PANCA BUDI
SYMBOL OF QUALITY

Trust is Our Commitment

PT Panca Budi Idaman Tbk

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PT Panca Budi Idaman Tbk

SUSTAINABILITY REPORT

LAPORAN KEBERLANJUTAN

2025

EMPOWERING COMMUNITIES
FOSTERING SUSTAINABILITY





2025 Sustainability Report
Laporan Keberlanjutan

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Penjelasan Tema
Theme Explanation

Memberdayakan Komunitas, Mengawal Keberlanjutan
Empowering Communities, Fostering Sustainability

Tema yang dipilih untuk Laporan Keberlanjutan PBID tahun 2025 ini adalah "Memberdayakan Komunitas, Mengawal Keberlanjutan". Pemilihan tema ini selaras dengan strategi keberlanjutan PBID yang fokus mengedepankan kontribusi PBID terhadap pembangunan berkelanjutan. Sebagai salah satu perusahaan terbaik di Indonesia (50 Best of The Best Companies) - edisi Majalah Forbes Indonesia, PBID senantiasa berinisiatif memberikan yang terbaik bagi para pemangku kepentingan.

Dalam rangka meningkatkan kontribusi pada pertumbuhan perusahaan kecil di Indonesia, PBID memiliki program memberdayakan komunitas. Salah satu program pemberdayaan komunitas yang dilakukan PBID adalah mendukung pemerintah untuk penyaluran kredit usaha rakyat ke UMKM (Usaha Mikro Kecil dan Menengah) di berbagai sektor usaha. Penyaluran KUR ini sejalan dengan upaya PBID dalam mempercepat realisasi Tujuan Pembangunan Berkelanjutan (TPB).

Di samping itu, PBID juga berkomitmen dalam upaya meningkatkan keberlanjutan lingkungan. PBID dengan strategi keberlanjutannya berusaha menciptakan lingkungan yang bersih. Usaha yang dilakukan PBID dalam rangka menciptakan lingkungan yang bersih adalah mendaur ulang sampah plastik. PBID melakukan pengelolaan limbah plastik untuk didaur ulang menjadi produk-produk yang bermanfaat. Selain program daur ulang sampah plastik, PBID juga membuat program sumbangan air bersih dan pelestarian lingkungan guna terciptanya Perusahaan yang peduli terhadap lingkungan.

Serangkaian program keberlanjutan yang dilaksanakan PBID ini merupakan wujud partisipasi dan dukungan Perusahaan dalam pencapaian TPB yang dicanangkan oleh United Nations. Dengan menjalankan berbagai inisiatif atau program strategis yang berkelanjutan serta mengintegrasikan isu LST ke dalam proses bisnis, kami yakin akan menjadi Perusahaan plastik dengan jaringan distribusi terluas yang memberikan manfaat positif bagi para pemangku kepentingan dan masyarakat Indonesia.

The theme chosen for PBID's 2025 Sustainability Report is "Empowering Communities, Fostering Sustainability". The choice of this theme is in line with PBID's sustainability strategy which focuses on promoting PBID's contribution to sustainable development. As one of the best companies in Indonesia (50 Best of The Best Companies - according to Forbes Magazine Indonesia), PBID always takes the initiative to provide the best for its stakeholders.

In order to boost its contribution to the growth of small companies in Indonesia, PBID employs community empowerment programs, one of which is to help the government in channeling business loans to MSMEs (Micro, Small and Medium Enterprises) in various business sectors. The distribution of these loans is in line with PBID's efforts to accelerate the realization of the Sustainable Development Goals (SDGs).

In addition, PBID is also committed to improving sustainable environmental performance. With its sustainability strategy, PBID is striving to create a clean environment. PBID's efforts to create a clean environment include recycling plastic waste. PBID manages plastic waste to be recycled into useful products. In addition to the plastic waste recycling program, PBID also organizes clean water donation programs and environmental preservation as a company that cares about the environment.

The series of sustainability programs implemented by PBID are a form of the Company's participation and support in achieving the SDGs proclaimed by the United Nations. By carrying out various sustainable strategic initiatives or programs and integrating ESG issues into business processes, we are confident that we will become a plastics manufacturing company with the widest distribution network that provides positive benefits to stakeholders and the people of Indonesia.

EMPOWERING COMMUNITIES
FOSTERING SUSTAINABILITY



PT PANCA BUDI IDAMAN TBK













Laporan ini merupakan Laporan Keberlanjutan untuk periode 1 Januari hingga 31 Desember 2025, yang menyampaikan gambaran umum mengenai komitmen dan praktik bisnis Perseroan dalam perjalanan meningkatkan praktik keberlanjutan, yang sejalan dengan Tujuan Pembangunan Berkelanjutan (TPB) / Sustainable Development Goals (SDGs).

This report is a Sustainability Report from the period from 1 January to 31 December 2025, which provides an overview of the commitments and business practices of the Company on its journey to improve its sustainability practices, in line with the Sustainable Development Goals (SDGs).

TUJUAN PEMBANGUNAN BERKELANJUTAN
Sustainable Development Goals



Tujuan Pembangunan Berkelanjutan (TPB) adalah serangkaian 17 tujuan pembangunan berkelanjutan yang terintegrasi dan saling terkait untuk memastikan seluruh manusia di dunia dapat menikmati perdamaian dan kesejahteraan pada tahun 2030.

Sustainable Development Goals (SDGs) are a series of 17 sustainable development goals integrated and interrelated to ensure global peace and prosperity by 2030.

PT PANCA BUDI IDAMAN TBK



EMPOWERING COMMUNITIES
FOSTERING SUSTAINABILITY











IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

HIGHLIGHTS

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Sustainability Performance Highlights

Ikhtisar Aspek Ekonomi 8
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Social Highlights

Ikhtisar Aspek Lingkungan 18
Environmental Highlights

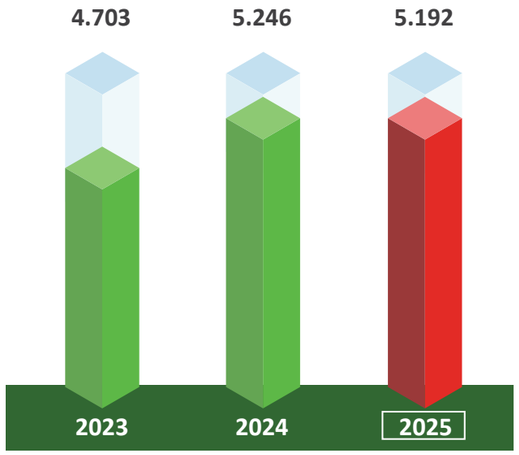
Penjelasan Direksi 20
The Board of Directors Remark

Ikhtisar Kinerja Keberlanjutan 2025
Sustainability Performance Highlights 2025

Ikhtisar Aspek Ekonomi
Economic Highlights

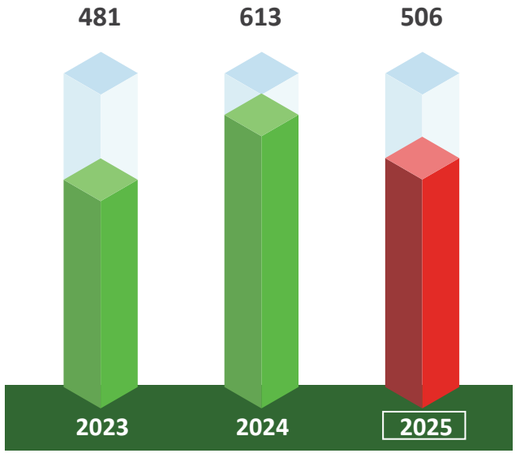
Penjualan | Sales

(Dalam Miliar Rupiah | In Billion Rupiah)



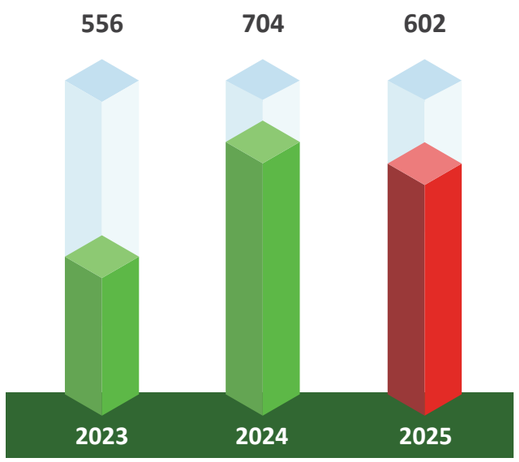
Laba Usaha | Operating Profit

(Dalam Miliar Rupiah | In Billion Rupiah)



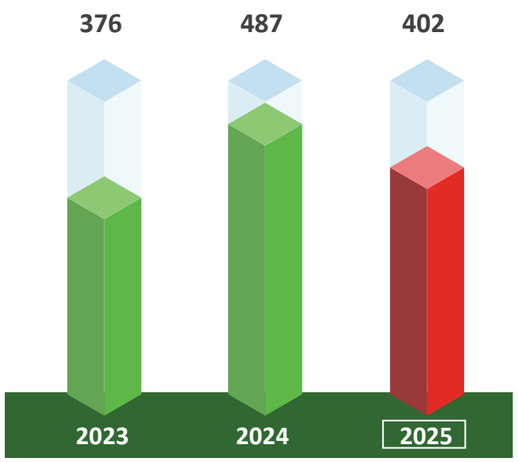
Earning Before Interest, Taxes Depreciation, and Amortization (EBITDA)

(Dalam Miliar Rupiah | In Billion Rupiah)



Laba Bersih | Net Profit

(Dalam Miliar Rupiah | In Billion Rupiah)



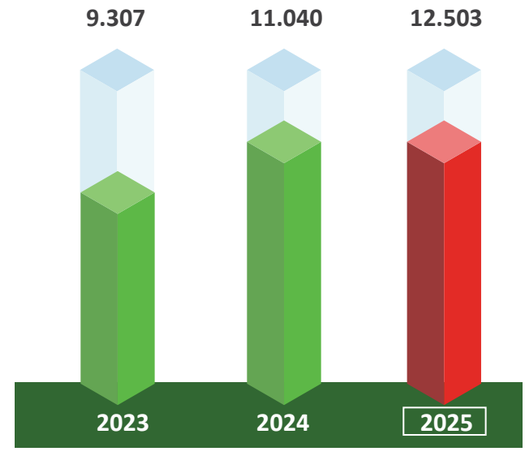
Meningkatkan Keberlanjutan Lingkungan
Commited In Environmental Sustainability

Upaya Meminimalkan Limbah | Efforts to Minimize Waste

Upaya daur ulang plastik tercatat sebesar 12.503 ton, meningkat 13,26% dari tahun 2024.
Plastic recycling efforts were recorded at 12,503 tons, an increase of 13.26% from 2024.

Proses Daur Ulang Plastik
Plastic Recycling Process

(Dalam Ton | In Tons)



Penggunaan Kertas | Paper Use

6.367 rim atau 2% menurun dari tahun 2024
6.367 reams or 2% decrease from 2024

Penanaman Bibit Mangrove | Planting Mangrove Seedling

9.350
pohon mangrove
mangrove trees

9.350 pohon mangrove di Taman Wisata Alam Ketapang dan Taman Wisata Alam Angke Kapuk.
9,350 mangrove trees in Ketapang Eco Park & Angke Kapuk Eco Park.

Pengumpulan Sampah Plastik | Plastic Waste Cleaning

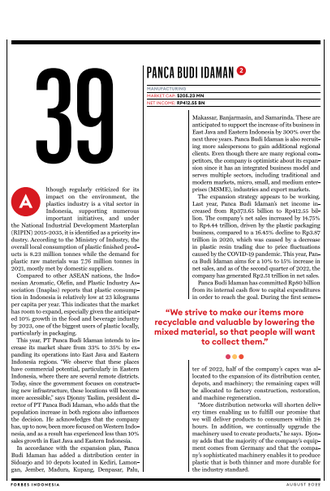
Pengumpulan sampah plastik di Tangerang.
Plastic waste cleaning in Tangerang area.

Forbes
50 BEST OF THE BEST COMPANIES 2022



PT PANCA BUDI IDAMAN TBK telah terpilih menjadi salah satu perusahaan terbaik di Indonesia (50 BEST OF THE BEST COMPANIES - Edisi Majalah FORBES INDONESIA AGUSTUS 2022). Semua ini adalah pencapaian hasil kerja keras seluruh karyawan PANCA BUDI dimana terpilih nya perusahaan kita hanya dapat terwujud berkat perjuangan kita semua. Mari kita terus berjuang demi kemajuan perusahaan dan kesejahteraan kita bersama.

PT PANCA BUDI IDAMAN TBK had been selected as one of the best companies in Indonesia (50 BEST OF THE BEST COMPANIES - FORBES INDONESIA AUGUST 2022 Edition). Such achievement reflected the hard work of all PANCA BUDI employees where the qualification of our company could only be realized thanked to all of our efforts. Let's keep fighting for the progress of the company and our common goals.


56 BEST OF THE BEST COMPANIES 2022

39

PANCA BUDI IDAMAN

MANUFACTURING
TARGET CAP: $265.33 MN
GET INCOME: RP412.55 BN

Although regularly criticized for its impact on the environment, the plastics industry is a vital sector in Indonesia, supporting numerous important initiatives, and under the National Industrial Development Masterplan (RIPIN) 2015-2035, it is identified as a priority industry. According to the Ministry of Industry, the overall local consumption of plastic-finished products is 8.23 million tonnes while the demand for plastic raw materials was 7.76 million tonnes in 2021, mostly met by domestic suppliers.

Compared to other ASEAN nations, the Indonesian Aromatic, Olefin, and Plastic Industry Association (Inaplas) reports that plastic consumption in Indonesia is relatively low at 23 kilogramm per capita per year. This indicates that the market has room to expand, especially given the anticipated 10% growth in the food and beverage industry by 2023, one of the biggest users of plastic locally, particularly in packaging.

This year, PT Panca Budi Idaman intends to increase its market share from 21% to 31% by expanding its operations into East Java and Eastern Indonesia regions. "We observe that these places have commercial potential, particularly in Eastern Indonesia, where there are several remote districts. Today, since the government focuses on constructing new infrastructure, these locations will become more accessible," says Djonny Taslim, president director of PT Panca Budi Idaman, who adds that the population increase in both regions also influences the decision. He acknowledges that the company has, up to now, been more focused on Western Indonesia, and as a result has experienced less than 10% sales growth in East Java and Eastern Indonesia.

In accordance with the expansion plan, Panca Budi Idaman has added a distribution center in Sidoarjo and 10 depots located in Kediri, Lamongan, Jember, Madiun, Kupang, Denpasar, Palu, Makassar, Banjarmasin, and Samarinda. These are anticipated to support the increase of its business in East Java and Eastern Indonesia by 300% over the next three years. Panca Budi Idaman is also recruiting more salespersons to gain additional regional clients. Even though there are many regional competitors, the company is optimistic about its expansion since it has an integrated business model and serves multiple sectors, including traditional and modern markets, micro, small, and medium enterprises (MSME), industries and export markets.

The expansion strategy appears to be working. Last year, Panca Budi Idaman's net income increased from Rp271.65 billion to Rp412.55 billion. The company's net sales increased by 16.75% to Rp4.44 trillion, driven by the plastic packaging business, compared to a 16.43% decline to Rp3.87 trillion in 2020, which was caused by a decrease in plastic resin trading due to price fluctuations caused by the COVID-19 pandemic. This year, Panca Budi Idaman aims for a 10% to 15% increase in net sales, and as of the second quarter of 2022, the company has generated Rp2.23 trillion in net sales.

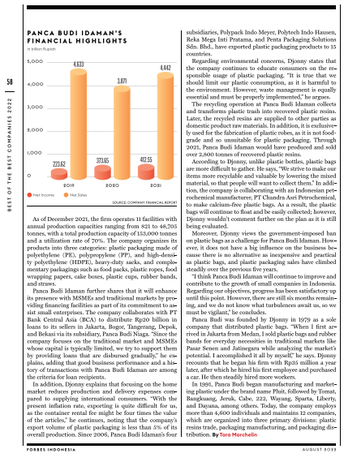
Panca Budi Idaman has committed Rp60 billion from its internal cash flow to capital expenditures in order to reach the goal. During the first semes-

"We strive to make our items more recyclable and valuable by lowering the mixed material, so that people will want to collect them."

ter of 2022, half of the company's capex was allocated to the expansion of its distribution center, depots, and machinery; the remaining capex will be allocated to factory construction, restoration, and machine regeneration.

"More distribution networks will shorten delivery times enabling us to fulfill our promise that we will deliver products to consumers within 24 hours. In addition, we continually upgrade the machinery used to create products," he says. Djonny adds that the majority of the company's equipment comes from Germany and that the company's sophisticated machinery enables it to produce plastic that is both thinner and more durable for the industry standard.


Djonny Taslim, President Director of PT Panca Budi Idaman


58 BEST OF THE BEST COMPANIES 2022

PANCA BUDI IDAMAN'S FINANCIAL HIGHLIGHTS
In billion Rupiah

SOURCE: COMPANY FINANCIAL REPORT

subsidiaries, Polypack Indo Meyer, Polytech Indo Hausen, Reka Mega Inti Pratama, and Penta Packaging Solutions Sdn. Bhd., have exported plastic packaging products to 11 countries.

Regarding environmental concerns, Djonny states that the company continues to educate consumers on the responsible usage of plastic packaging. "It is true that we should limit our plastic consumption, as it is harmful to the environment. However, waste management is equally essential and must be properly implemented," he argues.

The recycling operation at Panca Budi Idaman collects and transforms plastic trash into recovered plastic resins. Later, the recycled resins are supplied to other parties as domestic product raw materials. In addition, it is exclusively used for the fabrication of plastic robes, as it is not food-grade and so unsuitable for plastic packaging. Through 2021, Panca Budi Idaman would have produced and sold over 2,900 tonnes of recovered plastic resins.

According to Djonny, unlike plastic bottles, plastic bags are more difficult to gather. He says, "We strive to make our items more recyclable and valuable by lowering the mixed material, so that people will want to collect them." In addition, the company is collaborating with an Indonesian petrochemical manufacturer, PT Chandra Asri Petrochemical, to make calcium-free plastic bags. As a result, the plastic bags will continue to float and be easily collected; however, Djonny wouldn't comment further on the plan as it is still being evaluated.

Moreover, Djonny views the government-imposed ban on plastic bags as a challenge for Panca Budi Idaman. However, it does not have a big influence on the business because there is an alternative as inexpensive and practical as plastic bags, and plastic packaging sales have climbed steadily over the previous five years.

"I think Panca Budi Idaman will continue to improve and contribute to the growth of small companies in Indonesia. Regarding our objectives, progress has been satisfactory up until this point. However, there are still six months remaining, and we do not know what turbulences await us, so we must be vigilant," he concludes.

Panca Budi was founded by Djonny in 1979 as a sole company that distributed plastic bags. "When I first arrived in Jakarta from Medan, I sold plastic bags and rubber bands for everyday necessities in traditional markets like Pasar Senen and Jatinegara while analyzing the market's potential. I accomplished it all by myself," he says. Djonny recounts that he began his firm with Rp25 million a year later, after which he hired his first employee and purchased a car. He then steadily hired more workers.

In 1991, Panca Budi began manufacturing and marketing plastic under the brand name Pluit, followed by Tomat, Bangkuang, Jeruk, Cabe, 222, Wayang, Sparta, Liberty, and Dayana, among others. Today, the company employs more than 4,600 individuals and maintains 12 companies, which are organized into three primary divisions: plastic resins trade, packaging manufacturing, and packaging distribution. By Tara Marchelin

Forbes Asia
BEST UNDER A BILLION



Perseroan terpilih sebagai salah satu perusahaan terbuka yang masuk dalam daftar "Best Under A Billion" versi majalah Forbes Asia bulan Agustus 2025.

Daftar "Best Under A Billion" versi Forbes Asia menyoroti 200 perusahaan terbuka dengan kinerja terbaik di kawasan Asia-Pasifik yang memiliki penjualan tahunan di bawah US$1 miliar. Dari lebih dari 19.000 perusahaan kecil dan menengah di kawasan tersebut, 200 perusahaan Best Under A Billion ini memiliki rekam jejak kinerja korporasi yang luar biasa. Dengan menggunakan metrik kuantitatif dan kualitatif, daftar akhir yang berjumlah 200 perusahaan ini benar-benar merupakan kelompok pilihan.

Penghargaan tersebut diserahkan pada acara "Forbes Asia Best Under A Billion Forum and Awards Dinner" di Singapura pada 25 November 2025.

The Company was selected by as one of the Best Under A Billion companies listed in the August 2025 issue of Forbes Asia.

Forbes Asia's Best Under A Billion list spotlights 200 top-performing publicly listed companies in the Asia-Pacific region with annual sales under US$1 billion. From a universe of over 19,000 small and midsized companies in the region, these 200 Best Under A Billion companies have track records of exceptional corporate performance. Using both quantitative and qualitative metrics, the final list of 200 is truly a select group.

The award was presented at the Forbes Asia Best Under A Billion Forum and Awards Dinner in Singapore on November 25, 2025.



Strategi Keberlanjutan
Sustainability Strategy

Jumlah Karyawan | Number of Employees

5.644 Orang
5.644 People

40% di antaranya wanita
40% of them are women

Pemasok Lokal | Local Suppliers

84% dari total pemasok perusahaan merupakan pemasok lokal dan nasional
84% of the company's total suppliers are local and national suppliers

Pada tanggal 31 Desember 2025, tidak ada tuntutan hukum yang mungkin menimbulkan kerugian material di masa depan.
As of 31 December 2025, there were no lawsuits which might result in material damages in the future.

Aksi donor darah yang diikuti oleh 6.941 orang
The blood donation action was attended by 6,941 people

Penghargaan dari Investor Daily & Bisnis Indonesia.
The Best Issuer from Ivestor Daily & Bisnis Indonesia.

Dalam menghadapi berbagai isu serta menjaga keberlanjutan, perusahaan mencanangkan strategi yang berfokus pada pengelolaan Lingkungan, Sosial, dan Tata Kelola (LST). Strategi ini turut selaras mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Perusahaan terus melihat berbagai peluang-peluang yang memungkinkan untuk memperbaiki maupun meningkatkan kinerja perusahaan terkait aspek LST.

The Company has launched a strategy that focuses on Environmental, Social and Governance (ESG) management in dealing with various matters while also maintaining sustainability. This strategy is also to support the achievement of the Sustainable Development Goals (SDGs). The Company continues to look at various possible ways to improve or enhance its performance in relation to the ESG aspects.



Pada aspek lingkungan, Perseroan senantiasa mengelola operasional dengan efisien, ramah dan tidak merusak lingkungan. Perseroan berupaya menerapkan efisiensi penggunaan energi dan mendukung penurunan emisi dari kegiatan operasional. Perseroan berkomitmen untuk berpartisipasi dalam pembinaan dan pemberdayaan masyarakat guna menciptakan lingkungan yang bersih seperti penanaman, pelestarian, daur ulang sampah plastik, dan konservasi lingkungan.

Pada aspek sosial, perusahaan senantiasa menjalankan Corporate Social Responsibility (CSR) dalam berbagai pilar. Pilar tersebut terdiri dari kegiatan pelayanan kesehatan, sumbangan bencana alam, sumbangan sosial, sumbangan air bersih serta beasiswa pendidikan. Kedepannya perusahaan akan menjalankan berbagai CSR pilar lingkungan yang mendukung pelestarian lingkungan sekitar. Selain itu, perusahaan selalu berupaya memupuk kepercayaan masyarakat dengan menjaga keyakinan terhadap kualitas mutu produk. Perusahaan telah mendapatkan beberapa sertifikasi seperti ISO 9001 terkait Sistem Manajemen Mutu serta SNI untuk memenuhi standar kelayakan produk sesuai dengan standar nasional.

Sementara pada aspek tata kelola, perusahaan secara konsisten memastikan penerapan tata kelola berkelanjutan dengan penerapan prinsip kehati-hatian dalam menjalankan kegiatan usaha. Selain itu, perusahaan turut melakukan evaluasi kinerja jajaran komisaris dan direktur. Perusahaan berkomitmen untuk menjalankan kode etik sebagai upaya membangun nilai kepercayaan, profesionalisme, dan integritas. Di tahun yang akan datang, perusahaan akan semakin mendalami fokus pada LST ini. Evaluasi terkait pencapaian dan meramu strategi akan dilakukan secara berkala, guna menjawab tantangan-tantangan yang ada.

Dalam ajang Industry Award 2025 yang diselenggarakan pada tanggal 24 Juli 2025, Perseroan meraih penghargaan Indonesia Best Containers and Packaging Industry for Strategic Eastern Expansion and Sustained Performance in Domestic Market dalam kategori Manufacture.

On the environmental aspect, the Company always maintains operations in an efficient and environmentally friendly manner. The Company seeks to implement efficient energy use and reduce emissions in the operational activities. The Company is committed to participating in community development and empowerment in order to create a clean environment through such activities as planting, environmental preservation, recycling of plastic waste, and environmental conservation.

On the social aspect, the Company carries out Corporate Social Responsibility (CSR) activities under various pillars. The pillars are health services, natural disaster alleviation, social donations, clean water donations and educational scholarships. In the future, the company will carry out various CSR environmental pillars that support the preservation of the surrounding environment. In addition, the company always strives to foster public trust by maintaining confidence in product quality. The Company has obtained several certifications such as ISO 9001 related to Quality Management Systems and SNI to meet product eligibility standards according to national standards.

In the aspect of governance, the Company consistently ensures the implementation of sustainable governance by applying the principle of prudence in carrying out its business activities. In addition, the Company also evaluates the performance of the board of commissioners and directors. It is committed to implementing the code of ethics as an effort to build the values of trust, professionalism and integrity. In the coming year, the company will deepen its focus on ESG. Assessment related to the achievement and formulation of strategies will be carried out periodically, in order to respond to challenges that exist in the short term and long term.

At the Industry Award 2025 event held on July 24, 2025, the Company received the Indonesia Best Containers and Packaging Industry for Strategic Eastern Expansion and Sustained Performance in Domestic Market award in the Manufacture category.

Ikhtisar Aspek Tata Kelola
Governance Highlights

PBID Masuk Sebagai Salah Satu Perusahaan Terbaik di Indonesia

PBID as One of the Best Companies in Indonesia

PBID telah terpilih menjadi salah satu perusahaan terbaik di Indonesia (50 Best of The Best Companies - edisi Majalah Forbes Indonesia, Agustus 2022). Hasil pencapaian ini merupakan berkat perjuangan dan kerja keras seluruh karyawan PBID.Perusahaan berharap dapat meneruskan perjuangan ini demi kemajuan perusahaan dan kesejahteraan seluruh insan PBID.

PBID has been selected as one of the best companies in Indonesia (50 Best of The Best Companies - Forbes Indonesia Magazine edition, August 2022). The results of this achievement are thanks to the struggle and hard work of all PBID employees. The company hopes to continue this struggle for the progress of the company and the welfare of all PBID employees.

Meskipun industri plastik sering dikritik karena dampaknya terhadap lingkungan, namun industri plastik merupakan sektor vital di Indonesia yang mendukung berbagai inisiatif penting. Bahkan, Rencana Induk Pengembangan Industri Nasional (RIPIN) 2015-2035 telah mengidentifikasi industri plastik sebagai industri prioritas.Menurut Kementerian Perindustrian, konsumsi lokal lokal produk jadi kemasan plastik secara keseluruhan adalah 8,23 juta ton sementara permintaan bahan baku plastik adalah 7,76 juta ton pada tahun 2021 yang sebagian besar dipenuhi oleh pemasok dalam negeri.

Although the plastic industry is often criticized for its impact on the environment, it is a vital sector in Indonesia that supports various important initiatives. In fact, the National Industrial Development Master Plan (RIPIN) 2015-2035 has identified the plastic industry as a priority industry. According to the Ministry of Industry, overall local consumption of finished plastic packaging products is 8.23 million tonnes while demand for plastic raw materials is 7.76 million tonnes in 2021, most of which will be met by domestic suppliers.

Dibandingkan dengan negara ASEAN lainnya, Asosiasi Industri Aromatik, Olefin, dan Plastik Indonesia (Inaplas) melaporkan konsumsi plastik di Indonesia relatif rendah yaitu 23 kilogram per kapita per tahun. Hal ini menunjukkan bahwa pasar memiliki ruang untuk berkembang, terutama dengan perkiraan pertumbuhan 10% dalam industri makanan dan minuman pada tahun 2025, dimana salah satu penggunaan utama dan terbesar secara lokal adalah penggunaan plastik kemasan.

Compared with other ASEAN countries, the Indonesian Aromatic, Olefin and Plastic Industry Association (Inaplas) reports that plastic consumption in Indonesia is relatively low, namely 23 kilograms per capita per year. This shows that the market has room to grow, especially with an estimated 10% growth in the food and beverage industry by 2025, where one of the main and largest uses locally is the use of plastic packaging.

Terkait masalah lingkungan, perusahaan akan senantiasa mengedukasi konsumen tentang penggunaan kemasan plastik yang bertanggung jawab. Djonny Taslim mengatakan bahwa memang benar kita harus membatasi konsumsi plastik karena berbahaya bagi lingkungan. Namun, pengelolaan sampah juga tidak kalah pentingnya dan harus dilaksanakan dengan baik. Operasi daur ulang di PBID dengan cara mengumpulkan dan mengubah sampah plastik menjadi resin plastik yang didaur ulang. Nantinya, resin daur ulang tersebut dipasok ke pihak lain sebagai bahan baku produk dalam negeri. Selain itu, resin daur ulang ini secara eksklusif digunakan untuk pembuatan tali rafia karena tidak foodgrade dan tidak cocok untuk kemasan plastik.

Regarding environmental issues, the Company will continue to educate consumers about the responsible use of plastic packaging. Djonny Taslim said that it is true that we must limit plastic consumption because it is harmful to the environment. However, waste management is equally important and must be implemented properly. The recycling operation at PBID collects and transforms plastic waste into recyclable plastic resin. Later, the recycled resin will be supplied to other parties as raw material for domestic products. In addition, this recycled resin is exclusively used for the manufacture of plastic ropes because it is not of food grade quality and not suitable for plastic packaging.

Namun, hal itu tidak berpengaruh besar pada bisnis karena tidak ada alternatif yang murah dan praktis seperti kantong plastik, dan penjualan kemasan plastik terus meningkat selama lima tahun sebelumnya. Djonny mengatakan Panca Budi Idaman akan terus meningkat dan berkontribusi pada pertumbuhan perusahaan kecil di Indonesia. Mengenai tujuan kami, kemajuan telah memuaskan sampai saat ini. Namun, masih ada enam bulan tersisa, dan kita tidak tahu turbulensi apa yang menunggu kita, jadi kita harus waspada.

However, this did not have a major impact on business as there was no cheap and practical alternative like plastic bags, and sales of plastic packaging had steadily increased over the previous five years. Djonny said Panca Budi Idaman would continue to grow and contribute to the growth of small companies in Indonesia. Regarding our goals, progress has been satisfactory to date. However, there are still six months left, and we do not know what turbulence awaits us, so we must always be vigilant.





PT PANCA BUDI IDAMAN TBK telah terpilih menjadi salah satu perusahaan terbaik di Indonesia (50 BEST OF THE BEST COMPANIES - Edisi Majalah FORBES INDONESIA AGUSTUS 2022). Semua ini adalah pencapaian hasil kerja keras seluruh karyawan PANCA BUDI dimana terpilih nya perusahaan kita hanya dapat terwujud berkat perjuangan kita semua. Mari kita terus berjuang demi kemajuan perusahaan dan kesejahteraan kita bersama.

PT PANCA BUDI IDAMAN TBK had been selected as one of the best companies in Indonesia (50 BEST OF THE BEST COMPANIES - FORBES INDONESIA AUGUST 2022 Edition). Such achievement reflected the hard work of all PANCA BUDI employees where the qualification of our company could only be realized thanked to all of our efforts. Let's keep fighting for the progress of the company and our common goals.


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PANCA BUDI IDAMAN

HEADQUARTERS
MARKET CAP: $205.23 MN
NET INCOME: RP423.51 BN

Although regularly criticized for its impact on the environment, the plastics industry is a vital sector in Indonesia, supporting numerous important initiatives, and under the National Industrial Development Masterplan (RIPIN) 2015-2035, it is identified as a priority industry. According to the Ministry of Industry, the overall local consumption of plastic finished products is 8.23 million tonnes while the demand for plastic raw materials was 7.76 million tonnes in 2021, mostly met by domestic suppliers.

Compared to other ASEAN nations, the Indonesian Aromatic, Olefin, and Plastic Industry Association (Inaplas) reports that plastic consumption in Indonesia is relatively low at 23 kilograms per capita per year. This indicates that the market has room to expand, especially given the anticipated 10% growth in the food and beverage industry by 2025, one of the biggest users of plastic locally, particularly in packaging.

This year, PT Panca Budi Idaman intends to increase its market share from 35% to 35% by expanding its operation into East Java and Eastern Indonesia regions. "We observe that these places have commercial potential, particularly in Eastern Indonesia, where there are several remote districts. Today, since the government focuses on constructing new infrastructure, these locations will become more accessible," says Djonny Taslim, president director of PT Panca Budi Idaman, who adds that the population increase in both regions also influences the decision. He acknowledges that the company has, up to now, been more focused on Western Indonesia, and as a result has experienced less than 10% sales growth in East Java and Eastern Indonesia.

In accordance with the expansion plan, Panca Budi Idaman has added a distribution center in Subaraya and 10 depots located in Kediri, Lamongan, Jember, Madura, Kupang, Denpasar, Palu, Makassar, Banjarmasin, and Samarinda. These are anticipated to support the increase of its business in East Java and Eastern Indonesia by 300% over the next three years. Panca Budi Idaman is also recruiting more salespersons to gain additional regional clients. Even though there are many regional competitors, the company is optimistic about its expansion since it has an integrated business model and serves multiple sectors, including traditional and modern markets, micro, small, and medium enterprises (MSME), industries and export markets.

The expansion strategy appears to be working. Last year, Panca Budi Idaman's net income increased from Rp272.65 billion to Rp423.51 billion. The company's net sales increased by 16.72% to Rp6.66 trillion, driven by the plastic packaging business, compared to a 36.43% decline to Rp3.97 trillion in 2020, which was caused by a slowdown in plastic resin trading due to price fluctuations caused by the COVID-19 pandemic. This year, Panca Budi Idaman aims for a 10% to 15% increase in net sales, and as of the second quarter of 2022, the company has generated Rp2.51 trillion in net sales.

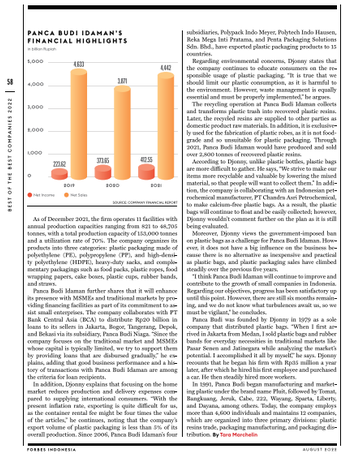
Panca Budi Idaman has committed Rp160 billion from its internal cash flow to capital expenditures in order to reach the goal. During the first semester of 2022, half of the company's capex was allocated to the expansion of its distribution center, depots, and machinery; the remaining capex will be allocated to factory construction, restoration, and machine regeneration.

"More distribution networks will shorten delivery times enabling us to fulfill our promise that we will deliver products to consumers within 24 hours. In addition, we continually upgrade the machinery used to create products," he says. Djonny adds that the majority of the company's equipment comes from Germany and that the company's sophisticated machinery enables it to produce plastic that is both thinner and more durable for the industry standard.

"We strive to make our items more recyclable and valuable by lowering the mixed material, so that people will want to collect them."

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Djonny Taslim, President Director of PT Panca Budi Idaman


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PANCA BUDI IDAMAN'S FINANCIAL HIGHLIGHTS

As of December 2021, the firm operates 11 facilities with annual production capacities ranging from 821 to 48,705 tonnes, with a total production capacity of 153,000 tonnes and a utilization rate of 70%. The company organizes its products into three categories: plastic packaging made of polyethylene (PE), polypropylene (PP), and high-density polyethylene (HDPE), heavy-duty sacks, and complementary packages such as food packs, plastic ropes, food wrapping papers, cake boxes, plastic cups, rubber bands, and straws.

Panca Budi Idaman further shares that it will enhance its presence with MSMEs and traditional markets by providing financing facilities as part of its commitment to assist small enterprises. The company collaborates with PT Bank Central Asia (BCA) to distribute Rp50 billion in loans to its sellers in Jakarta, Bogor, Tangerang, Depok, and Bekasi via its subsidiary, Panca Budi Niaga. "Since the company focuses on the traditional market and MSMEs whose capital is typically limited, we try to support them by providing loans that are disbursed gradually," he explains, adding that good business performance and a history of transactions with Panca Budi Idaman are among the criteria for loan recipients.

In addition, Djonny explains that focusing on the home market reduces production and delivery expenses compared to supplying international consumers. "With the present inflation rate, exporting is quite difficult for us, as the container rental fee might be four times the value of the articles," he continues, noting that the company's export volume of plastic packaging is less than 3% of its overall production. Since 2006, Panca Budi Idaman's four subsidiaries, Polypack Indo Meyer, Polytech Indo Hansen, Beka Mega Inti Pratama, and Pentz Packaging Solutions Sdn. Bhd., have exported plastic packaging products to 15 countries.

Regarding environmental concerns, Djonny states that the company continues to educate consumers on the responsible usage of plastic packaging. "It is true that we should limit our plastic consumption, as it is harmful to the environment. However, waste management is equally essential and must be properly implemented," he argues.

The recycling operation at Panca Budi Idaman collects and transforms plastic trash into recovered plastic resins. Later, the recycled resins are supplied to other parties as domestic product raw materials. In addition, it is exclusively used for the fabrication of plastic robes, as it is not food-grade and so unsuitable for plastic packaging. Through 2021, Panca Budi Idaman would have produced and sold over 2,900 tonnes of recovered plastic resins.

According to Djonny, unlike plastic bottles, plastic bags are more difficult to gather. He says, "We strive to make our items more recyclable and valuable by lowering the mixed material, so that people will want to collect them." In addition, the company is collaborating with an Indonesian petrochemical manufacturer, PT Chandra Asri Petrochemical, to make custom-fit plastic bags. As a result, the plastic bags will continue to float and be easily collected; however, Djonny wouldn't comment further on the plan as it is still being evaluated.

Moreover, Djonny views the government-imposed ban on plastic bags as a challenge for Panca Budi Idaman. However, it does not have a big influence on the business because there is no alternative as inexpensive and practical as plastic bags, and plastic packaging sales have climbed steadily over the previous five years.

"I think Panca Budi Idaman will continue to improve and contribute to the growth of small companies in Indonesia. Regarding our objectives, progress has been satisfactory up until this point. However, there are still six months remaining, and we do not know what turbulences await us, so we must be vigilant," he concludes.

Panca Budi was founded by Djonny in 1979 as a sole company that distributed plastic bags. "When I first arrived in Jakarta from Medan, I sold plastic bags and rubber bands for everyday necessities in traditional markets like Pasar Senen and Jatinegara while analyzing the market's potential. I accomplished it all by myself," he says. Djonny recounts that he began his firm with Rp25 million a year later, after which he hired his first employee and purchased a car. He then steadily hired more workers.

In 1991, Panca Budi began manufacturing and marketing plastic under the brand name Plasi, followed by Tomat, Bangkuang, Jeruk, Cabe, 222, Wayang, Sparta, Liberti, and Dayana, among others. Today, the company employs more than 1,600 individuals and maintains 12 companies, which are organized into three primary divisions: plastic resins trade, packaging manufacturing, and packaging distribution. By Tara Marchelin.

FORBES INDONESIA AUGUST 2022

CORPORATE EMISSION REDUCTION AWARD



Pada Juni 2023, emiten produsen kemasan plastik PT Panca Budi Idaman Tbk. (PBID) telah menerima penghargaan Transparansi Penurunan Emisi Korporasi Kategori Platinum dari B Universe & Bumi Global Karbon.

Selain Penurunan Emisi Korporasi, Kami mencanangkan strategi yang berfokus pada ESG untuk mendukung Pembangunan Berkelanjutan. Untuk Aspek lingkungan, Kami telah melakukan Daur Ulang Sampah Plastik, sumbangan air bersih, & pelestarian lingkungan seperti Penanaman Bibit Mangrove dan Pembuatan Lubang Biopori.

Di masa mendatang, kami akan mendukung kegiatan pelestarian lingkungan hidup sebagai upaya untuk mereduksi emisi karbon. Dan juga, Kami selalu Memaksimalkan Efisiensi Energi & penanaman pohon seperti bibit mangrove. Dengan menjalankan bisnis yang berkelanjutan, kami yakin dapat memberikan manfaat bagi seluruh pemangku kepentingan serta menciptakan nilai tambah bagi Perseroan.

In June 2023, plastic packaging producer PT Panca Budi Idaman Tbk. (PBID) has received the Platinum Category Corporate Emission Reduction Transparency Award from B Universe & Bumi Global Karbon.

In addition to reducing corporate emissions, we have launched an ESG-focused strategy to support sustainable development. For the environmental aspect, we have recycled plastic waste, donated clean water, & preserved the environment such as planting mangrove seedlings and making biopore holes.

In the future, we will support environmental conservation activities as an effort to reduce carbon emissions. And also, we always maximize energy efficiency & plant trees such as mangrove seedlings. By running a sustainable business, we believe we can provide benefits to all stakeholders and create added value for the Company.

PBID Mendukung Pemerintah untuk Penyaluran KUR ke UMKM

PBID Supports the Government's Disbursement of People's Business Credit to MSMEs

PBID menyalurkan Kredit Usaha Rakyat (KUR) senilai Rp20 miliar melalui anak perusahaannya yaitu Panca Budi Niaga (PBN). PBN merupakan perusahaan yang 99,52 persen sahamnya dimiliki secara langsung oleh PBID. PBN telah menandatangani perjanjian kerja sama channeling KUR dengan BCA pada 4 April 2022.

Kerjasama ini dilatarbelakangi oleh komitmen PBID untuk terus mendukung pemerintah dalam mendukung sektor Usaha Mikro Kecil Menengah (UMKM), salah satunya dengan menyalurkan kredit usaha rakyat di berbagai sektor usaha. PBID terus mendukung sektor UMKM agar industri ini tetap berjalan di tengah dinamika industri makanan dan minuman. Hal ini sejalan dengan upaya pemerintah untuk menyeimbangkan kembali roda perekonomian Indonesia.

Kerja sama dengan pola channeling antara BCA dan PBN bertujuan untuk membantu usaha masyarakat di daerah Jabodetabek, khususnya pedagang kemasan plastik. Dalam kerja sama ini, PBN membantu BCA melakukan seleksi atas customer yang layak mendapatkan KUR sesuai kriteria yang telah disepakati, sehingga bantuan KUR akan tepat sasaran. Penyaluran KUR ini sejalan dengan upaya PBID dalam mempercepat realisasi Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs). Adapun dalam kerja sama ini, PBID berharap dapat meningkatkan penjualan anak usaha Perseroan dan dapat memberikan dampak yang positif bagi seluruh UMKM di Indonesia serta membangkitkan semangat untuk keluar dari situasi penuh ketidakpastian.

PBID distributes People's Business Credit (KUR) worth IDR 20 billion through its subsidiary, Panca Budi Niaga (PBN). PBN is a company whose 99.52 percent shares are directly owned by PBID. PBN has signed a KUR channeling cooperation agreement with BCA on 4 April 2022.

This collaboration is motivated by PBID's commitment to continue to support the government in supporting the Micro, Small and Medium Enterprises (MSMEs) sector, such as by distributing KUR to various business sectors. PBID continues to support the MSME sector to help it thrive through the food and beverages industry dynamics. This is in line with the government's efforts to accelerate the wheels of the Indonesian economy.

The channeling cooperation between BCA and PBN aims to help community businesses in the Jabodetabek area, especially plastic packaging traders. In this collaboration, PBN assists BCA in selecting customers who are eligible to receive KUR according to agreed criteria, to ensure that KUR assistance is right on target. The distribution of KUR is in line with PBID's efforts to accelerate the realization of the Sustainable Development Goals (SDGs). As for this collaboration, PBID hopes to increase the sales of the Company's subsidiaries and create a positive impact on all MSMEs in Indonesia to inspire enthusiasm to get out of this uncertain time.



Ikhtisar Aspek Lingkungan
Environmental Highlights

Meningkatkan Keberlanjutan Lingkungan

Enhancing Environmental Sustainability

PBID memiliki strategi ESG salah satunya adalah pengelolaan lingkungan. Perusahaan berkomitmen untuk menciptakan lingkungan yang bersih dengan beberapa usaha yaitu mendaur ulang sampah plastik, sumbangan air bersih dan pelestarian lingkungan. Perusahaan memberikan perhatian yang besar untuk pengelolaan limbah plastik. Sampah plastik dapat didaur ulang menjadi produk-produk yang bermanfaat seperti biji plastik recycle dan Bahan Bakar Minyak (BBM), aspal plastik, dan sumber energi bagi Pembangkit Listrik Tenaga Sampah (PLTS). Sampah plastik terlebih dahulu disortir, kemudian dihancurkan mencapai ukuran yang lebih kecil dan dicacah dengan menggunakan mesin crusher, lalu berlanjut menuju proses pengeringan, dan kemudian menjadi biji produk plastik recycle. Usaha pengolahan sampah ini tentunya akan terus berkembang demi terciptanya bisnis yang berkelanjutan.

Environmental management is an important part of PBID's ESG strategy. The Company is committed to creating a clean environment through several efforts: recycling plastic waste, donating clean water and preserving the environment. The company pays great attention to plastic waste management. Plastic waste can be recycled into useful products such as recycled plastic resins and fossil fuel, plastic asphalt, and a source of energy for waste-to-energy plants (PLTS). Plastic waste is first sorted and then crushed to a smaller size and chopped using a crusher machine. It then goes through the drying process, and then becomes resins for recycled plastic products. This waste processing business will continue to grow in order to create a sustainable business.



PBID sangat memperhatikan faktor lingkungan dalam menjalankan operasional usahanya. Pengelolaan sampah plastik untuk daur ulang kedepan menjadi perhatian perusahaan karena sampah plastik bisa didaur ulang menjadi produk yang bermanfaat seperti biji plastik recycle, BBM (Bahan Bakar Minyak), aspal plastik, dan sumber energi PLTS (Pembangkit Listrik Tenaga Sampah).

PBID pays significant attention to environmental factors when carrying out its business operations. It especially focuses on the recycling of plastic waste in order to create useful products such as recycled plastic resins, fuel, plastic asphalt, and as an energy source for waste-to-energy plants.



Penjelasan Direksi
The Board of Directors Remark

Puji syukur kepada Tuhan Yang Maha Esa atas rahmat dan karunia yang diberikan sepanjang tahun 2025. PT Panca Budi Idaman Tbk —untuk selanjutnya disebut "Perseroan atau PBID"— berhasil memberikan pencapaian kinerja yang positif dan berkelanjutan. Kami bersyukur, Perseroan tetap mampu meraih pertumbuhan di tengah kondisi perekonomian global yang baru beranjak pulih dari dampak pandemi.

Pada tahun 2025, Perseroan merilis Laporan Keberlanjutan edisi 2025. Laporan ini berisi pemaparan strategi keberlanjutan, program keberlanjutan, serta pencapaian kinerja Perseroan terkait aspek pengelolaan Lingkungan, Sosial, dan Tata Kelola (LST) selama setahun terakhir. Melalui laporan ini, Perseroan melakukan pengukuran terhadap dampak kegiatan operasional dengan mempertimbangkan prinsip People, Planet, and Profit sebagai cerminan Perseroan dalam menjalankan nilai-nilai keberlanjutan. Laporan Keberlanjutan ini juga sebagai wujud peran PBID dalam melaksanakan Tujuan Pembangunan Berkelanjutan (TPB).

PBID telah menyiapkan strategi keberlanjutan untuk berkontribusi pada pembangunan berkelanjutan guna menghadapi tantangan ke depan. Perseroan merancang strategi keberlanjutan yang berfokus pada pengelolaan LST demi terciptanya pertumbuhan yang berkelanjutan. Perseroan berupaya untuk senantiasa meningkatkan efisiensi di seluruh rantai nilai dan menginvestasikan kembali perbaikan yang kami realisasikan untuk mengembangkan bisnis PBID secara berkelanjutan. Kami mengintegrasikan isu LST ke dalam strategi bisnis dan menjadi proses di masa depan. Dengan berfokus pada pengelolaan aspek LST, diharapkan dapat memberikan evaluasi dan pengendalian risiko secara tepat terhadap PBID.

Sejalan dengan visi Perseroan, kami memiliki strategi untuk memperluas jaringan distribusi di seluruh Indonesia dan mancanegara. Kami memaksimalkan peluang pasar yang ada dengan memperluas jaringan distribusi. Tahun ini, PBID berniat meningkatkan pangsa pasarnya dari 33% menjadi 35% dengan memperluas operasinya ke wilayah Jawa Timur dan Indonesia Timur.

Sesuai dengan rencana perluasan, PBID telah menambah pusat distribusi di Sidoarjo dan 10 depo yang berlokasi di Kediri, Lamongan, Jember, Madura, Kupang, Denpasar, Palu, Makassar, Banjarmasin, dan Samarinda. Hal ini diharapkan dapat mendukung peningkatan bisnisnya di Jawa Timur dan Indonesia Timur selama tiga tahun ke depan. Untuk mendukung ekspansi tersebut, PBID merekrut lebih banyak tenaga penjualan untuk mendapatkan klien regional tambahan. Meski memiliki banyak pesaing regional, perusahaan optimistis ekspansi karena memiliki model bisnis yang terintegrasi dan melayani berbagai sektor, termasuk pasar tradisional dan modern, Usaha Mikro, Kecil, dan Menengah (UMKM), industri, dan juga pasar ekspor.

Dalam menjalankan kegiatan usahanya di sepanjang 2025, PBID tentunya menemukan beberapa kendala.

Praise be to God Almighty for the blessings and gifts bestowed throughout 2025. PT Panca Budi Idaman Tbk —hereinafter referred to as the "Company or PBID"— has succeeded in delivering a positive and sustainable performance. We are grateful that the Company is still able to achieve growth amidst a global economy that is just recovering from the impact of the pandemic.

This year, the Company has released the 2025 edition of its Sustainability Report. This report contains a presentation on sustainability strategies, sustainability programs, and the Company's performance in the aspects of Environmental, Social and Governance (ESG) management over the past year. Through this report, the Company measures the impact of operational activities by considering the principles of People, Planet and Profit as a reflection of the Company in carrying out sustainability values. This Sustainability Report is also a manifestation of PBID's role in implementing the Sustainable Development Goals (SDGs).

PBID has formulated a sustainability strategy to contribute to sustainable development in order to face the challenges ahead. The Company designs a sustainability strategy that focuses on managing ESG in order to create sustainable growth. The Company strives to continuously improve efficiency throughout the value chain and reinvest the improvements we realize to develop PBID in a sustainable manner. We integrate ESG issues into business strategy and into future processes. By focusing on the management of ESG aspects, it is hoped that it can enhance PBID's appropriate risk evaluation and control.

In line with the Company's vision, we employ a strategy to expand our distribution network throughout Indonesia and abroad. We maximize existing market opportunities by expanding our distribution network. This year, PBID intends to increase its market share from 33% to 35% by expanding its operations to East Java and Eastern Indonesia.

In accordance with the expansion plan, PBID has added a distribution center in Sidoarjo and 10 depots in Kediri, Lamongan, Jember, Madura, Kupang, Denpasar, Palu, Makassar, Banjarmasin and Samarinda. This is expected to support its business expansions in East Java and Eastern Indonesia over the next three years. To support the expansion, PBID is recruiting more salespeople to gain new regional clients. Even though it has many regional competitors, the company is optimistic about expansion because it has an integrated business model and serves various sectors, including traditional and modern markets, Micro, Small and Medium Enterprises (MSMEs), industry, and also the export market.

In carrying out its business activities throughout 2025, PBID will certainly encounter several obstacles.



Meski pada periode pelaporan berada di tengah masa pemulihan dari pandemi, kondisi tersebut tidak mematahkan semangat Perseroan dalam memaksimalkan usaha pencapaian kinerja. Selama tahun 2025 Pencapaian kinerja Perseroan yang berkelanjutan terlihat pada aspek ekonomi, lingkungan, sosial, dan tata kelola.

Secara umum, kinerja keuangan Perseroan pada tahun 2025 tercatat cukup solid, meskipun Penjualan usaha bersih Perseroan mengalami sedikit penurunan Rp53,85 miliar atau sebesar 1,03%, dari Rp5.245,90 miliar pada tanggal 31 Desember 2024 menjadi Rp5.192,05 miliar pada tanggal 31 Desember 2025. Laba usaha Perseroan mengalami penurunan sebesar Rp107,42 miliar atau sebesar 17,51% dari Rp613,36 miliar pada tanggal 31 Desember 2024 menjadi Rp505,93 miliar pada tanggal 31 Desember 2025. Penurunan ini disebabkan oleh karena menurunnya nilai penjualan di pasar domestik.

Pada aspek lingkungan, PBID senantiasa menciptakan budaya kerja dan proses produksi yang berkesinambungan terhadap lingkungan. Kami meminimalisir penggunaan sumber daya baik bahan bakar, air, dan kertas. Pada tahun 2025, terjadi kestabilan dan bahkan penurunan pada penggunaan sumber daya tertentu. Di samping itu, Perseroan berkomitmen untuk mengedukasi konsumen tentang penggunaan kemasan plastik yang bertanggung jawab serta melakukan pengelolaan sampah dengan daur ulang. Operasi daur ulang di PBID dilakukan dengan cara mengumpulkan dan mengubah sampah plastik menjadi resin plastik yang dipulihkan, yang nantinya resin daur ulang ini secara eksklusif digunakan untuk pembuatan tali rafia, karena tidak foodgrade dan tidak cocok untuk kemasan plastik.

Kemudian pada aspek sosial, PBID berkomitmen dalam menciptakan masyarakat sejahtera. PBID mengedepankan upaya – upaya dalam menciptakan keseimbangan antara keberlangsungan bisnis dengan tanggung jawab sosial perusahaan (CSR) dengan melibatkan para karyawan, keluarga karyawan, komunitas lokal, masyarakat umum serta pemangku kepentingan dalam rangka meningkatkan kualitas kehidupan yang lebih baik. Selain itu, PBID meningkatkan kehadirannya di UMKM dan pasar tradisional dengan memberikan fasilitas pembiayaan sebagai bagian dari komitmennya untuk membantu usaha kecil. PBID menyalurkan Kredit Usaha Rakyat (KUR) melalui anak perusahaannya yaitu Panca Budi Niaga (PBN) yang bertujuan membantu usaha masyarakat di daerah Jabodetabek, khususnya pedagang kemasan plastik. Dengan penyaluran KUR kepada masyarakat, diharapkan memberikan dampak yang positif bagi seluruh UMKM di Indonesia.

Sementara pada aspek tata kelola, PBID berupaya meningkatkan

Even though the reporting period was in the middle of the pandemic recovery period, these conditions did not discourage the Company in maximizing its efforts to achieve good performance. During 2025, the achievement of the Company's sustainable performance can be seen in the economic, environmental, social and governance aspects.

Overall, the Company's financial performance in 2025 remained relatively solid, despite a slight decline in net sales of Rp53.85 billion, or 1.03%, from Rp5,245.90 billion as of December 31, 2024 to Rp5,192.05 billion as of December 31, 2025. The Company's operating profit decreased by Rp107.42 billion, or 17.51%, from Rp613.36 billion as of December 31, 2024 to Rp505.93 billion as of December 31, 2025. This decline was primarily attributable to lower sales in the domestic market.

On the environmental aspect, PBID always creates a work culture and production process that are environmentally sustainable. We strive to minimize the use of natural resources such as fuel, water and paper. In 2025, there will be stability or even a decline in the use of certain resources. In addition, the Company is committed to educating consumers about the responsible use of plastic packaging and managing waste by recycling. The recycling operation at PBID is carried out by collecting and converting plastic waste into recovered plastic resin, which is later exclusively used for the manufacture of plastic ropes because it is not of food grade quality and not suitable for plastic packaging.

On the social aspect, PBID is committed to creating a prosperous society. PBID prioritizes efforts to create a balance between business continuity and corporate social responsibility (CSR) by involving employees, employee families, local communities, the general public and stakeholders in order to provide a better quality of life. In addition, PBID is increasing its presence in MSMEs and traditional markets by providing financing services as part of its commitment to help small businesses. PBID distributes People's Business Credit (KUR) through its subsidiary, Panca Budi Niaga (PBN), which aims to help community businesses in the Jabodetabek area, especially plastic packaging traders. By distributing KUR to the community, it is hoped that it will have a positive impact on all MSMEs in Indonesia.

On the aspect of governance, PBID seeks to improve sustainability

tata kelola keberlanjutan dengan pengembangan proses monitoring dan evaluasi kegiatan keberlanjutan. Kami menempatkan kebijakan Tata Kelola Perusahaan sebagai pedoman utama untuk mengembangkan usaha. Kami mengoptimalkan penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik, PBID berupaya mengimplementasikan pelaksanaannya secara menyeluruh dan berkesinambungan dalam setiap aktivitas karyawan.

PBID melakukan pengawasan kode etik dan praktik antikorupsi secara terus-menerus pada setiap operasinya dan memberikan fasilitas pengaduan terhadap pelanggaran kode etik perusahaan. Sepanjang tahun 2025, PBID tidak mendapati adanya pelanggaran kode etik dan insiden korupsi di setiap kegiatan operasional Perseroan.

PBID berterima kasih kepada seluruh mitra yang masih mempercayai kami dalam kerja sama. Kami ucapkan terima kasih juga kepada semua pihak yang terlibat dalam upaya Perseroan dalam menerapkan keberlanjutan. Kerja keras dan loyalitas para insan PBID membuahkan apresiasi dan penghargaan dari berbagai pihak. PBID pernah terpilih menjadi salah satu perusahaan terbaik di Indonesia (50 Best of The Best Companies - edisi majalah Forbes Indonesia). Terpilihnya PBID menjadi perusahaan terbaik ini adalah berkat perjuangan semua pihak. Kami berharap dapat terus memperjuangkan prestasi ini demi kemajuan Perseroan dan kesejahteraan kita bersama.

Di masa mendatang, Perseroan optimis dapat meningkatkan pencapaian kinerja perusahaan seiring dengan dinamika situasi ekonomi global. Kami berkomitmen untuk meningkatkan kualitas produk dan pelayanan, meningkatkan brand value, meningkatkan inovasi dan diversifikasi produk, serta melakukan efisiensi operasional. Dengan menjalankan bisnis yang berkelanjutan, kami yakin dapat memberikan manfaat bagi seluruh pemangku kepentingan serta menciptakan nilai tambah bagi Perseroan. Semoga pemulihan ekonomi global akan berdampak positif terhadap daya beli konsumen dan juga terhadap kegiatan operasional PBID

governance by developing monitoring and evaluation processes for sustainability activities. We place the Corporate Governance policy as the main guideline for developing our business. We optimize the application of the principles of Good Corporate Governance; PBID strives to implement it in a comprehensive and sustainable manner in every operational activity by all PBID's employees.

PBID continuously monitors the code of ethics and anti-corruption practices at each of its operations and provides complaint channels to report suspected violations of the company's code of ethics. Throughout 2025, PBID did not find any violations of the code of ethics or incidents of corruption in any of the Company's operational activities.

PBID is grateful to all partners who trust us. We also thank all parties involved in the Company's efforts to implement sustainability. The hard work and loyalty of PBID's employees has garnered appreciation from various parties. PBID had been selected as one of the best companies in Indonesia (50 Best of The Best Companies - Forbes Magazine Indonesia). PBID's selection as one the best companies is thanks to the hard work of all parties. We hope to continue maintaining this achievement for the development of the Company and our overall prosperity.

In the future, the Company is optimistic that it can improve on its performance through the dynamics in the global economy. We are committed to improving product and service quality, increasing brand value, increasing product innovation and diversification, and implementing operational efficiency. By running a sustainable business, we believe we can provide benefits to all stakeholders and create added value for the Company. The global economic recovery will hopefully have a positive impact on consumer purchasing power and also on PBID's economic activities.

Atas Nama Direksi
On behalf of the Board of Directors,



Vicky Taslim
Direktur Utama / President Director











TENTANG LAPORAN INI

ABOUT THIS REPORT

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Tentang Laporan Ini

Laporan Keberlanjutan tahun 2025 ini memberikan informasi secara terbuka kepada pemangku kepentingan PBID mengenai pelaksanaan serta tanggung jawab perusahaan terhadap berbagai aspek seperti kinerja ekonomi, lingkungan, sosial kemasyarakatan, dan sumber daya manusia. PBID berkomitmen untuk memenuhi tanggung jawab keberlanjutan dan mendukung upaya pemerintah dalam menciptakan Tujuan Pembangunan Berkelanjutan. Pengungkapan komitmen keberlanjutan ini tertuang dalam Laporan Keberlanjutan yang telah secara konsisten kami terbitkan. Laporan keberlanjutan ini merupakan bentuk akuntabilitas serta transparansi PBID kepada para pemangku kepentingan, sehingga harapannya PBID mampu mendapatkan kepercayaan serta mempertahankannya kepada para pemangku kepentingan. Laporan Keberlanjutan berisi laporan pelaksanaan dan pencapaian berbagai inisiatif keberlanjutan PBID.

Tidak terdapat penyajian kembali informasi yang diberikan pada Laporan Keberlanjutan sebelumnya dan tidak ada perubahan signifikan dari periode pelaporan sebelumnya terkait topik material dan batasan topiknya. Laporan ini terdapat dua versi yakni edisi cetak dan edisi unduhan yang tersedia pada situs resmi PBID.

Acuan dalam Pembuatan Laporan

Penyusunan Laporan Keberlanjutan ini untuk memenuhi kewajiban atas adanya regulasi SEOJK No.16/SEOJK.03/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik pada Ketentuan Umum poin 1.e mengenai pengungkapan Laporan Keberlanjutan dan POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik yang mewajibkan Lembaga Jasa Keuangan untuk menerbitkan Laporan Keberlanjutan. Isi laporan keberlanjutan ini juga merujuk pada pencapaian 17 poin Tujuan Pembangunan Berkelanjutan (TPB).

Selain itu, laporan ini juga disusun berdasarkan Standar GRI yaitu versi 2021 yang telah diakui secara global sebagai pedoman praktis yang mudah diaplikasikan bagi semua organisasi tak terkecuali lembaga jasa keuangan. Standar GRI adalah rujukan yang dikeluarkan oleh Global Sustainability Standards Board (GSBB) – lembaga yang dibentuk oleh Global Reporting Initiative (GRI) untuk menangani pengembangan standar laporan keberlanjutan. Laporan Keberlanjutan ini disusun sesuai dengan Standar GRI.

Laporan ini kami susun dengan menyajikan semua informasi yang wajib atau direkomendasikan pengungkapannya oleh kedua pedoman di atas yakni SEOJK No. 16/SEOJK.03/2021 dan Standar GRI. Untuk memberikan kemudahan pembaca dalam menemukan informasi yang sesuai dengan kedua pedoman, kami mencantumkan nomor indikator atau angka pengungkapan kedua pedoman di belakang kalimat atau alinea yang sesuai.

Data lengkap kecocokan informasi Perusahaan dengan SEOJK No. 16/SEOJK.03/2021 maupun Indeks Standar GRI disajikan di bagian belakang laporan ini, dimulai pada halaman 108. Proses assurance belum dilakukan pada pelaporan periode ini.

About This Report

This 2025 Sustainability Report provides public information to all PBID stakeholders regarding the implementation and corporate responsibility for various aspects such as economic, environmental, social and human resource performances. PBID is committed to fulfilling its sustainability responsibilities and supporting government efforts in achieving the Sustainable Development Goals. Disclosure of this sustainability commitment is contained in the Sustainability Report that we have consistently published. This sustainability report is a form of PBID's accountability and transparency to stakeholders, and it is hoped that PBID will be able to gain and maintain trust from stakeholders. The Sustainability Report contains details about the implementation and achievements of various PBID sustainability initiatives.

There was no restatement of the information provided in the previous Sustainability Report and there were no significant changes to the material topics and topic boundaries from the previous reporting period. There are two versions of this report: a print version and a downloadable version available on the PBID official website.

References in the Making of the Report

The preparation of this Sustainability Report is to fulfill the obligation of the SEOJK regulation No.16/SEOJK.03/2021 concerning the Form and Content of Issuers' or Public Companies' Annual Reports in General Provisions point 1.e regarding disclosure of Sustainability Reports and POJK No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies which requires Financial Services Institutions to issue Sustainability Reports. The contents of this sustainability report are also guided by the 17 points of the Sustainable Development Goals (SDGs).

In addition, this report is also prepared based on the GRI Standards, namely the 2021 version which has been recognized globally as a practical guide that is easy to apply for all organizations, including financial service institutions. The GRI Standards are a benchmark issued by the Global Sustainability Standards Board (GSBB) – an institution established by the Global Reporting Initiative (GRI) to handle the development of sustainability reporting standards. This Sustainability Report has been prepared in accordance with the GRI Standards.

We have prepared this report by presenting all information that is mandatory or recommended for disclosure by the two guidelines above, namely SEOJK No. 16/SEOJK.03/2021 and GRI Standards. To make it easier for readers to find information that complies with the two guidelines, we include the indicator number or disclosure number for the two guidelines after the appropriate sentence or paragraph.

Complete data on compatibility of Company information with SEOJK No. 16/SEOJK.03/2021 and the GRI Standards Index are presented at the end of this report, starting on page 108. The assurance process has not been carried out in this reporting period.

Periode dan Siklus Laporan

Laporan Keberlanjutan PBID ditulis dan dilaporkan setiap tahunnya dan laporan tahun ini merupakan Laporan Keberlanjutan kedua yang mencakup kinerja keberlanjutan PBID dari tanggal 1 Januari 2025 sampai 31 Desember 2025 dan merupakan Laporan terpisah dari Laporan Keuangan.

Cakupan dan Batasan Laporan

Laporan ini hanya mengungkap kegiatan tanggung jawab sosial dan lingkungan yang dilakukan PBID. Informasi dan data kinerja keberlanjutan yang disajikan dalam laporan ini mencakup kinerja keuangan, kinerja sosial dan lingkungan yang dilaporkan secara menyeluruh dan berimbang. Data keuangan dalam Laporan ini menggunakan nominasi Rupiah, kecuali diindikasikan lain. Seluruh data keuangan yang kami sampaikan sudah diaudit oleh Kantor Akuntan Publik untuk keperluan Laporan Tahunan PBID. Laporan dibuat dalam dua bahasa, yakni Bahasa Indonesia dan Bahasa Inggris. Data kuantitatif dalam Laporan ini disajikan dengan menggunakan prinsip daya banding (comparability), minimal dalam dua tahun berturut-turut. Dengan demikian, pengguna Laporan dapat melakukan analisis usaha. Selain menyajikan data, Laporan Keberlanjutan 2025 melaporkan semua isu yang menjadi material terkait operasional PBID mencakup pula beberapa penjelasan kegiatan usaha.

Mendefinisikan Isi Laporan dan Batasan Topik

Dalam menyusun Laporan Keberlanjutan, PBID telah mengimplementasikan delapan prinsip pelaporan keberlanjutan sesuai dengan standar GRI, yaitu:

Reporting Period and Cycle

The PBID Sustainability Report is written and reported annually and this year's report is the second Sustainability Report which covers PBID's sustainability performance from 1 January 2025 to 31 December 2025 and is a separate report from the Financial Report.

Report Scope and Boundaries

This report only discloses social and environmental responsibility activities carried out by PBID. The information and data on sustainability performance presented in this report includes financial, social and environmental performances which are reported in a comprehensive and fair manner. Financial data in this Report uses Rupiah currency, unless otherwise indicated. All financial data we disclosed has been audited by a Public Accounting Firm for the purposes of the PBID Annual Report. Reports are made in two languages: Indonesian and English. Quantitative data in this report are presented using the principle of comparability, at least for two consecutive years to allow report users to perform business analysis. Apart from data presentation, the 2025 Sustainability Report discloses all material issues related to PBID's operations including several explanations of business activities.

Defining Report Content and Topic Boundaries

In compiling the Sustainability Report, PBID has implemented the following eight sustainability reporting principles in accordance with the GRI standards:

1

Akurasi | Accuracy
Informasi yang disajikan harus akurat dan detail sehingga dapat digunakan sebagai bahan pertimbangan para pemangku kepentingan dalam membuat keputusan.
The information presented must be accurate and detailed so that stakeholders can use it as material for consideration in making decisions.

2

Keseimbangan | Fairness
Informasi yang disajikan harus menggambarkan sisi positif dan negatif atas aktivitas perusahaan sehingga penilaian kinerja perusahaan dapat dilakukan secara menyeluruh.
The information presented must describe the positive and negative sides of the Company's activities so that a thorough assessment of the company's performance can be carried out.

3

Kejelasan | Clarity
Informasi yang disajikan harus dapat dimengerti dan dapat diakses oleh para pemangku kepentingan.
The information presented must be understandable and accessible to stakeholders.

4

Keterbandingan | Comparability
Informasi yang disajikan harus disusun secara konsisten sehingga para pemangku kepentingan dapat menganalisis perubahan kinerja perusahaan dari waktu ke waktu atau bahkan dengan perusahaan lain.
The information presented must be compiled with consistency so that stakeholders can analyze changes in the Company's performance over a period of time and with other companies.

5

Kelengkapan | Completeness
Laporan harus memberikan informasi yang cukup untuk memungkinkan penilaian dampak perusahaan selama periode pelaporan.
The report must provide sufficient information to allow for an assessment of the Company's impact during the reporting period.

6

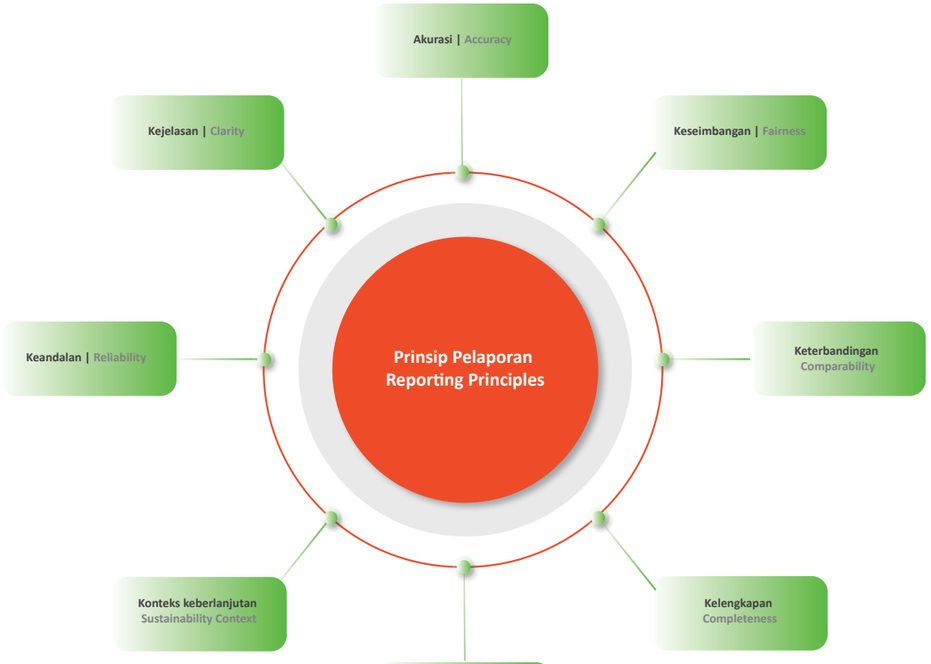
Konteks keberlanjutan | Sustainability Context
Informasi yang disajikan harus melaporkan dampak dalam konteks pembangunan berkelanjutan yang lebih luas.
The information presented should report impacts in the wider context of sustainable development.

7

Ketepatan waktu | Timeliness
Laporan harus tersedia secara rutin dan tepat waktu bagi para pemangku kepentingan untuk membuat keputusan yang terinformasi.
Reports must be made available regularly and in a timely manner for stakeholders to make informed decisions.

8

Keandalan | Reliability
Laporan harus memuat dan menggunakan informasi serta proses yang digunakan dalam menyiapkan laporan, yang dapat diperiksa dan mencerminkan kualitas dan materialitas dari informasi yang disajikan.
The report must contain information and use the procedures that can be assessed and reflect the quality and materiality of the information presented.



Dalam memilih topik material yang PBID laporkan dalam Laporan Keberlanjutan ini, PBID menetapkan empat langkah dalam menentukan topik dan isi laporan sesuai dengan Standar GRI, yaitu:

In selecting the material topics that PBID reports on in this Sustainability Report, PBID establishes the following four steps in determining the topics and contents of reports in accordance with the GRI Standards:

1 **Identifikasi** / Identification
Kami melakukan identifikasi terhadap topik-topik yang material/signifikan dan menetapkan batasan (boundary).
We identify material/significant topics and set the boundaries.

2 **Prioritas /** Priority
Kami membuat prioritas atas topik-topik yang telah diidentifikasi pada langkah sebelumnya.
We prioritize the topics identified in the previous step.

3 **Validasi /** Verification
Kami melakukan validasi atas topik-topik yang dinilai material tersebut.
We verify the topics that were considered material.

4 **Review /** Review
Kami melakukan review atas laporan setelah diterbitkan guna meningkatkan kualitas laporan tahun berikutnya.
We review the report after it is published in order to improve the quality of the following year's report.

Dalam mengidentifikasikan topik-topik material tersebut, PBID telah melaksanakan Focus Group Discussion (FGD). FGD dilaksanakan dengan tujuan melakukan identifikasi terhadap topik-topik yang material/signifikan dan menetapkan batasan (boundary). FGD dilanjutkan dengan melakukan validasi dan evaluasi atas Laporan Keberlanjutan tahun sebelumnya.

In identifying these material topics, PBID has conducted a Focus Group Discussion (FGD) which was carried out with the aim of identifying material/significant topics and setting boundaries. The FGD was followed by the verification and assessment of the previous year's Sustainability Report.

Berdasarkan FGD, PBID melakukan uji materialitas atas keseluruhan topik yang ada dalam GRI versi 2021. Terdapat 33 topik yang diuji. Uji materialitas dilakukan dengan menggunakan survei kepada pemangku kepentingan internal maupun eksternal. Selain menjadi salah satu bentuk dan upaya pelibatan pemangku kepentingan, uji materialitas dilakukan untuk mengetahui peringkat materialitas topik material terpilih.

Based on the FGD, PBID conducted a materiality test on all the topics in the 2021 GRI version. Thirty-three topics were tested. The materiality test was carried out using a survey of internal and external stakeholders. The materiality test is a form of stakeholder engagement and at the same time is conducted to determine the materiality rating of selected material topics.

Dalam survei tersebut, responden diminta mengisi dan menilai 33 topik material yang telah disepakati dalam FGD dengan skala 1-5 berdasarkan tingkat kepentingannya:

In the survey, respondents were asked to fill out and rate 33 material topics that had been agreed upon in the FGD on a scale of 1-5 based on their level of importance:

○ Sangat Tidak Penting
Not Important at all

○ Tidak Penting
Not Important

○ Tidak Tahu
Not Sure

○ Penting
Important

● Sangat Penting
Very Important

Ke-33 topik material tersebut adalah sebagai berikut:
The 33 material topics are as follows

1. Kinerja ekonomi / Economic performance
2. Keberadaan pasar / Market presence
3. Dampak ekonomi tidak langsung / Indirect economic impact
4. Praktik pengadaan / Procurement practices
5. Antikorupsi / Anti-Corruption
6. Perilaku anti-persaingan/bersaing sehat / Healthy competitive behavior
7. Material / Materials
8. Energi / Energy
9. Air dan air limbah / Water and wastewater
10. Keanekaragaman hayati / Biodiversity
11. Emisi / Emissions
12. Limbah / Waste
13. Kepatuhan lingkungan / Environmental compliance
14. Penilaian aspek lingkungan terhadap pemasok / Assessment of environmental aspects of suppliers
15. Kepegawaian / Employment
16. Hubungan ketenagakerjaan / Employment relations
17. Kesehatan dan Keselamatan Kerja (K3) / Occupational Health and Safety (OHS)
18. Pelatihan dan pendidikan / Training and education
19. Keanekaragaman dan kesempatan setara / Diversity and equal opportunity
20. Non-diskriminasi / Non-discrimination
21. Kebebasan berserikat dan perundingan kolektif / Freedom of association and collective bargaining
22. Pekerja anak / Child labor
23. Pekerja paksa / Forced labor
24. Praktik keamanan / Safety practices
25. Hak dari masyarakat adat / Rights of indigenous peoples
26. Penilaian terhadap hak asasi manusia / Assessment of human rights
27. Masyarakat lokal / Local communities
28. Penilaian aspek sosial terhadap pemasok / Assessment of social aspects of suppliers
29. Kebijakan publik / Public policy
30. Kesehatan dan keselamatan pelanggan / Customer health and safety
31. Pemasaran dan pelabelan / Marketing and labeling
32. Privasi pelanggan / Customer privacy
33. Kepatuhan sosial ekonomi / Socioeconomic compliance

Berdasarkan hasil uji materialitas dan validasi dari hasil survei serta hasil evaluasi manajemen dari Laporan Keberlanjutan tahun sebelumnya, diperoleh 17 topik material sebagai berikut:

Based on the results of the materiality test and verification from the survey results and the management's assessment results from the previous year's Sustainability Report, 17 material topics were chosen as follows:

1. Kinerja ekonomi / Economic performance
2. Keberadaan pasar / Market presence
3. Dampak ekonomi tidak langsung / Indirect economic impact
4. Manajemen rantai pasokan / Supply chain management
5. Anti korupsi / Anti-Corruption
6. Perilaku anti-persaingan Anti-competitive behavior
7. Pengelolaan air / Water management
8. Meminimalkan dampak limbah / Minimizing the impact of waste
9. Memaksimalkan efisiensi energi / Maximizing energy efficiency
10. Mengendalikan emisi GRK / Controlling GHG emissions
11. Melestarikan keanekaragaman hayati / Preserving biodiversity
12. Sumber daya manusia sebagai aset perusahaan / Human resources as a company asset
13. Kesehatan dan Keselamatan Kerja (K3) / Occupational Health and Safety (OHS)
14. Pelatihan dan pendidikan / Training and education
15. Kesetaraan di tempat kerja / Equality in the workplace
16. Menanamkan budaya kerja sehat dan aman / Instilling a healthy and safe work culture
17. Menciptakan masyarakat sejahtera / Creating a prosperous society

Daftar Topik Material Dan Batasannya

List of Material Topics and Their Boundaries

Topik Material Material Topics	**Kenapa Topik Ini Material** Why is This Topic Material	**Nomor Pengungkapan Standar GRI** GRI Standard Disclosure Number	**Batasan Topik** Topic Boundaries	
			Di Dalam Internal	**Di Luar** External
Topik Ekonomi Economic Topics				
Kinerja Ekonomi Economic Performance	Menggambarkan pencapaian dan kinerja PBID sepanjang tahun Describes the achievements and performance of PBID during the year	201-1 201-3 201-4	✓	✓
Keberadaan Pasar Market Presence	Menggambarkan keberadaan pasar bagi PBID Describes PBID's market presence	202-1 202-2	✓	✓
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Menggambarkan manfaat atas keberadaan PBID bagi masyarakat Describes the benefits of PBID's presence for the community	203-1 203-2	✓	✓
Praktik Pengadaan Procurement Practices	Menggambarkan komitmen PBID untuk menyelenggarakan operasional praktik pengadaan secara bersih, jujur, dan transparan Describes PBID's commitment to carrying out operational procurement practices in a clean, honest and transparent manner	204-1	✓	✓
Antikorupsi Anti-Corruption	Menggambarkan komitmen PBID untuk melakukan komunikasi dan pelatihan kebijakan antikorupsi Describes PBID's commitment to carrying out communication and training on anti-corruption policy	205-2	✓	
Perilaku Anti Persaingan Anti-Competitive Behavior	Menggambarkan komitmen PBID untuk tidak memiliki perilaku anti-persaingan, praktik anti-trust, dan monopoli Describes PBID's commitment to not engage in anti-competitive behavior, antitrust practices, and monopoly	206-1		✓

Topik Material Material Topics	Kenapa Topik Ini Material Why is This Topic Material	Nomor Pengungkapan Standar GRI GRI Standard Disclosure Number	Batasan Topik Topic Boundaries	
			Di Dalam Internal	Di Luar External
Topik Lingkungan Environmental Topics				
Energi Energy	Menggambarkan kepedulian PBID terhadap pengelolaan energi yang ketersediaannya kian terbatas Describes PBID's concern for energy management whose availability is increasingly limited	302-1 302-4	✓	✓
Air dan Limbah Air Water and Wastewater	Menggambarkan kepedulian PBID terhadap pengelolaan sumber daya air yang ketersediaannya kian terbatas dan bagaimana pengelolaan limbah air Describes PBID's concern for the management of water resources whose availability is increasingly limited, and how wastewater is managed	303-5	✓	✓
Emisi Emissions	Menggambarkan komitmen PBID terhadap penurunan dalam emisi polutan yang diregulasi Describes PBID's commitment to reducing regulated pollutant emissions	305-5 305-1 305-2	✓	✓
Limbah Waste	Menggambarkan komitmen PBID terhadap pengerjaan pemulihan material yang digunakan untuk mengalihkan limbah dari pembuangan akhir Describes PBID's commitment to material recovery work in order to divert waste from final disposal	306-4	✓	✓
Kepatuhan Lingkungan Environmental Compliance	Menggambarkan komitmen terhadap berbagai peraturan lingkungan sehingga operasional PBID tidak berdampak negatif bagi lingkungan Describes the commitment to various environmental regulations to ensure that PBID's operations do not carry a negative impact on the environment	307-1	✓	✓
Ketenagakerjaan Employment	Menggambarkan komitmen PBID tentang pentingnya pengelolaan pegawai/SDM Describes PBID's commitment to the importance of employee/HR management	401-1	✓	
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	Menggambarkan komitmen PBID untuk menciptakan kondisi kerja yang sehat dan aman mencakup baik pencegahan bahaya terhadap fisik dan mental, maupun peningkatan kualitas kesehatan pekerja Describes PBID's commitment to creating healthy and safe working conditions including both prevention of physical and mental harm, as well as improving the quality of workers' health	403-3 403-5	✓	

Topik Material Material Topics	Kenapa Topik Ini Material Why is This Topic Material	Nomor Pengungkapan Standar GRI GRI Standard Disclosure Number	Batasan Topik Topic Boundaries	
			Di Dalam Internal	Di Luar External
Pelatihan dan Pendidikan Training and Education	Menggambarkan komitmen PBID untuk pelatihan dan peningkatan keterampilan karyawan, serta tinjauan pengembangan karier dan kinerja Describes PBID's commitment to training and upskilling employees, as well as career development and performance reviews	404-3	✓	
Keberadaan Pasar Equality in the Workplace	Menggambarkan komitmen PBID secara aktif mendorong keanekaragaman dan kesetaraan di tempat kerja untuk menghasilkan manfaat yang signifikan bagi PBID dan karyawannya Describes PBID's commitment to actively promoting diversity and equality in the workplace to generate significant benefits for PBID and its employees	405-1	✓	
Masyarakat Lokal Local Communities	Menggambarkan komitmen PBID dalam kegiatan organisasi dan infrastruktur yang dapat memiliki dampak ekonomi, sosial, budaya dan/atau lingkungan yang signifikan pada masyarakat lokal Describes PBID's commitment to organizational and infrastructure programs and activities that carry significant positive economic, social, cultural and/or environmental impacts on local communities	413-1	✓	✓

Dalam Laporan Keberlanjutan PBID 2025 ini terdapat penyajian kembali informasi yang diberikan dalam laporan sebelumnya yang dapat dilihat pada bagian data laporan keuangan

In the PBID 2025 Sustainability Report there is a restatement of the information provided in the previous report which can be seen in the financial report data section.



Aksesibilitas dan Umpan Balik

Guna terwujudnya komunikasi dua arah dan agar PBID dapat melakukan evaluasi dalam rangka meningkatkan kualitas Laporan di masa mendatang, PBID menyediakan Lembar Umpan Balik di bagian akhir laporan ini. Dengan lembaran tersebut, diharapkan pembaca dan pengguna laporan ini dapat memberikan usulan, umpan balik, opini dan sebagainya, yang sangat berguna bagi peningkatan kualitas pelaporan di masa depan. PBID memberikan akses informasi seluas-luasnya bagi seluruh pemangku kepentingan, dan investor serta siapa saja mengenai laporan keberlanjutan ini dengan menghubungi:

Accessibility and Feedback

In order to realize two-way communication to help PBID carry out self review in order to improve the quality of future reports, PBID provides a Feedback Form at the end of this report. With this form, it is hoped that readers and users of this report can provide suggestions, feedback, opinions and so on, which are very useful for improving reporting quality in the future. PBID provides the widest possible access to information for all stakeholders, and investors and anyone regarding this sustainability report by contacting:

PT Panca Budi Idaman Tbk
Alamat Kantor | Office Address

Kawasan Pusat Niaga Terpadu
Jl. Daan Mogot Raya Km 19,6 Blok D No.8 A-D
Tangerang 15122 - INDONESIA
Telepon (021) - 5436 5555
Fax (021) - 5436 5559
Email investor.relation@pancabudi.com

















PROFIL PERUSAHAAN

COMPANY PROFILE

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Informasi Umum dan Identitas

General and Corporate Information

Nama Perseroan / Company's Name	PT Panca Budi Idaman Tbk
Kode Saham / Stock Code	PBID
Status Badan Hukum / Legal Form	Perseroan Terbatas / Limited Company
Tanggal Pendirian / Date of Establishment	10 Januari 1990 / 10 January 1990
Modal Dasar / Authorized capita	Rp 600.000.000.000,00
Modal Ditempatkan dan Disetor Penuh Issued and Fully Paid Capital	Rp 187.500.000.000,00
Bidang Usaha / Nature of Business	Produksi barang plastik kemasan yang terintegrasi dengan kegiatan distribusi dan perdagangan Production of packaged plastic goods integrated with distribution and trading activities
Nomor Induk Berusaha (NIB) Corporate Identification Number (NIB)	8120009702379
Nama KBLI Company Classification Type	Industri Barang dari Plastik Untuk Pengemasan Plastic Goods for Packaging Industry
Kode KBLI Classification Code	22220
NPWP Tax Identification Number	01.353.811.1-038.000

Kilas Sejarah PT Panca Budi Idaman Tbk

Mengawali kariernya, Djonny Taslim pada tahun 1979, mendirikan Panca Budi Grup sebagai pedagang umum yang mendistribusi produk jadi kemasan plastik berbahan baku PP, HDPE, dan PE. PT Panca Budi Idaman (PBID) kemudian didirikan untuk memproduksi dan mendistribusikan produk jadi kemasan plastik pada tahun 1990 dan mulai beroperasi secara komersial dengan memproduksi kemasan plastik pada tahun 1991.

PBID adalah perusahaan kemasan plastik pertama di Indonesia yang memiliki merek. Diawali dengan merek "Pluit" dilanjutkan dengan Tomat, Bangkuang, Jeruk, Cabe, 222, Wayang, Gapura, Sparta, Liberty, Dayana, PB, dan beberapa merek lainnya.

Pertumbuhan PBID tersebut pun mendapatkan pengakuan prestasi dari berbagai lembaga.

- Perusahaan pertama di Indonesia yang beriklan di TV untuk produk jadi kemasan plastik dan telah memperoleh berbagai penghargaan best brand award dari MARS.
- 2009 Merek Tomat telah memperoleh best brand award.
- 2010 Merek Wayang telah memperoleh best brand award.
- 2012 Perusahaan pertama di bidang produk jadi kemasan plastik yang memperoleh Sertifikat Halal dari Majelis Ulama Indonesia.
- 2013 Rekor Museum Rekor-Dunia Indonesia.
- 2016 Merek Tomat dan Merek Wayang telah memperoleh Platinum best brand.
- 2022 PBID termasuk dalam 50 Best of the Best Companies 2022 oleh Forbes Indonesia.
- 2024 Merek Tomat dan Wayang memperoleh Triple Platinum best brand dan Top Brand Award.
- 2025 Merek Tomat dan Wayang memperoleh Triple Platinum best brand dan Top Brand Award.

Prioritas kepada pelanggan dengan selalu memberikan pelayanan pemasaran, penjualan, dan distribusi yang maksimal ke seluruh jaringan penjualan PBID, merupakan wujud konsistensi usaha PBID sebagai pemimpin pasar produk kemasan plastik di Indonesia.

History of PT Panca Budi Idaman Tbk

Djonny Taslim started his career in 1979 when he established Panca Budi Group as a general trading business that distributed finished plastic packaging products made from PP, HDPE, and PE. PT Panca Budi Idaman (PBI) was then established in 1990 to manufacture and distribute finished plastic packaging products and began its commercial operations by producing plastic packaging in 1991.

PBID is the first plastic packaging company in Indonesia to operate under a brand. Starting with the brand "Pluit" followed by Tomat, Bangkuang, Jeruk, Cabe, 222, Wayang, Gapura, Sparta, Liberty, Dayana, PB and several other brands.

PBID's growth and achievements have also been recognized by various institutions.

- The first company in Indonesia to advertise finished plastic packaging products on TV. It has also received various best brand awards from MARS
- The Tomat brand received the best brand award in 2009
- The Wayang brand received the best brand award in 2010
- The first company in the finished plastic packaging product sector to obtain a Halal certificate from the Indonesian Ulema Council in 2012
- Indonesian World-Record Museum Records in 2013
- The Tomat and Wayang brands were awarded Platinum best brand in 2016.
- PBID is included in the 50 Best of the Best Companies 2022 by Forbes Indonesia in 2022.
- The Wayang and Tomat brands were awarded Triple Platinum best brand and Top Brand Award in 2024
- The Wayang and Tomat brands were awarded Triple Platinum best brand and Top Brand Award in 2025

Our customers are of our utmost priority and we strive to always provide maximum quality marketing, sales and distribution services throughout PBID's sales network. This is a testament to PBID's business consistency as the market leader in the plastic packaging products in Indonesia.

Tanda Daftar Perusahaan (TDP) Corporate Registration Number	8120009702379
Jumlah Karyawan / Number of Employees	5.644 orang / 5,644 peoples
Alamat Kantor Pusat / Corporate Address	Kawasan Pusat Niaga Terpadu Jl. Daan Mogot Raya Km 19,6 Blok D No.8 A-D Tangerang 15122 - INDONESIA
Telepon / Telephone Number	(021) - 5436 5555
Faksimile / Fax Number	(021) - 5436 5559
Email	investor.relation@pancabudi.com
Situs Web / Website	www.pancabudi.com
Media Sosial / Social Media	pancabudi
Kontak Perusahaan Corporate Contact Information	Sekretaris Perusahaan / Corporate Secretary Kawasan Pusat Niaga Terpadu Jl. Daan Mogot Raya Km 19,6 Blok D No.8 A-D Tangerang 15122 – INDONESIA (021) - 5436 5555



Visi / Vision

“ Menjadi Perusahaan Perdagangan dan Konverter Bijih Plastik Yang Utama dan Terpercaya, Serta Mengembangkan Produk Unggulan Lainnya dengan Jaringan Distribusi Yang Mapan di Indonesia dan Mancanegara.”

“To Become The Leading and Trusted Trading Company and Plastic Pellet Converter While Also Developing Other Superior Products, With a Well Established Distribution Network in Indonesia and Overseas.”

Misi / Mission

1. Secara terus-menerus mengembangkan produk unggulan dan sistem jaringan distribusi di seluruh Indonesia.
2. Mempertahankan hubungan erat dengan para pelanggan dan mitra bisnis melalui peningkatan kualitas produk kemasan plastik dan produk unggulan lainnya.
3. Menerapkan berbagai Analisa strategis dan berkelanjutan melalui sistem teknologi informatika yang tepat guna dan terintegrasi.
4. Meningkatkan potensi, kompetensi, dan kontribusi SDM secara produktif dan tepat guna.
5. Menghasilkan nilai lebih untuk jangka panjang bagi seluruh pemangku kepentingan.

1. *Continuously developing superior products and distribution network systems across Indonesia.*
2. *Maintaining strong relationships with customers and business partners by improving the quality of plastic packaging products and other superior products.*
3. *Applying various strategic and sustainable analyses through the use of effective and integrated information technology systems.*
4. *Enhancing the potential, competence, and contribution of human resources in a productive and effective manner.*
5. *Creating long-term added value for all stakeholders.*

Nilai-Nilai Perseroan / Corporate Values



Jejak Langkah Perusahaan

Corporate Milestone

1979
Awal Mula Panca Budi berdiri sebagai usaha dagang.
Established as a general merchant.

1990
Panca Budi dikukuhkan menjadi perseroan terbatas.
Becoming a Private Limited Liability Company.

1997
Panca Budi melakukan akuisisi pabrik guna menunjang distribusi dan ekspansi usaha.
Factory acquisition to enhance distribution and business expansion.

2000
Sejak tahun 2000 Panca Budi telah tersertifikasi ISO 9001.
ISO 9001 Certification Awarded

2006
Akuisisi pabrik di Solo.
Acquired a factory in Solo.

2006
Panca Budi ekspansi ke pasar Internasional melalui PT Polypack Indo Meyer.
Panca Budi expanded into international markets through PT Polypack Indo Meyer.

2006
Akuisisi pabrik di Medan.
Acquired a factory in Medan.

2009
September 2009 salah satu merek andalan Panca Budi yaitu cap "Tomat" dianugerahi Indonesia Best Brand Award.
"Tomat" brand was granted as Indonesia Best Brand Award.

2010
September 2010 salah satu merek andalan Panca Budi yang lainnya yaitu cap "Wayang" dianugerahi Indonesia Best Brand Award.
"Wayang" brand was granted as Indonesia Best Brand Award

2011
Pada tahun 2011 Panca Budi mendirikan pabrik kemasan plastik Heavy Duty di daerah Cilegon Banten.
In 2011 Panca Budi established a Heavy Duty plastic bag factory in Cilegon Banten area

2013
Panca Budi dianugerahi MURI Award sebagai merek kemasan plastik pertama dengan iklan televisi dan sertifikasi halal MUI.
Panca Budi was the first consumer plastic bag company in which its products have been certified with MURI Award.

2016
Pada tahun 2016 kedua merek produk Panca Budi yaitu cap "Tomat" dan "Wayang" dianugerahi Platinum Best Brands Award.
"Tomat" and "Wayang" brands were granted as Indonesia Platinum Best Brand Award.

2017
Pada tahun 2017 Perseroan mengadakan Penawaran Umum Perdana.
In 2017, the Company conducted its Initial Public Offering (IPO)

2018
Perseroan telah mengakuisisi asset pabrik di Johor Baru, Malaysia, dan membeli lahan di Pemalang untuk pembangunan pabrik baru.
The Company had acquired the assets of factory in Johor Baru, Malaysia, and purchased land in Pemalang to build new factory.

2020
Pabrik Pemalang mulai beroperasi.
The factory in Pemalang had started operation.

2021
Akuisisi gudang distribusi di area Jawa Timur.
Acquisition of a distribution warehouse in East Java area.

2022
Perseroan dianugerahi Best of the Best Awards, the Best 50 Public Listed Companies 2022 dari Forbes Indonesia.
The company was awarded the Best of the Best Awards, the Best 50 Public Listed Companies 2022 from Forbes Indonesia.

2023
Perseroan mendirikan anak perusahaan baru dengan nama PT Politek Grin Packindo yang bergerak di bidang daur ulang plastik bekas.
The company established a new subsidiary named PT Politek Grin Packindo, which recycles used plastic.

2024
Perseroan melakukan Pemecahan Nilai Nominal Saham dengan rasio 1:4.
The Company conducted a Stock Split with a ratio of 1:4.

2025
Pada tahun 2025, Perseroan terpilih sebagai salah satu perusahaan terbuka yang masuk dalam daftar "Best Under A Billion" versi majalah Forbes Asia pada tahun 2025
In 2025, The company was selected as one of the publicly listed companies included in the 'Best Under A Billion' list by Forbes Asia magazine in 2025

Aktivitas Bisnis

Sepanjang tahun 2025, PBID mempertahankan kapasitas produksi di angka 157 ribu ton per tahun. Dengan kapasitas tersebut, Perseroan berhasil menjamin ketersediaan produk di pasaran guna menjaga kinerja penjualan.

Business Activities

Throughout 2025, PBID maintained its production capacity at 157 thousand tons per year. With this capacity, the Company was able to ensure product availability in the market to support sales performance.

Uraian Description	Satuan Unit	2023	2024	2025
Kapasitas Terpasang Installed Capacity	Ribuan ton Thousand tonnes	155	157	157

Sementara itu tinjauan penjualan untuk biji plastik daur ulang adalah sebagai berikut:

The sales for recycled plastic resins is as follows:

Uraian Description	Satuan Unit	2023	2024	2025
Kapasitas Terpasang Installed Capacity	Kg	13.860.000	18.900.000	19.080.000
Kapasitas Produksi Production Capacity	Kg	9.307.000	11.040.294	12.503.663
Volume Produksi Production Volume	Kg	9.307.000	11.040.294	12.503.663
Volume Penjualan Sales Volume	Kg	1.518.377	2.208.894	3.473.533
Utilisasi Utilization	%	67,16%	58,41%	65,53%

PBID juga telah menyiapkan strategi untuk memaksimalkan peluang pasar yang ada. PBID berencana terus memperluas penetrasi pasar di wilayah Jawa Timur dan luar Pulau Jawa. Wilayah ini masih cukup potensial untuk terus digarap dan dikembangkan, karena masih banyak peluang pasar yang belum terjangkau oleh penjualan PBID selama ini. PBID memiliki pabrik di beberapa kota sebagai basis produksi produk jadinya seperti di kota Solo – Jawa Tengah, Medan – Sumatera Utara, Tangerang – Banten, Cilegon – Banten, Pemalang - Jawa Tengah, Johor - Malaysia. Pabrik di Cilegon, Banten dan Johor, Malaysia adalah pabrik yang memproduksi kemasan plastik yang mengemas biji plastik.

PBID has formulated a strategy to maximize existing market opportunities. PBID plans to continue expanding into markets in the East Java region and outside Java Island. These regions still have enough market potential to develop; there are still plenty of market opportunities for PBID's sales operation to expand into. PBID has factories in several cities as production bases for its finished products, such as in Solo - Central Java, Medan - North Sumatra, Tangerang - Banten, Cilegon - Banten, Pemalang - Central Java, and Johor - Malaysia. Factories in Cilegon, Banten and Johor, Malaysia are factories that produce plastic packaging that packs plastic resins.

Dalam menghadapi tantangan, di mana terdapat peraturan pemerintah tentang larangan penggunaan kantong plastik kresek di beberapa kota, tidak memberikan dampak yang terlalu besar bagi PBID dikarenakan hingga saat ini belum ada produk substitusi yang ekonomis, praktis, fleksibel, dan kuat yang dapat digunakan sebagai bahan pembungkus.

The challenges coming from government regulations in several cities prohibiting the use of plastic bags will not pose too big of an impact for PBID because there are currently no substitute products that are economical, practical, flexible and durable that can be used as packaging materials.

Segmen Usaha

Produk kemasan sebagai variabel yang tumbuh bersama angka konsumsi nasional diprediksi masih akan terus bertumuh selaras dengan tingginya angka permintaan. Basis perekonomian Indonesia yang kuat serta didukung oleh pertumbuhan angka konsumsi dalam negeri dinilai mampu untuk menciptakan ekosistem ekonomi yang kondusif.

Business Segments

Packaging products as a variable that grows with national consumption figures is predicted to grow in line with the high demand. Indonesia's strong economic base supported by growth in domestic consumption figures is considered capable of creating a conducive economic ecosystem.

Tabel Segmen Usaha
Table on Business Segments

Uraian Description	2023		2024		2025	
	Kuantitas Quantity (Ribuan ton Thousand tons)	Nilai | Value (Rp Miliar) (billions of Rp)	Kuantitas | Quantity (Ribuan ton Thousand tons)	Nilai | Value (Rp Miliar) (billions of Rp)	Kuantitas | Quantity (Ribuan ton Thousand tons)	Nilai | Value (Rp Miliar) (billions of Rp)
Kemasan Plastik Plastic Packaging	124	3.236	129	3.483	128	3.442
Biji Plastik Plastic Resins	64	1.123	75	1.388	81	1.417

Dengan konsistensi usaha yang dilakukan dari waktu ke waktu, saat ini PBID telah berkembang menjadi pemimpin pasar produk kemasan plastik yang selalu memberikan prioritas kepada pelanggan. Untuk memberikan pelayanan maksimal, PBID mendayagunakan seluruh tenaga pemasaran, penjualan dan pengiriman yang mampu melakukan distribusi ke seluruh wilayah pemasaran.

With consistent efforts made over time, PBID has now developed into a market leader for plastic packaging products that puts customers at the top of its priorities. To provide highest-quality service, PBID employs capable marketing, sales and shipping personnel who are able to distribute to all market areas.

Skala Organisasi Per 31 Desember 2025

Organizational Scale as of 31 December 2025

Penjualan Bersih Net Sales	Rp5.192	**Dalam Miliar** In Billion
Total Aset Total Assets	Rp3.481	**Dalam Miliar** In Billion
Total Ekuitas Total Equity	Rp2.945	**Dalam Miliar** In Billion
Total Liabilitas Total Liabilities	Rp536	**Dalam Miliar** In Billion
Jumlah Karyawan Number of Employees	5.644	**Orang** People
Modal Dasar Authorized Capital	Rp600	**Dalam Miliar** In Billion
Jumlah Operasi Pabrik Total Factory Operations	12	**Lokasi pabrik produksi kemasan plastik di Banten, Pemalang, Cilegon, Solo, Sumatera Utara, dan Malaysia** Plastic packaging production factories located in Banten, Pemalang, Cilegon, Solo, North Sumatra and Malaysia



Dukungan Perseroan dalam Menuju Zero Emission
Company Support in Moving Towards Zero Emission



Perseroan senantiasa mendukung program Pemerintah menuju zero emission dengan penggunaan unit Electric Vehicle (EV) dalam kegiatan operasional Perseroan.

The Company continues to support the Government's program towards zero emissions by using Electric Vehicle (EV) units in the Company's operational activities.

Komitmen Perseroan dalam Aspek Lingkungan
The Company's Commitment to Environmental Aspects



Perseroan berperan serta aktif dalam upaya melestarikan lingkungan melalui program penanaman bibit mangrove.

The Company plays an active role in efforts to preserve the environment through a mangrove seedling planting program.





PRODUK
PRODUCT

POLYETHYLENE (PE)

Kemasan Plastik LLDPE (Low Linear Density Polyethylene) atau biasa disebut Kemasan Plastik PE (Polyethylene).

Kemasan Plastik PE yang baik mempunyai ciri ciri :
- Elastis / Lentur.
- Tahan Benturan.
- Agak buram dan transparan.
- Tidak tembus cairan khususnya cairan minyak & santan.
- Bersih, Tidak Berbau & Higienis

Fungsi dari Kemasan Plastik PE sebagai :
- Kemasan Plastik membungkus cairan khususnya jenis minyak dan santan.
- Kemasan Plastik membungkus barang padat dan berat.
- Kemasan Plastik khusus es cair atau es batu.
-

Bentuk umum dari Plastik PE :
- Plastik PE Kemasan / Kemasan.
- Plastik PE Roll / Gulungan.
- Plastik PE Lembaran / Sheet.

Ukuran Umum Plastik PE yang tersedia :
- Lebar : dari 3.5 cm sd 200 cm.
- Panjang : sesuai permintaan pelanggan.
- Ketebalan : minimal 25 mikron sd maksimal 400 mikron

Plastic Bags LLDPE (Low Linear Density Polyethylene) or commonly called PE Plastic Bag (Polyethylene).

A good PE plastic bag has characteristics:
- *Elastic.*
- *Strong.*
- *Blurry.*
- *Non-transparent.*
- *Clean, Odorless & Hygienic*

Usages of PE Plastic Bag are :
- *Hold liquids especially cooking oil and coconut milk.*
- *Hold solid and heavy items.*
- *Hold shaved ice and ice cube.*

Types of Plastic PE Sold :
- *Plastic PE Bag.*
- *Plastic PE Roll.*
- *Plastic PE Sheet.*

Common PE Plastic Size Available :
- *Width: from 3.5 cm to 200 cm.*
- *Length: as per customer's request.*
- *Thickness: 25 - 400 micron*

TOMAT® BANGKUANG® JERUK® CABE 222®



POLYPROPYLENE (PP)

Kemasan Plastik PP (Polypropylene) adalah jenis kemasan plastik bening transparan yang bisa digunakan untuk memperjelas dan memperindah tampilan suatu produk.

PP Plastic Bags (Polypropylene) is a clear and transparent plastic bag used to enhance the appearance of a product.

Kemasan Plastik PP yang baik mempunyai ciri - ciri :
- Bening dan transparan
- Tidak Elastis
- Bersih, Higienis & Tidak Berbau.

A good PP plastic bag has characteristics :
- *Clear and transparent.*
- *Non-Elastic.*
- *Clean, Hygienic & Odorless.*

Bentuk umum dari Plastik PP :
- Plastik PP Kemasan / Kemasan.
- Plastik PP Roll / Gulungan.
- Plastik PP Lembaran / Sheet.

Types of Plastic PP sold :
- *Plastic PP Bags.*
- *Plastic PP Roll.*
- *Plastic PP Sheets.*

Bentuk umum Plastik PP yang tersedia :
- Lebar : dari 4cm sd 60 cm.
- Panjang : sesuai permintaan pelanggan.
- Ketebalan minimal 12,5 mikron sd maksimal 100 mikron.

Common PP Plastic Size Available :
- *Width : from 4cm to 60 cm.*
- *Length: as per customer's request.*
- *Thickness 12.5 - 100 micron.*

WAYANG · BANGKUANG · GAPURA · PUSAKA



HIGH DENSITY POLYETHYLENE (HDPE)

HDPE (High Density Polyethylene) merupakan bahan baku untuk jenis Plastik HDPE dimana umumnya hasil produksi berbentuk plastik kemasan, plastik roll dan plastik lembaran. Masyarakat Indonesia dalam kesehariannya mengenal istilah Kemasan Plastik HDPE dengan sebutan kemasan HD, kantong kresek, tas plastik HD, ataupun shopping bag. Kami memproduksi Plastik HDPE dengan menerapkan Standart Produksi dan Manajemen Mutu untuk menghasilkan produk yang Higienis dan Berkualitas Tinggi.

HDPE (High Density Polyethylene) resin is a raw material for HDPE Plastic packaging which is commonly produced in the form of plastic bags, plastic roll and plastic sheet. Indonesian people are familiar with the term HDPE plastic bags as HD bags ("Kantong Kresek") and shopping bags. We produce Hygienic and High Quality HDPE Plastics by implementing Production Standards and Quality Management.

Jenis Plastik HDPE :
- Kantong Plastik HDPE Anti Panas (HD ATP).
- Kantong Plastik HDPE (HD).
- Kantong Plastik HDPE Roll (HD Roll).
- Plastik HDPE Alas (HD Sheet)

Types of Plastic HDPE Sold :
- *HDPE Anti Heat (HD ATP).*
- *HDPE Bags (HD).*
- *HDPE Roll (HD Roll).*
- *HDPE Sheet (HD Sheet)*

Aplikasi Penggunaan Plastik HDPE :
- Penggunaan untuk kemasan kuah / cairan panas, makanan ataupun minuman panas.
- Penggunaan sebagai kemasan praktis membawa aneka barang belanjaan sehari-hari.
- Penggunaan sebagai kemasan praktis mengisi buah, sayur atau barang lainnya dan juga umum sebagai pembungkus kertas fotokopi / dokumen lainnya.
- Penggunaan sebagai alas / pelapis dari wadah makanan hangat ataupun panas atau sebagai pembungkus makanan dan barang lainnya.

Usages of HDPE Plastic Bag are :
- *Hold hot foods and beverages.*
- *Carry various kind of groceries.*
- *Carry a variety of groceries such as: fruits, vegetables and other items.*
- *Use as food wrappers.*

Ukuran Plastik HDPE yang tersedia (diukur dari lebar) :
- Kecil = 10 cm, 15 cm, 17 cm.
- Tanggung = 19 cm, 24 cm, 26 cm.
- Besar = 28 cm.
- Jumbo = 35 cm.
- Super Jumbo = 40 cm.
- Extra Jumbo = 50 cm, 60 cm.
- Ukuran khusus maksimal sd 120 cm.

Common HDPE Plastic Size Available :
- *Small = 10 cm, 15 cm, 17 cm.*
- *Medium = 19 cm, 24 cm, 26 cm.*
- *Big = 28 cm.*
- *Jumbo = 35 cm.*
- *Super Jumbo = 40 cm.*
- *Extra Jumbo = 50 cm, 60 cm.*
- *Maximum size up to 120 cm*

Warna Plastik HDPE pada umumnya :
- Bening Transparan.
- Warna : Putih, Merah, Kuning, Hijau, Biru, Hitam dan warna lainnya.
- Garis / Salur : 2 warna (Merah Putih, Hitam Putih)

Common HDPE Plastic Colors :
- *Clear and Transparent.*
- *Color: White, Red, Yellow, Green, Blue, Black and other colors.*
- *Stripe: 2 colors (Red White, Black White).*

Sparta · PLUIT · LIBERTY · DAYANA · JERUK



HEAVY DUTY SACKS

Produk kami dapat digunakan untuk pengemasan :
- Biji plastik / resin
- Agro industri antara lain: beras, biji-bijian, gula (produk granular).
- Makanan ternak, ikan (produk pellet).
- Pupuk (produk flakes).
- Semen, kalsium (produk powder).
- Oleochemical (pastile dan produk flakes).
- Minuman

Keunggulan Produk :
- Diproduksi dengan mesin-mesin buatan Eropa khusus untuk kemasan Industri.
- Tidak mudah pecah, sobek.
- Melindungi produk yang dikemas Aman dari pemalsuan, pencemaran udara/cairan.
- Kemasan lebih tahan terhadap cuaca.
- Kemasan dapat di daur ulang.
- Produk dapat di kirim dalam bentuk rol (FFS) atau kemasan (Open Top Bag).
- Standard Pemeriksaan Internasional (ASTMD)

Spesifikasi Produk :
- Nama Produk : Kemasan Plastik.
- Teknologi : Blown Film, Jerman.
- Printing : Flexograph.
- Standar Mutu : ASTMD.

Produk Akhir :
- BFR (Bag Film Roll) untuk sistem kemasan kecepatan tinggi FFS (Form Fill and Seal).
- Kemasan / Open Top Bag untuk sistem isi manual.
- Shrink Film untuk industri minuman botol dan kaleng

Our products can be used for packaging of :
- *Plastic resins.*
- *Agro industry among others : rice, cereals, sugar (granular products).*
- *Animal feed (pellet products).*
- *Fertilizer (flakes products).*
- *Cement, calcium (powder products).*
- *Oleochemical (pastile and flakes products).*
- *Beverages (liquid products)*

Benefit of Products :
- *Manufactured using European-made machines.*
- *Good quality (not easily broken).*
- *Safeguard products from counterfeiting and pollution.*
- *Safeguard products from weather.*
- *Products can be recycled.*
- *Products can be sent in rolls (FFS) or packaging bag (Open Top Bag).*
- *International Standard Inspection (ASTMD)*

Product Specifications :
- *Product Name: Heavy Duty Sack.*
- *Technology: Blown Film, Germany.*
- *Printing: Flexograph.*
- *Quality Standard: ASTMD*

End product:
- *BFR (Bag Film Roll) for high speed packaging system FFS(Form Fill and Seal).*
- *Bags (Open Top Bag) for manual contents packaging system.*
- *Shrink Film for industrial beverage bottles and cans.*



PRODUK LAINNYA / *OTHER PRODUCTS*

Di samping memproduksi kemasan plastik, PT Panca Budi Idaman juga menyediakan berbagai pelengkap kemasan untuk kebutuhan sehari-hari, seperti kertas nasi, dus kue, tali rafia, karet gelang dan sedotan dengan kualitas yang baik serta ukuran, warna dan design printing permintaan konsumen.

Beside producing plastic bags, the Company also provides a variety of complementary packaging for every day needs, such as food wrapping paper, cake box, plastic ropes, rubber bands, and straws with good quality, various sizes, color and printing design.

Selain kemasan kemasan plastik, kami juga memproduksi berbagai pembungkus makanan / kertas nasi.

Beside producing plastic bags, we also produce various food containers / rice papers.

Keunggulan :
- Higienis
- Tebal sesuai standar
- Berbagai macam ukuran

Advantages :
- *Hygienic*
- *Strong*
- *Various sizes*

Selain kemasan plastik, kami juga memproduksi berbagai dus kue.

Beside producing plastic bags, we also produce cake boxes.

Keunggulan :
- Higienis
- Tebal sesuai standar
- Berbagai macam ukuran
- Desain dus dapat di kustomisasi

Advantages :
- *Hygienic*
- *Strong*
- *Various sizes*
- *Customized design*

Selain Kemasan kemasan plastik, kami juga memproduksi produk pengikat kemasan dari kelas premium sampai reguler.

Beside producing plastic bags, we also produce packaging knots both for regular and premium classes.

Keunggulan :
- Tidak mudah putus
- Tidak berbau
- Ekonomis

Advantages :
- *Strong*
- *Odorless*
- *Affordable*

Selain Kemasan kemasan plastik, kami juga memproduksi produk pelengkap kemasan minuman tersedia dari kelas premium sampai reguler.

Beside producing plastic bags, we also produce accessories for drink packaging both for regular and premium classes.

Keunggulan :
- Food Grade
- Tidak berbau
- Tebal sesuai standar

Advantages :
- *Food Grade*
- *Odorless*
- *Strong*

BISNIS MODEL YANG TERINTEGRASI
INTEGRATED BUSINESS MODEL

Bahan Baku
Raw Materials



Perdagangan
Trading



Pabrikasi
Manufacturing



PE



PP



HDPE

Distribusi
Distribution



Heavy Duty Sack





Lain-Lain
Others



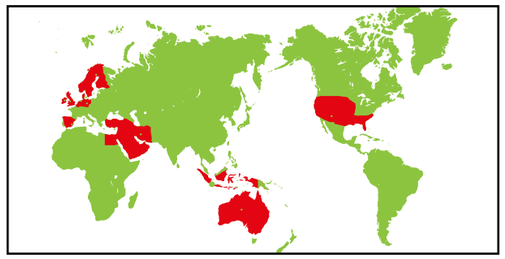
Pasar Tradisional
Traditional Market



Pasar Modern
Modern Market



Industri
Industry



Ekspor
Export

WILAYAH OPERASIONAL
OPERATIONAL AREA













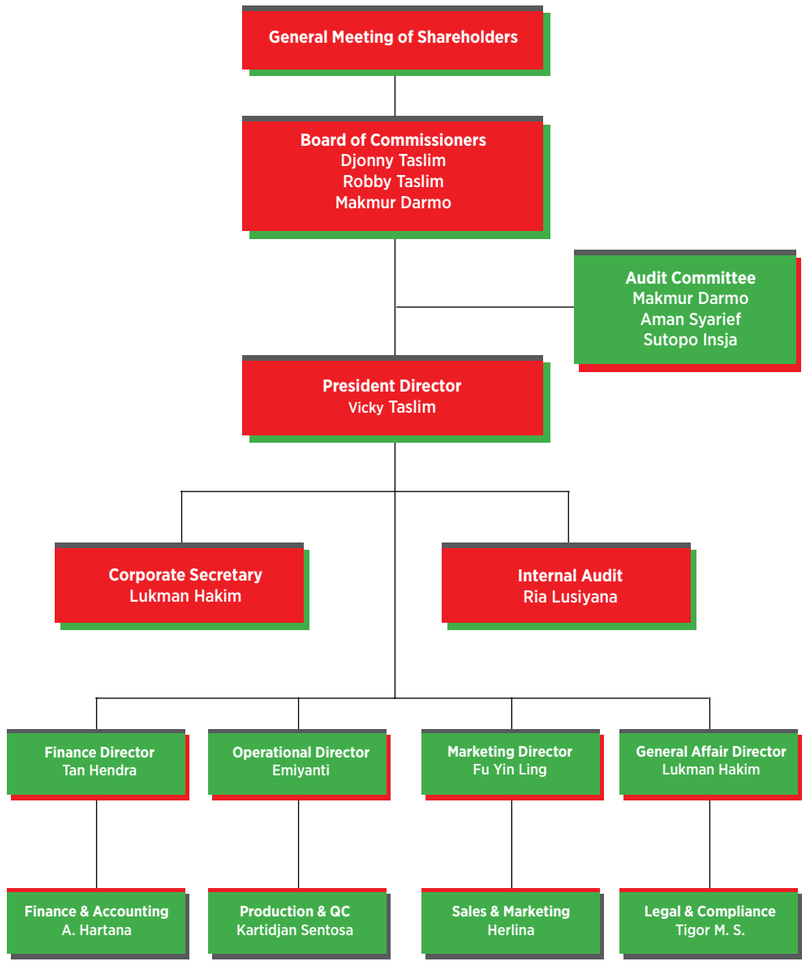
JANGKAUAN DISTRIBUSI PASAR GLOBAL
GLOBAL DISTRIBUTION NETWORK

PT Panca Budi Idaman Tbk menjangkau pasar global melalui PT Polytech Indo Hausen dan Penta Packaging Solutions Sdn. Bhd. Perseroan telah mengekspor produknya secara global selama lebih dari sepuluh tahun untuk menjawab kebutuhan pasar yang kian meningkat akan produk LDPE/LLDPE. PT Polytech Indo Hausen dan Penta Packaging Solutions Sdn. Bhd. menjangkau pasar global dengan mengekspor produk-produknya ke berbagai mancanegara, seperti : Inggris, Amerika, Australia, Denmark, Swedia, Singapura, Kanada, Perancis, Papua Nugini, Irlandia, Jerman, Belanda, Timur Tengah, Somalia, dan Timor Leste.

PT Panca Budi Idaman Tbk had reached the global market through PT Polytech Indo Hausen, and Penta Packaging Solutions Sdn. Bhd. The Company had exported their products for more than ten years in order to accomodate the increasing needs of LDPE/LLDPE. PT Polytech Indo Hausen and Penta Packaging Solutions Sdn. Bhd. had penetrated the global market by exporting its products to several countries, such as : UK, US, Australia, Denmark, Sweden, Singapore, Canada, France, Papua New Guinea, Ireland, Germany, the Netherlands, the Middle East, Somalia, and Timor Leste.

PANCA BUDI
SYMBOL OF QUALITY

Struktur Organisasi
Organizational Structure



PANCA BUDI
SYMBOL OF QUALITY

PE	PP	HDPE
TOMAT	WAYANG	Sparta
BANGKUANG	GAPURA	PLUIT
JERUK	BANGKUANG	LIBERTY
CABE	PUSAKA	DAYANA












PROFIL DIREKSI
BOARD OF DIRECTORS' PROFILE

VICKY TASLIM

DIREKTUR UTAMA
PRESIDENT DIRECTOR

Warga Negara Indonesia, 42 tahun. Beliau memperoleh gelar Sarjana di Central Queensland University jurusan Business pada tahun 2004. Beliau menjabat sebagai Direktur Utama Perseroan sejak tahun 2025 berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Direktur Utama, beliau pernah menjabat beberapa posisi sebagai berikut:

2006 - Sekarang	: Menjabat sebagai Direktur Utama / Direktur / Komisaris Utama / Komisaris di beberapa perusahaan di bawah Panca Budi Group.
2017 - 2025	: Direktur PT Panca Budi Idaman Tbk.
2025 - Sekarang	: Direktur Utama PT Panca Budi Idaman Tbk.

Selama tahun 2025, beliau telah mengikuti beberapa pelatihan berupa seminar bisnis dan paparan ekonomi.

Beliau memiliki hubungan afiliasi dengan Djonny Taslim selaku Komisaris Utama dan Robby Taslim selaku Komisaris.

Bapak Vicky Taslim selaku Direktur Utama bertanggung jawab atas pengembangan bisnis dan implementasi strategi jangka panjang dan kebijakan yang mencakup pemasaran, operasional, sumber daya manusia, keuangan, sistem informasi, strategi dan kebijakan komunikasi internal dan eksternal, rencana, arah dan koordinasi keseluruhan aktivitas bisnis Perseroan.

Indonesian citizen, 42 years old. He earned a Bachelor's degree in Business from Central Queensland University in 2004. He has served as the President Director of the Company since 2025 based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Before serving as President Director, he has held several positions as follows:

2006 - Present	*: Serves as President Director / Director / President Commissioner / Commissioner in several companies under the Panca Budi Group.*
2017 - 2025	*: Director PT Panca Budi Idaman Tbk.*
2025 - Present	*: President Director PT Panca Budi Idaman Tbk.*

During 2025, he had attended several trainings through business seminars and economic outlook.

He is affiliated with Djonny Taslim as President Commissioner and Robby Taslim as Commissioner.

Mr. Vicky Taslim, as President Director, is responsible for business development and the implementation of long-term strategies and policies encompassing marketing, operations, human resources, finance, information systems, internal and external communication strategies and policies, as well as the planning, direction, and overall coordination of the Company's business activities.



EMIYANTI

DIREKTUR
DIRECTOR

Warga Negara Indonesia, 57 tahun. Beliau memperoleh gelar Diploma di Universitas Trisakti jurusan Manajemen pada tahun 1991. Beliau menjabat sebagai Direktur Perseroan sejak tahun 2017 berdasarkan Akta Berita Acara RUPSLB Perseroan No. 8 tanggal 6 Maret 2017 dan diangkat kembali berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Direktur, beliau pernah menjabat beberapa posisi sebagai berikut:

1991 - 1999	: Supervisor PT. Panca Budi Idaman.
1999 - 2009	: Plant Manager PT. Panca Budi Idaman.
2006 - 2018	: Komisaris PT Polypack Indo Meyer.
2009 - 2017	: Direktur Operational PT. Panca Budi Idaman.
2011 - Sekarang	: Komisaris PT Rendaplas Andika.
2015 - Sekarang	: Komisaris PT Panca Buana Plasindo.

Selama tahun 2025, beliau telah mengikuti beberapa pelatihan berupa seminar bisnis, paparan ekonomi, seminar K3 dan seminar lain terkait industri kemasan.

Beliau tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direktur Lainnya, maupun pemegang saham pengendali.

Sebagai seorang Direktur beliau bertanggung jawab atas kegiatan operasional, termasuk kegiatan produksi, PPIC & pengawasan kualitas, dan pergudangan.

Indonesian citizen, 57 year old. She earned her Diploma at Universitas Trisakti majoring in Management in 1991. She served as Director since 2017 based on the Deed of the Company's Extraordinary General Meeting of Shareholders Deed No. 8 dated March 6, 2017, and was reappointed based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Before serving as Director, he has held several positions as follows:

1991 - 1999	*: Supervisor PT. Panca Budi Idaman.*
1999 - 2009	*: Plant Manager PT. Panca Budi Idaman.*
2006 - 2018	*: Commissioner PT Polypack Indo Meyer.*
2009 - 2017	*: Operational Director PT. Panca Budi Idaman.*
2011 - Present	*: Commissioner PT Rendaplas Andika.*
2015 - Present	*: Commissioner PT Panca Buana Plasindo.*

During 2025, she had attended trainings through several business seminars, economic outlook, HSE seminar and other seminars regarding packaging industry.

She doesn't have any affiliation with the Board of Commissioners, other Directors, even the Controlling Shareholders.

As a Director she is responsible for operational activities, including production activities, PPIC & quality control, and warehousing.



FU YIN LING

DIREKTUR
DIRECTOR

Warga Negara Indonesia, 49 tahun. Beliau memperoleh gelar Sarjana di Universitas Tarumanagara jurusan Management pada tahun 1998. Beliau menjabat sebagai Direktur Perseroan sejak tahun 2017 berdasarkan Akta Berita Acara RUPSLB Perseroan No. 8 tanggal 6 Maret 2017 dan diangkat kembali berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Direktur, beliau pernah menjabat beberapa posisi sebagai berikut:

1999 - 2005	: Manager Purchasing PT. Panca Budi Idaman.
2005 - 2011	: General Manager - Sales & Marketing PT. Panca Budi Idaman.
2008 - 2018	: Komisaris PT Panca Budi Niaga.

Selama tahun 2025, beliau telah mengikuti beberapa pelatihan berupa seminar bisnis dan paparan ekonomi.

Beliau tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direktur Lainnya, maupun pemegang saham pengendali.

Sebagai seorang Direktur beliau bertanggung jawab atas kegiatan pemasaran, termasuk penjualan, merek dagang, produk,promosi, distribusi, dan pengembangan bisnis.

Indonesian citizen, 49 years old. She earned her Bachelor degree at Universitas Tarumanagara majoring in Management in 1998. She served as Director since 2017 based on the Deed of Official Report on the Company's EGMS No. 8 dated March 6, 2017 and was reappointed based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Before serving as Director, he has held several positions as follows:

1999 - 2005	*: Purchasing Manager PT. Panca Budi Idaman*
2005 - 2011	*: General Manager - Sales & Marketing PT. Panca Budi Idaman.*
2008 - 2018	*: Commissioner PT Panca Budi Niaga.*

During 2025, she had attended several trainings through business seminars and economic outlook.

She doesn't have any affiliation with the Board of Commissioners, other Directors, even the Controlling Shareholders.

As a Director she is responsible for marketing activities, including sales, trademarks, products, promotions, distribution and business development.



TAN HENDRA

DIREKTUR
DIRECTOR

Warga Negara Indonesia, 39 tahun. Beliau memperoleh gelar Sarjana di Universitas Tarumanagara jurusan Akuntansi pada tahun 2008 dan memperoleh gelar Magister Manajemen di Universitas Tarumanagara jurusan Manajemen tahun 2011. Beliau menjabat sebagai Direktur Perseroan sejak tahun 2017 berdasarkan Akta Berita Acara RUPSLB Perseroan No. 8 tanggal 6 Maret 2017 dan diangkat kembali berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Direktur, beliau pernah menjabat beberapa posisi sebagai berikut:

2008 - 2012 : Auditor Osman Bing Satrio dan Rekan (Deloitte).
2012 - 2017 : Manager Auditor Internal PT Reka Mega Inti Pratama.

Selama tahun 2025, beliau telah mengikuti pelatihan berupa beberapa seminar bisnis, paparan ekonomi, dan seminar lain terkait industri kemasan.

Beliau tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direktur Lainnya, maupun pemegang saham pengendali.

Sebagai seorang direktur beliau bertanggung jawab atas fungsi keuangan, temasuk akuntasi dan pajak, perbendaharaan, keuangan korporasi, hubungan investor, teknik informatika, pengadaan barang.

Indonesian citizen, 39 years old. He earned his Bachelor degree at Universitas Tarumanagara majoring in Accounting in 2008 and earned his Master degree in Management at Universitas Tarumanagara majoring in Management in 2011. He served as Director since 2017 based on the Deed of Official Report on the Company's EGMS No. 8 dated March 6, 2017 and was reappointed based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Before serving as Director, he has held several positions as follows:

2008 - 2012 : Auditor Osman Bing Satrio & Rekan (Deloitte).
2012 - 2017 : Internal Auditor Manager PT Reka Mega Inti Pratama.

During 2025, he had attended trainings through several business seminars, economic outlook and other seminars regarding packaging industry.

He doesn't have any affiliation with the Board of Commissioners, other Directors, even the Controlling Shareholders.

As a director he is responsible forfinancial functions, including accounting and taxes, treasury, corporate finance, investor relations, informatics engineering, procurement of goods.



LUKMAN HAKIM

DIREKTUR
DIRECTOR

Warga negara Indonesia, 47 tahun. Beliau memperoleh gelar S2 Magister Sistem Informasi (MMSI) di Binus & Magister Manajemen Keuangan (MM) di Binus Business School pada tahun 2002. Beliau memegang gelar Certified Securities Analyst (CSA) & Certified Risk Management Professional (CRP).

Beliau menjabat sebagai Direktur Perseroan sejak tahun 2019 berdasarkan Akta Berita Acara RUPST Perseroan No. 81 tanggal 27 Mei 2019 dan diangkat kembali berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025. Beliau juga merangkap Sekretaris Perusahaan.

Sebelum menjabat sebagai Direktur, beliau pernah menjabat beberapa posisi sebagai berikut:

2002 – 2004 : Assistant Corporate Finance Manager PT Columbindo Perdana
2004 – 2005 : Finance Manager PT Maestronic Abdi Karya
2005 – 2006 : Vice President PT Kembang 88 Multifinance
2006 – 2017 : Deputy Director / General Manager PT Alphen International Corporindo (Panca Budi Group)
2008 – 2010 : Dosen di Bina Nusantara University
2017 - Sekarang : Sekretaris Perusahaan
2019 - Sekarang : Dosen Tamu S1 & S2
2019 - Sekarang : Direktur Perseroan

Selama tahun 2025, beliau telah mengikuti pelatihan berupa beberapa seminar bisnis dan paparan ekonomi. Serta senantiasa mengikuti seminar terkait perkembangan peraturan dari regulator.

Beliau tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direktur Lainnya, maupun pemegang saham pengendali.

Sebagai seorang direktur beliau bertanggung jawab atas legal, sumber daya manusia, General Affair, dan terlibat dalam tanggung jawab sosial.

Indonesian citizen, 47 years old. He earned his Master degree in Information Systems (MMSI) at Binus & Master in Financial Management (MM) at Binus Business School in 2002. He holds the title of Certified Securities Analyst (CSA) & Certified Risk Management Professional (CRP).

He has served as Director of the Company since 2019 based on the Deed of Minutes of the Company's AGMS No. 81 dated 27 May 2019 and was reappointed based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.. He also serves as Corporate Secretary.

Before serving as Director, he has held several positions as follows:

2002 – 2004 : Assistant Corporate Finance Manager PT Columbindo Perdana
2004 – 2005 : Finance Manager PT Maestronic Abdi Karya
2005 – 2006 : Vice President PT Kembang 88 Multifinance
2006 – 2017 : Deputy Director / General Manager PT Alphen International Corporindo (Panca Budi Group)
2008 – 2010 : Lecturer at Bina Nusantara University
2017 - Present : Corporate Secretary
2019 - Present : Guest Lecturer for bachelor & master degree
2019 - Present : Director

During 2025, he had attended trainings through several business and economic seminars. He also attended seminars regarding new regulations.

He doesn't have any affiliation with the Board of Commissioners, other Directors, even the Controlling Shareholders.

As a director he is responsible for legal,human resources, general affairs, and involved in the social responsibility.



PROFIL DEWAN KOMISARIS
BOARD OF COMMISSIONERS' PROFILE

DJONNY TASLIM

KOMISARIS UTAMA
PRESIDENT COMMISSIONER

Warga Negara Indonesia, 66 tahun. Beliau menyelesaikan pendidikan SMA di Peguruan Hang Kesturi, Medan pada tahun 1977. Beliau menjabat sebagai Komisaris Utama Perseroan sejak tahun 2025 berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Komisaris Utama, beliau pernah menjabat beberapa posisi sebagai berikut:

1979 - 1990	: Founder UD Panca Budi.
1990 - 2011	: Komisaris (Founder) PT Panca Budi Idaman.
1990 - Sekarang	: Menjabat sebagai Direktur Utama / Direktur / Komisaris Utama / Komisaris di beberapa perusahaan di bawah Panca Budi Group.
2017 - 2025	: Direktur Utama PT Panca Budi Idaman Tbk.
2025 - Sekarang	: Komisaris Utama PT Panca Budi Idaman Tbk.

Selama tahun 2025, beliau telah mengikuti beberapa pelatihan berupa seminar bisnis dan paparan ekonomi.

Beliau memiliki hubungan afiliasi dengan Vicky Taslim selaku Direktur Utama dan Robby Taslim selaku Komisaris.

Bapak Djonny Taslim selaku Komisaris Utama bertanggung jawab atas fungsi pengawasan perkembangan bisnis dan pengawasan atas implementasi strategi jangka panjang dan kebijakan yang mencakup pemasaran, operasional, sumber daya manusia, keuangan, sistem informasi, strategi dan kebijakan komunikasi internal dan eksternal, rencana, arah dan aktivitas bisnis Perseroan.

Indonesian citizen, 66 years old. He finished high school at the Perguruan Hang Kesturi, Medan in 1977. He has served as the President Commissioner of the Company since 2025 based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Before serving as President Commissioner, he has held several positions as follows:

1979 - 1990	*: Founder UD Panca Budi.*
1990 - 2011	*: Commissioner (Founder) PT Panca Budi Idaman.*
1990 - Present	*: Serves as President Director / Director / President Commissioner / Commissioner in several companies under the Panca Budi Group.*
2017 - 2025	*: President Director PT Panca Budi Idaman Tbk.*
2025 - Present	*: President Commissioner PT Panca Budi Idaman Tbk.*

During 2025, he had attended several trainings through business seminars and economic outlook.

He is affiliated with Vicky Taslim as President Director and Robby Taslim as Commissioner.

Mr. Djonny Taslim as President Commissioner is responsible for the monitoring function on business development and the implementation of long-term strategies and policies which include marketing, operations, human resources, finance, information systems, internal and external communication strategies and policies, plans, directions and Company business activities.



PROFIL DEWAN KOMISARIS
BOARD OF COMMISSIONERS' PROFILE

ROBBY TASLIM

KOMISARIS
COMMISSIONER

Warga Negara Indonesia, 40 tahun. Beliau memperoleh gelar Sarjana di Universitas Pelita Harapan jurusan Design pada tahun 2010. Beliau menjabat sebagai Komisaris Perseroan sejak tahun 2025 berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Komisaris, beliau pernah menjabat beberapa posisi sebagai berikut :

2008 - Sekarang	: Menjabat sebagai Direktur Utama / Direktur / Komisaris Utama / Komisaris di beberapa perusahaan di bawah Panca Budi Group.
2017 - 2025	: Komisaris Utama PT Panca Budi Idaman Tbk.
2025 - Sekarang	: Komisaris PT Panca Budi Idaman Tbk.

Selama tahun 2025, beliau telah mengikuti beberapa pelatihan berupa seminar bisnis dan paparan ekonomi.

Beliau memiliki hubungan afiliasi dengan Djonny Taslim selaku Komisaris Utama dan Vicky Taslim selaku Direktur Utama.

Bapak Robby Taslim selaku Komisaris bertanggung jawab atas fungsi pengawasan perkembangan bisnis dan pengawasan atas implementasi strategi jangka panjang dan kebijakan yang mencakup pemasaran, operasional, sumber daya manusia, keuangan, sistem informasi, strategi dan kebijakan komunikasi internal dan eksternal, rencana, arah dan aktivitas bisnis Perseroan.

Indonesian citizen, 40 years old. He graduated from Pelita Harapan University majoring in Design in 2010. He has served as the Commissioner of the Company since 2025 based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Prior to his appointment as a Commissioner, he held several positions as follows:

2008 - Present	*: Serves as President Director / Director / President Commissioner / Commissioner in several companies under the Panca Budi Group.*
2017 - 2025	*: President Commissioner PT Panca Budi Idaman Tbk.*
2025 - Present	*: Commissioner PT Panca Budi Idaman Tbk.*

During 2025, he had attended several trainings through business seminars and economic outlook.

He has an affiliation with Djonny Taslim as President Commissioner and Vicky Taslim as President Director.

Mr. Robby Taslim as Commissioner is responsible for the monitoring function on business development and the implementation of long-term strategies and policies which include marketing, operations, human resources, finance, information systems, internal and external communication strategies and policies, plans, directions and Company business activities.



MAKMUR DARMO

KOMISARIS INDEPENDEN
INDEPENDENT COMMISSIONER

Warga Negara Indonesia, 55 tahun. Beliau memperoleh gelar Bachelor of Science di Oklahoma State University jurusan Chemical Engineering pada tahun 1993 dan memperoleh gelar Master of Business Administration, Meinders School of Business di Oklahoma City University jurusan Finance pada tahun 1995. Beliau menjabat Komisaris Independen Perseroan sejak tahun 2017 berdasarkan Akta Berita Acara RUPSLB Perseroan No. 8 tanggal 6 Maret 2017 dan diangkat kembali berdasarkan Akta Berita Acara RUPST Perseroan No. 27 tanggal 23 Mei 2025.

Sebelum menjabat sebagai Komisaris Independen, Beliau pernah menjabat beberapa posisi sebagai berikut:

1995 - 1996 : Assistant Manager of Financial Reporting & System PharmChem Laboratories, Inc. USA.
1996 - 1999 : Financial Controller PT Sparindo Mustika.
1999 - 2002 : Direktur PT Bahtera Adimina Samudra Tbk.
2002 - Sekarang : Komisaris PT Usaha Mas Jasatama.

Selama tahun 2025, beliau telah mengikuti pelatihan berupa beberapa seminar bisnis, paparan ekonomi, dan seminar audit internal.

Beliau tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direktur Lainnya, maupun pemegang saham pengendali.

Selaku Komisaris Independen, beliau bertanggung jawab atas fungsi pengawasan perkembangan bisnis dan pengawasan atas kebijakan yang mencakup pemasaran, operasional, sumber daya manusia, keuangan, sistem informasi, strategi dan kebijakan komunikasi internal dan eksternal, rencana, arah dan aktivitas bisnis Perseroan. Serta menjalan fungsi Komite Audit Perseroan.

Indonesian Citizen, 55 years old. Graduated as Bachelor of Science from Oklahoma State University majoring Chemical Engineering in 1993 and obtained Master of Business Administration, Meinders School of Business in Oklahoma City Universty majoring in Finance in 1995. He served as the Company's Independent Commissioner since 2017 based on the Deed of Official Report on the Company's EGMS No. 8 dated March 6, 2017 and was reappointed based on the Minutes of the Company's Annual General Meeting of Shareholders Deed No. 27 dated May 23, 2025.

Prior to serving as Independent Commissioner, he also served in several positions as follows:

1995 - 1996 : Assistant Manager of Financial Reporting & System PharmChem Laboratories, Inc. USA.
1996 - 1999 : Financial Controller PT Sparindo Mustika.
1999 - 2002 : Director of PT Bahtera Adimina Samudra Tbk.
2002 - Present : Commissioner of PT Usaha Mas Jasatama.

During 2025, he had attended trainings through several business seminars, economic outlook and internal audit seminar.

He has no affiliation with the Board of Commissioners, other Directors, or controlling shareholders.

As an Independent Commissioner, he is responsible for the monitoring function on business development and policies in marketing, operations, human resources, finance, information systems, internal and external communication strategies and policies, plans, direction and business activities of the Company. As well as carrying out the functions of the Company's Audit Committee.





INFORMASI KEPEMILIKAN SAHAM
SHAREHOLDING INFORMATION

Pemegang Saham / *Shareholders*	Jumlah saham ditempatkan dan disetor penuh (dalam satuan penuh)/ *Total shares issued and fully paid (in full amount)*	Presentase kepemilikan/ *Percentage of Ownership*
PT Alphen Internasional Corporindo	5.600.000.000	74,67%
Djonny Taslim	627.037.600	8,36%
Masyarakat (<5%)	1.272.962.400	16,97%
TOTAL	**7.500.000.000**	**100,00%**

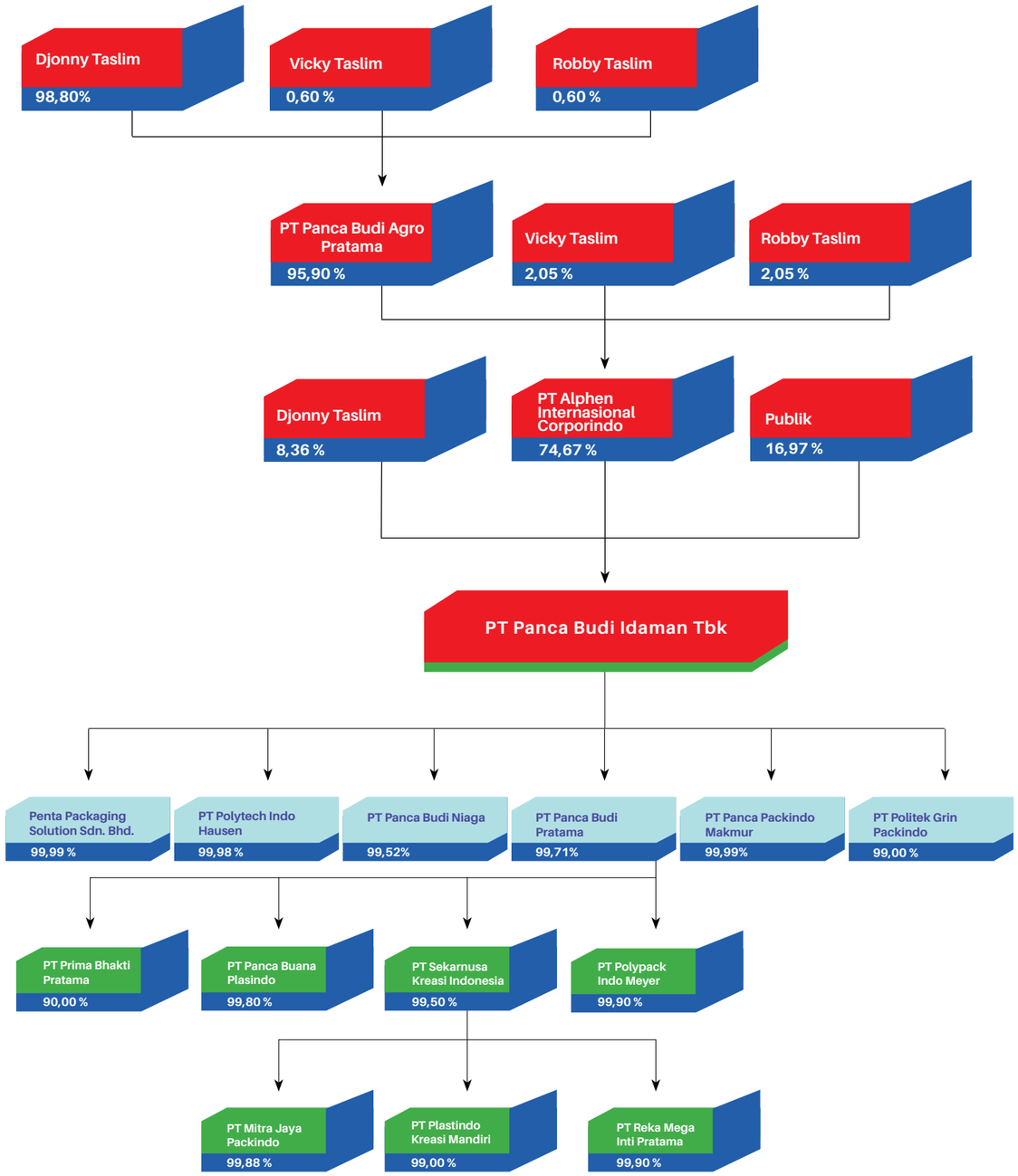
DATA PEMEGANG SAHAM BERDASARKAN KLASIFIKASI
CLASSIFICATION OF SHAREHOLDING LIST

Keterangan Pemegang Saham Lokal *Local Shareholders Description*	Jumlah Pemegang Saham *Number of Shareholders*	Jumlah Saham *Shares Amount*	Persentase *Percentage*
Institusi *Institution*	11	5.605.216.100	74,73%
Individu *Individual*	5.259	1.881.485.700	25,10%
Sub Total	5.270	7.486.701.800	99,83%
Keterangan Pemegang Saham Asing *Foreign Shareholders Description*	**Jumlah Pemegang Saham** *Number of Shareholders*	**Jumlah Saham** *Shares Amount*	**Persentase** *Percentage*
Institusi *Institution*	15	13.099.400	0,17%
Individu *Individual*	16	199.600	0,00%
Sub Total	31	13.299.000	0,17%
TOTAL	**5.301**	**7.500.000.000**	**100,00%**

INFORMASI KEPEMILIKAN SAHAM OLEH DEWAN KOMISARIS & DIREKSI
SHAREHOLDING INFORMATION OWNED BY THE BOARD OF COMMISSIONERS & DIRECTORS

Nama / *Name*	Jabatan / *Position*	Jumlah Saham / *Number of Shares*	Presentase kepemilikan/ *Percentage of Ownership*
Djonny Taslim	Komisaris Utama *President Commissioner*	627.037.600	8,36%
Robby Taslim	Komisaris *Commissioner*	116.468.800	1,55%
Makmur Darmo	Komisaris Independen *Independent Commissioner*	0	0,00%
Vicky Taslim	Direktur Utama *President Director*	116.468.800	1,55%
Fu Yin Ling	Direktur *Director*	0	0,00%
Lukman Hakim	Direktur *Director*	0	0,00%
Tan Hendra	Direktur *Director*	0	0,00%
Emiyanti	Direktur *Director*	0	0,00%
TOTAL		**859.975.200**	**11,46%**





INFORMASI ENTITAS ANAK
SUBSIDIARY INFORMATION

Dalam Miliar Rupiah / *In Billions of Rupiah*

Entitas Anak *Subsidiary*	Kepemilikan Saham *Share ownership*	Bidang Usaha *Line of Business*	Alamat *Address*	Tahun Pendirian *Establishment Year*	Status Beroperasi *Operational Status*	Total Aset *Total Assets/ 31 Desember 2025*
A. Kepemilikan langsung / *Direct Ownership*						
PT Polytech Indo Hausen	99,98 %	Production and Distribution	Jl. Raya Merak Km 116, Kel.Rawa Arum, Kec.Gerogol, Kota Cilegon, Provinsi Banten	2010	Operating	295,09
PT Panca Budi Niaga	99,52 %	Distribution	Jl. Jalur Sutera Blok/Kav 27 D/2 Alam Sutera, Kel. Pakualam, Kec. Serpong Utara, Kota Tangerang Selatan, Banten	2011	Operating	926,11
PT Panca Budi Pratama	99,71 %	Trade	Kawasan Pusat Niaga Terpadu Blok D No. 8A-D, Jl. Daan Mogot Km 19,6, Kel. Poris Jaya, Kec. Batuceper, Kota Tangerang, Provinsi Banten.	1990	Operating	865,75
Penta Packaging Solution Sdn. Bhd.	99,99 %	Production and Distribution	Suite 1205A, 12th floor, Johor Tower, 15, Jalan Gereja, 80100 Johor Bahru, Johor.	2018	Operating	121,71
PT Panca Packindo Makmur	99,99 %	Production and Distribution	Jl. Lingkar Timur No.26, Kel.Kebonsari, Kec.Candi, Kab.Sidoarjo, Provinsi Jawa Timur	2020	Operating	253,24
PT Politek Grin Packindo	99,00 %	Production and Distribution	Jl. Arya Kemuning Blok F, No. 06, RT.002/ RW.003, Kel. Nambo Jaya, Kec. Karawaci, Kota Tangerang	2023	Operating	8,64
B. Kepemilikan Tidak Langsung melalui Entitas Anak / *Indirect Ownership through Subsidiaries*						
PT Sekarnusa Kreasi Indonesia	99,50 %	Production and Distribution	Jl. Raya Jaten KM 9,6, Kab.Karanganyar, Provinsi Jawa Tengah	1989	Operating	377,95
PT Polypack Indo Meyer	99,90 %	Production and Distribution	Jl. KH. Agus Salim No. 17, Kel.Poris Plawad, Kec.Cipondoh, Kota Tangerang, Provinsi Banten.	2006	Non Operating	1,46
PT Prima Bhakti Pratama	90,00 %	Trade	Jl. KH. Agus Salim No. 15, Kel.Poris Plawad, Kec. Cipondoh, Kota Tangerang, Provinsi Banten.	2004	Operating	9,10
PT Panca Buana Plasindo	99,80 %	Production and Distribution	Jl. Mesjid No. 142 Dusun V, Kel. Paya Geli, Kec. Sunggal, Deli Serdang, Provinsi Sumatera Utara.	2006	Operating	122,98
PT Mitra Jaya Packindo	99,88 %	Production and Distribution	Jl. KH. Agus Salim No.17, RT.002/RW.005, Kel.Poris Plawad, Kec.Cipondoh, Kota Tangerang, Provinsi Banten	2006	Operating	4,89
PT Reka Mega Inti Pratama	99,90 %	Distribution	Pusat Niaga Terpadu, Jl. Daan Mogot Raya KM 19,6, Blok D No.8E-F-G, Kel.Poris Jaya, Kec.Batuceper, Kota Tangerang, Provinsi Banten	2007	Operating	41,24
PT Plastindo Kreasi Mandiri	99,00 %	Trade	Pusat Niaga Terpadu Blok D No. 8F, Jl. Daan Mogot Raya Km 19,6 Kel. Poris Jaya, Kec. Batuceper, Kota Tangerang, Provinsi Banten	2013	Operating	23,98

Rantai Pasokan

PBID menyadari dalam menjalankan usahanya, diperlukan sinergi dengan mitra kerja dan pemasok. PBID telah mengikat kontrak dengan sejumlah pemasok untuk menopang jalannya usaha. Dalam menentukan pemasok, PBID berusaha untuk menjalin kerjasama dengan pemasok lokal, yakni berada dalam satu provinsi. Jika pemasok lokal tidak tersedia, PBID akan mencari pemasok dalam skala yang lebih luas cakupannya, baik skala regional (antar provinsi) maupun skala nasional. Pemilihan pemasok lokal, selain faktor kedekatan secara geografis sehingga biayanya lebih terjangkau, juga dipengaruhi oleh komitmen PBID untuk menumbuhkan ekonomi setempat. Selama tahun 2025, PBID menjalin kerjasama dengan kurang lebih 200 pemasok barang dan jasa. Selama tahun pelaporan, sebagian besar pemasok barang dan jasa yang menjalin kerja sama dengan PBID termasuk ke dalam kategori pemasok lokal. Hal ini merupakan komitmen PBID untuk mengutamakan produk dalam negeri.

Dalam menjalin kerjasama dengan pemasok, PBID memandang penting aspek kepatuhan mereka terhadap undang-undang dan aturan yang berlaku, aspek sosial dan lingkungan. Misalnya, yang berkaitan dengan peraturan tenaga kerja, keselamatan kerja, aspek lingkungan, hak asasi manusia, kebebasan berserikat, dan dampak keberadaannya terhadap masyarakat. Oleh karena itu, PBID harus melakukan seleksi ketat dalam memilih pemasok. Seluruh pemasok-pemasok baru dipilih berdasarkan kriteria-kriteria dan dipastikan tidak terdapat pelanggaran baik dari segi legal, aspek lingkungan dan sosial. Pada tahun laporan, tidak ada perubahan signifikan terhadap ukuran, struktur, kepemilikan, atau rantai pasokan organisasi dan tidak ada permasalahan yang memiliki dampak negatif terhadap lingkungan, hak asasi manusia, kebebasan berserikat, pelanggaran terhadap aturan ketenagakerjaan, dan yang berdampak negatif pada masyarakat. Juga, tidak ada pengaduan berkaitan dengan pelanggaran hal-hal tersebut.

Tenaga Kerja

PBID sangat menyadari arti pentingnya sumber daya manusia (SDM) untuk mencapai visi dan misi, baik saat ini maupun untuk masa-masa mendatang. Dengan semangat tersebut, PBID memposisikan SDM sebagai aset yang harus dijaga dan diasah kemampuannya agar dapat mendukung pertumbuhan usaha di masa depan. Seiring dengan pertumbuhan kinerja PBID, pertumbuhan pegawai merupakan salah satu aspek strategis yang memegang peranan penting dalam laju gerak kinerja perusahaan di masa kini dan masa mendatang. PBID tidak hanya memperhatikan peningkatan kualitas pegawai dari sisi kompetensi saja, akan tetapi juga memperhatikan pentingnya komposisi pegawai sesuai dengan kebutuhan pengembangan usaha. Hingga 31 Desember 2025, PBID memiliki pegawai berjumlah 5.644 orang meningkat 0,4% dari tahun 2024.

Perjanjian Perundingan Kolektif

PBID telah memiliki serikat pekerja berdasarkan Tanda Bukti Pencatatan No. 568.4/1652-HO/2015 tanggal 25 Maret 2015 yang ditandatangani oleh Kepala Dinas Ketenagakerjaan Kota Tangerang. PBID belum memiliki perjanjian kerja bersama dengan serikat pekerja dimaksud. Oleh karena itu, hubungan industrial PBID dengan pekerja adalah berdasarkan peraturan PBID yang berlaku saat ini.

Supply Chain

PBID understands that synergy is needed with partners and suppliers in running its business. PBID has entered into contracts with a number of suppliers to support business operations. In determining suppliers, PBID tries to establish cooperation with local suppliers, i.e. those located in one particular province. If local suppliers are not available, PBID will look for suppliers on a wider scale, both regional (inter-provincial) and national scale. The selection of local suppliers, apart from the geographical proximity factor so that costs are more affordable, is also influenced by PBID's commitment to developing the local economy. In 2025, PBID has collaborated with moreover 200 suppliers of goods and services. During the reporting year, most of the suppliers of goods and services that collaborated with PBID were under the category of local suppliers. This is PBID's commitment to prioritize domestic products.

In establishing cooperation with suppliers, PBID considers their compliance with applicable laws and regulations and their social and environmental policies such as those relating to labor regulations, occupational safety, environmental aspects, human rights, freedom of association, and the impact of their presence on society. Therefore, PBID must carry out a strict supplier selection process. All new suppliers are selected based on criteria and it ensures that there are no violations from the legal, environmental and social perspectives. During the reporting year, there were no significant changes to the size, structure, ownership, or supply chain of the organization and there were no issues with a negative impact on the environment, human rights, freedom of association, violations of labor regulations, and those that have a negative impact on society. There were also no complaints indicating violations of these matters.

Human Resources

PBID fully understands the importance of human resources (HR) in achieving its vision and mission, both at present and in the future. With this spirit, PBID positions HR as an asset that must be maintained and developed in order to support business growth in the future. Employee growth must go hand-in-hand with PBID's overall development because of its status as a strategic aspect that plays an important role in the Company's present and future performances. PBID does not only invest in improving the employees' competencies, but also pays attention to the importance of employee composition according to business development needs. As of 31 December 2025, PBID employed 5.644 people, an increase of 0.4% from 2024.

Collective Bargaining Agreement

PBID's employees have established a workers' union based on Registration Certificate No. 568.4/1652-HO/2015 dated 25 March 2015 which was signed by the Head of the Tangerang City Manpower Office. PBID does not yet have a collective work agreement with this union. Therefore, PBID's industrial relations with employees are based on the current PBID regulations.







Sertifikasi

Pada tanggal 16 Januari 2025, Perseroan menerima sertifikat produk dari Lembaga Sertifikasi Produk Kekuatan Struktur untuk produk Plastik Pengemas Polietillena (HDPE & LLDPE) untuk merek Tomat dan Sparta.

Certifications

PBID has obtained a Product Certificate from the Agency for the Assessment and Application of Technology Center for Polymer Technology Products. In addition, PBID has also obtained a letter of approval for the use of the SNI mark issued by the National Standardization Agency.

Industry Award 2025



Dalam ajang Industry Award 2025 yang diselenggarakan pada tanggal 24 Juli 2025, Perseroan meraih penghargaan Indonesia Best Containers and Packaging Industry for Strategic Eastern Expansion and Sustained Performance in Domestic Market dalam kategori Manufacture.

At the Industry Award 2025 event held on July 24, 2025, the Company received the Indonesia Best Containers and Packaging Industry for Strategic Eastern Expansion and Sustained Performance in Domestic Market award in the Manufacture category.

Rising Emiten Syariah



Pada tahun 2024, Perseroan berhasil meraih penghargaan Rising Emiten Syariah dari Investor Daily dan B-Universe. Penghargaan ini diberikan kepada perusahaan dengan unit usaha serta produk syariah terbaik.

In 2024, the Company successfully won the Rising Sharia Issuer award from Investor Daily and B-Universe. This award is given to companies with the best sharia business units and products.

Forbes Indonesia



Pada tahun 2022, Perseroan menerima penghargaan "Best of The Best" dari Forbes Indonesia atas pencapaian prestasinya sebagai "The Best 50 Public Listed Companies 2022."

In 2022, the Company received the "Best of The Best" award from Forbes Indonesia for its achievements as "The Best 50 Public Listed Companies 2022."

Best Brand Platinum





Pada tahun 2025, Perseroan mendapatkan penghargaan Best Brand Platinum untuk merk Wayang dan Tomat, masing-masing untuk kategori plastic food grade PP dan plastic food grade PE. Perseroan telah mendapatkan penghargaan ini sejak 2010.

In 2025, the Company received the Best Brand Platinum award for the Wayang and Tomato brands, respectively for the food grade PP plastic category and food grade PE plastic. The Company has been receiving such award since 2010.

Transparansi Penurunan Emisi



Pada Juni 2023, Perseroan telah menerima penghargaan Transparansi Penurunan Emisi Korporasi Kategori Platinum dari B Universe & Bumi Global Karbon.

In June 2023, The Company has received the Platinum Category Corporate Emission Reduction Transparency Award from B Universe & Bumi Global Karbon.

Sertifikat Halal



Perseroan memiliki sertifikat halal yang dikeluarkan oleh Majelis Ulama Indonesia (MUI) pada tanggal 30 November 2022 dan berlaku sampai tanggal 29 November 2026. Berdasarkan sertifikat tersebut, Perseroan menerima sertifikat halal dari Badan Penyelenggara Jaminan Produk Halal yang berlaku hingga tanggal 1 Desember 2026.

The Company holds a halal certificate issued by the Indonesian Ulema Council (MUI) on November 30, 2022, valid until November 29, 2026. Based on this certificate, the Company also received a halal certificate from the Halal Product Assurance Organizing Agency, valid until December 1, 2026.

Top Brand Platinum





Pada tahun 2025, Perseroan mendapatkan TOP BRAND AWARD untuk merk Wayang dan Tomat, masing-masing untuk kategori Plastik PP dan Plastik PE.

In 2025, the Company received the TOP BRAND AWARD for the Wayang and Tomato brands, respectively for the PP Plastic and PE Plastic categories.

Keanggotaan Asosiasi

Sepanjang tahun 2025, Perseroan telah menjadi anggota dalam Asosiasi Emiten Indonesia dan GIATPI (Gabungan Industri Aneka Tenun Plastik Indonesia).

Association Memberships

In 2025, the Company became a member of the Indonesian Issuers Association and GIATPI (Indonesian Plastic and Weaving Industry Association).

Perubahan Perseroan yang Bersifat Signifikan

Sepanjang tahun 2025, tidak terdapat perubahan Perseroan yang bersifat signifikan.

Significant Changes in The Company

In 2025, there was no significant change in The Company.











TATA KELOLA KEBERLANJUTAN

SUSTAINABILITY GOVERNANCE

HIGHLIGHTS

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PIC for Sustainability Implementation

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Penanggung Jawab Penerapan Keberlanjutan

Perseroan sepenuhnya berkomitmen untuk menerapkan Tata Kelola Keberlanjutan yang didasarkan pada prinsip pemikiran untuk menjaga keseimbangan antara aspek ekonomi, lingkungan hidup, dan sosial.

Perseroan tidak hanya menekankan pencapaian kinerja keuangan yang unggul, tetapi juga menegaskan komitmen terhadap keberlanjutan lingkungan dan kepedulian terhadap isu-isu sosial. Perseroan meyakini bahwa penerapan Tata Kelola Keberlanjutan akan memberikan dampak positif, tidak hanya dalam membangun kepercayaan Pemangku Kepentingan, tetapi juga memberikan kontribusi positif terhadap perkembangan jangka panjang Perseroan.

Penanggungjawab penerapan keberlanjutan dipegang oleh Direksi, yang bertanggung jawab dalam merumuskan kebijakan keberlanjutan, mengoordinasikan praktek berkelanjutan di seluruh divisi terkait, serta mengelola arus data dan informasi terkait keberlanjutan. Dalam rangka koordinasi lintas departemen, Perseroan membentuk unit kerja keberlanjutan yang berada di bawah pengawasan Direksi.

PIC For Sustainability Implementation

The company is fully committed to implementing Sustainable Governance based on the principle of balancing economic, environmental, and social aspects.

The company not only emphasizes achieving excellent financial performance but also reaffirms its commitment to environmental sustainability and concern for social issues. The company believes that the implementation of Sustainable Governance will have a positive impact, not only in building Stakeholder trust but also in making a positive contribution to the long-term development of the company.

The responsibility for the implementation of sustainability is held by the Board of Directors, who are responsible for formulating sustainability policies, coordinating sustainable practices across relevant divisions, and managing the flow of data and information related to sustainability. In order to facilitate cross-departmental coordination, the company has established a sustainability work unit under the supervision of the Board of Directors.

Unit Kerja Units	Tugas Dan Wewenang Duties And Authorities
Direksi The Board of Directors	1. Bertanggung Jawab terhadap Pelaksanaan Strategi Keberlanjutan. To be responsible for the overall implementation of Sustainability Strategy. 2. Setiap Direktur wajib melaksanakan dan mengelola Program Aksi Aspek Keberlanjutan sesuai dengan program yang telah direncanakan dan disetujui. Each Director is obliged to implement and manage the Sustainability Aspect Action Program in accordance with the planned and agreed program
Sekretaris Perseroan Corporate Secretary	1. Mengkoordinasikan penyusunan Strategi Keberlanjutan tahap berikutnya. To coordinate preparation Sustainability Strategy of the next phase. 2. Menyusun Laporan Keberlanjutan dan melaporkan kepada Dewan Komisaris dan Direksi serta OJK. To prepare the Sustainability Report and to report to the Board of Commissioners and the Board of Directors as well as the OJK.
Pengembangan Usaha Business Development	1. Pengkajian Produk Perseroan sesuai dengan Aspek Keberlanjutan. Assessment of Corporate Products in accordance with Sustainablity Aspect 2. Mempersiapkan Produk kategori Keberlanjutan. To prepare Corporate Products for Sustainable category.
Legal	1. Mengkaji penyusunan Pedoman Perseroan terkait Aspek Keberlanjutan. To study the Corporate Guidelines for Sustainability Aspect. 2. Mengkaji integrasi aspek risiko hukum dalam penerapan Aspek Keberlanjutan. To study the integration of legal risk aspects in implementing Sustainability Aspect.
Akunting & Pajak Accounting & Tax	Pelaporan bulanan terkait realisasi penyaluran pembiayaan produk dan/atau jasa Aspek Keberlanjutan. Monthly report related to realization of distribution of financing for Sustainability Aspect products and/or services.
SDM HR	Melakukan pelatihan peningkatan kompetensi terkait program penerapan Aspek Keberlanjutan. To conduct competency improvement training related to Sustainability Aspect implementation.program.

Pengembangan Kompetensi Terkait Keberlanjutan

Guna mendukung pelaksanaan program Aspek Keberlanjutan, Perseroan menjalin kerjasama dan kolaborasi dengan berbagai pihak yang memiliki keahlian dalam menerapkan Aspek Keberlanjutan. Perseroan menyelenggarakan berbagai kegiatan workshop dan pelatihan internal sebagai upaya sosialisasi dan peningkatan pemahaman terkait Aspek Keberlanjutan.

Competency Development In Sustainability

To support the implementation of the Sustainability Aspects program, the Company establishes cooperation and collaboration with various parties who have expertise in implementing Sustainability Aspects. The Company organizes various workshops and internal training activities as an effort to socialize and increase understanding related to Sustainability Aspects.

Penilaian Risiko Atas Penerapan Keberlanjutan

Tujuan penerapan manajemen risiko Perseroan dapat dirinci sebagai berikut:

1. Melindungi Perseroan dari risiko yang signifikan yang dapat menghambat pencapaian tujuan Perseroan.
2. Menyediakan kerangka kerja manajemen risiko yang konsisten untuk mengidentifikasi, menilai, dan mengelola risiko yang terkait dengan proses bisnis Perseroan.
3. Mendorong manajemen untuk mengambil tindakan proaktif dalam mengurangi risiko kerugian, menjadikan manajemen risiko sebagai sumber keunggulan kinerja Perseroan.
4. Mendorong pendekatan yang hati-hati dalam menghadapi risiko, dengan tujuan memaksimalkan nilai Perseroan guna mencapai tujuan yang ditetapkan.
5. Membangun pemahaman yang kuat tentang risiko dan pentingnya manajemen risiko, sehingga dapat menjadi bagian dari budaya organisasi.
6. Meningkatkan kinerja Perseroan dengan menyediakan informasi tentang tingkat risiko melalui peta risiko, yang dapat membantu manajemen dalam pengembangan strategi dan terus-menerus memperbaiki proses manajemen risiko.

Hubungan Dengan Pemegang Saham dan Pemangku Kepentingan

Bagi Perseroan, pemangku kepentingan merujuk kepada pihak-pihak yang terlibat dan memiliki kepentingan terhadap organisasi, serta dapat mempengaruhi atau dipengaruhi oleh pencapaian tujuan organisasi. Pemangku Kepentingan mencakup berbagai entitas seperti karyawan, investor, Pemegang Saham, regulator, mitra bisnis, komunitas, pelanggan, masyarakat, dan berbagai pihak lainnya. Definisi pemangku kepentingan ini telah melalui pembahasan dan mendapat persetujuan dari manajemen. Adapun pendekatan yang diterapkan oleh Perseroan dalam melibatkan dan memberikan perlakuan yang adil bagi para Pemegang Saham dan Pemangku Kepentingan adalah sebagai berikut:

Keberagaman Manajemen dan Independensi

Keberagaman manajemen dan independensi merupakan dua elemen penting dalam penerapan tata kelola. Kedua aspek ini berkontribusi pada pengambilan keputusan yang lebih objektif, transparan, dan akuntabel, yang pada gilirannya dapat meningkatkan kinerja perusahaan dan kepercayaan Pemangku Kepentingan.

Keberagaman dalam manajemen merujuk pada praktik bebas diskriminasi yang berhubungan dengan latar belakang, keahlian, pengalaman, jenis kelamin, budaya, dan perspektif di antara anggota manajemen. Sementara Independensi mengacu pada kemampuan anggota manajemen untuk membuat keputusan yang bebas dari pengaruh eksternal atau kepentingan pribadi.

Total Kehadiran Direksi dan Komisaris ke Rapat Dewan

Sepanjang tahun 2025, anggota Direksi dan Komisaris berhasil mencatatkan tingkat kehadiran 100% pada setiap penjadwalan rapat dewan.

Risk Assessment On The Implementation Of Sustainability

The objectives of the Company's risk management implementation can be detailed as follows:

1. Protect the Company from significant risks that may hinder the achievement of the Company's objectives.
2. Provide a consistent risk management framework to identify, assess, and manage risks associated with the Company's business processes.
3. Encourage management to take proactive measures to reduce the risk of loss, making risk management a source of excellence in the Company's performance.
4. Encourage a prudent approach to risk, with the aim of maximizing the Company's value in order to achieve its stated objectives.
5. Build a strong understanding of risk and the importance of risk management, so that it can become part of the organization's culture.
6. Improve the Company's performance by providing information on the level of risk through risk maps, which can assist management in strategy development and continuously improve risk management processes.

Shareholders and Stakeholders Engagement

For the Company, Stakeholders refer to parties that are involved and have an interest in the organization, and can affect or be affected by the achievement of organizational goals. Stakeholders include various entities such as employees, investors, Shareholders, regulators, business partners, communities, customers, society, and various other parties. This definition of Stakeholders has been discussed and approved by management. The approach implemented by the Company in engaging and ensuring fair treatment for Shareholders and Stakeholders is as follows:

Diversity in Management and Independence

Management diversity and independence are two important elements in the implementation of governance. These two aspects contribute to more objective, transparent, and accountable decision-making, which in turn can improve company performance and stakeholder trust.

Diversity in management refers to the practice of non-discrimination related to the background, expertise, experience, gender, culture, and perspectives among management members. Meanwhile, independence refers to the ability of management members to make decisions free from external influence or personal interests.

Total attendance of the Board of Directors and Board of Commissioners at Board Meetings

Throughout 2025, the members of the Board of Directors and the Board of Commissioners achieved a 100% attendance rate for every scheduled board meeting.

Pemangku Kepentingan Stakeholders	Metode Pendekatan Approaches
Karyawan Employees	Townhall meeting, forum peningkatan kinerja, pelatihan/pendidikan karyawan. Townhall meeting, performance improvement forum, employees training/education.
Investor / Pemegang Saham Investor / Shareholders	Rapat Umum Pemegang Saham. General Meeting of Shareholders.
Regulator Regulator	Laporan kepatuhan sesuai ketentuan regulator. Compliance report in accordance with the regulations.
Mitra bisnis Business Partners	Kontrak dan perjanjian kerja. Work contracts and agreements.
Komunitas / Asosiasi Community / Asscociation	Pertemuan dan diskusi dengan komunitas/asosiasi Meeting and discussion with communities/asspciation.
Pelanggan Customer	Survei Kepuasan Pelanggan. Customer satisfaction survey.
Masyarakat Society	Pelibatan tenaga kerja, kunjungan/komunikasi dengan masyarakat dan pelaksanaan program tanggung jawab sosial. Workforce engagement, visit/communication with community and implementation corporate social program responsibility (CSR).

Demi menciptakan hubungan baik dan terjalinnya komunikasi yang berkesinambungan dengan seluruh Pemangku Kepentingan, Perseroan senantiasa mengimplementasikan strategi komunikasi yang tepat agar komunikasi dua arah tersebut dapat berjalan dengan efektif baik yang bersifat internal maupun eksternal.

In order to create good relations and continuous communication with all Stakeholders, the Company always implements the right communication strategy so these two-way communications could run effectively both internally and externally.

Permasalahan Terhadap Penerapan Keberlanjutan

Dalam pelaksanaan keberlanjutan, Perseroan menghadapi tantangan terkait integrasi manajemen sumber daya manusia terhadap aspek keberlanjutan. Oleh karena itu, Perseroan memberikan prioritas pada internalisasi konsep Aspek Keberlanjutan melalui sosialisasi pengetahuan dan kesadaran akan signifikansinya kepada seluruh karyawan. Perseroan secara aktif melibatkan karyawan dalam serangkaian pelatihan terkait Aspek Keberlanjutan untuk memastikan pemahaman yang komprehensif dan dukungan penuh dari seluruh elemen organisasi.

Kondisi ekonomi global yang masih terpengaruh oleh inflasi dan situasi geopolitik yang tidak stabil akibat krisis perang di Ukraina, begitu juga di Palestina, banyak kesulitan muncul dalam perekonomian dunia. Gangguan pada rantai pasokan yang disebabkan oleh perang telah mengakibatkan peningkatan harga barang, memberikan tekanan tambahan pada kondisi ekonomi yang sudah sulit. Meskipun menghadapi tantangan yang signifikan, Perseroan berhasil menyesuaikan strategi dengan baik untuk beradaptasi dengan kondisi yang ada. Sebagai hasilnya, Perseroan berhasil mempertahankan keunggulan kompetitifnya sambil menjaga keseimbangan antara aspek ekonomi, sosial, dan lingkungan.

Challenges in The Implementation of Sustainability

In the implementation of Sustainability, the Company faces challenges related to the integration of human resource management towards sustainability aspects. Therefore, the Company gives priority to the internalization of the concept of Sustainability Aspects through the socialization of knowledge and awareness of its significance to all employees. The Company actively engages employees in a series of trainings related to Sustainability Aspects to ensure comprehensive understanding and full support from all elements of the organization.

With the global economy still affected by inflation and the unstable geopolitical situation due to the war crisis in Ukraine, as well as in Palestine, many difficulties have arisen in the world economy. The disruption to the supply chain caused by the war has resulted in an increase in the price of goods, putting additional pressure on the already difficult economic conditions. Despite facing significant challenges, the Company managed to adjust its strategy well to adapt to the prevailing conditions. As a result, the Company managed to maintain its competitive advantage while maintaining a balance between economic, social, and environmental aspects.

Manajemen Risiko

Manajemen Risiko dilakukan oleh PBID untuk mengendalikan risiko dengan melalui suatu proses untuk identifikasi, pengukuran, evaluasi dan monitoring untuk memperkirakan kerugian potensial yang mungkin terjadi. Melalui manajemen risiko, kerugian yang mungkin terjadi diharapkan dapat dimitigasi dan diminimalisir dengan baik. PBID secara berkala selalu memperbarui kebijakan perusahaan sesuai dengan best practices, kondisi dan perkembangan lingkungan bisnis perusahaan serta peraturan perundang-undangan yang berlaku dengan harapan mampu mengakomodasi Prinsip Dasar Tata Kelola Perusahaan (GCG).

Berkaitan dengan risiko yang terkait isu keberlanjutan, PBID telah melakukan review pedoman manajemen risiko lingkungan dan sosial. Hasil dari proses review tersebut adalah telah disusunnya pedoman manajemen risiko yang sudah mengintegrasikan aspek lingkungan dan sosial ke dalam aktivitas bisnis.

Dalam pengelolaan risiko peran organ tertinggi dalam Tata Kelola yaitu Dewan Komisaris dan Direksi menjadi sangat penting. Dewan Komisaris dan Direksi berperan untuk melakukan pengawasan dan pemastian implementasi manajemen risiko yang mencakup identifikasi risiko, proses mitigasi risiko, dan evaluasi secara kontinu atas efektivitas manajemen risiko. Manajemen Risiko yang diawasi dan dikelola oleh Dewan Komisaris dan Direksi mencakup risiko yang berkaitan dengan aspek ekonomi, sosial, dan lingkungan.

Kebijakan Kode Etik dan/atau Anti-Korupsi

PBID telah menyusun dan mengesahkan kode etik yang meliputi hubungan-hubungan insan PBID dalam berperilaku terhadap stakeholder dan juga mengatur pedoman etika dan perilaku lingkungan internal dan eksternal.

Kode Etik PBID mewajibkan seluruh insan PBID baik itu Dewan Komisaris, Direksi maupun karyawan untuk patuh dan taat kepada hukum dan peraturan yang berlaku di dalam perusahaan, termasuk Tata Nilai dalam rangka menghindari kegiatan yang menyebabkan benturan kepentingan, serta menyimpan dan menjaga kerahasiaan informasi bisnis usaha dan informasi yang berkaitan dengan pihak yang memiliki hubungan dengan PBID. Setiap karyawan, anggota Direksi dan anggota Dewan Komisaris PBID diwajibkan untuk mengerti, menghayati dan menjalankan Kode Etik sebagai landasan moral, sikap dan etika dalam bertindak dan berperilaku.

Adapun poin-poin pokok yang terkait dengan Kode Etik PBID adalah sebagai berikut:

1. Mematuhi Peraturan Internal Perseroan, Peraturan Pasar Modal Otoritas Jasa Keuangan dan Peraturan Perundangan Lainnya yang Berlaku.
2. Menolak Penyuapan dan Korupsi.
3. Menghindari Berkompromi karena Hadiah dan Hiburan.
4. Mencegah Pencucian Uang dan Fraud.
5. Menghindari Benturan Kepentingan.
6. Tidak Bertransaksi Ketika Memiliki Insider Information.
7. Cepat dan Tanggap dalam Menangani Keluhan Pelanggan.
8. Menjaga Kerahasiaan dan Perlindungan Informasi dan Data.
9. Memperlakukan Karyawan dengan Adil.
10. Terbuka dan Jujur Kepada para Regulator.
11. Sikap dan Perilaku yang Baik.
12. Penggunaan Peralatan dan Fasilitas PBID Sesuai Fungsi

Risk Management

Risk Management is carried out by PBID through a process of identification, measurement, evaluation and monitoring to estimate potential losses that may occur. Through risk management, losses that may occur are expected to be properly mitigated and minimized. PBID regularly updates company policies in accordance with best practices, conditions and developments in the company's business environment as well as applicable laws and regulations in the hope of being able to accommodate the basic principles GCG.

PBID has reviewed the environmental and social risk management guidelines in relation to risks related to sustainability issues. The result of the review process is that existing risk management guidelines have integrated environmental and social aspects into business activities.

In risk management, the role of the highest organs in Governance, the Board of Commissioners and the Board of Directors, is very important. The Board of Commissioners and the Board of Directors have the role of supervising and ensuring the implementation of risk management which includes risk identification, risk mitigation processes, and continuous evaluation of the effectiveness of risk management. Risk Management, which is supervised and managed by the Board of Commissioners and Board of Directors includes risks related to economic, social and environmental aspects.

Code of Ethics and/or Anti-Corruption Policy

PBID has compiled and ratified a code of ethics that dictates PBID personnel's behavior towards stakeholders and regulates ethical and behavioral guidelines in the internal and external environments.

PBID's Code of Ethics requires all PBID personnel, be it the Board of Commissioners, the Board of Directors and employees, to obey and comply with the applicable laws and regulations within the Company, including Values that prevent activities that cause conflicts of interest, as well as to store and maintain the confidentiality of business and information relating to parties affiliated with PBID. Every PBID employee, member of the Board of Directors and the Board of Commissioners is required to understand, embody and implement the Code of Ethics as the basis for conduct, attitudes and ethics.

The main points of PBID's Code of Ethics are as follows:

1. Compliance with PBID's Internal Policies, Financial Services Authority's Capital Market Regulations, and Other Applicable Laws and Regulations.
2. Rejection of Bribery and Corruption.
3. Avoid Accepting Gifts and Entertainment.
4. Prevention of Money Laundering and Fraud.
5. Avoidance of Conflicts of Interest.
6. Avoidance of Exploiting Insider Information.
7. Fast and Responsive Handling of Customer Complaints.
8. Maintaining Confidentiality and Protection of Information and Data.
9. Fair Employee Treatment.
10. Openness and Honesty with Regulators.
11. Good Attitude and Behavior.
12. Appropriate Use of PBID's Equipment and Facilities

Penegakkan Kode Etik Perusahaan tertuang dalam mekanisme pelaporan yang dapat digunakan oleh para karyawan untuk dapat melaporkan dugaan pelanggaran atas implementasi kode etik kepada atasan. Pelanggaran tersebut akan diproses lebih lanjut apabila disertai data dan/atau bukti-bukti akurat. Sanksi akan dikenakan untuk setiap pelanggaran kode etik sesuai dengan peraturan yang berlaku. Sepanjang tahun 2025 pengaduan atas pelanggaran kode etik terdokumentasi secara terintegrasi.

Sosialisasi dan Internalisasi Kode Etik

Agar dapat mengefektifkan nilai-nilai yang terdapat pada Kode Etik, maka PBID melalui jajaran Direksi, Divisi Kepatuhan, dan Divisi Sekretaris Perusahaan melakukan program sosialisasi Kode Etik kepada seluruh pegawai, baik melalui media internal maupun dalam kesempatan pertemuan-pertemuan formal. Dengan adanya kegiatan sosialisasi ini, maka penerapan Kode Etik di PBID dapat terinternalisasi pada setiap pegawai, melalui:

1. Email administrator yang dikirimkan kepada seluruh karyawan.
2. Pada saat penandatanganan surat perjanjian kerja yang dilakukan antara pekerja PBID dengan manajemen PBID.
3. Pembagian buku panduan.

Upaya Penegakan Kode Etik dan Sanksi atas Pelanggaran

Pelanggaran terhadap Kode Etik ini akan ditindak secara serius, dan dapat mengakibatkan tindakan indisipliner, sesuai dengan Peraturan Perusahaan yang berlaku. Selama tahun 2025, tidak ditemukan pelanggaran kode etik pada kegiatan usaha PBID.

Konflik Kepentingan

PBID berpegang teguh pada prinsip integritas yang harus dimiliki oleh setiap individu dalam lingkup usaha PBID. Hal ini senantiasa ditanamkan dan ditegaskan dalam orientasi karyawan baru, sehingga setiap individu memiliki integritas tinggi dalam melaksanakan kegiatan operasional bisnis PBID. Setiap individu yang berada dalam lingkup PBID terutama yang masuk dalam struktur organisasi perusahaan wajib menghindari segala bentuk potensi konflik kepentingan ekonomi yang dapat merugikan perusahaan. Setiap individu juga dilarang melakukan aktivitas yang menguntungkan kepentingan pribadi, keluarga, maupun kerabatnya secara langsung maupun tidak langsung. Setiap individu yang sedang menghadapi konflik kepentingan diwajibkan untuk membebaskan diri dari situasi tersebut atau memberitahu pimpinannya atau pihak yang bertanggung jawab atas hal tersebut.

Komunikasi dan Pelatihan Kebijakan AntiKorupsi

Komitmen PBID dalam pencegahan antikorupsi diwujudkan dalam berbagai kebijakan antikorupsi dan anti fraud, baik secara internal maupun eksternal perusahaan. Berbagai langkah strategis untuk mencegah korupsi dan mengkomunikasikan kebijakan antikorupsi kepada insan PBID termasuk Dewan Komisaris dan Direksi melalui berbagai saluran komunikasi seperti ceramah umum, pelatihan pencegahan fraud (kecurangan) dan seminar. Perusahaan juga menerapkan whistleblowing system, suatu mekanisme pelaporan untuk mencegah terjadinya korupsi yang dijalankan apabila terjadi pelanggaran.

Sistem Pelaporan Pelanggaran (SPP)

Setiap karyawan yang mengetahui adanya pelanggaran terhadap Pedoman Etika dan Perilaku, wajib menyampaikan informasi yang diketahuinya dengan cara membuat laporan yang disertai dengan bukti-bukti yang dimiliki kepada atasan ataupun Unit/Satuan kerja yang ditunjuk.

Prosedur pelaporan melalui whistleblowing system mencakup proses sebagai berikut:

1. Karyawan dapat melaporkan pelanggaran serta membahasnya dengan atasan ataupun Unit/ Satuan Kerja yang telah ditentukan.

Enforcement of the Company's Code of Conduct is contained in a reporting mechanism that allows employees to report suspected violations of the implementation of the code of ethics to their superiors. These violations will be further investigated if accompanied by accurate data and/or evidence. Sanctions will be imposed for any violation of the code of ethics in accordance with applicable regulations. Throughout 2025 complaints of violations of the code of ethics are documented in an integrated manner.

Dissemination and Adoption of the Code of Conduct

In order to make the values contained in the Code of Conduct effective, PBID's Board of Directors, the Compliance Division, and the Corporate Secretary Division conduct a Code of Conduct socialization program to all employees, both through internal media and formal meetings. With this socialization activity, the application of PBID's Code of Conduct can be instilled in every employee through:

1. Administrator's email sent to all employees
2. At the time of signing of the work agreement between PBID employees and PBI management.
3. Handbook distribution.

Efforts to Enforce the Code of Conduct and Sanctions for Violations

Violations of this Code of Conduct will be dealt with seriously and may result in disciplinary actions in accordance with applicable Company Regulations. During 2025, no Code of Conduct violations were found in PBID's business activities.

Conflicts of Interest

PBID adheres to the principle of integrity that must be adopted by every individual within PBID's business scope. This is always instilled and emphasized at the orientation sessions for new employees so that every individual carries high integrity in conducting PBID's business operations. Every individual in and around PBID, especially those included in the Company's organizational structure, must avoid all forms of potential economic conflicts of interest that can harm the Company. Individuals are also prohibited from engaging in activities that directly or indirectly benefit themselves, their family, or relatives. Every individual encountering an instance of conflict of interest is required to extricate themselves from the situation or notify their superior or the party responsible for the situation.

Anti-Corruption Policy Communication and Training

PBID's commitment to anti-corruption prevention is manifested in various anti-corruption and anti-fraud policies, both internally and externally to the Company. Various strategic steps to prevent corruption and communicate anti-corruption policies are communicated to PBID personnel including the members of the Board of Commissioners and the Board of Directors through various communication channels such as public lectures, fraud prevention training and seminars. The company has also implemented a whistleblowing system, a reporting mechanism to prevent corruption that is triggered when a suspected violation occurs.

Whistleblowing System (WBS)

Every employee who becomes aware of a possible violation of the Code of Ethics and Conduct is obliged to convey the information by filing a report accompanied by evidence to their superior or the appointed unit/work unit

The reporting procedure through the whistleblowing system includes the following processes:

1. Employees can report violations and discuss them with their superiors or designated units/work units.

2. Perusahaan wajib merahasiakan identitas pelapor dan isi laporan, serta melindungi pelapor dan pihak manapun yang turut membantu melindungi proses investigasi pelanggaran dari kemungkinan-kemungkinan aksi pembalasan dari pihak terkait pelaporan tersebut.
3. Perlindungan yang diberikan oleh Perusahaan mencakup perlindungan hukum apabila diperlukan.
4. Perusahaan akan menindaklanjuti setiap pelaporan pelanggaran yang didukung oleh bukti awal yang memadai.
5. Karyawan yang terbukti melanggar tetap memiliki hak untuk menjelaskan atau melakukan pembelaan atas pelanggaran yang dituduhkan kepadanya sebelum diberikan sanksi sesuai kebijakan Perusahaan.
6. Pemberian sanksi dilakukan oleh Direksi dengan mempertimbangkan usulan Kepala Pengawasan Internal (sebagai koordinator investigasi) dan atasan langsung karyawan.

Perlindungan bagi Pelapor

Setiap pelapor akan diberikan jaminan perlindungan dari Perusahaan di mana identitas pelapor (nama, alamat, nomor telepon, email dan unit kerja) akan dijaga kerahasiaannya. Selain itu, pelapor diperbolehkan untuk tidak mencantumkan identitas (anonim).

Penanganan dan Pihak Pengelola Pengaduan

Unit Audit Internal merupakan unit kerja terkait yang mengelola pengaduan berupa laporan yang diterima oleh Perusahaan, untuk kemudian melakukan tindak lanjut atas laporan. Bilamana diperlukan, akan dilakukan investigasi lebih lanjut.

Laporan Pengaduan Pelanggaran

Selama tahun 2025 tidak ada laporan pengaduan pelanggaran yang masuk ke Perusahaan.

Kebijakan Pemisahan Chairman of The Board dan CEO

Perseroan tidak memiiki kebijakan yang spesifik mengenai Chairman of The Board dan CEO. Tata Kelola Perusahaan dijalankan sesuai dengan struktur organisasi dan senantiasa mengedepankan praktik bisnis terbaik yang mengedepankan kode etik.

Kebijakan Mengenai Penilaian Direksi dan Dewan Komisaris

Setiap tahun, penilaian kinerja Direksi dan Dewan Komisaris dilaksanakan dengan menggunakan metode self assessment. Adapun keberhasilan kinerja Direksi dan Dewan Komisaris diukur dengan memperhatikan aspek profil risiko & Tata Kelola Perusahaan. Ukuran keberhasilan kinerja Direksi dan Dewan Komisaris merupakan bagian tak terpisahkan dalam skema kompensasi/pemberian insentif bagi Direksi dan Dewan Komisaris.

Kebijakan Mengenai Pelatihan Direksi dan Dewan Komisaris

Kebijakan ini dibuat untuk mendukung efektivitas pelaksanaan tugas Direksi dan Dewan Komisaris, dimana anggota Dewan Komisaris menerima program pelatihan. Untuk memfasilitasi hal tersebut, maka anggota Direksi dan Dewan Komisaris senantiasa mengikuti workshop, seminar, atau bentuk lainnya yang bermanfaat dalam meningkatkan efektivitas fungsi Dewan Komisaris.

Kriteria Khusus yang Digunakan untuk Pemilihan Pelatihan Direksi dan Dewan Komisaris

Dalam proses nominasi anggota Direksi dan Dewan Komisaris, Perseroan senantiasa memperhatikan kompetensi, latar belakang, dan pengalaman yang sesuai dengan posisi yang dijabat.

2. The company is obliged to keep the identity of the reporter and the contents of the report confidential, as well as protect the reporter and any parties who help protect the investigation process from any possible retaliation.
3. The protection provided by the Company includes legal protection if necessary.
4. The company will follow up on each violation report that is supported by adequate initial evidence.
5. Employees who are proven to have committed a violation still have the right to defend against the alleged violation before being sanctioned according to Company policy.
6. Sanctions are given by the Board of Directors by considering the proposal of the Head of Internal Control (as the investigation coordinator) and the employee's direct supervisor.

Protection for Whistleblowers

Each reporter will be given a guarantee of protection from the Company in which the identity of the reporter (name, address, telephone number, email and work unit) will be kept confidential. In addition, the reporter is allowed to file a report anonymously.

Whistleblowing System Handling and Management

The Internal Audit Unit is a relevant work unit that manages complaints in the form of reports received by the Company, which then follows up on reports, or if necessary conducts further investigation.

Report on Whistleblowing System

There were no reports of complaints of violations at the Company in 2025.

Policy on the Separation of the Chairman of the Board and the CEO

The Company does not have a specific policy regarding the Chairman of the Board and CEO. Corporate Governance is implemented in accordance with the organizational structure and always prioritizes best business practices with a focus on the code of ethics.

Policy on Evaluation of the Board of Directors and Board of Commissioners

Each year, the performance of the Board of Directors and the Board of Commissioners is evaluated using a self-assessment method. The success of the Board's performance is measured by considering aspects such as risk profiles and corporate governance. The success of the Board of Directors and the Board of Commissioners' performance is an integral part of the compensation and incentive scheme for both the Board of Directors and the Board of Commissioners.

Policy on Training for the Board of Directors and Board of Commissioners

This policy is designed to support the effectiveness of the duties performed by the Board of Directors and the Board of Commissioners, with the members of the Board of Commissioners receiving training programs. To facilitate this, members of the Board of Directors and the Board of Commissioners regularly attend workshops, seminars, or other forms of training that are beneficial in improving the effectiveness of the Board of Commissioners' function.

Specific Criteria Used for the Selection of Training for the Board of Directors and Board of Commissioners

In the nomination process for members of the Board of Directors and the Board of Commissioners, the Company always considers the relevant competencies, background, and experience that align with the position held.

SUSTAINABILITY











KINERJA KEBERLANJUTAN

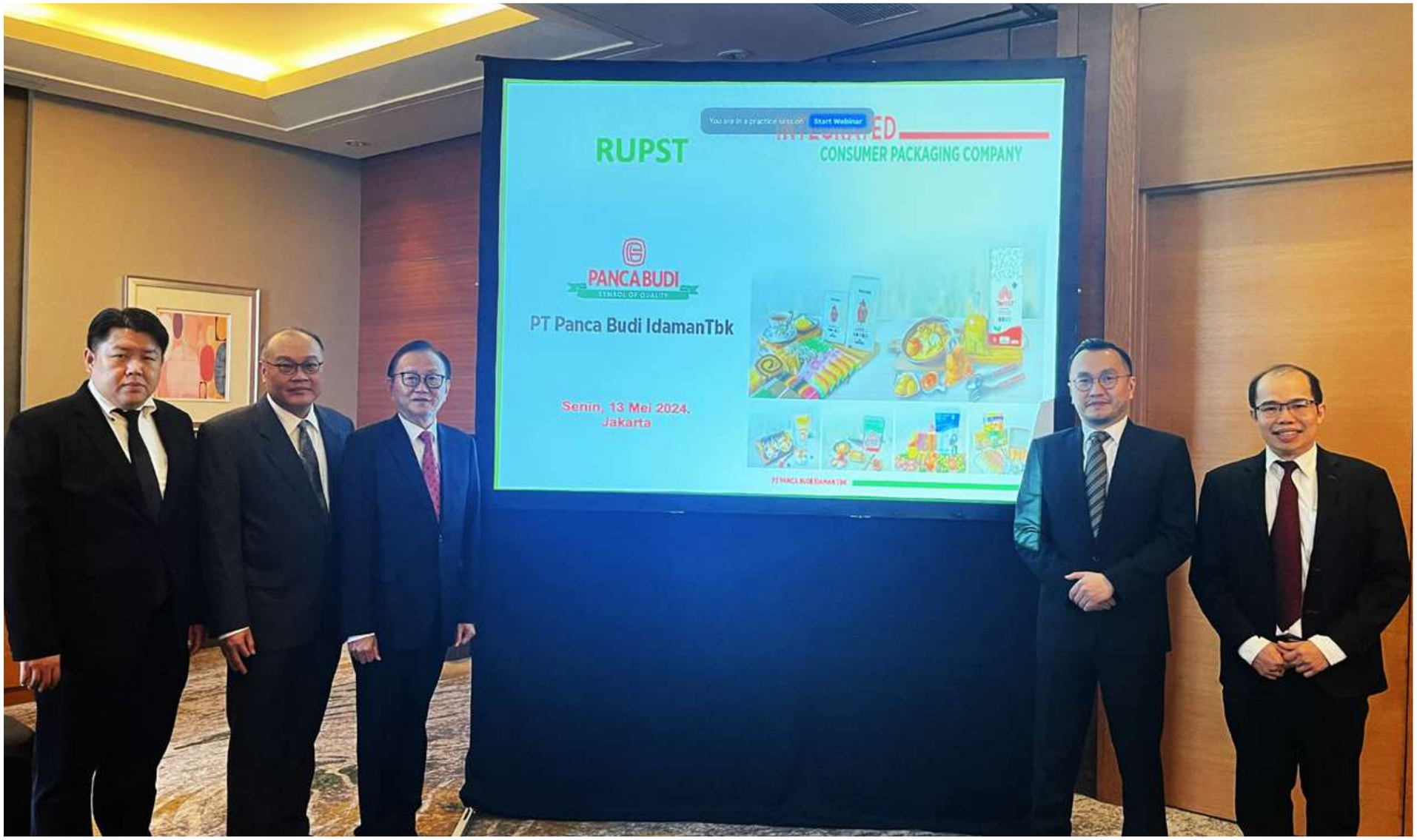
SUSTAINABILITY PERFORMANCE

HIGHLIGHTS

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Kinerja Sosial 110
Social Performance



KINERJA EKONOMI
Economic Performances










Kegiatan Membangun Budaya Keberlanjutan

Sejak rekrutmen, Perseroan mulai memperkenalkan budaya keberlanjutan kepada para karyawan. Dalam berbagai kesempatan nilai-nilai tersebut senantiasa disosialisasikan secara terus-menerus.

Budaya keberlanjutan juga diimplementasikan dalam komitmen yang relevan, salah satunya tercermin dalam kinerja kesehatan dan keselamatan kerja (K3) dengan tercapainya zero fatality accident.

Peran Perseroan dalam Kondisi Perekonomian Nasional dan Regional

PBID merupakan industri kemasan plastik yang mengambil peran penting dalam kegiatan ekonomi Indonesia sebagai penyedia produk kemasan plastik dan bahan baku plastik, yang terintegrasi dengan proses produksi, distribusi dan perdagangan. Di tengah perlambatan ekonomi, permintaan produk kemasan plastik senantiasa terjaga. Seiring dengan usaha untuk memenuhi kebutuhan pasar, PBID memberi nilai tambah kepada konsumen dengan mendukung industri makanan dan minuman, sektor Usaha Mikro Kecil Menengah, e-commerce, dan lain sebagainya sehingga dapat memberikan dampak aktual dan potensi untuk mengembangkan ekonomi nasional, lingkungan yang sehat dan kesejahteraan karyawan. Untuk meningkatkan kondisi ekonomi nasional, PBID berkomitmen untuk meningkatkan nilai tambah bagi pemegang saham dengan menjadi perusahaan kemasan plastik yang mampu bersaing dalam lingkup regional di pasar domestik yang besar dan terus berkembang. Selama periode pelaporan, PBID terus mengembangkan strategi untuk meningkatkan kapasitas industri demi memenuhi permintaan pasar domestik, mencapai tingkat produksi yang optimal, memberikan keunggulan operasional, dan meningkatkan pangsa pasar domestik. Pada pabrik-pabrik yang beroperasi, PBID terus melakukan upaya untuk meningkatkan optimalisasi utilitas pabrik dan efisiensi.

Pencapaian utilisasi pabrik adalah sebagai berikut:

Activities to Build a Culture of Sustainability

Since the recruitment procress, the Company's have been introducing the sustainability culture to the employees. On various occasions, these values are continuously socialized.

A sustainability culture is also embedded in the commitment, one of which is reflected in the Company's health and safety performance by achieving zero fatality accidents.

The Company's Role in National and Regional Economic Conditions

PBID is a plastic packaging industry that plays an important role in Indonesia's economic activities as a provider of plastic packaging products and plastic raw materials, which operates integrated production, distribution and trading processes. In the midst of the economic slowdown, demand for plastic packaging products is always stable. In meeting market needs, PBID provides added value to consumers by supporting the food and beverage industry, the Micro, Small and Medium Enterprises sector, e-commerce, and so on to create an actual impact on developing the national economy, a healthy environment and workers' welfare. To improve national economic conditions, PBID is committed to increasing added value for shareholders by becoming a plastic packaging company that is able to compete regionally in the large and growing domestic market. During the reporting period, PBID continued to develop strategies to increase industrial capacity to meet domestic market demand, achieve optimal production levels, achieve operational excellence, and increase domestic market share. In operating factories, PBID continues to make efforts to increase the optimization of factory utility and efficiency.

The achievement of factory utilization is as follows:

Tinjauan Operasional
Total Pendapatan

Operational Overview
Total Income

Dalam Miliar In Billion	Satuan Unit	2023	2024	2025
Penjualan Sales	Miliar Billion	4.703	5.246	5.192
Laba Bersih Net profits	Miliar Billion	376	487	402

Disajikan kembali | Restatement

Kuantitas Produksi
Production Quantity

Dalam Ton In Tons	Satuan Unit	2023	2024	2025
Jumlah Produksi Production Quantity	Ton	111.136	117.823	117.123

Segmen operasi Perseroan dibagi menjadi Kemasan Plastik, Biji Plastik dan Lain-lain. Laba Bruto untuk segmen Kemasan Plastik di tahun 2025 turun sebesar Rp28,45 miliar atau 3,54% jika dibandingkan tahun 2024 yaitu dari Rp804,75 miliar menjadi Rp776,30 miliar, untuk segmen Biji Plastik di tahun 2025 turun sebesar Rp58,51 miliar atau 44,00% jika dibandingkan tahun 2024 yaitu dari Rp132,97 miliar menjadi Rp74,46 miliar, dan untuk segmen Lain-lain di tahun 2025 turun sebesar Rp12,11 miliar atau 10,67% yaitu dari Rp113,45 miliar di tahun 2024 menjadi Rp101,35 miliar di tahun 2025.

The Company's operating segments are divided into Plastic Packaging, Plastic Resin, and Others. Gross Profit for the Plastic Packaging segment in 2025 decreased by Rp28.45 billion, or 3.54%, compared to 2024, from Rp804.75 billion to Rp776.30 billion. For the Plastic Resin segment, Gross Profit in 2025 declined by Rp58.51 billion, or 44.00%, compared to 2024, from Rp132.97 billion to Rp74.46 billion. Meanwhile, the Others segment recorded a decrease of Rp12.11 billion, or 10.67%, from Rp113.45 billion in 2024 to Rp101.35 billion in 2025.

Distribusi Nilai Ekonomi
Economic Values Distribution

Operational Overview
Total Income

Uraian Description	2023 Rp Miliar | Rp Billion	2024 Rp Miliar | Rp Billion	2025 Rp Miliar | Rp Billion
1. Nilai Ekonomi yang Dihasilkan Economic Value Generated			
Penjualan Sales	4.703	5.246	5.192
Pendapatan Lain-lain Bersih Other Net Income	19	16	23
Total Nilai Ekonomi yang dihasilkan Total Economic Value generated	4.722	5.262	5.215
2. Nilai Ekonomi yang Didistribusikan Distributed Economic Value			
Beban Pokok Pendapatan atau Beban Pokok Penjualan (net gaji dan tunjangan) Cost of Revenue or Cost of Goods Sold (net salary and benefits)	3.652	3.996	4.028
Beban Penjualan (net gaji dan tunjangan) Cost of Sales (net salary and benefits)	126	138	138
Gaji dan Tunjangan Karyawan*) Employee Salary and Benefits	393	436	461
Pembayaran Kepada Penyedia modal Payments to Source of Capital	188	300	413
Pembayaran Kepada Pemerintah Payment to the Government	103	133	123
Total Nilai Ekonomi Didistribusikan Total Economic Value Distributed	4.462	5.003	5.163
3. Nilai Ekonomi yang Ditahan Retained Economic Value	260	259	52

*) Merupakan gabungan gaji dan tunjangan Beban Pokok Penjualan, Beban Penjualan dan Beban Umum dan Administrasi.
*) This is a combination of salaries and allowances for Cost of Goods Sold, Selling Expenses and General and Administrative Expenses.

Perbandingan Target dan Realisasi
Comparison on Target and Realization

Tahun / Year	Produksi / Production (ribu ton / thousand tons)		Penjualan / Income (miliar / billion)		Laba Bersih / Net Profit (miliar / billion)	
	Target	Realisasi / Realization	Target	Realisasi / Realization	Target	Realisasi / Realization
2025	120	117	Rp 5.770	Rp5.192	Rp 461	Rp 402
2024	120	117	Rp 5.173	Rp 5.246	Rp 413	Rp 487
2023	120	111	Rp 5.050	Rp 4.703	Rp 404	Rp 376

Perbandingan Target dan Kinerja Yang Sejalan Dengan Keberlanjutan
Comparison on Target and Realization of Sustainability Performance

Tahun / Year	Kinerja Keberlanjutan Daur Ulang Plastik / Sustainablity Performance on Recycled Plastic	
	Target (ton)	Realisasi / Realization (ton)
2025	10.890	12.503
2024	9.900	11.040
2023	9.000	9.307





Kewajiban PBID atas Program Imbalan Pasti

Perusahaan menyelenggarakan program pensiun imbalan pasti dan pasca kerja imbalan pasti untuk semua karyawan tetapnya, sesuai dengan yang tertulis dalam Undang-Undang Ketenagakerjaan 13/2003. Perusahaan telah menghitung selisih antara imbalan yang diterima karyawan berdasarkan undang-undang yang berlaku dengan manfaat yang diterima dari program pensiun untuk pensiun normal. Biaya penyediaan imbalan ditentukan dengan menggunakan metode projected unit credit dengan penilaian aktuaria yang dilakukan pada setiap akhir periode pelaporan tahunan. Pengukuran kembali dilakukan dengan perhitungan data yang terdiri dari keuntungan dan kerugian aktuarial, perubahan dampak batas atas aset (jika ada) dan dari imbal hasil atas aset program (tidak termasuk bunga), yang tercermin langsung dalam laporan posisi keuangan yang dibebankan atau dikreditkan ke penghasilan komprehensif lain periode terjadinya. Pengukuran kembali diakui dalam penghasilan komprehensif lain tercermin dalam saldo laba dan tidak akan direklasifikasi ke laba rugi. Biaya jasa lalu diakui dalam laba rugi pada periode amandemen program. Bunga neto dihitung dengan mengalikan tingkat diskonto pada awal periode imbalan pasti dengan liabilitas atau aset imbalan pasti neto. Biaya imbalan pasti dikategorikan sebagai berikut:

- Biaya jasa (termasuk biaya jasa kini, biaya jasa lalu, keuntungan dan kerugian kurtailmen dan penyelesaian).
- Beban atau pendapatan bunga neto. Pengukuran kembali.

Keuntungan dan kerugian kurtailmen dicatat sebagai biaya jasa lalu. Liabilitas imbalan pensiun yang diakui pada laporan posisi keuangan konsolidasian merupakan defisit atau surplus aktual dalam program imbalan pasti Perusahaan.

Surplus yang dihasilkan dari perhitungan ini terbatas pada nilai kini manfaat ekonomis yang tersedia dalam bentuk pengembalian dana program dan pengurangan iuran masa depan atas program. Liabilitas untuk pesangon diakui mana yang terjadi lebih dulu ketika entitas tidak dapat lagi menarik penawaran imbalan tersebut dan ketika entitas mengakui biaya restrukturisasi terkait.

Rasio Upah Karyawan Pemula Menurut Gender Terhadap Upah Minimum Regional/Provinsi

Dalam rangka mewujudkan kesetaraan di Perusahaan, PBID menjamin Perusahaan dan Entitas Anak selalu mengikuti dan mematuhi ketentuan-ketentuan Pemerintah yang berhubungan dengan kesejahteraan yakni penyesuaian besarnya gaji dan upah yang sejalan dengan tingkat kinerja karyawan dan juga laju inflasi dan sesuai dengan standar gaji minimum dan UMR (Upah Minimum Regional)/UMP (Upah Minimum Provinsi) sesuai dengan peraturan yang berlaku.

PBID's Obligations for Defined Benefit Programs

The company organizes defined benefit pension plans and defined benefit post-employment plans for all of its permanent employees, in accordance with the Labor Law 13/2003. The company has calculated the difference between the benefits received by employees based on the applicable law and the benefits received from the pension plan for normal retirement. The cost of providing benefits is determined using the projected unit credit method with actuarial valuation carried out at the end of each annual reporting period. Re-measurement is carried out by calculating data consisting of actuarial gains and losses, changes in the impact of asset limits (if any) and the return on plan assets (excluding interest), which is reflected directly in the statement of financial position charged or credited to other comprehensive income in the period in which they occur. Remeasurement recognized in other comprehensive income is reflected in the balance of income and will not be reclassified to profit or loss. Past service costs are recognized in profit or loss during the program amendment period. Net interest is calculated by multiplying the discount rate at the beginning of the defined benefit period by the liability or net defined benefit asset. The cost of defined benefits is categorized as follows:

- Service costs (including current service costs, past service costs and curtailment and settlement gains and losses).
- Net interest expense or income. Remeasurement.

Gains and losses on curtailments are recorded as past service costs. The pension benefit obligation recognized in the consolidated statement of financial position represents the actual deficit or surplus in the Company's defined benefit plans.

The surplus resulting from this calculation is limited to the present value of the economic benefits available in the form of refunds to the program and reductions in future contributions to the program. A liability for termination benefits is recognized whichever occurs first when the entity can no longer withdraw the offer of benefits and when the entity recognizes related restructuring costs.

Ratio of Employee Wages to Regional/Provincial Minimum Wages by Gender

In order to achieve equality in the company, PBID guarantees that the Company and its Subsidiaries always follow and comply with the Government's provisions relating to welfare by adjusting the amount of salary and wages in line with the level of employee performance and also the rate of inflation and in accordance with minimum salary standards and UMR (Regional Minimum Wage) / UMP (Provincial Minimum Wage) in accordance with applicable regulations.

Dampak Ekonomi Tidak Langsung

Untuk menanggulangi limbah plastik yang tengah menjadi sorotan dunia, PBID melakukan pendekatan proses ekonomi sirkuler yang berfokus pada pemanfaatan barang secara maksimal dan mengubah barang yang telah dipakai menjadi produk lain tanpa menimbulkan limbah baru.

Dalam Our Ocean Conference (OOC) tahun 2018, Pemerintah berkomitmen akan mengurangi sampah plastik di lautan sampai 70% pada tahun 2025. Untuk menanggulangi dampak negatif yang ditimbulkan akibat limbah plastik, PBID berkomitmen untuk membantu Pemerintah dengan menawarkan beberapa solusi untuk menangani sampah plastik dengan pendekatan teknologi dan pelibatan masyarakat sebagai inisiatif ekonomi sirkular.

Indirect Economic Impact

In order to tackle plastic waste which is currently a major global problem, PBID adopts a circular economic process approach that focuses on maximizing the utilization of goods and converting goods that have been used into other products without creating new waste.

In the 2018 Our Ocean Conference (OOC), the Government committed itself to reducing plastic waste in the oceans by 70% by 2025. To overcome the negative impacts caused by plastic waste, PBID is committed to assisting the Government by offering several solutions for dealing with plastic waste with a technological approach and community involvement as part of the circular economy initiative.

Dampak Lingkungan Sosial

Social Environmental Impact

Kegiatan Activity	Dampak Sosial Social Impact	Upaya Mitigasi Mitigation Efforts
Bantuan Sosial Pendidikan. Educational Social Assistance.	Membantu meningkatkan kesejahteraan masyarakat sekitar khususnya anak-anak. Help improve the welfare of the surrounding community, especially children.	Memberikan bantuan berupa Gerobak Baca dan pembangunan rumah belajar bagi anak-anak yang kurang mampu, serta perbaikan di beberapa sekolah. Provide assistance in the form of reading facilities and construction of educational houses for underprivileged children, as well as repairs to several schools.
Bantuan Sosial Masyarakat. Community Social Assistance.	Meningkatkan Taraf Kehidupan Masyarakat. Improvements in People's Living Standards.	Memberikan bantuan sembako, bantuan gizi balita, dll Provide basic food assistance, nutritional assistance for toddlers, etc.

Kegiatan Activity	2023 (Rupiah)	2024 (Rupiah)	2025 (Rupiah)
Bencana Alam Natural Disasters	-	-	-
Pendidikan Education	3.122.028.000,-	2.082.448.000,-	2.557.600.000,-
Pembangunan Development	9.515.625,-	-	29.842.720,-
Sumbangan Lingkungan Hidup Environmental Donation	3.503.155.000,-	974.015.000,-	626.300.000,-
Donasi Sosial Social Donation	315.314.718,-	219.075.244,-	732.059.427,-
Kesehatan Healthcare	1.059.644.000,-	600.445.802,-	2.689.124.775,-
Lain-lain Miscellaneoous	73.008.971,-	152.994.824,-	135.298.606,-
Total	**8.082.666.314,-**	**4.029.178.870,-**	**6.770.225.528,-**

Manajemen Rantai Pasok

PBID bertekad untuk turut membangun ekonomi global dengan melibatkan badan usaha lokal untuk pengadaan barang dan jasa, menjadi bentuk manfaat ekonomi tidak langsung yang dirasakan masyarakat di sekitar unit kerja PBID. Seluruh Perusahaan pemasok yang menjadi rekanan bisnis, harus memenuhi prasyarat dan kebijakan umum dengan mengacu pada:

- Kebijakan pengadaan barang/jasa perusahaan
- Peraturan Presiden Republik Indonesia No. 16 tahun 2018 tentang Pengadaan Barang/Jasa Pemerintah, pada Bab IX Usaha Kecil, Produk Dalam Negeri dan Pengadaan Berkelanjutan, Bagian Kedua tentang Penggunaan Produk Dalam Negeri.

Supply Chain Management

PBID is determined to contribute to the development of the wider economy by involving local business entities for the procurement of goods and services as a form of indirect economic benefit to the community around PBID's work unit. All supplier chosen to become business partners must meet the requirements and general policies with reference to:

- Policy on the procurement of goods/services of the Company
- Presidential Regulation of the Republic of Indonesia No.16 of 2018 concerning the Procurement of Government Goods/ Services, in Chapter IX on Small Businesses, Domestic Products and Sustainable Procurement, Part Two concerning Use of Domestic Products.

Pemasok Bahan Baku & Pelengkap, Barang Jadi dan Ongkos Kerja

Suppliers of Raw & Auxiliary Materials, Finished Goods and Cost of Work

Uraian Description	2023	2024	2025
Jumlah Pemasok Lokal Number of Local Suppliers	168	163	171
Jumlah Pemasok Asing Number of Foreign Suppliers	30	35	29

PBID selalu mengutamakan pemasok lokal untuk pengadaan barang dan jasa. Secara keseluruhan terdapat 200 badan usaha yang menjadi bagian dari rantai pasok PBID yang berada di bawah Divisi Pengadaan Barang dan Jasa. Dari jumlah tersebut, 85,5% pemasok merupakan pemasok lokal dan nasional. PBID berkomitmen melibatkan perusahaan lokal dan nasional dalam memenuhi kebutuhan barang dan jasa, terutama di unit kerja di daerah. Perusahaan lokal didefinisikan sebagai badan usaha yang dibentuk berdasarkan Undang-Undang Republik Indonesia dan berkedudukan di wilayah provinsi tempat operasional usaha PBID dan perusahaan nasional didefinisikan sebagai badan usaha yang dibentuk berdasarkan Undang-Undang Republik Indonesia dan berkedudukan di wilayah Indonesia

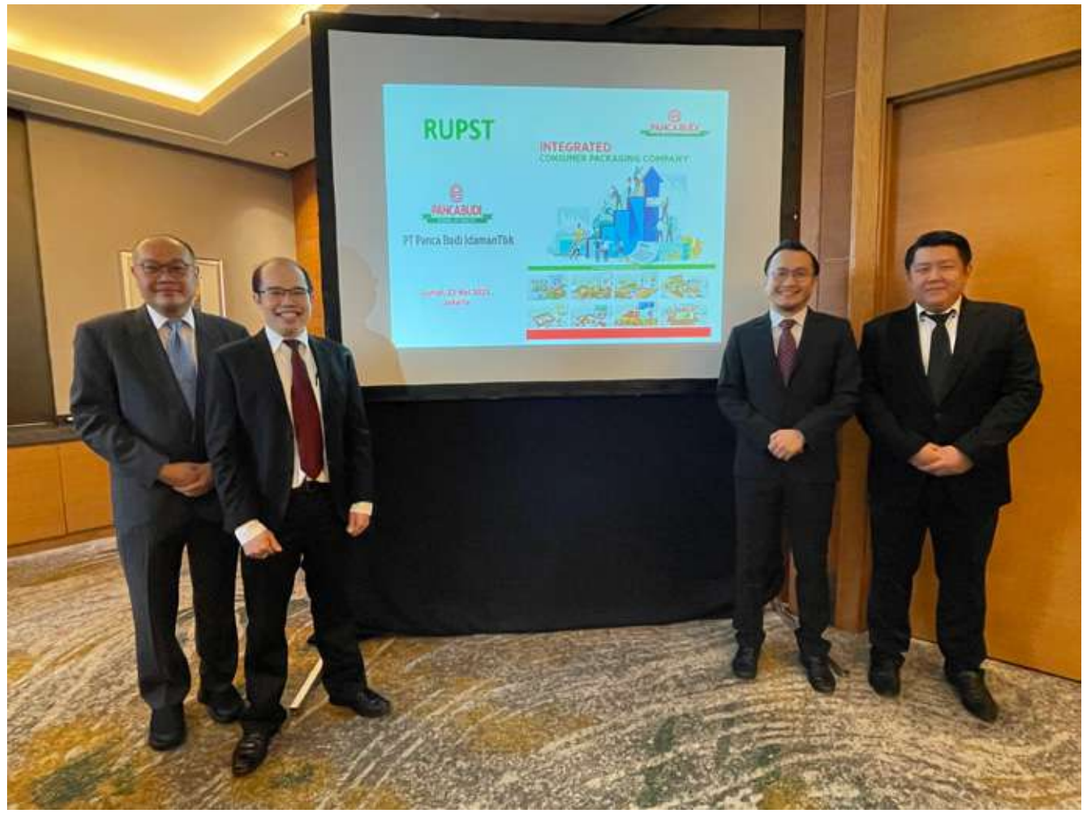
PBID always prioritizes local suppliers for the procurement of goods and services. In total there are 200 business entities that are part of the PBID supply chain under the Goods and Services Procurement Division. Of these, 85.5% of suppliers are local and national suppliers. PBID is committed to involving local and national companies in meeting the needs for goods and services, especially in work units in the regions. A local company is defined as a business entity formed under the Law of the Republic of Indonesia and domiciled in the territory of the province where PBID's business operations operate. A national company is defined as a business entity formed under the Law of the Republic of Indonesia and domiciled in the territory of Indonesia.

Persaingan Sehat

Dalam menerapkan prinsip keberlanjutan, PBID bertekad untuk menciptakan persaingan pasar yang sehat. Dengan pangsa pasar PBID yang meluas yaitu lebih dari 33% pangsa pasar domestik, dan asumsi bahwa persaingan antar perusahaan juga dapat mempromosikan efisiensi ekonomi dan pertumbuhan berkelanjutan. PBID berkomitmen untuk menghindari perilaku anti persaingan, praktik antitrust dan monopoli. Hal ini dapat berakibat pada pilihan konsumen, penentuan harga, dan faktor lain yang penting bagi pasar yang efisien.

Fair Competition

PBID is determined to create fair market competition in line with the principle of sustainability. With PBID's expanding market share of more than 33% of domestic market share and the notion that competition between companies promotes economic efficiency and sustainable growth, PBID is committed to avoiding anti-competitive behavior, antitrust and monopoly practices. This can impact consumer choice, pricing, and other factors that are important for an efficient market.









KINERJA LINGKUNGAN
Environmental Performances



Memaksimalkan Efisiensi Energi

Efisiensi energi merupakan salah satu usaha yang dilakukan untuk menekan pengeluaran emisi Gas Rumah Kaca (GRK) dan menghemat sumber daya alam. Dalam usaha untuk menggunakan energi secara efisien, PBID berkomitmen sebagaimana tertuang dalam kebijakan Safety, Health, Environment, Quality and Energy Conservation (SHEQEn) yaitu mensosialisasikan pengurangan energi kepada setiap pemangku kepentingan dan mengajak mereka untuk terlibat aktif sehingga PBID dapat mencapai kinerja keberlanjutan. Dengan demikian. PBID turut aktif dalam mendukung program pemerintah dalam mengurangi emisi GRK sebesar 29% hingga tahun 2030.

Maximizing Energy Efficiency

Energy efficiency is one of the efforts made to reduce greenhouse gas (GHG) emissions and save natural resources. In an effort to use energy efficiently, PBID is committed as stated in the Safety, Health, Environment, Quality and Energy Conservation (SHEQEn) policy to disseminate energy reduction efforts to every stakeholder and invite them to be actively involved so that PBID can achieve sustainable performance. Thus, PBID actively participates in supporting government programs to reduce GHG emissions by 29% by 2030.

Pemakaian Energi oleh Perusahaan

Energy Usage by the Company

Uraian Description	Satuan Unit	2023	2024	2025
Energi Listrik Electrical Energy	kwh kwh	64.078.819	66.113.202	70.148.596
Penggunaan Air Water Usage	Kubik Cubics	12.604	15.905	24.932
Penggunaan BBM Fossil Fuel Usage	Liter Liters	1.227.446	984.235	1.100.403
Penggunaan Kertas Paper Usage	Rim Reams	6.829	6.495	6.367

Uraian Description	Satuan Unit	2023	2024	2025
Energi Listrik Electrical Energy	Rp	74.484.427.556	79.431.107.715	81.848.285.976
Penggunaan Air Water Usage	Rp	106.993.139	130.892.949	163.983.246
Penggunaan BBM Fossil Fuel Usage	Rp	9.250.148.061	7.391.604.850	8.451.689.652
Penggunaan Kertas Paper Usage	Rp	403.593.075	407.360.130	400.586.474

Mengendalikan Emisi Gas Rumah Kaca

Sebagai Perusahaan yang berkomitmen melakukan pengendalian atas emisi GRK, PBID memiliki kebijakan Safety, Health, Environment, Quality and Energy Conservation (SHEQEn) yaitu menjaga lingkungan termasuk mencegah polusi, mitigasi perubahan iklim, mengoptimalkan sumber daya berkelanjutan, dan menjaga keanekaragaman hayati serta ekosistem sekitar.

Controlling GHG Emissions

As a company committed to controlling GHG emissions, PBID employs a Safety, Health, Environment, Quality and Energy Conservation (SHEQEn) policy to protect the environment that covers pollution prevention, climate change mitigation, sustainable resources optimization, and the protection of biodiversity and the surrounding ecosystems.

Komitmen ini sejalan dengan kebijakan pemerintah Indonesia dalam menurunkan emisi GRK sebesar 29% atau setara dengan 2,8 Gigaton Karbon Dioksida ekuivalen (CO2e) dari total emisi pada 2030 dengan upaya sendiri dan sebesar 41% dengan bantuan internasional. Kebijakan tersebut tertuang dalam strategi Nationally Determined Contribution (NDC) dimana sektor industri memiliki target untuk menurunkan emisi sebesar 0,1% dibandingkan tahun dasar 2010.

This commitment is in line with the Indonesian government's policy of reducing GHG emissions by 29% or the equivalent of 2.8 Gigatonnes Carbon Dioxide Equivalent (CO2e) from total emissions by 2030 with its own efforts and by 41% with international assistance. This policy is stipulated in the Nationally Determined Contribution (NDC) strategy where the industrial sectors have a target to reduce emissions by 0 .1% compared to the 2010 base year.

Komitmen Pengendalian Emisi

Emission Control Commitment

Guna mendukung program Pemerintah terkait pencapaian Net Zero Emission tahun 2060, maka beberapa usaha dan inisiatif berupa tindakan nyata yang dilakukan PBID antara lain efisiensi penggunaan energi, menggunakan teknologi yang ramah lingkungan, penanaman pohon mangrove, dan menjadwalkan rutin perawatan atas aset perusahaan yang berpotensi menyumbang emisi GRK.

To support the Government's program related to achieving Net Zero Emission by 2060, some of PBID's efforts and initiatives that translate into concrete actions include efficiency improvement in energy use, using environmentally friendly technology, mangrove seedlings planting and scheduling routine maintenance of company assets that emit GHG.

Selaras dengan semangat tersebut, Perseroan telah menerima penghargaan Transparansi Penurunan Emisi Korporasi Kategori Platinum dari B Universe & Bumi Global Karbon.

In line with such spirit, the Company has received the Platinum Category Corporate Emission Reduction Transparency Award from B Universe & Bumi Global Karbon.

Uraian Description	Satuan Unit	2023	2024	2025
Penggunaan BBM Fossil Fuel Usage	Tons CO2e	2.966	2.325	2.599
Penggunaan Listrik Electricity Usage	Tons CO2e	56.389	58.179	61.699
Penggunaan Kertas Paper Usage	Tons CO2e	27	26	26

Pengukuran emisi menggunakan metodologi perhitungan berdasar IPCC Guidelines tahun 2006 yang telah diperbaharui di tahun 2019 dan ISO 14064-1.

The measurement of emissions uses a calculation methodology based on the 2006 IPCC Guidelines which were updated in 2019 and ISO 14064-1.

Faktor emisi yang digunakan antara lain dari faktor emisi yang diterbitkan oleh Direktorat Jenderal Kelistrikan Kementerian Energi dan Sumber Daya Mineral (DJK-ESDM), faktor emisi yang diterbitkan oleh Lembaga Minyak dan Gas Bumi (LEMIGAS) ESDM tahun 2021, dan untuk kertas menggunakan faktor emisi dari luar Indonesia dengan pendekatan pemilihan faktor emisi yang paling banyak digunakan dan paling konvensional.

The emission factors used include those issued by the Directorate General of Electricity of the Ministry of Energy and Mineral Resources (DJK-ESDM) and the Oil and Gas Institute (LEMIGAS) ESDM in 2021. For paper usage, emission factors are from outside of Indonesia and the most widely used and most conventional emission factor selection approach is used.

Langkah-Langkah yang Sudah Dilakukan dan Penurunan Emisi yang Telah Dicapai

Measures Taken and Emission Reductions Achieved

Penurunan emisi berhasil dicapai pada tahun 2025, dimana Perseroan mencatatkan 2.325 tonCO2e dari tahun sebelumnya sebesar 2.966 tonCO2e. Sementara itu, Perseroan juga secara konsisten melakukan pemantauan atas emisi karbon yang dihasilkan dari penggunaan listrik serta kertas.

Emission reductions were successfully achieved in 2025, with the Company recording 2,325 tons of CO2e, down from 2,966 tons of CO2e the previous year. Furthermore, the Company has consistently monitored carbon emissions resulting from electricity usage and paper consumption.

Selain itu PBID juga melaksanakan program tentang pelestarian lingkungan hidup sebagai upaya untuk mereduksi emisi karbon melalui program kegiatan penanaman bibit mangrove sebanyak 9.350 bibit yang diselenggarakan di sepanjang tahun 2025.

In addition, PBID has implemented an environmental conservation program aimed at reducing carbon emissions through the planting of 9,350 mangrove saplings throughout 2025.

Pengukuran emisi menggunakan metodologi perhitungan berdasar IPCC Guidelines tahun 2006 yang telah diperbaharui di tahun 2019 dan ISO 14064-1.

The measurement of emissions uses a calculation methodology based on the 2006 IPCC Guidelines which were updated in 2019 and ISO 14064-1.

Faktor emisi yang digunakan antara lain dari faktor emisi yang diterbitkan oleh Direktorat Jenderal Kelistrikan Kementerian Energi dan Sumber Daya Mineral (DJK-ESDM), faktor emisi yang diterbitkan oleh Lembaga Minyak dan Gas Bumi (LEMIGAS) ESDM tahun 2021, dan untuk kertas menggunakan faktor emisi dari luar Indonesia dengan pendekatan pemilihan faktor emisi yang paling banyak digunakan dan paling konvensional.

The emission factors used include those issued by the Directorate General of Electricity of the Ministry of Energy and Mineral Resources (DJK-ESDM) and the Oil and Gas Institute (LEMIGAS) ESDM in 2021. For paper usage, emission factors are from outside of Indonesia and the most widely used and most conventional emission factor selection approach is used.

Hasil dari kegiatan ini diharapkan dapat memberikan dampak untuk penghijauan bagi lingkungan sekitar tempat usaha PBID. Tentunya kegiatan ini sebagai wujud manifestasi perusahaan atas komitmen mendukung bisnis berkelanjutan.

The results of this activity are expected to have an impact on reforestation for the environment around PBID's operational location. This activity is a manifestation of the company's commitment to support sustainable businesses.

Keanekaragaman Hayati

Biodiversity

Sepanjang tahun 2025, Perseroan belum memiliki kegiatan yang berkenaan langsung dengan keanekaragaman hayati.

Throughout 2025, the Company has not yet established a corporate activity specifically regarding biodiversity.

Aspek Limbah dan Efluen

Waste & Effluent

Limbah merupakan sisa buangan yang berasal dari aktivitas operasional Perusahaan. Maka dari itu, pengelolaan lingkungan dan limbah industri sangat menjadi perhatian, terbukti di tahun 2025 limbah biji plastik merupakan sisa yang tidak terhindarkan dalam produksi dapat didaur ulang.

Industrial waste produced from the Company's operational activities is of great concern to PBID. In 2025, plastic resins were the main inevitable waste from production that can be recycled.

Uraian Description	Satuan Unit	2023	2024	2025
Biji Plastik Recycle Recycled Plastic Resins	Tons	9.307	11.040	12.503

Kepatuhan Lingkungan

Environmental Compliance

PBID berkomitmen untuk selalu patuh terkait dengan peraturan undang-undang dan turunannya mengenai lingkungan dan dampak lingkungan seperti penggunaan energi dan efisiensinya, pengolahan limbah dan keanekaragam hayati. Oleh karena itu, tidak ada kasus hukum ataupun denda terkait dengan hal ini

PBID is committed to always complying with laws and regulations regarding the environment and environmental impacts such as energy use and efficiency, waste management and biodiversity. There were no legal cases or fines related to these matters.







Perseroan melakukan berbagai kegiatan pelestarian lingkungan sebagai berikut:

The Company carries out various environmental preservation activities as follows:

Tanggal Date	Kegiatan Activities	Lokasi Location
28 April 2025 April 28, 2025	Local Afforestation (Reboisasi), melakukan penanaman 650 bibit mangrove jenis Rhizopora/bakau dan Avienciena/api-api. Local Afforestation (Reforestation), planted 650 mangrove seeds of the Rhizopora and Avienciena.	Taman Wisata Alam Angke Kapuk
25 September 2025 September 25, 2025	Local Afforestation (Reboisasi), melakukan penanaman bibit mangrove jenis Rhizopora/bakau dan Avienciena/api-api sebanyak 8.500 bibit di Taman Mangrove Desa Ketapang dan 200 bibit di Taman Wisata Alam Angke Kapuk. Local Afforestation (Reforestation), carrying out the planting of 8,500 mangrove seedlings of the Rhizophora (bakau) and Avicennia (api-api) species at the Ketapang Village Mangrove Park, and 200 seedlings at the Angke Kapuk Nature Tourism Park.	Taman Wisata Alam Angke Kapuk & Taman Mangrove Desa Ketapang Kabupaten Tangerang.

Biaya Lingkungan Hidup

Perseroan menyadari bahwa pengelolaan aktivitas operasional yang bermanfaat bagi lingkungan dan masyarakat adalah hal yang sangat penting. Oleh karena itu, sejumlah kebijakan yang bertujuan untuk mengatasi dampak lingkungan akibat kegiatan operasional Perseroan sangatlah diperlukan. Komitmen pencegahan dan pemulihan kerusakan lingkungan ini diwujudkan melalui biaya yang dikeluarkan untuk lingkungan hidup.

Pada tahun 2025, biaya lingkungan hidup yang dikeluarkan Perseroan adalah sebesar Rp626.300.000,- yang terdiri dari biaya pengelolaan lingkungan hidup dan lain sebagainya.

Environmental Cost

The Company realizes that the management of operational activities that are beneficial to the environment and society is very important. Therefore, a number of policies aimed at overcoming the environmental impact of the Company's operational activities are necessary. This commitment to prevention and restoration of environmental damage is realized through costs incurred for the environment.

In 2025, the environmental costs incurred by the Company was amounted to Rp626.300.000,- which consisted costs for environmental management, etc.



KINERJA SOSIAL
Social Performance

Sumber Daya Manusia Sebagai Aset Perusahaan

Perencanaan SDM & Tingkat Perputaran Karyawan
Program perencanaan kuantitas dan kualitas SDM, serta penetapan tugas dan tanggung jawab masing-masing jabatan sudah dilakukan untuk menyesuaikan kebutuhan masing-masing unit kerja yang ada saat ini serta pengembangan usaha yang dilakukan Perusahaan. Pada tahun 2025 untuk tingkat perputaran karyawan tercatat sebesar 3%.

Karyawan Sementara
Sementara itu, untuk tahun 2025 Perseroan tidak memiliki karyawan sementara.

Human Resources as Company Asset

HR Planning & Employee Turnover
The quantity and quality of human resource planning, and the determination of the duties and responsibilities of each position are carried out depending on the needs of each current work unit as well as business development carried out by the Company. In 2025, the employee turnover rate was recorded at 3%.

Temporary Employees
Meanwhile, in 2025, the Company did not have any temporary employees.

Komposisi Menurut Jabatan
Composition Based on Position

Jabatan *Position*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Entry - level	3.245	2.113	5.358	3.203	2.061	5.264	2.988	2.030	5.018
Mid - level	78	80	158	131	90	221	90	87	177
Senior - level	67	36	103	76	36	112	70	35	105
Executive - level	16	9	25	14	8	22	14	7	21
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321

Komposisi Menurut Jenjang Pendidikan
Composition Based on Educational Background

Jenjang Pendidikan *Educational Background*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
> High school	368	399	767	367	387	754	346	358	704
High school	2.766	1.587	4.353	2.740	1.508	4.248	2.571	1.558	4.129
< High school	272	252	524	317	300	617	245	243	488
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321

Komposisi Menurut Jenis Kelamin
Composition Based on Gender

Jenis Kelamin *Gender*	2025	2024	2023
	Jumlah *Total*	Jumlah *Total*	Jumlah *Total*
Pria / *Male*	3.406	3.424	3.162
Wanita / *Female*	2.238	2.195	2.159
Jumlah / *Total*	5.644	5.619	5.321

Komposisi Menurut Usia
Composition Based on Age

Usia *Age*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
18 - 25	1.103	857	1.960	1.120	836	1.956	1.119	818	1.937
25 - 35	1.439	764	2.203	1.452	747	2.199	1.273	768	2.041
35 - 45	587	507	1.094	592	507	1.099	530	487	1.017
45 - 55	224	96	320	213	89	302	193	74	267
>55	53	14	67	47	16	63	47	12	59
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321

Komposisi Menurut Kontrak Kerja
Composition Based on Contract

Kontrak Kerja *Contract*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Permanent	3.008	1.972	4.980	2.874	1.781	4.655	2.599	1.751	4.350
Non-permanent	398	266	664	550	414	964	563	408	971
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321

Komposisi Menurut Daerah
Composition Based on Area

Daerah *Area*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Banten	685	520	1.205	849	571	1.420	837	587	1.424
Jawa Tengah	2.052	1.298	3.350	1.939	1.235	3.174	1.735	1.173	2.908
Sumatera Utara	334	314	648	328	294	622	292	285	577
Malaysia	2	1	3	8	1	9	8	1	9
Jawa Barat	6	2	8	2	-	2	1	-	1
Jawa Timur	114	47	161	101	44	145	102	55	157
Sumatera Selatan	16	7	23	14	4	18	13	4	17
Nusa Tenggara Timur	15	4	19	13	4	17	14	5	19
Kalimantan Selatan	19	9	28	17	8	25	19	9	28
Bali	18	7	25	22	8	30	19	11	30
Kalimantan Timur	14	5	19	14	6	20	15	6	21
Sulawesi Tengah	23	3	26	22	3	25	21	3	24
Sulawesi Utara	29	3	32	27	3	30	25	5	30
Sulawesi Tenggara	22	4	26	20	3	23	14	3	17
Pekanbaru	0	0	0	20	5	25	19	6	25
Sulawesi Selatan	27	6	33	28	6	34	28	6	34
DKI Jakarta	10	1	11	-	-	-	-	-	-
Riau	20	7	27	-	-	-	-	-	-
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321











Rekrutmen SDM

Dalam kegiatan rekrutmen SDM, setiap calon mendapatkan kesempatan yang sama, dimana calon karyawan harus mengikuti serangkaian proses seleksi dan tes penempatan sesuai dengan kebutuhan perusahaan tanpa pengecualian. Departemen SDM memiliki prosedur yang telah ditetapkan Perusahaan dan selalu memastikan bahwa tidak ada tindakan diskriminasi dalam rekrutmen SDM atas jenis kelamin, suku, agama, ras maupun golongan. Setiap calon karyawan akan diseleksi sesuai dengan pengetahuan, kemampuan, keahlian dan pengalamannya untuk memenuhi lowongan yang ditawarkan.

HR Recruitment

Every recruitment candidate gets the same opportunity. Prospective employees must follow a series of selection processes and placement tests according to the company's needs without exception. The HR department operates under procedures set by the Company. There are no acts of discrimination in HR recruitment based on gender, ethnicity, religion, race or class. Each prospective employee will be selected according to his/her knowledge, ability, expertise and experience to fulfill the vacancies offered.

Pelatihan dan Pengembangan Karyawan

Pelatihan yang dilakukan kepada karyawan PBID bertujuan untuk melatih peran sumber daya manusia sehingga dapat meningkatkan keberhasilan Perusahaan dalam menjalankan usahanya. Oleh karena itu, Perusahaan secara bersungguh-sungguh, terencana dan fokus untuk memusatkan perhatian terhadap pengembangan dan kualitas sumber daya manusia, melalui peningkatan kemampuan karyawan, pemeliharaan, dan pelayanan kesejahteraan bagi seluruh karyawan baik secara teknis, fungsional maupun manajerial.

Pelatihan karyawan diberikan kepada seluruh karyawan dari semua jenjang dan sesuai dengan kebutuhannya. Program pelatihan dilakukan secara in house ataupun mengikuti program pelatihan yang diselenggarakan oleh institusi di luar Perusahaan. Selain itu, karyawan yang berpotensi diberikan peluang untuk mengambil studi lanjut atau program sertifikasi yang diselenggarakan oleh institusi atau lembaga yang kredibel.

Angka Kecelakaan Kerja

Sepanjang tahun 2025, angka kecelakaan kerja fatal tercatat sebesar 0 kasus.

Employee Training and Development

PBID is aware of the importance of the role of human resources in the success of the Company in running its business. Therefore, the Company takes it to heart to plan and focus on the development and quality of human resources, through improving employee capabilities, development, and welfare management for all employees, both technically, functionally and managerially.

Employee training is provided to all employees at all levels and according to their needs. Training programs are carried out in-house or organized by institutions outside the Company. In addition, potential employees are given the opportunity to take further studies or certification programs organized by credible institutions or organizations.

Workplace Accident Rate

Throughout 2025, the fatal workplace accident rate was recorded at 0 case.



Program Pelatihan Karyawan / **Employee Training Programs**

Program Pelatihan Training Program	**Keterangan** Description	**Jumlah Peserta |** Number of Participants 2023	2024	2025
Safety Driving Safety Driving	Training untuk driver seperti pengecekan kendaraan. Training for drivers, includes vehicle inspections.	4	4	5
Service Excellence Service Excellence	• Memahami arti penting service excellence Understanding of the importance of service excellence • Mampu membangun sikap pelayanan yang baik Ability to develop a good service attitude • Siap melayani dan memenuhi kebutuhan customer Readiness to serve and meet customer needs • Mempelajari cara menjaga hubungan baik dengan customer Learning how to maintain good relationship with customers • Mengetahui cara mengatasi permasalahan customer Knowledge on how to solve customer problems	11	400	-

Program Pelatihan Training Program	Keterangan Description	Jumlah Peserta | Number of Participants		
		2023	2024	2025
Pandi One Pandi One	Training untuk orientasi karyawan baru. Orientation training for New Employees.	126	125	134
Pajak Taxation	Training perpajakan Taxation training	140	157	43
Spreadsheet Basic Basic Spreadsheet	Training untuk dasar program komputer seperti Excel, Vlookup, dll Training on basic computer programs such as Excel, VlookUp, etc.	31	-	47
Continuous Improvement Continuous Improvement	• Memperbaiki, menjaga, dan meningkatkan kinerja Rectify, maintain and improve performance • Karyawan memahami konsep PDCA (Plan-Do-Check-Action) Employees' understanding of the PDCA (Plan-Do-Check-Action) • Karyawan memiliki semangat "Karyawan Sukses" The adoption of "Successful Employees" Principles Karyawan memahami segi diri masing" yang harus dikembangkan. Employees' awareness of areas that they must develop.	45	76	-
Kompetensi Penyediaan Halal & Penerapan SJH Halal Competence & Implementation of Halal Assurance System	• Memiliki gambaran umum dari tahapan proses sertifikasi Halal MUI Possess knowledge of the stages of MUI's Halal certification process • Memiliki kompetensi sebagai penyedia halal Develop competence as a halalsupervisor • Memahami HAS 23000 Develop understanding of HAS 23000 • Mampu memahami sertifikasi halal Understanding of the halal certification	1	-	1
Ahli K3 Sertifikasi Kemnaker Ministry of Manpower's Occupational Health and Safety (OHS) Certification Expert	• Menjelaskan tugas, tanggung jawab ahli K3 Introduction of the duties and responsibilities of OHS experts • Menjelaskan Hak Pekerja dalam bidang K3 Introduction of Workers' Rights in the field of OHS • Menjelaskan Tujuan Sistem Manajemen K3 (SMK3) Introduction of the Objectives of the OHS Management System (SMK 3) • Menjelaskan Sistem Pelaporan Kecelakaan Introduction of the Accident Reporting System • Menganalisa kasus penyebabnya dan dapat menyiapkan laporan kecelakaan terhadap pihak terkait. Analyzing causal cases and preparing accident reports to related parties. • Mengenal P2K3, tugas, tanggung jawab serta wewenang organisasi ini Familiarity with the OHS Committee, the duties, responsibilities and authorities of this body. • Mengenal pembinaan dan pengawasan K3 di tingkat perusahaan nasional dan internasional Familiarity with the development and supervision of the OHS practices at the national and international levels • Mengidentifikasi obyek pengawasan K3 Identifying the important points in OHS supervision • Mengetahui persyaratan dan pemenuhan dalam kesehatan di tempat kerja Familiarity with the health requirements in the workplace • Mengetahui proses audit dan ruang lingkupnya untuk mengukur Tingkat pencapaian. Familiarity with the audit process and its scope to measure the level of fulfillment.	4	2	1

Program Pelatihan Training Program	Keterangan Description	Jumlah Peserta | Number of Participants		
		2023	2024	2025
APAR Fire Extinguisher	Training untuk menggunakan alat Pemadam Kebakaran The use of fire extinguishers training	-	-	40
P3K First Aid	Training untuk pertolongan pertama jika ada kecelakaan kerja Training for administering first aid in case of a work accident	1	-	-
Komunikasi Communication	• Training untuk menambahkan pengetahuan komunikasi dalam kegiatan berorganisasi Training for increase communication knowledge in organizational activities	-	36	39
	• Praktek untuk mempersiapkan dan membawakan materi presentasi dengan baik dan percaya diri Practice preparing and delivering presentation material well and confidently	-	18	5
	• Training untuk menambahkan pengetahuan komunikasi baik sebelum melakukan interview dan saat melakukan interview Training to increase communication knowledge both before and during interviews.	-	16	13
Marketing Marketing	• Webinar untuk pengenalan AI Webinar for AI introduction	-	2	-
	• Training untuk meningkatkan pengetahuan selling untuk penjualan. Training for increase selling knowledge for sales.	-	90	-
	• Training untuk meningkatkan integritas dan etos kerja bagi sales Panca Budi Training for improve integrity and work ethic for Panca Budi sales	-	72	55
Kepemimpinan Leadership	• Training untuk memberikan pemahaman tentang tipe kepemimpinan yang dapat diterapkan Training for provide an understanding of the type of leadership that can be applied	-	39	34
	• Training untuk memberikan pemahaman tentang logical dan analytical thinking beserta pelaksanaan di dunia kerja Training for provide an understanding of logical and analytical thinking and its implementation in the world of work	-	19	-
SINARI SINARI	• Sharing untuk memberikan pemahaman bagaimana cara menghadapi conflict di lingkungan kerja Sharing to provide an understanding of how to deal with conflict in the work environment	-	27	-
	• Sharing permasalahan IR di internal HRD Sharing IR problems within internal HRD	-	24	-
	• Training untuk memberikan pemahaman tentang logical dan analytical thinking di dalam operational kerja. Penerapan training ini dituangkan dalam pembuatan projek improvement kerja di departemenya masing - masing. Training to provide an understanding of logical and analytical thinking in work operations. The implementation of this training is poured into the creation of work improvement projects in their respective departments.	-	19	34
	• Training untuk memberikan pemahaman tentang cara - cara membagi prioritas kerja sesuai dengan tingkat urgentnya. Penerapan training ini langsung dijalankan dalam projek kerjanya yang sedang dikerjakan. Training to provide an understanding of how to divide work priorities according to their level of urgency. The implementation of this training is directly carried out in the work project being worked on.	-	14	-
Syspro Syspro	Sertifikasi ISO ISO certification	-	2	-

Penilaian Kinerja Dan Sistem Kompensasi

Penilaian kinerja yang dilakukan berupa evaluasi kinerja oleh atasan dilakukan secara wajar, jujur, dan adil. Setiap orang dinilai berdasarkan integritas dan tanggungjawabnya. Atas hasil penilaian ini, Perusahaan memberikan peluang akan adanya rotasi, promosi dan pemberhentian karyawan.

Selain penilaian kinerja, ada kompensasi yang diberikan dari Perseroan dan entitas anak bagi karyawan, yaitu menyediakan beberapa macam tunjangan, fasilitas dan program kesejahteraan yang diperuntukkan bagi karyawan Perseroan dan entitas anak dengan kualifikasi tertentu. Beberapa fasilitas dan program tersebut adalah sebagai berikut:

- Asuransi jaminan sosial tenaga kerja (BPJS Ketenagakerjaan);
- Asuransi jaminan sosial kesehatan (BPJS Kesehatan);
- Asuransi swasta;
- Tunjangan Hari Raya;
- Fasilitas transportasi dan fasilitas pengganti transportasi;
- Fasilitas pelatihan dan pengembangan; Tunjangan makan;
- Tunjangan lembur; dan Seragam

Kesetaraan Di Tempat Kerja

Komitmen PBID
Dalam mewujudkan prinsip keberlanjutan, PBID berkomitmen dalam penegakan Hak Asasi Manusia di tempat kerja yang dituangkan dalam prinsip – prinsip pengelolaan Sumber Daya Manusia (SDM) sebagai berikut:

1. Mengacu pada recruitment policy, tidak ada tindakan diskriminasi dalam proses rekrutmen SDM, baik terhadap jenis kelamin, suku, agama, ras maupun golongan politik.
2. Dalam karir dan pengembangan individu, setiap SDM berhak mengikuti pendidikan dan pelatihan serta mendapatkan evaluasi kinerja secara wajar, jujur dan adil.
3. Dalam kesejahteraan ekonomi dan sosial, PBID memberikan remunerasi yang layak, serta sesuai dengan remunerasi industri terkait dan peraturan perundang-undangan serta menghargai kebebasan berserikat dan berkumpul sebagai pemenuhan kebutuhan afektifnya selama berkarir di PBID.
4. Penegakan HAM juga berlaku di seluruh proses bisnis dan rantai pasokan termasuk komitmen untuk tidak melakukan kerja paksa dan memanfaatkan tenaga kerja anak. [F.19]

Inisiatif Dalam Kesetaraan

Sebagai Perusahaan yang menyediakan kebebasan berekspresi bagi para karyawannya, PBID memperkenankan karyawan membentuk serikat pekerja dan diberikan kebebasan untuk bergabung ke dalamnya. Selain serikat pekerja, juga terdapat Lembaga Kerja Sama Bipartit (LKS Bipartit) sebagaimana diatur di dalam undang-undang ketenagakerjaan. Manajemen dan perwakilan serikat kerja mengadakan pertemuan bulanan untuk melakukan koordinasi. Setidaknya sekali dalam 3 bulan, diadakan pertemuan dengan direksi atau dilakukan sewaktu-waktu apabila ada masalah mendesak.

Meskipun dilanda pandemi, PBID tetap patuh terhadap ketentuan pemberian upah dan menerapkan remunerasi yang adil kepada karyawan, dengan berbasiskan kinerja yang ditinjau sebanyak dua kali dalam setahun. Hasil peninjauan tersebut dijadikan pertimbangan dalam peningkatan remunerasi. Manfaat yang diterima oleh karyawan selain gaji tetap antara lain upah lembur, dana pensiun, tunjangan kinerja tahunan, dan tunjangan kesehatan bagi karyawan beserta keluarga.

Performance Appraisal and Compensation System

Performance appraisals by superiors are carried out in a fair, honest, and equitable manner. Everyone is assessed based on their integrity and responsibility. The results of this appraisal allow opportunities for employee rotation, promotion or termination.

The Company and its subsidiaries provide several types of benefits, allowances and welfare programs for employees. These welfare allowances and programs are intended for employees of the Company and its Subsidiaries under certain qualifications. Some of the allowances and welfare programs are as follows:

- Labor social security insurance (BPJS Ketenagakerjaan);
- Health social security insurance (BPJS Kesehatan)
- Private insurance
- Holiday allowances;
- Transportation and transportation substitutes;
- Training and development; Meal allowances;
- Overtime allowances; and Uniform

Equality in the Workplace

PBID's Commitment
In realizing the principle of sustainability, PBID is committed to upholding human rights in the workplace as outlined in the principles of Human Resources (HR) management as follows:

1. In accordance with the recruitment policy, there should be no acts of discrimination in the HR recruitment process, whether on gender, ethnicity, religion, race or political group.
2. On career and individual development, every employee has the right to participate in education and training and obtain a fair, honest and equitable performance appraisal.
3. In terms of economic and social welfare, PBID provides appropriate remunerations that are in line with the remunerations in the relevant industries and laws and regulations, and respects the freedom of association and assembly as part of the fulfillment of employees' needs during their careers at PBID.
4. The enforcement of human rights also applies throughout the business process and supply chain including the commitment not to employ forced labor and use child labor.

Initiatives on Equality

As a company that upholds its employees' freedom of expression, PBID allows employees to form and join labor unions. In addition, there is also the Bipartite Cooperation Institution (LKS Bipartit) as stipulated in the labor law. Management and union representatives hold monthly meetings to coordinate. Meetings are held with directors at least once in 3 months or any time whenever an urgent need arises.

Despite the pandemic, PBID continues to comply with the provisions of remuneration and implemented fair remunerations for employees based on their performances which are appraised twice a year. The results of the appraisal are taken into consideration when adjusting remunerations. Benefits received by employees on top of fixed salaries include overtime pay, pension funds, annual performance allowances, and health benefits for employees and their families.

Jika terdapat perselisihan dalam pelaksanaan hubungan industrial, PBID telah memiliki mekanisme pengaduan masalah ketenagakerjaan yang dijalankan secara berjenjang oleh atasan langsung, Divisi Employee Relations dan LKS Bipartit. Apabila permasalahan ini tidak dapat diselesaikan secara internal maka akan dicari jalan keluar melalui pihak mediator yang ditunjuk dan disepakati oleh kedua belah pihak. Secara rutin PBID melakukan survei keterikatan karyawan (Employee Engagement Survey) yang melibatkan seluruh karyawan tetap dengan periode kerja minimal enam bulan dengan beberapa indikator penilaian antara lain aspek keselamatan, kolaborasi, infrastruktur, pengembangan karir, hingga penghargaan dan pengakuan. Selain itu, untuk mengetahui tingkat kenyamanan dan kepuasan kerja, survei ini juga memberikan gambaran keberhasilan program pengembangan SDM dan menjadi acuan untuk program pengembangan karyawan. EES kembali dilakukan kembali di tahun 2025 dan menunjukan hasil lebih baik dibandingkan dengan hasil pada tahun 2024.

Kebijakan Mengenai Tenaga Kerja Anak dan Tenaga Kerja Paksa
Meskipun tidak memiliki kebijakan yang spesifik, namun Perseroan tidak mentolerir adanya tenaga kerja anak dan eksploitasi dalam bentuk apa pun. Perseroan senantiasa berkomitmen untuk melindungi serta menjaga hak dan keselamatan anak-anak dengan melakukan penilaian pada rantai pasokan, sambil memastikan risiko yang mungkin timbul terkait keberadaan tenaga kerja anak dan tenaga kerja paksa.

Kebijakan Manajemen Kesehatan dan Keselamatan Kerja

SMK3 yang diterapkan pada PBID terdiri dari penerapan pada seluruh karyawan dan tamu. SMK3 dikembangkan berdasarkan standar internasional, peraturan perundangan, dan standar keselamatan global yang relevan yaitu ISO 45001, SMK3 Kemenakertrans, American Society of Mechanical Engineer (ASME), National Fire Protection Association (NFPA) dan Occupational Safety and Health Administration (OSHA).

Organisasi K3
Penerapan K3 merupakan hal yang penting bagi kesejahteraan pegawai. Pengelolaan aspek K3 menjadi tanggungjawab Departemen SHE di bawah Direktur Manufaktur. PBID juga membentuk organisasi Panitia Pembina K3 (P2K3) sebagai pelaksana program dan kegiatan terkait K3. Penerapan K3 menjadi Key Performance Indicator (KPI) dari setiap Departemen SHE dalam melakukan pertemuan bulanan dalam membahas pelaksanaan dan permasalahan K3 di area kerja.

Pada tahun 2025, telah dilakukan pertemuan bulanan secara rutin dan tidak terdapat permasalahan yang kompleks.

Perusahaan melalui divisi terkait telah melakukan proses identifikasi bahaya dan penilaian risiko dan penetapan control serta Job Hazard Analysis secara menyeluruh di tempat kerja, meliputi pekerjaan yang dilakukan oleh setiap karyawan. Secara garis besar terdapat delapan jenis pekerjaan yang memiliki risiko kecelakaan tinggi:

- Bekerja di ketinggian;
- Bekerja di ruang tertutup terbatas;
- Pekerjaan penggalian;
- Pekerjaan panas;
- Pekerjaan dingin;
- Bekerja dengan tekanan tinggi;
- Penyelaman; dan
- Penggunaan alat angkat dan angkut.

If there is a dispute in the implementation of industrial relations, PBID has a compliant mechanism for employment issues which is carried out in stages by the direct supervisor, the Employee Relations Division and the Bipartite Institution. If this problem cannot be resolved internally, a solution will be sought through a mediator appointed and agreed upon by both parties. PBID routinely conducts an Employee Engagement Survey which involves all permanent employees with a minimum working period of six months with several assessment indicators including aspects of safety, collaboration, infrastructure, career development, to awards and recognition. In addition to determining the level of comfort and job satisfaction, this survey also provides an overview of the success of the HR development program and serves as a benchmark for employee development programs. EES was conducted again in 2025 and showed better results compared to the results in 2024.

Child Labor and Forced Labor Policy
Although the Company does not have a specific policy, it does not tolerate child labor or exploitation in any form. The Company is committed to protecting and safeguarding the rights and safety of children by conducting assessments within the supply chain, while ensuring that any risks related to the presence of child labor and forced labor are addressed.

Occupational Health and Safety Management Policy

Occupational Health and Safety Management System (SMK3) at PBID applies to all employees and guests at the premises. SMK3 is developed based on relevant international standards, laws and global safety standards, namely ISO 45001, SMK3 by Ministry of Manpower and Transmigration, American Society of Mechanical Engineers (ASME), National Fire Protection Association (NFPA) and Occupational Safety and Health Administration (OSHA).

OSH Organization
The implementation of OSH is important for the wellbeing of employees. The management of OSH is the responsibility of the Safety, Health and Environment (SHE) Department under the Director of Manufacturing. PBID has also formed an OSH Advisory Committee (P2K3) organization as the executor of programs and activities related to OSH. The application of OSH is a Key Performance Indicator (KPI) of each SHE Department in conducting monthly meetings to discuss the implementation and problems of OSH in the work area.

In 2025, regular monthly meetings were held and no complex problems were found.

Through its related divisions, the Company has carried out the process of hazard identification, risk assessment, determination of controls and a comprehensive Job Hazard Analysis in the workplace covering the work performed by each employee. In general, there are eight types of work that carry a high accident risk:

- Working at heights;
- Working in confined spaces;
- Excavation work;
- Working in hot conditions;
- Working in cold conditions;
- Working in high pressure conditions;
- Diving; and
- The use of lifting and conveying equipment.

Aturan-aturan Perlindungan Nyawa Sebagai Aturan Mutlak

Dukungan terhadap komitmen untuk meningkatkan kesadaran kerja yang aman di lingkungan kerja dilakukan melalui inisiatif Life Saving Rules as Golden Rules. Program pengelolaan keselamatan kerja disebut "let's pause for life". PAUSE merupakan singkatan dari:

- Pause (berhenti)
- Assess (Amati)
- Understand (Pahami)
- Share (Beritahu)
- Execute (Lakukan)

Program ini mengajak setiap orang berhenti sejenak sebelum melakukan pekerjaan guna proaktif mengantisipasi risiko yang mungkin terjadi. Kampanye slogan ini memuat delapan aturan keselamatan yang harus dilakukan dan tidak boleh dilakukan selama berada di dalam area kerja dengan tujuan untuk menjaga kesadaran setiap orang setinggi – tingginya terhadap potensi bahaya yang ada disekitarnya dan memberi petunjuk praktis mengenai cara – cara melindungi diri dan orang yang ada disekelilingnya. Delapan aturan tersebut adalah:

- Bekerja dengan surat ijin kerja yang sesuai;
- Verifikasi isolasi sebelum pekerjaan dimulai dan gunakan peralatan keselamatan yang sesuai;
- Lindungi diri dari jatuh saat bekerja di ketinggian;
- Mendapatkan otorisasi sebelum menonaktifkan atau
- override safety critical equipment ;
- Mendapatkan izin sebelum masuk confined space;
- Melakukan gas test ketika diperlukan;
- Dilarang merokok di luar area yang disediakan; dan
- Dilarang berjalan di bawah crane/beban tergantung.

Keamanan yang Berbasis Perilaku

PBID menerapkan Behavior Based Safety (BBS) sebagai sarana untuk melaporkan perilaku yang tidak aman di lingkungan PBID dan anak perusahaannya, sebagai bentuk untuk menyukseskan program K3.

Tujuan pelaksanaan BBS adalah untuk mencegah perilaku tidak aman seketika agar tidak menjadi cedera atau kerusakan di tempat kerja. Setiap orang dapat melaporkan kondisi tidak aman ke Departemen SHE. Departemen SHE akan melakukan pemeriksaan dan mengambil tindakan yang diperlukan. Komunikasi K3 diselenggarakan di setiap lokasi kerja di lingkungan PBID, dimana terdapat kegiatan safety contact, safety talk yang diselenggarakan setiap minggu melalui email dan SHE sharing forum setiap enam bulan sekali untuk menampung isu dan keluhan K3. PBID melakukan program pelatihan secara berkesinambungan untuk semua tahapan sistem keselamatan kerja, mulai dari pengetahuan mengenai perlengkapan dan peralatan di pabrik serta penggunaannya, hingga pada ijin dan data keselamatan kerja. Annual Refreshment Training dilakukan rutin dalam rangka menurunkan angka kecelakaan setiap tahun. Process Safety Management (PSM) adalah sistem manajemen untuk mengelola risiko di bidang manufaktur dalam mencegah insiden bahaya sehubungan dengan pelepasan bahan kimia/ hidrokarbon yang tidak diinginkan. Berdasarkan prinsip PSM insiden bahaya disebabkan oleh kesalahan atau kondisi tidak aman, yang dapat ditelusuri pada sistem pengendalian manajemen seperti kurangnya penguasaan atas teknologi proses, prosedur tanggap keadaan darurat yang kurang memadai, dan penyebab lainnya. Untuk mencegah terjadinya kondisi tersebut, PBID menjalankan 3 kegiatan utama:

- Identifikasi risiko;
- Evaluasi risiko; dan
- Kontrol risiko.

Life Saving Rules as Golden Rules

The commitment to increase awareness of safe work in the work environment is realized through the Life Saving Rules as Golden Rules initiative. The work safety management program is called "let's PAUSE for life". PAUSE stands for:

- Pause
- Assess
- Understand
- Share
- Execute

This program invites everyone to pause for a moment before doing work to proactively anticipate risks that may occur. This campaign slogan contains eight safety rules that must be observed at the work area. The aim is to keep everyone aware of the potential dangers around them and to provide practical instructions on ways to protect themselves and those around them. The eight rules are:

- Work with the appropriate work permits;
- Verify insulation before work starts and use appropriate safety equipment;
- Protect yourself from falling while working at heights;
- Obtain authorization before disabling or overriding safety critical equipment;
- Get permit before entering a confined space;
- Perform gas test when needed;
- No smoking outside the designated area; and
- Do not walk under the crane / hanging load.

Behavior Based Safety

PBID implements Behavior Based Safety (BBS) as a means to report unsafe behavior within PBID and its subsidiaries, as a way to ensure the success of the OSH program.

The purpose of implementing BBS is to prevent unsafe behavior immediately from causing injury or damage in the workplace. Anyone can report unsafe conditions to the SHE Department. The Department will then carry out inspections and take the necessary action. Communication about OHS is held at each work location within PBID. There are safety contact and safety talk activities held every week via email and at SHE sharing forum every six months to accommodate OHS issues and complaints. PBID conducts training programs on an ongoing basis for all stages of the work safety system, starting from knowledge of equipment and machineries in factories and their use, to permits and work safety data. Annual Refreshment Training is carried out regularly in order to reduce the number of accidents every year. Process Safety Management (PSM) is a management system to manage risks in manufacturing and prevent hazardous incidents related to the release of unwanted chemicals/ hydrocarbons. Based on the PSM principle, hazardous incidents are caused by errors or unsafe conditions, which can be traced to management control systems such as a lack of mastery over process technology, inadequate emergency response procedures, and other causes. To prevent these conditions from occurring, PBID carries out three main activities:

- Risk identification
- Risk assessment
- Risk control

Tujuan pelaksanaan PSM adalah mencegah terjadinya bencana katastropik yang berdampak pada kerusakan aset, cedera dan fatal pada manusia, kerusakan lingkungan, dampak Kesehatan pada penduduk dan tuntutan hukum. Manfaat lain termasuk efisiensi dan pencegahan downtime, kordinasi, produktivitas pada akhirnya memberikan manfaat kepada pemangku kepentingan termasuk karyawan, pemegang saham dan masyarakat sekitar.

Lingkungan Kerja yang Aman dan Layak

Komitmen PBID

Demi menjaga kesehatan dan keselamatan pekerja, selain dikarenakan sebagai pemasok bahan baku penting bagi industri nasional, risiko keselamatan pabrik sangat tinggi bagi lingkungan sekitar sehingga Perusahaan menjadi salah satu objek vital nasional.

Dalam menjalankan bisnis, PBID berkomitmen untuk melaksanakan kaidah Keselamatan dan Kesehatan Kerja (K3), baik untuk karyawan maupun kontraktor yang bekerja di dalam lingkungan perusahaan.

Kebijakan Terkait Pelecehan Seksual dan/atau non diskriminasi

Perseroan tidak memiliki kebijakan yang spesifik mengatur pelecehan dan/atau non diskriminasi. Namun demikian, hal tersebut telah terangkum dalam Peraturan Perusahaan dan kebijakan terkait Kode Etik Perseroan.

Kebijakan Terkait Hak Asasi Manusia

Perseroan tidak memiliki kebijakan yang spesifik mengatur Hak Asasi Manusia. Namun demikian, hal tersebut telah terangkum dalam Peraturan Perusahaan dan kebijakan terkait Kode Etik Perseroan.

Lebih lanjut, Perseroan senantiasa mengedepankan praktik terbaik dalam aspek ketenagakerjaan sembari memastikan pemenuhan hak-hak karyawan sesuai dengan peraturan dan perundang-undangan yang berlaku.

Sepanjang tahun 2025, Perseroan tidak menerima pelaporan apapun terkait pelanggaran Hak Asasi Manusia.

Kesetaraan Gender

Dalam rangka menciptakan lingkungan kerja yang inklusif, Perseroan senantiasa mengedepankan prinsip-prinsip kesetaraan gender di dalam kegiatan bisnisnya. Perseroan menyediakan peluang kerja yang setara bagi pria dan wanita di semua level organisasi, mulai dari level pemula hingga level eksekutif. Perekrutan, promosi, dan pengembangan karir dilakukan secara transparan berdasarkan kompetensi, prestasi, dan potensi, tanpa diskriminasi berbasis gender.

Selain itu, Perseroan juga menetapkan target representasi gender yang seimbang dalam posisi kepemimpinan. Hal ini diwujudkan melalui program pelatihan dan pengembangan yang dirancang untuk memberdayakan karyawan tanpa adanya diskriminasi gender.

Per 31 Desember 2025, komposisi karyawan Perseroan berdasarkan gender pada level jabatan adalah sebagai berikut:

The purpose of implementing PSM is to prevent catastrophic incidents that may cause asset damage, injury and fatality to humans, environmental damage, health impacts on the community, and lawsuits. Other benefits include efficiency and prevention of downtime, coordination, productivity which ultimately benefits stakeholders including employees, shareholders and the surrounding community.

A Safe and Proper Working Environment

PBID's Commitment

Maintaining the health and safety of workers is of the utmost importance to PBID because of the inherent high factory safety risks to the surrounding environment and its status as a nationally vital supplier of important raw materials to the domestic industries.

In running its business, PBID is committed to implementing Occupational Health and Safety (OHS) rules, both for employees and contractors working at the company.

Policy on Sexual Harassment and/or Non-Discrimination

The Company does not have a specific policy governing sexual harassment and/or non-discrimination. However, these matters are encompassed in the Company's Regulations and the related Code of Ethics policies.

Policy on Human Rights

The Company does not have a specific policy governing Human Rights. However, these matters are also included in the Company's Regulations and the related Code of Ethics policies.

Furthermore, the Company consistently upholds best practices in employment while ensuring that employees' rights are respected in accordance with applicable laws and regulations.

Throughout 2025, the Company did not receive any reports related to human rights violations.

Gender Equality

In an effort to create an inclusive work environment, the Company consistently upholds the principles of gender equality in its business activities. The Company provides equal employment opportunities for men and women at all organizational levels, from entry-level positions to executive roles. Recruitment, promotion, and career development are conducted transparently based on competence, achievements, and potential, without gender-based discrimination.

Moreover, the Company has set targets for balanced gender representation in leadership positions. This is achieved through training and development programs designed to empower employees without any gender discrimination.

As of December 31, 2025, the composition of the Company's employees by gender at each position level is as follows:



Level Jabatan *Position Level*	Pria / *Male*		Wanita / *Female*	
	Jumlah *Total*	Persentase *Percentage*	Jumlah *Total*	Persentase *Percentage*
Level Pemula *Entry Level*	3.245	57,49	2.113	37,44
Level Menengah *Mid Level*	78	1,38	80	1,42
Level Senior *Senior Level*	67	1,19	36	0,64
Level Eksekutif *Executive Level*	16	0,28	9	0,16
Jumlah / *Total*	3.406	60,4	2.238	39,6

Usia *Age*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
18 - 25	1.103	857	1.960	1.120	836	1.956	1.119	818	1.937
25 - 35	1.439	764	2.203	1.452	747	2.199	1.273	768	2.041
35 - 45	587	507	1.094	592	507	1.099	530	487	1.017
45 - 55	224	96	320	213	089	302	193	074	267
>55	53	14	67	47	16	63	47	12	59
Jumlah / *Total*	3.406	2.238	5.644	3.424	2.195	5.619	3.162	2.159	5.321

Upah Minimum Regional
Besaran remunerasi yang diberikan oleh Perusahaan kepada pekerja telah sesuai dengan peraturan ketenagakerjaan. Selain itu, gaji pokok pekerja tetap, baik wanita maupun pria, pada level terendah tetap lebih tinggi atau minimal sama besar dengan Upah Minimum Kabupaten/Kota ("UMK") yang berlaku.

Regional Minimum Wage
The remuneration provided by the Company to employees complies with labor regulations. Additionally, the base salary for permanent employees, both male and female, at the lowest level remains higher than or at least equal to the applicable Regency/City Minimum Wage ("UMK").

Daerah *Area*	2025	
	UMR (Rp)	Prosentase
Batu Ceper - Tangerang	5.221.800	100%
Mauk - Tangerang	5.221.800	100%
Pemalang - Jawa Tengah	2.296.140	100%
Cipondoh - Tangerang	5.069.708	100%
Karawaci - Tangerang	5.069.708	100%
Solo - Jawa Tengah	2.592.154	100%
Boyolali - Jawa Tengah	2.396.598	100%
Cilegon	5.128.084	100%
Deli Serdang - Sumatera Utara	3.732.906	100%

Aspek Masyarakat

Dampak Operasi terhadap Masyarakat Sekitar
Selama lebih dari 40 tahun, PBID telah berkontribusi langsung demi kesejahteraan sosial dan membina hubungan timbal balik serta berinteraksi dengan masyarakat sekitar. PBID menyadari keberhasilan bisnis dapat dicapai apabila ada dukungan dan kerjasama dari setiap pemangku kepentingan dan tidak terlepas dari komunitas sekitar. Oleh karena itu menciptakan komunitas sekitar yang sejahtera menjadi agenda penting PBID. Namun di dalam menciptakan masyarakat yang sejahtera sebagaimana ditargetkan dalam Tujuan Pembangunan Berkelanjutan (TPB), dibutuhkan partisipasi setiap pemangku kepentingan termasuk bagimana PBID melibatkan pemangku kepentingan untuk mencapai tujuan tersebut. Di bawah Panca Budi Foundation (d/h Yayasan Panca Harapan), PBID senantiasa berkomitmen untuk mengedepankan upaya – upaya dalam menciptakan keseimbangan antara keberlangsungan bisnis dengan tanggung jawab sosial perusahaan (CSR).

Perseroan berupaya untuk terlibat dalam pembangunan berkelanjutan, bekerja sama dengan para karyawan, keluarga karyawan, komunitas lokal, masyarakat umum dan pemangku kepentingan dalam rangka meningkatkan kualitas kehidupan yang lebih baik.

Pengaduan Masyarakat

Perseroan telah memiliki mekanisme pengaduan masyarakat yang mencakup isu sosial dan lingkungan dalam wilayah operasinya termasuk Sistem Pelaporan Pelanggaran. Masyarakat bisa menyampaikan pengaduannya melalui telepon di nomor 021-5436 5555. Semua pengaduan akan ditindaklanjuti oleh Unit Audit Internal.

Sepanjang tahun 2025, Perseroan tidak menerima adanya pengaduan masyarakat terkait isu sosial dan lingkungan dalam wilayah operasinya.

Kegiatan Tanggung Jawab Sosial Lingkungan

Perseroan senantiasa menjalankan semangat keberlanjutan terutama aspek sosial secara konkret dengan menjalan serangkaian kegiatan tanggung jawab sosial lingkungan (CSR). Hal ini dilakukan dengan strategi kolaboratif yang melibatkan berbagai organisasi nirlaba yang terdaftar.

Perseroan bekerja sama dengan Panca Budi Foundation (d/h Yayasan Panca Harapan). Sepanjang tahun 2025, Panca Budi Foundation menggelar serangkaian kegiatan CSR yang meliputi kegiatan kemanusiaan seperti donor darah, donasi, hingga berbagai kegiatan yang berawasan lingkungan.

Berikut merupakan beberapa kegiatan yang dilakukan oleh Panca Budi Foundation (d/h Yayasan Panca Harapan):

Society Aspect

The Impact of Operations on the Surrounding Community
For more than 40 years PBID has contributed directly to social welfare and fostered beneficial two-way relationships and interactions with local communities. PBID understands that business success can be achieved if there is support and cooperation from every stakeholder and the surrounding community. Therefore creating prosperous surrounding communities is an important agenda for PBID. However, creating a prosperous society as stipulated in the Sustainable Development Goals (SDGs) requires the participation of every stakeholder to achieve this goal. Under the umbrella of Panca Budi Foundation (d/h Yayasan Panca Harapan), PBI is committed to continuously prioritizing efforts to create a balance between business continuity and corporate social responsibility (CSR).

The Company strives to be involved in sustainable development, working closely with employees, employees' families, local communities, the general public and stakeholders in order to improve the quality of life for the better.

Public Feedback

The Company has established a public feedback mechanism that covers social and environmental issues within its operational areas, including the Whistleblowing System. The public can submit their feedbacks via phone at 021-5436 5555. All complaints will be followed up by the Internal Audit Unit.

Throughout 2025, the company did not receive any public feedback related to social and environmental issues within its operational areas.

Corporate Social Responsibility Activities

The Company consistently upholds the spirit of sustainability, particularly in the social aspect, by implementing a series of concrete Corporate Social Responsibility (CSR) activities. This is carried out through a collaborative strategy involving various registered non-profit organizations.

The Company collaborates with the Panca Budi Foundation (formerly Yayasan Panca Harapan). Throughout 2025, the Panca Budi Foundation organized a series of CSR activities, including humanitarian efforts such as blood donations, donations, and various environmental-related activities.

Below are some of the activities conducted by the Panca Budi Foundation (formerly Yayasan Panca Harapan):

CORPORATE SOCIAL RESPONSIBILITY

No.	Bulan Months	Kegiatan Activity	Lokasi Location	Penerima Beneficiary	Total Total	Jenis Type	Manfaat & Tujuan Benefits & Purpose
1	Jan-25	Donor Darah // Blood Donation	Masyarakat (External) : Rw. 09 Mahkota mas, Vihara Dharma Hastabrata, Alfa tower, Skyhouse BSD+, PT. Tripatra, YBTCI Sinar Mas (Wisma indah kiat), Vihara Dharma Subha, Ika baceta natura, Rs hermina ciledug.	Pendonor // Donor	769 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
2	Feb-2025	Donor Darah // Blood Donation	Masyarakat (External) : Perumahan Banyu Biru	Pendonor // Donor	42 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
			Karyawan (Internal) : Panca Budi Group	Pendonor // Donor	350 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Pelatihan // Training	Ruangan Training HRD Ho	Karyawan // Employee PB Group	15 orang // people	Snack	Meningkatkan kesadaran tentang kesehatan mental, memberikan pemahaman tentang gangguan mental, serta memberikan panduan praktis untuk menjaga kesehatan mental.// Raising awareness about mental health, providing understanding about mental disorders, and providing practical guidance for maintaining mental health.

No.	Bulan Months	Kegiatan Activity	Lokasi Location	Penerima Beneficiary	Total Total	Jenis Type	Manfaat & Tujuan Benefits & Purpose
3	Mar-25	Donor Darah // Blood Donation	Masyarakat (External) : Sekolah Cinta Kasih Tzu Chi, Vihara Nimmala, Universitas Pradita, GBI Ecclesia cengkareng, GPKDI Jrk, HMPFK UPH, Club House Amerika latin, Vihara Sasana Subhasita.	Pendonor // Donor	563 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
4	Apr-25	Donor Darah // Blood Donation	Masyarakat (External) : Vihara Dharma Hastabrata, Alfamart Cikokol, UBL, Rs. Mayapada, Gereja Kristen Oikumene, Ciledug Indah 1, Vihara Dharma Subha, PT. Colorpark Indonesia, Alfa tower, YBTCI Sinar Mas (Wisma indah kiat), Gereja Bethany Poris, Gereja Altar Filadelfia, PT. Tripatra.	Pendonor // Donor	1.093 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Sumbangan Peralatan Sekolah // School Equipment Donation	Sekolah Pendidikan Bangun	Murid // Sudents	150 orang// people	Peralatan Sekolah // School equipment	Meningkatkan semangat belajar dan memastikan siswa memiliki perlengkapan yang layak untuk menunjang proses belajar.// Increase enthusiasm for learning and ensure students have adequate equipment to support the learning process.
		Reboisasi // Reforestation	Taman Wisata Alam Angke Kapuk	Bibit Mangrove // Mangrove seeds	650 bibit // seeds	Usia tanam 2-3 bulan// Planting age 2-3 months	Menjaga keseimbangan ekosistem, mencegah erosi tanah, menjaga ketersediaan air, mengurangi dampak perubahan iklim, dan meningkatkan kualitas udara. // Maintaining ecosystem balance, preventing soil erosion, maintaining water availability, reducing the impact of climate change, and improving air quality.
5	May-25	Donor Darah // Blood Donation	Karyawan (Internal) : Panca Budi Group	Pendonor // Donor	389 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Pelatihan // Training	Ruangan Training HRD Ho	Karyawan // Employee PB Group	40 orang // people	Snack	Meningkatkan kesadaran masyarakat tentang pentingnya donor darah, memberikan edukasi mengenai manfaat donor darah.// Increasing public awareness about the importance of blood donation, providing education about the benefits of blood donation.
6	Jun-25	Donor Darah // Blood Donation	Masyarakat (External) : Club House Amerika latin, Vihara Nimmala, Delamibrands, SMA IT Tunas Harapan, GBI Ecclesia cengkareng, Vihara Araya Dhamma, Mall Daan Mogot, SMPN 9 Kota Tng, Vihara Sasana Subhasita, Kebuli Yaman, Mall DM, Ciledug Indah 1, Gereja Altar Filadelfia.	Pendonor // Donor	625 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Pelatihan // Training	Ruangan Training HRD Ho	Karyawan // Employee PB Group	15 orang // people	Snack	Meningkatkan kekebalan tubuh, mempercepat pemulihan saat sakit, menjaga kesehatan jantung dan meningkatkan suasana hati.//Improves immunity, speeds up recovery from illness, maintains heart health and improves mood.

No.	Bulan Months	Kegiatan Activity	Lokasi Location	Penerima Beneficiary	Total Total	Jenis Type	Manfaat & Tujuan Benefits & Purpose
7	Jul-25	Donor Darah // Blood Donation	Masyarakat (External) : Titan Infra Energy, Alfa tower, Rw. 09 Mahkota mas, Vihara Dharma Subha, Mall DM, Rs. Melati, Vihara Sad Sadha, Vihara AKMC, Posyandu Rw.08, YBTCI Sinar Mas (Wisma indah kiat).	Pendonor // Donor	727 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Pelatihan // Training	Ruangan Training HRD	Karyawan // Employee PB Group	30 orang // people	Snack	Meningkatkan kesadaran tentang pentingnya menjaga kesehatan jantung, memberikan pengetahuan tentang faktor risiko dan cara pencegahan penyakit jantung, serta mengajarkan tindakan pertolongan pertama pada kondisi darurat jantung.// Raising awareness about the importance of maintaining heart health, providing knowledge about risk factors and ways to prevent heart disease, and teaching first aid measures in cardiac emergencies.
8	Aug-25	Donor Darah // Blood Donation	Karyawan (Internal): Panca Budi Group	Pendonor // Donor	320 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.

No.	Bulan Months	Kegiatan Activity	Lokasi Location	Penerima Beneficiary	Total Total	Jenis Type	Manfaat & Tujuan Benefits & Purpose
9	Sep-25	Donor Darah // Blood Donation	Masyarakat (External) : Titan Infra Energy,Universitas Pradita,Alfa tower,Argo Pantes,PT. OSI,PT. Best To Flow.	Pendonor // Donor	409 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Pelatihan // Training	Ruangan Training HRD	Karyawan // Employee PB Group	35 orang // people	Seminar	menciptakan suasana kerja yang mendukung kesehatan, keselamatan, dan kesejahteraan semua karyawan agar mereka dapat bekerja secara efektif dan optimal.// The purpose of this seminar is to create a work environment that supports the health, safety, and well-being of all employees so that they can work effectively and optimally.
10	Oct-25	Donor Darah // Blood Donation	Masyarakat (External)	Pendonor // Donor	616 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.

No.	Bulan Months	Kegiatan Activity	Lokasi Location	Penerima Beneficiary	Total Total	Jenis Type	Manfaat & Tujuan Benefits & Purpose
11	Nov-25	Donor Darah // Blood Donation	Karyawan // Employee PB Group	Pendonor // Donor	399 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
12	Dec-25	Donor Darah // Blood Donation	Masyarakat (External)	Pendonor // Donor	699 orang // people	Souvenir // Souvenirs	Membantu merangsang produksi sel-sel darah baru dan dapat membuat tubuh sehat , bekerja lebih efisien dan membantu ketersedian stok darah PMI.// Helps stimulate the production of new blood cells and can make the body healthy, work more efficiently and help ensure the availability of PMI blood stocks.
		Kepedulian (Peduli Kasih)	Panti Asuhan Kasih Sesama Umat	Anak - Anak panti	32 orang // people	Makanan	Untuk menunjukkan kepada anak-anak bahwa mereka tidak sendirian dan masih banyak orang yang peduli, sehingga membantu mereka membangun kembali harapan dan kepercayaan. // To show children that they are not alone and that many people care, thus helping them rebuild hope and trust.









Tanggung Jawab Pengembangan Produk Berkelanjutan

Inovasi dan Pengembangan Produk Berkelanjutan
Selaras dengan inovasi dan pengembangan produk berkelanjutan, Perseroan mendirikan anak perusahaan baru dengan nama PT Politek Grin Packindo yang bergerak di bidang daur ulang plastik bekas. Diharapkan dengan pendirian anak perusahaan ini, maka Perseroan akan dapat berkontribusi secara nyata dalam aspek lingkungan dengan meningkatkan manfaat daur ulang plastik bekas.

Produk yang Sudah Dievaluasi Keamanannya bagi Pelanggan
Perseroan terus berkomitmen untuk menyediakan produk yang aman dan berkualitas bagi para pelanggan. Produk yang ditawarkan merupakan hasil produksi yang memenuhi standar keselamatan dan kesehatan. Proses perizinan, sertifikasi, produksi, dan distribusi telah dilakukan untuk memastikan keamanan pelanggan. Semua produk yang dihasilkan oleh Perseroan telah memenuhi standar keamanan dan regulasi yang berlaku, serta telah melalui pengawasan dan evaluasi yang ketat, sehingga kualitas dan keamanannya terjamin. Hal ini dibuktikan dengan diterimanya Sertifikat Produk dari Badan Pengkajian dan Penerapan Teknologi Balai Teknologi Polimer Lembaga Sertifikasi Produk. Selain itu, Perseroan juga telah memperoleh surat persetujuan penggunaan tanda SNI yang dikeluarkan oleh Badan Standarisasi Nasional.

Performance Appraisal and Compensation System

Innovation and Sustainable Product Development
In line with innovation and sustainable product development, the company established a new subsidiary named PT Politek Grin Packindo, which operates in the field of plastic waste recycling. It is expected that through the establishment of this subsidiary, the company will make a tangible contribution to the environment by enhancing the benefits of plastic waste recycling.

Products That Have Been Evaluated for Customer Safety
The Company remains committed to providing safe and high-quality products to its customers. The products offered are the result of production processes that comply with safety and health standards. Licensing, certification, production, and distribution processes have been carried out to ensure customer safety. All products produced by the company meet the applicable safety standards and regulations and have undergone strict oversight and evaluation, ensuring their quality and safety. This is evidenced by the receipt of a Product Certificate from the Agency for the Assessment and Application of Technology's Polymer Technology Center of the Product Certification Institute. Additionally, the company has obtained approval for the use of the SNI mark issued by the National Standardization Agency.



Dampak Produk
Perseroan secara konsisten melakukan uji kualitas pada semua produk yang selama ini dijual kepada pelanggan. Sepanjang tahun 2025, tidak terdapat laporan terkait dampak negatif dari produk, maupun insiden yang berkaitan dengan peraturan yang berlaku atau kode etik. Selain itu, tidak ada insiden yang berkaitan dengan layanan, keluhan, dan komunikasi pemasaran, seperti iklan, promosi, dan sponsor, yang mengakibatkan denda, sanksi, atau peringatan. Semua aktivitas yang berkaitan dengan produk dan layanan telah dilaksanakan sesuai dengan peraturan yang berlaku, tanpa adanya pelanggaran yang berarti.

Jumlah Produk yang Ditarik Kembali
Pada tahun 2025 tidak terdapat penarikan produk Perseroan yang berkaitan dengan kualitas ataupun dampak negatif yang ditimbulkan. Perseroan senantiasa melakuka langkah antisipatif yang memadai seraya memastikan pelanggan tidak dirugikan, sehingga tidak terdapat laporan terkait keluhan pelanggan ataupun insiden keamanan yang melibatkan produk Perseroan.

Survei Kepuasan Pelanggan Terhadap Produk Berkelanjutan
Perseroan senantiasa menjalin komunikasi yang baik dengan pelanggan melalui berbagai kesempatan guna memastikan kepuasan pelanggan atas produk Perseroan. Secara berkala Perseroan mengumpulkan umpan balik sebagai bahan evaluasi atas kegiatan operasional Perseroan, kualitas layanan, hingga pengendalian mutu produk yang dihasilkan.

Verifikasi Tertulis dari Pihak Independen
Sepanjang tahun 2025, Perseroan belum memiliki verifikasi tertulis dari pihak independen.

Lembar Umpan Balik
Bersamaan dengan diterbitkannya buku Laporan Keberlanjutan, maka Perseroan telah menyediakan lembar umpan balik sebagai platform komunikasi dua arah yang diharapkan mampu memberikan evaluasi bagi penyusunan Laporan Keberlanjutan di masa yang akan datang.

Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya
Sepanjang tahun 2025, Perseroan tidak menerima umpan balik atas Laporan Keberlanjutan 2024.

Product Impact
The company consistently conducts quality tests on all products sold to customers. Throughout 2025, there have been no reports of negative impacts from products or incidents related to applicable regulations or codes of conduct. Furthermore, there have been no incidents related to services, complaints, or marketing communications, such as advertisements, promotions, and sponsorships, resulting in fines, sanctions, or warnings. All activities related to products and services have been carried out in accordance with applicable regulations, with no significant violations.

Number of Products Recalled
In 2025, there were no product recalls by the Company related to quality or negative impacts. The company continually takes adequate preventive measures to ensure that customers are not harmed, and no reports of customer complaints or security incidents involving the company's products have been received.

Customer Satisfaction Survey on Sustainable Products
The Company consistently maintains good communication with customers through various channels to ensure customer satisfaction with its products. Periodically, the company collects feedback to evaluate its operations, service quality, and the quality control of the products produced.

Written Verification from an Independent Party
Throughout 2025, the company did not receive written verification from an independent party.

Feedback Form
Along with the publication of the Sustainability Report, the company has provided a feedback form as a platform for two-way communication, which is expected to contribute to the evaluation of future Sustainability Reports.

Response to Feedback on the Previous Year's Sustainability Report

Throughout 2025, the company did not receive any feedback on the 2024 Sustainability Report.





LEMBAR UMPAN BALIK
Feedback Form

INFORMASI PERSONAL
PERSONAL INFORMATION

Nama | Name : .....
Institusi/Perusahaan | Institution/Organization : .....
Telp/HP | Phone No : .....

Kategori Pemangku Kepentingan | Stakeholder Category
- ☐ Pelanggan | Customer
- ☐ Pemegang saham | Shareholder
- ☐ Pegawai | Employee
- ☐ Pemerintah dan pembuat kebijakan | Government or Regulato
- ☐ Mitra kerja, supplier | Partner, Supplier
- ☐ Media massa | Mass Media
- ☐ Masyarakat, komunitas lokal | Community
- ☐ Lain-lain, sebutkan | Others, please specify

.....

Mohon pilih jawaban yang paling sesuai dengan memberikan tanda ✓ pada lingkaran jawaban: | Please select the most appropriate answer by marking ✓ in the answer circle:

1. Apakah laporan ini sudah menggambarkan kinerja PBID dalam berkontribusi pada pembangunan berkelanjutan?| Does this report describe PBID's performance in contributing to sustainable development?
   - ☐ Setuju | Agree
   - ☐ Tidak Setuju | Do not agree
   - ☐ Tidak Tahu | Not sure
2. Apakah laporan ini bermanfaat bagi Anda? | Is this report useful to you?
   - ☐ Setuju | Agree
   - ☐ Tidak Setuju | Do not agree
   - ☐ Tidak Tahu | Not sure
3. Apakah laporan ini mudah dimengerti? | Is this report easy to understand?
   - ☐ Setuju | Agree
   - ☐ Tidak Setuju | Do not agree
   - ☐ Tidak Tahu | Not sure
4. Apakah laporan ini menarik? | Is this report interesting to read?
   - ☐ Setuju | Agree
   - ☐ Tidak Setuju | Do not agree
   - ☐ Tidak Tahu | Not sure

Mohon menuliskan jawaban sesuai dengan pendapat Anda: | Please write based on your opinions:

1. Bagian informasi mana yang paling berguna dan menarik?| Which part of the information is the most useful and interesting to you?
   .....
   .....
   .....
2. Bagian informasi mana yang kurang berguna sehingga perlu dilakukan perbaikan? | Which part of the information is less useful and needs to be improved?
   .....
   .....
   .....
3. Apakah data yang disajikan telah transparan, dapat dipercaya, dan berimbang? | Is the data presented transparent, reliable and balanced?
   .....
   .....
   .....
4. Saran/usul/komentar untuk perbaikan laporan ke depan: | Suggestions/recommendations/comments for future report improvement:
   .....
   .....
   .....

Kami sangat menghargai umpan balik yang Anda berikan. Untuk itu, mohon mengirimkan lembar umpan balik ini ke: | We really appreciate your feedback. Please send this feedback form to:

Divisi Sekretaris Perusahaan | Corporate Secretary Division

Terima kasih telah membaca Laporan Keberlanjutan PBID 2025. Untuk mewujudkan kualitas pelaporan yang lebih baik pada tahun mendatang, kami mengharapkan usulan, kritik dan saran dari pembaca dan pengguna laporan ini. PBID berkomitmen untuk senantiasa meningkatkan kinerja keberlanjutan dan memberikan yang terbaik untuk Pemangku Kepentingan.

Thank you for reading the 2025 PBID Sustainability Report. In order to continuously improve our reporting quality in the coming year, we look forward to receiving suggestions, feedback and recommendations from readers and users of this report. PBID is committed to continuously improve its sustainability performance and provide the best for Stakeholders.

REFERENSI KRITERIA SEOJK NO. 16 / SEOJK.04 / 2021

CRITERIA REFERENCE PURSUANT TO SEOJK NO. 16 / SEOJK.04 / 2021

No.	Uraian Description		Halaman Page
1	Penjelasan Strategi Keberlanjutan	Explanation of Sustainability Strategy	6, 14-17
2	Ikhtisar Kinerja Aspek Keberlanjutan	Performance Overview of Sustainability Aspect	
	a. Aspek ekonomi, paling sedikit meliputi: 1. Kuantitas produksi atau jasa yang dijual; 2. Pendapatan atau penjualan; 3. Laba atau rugi bersih; 4. Produk ramah lingkungan; dan 5. Pelibatan pihak lokal yang berkaitan dengan proses bisnis Keuangan Berkelanjutan.	a. Economic aspect, at least includes: 1. Quantity of products and services sold; 2. Revenue or sales; 3. Net profit or loss; 4. Environment-friendly products; and 5. Engangement of local party related to business process of Sustainable Finance.	4, 37-38
	b. Aspek Lingkungan Hidup, paling sedikit meliputi: 1. Penggunaan energi (antara lain listrik dan air); 2. Pengurangan emisi yang dihasilkan Perseroan yang proses bisnisnya berkaitan langsung dengan lingkungan hidup; 3. Pengurangan limbah dan efluen (limbah yang telah memasuki lingkungan) yang dihasilkan Perseroan yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup; atau 4. Pelestarian keanekaragaman hayati bagi Perseroan yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup.	b. Environmental aspect, at least includes: 1. Energy consumption (including electricity and water); 2. Reduction of emission generated by a company in which its business process directly related to environment; 3. Reduction of waste and effluent (waste entering environment) generated by a company in which its business process directly related to environment; or 4. Biodiversity conservation for a company in which its business process directly related to environment.	4
	c. Aspek sosial yang merupakan uraian mengenai dampak positif dan negatif dari penerapan Keuangan Berkelanjutan bagi masyarakat dan lingkungan (termasuk orang, daerah, dan dana).	c. Social aspect, which is a description of positive and negative impacts of implementing Sustainability Finance for community and environment (including people, area, and fund).	6, 14
3	Profil Perusahaan	Company Profile	
	a. Visi, misi, dan nilai keberlanjutan Perseroan;	a. Corporate vision, mission, and sustainable values;	36
	b. Nama, alamat, nomor telepon, nomor faksimili, alamat surat elektronik (e-mail), dan situs web, serta kantor cabang dan/ atau kantor perwakilan Perseroan;	b. E-mail address, website, and addresses of branch offices and/or representative office of the Company;	28
	c. Skala usaha Perseroan secara singkat, meliputi: 1. Total aset atau kapitalisasi aset, dan total kewajiban (dalam jutaan rupiah); 2. Jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan; 3. Persentase kepemilikan saham (publik dan pemerintah); dan 4. Wilayah Operasional	c. Brief Company's business scale includes: 1. Total assets or asset capitalization, and total obligations (in million rupiah); 2. Total employees classified by gender, position, age, education, and employment status; 3. Percentage of shareholding (public and government); and 4. Area of operations.	42-43, 58-60, 62, 94-95
	d. Penjelasan singkat mengenai produk, layanan, dan kegiatan usaha yang dijalankan;	d. Brief description of products, services, and business operations;	39-41
	e. Keanggotaan pada asosiasi;	e. Membership in associations;	65
	f. Perubahan Perseroan yang bersifat signifikan, antara lain terkait dengan penutupan atau pembukaan cabang, dan struktur kepemilikan.	f. Significant changes of the Company, including those related to closing or opening branch(es), and ownership structure.	20, 61

No.	Uraian Description		Halaman Page
4	Penjelasan Direksi	Board of Directors' Explanation	14, 17
	a. Kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan, paling sedikit meliputi: 1. Penjelasan nilai keberlanjutan bagi Perseroan; 2. Penjelasan respon Perseroan terhadap isu terkait penerapan Keuangan Berkelanjutan; 3. Penjelasan komitmen pimpinan Perseroan dalam pencapaian penerapan Keuangan Berkelanjutan; 4. Pencapaian kinerja penerapan Keuangan Berkelanjutan; dan 5. Tantangan pencapaian kinerja penerapan Keuangan Berkelanjutan.	a. Policy to respond challenges to comply with a sustainability strategy, at least includes: 1. Explanation of sustainability values for the Company; 2. Explanation of the Company's responses to issues related to implementing Sustainable Finance; 3. Explanation of commitment of the Company's leadership to achieve targets of implementing Sustainable Finance; 4. Performance achievements of implementing 5. Performance achievement challenges of implementing Sustainable Finance. Sustainable Finance; and	
	b. Penerapan Keuangan Berkelanjutan, paling sedikit meliputi: 1. Pencapaian kinerja penerapan Keuangan Berkelanjutan (ekonomi, sosial, dan Lingkungan Hidup) dibandingkan dengan target; dan 2. Penjelasan prestasi dan tantangan termasuk peristiwa penting selama periode pelaporan (bagi Perseroan yang diwajibkan membuat Rencana Aksi Keuangan Berkelanjutan).	b. Implementing Sustainable Finance, at least includes: 1. Performance achievement of implementing Sustainable Finance (economic, social, and environmental aspects) compared with targets; and 2. Explanation of achievements and challenges, including important events during the reporting period (for a company required to make an Action Plan of Sustainable Finance).	
	c. Strategi pencapaian target, paling sedikit meliputi: 1. Pengelolaan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan Lingkungan Hidup; 2. Pemanfaatan peluang dan prospek usaha; dan 3. Penjelasan situasi eksternal ekonomi, sosial, dan Lingkungan Hidup yang berpotensimempengaruhi keberlanjutan Perseroan.	c. Strategy for achieving targets, at least includes: 1. Risk management of implementing Sustainable Finance related to economic, social, and environmental aspects; 2. Benefitting opportunities and business prospect; and 3. Explanation of external economic, social, and environmental conditions potentially affecting the Company's sustainability.	

No.	Uraian Description		Halaman Page
5	Tata Kelola Keberlanjutan	Sustainability Governance	66-73
	a. Uraian mengenai tugas bagi Direksi dan Dewan Komisaris, pegawai, pejabat dan/ atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan.	a. Explanation of duties of Board of Directors and Board of Commissioners, employee, executive, and/or work unit to be responsible for implementing Sustainable Finance.	
	b. Penjelasan mengenai pengembangan kompetensi yang dilaksanakan terhadap anggota Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/ atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan.	b. Explanation of competence development for members of Board of Directors and Board of Commissioners, employee, executive, and/or work unit to be responsible for implementing Sustainable Finance.	
	c. Penjelasan mengenai prosedur Perseroan dalam mengidentifikasi, mengukur,memantau, dan mengendalikan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan Lingkungan Hidup, termasuk peran Direksi dan Dewan Komisaris dalam mengelola, melakukan telaah berkala, dan meninjau efektivitas proses manajemen risiko perseroan.	c. Explanation of the Company's procedure for identifying, measuring, monitoring, and controlling risks as the result of implementing Sustainable Finance related to economic, social, and environmental aspects, including roles of Board of Directors and Board of Commissioners in managing, reviewing periodically, and evaluating effectiveness of corporate risk management process.	
	d. Penjelasan mengenai pemangku kepentingan yang meliputi: 1. Keterlibatan pemangku kepentingan berdasarkan hasil penilaian (assessment) manajemen, RUPS, surat keputusan atau lainnya; dan 2. Pendekatan yang digunakan Perseroan dalam melibatkan pemangku kepentingan dalam penerapan Keuangan Berkelanjutan, antara lain dalam bentuk dialog, survei, dan seminar.	d. Explanation of stakeholders, includes: 1. Engagement of stakeholders based on result of assessment on the Management, GMS, decisions, or others; and 2. Approach used by the Company to engage stakeholders in implementing Sustainable Finance, among others, as dialog, survey, and seminar.	
	e. Permasalahan yang dihadapi, perkembangan, dan pengaruh terhadap penerapan Keuangan Berkelanjutan.	e. Problems encountered, developments, and influence toward implementing Sustainable Finance.	
6	Kinerja Keberlanjutan	Sustainability Performance	
	a. Penjelasan mengenai kegiatan membangun budaya keberlanjutan di internal Perseroan.	a. Explanation of activities in building the culture of sustainability within the Company.	101
	b. Uraian mengenai kinerja ekonomi dalam 3 tahun terakhir meliputi: 1. Perbandingan target dan kinerja produksi, portofolio, target pembiayaan, atau investasi, pendapatan dan laba rugi dalam hal Laporan Keberlanjutan disusun secara terpisah dengan Laporan Tahunan; dan 2. Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrumen keuangan atau proyek yang sejalan dengan penerapan Keuangan Berkelanjutan.	b. Explanation of economic performance in the last 3 years, includes: 1. Comparison between target and performance of production, portfolio, financing target, or investment, revenue and profit/loss in terms of the Sustainability Report are prepared separately from the Annual Report; and 2. Comparison between target and performance of portfolio, financing target, or investment of financial instruments or projects which are in line with the implementation of Sustainable Finance.	76,81

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	c. Kinerja sosial dalam 3 tahun terakhir: 1. Komitmen Perseroan untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen. 2. Ketenagakerjaan, paling sedikit memuat: a. Pernyataan kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak; b. Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional; c. Lingkungan bekerja yang layak dan aman; dan d. Pelatihan dan pengembangan kemampuan pegawai. 3. Masyarakat, paling sedikit memuat: a. Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan; b. Mekanisme pengaduan masyarakat serta jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti; dan c. TJSL yang dapat dikaitkan dengan dukungan pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat.	c. Social performance in the last 3 years: 1. Company's commitment to providing consumers with equal products and/or services. 2. Employment, at least contains: a. Statement on equality of job opportunity and existence of forced labor and child labor; b. Percentage of permanent employee's lowest remuneration to regional minimum wage; c. Decent, safe workplace; and d. Training and development on employees' capability. 3. Community, at least contains: a. Information of activities or area of operations making positive and negative impacts on surrounding communities, including financial literacy and inclusion; b. Public complaint mechanism as well as total public complaints received and followed up; and c. Social and environmental responsibility which can be associated with support to the sustainable development goals, i.e. types and achievements of community empowerment programs.	128
	d. Kinerja Lingkungan Hidup, paling sedikit memuat: 1. Biaya Lingkungan Hidup yang dikeluarkan; 2. Uraian mengenai penggunaan material yang ramah lingkungan, misalnya penggunaan jenis material daur ulang; dan 3. Uraian mengenai penggunaan energi, paling sedikit memuat: a. Jumlah dan intensitas energi yang digunakan; dan b. Upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan.	d. Environmental performance, at least contains: 1. Environmental cost spent; 2. Explanation of use of environment friendly material, e.g. use of recycled material; and 3. Explanation of energy consumption, at least contains: a. Total and intensity of energy consumed; and b. Effort and achievement of energy efficiency pmplemented, including use of renewable energy.	88-89 88 87

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	e. Kinerja Lingkungan Hidup bagi Perseroan yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup paling sedikit memuat: 1. Kinerja sebagaimana dimaksud dalam huruf d; 2. Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap Lingkungan Hidup sekitar terutama upaya peningkatan daya dukung ekosistem; 3. Keanekaragaman hayati, paling sedikit memuat: a. Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi atau memiliki keanekaragaman hayati; dan b. Usaha konservasi keanekaragaman hayati yang dilakukan, mencakup perlindungan spesies flora atau fauna. 4. Emisi, paling sedikit memuat: a. Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya; dan b. Upaya dan pencapaian pengurangan emisi yang dilakukan. 5. Limbah dan efluen, paling sedikit memuat: a. Jumlah limbah dan efluen yang dihasilkan berdasarkan jenis; b. Mekanisme pengelolaan limbah dan efluen; dan c. Tumpahan yang terjadi (jika ada). 6. Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan.	e. Environmental performance for a company in which its business process directly related to environment, at least contains: 1. Performance as referred to in item d; 2. Information of activities or area of operations making positive and negative impacts on surrounding environment, especially of effort for improving ecosystem carrying capacity. 3. Biodiversity, at least contains: a. Impacts from area of operations which is close to or located within a conservation area or an area having biodiversity; and b. Biodiversity conservation efforts, include flora or fauna species protection. 4. Emission, at least contains: a. Total and intensity of emission generated by type; and b. Efforts and achievements of emission reduction. 5. Waste and effluent, at least contains: a. Total waste and effluent generated by type; b. Mechanism of waste and effluent treatment; and c. Spills (if any). 6. Total and subjects of environmental complaints received and settled.	87-89 <