wiring Harness & Electrical
Standard Accessories

PT DHARMA KYUNGSHIN INDONESIA (PLUMBON)
Wiring Harness & Electrical
Standard Accessories

PT TRIMITRA CHITRAHASTA (PANGENAN - PLANT 2)
Automotive & Motorcycle
Metal Stamping Components

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

Association Membership

Lembaga / Institution	Status
Asosiasi Pengusaha Indonesia Indonesian Employers Association (APINDO)	Anggota Member
Kamar Dagang & Industri Indonesia Indonesian Chamber of Commerce and Industry (KADIN)	Anggota Member
Gabungan Industri Alat Mobil & Motor Automotive and Motorcycle Industry Association (GIAMM)	Anggota Member
Indonesia Corporate Secretary Association (ICSA)	Anggota Member



Struktur Organisasi

Organization Structure

DEWAN KOMISARIS / BOARD OF COMMISSIONERS

HADI KASIM
Presiden Komisaris /
President Commissioner

NOEL AELYO LARAS KUSUMA N.
Komisaris / Commissioner

IWAN DEWONO BUDIYUWONO
Komisaris / Commissioner

SOEKAMTO TJAHJONOADI
Komisaris Independen /
Independent Commissioner

GATOT SUDARIYONO
Komisaris Independen /
Independent Commissioner

DIREKSI / BOARD OF DIRECTORS

IRIANTO SANTOSO
Presiden Direktur /
President Director

YOSAPHAT P. SIMANJUNTAK
Direktur / Director

DARMAWAN WIDJAJA
Direktur / Director

IMMANUEL ADI PAKARYANTO
Direktur / Director

BUSINESS UNIT 2 WHEEL

(H) TONY HERDIAN

TONY HERDIAN*
Marketing
Production
Quality Control

GENDRO YULIARSO
PPIC

MEILKI SANGJAYA
Cirebon Plant

BUSINESS UNIT 3 WHEEL

(H) YOSAPHAT P. SIMANJUNTAK*

SAPTA NURACHMAD
Operation

BUSINESS UNIT 4 WHEEL

(H) YOSAPHAT P. SIMANJUNTAK*

CHARLES
Marketing

TETEN PUJIANTO
Production

GENDRO YULIARSO*
PPIC

ISEP ZAELANI
Quality Control

KOMITE AUDIT / AUDIT COMMITTEE

SOEKAMTO TJAHJONOADI
Ketua / Chairman

WAWANG
Anggota / Member

M. SACHOFI DIMYATI
Anggota / Member

FUNGSI KORPORAT / CORPORATE FUNCTION

(H) ARI INDRA GAUTAMA*
(DH) STEVEN A. SANTOSO
Sekretaris Perusahaan & Pengawas Keuangan / Corporate Secretary & Financial Controller

(H) IMMANUEL ADI PAKARYANTO*
(DH) RISSE NOVIANE*
Pengembangan Sumber Daya Manusia / Corporate Human Capital

(H) NANNY HUSENO*
(DH) PHANG TOMI
Corporate Accounting & Tax

(H) YULIYATI ABDULLAH
Manajemen Risiko & *Anti Fraud* / Corporate Risk Management & Anti Fraud

(H) ERIC IVAN
Audit Internal Perseroan / Corporate Internal Audit

(H) EKO MARYANTO*
(DH) SAMUEL KOESNO H.
(DH) DADANG A. DJUNAEDI
(DH) STEVEN A. SANTOSO*
(DH) SEPTIAN
Pengembangan Bisnis & Analisa Bisnis / Business Development & Business Analytics

FASTENER

(H) TONY HERDIAN

AGUNG PRASETYO
Operation

HERWIN GULTOM
HRGA

NANNY HUSENO
Finance & Accounting

ERI ARDIYANTO
Information Technology

ISA SETYAWAN
4W Engineering

ALBERTUS SUBIAKTO
2W Engineering

DEBBY SUDIANTO
Purchasing & Procurement

ISA SETYAWAN*
Operation Supporting

FIRMANSYAH H.W.
MI, SHE

MARZUKI BUDI UTOMO
MDEV, MR

Catatan / Note
H : Ketua / Head of
DH : Wakil Ketua / Deputy Head of

Daftar Perusahaan Anak, Perusahaan Asosiasi dan/atau Ventura Bersama

List of Subsidiary Companies, Associated Companies, and/or Joint Ventures

Nama Name	**Alamat** Address	**Bidang Usaha** Business Field	**Persentase Kepemilikan Saham oleh Perseroan** Percentage of Share Ownership by the Company	**Status Operasional** Operational Status	**Total Aset per 31 Desember 2025** Total Assets as of December 31, 2025
PT Dharma Electrindo Manufacturing (DEM)	Jl. Jababeka XII Blok W No. 5A Kawasan Industri Jababeka 1, Cikarang Utara Bekasi – Jawa Barat	1. Industri komponen dan perlengkapan sepeda motor roda dua dan tiga; 2. Industri suku cadang dan aksesori kendaraan bermotor roda empat atau lebih; 3. Industri peralatan Listrik lainnya; 4. Industri baterai untuk kendaraan bermotor; 5. Industri peralatan perekam, penerima, dan pengganda audio dan video bukan industri televisi; 6. Instalasi Listrik. 1. Manufacturing of components and accessories for two-wheeled and three-wheeled motorcycles; 2. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels; 3. Manufacturing of other electrical equipment; 4. Manufacturing of batteries for motor vehicles; 5. Manufacturing of audio and video recording, receiving, and duplicating equipment, excluding the television industry; 6. Electrical installation.	99,99%	Beroperasi Operating	Rp789.607

Nama Name	**Alamat** Address	**Bidang Usaha** Business Field	**Persentase Kepemilikan Saham oleh Perseroan** Percentage of Share Ownership by the Company	**Status Operasional** Operational Status	**Total Aset per 31 Desember 2025** Total Assets as of December 31, 2025
PT Dharma Poliplast (DPP)	Jl. Meranti 1 Blok L1-10 Delta Silicon Industrial Part 1 Lippo Cikarang Bekasi – Jawa Barat	1. Industri barang dan peralatan Teknik/ industri dari plastik; 2. Industri peralatan untuk pelindung keselamatan; 3. Industri suku cadang dan aksesori kendaraan bermotor roda empat atau lebih; 4. Industri komponen dan perlengkapan sepeda motor roda dua dan tiga. 1. Manufacturing of plastic technical/industrial goods and equipment; 2. Manufacturing of safety protection equipment; 3. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels; 4. Manufacturing of components and accessories for two-wheeled and three-wheeled motorcycles.	99,00%	Beroperasi Operating	Rp173.705
PT Dharma Controlcable Indonesia (DCI)	Cikarang Industrial Estate Jl. Jababeka XVII D, Blok U No.28 C-D, Cikarang Bekasi – Jawa Barat	1. Industri baterai untuk kendaraan bermotor; 2. Industri suku cadang dan aksesori kendaraan bermotor roda empat atau lebih; 3. Industri komponen dan perlengkapan sepeda motor roda dua dan tiga; 4. Industri baterai untuk kendaraan bermotor listrik; 5. Industri peralatan listrik lainnya; 6. Industri batu baterai. 1. Manufacturing of batteries for motor vehicles; 2. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels; 3. Manufacturing of components and accessories for two-wheeled and three-wheeled motorcycles; 4. Manufacturing of batteries for electric motor vehicles; 5. Manufacturing of other electrical equipment; 6. Manufacturing of dry cell batteries.	85,90%	Beroperasi Operating	Rp220.452

Nama Name	**Alamat** Address	**Bidang Usaha** Business Field	**Persentase Kepemilikan Saham oleh Perseroan** Percentage of Share Ownership by the Company	**Status Operasional** Operational Status	**Total Aset per 31 Desember 2025** Total Assets as of December 31, 2025
PT Dharma Precision Parts (DPA)	Jalan Inti Raya Blok C3 No. 12, Bekasi International Industrial Estate, Bekasi - Jawa Barat	1. Industri *bearing*, roda gigi dan elemen penggerak mesin; 2. Industri suku cadang dan aksesori kendaraan bermotor roda empat atau lebih; 3. Industri komponen dan perlengkapan sepeda motor roda dua dan tiga; 4. Industri motor listrik. 1. Manufacturing of bearings, gears, and machine driving elements; 2. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels; 3. Manufacturing of components and accessories for two-wheeled and three-wheeled motorcycles; 4. Manufacturing of electric motors.	93,40%	Beroperasi Operating	Rp178.186
PT Dharma Precision Tools (DPT)	Jalan Inti Raya Blok C3 No. 12, Bekasi International Industrial Estate, Bekasi - Jawa Barat	1. Industri peralatan elektromedikal dan elektroterapi; 2. Industri mesin dan perkakas mesin untuk pengerjaan logam; 3. Industri mesin keperluan khusus lainnya; 4. Industri peralatan kedokteran dan kedokteran gigi, perlengkapan *orthopaedic* dan *prosthetic*; 5. Industri alat pengangkat dan pemindah. 1. Manufacturing of electromedical and electrotherapeutic equipment; 2. Manufacturing of machinery and machine tools for metalworking; 3. Manufacturing of other special-purpose machinery; 4. Manufacturing of medical and dental instruments, orthopedic and prosthetic supplies; 5. Manufacturing of lifting and handling equipment.	99,99%	Beroperasi Operating	Rp131.318

Nama Name	**Alamat** Address	**Bidang Usaha** Business Field	**Persentase Kepemilikan Saham oleh Perseroan** Percentage of Share Ownership by the Company	**Status Operasional** Operational Status	**Total Aset per 31 Desember 2025** Total Assets as of December 31, 2025
PT Saikono Otoparts Indonesia (SOI)	Jl. Angsana Raya Blok A9 No.8 Delta Silicon 1, Cikarang 17550	1. Perdagangan besar suku cadang sepeda motor dan aksesorinya; 2. Perdagangan eceran sepeda motor baru; 3. Perdagangan besar alat olahraga; 4. Perdagangan besar suku cadang dan aksesori mobil; 5. Perdagangan besar karet dan plastik dalam bentuk dasar; 6. Reparasi dan perawatan sepeda motor; 7. Pengoperasian instalasi pemanfaatan tenaga listrik. 1. Wholesale of motorcycle spare parts and accessories; 2. Retail sale of new motorcycles; 3. Wholesale of sporting goods; 4. Wholesale of automobile spare parts and accessories; 5. Wholesale of rubber and plastics in primary forms; 6. Repair and maintenance of motorcycles; 7. Operation of electricity utilization installations.	99,99%	Beroperasi Operating	Rp77.466
PT Trimitra Chitrahasta (TCH)	Jl. Damar Blok F1-06, Lippo Cikarang, Bekasi 17550	1. Industri komponen dan perlengkapan sepeda motor roda dua dan tiga; 2. Industri suku cadang dan aksesori kendaraan bermotor roda empat atau lebih. 1. Manufacturing of components and accessories for two-wheeled and three-wheeled motorcycles; 2. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels.	70,00%	Beroperasi Operating	Rp437.477
PT Dharma Energy Resources (DER)	Jl. Angsana Raya Blok A9 No.8 Delta Silicon 1, Cikarang 17550	1. Angkutan bermotor untuk barang khusus; 2. Pengumpulan limbah berbahaya; 3. *Treatment* pembuangan limbah dan sampah tidak berbahaya; 4. *Treatment* dan pembuangan limbah berbahaya; 5. Pemulihan material barang logam; 6. Pemulihan material barang bukan logam; 7. Perdagangan besar atas dasar balas jasa.	96,00%	Belum Beroperasional Has not commenced operations	Rp25

Nama Name	Alamat Address	Bidang Usaha Business Field	Persentase Kepemilikan Saham oleh Perseroan Percentage of Share Ownership by the Company	Status Operasional Operational Status	Total Aset per 31 Desember 2025 Total Assets as of December 31, 2025
		1. Motorized transport for special goods; 2. Collection of hazardous waste; 3. Treatment and disposal of non-hazardous waste; 4. Treatment and disposal of hazardous waste; 5. Recovery of metal materials; 6. Recovery of non-metal materials; 7. Wholesale on a fee or contract basis.			
PT Mah Sing Indonesia (MSI)	Jl. Jababeka XIIA Blok W17-2, Kawasan Industri Jababeka	1. Industri suku cadang dan aksesoris kendaraan bermotor roda empat atau lebih. 1. Manufacturing of spare parts and accessories for motor vehicles with four or more wheels.	82,00%	Beroperasi Operating	Rp89.947

Perusahaan Asosiasi/Perusahaan Ventura Bersama

Association Companies/Joint Venture Companies

Nama Name	Alamat Address	Bidang Usaha Business Activities	Persentase Kepemilikan Saham oleh Perseroan Percentage of Share Ownership by the Company	Status Operasional Operational Status	Total Aset per 31 Desember 2025 Total Assets as of December 31, 2025
PT Sankei Dharma Indonesia (SDI)	Jl. Permata Raya Lot CA-3 KIIC, Karawang – Jawa Barat	Manufaktur komponen dan perlengkapan kendaraan bermotor. Manufacturing of components and accessories for motor vehicles.	49,00%	Beroperasi Operating	Rp420.877
PT Dharma Kyungshin Indonesia (DKI)	Jl. Wadas Blok Simaja RT. 023/ RW. 001, Desa Gombang, Kec. Plumbon, Kab. Cirebon - Jawa Barat	Manufaktur komponen dan perlengkapan kendaraan bermotor. Manufacturing of components and accessories for motor vehicles.	49,00%	Beroperasi Operating	Rp502.993

Perubahan Signifikan [OJK C.6]

Significant Change

Pada tahun 2025, Perseroan mengakuisisi 82% saham PT Mah Sing Indonesia (MSI) dengan nilai transaksi sekitar Rp41 miliar. Langkah strategis ini dilakukan untuk memperluas portofolio produk kompenen otomotif, khususnya untuk kendaraan roda empat.

In 2025, the Company acquired 82% of the shares of PT Mah Sing Indonesia (MSI) with a transaction value of approximately Rp41 billion. This strategic move was undertaken to expand the Company's automotive component product portfolio, particularly for four-wheel vehicles.



04
TATA KELOLA BERKELANJUTAN
SUSTAINABLE CORPORATE GOVERNANCE





64 Tata Kelola Keberlanjutan
Sustainability Governance

64 Komitmen Penerapan GCG
Commitment to GCG Implementation

65 Struktur GCG
GCG Structure

68 Penanggung Jawab Penerapan Bisnis Berkelanjutan
Party Responsible for the Implementation of Sustainable Business

69 Pengembangan Kompetensi
Competency Development

69 Penilaian Risiko Terhadap Aspek Keberlanjutan
Sustainability Aspect Risk Assessment

70 Anti-Korupsi
Anti-Corruption

71 Hubungan dengan Pemangku Kepentingan
Stakeholder Relations

74 Tantangan dalam Penerapan Keuangan Berkelanjutan
Challenges in the Implementation of Sustainable Finance

Tata Kelola Keberlanjutan

Sustainability Governance

Tata kelola keberlanjutan menjadi fondasi bagi Perseroan dalam memastikan setiap keputusan bisnis dijalankan secara bertanggung jawab, transparan, dan selaras dengan kepentingan jangka panjang seluruh pemangku kepentingan.

Sustainability governance serves as the foundation for the Company in ensuring that every business decision is executed in a responsible and transparent manner, aligned with the long-term interests of all stakeholders.

Komitmen Penerapan GCG

Commitment to GCG Implementation

Dalam menjalankan kegiatan usahanya, Perseroan secara konsisten menempatkan penerapan prinsip-prinsip *Good Corporate Governance* (GCG) sebagai fondasi utama pengelolaan perusahaan. Komitmen ini diarahkan untuk memperkuat transparansi, akuntabilitas, serta integritas dalam setiap proses bisnis, sekaligus menopang keberlanjutan usaha dalam jangka panjang.

In conducting its business activities, the Company consistently places the implementation of Good Corporate Governance (GCG) principles as the main foundation of corporate management. This commitment is aimed at strengthening transparency, accountability, and integrity in every business process, while supporting long-term business sustainability.

Prinsip-prinsip GCG tersebut diintegrasikan ke dalam perencanaan, pelaksanaan kegiatan, hingga sistem evaluasi kinerja Perseroan. Adapun prinsip yang menjadi pedoman dalam penerapan GCG meliputi:

- **Keterbukaan**
  Penyampaian informasi material secara transparan kepada pemangku kepentingan serta keterbukaan dalam proses pengambilan keputusan.
- **Akuntabilitas**
  Menekankan kejelasan fungsi, tugas, dan tanggung jawab setiap organ Perseroan agar pengelolaan perusahaan berjalan efektif.
- **Pertanggungjawaban**
  Setiap organ Perseroan wajib menjalankan perannya sesuai dengan peraturan perundang-undangan yang berlaku.
- **Kemandirian**
  Memastikan Perseroan dikelola secara profesional tanpa pengaruh maupun tekanan dari pihak mana pun.
- **Keadilan**
  Wujud komitmen Perseroan untuk memberikan perlakuan yang setara dan adil kepada seluruh pemangku kepentingan sesuai ketentuan dan perjanjian yang berlaku.

These GCG principles are integrated into the Company's planning, execution of activities, and performance evaluation systems. The principles guiding the implementation of GCG include:

- **Transparency**
  Transparent disclosure of material information to stakeholders and openness in the decision-making process.
- **Accountability**
  Emphasizing the clarity of functions, duties, and responsibilities of each organ of the Company to ensure effective corporate management.
- **Responsibility**
  Each organ of the Company is required to perform its role in accordance with the prevailing laws and regulations.
- **Independence**
  Ensuring that the Company is managed professionally without influence or pressure from any party.
- **Fairness**
  A manifestation of the Company's commitment to providing equal and fair treatment to all stakeholders in accordance with the prevailing provisions and agreements.

Struktur GCG [GRI 2-9][GRI 2-11]

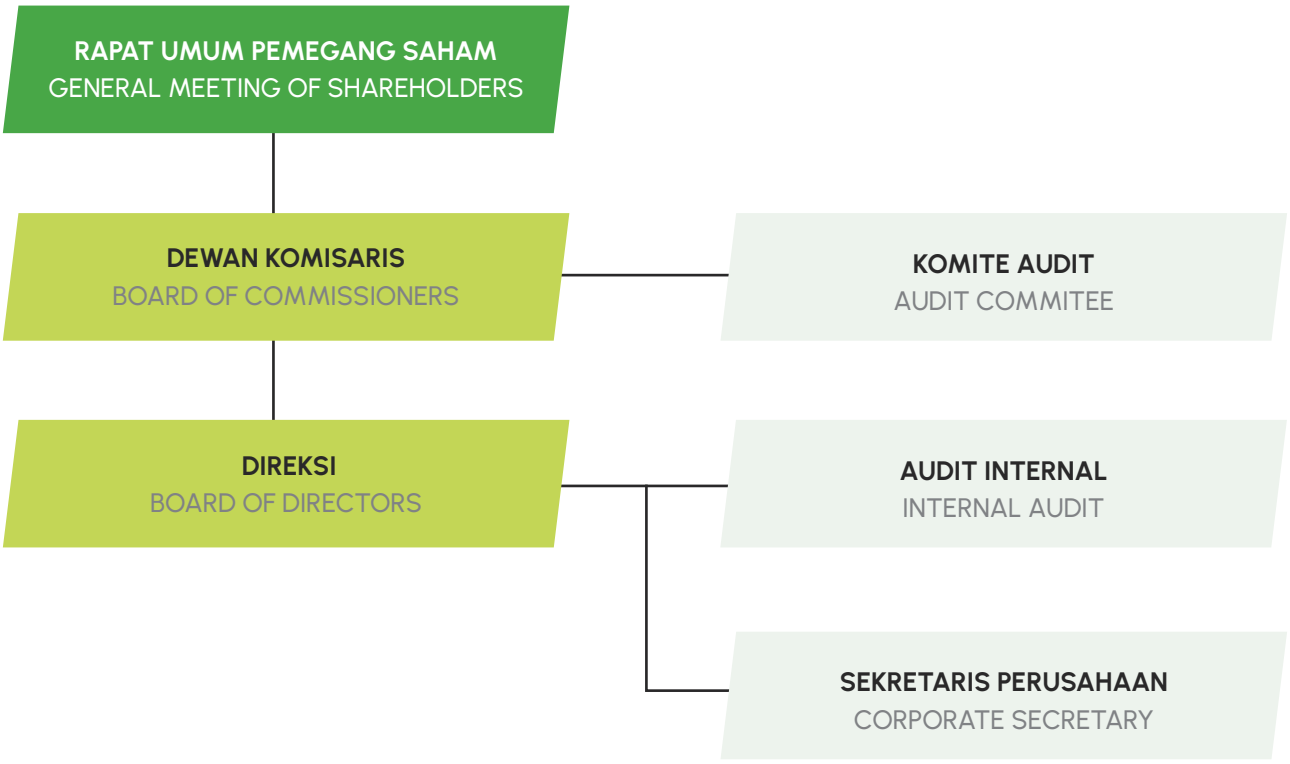
GCG Structure

Struktur tata kelola PT Dharma Polimetal Tbk disusun mengacu pada Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas. Struktur ini terdiri atas tiga organ utama, yakni Rapat Umum Pemegang Saham (RUPS) sebagai pemegang kewenangan tertinggi, Dewan Komisaris, dan Direksi, yang masing-masing memiliki peran dan fungsi yang saling melengkapi.

Pelaksanaan kegiatan operasional Perseroan dijalankan oleh Direksi dengan pengawasan dari Dewan Komisaris, dengan pembagian tugas, wewenang, tanggung jawab, serta tingkat independensi yang jelas sebagaimana diatur dalam Anggaran Dasar dan ketentuan peraturan perundang-undangan. Untuk memperkuat penerapan GCG, Perseroan juga melengkapi struktur tata kelola melalui pembentukan Komite Audit di bawah Dewan Komisaris, serta fungsi Audit Internal dan Sekretaris Perusahaan sebagai organ pendukung Direksi dalam memastikan pengelolaan Perseroan berjalan secara efektif dan sesuai prinsip tata kelola yang baik.

The corporate governance structure of PT Dharma Polimetal Tbk is established in accordance with Law No. 40 of 2007 concerning Limited Liability Company. This structure consists of three main governing bodies, namely the General Meeting of Shareholders (GMS) as the highest authority, the Board of Commissioners, and the Board of Directors, each of which has complementary roles and functions.

The Company's operational activities are carried out by the Board of Directors under the supervision of the Board of Commissioners, with a clear division of duties, authorities, responsibilities, and levels of independence as regulated in the Articles of Association and the prevailing laws and regulations. To strengthen the implementation of GCG, the Company also completes its governance structure through the establishment of an Audit Committee under the Board of Commissioners, as well as the Internal Audit function and the Corporate Secretary function as supporting organs of the Board of Directors in ensuring that the management of the Company runs effectively and in accordance with good governance principles.



Rapat Umum Pemegang Saham

Sebagai organ tertinggi dalam struktur tata kelola Perseroan, Rapat Umum Pemegang Saham (RUPS) memegang kewenangan yang secara tegas tidak dapat dilimpahkan kepada Dewan Komisaris maupun Direksi, sebagaimana diatur dalam peraturan perundang-undangan dan Anggaran Dasar Perusahaan. Kewenangan tersebut meliputi persetujuan atas Laporan Tahunan dan Laporan Keuangan Tahunan, penetapan penggunaan laba bersih Perseroan, perubahan susunan Dewan Komisaris dan Direksi, persetujuan atas aksi korporasi tertentu, hingga penetapan perubahan Anggaran Dasar.

General Meeting of Shareholders

As the highest organ in the Company's governance structure, the General Meeting of Shareholders (GMS) holds authority that explicitly cannot be delegated to the Board of Commissioners or the Board of Directors, as regulated by the prevailing laws and regulations and the Company's Articles of Association. This authority includes the approval of the Annual Report and the Annual Financial Statements, the determination of the use of the Company's net profit, changes to the composition of the Board of Commissioners and the Board of Directors, approval of certain corporate actions, and the determination of amendments to the Articles of Association.

Dewan Komisaris

Dalam struktur Perseroan, Dewan Komisaris menjalankan fungsi pengawasan atas pengelolaan perusahaan yang dilakukan oleh Direksi, termasuk memastikan penerapan prinsip *Good Corporate Governance* (GCG) berjalan secara konsisten dan berkelanjutan di seluruh proses bisnis. Peran pengawasan ini menjadi bagian penting dalam menjaga akuntabilitas dan arah pengelolaan Perseroan sesuai ketentuan yang berlaku.

Susunan Dewan Komisaris Perseroan terdiri atas satu Presiden Komisaris, tiga Komisaris, dan dua Komisaris Independen, yang seluruhnya merupakan laki-laki dengan latar belakang pendidikan serta pengalaman profesional yang beragam. Dalam menjalankan tugasnya, Dewan Komisaris berpedoman pada *Board Manual* yang mengatur kebijakan, peran, fungsi, dan tanggung jawab Dewan Komisaris, termasuk mekanisme penilaian kinerja serta proses pemilihan, pengangkatan, dan pemberhentian anggota Dewan Komisaris.

Informasi lebih lanjut mengenai profil Dewan Komisaris dan uraian tugas Direksi disajikan dalam Bab Profil Perusahaan dan Bab GCG pada Laporan Tahunan PT Dharma Polimetal Tbk Tahun Buku 2025.

Board of Commissioners

Within the Company's structure, the Board of Commissioners performs the oversight function of the corporate management carried out by the Board of Directors, including ensuring that the implementation of Good Corporate Governance (GCG) principles runs consistently and sustainably across all business processes. This oversight role is an essential part of maintaining the accountability and direction of the Company's management in accordance with the prevailing regulations.

The composition of the Company's Board of Commissioners consists of one President Commissioner, three Commissioners, and two Independent Commissioners, all of whom are male with diverse educational backgrounds and professional experiences. In performing its duties, the Board of Commissioners is guided by the Board Manual, which regulates the policies, roles, functions, and responsibilities of the Board of Commissioners, including performance evaluation mechanisms as well as the process for selection, appointment, and dismissal of Board of Commissioners members.

Further information regarding the profiles of the Board of Commissioners and the description of the Board of Directors' duties is presented in the Company Profile Chapter and the GCG Chapter of the 2025 Annual Report of PT Dharma Polimetal Tbk.

Direksi

Sebagai organ pengelola Perseroan, Direksi memegang tanggung jawab penuh dalam memimpin dan mengendalikan kegiatan usaha sesuai dengan maksud dan tujuan Perseroan, dengan tetap berpedoman pada Anggaran Dasar serta ketentuan peraturan perundang-undangan yang berlaku. Direksi menjalankan perannya secara kolektif untuk memastikan arah pengelolaan perusahaan berjalan efektif, akuntabel, dan selaras dengan prinsip tata kelola yang baik

Susunan Direksi Perseroan terdiri atas satu Presiden Direktur dan tiga Direktur, yang seluruhnya merupakan laki-laki dengan latar belakang pendidikan dan pengalaman profesional yang beragam. Dalam menjalankan tugasnya, Direksi berpedoman pada *Board Manual* yang mengatur tata laksana kerja Direksi, hubungan kerja dengan Dewan Komisaris, serta penerapan GCG dalam pengambilan keputusan.

Dalam konteks ini, Presiden Direktur tidak hanya bertanggung jawab atas pengelolaan operasional, tetapi juga memastikan prinsip-prinsip GCG dipahami, disosialisasikan, dan diinternalisasikan sebagai bagian dari budaya perusahaan oleh seluruh insan Perseroan.

Melalui peran Presiden Direktur dan dukungan Sekretaris Perusahaan, Perseroan secara aktif memperkuat internalisasi prinsip-prinsip GCG di seluruh lini organisasi. Upaya ini dilakukan melalui sejumlah program yang terstruktur, antara lain:

1. Kewajiban penandatanganan pernyataan integritas dan komitmen GCG bagi karyawan, pemasok, serta mitra bisnis;
2. Pelaksanaan program orientasi karyawan baru yang memuat panduan GCG, kode etik, dan budaya Perseroan;
3. Sosialisasi GCG secara berkala melalui *email blast* kepada para karyawan; dan
4. Penegasan prinsip-prinsip GCG dalam setiap pertemuan karyawan.

Sebagai bagian dari mekanisme pengawasan, Perseroan telah menerapkan Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) yang memungkinkan seluruh pemangku kepentingan menyampaikan laporan atas dugaan pelanggaran GCG. Perseroan menjamin kerahasiaan identitas pelapor serta memberikan perlindungan terhadap segala bentuk tindakan balasan yang berpotensi merugikan pelapor. [GRI 2-26]

Board of Directors

As the managing organ of the Company, the Board of Directors holds full responsibility for leading and controlling business activities in accordance with the Company's purposes and objectives, while continuing to be guided by the Articles of Association and the prevailing laws and regulations. The Board of Directors performs its role collectively to ensure that the direction of corporate management runs effectively, accountably, and in alignment with good governance principles.

The composition of the Company's Board of Directors consists of one President Director and three Directors, all of whom are male with diverse educational backgrounds and professional experiences. In performing its duties, the Board of Directors is guided by the Board Manual, which regulates the work procedures of the Board of Directors, the working relationship with the Board of Commissioners, and the implementation of GCG in decision-making.

In this context, the President Director is not only responsible for operational management, but also for ensuring that GCG principles are understood, communicated, and internalized as part of the corporate culture by all members of the Company.

Through the role of the President Director and the support of the Corporate Secretary, the Company actively strengthens the internalization of GCG principles across all organizational levels. This effort is carried out through a number of structured programs, including:

1. The obligation to sign integrity and GCG commitment statements for employees, suppliers, and business partners;
2. Implementation of new employee orientation programs containing GCG guidelines, the code of ethics, and the Company's culture;
3. Periodic dissemination of GCG principles via email blasts to employees; and
4. Reinforcement of GCG principles in every employee meeting.

As part of the oversight mechanism, the Company has implemented a Whistleblowing System (WBS) that allows all stakeholders to submit reports on alleged GCG violations. The Company guarantees the confidentiality of the whistleblower's identity and provides protection against any form of retaliation that could potentially harm the whistleblower. [GRI 2-26]

Pelaporan dapat dilakukan oleh karyawan, pemasok, maupun mitra usaha melalui laman resmi https://wbs.dharmap.com/, yang dapat diakses kapan pun melalui jaringan internet. Setiap laporan wajib disampaikan secara jelas dan lengkap, mencakup jenis pelanggaran, pihak-pihak yang terlibat, waktu dan lokasi kejadian, serta kronologi peristiwa. Seluruh laporan yang diterima akan ditindaklanjuti oleh tim independen yang bebas dari benturan kepentingan, dengan proses investigasi dan penanganan yang mengacu pada Pakta Integritas serta ketentuan peraturan perundang-undangan yang berlaku.

Reporting can be carried out by employees, suppliers, and business partners through the official website at https://wbs.dharmap.com/, which can be accessed at any time via the internet. Each report must be submitted clearly and completely, including the type of violation, the parties involved, the time and location of the incident, and the chronology of events. All reports received will be followed up by an independent team free from conflicts of interest, with investigation and handling processes that refer to the Integrity Pact and the prevailing laws and regulations.

Adapun informasi lebih lengkap mengenai profil Direksi disajikan dalam Bab Profil Perusahaan dan informasi lengkap mengenai tugas dan tanggung jawab Direksi dapat dilihat pada Bab GCG dalam Laporan Tahunan 2025.

Complete information regarding the Board of Directors' profile is presented in the Company Profile Chapter and detailed information on the duties and responsibilities of the Board of Directors can be found in the GCG Chapter of the 2025 Annual Report.

Penanggung Jawab Penerapan Bisnis Berkelanjutan [OJK E.1] [GRI 2-12][GRI 2-13][GRI 2-14]

Party Responsible for the Implementation of Sustainable Business

Sebagai bagian dari strategi jangka panjang, Perseroan menempatkan tata kelola keberlanjutan sebagai pilar utama dalam mewujudkan visi dan misi Perusahaan untuk mencapai kinerja yang optimal, berkelanjutan, dan berdaya saing di industri. Melalui pengelolaan yang terstruktur dan berlandaskan prinsip-prinsip keberlanjutan, Perseroan berupaya menjaga keseimbangan antara pencapaian target bisnis, pengelolaan risiko, serta pemenuhan tanggung jawab sosial dan lingkungan secara konsisten.

As part of the long-term strategy, the Company places sustainable governance as a main pillar in realizing the Company's vision and mission to achieve optimal, sustainable, and competitive performance in the industry. Through structured management based on sustainability principles, the Company strives to maintain a balance between achieving business targets, risk management, and fulfillment of social and environmental responsibilities consistently.

Untuk memastikan penerapan keberlanjutan berjalan efektif dan selaras dengan arah strategis Perseroan, pembagian peran dan tanggung jawab telah ditetapkan secara jelas dalam struktur tata kelola. Presiden Direktur bertanggung jawab penuh atas pengelolaan dan pelaksanaan aspek keberlanjutan, dengan pengawasan langsung dari Dewan Komisaris yang mewakili Rapat Umum Pemegang Saham (RUPS).

To ensure that the implementation of sustainability runs effectively and in alignment with the Company's strategic direction, the division of roles and responsibilities has been clearly defined within the governance structure. The President Director holds full responsibility for the management and implementation of sustainability aspects, under the direct oversight of the Board of Commissioners representing the General Meeting of Shareholders (GMS).

Dalam pelaksanaannya, Presiden Direktur bekerja sama dengan seluruh anggota Direksi untuk memastikan setiap kebijakan dan aktivitas Perseroan tetap selaras dengan kerangka GCG dan prinsip-prinsip keberlanjutan.

In its implementation, the President Director collaborates with all members of the Board of Directors to ensure that every policy and activity of the Company remains in alignment with the GCG framework and sustainability principles.

Pengembangan Kompetensi [OJK E.2] [GRI 2-17]

Competency Development

Sebagai bagian dari upaya melaksanakan aspek keberlanjutan dengan secara optimal, Perseroan mendorong peningkatan kompetensi organ tata kelola, fungsi pendukung utama, serta karyawan yang berkaitan dengan aspek keberlanjutan. Fokus pengembangan diarahkan agar setiap pengambilan keputusan, proses pengawasan, dan pelaksanaan dijalankan secara profesional, akuntabel, dan selaras dengan prinsip-prinsip keberlanjutan.

As part of the efforts to implement sustainability aspects optimally, the Company encourages competency development for governance organs, key support functions, and employees related to sustainability aspects. The development focus is directed so that every decision-making, oversight process, and implementation is carried out professionally, accountably, and in alignment with sustainability principles.

Namun demikian pada tahun 2025, Perseroan belum menyelenggarakan pelatihan khusus terkait topik ESG bagi Dewan Komisaris dan Direksi. Hal ini sejalan dengan fokus Perseroan pada tahap awal penguatan fondasi implementasi ESG, termasuk melalui proses penilaian awal dan perumusan strategi keberlanjutan yang lebih terstruktur.

However, in 2025, the Company had not yet conducted specific training on ESG-related topics for the Board of Commissioners and the Board of Directors. This was in line with the Company's focus during the initial stage of strengthening the foundation for ESG implementation, including through preliminary assessments and the formulation of a more structured sustainability strategy.

Penilaian Risiko terhadap Aspek Keberlanjutan [OJK E.3] [GRI 2-17]

Sustainability Aspect Risk Assessment

Dalam mendukung keberlanjutan operasional dan pencapaian target Perseroan, sistem manajemen risiko diterapkan secara terstruktur untuk mengelola berbagai risiko yang timbul dari aktivitas bisnis, termasuk risiko yang berkaitan dengan aspek lingkungan, sosial, dan tata kelola (ESG).

In supporting operational sustainability and the achievement of the Company's targets, the risk management system is implemented in a structured manner to manage various risks arising from business activities, including risks related to environmental, social, and governance (ESG) aspects.

Melalui sistem ini, Perseroan memastikan setiap potensi risiko dapat diidentifikasi, dianalisis, dan dimitigasi secara tepat, sekaligus menjaga kepatuhan terhadap peraturan, meningkatkan efisiensi proses, serta meminimalkan dampak negatif terhadap lingkungan dan masyarakat di sekitar wilayah operasional.

Through this system, the Company ensures that every potential risk is identified, analyzed, and appropriately mitigated, while maintaining compliance with regulations, increasing process efficiency, and minimizing negative impacts on the environment and communities around the operational areas.

Tanggung jawab atas pengelolaan manajemen risiko berada di bawah koordinasi Presiden Direktur. Dalam pelaksanaannya, Direksi secara berkala menyelenggarakan rapat untuk mengevaluasi dan menelaah berbagai faktor risiko yang berpotensi memengaruhi kinerja dan kelangsungan usaha Perseroan. Melalui forum ini, Direksi memastikan bahwa risiko-risiko strategis maupun operasional dapat direspons secara tepat, sejalan dengan dinamika bisnis dan kondisi eksternal yang berkembang.

Responsibility for risk management is under the coordination of the President Director. In its implementation, the Board of Directors periodically holds meetings to evaluate and review various risk factors that could potentially affect the Company's performance and business continuity. Through this forum, the Board of Directors ensures that strategic and operational risks are responded to appropriately, in line with business dynamics and evolving external conditions.

Sebagai bagian dari komitmen untuk memperkuat pengendalian internal, Perseroan terus meningkatkan efektivitas pengelolaan risiko agar mampu mengidentifikasi dan memitigasi risiko secara cepat dan akurat. Dengan sistem manajemen risiko yang komprehensif, Perseroan memiliki landasan yang lebih kuat dalam menghadapi berbagai tantangan sekaligus menjaga kinerja perusahaan secara berkelanjutan.

As part of the commitment to strengthen internal control, the Company continues to enhance the effectiveness of risk management to be able to identify and mitigate risks swiftly and accurately. With a comprehensive risk management system, the Company has a stronger foundation in facing various challenges while maintaining sustainable company performance.

Sepanjang tahun 2025, Perseroan telah mengidentifikasi risiko-risiko yang relevan dengan aktivitas bisnis serta kinerja keberlanjutan berikut langkah mitigasinya, yang diuraikan lebih lanjut dalam Bab GCG pada Laporan Tahunan Perseroan.

Throughout 2025, the Company has identified risks relevant to its business activities and sustainability performance, along with their mitigation measures, which are further detailed in the GCG Chapter of the Company's Annual Report.

Anti-Korupsi

Anti-Corruption

Perseroan menerapkan kebijakan anti-korupsi secara tegas sebagai bagian dari komitmen terhadap penerapan tata kelola perusahaan yang berintegritas. Kebijakan ini berlandaskan pada Pedoman *Anti-Fraud Dharma* dan *Anti-Fraud Charter,* serta berlaku bagi seluruh insan Perseroan, mulai dari Direksi dan Dewan Komisaris hingga karyawan, pemasok, pelanggan, dan mitra kerja. [GRI 3-3][GRI 205-1]

The Company strictly implements anti-corruption policies as part of its commitment to implementing corporate governance with integrity. This policy is based on the Dharma Anti-Fraud Manual and the Anti-Fraud Charter, and applies to all the Company's people, ranging from the Board of Directors and the Board of Commissioners to employees, suppliers, customers, and business partners. [GRI 3-3][GRI 205-1]

Sebagai bentuk penguatan komitmen tersebut, setiap karyawan diwajibkan menandatangani pakta integritas yang secara jelas melarang praktik korupsi, suap, gratifikasi, maupun penyalahgunaan wewenang dalam bentuk apa pun.

As a form of strengthening this commitment, every employee is required to sign an integrity pact that clearly prohibits corruption, bribery, gratification, and any form of abuse of authority.

Sepanjang tahun 2025, Perseroan menyelenggarakan berbagai program pelatihan dan sosialisasi anti-korupsi bagi karyawan serta pemangku kepentingan internal lainnya sebagai bagian dari upaya memperkuat budaya integritas di lingkungan kerja. Kegiatan ini dilaksanakan melalui beragam pendekatan, baik melalui sesi tatap muka maupun pemanfaatan media komunikasi internal Perseroan. [GRI 205-2]

Throughout 2025, the Company organized various anti-corruption training and awareness programs for employees and other internal stakeholders as part of its efforts to strengthen a culture of integrity within the workplace. These initiatives were implemented through various approaches, including both face-to-face sessions and the utilization of the Company's internal communication channels. [GRI 205-2]

Hingga akhir tahun 2025, Perseroan telah merealisasikan 13 program pelatihan dan sosialisasi anti-korupsi yang menjangkau berbagai tingkat organisasi. Program tersebut dilaksanakan melalui induksi bagi karyawan baru, penyampaian materi dalam forum *management address,* sosialisasi pada kegiatan *vendor gathering,* hingga pembekalan pada level pimpinan *(leader)*. Melalui pendekatan yang menyeluruh ini, Perseroan berupaya memastikan bahwa prinsip anti-korupsi dipahami dan diterapkan secara konsisten dalam setiap aktivitas bisnis. [GRI 205-3]

As of the end of 2025, the Company had conducted 13 anti-corruption training and awareness programs reaching various levels across the organization. These programs were delivered through new employee induction sessions, presentations in management address forums, socialization during vendor gathering activities, as well as briefings at the leadership level. Through this comprehensive approach, the Company seeks to ensure that anti-corruption principles are well understood and consistently implemented in all business activities. [GRI 205-3]

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

Stakeholder Relations

Perseroan secara aktif memetakan dan mengelola hubungan dengan berbagai pemangku kepentingan utama, meliputi karyawan, investor atau pemegang saham, regulator, mitra bisnis, komunitas dan asosiasi, konsumen atau pelanggan, serta masyarakat luas. Pemetaan ini dilakukan untuk memastikan setiap kelompok yang memiliki keterkaitan dengan aktivitas dan kinerja Perseroan teridentifikasi secara tepat.

The Company actively maps and manages relations with various key stakeholders, including employees, investors or shareholders, regulators, business partners, communities and associations, consumers or customers, and the general public. This mapping is conducted to ensure that every group related to the Company's activities and performance is appropriately identified.

Proses identifikasi dan evaluasi pemangku kepentingan dilakukan secara menyeluruh melalui tahapan analisis yang mempertimbangkan tingkat pengaruh dan kepentingan masing-masing pihak terhadap

The stakeholder identification and evaluation process is conducted comprehensively through analysis stages that consider the level of influence and interest of each party toward the achievement of the Company's objectives.

pencapaian tujuan Perseroan. Hasil pemetaan tersebut kemudian ditelaah dan disetujui oleh manajemen, sebagai bentuk pengendalian agar seluruh kepentingan pemangku kepentingan dapat dikelola secara seimbang dan bertanggung jawab.

The results of this mapping are then reviewed and approved by management as a form of control to ensure that all stakeholder interests are managed in a balanced and responsible manner.

Berdasarkan hasil identifikasi tersebut, Perseroan menetapkan pendekatan keterlibatan yang disesuaikan dengan karakteristik dan ekspektasi masing-masing pemangku kepentingan, guna membangun hubungan yang konstruktif, berkelanjutan, dan saling memberikan nilai tambah.

Based on these identification results, the Company determines engagement approaches tailored to the characteristics and expectations of each stakeholder, in order to build constructive, sustainable, and mutually value-adding relationships.

Dasar Penentuan Pemangku Kepentingan

Basis for Stakeholder Identification

Fundamental Impact (F)	Seseorang atau sebuah organisasi memberikan dampak yang fundamental bagi Perseroan. A person or organization has a fundamental impact on the Company.
Clarity of Interest (C)	Perseroan dapat menetapkan dengan jelas kebutuhan orang atau organisasi tersebut. The Company can clearly define the needs of the person or organization.
Dynamic Relationship (D)	Perseroan menginginkan hubungan yang dinamis dan bertumbuh dengan orang atau organisasi tersebut. The Company wants a dynamic and growing relationship with that person or organization.
Easy Substitutes (S)	Perseroan sulit untuk menggantikan orang atau organisasi tersebut. It is difficult for the company to replace that person or organization.
Indirect Relationship (I)	Kebutuhan orang atau organisasi tersebut dipenuhi melalui pemangku kepentingan lainnya. The needs of the person or organization are met through other stakeholders.

Jenis Pemangku Kepentingan Type of Stakeholders	**Metode Pendekatan** Method of Approach	**Frekuensi** Frequency	**Metode Komunikasi** Communication Method
Konsumen Consumer	· Kualitas dan keamanan produk · Stabilitas pasokan · Product quality and safety · Supply stability	Setiap saat Anytime	Komunikasi langsung, situs web, *email*, materi tertulis seperti brosur, lembar umpan balik, survei kepuasan Direct communication, websites, emails, written materials such as brochures, feedback sheets, satisfaction surveys
Karyawan Employee	· Penerapan kesehatan dan keselamatan kerja · Pengembangan kompetensi · Kepastian remunerasi dan jalur karier · Occupational health and safety implementation · Competency development · Certainty of remuneration and career path	Setiap saat Anytime	Pertemuan internal, pesan tertulis manajemen, lembar umpan balik, survei kepuasan Internal meetings, written management messages, feedback sheets, satisfaction surveys

Jenis Pemangku Kepentingan Type of Stakeholders	**Metode Pendekatan** Method of Approach	**Frekuensi** Frequency	**Metode Komunikasi** Communication Method
Pemasok dan Rekan Bisnis Suppliers and Business Partners	Perlakuan dan persaingan yang adil dan transparan Fair and transparent treatment and competition	Setiap saat Anytime	Komunikasi langsung, situs web, *email*, materi tertulis seperti proposal, lembar umpan balik Direct communication, websites, emails, written materials such as proposals, feedback sheets
Regulator Regulators	Kepatuhan terhadap peraturan Compliance with regulations	Bulanan dan sewaktu diminta Monthly and on-demand	Komunikasi langsung dan laporan Direct communication and reporting
Investor Investors	· Laporan kinerja Perseroan dan keterbukaan informasi · Perlakuan yang adil dan transparan · Company performance report and information disclosure · Fair and transparent treatment	Berkala Periodic	Rapat Umum Pemegang Saham, komunikasi langsung, laporan keuangan, laporan tahunan dan keberlanjutan, pertemuan dengan analis, paparan publik General Meetings of Shareholders, direct communication, financial reports, annual and sustainability reports, meetings with analysts, public exposure
Media Media	Kepatuhan terhadap peraturan Compliance with regulations	Berkala Periodic	Siaran pers, konferensi pers, *interview, email* Press releases, press conferences, interviews, emails
Masyarakat Public	Kolaborasi dengan berbagai organisasi masyarakat untuk mengembangkan kualitas masyarakat Collaboration with various community organizations to develop community quality	Setiap saat Anytime	Siaran pers, kegiatan bersama masyarakat, komunikasi langsung dengan perwakilan masyarakat Press releases, community outreach activities, direct communication with community representatives



Tantangan dalam Penerapan Keuangan Berkelanjutan [OJK E.5]

Challenges in the Implementation of Sustainable Finance

Dinamika industri otomotif yang terus berubah menghadirkan beragam tantangan bagi Perseroan dalam mengimplementasikan prinsip bisnis berkelanjutan. Sepanjang periode pelaporan, tekanan penurunan permintaan pasar otomotif domestik, kebutuhan adaptasi terhadap perkembangan teknologi, serta meningkatnya ekspektasi pemangku kepentingan menjadi faktor yang memengaruhi strategi keberlanjutan Perseroan.

Pada saat yang sama, transisi menuju kendaraan listrik menuntut inovasi berkelanjutan, baik dari sisi produk maupun pengelolaan sumber daya, agar tetap sejalan dengan standar keberlanjutan global. Merespons kondisi tersebut, Perseroan secara proaktif memperkuat daya saing melalui perluasan portofolio produk, tidak hanya di segmen otomotif, tetapi juga non-otomotif.

Pengembangan produk berbasis teknologi keberlanjutan, seperti *auxiliary battery* berbasis *lithium* dan *Battery Energy Storage System* (BESS) untuk kebutuhan perumahan maupun industri, menjadi salah satu fokus utama.

Di luar aspek ekonomi, Perseroan terus berupaya menjaga keseimbangan antara pertumbuhan usaha dan tanggung jawab lingkungan serta sosial. Upaya efisiensi penggunaan sumber daya dan pengendalian dampak operasional terhadap lingkungan dilakukan secara berkelanjutan. Pada aspek sosial, Perseroan berkomitmen menciptakan nilai tambah bagi masyarakat melalui program pengembangan komunitas, peningkatan kualitas pendidikan, serta penciptaan lapangan kerja bagi masyarakat di sekitar wilayah operasional.

The ever-changing dynamics of the automotive industry present various challenges for the Company in implementing sustainable business principles. Throughout the reporting period, pressures from declining domestic automotive market demand, the need for adaptation to technological developments, as well as increasing stakeholder expectations have become factors affecting the Company's sustainability strategy.

At the same time, the transition toward electric vehicles demands continuous innovation, both in terms of products and resource management, to remain in line with global sustainability standards. In response to these conditions, the Company proactively strengthens its competitiveness through the expansion of its product portfolio, not only in the automotive segment but also in the non-automotive segment.

The development of sustainability-based technology products, such as lithium-based auxiliary batteries and Battery Energy Storage Systems (BESS) for residential and industrial needs, has become one of the primary focuses.

Beyond the economic aspect, the Company continues to strive to maintain a balance between business growth and environmental and social responsibility. Efforts toward resource efficiency and control of operational impacts on the environment are carried out sustainably. On the social aspect, the Company is committed to creating added value for the community through community development programs, improving education quality, as well as job creation for people in the communities around the operational areas.



05
KINERJA BERKELANJUTAN
SUSTAINABILITY PERFORMANCE





78 Kinerja Ekonomi
Economic Performance

82 Kinerja Lingkungan
Environmental Performance

93 Kinerja Sosial
Social Performance

114 Lembar Umpan Balik
Feedback Sheet

116 Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017
List of Disclosure Based on POJK No.51/POJK.03/2017

120 Indeks Isi GRI
GRI Content Index

Kinerja Ekonomi

Economic Performance

Kinerja Operasional

Sebagai perusahaan manufaktur komponen otomotif terkemuka di Indonesia, PT Dharma Polimetal Tbk terus menunjukkan komitmennya dalam mendukung pertumbuhan ekonomi yang berkelanjutan. Perseroan secara konsisten mengedepankan inovasi produk, peningkatan efisiensi proses, serta strategi bisnis yang adaptif untuk menjaga daya saing di tengah dinamika industri otomotif.

Kinerja Perseroan sepanjang tahun 2025 menunjukkan ketahanan dan pertumbuhan yang sehat, ditopang oleh kontribusi positif dari setiap segmen operasi. Segmen-segmen utama berhasil mempertahankan pendapatan sekaligus mengoptimalkan efisiensi biaya, sehingga laba kotor dan margin masing-masing segmen tetap kuat.

Pada tahun 2025, Perseroan membukukan total pendapatan sebesar Rp5,94 triliun, meningkat 7,84% dibandingkan tahun sebelumnya sebesar Rp5,51 triliun. Peningkatan ini terutama didorong oleh pertumbuhan yang kuat pada Segmen Roda Dua serta kinerja positif Segmen Lain-lain yang mampu mengimbangi penurunan pada Segmen Roda Empat.

Dalam mendukung strategi pertumbuhan, sepanjang tahun 2025 Perseroan terus menjalankan pertumbuhan organik secara konsisten melalui diversifikasi bisnis dan pengembangan produk, serta peningkatan efisiensi proses produksi. Dalam rangka diversifikasi tersebut, Perseroan semakin memperkuat ekosistem kendaraan listrik melalui unit Dharma Connect (DC) dengan meluncurkan produk-produk baru, antara lain Aki Lithium 12V 6Ah, 12V 3,5Ah, serta *Battery Energy Storage System* (BESS). Langkah ini merupakan bagian dari strategi Perseroan untuk menangkap peluang pertumbuhan di sektor yang selaras dengan tren industri dan kebutuhan pasar di masa depan.

Selain diversifikasi, Perseroan juga memperkuat efisiensi manufaktur dengan menerapkan otomatisasi pada fasilitas produksi. Penerapan otomatisasi ini tidak hanya meningkatkan efisiensi operasional, tetapi juga mendorong produktivitas dan kualitas produk. Pada

Operational Performance

As a leading automotive component manufacturing company in Indonesia, PT Dharma Polimetal Tbk continues to demonstrate its commitment to supporting sustainable economic growth. The Company consistently prioritizes product innovation, process efficiency improvements, and adaptive business strategies to maintain competitiveness amidst automotive industry dynamics.

The Company's performance throughout 2025 reflects resilience and healthy growth, supported by positive contributions from each operating segment. Key segments were able to maintain revenue while optimizing cost efficiency, resulting in solid gross profit and margins across segments.

In 2025, the Company recorded total revenue of Rp5.94 trillion, representing an increase of 7.84% compared to Rp5.51 trillion in the previous year. This growth was primarily driven by strong performance in the Two-Wheel Segment, as well as positive contributions from the Others Segment, which offset the decline in the Four-Wheel Segment.

In supporting the growth strategy, throughout 2025 the Company continued to consistently pursue organic growth through business diversification and product development, as well as production process efficiency improvements. Within the framework of such diversification, the Company further strengthened the electric vehicle ecosystem through the Dharma Connect (DC) unit by launching new products, including 12V 6Ah and 12V 3.5Ah Lithium Batteries, as well as the Battery Energy Storage System (BESS). This step is part of the Company's strategy to capture growth opportunities in a sector aligned with industry trends and future market needs.

In addition to diversification, the Company also strengthened manufacturing efficiency by implementing automation in its production facilities. The implementation of this automation not only improves operational efficiency but also drives productivity and product quality.

saat yang sama, otomatisasi turut meningkatkan efektivitas pengelolaan rantai pasok, sehingga stabilitas usaha dapat terjaga dengan lebih baik. Implementasi menyeluruh dari strategi inovasi, diversifikasi, dan efisiensi tersebut menjadi faktor pendorong utama yang membuat kinerja Perseroan tumbuh positif pada tahun berjalan.

Ke depan, Perseroan berencana mengombinasikan strategi pertumbuhan organik dan anorganik untuk memperkuat kinerja jangka panjang. Salah satu langkah pertumbuhan anorganik yang telah dilakukan adalah akuisisi PT Mah Sing Indonesia (MSI), perusahaan manufaktur plastik, sebagai bagian dari upaya penguatan kapabilitas bisnis dan perluasan peluang usaha. Melalui strategi tersebut, Perseroan optimistis dapat mempertahankan pertumbuhan yang berkelanjutan, meningkatkan nilai tambah, serta memperkuat kontribusi terhadap perekonomian nasional.

At the same time, automation contributes to enhancing the effectiveness of supply chain management, so that business stability can be better maintained. The comprehensive implementation of innovation, diversification, and efficiency strategies has become the main driving factor that enabled the Company's performance to grow positively in the current year.

Looking ahead, the Company plans to combine organic and inorganic growth strategies to strengthen long-term performance. One of the inorganic growth steps that has been taken is the acquisition of PT Mah Sing Indonesia (MSI), a plastic manufacturing company, as part of the efforts to strengthen business capabilities and expand business opportunities. Through this strategy, the Company is optimistic about maintaining sustainable growth, increasing added value, and strengthening its contribution to the national economy.

PT MAH SING INDONESIA

Perluas Portofolio, DRMA Selesaikan Akuisisi PT Mah Sing Indonesia

PT Dharma Polimetal Tbk telah menyelesaikan akuisisi 82% saham PT Mah Sing Indonesia senilai Rp 41 miliar. PT MSI merupakan anak perusahaan dari Mah Sing Group Berhad, sebuah kelompok usaha konglomerasi asal Malaysia yang memiliki portofolio bisnis luas meliputi sektor properti, industri plastik, dan manufaktur. Adapun akuisisi ini dalam rangka pengembangan dan ekspansi kegiatan usaha dengan menambahkan portofolio produk pada komponen plastik untuk kendaraan roda empat.

Expanding Portfolio, DRMA Completes Acquisition of PT Mah Sing Indonesia

PT Dharma Polimetal Tbk has completed the acquisition of an 82% stake in PT Mah Sing Indonesia with a transaction value of Rp41 billion. PT MSI is a subsidiary of Mah Sing Group Berhad, a Malaysian conglomerate group with a broad business portfolio covering the property, plastics industry, and manufacturing sectors. This acquisition is intended for the development and expansion of business activities by adding a product portfolio of plastic components for four-wheel vehicles.

Kinerja Keuangan [OJK F.2]

Financial Performance [OJK F.2]

Keterangan Information	2025	2024	2023
Penjualan Neto Net Sales	5.939.676.041.503	Rp5.507.649.677.994	Rp5.541.170.674.297
Laba Usaha Operating Income	843.558.843.036	Rp768.966.145.850	Rp802.419.716.773
Beban Pajak Penghasilan - Neto Income Tax Expenses	(166.609.994.386)	(Rp149.342.859.750)	(Rp143.559.909.111)

Perbandingan Target dan Kinerja (Konsolidasian)

Comparison of Targets and Actual Performance (Consolidation)

Dalam Rupiah Penuh / Full Amount in Rupiah

Tahun Year	Perbandingan Target dan Realisasi Pendapatan Comparison of Target and Actual Revenue		Perbandingan Target dan Realisasi Laba/ Rugi Comparison of Target and Actual Profit/Loss	
	Target / Target	Realisasi / Actual	Target / Target	Realisasi / Actual
2025	Rp6.100. 000.000.000	Rp5.939.676.041.503	Rp640.000.000.000	Rp664.414.130.268
2024	Rp6.000. 000.000.000	Rp5.507.649.677.994	Rp625.000.000.000	Rp593.060.650.642
2023	Rp5.000.000.000.000	Rp5.541.170.674.297	Rp500.000.000.000	Rp625.508.684.136



Investasi pada Inisiatif Keberlanjutan [OJK F.3]

Sebagai perusahaan manufaktur komponen otomotif, Perseroan menyadari bahwa pencapaian kinerja yang berkelanjutan memerlukan dukungan investasi yang terencana, baik untuk meningkatkan efisiensi operasional, memperkuat inovasi produk, maupun mengelola dampak lingkungan dan sosial secara bertanggung jawab. Oleh karena itu, Perseroan secara konsisten mengalokasikan sumber daya untuk mendukung implementasi program-program keberlanjutan yang selaras dengan prinsip ESG.

Salah satu bentuk nyata komitmen tersebut diwujudkan melalui investasi pada pemanfaatan energi terbarukan berupa pemasangan panel surya yang dimanfaatkan secara bersama oleh entitas dalam kelompok usaha Dharma Polimetal. Pada tahun 2025, Perseroan merealisasikan nilai investasi sebesar Rp3,41 miliar, dengan total biaya pemanfaatan yang dikeluarkan sepanjang tahun mencapai Rp2,51 miliar.

Inisiatif ini merupakan bagian dari upaya Perseroan untuk meningkatkan bauran energi yang lebih ramah lingkungan, sekaligus mendukung efisiensi energi dan pengurangan dampak lingkungan dalam jangka panjang.

Investment in Sustainability Initiatives [OJK F.3]

As an automotive component manufacturing company, the Company recognizes that achieving sustainable performance requires planned investment support, both to improve operational efficiency, strengthen product innovation, and manage environmental and social impacts responsibly. Therefore, the Company consistently allocates resources to support the implementation of sustainability programs aligned with ESG principles.

One of the tangible manifestations of this commitment is reflected in the Company's investment in renewable energy through the installation of solar panels, which are jointly utilized by entities within the Dharma Polimetal Group. In 2025, the Company realized an investment of Rp3.41 billion, with total utilization costs incurred during the year amounting to Rp2.51 billion.

This initiative forms part of the Company's efforts to increase the share of environmentally friendly energy, while supporting energy efficiency and reducing environmental impacts in the long term.

Rantai Pasokan [GRI 3-3][GRI 204-1]

Memahami bahwa rantai pasokan memegang peranan penting dalam menjaga keberlangsungan operasional, kualitas produk, serta ketahanan bisnis secara jangka panjang. Sebagai perusahaan manufaktur komponen otomotif, Perseroan bergantung pada ketersediaan bahan baku, komponen, jasa pendukung, dan layanan logistik dari para pemasok yang tersebar di berbagai wilayah. Oleh karena itu, Perseroan terus memperkuat pengelolaan rantai pasokan melalui kemitraan yang berkelanjutan, penerapan standar kualitas, serta pengelolaan risiko yang terintegrasi agar proses produksi dapat berjalan secara efektif dan tepat waktu.

Dalam konteks keberlanjutan, Perseroan mendorong praktik pengadaan yang bertanggung jawab dengan memperhatikan aspek kualitas, kepatuhan, serta dampak sosial dan ekonomi bagi pemangku kepentingan. Salah satu fokus utama Perseroan adalah meningkatkan kontribusi terhadap perekonomian daerah melalui penguatan keterlibatan pemasok lokal.

Supply Chain [GRI 3-3][GRI 204-1]

Understands that the supply chain plays a vital role in maintaining operational continuity, product quality, as well as long-term business resilience. As an automotive component manufacturing company, the Company relies on the availability of raw materials, components, supporting services, and logistics services from suppliers located across various regions. Therefore, the Company continues to strengthen supply chain management through sustainable partnerships, the implementation of quality standards, as well as integrated risk management to ensure that production processes can run effectively and on time.

In the context of sustainability, the Company encourages responsible procurement practices by considering aspects of quality, compliance, as well as social and economic impacts for stakeholders. One of the Company's primary focuses is to increase contributions to the regional economy by strengthening the engagement of local suppliers.

Perseroan senantiasa memantau proporsi pengeluaran pengadaan kepada pemasok lokal dibandingkan dengan total belanja pemasok sebagai indikator kinerja rantai pasokan. Melalui strategi ini, Perseroan berupaya menjaga keseimbangan antara pemenuhan kebutuhan kualitas dan kontinuitas pasokan dengan upaya memperluas partisipasi pemasok lokal yang kompetitif.

Proporsi Pemasok Lokal

Pada tahun 2025, Perseroan mencatat peningkatan proporsi penggunaan pemasok lokal menjadi 94,27%, dibandingkan dengan 92,22% pada tahun sebelumnya. Kenaikan ini mencerminkan komitmen Perseroan dalam memperkuat keterlibatan pelaku usaha domestik sekaligus mendukung pertumbuhan ekonomi lokal melalui praktik pengadaan yang bertanggung jawab.

The Company consistently monitors the proportion of procurement spending on local suppliers compared to total supplier spending as a supply chain performance indicator. Through this strategy, the Company strives to maintain a balance between fulfilling quality requirements and supply continuity with efforts to expand the participation of competitive local suppliers.

Proportion of Local Suppliers

In 2025, the Company recorded an increase in the proportion of local supplier utilization to 94.27%, compared to 92.22% in the previous year. This increase reflects the Company's commitment to strengthening the involvement of domestic businesses while supporting local economic growth through responsible procurement practices.

Keterangan Information	Satuan Unit	2025	2024	2023
Pemasok Lokal Local Suppliers	%	94,27%	92,22%	91,01%

Kinerja Lingkungan
Environmental Performance

Sebagai perusahaan manufaktur komponen otomotif, PT Dharma Polimetal Tbk menyadari bahwa karakteristik kegiatan usahanya memiliki potensi menimbulkan dampak terhadap lingkungan. Proses produksi yang melibatkan penggunaan energi, air, bahan baku, serta pengelolaan limbah menuntut pengelolaan yang bertanggung jawab agar dampak tersebut dapat diminimalkan. Oleh karena itu, Perseroan memandang aspek lingkungan sebagai bagian integral dari strategi keberlanjutan dan operasional bisnis.

Dengan pemahaman tersebut, Perseroan berkomitmen untuk menjalankan kegiatan usaha secara selaras dengan prinsip perlindungan lingkungan, kepatuhan terhadap peraturan perundang-undangan, serta penerapan praktik terbaik industri. Melalui pengelolaan lingkungan yang terencana dan berkelanjutan, Perseroan berupaya mengendalikan dampak lingkungan sekaligus meningkatkan efisiensi operasional dan mendukung terciptanya nilai jangka panjang bagi seluruh pemangku kepentingan. [GRI 3-3]

As an automotive component manufacturing company, PT Dharma Polimetal Tbk realizes that the characteristics of its business activities have the potential to impact the environment. Production processes involving the use of energy, water, raw materials, as well as waste management demand responsible management so that such impacts can be minimized. Therefore, the Company views environmental aspects as an integral part of its sustainability strategy and business operations.

With this understanding, the Company is committed to conducting business activities in harmony with the principles of environmental protection, compliance with laws and regulations, as well as the implementation of industry best practices. Through planned and sustainable environmental management, the Company strives to control environmental impacts while increasing operational efficiency and supporting the creation of long-term value for all stakeholders. [GRI 3-3]

Aspek Material [OJK F.5]

Dalam proses produksi, Perseroan menggunakan bahan baku utama berupa bahan kimia serta besi baja berkualitas otomotif dengan berbagai spesifikasi teknis untuk memenuhi kebutuhan komponen kendaraan bermotor. Besi baja termasuk sumber daya tidak terbarukan (*non-renewable resource*), tetapi memiliki karakteristik dapat didaur ulang (*recyclable*), sehingga tetap membuka peluang untuk mendukung prinsip keberlanjutan dalam rantai pasok material. [GRI 3-3]

Sejalan dengan komitmen terhadap operasional yang bertanggung jawab, kami secara berkelanjutan berupaya memperoleh bahan baku yang tidak hanya memenuhi standar kualitas, tetapi juga mempertimbangkan aspek keberlanjutan. Hingga saat ini, Perseroan belum melakukan pemilahan khusus terhadap material ramah lingkungan dan daur ulang untuk digunakan kembali pada proses produksi, tetapi evaluasi penggunaan material terus dilakukan untuk meningkatkan efektivitas dan efisiensi pemanfaatan sumber daya.

Material Aspects [OJK F.5]

In the production process, the Company uses main raw materials in the form of chemicals and automotive-grade steel with various technical specifications to meet the needs of motor vehicle components. Steel is a non-renewable resource but has recyclable characteristics, thereby providing opportunities to support sustainability principles within the material supply chain. [GRI 3-3]

In line with the commitment to responsible operations, the Company continuously strives to obtain raw materials that not only meet quality standards but also consider sustainability aspects. To date, the Company has not implemented specific sorting for environmentally friendly and recycled materials to be reused in the production process; however, evaluations of material usage are continuously conducted to improve the effectiveness and efficiency of resource utilization.

Penggunaan Material untuk Proses Produksi [GRI 301-1]

Material Usage for Production Processes [GRI 301-1]

Keterangan Description	Satuan Unit	2025	2024	2023
Penggunaan Materi **Use of Materials**				
Bahan Kimia Chemicals	Kg	**329.927**	360.087	310.906
Bahan Kimia Chemicals	Liter Liters	**111.479**	118.512	96.878
Besi Iron	Kg	**41.318.318**	39.594.052	38.670.135
Intensitas Energi **Energy Intensity**				
Bahan Kimia Chemicals	Kg/Rp miliar Kg/Rp billion	**56**	65	56
Bahan Kimia Chemicals	Liter/ Rp miliar Liter/ Rp billion	**19**	22	17
Besi Iron	Kg/Rp miliar Kg/Rp billion	**6.956**	7.188	6.979

Aspek Energi

Dalam mendukung aktivitas produksinya, Perseroan menggunakan tiga sumber energi utama, yaitu listrik, solar, dan gas alam. Pasokan listrik sepenuhnya berasal dari Perusahaan Listrik Negara (PLN), sehingga Perseroan tidak dapat melakukan pemilahan berdasarkan jenis sumber energi pembangkit yang digunakan.

Pengelolaan energi menjadi bagian penting dari upaya Perseroan dalam menjaga efisiensi operasional sekaligus meminimalkan dampak lingkungan. Kami secara konsisten memantau konsumsi energi dan intensitas penggunaannya, serta menerapkan langkah-langkah efisiensi dalam proses produksi. Pendekatan ini tidak hanya berkontribusi pada pengendalian biaya, tetapi juga mendukung operasional yang lebih berkelanjutan. [GRI 3-3]

Sejak 2023, Perusahaan mengambil langkah strategis dengan menggantikan penggunaan LPG menjadi gas alam. Pilihan ini didasarkan pada pertimbangan efisiensi dan dampak lingkungan, mengingat gas alam menghasilkan emisi karbon dioksida dan polutan yang lebih rendah dibandingkan LPG, serta memiliki harga yang relatif lebih stabil. Pada tahun 2025, penggunaan gas alam tercatat sebesar 925.722 m^3. Inisiatif ini sekaligus mencerminkan komitmen Perseroan dalam mendukung transisi menuju sumber energi yang lebih bersih.

Di sisi lain, konsumsi bahan bakar cair menunjukkan tren penurunan. Penggunaan solar turun menjadi 96.000 liter dari 118.096 liter pada tahun sebelumnya, sementara konsumsi bensin menurun dari 71.834 liter menjadi 67.210 liter. Penurunan ini terutama dipengaruhi oleh penerapan substitusi berbasis listrik dalam aktivitas operasional, antara lain melalui pengurangan penggunaan forklift dan penggantian proses pengantaran material dengan *towing* dan *Automated Guided Vehicle* (AGV). Adapun total keseluruhan penggunaan energi pada 2025 mengalami penurunan 18,05% dari tahun sebelumnya.

Energy Aspects

In supporting its production activities, the Company uses three main energy sources, namely electricity, diesel, and natural gas. Electricity supply is fully sourced from the State Electricity Company (PLN), and as such, the Company is unable to differentiate electricity consumption based on generation source.

Energy management is an important part of the Company's efforts to maintain operational efficiency while minimizing environmental impacts. The Company consistently monitors energy consumption and its usage intensity, as well as implements efficiency measures within the production process. This approach not only contributes to cost control but also supports more sustainable operations. [GRI 3-3]

Since 2023, the Company has taken strategic steps by replacing the use of LPG with natural gas. This choice was based on considerations of efficiency and environmental impact, given that natural gas produces lower carbon dioxide emissions and pollutants compared to LPG, and offers relatively more stable pricing. In 2025, natural gas consumption was recorded at 925,722 m^3. This initiative also reflects the Company's commitment to supporting the transition toward cleaner energy sources.

On the other hand, liquid fuel consumption showed a declining trend. Diesel usage decreased to 96,000 liters from 118,096 liters in the previous year, while gasoline consumption declined from 71,834 liters to 67,210 liters. This reduction was primarily driven by the implementation of electrification initiatives in operational activities, including reduced reliance on forklifts and the replacement of manual material handling processes with towing systems and Automated Guided Vehicles (AGVs).

Konsumsi Energi [OJK F.6][GRI 302-1][GRI 302-3]

Energy Consumption [OJK F.6][GRI 302-1][GRI 302-3]

Keterangan Description	Satuan Unit	2025	2024	2023
Penggunaan Energi Energy Usage				
Listrik Electricity	kWh	**19.284.007**	22.428.682	21.658.588
	GJ	**69.422,41**	80.743,26	77.790,92

Keterangan Description	Satuan Unit	2025	2024	2023
Solar Solar	Liter Liters	96.000	118.096	192.027
	GJ	14.065,92	17.303,43	28.135,80
Bensin Gasoline	Liter Liters	67.210	71.834	77.040
	GJ	2.298,58	2.456,72	2.643,77
Gas Alam Natural Gas	m^3	925.722	1.241.694	1.187.071
	GJ	34.529,43	46.315,19	44.277,79
Total Konsumsi Energi Total Energy Consumption	GJ	120.316,34	146.818,60	152.848,28
Intensitas Energi Energy Intensity	GJ/ Rp miliar GJ/ Rp billion	20,26	26,66	27,58

- Konversi kWh, liter solar, liter bensin, dan gas alam menggunakan https://hextobinary.com/unit/energy / Conversion of kWh, diesel fuel (liters), gasoline (liters), and natural gas is based on https://hextobinary.com/unit/energy
- Konversi solar diesel menggunakan diesel US / Diesel conversion uses the diesel (US) standard
- Konversi m^3 gas alam mengacu pada https://energyrates.ca/ dengan perhitungan 1 m^3 gas alam = 0,0373 GJ / Conversion of natural gas (m^3) refers to https://energyrates.ca/ with the calculation of 1 m^3 of natural gas = 0.0373 GJ

Upaya Efisiensi Energi [OJK F.7]

Efisiensi energi menjadi salah satu fokus Perseroan dalam mengelola dampak lingkungan dari aktivitas operasional. Berbagai inisiatif dijalankan secara bertahap untuk memastikan penggunaan energi yang lebih optimal, sekaligus mendukung keberlanjutan proses produksi dalam jangka panjang.

Salah satu pendekatan efisiensi yang diterapkan Perseroan adalah pemanfaatan sistem karakuri, yaitu mekanisme perpindahan material yang dirancang untuk beroperasi tanpa menggunakan energi listrik. Inisiatif ini menjadi bagian dari upaya Perseroan dalam meningkatkan efisiensi operasional sekaligus mengurangi konsumsi energi dalam proses produksi.

Selain itu, Perseroan terus memperluas pemanfaatan energi terbarukan melalui pemasangan panel surya. Jika sebelumnya penggunaan panel surya difokuskan untuk memenuhi kebutuhan penerangan di area luar pabrik, saat ini pemanfaatannya telah diperluas sehingga seluruh area pabrik turut memanfaatkan energi yang dihasilkan dari panel surya. Praktik serupa juga diimplementasikan pada sejumlah Perusahaan Anak, di mana panel surya digunakan sebagai salah satu sumber energi untuk mendukung kebutuhan penerangan di lingkungan operasional masing-masing.

Energy Efficiency Efforts [OJK F.7]

Energy efficiency is one of the Company's focuses in managing the environmental impact of its operational activities. Various initiatives are implemented gradually to ensure more optimal energy use, while simultaneously supporting the sustainability of production processes in the long term.

One of the efficiency approaches implemented by the Company is the utilization of the karakuri system, a material transfer mechanism designed to operate without the use of electrical energy. This initiative forms part of the Company's efforts to improve operational efficiency while reducing energy consumption in the production process.

In addition, the Company continues to expand the utilization of renewable energy through the installation of solar panels. Previously, the use of solar panels was primarily focused on meeting lighting needs in outdoor factory areas. Currently, their utilization has been expanded so that energy generated from solar panels is also used to support lighting across the entire factory area. Similar practices have also been implemented by several subsidiaries, where solar panels are utilized as one of the energy sources to support lighting needs within their respective operational environments.

Upaya penghematan energi juga diwujudkan melalui pemanfaatan pencahayaan alami. Perusahaan memasang atap fiber di area pabrik yang berfungsi sebagai *skylight*, sehingga cahaya matahari dapat dimaksimalkan dari pagi hingga sore hari ketika kondisi memungkinkan. Dengan pendekatan ini, kebutuhan penggunaan lampu pada siang hari dapat ditekan, sekaligus meningkatkan efisiensi energi secara keseluruhan. Seluruh inisiatif tersebut menjadi bagian dari komitmen berkelanjutan kami dalam mengelola energi secara bertanggung jawab.

Energy saving efforts are also realized through the utilization of natural lighting. The Company installs fiber roofing in the factory area that functions as a skylight, so that sunlight can be maximized from morning to afternoon when conditions permit. With this approach, the need for lamp usage during the day can be reduced, while simultaneously increasing overall energy efficiency. All of these initiatives are part of our sustainable commitment in managing energy responsibly.

Aspek Emisi

Dalam menjalankan aktivitas operasional, Perseroan secara berkelanjutan mengelola emisi gas rumah kaca (GRK) dan emisi lainnya sebagai bagian dari komitmen terhadap pengelolaan lingkungan yang bertanggung jawab. Sumber utama emisi berasal dari kegiatan operasional pabrik serta aktivitas transportasi produk, yang dikategorikan sebagai emisi langsung (*Scope 1*). Hingga saat ini, Perseroan belum melakukan penghitungan emisi tidak langsung lainnya (*Scope 3*). [GRI 3-3]

Upaya pengendalian emisi dilakukan melalui berbagai kebijakan dan inisiatif yang diarahkan untuk menekan dampak lingkungan dari kegiatan operasional. Sepanjang tahun 2025, total emisi yang dihasilkan Perseroan tercatat sebesar 13.842 ton CO_2. Sedangkan intensitas emisi mencapai 2,33 ton-CO_2/Rp miliar.

Emission Aspects

In conducting its operational activities, the Company continuously manages greenhouse gas (GHG) emissions and other emissions as part of its commitment to responsible environmental management. The primary sources of emissions originate from factory operations as well as product transportation activities, which are categorized as direct emissions (Scope 1). To date, the Company has not performed calculations for other indirect emissions (Scope 3). [GRI 3-3]

Emission control efforts are carried out through various policies and initiatives aimed at reducing the environmental impact of operational activities. Throughout 2025, the total Greenhouse Gas Emissions by the Company were recorded at 13,842 tons of CO_2. Meanwhile, the emission intensity reached 2.33 tons-CO_2/Rp billion.

Emisi GRK yang Dihasilkan [OJK F.11] [GRI 305-1][GRI 305-2][GRI 305-4]

GHG Greenhouse Gas Emissions [OJK F.11] [GRI 305-1] [GRI 305-2][GRI 305-4]

Keterangan Description	Satuan Unit	2025	2024	2023
Emisi Emission				
Emisi Langsung Direct Emissions	Ton-CO_2	1.923	2.605	2.426
Emisi Tidak Langsung (Pembelian Listrik) Indirect Emissions (Electricity Purchase)	Ton-CO_2	11.919	14.390	14.095
Total Emisi Total Emissions	Ton-CO_2	13.842	16.995	16.521
Intensitas Emisi Emission Intensity	Ton-CO_2/ Rp miliar Ton-CO_2/ Rp billion	2,33	3,09	2,98

Perseroan memahami bahwa emisi GRK dari aktivitas operasional, mulai dari proses produksi hingga transportasi, menimbulkan dampak signifikan bagi lingkungan. Menyadari hal ini, Perseroan berkomitmen untuk menerapkan langkah-langkah strategis yang efektif dalam mengurangi emisi, sekaligus mendukung keberlanjutan dan meminimalkan dampak negatif perubahan iklim.

Beberapa inisiatif yang dijalankan Perseroan untuk menurunkan intensitas emisi GRK antara lain: [OJK F.12]

- Memanfaatkan panel surya sebagai sumber energi bersih;
- Menggunakan lampu hemat energi di seluruh fasilitas;
- Mengoptimalkan proses produksi melalui inovasi;
- Menerapkan teknologi ramah lingkungan dalam operasional sehari-hari.

Dengan kebijakan pengurangan emisi ini, Perseroan tidak hanya menekan jejak karbon, tetapi juga mendorong transformasi operasional menuju praktik yang lebih hijau dan berkelanjutan.

The Company understands that GHG emissions from operational activities, ranging from production processes to transportation, have a significant impact on the environment. Recognizing this, the Company is committed to implementing effective strategic measures to reduce emissions, while simultaneously supporting sustainability and minimizing the negative impacts of climate change.

Several initiatives implemented by the Company to reduce GHG emission intensity include: [OJK F.12]

- Utilizing solar panels as a clean energy source;
- Using energy-efficient lighting throughout all facilities;
- Optimizing production processes through innovation;
- Implementing environmentally friendly technologies in day-to-day operations.

Through this emission reduction policy, the Company not only reduces its carbon footprint but also drives operational transformation toward greener and more sustainable practices.

Optimalkan *Net Zero Carbon*, DRMA Pasang PLTS

PT Dharma Polimetal Tbk (DRMA) mempertegas komitmennya dalam mendukung program pemerintah untuk mencapai target *net zero carbon*. Langkah strategis ini diwujudkan melalui pemanfaatan Energi Baru Terbarukan (EBT), salah satunya dengan pemasangan Pembangkit Listrik Tenaga Surya (PLTS) di berbagai fasilitas perusahaan.

Perseroan telah mengoperasikan Pembangkit Listrik Tenaga Surya (PLTS) dengan total kapasitas terpasang mencapai 4.850 kWp di berbagai fasilitas produksi. Dari total kapasitas tersebut, 4.662 kWp menggunakan sistem *off-grid* dan 188 kWp *on-grid*, yang dipasang di sejumlah pabrik utama.

Dengan beroperasinya PLTS ini, Perseroan mampu menghasilkan listrik sekitar 7,88 GW per tahun, setara dengan 20% dari total konsumsi listrik di seluruh pabrik dan kantor. Setiap tahunnya, implementasi ini diproyeksikan mampu menekan emisi karbon hingga 6.135 ton CO_2 atau setara dengan kemampuan serapan 292.131 pohon.

Optimizing Net Zero Carbon, DRMA Installs Solar Power Plants

PT Dharma Polimetal Tbk (DRMA) reinforces its commitment to supporting the government program to achieve the net zero carbon target. This strategic step is realized through the utilization of New and Renewable Energy (NRE), one of which is by installing Solar Power Plants (PLTS) in various company facilities.

The Company has operated Solar Power Plants (PLTS) with a total installed capacity reaching 4,850 kWp across various production facilities. Of this total capacity, 4,662 kWp utilizes off-grid systems and 188 kWp is on-grid, installed at several main factories.

With the operation of these Solar Power Plants, the Company is able to generate approximately 7.88 GW of electricity per year, equivalent to 20% of the total electricity consumption across all factories and offices. Annually, this implementation is projected to reduce carbon emissions by up to 6,135 tons of CO_2 or equivalent to the absorption capacity of 292,131 trees.

Aspek Limbah dan Efluen

Perseroan menempatkan pengelolaan limbah dan efluen sebagai bagian dari tanggung jawab terhadap lingkungan dan upaya mendukung keberlanjutan operasional. Setiap limbah yang dihasilkan dari kegiatan operasional dikelola sesuai ketentuan peraturan perundang-undangan yang berlaku, dengan prosedur yang jelas dan terstandar.

Kebijakan pengelolaan Perseroan mencakup limbah Bahan Berbahaya dan Beracun (B3), Bahan Kimia Berbahaya Non-B3, serta prosedur standar untuk penanganan dan pengolahan limbah. Pendekatan ini memastikan setiap jenis limbah ditangani dengan aman dan sesuai praktik terbaik industri. [GRI 3-3]

Perseroan mengelola limbah dan efluen dengan prinsip keberlanjutan untuk meminimalkan dampak negatif terhadap lingkungan. Setiap limbah yang dihasilkan dari kegiatan operasional ditangani sesuai peraturan perundang-undangan, dengan penerapan program 4R (*Recycle, Reuse, Replace, Reduce*). [OJK F.14] [GRI 3-3][GRI 306-1] [GRI 306-2]

Dalam program *Recycle*, karyawan didorong untuk memilah sampah yang bisa didaur ulang. Program *Reuse* mendorong inovasi dengan memanfaatkan barang sisa, seperti botol plastik yang dijadikan pot penghijauan di kantor atau kemasan bekas B3 sebagai tempat sampah. [GRI 306-1]

Sementara itu, *Replace* fokus pada penggantian bahan yang kurang ramah lingkungan dengan alternatif berkelanjutan, misalnya penggunaan lampu LED hemat energi dan pemasangan panel surya untuk penerangan area pabrik. Kemudian, program *Reduce* diarahkan untuk meningkatkan kesadaran hemat energi dan air, didukung melalui edukasi rutin bagi seluruh karyawan. Gabungan inisiatif ini mencerminkan komitmen Perseroan terhadap praktik bisnis berkelanjutan dan kelestarian lingkungan. [GRI 306-1]

Pengelolaan limbah cair juga dilakukan secara terstruktur. Perseroan menerapkan sistem *cascade rinse* untuk mengurangi volume efluen, di mana aliran limbah dari satu tangki diteruskan ke tangki berikutnya sehingga kebutuhan air lebih efisien. Seluruh air bekas pakai diproses melalui *Waste Water Treatment Plant* (WWTP) untuk memastikan efluen yang dilepas ke lingkungan memenuhi standar kualitas dan aman bagi masyarakat.

Waste and Effluent Aspects

The Company places waste and effluent management as part of its responsibility toward the environment and efforts to support operational sustainability. Every waste generated from operational activities is managed in accordance with applicable laws and regulations, with clear and standardized procedures.

The Company's management policy covers Hazardous and Toxic (B3) waste, Non-B3 Hazardous Chemicals, as well as standard procedures for waste handling and processing. This approach ensures that each type of waste is handled safely and in accordance with industry best practices. [GRI 3-3]

The Company manages waste and effluent based on sustainability principles to minimize negative impacts on the environment. Every waste generated from operational activities is handled in accordance with laws and regulations, through the implementation of the 4R program (Recycle, Reuse, Replace, Reduce). [OJK F.14] [GRI 3-3][GRI 306-1] [GRI 306-2]

In the Recycle program, employees are encouraged to sort waste that can be recycled. The Reuse program encourages innovation by utilizing leftover items, such as plastic bottles converted into pots for office greenery or former B3 packaging used as trash bins. [GRI 306-1]

Meanwhile, Replace focuses on substituting less environmentally friendly materials with sustainable alternatives, such as the use of energy-efficient LED lights and the installation of solar panels for factory area lighting. Furthermore, the Reduce program is aimed at increasing energy and water conservation awareness, supported by routine education for all employees. This combination of initiatives reflects the Company's commitment to sustainable business practices and environmental conservation. [GRI 306-1]

Liquid waste management is also carried out in a structured manner. The Company implements a cascade rinse system to reduce effluent volume, where waste flow from one tank is channeled to the next to ensure more efficient water requirements. All used water is processed through a Waste Water Treatment Plant (WWTP) to ensure that effluents released into the environment meet quality standards and are safe for the community.

Hasil pengelolaan yang efektif tercermin dari catatan sepanjang 2025, di mana tidak terjadi tumpahan signifikan dari minyak, bahan bakar, limbah, bahan kimia, maupun material lainnya. Dengan kondisi ini, Perseroan tidak perlu melakukan tindakan perbaikan tambahan, sekaligus menunjukkan efektivitas mekanisme pengelolaan limbah dan efluen yang diterapkan. [OJK F.15]

The results of effective management are reflected in the records throughout 2025, where no significant spills involving oil, fuel, waste, chemicals, or other materials occurred. Accordingly, no additional corrective actions were required, demonstrating the effectiveness of the implemented waste and effluent management mechanisms. [OJK F.15]

Sepanjang 2025, total limbah B3 yang dihasilkan Perseroan tercatat sebesar 543.470 kg, dan seluruhnya telah dikelola serta diangkut sesuai prosedur yang berlaku. Sementara itu, volume air yang dilepaskan mencapai 117.308 m³.

Throughout 2025, the total hazardous waste generated by the Company amounted to 543,470 kg, all of which was managed and transported in accordance with applicable procedures. Meanwhile, the volume of water discharged reached 117,308 m³.

Limbah yang Dihasilkan [OJK F.13] [GRI 306-3][GRI 306-4][GRI 306-5]

Waste Generated [OJK F.13] [GRI 306-3][GRI 306-4][GRI 306-5]

Keterangan Description	Satuan Unit	2025	2024	2023
Limbah **Waste**				
Total limbah padat non-B3 yang dihasilkan *(Scrap)* Total Non-Hazardous Solid Waste Generated (Scrap)	Kg	9.792.435	10.576.123	11.333.267
Penggunaan kembali Reuse	Kg	-	-	-
Daur ulang Recycling	Kg	-	-	-
Pengelolaan menjadi kompos Composting	Kg	-	-	-
Pembakaran masa Mass Incineration	Kg	-	-	-
Total berat limbah B3 yang dihasilkan Total Hazardous Waste Generated	Kg	543.470	497.540	504.860
Total berat limbah B3 yang diangkut Total Hazardous Waste Transported	Kg	543.470	497.540	504.860

Total Limbah Padat
Total Solid Waste

2025	2024	2023
10.335.905 Kg	11.073.663 Kg	11.838.127 Kg

Aspek Air

Air menjadi elemen penting dalam mendukung operasional Perseroan, mulai dari proses produksi, fasilitas gedung, hingga kebutuhan sanitasi. Saat ini, Perseroan memperoleh air dari sumber air tanah dan PDAM, dengan pengelolaan yang dilakukan secara bertanggung jawab untuk meminimalkan dampak negatif terhadap sumber daya air. [GRI 3-3][GRI 303-1]

Untuk menjaga kelestarian sumber daya air, Perseroan telah menerapkan sistem *cascade*, di mana air yang terbuang diproses dan difiltrasi oleh pihak ketiga sehingga dapat digunakan kembali. Sistem ini tidak hanya mendukung efisiensi penggunaan air dalam operasional, tetapi juga menjadi bagian dari komitmen Perseroan terhadap pengelolaan sumber daya alam yang berkelanjutan. [GRI 3-3][GRI 303-1]

Perseroan juga menerapkan berbagai inisiatif untuk mengoptimalkan penggunaan air, antara lain:
- Pemasangan kran air otomatis untuk membatasi aliran air;
- Pemanfaatan air hujan untuk area luar pabrik, seperti penyiraman tanaman dan jalan;
- Pemakaian kembali air yang telah diolah dan difilter oleh pihak ketiga;
- Sosialisasi penghematan air kepada seluruh insan Perseroan.

Sepanjang tahun 2025, total volume penggunaan air Perseroan tercatat sebesar 146.635 m³. Penurunan konsumsi air ini didorong oleh penerapan berbagai inisiatif efisiensi yang dilakukan secara konsisten di seluruh area operasional, termasuk meningkatnya kesadaran karyawan dalam menerapkan praktik penghematan sumber daya. Selain itu, penyesuaian jumlah karyawan turut berkontribusi terhadap berkurangnya kebutuhan air secara keseluruhan.

Water Aspects

Water is an essential element in supporting the Company's operations, ranging from production processes and building facilities to sanitation needs. Currently, the Company obtains water from groundwater sources and the regional water utility company (PDAM), with management carried out responsibly to minimize negative impacts on water resources. [GRI 3-3][GRI 303-1]

To maintain the sustainability of water resources, the Company has implemented a cascade system, where wastewater is processed and filtered by a third party for reuse. This system not only supports water use efficiency in operations but is also part of the Company's commitment to sustainable natural resource management. [GRI 3-3][GRI 303-1]

The Company also implements various initiatives to optimize water usage, including:
- Installation of automatic water faucets to limit water flow;
- Utilization of rainwater for outdoor factory areas, such as watering plants and roads;
- Reuse of water that has been treated and filtered by a third party;
- Awareness programs on water conservation for all Company personnel.

Throughout 2025, the Company's total water consumption amounted to 146,635 m³. This decline was driven by the consistent implementation of various water efficiency initiatives across the Company's operational areas, including increased employee awareness in adopting resource conservation practices. In addition, adjustments in the number of employees also contributed to the overall reduction in water usage.

Volume Penggunaan Air [OJK F.8][GRI 303-3]

Water Usage Volume [OJK F.8][GRI 303-3]

Keterangan Description	Satuan Unit	2025	2024	2023
Total Volume Air yang Digunakan Total Volume of Water Consumed	m³	146.635	191.842	176.937

Volume Penggunaan Air [OJK F.8][GRI 303-3]

Water Usage Volume [OJK F.8][GRI 303-3]

Keterangan Description	Satuan Unit	2025	2024	2023
Total Volume Air yang Dibuang Total Volume of Water Discharged	m^3	117.308	153.474	141.550

Aneka Keanekaragaman Hayati [OJK F.9][OJK F.10]

Perseroan memahami bahwa menjaga keanekaragaman hayati adalah bagian penting dari tanggung jawab lingkungan yang berkelanjutan. Meskipun lokasi operasional tidak berada di wilayah dengan keanekaragaman hayati tinggi atau dilindungi, setiap kegiatan tetap dikelola secara hati-hati agar tidak menimbulkan dampak negatif terhadap ekosistem sekitar.

Sepanjang tahun 2025, Perseroan melaksanakan berbagai kegiatan pelestarian lingkungan sebagai bagian dari upaya konservasi keanekaragaman hayati di area operasional. Kegiatan tersebut antara lain diwujudkan melalui program penanaman pohon di lingkungan perusahaan guna meningkatkan kualitas lingkungan serta menciptakan area kerja yang lebih hijau dan nyaman. Selain itu, Perseroan juga mengembangkan penanaman hidroponik sebagai bentuk pemanfaatan lahan secara produktif dan ramah lingkungan sekaligus mendorong peningkatan kesadaran terhadap praktik keberlanjutan di lingkungan kerja.

Pemeliharaan taman dan vegetasi di sekitar wilayah operasional juga dilakukan secara rutin untuk memastikan tanaman dan pohon tumbuh sehat, sehingga lingkungan kerja tetap hijau dan nyaman bagi seluruh insan Perseroan. Langkah-langkah ini sekaligus menjadi bagian dari upaya Perseroan untuk mendukung keberlanjutan jangka panjang, menjaga kualitas lingkungan sekitar, dan membangun budaya kerja yang harmonis dengan alam.

Biodiversity Aspects [OJK F.9][OJK F.10]

The Company understands that maintaining biodiversity is an essential part of sustainable environmental responsibility. Although the operational locations are not situated in areas with high biodiversity or protected status, every activity is still managed carefully to ensure it does not cause negative impacts on the surrounding ecosystem.

Throughout 2025, the Company implemented various environmental conservation activities as part of its efforts to preserve biodiversity within its operational areas. These initiatives included tree planting programs within the Company's premises to improve environmental quality and create a greener and more comfortable working environment. In addition, the Company also developed hydroponic cultivation as a form of productive and environmentally friendly land utilization, while promoting greater awareness of sustainability practices within the workplace.

Maintenance of gardens and vegetation around the operational areas is also conducted regularly to ensure that plants and trees grow healthily, keeping the work environment green and comfortable for all Company personnel. These steps are simultaneously part of the Company's efforts to support long-term sustainability, maintain the quality of the surrounding environment, and build a work culture that is harmonious with nature.

Aspek Pengaduan Terkait Lingkungan Hidup [OJK F.16] [GRI 307-1]

Sepanjang tahun 2025, Perseroan tidak menerima pengaduan yang terkait dengan aspek lingkungan hidup. Hal ini mencerminkan pengelolaan operasional yang telah dilakukan secara bertanggung jawab dan sesuai dengan ketentuan lingkungan yang berlaku.

Environmental Complaints Aspects [OJK F.16] [GRI 307-1]

Throughout 2025, the Company did not receive any complaints related to environmental aspects. This reflects operational management that has been conducted responsibly and in accordance with applicable environmental regulations.

Keterangan Description	Satuan Unit	2025	2024	2023
Pengaduan Lingkungan Environmental Complaint	Kasus Case	Nihil None	Nihil None	Nihil None

Biaya Lingkungan Hidup [OJK F.4]

Sepanjang tahun 2025, Perseroan merealisasikan anggaran sebesar Rp5,91 miliar untuk kegiatan pemeliharaan lingkungan dan mitigasi dampak operasional. Nilai tersebut meningkat dibandingkan realisasi tahun 2024 yang tercatat sebesar Rp4,83 miliar, sejalan dengan intensifikasi berbagai aktivitas pengelolaan lingkungan di area perusahaan. Peningkatan anggaran ini antara lain dialokasikan untuk kegiatan pemeliharaan fasilitas lingkungan, seperti perbaikan jalan, program penghijauan, serta inisiatif lain yang mendukung terciptanya lingkungan operasional yang lebih tertata dan berkelanjutan.

Environmental Management and Preservation Costs [OJK F.4]

Throughout 2025, the Company realized a budget of Rp5.91 billion for environmental maintenance activities and operational impact mitigation. This figure increased compared to the 2024 realization of Rp4.83 billion, in line with the intensification of various environmental management activities across the Company's operational areas. The increase in the budget was, among others, allocated to environmental facility maintenance activities, including road repairs, greening programs, and other initiatives aimed at supporting a more organized and sustainable operational environment.

Keterangan Description	Satuan Unit	2025	2024	2023
Biaya Pengelolaan dan Pelestarian Lingkungan Environmental Management and Preservation Fee	Rp miliar Rp billion	Rp5,91	Rp4,82	Rp3,52

Kinerja Sosial

Social Performance

Aspek Ketenagakerjaan

Komitmen dan Kebijakan [GRI 3-3]

Perseroan meyakini bahwa karyawan merupakan aset strategis yang berperan penting dalam menjaga kesinambungan operasional dan pencapaian tujuan bisnis Perseroan. Oleh karena itu, Perseroan berkomitmen membangun lingkungan kerja yang aman, sehat, inklusif, serta mendorong pengembangan kompetensi secara berkelanjutan. Komitmen ini sejalan dengan prinsip keberlanjutan dan nilai perusahaan, serta mendukung terciptanya hubungan industrial yang harmonis dan produktif.

Untuk memastikan pengelolaan ketenagakerjaan berjalan secara konsisten dan bertanggung jawab, Perseroan menetapkan kebijakan yang mengacu pada peraturan perundang-undangan yang berlaku, standar etika, serta prinsip penghormatan terhadap hak asasi manusia. Kebijakan tersebut mencakup penerapan rekrutmen dan perlakuan kerja yang adil, kesempatan pengembangan karier yang setara, pengelolaan kinerja dan remunerasi secara transparan, serta perlindungan terhadap hak-hak pekerja.

Keberagaman dan Kesetaraan [OJK F.18]

Perseroan menerapkan kebijakan ketenagakerjaan yang menegakkan prinsip keberagaman dan non-diskriminasi dengan membuka kesempatan kerja secara setara bagi seluruh calon karyawan tanpa membedakan jenis kelamin, usia, suku, agama, maupun latar belakang lainnya. [GRI 3-3]

Prinsip kesetaraan ini diterapkan secara menyeluruh, tidak hanya pada tahap perekrutan, tetapi juga dalam pengembangan karier, penilaian kinerja, dan aspek ketenagakerjaan lainnya. Dengan tenaga kerja yang beragam dan inklusif, Perseroan mendorong terciptanya lingkungan kerja yang produktif, inovatif, dan berdaya saing guna mendukung keberlanjutan jangka panjang. Pada tahun 2025, dapat dilaporkan bahwa tidak terdapat kasus diskriminasi yang dialami karyawan di wilayah operasional Perseroan. [GRI 406-1]

Labor Aspects

Commitment and Policy [GRI 3-3]

The Company believes that employees are strategic assets who play a vital role in maintaining operational continuity and the achievement of the Company's business goals. Therefore, the Company is committed to building a safe, healthy, and inclusive work environment, as well as encouraging continuous competency development. This commitment is in line with sustainability principles and corporate values, and supports the creation of harmonious and productive industrial relations.

To ensure that labor management is carried out consistently and responsibly, the Company establishes policies that refer to prevailing laws and regulations, ethical standards, and the principles of respect for human rights. These policies include the implementation of fair recruitment and employment practices, equal career development opportunities, transparent performance and remuneration management, as well as the protection of workers' rights.

Diversity and Equality [OJK F.18]

The Company implements employment policies that uphold the principles of diversity and non-discrimination by providing equal employment opportunities for all prospective employees regardless of gender, age, ethnicity, religion, or other backgrounds. [GRI 3-3]

This principle of equality is applied comprehensively, not only at the recruitment stage but also in career development, performance appraisal, and other labor aspects. With a diverse and inclusive workforce, the Company encourages the creation of a productive, innovative, and competitive work environment to support long-term sustainability. In 2025, it can be reported that there were no cases of discrimination experienced by employees in the Company's operational areas. [GRI 406-1]

Demografi Karyawan Tahun 2025 [OJK C.3][GRI 2-7] [GRI 405-1]

Demografi Karyawan Tahun 2025 [OJK C.3][GRI 2-7] [GRI 405-1]

Jumlah Karyawan Berdasarkan Jenis Kelamin
Number of Employees by Gender

Keterangan Description	Jumlah Number	Persentase Percentage
Laki-Laki / Male	4.539	64%
Perempuan / Female	2.533	36%
Total	**7.092**	**100%**

Jumlah Karyawan Berdasarkan Jabatan
Number of Employees by Position

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
Executive Level	33	1%	2	0,1%
Deputy/ Division Level	24	1%	0	0%
Department Level	78	2%	13	1%
Section Level	122	3%	25	1%
Leader Level	316	7%	44	2%
Staff Level	674	15%	182	7%
Team Member Level	3.312	73%	2.267	89%
Lain-lain / Others	0	0%	0	0%
Total	**4.559**	**100%**	**2.533**	**100%**

Jumlah Karyawan Berdasarkan Usia
Number of Employees by Age Group

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
18 – 30 tahun / years old	2.656	58%	2.281	90%
31 – 40 tahun / years old	975	21%	189	7%
41 – 50 tahun / years old	740	16%	51	2%
> 50 tahun / years old	188	4%	12	1%
Total	**4.559**	**100%**	**2.533**	**100%**

Jumlah Karyawan Berdasarkan Pendidikan
Number of Employees by Education Level

Keterangan / Description	Laki-Laki / Male		Perempuan / Female	
	Jumlah / Number	Persentase / Percentage	Jumlah / Number	Persentase / Percentage
Doktoral (S3) / Doctoral	1	0,1%	0	0,5%
Sarjana (S1) & Pascasarjana (S2) / Bachelor & Postgraduate	375	7,9%	6	0,5%
Diploma	183	4%	114	5%
SMA dan Setara / High School and Equivalent	3.971	87%	60	2%
< SMA / High School	29	1%	2.343	92%
Total	**4.559**	**100%**	**2.533**	**100%**

Jumlah Karyawan Berdasarkan Status Ketenagakerjaan
Number of Employees by Employment Status

Keterangan / Description	Laki-Laki / Male		Perempuan / Female	
	Jumlah / Number	Persentase / Percentage	Jumlah / Number	Persentase / Percentage
Karyawan Tetap / Permanent Employees	2.073	45%	441	17%
Karyawan Tidak Tetap / Non-Permanent Employees	2.486	55%	2.092	83%
Total	**4.559**	**100%**	**2.533**	**100%**

Jumlah Karyawan Berdasarkan Pendidikan
Number of Employees by Education Level

Level Jabatan / Position Level	Laki-Laki / Male		Perempuan / Female	
	Jumlah Karyawan / Number of Employees	Persentase / Percentage	Jumlah Karyawan / Number of Employees	Persentase / Percentage
Entry-level	4.302	94,4%	2.493	98,4%
Mid-level	211	4,6%	38	1,5%
Senior-level	24	0,5%	0	0%
Executive-level	22	0,5%	2	0,1%
Total Pegawai / Total Employees	4.559	100%	2.533	100%

Komposisi Berdasarkan Rentang Usia, Level Jabatan, dan Jenis Kelamin
Composition by Age Group, Position Level, and Gender

Rentang Usia (Tahun) Age Group (years)	Level Jabatan / Level Position								Jumlah Karyawan Number of Employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	
<30 Tahun / Years old	2.640	2.285	18	3	0	0	0	0	4.946
30-50 Tahun / Years old	1.567	206	137	26	9	0	2	1	1.948
>50 Tahun / Years old	95	2	56	9	15	0	20	1	198
Jumlah / Total	**4.302**	**2.493**	**211**	**38**	**24**	**0**	**22**	**2**	**7.092**
	6.795		**249**		**24**		**24**		

Jumlah Karyawan Baru Berdasarkan Kelompok Usia dan Jenis Kelamin [GRI 401-1]
Number of New Employees by Age Group and Gender

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
18 – 30 tahun / years old	1.120	96%	1.275	99%
31 – 40 tahun / years old	11	1%	0	0%
41 – 50 tahun / years old	31	2,7%	17	1%
> 50 tahun / years old	4	0,3%	0	0%
Total	**1.166**	**100%**	**1.292**	**100%**

Jumlah Karyawan Baru Berdasarkan Wilayah dan Jenis Kelamin [GRI 401-1]
Number of New Employees by Region and Gender

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
Cikarang	658	56%	47	4%
Karawang	27	2%	0	0%
Karawaci	0	0%	0	0%
Cirebon	481	42%	1.245	96%
Total	**1.166**	**100%**	**1.292**	**100%**

Jumlah Karyawan Keluar Berdasarkan Kelompok Usia dan Jenis Kelamin [GRI 401-1]
Number of Employee Turnovers by Age Group and Gender

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
18 – 30 tahun / years old	1.411	96%	969	98%
31 – 40 tahun / years old	28	2%	13	1%
41 – 50 tahun / years old	16	1%	1	0,1%
> 50 tahun / years old	19	1%	5	0,9%
Total	**1.474**	**100%**	**988**	**100%**

Jumlah Karyawan Keluar Berdasarkan Wilayah dan Jenis Kelamin [GRI 401-1]
Number of Employee Turnovers by Region and Gender

Keterangan Description	Laki-Laki Male		Perempuan Female	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
Cikarang	1.115	76%	35	4%
Karawang	0	0%	0	0%
Karawaci	0	0%	0	0%
Cirebon	359	24%	953	96%
Total	**1.474**	**100%**	**988**	**100%**

Tingkat Pergantian Karyawan [GRI 401-1]
Employee Turnover Rate

Keterangan Description	Jumlah Number	Persentase Percentage
Jumlah Karyawan Resign/ Pemutusan Hubungan Kerja / Number of Resigned Employees/ Terminated Employment	2.462	35%
Jumlah Pegawai Baru / Pengganti / Number of New/ Replacement Employees	2.462	35%

Hak Asasi Manusia

Penghormatan terhadap Hak Asasi Manusia menjadi landasan penting dalam seluruh aktivitas Perseroan. Setiap individu memiliki hak yang melekat tanpa memandang latar belakang, status sosial, agama, ras, maupun kebangsaan. Prinsip ini menjadi dasar dalam membangun lingkungan kerja yang menjunjung nilai keadilan, inklusivitas, dan saling menghargai.

Dalam praktiknya, komitmen tersebut diterjemahkan ke dalam kebijakan dan prosedur operasional yang menekankan prinsip non-diskriminasi serta kesetaraan kesempatan. Perseroan memastikan bahwa perlindungan terhadap hak karyawan dan pemangku kepentingan lainnya diterapkan secara konsisten di seluruh lini kegiatan usaha.

Selain itu, Perseroan berupaya menciptakan ruang kerja yang aman dan nyaman bagi seluruh individu. Kebijakan yang tegas diterapkan untuk mencegah terjadinya tindakan yang melanggar norma, termasuk pelecehan maupun perilaku tidak pantas dalam bentuk apa pun, sehingga setiap insan perusahaan dapat bekerja dengan rasa aman dan saling menghormati.

Seluruh komitmen tersebut dijalankan dengan berlandaskan nilai-nilai Perusahaan sebagai pedoman perilaku kerja sehari-hari. Sepanjang tahun 2025, Perseroan tidak mencatat adanya insiden pelanggaran Hak Asasi Manusia.

Pekerja Anak dan Kerja Paksa [OJK F.19]

Perseroan menempatkan kepatuhan terhadap peraturan ketenagakerjaan sebagai prinsip dasar, termasuk terkait pencegahan pekerja anak dan praktik kerja paksa. Seluruh kebijakan ketenagakerjaan dirancang untuk memastikan perlindungan hak tenaga kerja sekaligus menjaga standar etika dan hukum yang berlaku.

Sejalan dengan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan Pasal 68, Perseroan secara tegas tidak mempekerjakan anak di bawah usia 18 tahun. Ketentuan ini diterapkan sejak tahap awal melalui proses rekrutmen yang dilakukan secara ketat, guna memastikan bahwa setiap individu yang bergabung telah memenuhi persyaratan usia kerja sesuai regulasi.

Di sisi lain, Perseroan juga memastikan bahwa seluruh aktivitas kerja berlangsung tanpa unsur paksaan. Pengaturan jam kerja dilakukan sesuai ketentuan

Human Rights

Respect for Human Rights is an essential foundation for all of the Company's activities. Every individual possesses inherent rights regardless of background, social status, religion, race, or nationality. This principle forms the basis for building a work environment that upholds the values of justice, inclusivity, and mutual respect.

In practice, this commitment is translated into policies and operational procedures that emphasize the principles of non-discrimination and equality of opportunity. The Company ensures that the protection of the rights of employees and other stakeholders is implemented consistently across all lines of business activities.

Furthermore, the Company strives to create a safe and comfortable workspace for all individuals. Strict policies are implemented to prevent any actions that violate norms, including harassment or inappropriate behavior in any form, so that every member of the Company's workforce can work with a sense of security and mutual respect.

All of these commitments are carried out based on the Company's values as a guideline for daily work behavior. Throughout 2025, the Company recorded no incidents of Human Rights violations.

Child Labor and Forced Labor [OJK F.19]

The Company places compliance with labor regulations as a fundamental principle, including those related to the prevention of child labor and forced labor practices. All labor policies are designed to ensure the protection of labor rights while maintaining prevailing ethical and legal standards.

In line with Law No. 13 of 2003 concerning Manpower Article 68, the Company strictly does not employ children under the age of 18. This provision is implemented from the initial stage through a rigorous recruitment process, to ensure that every individual who joins has met the working age requirements in accordance with regulations.

On the other hand, the Company also ensures that all work activities take place without any elements of coercion. Working hour arrangements are conducted in

perundang-undangan dengan batas maksimum 40 jam per minggu. Apabila terdapat kebutuhan kerja di luar jam tersebut, kelebihan waktu kerja diperlakukan sebagai lembur dan diberikan sesuai dengan ketentuan yang berlaku, termasuk pemenuhan hak atas waktu istirahat yang layak.

Dengan penerapan kebijakan ini, Perseroan berupaya membangun lingkungan kerja yang menghormati hak asasi manusia, melindungi martabat tenaga kerja, serta mendukung kesejahteraan karyawan secara berkelanjutan, sejalan dengan standar ketenagakerjaan nasional.

Remunerasi yang Adil [OJK F.20][GRI 202-1]

Perseroan menerapkan kebijakan remunerasi yang berlandaskan prinsip keadilan dan kesetaraan. Penetapan remunerasi dilakukan berdasarkan faktor objektif seperti jabatan, masa kerja, tingkat pendidikan, keahlian, dan kinerja, tanpa membedakan jenis kelamin maupun faktor lain yang tidak relevan.

Selain itu, struktur gaji dan tunjangan disusun agar tetap kompetitif dengan standar industri serta sejalan dengan ketentuan peraturan ketenagakerjaan yang berlaku, guna menciptakan lingkungan kerja yang produktif dan berkelanjutan. Adapun rasio gaji pokok perempuan dengan laki-laki sebesar 1:0,7. [GRI 405-2]

Perseroan juga memastikan bahwa rasio imbal jasa bagi karyawan pada tingkat terendah, baik di Perseroan maupun seluruh Perusahaan Anak, telah disesuaikan dengan ketentuan Upah Minimum Sektoral Kabupaten/Kota (UMSK) dan Upah Minimum Regional (UMR) yang berlaku pada tahun 2025. Kebijakan ini menjadi bentuk komitmen Perseroan dalam memenuhi standar upah minimum sesuai regulasi di masing-masing wilayah operasional.

Adapun remunerasi dan manfaat yang diberikan kepada 7.092 karyawan mencakup gaji, honor, upah, serta berbagai tunjangan kesejahteraan lainnya. Perseroan juga menyediakan imbalan pasca kerja berupa program imbalan pasti, yang dihitung berdasarkan nilai kini estimasi liabilitas imbalan pasca kerja di masa depan dengan metode *projected-unit-credit* dan dilakukan oleh aktuaris independen.

accordance with statutory provisions with a maximum limit of 40 hours per week. If there is a need for work beyond these hours, the excess working time is treated as overtime and provided in accordance with prevailing provisions, including the fulfillment of the right to proper rest periods.

Through the implementation of this policy, the Company strives to build a work environment that respects human rights, protects the dignity of the workforce, and supports sustainable employee welfare, in line with national labor standards.

Fair Remuneration [OJK F.20][GRI 202-1]

The Company implements a remuneration policy based on the principles of fairness and equality. Remuneration is determined based on objective factors such as position, years of service, education level, expertise, and performance, without distinction of gender or other irrelevant factors.

Furthermore, the salary and benefit structures are designed to remain competitive with industry standards and in line with prevailing labor regulations, to create a productive and sustainable work environment. The ratio of women's to men's basic salary is 1:0.7. [GRI 405-2]

The Company also ensures that the remuneration ratio for employees at the lowest level, both in the Company and all Subsidiaries, has been adjusted to the provisions of the Regency/City Sectoral Minimum Wage (UMSK) and Regional Minimum Wage (UMR) prevailing in 2025. This policy is a form of the Company's commitment to fulfilling minimum wage standards in accordance with regulations in each operational area.

The remuneration and benefits provided to 7,092 employees include salaries, honoraria, wages, as well as various other welfare benefits. The Company also provides post-employment benefits in the form of a defined benefit program, calculated based on the present value of the estimated future post-employment benefit liability using the projected-unit-credit method and determined by an independent actuary.

Melalui pendekatan ini, Perseroan berupaya memastikan bahwa sistem remunerasi tidak hanya adil dan setara, tetapi juga mendukung kesejahteraan karyawan serta pencapaian tujuan jangka panjang perusahaan.

Through this approach, the Company strives to ensure that the remuneration system is not only fair and equal, but also supports employee welfare and the achievement of the company's long-term goals.

Tingkat Pergantian Karyawan [GRI 401-1]
Employee Turnover Rate

No	Provinsi / Daerah Province/ Region	Upah Minimum Provinsi (Rp) Provincial Minimum Wage (Rp)	Imbal Jasa Karyawan Tingkat Terendah (Rp) Lowest Level Employee Remuneration (Rp)	Persentase Percentage
1	Cikarang	5.558.515	5.558.515	100%
2	Karawang	5.599.593	5.625.882	100%
3	Karawaci	5.069.708	5.069.708	100%
4	Cirebon	2.681.382	2.681.382	100%

Lingkungan Bekerja yang Layak dan Aman [OJK F.21] [GRI 403-1]

Perseroan menempatkan keselamatan, kesehatan, dan kesejahteraan karyawan sebagai prioritas dalam menjalankan operasional. Setiap aktivitas kerja dilakukan dengan memastikan lingkungan kerja memenuhi standar kesehatan dan keselamatan yang berlaku, sehingga tercipta kondisi kerja yang aman, nyaman, dan layak bagi seluruh karyawan.

Untuk mendukung hal tersebut, Perseroan menyediakan fasilitas kerja yang dirancang guna menunjang kenyamanan dan produktivitas, mulai dari ruang kerja yang memadai, aksesibilitas yang mendukung, hingga sistem keamanan yang terintegrasi dengan prosedur darurat yang jelas. Melalui upaya ini, Perseroan berkomitmen menjaga keselamatan karyawan sekaligus menciptakan lingkungan kerja yang kondusif bagi kinerja dan keberlanjutan perusahaan.

Fasilitas Pendukung

Kenyamanan bekerja tidak hanya ditentukan oleh sistem kerja, tetapi juga oleh fasilitas yang tersedia di lingkungan kerja. Atas dasar itu, Perseroan menyediakan ruang kerja yang nyaman, akses internet, serta ruang rapat untuk menunjang aktivitas operasional sehari-hari.

Pada saat yang sama, Perseroan memastikan perlindungan hak dasar karyawan melalui kepesertaan BPJS Kesehatan dan BPJS Ketenagakerjaan, serta

Decent and Safe Working Environment [OJK F.21] [GRI 403-1]

The Company places the safety, health, and welfare of employees as a priority in conducting operations. Every work activity is carried out by ensuring that the work environment meets the prevailing health and safety standards, thereby creating safe, comfortable, and decent working conditions for all employees.

To support this, the Company provides work facilities designed to support comfort and productivity, ranging from adequate workspaces and supportive accessibility to security systems integrated with clear emergency procedures. Through these efforts, the Company is committed to maintaining employee safety while creating a conducive work environment for performance and company sustainability.

Supporting Facilities

Work comfort is determined not only by work systems but also by the facilities available in the work environment. On that basis, the Company provides comfortable workspaces, internet access, as well as meeting rooms to support daily operational activities.

At the same time, the Company ensures the protection of employees' basic rights through participation in BPJS Kesehatan and BPJS Ketenagakerjaan, as well as the

pemberian cuti melahirkan bagi karyawan perempuan dan cuti memiliki anak (*parental leave*) bagi karyawan laki-laki yang istrinya melahirkan. [GRI 403-3]

Kebutuhan karyawan tidak berhenti pada aspek pekerjaan semata. Perseroan menyediakan ruang ibadah sebagai sarana menjalankan aktivitas keagamaan, serta ruang laktasi bagi ibu menyusui, sebagai bagian dari upaya menciptakan lingkungan kerja yang inklusif dan mendukung berbagai kebutuhan karyawan.

Keseimbangan antara kehidupan kerja dan pribadi juga menjadi perhatian dalam pengelolaan sumber daya manusia Perseroan. Untuk itu, fasilitas penunjang minat dan hobi, seperti sarana olahraga, ruang *gym*, dan studio musik, disediakan guna mendukung kesehatan mental dan fisik karyawan sekaligus memperkuat interaksi sosial di lingkungan kerja.

Minat dan kebersamaan karyawan kemudian difasilitasi melalui berbagai komunitas internal. Perseroan mendukung pembentukan dan keberlangsungan unit kegiatan karyawan, antara lain:

- Unit Kegiatan Karyawan Olahraga (UKKO)
- Unit Kegiatan Karyawan Islam (UKKI)
- Unit Kegiatan Karyawan Kristiani (UKKK)
- Dharma Green Community (DGC)
- Dharma Otomotif Community (Dotcom)
- Dharma Fitness Club (DFC)

Sebagai ruang temu lintas fungsi dan unit kerja, kegiatan olahraga bersama juga rutin diselenggarakan. Turnamen olahraga tahunan mencakup cabang *badminton*, basket, voli, *minisoccer*, *e-sport*, tenis meja, dan catur, sekaligus menjadi sarana membangun solidaritas dan semangat kebersamaan antar karyawan.

provision of maternity leave for female employees and parental leave for male employees whose wives give birth. [GRI 403-3]

Employee needs do not stop at work aspects alone. The Company provides prayer rooms as a means for conducting religious activities, as well as lactation rooms for breastfeeding mothers, as part of the efforts to create an inclusive work environment that supports various employee needs.

The balance between work and personal life is also a focus in the Company's human resource management. To that end, facilities supporting interests and hobbies, such as sports facilities, a gym area, and a music studio, are provided to support the mental and physical health of employees while strengthening social interaction in the work environment.

Employee interests and togetherness are then facilitated through various internal communities. The Company supports the formation and continuity of employee activity units, including:

- Sports Employee Activity Unit (UKKO)
- Islamic Employee Activity Unit (UKKI)
- Christian Employee Activity Unit (UKKK)
- Dharma Green Community (DGC)
- Dharma Otomotif Community (Dotcom)
- Dharma Fitness Club (DFC)

As a cross-functional and work-unit meeting space, collective sports activities are also regularly held. Annual sports tournaments covering badminton, basketball, volleyball, mini-soccer, e-sports, table tennis, and chess also serve as a means to build solidarity and a spirit of togetherness among employees.

Fasilitas yang Diterima Karyawan Berdasarkan Status Ketenagakerjaan [GRI 401-2]
Benefits Received by Employees Based on Employment Status [GRI 401-2]

Bentuk Manfaat Type of Benefit	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees
Tunjangan Hari Raya / Religious Festivity Allowance	✓	✓
Tunjangan Akhir Tahun / Year-End Allowance	✓	✓
Tunjangan Masa Kerja / Service Period Allowance	✓	✗
Tunjangan Jabatan/Skill / Position/Skill Allowance	✓	✓

Bentuk Manfaat Type of Benefit	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Non-Permanent Employees
Tunjangan COP / COP Allowance	✓	✓
Tunjangan Lembur / Overtime Allowance	✓	✓
Tunjangan Premi Kehadiran / Attendance Premium Allowance	✓	✓
Tunjangan Shift / Shift Allowance	✓	✓
Bantuan Pengobatan/Persalinan / Medical/Maternity Assistance	✓	✓
Program Pensiun / Pension Program	✓	✗
BPJS Kesehatan / BPJS Health	✓	✓
BPJS Ketenagakerjaan / BPJS Employment	✓	✓
Cuti Melahirkan / Maternity Leave	✓	✓

Cuti Melahirkan [GRI 401-3]
Maternity and Paternity Leave

Keterangan Description	Laki-Laki Male		Perempuan Female	
	2025	2024	2025	2024
Jumlah Pekerja yang Mengambil Cuti Melahirkan / Number of Employees taking Maternity and Paternity Leave	215	42	50	165
Jumlah Pekerja yang Kembali setelah Mengambil Cuti Melahirkan / Number of Employees returning after taking Maternity and Paternity Leave	215	42	50	165

Pelatihan dan Pengembangan Kompetensi Karyawan [OJK F.22]

Kualitas sumber daya manusia menjadi fondasi penting bagi keberlanjutan Perseroan dalam jangka panjang. Menyadari hal tersebut, pengembangan kompetensi karyawan ditempatkan sebagai bagian strategis untuk memastikan Perseroan mampu beradaptasi, berinovasi, dan menjawab dinamika industri yang terus berkembang. Melalui berbagai program pelatihan, Perseroan mendorong peningkatan kemampuan dan keahlian karyawan agar selaras dengan kebutuhan bisnis dan arah pertumbuhan perusahaan. [GRI 3-3]

Employee Training and Competency Development [OJK F.22]

The quality of human resources serves as an essential foundation for the Company's long-term sustainability. Recognizing this, employee competency development is positioned as a strategic part of ensuring the Company is able to adapt, innovate, and respond to the continuously evolving industry dynamics. Through various training programs, the Company encourages the improvement of employee abilities and expertise to align with business needs and the company's growth direction. [GRI 3-3]

Beragam program pengembangan kompetensi dirancang secara terstruktur untuk memperkuat kapabilitas karyawan, khususnya pada aspek teknis. Salah satunya adalah Program Dojo, yang difokuskan pada peningkatan *technical skill* seperti teknik pengelasan (*welding*), pengoperasian mesin tertentu, serta keterampilan teknis lain yang menunjang efektivitas dan efisiensi proses produksi. [GRI 404-2]

Komitmen terhadap pengembangan SDM tercermin dari alokasi investasi yang terus ditingkatkan. Sepanjang tahun 2025, Perseroan menginvestasikan dana sebesar Rp1,38 miliar untuk pengembangan kompetensi karyawan. Berikut adalah program pengembangan kompetensi karyawan yang dilaksanakan pada tahun 2025:

Various competency development programs are designed in a structured manner to strengthen employee capabilities, particularly in technical aspects. One of these is the Dojo Program, which is focused on improving technical skills such as welding techniques, specific machine operation, as well as other technical skills that support the effectiveness and efficiency of the production process. [GRI 404-2]

The commitment to HR development is reflected in the continuously increased investment allocation. Throughout 2025, the Company invested Rp1.38 billion for employee competency development. The following are the employee competency development programs implemented in 2025:

Pelatihan dan Pengembangan Kompetensi Karyawan [GRI 404-1]
Employee Training and Competency Development

Deskripsi Description	Satuan Unit	2025	2024	2023
Jumlah Karyawan yang Mengikuti Pelatihan Number of Employees Participating in Training	Orang People	7.092	7.096	6.487
Rata-rata jam Pelatihan Karyawan Perempuan Average Training Hours of Female Employees	Jam Hours	26,93	1,04	14,30
Rata-rata Jam Pelatihan Karyawan Pria Average Training Hours of Male Employees	Jam Hours	13,18	7,89	14,96
Rata-rata Jam Pelatihan Average Training Hours	Jam Hours	18,09	5,50	14,77
Biaya Pelatihan Training Costs	Rp miliar billion	Rp1.379	Rp1.386	Rp1.032

Keselamatan dan Kesehatan Kerja [GRI 3-3] [GRI 403-1]

Sebagai perusahaan manufaktur komponen otomotif, Perseroan menyadari bahwa kegiatan operasional Perseroan memiliki karakteristik pekerjaan dengan potensi risiko yang perlu dikelola secara ketat, mulai dari penggunaan mesin dan peralatan produksi, aktivitas material handling, hingga proses kerja di area pabrik. Oleh karena itu, penerapan Kesehatan dan Keselamatan Kerja (K3) menjadi aspek yang sangat penting dan tidak terpisahkan dari keberlangsungan operasional serta pencapaian kinerja Perseroan secara berkelanjutan.

Perseroan memandang K3 bukan hanya sebagai pemenuhan kewajiban regulasi, tetapi juga sebagai wujud tanggung jawab dalam melindungi karyawan, mitra kerja, dan pihak terkait lainnya di lingkungan kerja. Melalui penerapan sistem K3 yang terstruktur, Perseroan

Occupational Health and Safety [GRI 3-3] [GRI 403-1]

As an automotive component manufacturing company, the Company recognizes that its operational activities have work characteristics with potential risks that need to be strictly managed, ranging from the use of production machinery and equipment, material handling activities, to work processes in the factory area. Therefore, the implementation of Occupational Health and Safety (OHS) is a highly important and inseparable aspect of operational continuity and the achievement of the Company's sustainable performance.

The Company views OHS not only as a fulfillment of regulatory obligations but also as a form of responsibility in protecting employees, partners, and other related parties in the work environment. Through the implementation of a structured OHS system, the Company is committed

berkomitmen menciptakan tempat kerja yang aman, sehat, dan produktif, sekaligus mendorong budaya kerja yang disiplin, peduli, dan berorientasi pada pencegahan.

Penerapan praktik K3 dilakukan secara konsisten dan mengacu pada ketentuan keselamatan yang berlaku. Melalui pendekatan ini, Perseroan berupaya menekan risiko kecelakaan kerja dan gangguan kesehatan karyawan, sekaligus menargetkan penurunan *Injury Severity Rate* serta nihil *Lost Injury Time*.

Untuk mendukung hal tersebut, identifikasi dan evaluasi risiko dilakukan secara berkala di seluruh area kerja, disertai penerapan langkah-langkah pencegahan guna meminimalkan potensi kecelakaan maupun penyakit akibat kerja. Seluruh fasilitas dan peralatan kerja juga dipastikan memenuhi standar kesehatan dan keselamatan yang ditetapkan. [GRI 403-2]

Sebagai bagian dari upaya pencegahan sejak dini, pengenalan aspek keamanan wajib dilakukan sebelum setiap aktivitas dimulai di wilayah operasional. Program ini melibatkan seluruh karyawan serta pihak lain yang beraktivitas di area pabrik, dengan tujuan memastikan pemahaman dan kepatuhan terhadap standar keselamatan kerja. Pengenalan keamanan juga menjadi materi wajib bagi karyawan baru dengan topik utama meliputi:

- Hak dan kewajiban pekerja terkait K3 sesuai peraturan yang berlaku.
- Kebijakan dan peraturan umum K3 Perseroan.
- Prosedur kerja sesuai dengan fungsi dan tugas masing-masing.
- Alat pelindung diri yang wajib digunakan di lokasi kerja.
- Potensi bahaya dan kecelakaan yang pernah atau mungkin terjadi di lingkungan kerja dan cara mengendalikannya.
- Prosedur evakuasi ketika terjadi keadaan darurat.
- Prosedur pelaporan kecelakaan.

Pengawasan terhadap penerapan prosedur K3 dilakukan secara berkala oleh manajemen untuk memastikan seluruh aktivitas operasional berjalan sesuai dengan standar yang ditetapkan. Di sisi lain, setiap karyawan yang berada di wilayah operasional didorong untuk berperan aktif dengan melaporkan pelanggaran maupun potensi pelanggaran kepada pimpinan unit setempat sebagai langkah pencegahan dini terhadap insiden yang tidak

to creating a safe, healthy, and productive workplace, while encouraging a disciplined, caring, and prevention-oriented work culture.

The implementation of OHS practices is carried out consistently and refers to prevailing safety provisions. Through this approach, the Company strives to reduce the risk of occupational accidents and work-related illnesses, while targeting a decrease in the Injury Severity Rate and zero Lost Injury Time.

To support this, risk identification and evaluation are conducted periodically across all work areas, accompanied by the implementation of preventive measures to minimize potential accidents or work-related illnesses. All facilities and work equipment are also ensured to meet the established health and safety standards. [GRI 403-2]

As part of early prevention efforts, safety induction must be conducted before every activity begins in the operational areas. This program involves all employees as well as other parties active in the factory area, with the aim of ensuring understanding of and compliance with work safety standards. Safety induction is also a mandatory material for new employees with main topics including:

- Workers' rights and obligations regarding OHS in accordance with prevailing regulations.
- The Company's general OHS policies and regulations.
- Work procedures according to their respective functions and tasks.
- Personal protective equipment that must be used at the work site.
- Potential hazards and accidents that have occurred or may occur in the work environment and how to control them.
- Evacuation procedures during emergencies.
- Accident reporting procedures.

Supervision of the implementation of OHS procedures is conducted periodically by management to ensure all operational activities run in accordance with established standards. On the other hand, every employee in the operational area is encouraged to play an active role by reporting violations or potential violations to the local unit head as an early prevention step against unwanted incidents. As a form of additional protection,

diinginkan. Sebagai bentuk perlindungan tambahan, Perseroan juga memberikan jaminan asuransi kesehatan dan asuransi kecelakaan kerja kepada seluruh karyawan guna memitigasi risiko yang mungkin timbul. [GRI 403-4]

the Company also provides health insurance and work accident insurance to all employees to mitigate risks that may arise. [GRI 403-4]

Sepanjang tahun 2025, Perseroan melaksanakan berbagai program K3, antara lain:

- Patrol K3 & 5R
- Pemenuhan Sarana Prasarana Fasilitas Emergency
- Bulan K3 Nasional
- Pelatihan Tim TKTD
- Lomba Pemadam Kebakaran
- Pelatihan *Safety Riding*
- Pengujian Lingkungan-Kerja
- *Medical Check Up* Tahunan
- Uji Riksa (Mesin, Peralatan)
- *Campaign Safety Riding*
- *CO_2 Reduction Activity*
- Simulasi TKTD
- Training PPPA (Penanggung Jawab Pengendalian Pencemaran Air)
- Training PPLB3 (Penanggung Jawab Pengendalian Limbah B3)
- Training Damkar Kelas D Kemnaker
- Training Operator Forklift Kemnaker

Throughout 2025, the Company implemented various OHS programs, including:

- OHS & 5S Patrol
- Provision of Emergency Facilities and Infrastructure
- National OHS Month
- Emergency Response Team Training
- Firefighting Competition
- Safety Riding Training
- Work Environment Monitoring
- Annual Medical Check-Up
- Inspection and Testing (Machinery, Equipment)
- Safety Riding Campaign
- CO_2 Reduction Activities
- Emergency Response Simulation
- Water Pollution Control Manager (PPPA) Training
- Hazardous Waste Management Manager (PPLB3) Training
- MoM Class D Firefighter Training
- MoM Forklift Operator Training

Kinerja K3 Perseroan pada 2025 juga menunjukkan capaian yang tetap terjaga dengan baik seperti tidak adanya kecelakaan kerja yang mengakibatkan kematian. Perseroan juga mencatat penurunan *Severity Rate* dibandingkan tahun sebelumnya, yang menunjukkan perbaikan berkelanjutan dalam pengelolaan keselamatan dan kesehatan kerja.

The Company's OHS performance in 2025 also showed well-maintained achievements, such as the absence of work accidents resulting in fatalities. The Company also recorded a decrease in the Severity Rate compared to the previous year, indicating continuous improvement in the management of occupational health and safety.

Capaian tersebut tidak terlepas dari berbagai inisiatif manajemen yang dijalankan secara konsisten, antara lain peningkatan kesadaran karyawan melalui Peringatan Bulan K3, pelaksanaan pelatihan penyegaran keselamatan kerja, serta pemasangan media edukatif di area kerja. Upaya ini menjadi bagian dari pendekatan preventif Perseroan untuk menjaga disiplin penerapan K3 dalam aktivitas sehari-hari.

These achievements are inseparable from various management initiatives carried out consistently, including increasing employee awareness through the OHS Month Commemoration, implementing safety refresher training, as well as installing educational media in the work area. These efforts are part of the Company's preventive approach to maintain discipline in OHS implementation in daily activities.

Pelatihan K3 Tahun 2025 [GRI 403-5]

OHS Training in 2025

Nama Pelatihan Training Name	Waktu Pelaksanaan Implementation Date	Penyelenggara Organizer	Jumlah Peserta Number of Participants
Training Tim TKTD ERT (Emergency Response Team) Training	13 Februari 2025 February 13, 2025	Internal	29
Training Damkar Kelas D Class D Firefighting Training	18 Februari 2025 February 18, 2025	Dojo Safety	7
Training *Safety Riding* Safety Riding Training	20 Februari 2025 February 20, 2025	Internal	25
Training PPPA Air Pollution Control Manager (PPPA) Training	17 Maret 2025 March 17, 2025	Dojo Safety	1
Training PLB3 Hazardous Waste Management Manager (PLB3) Training	5 Mei 2025 May 5, 2025	Dojo Safety	1
Training *Forklift* Kemnaker Ministry of Manpower Forklift Training	23 September 2025 September 23, 2025	Dojo Safety	4

Statistik Kecelakaan Kerja [GRI 403-9]

Work Accident Statistics

Deskripsi Description	Satuan Unit	2025	2024	2023
Jumlah Kecelakaan Kerja Number of Work Accidents	Kasus Cases	16	17	26
Kecelakaan Kerja yang Mengakibatkan Kematian Work Accidents Resulting in Fatality	Kasus Cases	0	0	0
Hari Kerja Hilang Lost Workdays	Hari Days	18	20	40
Persentase Kecelakaan Kerja Serius yang Berakibat Cedera Serius dan Fatal dari Total Pegawai Percentage of Serious or Fatal Work Accidents to Total Employees	%	0%	0%	0%

Aspek Masyarakat

Komitmen dan Kebijakan [GRI 3-3]

Perseroan meyakini bahwa keberhasilan usaha tidak hanya diukur dari kinerja operasional dan finansial, tetapi juga dari kontribusi nyata yang diberikan kepada masyarakat. Sebagai bagian dari komitmen keberlanjutan, Perseroan berupaya memastikan bahwa aktivitas bisnis dijalankan secara bertanggung jawab dan memberikan dampak positif bagi komunitas di sekitar wilayah operasional. Perseroan juga mendorong keterlibatan pemangku kepentingan dalam perencanaan dan pelaksanaan program, sehingga kegiatan yang dijalankan dapat tepat sasaran, relevan dengan kebutuhan masyarakat, serta memberikan manfaat yang berkelanjutan.

Dampak Operasional Terhadap Masyarakat [OJK F.23][GRI 413-2]

Perseroan menyadari bahwa kegiatan operasional Perseroan dapat memberikan dampak terhadap masyarakat di sekitar wilayah operasional. Seperti peningkatan mobilitas kendaraan operasional, kebisingan, serta potensi gangguan lingkungan yang dapat memengaruhi kenyamanan masyarakat.

Untuk itu, Perseroan menerapkan pengelolaan operasional yang mengedepankan kepatuhan terhadap peraturan, penerapan standar keselamatan dan lingkungan, serta komunikasi yang terbuka dengan pemangku kepentingan. Perseroan juga menyediakan mekanisme penerimaan masukan dan pengaduan sebagai bagian dari upaya menjaga hubungan yang harmonis dengan masyarakat.

Di sisi lain, dampak tersebut juga dapat bersifat positif melalui kontribusi ekonomi dan sosial. Perseroan berupaya memastikan bahwa keberadaan perusahaan harus mampu memberikan nilai tambah yang nyata, sehingga program Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility*/CSR) dirancang untuk mendukung pembangunan berkelanjutan yang relevan dengan kebutuhan komunitas di sekitar wilayah operasional.

Kontribusi tersebut salah satunya diwujudkan melalui dukungan terhadap penguatan ekonomi lokal. Perseroan membuka kesempatan kerja bagi masyarakat setempat sebagai upaya mendorong kemandirian ekonomi, yang sejalan dengan Tujuan Pembangunan Berkelanjutan

Community Aspects

Commitment and Policy [GRI 3-3]

The Company believes that business success is measured not only by operational and financial performance, but also by the tangible contributions provided to the community. As part of the sustainability commitment, the Company strives to ensure that business activities are conducted responsibly and provide a positive impact on the communities around operational areas. The Company also encourages stakeholder engagement in program planning and implementation, so that the activities carried out can be well-targeted, relevant to community needs, as well as providing sustainable benefits.

Operational Impact on the Community [OJK F.23][GRI 413-2]

The Company realizes that its operational activities may have an impact on the community around operational areas, such as increased operational vehicle mobility, noise, as well as potential environmental disturbances that may affect community well-being.

To that end, the Company implements operational management that prioritizes compliance with regulations, the application of safety and environmental standards, as well as open communication with stakeholders. The Company also provides a mechanism for receiving input and complaints as part of the efforts to maintain harmonious relations with the community.

On the other hand, such impacts can also be positive through economic and social contributions. The Company strives to ensure that its presence provides tangible value added, so that Corporate Social Responsibility (CSR) programs are designed to support sustainable development relevant to the needs of communities around operational areas.

One of these contributions is realized through support for strengthening the local economy. The Company provides employment opportunities for the local community as an effort to encourage economic independence, which is in line with Sustainable Development Goal (SDG) No. 8

(TPB) No. 8 tentang Pekerjaan Layak dan Pertumbuhan Ekonomi. Langkah ini diharapkan dapat menciptakan manfaat jangka panjang bagi masyarakat sekaligus memperkuat hubungan yang saling mendukung.

regarding Decent Work and Economic Growth. This step is expected to create long-term benefits for the community while strengthening mutually supportive relationships.

Selain penyerapan tenaga kerja lokal, Perseroan secara konsisten menyelenggarakan program magang bulanan bagi pemuda di sekitar wilayah operasional. Program ini difokuskan pada pembekalan keterampilan praktis dan pengalaman kerja langsung, sehingga peserta memiliki kesiapan yang lebih baik untuk memasuki dunia kerja, baik di Perseroan maupun di sektor lainnya.

In addition to local labor absorption, the Company consistently organizes monthly internship programs for youth around operational areas. This program is focused on providing practical skills and direct work experience, so that participants have better readiness to enter the world of work, both in the Company and in other sectors.

Walaupun tidak seluruh peserta magang dapat direkrut sebagai karyawan, program ini tetap memberikan dampak positif melalui peningkatan kapasitas dan kompetensi tenaga kerja lokal. Pelaksanaan magang telah disesuaikan dengan ketentuan Peraturan Menteri Ketenagakerjaan Nomor 6 Tahun 2020 tentang Program Pemagangan Nasional. Melalui pendekatan ini, Perseroan berupaya membangun masyarakat yang lebih mandiri, berdaya saing, serta memiliki keterampilan yang relevan dengan kebutuhan dunia kerja.

Although not all internship participants can be recruited as employees, this program still provides a positive impact through increasing the capacity and competence of the local workforce. The implementation of the internship has been adjusted to the provisions of the Minister of Manpower Regulation Number 6 of 2020 concerning National Apprenticeship Programs. Through this approach, the Company strives to build a community that is more independent, competitive, as well as possesses skills relevant to the needs of the working world.

Untuk menunjang keberlangsungan program pemagangan, Perseroan menyiapkan fasilitas yang memadai dan telah ditetapkan sebagai Tempat Uji Kompetensi berlisensi dari Badan Nasional Sertifikasi Profesi (BNSP). Pelaksanaan program ini juga didukung oleh tenaga pelatih (*mentor*) serta asesor yang telah memiliki sertifikasi nasional. Pada tahun 2025, tercatat kurang lebih 611 peserta mengikuti program magang di Perseroan.

To support the continuity of the apprenticeship program, the Company provides adequate facilities and has been designated as a licensed Competency Test Center by the National Professional Certification Agency (BNSP). The implementation of this program is also supported by trainers (mentors) as well as assessors who hold national certification. In 2025, approximately 611 participants were recorded to have participated in the internship program at the Company.

Sejalan dengan upaya tersebut, kontribusi Perseroan juga diarahkan untuk mendukung Tujuan Pembangunan Berkelanjutan (TPB) yang berkaitan dengan pendidikan, pertumbuhan ekonomi, dan pembangunan infrastruktur melalui berbagai kegiatan CSR. Pelaksanaan program-program ini memberikan dampak positif, khususnya dalam peningkatan kualitas sumber daya manusia serta kesejahteraan masyarakat di sekitar wilayah operasional.

In line with these efforts, the Company's contribution is also directed toward supporting Sustainable Development Goals (SDGs) related to education, economic growth, and infrastructure development through various CSR activities. The implementation of these programs provides a positive impact, particularly in improving the quality of human resources as well as the welfare of the community around operational areas.

Program dan Kegiatan Tanggung Jawab Sosial [OJK F.25][GRI 413-1]

Sepanjang tahun 2025, Perseroan menjalankan berbagai inisiatif di bidang pendidikan dan penguatan ekonomi masyarakat.

Social Responsibility Programs and Activities [OJK F.25][GRI 413-1]

Throughout 2025, the Company carried out various initiatives in the fields of education and strengthening the community economy.

Pendidikan Education	· Pemberian beasiswa kepada 214 anak karyawan yang berprestasi. / Provision of scholarships to 214 high-achieving children of employees. · Pelaksanaan pelatihan bagi lulusan SMK dan BLK melalui Dojo serta program pemagangan selama 6 bulan per orang. / Implementation of training for vocational high school (SMK) and vocational training center (BLK) graduates through Dojo and apprenticeship programs for 6 (six) months per person.
Ekonomi dan Sosial Economic and Social	· Penyelenggaraan kegiatan buka puasa bersama masyarakat di sekitar wilayah operasional pada bulan Ramadan, yang dirangkaikan dengan ceramah serta berbagai lomba keagamaan. / Organization of collective break-fasting activities with the community around operational areas during the month of Ramadan, combined with sermons as well as various religious competitions. · Penyaluran santunan kepada anak yatim. / Distribution of donations to orphans. · Bantuan kepada korban bencana alam banjir / Assistance to victims of flooding.

Sebagai wujud komitmen berkelanjutan, Perseroan merealisasikan dana CSR sebesar Rp3,03 miliar pada tahun 2025, meningkat dibandingkan realisasi tahun sebelumnya sebesar Rp2,94 miliar. Perseroan juga menyediakan akses bagi masyarakat untuk menyampaikan laporan, keluhan, maupun umpan balik melalui Sekretaris Perusahaan. Sepanjang tahun 2025, tidak terdapat keluhan atau pengaduan dari masyarakat. [OJK F.24]

As a manifestation of sustainable commitment, the Company realized CSR funds amounting to Rp3.03 billion in 2025, an increase compared to the previous year's realization of Rp2.94 billion. The Company also provides access for the community to submit reports, complaints, or feedback through the Corporate Secretary. Throughout 2025, there were no complaints or grievances from the community. [OJK F.24]

Realisasi dana CSR tahun 2025
2025 CSR Program Realization

Rp 3,03 Milliar / Billion

Aspek Tanggung Jawab Produk/Jasa

Komitmen dan Kebijakan [OJK F.17][GRI 3-3]

Perseroan berkomitmen untuk menghadirkan produk dan layanan yang berkualitas, aman, dan andal guna memenuhi seluruh kebutuhan pelanggan tanpa terkecuali, khususnya sebagai bagian dari rantai pasok industri otomotif. Perseroan menyadari bahwa tanggung jawab produk dan layanan tidak hanya berfokus pada pemenuhan spesifikasi teknis, tetapi juga mencakup pemenuhan standar mutu, keselamatan, kepatuhan, serta penerapan praktik bisnis yang bertanggung jawab. Komitmen ini menjadi landasan dalam menjaga kepercayaan pelanggan dan memperkuat daya saing Perseroan di tingkat nasional maupun global.

Product/Service Responsibility Aspects

Commitment and Policy [OJK F.17][GRI 3-3]

The Company is committed to providing quality, safe, and reliable products and services to meet all customer needs without exception, particularly as part of the automotive industry supply chain. The Company realizes that product and service responsibility does not only focus on meeting technical specifications, but also includes fulfilling standards of quality, safety, compliance, as well as the implementation of responsible business practices. This commitment serves as the foundation for maintaining customer trust and strengthening the Company's competitiveness at both national and global levels.

Dalam setiap proses pengembangan produk, Perseroan menempatkan kualitas dan keamanan sebagai landasan utama. Seluruh komponen kendaraan bermotor yang dihasilkan dirancang untuk memenuhi kebutuhan pasar otomotif sekaligus memberikan layanan yang setara bagi seluruh pelanggan, sejalan dengan standar industri yang berlaku.

Untuk memastikan konsistensi tersebut, Perseroan menerapkan proses *quality control* yang ketat di setiap tahapan produksi. Pendekatan ini memungkinkan setiap produk yang dihasilkan memiliki performa yang andal dan aman digunakan. Melalui upaya tersebut, Perseroan tidak hanya menjaga tingkat kepuasan pelanggan, tetapi juga berkontribusi pada pertumbuhan industri otomotif yang berkelanjutan melalui penyediaan produk yang inovatif dan berkualitas tinggi.

Pengembangan Produk Berkelanjutan [OJK F.26]

Inovasi produk di Perseroan dijalankan melalui proses yang terus berkembang seiring perubahan kebutuhan industri otomotif. Melalui peran aktif tim *Research and Development* (R&D) dan *Business Development*, Perseroan secara konsisten mengevaluasi peluang pengembangan produk yang lebih efisien, relevan, dan memiliki dampak keberlanjutan yang nyata.

Sepanjang tahun 2025, fokus pengembangan diarahkan pada teknologi yang mendukung transisi energi. Perseroan mengembangkan *charging station* dengan skema *slow charging* dan *fast charging* untuk kendaraan roda dua dan roda empat, serta *Battery Energy Storage System* (BESS) yang berfungsi menyerap dan menyimpan energi matahari sebagai sumber energi alternatif.

Pada saat yang sama, pengembangan motor konversi dari ICE ke EV menjadi langkah konkret Perseroan dalam mendorong pemanfaatan teknologi kendaraan yang lebih ramah lingkungan. Perseroan juga sudah memasarkan produk *auxiliary battery* berbasis *lithium* pada 2025.

Rangkaian inovasi tersebut memperluas peran Perseroan dari sekadar produsen komponen menjadi bagian dari ekosistem teknologi otomotif yang terus bergerak ke arah yang lebih bersih dan efisien. Setiap pengembangan produk diarahkan agar mampu menjawab kebutuhan pasar hari ini tanpa mengabaikan tantangan lingkungan di masa depan.

In every product development process, the Company places quality and safety as the primary foundation. All motor vehicle components produced are designed to meet automotive market needs while providing equal service to all customers, in line with prevailing industry standards.

To ensure such consistency, the Company implements a rigorous quality control process at every production stage. This approach enables every product produced to have reliable performance and be safe for use. Through these efforts, the Company not only maintains the level of customer satisfaction, but also contributes to the growth of a sustainable automotive industry through the provision of innovative and high-quality products.

Sustainable Product Development [OJK F.26]

Product innovation at the Company is carried out through a process that continues to evolve alongside the changing needs of the automotive industry. Through the active role of the Research and Development (R&D) and Business Development teams, the Company consistently evaluates opportunities to develop products that are more efficient, relevant, and have a tangible sustainability impact.

Throughout 2025, the development focus was directed toward technologies that support the energy transition. The Company developed charging stations with slow charging and fast charging schemes for two-wheeled and four-wheeled vehicles, as well as a Battery Energy Storage System (BESS) that functions to absorb and store solar energy as an alternative energy source.

At the same time, the development of ICE-to-EV conversion systems became a concrete step for the Company in encouraging the utilization of more environmentally friendly vehicle technology. The Company also marketed lithium-based auxiliary battery products in 2025.

This series of innovations expands the Company's role from being merely a component manufacturer to becoming part of the automotive technology ecosystem that continues to move toward a cleaner and more efficient direction. Each product development is directed to be able to meet today's market needs without ignoring future environmental challenges.

Ke depan, perhatian Perseroan tidak hanya tertuju pada hasil akhir produk, tetapi juga pada bagaimana produk tersebut dihasilkan. Penyempurnaan proses produksi, pemanfaatan teknologi, serta pemilihan material yang lebih ramah lingkungan akan terus dilakukan agar setiap inovasi yang lahir benar-benar mencerminkan nilai tambah yang berkelanjutan bagi pelanggan dan industri.

In the future, the Company's attention will not only be focused on the final product outcome, but also on how the product is produced. Improvements in production processes, technology utilization, as well as the selection of more environmentally friendly materials will continue to be carried out so that every innovation born truly reflects sustainable value added for customers and the industry.

Dalam menjalankan kegiatan usahanya, Perseroan menempatkan pertimbangan dampak sebagai bagian dari proses pengembangan produk. Produk yang dihasilkan tidak hanya dirancang untuk memberikan nilai tambah dan menjawab kebutuhan pelanggan, tetapi juga diarahkan untuk mendukung perubahan menuju praktik yang lebih berkelanjutan. Pengembangan komponen kendaraan listrik (EV) menjadi salah satu wujud kontribusi Perseroan dalam mendorong transisi ke sistem transportasi yang lebih ramah lingkungan, sejalan dengan upaya global dalam pengurangan emisi dan peningkatan efisiensi energi.

In conducting its business activities, the Company places impact considerations as part of the product development process. The products produced are not only designed to provide value added and meet customer needs, but are also directed to support the transition toward more sustainable practices. The development of electric vehicle (EV) components is one form of the Company's contribution in encouraging the transition to a more environmentally friendly transportation system, in line with global efforts in emission reduction and increased energy efficiency.

Pada saat yang sama, Perseroan secara konsisten mengelola potensi dampak negatif yang dapat timbul, termasuk limbah produksi dan emisi dari kegiatan manufaktur serta distribusi. Upaya tersebut dilakukan melalui penerapan pengelolaan limbah yang bertanggung jawab serta peningkatan efisiensi energi dan pengendalian emisi di seluruh rantai proses. Pendekatan mitigasi ini menjadi dasar bagi Perseroan untuk memastikan bahwa manfaat produk dapat dioptimalkan tanpa mengabaikan tanggung jawab terhadap lingkungan dan masyarakat.

At the same time, the Company consistently manages the potential negative impacts that may arise, including production waste and emissions from manufacturing and distribution activities. These efforts are carried out through the implementation of responsible waste management as well as increasing energy efficiency and emission control throughout the process chain. This mitigation approach serves as the basis for the Company to ensure that product benefits can be optimized without ignoring responsibility toward the environment and the community.

Evaluasi Keamanan Produk [OJK F.27] [OJK F.28] [GRI 417-1]

Keamanan produk menjadi perhatian utama Perseroan dalam memenuhi tanggung jawab kepada pelanggan. Setiap produk yang dihasilkan wajib melalui rangkaian evaluasi menyeluruh untuk memastikan aspek keamanan, ketahanan, serta kesesuaian dengan standar industri yang berlaku. Prosedur pengujian diterapkan secara komprehensif agar setiap komponen kendaraan bermotor dapat berfungsi secara optimal dan memberikan perlindungan maksimal bagi penggunanya. Dalam menjaga kualitas tersebut, Perseroan menerapkan tiga tahapan pengendalian produk. [GRI 3-3]

Product Safety Evaluation [OJK F.27] [OJK F.28] [GRI 417-1]

Product safety is the Company's primary concern in fulfilling its responsibility to customers. Every product produced must undergo a series of thorough evaluations to ensure safety, durability, and compliance with prevailing industry standards. Testing procedures are implemented comprehensively so that every motor vehicle component can function optimally and provide maximum protection for users. In maintaining such quality, the Company implements three stages of product control. [GRI 3-3]

Tahap awal difokuskan pada pemeriksaan kualitas material untuk memastikan kesesuaian dengan kebutuhan konsumen dan standar internal Perseroan.

The initial stage is focused on material quality inspection to ensure suitability with consumer needs and the Company's internal standards. At this stage, the Company

Pada tahap ini, Perusahaan juga bekerja sama dengan pemasok terpilih yang telah memenuhi persyaratan kualitas serta ketepatan waktu pengiriman.

Tahapan kedua, yaitu pengawasan yang selama proses produksi melalui penerapan pendekatan *Built in Quality* (BIQ). Setiap operator memiliki tanggung jawab langsung untuk memastikan hasil pekerjaannya telah memenuhi standar yang ditetapkan sebelum proses dilanjutkan ke tahapan berikutnya. Pendekatan ini bertujuan menumbuhkan kesadaran kualitas di setiap unit kerja sekaligus memastikan seluruh proses produksi berjalan sesuai ketentuan.

Sebagai tahap akhir, Perseroan menerapkan sistem *quality gate* untuk memastikan seluruh produk telah memenuhi spesifikasi dan standar pelanggan sebelum dikirim, sehingga konsistensi mutu tetap terjaga. Dapat dilaporkan bahwa selama tahun 2025, seluruh produk telah diuji kualitas mutu dan dampak keselamatan terhadap pengguna akhir. [GRI 416-1]

Konsistensi penerapan pengendalian kualitas tersebut tercermin sepanjang tahun 2025, di mana tidak terdapat produk yang ditarik kembali atau dikembalikan oleh konsumen. Perseroan juga mencatat tidak terdapat insiden ketidakpatuhan terkait dampak kesehatan dan keselamatan produk terhadap pengguna akhir. Capaian ini menjadi indikator keberhasilan Perseroan dalam menjaga keamanan dan kualitas produk, sekaligus mempertahankan kepercayaan pelanggan. [OJK F.29] [GRI 416-2]

Keamanan Informasi

Menyadari bahwa perlindungan informasi, termasuk data pelanggan dan mitra usaha, merupakan aspek penting dalam menjaga kepercayaan serta mendukung keberlangsungan kegiatan usaha. Seiring dengan meningkatnya pemanfaatan teknologi informasi dalam operasional bisnis, Perseroan berkomitmen untuk mengelola dan melindungi data secara bertanggung jawab melalui penerapan pengendalian internal serta praktik keamanan informasi yang memadai. [GRI 3-3]

Perseroan menerapkan langkah-langkah pengamanan untuk mencegah akses tidak sah, penyalahgunaan, maupun kebocoran data, termasuk melalui pengelolaan hak akses, pemantauan sistem, serta peningkatan kesadaran karyawan terhadap pentingnya kerahasiaan

also collaborates with selected suppliers who have met quality requirements as well as delivery punctuality.

The second stage is supervision during the production process through the implementation of the Built in Quality (BIQ) approach. Every operator has direct responsibility to ensure that their work results have met the established standards before the process continues to the next stage. This approach aims to foster quality awareness in every work unit while ensuring all production processes run in accordance with provisions.

As the final stage, the Company implements a quality gate system to ensure all products have met customer specifications and standards before being shipped, so that quality consistency is maintained. It can be reported that during 2025, all products have been tested for quality standards and safety impacts on end users. [GRI 416-1]

The consistency of implementing such quality control is reflected throughout 2025, in which there were no products recalled or returned by consumers. The Company also recorded no incidents of non-compliance regarding the health and safety impacts of products on end users. This achievement serves as an indicator of the Company's success in maintaining product safety and quality, as well as preserving customer trust. [OJK F.29] [GRI 416-2]

Information Security

The Company realizes that the protection of information, including customer and business partner data, is an important aspect of maintaining trust as well as supporting the continuity of business activities. Along with the increasing utilization of information technology in business operations, the Company is committed to managing and protecting data responsibly through the implementation of internal controls as well as adequate information security practices. [GRI 3-3]

The Company implements security measures to prevent unauthorized access, misuse, or data leakage, including through access rights management, system monitoring, as well as increasing employee awareness regarding the importance of information confidentiality. These efforts

informasi. Upaya ini dilakukan guna memastikan bahwa seluruh informasi yang dikelola Perseroan digunakan secara tepat dan terlindungi dari potensi risiko yang dapat merugikan pemangku kepentingan.

are carried out to ensure that all information managed by the Company is used appropriately and protected from potential risks that could harm stakeholders.

Sepanjang tahun pelaporan, Perseroan tidak menerima pengaduan yang terbukti terkait pelanggaran privasi pelanggan maupun insiden kebocoran data pelanggan. Pernyataan ini mencerminkan komitmen Perseroan dalam menjaga keamanan informasi serta memperkuat tata kelola data sebagai bagian dari praktik bisnis yang bertanggung jawab. [GRI 418-1]

Throughout the reporting year, the Company received no substantiated complaints regarding violations of customer privacy or customer data leakage incidents. This statement reflects the Company's commitment to maintaining information security as well as strengthening data governance as part of responsible business practices. [GRI 418-1]

Survei Kepuasan Pelanggan Terhadap Produk Berkelanjutan [OJK F.30]

Customer Satisfaction Survey on Sustainable Products [OJK F.30]

Umpan balik pelanggan menjadi salah satu pijakan utama Perseroan dalam menjaga dan meningkatkan mutu produk serta layanan. Untuk itu, penilaian kepuasan pelanggan dilakukan secara rutin sebagai sarana memahami persepsi konsumen terhadap berbagai aspek produk, mulai dari kualitas dan performa hingga dampak lingkungan yang dihasilkan. Melalui pendekatan ini, Perseroan memastikan setiap produk yang dihadirkan tidak hanya memenuhi kebutuhan pasar, tetapi juga sejalan dengan prinsip keberlanjutan dan tanggung jawab sosial.

Customer feedback serves as one of the Company's primary foundations in maintaining and improving the quality of products and services. To that end, customer satisfaction assessments are conducted routinely as a means of understanding consumer perceptions of various product aspects, ranging from quality and performance to the resulting environmental impact. Through this approach, the Company ensures that every product presented not only meets market needs but also aligns with the principles of sustainability and social responsibility.

Pengukuran kepuasan pelanggan dilakukan melalui penilaian *customer* yang dilaksanakan setiap bulan. Hasilnya menunjukkan tingkat kepuasan yang sangat baik, di mana produk kendaraan roda dua (2W) berhasil meraih 12 kali penilaian *excellent* dari target 12 kali. Sementara itu, produk kendaraan roda empat (4W) mencatat tingkat kepuasan pelanggan sebesar 90% dari total 100%, mencerminkan konsistensi kualitas dan keunggulan produk di mata pelanggan.

Measurement of customer satisfaction is conducted through customer assessments performed every month. The results indicate an excellent level of satisfaction, in which two-wheeled (2W) vehicle products successfully achieved 12 excellent ratings out of the target of 12 times. Meanwhile, four-wheeled (4W) vehicle products recorded a customer satisfaction level of 90% out of a total of 100%, reflecting the consistency of quality and product excellence in the eyes of customers.

Capaian tersebut menjadi dasar bagi Perseroan untuk terus melakukan evaluasi dan penyempurnaan berkelanjutan pada proses produksi, desain, maupun distribusi. Dengan menjadikan suara pelanggan sebagai bagian dari proses pengambilan keputusan, Perseroan berupaya menghadirkan produk yang berkualitas tinggi, ramah lingkungan, serta mendukung tujuan pembangunan berkelanjutan. Pendekatan ini diyakini dapat memperkuat relevansi Perseroan di tengah meningkatnya perhatian pasar terhadap isu keberlanjutan sekaligus meningkatkan pengalaman pelanggan secara menyeluruh.

These achievements serve as the basis for the Company to continue conducting evaluations and sustainable improvements in the production, design, and distribution processes. By making the customer's voice part of the decision-making process, the Company strives to provide high-quality, environmentally friendly products that support sustainable development goals. This approach is believed to strengthen the Company's relevance amidst increasing market attention toward sustainability issues while enhancing the overall customer experience.

Lembar Umpan Balik [OJK G.2]

Feedback Sheet

Data Diri
Biodata

Nama (bila berkenan) Name (if you please)	:
Institusi/Perusahaan Institution/Company	:
Telepon/HP Phone/Mobile	:

Golongan Pemangku Kepentingan (Berikan tanda ✓ yang sesuai)
Stakeholders Group (Please give ✓ for the most appropriate answer)

☐ Pemerintah Government	☐ Media Media	Lain-lain, mohon sebutkan Others, please state
☐ Masyarakat Community	☐ Perusahaan Corporate	.....
☐ LSM NGO	☐ Akademik Akademic	.....

Golongan Pemangku Kepentingan (Berikan tanda ✓ yang sesuai)
Stakeholders Group (Please give ✓ for the most appropriate answer)

Laporan ini bermanfaat untuk Anda
This report is useful for you
- ☐ Sangat tidak setuju Strongly Disagree
- ☐ Tidak setuju Disagree
- ☐ Netral Neutral
- ☐ Setuju Agree
- ☐ Sangat Setuju Strongly Agree

Laporan ini mudah dimengerti
This report is easy to understand
- ☐ Sangat tidak setuju Strongly Disagree
- ☐ Tidak setuju Disagree
- ☐ Netral Neutral
- ☐ Setuju Agree
- ☐ Sangat Setuju Strongly Agree

Laporan ini menarik
This report is interesting
- ☐ Sangat tidak setuju Strongly Disagree
- ☐ Tidak setuju Disagree
- ☐ Netral Neutral
- ☐ Setuju Agree
- ☐ Sangat Setuju Strongly Agree

Laporan ini menggambarkan kinerja Perusahaan dalam pembangunan berkelanjutan
This report describes the Company's performance in sustainability development
- ☐ Sangat tidak setuju Strongly Disagree
- ☐ Tidak setuju Disagree
- ☐ Netral Neutral
- ☐ Setuju Agree
- ☐ Sangat Setuju Strongly Agree

Laporan ini meningkatkan kepercayaan Anda terhadap keberlanjutan Perusahaan
This report increases your trust in the Company's sustainability
- ☐ Sangat tidak setuju Strongly Disagree
- ☐ Tidak setuju Disagree
- ☐ Netral Neutral
- ☐ Setuju Agree
- ☐ Sangat Setuju Strongly Agree

Mohon untuk memberikan saran/usul/komentar Anda atas laporan ini
Please give your advice/suggestions/comments on this report

Terima kasih atas partisipasi Anda. Mohon agar formulir ini dikirimkan ke alamat berikut
Thank you for your participation. Please send this form to the following address

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Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 [OJK G.4]

List of Disclosure Based on POJK No.51/POJK.03/2017

No. Indeks Index No.	Nama Indeks Index Name	Halaman Page
	Strategi Keberlanjutan / Sustainability Strategy	
A.1.	Penjelasan Strategi Keberlanjutan / Explanation of Sustainability Strategy	11-16
	Ikhtisar Kinerja Aspek Keberlanjutan / Overview of Performance on Sustainability Aspects	
B.1.	Aspek Ekonomi / Economic Aspects	22
B.2.	Aspek Lingkungan Hidup / Environmental Aspects	22
B.3.	Aspek Sosial / Social Aspects	23
	Profil Perusahaan / Company Profile	
C.1.	Visi, Misi, dan Nilai Keberlanjutan / Vision, Mission, and Sustainable Values	40-41
C.2.	Alamat Perusahaan / Company Address	36
C.3.	Skala Usaha: a. Total aset atau kapitalisasi dan total kewajiban; b. Jumlah karyawan menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan; c. Nama pemegang saham dan persentase kepemilikan saham; dan d. Wilayah operasional. Business Scale: a. Total assets or assets capitalizationm and total liabilities; b. Total employee based on gender, position, age, education and employment status; c. Percentage of share ownership; and d. Operational area.	37, 52, 94
C.4.	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan / Product, Services, and Business Activities	36, 42-50
C.5.	Keanggotaan pada Asosiasi / Member Association	53
C.6.	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan / Significant Changes	61
	Penjelasan Direksi / Director Explanation	
D.1.	Penjelasan Direksi / Director Explanation	24-32
	Tata Kelola Keberlanjutan / Sustainable Corporate Governance	
E.1.	Penanggung Jawab Penerapan Keuangan Berkelanjutan / Person in Charge Responsibility for Sustainable Finance	68-69

No. Indeks / Index No.	Nama Indeks / Index Name	Halaman / Page
E.2.	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan / Sustainable Finance Competency Development	69
E.3.	Penilaian Risiko Atas Penerapan Keuangan Berkelanjutan / Sustainable Finance Risk Assessment Implementation	69-70
E.4.	Hubungan Dengan Pemangku Kepentingan / Stakeholders Relations	71-73
E.5.	Permasalahan Terhadap Penerapan Keuangan Berkelanjutan / Sustainable Finance Implementation Problems	74
	Kinerja Keberlanjutan / Sustainable Performance	
F.1.	Kegiatan Membangun Budaya Keberlanjutan / The Activities of Building a Culture of Sustainability	21
	Kinerja Ekonomi / Economic Aspects	
F.2.	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi / Comparison of Production Targets and Performance, Portfolio, Financial Targets, or Investment, Revenue and Profit	80
F.3.	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan / Comparison of Portfolio Targets and Performance, Financing Targets, or Investments in Financial Instruments or Projects in Line With the Implementation of Sustainable Finance	81
	Kinerja Lingkungan Hidup / Environmental Performance	
F.4.	Biaya Lingkungan Hidup / Environmental Costs	92
	Aspek Material / Material Aspect	
F.5.	Penggunaan Material yang Ramah Lingkungan / Use of Environmentally Friendly Materials	83
	Aspek Energi / Energy Aspect	
F.6.	Jumlah dan Intensitas Energi yang Digunakan / The Amount and Intensity of Energy Used	84-85
F.7.	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan / Efforts and Achievement of Energy Efficiency Including Use of Renewable Energy Sources	85-86
	Aspek Air / Water Aspect	
F.8.	Penggunaan Air / Water Usage	90-91
	Aspek Keanekaragaman Hayati / Biodiversity Aspect	
F.9.	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati / Impacts from Operational Areas Close to or in Conservation Areas or Having Biodiversity	91
F.10.	Usaha Konservasi Keanekaragaman Hayati / Biodiversity Conservation Efforts	91
	Aspek Emisi / Emission Aspect	
F.11.	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya / The Amount and Intensity of Emissions Produced by Type	86-87
F.12.	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan / Efforts and Achievement Emission Reduction Carried Out	87

No. Indeks Index No.	Nama Indeks Index Name	Halaman Page
	Aspek Limbah dan Efluen / Waste and Effluent Aspect	
F.13.	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis / The Amount of Waste and Effluent Produced by Type	89
F.14	Mekanisme Pengelolaan Limbah dan Efluen / Mechanism of Waste and Effluent Management	88
F.15	Tumpahan yang Terjadi (jika ada) / Spills that Occur (if any)	89
	Aspek Pengaduan Terkait Lingkungan Hidup / Environmental Complaint Aspect	
F.16.	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan / The Amount and Material of Environmental Complaints Received and Resolved	92
	Kinerja Sosial / Social Performance	
F.17.	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen / Commitment to Provide Services for Equivalent Products and/or Services to Consumers	109-110
	Aspek Ketenagakerjaan / EmploymentAspect	
F.18.	Kesetaraan Kesempatan Bekerja / Equality of Employment Opportunities	93
F.19.	Tenaga Kerja Anak dan Tenaga Kerja Paksa / Child Labor and Forced Labor	98-99
F.20.	Upah Minimum Regional / The Regional Minimum Wage	99-100
F.21.	Lingkungan Bekerja yang Layak dan Aman / Decent and Safe Working Environment	100-101
F.22.	Pelatihan dan Pengembangan Kemampuan Pegawai / Training and Capacity Building of Employees	102-103
	Aspek Masyarakat / Society Aspect	
F.23.	Dampak Operasi Terhadap Masyarakat Sekitar / Operational Impacts to the Surrounding Community	107-108
F.24.	Pengaduan Masyarakat / Public Complaints	109
F.25.	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) / Environmental and Social Responsibility Activities	109
	Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan / Responsibilities for Developing Sustainable Products/Services	
F.26.	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan / Innovation and Development of Sustainable Financial Products and/or Services	110-111
F.27.	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan / Products/Services that have been Evaluated for Safety for Customers	111-112

No. Indeks Index No.	Nama Indeks Index Name	Halaman Page
F.28.	Dampak Produk/Jasa / Product/Service Impacts	111-112
F.29.	Jumlah Produk yang Ditarik Kembali / Number of Products Recalled	112
F.30.	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan / Customer Satisfaction Survey of Sustainable Finance and/or Services	113
	Lain-Lain: / Others:	
G.1.	Verifikasi Tertulis dari Pihak Independen (jika ada) / Written Verification from an Independent Party (if any)	9
G.2.	Lembar Umpan Balik / Feedback Form	114-115
G.3.	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya / Feedback on Previous Year's Sustainability Report	10
G.4.	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 dan Nomor 16/SEOJK.04/2021 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik / Disclosure List Based on POJK No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Services Institutions, Listed Companies and Public Companies	116-119

Indeks Isi GRI

GRI Content Index

Pernyataan penggunaan Statement of use	PT Dharma Polimetal Tbk telah melaporkan informasi yang dikutip dalam indeks GRI ini untuk periode 1 Januari-31 Desember 2025 dengan mengacu pada Standar GRI PT Dharma Polimetal Tbk has reported the information cited in this GRI content index for the period January 1st-December 31st 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Pengungkapan Disclosure		Lokasi Halaman Page Location
GRI 2	2-1	Informasi Organisasi Organization Details	36-37
	2-2	Entitas yang Termasuk dalam Laporan Keuangan Dikonsolidasi Entities Included in the Consolidated Financial Statement	9
	2-3	Periode Pelaporan, Frekuensi, dan Titik Kontak Reporting Period, Frequency and Contact Point	9
	2-4	Pernyataan Kembali Informasi Restatement of Information	10
	2-5	Verifikasi Pihak Eksternal External Assurance	9
	2-6	Kegiatan, Rantai Pasokan, dan Hubungan Bisnis Lainnya Activities, Value Chain and Other Business Relationships	42-50
	2-7	Karyawan Employees	94-97
	2-9	Struktur Tata Kelola dan Komposisi Governance Structure and Composition	65-68
	2-11	Ketua Badan Tata Kelola Tertinggi Chair of the Highest Governance Body	65
	2-12	Peran Badan Tata Kelola Tertinggi dalam Mengawasi Pengelolaan Dampak Role of the Highest Governance Body in Overseeing the Management of Impacts	68-69
	2-13	Delegasi Tanggung Jawab untuk Mengelola Dampak Delegation of Responsibility for Managing Impacts	68-69
	2-14	Peran Badan Tata Kelola Tertinggi dalam Laporan Keberlanjutan Role of the Highest Governance Body in Sustainability Reporting	68-69
	2-17	Pengetahuan Kolektif Badan Tata Kelola Tertinggi Collective Knowledge of the Highest Governance Body	69
	2-22	Pernyataan Tentang Strategi Pembangunan Berkelanjutan Statement on Sustainable Development Strategy	24-32
	2-23	Komitmen Kebijakan Policy Commitments	11-16

GRI Standard	Pengungkapan Disclosure		Lokasi Halaman Page Location
	2-26	Mekanisme untuk Mencari Saran dan Menyampaikan Kekhawatiran Mechanism for Seeking Advice and Raising Concern	67-68
	2-28	Keanggotaan Asosiasi Membership Associations	53
	2-29	Pendekatan Pelibatan Pemangku Kepentingan Approach to Stakeholder Engagement	71-73
GRI 3	3-1	Proses Menentukan Topik Material Process to Determine Material Topics	16-20
	3-2	Daftar Topik Material List of Material Topics	16-20
Ekonomi / Economic			
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	81
GRI 204 Praktik Pengadaan Procurement Practices	204-1	Proporsi Pengeluaran untuk Pemasok Lokal Proportion of Spending on Local Suppliers	81-82
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	70
GRI 205 Anti-korupsi Anti-corruption	205-1	Operasi-operasi yang Dinilai Memiliki Risiko Terkait Korupsi Operations Assessed For Risks Related To Corruption	70
	205-2	Komunikasi dan Pelatihan Tentang Kebijakan dan Prosedur Anti-korupsi Communication and Training About Anti-corruption Policies and Procedures	71
	205-3	Insiden Korupsi yang Terbukti dan Tindakan yang Diambil Confirmed Incidents of Corruption and Action Taken	71
Lingkungan / Environmet			
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	83
GRI 301 Material Materials	301-1	Material yang Digunakan Berdasarkan Berat atau Volume Materials Used by Weight or Volume	83
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	84
GRI 302 Energi Energy	302-1	Konsumsi Energi dalam Organisasi Energy Consumption Within the Organization	84-85
	302-3	Intensitas Energi Energy Intensity	84-85
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	90

GRI Standard	Pengungkapan Disclosure		Lokasi Halaman Page Location
GRI 303 Air dan Efluen Water and Effluents	303-1	Interaksi dengan Air Sebagai Sumber Daya Bersama Interactions With Water As A Shared Resource	90
	303-3	Pengambilan Air Water Withdrawal	90-91
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	86
GRI 305 Emisi Emission	305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope1)	86
	305-2	Emisi Energi GRK (Cakupan 2) Tidak Langsung Energy Indirect (Scope 2) GHG Emmisions	86
	305-4	Intensitas Emisi GRK GHG Emissions Intensity	86
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	88
GRI 306 Limbah Waste	306-1	Timbulan Limbah dan Dampak-dampak yang Signifikan Terkait Limbah Waste Generation and Significant Waste-related Impacts	88
	306-2	Pengelolaan Dampak yang Signifikan Terkait Limbah Management of Significant Waste-related Impacts	88
	306-3	Timbulan Limbah Waste Generated	89
	306-4	Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted From Disposal	89
	306-5	Limbah yang Dikirimkan ke Pembuangan Akhir Waste Directed to Disposal	89
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	82
GRI 307 Kepatuhan Lingkungan Environmental Compliance	307-1	Ketidakpatuhan Terhadap Undang-Undang dan Peraturan Tentang Lingkungan Hidup Non-compliance with Environmental Laws and Regulations	92
Sosial / Social			
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	93
GRI 401 Ketenagakerjaan Employment 2016	401-1	Perekrutan Karyawan Baru dan Pengantian Karyawan New Employee Hires and Employee Turnover	96, 97, 100
	401-2	Tunjangan yang Diberikan Kepada Karyawan Purnawaktu yang Tidak Diberikan Kepada Karyawan Sementara atau Paruh Waktu Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-Time Employees	101-102

GRI Standard	Pengungkapan Disclosure		Lokasi Halaman Page Location
	401-3	Cuti Melahirkan Parental Leave	102
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	103
GRI 403 Keselamatan dan Kesehatan Kerja Occupational Health and Safety	403-1	Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	100, 103-105
	403-2	Identifikasi Bahaya, Penilaian Risiko, dan Investigasi Insiden Hazard Identification, Risk Assessment, and Incident Investigation	104
	403-3	Layanan Kesehatan Kerja Occupational Health Services	101
	403-4	Partisipasi, Konsultan, dan Komunikasi Pekerja pada Kesehatan dan Keselamatan Kerja Worker Participation, Consultation, and Communication on Occupational Health and Safety	105
	403-5	Pelatihan Bagi Pekerja Mengenai Keselamatan dan Kesehatan Kerja Worker Training On Occupational Health and Safety	106
	403-9	Kecelakaan Kerja Work-related Injuries	106
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	102
GRI 404 Pelatihan & Pendidikan Training & Education	404-1	Rata-rata Jam Pelatihan Per Tahun Per Karyawan Average Hours of Training Per Year Per Employee	103
	404-2	Program untuk Meningkatkan Keterampilan Karyawan dan Program Bantuan Peralihan Programs for Upgrading Employee Skills and Transition Assistance Programs	103
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	93
GRI 405 Keanekaragaman dan Kesempatan yang Setara Diversity and Equal Opportunity	405-1	Keanekaragaman Badan Tata Kelola dan Karyawan Diversity of Governance Bodies and Employees	93-97
	405-2	Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki-laki Ratio of Basic Salary and Remuneration of Women to Men	99
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	93
GRI 406 Non-diskriminasi Non-discrimination	406-1	Insiden Diskriminasi dan Tindakan Perbaikan yang Dilakukan Incidents of Discrimination and Corrective Actions Taken	93
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	107

GRI Standard	Pengungkapan Disclosure		Lokasi Halaman Page Location
GRI 413 Masyarakat Lokal Local Community	413-1	Operasi dengan Keterlibatan Masyarakat Lokal, Penilaian Dampak dan Program Pengembangan Operations with Local Community Engagement, Impact Assessments, and Development Programs	109
	413-2	Operasi yang Secara Aktual dan yang Berpotensi Memiliki Dampak Negatif Signifikan Terhadap Masyarakat Lokal Operations with Significant Actual and Potential Negative Impacts On Local Communities	107
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	111
GRI 416 Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	416-1	Penilaian Dampak Kesehatan dan Keselamatan dari Berbagai Kategori Produk dan Jasa Assessment of the Health and Safety Impacts of Product and Service Categories	112
	416-2	Insiden Ketidakpatuhan Sehubungan dengan Dampak Kesehatan dan Keselamatan dari Produk dan Jasa Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	112
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	111
GRI 417 Pemasaran dan Pelabelan Marketing and Labeling	417-1	Persyaratan untuk Pelabelan dan Informasi Produk dan Jasa Requirements for Product and Service Information and Labeling	111
GRI 3	3-3	Pengelolaan Topik Material Management of Material Topics	112
GRI 418 Privasi Pelanggan Customer Privacy	418-1	Pengaduan yang Berdasar Mengenai Pelanggaran Terhadap Privasi Pelanggan dan Hilangnya Data Pelanggan Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	113

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